



# SUSTAINABILITY REPORT

2024

**ADVANSOR**



# About Advansor - Cool with CO<sub>2</sub>

Every breath exhaled by an average person contains 3–4% CO<sub>2</sub>. Ours probably contains more because we live and breathe to use CO<sub>2</sub> in sustainable climate solutions. We do this because we help make a difference to our customers' economic performance and the climate.

It all began with a good idea: using CO<sub>2</sub> in cooling and heating systems and thus combat global warming, and our vision is still to design and produce the world's best sustainable CO<sub>2</sub> climate solutions.

Many people associate CO<sub>2</sub> with global warming. We're cool with that. Literally. Because CO<sub>2</sub> is the most climate-friendly refrigerant:

- It doesn't contribute to global warming\*
- It doesn't affect the ozone layer
- It is non-toxic
- It's non-flammable
- It doesn't harm our drinking water
- It's very energy efficient

\*GWP=1

THAT'S  
WHY

WE'RE  
COOL WITH  
CO<sub>2</sub>

Advansor is based on the main idea to use CO<sub>2</sub> as a refrigerant to fight global warming, and we make the greatest impact with our core output – climate solutions, using CO<sub>2</sub> as a refrigerant

From day one we wanted to make natural refrigerants the standard, not the exception. We have always focused exclusively on CO<sub>2</sub>, and we will continue to do so in the future and for our future.

We have paved the way for the commercial distribution of CO<sub>2</sub> refrigeration systems, and today, as a market-leading

OEM manufacturer, and since our establishment in 2006 we have produced more than 20,000 CO<sub>2</sub> systems for customers around the world.

The latest developments show significant regulative drivers within refrigerants, and CO<sub>2</sub> complies with the latest EU F-Gas Regulation and meet the requirements in international agreements like the United Nations Montreal Protocol and the Kigali amendment.

With 50% of the EU's energy consumption going to cooling and heating – and 70% of heating still relying on fossil fuels – we've expanded our focus beyond refrigeration. Today, we design and produce climate solutions that combine cooling, freezing, air-conditioning, and heating in one system. This not only reduces fossil fuel dependency but also boosts energy efficiency and lowers total cost of ownership.

As the green transition accelerates, the shortage of skilled workers presents a major challenge. That's why we prioritize factory-built, plug-and-play systems that are thoroughly tested before delivery. It's all about making sustainable technology easier to implement – and faster to scale.

We design and produce our systems in Denmark, where our unique hallmark is close collaboration between customers, design and production. We have an international set-up serving customers in more than 40 countries and more than 10 languages.

Our centralised business approach ensures efficient and direct connection between customers, design and production. To support different languages and cultures we have local presence of sales and aftersales in our seven focus regions - Nordic, Benelux, France, Iberia, Germany, DACH, Central Eastern Europe and Latin America. The focus is on regions where the legislation supports environmental progress and drives climate action, and regulation favours natural refrigerants like CO<sub>2</sub>.

Advansor serve customers within three key segments – food retail, industry and heating.

Since joining Dover Corporation in 2011, Advansor has demonstrated that sustainability and economic growth can go hand in hand.



# Letter from CEO

Sustainability is integrated into our mission, values and everyday life. We see the United Nations Development Goals as our guiding star, and we are especially driven by goal number 13 – Climate Action – and it is a natural part of our DNA.

We want to be easy to work with valuing diversity and good relationships with customers, suppliers, and colleagues. At the same time, we are ambitious.

The aim is to be CO<sub>2</sub> neutral manufacturer scope 1 and 2. We're obliged to continuously push the limits - natural refrigerants should be the standard, not the alternative.

From supermarkets to district heating, we're proud to support businesses and cities in their transition to sustainable solutions – always as a team and in close, honest partnership with our customers and suppliers.

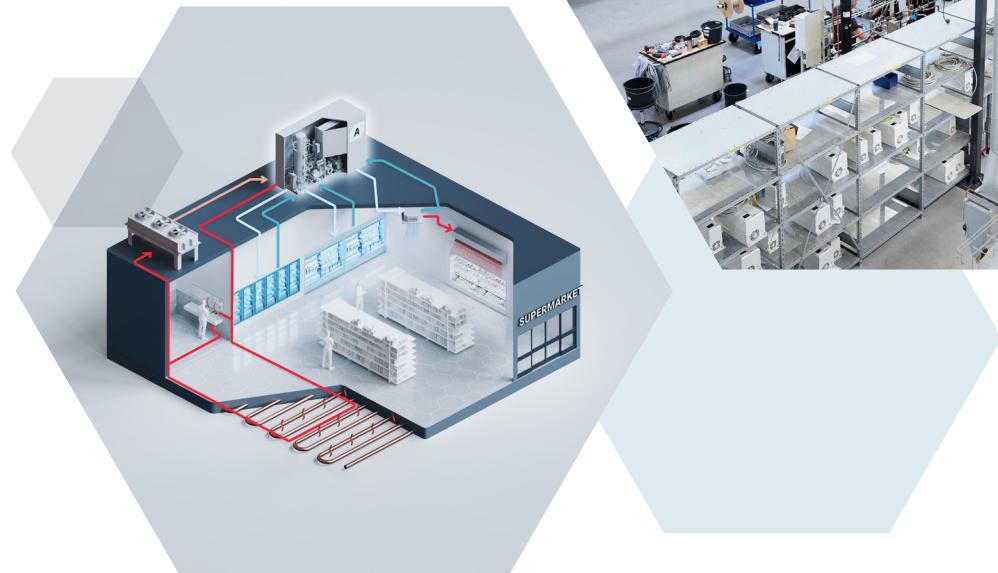
I am proud to work with almost 400 colleagues of more than 35 nationalities. The better we succeed together - the better for the climate

*Kristian Breitenbauch*

# Content

<b>ENVIRONMENTAL COMMITMENTS .....</b>	<b>4</b>
Environmental objectives 2025 .....	4
Greenhouse Gas Emissions .....	4
Energy efficiency .....	4
ISO 50001 Energy management system. ....	5
Responsible consumption and production. ....	5
Water Protection – no to PFAS .....	6
Driving Sustainable Innovation .....	7
<b>SOCIAL COMMITMENTS .....</b>	<b>8</b>
Health & Safety .....	8
Equality .....	8
Human Rights .....	9
Accelerating the green transition through customer training. ....	10
<b>COMMITMENT TO GOVERNANCE.....</b>	<b>11</b>
Responsible supply chain. ....	11
Legal and trade compliance. ....	11
Anti-corruption. ....	11
ISO 9001 Quality system. ....	12
Product Quality and Reliability. ....	12
EcoVadis Sustainability Rating .....	13
Data Ethics .....	13
Target figures and policies for the underrepresented gender in Management. ....	14
Climate solution segments and applications. ....	15
<b>FACTS ABOUT ADVANSOR. ....</b>	<b>16</b>
<b>REPORTING DATA OVERVIEW .....</b>	<b>17</b>

# Environmental commitments



According to the Drawdown Project\*, Refrigeration Management and Alternative Refrigerants are among the 10 most important factors to reduce emissions globally. It has a larger impact than tropical forest restoration, onshore wind turbines, and recycling. And the solutions are available Today.

Aligned with United Nations Sustainable Development Goal 13 (Climate Action), we strive to make the greatest impact with our core output – using natural refrigerants only.

Our climate solutions and heat pumps support our customers in achieving their Science Based Targets by reducing Scope 1 emissions through the use of natural refrigerants, and lowering Scope 2 emissions via higher energy-efficiency

\*<https://drawdown.org/solutions/table-of-solutions>

## Environmental objectives

We participate in the Science Based Target initiative and we aim for carbon neutrality for scope 1 + 2 in 2025\*\*.

### STATUS CO<sub>2</sub> e 2024 LOCATION BASED

Scope	Ton CO <sub>2</sub> e 2024
Scope 1	13,22
Scope 2	947,64
Total	960,86

\*\* Advansor is signed up for SBT(i) via Dover.

## Greenhouse Gas Emissions

All heating comes from central district heating, and air-conditioning for the offices and cooling for production are made by a CO<sub>2</sub> Advansor cooling system. The plan is to replace both with a CO<sub>2</sub> heat pump during 2025 to fully electrify heating for comfort heating, production heating, and for air-conditioning for the offices.

Advansor has implemented energy-saving measures across production facilities, including LED lighting, heat recovery systems, and process optimization. This results in a CO<sub>2</sub> intensity of only 0.0000011 T CO<sub>2</sub>e/DKK for scope 1+2.

We engage with suppliers and logistics partners to identify and reduce upstream and downstream emissions with the goal of reporting our Scope 3 emissions for 2025. Our modular product design also contributes to lower emissions during installation.

We report emissions in line with the GHG Protocol, ensuring accuracy, consistency, and comparability with Dover's consolidated ESG reporting.

## Energy efficiency

Studies show that energy efficiency improvements can deliver a third of the energy-related emission reductions needed to reach the 2050 NetZero Scenario\*

Our goal is to reduce energy by a minimum of 10% annually. During 2024, we managed to achieve a 16% reduction equal to 364,000 kWh.

\*The International Energy Agency (IEA)

## ISO 50001 Energy management system

Advansor is certified according to ISO 50001 within the scope of designing, producing, and selling CO<sub>2</sub> climate solutions. This is to ensure our determination to improve our efficiency and avoid unnecessary energy consumption



## Responsible consumption and production

At Advansor we want a good, safe and challenging workplace, and United Nation Sustainable development goal 12 Responsible consumption and production is key for us.

Our facilities are designed with the purpose of having a low energy consumption, ability to deliver high quality products and offer a good and safe workplace for our employees. For us a good and safe workplace means that our employees work in a bright and clean facility with fresh air without any harmful particles or chemicals, and in a low noise work environment.

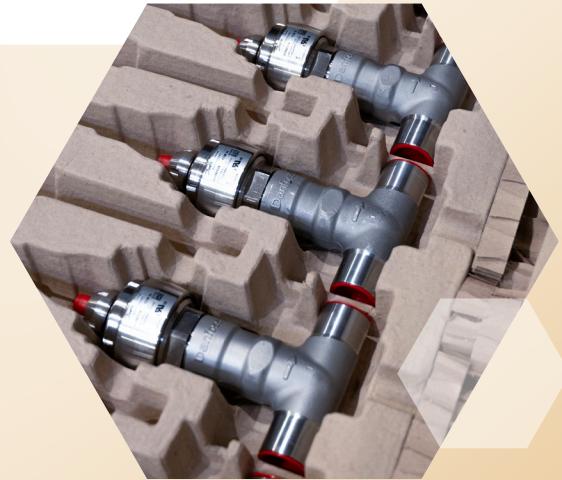
It is important for us that all employees work in a bright and clean facility with healthy air.

Our responsible initiatives in our production facilities includes many different initiatives often made in cooperation with employees.

One of the main pollution sources in mechanical production often is the soldering process. Therefore, we have chosen to use Hydrogen instead of Oxy-Acetylen for brazing, and thereby we avoid harmful particles and the use of fossil fuels.

The hydrogen is locally produced at the workstations. Clean water and 16 A give hydrogen and thereby eliminates the need for truck transportation of bottles.

It also contributes to a better work environment with a lower noise level and especially no peaks, so no hearing aid



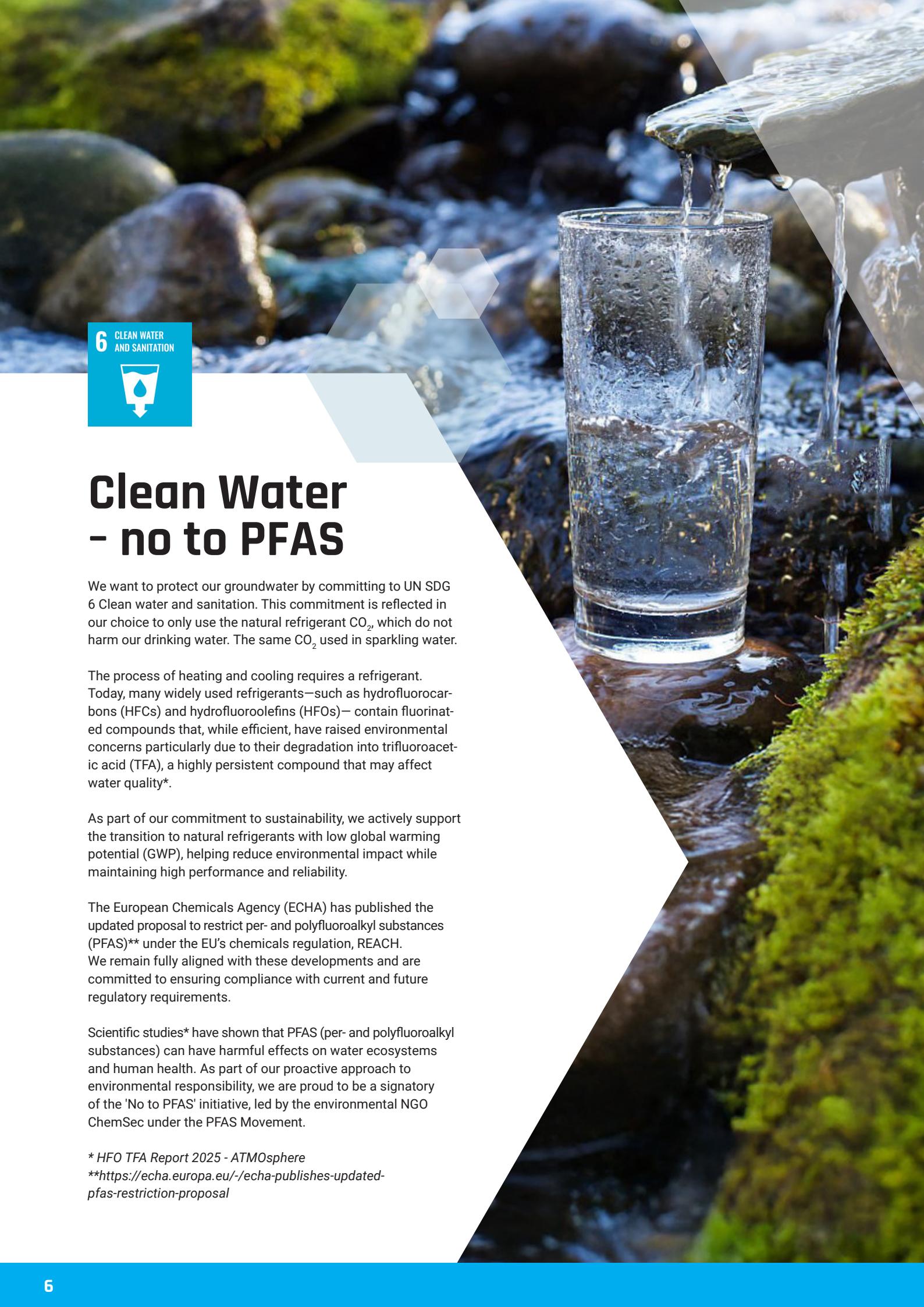
protection is needed. At the same time, it significantly reduces nasal dryness and other normally occurring health and safety issues associated with brazing.

Hydrogen - together with natural refrigerants like CO<sub>2</sub> – can be one of the key elements in tomorrow's sustainable manufacturing.

As part of our dedication to responsible production, we reduce waste throughout all processes, and sort and recycle excess material. We're lowering our total environmental impact by reducing the packaging material and maximizing the usage of all materials in the production

All internal transportation like trucks and forklifts and company cars in Europe are electrified, and we have implemented state of the art ventilation systems in our production and offices.

Of course, there are a lot of things that we don't even notice on daily basis. Such as cradle-to-cradle certified curtains and carpets made by fish nets. It feels the same but makes a world of difference.



6 CLEAN WATER AND SANITATION



# Clean Water - no to PFAS

We want to protect our groundwater by committing to UN SDG 6 Clean water and sanitation. This commitment is reflected in our choice to only use the natural refrigerant CO<sub>2</sub>, which do not harm our drinking water. The same CO<sub>2</sub> used in sparkling water.

The process of heating and cooling requires a refrigerant. Today, many widely used refrigerants—such as hydrofluorocarbons (HFCs) and hydrofluoroolefins (HFOs)—contain fluorinated compounds that, while efficient, have raised environmental concerns particularly due to their degradation into trifluoroacetic acid (TFA), a highly persistent compound that may affect water quality\*.

As part of our commitment to sustainability, we actively support the transition to natural refrigerants with low global warming potential (GWP), helping reduce environmental impact while maintaining high performance and reliability.

The European Chemicals Agency (ECHA) has published the updated proposal to restrict per- and polyfluoroalkyl substances (PFAS)\*\* under the EU's chemicals regulation, REACH. We remain fully aligned with these developments and are committed to ensuring compliance with current and future regulatory requirements.

Scientific studies\* have shown that PFAS (per- and polyfluoroalkyl substances) can have harmful effects on water ecosystems and human health. As part of our proactive approach to environmental responsibility, we are proud to be a signatory of the 'No to PFAS' initiative, led by the environmental NGO ChemSec under the PFAS Movement.

\* HFO TFA Report 2025 - ATM0sphere

\*\*<https://echa.europa.eu/-/echa-publishes-updated-pfas-restriction-proposal>



## Driving Sustainable Innovation

The energy we save today, we do not need to produce tomorrow. The easiest way is to combine cooling, freezing, air-conditioning and heating in one system. The second is to implement energy efficient systems.

We invest heavily in research and development within our core competency CO<sub>2</sub> and continuously aim at fulfilling the mission of designing and producing the world's best sustainable CO<sub>2</sub> climate solutions.

By improving the energy efficiency of our products, we contribute to the reduction of Scope 3 emissions within our own value chain, while simultaneously supporting our customers in lowering their Scope 2 emissions.



We keep our own state of the art laboratory up to date to test and validate all components not only individually, but together as part of the application.

R&D has its own strong staff operating with many partners, suppliers and international leading universities.

Investments are prioritised to ensure high quality, energy efficient solutions and configurable systems.



# Social commitments

## Health & Safety

We prioritize easy access for bikers, runners, and pedestrians. With a fitness room and showers, it's very easy to incorporate exercise in the daily rhythm. And we made living easy for EV car owners with chargers in 25% of our parking spaces. The canteen serves healthy, primarily ecological food with a focus on zero food waste and aims for a silver award in 2025.

We register safety according to TRIR (Total Recordable Incident Rate), and we have the ambitious aim of reaching < 1 which is significantly below Industry standards.

During 2024 TRIR was 2,5 which is not a satisfactory result, and we have therefore established several initiatives like minimizing use of compressed air and ladders in production and introducing safety awareness training. We will continue to follow the development closely and implement new initiatives where relevant.

## Equality

We believe that sustainability and diversity go hand in hand. We recognize that we have a responsibility to reduce our impact on the environment, and we're committed to implementing eco-friendly practices in all areas of our business.

But sustainability isn't just about the planet - it's also about the people who live on it. That's why we're equally committed to creating a diverse and inclusive workplace where everyone feels valued and respected. We believe that a diverse team allows us to better understand our customers' needs and create solutions that work for everyone.

We take pride in having a diverse team made up of people from different backgrounds, cultures, and perspectives. By fostering an environment where everyone feels comfortable bringing their whole selves to work, we're able to promote creativity and innovation while making our team stronger.

In Advansor we value diversity and are dedicated to equality and inclusion. We have a broad range of professional skills, open minds, and colleagues representing 35 different nationalities that allows for diversity in language, culture and thought - and a broad understanding of the world, our partners, and our customers. We value our differences which makes us a strong team. Our company language is English to include everyone.



With the use of flex jobs, flexible hours, trainee programs, apprentices and students we strive to be an attractive workplace for everyone.

Together with the municipality of Aarhus we have made a formal agreement so citizens with disabilities can participate in protected employment at Advansor including a tailored support system and job roles adapted to individual capabilities. This initiative has opened new pathways to employment for Aarhus residents with disabilities.

We also support the use of the sunflower lanyard, which helps raise awareness of invisible disabilities.

Our commitment to diversity and inclusion is evident in our talent acquisition process, ensuring equal opportunities for male and female candidates, while encouraging individuals from all backgrounds to apply, irrespective of gender, culture, religion, age and other factors.

Leaders at Advansor are entrusted with the responsibility of assessing and fostering the development of performance and potential. This commitment is integrated into our personal development plan, emphasizing the importance of supporting the growth and success of all team members.



## Human Rights

We fully align with Dover's Code of conduct which prohibits forced labour, child labour, and human trafficking.

We believe that protecting human rights is essential to sustainable business. Advansor promotes fair working conditions and respects the dignity of all workers.

To ensure good knowledge around our Code of Conduct, Advansor uses an internal E-learning system to educate our employees about key areas like the company ethics, human rights, anti-corruption, and bribery. These trainings are part of our on-boarding process for new employees and employees are required to participate in re-certifications on an annual basis.



# Accelerating the green transition through customer training

Lack of skilled workers on-site is one of the biggest challenges to accelerate the green transition, and sustainable technology is often only as effective as the people who use it. Therefore, we are committed to offer the broadest range of CO<sub>2</sub> technical trainings to build competencies and confidence in CO<sub>2</sub> technology.

The sessions cover everything from installation and troubleshooting to energy efficiency best practices, helping our partners maximize performance while minimizing environmental impact.

The trainings are available online for free. Hands-on trainings are conducted at our training centre or on-site at the customers when commissioning their system with the aim of making the customer able to do it themselves next time.

# Commitment to governance

## Responsible supply chain

At Advansor we aim for transparency throughout the whole supply chain, and we are strongly opposed to the use of forced, bonded, involuntary, prison, or indentured labour.

All suppliers must comply with the Dover's Code of Conduct, which addresses the need to abide by wage and hour laws in the jurisdictions in which we do business, and not tolerating employment of children or forced labour, and to refuse to do business with suppliers or third parties who engage in such practices, among other things.

We align with the Dover Supplier Code of Conduct, which addresses our commitment to seek out business partners who share our values, and which specifically requires that our suppliers (a) do not use forced, bonded, involuntary, prison, or indentured labour, (b) do not intentionally source materials from supply chains associated with human trafficking, and (c) take reasonable efforts to assure that their own suppliers do not intentionally source material from supply chains associated with human trafficking.

We are constantly evaluating our business and supply chain to identify, assess, and mitigate various compliance risks, including those related to slavery and human trafficking.

More than 99% of components are bought from suppliers within the EU. Our suppliers are screened for compliance through an internal tool as part of the on-boarding process to mitigate risk of using the supplier. Furthermore, our purchase department visits suppliers throughout the year to assess the corporation and key conditions with the suppliers. During 2024 more than 100 suppliers were assessed.

We provide annual training to our employees who have direct responsibility for supply chain management, including employees who work with our suppliers, which focuses specifically on slavery and human trafficking issues and ways to identify, assess, and mitigate, to the greatest extent possible, these risks in our supply chain, and we will continue to do so.



## Legal and trade compliance

As a global supplier we follow applicable laws, regulations, and standards in all regions where we operate.

Our strong and structured customer processes ensure that all customers and transactions are approved with a four-eye principle.

At Advansor, adherence to legal and regulatory principles is not only a requirement, but a core element of our corporate culture, guiding responsible business conduct across our entire value chain.

## Anti-corruption

Advansor maintains a zero-tolerance policy toward corruption. Every employee is expected to fully comply with the Dover/Advansor Global Anti-Corruption Policy, as well as all applicable anti-corruption laws and regulations in the regions where we operate. We also hold our business partners to the same high standards and require their adherence to our anti-corruption principles as a condition of collaboration.

Advansor uses an internal E-learning system to educate our employees about key areas like the company ethics, human rights, anti-corruption and bribery. These trainings are part of our on-boarding process for new employees and employees are required to participate in re-certifications on an annual basis.

## Quality System ISO 9001

Advansor's ISO 9001 certification offers customers the assurance of consistently high-quality products and services, backed by a structured and transparent quality management system.

It means that every system is developed with a strong focus on reliability, customer satisfaction, and continuous improvement. Customers benefit from streamlined processes, faster issue resolution, and enhanced compliance with international standards.



Delivery  
performance of  
98% delivered  
on-site



## Product Quality and Reliability

As part of our commitment to sustainable manufacturing and regulatory compliance, we have implemented in-house pressure testing protocols for our climate solutions in accordance with the EU Pressure Equipment Directive (PED 2014/68/EU). Our products are designed and manufactured in accordance with EN 378, ensuring safe and environmentally responsible operation.

We maintain a certified Module D quality assurance system, which enables us to consistently meet high production standards and apply the CE mark to our products, demonstrating conformity with applicable EU directives.



We aim for an  
EcoVadis Silver  
rating in 2025

## EcoVadis Sustainability Rating

To demonstrate our commitment to sustainability, transparency, and responsible business practices we are signed up for EcoVadis and has a committed badge. We aim for an EcoVadis Silver rating in 2025.

## Data Ethics

Our data privacy policy is built on the core principles of the General Data Protection Regulation (GDPR) and reflects our commitment to upholding the highest standards of data privacy. We apply these principles consistently when handling personal data related to employees, customers, and third parties.

The policy describes how Advansor itself collects, analyses, and uses data from the behaviour of customers, suppliers, and the company itself, which is used to optimize the company's operations in general.

*The latest Advansor Privacy Policy is always available on [Advansor.com](https://www.advansor.com).*



## Diversity

At Advansor, we believe that diversity is not just a value—it's a strategic advantage. Our team proudly represents over 35 nationalities, and we are committed to building a team that mirrors the society we serve—across culture, gender, and background.

Advansor has set a target of 25% for the underrepresented gender in both the board and in the senior management team. In Advansors senior management group the women's representation was 25% being 1 out of 4 by the end of 2024. During 2025 this will change to 28% being 2 out of 7.



## Our commitments to sustainable climate solutions

Advansor climate solutions combine cooling, freezing, air conditioning, and heating into one system – all powered by the natural CO<sub>2</sub> refrigerant.

Our first priority is to reduce waste and thereby re-use the excess heat from the cooling process for comfort heating or hot tap water, or the excess cooling from the heating process for air-conditioning.

By combining cooling and heating in one you get several benefits

- Heating or air-conditioning almost for free
- Higher energy efficiency as no heat or cold is wasted
- No use of fossil fuels like gas

Not to mention the lower total cost of ownership:

- Only one unit to install
- Faster installation
- Less maintenance
- Less energy consumption
- More space for business

## Climate solution segments and applications

Climate solutions can be used in many sectors, and enable cross-sector synergies, like using waste heat from a supermarket to warm up a nearby care home or reusing wastewater heat for residential heating.

The food retail segment consists of local and international food retail chains as well as leading national players with all types of stores from smaller convenience stores to large hyperd.

The industry segment encompasses many areas including international leading global cold chain and logistics providers, international food & beverage processing companies, the pharmaceutical industry and renewable energy.

Heating is air to water and water to water heat pumps aiming at commercial and public buildings like hotels and hospitals, food and beverage processing industries as well as central and decentral district heating and cooling.

Beyond optimizing individual sectors, we see great potential in creating sustainable synergies across industries. Wastewater from treatment plants can be repurposed to provide district heating for residential areas, and surplus heat from supermarket cooling systems can be used to warm nearby care homes. Cross-sector solutions are powerful examples of circular energy use – turning waste into value.



Established  
in 2006



## Facts about Advansor

- Established in 2006
- Head office and production in Denmark
- More than 350 employees of 35 different nationalities
- Over 20,000 systems manufactured
- Customers in over 30 countries
- Documentation and support in 10 languages
- Part of the Dover Group since 2011

35 different  
nationalities



Over 20,000  
systems  
manufactured

More than  
350 employees



Customers  
in over  
30 countries



**We Design and  
Produce the World's  
Best Sustainable CO<sub>2</sub>  
Climate Solutions**

# Reporting Data overview

The sustainability information in this report has been compiled in accordance with the Voluntary Sustainability Reporting Standard for nonlisted SMEs (VSME Standard), developed by the European Financial Reporting Advisory Group (EFRAG).

Data was gathered through our internal monitoring systems, operational records, and relevant stakeholder inputs, following the structure and disclosure requirements outlined in both the VSME Basic Module and the VSME Comprehensive Module. Where applicable, information has been supplemented with external documentation and thirdparty sources. This approach ensures a balanced level of detail, enhances comparability, and aligns our ESG reporting

*Sources for the emission factors come from data provided by the Danish Business Authority (Scope 1 & 2) and direct suppliers (Scope 2, Location based)*

*The data is collected within the reporting period 1/1-2024 to 31/12-2024*



## Environment

CODE	DATA POINT	VALUE
B2.0	Sustainability issues covered	Climate change, pollution, circular economy, workforce, value chain, communities, consumers/end-users, business conduct
B2.0	Practice, policy and/or future initiative is publicly available	1
B2.0	Undertaking has set a target which is related to a policy	1
B3.0	Total energy consumption	2,733.24 MWh
B3.2	Scope 1 GHG emissions	13.22 tCO <sub>2</sub> e
B3.2	Scope 2 GHG emissions (location-based)	947.64 tCO <sub>2</sub> e
B3.2	Total Scope 1+2 GHG emissions	960.86 tCO <sub>2</sub> e
B3.3	GHG intensity (location-based, Scope 1+2)	0.0000011 tCO <sub>2</sub> e per DKK
B6.0	Total water withdrawn	2,312 m <sup>3</sup>
B6.0	Water withdrawn in high-stress areas	0 m <sup>3</sup>
B7.0	Applies circular economy principles	Yes – The purchase department focus on Cradle-to-cradle certified and upcycled materials in our HQ, such as our carpets.
B7.1	Hazardous waste generated	674 kg
B7.1	Non-hazardous waste generated	174,661 kg

B7.1	Breakdown of waste by type (Kg)	Waste diverted to recycle or reuse (mass)	Waste directed to disposal (mass)
	101102 Non-Hazardous Waste - Waste glass	0	463
	130601 Hazardous Waste - Oil waste not otherwise specified	0	674
	150101 Non-Hazardous Waste - Paper and cardboard packaging	0	31,650
	160214 Non-Hazardous Waste - Other discarded equipments	0	1000
	170201 Non-Hazardous Waste - Wood	0	35,880
	170401 Non-Hazardous Waste - Copper, bronze, brass	0	51,270
	170408 Non-Hazardous Waste - Cables	10,421	0
	191001 Non-Hazardous Waste - Iron and steel waste	29,440	0
	200108 Non-Hazardous Waste - Organic kitchen waste	13,679	0
	200136 Non-Hazardous Waste - Discarded equipment other than fluorescent tubes and other mercury-containing waste and discarded equipment containing chlorofluorocarbons	2,480	0
	200301 Non-Hazardous Waste - Mixed municipal waste	0	44,521
B7.2	Total Hazardous and Non-Hazardous waste	Total Hazardous waste generated (Kg) Total Non-Hazardous waste generated (Kg) Total waste generated (Kg)	674 174,661 175,335
B7.3	Breakdown of annual mass-flow of key materials used by the undertaking	Name of material Evaporators/condensers Copper alloy tubes/pipes Steel globe valves Hermetic/semi-hermetic units	Weight of material (Kg) 6,358,839 3,453,892 1,222,072 1,004,406
B7.4	Total annual mass-flow of key materials used by the undertaking	12,039,209 kg	
C2.0	Future initiatives	100 % renewable energy (2025), install heat pump & Scope 1 & 2 carbon neutrality (2025)	

C2.0	Most senior level accountable for implementation of practices, policies and/or future initiatives	C-Level
C2.0	Description of the target of practices, policies or future initiatives	Advansor has a goal of being Carbon Neutral in Scope 1 & Scope 2.
C3.3	Climate change mitigation plan	Described in "Environmental commitments"

## Social

CODE	DATA POINT	VALUE
B8.0	Permanent employees	332
B8.0	Temporary employees	0
B8.1	Male employees	265
B8.1	Female employees	67
B8.2	Country of employment	Denmark – 332 employees
B8.3	Employee turnover rate	30.41 %
B9.0	Number of recordable work related accidents in the reporting period	9
B9.0	Rate of recordable work related accidents in the reporting period	2:45
B9.0	Number of fatalities as a result of work-related injuries and work-related ill health	0
B10.0	Employees receive pay equal or above minimum wage determined by national law or collective bargaining agreement	Yes
B10.0	Percentage gap in pay between female and male employees	6.23 %
B10.0	Percentage of employees covered by collective bargaining agreements	65 %
B10.0	Average number of annual training hours per male employee	2.81
B10.0	Average number of annual training hours per female employee	2.77
C5.0	Female-to-male ratio (management)	25 %
C5.0	Total number of self-employed workers without personnel that are working exclusively for the undertaking	1
C6.0	Undertaking has a code of conduct or human rights policy for its own workforce	Yes
C6.0	Type of content covered by the code of conduct or human rights policy for its own workforce	Child labour, forced labour, trafficking, discrimination, accident prevention
C6.0	Undertaking has a complaint handling mechanism for its own workforce	Yes
C7.0	Confirmed incidents (own workforce)	No
C7.0	Confirmed incidents (value chain)	No

## Governance

CODE	DATA POINT	VALUE	
B1.0	Basis for preparation	Option B (Basic module and Comprehensive module)	
B1.0	Basis for reporting	Sustainability report prepared on an individual basis	
B1.0	Omitted disclosures	None	
B1.0	Undertakings legal form	Cooperative	
B1.0	NACE code	C – 28.25 Manufacture of non-domestic air conditioning equipment	
B1.0	Assets	DKK 521,332,973	
B1.0	Turnover	DKK 871,395,829	
B1.0	Employees (headcount)	332	
B1.0	Country of operations	Denmark	
B1.0	Certification	ISO 50001 & ISO 9001	
B1.2	Site address	Rosbjergvej 7A, 8220 Brabrand, Denmark	
C1.0	Products/services	Advansor design and produce heat pumps and climate solutions combining cooling, freezing, air-conditioning, and heating. All based on the natural refrigerants CO <sub>2</sub> . Advansor offers commissioning support and training to ensure the system is perfectly adjusted to the climate and the surrounding for most efficient operation.	
C1.0	Markets served	Described in "About Advansor - Cool with CO2"	
C1.0	Business relationships	Advansor serve customers within three key segments – food retail, industry and heating. Further description can be found in "Climate solution segments and applications" and "Commitments to governance"	
C8.1	Undertaking are excluded from any EU reference benchmarks that are aligned with the Paris Agreement	No	
C9.0	Gender diversity in governance body	0 %	



WE'RE  
COOL WITH  
**CO<sub>2</sub>**

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