



ESG report 2025



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Executive statement

At Vestfrost, sustainability starts with the purpose of our business.

For more than 60 years, we have developed and manufactured reliable cooling solutions that help protect food, medicines, vaccines, and other temperature-sensitive goods – materials that people depend on every day. Our products support customers and communities around the world, often in environments where dependable cooling is critical.

Vestfrost has always been built on practical solutions, strong partnerships, and a commitment to quality. In 2025, we continued to strengthen our sustainability efforts by improving ESG governance, enhancing data processes, and integrating sustainability further into our business. Our focus remains on energy efficiency, responsible supply chains, and safe and fair working conditions.

Because most of our emissions occur during product use, innovation and energy efficiency are central to our climate strategy. We continue to explore and invest in solutions that reduce lifecycle emissions, improve durability, and lower energy consumption.

Our employees are at the heart of Vestfrost, and their dedication, expertise, and engagement make our progress possible. Across our organization, we see a growing commitment to contributing to something larger than ourselves – developing solutions that create value not only for our customers but also for society.

Our impact therefore extends beyond the environment. In 2025, we supported healthcare infrastructure through cold chain projects in countries including Mozambique and the Dominican Republic, helping ensure reliable vaccine storage and delivery. Knowing that our products contribute to protecting public health gives meaning to the work we do every day and reinforces the responsibility we carry as a company.

This report reflects both progress and ongoing responsibility. While we have strengthened our sustainability foundation, we remain focused on reducing emissions, increasing transparency, and creating long-term value for our customers, employees, and society.

Kenneth Bo Madsen
CEO

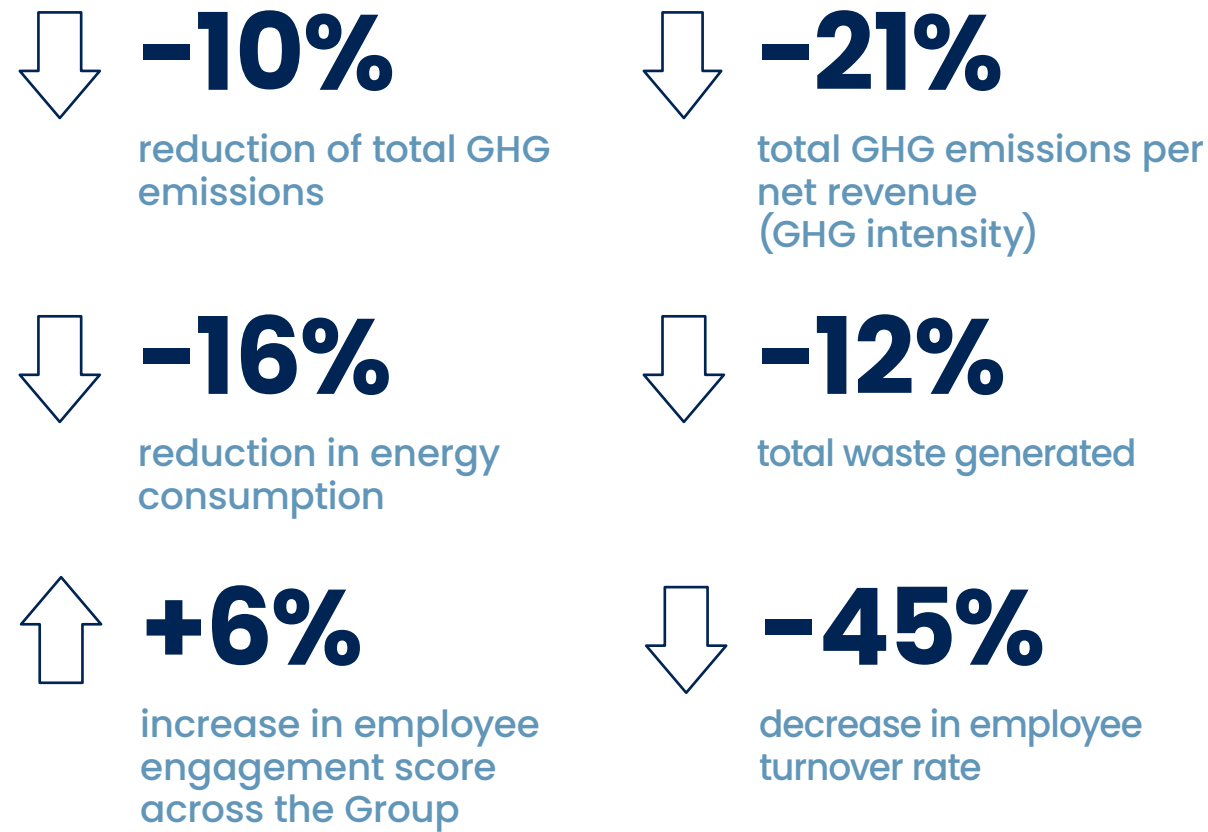
“ For Vestfrost, sustainability is not separate from our business—it is part of how we design, produce, and deliver our solutions every day. ”



Highlights of the report



In numbers



In actions

- | | |
|--|---|
| Noise reduction patent
granted for technology that supports lower product energy consumption | Summer camp
organized for employees' children in Hungary |
| Supplier ESG screening
process developed | New communication tool
introduced to improve communication across workforce |
| Mental health week
to set focus on a balanced and supportive work environment | Cybersecurity awareness
activities carried out to support a robust IT environment |

Input

- 2 production facilities in Denmark and Hungary
- Over 700 employees (in headcount and including rented employees)
- Around 1.3 million working hours
- Approximately 46,000 t raw materials purchased
- Over 7,000 MWh energy used
- 8,453 hours of employee training and education
- 5% of annual revenue was used on R&D activities



Output

- 117,912 units sold
- Total net revenue over DKK 640 million
- Total GHG emissions over 270,000 t CO2e
- 1,004 t waste generated
- 6.0 TRIR (calculated with 200,000 hours)

Outcome

- Improved product performance and energy efficiency
- Supporting healthcare infrastructure, vaccine storage and food preservation globally.
- Securing a balanced, flexible, safe, and supportive workplace for employees
- Strengthening direct customers' business by providing high-quality solutions that they resell to their customers



General

[BP-1]

General basis for preparation of the sustainability statement

We have prepared this sustainability statement on a consolidated basis, covering the activities, operations, and impacts of A/S Vestfrost (hereafter “Vestfrost”) and our wholly owned subsidiary, Vestfrost Zrt.

The scope of consolidation is consistent with that applied in our financial statements. We prepare our sustainability reporting in alignment with the Corporate Sustainability Reporting Directive (CSRD) (Commission Delegated Regulation - EU - 2023/2772) and the European Sustainability Reporting Standards (ESRS), ensuring a structured and transparent approach to ESG disclosures.

Our sustainability statement includes information on our upstream and downstream value chain to the extent that relevant data is available and considered material. This includes key activities related to

sourcing of raw materials and components, manufacturing, distribution, product use, and end-of-life handling. Where limitations in data availability exist, particularly within the value chain, we apply reasonable efforts, including the use of estimates where appropriate, in line with ESRS requirements.

In certain cases, we choose to omit specific information where disclosure could adversely affect our commercial position, for example in relation to intellectual property, know-how, or results of innovation, in line with ESRS requirements.

In 2025, we updated our double materiality assessment to reflect developments in our operations and value chain. The update did not lead to any significant changes in our material sustainability topics. As in the previous reporting period, ESRS E3 (Water and marine resources), ESRS E4 (Biodiversity and ecosystems), and ESRS S3 (Affected communities) are assessed as not material and are therefore not included in this sustainability statement.



About Vestfrost

Vestfrost is a global developer and manufacturer of innovative and efficient refrigerators and freezers for the professional market. Founded in Esbjerg (Denmark) in 1963, Vestfrost today operates within three main segments:

Healthcare



Biomedical
Hospitals, laboratories, health clinics, pharmacies, universities



Cold chain
Storage solutions for especially tropical climates

Lifestyle



Wine
Professional and commercial use



Merchandising
Unique brand presentation of beverages

Food



Food
Restaurants, bars, shops, service stations

With production facilities in Denmark and Hungary and an extensive partner network across four continents, Vestfrost has a global reach, providing high-quality cooling solutions worldwide.



[BP-2]

Disclosures in relation to specific circumstances

The 2024 reporting year represents our first ESG report and carbon accounting exercise under the CSRD framework, with 2023 established as the baseline year. During the reporting process, both the baseline inventory and the 2024 inventory were recalculated due to missing datapoints, correction of inaccurate data, inclusion of additional categories (Category 2 – Capital goods, Category 3 – Fuel- and energy-related activities, and Category 12 – End-of-life treatment of sold products), and expansion of emission sources, including refrigerant gas emissions during product use and end-of-life treatment.

The carbon accounting is based partly on monetary data for Category 1 (Purchased goods and services), Category 2 (Capital goods), Category 4 (Upstream transportation and distribution), and Category 9 (Downstream transportation and distribution), whereas other categories are based on activity data.

Due to limitations in available emission factor categories, certain purchases were allocated to the closest matching categories based on best available judgment. For example, tools were categorized under “Purchase of machinery”, while less detailed purchases were categorized as “Services—general”.

Sector-specific emission factors were applied throughout the inventory, except for electricity and district heating in Denmark, where supplier-specific emission factors were available. Waste treatment methods in both Denmark and Hungary were estimated based on the most common Danish waste treatment practices. In addition, all road

transportation was assumed to be carried out by diesel trucks, while unknown fuel types were assumed for rail and maritime transport.

Emissions related to refrigerant gases during product lifetime use (Category 11) and end-of-life treatment (Category 12) were estimated using the American Registry methodology¹, assuming annual leakage rates of 1% over a 10-year lifetime and 67.5% leakage during end-of-life treatment. Furthermore, based on a 2024 scientific study², it was assumed that 50% of refrigerators and freezers are recycled and 50% are sent to landfill at end-of-life.

Most waste-related emissions fall outside the reporting scope due to the polluter-pays principle embedded in the Carbon Compass tool (Klimakompasset³), which served as the primary emission factor database. Consequently, recycled materials are generally accounted for outside the reporting boundary.

Despite the use of assumptions and estimates, Management considers the carbon inventory to provide a representative view of Vestfrost’s operations and associated emissions. Future improvements will focus on increasing the use of activity-based data, improving supplier-specific information and master data quality, and reducing reliance on monetary emission factors and assumptions.

Due to the revisions made to the carbon accounting methodology and the improved understanding of our operations and emission sources, we have adjusted our emission reduction targets to reflect a more realistic and achievable decarbonization trajectory.

In addition to the carbon accounting, physical and transition climate risks are based on the best available knowledge and industry experience at the time of reporting; actual risks may differ from those currently identified.

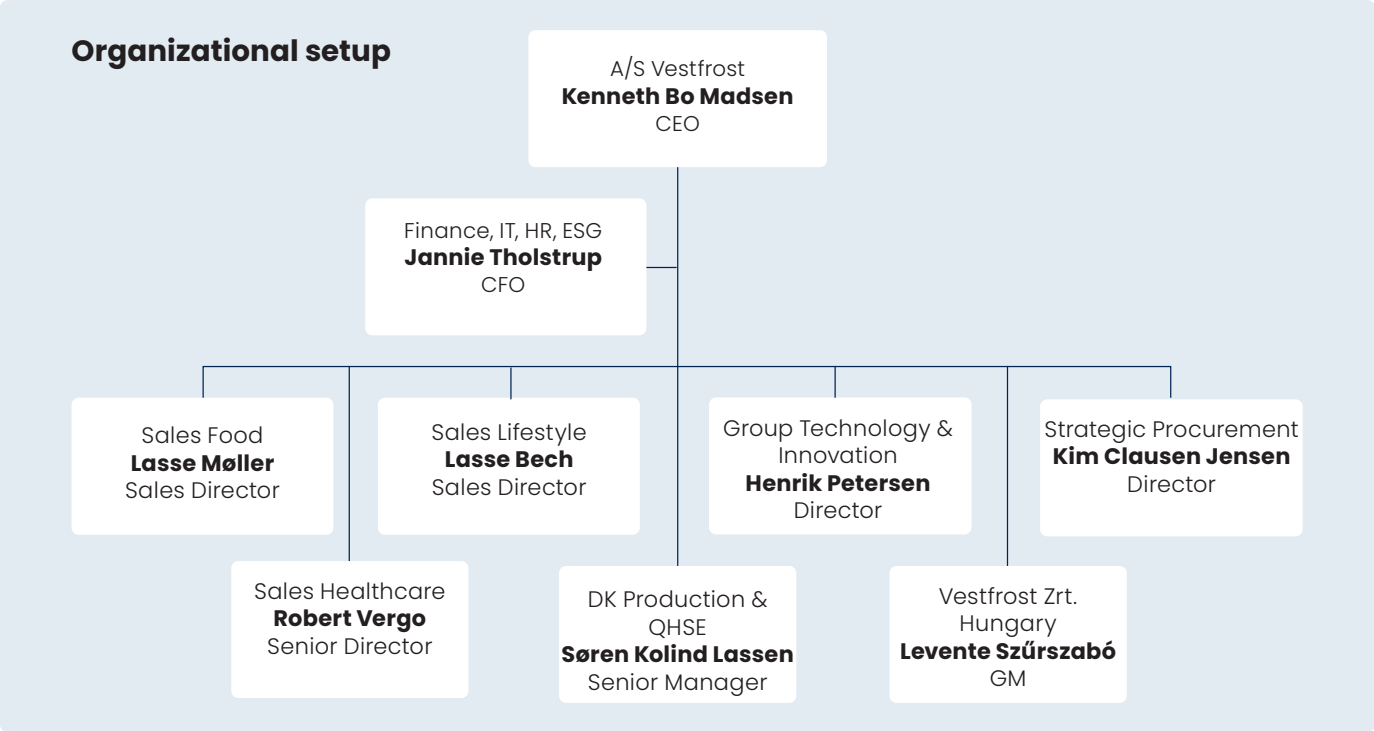
¹ Methodology for the Quantification, Monitoring, Reporting and Verification of Greenhouse Gas Emission Reductions and Removals from Advanced Refrigeration Systems, American Carbon Registry, 2024, version 3.0

² Paz, F.A.G.; Heibeck, M.; Parvez, A.M.; Torrubia, J.; van den Boogaart, K.G.; Raatz, S. Recovery of Materials from Refrigerator: A Study Focused on Product Distribution, Recyclability and LCA Evaluation. Sustainability 2024, 16, 1082. <https://doi.org/10.3390/su16031082>

³ <https://klimakompasset.dk/klimakompasset/>

The role of the administrative, management and supervisory bodies

We have established a governance structure designed to provide oversight of our material impacts, risks, and opportunities. This includes the Board of Directors, the Executive Management Team, and the Sustainability Team.



Composition and diversity

Our Board of Directors consists of seven members, including five executive and two non-executive members. The Board includes representatives of Vestfrost’s owners, independent members, and two employee-elected representatives. In addition, there are two deputy (or alternate) board members.

The gender distribution of the Board is two female and five male members, corresponding to 28.6% female and 71.4% male representation. Employee representation accounts for two members of the Board (one female and one male). Independent members account for three out of seven members, corresponding to 42.9%. Most Board members are Danish, while one is German. The Board of Directors represents a broad age distribution, with one member aged 70–79, two members aged 60–69, three members aged 50–59, and one member aged 40–49. The two deputy board members are in the 40–49 and 60–69 age groups.

The Board members collectively bring relevant experience across Vestfrost’s key business areas, including manufacturing, energy, retail, food, offshore, technology, supply chain, and international operations.

Category	Disclosure
Total number of Board members	7
Executive members	5
Non-executive members	2
Gender distribution	28.6% female / 71.4% male
Employee representatives	2 (1 female / 1 male)
Independent members	42.9%
Representation	Owners, independent members, and employee-elected representatives
Sustainability information flow	Presented by CFO at quarterly Board meetings
Integration of climate-related matters in remuneration	Not included

Roles and responsibilities

Board of Directors

The Board of Directors has the overall responsibility for overseeing material impacts, risks, and opportunities, including sustainability matters. This includes approving sustainability-related strategic priorities and targets and monitoring progress.

Executive Management and CFO

The Executive Management Team is responsible for managing sustainability matters and integrating them into business operations. The CFO holds the formal responsibility for sustainability and ESG reporting and reports directly to the Board of Directors.

Sustainability Team

The Sustainability Team supports the CFO and Executive Management by identifying, monitoring, and reporting on sustainability-related impacts, risks, and opportunities, and by coordinating ESG initiatives across the organization.

Processes and integration

Sustainability responsibilities are integrated across relevant business functions, including finance, operations, and compliance-related activities. Processes for managing sustainability-related risks, opportunities, and data are under ongoing development.

Employee representation

Employee representation is embedded in the governance structure through employee-elected Board members as well as formal bodies such as Trade Union Representatives, the Works Council, and the Work Environment Committee.

These bodies support dialogue between employees and management, contribute to

the identification of risks and impacts, and support the implementation of sustainability-related initiatives, particularly in relation to working conditions and occupational health and safety.

Skills and expertise

The administrative, management, and supervisory bodies collectively possess experience relevant to our business activities and material sustainability matters.

This includes experience related to manufacturing, supply chain management, operations, governance, and compliance. Where internal competencies are not sufficient, we engage external ESG advisors to support the development and implementation of sustainability-related processes and reporting.

The need for additional skills and expertise is assessed on an ongoing basis in connection with the development of sustainability initiatives, regulatory requirements, and the undertaking's material impacts, risks, and opportunities.

[GOV-2]

Information provided to and sustainability matters addressed by the administrative, management and supervisory bodies

Information flow to the Board

The Board of Directors is informed about sustainability matters on a quarterly basis as part of Board meetings. The information is presented by the CFO and includes material impacts, risks, and opportunities, the implementation of due diligence processes, as well as the status and effectiveness of related actions. In addition, the Board is informed annually about the outcomes of the double materiality assessment and through the annual management review.

Relevant Board committees, including the Growth/Strategy Committee, Operational Committee, Audit Committee, and Owners Committee, are involved in discussions related to sustainability matters within their respective areas of responsibility.

Consideration in decision-making

Sustainability matters are considered by the Board as part of its oversight of strategy, risk management, and decision-making processes. This includes the consideration of impacts, risks, and opportunities when evaluating business priorities, investments, and product-related decisions.

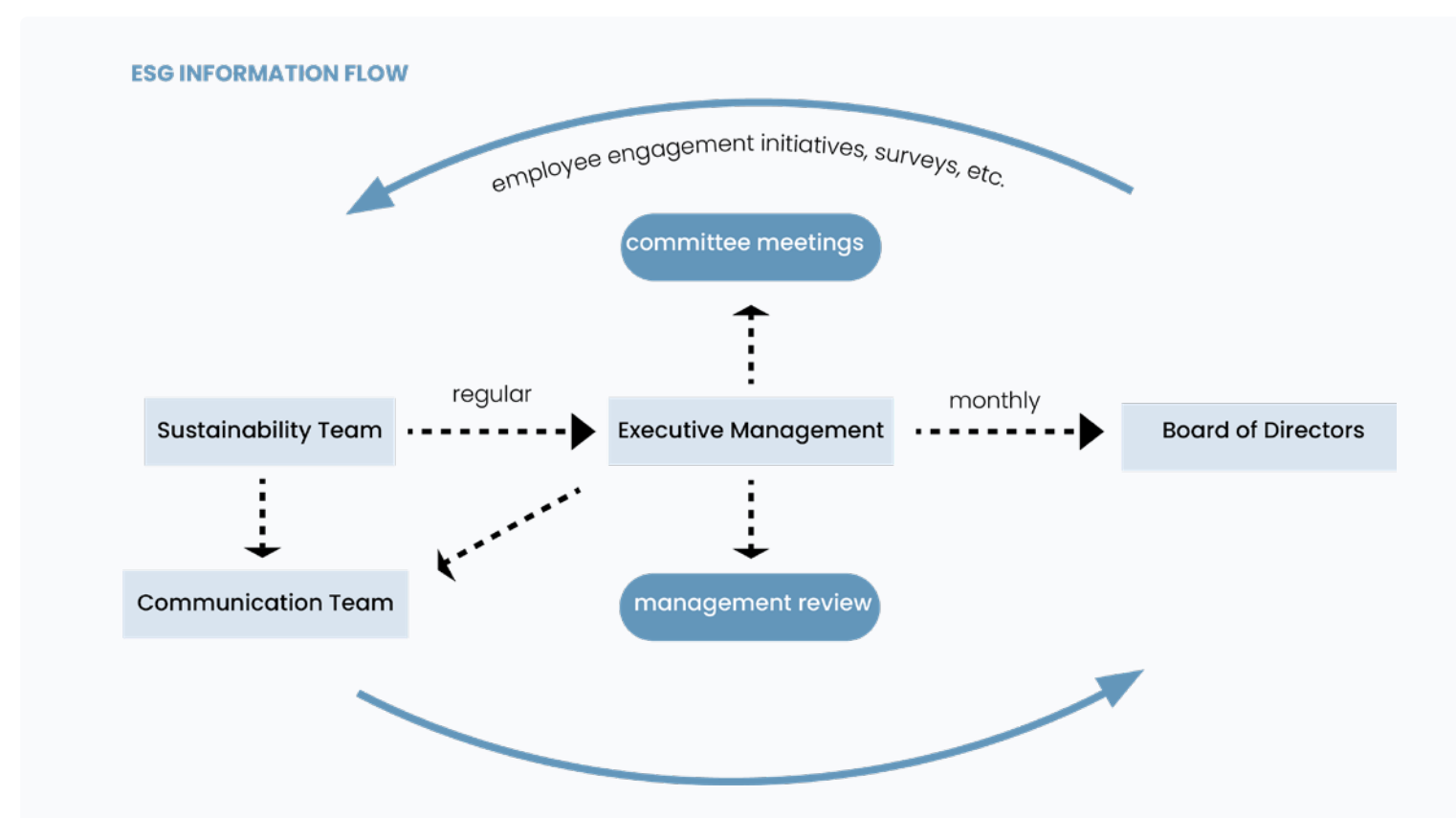
In this context, the Board and management consider potential trade-offs between sustainability objectives and operational or product requirements, including product performance and regulatory requirements.

Sustainability considerations are indirectly integrated into risk management processes through the annual materiality assessment and through ongoing stakeholder and customer requirements.

Sustainability matters addressed in 2025

During the reporting period, the Board of Directors and Executive Management primarily addressed material impacts, risks, and opportunities related to:

- Climate change (E1)
- Pollution and substances of concern (E2)
- Resource use, circularity, and waste (E5)
- Own workforce, including working conditions and health and safety (S1)
- Value chain workers (S2)
- Business conduct, including anti-corruption and data and cybersecurity (G1)



Integration of sustainability-related performance in incentive schemes

Vestfrost does not currently have incentive schemes or remuneration policies for members of the administrative, management, or supervisory bodies that are linked to sustainability-related performance.

Statement on due diligence

We apply due diligence practices across our organization to identify, assess, and address sustainability-related impacts, risks, and opportunities.

These practices are embedded in our governance, strategy, and operations, including stakeholder engagement, risk assessments, internal and supplier audits, and ongoing monitoring of ESG-related KPIs.

To provide transparency on how due diligence is integrated into our sustainability reporting, we have included a mapping of the core elements of due diligence and where they are reflected in this sustainability statement.

Due diligence

Core elements of due diligence	Sections in the sustainability statement	Stakeholders	Page
Embedding due diligence in governance, strategy and business model	ESRS 2 GOV-2	People and Environment	16
	ESRS 2 GOV-3	People and Environment	17
	ESRS 2 SBM-2	People and Environment	25
	ESRS 2 SBM-3-E1	Environment	35
	ESRS 2 SBM-3-E2	Environment	49
	ESRS 2 SBM-3-E5	Environment	55
	ESRS 2 SBM-3-S1	People	65
	ESRS 2 SBM-3-S2	People	81
	ESRS 2 SBM-3-S4	People	83
	ESRS 2 SBM-3-G1	People and Environment	91
Engaging with affected stakeholders in all key steps of the due diligence	ESRS 2 GOV-2	People and Environment	16
	ESRS 2 SBM-2	People and Environment	25
	ESRS 2 IRO-1	People and Environment	27
	E1-2	Environment	40
	E2-2	Environment	49
	E5-1	Environment	55
	S1-1	People	67
	S2-1	People	81

Due diligence (cont.)

Core elements of due diligence	Sections in the sustainability statement	Stakeholders	Page
(cont.)	S4-1	People	85
	G1-1	People and Environment	92
Identifying and assessing negative impacts	ESRS 2 IRO-1	People and Environment	27
	ESRS 2 SBM-2	People and Environment	25
	ESRS 2 SBM-3-E1	Environment	35
	ESRS 2 SBM-3-E2	Environment	49
	ESRS 2 SBM-3-E5	Environment	55
	ESRS 2 SBM-3-S1	People	65
	ESRS 2 SBM-3-S2	People	81
	ESRS 2 SBM-3-S4	People	83
	ESRS 2 SBM-3-G1	People and Environment	91
Taking actions to address those negative impacts	E1-1	Environment	37
	E1-3	Environment	41
	E2-2	Environment	49
	E5-2	Environment	55
	S1-4	People	71
	S2-4	People	82
	S4-4	People	86
	G1-1	People and Environment	92
	G1-2	People and Environment	93
Tracking the effectiveness of these efforts and communicating	E1-4	Environment	42
	E2-3	Environment	51
	E5-3	Environment	58
	S1-5	People	71
	S2-5	People	82
	S4-5	People	86
	E1-5	Environment	43
	E1-6	Environment	45
	E1-9	Environment	46
	E5-2	Environment	55
	E5-4	Environment	59
	E5-5	Environment	60
	S1-10	People	76
	S1-11	People	76
	S1-14	People	77
	S1-15	People	78
	S1-17	People	78

[GOV-5]

Risk management and internal controls over sustainability reporting

The main risks in relation to our sustainability reporting include:

- incomplete or inaccurate data
- errors in data processing
- uncertainties in calculations and analyses

To address these risks, we apply basic controls such as:

- data validation
- internal reviews across relevant functions
- external support

Our approach to risk management is based on ongoing evaluation and dialogue between relevant teams rather than formalized processes.

During the reporting period, we have further developed and structured our data collection processes, building on experience from previous reporting cycles. We have evaluated the use of sustainability reporting software but are currently developing an approach tailored to our organization.

Strategy

[SBM-1]

Strategy, business model and value chain

Business model

We develop and manufacture refrigerators and freezers for the healthcare, lifestyle, and food sectors. There have been no significant changes to our products, markets, or customer groups during the reporting period.

We operate globally with production facilities in Denmark and Hungary and serve customers across multiple markets and sectors, including public and private organizations. At the end of the reporting period, we had a total of 763 employees across these locations.

Our activities fall within the manufacturing sector (NACE code 27.51 – Manufacture of electric domestic appliances). We do not disclose revenue by ESRS sector and make use of the exemption provided under ESRS 1.

We do not produce or sell products that are banned in specific markets and are not active in the fossil fuel, chemicals production, controversial weapons, or tobacco sectors.



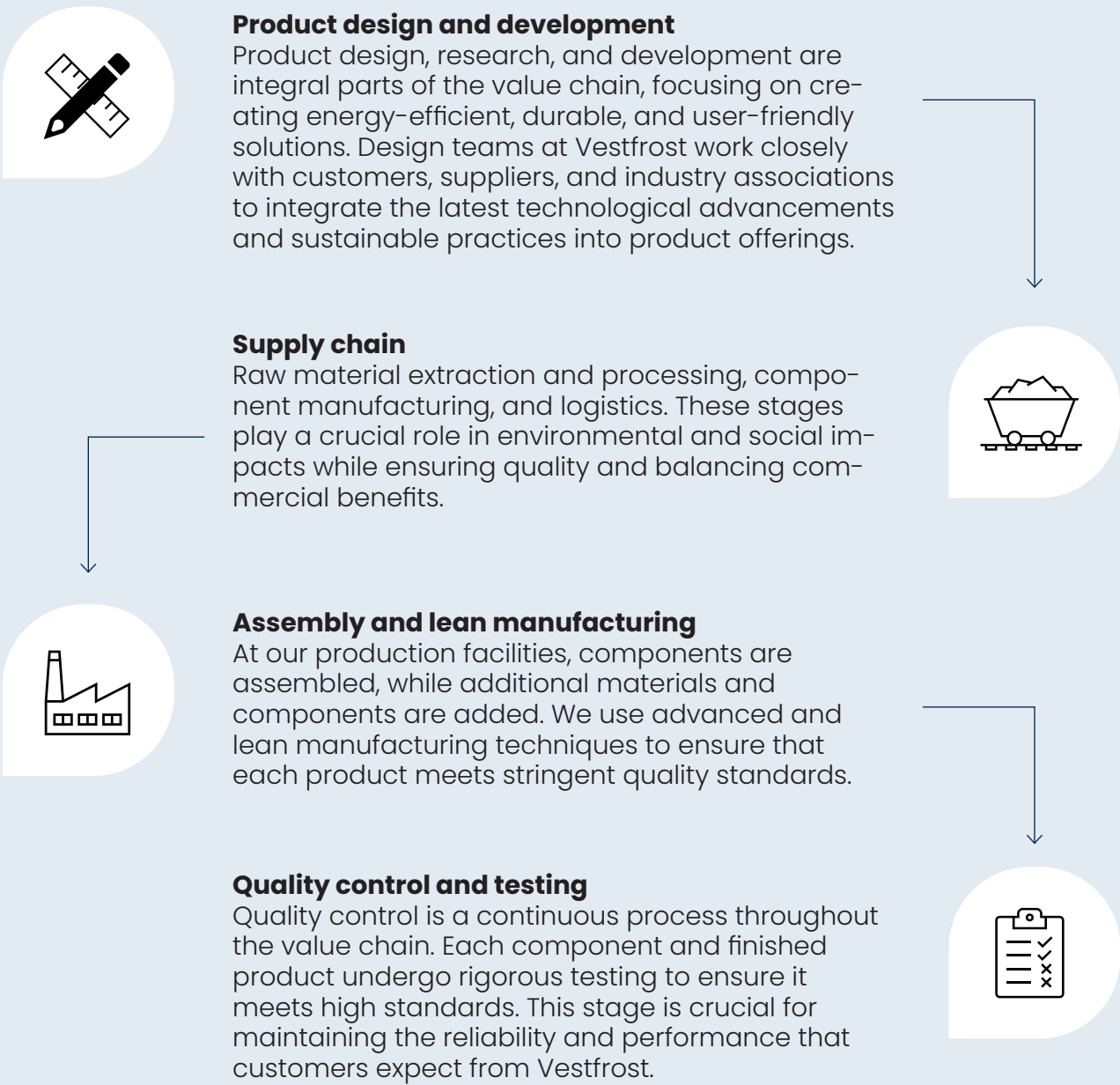
Value chain

Our value chain includes both upstream and downstream activities.

Upstream activities include sourcing of components and materials through a global supply chain, including suppliers of key components such as compressors, electronics, and raw materials. These inputs are secured through procurement processes and supplier relationships.

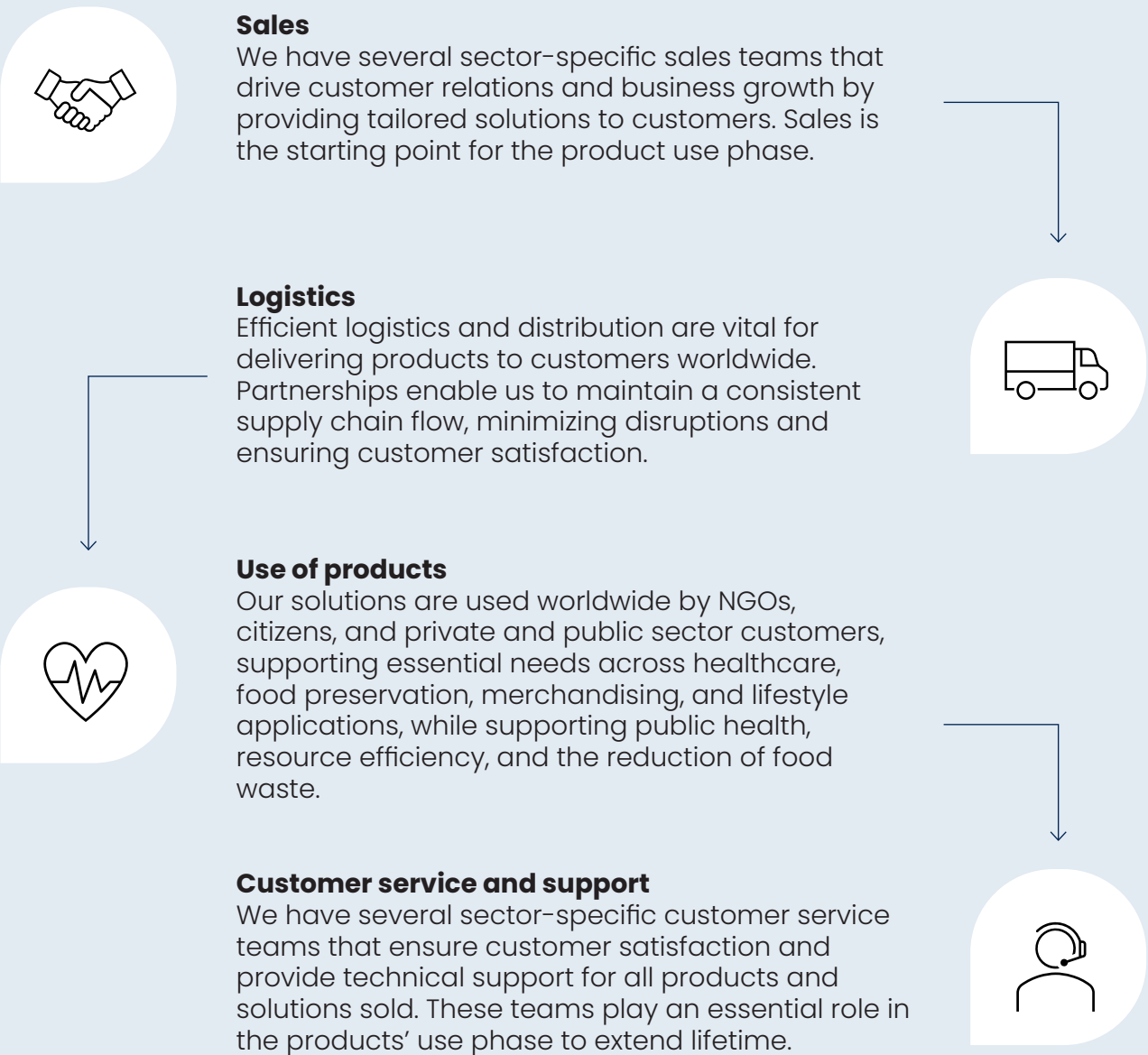
Our core activities consist of product development and manufacturing at our production facilities in Denmark and Hungary.

Upstream



Downstream activities include distribution through a combination of direct sales and distributors, as well as logistics, installation, and servicing of products. The use phase of our products represents a significant part of their environmental impact due to energy consumption over their lifetime. End-users include customers within healthcare, food, and lifestyle sectors, where reliable cooling is essential.

Downstream



Strategy and sustainability

Our ESG targets support the integration of sustainability into our strategy, operations, and value chain. With 2023 as the baseline year, the targets cover key environmental, social, and governance priorities and provide a framework for monitoring progress at Group level.

The targets reflect our focus on reducing climate impact, strengthening employee well-being and safety, and maintaining responsible governance practices. They are intended to guide our long-term development while supporting more structured follow-up on emissions, workplace conditions, supplier responsibility, ESG reporting, and cybersecurity.

Compared with the targets disclosed in the 2024 Annual Report, the ESG target framework has been revised and further aligned with our overall ESG strategy. The updated targets are broader in scope and structured around the key environmental, social, and governance priorities identified through our ESG framework. The revisions are based on improved data availability and quality, increased operational insight, a better understanding of business and technological developments, and evolving customer expectations and requirements. As a result, the targets are considered more realistic, measurable, and relevant for supporting long-term value creation and sustainability performance.

Sustainability targets

Baseline year: 2023, scope: Group level



Environment

- Minimum 30% reduction in Scope 1 by 2035
- Minimum 50% reduction in Scope 2 (location-based) by 2035
- Minimum 30% reduction in Scope 3 intensity by 2035



Social

- Achieve 0 accidents latest by 2035, while reducing accident rates annually in the short term
- Reach 80 points in our engagement survey by 2035
- Achieve a sick rate of maximum 3% by 2035



Governance

- Prepare an ESG/ sustainability report annually
- Audit the top 5 critical suppliers on ESG matters at least once every three years
- Carry out at least 2 cybersecurity campaigns every year and 1 assessment every three years.



Interests and views of stakeholders

Our strategy and business model are informed by ongoing engagement with key stakeholders. Through structured and informal interactions, we gather insights into their interests and expectations and incorporate these into our decision-making processes.

Stakeholder interests and integration into strategy and governance

Through our stakeholder engagement activities, we identify priorities relevant to our strategy, business model, and materiality assessment. Customers primarily focus on energy efficiency, product quality, and regulatory compliance. Our workforce emphasizes working conditions, health, and safety, while suppliers and partners focus on collaboration, requirements, and compliance. Regulators and authorities primarily focus on compliance with applicable laws and standards.

Stakeholder input supports the identification and prioritization of our material impacts, risks, and opportunities and is integrated into our ongoing business development and risk management processes.

During the reporting period, stakeholder engagement did not result in significant changes to our strategy or business model. However, stakeholder perspectives continue to inform our ongoing development and future adjustments.

The Board of Directors is regularly informed about stakeholder views through management reporting, including updates presented by the CFO during quarterly Board meetings.

Stakeholder group	Engagement activities	Purpose and outcome
Owners	- Board meetings (quarterly) - Annual general meeting - Committee meetings and briefings	- Ensure alignment on strategy, targets, and performance - Support informed decision-making and risk management
Own workforce	- Internal communication and leadership dialogue - Employee surveys and development reviews - Safety walks and workplace initiatives - Whistleblowing platform	- Maintain and improve employee well-being and engagement - Identify and address workplace-related risks and impacts - Strengthen company culture and working conditions
Customers	- Customer surveys - Ongoing dialogue and meetings - Service and complaint data collection	- Understand customer needs and expectations - Identify improvement areas for products and services - Manage risks related to product quality and satisfaction
Suppliers and partners	- Supplier evaluations and scorecards - Code of Conduct - Audits of key suppliers	- Ensure responsible business practices in the value chain - Monitor environmental and social performance - Strengthen supplier relationships and compliance
Regulators and authorities	- Ongoing dialogue and collaboration - Industry networks and events	- Ensure regulatory compliance - Stay informed about emerging requirements and risks
Communities and industry stakeholders	- Participation in networks, partnerships, and events - External communication channels	- Understand external expectations and societal impacts - Identify risks and opportunities related to our operations

Impact, risk and opportunity management

[IRO-1]

Description of the process to identify and assess material impacts, risks and opportunities

We identify and assess our material impacts, risks, and opportunities through a double materiality assessment based on ESRS principles.

During the reporting period, we have updated our double materiality assessment to reflect any changes in our operations, value chain, and external environment. The update confirmed that our previously identified material topics remain unchanged.

Key steps in the double materiality assessment

STEP 1

Understand context

- Identify and engage with stakeholders
- Collect data
- Map the market
- Understand the business and value chain

STEP 1

STEP 2

STEP 2

Identify potentially relevant sustainability matters

- Outline potential areas (mentioned in the ESRS and outside the ESRS) that might be relevant for the company
- Validate these potential areas with stakeholders

STEP 3

Conduct assessment

- Assess risks, impacts, and opportunities for each area considering severity (scale, scope, and irremediability), likelihood, and effects
- Identify materiality based on thresholds

STEP 3

STEP 4

STEP 4

Integrate results

- Integrate results into strategy and business processes



Inputs and stakeholder involvement

The assessment is informed by:

- internal data and knowledge across relevant functions
- insights from stakeholder engagement
- industry knowledge and regulatory requirements

Stakeholder perspectives are incorporated through existing engagement channels and are reflected in the identification and validation of material topics. The double materiality assessment was updated in 2025. The update did not result in significant changes to our material impacts, risks, and opportunities.

Disclosure Requirements in ESRS covered by the sustainability statement

This sustainability statement has been prepared in accordance with the European Sustainability Reporting Standards (ESRS) and reflects the outcome of our double materiality assessment.

Based on this assessment, we have included disclosures related to our material sustainability topics and omitted those assessed as not material.



The following ESRS topics have been assessed as not material and are therefore not included in this sustainability statement:

- ESRS E3 – Water and marine resources
- ESRS E4 – Biodiversity and ecosystems
- ESRS S3 – Affected communities

For material topics, we have included the relevant disclosure requirements and datapoints in accordance with ESRS. Where specific datapoints have been assessed as not material, they have been omitted.

Environment

- E1 – Climate change
- E2 – Pollution
- E5 – Resource management

Social

- S1 – Own workforce:
- S2 – Value chain workers
- S4 – Consumers and end-users

Governance (Business Conduct)

- G1 – Business conduct
 - Data and cybersecurity



Environment



[E-1]

Climate change

[ESRS 2 IRO-1]

Climate-related material impacts and risks

Materiality in relation to climate change is closely linked to the nature of the product. Refrigerators and freezers contribute to reducing food waste, while their production requires energy and raw materials associated with a certain level of greenhouse gas emissions. At the same time, this presents opportunities for us to enhance efficiency and develop solutions with lower carbon footprint.

The identified risks are considered to be broadly relevant across the global and evolving market in which we operate.

Climate-related scenario analysis has not been formally applied as part of the assessment. However, relevant risk drivers such as regulatory developments, market trends, and physical climate impacts have been considered across short-, medium-, and long-term time horizons.

Material, climate change-related IROs	Type of IRO	Location in the value chain			Time horizons		
		Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Reducing food waste: Refrigerators and freezers play a crucial role in reducing food waste (which accounts for 8-10% of annual GHG emissions*), extending the shelf life of food, preserving nutritional value, and supporting food distribution networks.	Actual positive impact			✓	✓	✓	✓
Reducing energy use during the use phase: Improving energy efficiency of refrigerators and freezers through advances in new technologies, such as solar-powered appliances and more efficient cooling systems.	Actual positive impact		✓	✓	✓	✓	✓
Climate change mitigation: The extraction and processing of raw materials and the use of refrigerants used during the production of refrigerators and freezers are energy-intensive and contribute to substantial CO ₂ emissions.	Actual negative impact	✓	✓		✓	✓	✓
Energy use: Energy use during production (electricity, heat, and natural gas) and use phase contribute to significant carbon footprint.	Actual negative impact		✓	✓	✓	✓	✓
Customer demands related to carbon footprint: Customers could increasingly choose products with a lower carbon footprint, increasing market competition.	Risk			✓		✓	✓
Regulatory and reputational risks: Implementation of new regulations and carbon pricing mechanisms bring uncertainty and increasing raw material costs. Negative perception of the company's environmental impact can result in reputational damage. Both risks can affect the Vestfrost's profitability.	Risk	✓		✓			✓
Supply chain disruptions: Advanced technologies and components, as well as climate-related events may disrupt the supply chains leading to production delays and increased costs.	Risk	✓	✓				✓
Development of Net-Zero Coolers: Developing new products with net zero carbon emissions.	Opportunity	✓	✓	✓	✓	✓	✓
Expansion into new markets: Reducing food waste and maintaining food quality can appeal to both private and commercial customers, with the addition of environmental and social responsibility. All this could open new market opportunities and investment.	Opportunity			✓			✓

*<https://unfccc.int/news/food-loss-and-waste-account-for-8-10-of-annual-global-greenhouse-gas-emissions-cost-usd-1-trillion>.

Interaction with strategy and business model

Climate-related impacts, risks and opportunities are integrated into our strategic direction. Our innovation initiatives, including low-emission and energy-efficient cooling solutions, support our ability to meet evolving market expectations and strengthen our competitive position in a market where energy performance is becoming an increasingly important decision criterion.

How we address impacts

- **Reducing food waste:** A part of our products supports the preservation of food and temperature-sensitive goods. The strategy therefore focuses on maintaining and developing the product portfolio in ways that enhance reliability, performance, and value for customers.
- **Energy use in the use phase:** Improving energy efficiency remains a key focus area. Through defined targets and continuous product development, we work to reduce energy consumption over the lifetime of relevant products.
- **Climate change mitigation:** Climate considerations are embedded across relevant policies and strategic frameworks, supporting a structured approach to reducing emissions and environmental impact across the value chain.
- **Energy use in operations and products:** Energy consumption is managed as part of both operational efficiency and product responsibility. Governance structures support continuous monitoring and incremental improvements in energy use across production processes and product performance.

How we mitigate risks

- **Customer demands related to carbon footprint (Transitional):** Increasing customer focus on energy efficiency and product emissions is addressed through ongoing product development and improvements in energy performance, helping ensure alignment with market expectations.
- **Regulatory and reputational risks (Transitional):** We monitor regulatory developments and maintain internal controls and processes to support compliance. Engagement with external expertise supports timely adaptation to new requirements.
- **Supply chain disruptions (Physical):** Established processes and governance structures support ongoing risk assessment and enable flexibility in managing potential disruptions in the supply chain.

How we capture opportunities

- **Development of low-emission cooling solutions:** Product innovation aimed at reducing lifecycle emissions is a strategic focus area. Resources are allocated across development phases, with the ambition to gradually introduce products with lower environmental impact and strengthen market positioning.
- **Expansion into new markets:** We continuously evaluate new market opportunities where our product capabilities can address specific needs. Governance structures support informed decision-making and the development of relevant partnerships.

Resilience of strategy and business model

We assess the resilience of our strategy and business model in relation to climate change on an ongoing basis, considering both physical and transition risks across our operations and value chain.

The assessment covers our key activities, including production, supply chain, and product use. While we have not conducted a formal climate scenario analysis, relevant risk drivers such as regulatory changes, customer expectations, and physical climate impacts are considered in our strategic planning.

Based on this, we consider our strategy and business model to be relatively resilient, supported by our focus on energy-efficient products, ongoing innovation, and established governance structures.





[E1-I]

Transition plan for climate change mitigation

Commitment and targets

We published greenhouse gas (GHG) reduction targets in our first ESG report in 2024. These targets were developed with the intention of supporting the objectives of the Paris Agreement and a pathway compatible with limiting global warming to 1.5°C. Since then, we have gained improved data quality and deeper insight into our operations, emissions profile, value chain dependencies and market developments. Based on this improved understanding, we have revised our targets to better reflect current operational realities, technological feasibility, customer requirements and the wider business environment.

The revised targets are not currently aligned with a 1.5°C pathway. We have prioritized setting targets that are realistic, actionable and achievable, rather than maintaining targets that may not be sufficiently supported by current data, resources or available decarbonization levers. We therefore do not claim that the current transition plan or GHG reduction targets are aligned with a 1.5°C pathway. However, we will continue to monitor progress annually and will seek to identify additional initiatives that may reduce the gap between our current emissions trajectory and a 1.5°C-compatible pathway over time.

Based on the 2023 baseline emissions, we have outlined the following GHG reduction targets:

- Scope 1: Minimum 30% reduction by 2035
- Scope 2 (location-based): Minimum 50% reduction by 2035
- Scope 3 (intensity): Minimum 30% reduction by 2035

Decarbonization approach

Our transition plan is based on a set of key decarbonization levers addressing emissions across our operations and value chain. As most of our emissions occur in the use phase of our products, product-related improvements are a central focus.

To reduce Scope 1 and 2 emissions:



Energy reduction and renewable energy transition

We aim to reduce emissions from our operations by optimizing energy use (electricity, heating, and diesel consumption) and, where feasible, installing solar panels at our facilities.

To reduce Scope 3 emissions:



Product innovation

We work to improve the energy performance of our products and develop solutions with the intention of lower lifecycle emissions.



Circular economy and materials

We work to reduce material-related impacts by increasing the use of recycled and lower-impact materials and improving product design for durability and recyclability.



Sustainable procurement and supply chain

We engage with suppliers and logistics partners to support emission reductions across the value chain.



Operational efficiency

We focus on improving efficiency in production processes, including reducing waste and optimizing resource use.

Investments and financial alignment

Financial and resource planning is carried out annually, with a focus on business development in line with our strategy and the external business environment, including customer expectations and regulatory requirements. As part of this process, climate-related initiatives and resource needs are reviewed and considered alongside other strategic priorities. However, no specific CapEx or OpEx related to the transition plan have currently been quantified, and we have not disclosed any Taxonomy-aligned CapEX KPIs in relation to the transition plan either.

Locked-in emissions and transition considerations

As a producer of freezers and refrigerators, we recognize that locked-in emissions may arise from long product lifetimes, product energy use, production equipment, materials, refrigerants, and end-of-life treatment. We seek to address these by improving product energy efficiency, durability and recyclability, increasing the use of recycled and lower-impact materials, and reducing waste across production and product lifecycles.

While these, in some cases, can represent a structural challenge, we still expect to achieve our long-term targets.

Governance and monitoring

Our transition plan is reviewed annually and is embedded in our overall strategy. Progress against the targets and related initiatives is monitored on an annual basis. The plan, including targets and key decarbonization levers, has been reviewed and approved by management and the Board.



[E1-2]

Policies related to climate change mitigation and adaptation

We have established a Climate Policy and an Environmental Policy that guide how we manage climate-related impacts, risks, and opportunities across our operations and value chain.

Climate policy

Our Climate Policy outlines the principles for addressing climate change mitigation and adaptation. It focuses on reducing GHG emissions, improving product energy performance and durability, strengthening resource efficiency, engaging suppliers and logistics partners, and improving climate-related data quality. The policy also emphasizes transparent, evidence-based climate communication and requires that environmental claims are supported by documented evidence and do not overstate performance.

Environmental policy

Our Environmental Policy complements the Climate Policy by defining our broader commitment to reducing environmental impact and preventing pollution. Environmental and energy considerations are integrated into business decisions, and our approach is supported by an environmental management framework aligned with ISO 14001 principles where relevant.

Actions and resources in relation to climate change policies

Product innovation and circularity

The development of low-emission cooling solutions remained a key focus area in 2025. Our flagship project is the “Net-Zero coolers” project. While the project’s initial scope and name refer to net zero, internal lifecycle assessments have shown that achieving full net-zero emissions across the product lifecycle may be difficult. However, the project continues to guide our long-term approach to reducing lifecycle emissions across materials, production, use phase and end-of-life.

In 2025, activities focused on selected areas within this broader decarbonization scope. Not all decarbonization levers were actively worked on during the year; however, they remain part of the long-term direction for both the Net-Zero coolers project and other product innovation initiatives. These levers include:

- Energy efficiency improvements during production phase (e.g., increasing renewable energy share, reducing electricity consumption during production)
- Energy efficiency improvements during use-phase (i.e., improving energy classes of our products)
- Circular economy and material efficiency (e.g., introducing lower-impact materials, increasing materials that are recyclable at the end-of-life)

These levers are supported by ongoing product innovation and research, as well as sustainable procurement and supply chain engagement practices.

As these projects are ongoing and not all decarbonization levers have been implemented or quantified, no direct GHG reductions have been quantified yet.

Energy efficiency

We replaced an old and corroded gas boiler with a new one at our Hungarian facility. Although the impact has not been quantified, we expect the new boiler to improve operational efficiency and optimize gas consumption.

In Denmark, we replaced our gas boiler with a heat pump, which we expect to result in reduced gas consumption in our 2026 consumption data.

We also advanced a strategic initiative to redesign our production footprint. The objective was to consolidate production lines to enhance operational flexibility and achieve greater efficiency, scalability, and cost competitiveness over time. We will continue to refine and validate this initiative throughout 2026. Subject to a positive outcome and confirmation of business viability, implementation is expected from 2027.

Data quality and accessibility

Improving ESG and climate-related data quality remained an important focus area during 2025. Actions included mapping data sources, clarifying data ownership, improving internal coordination, and strengthening data accessibility across relevant functions.

While these initiatives did not directly reduce GHG emissions, they improved the quality and transparency of environmental data and support future reduction efforts.

Climate change adaptation

In 2025, climate adaptation measures were implemented in Denmark to strengthen resilience against flooding and reduce exposure to physical climate risks from increased precipitation and flood events.

Targets related to climate change mitigation and adaptation

We have set climate-related targets to support our climate change mitigation and adaptation policies and to address the material climate-related impacts, risks and opportunities identified through the double materiality assessment.

Our GHG emissions reduction targets are:

- reducing absolute Scope 1 gross emissions by minimum 30% by 2035 from a 2023 base year of 637.96 t CO₂e,
- reducing absolute Scope 2 (location-based) gross emissions by minimum 50% by 2035 from a 2023 base year of 644.49 t CO₂e,
- reducing Scope 3 emissions intensity (defined as total Scope 3 emissions in kg CO₂e divided by the weight of sold products in kg) by minimum 30% by 2035 from a 2023 base year of 61.27 kg CO₂e per kg of sold products.

	Type of target	Target year	Target reduction	Base year	Base value	Target value
Scope 1	absolute	2035	30%	2023	637.96 t CO ₂ e	446.57 t CO ₂ e
Scope 2 (location-based)	absolute	2035	50%	2023	644.49 t CO ₂ e	322.25 t CO ₂ e
Scope 3	intensity	2035	30%	2023	61.27 kg CO ₂ e / kg sold products	42.89 kg CO ₂ e / kg sold products

The Scope 1 and 2 targets are expressed in absolute tonnes of CO₂e and, Scope 3 in emissions intensity of kg CO₂e/kg sold product. The targets cover 100% of total reported GHG, whereas the target boundaries are consistent with the GHG inventory disclosed under E1-6. Carbon credits, avoided emissions, and GHG removals are not counted as a means of achieving this gross GHG emissions reduction target.

The targets have not been externally assured and are not aligned with a 1.5°C pathway. However, they have been developed as a step

towards strengthening our climate ambition over time and supporting the ongoing development and implementation of our decarbonization strategy.

The targets are designed to be realistic and achievable based on our current emissions profile, including significant Scope 3 emissions from product use, where reductions depend partly on suppliers, customers, energy systems, and future product innovation. We therefore applied an internal methodology for setting our climate targets to reflect the current maturity of our carbon accounting,

available data quality, operational realities, and technically feasible reduction levers.

The main actions being investigated as potential contributors to the 2035 targets are:

Scope 1

- Reducing water temperature in production and eliminating the use of shrink frames to reduce gas consumption
- Replacing soldering with an induction system
- Outsourcing process-heavy activities, such as painting and metallisation in Hungary, to suppliers whose primary activities are within these processes and who have more efficient equipment

Scope 2

- Installing on-site solar panels in Hungary
- Introducing a new production setup to optimize equipment electricity use

Scope 3

- Reducing electricity consumption from sold products during the use phase
- Purchasing lower-emission materials for products and packaging, such as recycled steel and cardboard packaging instead of EPS

We have not yet quantified the extent to which these actions would contribute to the targets.

In 2025, we have achieved reductions across all scopes compared to the baseline year, and as such, we consider our plan to be on track.

[E1-5]

Energy consumption and mix

In 2025, total energy consumption was 7,032.81 MWh, a 16% decrease from 8,382.24 MWh in 2024. Compared to 2024, our energy intensity decreased by 27% to 10.87 MWh per million DKK.

Fossil energy consumption amounted to 4,296.03 MWh, down 12% year on year, but its share of total energy consumption increased to 61% from 58% in 2024. Natural gas remained the main fossil source.

Renewable energy consumption totalled 2,393.20 MWh, a 25% decrease compared with 2024, reducing its share of total energy consumption to 34% from 38%. Most renewable consumption related to purchased electricity and heat.

Energy from nuclear sources increased by 9% to 343.57 MWh, representing 5% of total energy consumption.

Overall, while total energy consumption continued to decline in 2025, the energy mix shifted towards a higher relative share of fossil and nuclear sources and a lower relative share of renewable sources. The increase in the fossil share was primarily due to the larger reduction in renewable purchased energy consumption, combined with higher consumption of petroleum products and broadly stable natural gas use.

	2025	2024	Change compared to 2024	2023
Total fossil energy consumption (MWh)	4,296.03	4,857.20	-12%	5,406.86
Share of fossil sources in total energy consumption (%)	61%	58%		58%
Fuel consumption from coal and coal products (MWh)	-	-	n/a	-
Fuel consumption from crude oil and petroleum products (MWh)	375.27	258.69	45%	295.53
Fuel consumption from natural gas (MWh)	2,399.19	2,354.54	2%	2,388.31
Fuel consumption from other fossil sources (MWh)	-	-	n/a	-
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	1,521.57	2,243.97	-32%	2,723.02
Consumption from nuclear sources (MWh)	343.57	315.70	9%	315.45
Share of consumption from nuclear sources in total energy consumption (%)	5%	4%		3%
Total renewable energy consumption (MWh)	2,393.20	3,209.34	-25%	3,565.64
Share of renewable sources in total energy consumption (%)	34%	38%		38%
Fuel consumption of renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	19.75	13.62	45%	15.55
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	2,373.45	3,195.72	-26%	3,550.08
The consumption of self-generated non-fuel renewable energy (MWh)	-	-	n/a	-
Total energy consumption (MWh)	7,032.81	8,382.24	-16%	9,287.95

[E1-6]

Gross Scopes 1, 2, 3 and Total GHG emissions

In 2025, the total gross GHG emissions amounted to 268,292.06 t CO₂e. Our emissions profile is highly concentrated in Scope 3, which represented 99.64% of total emissions. Scope 1 and Scope 2 emissions accounted for 0.21% and 0.15% of total emissions, respectively.

Scope 1 emissions amounted to 566.98 t CO₂e in 2025. This is broadly stable compared with 2024 but shows an 11% decrease compared with the 2023 baseline.

Scope 2 (location-based) emissions amounted to 400.18 t CO₂e in 2025. This represents a 23% and 38% decrease compared with 2024 and 2023, respectively.

Our market-based Scope 2 emissions similarly showed reductions of 21% and 30% compared to 2024 and 2023, respectively, reaching emission levels of 1,505.04 t CO₂e in 2025.

Scope 3 emissions amounted to 267,324.90 t CO₂e in 2025. This represents a 10% decrease compared with 2024 and a 19% decrease compared with the 2023 baseline. Scope 3 emissions remain the dominant source of our GHG footprint.

Our total gross GHG emissions decreased by 10% since 2024 and 19% since the 2023 baseline. The reduction was mainly driven by lower Scope 3 emissions, supported by reductions in Scope 2 emissions.

In 2025, emissions reported outside of scope amounted to -668.77 t CO₂e.

	2025 (t CO ₂ e)	2024 (t CO ₂ e)	2023 (t CO ₂ e)	Change compared to 2024	Change compared to 2023
Scope 1	566.98	568.82	637.96	0%	-11%
Scope 2 (location-based)	400.18	519.04	644.49	-23%	-38%
Scope 2 (market-based)	1,505.04	1,910.82	2,153.87	-21%	-30%
Scope 3	267,324.90	296,023.13	330,996.60	-10%	-19%
Total	268,292.06	297,111.00	332,279.05	-10%	-19%
Outside of Scope	-668.77	-690.65	-368.28	-3%	+82%

Emission intensity

In 2025, our GHG intensity was at 415 t CO₂e per million DKK. This is a 21% decrease compared to our baseline year in 2023.

The Scope 3 emissions intensity was 52.31 kg CO₂e per kg of sold product in 2025, representing a 14% and a 15% decrease compared with 2024 and 2023, respectively.

GHG intensity	2025	2024	2023	Change compared to 2023
Total GHG emissions (location-based) per net revenue (t CO ₂ e/million DKK)	415	527	522	-21%

[E1-7]

GHG removals and GHG mitigation projects financed through carbon credits

We do not carry out any GHG removals and storage projects, and neither do we finance GHG mitigation projects through carbon credits.

[E1-8]

Internal carbon pricing

We do not apply internal carbon pricing schemes at the time of reporting and currently have no plans to introduce such schemes in the near future.

[E1-9]

Anticipated financial effects from material physical and transition risks and potential climate-related opportunities

At the time of reporting, we have not performed a quantitative assessment of the anticipated financial effects related to material physical and transition risks or climate-related opportunities. Based on our current assessment, such analyses are not considered necessary.

However, we continue to monitor the development of relevant strategic initiatives and climate-related impacts, risks, and opportunities. Should circumstances change or projects not progress as expected, we may assess the need for further evaluation of potential financial effects.

We remain open to conducting such assessments in the future where considered relevant or requested.

[E2]

Pollution

[ESRS-2 IRO-1]

Description of the processes to identify and assess material impacts, risks and opportunities

As part of the double materiality assessment, we assessed actual and potential impacts, risks and opportunities related to pollution across our own operations and, where relevant, our upstream and downstream value chains. The assessment covered pollution of air, water and soil, microplastics, and substances of concern. We have identified three material impacts and one risk.

The identified negative impacts relate to substances and compounds that are used in the products to ensure their performance, durability, and compliance with relevant industry requirements. Some of these substances are classified as substances of concern, while others are associated with global warming potential. In addition, parts of our packaging currently contain polystyrene, which may contribute to microplastic pollution.

A regulatory risk was identified in relation to Extended Producer Responsibility (EPR), as our packaging waste, particularly polystyrene, may lead to higher compliance costs and stricter regulatory requirements.



Material, pollution-related IROs	Type of IRO	Location in the value chain			Time horizons		
		Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Pollution of air: We use polyurethane (PUR) foam in our refrigerators and freezers. The production and use of PUR emits volatile organic compounds (VOCs) that have detrimental impact on human health. PUR also emits VOCs in the use phase, but exposure to such emissions is relatively low, as the foams are encapsulated inside the refrigerators and freezers. Refrigerants (e.g., Chlorofluorocarbons and Hydrofluorocarbons) used in the production of coolers and freezers have a risk of release into the environment through leakage, maintenance and repair	Actual negative impact		✓	✓	✓	✓	✓
Microplastics: As a producer placing packaging on the market, we are subject to Extended Producer Responsibility (EPR) requirements. Increasing regulation related to packaging waste and microplastic pollution may lead to higher costs and stricter requirements for materials such as polystyrene. To mitigate these risks, we have initiated projects focusing on packaging materials and compliance.	Actual negative impact			✓			✓
Packaging regulations and microplastic pollution: As a producer placing packaging on the market, we are subject to Extended Producer Responsibility (EPR) requirements. Increasing regulation related to packaging waste and microplastic pollution may lead to higher costs and stricter requirements for materials such as polystyrene. To mitigate these risks, we have initiated projects focusing on packaging materials and compliance.	Risk		✓			✓	✓
Substances of concern: We use different chemicals in production (adhesives, paint, curing agents, lubricants, gardeners, foam), where some are hazardous and carcinogenic. Diisocyanates used in PUR foam pose the biggest risk.	Actual negative impact		✓		✓	✓	✓

Material impacts, risks and opportunities and their interaction with strategy and business model

We integrate pollution-related considerations into relevant operational and product-related activities and continuously evaluate opportunities to reduce environmental impacts.

Pollution-related impacts and risks	How our strategy and business model address the impacts
Air pollution	We work to reduce pollution-related impacts through ongoing focus on workplace safety, operational controls, and evaluation of alternative materials and processes.
Microplastics and packaging regulation	Packaging materials and designs are continuously reviewed with the aim of replacing highly polluting and non-recyclable materials with lower-impact alternatives. This is intended to reduce potential environmental impacts, including risks related to microplastic pollution, and to support the mitigation of regulatory risks related to the Extended Producer Responsibility (EPR).
Substances of concern	Chemical management procedures and environmental considerations support the handling of substances of concern and the assessment of lower-impact alternatives where relevant.

Actions and resources related to pollution

In 2025, we continued implementing actions aimed at avoiding and reducing pollution-related impacts across our operations.

These include risk management procedures, monitoring and adapting to regulatory developments, providing employee training, and continuously evaluating alternative materials that may reduce environmental impact while maintaining product quality and functionality.

Ventilation and operational controls

We continued monitoring and maintaining ventilation systems at relevant production facilities where substances such as PUR, diisocyanates, foaming agents, and refrigerants are used. These systems support the reduction of employee and environmental exposure to volatile organic compounds (VOC) and substances of concern (SOC).

Operational controls, internal audits, and safety procedures form part of the ongoing management of pollution-related risks.

Training and awareness

Employees handling chemical substances continued to receive relevant training before working with such materials. Training activities support safe handling procedures, awareness of chemical risks, and compliance with internal requirements.

Training and awareness activities will continue in 2026.

Chemical management

We have maintained procedures and safety instructions related to the handling and storage of chemical substances used in production.

No material incidents or operational changes occurred during the reporting year that required extraordinary pollution-related remediation actions.

Packaging materials and microplastics

We continued evaluating alternatives to expanded polystyrene (EPS) packaging with

the aim of reducing potential environmental impacts related to microplastic pollution. The assessment includes both material alternatives and packaging design improvements.

As part of this work, EPS packaging has been replaced with cardboard packaging for two cooler models for one of our main customers, representing approximately 20% of that customer’s coolers. The packaging design was completed in 2025, with production also expected to take place in 2026.

The shift from EPS to cardboard is expected to reduce the risk of microplastic pollution from packaging. In addition, cardboard packaging is expected to have a lower carbon footprint per kg than EPS (based on available LCA databases), thereby also supporting our broader climate-related initiatives.

As implementation takes place in 2026, the action and its related impacts will be reported in our 2026 ESG report.



[E2-3]

Targets related to pollution

Our previous target to phase out high global warming potential HFC refrigerants from production was achieved in 2024.

At the time of reporting, we have not established additional formal pollution-related targets. However, we continue evaluating opportunities to reduce impacts through operational improvements, material assessments, and packaging initiatives.

[E2-4]

Pollution of air, water and soil

Pollutants

VOC emissions may arise from PUR processing during production. These emissions are not directly monitored, and we currently lack sufficient data to estimate emission quantities with an acceptable level of reliability.

Toluene is present in one chemical compound used in production, where it constitutes less than 3% of the compound. Based on the quantities used, the related pollution impact is considered limited.

We do not use other pollutants listed in Annex II of Regulation (EC) No 166/2006 above the applicable reporting thresholds.

No material emissions to water or soil were identified during the reporting period.

Microplastics

In 2025, we used approximately 110 tonnes of polystyrene (PS) packaging in connection with product transportation. Wear and tear of these materials during handling, combined with inefficient collection and recycling at end of life, may contribute to the generation of secondary microplastics. However, no reliable

methodology is currently available to quantify the exact amount of resulting microplastics.

[E2-5]

Substances of concern and substances of very high concern

We use a digital chemical management platform to support access to safety information and management of substances used in production processes.

In 2025, approximately 141 tonnes of SOC were used in production, and approximately 34.59% of Group revenue was generated from products containing SOC.

We do not use substances of very high concern (SVHC) in our production or products.

We continued our focus on chemical management, employee training, and risk assessment during the reporting year. No pollution-related incidents, spills, or remediation cases occurred in 2025.

[E2-6]

Anticipated financial effects from pollution-related impacts, risks and opportunities

At the time of reporting, we have not performed a quantitative assessment of the anticipated financial effects related to pollution-related material impacts, risks, and opportunities. Based on our current assessment, such analyses are not considered necessary.

However, we continue to monitor relevant developments and initiatives related to pollution prevention, materials, and packaging. Should circumstances change, we may assess the need for further evaluation of potential financial effects.



[E5]

Resource use and the circular economy

[ESRS-2 IRO-1]

Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

Our double materiality assessment identified resource use and circular economy as material topics, particularly in relation to material efficiency, sourcing of materials, product development, and waste management. The assessment included screening of relevant activities across our operations and value chain.

The assessment was based on internal knowledge, operational data, and cross-functional input from relevant business areas involved in product development, procurement, production, quality, and commercial activities. At the time of reporting, we have not conducted consultations with affected communities specifically related to resource use and circular economy matters.



The results of the double materiality assessment are integrated into relevant strategic priorities, targets, and operational initiatives addressing resource use and circular economy-related matters.

Material, resource and circular economy-related IROs	Type of IRO	Location in the value chain			Time horizons		
		Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Resource use: The use of metals, insulation materials, refrigerants, electrical components, plastics, and rubber can affect resource scarcity. In addition to that, primary and secondary waste related to the production process has an impact on the environment's resources.	Actual negative impact	✓					✓
Product end of life – waste treatment: The disposal of our products at the end of their life contributes to waste generation, including metal, plastic, foam insulation, and refrigerants.	Actual negative impact		✓	✓			✓
Circularity: The ongoing Net-Zero Cooler project puts circularity in the center through innovative design, material selection, and energy efficiency, advancing circular economy.	Actual positive impact		✓	✓		✓	✓
Carbon tax regulations: More than 50 weight% of our products contain metals (including steel and aluminum) that are exposed to the Carbon Border Adjustment Mechanism (CBAM) policy from 2026. CBAM will likely increase steel and aluminum prices.	Risk	✓				✓	✓
Circularity – Take back program: Establishing take-back and recycling programs, and potential licensing models to increase refurbishment, reuse, and recycling of components provide growth and new market opportunities.	Opportunity		✓	✓			✓

Resource use and circular economy –related material impacts, risks and opportunities and their interaction with strategy and business model

Resource use and circular economy-related IROs	How our strategy and business model address the impacts
Resource use and circularity	Our strategy includes increasing the share of circular and recycled materials used in products, supported by supplier engagement and ongoing evaluation of alternative materials.
Carbon tax regulations	Governance structures and ongoing monitoring of regulatory developments support preparedness for future carbon-related requirements and evaluation of potential business impacts.
Circular business models	We continue assessing opportunities related to take-back schemes, leasing models, and other circular initiatives as part of ongoing product and business development activities.

Policies related to resource use and circular economy

Our Environmental Policy and Climate Policy provide the overall framework for managing impacts, risks, and opportunities related to resource use and circular economy across our operations and value chain.

The policies promote responsible resource management through waste reduction, reuse and recycling initiatives, and improved resource efficiency. They also support the reduction of virgin and high-impact materials by encouraging the use of recycled and lower-impact alternatives where feasible.

In line with circular economy principles, the policies address sustainable sourcing, material selection, product lifecycle considerations, and compliance with applicable environmental legislation.

Actions and resources related to resource use and circular economy

Resource efficiency, circularity, and material management continued to be key focus areas in 2025. Activities during the year focused on product development and packaging assessments.



Product development

In 2025, we continued product development efforts to improve the environmental performance of our refrigeration and freezer solutions. Development activities focused on reducing electricity consumption while maintaining high product performance and user comfort.

Two key innovation projects were advanced during the year. The first focused on noise reduction through controlled fan speed and optimized airflow management, enabling products to adapt to different ambient conditions and operate more efficiently. The patent for this technology was granted in 2025, and implementation in commercial products is planned for 2026.

The second initiative focused on thermal performance improvements through a modular system architecture combined with advanced control algorithms. The solution is designed to optimize energy consumption,

temperature stability, and noise performance across varying operating conditions. A patent application for this technology was submitted in 2025.

These initiatives contribute to reducing the electricity consumption of products during their use phase and support the Group’s efforts to improve resource efficiency and environmental performance throughout the product lifecycle.

Approximately 5% of our annual revenue was used on R&D activities in 2025, which also included projects related to product development and circular design.

Packaging and recycled materials

As part of our preparations for the EU Packaging and Packaging Waste Regulation (PPWR – Regulation (EU) 2025/40) and extended producer responsibility (EPR) requirements, we structured our packaging data management and compliance processes. This included

mapping packaging categories and assessing manufacturer obligations related to packaging placed on the market, with the objective of ensuring compliant packaging solutions for our customers and supporting future reporting requirements.

Relevant data collection and validation activities remain ongoing, and we continue to evaluate opportunities to strengthen packaging circularity and regulatory compliance. The first results of alternative packaging will be available in 2026.



[E5-3]

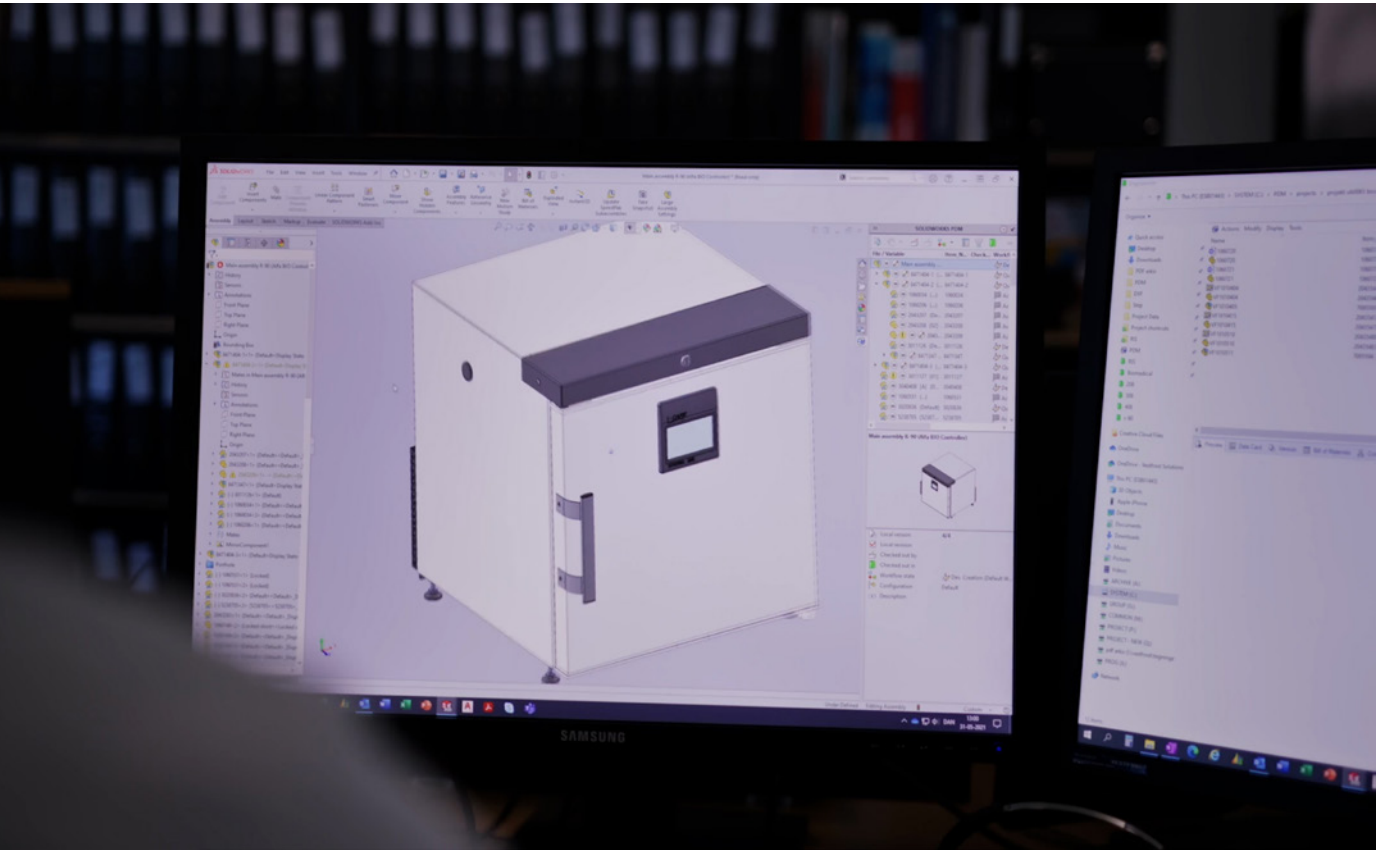
Targets related to resource use and circular economy

At present, we have not established specific targets or KPIs related to resource use and circular economy matters.

While certain targets were disclosed in the 2024 Sustainability Report, experience gained during 2025 has improved our understanding of available technologies, business conditions, customer requirements, and the maturity of internal data collection processes. This has highlighted the need to base targets on reliable data and realistic assumptions. Consequently, we have chosen not to maintain or establish targets where accurate measurement, monitoring, and

reporting cannot currently be supported with sufficient confidence.

We, however, continue to advance our understanding of resource-related impacts and opportunities. During 2025, carbon footprint assessments were carried out for selected key products, and plans are in place to further integrate upstream ESG considerations into procurement processes. These initiatives are expected to strengthen the quality of available data and support the future development of meaningful, measurable, and reliable targets and KPIs.



Resource Inflows

Our primary resource inflows consist of plastic and polymer-based materials, electronics and electrical components, metal components, glass, refrigerant gases, chemicals, insulation materials, wood, paper and cardboard, and various packaging materials used in production processes.

Plastic and polymer-based materials used in production include materials such as PUR, ABS, PVC, PC, PS and PP. Metal components primarily include steel, iron, aluminum and copper used across product structures and cooling systems. Electrical and electronic components represented the largest resource inflow category during the reporting period.

Currently, the majority of plastic components used in production are virgin fossil-based materials, and no documented biological or bio-based materials are used in products or packaging. As part of our ongoing circularity initiatives and product development activities, we continue to evaluate opportunities to substitute virgin materials with recycled or lower-impact alternatives where technically and commercially feasible.

During 2025, we continued investigations into the use of recycled-origin materials in selected product categories. Previous assessments have shown that materials such as High Impact Polystyrene (HIPS), Expanded Polystyrene (EPS), Acrylonitrile Butadiene Styrene (ABS), glass, aluminum and steel of recycled origin could partially replace virgin materials in selected products. These evaluations remain ongoing.

Main material inflows in 2025	Weight (t)
Electrical and electronic components	approx. 39,500
Metals (steel, iron, aluminium and copper)	approx. 3,020
Plastics and polymer-based materials	approx. 1,540
Wood-based materials	approx. 840
Glass	approx. 810
Chemicals, gases and insulation materials	approx. 300
Paper and cardboard packaging materials	approx. 85

We do not currently have sufficiently reliable and validated data available to disclose the weight or percentage of secondary reused or recycled materials used in products and packaging with the required level of certainty.

Repairability continues to be an important aspect of our product lifecycle approach. Most products can be repaired, and we maintain the capability to supply relevant spare parts throughout the expected product lifetime. During 2025, 51,695 spare part units were sold.

Data collection and validation processes continue to mature as part of our ongoing ESG reporting development.

Resource outflows

Our products are designed with durability, reparability and end-of-life material recovery in mind. With an average expected lifetime of approximately 10 years, our products are considered to be aligned with the industry average for comparable products.

Circular economy principles are integrated into product development and production processes where technically and commercially feasible. The products primarily consist of metals, plastics, glass and electrical components, many of which can be dismantled and managed through established recycling streams at the end of the product lifecycle. Key components such as compressors, metal parts and glass elements can typically be separated and recovered through conventional waste treatment and recycling processes.

While no formal reparability rating system is currently applied, products are designed in accordance with industry standards for serviceability and repair. Spare parts remain available throughout the expected product lifetime, supporting product maintenance and extending useful life.

At present, we are not able to determine a precise recyclability rate for products and packaging at finished product level. We participate in relevant extended producer responsibility and waste handling schemes where applicable, including the management of hazardous and operational waste streams through certified waste management providers.



Waste management

Waste generated from operations primarily consists of steel and metal scrap (36%), paper and cardboard (19%), wood (11%), glass (10%), and plastics (8%). These arise from production processes, scrapped materials, and packaging. Other fractions (16%) include, among others, insulation materials, electronics, and hazardous waste.

Hazardous waste streams mainly consist of production-related chemicals and regulated waste fractions and are managed through authorized waste contractors.

The increase in the share of waste directed to disposal in 2025 was mainly driven by a higher volume of plastic production scrap sent to landfill. This type of waste is generated irregularly and was not produced in 2024, which affected the year-on-year development. At the same time, improved waste sorting practices in Hungary led to a decrease in mixed packaging waste and an increase in separately collected waste fractions, including paper and plastics.

		2025			2024		
	Unit	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Diverted from disposal							
Preparation for reuse	t	–	–	–	0.58	–	0.58
Recycling	t	1.13	765.90	767.03	–	913.33	913.33
Other recovery operations	t	–	0.96	0.96	–	0.67	0.67
Total waste diverted from disposal	t	1.13	766.86	767.99	0.58	914.00	914.58
Percentage of waste diverted from disposal	%	2%	80%	76%	1%	86%	80%
Directed to disposal							
Incineration	t	–	26.03	26.03	9.83	47.82	57.65
Landfill	t	–	149.99	149.99	–	101.31	101.31
Other disposal operations	t	44.44	15.60	60.04	58.11	5.73	63.84
Total waste directed to disposal	t	44.44	191.62	236.06	67.93	154.86	222.79
Percentage of waste directed to disposal	%	98%	20%	24%	99%	14%	20%
Total waste generated	t	45.57	958.48	1,004.05	68.51	1,068.86	1,137.38

[E5-6]

Anticipated financial effects from resource use and circular economy-related risks and opportunities

At the time of reporting, we have not conducted a formal assessment of the anticipated financial effects related to resource use and circular economy-related risks and opportunities. We currently do not consider such evaluations necessary but remain open to assessing potential financial effects in the future should business needs, regulatory developments, or project progress make this relevant.





Social



[S1]

Own workforce

[ESRS-2 IRO-1]

Description of the processes to identify and assess material impacts, risks and opportunities

As part of our double materiality assessment, we have evaluated our existing policies, guidelines and initiatives, as well as insights from internal assessments such as employee engagement surveys. In addition, we have conducted interviews with key stakeholders, including management and internal committees, and considered external expert input to identify relevant impacts, risks and opportunities related to our own workforce.

The assessment identified a number of IROs within our own workforce.

No other social matters, including forced labor, child labor or discrimination, were identified as material risks across our operations.

Material, own workforce-related IROs	Type of IRO	Location in the value chain			Time horizons		
		Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Secure employment and work-life balance: Our ongoing initiatives, established policies, and engagement activities provide the foundation for secure employment, flexible working hours, and work-life balance.	Actual positive impact		✓		✓	✓	✓
Collective bargaining and union engagement: Employees in Denmark are covered by collective agreements or can join a trade union to further ensure fair treatment and robust social dialogue. Due to the legal framework, however, employees in Hungary have neither trade union representation, nor collective bargaining agreements.	Actual positive and negative impact		✓		✓	✓	✓
Physical injuries and accidents: Production environments with heavy machinery, sharp tools, and hazardous materials generally pose a risk for work-related injuries.	Potential negative impact		✓		✓	✓	✓
Ergonomic risks: Physical demands of operating heavy machinery, prolonged standing, and repetitive motions during everyday work can lead to musculoskeletal disorders.	Potential negative impact		✓				✓
Compliance risk: Non-compliance with labor and human rights standards can expose Vestfrost to a range of legal and regulatory penalties and damage company reputation. However, likelihood is deemed very low.	Risk		✓				✓
Attracting talent: Providing good working conditions is key in retaining existing talent and in attracting new ones while boosting employee morale and productivity.	Opportunity		✓		✓	✓	✓

[ESRS 2 SBM-3]

Own workforce-related material impacts, risks and opportunities and their interaction with strategy and business model

We use the results of our double materiality assessment to inform our ESG strategy and decision-making. The identified workforce-related IROs are linked to our operations and integrated into relevant policies and processes.

- Our key workforce-related IROs include working conditions, employee well-being, and health and safety. These are directly connected to our business model, as maintaining a safe and supportive workplace is essential for operational stability, productivity, and our ability to attract and retain employees.
- **Secure employment and work-life balance:** We support stable employment and working conditions through our ESG strategy and HR practices.
 - **Collective bargaining and union engagement:** We comply with labor laws and respect employees’ rights to freedom of association and collective bargaining.
 - **Health and safety (including physical and ergonomic risks):** We manage risks through policies, training, internal follow-up and alignment with recognized standards, including ISO 45001 in Denmark.
 - **Compliance with labor and human rights:** Through our existing policies, procedures and controls, we manage potential compliance risks related to labor and human rights standards.
 - **Attracting and retaining talent:** We prioritize working conditions and employee engagement to support recruitment and retention.

Policies related to own workforce

We have policies in place that support how we manage matters related to our own workforce. These policies apply to all employees across our operations in Denmark and Hungary.

Our approach is based on our employee handbooks, Health and Safety policies, our Code of Conduct, and established organizational practices. These policies address key areas such as working conditions, employee rights, health and safety, and responsible behavior, and support the identification, management, and mitigation of impacts and risks related to our workforce.

Human rights and working conditions

We are committed to respecting human rights, including labor rights, in our own operations. Our Code of Conduct defines our expectations for responsible behavior and fair treatment of employees.

This includes commitments related to:

- prevention of forced labor and child labor
- respect for fundamental labor rights
- fair and safe working conditions

We are committed to complying with applicable laws and regulations, including those related to human trafficking, forced labor, and child labor.

Our approach is aligned with internationally recognized principles, including the UN Guiding Principles on Business and Human Rights and relevant ILO standards, although these are not always explicitly referenced in all internal policies.

Diversity and non-discrimination

We promote equal opportunities and prohibit discrimination through our Code of Conduct.

Employees must not be subject to discrimination, harassment, or unequal treatment based on characteristics such as gender, race, color, religion, political opinion, sexual orientation, nationality, social or ethnic origin, age, or disability.

These commitments are implemented through organizational practices such as employee dialogue, training, and grievance mechanisms.

Health and safety

We work to provide a safe and healthy working environment for our employees through our Health and Safety Policy and established practices.

Our approach includes:

- complying with relevant legal requirements
- training and informing employees on health and safety
- conducting risk assessments and maintaining procedures to manage workplace risks
- involving employees through representatives, safety committees, and regular dialogue
- promoting a workplace culture where safety and respectful behavior are prioritized

We are ISO 45001 certified in Denmark. In Hungary, we follow a similar approach, supported by internal and customer audits to maintain consistent health and safety standards.

All new employees receive training in workplace safety relevant to their roles. In addition, our annual employee survey helps identify and follow up on potential health and safety issues. We also conduct a Workplace Assessment (APV) every two years to identify and mitigate potential workplace risks.

Grievance mechanisms

We have a whistleblower policy and platform that allows employees to report concerns, including potential misconduct, discrimination, or breaches of our policies.

The system supports the identification and handling of issues and contributes to ensuring that potential negative impacts on employees are addressed and, where relevant, remediated.

Employees are informed about the whistleblower system and how to use it, including through internal communication and training.





[S1-2]

Processes for engaging with own workforce and workers’ representatives about impacts

Engagement approach

Employee engagement and satisfaction are monitored through regular employee surveys.

In Denmark, the 2025 employee engagement survey achieved a response rate of 90%, with an engagement score of 73 out of 100, representing an increase from 68 in 2024.

In Hungary, the 2025 employee survey achieved a response rate of 52%, with an overall job satisfaction score of 61, representing an improvement from 58 in 2024. While the response rate decreased compared to the previous year, this is believed to be influenced by the high number of newly hired employees at the time of the survey. Despite the lower participation rate, the increase in the satisfaction score is considered a positive development and an indication of improved employee experience and engagement across the workforce.

Engagement channels and frequency

We engage employees through a range of channels, including regular dialogue between employees and management, department meetings, town hall meetings held at least four times a year, annual employee engagement

surveys, annual employee development interviews, and APVs every two years.

Engagement takes place on an ongoing basis as part of daily operations, annual engagement plans, as well as in connection with assessments of working conditions and organizational changes.

Responsibility and use of input

HR and QHSE have the operational responsibility for ensuring that the relevant engagement takes place and that the results are followed up. Overall responsibility is anchored within Executive Management.

Input from employees is used to inform decisions related to working conditions, health and safety, and internal processes.

Assessment and additional channels

We assess the effectiveness of our engagement primarily through the annual employee engagement survey and follow up on identified areas for improvement.

Employees also have access to a whistleblower platform, which provides an additional channel for raising concerns.

[S1-3]

Processes to remediate negative impacts and channels for own workforce to raise concerns

We have processes in place to address concerns and potential negative impacts affecting our employees.

Raising concerns

Employees both in Denmark and Hungary can raise concerns through their manager, HR, and our independent external whistleblower platform.

In Denmark, concerns can also be raised at the employee representatives, including the Work Environment Committee.

Handling and remediation

Concerns raised are handled through relevant internal processes, depending on the nature of the issue. This includes involvement of HR, management, or employee representatives, and aims to ensure that issues are investigated and addressed appropriately.

During the reporting period, one case was reported through the whistleblower system and was handled in accordance with internal procedures.

Protection and confidentiality

We have measures in place to protect individuals who raise concerns. Our whistleblower system includes an independent external reporting channel, supporting confidentiality and reducing the risk of bias.

Our Code of Conduct and whistleblower policy support a culture where employees can raise concerns without fear of retaliation.

Awareness and effectiveness

Employees are informed about available channels through onboarding, internal communication, and employee materials such as the employee handbook.

We monitor and follow up on issues raised and assess the effectiveness of our approach through ongoing dialogue and general employee feedback.



[S1-4]

Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

In 2025, we took several actions to support employee well-being, engagement, job satisfaction, work-life balance, and health and safety.

We work systematically to reduce the number of workplace accidents through an annual work environment cycle. Preventive activities include regular safety inspections, workplace risk assessments and follow-up on related action plans, as well as workplace safety campaigns and training activities. The work environment committee meets throughout the year to monitor progress and ensure that identified risks are addressed. In addition, first aid and emergency response training support preparedness and help strengthen a proactive safety culture across the organization.

In Denmark, we again held a mental health week with external presentations on topics such as stress management, respectful communication, and work-life balance. Production workers also received training on “soft values,” including teamwork, mutual respect, and team spirit. In addition, we have agreed to extend workplace health insurance to hourly workers in Denmark from January 1, 2026.

In Hungary, we continued our summer camp for employees’ children, with 46 children participating. The initiative supports employees’ work-life balance by providing childcare during the school holiday period. To strengthen employee engagement and foster a positive workplace culture, we implemented a new employee communication tool, enabling faster and more efficient communication across the organization. Training sessions were also provided to promote effective collaboration, supportive teamwork, knowledge sharing and strong working relationships.

We track the effectiveness of these initiatives primarily through our annual engagement survey and employee development interviews.

[S1-5]

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Targets and performance

We have established a set of internal KPIs with defined targets related to our own workforce. These targets are outcome-oriented and support the reduction of negative impacts, improvement of working conditions, and management of risks related to our workforce. Targets are set and assessed on an annual basis.



Target	Status in 2025
0 severe injuries and fatalities at all times	Achieved
<9 Total Recordable Incident Rate (per 200,000 working hours) (TRIR)	Achieved
≥2% increase in employee engagement score compared to previous year	Achieved

Process for setting and tracking targets

Targets are defined internally based on identified risks and priorities related to our own workforce. Performance is monitored on an ongoing basis and reviewed through relevant governance structures, including management and Board-level oversight.

Employee input is considered indirectly through engagement activities such as employee surveys. These inputs are used to inform follow-up actions, improvements, and adjustments to our approach.

[S1-6]

Characteristics of our workforce

Employee overview

Our employees are based across our headquarters in Denmark (Esbjerg) and our production facility in Hungary (Csongrád). All employee data is reported as headcount as of 31 December 2025. Comparative figures for 2024 are based on headcount at year-end.

At the end of 2025, the total number of employees was 763, of which 79% was based in Hungary. Our workforce had increased by 10.6% compared to 2024, which was primarily driven by continued development and expansion of our production capacity in Hungary.

Employees by country (headcount, incl. rented employees)

Country	2025
Denmark	160
Hungary	603
Total	763

Employees by gender (headcount, incl. rented employees)

Gender	2025	2024	Change in %
Male	458	428	+7.0%
Female	305	262	+16.4%
Other / not reported	0	0	0.0%
Total	763	690	+10.6%

The gender distribution reflects the composition of our operational activities, including a higher proportion of male employees in production roles. The increase in female employees in 2025 was proportionally higher than for male employees.

Employees by contract type (headcount, incl. rented employees)

Contract type	Female	Male	Total
Permanent	247	377	624
Temporary	58	81	139
Non-guaranteed hours	0	0	0
Total	305	458	763

Around 82% employees were employed on permanent contracts, compared to 90% in 2024. This is due to an increased number of temporary employees to meet operational needs. No employees were employed on non-guaranteed hours contracts.

Employee turnover

Metric	2025	2024
Employees who left	117	114
Turnover rate	16.1%	29%

Methodology and assumptions

Employee data is reported as headcount at year-end. Data is based on employees employed by entities included in the sustainability reporting. Differences in contract definitions follow national legislation in Denmark and Hungary.

[S1-7]

Characteristics of non-employees in the undertaking's own workforce

Overview of non-employees

Our own workforce includes a limited number of non-employees engaged in supporting specific activities and providing specialized expertise.

At the end of the reporting period, the total number of non-employees was 19, compared to 20 in 2024.

Overall, we have a limited reliance on non-employees considering our total workforce.

Type of work and roles

The non-employee workers consist of self-employed contractors, and temporary- and agency workers.

Self-employed contractors are engaged in areas such as strategic procurement and regional services and sales and are contracted based on their specialized expertise and local market knowledge. They are based in Costa Rica, South Africa, Colombia, and Poland.

The temporary workers supported operational activities during the reporting period to meet short-term needs, while agency workers filled cleaning and security roles.

[S1-8]

Collective bargaining coverage and social dialogue

Collective bargaining coverage

In Denmark, 100% of hourly paid employees are covered by collective bargaining agreements, while 0% of salaried employees are formally covered. However, selected elements of collective agreements, such as provisions related to leave and pension, are applied in practice to white-collar employees.

In Hungary, 0% of employees are covered by collective bargaining agreements, as no such agreements are in place.

Across the total workforce, the percentage of employees covered by collective bargaining agreements is 12.6%. For employees who are not formally covered by collective agreements, working conditions and terms of employment may be influenced by existing collective agreement principles applied within the organization.

Social dialogue and worker representation

In Denmark, 100% of employees are covered by worker representation through established bodies such as the Work Environment Committee and trade union representatives.

In Hungary, 0% of employees are covered by formal worker representation structures.

Social dialogue is conducted through formal employee representation structures in Denmark, while in Hungary it takes place through direct engagement between employees and management.

European-level representation

We do not have a European Works Council (EWC), Societas Europaea (SE) Works Council, or Societas Cooperativa Europaea (SCE) Works Council.

[S1-9]

Diversity metrics

Gender distribution at executive level

Executive management is defined as the C-level management at Vestfrost, namely the CEO and CFO.

Gender distribution remained as it was in 2024, namely:

- CEO (male) (50%)
- CFO (female) (50%)

Gender distribution at top management level

Top management is defined as the level below the CEO and CFO and includes employees with personnel responsibility.

The gender distribution at top management level remained the same in 2025 compared to 2024, namely:

- 0 female (0%)
- 7 male (100%)

Gender distribution across own workforce

The age distribution shows that 42% of the workforce (excluding rented employees) is concentrated in the age group of 30–50, whereas 35% is over 50. Overall, the distribution remained the same compared to 2024, where it was also the age group 30–50 that made up most of our workforce (43%), following the age group over 50 (34%).

Age group	2025
Under 30	146
30–50	259
Over 50	219
Total	624

[S1-10]

Adequate wages

All employees are paid an adequate wage in line with applicable legal requirements, collective agreements, and relevant benchmarks in the countries where we operate. In Denmark, wages are aligned with or exceed collective agreement levels, and in Hungary, wages exceed the national minimum wage. In addition, we use KornFerry HAY Benchmark data to ensure that our employees in Hungary are paid adequate wages.

[S1-11]

Social protection

All employees are covered by social protection against loss of income due to major life events, including sickness, unemployment, work-related injury, parental leave, and retirement, through public programs and/or company-provided benefits.

[S1-12]

Persons with disabilities

Information on employees with disabilities is not available, as data collection is limited due to legal and privacy considerations.



[S1-13]

Training and skills development metrics

We are committed to supporting continuous professional development and maintaining employee skills through training activities, regular dialogue, and performance development processes.

Annual performance and development reviews are mandatory for all employees across both Denmark and Hungary. During 2025, 100% of employees in both locations participated in regular performance and career development reviews.

Training activities during 2025 included internal and external courses, webinars, operational training, and digital learning initiatives.

Metrics – Training and development		2025
Employees participating in performance and development reviews		100%
Total training hours completed		approx. 8,453
Average training hours per employee		11.08
- avg. training hours per female employees		8.04
- avg. training hours per male employees		13.10

Tool for tracking ESG training

In 2025, we introduced a tool to track and monitor our time used at external and internal courses and training related to ESG matters. This strengthens our ESG governance and supports employee training opportunities.

[S1-14]

Health and safety metrics

A health and safety management system is in place across the organization. In 2025, 100% of employees in Denmark were covered by a health and safety management system, while coverage in Hungary is reported as 0%, consistent with 2024.

Health and safety remain a key priority for us, and we continue to focus on reducing work-related injuries through training, safety initiatives, and ongoing monitoring of workplace risks.

Additional metrics

In addition to the health and safety metrics disclosed under, we monitor sick leave rate as an internal indicator of employee health and well-being. The sick leave rate covers absence due to illness and is used to follow developments in workforce well-being and operational absence.

Metric	2025	2024
% of employees covered by health & safety management system – Denmark	100%	100%
% of employees covered by health & safety management system – Hungary	0%	0%
Total recordable work-related accidents (incidents)	38	31
Number of fatalities	0	0
Number of cases of work-related ill health	not tracked	not tracked
Total hours worked	1,275,172	1,194,000
Total recordable incident rate (per 1,000,000 hours worked) (TRIR)	29.8	26.0
Total recordable incident rate (per 200,000 hours worked) (TRIR)	6.0	5.0
Days lost due to work-related injuries and fatalities	117	29

In 2025, our average sick leave rate across our locations was 4.1%. We have set a target to reduce the sick leave rate to a maximum of 3.0% by 2035 at the latest.

[S1-15]

Work-life balance metrics

At Vestfrost, all our employees are entitled to family-related leave through applicable national social policies and/or collective bargaining agreements.

In 2025, 100% of our employees were entitled to take family-related leave.

With regard to the utilization of family-related leave, we currently report on maternity and paternity/parental leave:

100% of entitled female employees took family-related leave.

100% of entitled male employees took family-related leave.

Family-related leave as defined under ESRS also includes carers’ leave. We currently only collect data on selected categories of family-related leave (maternity and paternity/parental leave).

[S1-17]

Incidents, complaints and severe human rights impacts

In 2025, we recorded no incidents of discrimination, including harassment, within our own workforce.

We received one complaint through our whistleblower system during the reporting period. This complaint was not related to discrimination or harassment and is therefore not included in the incident figure above.

Accordingly, the total amount of fines, penalties, and compensation for damages related to incidents and complaints was EUR 0.

Furthermore, we identified no severe human rights incidents (such as forced labor, human trafficking, or child labor) connected to our own workforce during the reporting period. As a result, no fines, penalties, or compensation for damages were incurred in relation to severe human rights incidents.

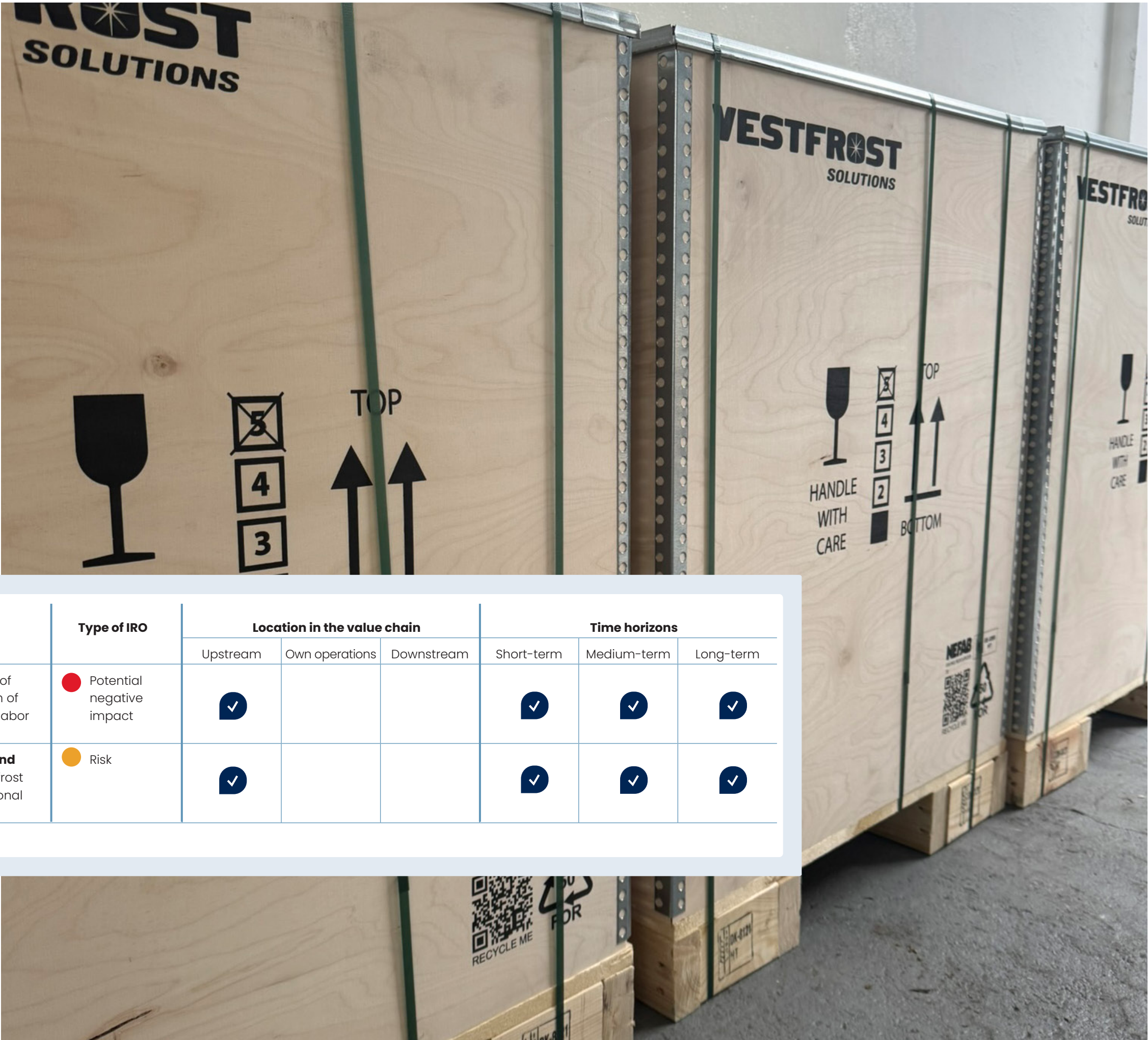
[s2]

Workers in the value chain

[ESRS 2 IRO-1]

Material impacts and risks related to workers in the value chain

Our double materiality assessment identified potential risks and impacts related to working conditions, occupational health and safety, and labor rights in our upstream value chain. These risks are primarily linked to geographic differences in labor standards and enforcement. No confirmed incidents were identified during the reporting period. However, limited direct visibility into working conditions at worker level may increase the risk of undetected issues.



Material, value chain workers-related IROs	Type of IRO	Location in the value chain			Time horizons		
		Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Working conditions and human rights: Including risk of unfair wages, excessive working hours, lack of freedom of association, health and safety risks, and risk of forced labor in value chain.	Potential negative impact						
Suppliers not meeting standards for human rights and working conditions: This may negatively impact Vestfrost through potential supply chain disruptions or reputational harm.	Risk						

[S2-SBM3]

Material impacts, risks and opportunities and their interaction with strategy and business model

Our double materiality assessment focused primarily on direct suppliers and business partners, including their first-tier supply chains, while also considering broader structural risks within global supply chains.

The identified impacts span both upstream and downstream activities and have informed internal discussions on strengthening our approach to supply chain governance, particularly in regions where labor rights risks may be higher. Our current approach is based on our Supplier Code of Conduct and established supplier relationships, while we recognize the need to further develop our processes to support our ambitions and evolving regulatory requirements.

From a strategic perspective, we are working to enhance transparency and engagement across our value chain to reduce risks and support long-term, responsible growth. This includes strengthening supplier assessment practices, developing ESG-screening tools, and further integrating social considerations into sourcing decisions.

[S2-1]

Policies related to value chain workers

We address our material impacts, risks and opportunities related to value chain workers through our Code of Conduct and Supplier Code of Conduct.

These policies apply to employees, suppliers and business partners, including sub-suppliers, and are based on the ten principles

of the UN Global Compact. They frame our expectations regarding human rights, labor conditions, environment, and anti-corruption across our value chain, such as prohibition of forced labor, human trafficking and child labor, non-discrimination and harassment, fair wages and working hours, and the right to freedom of association and collective bargaining.

All suppliers are required to comply with these requirements and ensure that they are implemented throughout their own supply chains.

While we do not have a standalone human rights policy, our commitments to human rights and labor rights are embedded in our Code of Conduct, Supplier Code of Conduct, and supporting internal frameworks such as our QSHE system and employee handbook.

We monitor compliance with our policies through supplier audits, pre-assessments, and risk-based screening processes.

We have not identified or been made aware of any cases of non-respect of the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises in our value chain during the reporting period.

[S2-2]

Processes for engaging with value chain workers about impacts

We engage with value chain workers indirectly through supplier assessments, quality assurance processes, and dialogue with supplier representatives for critical suppliers. These activities provide indirect insights into working conditions in our value chain.

We do not currently engage directly with value chain workers, and their perspectives are therefore not systematically incorporated

into our decision-making. We have not established a formalized engagement process or assigned operational responsibility for such engagement.

[S2-3]

Processes to remediate negative impacts and channels for raising concerns

We provide publicly available whistleblower system, which can be used by external stakeholders, including workers in our value chain, to raise concerns confidentially and, where relevant, anonymously. There are policies in place to protect individuals using this system against retaliation.

We have not received any complaints related to value chain workers during the reporting period.

[S2-4]

Taking action on material impacts and managing risks and opportunities

We seek to prevent and mitigate potential negative impacts on value chain workers through our Code of Conduct and Supplier Code of Conduct, supported by supplier screening, segmentation, and selective supplier visits based on risk and criticality.

In 2025, we had further developed our supplier screening and evaluation processes to include questions related to work accidents, Code of Conduct, and grievance mechanisms at our suppliers. The purpose of this was to expand our supplier risk assessment based on ESG-related risks, increase transparency, and standardize our processes. The tools were developed in 2025 and will be implemented in 2026.

No other actions have been taken in 2025 to address material impacts and risks.

Furthermore, no labor-related violations or severe human rights incidents were identified during the reporting period, and no remediation actions were required.

[S2-5]

Targets related to value chain workers

At the time of reporting, we have not established formal, time-bound or outcome-oriented targets related to value chain workers.

We aim, however, to gather and review existing KPIs and internal targets across our operations to assess which are relevant to maintain, further develop, and manage in a more structured way. As part of this process, we may introduce new targets related to workers in the value chain, where relevant and aligned with the identified impacts, risks and opportunities.



[S4]

Consumers and end-users

[ESRS 2 IRO-1]

Material impacts and risks related to consumers and end-users

Our double materiality assessment identified the following impacts and opportunities affecting consumers and end-users of our products.

Material, consumers and end-users-related IROs	Type of IRO	Location in the value chain			Time horizons		
		Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Healthcare solutions for communities: We provide various solutions within the cold chain and biomedical sectors that can improve healthcare outcomes for end-users and consumers.	Potential positive impact			✓	✓	✓	✓
Market expansion and brand value: By focusing on healthcare solutions, we can position ourselves as a leader in the global health sector. Projects in developing countries and their social implications can further strengthen investor relations.	Opportunity			✓			✓

[S4-SBM3]

Material impacts, risks and opportunities and their interaction with strategy and business model

Creating positive outcomes for consumers and end-users is a core part of our business model and strategy. Our solutions support healthcare professionals by ensuring safe and reliable storage of vaccines, medicines and biological materials, contributing to improved healthcare delivery and public health outcomes.

These impacts also represent business opportunities. By providing reliable cold chain solutions, including technologies suited for areas with limited infrastructure, we support access to healthcare while strengthening our market position and brand value.

- **Healthcare solutions for communities:** We focus on delivering solutions that support healthcare systems globally, aligned with our corporate and ESG strategy.
- **Market expansion and partnerships:** We continuously explore opportunities to expand into new markets and build partnerships that create value for consumers and support long-term business growth.





[S4-1]

Policies related to consumers and end-users

Our Code of Conduct serves as the main policy framework related to consumers and end-users of our products.

The Code of Conduct is based on the ten principles of the UN Global Compact and covers human rights, labor, environment and anti-corruption. Through this framework, we commit to responsible business conduct and expect the same from our partners, suppliers and other stakeholders.

We have not identified any cases of non-respect of internationally recognized human rights standards involving consumers or end-users during the reporting period.

[S4-2]

Processes for engaging with consumers and end-users about impacts

We engage with consumers and end-users mainly through collaboration with international health organizations, NGOs, governments, local partners and healthcare professionals.

Through these collaborations, we gain insights into user needs, operating environments and technical requirements, which inform product selection, design considerations, training and implementation support.

In 2025, this included projects such as cold chain equipment deliveries in Mozambique and the Dominican Republic. These projects were supported through collaboration, training, and local implementation efforts, helping to strengthen vaccine storage capacity and healthcare infrastructure.

We continue to evaluate our engagement approach and will introduce additional processes where needed.

[S4-3]

Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

Our double materiality assessment did not identify negative impacts on consumers and end-users. Accordingly, no specific remediation processes have been established in relation to this topic.

With regard to channels for raising concerns, our publicly available whistleblower system provides an anonymous platform for consumers, end-users, and other external stakeholders to raise concerns confidentially. Individuals using the whistleblower system are protected by our Whistleblower Policy. Consumers and end-users may also raise concerns through the NGOs, governments and other partners we collaborate with.

No concerns related to consumers or end-users were reported through these channels during the reporting period.

We currently do not assess whether consumers and end-users are aware of or trust these reporting channels.

[S4-4]

Taking action on material impacts on consumers and end-users

We seek to create positive impacts for consumers and end-users by providing reliable cold chain solutions that support healthcare initiatives, vaccine storage and public health infrastructure.

In 2025, our activities included the delivery and installation of more than 970 cold chain units in Mozambique and more than

400 vaccine refrigerators and ice pack freezers in the Dominican Republic. In the Dominican Republic, we also supported local implementation through a four-day training program for more than 80 healthcare and technical professionals. These initiatives help strengthen healthcare systems, improve safe vaccine storage and support access to preventive healthcare in local communities.

We track the effectiveness of our activities through project delivery, customer and partner feedback, business KPIs, and monitoring of relevant communication and media channels. Relevant insights are gathered by business development, quality and communication functions and reported through general management processes.

No severe human rights issues or incidents connected to consumers or end-users were identified during the reporting period.

[S4-5]

Targets related to consumers and end-users

At the time of reporting, we have not established formal, time-bound or outcome-oriented targets related to consumers and end-users.

As our identified impacts, risks and opportunities in this area are primarily positive, we continue to focus on maintaining and strengthening our contribution through healthcare-related projects, partnerships and product solutions.

We will continue to monitor our activities as part of our general operational and ESG practices and assess whether formal targets should be established in future reporting periods.



Governance

[G1]

Business conduct

[ESRS 2 IRO-1]

Material impacts and risks related to business conduct

Our double materiality assessment identified the following impacts and opportunities related to business conduct



Material, business conduct-related IROs	Type of IRO	Location in the value chain			Time horizons		
		Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Corporate culture and management: Anchored in our guiding principles of integrity, teamwork, and results, we prioritize employee well-being and collaboration, and promote a culture of openness and accountability, where we encourage employees to voice concerns without fear.	Actual positive impact	✓	✓				✓
Protection of whistleblowers: We comply with legal requirements and employ an additional external filter before reported issues reach management to avoid bias.	Actual positive impact	✓	✓		✓		
Corruption and bribery: Several countries within our value chain, including our own facility in Hungary, are ranked low in the Corruption Perceptions Index, suggesting a higher risk of corruption and bribery.	Risk	✓	✓	✓			✓
Reputational damage related to unethical behavior: Unethical conduct or involvement in controversial activities can tarnish a company's reputation, resulting in customer loss, reduced revenue, and brand devaluation. This is a risk that is relevant to all companies that operate on a global scale.	Risk	✓	✓	✓			✓
Brand image and talent attraction: Cultivating a brand image associated with integrity and ethics, we can ensure long-term financial stability and growth through attracting e.g., customers, employees, and investors that prioritize ethical business practices.	Opportunity	✓	✓	✓			✓





[G1-SBM3]

Material impacts, risks and opportunities and their interaction with strategy and business model

We aim to ensure that our business model, operations, and strategies effectively support the management of material impacts, risks and opportunities related to business conduct.

- **Corporate culture and management:** We integrate responsible business practices and strong governance standards across our organization. This is reflected in our strategies and procedures that guide our efforts to strengthen employee engagement, promote a safe and supportive work environment, and embed ethical behavior through leadership, communication and development initiatives.
- **Protection of whistleblowers:** We maintain our whistleblower framework and continue to monitor its effectiveness to ensure that individuals can raise concerns safely and in line with applicable requirements.
- **Corruption and bribery:** We uphold a zero-tolerance approach to corruption and bribery and ensure that our policies are aligned with relevant legal frameworks and communicated across our operations and value chain.
- **Risk of unethical behavior:** While our current approach is based on our Code of Conduct and established supplier relationships, we continue to assess opportunities to strengthen our processes, including the use of enhanced screening tools such as audits and supplier questionnaires.
- **Brand and talent attraction:** We recognize that responsible business conduct contributes to maintaining a strong brand and attracting talent. Employees and relevant value chain partners are expected to act in accordance with our values, while key functions involved in risk management and due diligence are equipped to monitor and escalate relevant issues. These efforts are further supported by HR and communication activities related to employer branding and recruitment.

[G1-1]

Business conduct policies and corporate culture

Our approach to business conduct and corporate culture is based on formal policies, internal processes and leadership practices that support responsible and ethical behavior across our organization.

- **Code of Conduct and anti-corruption:** We have established a Code of Conduct and related policies defining expected standards for employees, management and relevant business partners, including a zero-tolerance approach to bribery and corruption. Oversight of compliance and ethical risks is anchored within our leadership team.
- **Whistleblower system and reporting mechanisms:** We maintain a whistleblower system that is accessible via our website, allowing both internal and external stakeholders to report concerns, including anonymously. We handle reports in accordance with established procedures to ensure timely, objective and independent investigation.
- **Training and awareness:** We conduct training on business conduct. In 2025, all employees in Hungary have been trained in the Code of Conduct and business ethics, with special focus on anti-corruption and anti-bribery. In Denmark, all employees have been provided a training module on the Code of Conduct, while around 40% completed it during the reporting year.
- **Corporate culture:** Corporate culture is driven by Executive Management, including the new CEO appointed in October 2025, and implemented across the organization through leadership and ongoing communication. To promote respectful collaboration and team spirit, production employees in Hungary in 2025 received training in collaborative workplace values such as teamwork, mutual respect and constructive communication. Effectiveness is evaluated through employee surveys, development dialogues, and regular management and board interactions.
- **Risk exposure:** We recognize that certain functions involving external interactions are more exposed to risks related to unethical conduct, and we address these as part of our ongoing governance and compliance efforts.
- **Certifications and governance alignment:** We operate in accordance with recognized management system standards, including ISO 9001 and ISO 14001, and ISO 45001 in Denmark. We apply similar practices in Hungary.

[G1-2]

Management of relationships with suppliers

We manage supplier relationships through structured procurement processes, clear requirements and ongoing dialogue to support responsible operations across our supply chain. Procurement teams are responsible for establishing and maintaining supplier relationships, with a focus on transparency, collaboration and performance follow-up.

Our supplier management approach includes screening activities, questionnaires, audits, contractual requirements and regular follow-up. Strategic suppliers are assessed through scorecards and quality meetings, including criteria related to quality, environmental performance and occupational health and safety.

Our Code of Conduct sets out the standards expected from suppliers, including requirements related to human rights, labor

conditions, environmental protection and anti-corruption. These requirements also apply to suppliers' sub-suppliers.

In 2025, we strengthened our supplier assessment framework by integrating ESG-related questions into supplier self-assessment forms, supplier risk assessment forms and supplier audit templates. These include topics such as Scope 1, 2 and 3 emissions, work accidents, compliance with our Code of Conduct, IT policy, take-back schemes, and other sustainability-related matters. The updated templates will be implemented in 2026.

Supply chain risks, including risks linked to operating across multiple geographies and regulatory environments, are addressed through supplier screening, defined requirements and ongoing follow-up.

[G1-3]

Prevention and detection of corruption and bribery

We have procedures in place to prevent, detect, and address potential incidents of corruption and bribery as part of our governance framework.

Procedures and investigation

Concerns are identified through our whistleblower system and internal oversight. We use an independent external whistleblower channel to receive reports, supporting objective and unbiased handling. Cases are assessed and investigated in accordance with defined procedures. Relevant cases and outcomes are reported to management as appropriate.

Communication of policies

Our anti-corruption and business conduct policies are communicated via internal and external channels, including onboarding, intranet, website, and internal meetings.

Training and awareness

We provide general training on business conduct, including corruption and bribery topics, as part of onboarding and recurring activities. In 2025, we conducted a dedicated anti-corruption training program to all employees in Hungary, whilst in Denmark, around 40% of our employees were trained in our Code of Conduct.

[G1-4]

Incidents of corruption or bribery

We recorded no incidents of corruption or bribery during the reporting period and, consequently, no convictions or fines for violations of anti-corruption or anti-bribery laws.

Accordingly, no disciplinary actions, contract terminations or non-renewals were identified, and no public legal cases involving Vestfrost or our employees were concluded during the reporting period.

[G1-5]

Political influence and lobbying activities

We did not engage in any activities or commitments related to political influence or lobbying during the reporting period and did not make any financial or in-kind political contributions.

We are not registered in the EU Transparency Register or any equivalent national register.

No members of our Executive Management or Board of Directors held a position in public administration or a political organization within the two years preceding their appointment.





Data and cybersecurity – entity specific disclosure

Entity-specific: SBM3: Material impacts, risks and opportunities and their interaction with strategy and business model

The double materiality assessment outlined a material risk with regards to data and cybersecurity.

Entity-specific-1: Policies

We maintain an IT Security Policy to ensure that employees have a clear understanding of how to handle IT equipment, data, and potential cyber threats. The policy covers areas such as secure use of IT equipment and mobile devices, data protection and access control, password requirements, and awareness of risks including phishing and malicious software.

Overall responsibility for IT security is anchored with the CFO and supported by Group IT and local IT teams. Employees are expected to comply with the policy and report any incidents to IT.

Entity-specific-2: Actions

We have implemented technical and organizational measures to protect our systems and data, including firewalls, traffic monitoring, continuously updated antivirus solutions and system performance monitoring. These measures are supported by ongoing monitoring and response procedures within Group IT.

The main cybersecurity risks relate to data breaches and user-related threats such as phishing. While the likelihood of major incidents is assessed as low due to existing controls, a potential breach could lead to operational disruptions, financial costs and reputational impact. As such, we continued our cybersecurity campaigns in 2025, such as organization-wide phishing mail tests to strengthen awareness and reduce risk of human error. Relevant employees, such as HR, also receive training in data protection.

We continue to invest in strengthening our cybersecurity capabilities, including employee awareness campaigns, system monitoring and maintaining up-to-date security measures across our operations.

IRO	Type of IRO	Description	Time horizon	How Vestfrost’s strategy and/or business model address the IROs
Data breaches and cybersecurity	Risk	Data breach can lead to immediate and substantial financial losses, including costs related to containment, investigation, and remediation. Cyberattacks can disrupt operations, causing downtime and lost productivity.	Short, medium, & and long-term	The risk of data breaches and cybersecurity incidents is addressed through our business model by maintaining robust internal IT systems, clear policies and employee awareness measures, such as training and security campaigns.

ACCOUNTING POLICIES



Accounting policies

Reporting period and boundary

This report covers the period January 1 – December 31, 2025. The reporting boundary includes A/S VESTFROST and its wholly owned subsidiary, Vestfrost Zrt., including all facilities operated by these two entities.

Reporting framework

The report is structured according to the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). However, the report is not fully compliant with CSRD or ESRS requirements.

Climate accounting methodology

Greenhouse gas emissions have been calculated in accordance with the GHG Protocol, using the operational control approach. Primary data sources include invoices, internal ERP systems, supplier data and internal records. All calculations were carried out centrally.

Emission factors from 2025 have been applied where available. Where 2025 emission factors were not available, 2024 emission factors have been used.

Scope 1 and Scope 2 emissions

Scope 1 and Scope 2 emissions include activity data for diesel, natural gas, electricity and district heating. This covers direct emissions from owned or controlled activities and indirect emissions related to purchased electricity and heating.

Local emission factors have been used to the highest extent possible. Where local emission factors were not available, general databases and recognised sources were applied. Emission factor sources include the Danish Energy Agency, Energinet, the Hungarian Regulated Activities Supervisory Authority, DIN Forsyning, OneClick LCA and EMBER.

No renewable energy certificates were available for the reporting period.

Scope 3 emissions

Scope 3 emissions include the following eight categories:

- Category 1: Purchased goods and services
- Category 2: Capital goods
- Category 3: Fuel- and energy-related activities
- Category 4: Upstream transportation and distribution
- Category 5: Waste
- Category 9: Downstream transportation and distribution
- Category 11: Use of sold products
- Category 12: End-of-life treatment of sold products

Country-specific emission factors have been used where possible and available. However, several monetary-data-based and waste-related emission factors were only available for Denmark. As a result, Danish emission factors have been applied to certain Hungarian activities where more specific factors were not available.

Purchased goods and services and capital goods

Purchased goods and services are calculated based on monetary data. All purchased materials are assumed to be of virgin origin. Capital goods are also calculated based on monetary data.

Fuel- and energy-related activities

Fuel- and energy-related activities have been calculated where separate emission factors were available. For some emission sources, including gas and diesel in Hungary, only Scope 2 emission factors were available, and this limitation has been reflected in the calculation methodology.

Transportation and distribution

Upstream and downstream transportation and distribution emissions are calculated based on monetary data. As specific data on

transport types was not available, an internal allocation key was used to allocate expenses by transport method.

Waste

Waste-related emissions are calculated using activity data. Country-specific emission factors have been used where available. Where local emission factors were not available, Danish emission factors have been applied.

Use of sold products

Emissions from the use of sold products include the expected electricity consumption of sold products over an estimated 10-year lifetime. Electricity-related emissions are calculated using 2025 residual mix emission factors for Denmark and Hungary.

Refrigerant gas leakage during the use phase is assumed at 1% annually, corresponding to 10% over the estimated 10-year product lifetime. This assumption is based on the American Carbon Registry methodology*. Actual refrigerant gas quantities used in the sold products were available. Emission factors for refrigerant gases were sourced from peer-reviewed journals, the IPCC Sixth Assessment Report and government sources.

End-of-life treatment of sold products

End-of-life emissions are calculated based on the total weight of products sold. It is assumed that 50% of products are recycled and 50% are sent to landfill, based on Paz *et al.*, 2024**.

Refrigerant gas leakage during end-of-life treatment is assumed at 67.5%, based on the American Carbon Registry methodology*.

Restatements and prior-year comparatives

The carbon accounting base years 2023 and 2024 have been recalculated due to the inclusion of additional Scope 3 categories, methodology changes, including allocation keys, and corrections of previously submitted data.

Days lost due to incidents in 2024 have also

been updated due to incorrectly reported data.

All ESG targets have been revised compared to the targets reported in the 2024 sustainability report. The revised targets are intended to be more realistic and attainable and to better reflect the business and industry environment, technological development and the company's long-term strategy.

Social data

Social data is sourced from internal HR systems.

Headcount employees are defined as employees with permanent contracts within the own workforce, typically employed for standard weekly working hours. The number of employees is defined as the total number of permanent, temporary and non-guaranteed hours employees.

Employee turnover is calculated as the number of employees who left during the reporting year divided by the average number of employees, multiplied by 100. The average number of employees is calculated as the number of employees at 31 December 2024 plus the number of employees at 31 December 2025, divided by two.

The sick leave rate is calculated as total sickness absence hours divided by total working hours, multiplied by 100. Total working hours are calculated monthly as headcount multiplied by 160.33 hours, corresponding to one full-time equivalent (FTE) position.

Total Recordable Incident Rate (TRIR) is calculated using two proxies: total recordable incidents multiplied by 1,000,000 divided by total working hours, and total recordable incidents multiplied by 200,000 divided by total working hours.

*American Carbon Registry, 2018: Methodology for the Quantification, Monitoring, Reporting, and Verification of Greenhouse Gas Emission Reductions and Removals from Advanced Refrigeration Systems, v. 2.0.

**Paz, F.A.G.; Heibeck, M.; Parvez, A.M.; Torrubia, J.; van den Boogaart, K.G.; Raatz, S. Recovery of Materials from Refrigerator: A Study Focused on Product Distribution, Recyclability and LCA Evaluation. Sustainability 2024, 16, 1082. <https://doi.org/10.3390/su16031082>



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