



ESG REPORT **2025**

ADVANSOR



About Advansor - Cool with CO₂

Every breath exhaled by an average person contains 3–4% CO₂. Ours probably contains more because we live and breathe to use CO₂ 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 CO₂ in cooling and heating systems and thus combatting global warming, and our vision is still to design and produce the world's best sustainable CO₂ climate solutions.

Many people associate CO₂ with global warming. We're cool with that. Literally. CO₂ is one of the most climate-friendly refrigerants with a global warming potential of 1.

- It doesn't affect the ozone layer
- It's non-toxic
- It's non-flammable
- It doesn't harm our drinking water
- It's very energy efficient

THAT'S WHY

WE'RE
COOL WITH
CO₂

Advansor is based on the main idea to use CO₂ as a refrigerant to fight global warming, and we make the greatest impact with our core output – climate solutions that use CO₂ as a refrigerant

From day one we wanted to make natural refrigerants the standard, not the exception. We have always focused exclusively on CO₂, and we will continue to do so in the future and for our future.

We have paved the way for the commercial distribution of CO₂ refrigeration systems, and today, as a market-leading

OEM, we have produced more than 20,000 CO₂ systems for customers around the world, since our establishment in 2006.

The latest developments show significant regulatory drivers within refrigerants, and CO₂ complies with the latest EU F-gas Regulation and meet the requirements in international agreements such as 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 prioritise 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 setup that serves customers in more than 40 countries and 10 languages.

Our centralised business approach ensures an 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, 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 such as CO₂.

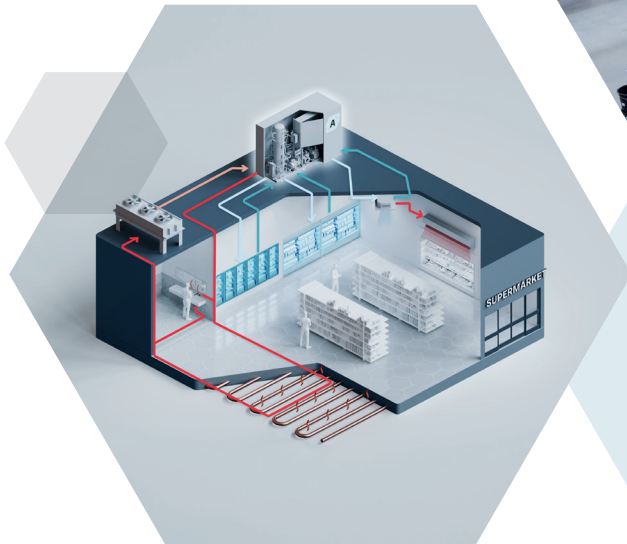
Advansor serves customers within three key segments – food retail, industry and heating.

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

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Environmental commitments



According to the Drawdown Project*, refrigeration management and alternative refrigerants are among the 10 most important factors to reduce emissions globally. They have a larger impact than tropical forest restoration, onshore wind turbines or recycling. And the solutions are available today.

Aligned with the 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 by lowering scope-2 emissions via higher energy efficiency.

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

Environmental objectives

We participate in the Science Based Targets initiative through Dover, contributing to its target to reduce Scope 1 and 2 emissions by 30% by 2030 from a 2019 baseline.

STATUS TON CO₂e 2025 MARKET-BASED

Scope	2024	2025
Scope-1 GHG emissions	1.58	3.96
Scope-2 GHG emissions	1159.49	544.40
Total scope 1+2 GHG emissions	1161.06	548.35

Greenhouse gas emissions

All heating comes from central district heating, and air conditioning for the offices and cooling for production are generated by an Advansor CO₂ cooling system. The plan is to replace both of them with a CO₂ heat pump 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 optimisation. Market-based GHG intensity (scopes 1+2) was recorded at 0,0000043 t CO₂e / EUR in 2025, representing a 50% reduction compared to 2024.

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 2025, our total energy consumption was reduced by 12 mWh (equivalent to 0.4%), but as our revenue increased by 10%, we managed to deliver a relative reduction above target.

We now purchase more than 90% of the electricity we consume as certified renewable energy and have thereby lowered our real emissions significantly. Electricity produced from renewable energy sources does not emit greenhouse gases such as CO₂ and during 2026 all electricity will be certified.

*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 CO₂ 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 the United Nation Sustainable Development Goal 12 (Responsible consumption and production) is key to us.

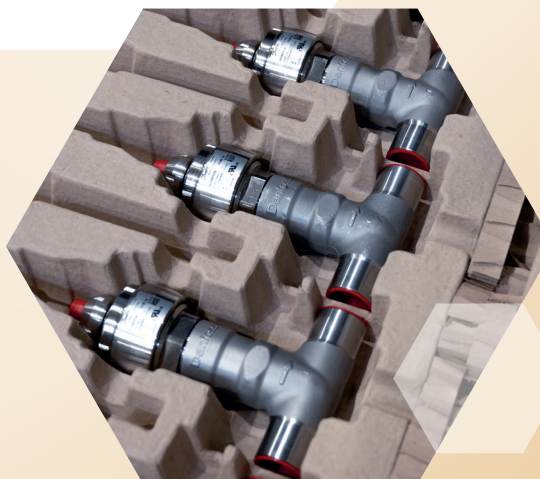
Our facilities are designed to ensure a low energy consumption, deliver high-quality products and offer a good and safe workplace for our employees. To us, a good and safe workplace means that our employees work in a bright and clean facility with fresh air, free from harmful particles or chemicals, and in a low-noise work environment.

Our sustainability efforts in production include many different measures, often developed 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-acetylene for brazing, and thereby we avoid harmful particles and the use of fossil fuels.

Our hydrogen is produced locally at the workstations. Using only clean water and a standard 16 A power supply, the system generates hydrogen on site, eliminating the need for truck-delivered gas cylinders.

It also contributes to a better work environment with a lower noise level and especially no peaks, so no hearing protection is needed.



At the same time, it significantly reduces nasal dryness and other common health and safety issues associated with brazing.

Hydrogen - together with natural refrigerants such as CO₂ – can be a key element in tomorrow's sustainable manufacturing.

As part of our dedication to responsible production, we reduce waste throughout all processes, and we sort and recycle excess material. We lower our total environmental impact by reducing packaging and by maximising the use of all materials in the production.

All internal transportation such as trucks and forklifts are electrified, and the last company car will be electrified in 2026.

We have implemented state-of-the-art ventilation systems in our production and offices, and 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 from fishing nets. They feel the same but make a world of difference.

6 CLEAN WATER AND SANITATION



Clean water

Advansor is committed to responsible water management and protection of water resources in line with UN SDG 6 (Clean water and sanitation).

Our operations are not water intensive, and water is used primarily for the canteen and sanitary facilities, as our production processes require minimal water. Water withdrawal and consumption are therefore limited and carefully monitored to ensure responsible use. We focus on employee engagement and collaboration with the canteen to reduce water consumption where possible.

The heating and cooling industry relies on refrigerants. Many widely used synthetic refrigerants contain fluorinated compounds that can degrade into trifluoroacetic acid (TFA)*, a highly persistent substance that may negatively affect water quality. Advansor exclusively uses the natural refrigerant CO₂, which does not harm drinking water or water ecosystems and is the same CO₂ used in sparkling water.

We are a proud signatory to the “No to PFAS” initiative by the environmental NGO ChemSec, reflecting our commitment to protecting water resources and ensuring compliance with regulatory requirements.

* HFO TFA Report 2025 - ATMOsphere



7 AFFORDABLE AND CLEAN ENERGY

R&D LAB



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 of CO₂ and continuously aim to fulfill our mission of designing and producing the world's best sustainable CO₂ 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.

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

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.

In 2025, R&D activities were expanded with the significant addition of a new digital engineering department as part of the overall technical department. The investment in digital engineering focuses on delivering superior, centralised, and configurable products that enable a broader market reach, economies of scale and higher quality.



Social commitments

Health & safety

We prioritise easy access for cyclists, runners, and pedestrians. With a gym and showers, it's very easy to incorporate exercise in your daily rhythm. And we made living easy for EV owners with chargers in 25% of our parking spaces. The canteen serves healthy, primarily organic, food with a focus on zero food waste.

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

During 2025, TRIR was 1.35, which is 50% better than in 2024, which is seen as a satisfactory improvement. We strive to continue to reach zero and have continued a new and improved HSE setup across the organisation.

Equality

We recognise 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 an 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 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.

At Advansor we are dedicated to equality and inclusion. We have a broad range of professional skills, open minds, and colleagues representing 40 different nationalities, which 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 make us a strong team. Our company language is English to include everyone.

With the use of flexible working hours, apprenticeships, student positions, and subsidised jobs for people with reduced work capacity, we strive to be an attractive workplace for everyone.

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

Our commitment to 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 or other factors.

Managers 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, emphasising 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 thorough understanding of our Code of Conduct, Advansor uses an internal e-learning system to educate employees on key areas such as company ethics, human rights, anti-corruption, and bribery. This training is part of our onboarding 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 offering the broadest range of CO₂ technical training to build competence and confidence in CO₂ technology.

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

The training is available online for free, and we have more than 15.000 sign-ups annually.

Hands-on training is conducted at our training centre or on site at customer premises during system commissioning with the aim of enabling the customer to do it themselves next time.



Commitment to governance

Responsible supply chain

At Advansor, we aim for transparency throughout the 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 Supplier 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.

We purchase 99% of our components from European-based suppliers. Our suppliers are screened for compliance through an internal tool as part of the onboarding process to mitigate potential risks. Furthermore, our purchase department visits suppliers throughout the year to assess the corporation and key supplier conditions. During 2025, more than 100 suppliers were assessed.

We provide annual training to all employees with direct responsibility for supply chain management, including employees who work with our suppliers. This training 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 towards 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.

To ensure thorough understanding of our Code of Conduct, Advansor uses an internal e-learning system to educate employees on key areas such as company ethics, human rights, anti-corruption, and bribery. This training is part of our onboarding 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 consistent 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

All racks are CE marked and designed in compliance with applicable EU legislation, including the PED 2014/68/EU and MD 2006/42/EC.

Advansor is certified by a notified body to carry out CE marking of its racks in accordance with Modules B and D of the Pressure Equipment Directive. As part of this procedure, every Advansor system undergoes intensive pressure and leak testing.

All documentation is prepared and reviewed, and a final Declaration of Conformity is issued for each rack and included in the documentation provided. All product manuals are made according to EU regulations such as EN 378-1-4:2016.

We continuously monitor regulatory developments, including F-gas regulations and eco-design directives, to ensure that our solutions remain compliant and future-ready.

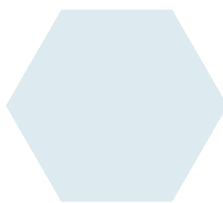




**ECOVadis
Bronze rating**

EcoVadis sustainability rating

To demonstrate our commitment to sustainability, transparency, and responsible business practices, we are signed up for EcoVadis and obtained a bronze 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 optimise 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 40 nationalities, and we are committed to building a team that mirrors the society we serve—across culture, gender, and background.

Gender representation is a focus area and the proportion of women in senior management has increased in recent years.



Our commitments to sustainable climate solutions

Advansor climate solutions combine cooling, freezing, air conditioning, and heating into one system – all powered by the natural refrigerant CO₂.

Our first priority is to reduce waste and thereby reuse excess heat from the cooling process for comfort heating or hot tap water, or 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 such as gas

Not to mention the lower total cost of ownership:

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

Climate solution segments and applications

Climate solutions can be used in many sectors and enable cross-sector synergies such as using waste heat from a supermarket to heat up a nearby care home or reusing waste water 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 hypermarkets.

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.

The heating segment is commercial and public buildings such as hotels and hospitals, food and beverage processing industries as well as central and decentral district heating and cooling.

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



Cases with climate solutions

30% energy savings for food retail stores



30% energy savings for food retail store

This food retail chain aimed to significantly reduce energy consumption across its retail locations by transitioning to more sustainable and energy-efficient cooling, freezing, and heating systems.

REQUIREMENTS

- Heat recovery from refrigeration systems to heat up stores
- Replace HFC refrigerants with environmentally friendly alternatives
- Achieve net-zero emissions from its own operations by 2030

SOLUTION

A partnership with Advansor to implement a climate-friendly refrigeration solution across its stores. The solution included the latest energy-saving options such as heat recovery, permanent magnet motors and low superheat.

Thereby HFCs were also replaced with the F-gas-compliant natural refrigerant CO₂ and to ensure maximum energy efficiency all systems were commissioned by Advansor.

IMPACT

- Energy savings of 30% across the stores
- Short payback period, enhancing financial viability
- Significant contribution toward 2030 net-zero emissions goal

Combined cooling, freezing and heating for distribution center

A global leader in shipping and logistics aimed to build a state-of-the-art distribution centre that aligned with its ambitious climate goals.

REQUIREMENTS

- Support net-zero emissions target by 2040
- Reliable temperature control for sensitive products such as pharmaceuticals, seafood, and fresh produce
- Integrate cooling, freezing, and heating systems efficiently
- Meet strict energy management standards

SOLUTION

A partnership with Advansor to deliver several climate solutions delivering cooling, freezing and heating in one. Reusing heat from the cooling process made it possible to eliminate the use of fossil fuels, and choosing an F-gas-compliant refrigerant with a GWP below 1 all helped towards reaching their net-zero emissions targets. At the same time, the identical solutions reduced time for installation and maintenance.

IMPACT

- Enabled meeting their Science Based Targets Initiative (SBTi) commitments
- Supported carbon neutrality goals across operations
- Delivered energy-efficient climate control for sensitive cold chain logistics
- Reinforced leadership in sustainable infrastructure development

Combined cooling, freezing and heating



Independent source of heating

For many industries and commercial buildings, it will become essential to have an independent source of heating to ensure independence from fossil fuels and meet sustainability goals.

This elderly home made their own heating source for comfort heating and hot tap water a reality in just 3 hours with the new plug-and-play CO₂ heat pump from Advansor.

REQUIREMENTS

Besides the independent heating source for hot tap water and comfort heating, the elderly home also needed a reliable and energy-efficient heating supply.

SOLUTION

The ValueBox heat pump includes evaporators, machine housing and enclosure in one box and was up and running in 3 hours, replacing the old fossil fuel system with heating based on green electricity and the natural refrigerant CO₂ with a GWP of 1.

IMPACT

- Transition from gas boiler to CO₂ heat pump within 3 hours
- Heating with high efficiency and low environmental impact
- Flexible operation with quick start/stop capability






Established
in 2006

Facts about Advansor

- Established in 2006
- Head office and production in Denmark
- Almost 400 employees of 40 different nationalities
- Over 20,000 systems manufactured
- Customers in over 40 countries
- Documentation and support in 10 languages
- Part of the Dover Group since 2011



40 different
nationalities



Over 20,000
systems
manufactured

Almost
400 employees

Customers
in over
40 countries

We Strive to Design and Produce the World's Best Sustainable CO₂ Climate Solutions



Reporting data overview

The sustainability information in this report has been compiled in accordance with the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME Standard) developed by the European Financial Reporting Advisory Group. The VSME Standard is a voluntary reporting framework, and Advansor's decision to report against it does not give rise to any legal obligation to continue reporting under this standard in future periods.

The inclusion of any environmental, social or governance information in this report reflects Advansor's assessment of relevance under the VSME Standard, and does not constitute an admission or determination that a topic or metric is "material" within the meaning of any other sustainability reporting framework, financial reporting standard, securities regulation, or legal requirement – including, without limitation, under the European Sustainability Reporting Standards, the Corporate Sustainability Reporting Directive, the standards of the International Sustainability Standards Board, or any applicable national legislation. Advansor reserves the right to reach different conclusions as to materiality under any such other framework.

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 1/1-2025 to 31/12-2025



General information

CODE	DATA POINT	VALUE 2024	VALUE 2025
B1.1	Basis for preparation	Basic Module and Comprehensive Module	Basic Module and Comprehensive Module
B1.2	List of omitted disclosures	B3 – Energy and greenhouse gas emissions - Scope 3, B4 – Pollution of air, water and soil	B3 - Energy and greenhouse gas emissions - Scope 3, B4 – Pollution of air, water and soil
B1.3	Basis for reporting (consolidated or individual basis)	Individual Basis	Individual Basis
B1.4	Legal form	private limited liability undertaking	private limited liability undertaking
B1.5	NACE sector classification code(s)	C - 28.25 Manufacture of non-domestic air conditioning equipment	C - 28.25 Manufacture of non-domestic air conditioning equipment
B1.6	Total assets in EUR	69.9 m€	81.6 m€
B1.7	Total revenue in EUR	117.0 m€	129.0 m€
B1.8	Employee counting methodology	As an average across the reporting period - Full-time equivalent (FTE)	As an average across the reporting period - Full-time equivalent (FTE)
B1.9	Number of employees	351.35	385.52
B1.10	Country of primary operations and location of significant asset(s)	Denmark	Denmark
B1.11	List of subsidiaries	No subsidiaries	No subsidiaries
B1.12	Certifications	ISO 50001 & ISO 9001	ISO 50001 & ISO 9001
B1.13	Site(s)	Rosbjergvej 7A, 8220, Brabrand, Denmark	Rosbjergvej 7A, 8220, Brabrand, Denmark
B2.1 & C2.1	Practices, policies, and/or future initiatives for transitioning towards a more sustainable economy?	Yes	Yes
C1.1	Has the strategy key elements that relate to or affect sustainability issues?	Yes	Yes

Environment

CODE	DATA POINT	VALUE 2024	VALUE 2025
B3.1	Electricity (in MWh)	1855.33 MWh	1941.24 MWh
B3.2	District heating (in MWh)	877.01 MWh	747.26 MWh
B3.3	Fuels (in MWh)	No data	4.24 MWh
B3.4	Own and leased vehicles (in MWh)	22.59 MWh	50.34 MWh
B3.5	Total energy consumption (in MWh)	2754.94 MWh	2743.08 MWh
B3.6	Share of renewable energy (%)	81.48%	89.90%
B3.7	Scope 1 GHG emissions (tCO ₂ e)	1.58 tCO ₂ e	3.96 tCO ₂ e
B3.8	Scope 2 GHG emissions (location-based) (tCO ₂ e)	879.66 tCO ₂ e	934.62 tCO ₂ e
B3.9	Scope 2 GHG emissions (market-based) (tCO ₂ e)	1159.49 tCO ₂ e	544.40 tCO ₂ e
B3.10	Total Scope 1+2 GHG emissions (location-based) (tCO ₂ e)	881.24 tCO ₂ e	938.58 tCO ₂ e
B3.11	Total Scope 1+2 GHG emissions (market-based) (tCO ₂ e)	1161.06 tCO ₂ e	548.35 tCO ₂ e
B3.12	GHG intensity (location-based, Scope 1+2)	0.0000075 tCO ₂ e / EUR	0.0000073 tCO ₂ e / EUR
B3.13	GHG intensity (market-based, Scope 1+2)	0.0000099 tCO ₂ e / EUR	0.0000043 tCO ₂ e / EUR
C3.1	Operating in high-impact sectors?	Yes	Yes
B4.1	Total pollution to air (kg)	No data	No data
B4.2	Total pollution to water (kg)	No data	No data
B4.3	Total pollution to soil (kg)	No data	No data
B5.1	Site(s) located in or near biodiversity sensitive area(s)	Yes	Yes
B5.2	Total sealed area (m ²)	19,369.40 m ²	19,369.40 m ²
B5.3	Total nature-oriented area on-site (m ²)	24,287.60 m ²	24,287.60 m ²
B5.4	Total nature-oriented area off-site (m ²)	0.00 m ²	0.00 m ²
B5.5	Total use of land (m ²)	43,657.00 m ²	43,657.00 m ²
B6.1	Total amount of water withdrawn from all sites (cubic meters m ³)	2,312 m ³	2,584 m ³
B6.2	Water withdrawn in high-stress areas	0 m ³	0 m ³
B6.3	Does production processes consume water significantly?	No	No
B7.1	Does the undertaking apply circular economy principles?	Yes	Yes
B7.2	Total hazardous waste generated (kg)	1,412 kg	1,764 kg
B7.3	Total non-hazardous waste generated (kg)	174,661 kg	216,443 kg
B7.4	Total waste diverted to recycle or reuse (kg)	62,147 kg	60,277 kg
B7.5	Total waste directed to disposal (kg)	113,926 kg	157,930 kg
B7.6	Total waste (kg)	176,073 kg	218,207 kg
B7.7	Total annual mass-flow of key materials used by the undertaking (kg)	2,464,893 kg	3,120,999 kg
C4.1	Completed a climate risk assessment?	No	Yes

Social

CODE	DATA POINT	VALUE 2024	VALUE 2025
B8.1	Permanent employees	348.13	375.73
B8.2	Temporary employees	3.23	9.79
B8.3	Male employees	283.55	313.72
B8.4	Female employees	67.80	71.80
B8.5	Country of employment(s)	Denmark	Denmark
B8.6	Employee turnover rate	28.31%	15.33%
B9.1	Number of recordable work-related accidents in the reporting period	9	5
B9.2	Rate of recordable work-related accidents (TRIR) in the reporting period	2.66	1.35
B9.3	Number of fatalities as a result of work-related injuries and work-related ill health	0	0
B10.1	Employees receive pay equal or above minimum wage determined by national law or collective bargaining agreement?	Yes	Yes
B10.2	Percentage gap in pay between female and male employees	3.62%	0.35%
B10.3	Percentage of employees covered by collective bargaining agreements	51.56%	72.63%
B10.6	Average number of annual training hours per employee	3.14	3.48
C5.1	Female-to-male ratio (management)	25.00%	28.57%
C5.2	Total number of self-employed workers without personnel that are working exclusively for the undertaking	0	0
C5.3	Total temporary workers provided by Advansors primarily engaged in employment activities	0	0
C6.1	Undertaking has a code of conduct or human rights policy for its own workforce	Yes	Yes
C6.2	Undertaking has a complaint handling mechanism for its own workforce	Yes	Yes
C7.1	Confirmed incidents in own workforce?	No	No
C7.2	Confirmed incidents in value chain, affected communities, or consumers and end-users?	No	No

Governance

CODE	DATA POINT	VALUE 2024	VALUE 2025
B11.1	Convictions and fines for corruption and bribery?	No	No
C8.1	Revenue derived from controversial weapons, tobacco, coal, oil, gas, and chemicals?	No	No
C8.2	Excluded from any EU reference benchmarks that are aligned with the Paris Agreement?	Advansor is not excluded from the EU Paris-aligned benchmarks	Advansor is not excluded from the EU Paris-aligned benchmarks
C9.1	Gender diversity ratio in governance body	0	0





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ADVANSOR

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