

JLI vision

ESG report | 2024

EYE FOR QUALITY



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A letter from the executive management

Dear Stakeholders,

As I reflect on the accomplishments and challenges of the past year, I am proud to present JLI vision's ESG Report for the financial year 2024. This document not only illustrates the improvements we have made in our sustainability journey but also serves as a detailed compass guiding our future endeavors toward environmental responsibility, social equity, and sound governance.

Environmental Commitment

We have dedicated ourselves to a path of continuous improvement in environmental stewardship. Our goal of achieving climate neutrality by 2030 now encompasses not only Scope 1, 2, but also Scope 3 upstream emissions. In 2024, we developed a Carbon Product Footprint report template following our 2023 Life Cycle Analysis, setting the stage for sharing these insights with our customers by 2030. This transparency allows our stakeholders to make more informed, sustainable choices.

I am particularly pleased to report that JLI through our engagement with EcoVadis again have received a gold medal, and this year are placed in the top 5% of rated companies. This accomplishment is a testament to our comprehensive approach to environmental diligence and our collaborative efforts with local partners, which have contributed to our reduced emissions.

Social Responsibility

Our commitment to social responsibility remains unwavering as we prioritize the well-being and growth of our employees. Our initiative "How is life"-meetings reflects our proactive approach to employee wellness, providing a platform for feedback and enhancement of the work environment.

Training remains a cornerstone of our culture, with a notable increase in registered training hours in 2024, enhancing the skills and satisfaction of our team members. Our focus on health and safety is equally robust, with continuing efforts to maintain a safe and healthy workplace.

Governance and Ethics

Governance, built on a foundation of ethics and transparency, is critical to our success. We have implemented stringent measures to uphold business ethics, including regular training and a zero-tolerance policy for bribery. Furthermore, we continue to nurture our internal capabilities to safeguard sensitive data and maintain operational integrity.

Sustainable procurement remains a strategic priority. Despite unforeseen challenges in 2024, we have laid the groundwork for improved supplier engagement, fostering a network that shares our values and sustainability goals.

Looking Forward

As we look ahead to 2025 and beyond, we remain committed to enhancing our ESG performance. We will persist in our mission to support our stakeholders, through more informed decisions and practices that align with our carbon footprint reduction targets. Engaging suppliers more deeply and applying the lessons from our past dialogues will underpin our future strategies.

Participation in initiatives like the UN Global Compact will continue, as we strive to improve our EcoVadis scores and implement corrective actions derived from the comprehensive feedback we expect in the coming year.

Our ESG journey is not just a compliance necessity but a reflection of who we are and who we aspire to be. We are determined to act transparently, and this report represents an open invitation to join us on this journey towards a more sustainable future. Thank you for your continued support and dedication to our shared values.

Sincerely,

Jan Dall Christensen

Owner and board representative in the sustainability work at JLI vision



2024 highlights

GHG emission reduction target increased:

From climate neutral in 2030 for scope 1 and 2 to include scope 3 upstream.

1&2+3

Our climate accounting for 2024 will be third-party qualified and validated.



Improved documentation of work environment efforts (including health & safety and labor rights)

EcoVadis gold medal.

Among the top 5% rated companies in June 2024.





The data and our KPIs

The data presented in this ESG report is focused on the KPIs we have developed over the last few years since we started working with EcoVadis.

They were originally based on suggested points of emphasis within the four EcoVadis rating pillars: labour and human rights, environment, sustainable procurement and business ethics, and the latest version is adjusted to align with the European Commission's voluntary reporting standard for SMEs (VSME).

For a simple structure in this report, we present our KPI results in the order of Environment, Social (labour and human rights) and Governance (sustainable procurement and business ethics).

The KPI tables in the following sections show each indicator with a target description, the value of the KPI target, the measuring units with the specific KPIs and data from 2021, 2022, 2023 and 2024 for comparison. Not all data was measured from 2021, and in the tables, this is indicated by NM (not measured).

This report builds on an internal ESG report, and some data have been removed to preserve the confidentiality and security of employees and collaborators.

Environment

For the accounting year 2024, we have supplemented our climate accounting with a climate report and a third-party validation.

The CO₂ data in the following table originate from the calculation sheet/Excel-based tool “JLI Visions Beregningsark 2024”.

The conducted analysis for the climate accounting is based on the GHG protocol standard and covers emissions from Scope 1, Scope 2, and scope 3 categories.

The CO₂ mapping takes an offset from cradle to grave and includes both upstream and downstream categories.

The data is presented for comparison every year since our baseline year in 2021.

2024 updated emission factor data is taken from Climateq, UK Gov’s “GHG-conversion-factors” and declarations from Energinet, along with a few specific environmental declarations.

We are supposing the readers of this report to be familiar with the basic concepts of scope 1, 2, and 3, as well as upstream and downstream categories as according to The Greenhouse Gas Protocol, World Resources Institute and Greenhouse Gas Protocol – Technical Guidance for Calculating Scope 3 Emissions.

	Target KPI description	Target KPI Value	Unit	2021	2022	2023	2024
Annual tCO ₂ e emission scope 1 & 2	CO ₂ neutral in 2030	0	tCO ₂ e	22	9	9	4
Annual tCO ₂ e emission scope 3	Upstream neutral in 2030, PCF for customers to influence downstream	Scope 3 downstream only	tCO ₂ e	1050	987	498	451
Annual tCO ₂ e emission (total: 1,2 & 3) pr. employee	Only scope 3 downstream and declining	N/A	tCO ₂ e	40	31	13	12
Comparative tCO ₂ e emission (total of 1,2 & 3 upstream)	CO ₂ neutral in 2030	0	tCO ₂ e	411	402	386	257
Total electrical energy consumption (MWh)	(TEEC taken from climate accounting)	N/A	MWh	35	35	38	45,7
Total own solar panel production (MWh)	Target same as total electrical energy consumption (TEEC)	As TEEC	MWh	N/A	N/A	N/A	16,7
Electrical energy consumption pr. employee	Constant per employee	No increase	MWh	1,3	1,1	1,0	1,2
Total amount of renewable energy consumed	Should be the same as total energy consumption	As TEEC	MWh	29	35	38	45,7
Total weight of hazardous weight in tons	Zero target	0	Tons	NM*	0	0	0
Total weight of non-hazardous weight in tons	No target	N/A	Tons	NM*	10,5	10,4	8,6
Total weight of waste recovered	Increasing, as close to total waste weight as possible	Total weight	Tons	NM*	1,1	1,07	3,7
Fossil fuels	(Taken from climate accounting)		Liter	262	380	468	0
Total weight of non-hazardous weight in tons	No target	N/A	Tons	NM*	10,5	10,4	8,6
Total weight of waste recovered	Increasing, as close to total waste weight as possible	Total weight	Tons	NM*	1,1	1,07	3,7
Fossil fuels	(Taken from climate accounting)		Liter	262	380	468	0
Water withdrawal	(Taken from climate accounting)		M3	137	132	150	123
Internal course: Environmental behavior	Course(s) per year	1	Amount	NM*	1	1	1
Participation in yearly nvironmental behavior course	Percentage of participating employees	100	Pct	NM*	NM*	97%	97%
Spendings in sustainability (environment+admin)	Hours per year - no target	N/A	Hours	NM*	300	670	444
Ecovadis score: Environment	Ecovadis evaluation	80	Score	70	70	80	TBA

Our KPIs explained

Annual tCO₂e emission scope 1 & 2

At present, JLI has no scope 1 emissions.

Previously, emissions have come from a leak in the air conditioning system and a petrol company car. We aim to remain neutral in this scope as a standard.

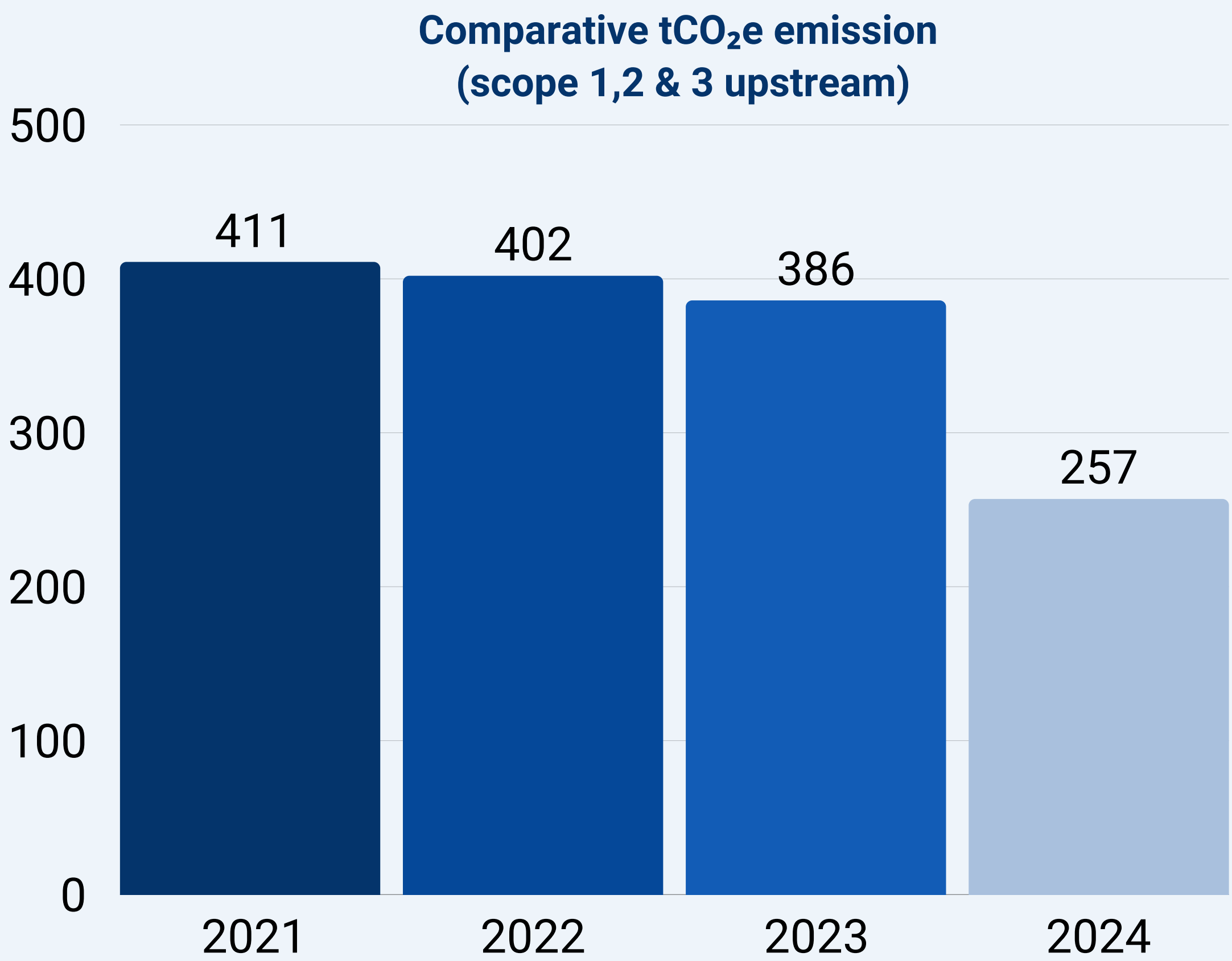
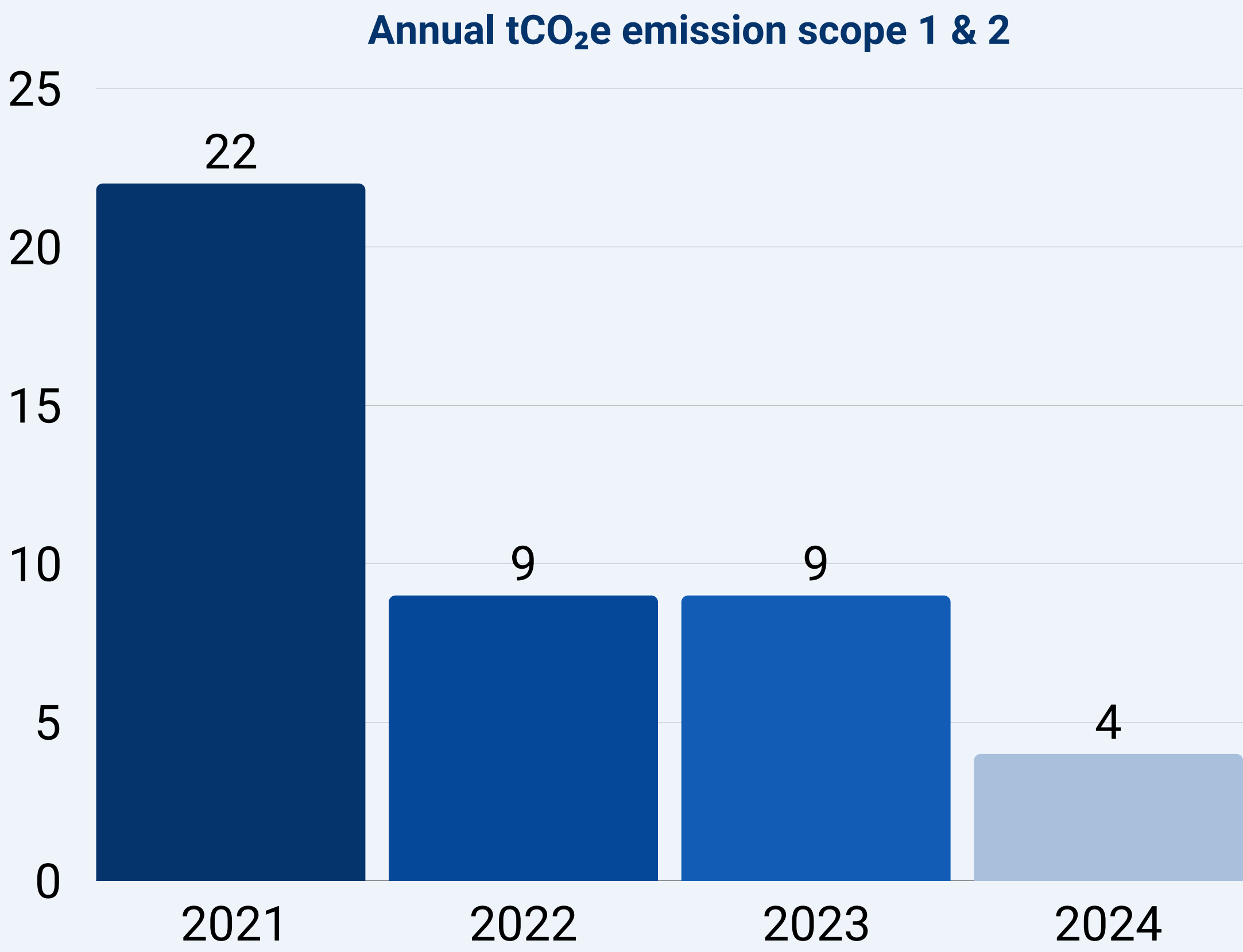
The improvement in scope 2 emissions from 2023 to 2024 is exclusively due to an improvement in the emission factor provided by the heating distributor, Vestforbrændingen, as a result of their CO₂ emission reduction efforts, but it is great to see the impact of combined efforts across our supply chain and in local CO₂e emission factors.

Annual tCO₂e emission (total, 1,2 & 3) pr. employee and Comparative tCO₂e emission (total of 1,2 & 3 upstream)

These KPIs are kept to normalize data by adjusting for stability to ensure yearly comparisons are meaningful.

We have tracked emissions per employee since 2021, and because we have learned that our downstream emissions are the greatest fluctuator and generally outside of our control, per 2024, we compare the yearly totals without downstream emissions (the KPI is new, but we have been able to backtrack the data).

As can be seen, there is a continual decline in this number. This is a decline we aim to continue by increasing supplier engagement and employee awareness, especially regarding transportation.



Annual tCO₂e emission scope 3 (upstream and downstream)

As is the case for many non-manufacturing companies, our Scope 3 is by far the largest contributor to our carbon footprint. Here, we present the most relevant data behind the Scope 3 numbers in the KPI table and some challenges we face.

	Unit	2021	2022	2023	2024
Total tCO ₂ emissions	tCO ₂ e	1.050	1.614	507	455
Scope1	tCO ₂ e	4	1	1	0
Scope2	tCO ₂ e	18	8	8	4
Scope3	tCO ₂ e	1.028	1.605	498	451
Purchased goods and services	tCO ₂ e	317	327	291	155
1. Capital goods	tCO ₂ e	29	-	-	14
2. Fuel- and energy-related activities	tCO ₂ e	7	7	6	5
3. Upstream transport and distribution	tCO ₂ e	5	6	10	20
4. Waste generated in operations	tCO ₂ e	7	7	8	4
5. Business travel	tCO ₂ e	12	31	47	43
6. Employee commuting	tCO ₂ e	12	15	15	16
7. Upstream leased activities assets*	tCO ₂ e	N/A	N/A	N/A	N/A
Downstream transportation and distribution	tCO ₂ e	2	21	8	12
1. Processing of sold products*	tCO ₂ e	N/A	N/A	N/A	N/A
2. Use of sold products	tCO ₂ e	632	1.183	111	180
3. End-of-life treatment of sold products	tCO ₂ e	4	8	1	1
4. Downstream leased assets*	tCO ₂ e	N/A	N/A	N/A	N/A
5. Franchises*	tCO ₂ e	N/A	N/A	N/A	N/A
6. Investments*	tCO ₂ e	N/A	N/A	N/A	N/A
7. Out of Scope	tCO ₂ e	-37	-120	-21	-10

*No activity in this category

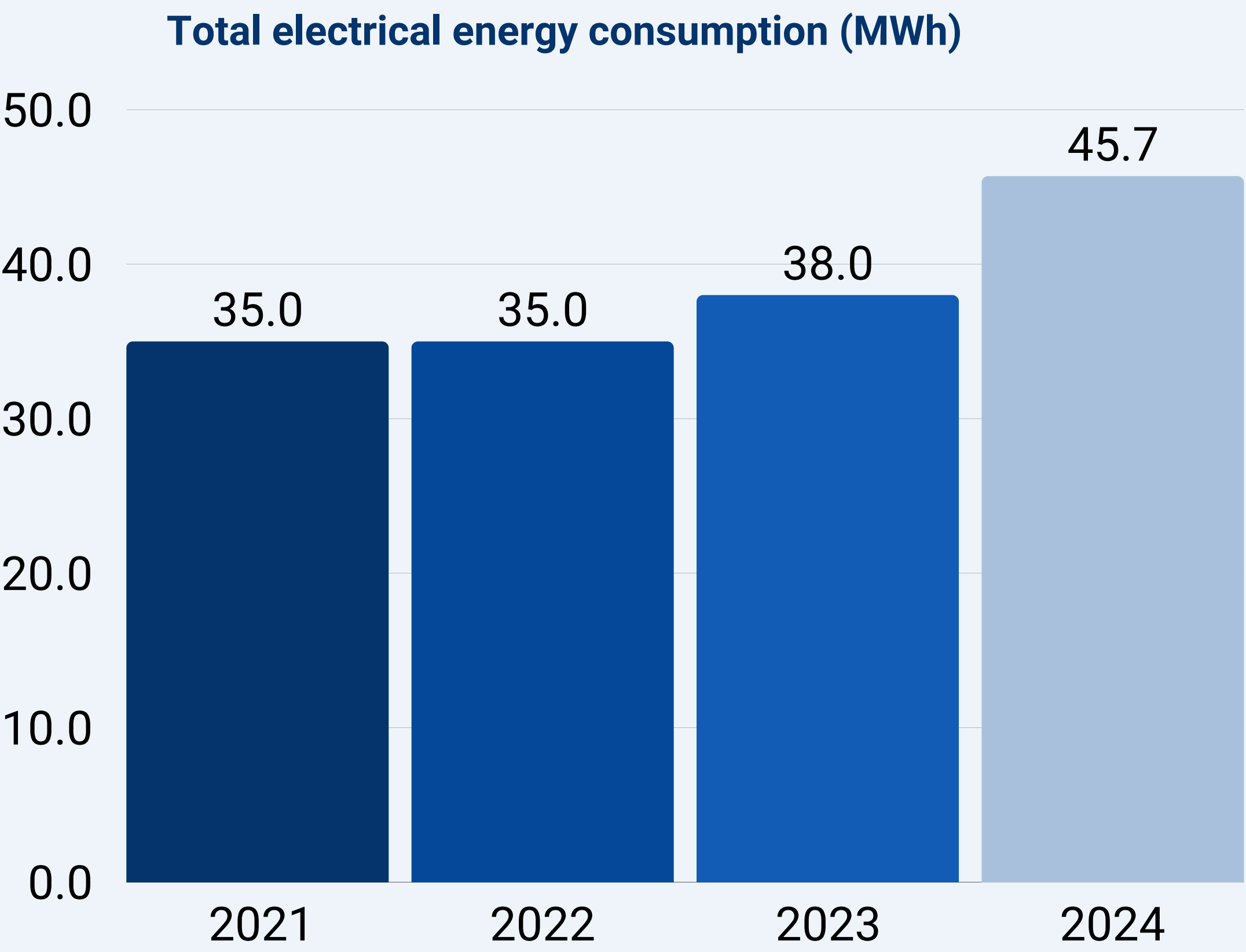
Total electrical energy consumption (TEEC)

The total amount of electricity taken from the power grid (29,6 Mwh) and the local solar production (16,7 Mwh).

In 2023 we assumed that the number taken from the power grid would decrease after the installation of solar panels.

There was a decrease of almost 10 Mwh (from 38 to 29,6), but the TEEC still rose significantly, most likely due to the fact that the sqm increase in 2023 happened at the latter part of the year, at about the same time as the installation of the solar cells.

However, in 2024 the extra electricity use of the new space exceeds the available and consumed electrical energy provided by the solar panels.



JLI's solar panel production

In 2023 JLI and Wihlborg collaborated on installing solar panels on the building. We keep track of the energy consumption that now comes directly from the solar cells and add it to kwh amount delivered by our electricity supplier to know our total electrical energy consumption.

The aim of solar panel usage is to increase the certainty of using green energy resources.

Waste

The numbers for waste were delivered by our landlord. They are calculated as a share of the combined amount for the facility divided by the amount of sqm that we rent.

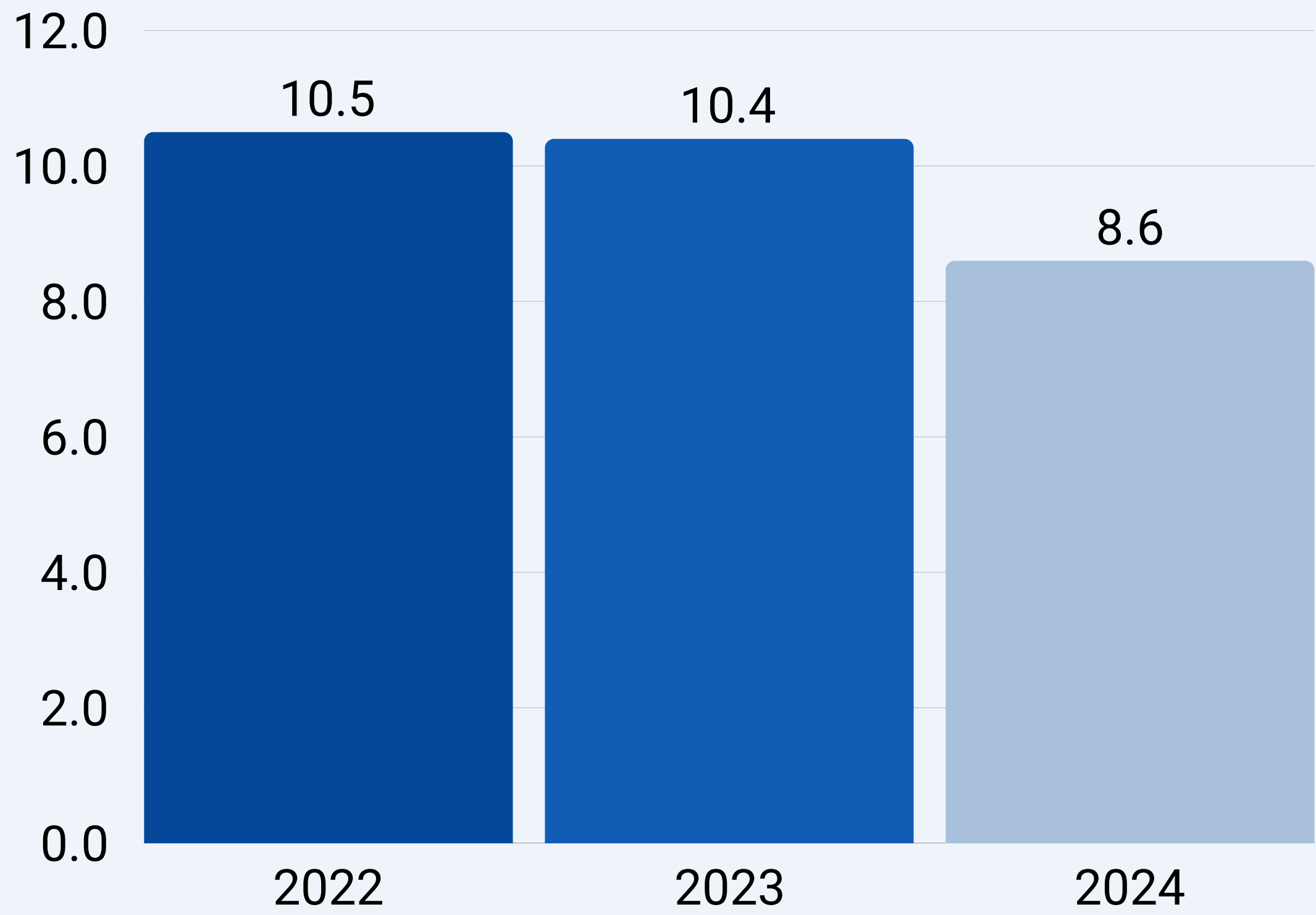
At JLI, we do not produce hazardous waste, but we measure the total weight of non-hazardous waste and the total weight of waste recovered with the aim of aligning the two numbers.

As we do not know the sorting efforts of the other companies in the facility, it is possible that our real numbers are quite different, but we do not yet have a way to measure the actual numbers ourselves.

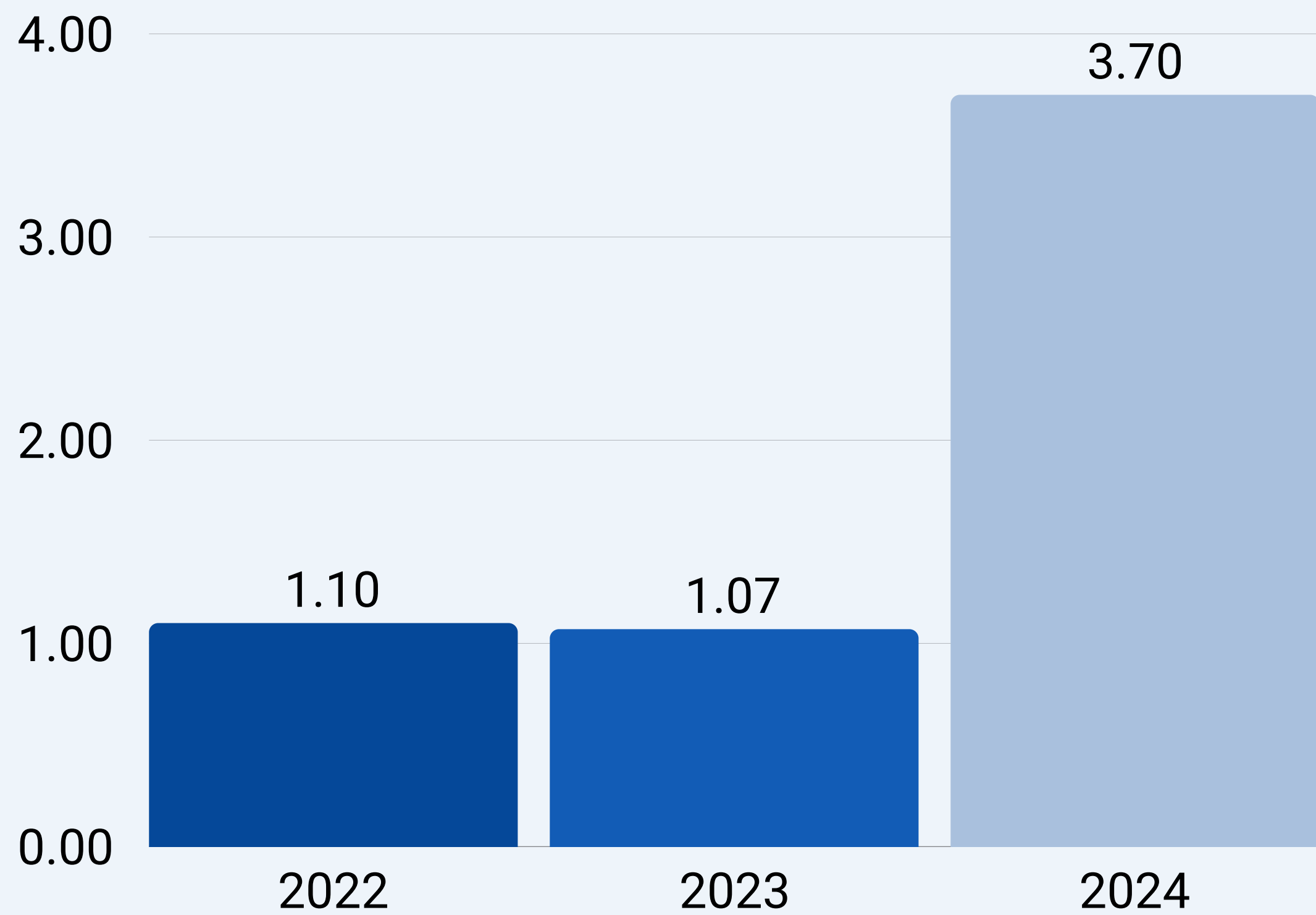
We have reached out to our landlord, suggesting that they might lead a facility-wide focus on sorting and recycling of waste.

They have accepted the proposal and have agreed to set up an initial meeting to coordinate efforts between the different companies housed in the facility. We are excited to see what this might bring about in 2025.

Total weight of non-hazardous waste (tons)



Total weight of waste recovered (tons)



Fossil fuels and water withdrawal

These KPIs were added in 2024 to align with the VSME standard. JLI have no fossil fuel use at present and only uses water for domestic type use. The KPIs do provide transparency about this use and will, of course, help to add focus to any unusual increase.

Internal course: Environmental behavior

A course on environmental behavior is given every year at the company seminar.

In 2024, the course included a presentation and comparison of the earlier climate accounting years, how we as employees do and can influence the company's carbon footprint, a walkthrough of the initiatives completed since the previous seminar and a list of suggested improvements for the coming year (2024/2025).

All employees participated, and the presentation was made available at a shared drive afterwards (the company seminar started at the JLI site, where everyone could participate, and the course was given here).

Spendings in sustainability

The number reflects the total number of hours registered on the sustainability related project by the complete workforce in a given year.

This helps us evaluate if we have a pretty consistent sustainability effort and evaluate the cost of producing the climate accounting and ESG reports.

Ecovadis score: Environment

The score provided by EcoVadis. See details on the latest score in appendix I. The score for 2024 is expected around June 2025.

Other Initiatives

Offsetting

In 2024 JLI has continued pursuing possibilities of offsetting by peatland solutions. Upon evaluation, JLI vision established criteria for credible investment into carbon offsetting, which included:

1. Transparency in purchase and carbon offsetting.
2. Offsetting should take place within Denmark.
3. An ownership-based approach over the offsetting process by purchasing the land.
4. Annual expert reporting on climate and biodiversity effects.

This initiated a continuous exchange with Fugleværnsfonden about possible collaboration on various projects throughout 2024. So far, the outcome is that we, in 2025, will work together with Fugleværnsfonden to develop the co-ownership agreement while also focusing on the development of a new region at Gundsømagle Sø presently being acquired by Fugleværnsfonden.

In essence, this collaboration can be divided into two key components:

The initial aspect involves JLI vision's wish to invest in a more sustainable future.

We aim to make an initial investment and hopefully expand this regularly based on the company's revenue and economic growth. Our ultimate aspiration is to offset the scope 1, 2 and 3 upstream emissions accumulated throughout the company's lifespan that we, in spite of our best efforts, are not able to reduce.

The second aspect is not solely specific to JLI vision. It aims to establish a co-ownership model that can be

accommodated to other organizations, companies, and/or private individuals and inspire them to take part in similar collaborations.

Circular economy

Based on the Life Cycle Analysis (LCA) prepared in 2023 (see more on this in our 2023 ESG report), we developed a template for a Carbon Footprint Report to be delivered with a system. The purpose of the report is to achieve the following:

- To be a tool to make it easier for the engineers to follow along in the project-specific carbon footprint in order to optimize and improve on it during production, and have a plan to add recycling recommendations on the parts lists we deliver with our systems.
- To show our customers how their choices to transport and use our product affect the overall emission of the product and hopefully inspire them to make better choices for the environment.

In addition to this, we have a committee of internal engineers for 'green choices' that looks into possible choices for better resources and materials to use in our products with a focus on increasing our contribution to a circular economy as well as making choices for product-specific carbon footprint reductions.



Social responsibility

This section presents JLI's KPIs within labor and human rights.

The well-being, professional development and autonomy of JLI's employees have been woven into the very structure of JLI by the founder and CEO, Jørgen Læssøe, since its early beginnings.

In general, JLI builds its business on sound, ethical principles, and since its official commitment to UNGCs human rights principles in 2022, we continue to do this in a more structured, well-documented way, which should be evident in our efforts to evaluate our status and progress within labor and human rights areas.

The various KPIs and the 2024 results presented in the table will be explained in the following subsections.

Labor and human rights	Target KPI description	Target KPI Value	Unit	2021	2022	2023	2024
Employees	No target (no. at year end)		Amount	26	32	37	37
Percentage of employees covered by collective bargaining agreements	No target (no. at year end)		%	NM*	NM*	NM*	0%
Percentage of women in work force	No target (% at year end)		%	11,54%	12,50%	16,22%	16,22%
Salary, gender differences	% male/female within compatible jobs	50/50		50/50	50/50	50/50	50/50
H&S course for new employees	All new employees should receive a H&S course	100%	%		50% (3/7)	100% (11/11)	100% (0/0)
Facility H&S course as necessary	No target		Amount		2	1	0
H&S risk assessment	Yearly risk assessment at company seminar	1	Amount	1	1	1	1
Internal knowledge sharing courses	Amount of courses held - no target		Amount	NM*	NM*	19	24
Internal training	Amount of hours registered as "Courses" - no target		Amount	176	250	444	1161
Average hours of training per employee	Internal training/number of employees		Amount	6,8	7,8	12,0	31,4
Number of employees who did not rest 11h in 24 h	Shown as: Employees / Occurences	TBD	Amount	NM*	NM*	NM*	26/93
Number of employees who worked more than 48h/week	Shown as: Employees / Occurences	TBD	Amount	NM*	NM*	NM*	25/81
Internal course: Labour and human rights	Course(s) per year	1	Amount	NM*	1	1	1
Participation in yearly Labour and human rights course	% of employees	100	Amount	NM*	NM*	97,3%	97%
"How is life?" meeting	Number of planned meetings		Amount	NM*	6	19	21
"How is life?" meeting	% of planned meetings held	100%	%	NM*	100%	100%	100%
Employee turnover	Number of FTEs leaving / total number of FTEs		%	4%	0%	3%	0%
Employee satisfaction	Scale of 1 to 10 on yearly "Trivselsanalyse"	No decline	Score	NM*	NM*	NM*	8,5
Ecovadis score: Labour and human rights	Ecovadis evaluation	80	Score	60	70	70	TBA

Our KPIs explained

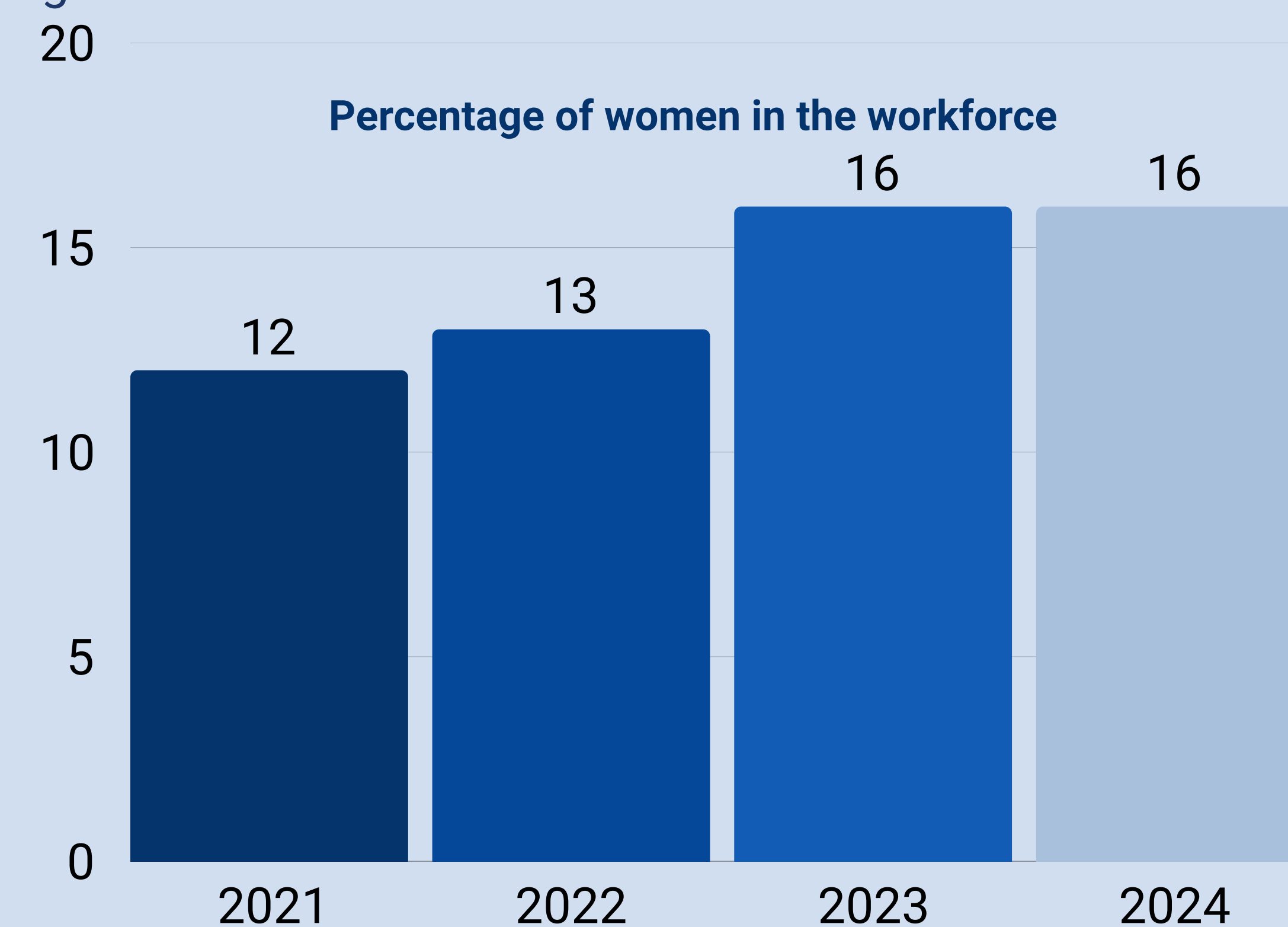
Employees

As the numbers indicate, no employees were hired or left JLI during 2024, and the total number of employees (excl. hourly employees such as student assistants) remains at 37.

Percentage of employees covered by collective bargaining agreements was added as a part of the VSME alignment. It is not a goal at JLI to decrease or increase in this area. All employees, apart from hourly employed student assistants, are employed according to the Danish Civil Service Act (Funktionærloven) and are protected by that national agreement.

Percentage of women in the workforce

As is the case for the total number of employees, 2024 saw no changes, and the percentage of female employees remains at 16,22% in 2024 as it was in 2023. At JLI, there is no goal for a certain ratio of men/women, only that male and female employees feel equally valued, receive equal remuneration and, in general, thrive equally at the workplace regardless of gender.



Salary, gender differences

Out of the six women currently employed at JLI, only two of them work in positions that have comparable male counterparts; our two female engineers.

According to the CEO both match the salary of male engineers with similar levels of seniority. It is not company policy to disclose employee salary, so the actual numbers are not made available for estimation.

Health & Safety

H&S course for new employees:

No courses were held during 2024. Due to increased sqm, all employees will be invited to a new health & safety course in 2025.

H&S risk assessment:

H&S risk assessments have traditionally been held in large group meetings at the yearly company seminars where the physical and mental well-being of the employees at JLI vision are discussed. This method was approved by the labor inspectorate to count as an APV (workplace assessment).

It is used as a basis for JLI to pinpoint possible areas of improvement. In 2024, these efforts were supplemented with an anonymous questionnaire focusing on the mental well-being of JLI employees. This questionnaire was sent out during the summer period, and the results were presented at the seminar.

The analysis did not result in any notable concerns, and the average overall satisfaction level was 8,5 out of 10.

It was, however, noted at the presentation that since the questionnaire included questions regarding recent stress periods, the timing of the questionnaire was not representative, and the timing should be changed for the next questionnaire.





Training

Courses held:

JLI encourages, supports and provides continual work-related training for its employees and has a special focus on internal knowledge sharing.

Demos of systems and knowledge sharing obtained while working on core JLI projects are a regular part of our weekly meetings, and encouragement to open communication where anyone can ask questions is an important part of JLI culture. This year 15 demos were a part of the weekly meetings.

In addition to this, four courses were held as a part of a new company education week: Innovision Week. The number also includes four communication workshops and sales training with external educators.

Training hours

The amount of training hours included in this table are a reflection of the employees' own registration. It is, therefore, difficult to account for exactly what training they reflect. It is assumed that many of the hours spent on internal knowledge-sharing are actually not reflected in this number, and therefore, there is also a desire to start registering the number of more formal internal knowledge-sharing meetings and courses along with participation numbers.

The large increase from 2023 to 2024 is assumed to largely be a result of the communication workshops conducted in 2024 but may very likely be due to a change in employee hour registration being more accurate due to an emphasis on this during a monthly meeting.

The internal course on labor and human rights is conducted yearly at JLI's company seminar by principal shareholder and board member Jan Dall Christensen. Attendance is prioritized, but two employees were not able to attend in 2024.

"How is life?" meetings

The meetings are based on the employee's experience of their well-being and which areas it would make sense to work towards or away from. Plans are made for changes if desired.

The purpose of the meetings is to ensure good well-being and create a space where time is set aside to talk exclusively about well-being. It is optional and the employee decides the frequency of the meetings themselves. The number indicates how many have requested a meeting compared to the number of meetings held. 100% of the planned/requested meetings in 2024 were held.

Governance

In this section, we present JLI’s KPIs regarding ethics, IT security, sustainable procurement and participation in external sustainability initiatives.

Doing ethical business by being honest, open and transparent in our internal and external business associations and transactions are priorities at JLI.

In 2024 we have solidified our aim to work more closely with engineering students, both by offering more paid student positions, but also more direct educationally related collaborative efforts. In addition to this, we have not made any new big strides in 2024 but have continued with the efforts built up over the last few years, and during 2025 we aim to greatly increase our supplier engagement, as well as our IT security efforts.

The various KPIs and the 2024 results presented in the table will be explained in the following subsections.

Business ethics	Target KPI description	Target KPI Value	Unit	2021	2022	2023	2024
Bribery cases	Max amount of reported bribery cases per year	0	Amount	NM*	0	0	0
Whistleblower cases (own operations and supply chain)	Zero target	0	Amount	NM*	0	0	0
Internal course: Ethics	Course(s) per year	1	Amount	NM*	1	1	1
Participation in yearly Ethics course	Percentage of employees	100	Amount	NM*	NM*	97,30%	97%
Ecovadis score: Ethics	Ecovadis evaluation	80	Score	60	70	80	TBA
IT security							
Data breaches	Max amount of data breaches per year	0	Amount	NM*	0	0	0
Sustainable procurement							
Supplier w/ signed code of conduct	% of all main suppliers	50	Amount	NM*	0	23,08%	23,08%
Supplier questionnaires sent	No. of sent questionnaires	10	Amount	NM*	20	8	0
Supplier questionnaires answered	No. of answered questionnaires	10	Amount	NM*	6	6	0
Evaluated suppliers	No. of suppliers included in assessment	10	Amount	NM*	0	12	0
Supplier CSR risk analysis conducted	No. of suppliers	10	Amount	NM*	NM*	NM*	0
Ecovadis score: Sustainable Procurement	Ecovadis evaluation	80	Score	30	70	70	TBA
General sustainability issues							
External sustainability initiatives (participated in that year)	Time(s) per year	1	Amount		1	2	2
We aim to offer at least one student assistant position per year	Students employed per year	1	Amount		2	4	6

Our KPIs explained

Ethics

Bribery:

A bribery case is considered to be when an entity is trying to influence JLI employees to act in their interest by providing that employee with some form of gift or when the opposite has been reported to be the case.

JLI will not accept any case of bribery and the target is therefore 0 cases. The discovery of a case of bribery will result in an immediate suspension of collaboration, whether the instigator is a supplier, a customer or an employee until due process has been made or the relation has ended.

Whistleblower cases:

A whistleblower case is when any whistleblower message is received through the electronic whistleblower reporting portal. None were received during 2024.

Internal ethics training:

The internal course for ethics is performed at the JLI company seminar, where all but two employees participated.

The EcoVadis ethics score is generated through the EcoVadis program based on reporting documents.

IT security

A data breach is considered to be when some unauthorized entity gets access to sensitive or confidential information. No data breaches were registered for 2024.

Sustainable procurement

We have chosen our top 20 suppliers (based on expenses), excluding one-man companies and, to

begin with, consultants, as we have focused on qualitative collaboration to improve our purchasing carbon footprint data accuracy by getting as many supplier-specific details as possible.

We will expand the circle of chosen suppliers each year by looking at the top 20 suppliers for the past year, excluding the ones who have already answered and signed the Supplier Code of Conduct and the questionnaire. We aim to revisit suppliers every 3-5 years, depending on an estimated need. Due to a sick leave absence during the time this task was scheduled to be performed, this unfortunately did not happen in 2024.

We also share our Supplier Code of Conduct with the selected suppliers and ask them to read it and sign it to agree to adhere to the principles set forth in it. The numbers indicate how many suppliers we sent the questionnaire to, how many suppliers signed the Code of Conduct sent with the questionnaire, how many suppliers answered the questionnaire, and how many suppliers were ranked by our internal ranking system according to their answers during the evaluation year.

The result of the ranking or rating of suppliers is available to all employees on our company wiki. At present, all suppliers who have answered the questionnaire have been rated, and we have begun to encourage purchasing to prioritize rated suppliers.

In addition to this, quarterly meetings are held with the purchasing responsables and representatives from the sustainability group to keep purchasing updated on the ongoing development of the sustainable procurement guidelines set forth on our internal wiki and to receive input from purchasing regarding challenges, progress, and ideas for improvement.

Other initiatives

Halfway through the year in 2024, we discontinued our use of Atmosfair CO₂ to compensate for our business



flights, because we wanted a more local, transparent solution. We still wish to compensate for business flights, but now do it via Danish Klimaskovfonden instead.

We continue our collaboration with Hus Forbi regarding the donation of our bottle deposits.

We also continue to have presentations at universities and collaboration with university students, which this year included a successful collaboration with four students on event-based cameras as a part of their thesis work.

Closing remarks

We hope this report provides a thorough yet simple overview of the initiatives we have undertaken since we began our journey to do more for the environment, the people and the businesses that JLI come in contact with either through peripheral encounters or long collaborations.

Looking towards the coming year, we have a few additional things in the pipeline.

In connection with our new carbon footprint reduction target goal to deliver PCF reports with all of our systems, we're looking into how we can support our customers in making informed decisions already on the bidding process. One initiative is to have a standard hardware list with sustainable alternatives where there is a notable price difference.

We also aim for a stronger supplier engagement with both new contacts and by following up on previous dialogue.

We applied for and have been granted a subsidy through the SMV: Grønne Kompetencer project in order to conduct an accountant lead double materiality analysis, and we look forward to the increase in understanding of our business.

Apart from this, we continue our participation in the UN global compact as well as aim to continually better our EcoVadis score, and as in previous years, we will set goals for the coming year as we receive the suggested corrective actions from EcoVadis in connection with the score for 2024, expected in June 2025.

We aim to be transparent and honest in all our endeavors, and this should also be reflected in our ESG reporting.

This is our first external ESG report. In addition to research and analysis performed inhouse with the previous internal report, this year we have consulted with BDO, who also act as our financial accountants, as well as the third-party accrediting agent for our climate accounting, in order to bring the quality of our report to a standard ready for third party evaluation.



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