

ESG 2024 HIGHLIGHTS

1. JAN 2024 – 31. DEC 2024

SVANEHØJ
— An ITT Company



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About the ESG 2024 Highlights
This Environmental, Social, and Governance (ESG) Highlights covers the activities of Svanehøj for the financial year January 1, 2024 to December 31, 2024. Our efforts and performance of 2024 as well as our future ambitions are presented in this report. The report represents the corporate social responsibility of Svanehøj as required by sections 99a and 99b of the Danish Financial Statements Act. At Svanehøj, we strive to maintain the same level of governance and scrutiny of our ESG data as we do of our financial data, including aiming for reasonable assurance from our auditors by 2025.

Svanehøj designs and manufactures specialized deepwell and submerged marine pumps for critical applications in fuel systems, cargo handling, and offshore operations

Our portfolio also includes engine room pumps, complete pump room systems, and fire water pump packages for a wide range of vessel types, as well as advanced tank gauging systems for LNG and LPG storage for ships and land-based terminals. In addition, we are a leading full-scope provider of inspection, servicing, and calibration of cargo equipment on gas carriers as well as product and chemical tankers.

OUR BUSINESS



FUTURE PROOF SOLUTIONS

Svanehøj's mission is to help power a better future by offering solutions and services that support a safe and efficient transition to cleaner energy types in the hard-to-abate sectors. At least 95% of our R&D budget is invested in solutions for the energy transition.

Our pump technology is compatible with all forms of liquefied gas, including LNG, LPG, CO₂, ammonia, and methanol.

Svanehøj employs over 400 employees across locations in Denmark, France, UK, Netherlands, Singapore, Japan, Korea, China, USA, and Dubai.

In 2024, Svanehøj was acquired by ITT Inc., a global manufacturer of customized technology solutions for the transportation, industrial, and energy markets. Svanehøj is part of ITT's Industrial Process (IP) business, which is a global leader in flow focused on highly engineered pumps, valves, and aftermarket services.

With ITT's support and global reach, and united by a dedication to industry excellence, we remain well-positioned to continue the development of Svanehøj as a global leader in marine pumps and solutions for all types of liquefied gas.

VALUE CHAIN

UPSTREAM

- Materials and components from suppliers
- Transport to Svanehøj facilities

OWN OPERATIONS

- Design and engineering
- Manufacturing and assembly
- Quality control and testing
- Service solutions

DOWNSTREAM

- Transport to customers
- Installation and service
- Product use on ships and terminal





Our name carries a commitment – both in the field and within the organization where approx. 500 employees each day carry out our work based on carefully selected core values to ensure that we provide the advice, service, quality, and reliability expected of us.

ESG STRATEGY

“Engage to Sustain” is our strategic framework for implementing Environmental, Social, and Governance (ESG) targets and initiatives, serving as our roadmap for the four-year period 2022-2025.

Grounded in a double materiality assessment, aligned with five selected United Nations Sustainable Development Goals (SDGs), and inspired by the Triple Bottom Line¹, the framework outlines our ESG efforts into eight targets across four focus areas: “People”, “Planet”, “Solutions”, and “Supply Chain”.

In 2024, Svanehoj Singapore was added to our ESG reporting scope, which now covers data from our sites in Svenstrup, Frederikshavn, Calais, and Singapore. As we continue to grow,

we remain committed to further expanding ESG reporting to include additional relevant sites and business units.

The year 2025 marks the conclusion of our current ESG strategy period. In response, we have initiated a revision of our strategic framework to define new ESG targets beyond 2025.

These targets will be anchored in the focus areas “People”, “Products”, and “Production”, and will be presented in our “2025 ESG Highlights”.

ESG TARGETS 2025

 PEOPLE	 PLANET	 SOLUTIONS	 SUPPLY CHAIN
Zero health & safety incidents from 2023.	50% reduction in Scope 1 & 2 GHG emissions per mDKK in 2025 relative to our baseline year in 2021.	>95% of R&D investments support our mindset of Powering a Better Future consecutively up to 2025.	Establish a Svanehøj supplier program by 2024 and ensure that all new suppliers, and 15% of existing strategic suppliers, are compliant with the program from 2025.
We aim to attract and retain our talent base by establishing Svanehøj Academy Entry and Svanehøj Excellence programs by 2024, with the first enrollments in 2025.	We establish a Scope 3 GHG emission baseline year by 2023 and ensure that 25% of all strategic suppliers are calculating their Scope 1 & 2 GHG emissions in accordance with the GHG Protocol by 2025.	Establish take-back program of used pumps for the intent of reuse, recycle or responsible end-of-life treatment by 2024 for all products.	Ensure and establish best-in-business manufacturing facilities in current and potential new operating areas measured by productivity, diversity, and workplace satisfaction.
		  	 

¹ The Triple Bottom Line (TBL) is a sustainability framework that encourages organizations to measure success not only in terms of financial performance but also in terms of social and environmental impact. Often summarized as People, Planet, and Profit, the TBL approach promotes long-term value creation by balancing economic growth with social responsibility and environmental stewardship.

MATERIALITY ASSESSMENT

In preparation for future EU requirements, we revised our materiality assessment in 2023 by conducting a comprehensive double materiality assessment.

The outcome of the double materiality assessment did not lead to any changes in our ESG strategy or goals. However, it reaffirmed that our "Engage to Sustain" framework provides a clear and effective platform for Svanehøj's ambition to power a better future.

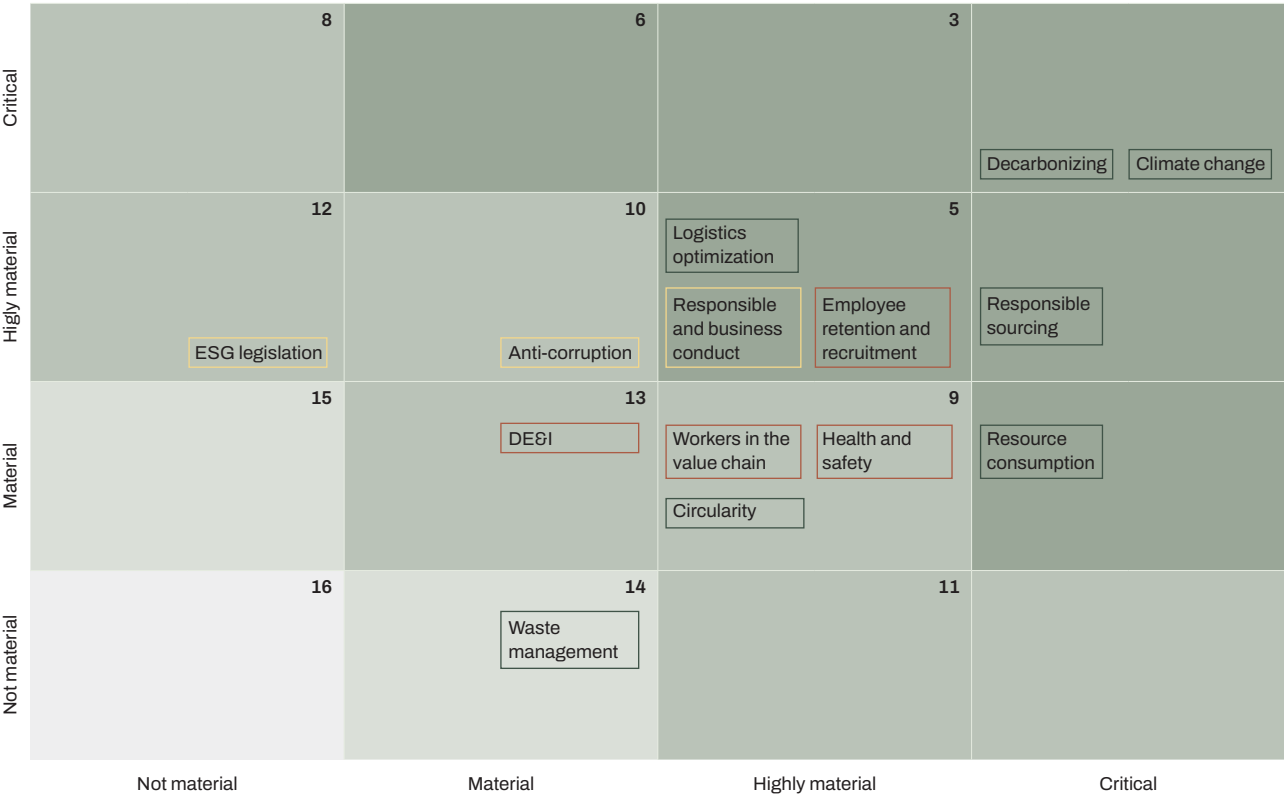
The materiality matrix visualizes the results of the double materiality assessment. The analysis identified 14 sustainability matters that reflect the most significant areas for Svanehøj in terms of sustainability. Each box in the matrix is assigned a

number to denote the relative importance of the 14 sustainability matters, with higher numbers signifying greater priority based on their impact.

How we map the specific topics continues to evolve and will be re-evaluated regularly to ensure that it continuously reflects our material topics, and aligns to the consolidated double materiality assessment that is currently being conducted by ITT, our parent company, page 32.



FINANCIAL MATERIALITY



— Environmental — Social — Governance

ESRS GAP ANALYSIS

Based on the results of the double materiality assessment, we conducted a gap analysis according to the European Sustainability Reporting Standards (ESRS). The analysis confirmed a high level of data maturity, with many of the required ESG data points already being systematically tracked, structured, and maintained through well-established systems and processes.

Although Svanehøj as a stand-alone entity will be exempt from the EU's Corporate Sustainability Reporting Directive (CSRD), we remain well-prepared for future sustainability reporting requirements and capable of meeting increasing stakeholder demands for transparency and accountability. Our future reporting will also be dictated by ITT's adherence to the CSRD when the proposed directive becomes effective for our parent company.



PEOPLE

The value of our people surpasses our products and technical know-how, even as an engineering and technology company. They are our organization's most valuable asset.

Zero health & safety incidents from 2023.

We aim to attract and retain our talent base by establishing Svanehøj Academy Entry and Svanehøj Excellence programs by 2024, with the first enrollments in 2025.

SAFETY AND WELL-BEING REMAIN TOP PRIORITIES

At Svanehøj, preserving the health and safety of our people is a fundamental priority. Work-related accidents and unsafe conditions represent a material risk to our employees' well-being and our ability to maintain stable operations. To mitigate this risk, we promote a strong safety culture built on proactive risk assessments, continuous awareness, and open reporting of potentially unsafe situations. All employees are empowered and supported by management to prioritize safety over speed, ensuring that tasks are performed correctly and responsibly

In 2024, we further increased our focus on strengthening our health and safety culture to prevent work-related accidents. As a result, the number of recordable injuries were reduced from 12 in 2023 to 6 in 2024, while lost time injuries were reduced from 10 to 2.

Preventive measures and initiatives, including safety campaigns, targeted training, and increased visibility of Health & Safety representatives, have become standard practice across our locations.

HEALTH & SAFETY INITIATIVES IN 2024:

- A dedicated campaign addressing hand and finger injuries (Denmark).
- A new and improved safety introduction program for new employees.
- First aid training conducted in partnership with Falck Healthcare (Denmark).
- A competence development program for the Health & Safety organization, delivered in collaboration with OPUS Nord (Denmark).
- A new "Total Workplace Health & Safety Program (Singapore)

UPSKILLING OUR WORKFORCE

Through personal and professional development programs, we aim to nurture individual potential, foster innovation, and prepare our organization to meet the challenges of tomorrow.

Our focus is on building an inclusive culture where both experienced employees and new talents can thrive, grow, and contribute to the continued development of our people and our culture.



PEOPLE

6,500 HOURS OF SELF-SELECTED EDUCATION

In 2023, Svanehøj was among the first companies in Denmark to appoint an Education Representative for blue collar employees, in line with the new collective agreement between CO-industri and Dansk Industri.

Fitter Rasmus Blach Nielsen was appointed to the role and quickly delivered remarkable results. In less than a year, he facilitated nearly 6,500 hours of self-selected education for his colleagues in areas such as CNC turning, TIG welding, and truck driving licenses.

Our Education Representative has driven awareness of upskilling opportunities for blue collar workers. By making continuing education more manageable, accessible, and aligned with individual goals, Rasmus helps us foster a culture of personal growth and learning. In recognition of his outstanding contribution at Svanehøj, Rasmus was named “Education Mentor of the Year” in 2024 by A4 Medier in collaboration with the unions HK and Socialpædagogerne.

TARGETED TRAINING ENHANCES BOTH SKILLS AND OPERATIONAL EFFICIENCY

In collaboration with UCN act2learn Erhverv, Svanehøj has developed a series of training programs tailored to specific challenges and goals within our production operations. By upskilling employees and streamlining operations, this initiative delivers measurable impact for both people and performance.

All blue-collar workers in Denmark completed the same introductory course to ensure a shared approach, while many continued with specialized modules focusing on areas such as value stream analysis and lean. Several of the programs were offered as micro credentials, typically concluding with an exam, such as a multiple-choice test, and awarding 1-2 ECTS points. This allows the courses to be integrated into a formal academy-level education pathway.

PROMOTING INCLUSIVE EMPLOYMENT THROUGH IPS

Svanehøj collaborates with local employment services to offer Individual Placement and Support (IPS) opportunities for people facing mental health challenges. In 2024, we welcomed our first IPS candidate, who subsequently transitioned into a permanent part-time role at Svanehøj, working 12 hours per week.

Svanehøj remains committed to creating a responsible, inclusive, and appealing work environment. By engaging in partnerships like IPS, we help remove barriers to employment, promoting a culture that values diversity, inclusion, and equal opportunity. This reflects our belief that a truly sustainable workplace is one where everyone has the chance to contribute and thrive.



In 2023, Svanehøj was among the first companies in Denmark to appoint an Education Representative for blue collar employees, in line with the new collective agreement between CO-industri and Dansk Industri.





PLANET

At Svanehøj, we contribute to a greener world by providing future-proof solutions and services that help accelerate the energy transition in the hard-to-abate sectors. While we help our customers reduce emissions, we, as a company, also strive to reduce our impact on the environment and become an inspiration for others to follow.

- 50% reduction in Scope 1 & 2 GHG emissions per mDKK in 2025 relative to our baseline year in 2021.
- Establish a Scope 3 GHG emission baseline year by 2023 and ensure that 25% of all strategic suppliers are calculating their Scope 1 & 2 GHG emissions in accordance with the GHG Protocol by 2025.

CLIMATE: OUR BIGGEST RISK – AND OPPORTUNITY

Our Double Materiality Assessment confirmed that climate change represents some of the most significant risks and opportunities for Svanehøj. From regulatory shifts, supply chain disruptions, changing customer demands and the green transition at sea represent the most material risks to our company. However, these topics also presents significant business opportunities that Svanehøj is well-positioned to seize.

As stated in the Company introduction, Svanehøj’s main business activities revolve around designing, manufacturing, and servicing pumps and other cargo equipment. As for other manufacturing companies our scope 3 will be associated with the largest negative environmental impact. Main sources for emissions within scope 1 and 2 is electricity and district heating. Local emissions have an insignificant profile in relation to our overall environmental footprint. ISO 14001:2015 certified management systems are established for all major sites, to control potential risks related to local environmental impact and compliance.

SCOPE 1 & 2 REDUCTION TARGET REACHED A YEAR AHEAD OF SCHEDULE

In 2024, Svanehøj achieved a significant ESG milestone by reaching our 2025 target for GHG emissions one year ahead of schedule. Compared to our 2021 baseline, we have reduced emissions per mDKK revenue by 52%, surpassing our goal of a 50% reduction. While we have set targets for our relative emissions, we also remain committed to reducing our absolute emissions. In 2024, our total (market-based) Scope 1 & 2 emissions increased by 13% compared to 2023 but remained below 2022 levels. The increase is primarily attributable to the inclusion of data from Svanehoj Singapore in our ESG reporting from 2024, as well as continued overall business growth.

In this context, it is worth noting that our Scope 1 and 2 emissions per 1,000 production hours decreased from 6.50 in 2023 to 2.69 in 2024, while emissions per full-time employee decreased from 2.47 to 1.97. The improvement in emissions intensity reflects our ongoing efforts to decouple economic growth from environmental impact, demonstrating meaningful progress toward a more sustainable business model. As we advance, we will continue to analyze our energy consumption to clarify how we can further reduce it and replace fossil fuels with renewable energy.



PLANET

A PRODUCT IMPACT ASSESSMENT: WE ARE ALREADY MAKING A SIGNIFICANT DIFFERENCE TODAY

By conducting a Product Impact Assessment, we have calculated our contribution to decarbonization in the maritime sector to show that we are already making a significant difference today.

According to our calculations, LNG and LPG fueled vessels ordered in 2023 with Svanehøj DW Fuel Pumps are expected to achieve an overall lifetime (25 years) saving of 33.96M tons of CO2 compared to similar vessels with HFO propulsion. It corresponds to approximately 45% of Denmark's annual consumption-based CO2 emissions. A total calculation of all products sold in 2024 has not been carried out this year.

Svanehøj will continue to use the Product Impact Assessment to estimate the climate impact of our fuel pump solutions. The model provides a consistent method for calculating expected GHG savings over the lifetime of vessels using our technology, supporting our efforts to quantify the positive contribution of our products to the green transition.

The calculations are based on LNG/LPG. Given that DW fuel pumps are fully compatible with e-fuels such as green ammonia, methanol, and hydrogen, the impact on CO2 reduction will rise significantly according to the development and supply of e-fuels.

SCOPE 1 + 2: TOTAL EMISSIONS

	2022	2023	2024
Scope 1	208.60	145.62	103.46
Scope 2	699.43	624.14	768.96
Total Scope 1 and 2	908.03	769.76	872.42

*in metric tons of CO₂e

SCOPE 1 + 2 INTENSITY RATIOS

(TONS CO₂ PER REVENUE, PER EMPLOYEE, PER PRODUCED HOUR)

	2022	2023	2024
Per revenue	1.31	1.11	0.87
Per employee	3.00	2.47	1.97
Per produced hour	4.77	6.50	2.69

2024 DATA

EMISSIONS		
Total of direct Scope 1 emissions*	tCO ₂ e	103.46
Total of direct Scope 2 (location-based) emissions	tCO ₂ e	536.95
Total of direct Scope 2 (market-based) emissions	tCO ₂ e	768.96
Total Scope 1 & Scope 2 (market-based) emissions	tCO ₂ e	872.42
Scope 1 & Scope 2 emissions per FTE	tCO ₂ e	1.97
Scope 1 & Scope 2 emissions per thousand production hours	tCO ₂ e/th.prod. hour	2.69
Scope 1 & Scope 2 emissions per revenue mDKK	tCO ₂ e/mDKK	0.87

³ Svanehøj's Product Impact Assessment is not included nor associated with the Scope 1, 2, and 3 emissions reporting framework established by the Greenhouse Gas Protocol. Instead, we are reporting, in collaboration with our customers, the expected amount of avoided emissions. The product impact assessment is based on CO₂ (carbon dioxide) emissions and does not include other greenhouse gases from the Kyoto Protocol. It is also worth mentioning that LNG contains very little sulfur, and by utilizing reduction technologies, it emits low amounts of NO_x (nitrogen oxide) and SO_x (sulfur oxide).



According to our calculations, LNG and LPG fueled vessels ordered in 2023 with Svanehøj DW Fuel Pumps are expected to achieve an overall lifetime (25 years) saving of 33.96M tons of CO₂ compared to similar vessels with HFO propulsion.



SOLUTIONS

At Svanehøj, we fully understand the urgency of reaching net-zero emissions and why the green transition must be central to everything we do.

95% of R&D investments support our mindset of Powering a Better Future consecutively up to 2025.

Establish take-back program of used pumps for the intent of reuse, recycle or responsible end-of-life treatment by 2024 for all products.

INNOVATIVE SOLUTIONS FOR A CHANGING MARKET

In 2024, we delivered high-performance solutions for key projects involving ammonia, LNG, and Carbon Capture & Storage (CCS). This includes fuel pumps for ammonia-powered bulk carriers, safety systems for new LNG terminals, and cargo pump solutions for dedicated CO2 carriers.

NEW HIGH-PRESSURE MARINE PUMP FOR AMMONIA

As part of our ESG strategy, 95% of our R&D investments are directed toward solutions and products aligned with our mindset: “Powering a better future”. As in previous years, 2024 saw significant investments in new product and service development.

Drawing on extensive experience in ammonia applications, Svanehøj has developed a dedicated high-pressure ammonia fuel pump capable of delivering a fuel injection pressure of up to 100 BAR. The compact solution, named “HP NH3 Fuel Pump”, was revealed at the SMM 2024 maritime exhibition in Hamburg.

The new high-pressure pump is based on the design of Svanehøj’s patented deepwell fuel pump, a centrifugal low-pressure pump, which has sold more than 1,000 units since its introduction, with 100 of those units being used for ammonia. The new pump has a small footprint, making it a perfect fit for the Tank Connection Space (TCS) in an ammonia fuel supply system.



HP NH3 Booster Pump for ammonia





SUPPLY CHAIN

At Svanehøj, we work to ensure and establish best-in-business manufacturing facilities. These included investments in increased productivity, improved ergonomics, and further training and education for our blue-collar staff.

Establish a Svanehøj supplier program by 2024 and ensure that all new suppliers, and 15% of existing strategic suppliers, are compliant with the program from 2025.

Ensure and establish best-in-business manufacturing facilities in current and potential new operating areas measured by productivity, diversity, and workplace satisfaction.

DRIVING CLIMATE ACTION THROUGH SUPPLIER COLLABORATION

In 2024, Svanehøj continued the close collaboration with suppliers to ensure responsible supply chain management according to our ESG strategy. While no major changes were introduced this year, maintaining open dialogues and clear expectations remains a high priority.

We are experiencing a general increase in sustainability focus among our suppliers, and in several cases, constructive dialogue has led to tangible environmental improvements.

Together with one of our suppliers, we initiated a pilot project to optimize logistics by shifting deliveries from Port of Aarhus to Port of Aalborg. This adjustment resulted in a reduction in GHG emission of nearly 0.5 tonnes. Another example of supplier-driven climate action is a company that, upon requests from Svanehøj and other key customers, installed a large-scale solar power system to run its foundry operations.

At Svanehøj, we consider close supplier relationships as essential for aligning sustainability efforts and ensuring that environmental and social standards are upheld throughout our value chain.

EXPANDED FACILITIES FOR CRYOGENIC TESTING

In recent years, we have invested significantly in new products and services for the LNG segment, including a new submerged low-pressure fuel pump, the CS Fuel Pump, and most recently, a complete pump solution for high-pressure fuel systems, the HPP Triplex Unit, while also developing separate cold-end components for high-pressure LNG retrofit projects.

In parallel, we have expanded our testing capabilities and are now able to conduct in-house performance tests of both low-pressure and high-pressure pumps. At the same time, the new test facilities allow us to carry out in-house class approval testing of all cryogenic pumps and components.



In 2024, Svanehøj continued the close collaboration with suppliers to ensure responsible supply chain management according to our ESG strategy.



SUPPLY CHAIN

TOWARDS A MORE DIVERSE WORKFORCE

The maritime industry is comprised of a predominantly male workforce. Svanehøj recognizes the need for a more diverse workforce and remains committed to attracting more women to our company.

This increased focus has positively impacted our employee data, as 23% of all new hires in 2024 were women against 21% in 2023 and 12% in 2022. The total share of female employees has increased from 14% in 2022 to 18% in 2024.

IMPROVING OPERATIONAL CIRCULARITY

Companies in Denmark are required to segregate household-like waste into 10 fractions: Food waste, paper, cardboard, glass, metal, plastic, food and drink cartons, hazardous waste, textile waste, and residual waste.

At Svanehøj, waste management is of high priority, and in 2024 we continued to improve adherence to the waste-stream regulation across offices and production areas.

The increase compared to previous years is due to the inclusion of data from our Singapore site for the first time. If Singapore is excluded, total waste decreased in Denmark and France compared to 2023. It is also worth noting that the recycling rate was significantly lower at the Singapore site (0.53%), which pulls down the overall recycling percentage to 53.7%

Among our recent investments is a cardboard shredder installed at our Svenstrup site, enabling us to replace styrofoam with shredded cardboard made from on-site packaging waste. The machine was operational in Q3, and as a result, full-year data is not yet available for this reporting cycle.

TOTAL WASTE FROM OWN OPERATIONS

	Unit	2022	2023	2024
Total waste from own operations	Ton	314.76	316.18	366.82
Collected for recycling	%	80.50	89.36	53.71
Collected for incineration with energy recovery	%	1.0	0.0	-
Collected for incineration	%	18.3	8.16	-
Collected for landfill	%	0.3	0.72	-
Not specified	%	0.0	1.76	-
Total amount which is hazardous	Ton	13.37	6.85	21.50



GOVERNANCE

Svanehøj has a strong ESG governance structure led by a cross-functional steering committee, ensuring transparency, integrity, and continuous improvement across the organization.

ESG ORGANIZATION

A solid governance structure is the backbone of our ESG work. In 2024, Svanehøj's ESG has been anchored by our CEO with a steering committee represented by our CEO, CFO, CSCO, Executive Business Partner, and Process Quality Manager, and led by our CCO.

The steering committee is responsible for developing our ESG strategy and coordinating our cross-functional ESG initiatives, projects, and operations. Since 2021, we have partnered with an external advisor to build a solid ESG framework and boost our performance. A Svanehøj ESG ambassador corps was established in 2022 to ensure broader anchoring of our ESG efforts within the organization across different functions.

HUMAN RIGHTS

Svanehøj supports the United Nations Universal Declaration of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. Employees are forbidden to take any action that violates these human rights principles, directly or indirectly. Svanehøj upholds the freedom of association and effectively recognizes the right to collective bargaining.

There are potential risks in the supply chain with international suppliers, and these risks are addressed with internal audits of both new and existing suppliers. In 2024, no breach of human rights was identified, and Svanehøj will continue to focus efforts to prevent any breach of human rights. We strive to maintain the highest legal and ethical standards, and the ITT Code of Conduct guides every Svanehøj employee.

STATUTORY REPORT ON DATA ETHICS POLICY

Svanehøj is responsible for, and processes information supplied by or collected about our customers. All customer information is treated with the utmost respect for confidentiality and customer privacy. Svanehøj's clear corporate policy states that the use of personal information must respect the privacy of customers and other stakeholders and always be in compliance with the Danish Data Protection Act and the EU General Data Protection Regulation.

ANTI-CORRUPTION

As a company operating in the marine and offshore sectors, we are aware that our material risks are bribery, corruption, extortion, and embezzlement. Svanehøj is committed to never engaging in any form of corruption and to avoiding the risk of illegal activities aimed at influencing public officials, judiciary, or any other private parties. We take active measures to ensure that all Svanehøj employees understand and uphold our ethical standards. This is also clearly stated in the ITT Code of Conduct for employees and suppliers.

Any Svanehøj employee who becomes aware of a potential violation of this code is expected to contact their supervisor, Group HR, or senior management. No corruption of any kind has been registered in connection with Svanehøj's activities in the current reporting period. Future plans include maintaining our commitment to mandatory training with regards to the Code of Conduct - including customer and supplier policies and the whistleblower policy - and continuing quarterly company-wide communications around Svanehøj's anti-corruption stance.

WHISTLEBLOWER SCHEME

To ensure a fair, safe, and transparent working environment, ITT has a whistleblower scheme administered by an external partner. With this scheme, 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 Svanehøj. Our external partner handles all reports confidentially, and employees are not required to disclose their identity.

ISO CERTIFICATION

Svanehøj is ISO 9001:15 (quality management), 14001:15 (environmental management), and 45001:18 (occupational health and safety) certified at our locations in Denmark, France and Singapore, while our locations in China and Japan operate in accordance with the ISO 9001:15 certification in Svenstrup. Our site in California, USA is ISO 9001:15 certified. Svanehøj is working towards integrating Svanehoj Singapore into our management system.



To ensure a fair, safe, and transparent working environment, ITT has a whistleblower scheme administered by an external partner.

ESG KEY PERFORMANCE INDICATORS

ASPECT	TOPIC	SUSTAINABILITY INDICATORS	UNIT	2022	2023	2024
	General	Total revenue	mDKK	694	694	1,100
		Number of reporting locations	Number	7	8	9
		Total number of blue collar hours	Number	190,317.00	118,487.00	351,230.19
		Total number of white collar hours	Number	247,142.28	409,075.07	502,750.68
ENVIRONMENTAL	Energy	Energy consumption				
		Purchased electricity	MWh	1394.80	1122.09	1520.11
		Purchased district heating	MWh	1358.89	1184.82	1230.52
		Purchased district gas	MWh	210.18	239.84	202.41
		Diesel used in stationary combustion	MWh	518.45	257.99	145.30
	Water	Total consumption of water	m³	2,091.09	2,653.00	4789.36
	Waste	Total waste from own operations	ton	314.76	316.18	366.82
		- percentage of which is collected for recycling	%	80.5	89.36	53.71
		- percentage of which is collected for incineration with energy recovery	%	1.0	0.0	-
		- percentage of which is collected for incineration	%	18.3	8.16	-
		- percentage of which is collected for landfill	%	0.3	0.72	-
		- percentage of which is not specified	%	0.0	1.76	-
		- total amount of which is hazardous	ton	13.37	6.85	21.50
	GHG	Total of direct Scope 1 emissions	tCO₂e	208.60	145.62	103.46
		Total of indirect Scope 2 (location-based) emissions	tCO₂e	467.16	401.83	536.95
		Total of indirect Scope 2 (market-based) emissions	tCO₂e	699.43	624.14	768.96
		Total Scope 1 & Scope 2 (market-based) emissions	tCO₂e	908.03	769.76	872.42
		Scope 1 and 2 intensity indicators				
		Scope 1 & Scope 2 emissions per FTE		3.00	2.47	1.97
		Scope 1 & Scope 2 emissions per thousand production hours	tCO₂e/th. prod. hour	4.77	6.50	2.69
		Scope 1 & Scope 2 emissions per revenue mDKK	tCO₂e/mDKK	1.31	1.11	0.87
		Total of indirect Scope 3 emissions	tCO₂e	-	1,218,689	-
		Scope 3 sub-category 1 emissions	tCO₂e	-	59,635	-
		Scope 3 sub-category 4 emissions	tCO₂e	-	941	-
		Scope 3 sub-category 6 emissions	tCO₂e	-	1272	-
		Scope 3 sub-category 11 emissions	tCO₂e	-	1,156,841	-
SOCIAL	Employees	Average number of employees (FTEs)	Number	279	312	364
		Number of employees (FTEs) at the end of the reporting period	Number	303	308	424
		Employees (FTEs) by function				
		Percentage of White collar	%	46	62	64
		Percentage of Blue collar	%	54	38	36
		Percentage of employees by employment type				
		Full-time	%	98	98	96

ASPECT	TOPIC	SUSTAINABILITY INDICATORS	UNIT	2022	2023	2024
SOCIAL	Employees	Part-time	%	2	2	4
		Percentage of employees by gender				
		Male	%	86	85	82
		Female	%	14	15	18
		Percentage of employees by age				
		Younger than 18	%	1	0	0.24
		19-29	%	12	12	14
		30-39	%	22	23	24
		40-49	%	29	29	26
		50-59	%	26	24	24
		60 or older	%	10	12	12
		Number of new employees	Number	111	68	77
		- percentage of which is male	%	88	79	77
		- percentage of which is female	%	12	21	23
		Percentage of new employees by age				
		Younger than 18	%	2	0	0
		19-29	%	25	33	29
		30-39	%	26	26	36
		40-49	%	25	28	16
		50-59	%	15	8	14
		60 or older	%	7	5	5
		Employee turn-over percentage	%	18	12	15*
	Diversity and inclusion	Percentage of women on the Board at the end of the period	%	14.3	20	20
		Percentage of women in leadership positions at the end of the period	%	16.7	14.1	10.3
		Percentage of employees in executive management positions	%	2.3	3	1.7
		- percentage of which is male	%	78	70	71
		- percentage of which is female	%	22	30	29
		Percentage of employees in other (extent) management positions	%	13	12	11
		- percentage of which are male	%	89	71	87
		- percentage of which are female	%	11	29	13
		Number of interns/students with an educational/learning target	Number	11	8	6
GOVERNANCE	Safety	Total number of recordable injuries	Number	11	12	6
		- of which lost time injuries	Number	8	10	2
		- of which fatal injuries	Number	0	0	0
		Total recordable injuries per 100,000 working hours	Number	5.2	6.3	2.4
		Lost time injuries per 100,000 working hours (LTIR)	Number	4.6	5.3	0.8
GOVERNANCE	ISO	Number of ISO 9001:15-certified sites	Number	3x	4	4
		Number of ISO 14001:15-certified sites	Number	3	3	3
		Number of ISO 45001:18-certified sites	Number	3	3	3

*Our turnover rate reflects all employees who have left the company, including both voluntary and involuntary departures.

ACCOUNTING POLICIES

In 2024, Svanehøj expanded its ESG data collection to include our site in Singapore. This addition enhances the completeness of our reporting but may affect comparability with previous years, as data from this site was not included in earlier ESG disclosures. To ensure consistency going forward, we will update our climate accounting practices in the next reporting cycle and establish a new baseline year. This will improve the accuracy and comparability of key performance indicators across all operational sites.



Svanehøj Danmark A/S
Fabriksparken 6
DK 9230 Svenstrup J

Tel. +45 9637 2200
svanehoj@svanehoj.com
svanehoj.com

CVR no: 25895010

SVANEHØJ
An ITT Company