ESG Report | 1/10 2024 - 30/9 2025

WildDetect ApS

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Purpose

The purpose of the report is to describe the company's work and priorities within ESG and to provide information to the company's stakeholders.

The company has chosen to report partially in accordance with the voluntary EU ESG standard (VSME), as not all disclosure points in VSME are considered relevant, and also to maintain focus throughout the report. Unless otherwise stated, methods and key metric definitions from VSME are used to ensure comparability. This aligns with the recommendations of the Danish Business Authority.

The reporting covers the company/group shown on **page 4** .

Report made with ESGrapporter.dk

Management statement

“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

WildDetect ApS

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

Industry code

271200

Products/services

Manufacturing of electrical distribution and control equipment

Markeder

Denmark, scandinavia, Europe and USA

Number of employees (FTE)

8

Reporting period

1/10 2024
- {30/9 2025

Strong relationships and sustainability define WildDetect, fostering trust and collaboration

“

Example of the company's sustainability efforts

Motivation:
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.

Prioritization:
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.

Internal communication:
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.

Strong relationships and sustainability define WildDetect, fostering trust and collaboration“

Heide Drews

CEO

Overview of ESG key metrics

Environment - environmental data	Units	2025	2024
Scope 1 – direct emissions	tCO2e	0	0
Scope 2 – indirect emissions	tCO2e	3	11
Scope 3 – other indirect emissions	tCO2e	412	191
Total CO2e emissions (scopes 1–3)	tCO2e	415	202
Energy consumption – fossil fuels	MWh	0	0
Share of renewable energy	%	20	20
Water consumption	m3	34	52

Social - social data	Units	2025	2024
Full-time equivalent workforce	FTE	8	8
Gender diversity (% women)	%	63	50
Gender pay gap (men vs. women)	Times	0	0
Employees covered by collective agreement	%	Not disclosed	Not disclosed
Work-related accidents	Count	0	0

Governance - governance data	Units	2025	2024
Share of independent board members	%	0	0
Number of convictions related to corruption	Times	0	0

Practices for transitioning to a more sustainable economy

Actions, policies and initiatives for transitioning to a more sustainable economy

	The company has a specific policy/action in this area	Is the policy/action publicly available?	Does the policy/action include targets or future initiatives?
Climate change	✗ No	✗ No	✓ Yes
Pollution	✗ No	✗ No	✓ Yes
Water and marine resources	✗ No	✗ No	✓ Yes
Biodiversity and ecosystems	✗ No	✗ No	✓ Yes
Circular economy	✗ No	✗ No	✓ Yes
Own workforce	✗ No	✗ No	✓ Yes

Actions, policies and initiatives for transitioning to a more sustainable economy

VSME B2

Practices for transitioning to a more sustainable economy

Status

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.

Ambitions

We continuously work on initiatives that enhance employee well-being and job satisfaction. “It should be a pleasure to come to work” is a motto heard throughout the building.

Initiatives

The opportunity for more flexible working hours, as well as visits from an ergonomics consultant who can assist with workstation adjustments, helping to reduce shoulder and neck pain.

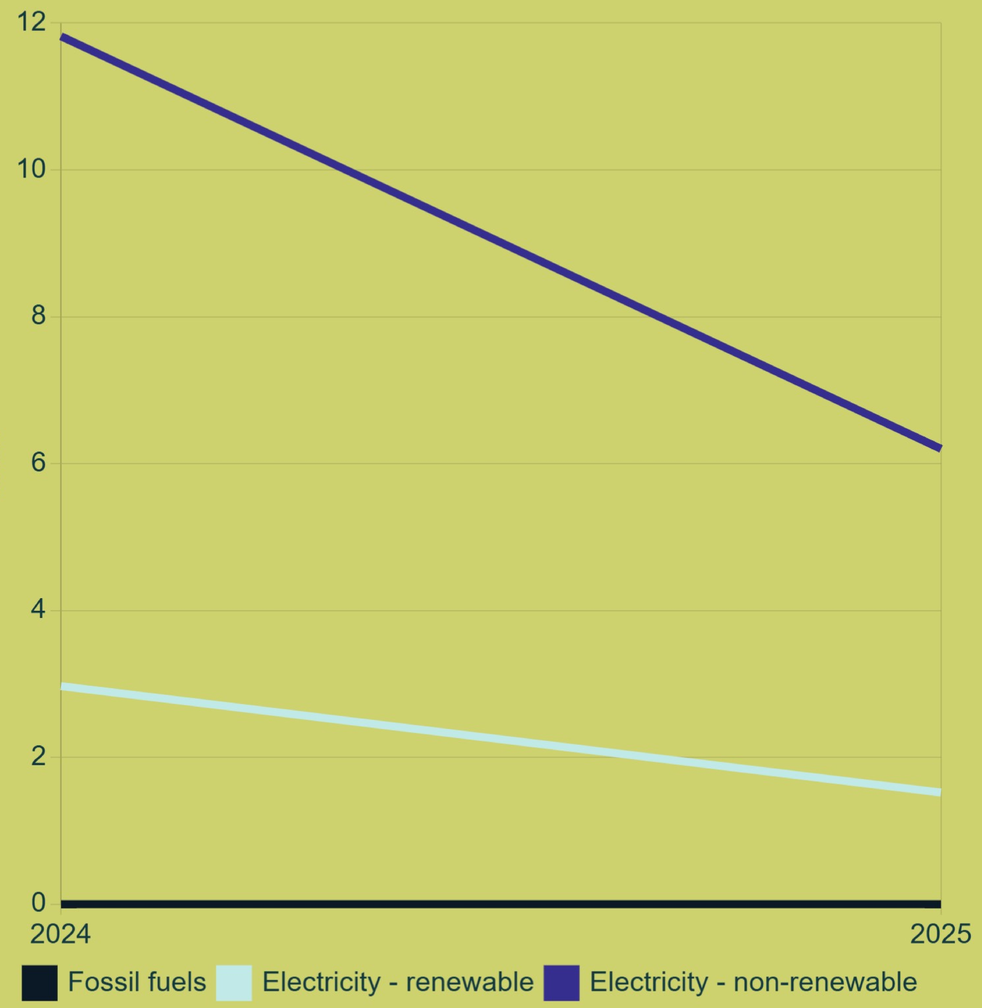
Actions, policies and initiatives for transitioning to a more sustainable economy

VSME B2

Energy and CO_2e emissions

Energy consumption / MWh

	2025	2024
Electricity - renewable energy (MWh)	2	3
Electricity - non-renewable energy (MWh)	6	12



VSME B3

Energy and CO_2e emissions

Greenhouse gas emissions – Location-based

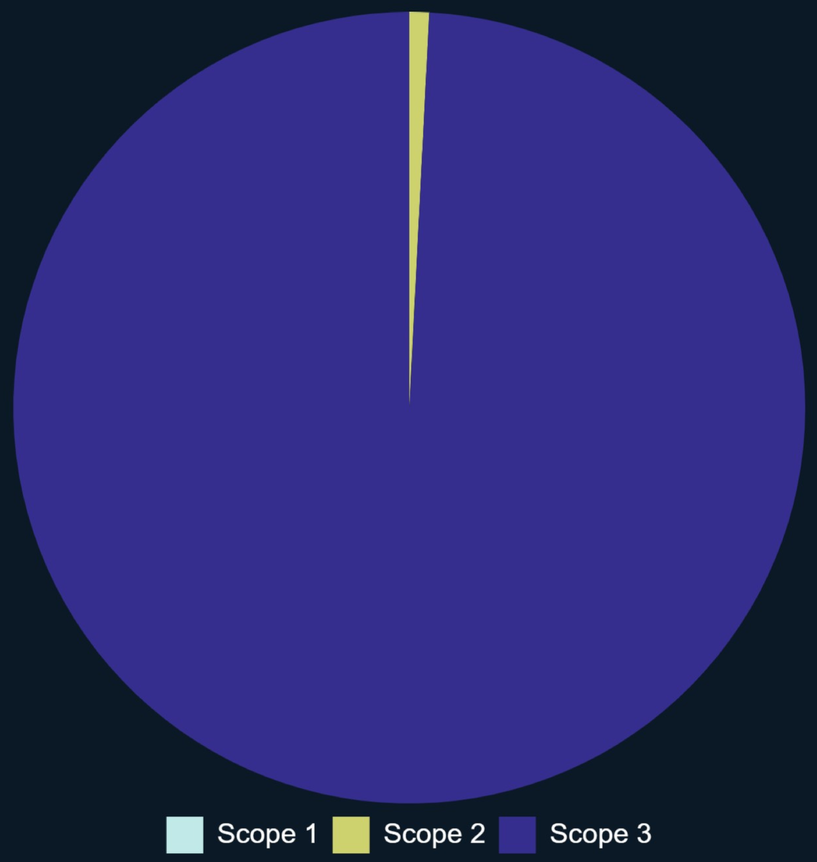
Location-based	2025	2024
Scope 2	3	11
Scope 3	412	191
Total scope 1 and 2 (tCO_2e)	**3**	**11**

CO_2e is calculated based on the GHG Protocol, the Danish Business Authority guidance, and the company's bookkeeping (spend-based)

VSME B3

2/5

Location-based breakdown



Top Scope 3 CO_2e emissions

Category	2025	2024
Category 1 – Purchased goods and services	370	154
Category 6 – Business travel	22	8
Category 4 – Upstream transportation and distribution	14	10
Category 8 – Upstream leased assets	5	4
Category 2 – Capital goods	0	1

Energy and CO_2e emissions

Status

We hold meetings online whenever possible, but since relationships are important in our business, we need to visit our customers from time to time. When we travel, we also consider whether it makes more sense to take the train instead of flying.

Ambitions

We would like to get better at taking the train to reduce environmental impact, while also being able to work during our travels.

Initiatives

We have become aware of the possibilities and will try to change our behavior.

VSME B3

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Understanding Scopes

Scope 1

Mandatory

Scope 1 includes all direct sources of CO2e emissions from the company. This may include vehicles owned or leased by the company.

All emissions originating from activities within the company's own premises

Scope 2

Mandatory

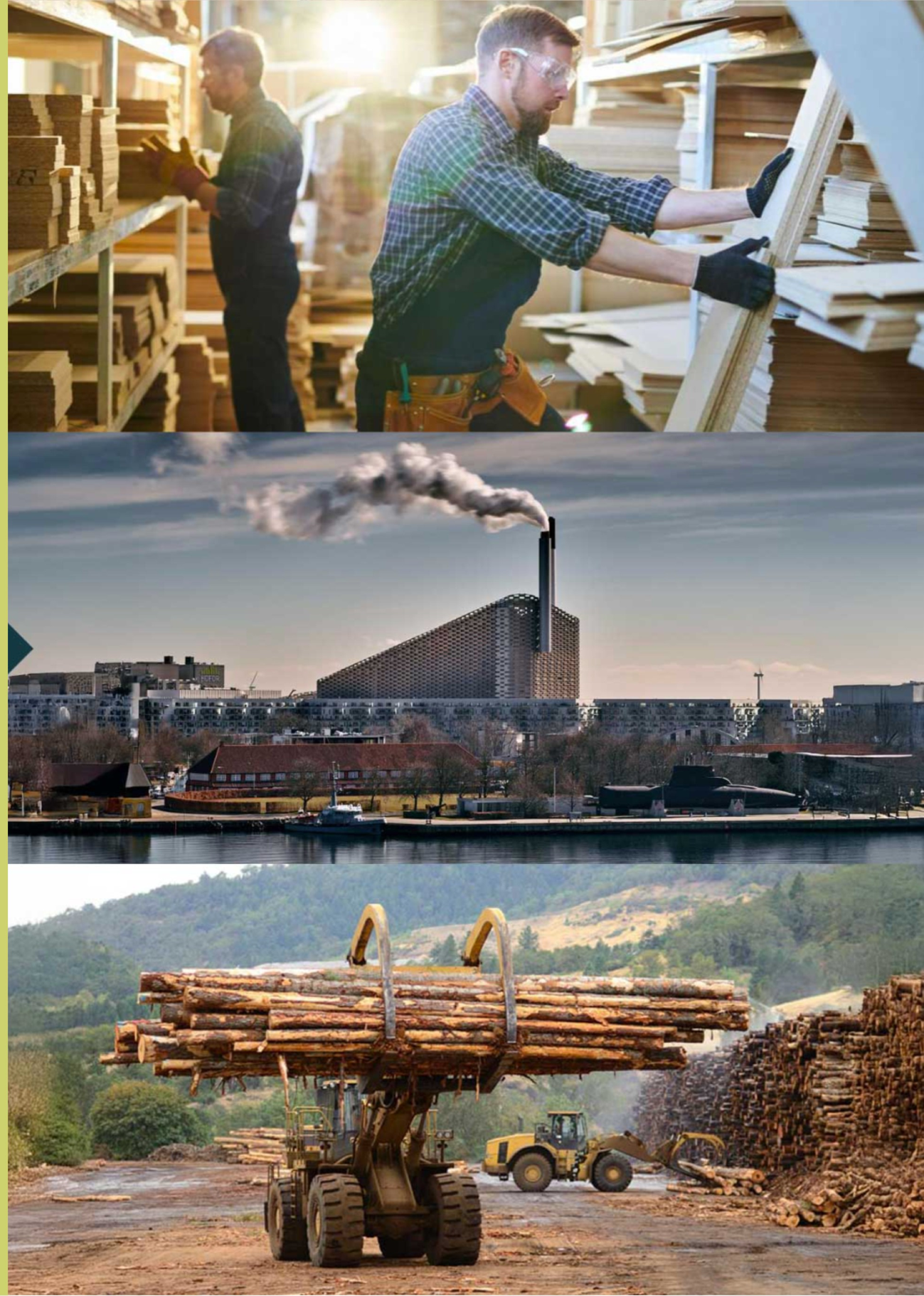
Scope 2 covers all emissions from companies supplying the business with energy. This includes greenhouse gases from the production of electricity, district heating and district cooling consumed by the company.

Scope 3

Optional

Indirect CO2e emissions not included in scope 2 fall under scope 3. This may include emissions from suppliers or transportation of products.

VSME B3



We use recognised standards

Our calculations and reporting are based on recognised standards for greenhouse gas accounting and ESG reporting.

The purpose of this report is to provide a balanced view of the impacts that WildDetect ApS has on the environment and society. The greenhouse gas account includes an overview of the greenhouse gases that WildDetect ApS emitted during the year, converted to CO2 equivalents in accordance with the GHG Protocol.

CO2 equivalents

To provide a comparable basis for our individual emissions, all calculations are based on CO2 equivalents, a unit that describes the amount of CO2 that corresponds to the emissions of different greenhouse gases.

To ensure a sound technical basis for the CO2e calculations, we have used the calculation method from the GHG Protocol. This method is recommended by the government's climate partnerships, the Danish Business Authority, and many others.

We are ready for future EU legislation

The GHG Protocol is an international standard for calculating corporate greenhouse gas emissions, and with the EU's new sustainability reporting directive, this standard is expected to become the legal standard.

VSME B3

5/5

Water

Water withdrawal in m³

	2025	2024	Development
Total across all locations	34 m³	52 m³	35 % ↓
From locations in water-stressed areas	0 m³	0 m³	0 %

VSME B6

Resource consumption, circular economy and waste management

Status

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.

Ambitions

We want to be aware and improve when possibile.

Initiatives

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.

VSME B7

2/2

Own workforce: General characteristics

Contract type

Category	2025	2024
Temporary employment	0	0
Permanent employment	8	8
Total	**8**	**8**

Gender

Category	2025	2024
Male	3	3
Female	5	3
Other	0	0
Not registered	0	0
Total	**8**	**6**

Employees by country

Country where employment contract was concluded	2025	2024
Danmark	8	8
Udland	0	0
Total	**8**	**8**

VSME B8

Own workforce: General characteristics

Status

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.

Ambitions

We want that every employee has a healthy work-life-balance

Initiatives

This year, we have initiated an effort to ensure there are opportunities for more flexible working hours, regardless of where in the organization one works. We also plan to bring in an ergonomics consultant to help us adjust and optimize our workstations.

VSME B8

Own workforce: Health and safety

Work accidents

	2025	2024
Accidents per year	0	0
Accident frequency (per 100 FTE/year)	0	0

Work-related fatalities

	2025	2024
Due to work injury/accident	0	0
Due to work-related ill health	0	0

VSME B9

Own workforce: Remuneration, collective agreements and training

Ratio between starting salary and minimum wage

	2025	2024

Percentage pay gap between male and female employees

	2025	2024

Average training hours per employee

Category	2025	2024
Male employees (average hours)	188 hours	0 hours
Female employees (average hours)	8 hours	0 hours

VSME B10

Own workforce: Remuneration, collective agreements and training

Status

WildDetect prioritizes employee well-being and engagement as a central part of the company's culture and daily operations. The company offers flexible working hours and the option to work from home where job responsibilities allow. In addition, alternative employment arrangements are available, including flex jobs, which contribute positively to society as well as to the company's access to skilled employees.

WildDetect actively works to create a work environment where employees experience job satisfaction and a strong sense of social cohesion. This is supported, among other things, through daily shared breakfast, social events throughout the year, and the celebration of special occasions and milestones.

All employees are offered a pension scheme and health insurance. Furthermore, facilities and benefits are provided to support well-being and health in everyday work life, including the opportunity for physical activity during working hours and access to refreshments.

Currently, well-being initiatives are primarily culture-based and value-driven rather than systematically performance-managed. At present, no formalized well-being measurements or documented KPIs are in place in this area.

Ambitions

WildDetect aims to strengthen its work on employee well-being and engagement through a more structured and data-driven approach.

The company has the ambition to develop a dedicated well-being and engagement strategy with associated metrics to ensure systematic follow-up and continuous improvement. The objective is to create greater transparency regarding employee satisfaction, the working environment, and engagement, as well as to document progress over time.

WildDetect expects to develop a formalized well-being and engagement plan during 2026, including the establishment of relevant KPIs and a follow-up structure.

Initiatives

Today, employee well-being is supported through the following initiatives:

- Flexible working hours and remote work options
- Alternative employment arrangements, including flex jobs
- Pension scheme and health insurance
- Social events and daily shared breakfast
- Focus on workplace culture and community
- Health-promoting facilities

Toward 2026, the following developments are planned:

- Implementation of a structured employee satisfaction survey
- Establishment of KPIs for well-being and engagement
- Formalization of a management-level follow-up process
- Development of an overall well-being and engagement strategy

Convictions and fines for corruption and bribery

Corruption and bribery, code of conduct, members etc.

Category	2025	2024
Number of convictions	0	0
Total amount of fines (DKK)	0	0
Company has code of conduct document	✗ No	Not disclosed
Number of members	0	0
Share independent	0 %	0 %

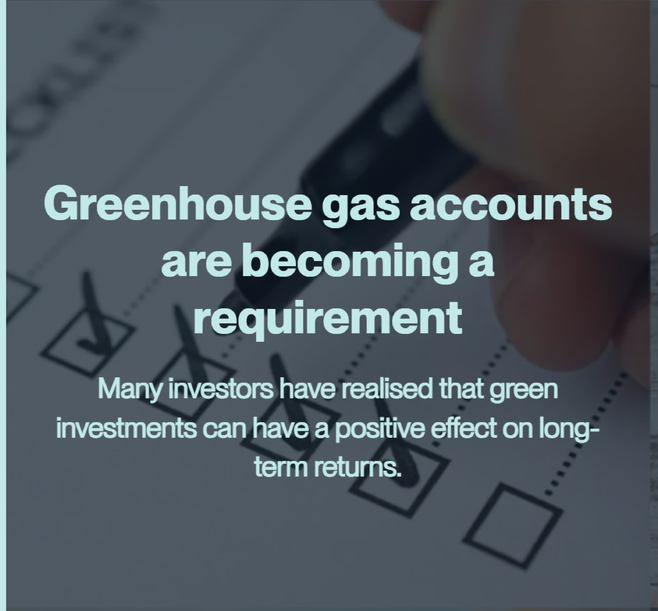
Board of directors

Category	2025	2024
Number	No board	No board
Share of women on the board in %	0 %	0 %

VSME B12

Why are greenhouse gas accounts and reports so important?

Greenhouse gas accounts and climate reports are important because they create transparency about how companies and organisations impact the climate. They help identify CO^2 emissions and other environmental impacts, making it possible to set concrete reduction targets.

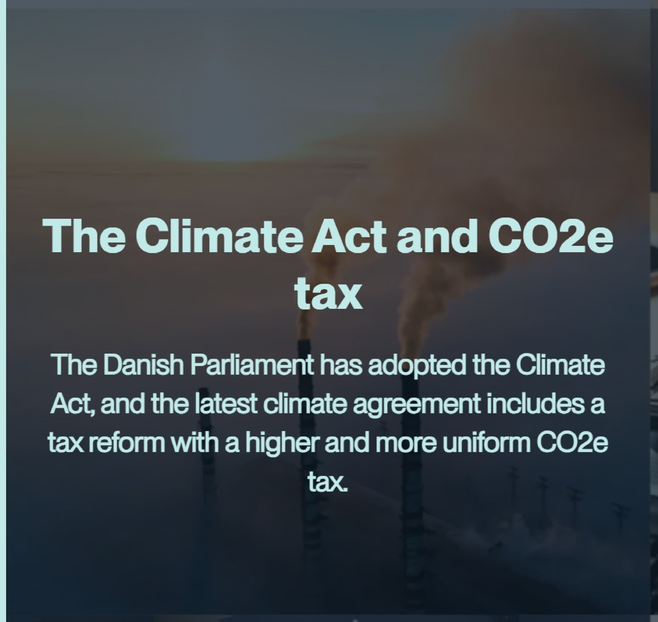


Greenhouse gas accounts are becoming a requirement

Many investors have realised that green investments can have a positive effect on long-term returns.

Higher returns?

CSR reporting in C companies is expected to be replaced by sustainability reporting or greenhouse gas accounts.

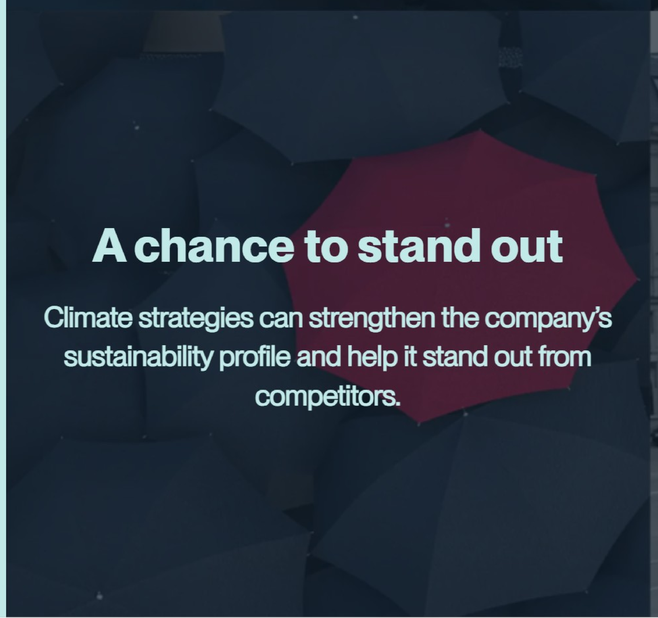


The Climate Act and CO2e tax

The Danish Parliament has adopted the Climate Act, and the latest climate agreement includes a tax reform with a higher and more uniform CO2e tax.

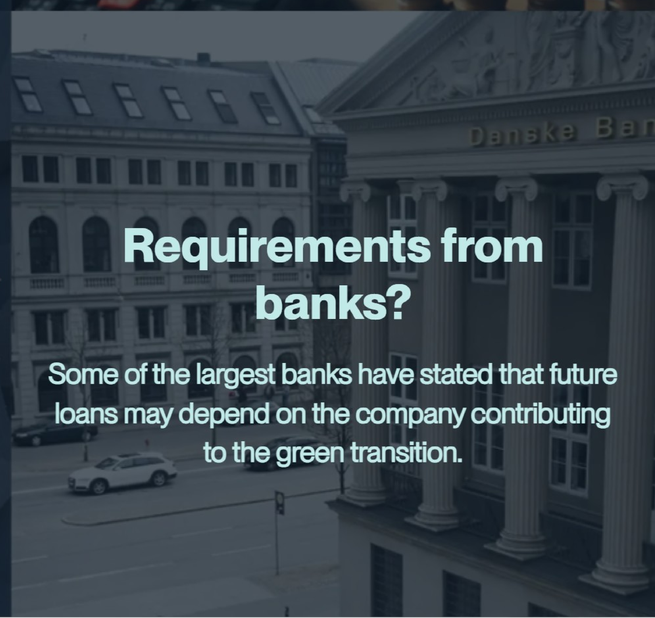
Supplier requirements?

Suppliers may face customer requirements for calculations and information related to the products' CO2e footprint.



A chance to stand out

Climate strategies can strengthen the company's sustainability profile and help it stand out from competitors.



Requirements from banks?

Some of the largest banks have stated that future loans may depend on the company contributing to the green transition.