



ESG
Environment, Social, Governance report
2024

Content

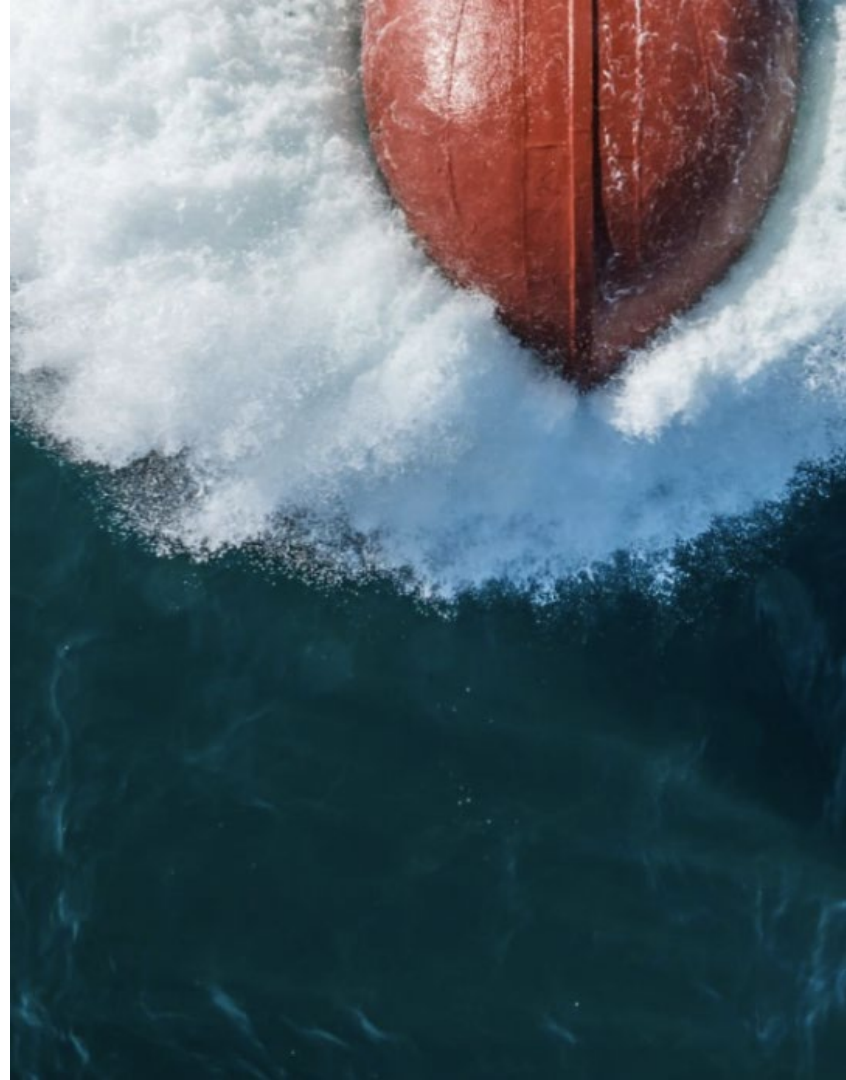
Foreword

Dear Stakeholders,

At Erria A/S, our commitment to responsible growth and good business practices forms the foundation of our operations. This Environmental, Social, and Governance (ESG) report represents an important step in communicating our efforts to create value for all our stakeholders—customers, employees, partners, communities while safeguarding the environment and contributing to a more equitable society.

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Executive Summary



CEO Henrik Andersen:

Welcome to Erria A/S's first ESG Report. This report outlines our efforts to understand and reduce our environmental impact, focusing on our office in Køge.

Evaluating Environmental Impact at Erria A/S

At Erria A/S, we aim to lead by example in the contribution to the general green transition, despite being a small company with limited resources. By assessing our environmental impact, such as greenhouse gas emissions and waste, we gain insights and identify ways to improve. This is crucial for our clients and future customers, as we are servicing key players in the green energy sector.

Future Approach at Erria A/S

Improving our sustainability requires everyone's involvement. Our dedicated team is eager to suggest and implement changes that align with our business goals, while minimizing environmental impact. Their commitment is essential to our success.

Purpose of Erria A/S's First Sustainability Report

This report establishes a baseline of our environmental impact and outlines the sustainability initiatives we will pursue. While our ability to optimize is very limited, we are committed to doing our part in the green transformation and reducing our emissions.

Company Profile

| | |
|---------------------------|--|
| COMPANY MAIN AREAS | Erria A/S is a Danish maritime service provider with a strong background in the shipping industry. We focus on ship and crew management, along with other services like Marine Warranty Surveys. Our team of 6 experienced professionals ensures vessels are operated efficiently, comply with international regulations, and maintain the safety of both crew and cargo. We offer customized solutions to meet our clients' specific needs. |
| PRODUCTS | Ship management Marine Warranty Service Crewing: Specializes in experts in cable and pipelaying operations and other specialized crew Other Maritime special solutions |
| AREA | Ship management: Denmark Marine warranty service: Mainly northern part of Europe in the offshore market Crewing: Worldwide service provider |
| REVENUE | 189 mio |
| NUMBER OF EMPLOYEE | 6 employees |
| PERIOD OF THE ESG | 01-01-2024 to 31-12-2024 |

Erria A/S Mission

Erria A/S is committed to being a reliable partner in the maritime industry, focusing on safety, efficiency, and a green transition.

Report Purpose

This first ESG report outlines Erria A/S's environmental, social, and governance performance. It serves as a baseline for future sustainability efforts and is intended for all stakeholders. While no improvements for 2024 can be shown due to this being the first report, this report underscores our commitment to transparency and sustainable practices.

ESG Strategy:

1 Environmental

We aim to reduce our carbon footprint through energy-efficient practices, focusing on employee travel and office operations, despite the challenges of limited alternatives.

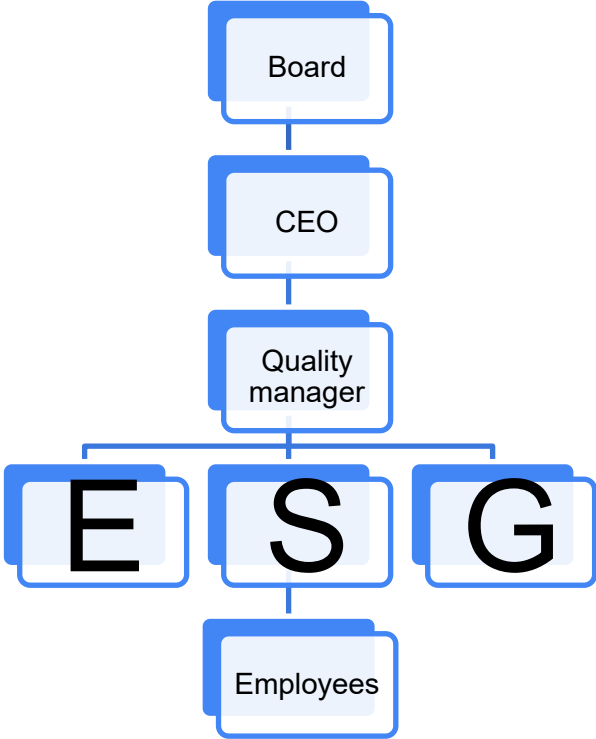
2 Social Responsibility

We prioritize a diverse and inclusive workplace, employee well-being, and community engagement, while upholding human rights and ethical labor practices.

3 Governance

Our governance strategy is simple and transparent, with clear roles, regular progress checks, and a strong focus on ethics and communication.

Company ESG Diagram



ESG Governance

The Board of Directors and the Chief Executive Officer (CEO) hold ultimate responsibility for the implementation and oversight of our Environmental, Social, and Governance (ESG) strategy. Operationally, the Quality Manager is tasked with directing the implementation of our ESG goals within daily operations.

In 2025, we submit our first ESG report, which will be based on the data collected throughout 2024. The Quality Manager will in close collaboration with the CEO and our dedicated staff, ensures that all efforts align with our commitment to continuous improvement.

ESG Materiality Assessment

Environmental

Reduce Energy Use: Implement simple measures like turning off lights and equipment when not in use, using energy-efficient lighting, use remote work to reduce energy consumption and the need for transport. Have focus on means of transport for travel.

Resource Use: Analysis of water and material consumption. Implementing strategies for resource optimization and waste management.

Simple Water Saving: Encourage water-saving practices within the office.

Limit Emissions: Ensure that any emissions (from vehicles or machinery) are minimized

Green Energy: Transition into using 100 percent green energy in the office.

Social

Working Conditions: Focus on employee well-being, including occupational safety, equality, and flexible workplace.

Community Engagement: Engagement in especially supporting local sports clubs, sponsoring female Paralympic athlete and donating locally to organizations that have focus on children in socially vulnerable and economically disadvantaged families.

Governance

Financial Transparency: Maintain clear and accurate financial records. Share key financial updates with employees and relevant stakeholders.

Compliance: Ensuring adherence to laws and international standards related to environmental protection, labor rights, and anti-corruption.

Open Communication: Promote a culture where employees feel comfortable voicing concerns or suggestions directly to leadership.

ENVIRONMENTAL

As an asset-light company, Erria A/S acknowledges the challenges in significantly reducing energy consumption due to our operational structure, particularly with transport being a primary source of emissions. However, we are steadfast in our commitment to enhancing our environmental performance across all facets of our business. We are actively pursuing initiatives that contribute to the broader goal of sustainable development and are dedicated to minimizing our carbon footprint as part of our ongoing ESG strategy.

SOCIAL

Erria A/S prioritizes the well-being and job satisfaction of our employees as a key component of our social responsibility. We actively engage in community support by contributing to local sports initiatives and are honored to sponsor a female Paralympic athlete, reflecting our commitment to inclusivity and empowerment. We are also donating to BROEN That supports children in socially vulnerable and economically disadvantaged families throughout Køge.

GOVERNANCE

At Erria A/S, corporate governance is of paramount importance, reflecting our commitment to ethical and responsible management as a publicly traded company. We prioritize full transparency in all financial matters and adhere strictly to best industry practices. One of the core strengths of Erria A/S is our flat organizational structure, which fosters open communication. We empower all employees to voice their concerns or suggestions directly to the management, including the CEO, ensuring an inclusive and responsive leadership approach.

Materiality Assessment



Materiality Assessment Matrix:

Key Issues Overview

The materiality assessment matrix helps us identify and focus on the issues that matter most to our business and stakeholders. By understanding these key areas, we can better align our strategies and resources to ensure long-term success and sustainability.

Environment

Limit Emissions

Why It Matters: Reducing emissions helps fight climate change and keeps us compliant with regulations.

Resource Use

Why It Matters: Using resources wisely saves money and reduces our environmental impact.

Reduce Energy Use

Why It Matters: Cutting down on energy use lowers costs and helps the environment.

Simple Water Saving

Why It Matters: Saving water is crucial for sustainability and helps us conserve a vital resource.

Social

Community Engagement

Why It Matters: Working closely with local communities strengthens our reputation.

Working environment

Why It Matters: Providing good working conditions keeps our employees happy and productive.

Governance:

Financial Transparency

Why It Matters: Being clear and honest about our finances builds trust and ensures we meet expectations.

Compliance

Why It Matters: Following laws and regulations protects our reputation.

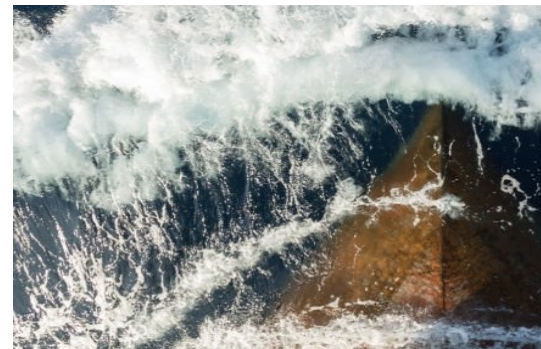
Open Communication

Why It Matters: Sharing information openly with everyone helps build strong relationships and trust.

Our Tree Strategic Priorities

Our Three Strategic Priorities

At the heart of everything we do are three key priorities that guide our journey: caring for our planet, supporting our communities, and leading with integrity. These focus areas reflect our commitment to environmental sustainability, social responsibility, and strong governance. By staying true to these principles, we aim to make a positive impact on the world around us and ensure a brighter future for everyone.



Environment

Reduce emissions

We aim to reduce our CO₂e emissions while ensuring transparency in this regard. We will do this, among other things, by annually publishing our climate accounts and reporting emissions from our activities in the Køge office. As our activities fluctuate, it is difficult to have a reduction as a sole goal; however, we are committed to finding solutions that contribute to an overall reduction of our emissions. By using environmentally friendly solutions, we are looking into whether it is possible to change to greener electrical power, better separation of garbage, saving water, and reducing travel. This 2024 report acts as a baseline for future reports and measurements.

Social

Well-being

A balanced work life that both attracts and retains the employees is crucial for our company. Our focus not only includes working hours but also an overall structure that supports the well-being, the company gives the possibility of flexible work hours, working from home, a possibility for all employees to be heard

Local community

The company remains committed to fostering community well-being by continuing its support for local sports clubs. Additionally, we are proud to sponsor and promote inclusivity through our ongoing support of the Danish Paralympic female runner, Emilie Aaen. Our efforts underline our dedication to social responsibility, diversity, and the empowerment of underrepresented groups in sports

Governance

Transparent Reporting

We prioritize transparent reporting as a cornerstone of our governance strategy. By providing clear, accurate, and timely information on our financial performance, sustainability efforts, and operational decisions, we aim to build trust with stakeholders and ensure accountability. Our commitment to transparency enables informed decision-making and fosters long-term relationships based on integrity and openness.

2024 Goals based on Strategic Priorities

Our ESG goals for 2024 are focused on driving the green transition, enhancing social impact, and strengthening governance. We aim to reduce our carbon footprint, foster a flexible, diverse, and inclusive workplace, and maintain the highest standards of transparency and ethical practices. Below are the goals we are committed to working with and evaluating in 2024. However, we are continuously striving to improve in all areas.



Goal

Environment

Change to 100 percent green electrical supplier in our Køge office.
Change the company car fleet to electrical.

Social

Ensuring the well-being of our employee.
Sponsoring and supporting local sport clubs.

Governance

Making sure we are transparent in our financial reporting.

Action

Environment

Change our electricity subscription to be 100 percent green supply.
When purchasing new cars it must be electrical.

Social

Continue to support the work life balance and flexible way that we are working.
Continue to identify local projects that can be supported.

Governance

Continue the high reporting standard that are required when being a A/S company.

Result

Environment

Reduced emission from the office hold by 10 %.
Reduced emission from company Owned-car by 50 %.
Reduce air travel by 10 %.

Social

Satisfied employees, less sick days, higher retention rate.
Positive impact on the local community.

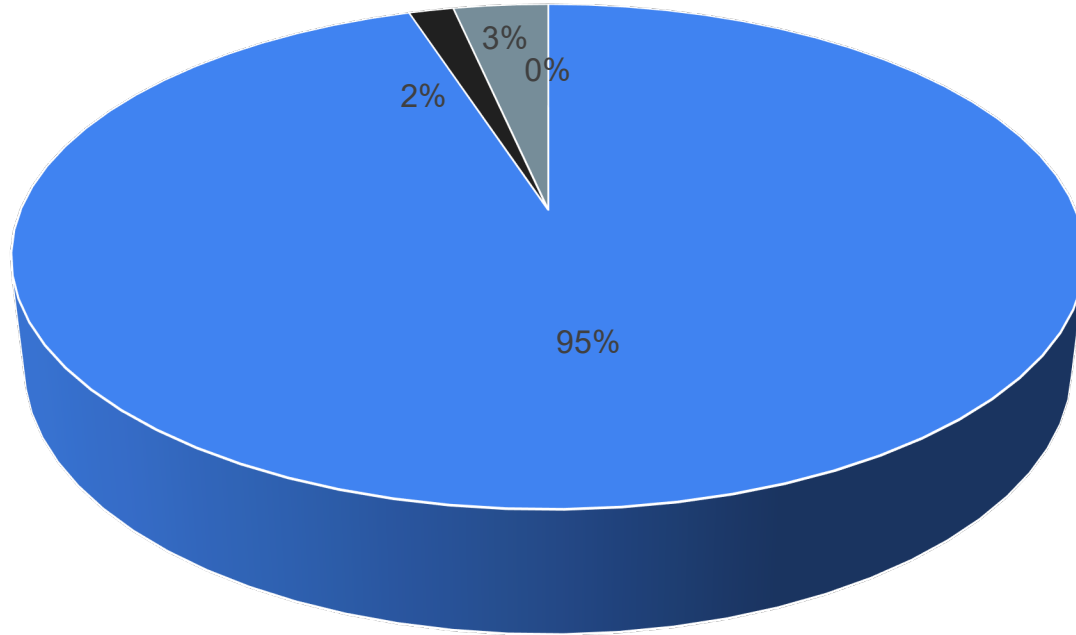
Governance

Enhanced Trust and Credibility, Attracting Investment, Regulatory Compliance,

ESG-Reporting indicators for Erria A/S

| ESG-nøgletal | Comments | 2024 | 2025 | Goal |
|--|---|--|----------------|--|
| Environment | | | | |
| CO ₂ -emission scope 1 Transport, fly, | Reported by traveling agency. | 160,7 tons / 75.7 % | | To reduce 10 % |
| CO ₂ -emission scope 1 Transport car, public | km in car 38122. Km in train 4615. | 2,7 tons / 11.5 % | | To reduce 5 % |
| CO ₂ -emission scope 2 heating | 2572 m3 Naturgas. 2,2 ton/m3 | 5,7 tons / 12.3 % | | To inform staff of best practices reduction is not possible |
| CO ₂ -emission scope 2 electricity | 0 g Co2/ kWh, 100 %green energy | 0 tons / 0 % | | |
| CO ₂ -emission scope 3 | There is no upstream or downstream usage of materials or products; therefore, Scope 3 reporting is not applicable. | | | |
| Total CO ₂ -emission, (scope 1, 2 og 3) | | 169,1 Tons / 100 % | | |
| CO ₂ -emission / Turnover | 169 200 kg / turnover 189 mio dkr. | factor 0,0008 Kg/Dkr | | |
| renewable energy, renewable energy consumption relative to total energy consumption | 100 % renewable enegy is used and certified by Andel energy. | All is renewable | | |
| Water use | Water usage is note able to be. | Measured, as the consumption is for the | Whole building | |
| Handling of recyclable waste sorted into Paper, Plastic, Metal, Glass, Other | We only produce wast from normal office operation. | Limited amount of wast all is sorted in 5 fractions | | |
| Social | | | | |
| Sick leave. | | 8 days. Total | | |
| Work accidents. | | 0 work accidents | | |
| Woman / men ratio 6 total 4 men/2 Woman. | | 33 % women, 67 % men | | |
| Woman/ Man ratio in management. | | 33 % women. 67 % men | | |
| Employee satisfaction. | | Good | | Make a formal registration |
| Support projects in the local community and other places. | | 2 sport clubs and one paralympic | | |
| Government | | | | |
| Financial Transparency | | Reporting has been within the required by the regulations | | To continue current practise |
| Compliance, | | There has been no Compliance breach | | To continue current practise |

CO2 Emission for Erria A/S



■ Air Travel 94,6 ■ Car, Other 1,6 % ■ Heating gas 3,4 % ■ Electricity 0,0 %



E-Key indicators

CO₂ emissions – and expectations for future developments

Transportation contributes **94 % of total CO₂ emissions**. At Erria, we actively utilize Microsoft Teams and virtual meetings to minimize travel-related emissions. Moving forward, we remain committed to identifying further opportunities to reduce our transportation footprint. We recognize that travel activities can fluctuate, potentially impacting our ability to achieve emission reduction goals fully. We have set a goal to reduce air fare with 10 percent.

Water consumption

We are not able to measure the water usage, as we rent our office and we are not the only consumers, however with the majority consumed by restroom facilities. These facilities are equipped with dual flush options to offer both low and high water usage settings. Recognizing that achieving substantial reductions in daily operational water consumption may be challenging, we actively encourage all staff to utilize the low flush setting whenever possible to conserve water.

Electricity use

The annual use is 2025 kWh. We are committed to reducing our electricity consumption in the office by optimizing energy efficiency. This includes using energy -efficient lighting, and encouraging employees to power down equipment when not in use, shut off lightning when leaving the building. Our goal is to minimize the consumption. However it will be difficult to reduce electricity use significantly. We have implemented that all the electricity are renewable energy meaning we have a 0 emission.

Garbage handling

We actively manage and sort all waste produced, maintaining minimal levels of garbage. Although it is challenging to measure precise changes in waste volume, we have significantly reduced paper usage by adopting digital solutions. Any remaining printer paper is repurposed as note paper. All waste is meticulously sorted into categories such as cardboard, glass, plastic, metal, and other materials, ensuring that the majority of our waste is recycled and reused effectively



S-Key indicators

Sick leave

The number of sick days taken serves as an important social indicator of a company's dedication to employee health and well-being. An increase in sick days might suggest declining workplace wellness and indicate potential underlying concerns that require attention. In 2024, only 8 sick days were reported. This relatively low number could be linked to the flexible work arrangements available to employees, such as remote work options, which help minimize the necessity of taking sick leave.

Work accidents / workplace safety

is a crucial social indicator that highlights a company's dedication to protecting its employees. Achieving zero work accidents is a strong indicator of a safe and well-managed work environment, reflecting effective safety protocols and a culture of care. In 2023, zero work accidents were reported. This outstanding result underscores the company's commitment to maintaining a safe workplace,

Job satisfaction

Job satisfaction is crucial for Erria A/S as it directly impacts employee motivation, productivity, and retention. Satisfied employees are more likely to be engaged in their work, provide higher quality service, and contribute to a positive workplace culture, all of which are essential for the company's long-term success and competitiveness. Management believes that the current company structure positively contributes to overall job satisfaction. However, more formal measures to monitor this are being considered. In 2024, the company organized a week-long gathering to enhance workplace enjoyment and foster company spirit. Employees from various branches were brought together for the event, which received overwhelmingly positive feedback from participants.

Our Commitment to Social Responsibility

We are dedicated to fostering a positive impact in our community by supporting local sports clubs, empowering young athletes, and promoting inclusivity in sports. Our initiatives include donating to children in need, ensuring they have access to essential resources and opportunities. Additionally, we proudly support a Paralympic female athlete, championing diversity and resilience in sports.



G-Key indicators

Financial reporting and transparency

- Financial transparency is crucial in ESG as it builds trust with stakeholders, ensures accountability, and highlights a company's commitment to ethical practices. Clear reporting on financial matters allows investors to assess risks and opportunities, aligning financial performance with sustainability goals, and promoting long-term value creation. We are controlled by external accountants that we are reporting as required and without remarks

An aerial photograph of a port area, overlaid with a semi-transparent blue filter. On the left, a body of water contains a red and white tugboat. A long pier extends from the shore towards the boat. On the right, a large paved yard is filled with numerous stacks of dark, rectangular goods, possibly pallets or crates. In the background, various industrial buildings and structures are visible along the waterfront.

ERRIA



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