

ESG report 2024



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Introduction

ESG 2024

01

04

Our approach to ESG reporting

This is our second Environmental, Social, and Governance (ESG) report. It is also a report crafted during times of **transition and expansion**.

2024 was a year of growth for Opoura, formerly known as SCADA International. We achieved growth through strategic acquisitions supporting our overall purpose: to ignite the potential of the energy transition in a smart way. While growth is exciting, we also recognize that it is imperative to do it responsibly.

Therefore, our approach for this second ESG report is **resilient growth**. Because growing only makes sense if it prepares us for the future. And it does.

As part of our dedication to building an excellent business, resilient growth is a cornerstone for fostering transparency, accountability, and positive impact. To create **long-term value** for our employees, customers, and other stakeholders.

Unless specified otherwise, the numbers throughout the report will refer to all the companies under Opoura except for NovoGrid. That entails former SCADA International, Sweet Geeks, Next Consult, and Quantec Systems. Our latest acquisition, NovoGrid, is out of scope for 2024, as it is still running as an independent branch under Opoura. We will revisit this scope next year.

This report includes a complete list of disclosures in the final pages.

05

Letter from the CEO

I am delighted to present our second ESG report. This time under our new brand, Opoura.

This report reflects our ongoing dedication to sustainable practices, corporate responsibility, and ethical business conduct – especially during times of expansion and transition, which we are going through at Opoura. An expansion that started in 2024 with the acquisitions of Sweet Geeks, Next Consult, Quantec Systems, and NovoGrid into former SCADA International. Now, we are all Opoura.

Our journey began with a simple idea – to ignite the potential of the energy transition in a smart way. For decades, we have done so through cutting-edge solutions and services that support our clients' ambitions in the energy transition. Now, more than ever, our focus remains on **enabling customers to connect, control, and commercialize** their assets in an increasingly electrified energy landscape.

While that is our purpose, and our growth strategy is an essential part of this puzzle, we are committed to maintaining a responsible approach to transition and expansion.

That's why, **to ignite the potential of the energy transition, we prioritize assessing our present actions first.** As our second ESG report, this document consolidates a comprehensive overview of our already implemented ESG initiatives and numbers, this time including our new acquisitions.

I am glad to see that you took an interest in this report. We look forward to continuing our commitment to igniting the potential of our people, our planet, and our business in the coming years.



06

Opoura at a glance

We help energy companies **unlock the potential of the energy transition by delivering smart, scalable solutions**. With deep roots in Nordic renewable energy and a strong presence across North America and Europe, we offer decades of specialized knowledge within software, hardware, and consulting to support our customers in connecting, controlling, and commercializing their assets.

Our clients – from IPPs and OEMs to traders and TSOs – rely on us for our expertise and future-proof solutions. We enable them to navigate complex energy projects, make informed decisions, and optimize their performance in an increasingly electrified landscape.



240+

employees across Europe
and North America

8

countries with offices

18+

years in business

07

ESG governance

ESG governance



Kasia Kandulski Lindegaard
Senior Director Marketing

**Environment
responsible**



Jan Bo Lilliendal
IT & Compliance Director

**Social
responsible**



Jan Konstantin Rosenby
Human Resources

**Governance
responsible**



Christina Aagaard Kjeldsen
Chief Financial Officer

08

Igniting the potential of our...

Planet

We embrace our role in the energy industry by **driving innovation** and delivering cutting-edge solutions that enable a smooth and profitable **energy transition**. Our technologies help customers boost efficiency, adopt future-proof practices, and invest in **optimizing** their assets.

People

We know that social responsibility means **supporting our community and workforce**. We prioritize employee well-being, foster diversity and inclusion, and promote health and safety in the workplace.

Business

We value strong governance and ethical practices, embedding **integrity, transparency, and accountability** in our culture. We ensure communication with stakeholders and employees, providing timely and accurate information – especially during times of transition and expansion.

Environment

ESG 2024

02

Our purpose

Igniting the potential of the **energy transition** – in a smart way.

However, the energy transition is a multifaceted challenge that requires collective efforts to drive meaningful progress. In this ESG report, we focus on our role in renewables and sustainability, showcasing how we are taking decisive action to ignite the potential of our planet – and take care of it.

11

What we achieved

101

renewable projects
installed and
empowered in 2024

1st

time reporting
Scope 3 GHG
emissions

37

million CO₂ tonne
emissions avoided

12

The numbers

Total Greenhouse gas (“GHG”) emissions in 2024:

158.79 CO₂ tonnes

SCOPE 1

**139.37 CO₂
tonnes**

SCOPE 2

**18.58 CO₂
tonnes**

SCOPE 3

**0.84 CO₂
tonnes**

GHG emissions per FTE employee:

0.67 CO₂ tonnes

Avoided GHG emissions:

36,952,173 CO₂ tonnes

13

Offsetting our GHG emissions with our solutions

GHG emission offsets are one of the ways we bring our vision of a renewable future to life. They are not just numbers on a spreadsheet — they are how we actively balance our emissions and take tangible steps toward accelerating the energy transition. Here is how we turn our commitment into action.

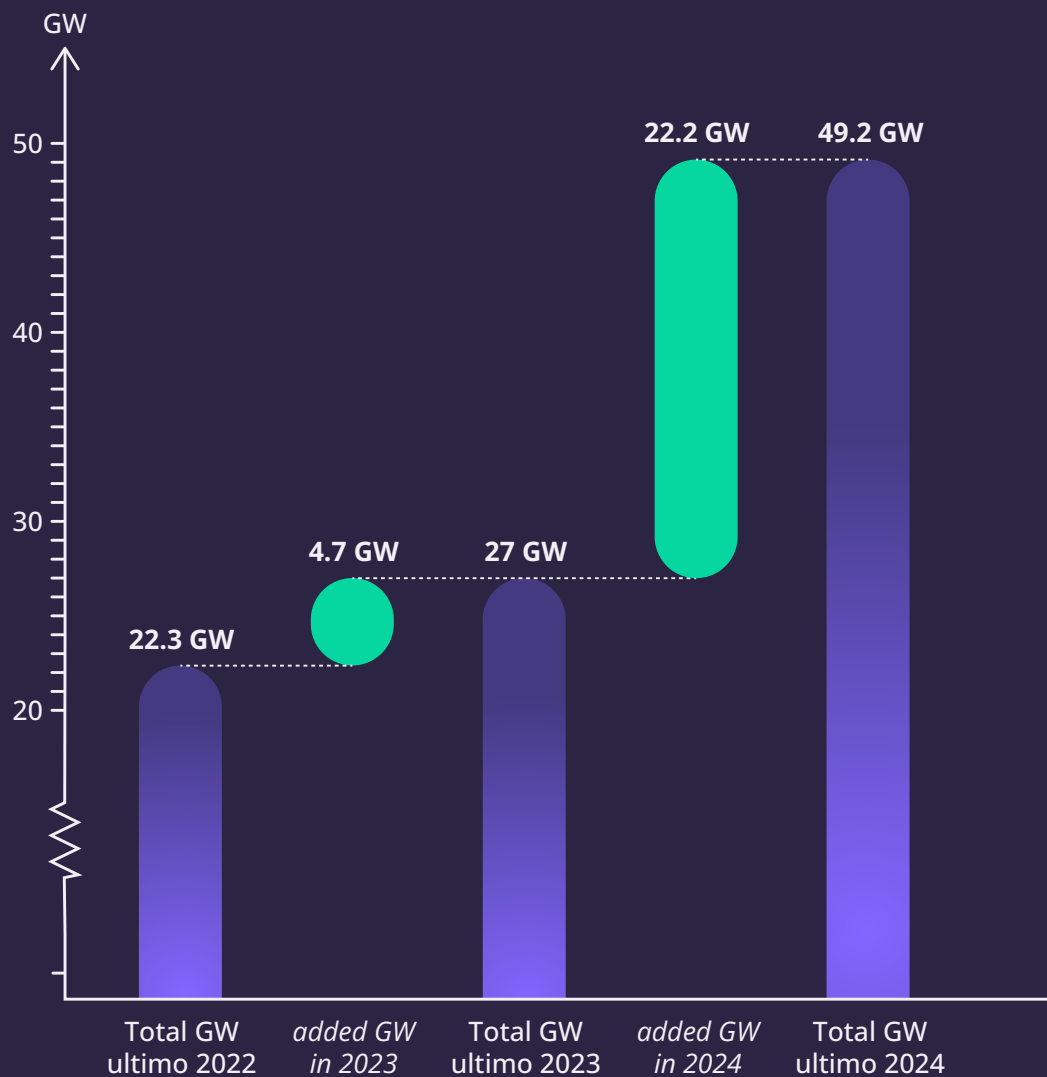


101

renewable projects were
installed in 2024

49.2 GW

was the total installed capacity we
reached by the end of 2024



22.2 GW increase in total installed capacity by the end of 2024

4.5 GW added capacity managed by our solutions in 2024

17.7 GW added historical capacity through strategic acquisitions in 2024

Our solutions helped avoid **36,952,173 tonnes** of CO₂ emission

Assets	Nameplate Capacity	Energy Production	Emission Factor	Avoided Emissions
	MW	MWh	tCO ₂ e/MWh	tCO ₂
Wind	46,245	105,547,648	0.338	35,644,148
Solar	2,711	2,477,525	0.403	998,810
Biogas/Hydro/Other	190	724,345	0.427	309,215
Total	49,146	108,749,518	0.340	36,952,173

Offsetting Portugal's yearly CO₂ emissions

That's right, through Opoura's efforts, we **avoided 37 million tCO₂** being emitted to the atmosphere, which is the equivalent of Portugal's annual CO₂ emissions.



17

Growing makes sense

In 2024, we said hello to many new skilled colleagues from Sweet Geeks, Next Consult, Quantec Systems, and NovoGrid. These **acquisitions have been strategic** in realizing and **working actively toward our purpose**. Incorporating their unique experience and expertise has been pivotal to becoming Opoura. Before, we could assist with all things SCADA. Now, we cover **every step of the energy value chain**, from the beginning to the end.

That means the **value we provide to our clients is greater**, encouraging and enabling them to continue investing in a renewable future.



18

How we can help our clients

1

Choosing the best site for their power plant and conducting a resource assessment

2

Ensuring that they can connect to the grid once the site is built with grid studies

3

Testing, installation and commissioning, fiber design, and splicing of cabinets and servers

4

Operating and maintaining plants through SCADA, control, and monitoring solutions

5

Optimizing performance with proactive features, OT, cybersecurity, and enriched data

6

Retrofitting old control and monitoring systems to expand the lifetime of their assets

7

Going hybrid, expanding capacity, and increasing flexibility

8

Accessing new markets like ancillary services for a higher ROI

19

Environmental policies

Driving change

Did you know that even with the global push for sustainability, nearly 80% of cars and vans on the road in 2030 are still expected to run on internal combustion engines? That is according to the [“Net Zero Emissions by 2050”](#).

At Opoura, we know that as more countries implement stricter vehicle efficiency standards and set ambitious zero-emission targets, businesses have a critical role to play.

- In 2024, we switched 14% of our company cars to electric cars
- As a result, 35.7% of our company cars are electric vehicles

Powering Opoura with 100% renewable energy

In 2024, all the electricity used at Opoura's headquarters was matched by **energy from Danish wind turbines**. While the power we receive comes from a shared grid, our commitment ensures that every unit of electricity we consume is compensated with an equal amount of renewable energy purchased by our supplier.



Social

ESG 2024

03

Igniting the potential of our people

Our people are the driving force behind everything we achieve, and their potential drives our success. This section delves into how we aim to create an inclusive, empowering workplace that supports growth, innovation, and well-being.

From fostering diversity and equity to providing meaningful opportunities for development, our efforts center on cultivating an environment where every individual can thrive. It is important to us that **our people – and experts – feel empowered**, contributing to the social fabric of our organization and ensuring our shared success.

22

What we achieved

23

nationalities among
all our employees

4.1

out of 5 employee
satisfaction score

9%

increase in
employee tenure
compared to 2023

23

The numbers

236 FTE employees
49% increase from 2023

3.89 years employee tenure
(3.57 years in 2023)

9 employees in senior management
(Reporting to CEO)

What drives us



Being approachable

Fostering openness and collaboration inside-out.



Embracing knowledge

Connecting specialized skills to succeed in a complex environment.



Cultivating trust

Providing assurance and reliable data for intelligent and more informed decisions.



Driving excellence

Delivering high-quality solutions grounded in our year-long experience and extensive track record.



Staying dynamic

Ensuring flexibility in our work, being agile in our innovation, and leading the energy transition.

How we grow our people

At Opoura, we know that **company culture** is not something set but rather something **created by our people** – something lived and embodied by them. So, to keep up with employee morale and satisfaction, being approachable and open is important for Opoura.

A tool that identifies employee satisfaction and development is the **Employee Satisfaction Survey (ESS)**, which is conducted once a year. The ESS 2024 was launched on November 14th. The results are shared and reviewed by the departments, and **the management team discusses** and assesses them to **consider necessary actions**.

79%

participation rate in ESS 2024

4.1/5

employee satisfaction score

4/5

work-life balance rating

26

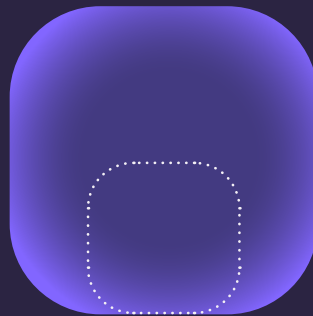
Diversity, Equity, and Inclusion

As a global corporation, we encourage collaboration among individuals from diverse origins and backgrounds. At Opoura, we acknowledge that cultures are built by the people – **cultures are heterogeneous and multiple**.

Cultivating a shared culture across our company is essential to us. Still, we equally prioritize diversity and inclusion as core elements of our social responsibility, particularly as our team grows.

25%

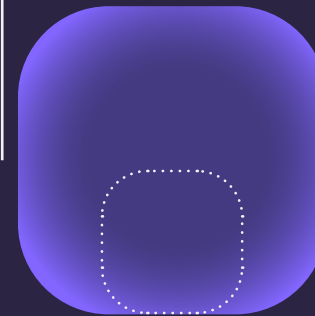
female employees



59 women among employees

22.2%

women in senior
management

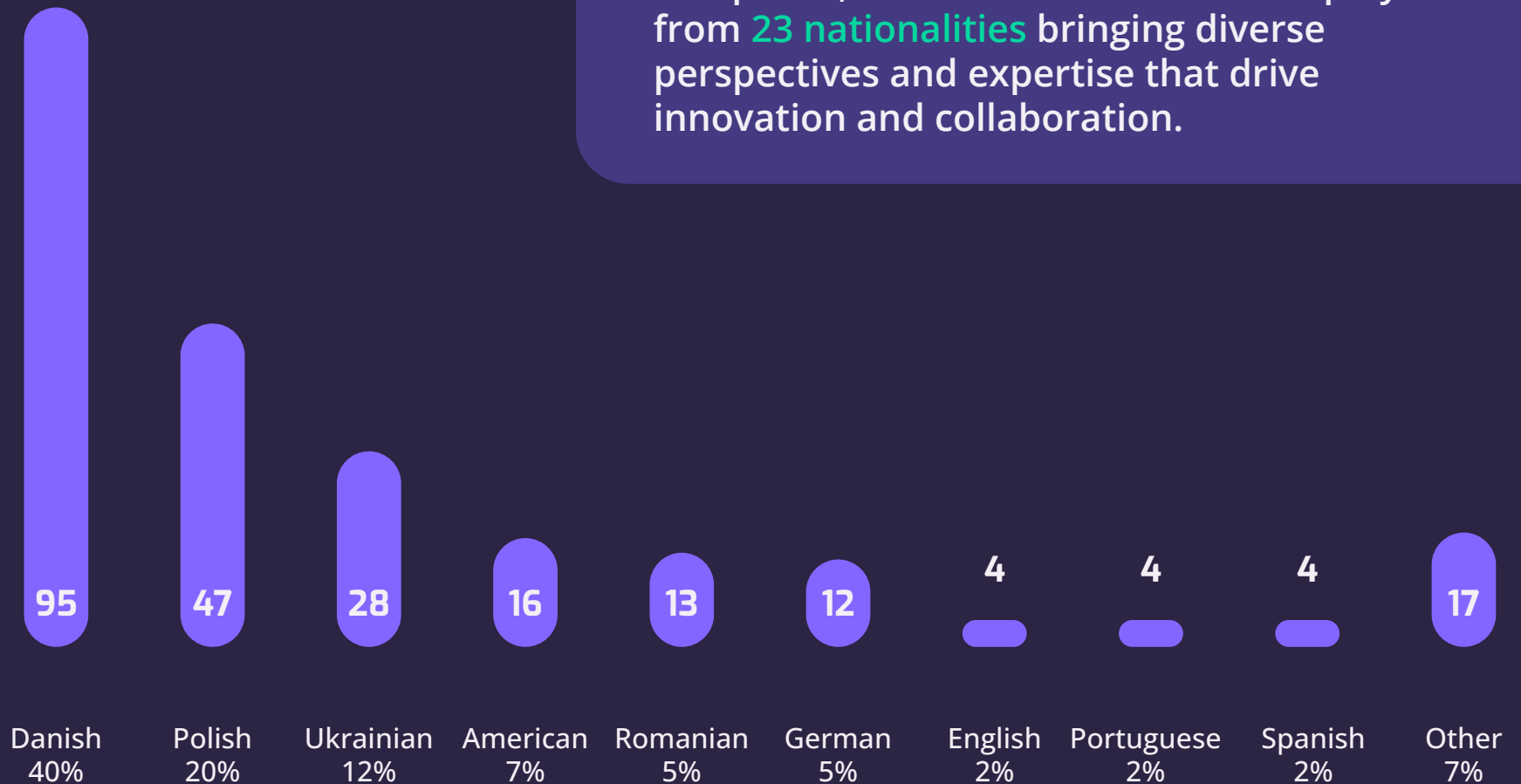


2 women in management
(Reporting to CEO)

27

Opoura around the world

At Opoura, our team includes 240 employees from 23 nationalities bringing diverse perspectives and expertise that drive innovation and collaboration.



28

Meet Kasia Kandulski Lindegaard - and the Women in Wind initiative

The energy sector remains one of the least gender-diverse industries worldwide. According to the [IEA](#), women account for only 20% of the workforce in this field, even though they represent nearly 40% of global employment.

As a mentor for the [Women in Wind initiative](#), Kasia Kandulski Lindegaard is dedicated to empowering the next generation of women in the renewable energy sector by **providing guidance, sharing industry insights, and fostering professional growth.**



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Celebrating our achievements

Everyday engagement, recognition, and collaboration play a key role in unifying our culture across all Opoura locations. And 2024 has given us plenty of reasons to celebrate.

This year, we've marked several **major milestones**, including the release of new OneView® updates and the launch of our ETMP solution. We also celebrated three 10-year anniversaries, one 15-year anniversary, and the 5th anniversary of our claVis solution. These achievements reflect the **dedication and innovation of our teams worldwide**, reinforcing our **commitment to excellence** and continuous growth.



The fun stuff

In addition to celebrating company achievements, our people certainly know **how to have fun**. From go-karting to company runs, barbecues, and Oktoberfest celebrations in our German offices, our team embraces a vibrant culture that fosters camaraderie. Many of these events are driven by employees, showcasing the **enthusiasm and initiative of our people**.



31 Igniting the potential of...

Our new brand launch was the most important event of this sort – we celebrated a **great achievement** and had a lot of fun. We gathered in Vejle physically, and all our offices followed **the celebration of our new brand, Opoura**, through a live stream. With speeches, champagne, cake, and new merch, it was the perfect cherry on top of our celebrations and growth throughout the year.

We asked our colleagues to point out what they want to ignite the potential of, to ultimately ignite the potential of the energy transition – in a smart way. Here's how that went!



Safe work, happy work

One of the highlights of 2024 was welcoming more talented individuals to our team, but with that came the responsibility of ensuring everyone had a **comfortable and well-organized space to work**. This meant rethinking parts of our office layout, such as new workspaces, additional meeting rooms or pods, and a safe passage through production areas.



Safe work, happy work

By adjusting our spaces to better support collaboration and productivity, we used **growth as an opportunity to improve our work environment**. These changes not only aimed at helping teams work more effectively but also promoted **physical well-being**, making our spaces more comfortable and supportive for everyone, as well as keeping work-related accidents to the minimum.



0

The infographic features two purple rounded rectangular boxes. The left box contains the number '0' and the text 'major work-related accidents and injuries 2024'. The right box contains the number '5' and the text 'minor work-related accidents and injuries 2024'. A thick, wavy teal line starts from the bottom left, loops around the bottom of the first box, goes up and around the top of the second box, and then continues to the right edge of the frame.

major work-related accidents
and injuries 2024

5

minor work-related
accidents and injuries 2024

Introducing our new communication training

At Opoura, we know that **our leaders play a key role in sharing the company's vision** and addressing concerns to keep teams together. As a new initiative in 2024, we have introduced communication training focusing on **building strong communication skills**. The goal is to help our leaders and managers handle change confidently, solve problems effectively, and keep their teams motivated.

Strong communication is essential in a dynamic company like ours – where we are experiencing a lot of growth, changes, and improvements, as well as new colleagues and departments.



Through my years of leadership, I've learned that even with experience, there's always room to grow. What would be the one key takeaway from the communication training? What seems clear to me may not be as clear to the person receiving my message.

Refining how we communicate creates stronger connections, better collaboration, and a more engaged team.

Jens Bagger - Chief Production Officer



Internal communication in times of transition

Openly sharing our progress and plans not only keeps everyone informed but also fosters engagement, motivation, and a sense of shared purpose. It's about building a strong, united company culture where **everyone feels connected**.

To make this happen, we have developed two main forms of internal communication. Alongside emails and Viva Engage posts, these channels allow us to **share news and updates in a more meaningful and engaging way**.



4

Internal newsletters in 2024

6

Informative videos in 2024

Integration communication

A big part of the news and updates in 2024 were about the acquisitions and the integration of the new companies into what is now Opoura. On this note, a new section titled “What’s new in the integration process” was created in our internal newsletters to address the need to communicate this matter to the whole organization.

This section included **updates from our Integration Office Team**.

Additionally, specific welcome newsletters and email processes were established to introduce the company to the newcomers. To ensure a **two-way communication flow**, a feedback form was created.

What is new in the integration process?

With NovoGrid now in our fold

New things are coming from many directions, not only from our rebranding that will soon come to life.

Last week, we welcomed NovoGrid to our fold, with their expertise and experience in grid analytics solutions. That means we have 8 new highly specialized colleagues on board! As usual, this means that an integration process is starting.

Our Rasmus Holst Sikjaer gives a few words on how that will happen.

“The integration process will happen in 2 phases”

As you are all already aware, we have officially welcomed NovoGrid as the newest member of our growing company. This means that we are about to embark on another integration project.



Internal newsletter December 2024

What's new in the integration process?

A few things have happened so far in 2024. The year has seen a very strong kick-off, and also a busy one. So there are some news regarding integration that the Integration Office Team would like to share with everyone in the organization.

“The first couple of months have just gone by. It is a great pleasure to feel the motivation from both sides, to get this “marriage” to a successful start.”

Allan B. Mensted
Chief Strategy Officer and Integration Officer



Integration Workstreams (WSs)

We have created Workstreams for several areas of our businesses.

Each WS consists of a team dedicated to managing a specific aspect of the integration process.

Each WS is responsible for ensuring that their area smoothly transitions and aligns with overall company objectives, policies, and procedures.

Each team is formed by WS Officers from SCADA International and Sweet Geeks Peers.

Internal newsletter March 2024

Governance

ESG 2024

04

Igniting the potential of our business

In our commitment to conducting business responsibly and with a steadfast dedication to ethical practices, this section underscores the core principles guiding our operations.

At the heart of our approach lies a **commitment to quality**, ensuring that our products and services meet the highest standards. Additionally, we prioritize the protection of data, recognizing its critical importance in today's digital landscape.

As we navigate the governance landscape, our focus remains on **fostering transparency, accountability, and integrity**.

What we achieved

0

reported ethics
and compliance
incidents

0

reports to the
Whistleblower
scheme

88%

QHSE committee
resolution rate

0

data security breaches

1

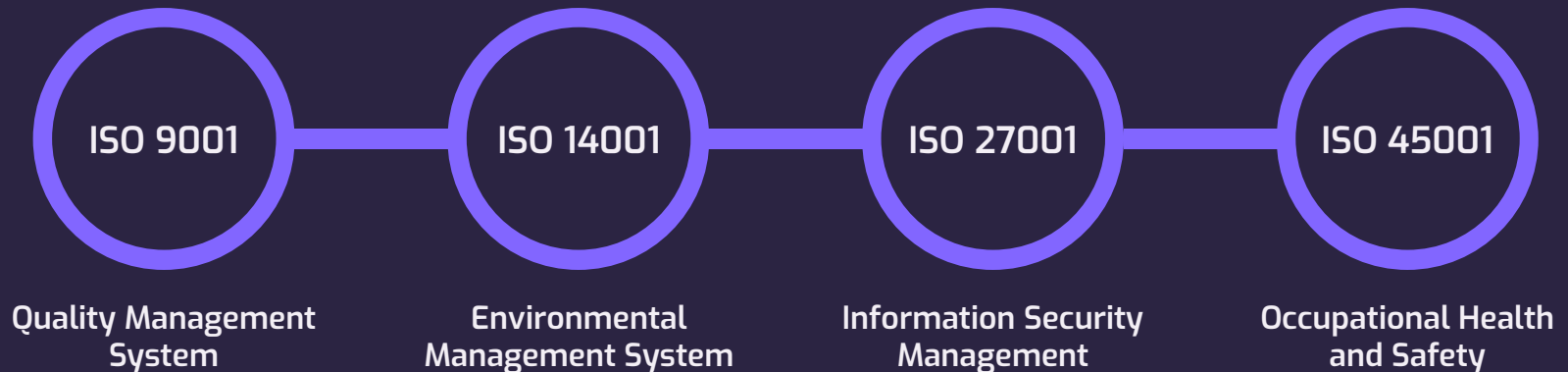
external audit ISMS minor non-conformities

2

external audit QHSEMS minor non-conformities

Certified to deliver excellence

Resilient growth requires a thorough approach to certifications because they are here to make us future-proof. Former SCADA International was **certified according to ISO 9001, ISO 14001, ISO 27001, and ISO 45001**. When incorporating new companies into our fold, now that we are Opoura, we must ensure that all our new colleagues and locations adhere to the standards set by these internationally recognized certifications. To achieve that goal, the Compliance team at Opoura has set a **roadmap to get all the new locations certified**.



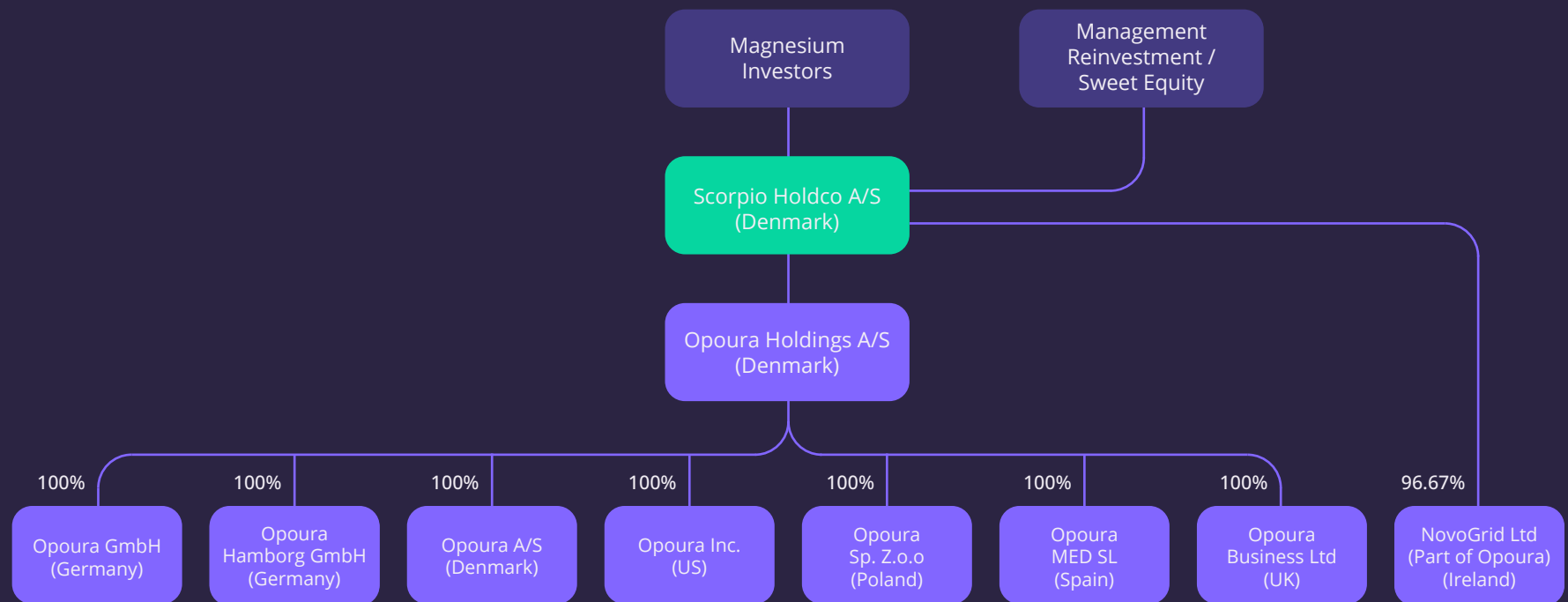
"Certification is no longer just an option – it is a prerequisite for engaging with many of our customers. However, for us, it goes beyond compliance. ISO 27001 provides a structured framework to implement and document our cybersecurity measures, demonstrating our commitment to industry standards. More than a requirement, it strengthens our credibility, fosters trust, and enables deeper, more meaningful conversations with our clients."

Brian Dørffler Heilskov - Field CTO



Company ownership

Opoura Holding A/S holds 100% ownership of the individual entities. Scorpio Holdco A/S holds 100% ownership of Opoura Holding A/S. Magnesium Capital Investors owns approx. 64.6% of the shares in Scorpio Holdco A/S and Management Reinvestment/Sweet Equity holds the remaining approx. 35.4%. **No single individual owns 25% of the shares or more.**



Board and leadership

The board of directors is formed by Chairman of the Board, Matts Lundgren, alongside board members Ian Jones and Alfonso V. Caro, bringing **external expertise** to the leadership team. Thomas V. Bagger and Allan B. Mønsted complete the leadership team as **internal representation**.

This balanced mix of internal and external board members enhances our board's effectiveness, decision-making processes, and Opoura's long-term corporate performance.



Matts Lundgren
Chairman of Board



Alfonso V. Caro
Board Member



Ian Jones
Board Member



Thomas V. Bagger
CEO



Allan B. Mønsted
CSO

Integration from a governance perspective

At Opoura, the word of the year for 2024 was *integration*. From a governance perspective, integrating new companies into existing ones comes with challenges that we must deal with and overcome. To **build a robust plan** to address these challenges, we created Integration Workstreams (WS).

We have created a WS for each area of our business, comprising a team that manages a specific aspect of the integration process, such as HR, Marketing, or Legal. The WSs ensure that their area **smoothly transitions** and aligns with company objectives, policies, and procedures. Each WS has a counterpart in the acquired company to **facilitate collaboration** and reciprocal communication.

Integrating acquired companies and new colleagues into the group was a new and demanding task for us and our new colleagues. To raise the likelihood of success, we created a “blueprint” for how to proceed with the integration task. We also decided to have workstreams. We managed to succeed but are facing post-integration challenges that need to be solved as part of the day-to-day business.

We also learned a lot about do-s and don't-s, which will become a vital experience when preparing ourselves for integrations in the future – next being our new colleagues at NovoGrid, where integration will take place in late 2025.

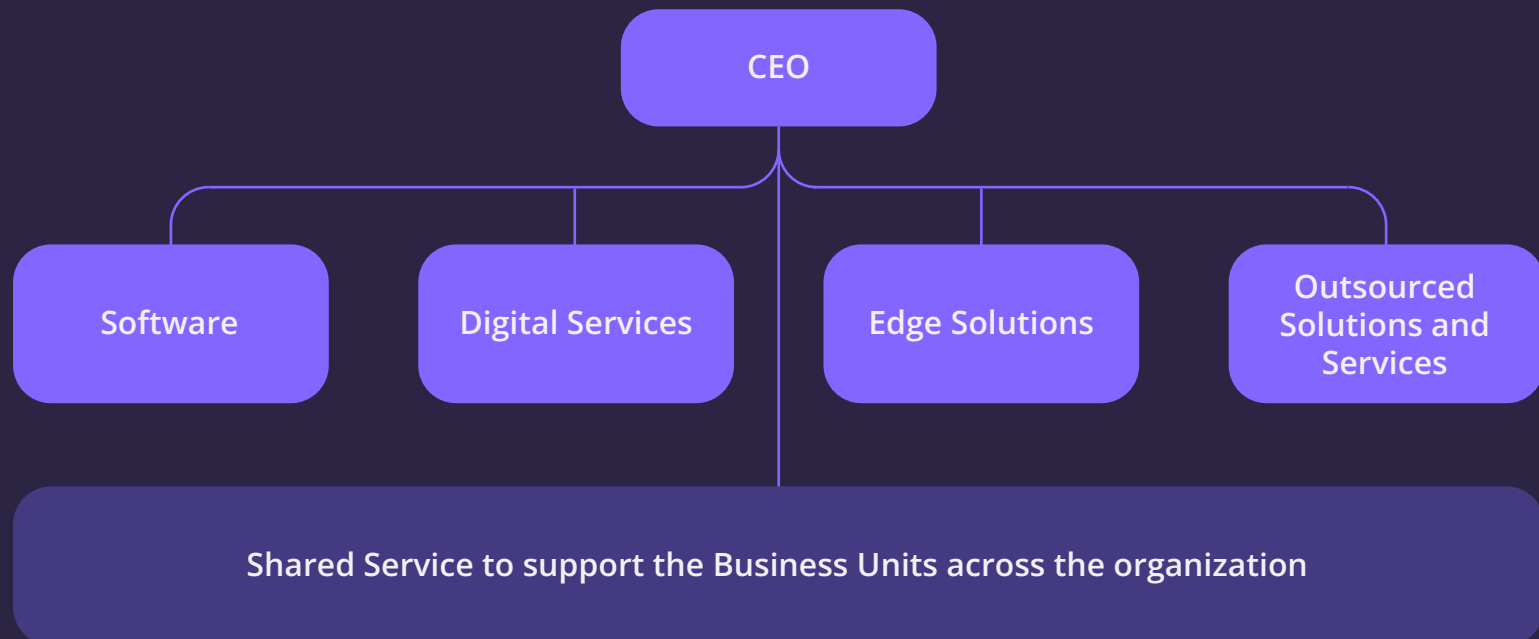
Allan Baadsgaard Mønsted - Chief Strategy Officer



Organizational structure to fit our expanding talent

With an impressive 49% increase in FTEs – bringing more people to our team and expanding our expertise – it became clear that our organizational structure needed to evolve to **reflect the new scale and scope of our operations**.

Updating the structure not only allows us to **leverage our broadened expertise** more effectively but also demonstrates our commitment to strong corporate governance. A well-defined and agile organizational framework positions us to fulfill our responsibilities to stakeholders and **sustain long-term growth**.



Organizational integrity frameworks

Effective governance relies on robust frameworks that ensure accountability, transparency, and ethical decision-making across all levels of our organization. These frameworks are **the backbone of our efforts** to uphold regulatory compliance and foster a safe and inclusive workplace – a priority in these growing times.

In this section, we highlight three mechanisms that drive these commitments. Each tool plays a critical role in **identifying risks, addressing concerns, and promoting continuous improvement**.

2 focus areas identified in the WPA

The Workplace Assessment Survey (WPA) was conducted in 2023, but the **results and action plan** were shared with the rest of the organization in April 2024. This assessment happens every three years, and the focus areas identified in the survey are entered from the WPA into the “Annual Dialogue and Management Review.”

0 reports to the Whistleblower Scheme

2024 marked the first full year of Opoura’s Whistleblower Scheme, designed to enable employees to anonymously report breaches of specific EU legal acts, serious offenses, or other critical matters. **No reports** were submitted to the scheme.

88% resolution rate of the QHSE Committee

The QHSE Committee aims to establish a continuous and **proactive dialogue** between employees and management, fostering a robust QHSE culture encompassing health and safety, environmental responsibility, and quality standards.



18

inquiries received

16

completed

2

in progress

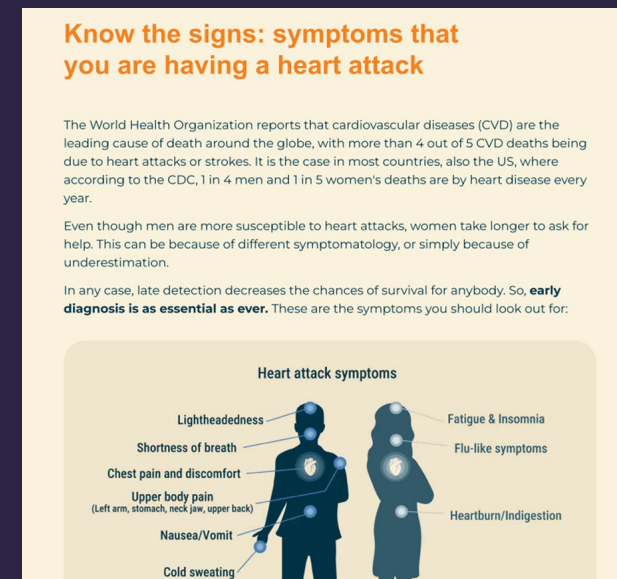
0

cancelled

The BeeHive in 2024

The BeeHive initiative promotes awareness of key QHSE topics, such as Health and Safety, Information Security, and Quality, through newsletters and awareness posts tailored to employees. Its goal is to encourage responsible actions, foster a safer and more collaborative workplace, and **support continuous improvement in safety, quality, and environmental practices.**

In 2024, one BeeHive newsletter was issued: "Safety is close to our hearts." This edition focused on recognizing and responding to heart attacks, including CPR techniques. It also revisited tips on preventing heat strokes, reinforcing physical safety awareness across the organization.



Data summary

ESG 2024

05

Area	Needed data	Gathered data	Comment
Introduction	ESG responsible	Kasia Kandulski Lindegaard	
Introduction	Environment responsible	Jan Bo Lilliendal	
Introduction	Social responsible	Jan Konstantin Rosenby	
Introduction	Governance responsible	Christina Aagaard Kjeldsen	
Introduction	Numbers of employees	240	As of the 31 March 2025. Equivalent to 236 FTE employees
Introduction	Countries with offices	8	Denmark (HQ), Poland, Germany, Spain, Portugal, USA, UK, Ireland
Introduction	Countries with Projects	31	
Environment	Scope 1 GHG emissions	139.37 tCO ₂	In 2023: 133.19 tCO ₂
Environment	Scope 2 GHG emissions	18.58 tCO ₂	In 2023: 135.94 tCO ₂
Environment	Scope 3 GHG emissions	0.840 tCO ₂	No data in 2023
Environment	Total GHG emissions	158.79 tCO ₂	Scope 1 + Scope 2 + Scope 3
Environment	GHG emissions per FTE	0.673 tCO ₂	158.79 tCO ₂ / 236

Area	Needed data	Gathered data	Comment
Environment	GHG avoided emissions	36,952,173 tCO ₂	<p>These avoided emissions represent the full scale of impacts of these renewable energy projects.</p> <p>Opoura is considered to serve a critical role in enabling these assets, but of course, other parties are also involved in these projects.</p> <ol style="list-style-type: none"> 1. Energy production assumes typical capacity factors for each technology and country, with 2024-installed projects assumed to operate half of 2024 2. Emission factors are weighted average for each location, net of renewable lifecycle carbon emission factor. 3. Avoided emissions are the gross avoided emissions of these projects; carbon savings are typically owned by project owner
Environment	Finalized renewable projects in 2024	101	The number of projects refers only to OneView®
Environment	Added GW managed by OneView®	3.6	Projects with installed date in 2024
Environment	Added GW managed by claVis	0.9	Estimated

Area	Needed data	Gathered data	Comment
Environment	Cumulative total installed capacity by the end of 2024 (GW)	49.2	In 2023, our total installed capacity reached 27 GW. In 2024, we not only added new capacity but also acquired Quantec Systems, incorporating the gigawatts they had installed since their founding. This historical capacity boosted our total beyond the new installations recorded in 2024, explaining the larger-than-expected increase in our reported numbers.
Environment	Environmental policies	2 cars changed from diesel to electric.	Total company cars: 14 (excluding company vans) Electric cars: 5 Hybrid cars: 1
Social	Total number of FTE employees	236	At the end of 2024. Average FTE in 2024 was 167.5.
Social	Average tenure of FTE employees (years)	3.89	In 2023: 3.57 years 9% increase
Social	Total number of employees in senior management	9	In 2023: 8
Social	Work-life balance rating	4	On a scale from 1-5, "It is possible for me to maintain a good work-life balance" being the statement. From the ESS.
Social	Employee satisfaction rate	4.1	On a scale from 1-5. From the ESS
Social	Number of women among employees	58	

Area	Needed data	Gathered data	Comment
Social	Number of women in management	2	
Social	Percentage of female employees	25%	58/236
Social	Percentage of women in senior management	22%	2/9
Social	Number of nationalities	23	
Social	Nationality distribution	Danish: 95 (40%) Polish: 47 (20%) Ukrainian: 28 (12%) American: 16 (7%) Romanian: 13 (5%) German: 12 (5%) English: 4 (2%) Portuguese: 4 (2%) Spanish: 4 (2%) Argentinian: 2 (1%) Turkish: 2 (1%) Afghan: 1 (0%) Bosnian-Herzegovinian: 1 (0%) Cabo Verdean: 1 (0%) Faroese: 1 (0%) Greek: 1 (0%) Indian: 1 (0%) Iranian: 1 (0%) Latvian: 1 (0%) Lithuanian: 1 (0%) Mexican: 1 (0%) Slovak: 1 (0%) South African: 1 (0%) Swedish: 1 (0%)	

Area	Needed data	Gathered data	Comment
Social	Board diversity	0	5 board members, of which 0 are women or other underrepresented groups
Social	DEI policies	No	
Social	Number of anniversaries in 2024	4	3x10-year anniversaries, and 1x15-year anniversary
Social	Staff Association events in 2024 (Only DK)	8	Board game night, Easter egg event, beer tasting, Football EM competition, Friday Bar, Laser tag & bowling, Padel, Christmas bingo. These events are paid for by the staff association.
Social	Major work-related accidents	0	
Social	Minor work-related accidents	5	Days lost: 3
Social	Events in other offices in 2024	8+	Oktoberfest in German office (Hamburg). Poland: Workshops (02/2024), Bowling evening (02/2024), Charity run (05/2024), Technical and lessons learned workshops (05/2024), Go-kart championship (06/2024), OV 4.8.0 release (10/2024), Christmas Dinner combined with 10-year anniversary of MK (12/2024). More events happened across our other locations, which can be seen in the pictures in this section. This includes both company-funded and employee-funded events.

Area	Needed data	Gathered data	Comment
Social	Internal newsletters	4	March, June, September, December
Social	Informational videos	6	Strategy kick-off Q&A strategy session Acquisition n.2 Acquisition n.3 New organization setup Acquisition n.4
Governance	Reported ethics and compliance incidents	0	
Governance	Data security breaches	0	
Governance	External audit ISMS minor non-conformities	1	
Governance	External audit QHSEMS minor non-conformities	2	
Governance	Inquiries received by the QHSE Committee	18	
Governance	Completed inquiries by the QHSE Committee	16	
Governance	QHSE Committee inquiries in progress	2	
Governance	QHSE Committee inquiries cancelled	0	
Governance	QHSE Committee inquiry resolution rate (%)	88.88%	16/18*100

Area	Needed data	Gathered data	Comment
Governance	Reports submitted to the Whistleblower scheme	0	An external law firm initially reviews all reports to guarantee impartiality and ensure they are not forwarded to anyone at Opoura involved in the case. Following this, an appointed internal trusted person manages further follow-up.
Governance	The Workplace Assessment Survey (WPA)	N/A	The WPA was conducted in 2023. This survey is conducted every 3 years. In 2024, the results of the WPA were shared with the rest of the organization, and 2 focus points were included in the “Annual Dialogue and Management Review”.

57 Glossary of Terms

Abbreviation	Description
CO2t	Carbon dioxide tonnes
CPR	Cardiopulmonary Resuscitation
ESG	Environment, Social, Governance
ESS	Employee Satisfaction Survey
ETMP	Energy Trading Management Platform
FTE	Full -time Equivalent
GHG	Greenhouse Gas
GW	Gigawatt
IEA	International Energy Agency
IMS	Integrated Management System

Needed data	Gathered data
IPP	Independent Power Producer
ISMS	Information Security Management System
ISO	International Organization for Standardization
MWh	Megawatt hour
OEM	Original Equipment Manufacturer
OT	Operational Technology
QHSEMS	Quality, Health, Safety and Environment Management System
QHSE	Quality, Health, Safety and Environment
ROI	Return of investment
SCADA	System Control and Data Acquisition
TSO	Transmission System Operator
WPA	Workplace Assessment
WS	Workstreams

We ignite the potential of the **energy transition** – in a smart way.

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+45 96 41 92 00

opoura@opoura.com

A.C. Illums Vej 4, 8600 Silkeborg, Denmark