



SUSTAINABILITY REPORT

Prepared in accordance with the EU VSME Standard
(Voluntary Sustainability Reporting Standard for non-listed SMEs)

TRISCAN A/S
01/01/2024 - 31/12/2024



A MESSAGE FROM OUR CEO

We are proud to share this Sustainability Report for 2024 which meets the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME) developed by The European Financial Reporting Advisory Group.

I hope you find the information you are looking for in the report, whether you are one of Triscan's business partners, employees, or otherwise have an interest in gaining insight into our work with ESG (Environment, Social and Governance) issues.

Though our industry is under pressure, and new car sales have generally fallen in Europe, Triscan is continuing its solid business operations. I am sure that this great achievement can be largely attributed to our strong DNA. With uncompromising service and quality in everything we do, we have not only managed to maintain and expand relationships with our loyal customers but to attract new ones.

In regards of ESG our learning curve is steep as implementing ESG knowledge at all levels of the company is one of our main focuses. Being successful in this demand's openness in new ways of collaborating and asking questions, as well as responsiveness in terms of request from surrounding society. As our ESG strategy continues to evolve, our experience shows how ESG is not just a regulatory box to tick but a powerful tool for driving meaningful, long-term change.

The completion of our first double materiality assessment in 2024 led to identifying important sustainability matters that we will work with in the years to come. Presently we are in the process of defining key performance indicators for ESG as well as developing a CO2e calculator, which will allow us to deliver CO2e data to our customers. Going forward this will let us take our ESG work a step further and commit to setting targets for improvements.

Important learning in 2024, which will influence our future work, is that sustainable business development is a long-term effort which needs to be developed in accordance with Triscan's business model to have real impact. To do so, and to fulfill the potential of ESG, we must ensure that everyone in Triscan is able to put ESG in relation to their work area.

We are in a learning process and change management plays a huge role in the mindset we all need to adopt.

Please reach out should you want to share inspiration or have questions regarding our approach to ESG.

Sincerely,

Michael Juul Hansen, CEO



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OUR SUSTAINABILITY REPORT

This report has been prepared in accordance with the EU's voluntary sustainability reporting standard for non-listed SMEs (VSME). The report adheres to the disclosure requirements of both the basic and comprehensive modules of the VSME standard.

Company

Legal form	Limited liability company (Ltd)
NACE Industry classification	G: Wholesale and retail trade; repair of motor vehicles and motorcycles
Country of incorporation	Denmark
Group level reporting	Yes

Fiscal years included in report

2024	01/01/2024-31/12/2024
2022	01/01/2022-31/12/2022

Key financials

	2024	2022
Balance sheet total (1000 DKK)	218 817	169 909
Number of employees (end of FY)	151	Not reported

Key operational locations

Type	Country	Address
Registered address	Denmark	Engmarken 11, Brabrand, 8220
Warehouse	Denmark	Naverland 25-27, Glostrup, 2600
Registered address (subsidiary)	Germany	Zur Helle 13, Iserlohn, 58638

Subsidiaries

Name	Business-ID	Country	Address
Triscan GmbH	DE309086970	Germany	Zur Helle 13, Iserlohn, 58638

Disclosure omissions

In this report we have omitted the disclosures related to company turnover as per the VSME modules B1 (turnover) and B3 (GHG intensity) due to the sensitive nature of this information. In Denmark, companies are not obliged to publicly disclose turnover. Further, some comparison metrics from the 2022 fiscal periods were not available and have thus been omitted from our report.

BUSINESS MODEL & STRATEGY

Products/services offered

Triscan was established in Denmark in 1976 and the company headquarter is situated in Aarhus. Triscan is a 100% Danish company who has gained a strong position marketing its products exclusively through distributors/wholesalers in the Nordic countries and has achieved heavily increasing sales in the rest of Europe.

This position has been reached through production of parts, creation of concepts, marketing and distribution of automotive spare parts for passenger cars and light commercial vehicles to the professional aftermarket.

All Triscans products are manufactured in OE quality. The product range comprises more than 50,000 references and covers more than 97% of the European car park and is mainly distributed in Europe from Triscan's three distribution centers in Denmark and Germany. If you choose a product group from Triscan, you can in most cases do with just one supplier.

Since 2018 the TRISCAN EV program has been rapidly growing and today it covers more than 7,500 parts for all electrical vehicle types, which includes Mild Hybrid, Hybrid, Extended Range, Plug-In Hybrid, Battery Powered, Fuel Cell.

Besides spare parts, Triscan also offers smart digital solutions aimed at creating efficiency, value and loyalty throughout the value chain from the auto parts wholesaler to the retailer, to the workshop and all the way to the car owner.

Significant markets

Triscan operates B2B and products are distributed in more than 40 countries - mainly in Europe. The top five markets are Germany, Denmark, Sweden, Finland and Norway.

Triscan customers are exclusively wholesalers, including aftermarket warehouse distributors (companies that specialize in distributing replacement parts and other equipment to retailers, repair shops, and other businesses).

Business relationships

Triscan spare parts are mainly manufactured by automotive subcontractors certified according to the industry's strict quality assurance standard - IATF 16949. If a manufacturer is not certified according to IATF 16949, and there is no production of spare parts that pose a safety risk, we are satisfied with a certification according to ISO 9001.

The manufacturing of spare parts takes place worldwide and especially outside Europe, there can be a big difference in the conditions under which production takes place. Even though it is both expensive and time-consuming, our product managers always visit a new manufacturer prior to establishing a collaboration. One of the benefits of such visits is that we clarify whether the production conditions meet our requirements.

Amongst the wholesalers Triscan is doing business with the distribution channels vary a lot. Others use retailers, repair shops, and other businesses. All of them utilize an online platform – sometimes their own, sometimes a platform and sometimes a combination of both.

Our sustainability strategy

Triscan is in the process of formally integrating ESG (Environmental, Social, Governance) practices into all operations. For Triscan, this isn't just about keeping up with regulations but also about preparing Triscan for the future. To guide the transformation the position as ESG and Compliance Officer is a new area of responsibility in Triscan. We want to be part of the solution, which is why we have decided to have an ongoing focus on sustainability across the entire company.

Triscans' ESG and compliance strategy is built upon the fulfillment of all obligations to which Triscan legislatively is subject. Further it is to support our customers in complying with, among others legislation such as the EU directive, Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), which they may be subject to.

For financial year 2024 the calculation methods used in Triscans CO2e climate accounts for scope 3 are based on the spend-based methodology. We are in the process of transferring to Supplier-specific method, Hybrid method and Average-data method and are presently in the process of reaching out to our suppliers in this regard.

By the end of 2025 it is Triscans ambition to share the CO2e footprint of the products Triscan supply. This to be able to support our customers climate accounts as well as in house to create awareness of CO2e emissions and how strategically working on reducing it.

CLIMATE ASSESSMENT

Climate commitment

Our company has made an Selko Insights Level 1 climate commitment.

Our commitment includes:

- Annual measurement of Scope 1–3 emissions
- Annual reporting of Scope 1–3 emissions
- Advancing the reduction of Scope 1 and 2 emissions

As the CO2e calculator becomes operational during the 2026 fiscal year, we will be able to understand our emissions on a wholistic level. This will give us the data needed to assess our options regarding generating our GHG reduction targets and their support transition plan.

Climate risks

During a double materiality assessment conducted in the autumn/winter of 2024 at Triscan, CO2e data quality and packaging were identified as key climate-related risks and opportunities for the short term. In 2025, developing a CO2e calculator is a central priority in our ESG strategy.

Our goal is to gain a more detailed understanding of our Scope 3 emissions and to be able to share CO2e data on a product level with our customers. By 2026, packaging will be our primary focus. This will involve building resilient structures within the company, enabling us to future-proof our decisions regarding environmental impact and financial costs.

EMISSIONS

Emissions (tonnes CO ₂ e)	2024	2022
Scope 1	62,32	93,12
Scope 2	50,66	263,86
Scope 3	28 088,25	17 735,51
TOTAL	28 201,23	18 092,49

Emission breakdown 01/01/2024-31/12/2024



ENVIRONMENTAL IMPACTS

Energy consumption 2024	Renewable source (MWh)	Non-renewable source (MWh)	TOTAL
Fuels	0,00	235,69	235,69
Purchased electricity	33,20	313,38	346,58
Purchased heating/steam	584,42	345,47	929,89
TOTAL	617,62	894,54	1512,16

Water 2024	M3
Water withdrawal	855,00
Waste water	855,00
Water consumption	0,00

WASTE (2024)	WASTE PRODUCED	RECYCLING / REUSE *	
TYPE	TONNES	TONNES	%
Mixed small batteries	0,13	0,13	100%
Corrugated cardboard	107,33	107,33	100%
E-waste, low quality	0,41	0,41	100%
Bottles and glass packaging	0,16	0,16	100%
Iron and metal	31,23	31,23	100%
Light sources	0,06	0,06	100%
Paper for shredding	0,19	0,19	100%
Paper, mixed	0,12	0,12	100%
Plastic, mixed (without PWC)	3,65	3,65	100%
Plastic foil (1B)	4,45	4,45	100%
Plastic foil (3)	4,62	4,62	100%
PP plastic natural	1,24	1,24	100%
Shredder iron	4,22	4,22	100%
Silicone paper	0,33	0,33	100%
Small combustible waste	10,05	0,00	0%
Large combustible waste (manual)	1,68	0,00	0%
Strapex	2,66	2,66	100%
Wood, mixed/treated	81,87	81,87	100%
TOTAL	254,39	242,66	95%

Total non-hazardous waste (tonnes)	254,39
Total recycling/reuse %	95,04%

*In disclosing information on the total annual waste diverted to recycling or reuse, we consider the waste that is sorted and sent to recycling or reuse operators (e.g. the amount of waste we put into recycling container or sorting of waste into certain categories of materials and their delivery to waste treatment facilities) rather than the waste that gets effectively recycled or reused.

Circular economy principles

All initiatives in Triscan related to circular economy are considered important. Some initiatives contribute very directly to reducing resource consumption, while others contribute to change in mindsets, which we believe can strengthen how we as company approach the green transition.

In our warehouses and in our administration facilities recycling is part of Triscan's compliance routines. Cardboard, pallets, plastic and other forms of resources are either reused or recycled. Triscan's food waste is sorted and collected by a company which converts it into sustainable energy and fertilizer.

Triscan is presently working on a CO₂e calculator and by the end of 2025 Triscan will be able to share CO₂e footprint of all the products Triscan supply. The project will qualify and support own as well as customers' climate accounts and CSRD reporting. Further the project will create awareness of CO₂e emissions and how strategically working on reducing them. The initiative supports Triscan's strategy for applying circular economic principles in its operations by creating transparency in material consumption and by reporting climate footprints at component level.

By mapping the CO₂e footprint for each spare part based on the spare part's material composition, country of origin, mode of transport and associated packaging, Triscan will gain a solid data foundation to be used in optimizing procurement, reducing waste and promoting the use of recyclable materials. Further the CO₂e calculator will be a strategic tool that makes it possible to support Triscan's suppliers in their efforts to reduce CO₂e emissions and increase circularity. With the relatively complex value chain Triscan has, valid CO₂e data is crucial in being able to optimize and close any gaps in the supply chain.

In the long term, data will be used to promote circular business models, e.g. by offering low-emission alternatives or recycled components, introducing 'take-back schemes', etc.

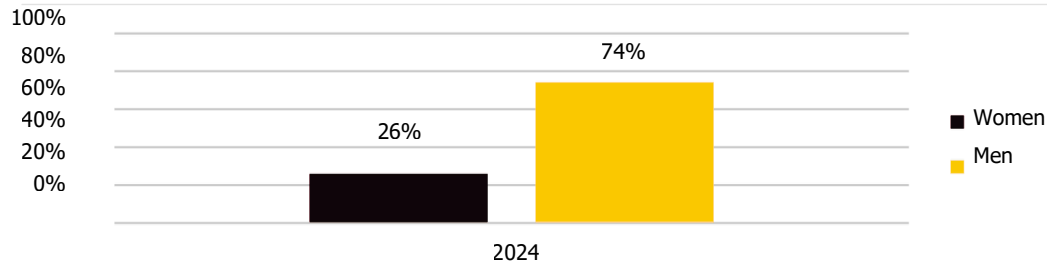
EMPLOYEES

Number of employees

2024

Employees at fiscal year end	151
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Employee gender distribution



Employees by country of employment contract

2024

Employees with contracts signed in Denmark	113
Employees with contracts signed in Germany	38

Employment contracts

2024

Collective bargaining coverage of contracts (%)	46,36%
Permanent contracts (%)	75,50%
Temporary contracts (%)	24,50%
Employee turnover (%)	20,81%

Training hours per gender (Annual average)

2024

Women	25,47
Men	31,14

Accidents during the fiscal year

2024

Number of accidents	15
Rate of accidents*	13,16

*The rate of accidents at work describes the number of accidents in relation to the number of hours worked. It is calculated according to the VSME standard per 200 000 hours worked.

Remuneration 2024

Employee remuneration	All workers are paid at least the minimum wage
Unadjusted gender pay gap (%)*	22,92%

*The unadjusted pay gap does not take into account factors influencing pay such as years of service, education, or working hours.

The pay gap is calculated using the following formula:

$(\text{Average salary of men} - \text{Average salary of women}) / \text{Average salary of men}$

GOVERNANCE

Board gender diversity 2024

Women	1
Men	3
Diversity (Women / Men)	0,33

Human rights policy

Our company has a human rights policy and a designated responsible person.

Our human rights policy covers

Child labour	✓
Forced labour	✓
Human trafficking	✓
Discrimination	✓
Accident prevention	✓

Human rights incidents

Our company has not observed any human rights violations by its own staff in relation to child labour, forced labour, human trafficking, discrimination or the prevention of accidents. Our company has also not identified any human rights violations involving workers in the value chain, affected communities, consumers or end-users.

Complaints mechanism

Our company has a complaints handling mechanism in place for company staff and a whistle-blowing channel for all our stakeholders.

APPENDIX 1 BASIS FOR REPORTING

Sustainability Reporting Process

This sustainability report was produced using the reporting and analytics service of Selko Insights Oy. Designed specifically for SMEs, the service supports companies in calculating emissions, assessing the environmental impact of their operations, and identifying other relevant sustainability factors in line with the EU voluntary VSME sustainability reporting standard.

Emission Calculation

The platform includes a GHG Protocol compliant emission calculator. For Scope 1 and 2 emissions, the latest emission factors published by national operators are used. Scope 2 emissions are calculated according to the VSME standard using the location-based methodology.

For Scope 3 calculations, Selko Insights provides the users with a wide array of options regarding emission factors (company-specific supplier-based EFs, activity-based EFs for certain categories and products and spend-based EFs that cover most categories). The 300 000+ scientifically validated emission factors from the international Climaq.io service are used as the main source of scope 3 emission factors.

Comprehensive Sustainability Reporting

The Sustainability Report outlines the company's commitment to responsible and sustainable business practices. Produced through an automated process, the report ensures data objectivity and transparency. In addition to comprehensive environmental responsibility, it addresses key topics related to social responsibility and good governance, in alignment with the VSME standard.

Comments on the application of the VSME standard

The report primarily follows the VSME standard as is. The exact coordinates of the sites have not been reported; instead, address information has been provided. If a specific reporting requirement does not apply to the company (e.g., no climate risks identified – C4), the disclosure has been omitted from the report and should be understood as not applicable. Voluntary VSME reporting disclosures have been excluded as well, such as disclosure C5.

About the service

Selko Insights' platform is developed by experts in green finance, sustainable business development, climate risk and sustainability reporting. Selko Insights is the only Finnish company participating in EFRAG's VSME community to develop sustainability reporting standards for SMEs at European level. Established in 2022, the expert community will play an important role in the development of the EU VSME standard.

APPENDIX 2 VSME INDEX

The VSME Index is designed to help readers identify and locate VSME reporting data within the report. Please note that VSME disclosure requirements not applicable to the company has been excluded from the sustainability report and should be understood as not applicable to the company in line with the underlying disclosure requirement. For instance, if B2 is reported “not applicable”, it means that the company has not put in place the kind of practices, policies or initiatives outlined in the B2 module. On the other hand, if disclosure requirements such as B5 are reported as “not applicable”, it means the company does not have operations in or near biodiversity-sensitive areas.

Basic module	PAGE
B1 Basis for preparation	1
B2 Practices, policies and future initiatives for transitioning towards a more sustainable economy	Not applicable
B3 Energy	6
B3 Greenhouse gas emissions	5
B4 Pollution of air, water and soil	Not applicable
B5 Biodiversity	Not applicable
B6 Water	6
B7 Resource use, circular economy and waste management	6 - 7
B8 Workforce – General characteristics	8
B9 Workforce – Health and safety	8
B10 Workforce – Remuneration, collective bargaining and training	8
B11 Convictions and fines for corruption and bribery	Not applicable

Comprehensive module	PAGE
C1 Strategy Business Model and Sustainability – Related Initiatives	2 - 3
C2 Description of practices, policies & future initiatives for transitioning towards a more sustainable economy	Not applicable
C3 GHG reduction targets and climate transition	4
C4 Climate risks	4
C5 Additional (general) workforce characteristics	-
C6 Additional own workforce information - Human rights policies and processes	9
C7 Severe negative human rights incidents	9
C8 Revenues from certain sectors and exclusion from EU reference benchmarks	Not applicable
C9 Gender diversity ratio in the governance body	9