



ESG Rapport

2024



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Relationships and sustainability

“We are nothing without each other.” This has been a phrase often spoken among the founders of WildDetect as well as their employees and business partners. A focus on strong relationships and sustainable business practices has always been a natural part of conducting business at WildDetect. It is embedded in the company’s DNA to develop long-term partnerships and act based on sustainable principles.

The management has naturally made sustainable decisions with a focus on relationships. These decisions have been so natural that they could be considered unconscious decisions to some extent. “I don’t consciously think about it; I just do it naturally.” says CEO Heidi Vissing Drews.

Through ESG reporting, WildDetect has gained awareness of its strengths and values, which opens new opportunities. Opportunities that will undoubtedly have further positive effects on both relationships and sustainability in the future.

WildDetect®

WildDetect, originally founded as 'Wildlife Communications Technologies' in 2012, was born from the innovation of a PhD thesis. In its early years, the company focused on direct sales to end users, laying the groundwork for the innovative solutions we continue to deliver today.

The name has subsequently been changed to WildDetect, and the strategic focus of WildDetect is now on B2B markets. We help businesses succeed by bringing a solution that helps them tackle problems with wildlife.

We are a dedicated team of 8 employees focused on developing our core competencies, which include in-depth knowledge of scare tools, strategic partnership development, and continuous innovation within scare solution technologies.

Founded:

2012

Location:

Hørning

Employees:

8

BirdAlert covers the several needs along the value chain

WildDetect is focused on B2B customers and has different types of distributors across markets.

Certain distributors have BirdAlert as their main product, which is common in pest control. In these cases, BirdAlert will often be rented to customers.

BirdAlert can serve as a valuable secondary product in agricultural practices, such as crop sales or grain producers, where it can help increase yields after deployment.

In many cases, BirdAlert can help strengthen the relationship with customers, as it is an intelligent product that needs upkeep, and it also serves as a great topic of conversation. Therefore, the distributor has ample ways of keeping in contact with customers, which ensures that both BirdAlert and the relationship are tended to.



Relations is a keyword

As regards the stakeholders, WildDetect values close relations, trust, and mutual respect. Whether it is employees or distributors, these three elements constitute the foundation for the development of strong and sustainable relationships.

WildDetect prioritizes that employees thrive and are able to influence their own work. This is evident in several ways, such as daily communal breakfasts, flexible hours, the possibility of working from home as well as various joint events, just to name a few. This investment is a natural way for the management to show gratitude and, at the same time, develop a sustainable work environment.

As an early strategic decision, the distributors have become an important part of the business model at WildDetect, since the majority of sales are B2B related. As a result, the end consumers are primarily related to the distributor's local networks. Therefore, relationships and local expertise go hand-in-hand, when distributors consult customers on the sale and installation of BirdAlert. Therefore, the training of distributors is essential, since BirdAlert, despite its simple exterior, must not be confused with a simple product. The combination of bird- and contextual knowledge as well as technological understanding is complex, which is why it is essential that the distributors are motivated toward

sales and are continuously trained in giving their customers the best possible consulting.

Good relationships and sustainability are essential for WildDetect, and the combination of these contributes to the present and confidence-building type of collaboration that defines the organization.

*“Scare tools worked briefly,
but only the BirdAlert keeps rooks
away for good.”*

Martin Fisker

WildDetect's ESG-report

“It is our attitude that we should focus on in creating synergy between humans and animals. Through our knowledge of animal behavior, we can protect the wildlife and find a way to enable people and animals to live side by side. By collecting knowledge, it will become possible for humans to create preventative and averting actions that can protect nature. We believe that a humble approach to nature, and learning from it, will give the greatest outcome in the long run.”

Heidi Drews, CEO WildDetect



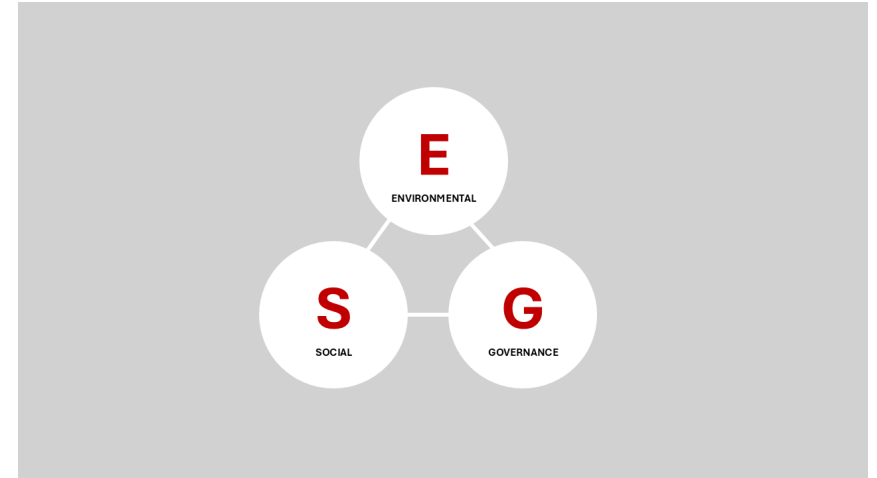
ESG

ESG is a tool for structuring and documenting a company's sustainable efforts. ESG expands the understanding of sustainability, and it includes Environment, Social, and Governance.

The basis module of the voluntary sustainability report (VSME) for SMEs, issued by the EU, has been applied in accordance with the recommendations of the Danish Business Authority, and provides insights into the organization's value creation abilities and overall health from a non-financial perspective.

We use the base module as practice for our reporting, and we report on all metrics to the best extent and state the reasons for the metrics that we did not include in the reporting.

The environmental key figures grant insights into greenhouse gas emissions, energy consumption, and waste management. The social key figures lay out the number of employees, work-related accidents, gender diversity, and more. Lastly, corporate governance encompasses corruption and bribery.



WildDetect's motivation for ESG reporting

WildDetect's products are a solution to the sustainability matters that businesses are facing. We are proud to contribute with technology that has a positive impact, but we are well aware that our products also leave a footprint.

With more legislation and a focus on sustainability from our customers, it is natural to start taking steps toward a more strategic approach to ESG. We want to be able to meet the requirements for ESG-data and share our initiatives.

For us, it is already in our DNA to incorporate sustainable practices into our business model. With ESG-data, we are now able to be more strategic and well-informed with our decisions.

At WildDetect, ESG reporting is a dynamic, ongoing journey. Each year it kicks off with a collaborative workshop where employees share ideas for future improvements. These ideas are then reviewed by management, leading to the selection of key strategic focus areas, each backed by clear action plans.

202.23 t

CO2e

20.06%

Renewable energy

62.5%

Gender diversity

WildDetect's work with ESG

Environment

Energy and greenhouse gas emissions

In 2023, we switched our cars from gas to electric. This means that we will no longer buy gasoline. Moreover, to minimize transportation, we changed our supplier to one close to our office and storage facilities. This means that we expect our CO2e footprint to decrease in the following reports, and as gasoline has gone down, the percentage of renewable energy has gone up.

Biodiversity

We rent the offices and premises we are in and, therefore, we don't have our own outdoor area, where we can focus on biodiversity.

Resource use, circular economy, and waste management

WildDetect is dedicated to the circular economy and waste management. We have concrete initiatives in place for working with the circular economy within reparation, resale, and recycled packaging.

We prolong the lifespan of products by the reparation and resale of used or rented products. In 2024, we initiated a

process to handle the return of old BirdAlerts more efficiently, allowing them to be decommissioned directly from our site in Hørning.

We have a significant focus on recycled packaging. Our printed circuit boards are supplied in print trays, which are returned to our supplier and then used in the next delivery to us.

Furthermore, we strive to reduce our use of resources in the shipping process. For instance, we do not use Styrofoam. Instead, we utilize recycled plastic and old package stuffing when preparing packages. In addition, we attempt to collect packages prior to shipments in order to avoid small, ineffective deliveries, and we reuse wooden pallets.

Since we rent our facilities, we do not have separate waste management. Therefore, some of our waste figures are estimated based on the percentage of the building that we occupy. The waste is sorted into eight non-hazardous waste fragments and one hazardous waste fragment.

	Total amount	Waste diverted to recycle or reuse	Waste directed to disposal	
Non-hazardous waste				
Paper and cardboard	1319	19	1300	kg
Metal (BirdAlert racks + misc.)	160.54	0.54	160	kg
Wood	245	0	245	kg
Food waste (529/3173m2) x100%	292.43	292.43	0	kg
Residual waste (529/3173m2) x100%	338.61	328.61	10	kg
Garden waste (529/3173m2) x100%	500	0	500	kg
Glass and bottles	6	0	6	kg
Electronics	69	0	69	kg
Hazardous waste				
Batteries and paint	252	0	252	kg

All waste is sent to a central waste management facility and, therefore, we lack the actual data on the recycling percentage.

Social

We create the opportunity for a healthy work-life balance through flexible hours and the possibility of working from home whenever tasks allow. We also offer alternative employment arrangements, such as flex work. We are proud to be able to contribute positively toward society by

offering these types of employment, while simultaneously gaining the benefits of skilled employees.

Our goal is to create a workplace where employees genuinely enjoy coming to work. We strive to create a positive culture where we genuinely connect with one another. For example, we have a daily breakfast, we host several annual staff events and celebrate special occasions and milestones with gifts.

WildDetect provides all employees with pension and health insurance. We also offer on-site treadmills, allowing staff the option to stay active during work hours.

Additional employee benefits include coffee, soda, and snacks to keep our team refreshed throughout the day.

Governance

A good organizational culture is important at WildDetect, and as aforementioned, we strive toward creating a culture where we thrive, evolve our skills, and connect with each other.

We are committed to maintaining transparency and upholding ethical standards in all our business relationships. At WildDetect, we highly value the strong partnerships we have built with our distributors. While gifts can be a thoughtful way to show appreciation, it is essential to us that they are given with care and integrity.

Context for ESG-report

WildDetect initiated its strategic focus on ESG with the release of the first annual ESG report in 2023, setting a baseline for future progress and reporting.

Our business values are based on long-term partnerships and acting on sustainable principles. As we move forward, we anticipate the growing demand for documentation and data, and we are committed to meeting our partners' expectations by providing transparent access to our ESG efforts.

This report presents WildDetect's key ESG metrics and climate accounting, based on the Danish Business Authority's voluntary sustainability standards (VSME). We provide detailed commentary on the key metrics and a deeper review of WildDetect's climate accounting, with conclusions drawn from our Scope 1, 2, & 3 emissions inventory.

The report concludes with a detailed explanation of the accounting methods used and the emission factors applied.



Climate Accounting and ESG Key

ESG Key Figures

Environment	Unit	2024
Scope 1	tCO2e	0
Scope 2	tCO2e	10.8
Scope 3	tCO2e	191.43
Total Emissions	tCO2e	202.23
Fossil Fuels	MWh	0
District Heating	MWh	45.33
Electricity	MWh	14.79
Total Energy Usage	MWh	60.11
Percentage of Renewable Energy	%	20.06
Water Withdrawal	m3	52.02
Water Withdrawal from Areas with Water-Stress	m3	0
Non-Hazardous Waste	kg	2290
Hazardous Waste	kg	252

Social	Unit	2024
Full Time Workforce	FTE	6.4
Short-term Employees	FTE	0
Total Employees	FTE	6.4
Gender Diversity	Percent	62.5
Overseas Workforce	Quantity	1
Work-related Accidents	Quantity	0
Rate of Work-related Accidents	Frequency	0
Work-related Fatalities	Quantity	0
Employees Covered by Collective Bargaining	Percent	0
Average Annual Training Hours of Female Employees	Hours	60
Average Annual Training Hours of Male Employees	Hours	30

Governance	Unit	2024
Number of Convictions	Quantity	0
Sum of Fines	Amount	0

Description and Comments on ESG Key Figures

The total energy consumption is 36.87 MWh, split between district heating and electricity. We did not buy Fossil fuels in 2024, as we haven't got any cars running on fossil fuels District heating and electricity constitute 27.80 MWh and 9.07 MWh, respectively.

The renewable energy share of the energy consumption is calculated based on location in Jutland with 82.1%. This makes the total renewable energy consumption 7.4 MWh and comprises 20.07% of all energy consumption.

The CO₂e footprint is in scope 1: 0 tons of CO₂e, in scope 2: 10.80 tons of CO₂e and in Scope 3: 191.43 tons of CO₂e. The total emission is 202.23 tons of CO₂e. The greenhouse gas emissions are explained in more detail in the following pages.

Water extraction in 2024 was 52,02 m³ from our own location in Hørning. There is no extraction of water from areas with high water-stress. We do not include water consumption, as water is not used for production, but

rather solely used for drinking water and other necessities.

Our waste is separated into different fractions, and the collected amount of waste constitutes a total of 2290 kg non-hazardous waste and 252 kg hazardous waste. Data on the separate waste fractions and a further explanation on waste management are provided on page 10.

Our report on the circular economy and the initiatives we have established is explained in a narrative section on page 10.

We did not report on air, water, or soil pollution, as we do not emit any pollutants in our own operation. We did not report on biodiversity because we rent our premises.

ESG Key Figures Social and Governance

We have a full-time workforce of 6.4 FTE, but in total 8 employees during the financial year 2024. This calculation is based on the average number of employees during the financial year 2024. We did not have any short-term employees. There were 5 female and 3 male employees, which means there is a Gender Diversity of 62.5%. We have 1 overseas employee who is based in the US.

In 2024, we had 0 work-related deaths and 0 work-related accidents.

WildDetect is not covered by collective bargaining. During 2024, WildDetect's employees had 90 hours of training that were related to the development of skills and competences. The hours were distributed among two female and one male employee, and all hours were dedicated to soft skills training.

WildDetect did not receive any convictions or fines during the financial year 2024.



Method for Climate Accounting

To calculate WildDetect's greenhouse gas emissions, the most recognized and accepted international standard for carbon accounting is used: the Greenhouse Gas Protocol (GHG Protocol). This method is recommended by the Danish government and the EU, ensuring consistency across industries.

The GHG Protocol uses the term CO₂ equivalents (CO₂e), which are conversion factors for comparing the impact of different greenhouse gases on the greenhouse effect. It calculates how many tons of CO₂ are needed to produce the same effect as one ton of another gas.

The GHG Protocol divides CO₂e emissions into three scopes:

Scope 1 includes all direct sources of greenhouse gas emissions, such as vehicles or processes owned or leased by the company.

Scope 2 covers all emissions from energy suppliers, such as the provision of heating, electricity, or cooling.

Scope 3 includes all indirect emissions, such as material and service purchases, employee commuting, and business travel as well as the upstream effects from energy production and more.

WildDetect has collaborated with Verarca in developing a detailed carbon account that is consistent and comparable. It has been prepared according to international accounting practices and based on data from reliable climate databases.

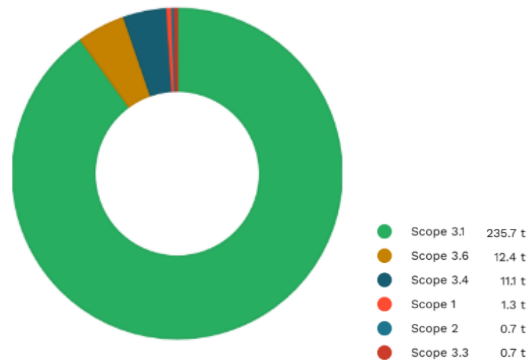
“The experience has been unbelievably positive. Noone notices that they are standing there. We have merely heard birdsong occasionally and that has pretty much been it.”

Torben Brødbæk
Organic corn-farming, Aulum

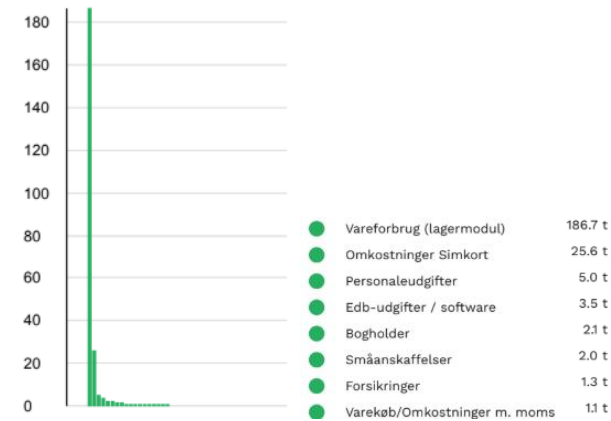
Climate Accounting with Scope 1, 2, & 3

Category		Unit	2024
Scope 1	Fuel	tCO2e	0
Scope 2	District heating and electricity consumption	tCO2e	10.8
Scope 3.1	Cost of goods, Capital goods, leasing	tCO2e	158.41
Scope 3.2	Business travel expenditures	tCO2e	7.7
Scope 3.3	Freight	tCO2e	25.28

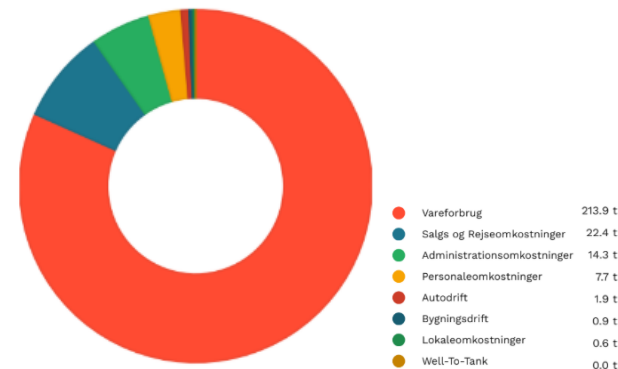
Visual overview of Climate Accounting



We have prepared a comprehensive climate accounting for 2024 in collaboration with Verarca. Our greenhouse gas emissions total 202.23 tons of CO₂e in 2024. It is worth noting that scope 3 comprises 95% of our total environmental impact.



Scope 3.1 alone comprises 82.43% of the total emissions. This includes the consumption of goods, capital goods and leasing, which is the largest item in the climate accounting. The personnel- and administrative costs are also included.



This figure illustrates the different categories. It is worth noting that the consumption of goods comprises XX% of our total emissions. Following this are sales- and travel activities, administrative costs, and personnel costs.

Data Explanation

Scope 1

Scope 1 emissions cover fuel to internal transport in company cars, and after shifting to Electrical vehicles, they were reduced to zero.

Scope 2

Scope 2 emissions cover electricity and district heating in our own location. The electricity consumption constitutes 10.8 tons of CO₂e. The calculations are based on data from our supplier, collected from utility companies. We do not have certificates on our electricity consumption, and generic emission factors from the DK1-area are therefore used.

Scope 3

The majority of WildDetect's CO₂e emissions stems from Scope 3 emissions with 95% of emissions.

Scope 3.1 emissions constitute most of WildDetect's greenhouse gas emissions with 82.75%. Scope 3.1 includes purchase of goods and services. The purchase of products is by far the biggest contribution to CO₂e.

Scope 3.3 CO₂e emissions for freight constitute a substantial part of the climate accounting with 25.28 tons of CO₂e. WildDetect transports a lot of products around the world and, therefore, has significant Scope 3.3 emissions.

Accounting Practices

Data definition (E)

Scope 1 Emissions

This includes all the emissions associated with sources owned by WildDetect.

Formula: Company activities * emission factors

Scope 2 Emissions

All emissions from energy sources purchased by WildDetect.

Formula: Company activities * emission factors

Scope 3 Emissions

All indirect greenhouse gas emissions associated with WildDetect's activities.

Total Greenhouse Gas Emissions:

A total calculation of all of WildDetect's CO2e footprint.

Formula: Scope 1 + Scope 2 + Scope 3

Energy Consumption

Measured in megawatt (MWh), this includes WildDetect's total energy consumption across all energy sources.

Formula: $\sum (\text{fuel type used (t)} * \text{energy factor per fuel type})$
per fuel type + (electricity used (including renewable energy) (MWh)) + (district heating used (MWh))

Share of Renewable Energy

The total amount of energy from renewable sources compared to the total energy consumption.

Formula: (Renewable energy consumption/total energy consumption) * 100

Water Withdrawal

The total amount of water (m3) withdrawn by WildDetect (gross).

Water Withdrawal in Water-Stressed Areas

The total amount of water (m3) withdrawn by WildDetect from water-stressed areas (gross).

Non-Hazardous Waste

Total amount of non-hazardous waste in kg.

Hazardous Waste

Total amount of hazardous waste in kg.

Data definition (S og G)

Gender Diversity in the Organization

Formula: Female employees/Workforce * 100

Workplace Accident Frequency

The number of workplace accidents relative to the total number of working hours.

Formula: (Number of workplace accidents/total number of working hours for all FTEs) * 200.000

Employees Covered by Collective Bargaining Agreements

Percentage of employees covered by collective bargaining agreements.

Formula: (Number of employees covered by collective bargaining agreements/total number of employees) * 100

Average Training Hours per Female Employee

Average training hours per female employee.

Formula: (Total training hours for all women/number of female employees)

Average Training Hours per Male Employee

Average training hours per male employee.

Formula: (Total training hours for all men/number of male employees)

"I couldn't believe how effective the BirdAlert was at keeping birds away from our warehouse. We've also attached a scareman, which has proven very effective with its varied activation patterns. It's been so much cleaner since we started using it in combination with the BirdAlert."

Leif Poulsen

Scope of ESG report

Emission factors

CO2e emissions are calculated based on the GHG Protocol, and the calculations align with the Danish Business Authority's guidelines for CO2e calculations.

CO2 equivalents

To compare greenhouse gases, all the emissions are converted into so-called CO2 equivalents. This is a unit that represents the amount of CO2 corresponding to the emissions of different greenhouse gases. The emission factors used are provided in the report.

Accounting practices

When calculating CO2e, we have used the emission factors provided by utility companies based on emission factors from recognized databases, and they are aligned as much as possible with the guidelines of the Danish Business Authority.

We have used the most recent publicly available emission factors at the time of preparing the carbon report. If an emission factor is unknown at the time of preparation, the previous year's emission factor is used.

All emissions and figures are presented gross, with no adjustments for CO2e compensation. All ESG key figures are reported and calculated in accordance with the

Danish Business Authority's guidelines on the application of the EU's voluntary sustainability reporting standards (VSME). Some ESG key figures from the standards are not included in this ESG report due to lack of relevance or missing data.

Consumption data

Consumption data is based on reports from suppliers and metering units. Other data is extracted from our internal systems, such as time tracking, payroll, HR, and travel expense management.

Organizational boundary

The carbon report covers WildDetect ApS (CVR no. 42618128). The calculations of electricity, water, and heat consumption cover WildDetect's usage at the offices: Nydamsvej 17, 8362, Hørning, Denmark.

Scope Delimitation

The GHG Protocol stipulates that CO2e emissions are reported in scope 1, scope 2, and scope 3. The CO2e emissions in this carbon report include calculated emissions from scope 1 and 2 and selected scope 3 emissions. It is our ambition to include more relevant scope 3 emissions in the future

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