



ImpactReport™

CADESIGN FORM A/S

CVR DK30579704

74.12: Grafisk design og visuel kommunikation



Message from the management

2025 was our fourth year of ESG reporting, and the mindset of doing better has become a more integrated part of our modus operandi.

We have a clearer picture of our challenges, and we are still looking into new areas to do even better and reduce our environmental impact. We are also still committed to being a more positive element in the lives of our employees as well as society around us.

In the current world situation, it could seem that the regulatory demands may be lessened in the future – but we will still strive to improve and look for areas where we can do even better.

Our reporting makes this goal more tangible - and our course based on facts and insights.

Michael Dahl
CEO, Cadesign form A/S

ESG strategy

Three years ago, we edged out a strategy based on a detailed mapping of a high-level picture of our value chain, where we identified areas of impacts, risks, and opportunities in relation to our operations and business relationships.



Using a Future-Fit framework, we scored and prioritized the relevant sustainability topics for Cadesign form A/S, and these were the areas of highest priority for us:

- **Energy**
- **Pollution**
- **Procurement, waste management**
- **Product communication**

This is still at the core of our ESG strategy, and we ensure focus, compliance, and progress in our ESG work with a systematic approach.

In the past four years we have obtained bronze sustainability ratings through the EcoVadis Sustainability Assessment platform. From 2024 to 2025, we still qualify in the top half of rated companies but went from being in top 18 percent to being in top 26 percent. We strive to heighten the overall ranking within the next fiscal year and keep or improve our ranking in the top 20 percent.

Environment and climate

We are still committed to reducing our impact on the planet. We deliver digital products, and our direct impacts mainly come from our energy consumption - from both creating and

using our products. Emissions from work related travels and running our offices are also taken into account.

Certificeringer

We have achieved bronze level with the Ecovadis assessment system. Ecovadis is an internationally recognized assessment system that measures companies' sustainability perfor-

mance across four main areas: environment, labour and human rights, ethics, and sustainable procurement.



Diversity, Equity, Inclusion, and Employee Well-being

Cadesign form is committed to fostering a diverse, inclusive, and equitable workplace where all employees are treated with respect and dignity and have equal opportunities to grow and succeed. Diversity, Equity, and Inclusion (DEI) are embedded in the company's core values and operational practices, covering all aspects of employment including recruitment, development, and advancement.

The company promotes fair and unbiased hiring through structured interview guides and evaluation scorecards, while leadership is expected to model inclusive behaviors and ensure all voices are heard. A formal whistleblower scheme and non-retaliation policy support a transparent and safe environment where concerns can be raised without fear. Progress on DEI is monitored through employee surveys, with a focus on continuous improvement, accountability, and ongoing learning initiatives.

Cadesign form also prioritizes employee well-being by maintaining a supportive and healthy work environment. Quarterly employee surveys assess satisfaction, work conditions, and mental well-being, with recent scores indicating generally positive perceptions of physical work conditions (3.8–4.0 out of 5). Comprehensive workplace assessments are conducted every three years to ensure compliance and identify improvements across physical, ergonomic, and psychological factors.

Employee well-being is further supported through initiatives such as an internal activity committee, inclusive health and fitness programs, and flexible work arrangements that promote work-life balance. These efforts aim to enhance employee satisfaction, foster engagement, and create a workplace where individuals can thrive both professionally and personally.

Energiforbrug (B3)

We are continuously committed to reducing our impact on the planet. We deliver digital products, and our direct impacts mainly come from our energy consumption - from both creating and using our products. Emissions from work related travels and running our offices are also taken into account.

Energiforbrug

2.520

MWh

2025

Energiforbrug fra vedvarende energikilder

2.469

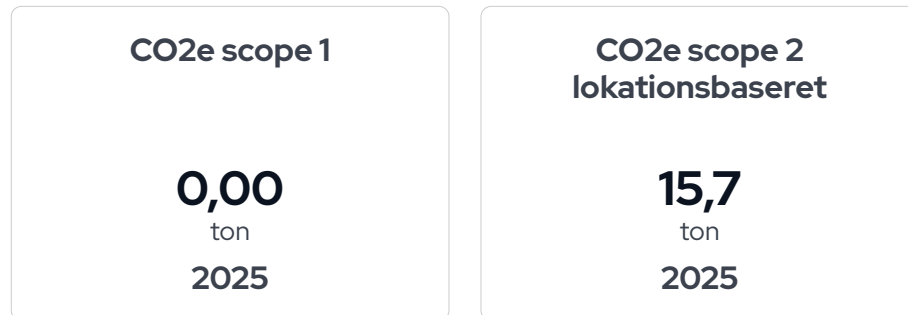
MWh

2025



CO2-udledninger (B3)

We are still committed to lessening our impact on the planet. We deliver digital products, and our direct impacts mainly come from our energy consumption - from both creating and using our products. Emissions from work related travels and running our offices are also taken into account.



Our indirect impacts come from the products and services we use – and of course the products we help market.

We have, since last year, seen a slight decrease in overall emissions. We have also seen significant reductions in energy consumption and water use. This is partially due to a minor decrease in production.

CO2e

Our calculations are based on Erhvervsstyrelsens Klimaberegner (The Danish Business Authority), and they are in accordance with the internationally approved standards of the GHG protocol.



Vand (B6)

We are, in many ways, on par with comparable companies when it comes to sustainable use of resources – and in some ways, we are at the forefront of our field. We have a bronze EcoVadis rating to prove it.

Vandforbrug

173.422

m³

2025



Arbejdsstyrke (B8)

Kvindelige
fuldtidsansatte

34,0

%

2025

Lønforskel mellem
køn

1,03

2025

Fuldtidsansatte
(FTE)

50,0

2025



Arbejdsstyrke - fortsat (B8)

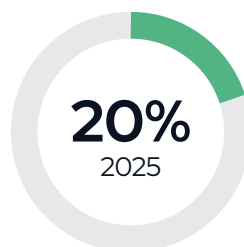
Kvinder i øvre
ledelseslag

0,00
%
2025

Sygefravær

7,01
7.4t-Dage/FTE
2025

Medarbejderomsætning



Governance

Proper governance is essential to us, and both transparency and approachability are cornerstones in how we run Cadesign form. We aim to be a trusted partner of both clients and coworkers alike, and we believe in an open dialogue - internally and externally.

Board diversity

Our board of directors still consists of men only, which is unfortunate - and unintentional. Board selection is based on merit (experience and fields of competence). We have previously had women on the board, and we will not hesitate to do so again.

We have a formalized selection and hiring process to ensure transparency over this metric.

Dataværdier



Code of Conduct 2025

We are in a field of work where we recruit based on specific skills needed for specific tasks, and this has historically meant a lot of male employees in some roles - including management and our board of directors.



We know this is not ideal, and we have initiated processes to avoid biases in the recruiting process and never discriminate against a candidate on the basis of sex, race, religion or the likes. Skills and merits are the defining factors.

These guidelines were defined, and introduced into our Code of Conduct in 2024 and we have continued to live by those rules in 2025.

Board Diversity & Equality

Kvinder i bestyrelsen

0

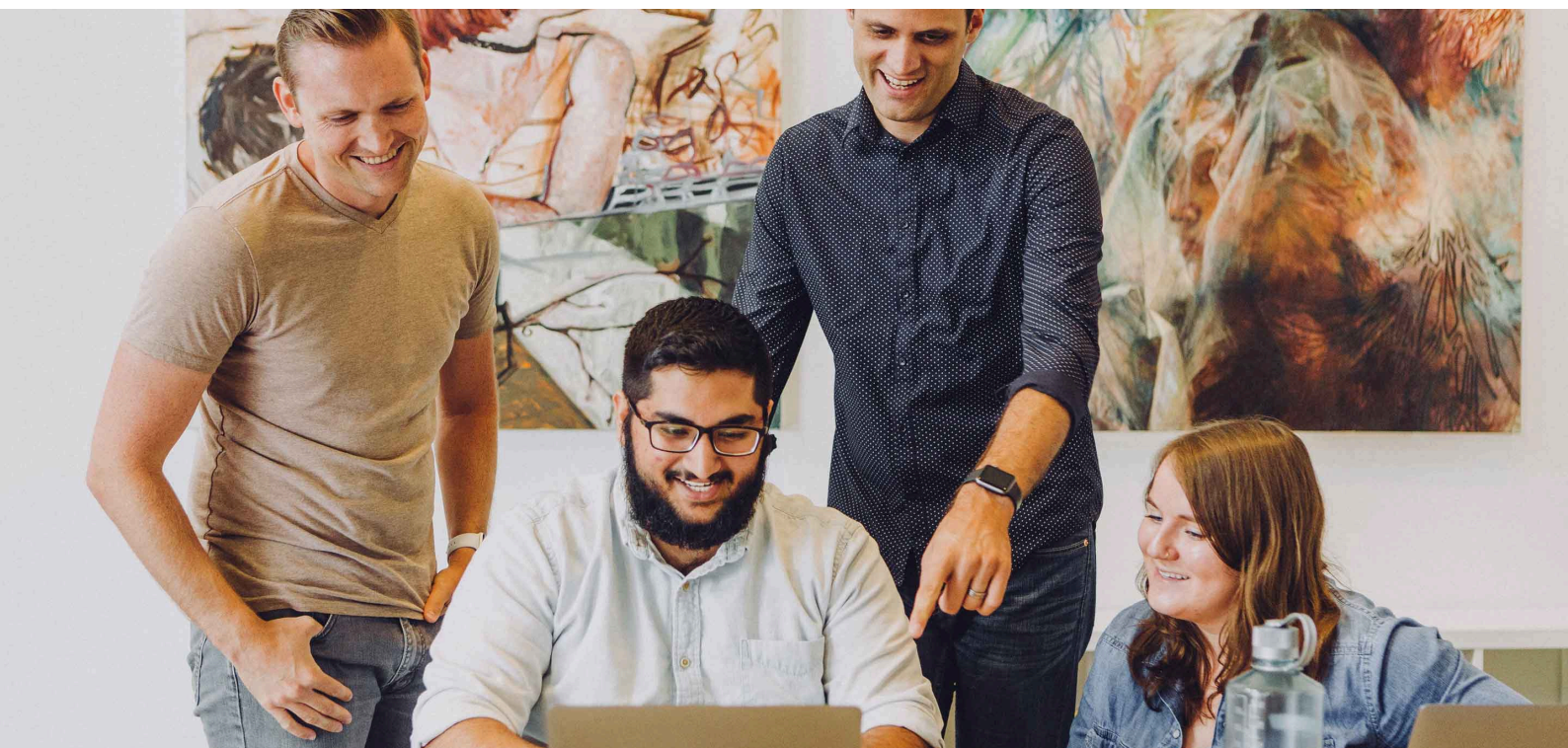
2025

Tilstedeværelse på
bestyrelsesmøder

100

%

2025



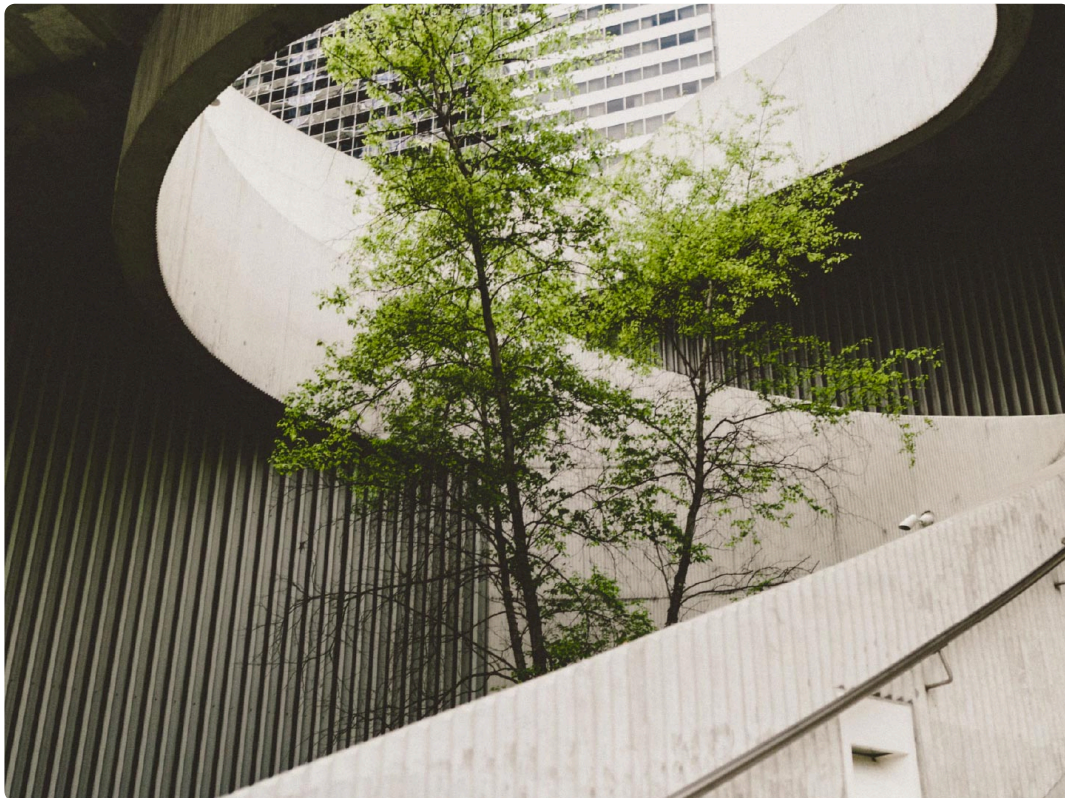
Equality

Technology is – still – a male dominated field. Our share of female employees is on the industry average, but approximately half of our female coworkers have other roles than the ones in tech and production - such as sales, project management, finance, and HR.

This might also explain why our gender pay gap favors our female employees.

We do not have, nor have we had, issues with hiring women for any positions. We have taken steps to make sure we do not have any unconscious biases when hiring, and we have implemented these steps in our code of conduct.

We still hope to attract the greatest talents in our industry – regardless of gender – in the years to come.



Data oversigt

Dette er en oversigt over al data fra VSME Basis Baseline.

[Alle data tilknyttet til baselinen vil automatisk blive vist her. Du kan vælge om data skal være synlig eller ej. Ønsker du at vise data for flere år kan du tilføje år ved at trykke "Ret Baseline" i bunden af denne appendiks.]

Introduktion til virksomheden	2025
Bæredygtighed indgår i vision, strategi eller værdigrundlag	Bæredygtighed er skrevet ind i vores vision, strategi eller værdigrundlag
Virksomheden har sat mål for sit arbejde med bæredygtighed	Vi har valgt nogle fokusområder, men har ikke defineret dem som mål
Virksomheden arbejder i det daglige med at integrere bæredygtighed	Ja
Virksomheden kommunikerer internt om ansvarlighed indenfor miljø og klima	Ja
Virksomheden kommunikerer eksternt om ansvarlighed indenfor miljø og klima	
Virksomheden prioriterer omstilling til miljøvenlige teknologier, løsninger og processer	

Stamdata (B1)	2025
Selskabsform	Aktieselskab A/S
Balancesum	
Omsætning	61.154.674,00 DKK
Fuldtidsansatte (FTE)	50,0
Lokationer	

Praksisser, politikker og fremtidige initiativer for omstillingen til en mere bæredygtig økonomi (B2)**2025**

Politikker eller initiativer for områder der bidrager til bæredygtig omstilling

Offentligt tilgængelige politikker

Politikker med mål

Fremtidige initiativer

Energiforbrug (B3)	2025
Energikilder	Fjernvarme
Elektricitetsforbrug	1.287 MWh
Elektricitet fra vedvarende energikilder	1.287 MWh
Elektricitet fra fossile energikilder	0,00 MWh
Brændstofforbrug	0,00 MJ
Brændstofforbrug fra vedvarende energikilder	0,00 MWh
Brændstofforbrug fra fossile energikilder	0,00 MJ
Energiforbrug	9.072.000 MJ
Energiforbrug fra fossile energikilder	
Energiforbrug fra vedvarende energikilder	2.469 MWh

CO2 (B3 - fortsat)	2025
CO2e scope 1	0,00 ton
CO2e scope 2 lokationsbaseret	15,7 ton
Lokationsbaseret CO2-intensitet	0,00 ton/DKK
Forurening af luft, vand og jord (B4)	2025
Virksomheden rapporterer på forurening	
Forurening af luft, vand og jord	
Biodiversitet (B5)	2025
Sårbare lokationer	0,00
Sårbart areal	0,00 ha
Samlet arealforbrug	0,00 ha
Befæstet areal	0,00 ha
Naturorienteret område inden for anlægsområdet	0,00 ha

Biodiversitet (B5)

2025

Naturorienteret område uden for anlægsområdet

0,00 ha

Vand (B6)	2025
Vandforbrug	173.422 m ³
Vandudtag	173.422 m ³
Aktiviteter i vandstress-områder	Nej
Vandudtag i områder med høj vandstress	0,00 m ³
Højt vandforbrug	Nej
Produktionsvandforbrug	0,00 m ³

Ressourceforbrug, cirkularitet og affaldshåndtering (B7)	2025
Der anvendes principper for cirkulær økonomi	Nej
Mængde affald genereret	2.670 kg
Mængde farligt affald genereret	0,00 kg
Mængde radioaktivt affald	0,00 kg
Mængde affald gjort klar til genanvendelse	2.020 kg
Mængde affald genbrugt	0,00 kg
Sektor med betydelige materialestrømme	Nej
Massestrøm af relevante anvendte materialer	

Arbejdsstyrke (B8)		2025
Medarbejdere efter køn		
Medarbejdere efter kontrakttype		
Medarbejderomsætning		20,0 %

Arbejdssikkerhed (B9)	2025
Antal arbejdsulykker	0,00
Arbejdsulykker pr. 100 ansatte	
Antal registrerede dødsfald som følge af arbejde	0,00
Lønninger, overenskomster og uddannelse (B10)	2025
Gennemsnitstimelønnen for mandlige ansatte	331,21 DKK
Gennemsnitstimelønnen for kvindelige ansatte	295,29 DKK
Lønforskelle mellem kvindelige og mandlige medarbejdere	10,8 %
Ansatte der er dækket af kollektive overenskomster	0,00 %
Gns. efteruddannelsestimer for mandlige ansatte	
Gns. efteruddannelsestimer for kvindelige ansatte	

Korruption og bestikkelse (B11)	2025
Domfældelser for korruption og bestikkelse	0,00
Beløb af bøder for korruption og bestikkelse	0,00 DKK

Bemærkninger til rapporten

Rapporten verificeres ikke af en uafhængig tredjepart. Selvom vi har bestræbt os på at sikre, at indholdet af rapporten er retvisende, garanteres der ikke for nøjagtigheden og/eller fuldstændigheden heraf, og vi fraskriver os derfor ansvar for enhver skade eller tab, som måtte opstå som følge af dispositioner foretaget på baggrund af rapporten.