Sustainability report

2024/25

Superwood®

Build-in-Wood Demonstrator, Danish Technological Institute

Contents

Letter from the CEO

You can comply, you can compete and you can lead. We aim to lead. Therefore, we are now publishing our second independent sustainability report. Not because we are obliged to, but because we want to.

We are Superwood® because we were founded as a more sustainable and durable alternative back in 2000. We take care, we innovate and we try harder. We believe that wood is the best and most sustainable building material when treated right – our purpose!

The beginning of 2025 marked our 25th anniversary, and we are proud to report that Superwood is in its strongest position yet. During 2024/25, we invested significant resources in developing and aligning our new sales strategy across all our markets. Accordingly, we doubled our sales force and implemented a unified sales strategy across all markets. Correspondingly, we have used significant ressources on development in the production, stronger quality assurance and continue to challenge ourselves within the field of sustainability. After years of work, two new impregnation recipes were approved and listed by ECHA, providing us with more opportunities to develop in this heavily regulated area.

What we can measure, we can also change. We choose to be transparent and open about our progress, and where we still have work ahead of us. We believe that our sustainability stance will lead to business opportunities as the need in the building sector is there and will increase in the coming years.

We truly believe that our sustainability improvements described in this report will add to our value proposition and will become increasingly important going forward.

CEO, Ole Dalsgård Nielsen

Overview of the countries where Superwood is present.

The Netherlands is a new market

We believe in wood

We were born out of the desire to create something that did not exist before: a technology and a facility capable of fully impregnating spruce. A durable and more sustainable product, without heavy metals and with minimal use of impregnating agents. We remain the only ones in the world mastering this technology.

The World's Best Board – both beautiful and durable in every way

Grounded in reality and guided by common sense, we experiment and constantly push the standard for how durable, sustainable, and beautiful our product can become.

Impregnation and processing of boards

We have embarked on a lengthy journey to arrive at the point where we stand today. The journey has demanded time, effort, and a significant investment in a specialized technology, providing Superwood with a competitive edge. Presently, we are equipped to handle both the impregnation and processing of boards. Our fully automated processing line manages the board through every stage – from sorting and profiling to impregnation and painting – culminating in packaging and delivery to customers.

We value and protect the environment

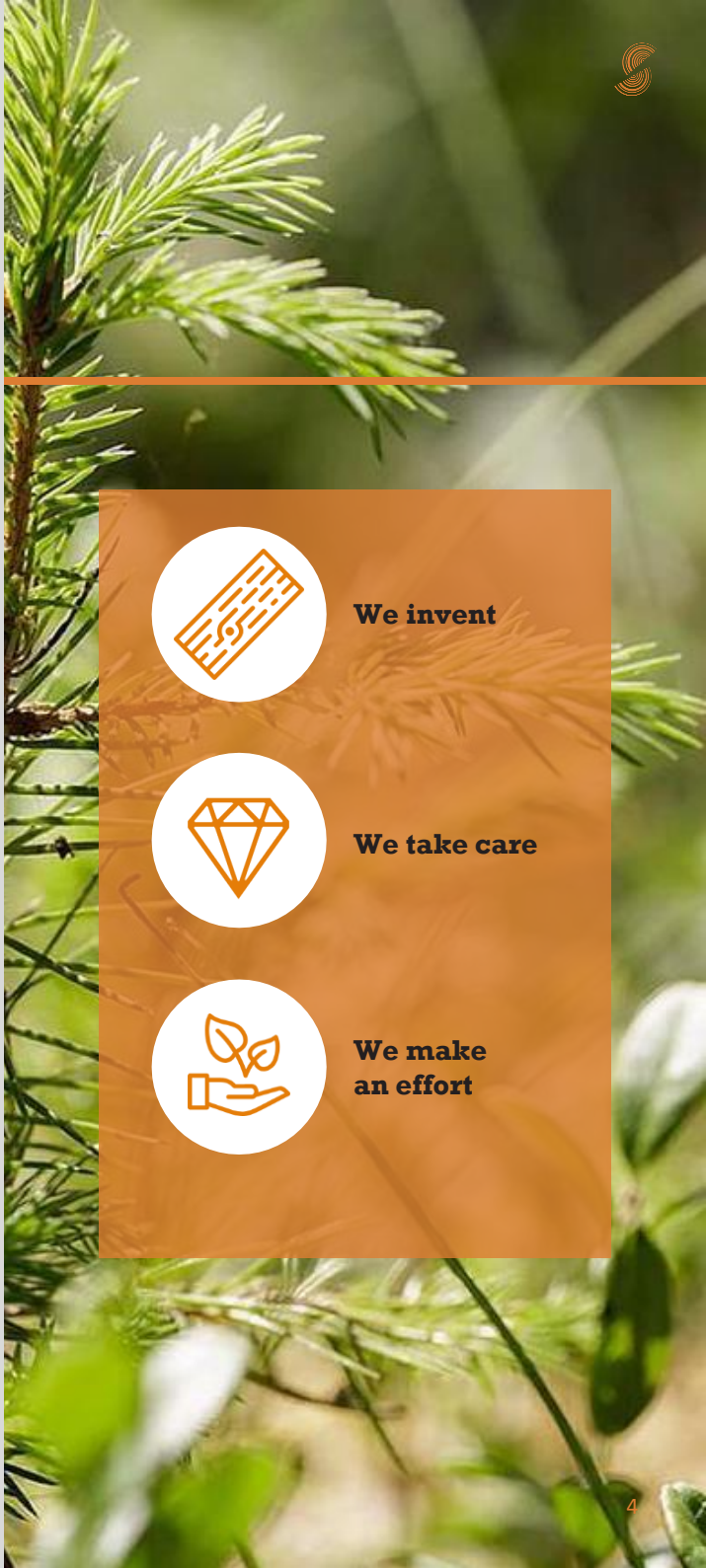
We take care of each other and the environment, and we go the extra mile in selection, cutting, splitting, impregnation, profiling, X-ray scanning and sorting, painting, packaging as well as sales and service. Only the best and most sustainable is good enough. Although we already use a minimal amount of fungicides and in 2025/2026 will introduce a new formula that will again reduce their amount, we strive to continue developing our unique impregnation process so that we can offer a fully impregnated facade cladding product made from Norwegian spruce with a minimal amount of fungicides.

The company's main activities

The purpose of Superwood is to produce and market wooden cladding solutions based on the unique and patented impregnation process as: "We believe that wood is the world's best building material when treated the best possible way". This is what we strive for with our durable, sustainable, and well-designed cladding solutions with comprehensive documentation.

We invent – and continue to challenge ourselves to be able to offer the best possible solutions to our customers. During the last year we have had all our standard products approved after D-s2,d0 including products with surface treatment. Similarly, we have had our solution with fire retardant surface treatment certified and approved according to B-2s,d0. We take care of our colleagues, customers, and the environment, which is why we strive to have our entire product portfolio included in the Cradle to Cradle Certified® program.

Read our annual report here



We invent

We take care

We make an effort

We document sustainability through certificates and environmental declarations

Certificates/environmental declarations	History	Currently	Future
PEFC	Certified since 2007.	Exclusively PEFC-certified wood from the Scandinavian and Finnish forests.	To be re-certified in 2030.
EPD	We had our first EPD made in 2002.	Version 4, prepared in 2022.	Currently developing version 5.
Cradle to Cradle Certified®	First Cradle to Cradle Certified® in 2021, at version 3.0.	Certified at Cradle to Cradle Certified® version 4.0, as the only façade producer within construction.	To be re-certified at version 4.1 in 2026.
EcoProduct	We had our first assessment made in 2018.	Currently on version 2, prepared in 2023.	Maintaining high rating in system provides advantage for our customers in BREEAM certified constructions.
Certificates within sustainable construction			
DGNB	Our first contribution to a certified construction was in 2021.	Our efforts to create a durable facade cladding in a Nordic resource makes Superwood an attractive product for sustainably certified construction.	Our efforts with takeback, design for disassembly and upgrading our discarded wood can provide an advantage in the program.
BREEAM	Our first contribution to a certified construction was in 2021.		
LEED	Our first contribution to a certified construction was in 2024.		
EU Taxonomy for Sustainable Activities	Our first contribution to a certified construction was in 2024.		We adhere to all chemical regulation for more sustainable construction.
Cradle to Cradle Certified®	Our first contribution to a certified construction was in 2024.	Our Cradle to Cradle Certified® certificate enables us to qualify for the ambitious Cradle to Cradle Certified® construction standard. Next step is therefore to have the products treated with fire detergent paint included in our Cradle to Cradle Certified® portfolio. Cradle to Cradle Certified® is a registered trademark of the Cradle to Cradle Products Innovation Institute.	

Sustainability strategy

Our dream is that the more facade solutions we sell, the better terms we create for our planet. How do we realize that dream?

By continuing to challenge ourselves and our means of production. The Danish building industry accounts for 30% of the Danish carbon emissions whereas the waste amounts to 40% of total waste. Therefore, it is pivotal that the solutions we offer for construction have the lowest possible emissions – if not being net zero or net positive. Luckily, biobased materials are forgiving when it comes to carbon emissions because they act as natural carbon stores; in fact, in the initial life cycle phases of extraction, transportation, manufacturing, transport to the construction site, and assembly, Superwood products have a negative carbon footprint.

The challenge, therefore, lies with prolonging the lifespan of the facade solution; developing more environmentally-friendly impregnating agents; and getting our production closer to net positive.

In 2025, we have again revised our sustainable strategy and established targets for 2030

We continue to expect that these targets can change several times before 2030 – just like technological development, regulation, and sudden opportunities can clear the path for reaching a target faster or slower. Therefore, we will continue to revise the strategy annually. Since 2021, where we first revised our sustainability strategy, we have had time to understand the scope of climate accounting and the dependency of our value chain as well as experience how regulation can shape and reshape the direction of both strategy and initiatives in the sustainability area. Circularity is supported in the EU sustainability framework; the importance of reducing waste and recognizing it as a resource has increased; and being able to measure your efforts has become more accessible and developed into an actual competitive parameter.

Read our sustainability strategy

Where are we now?

We have been working with Environmental Product Declarations (EPDs) since 2002 and have, over time, gained experience in how our own production affects the environment – that is, the product stage, including raw materials, transportation, and manufacturing (stages A1-A3 illustrated in the table to the right). By taking a closer look at the life cycle stages in the EPD, we aim to provide an overview of where there is still work ahead of us, and where we are in fact close to target.

More accurate transport data

We are ready to work with more accurate transportation data rather than estimates, cf. stage A4. We have been in dialogue with our transportation suppliers regarding data delivery and are currently awaiting our customers' feedback on how they wish to receive the data in their systems. At the same time, all our suppliers are able to offer transportation using HVO diesel, which can reduce the carbon footprint of transportation by up to 75%.

Design for disassembly and life cycle extension

One of our values is "we make an effort" – and over the years, we have developed assembly and maintenance guides that cover use, repair, and refurbishment, thereby addressing stages A5-B5. We have also begun exploring how to influence stage C1. We now offer a disassembly guide, advising customers on how to carefully dismantle a facade so that cladding that has not yet reached the end of its use phase can be reused for new purposes. Our Design for Disassembly initiatives are intended to prolong the life cycle of our products as much as possible.

End of life and beyond

As wood is an organic material, Superwood can be disposed of as regular outdoor wood waste at municipal facilities. It is, therefore, assumed that this will ultimately be the disposal method for Superwood, covering stages C3-C4. Our focus remains on extending the life cycle of each facade solution for as long as possible. All these efforts will, hopefully, contribute positively to our overall impact beyond the system boundaries (D) where potential benefits and material recovery are considered.

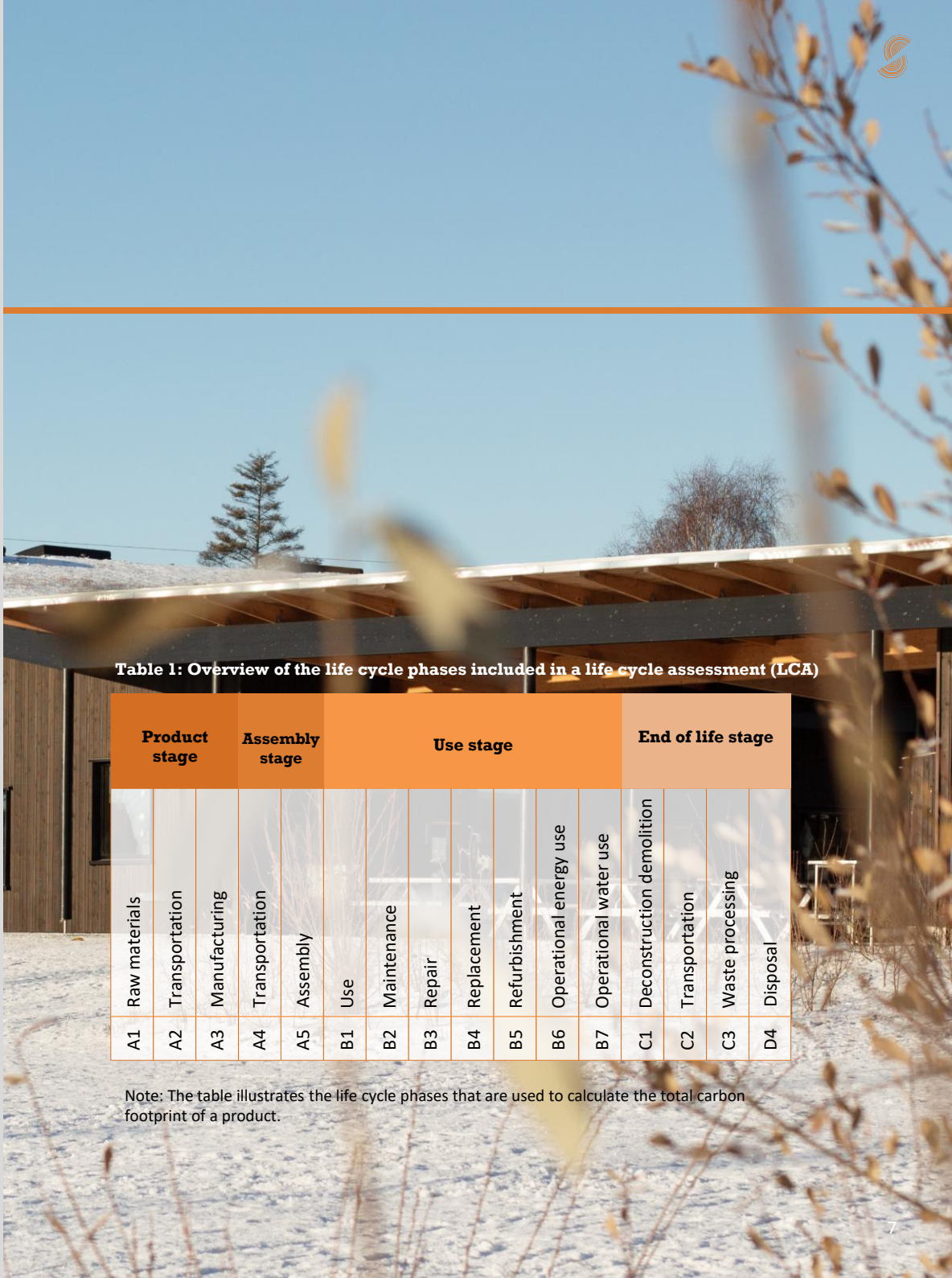


Table 1: Overview of the life cycle phases included in a life cycle assessment (LCA)

Product stage			Assembly stage		Use stage							End of life stage			
Raw materials	Transportation	Manufacturing	Transportation	Assembly	Use	Maintenance	Repair	Replacement	Refurbishment	Operational energy use	Operational water use	Deconstruction demolition	Transportation	Waste processing	Disposal
A1	A2	A3	A4	A5	B1	B2	B3	B4	B5	B6	B7	C1	C2	C3	D4

Note: The table illustrates the life cycle phases that are used to calculate the total carbon footprint of a product.

Sustainability milestones – Superwood's history between 1995 and now

Want to read more about our efforts between 1995 and 2024?

Read more here

Our goal for 2030: Net positive in carbon emissions

You can comply, compete, and lead. We want to lead – therefore, we have set an ambitious goal to become net positive in carbon emissions in 2030 in scope 1 and scope 2.

This section of our sustainability report revolves around the targets to reduce our carbon emissions in scope 1, 2, and 3. For a full overview of our carbon emissions in 2024/2025, please refer to page 16.

Becoming net positive means that we will absorb more carbon from the atmosphere than we emit in the production in scope 1 and scope 2, which are direct and indirect emissions on-site, respectively. If we reach this target, Superwood would be closer to becoming a truly sustainable business, existing and thriving economically – not with a cost for the environment, but by supporting the environment. Our targets on renewable energy and reduction in the use of fossil-fueled vehicles would help close in on having a carbon-neutral production.

Our sales strategy of selling the right solution for the individual project and with the best combination of product and surface treatment, dependent of the geographic position, and thereby minimize waste for the consumer, is also a part of the solution, although it might not affect our carbon emissions directly on paper. To reach over the net-zero cliff, there are several solutions. One could be to include other types of wood than Superwood in our take-back program and, thereby, keep more facade panels and naturally stored carbon in loop than Superwood produces. Another, and perhaps final solution, could be to introduce carbon storage as part of our sales concept; to establish forests – for us, our customers and for the environment.

The journey towards circularity.

How we treat carbon as gold in our supply chain rather than as the "enemy" to achieve our ambition of storing more carbon than we emit in 2030.

Forest – a natural carbon storage
Spruce grows in the forests and stores carbon in its entire lifespan.

Waste turns into Superwood's gold
Carbon from industrial processes like brewing is key in Superwood's patented technology.

- Recycled carbon is used as agent to fully impregnate spruce, which is otherwise not fully impregnable.

Compensated carbon-neutral production
The impregnation takes place in a compensated carbon-neutral production. It is neutral because we have gone through a line of energy optimization processes, have installed solar power panels, and are utilizing our wooden shavings as source of energy. The remaining carbon emissions, that we have not yet eliminated, are compensated via offset.

We prolong the durability of spruce
By fully impregnating spruce, we prolong the durability of the wood significantly. Meanwhile, we ensure that the carbon, which is naturally stored in the wood, is stored for a longer amount of time.

Superwood's sustainability strategy
Many of our initiatives are aimed towards bringing down carbon emissions, ultimately without the use offset.

- Cradle to Cradle Certified®
- Reduction of waste
- Energy optimization
- Takeback system
- Design for disassembly
- 100% renewable energy in 2030

The goal:
Net positive in 2030

2030: Net positive goal and status

Scope 1

As is evident in the graph, our direct emissions in scope 1 have changed significantly since 2023. In the period between 2023 and 2025, we have phased out our remaining diesel trucks and replaced them with electric trucks. We have also introduced a policy on the use of our furnace on-site, which is only to be used when our biofuel facility requires maintenance.

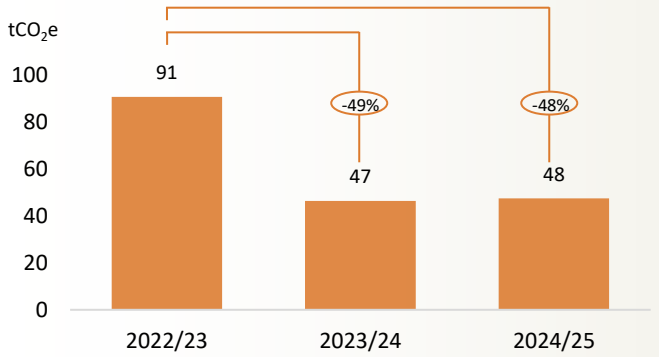
Meanwhile, we have gone from 6 external sales team representatives to 12 in the same period, which inevitably will increase the carbon footprint of transportation in scope 1. Our policy is to introduce electric vehicles wherever feasible and applicable, aiming to reduce emissions stemming from non-renewable energy sources. Over the past three years, we have acquired four electric and two hybrid cars. As the leasing agreements of our existing car fleet expire, we expect to convert the remaining vehicles to electric vehicles.

Scope 2

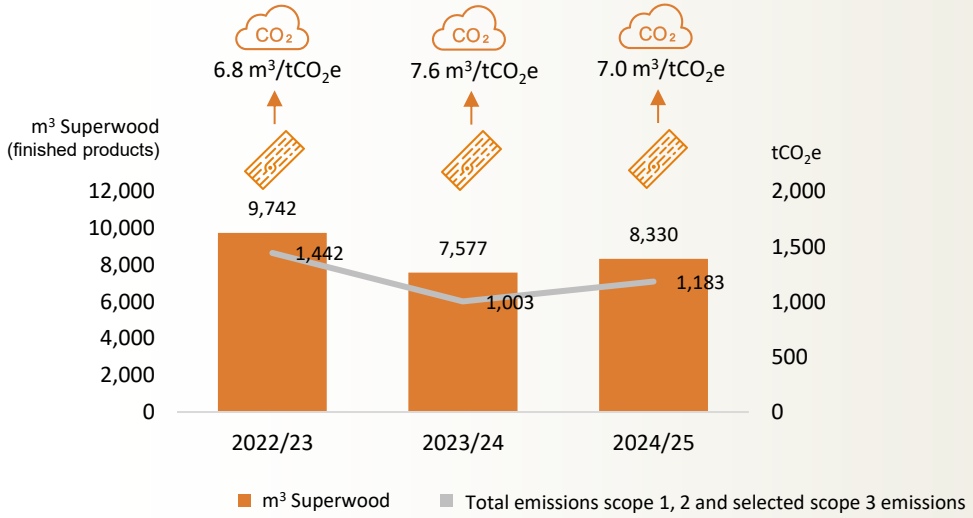
Since 2021, we have had Guarantees of Origin (GOs) certificates, assuring that the electricity used in Superwood would be matched by an equivalent production from renewable energy sources. Even though it is better than nothing, this type of certificate does not contribute to creating a larger supply of renewable energy sources globally. As part of our strategy, we, therefore, chose to install solar power panels on all possible roof surfaces at Superwood in 2023 – both to contribute to the global energy mix, cf. Sustainable Development Goal 7 and subgoal 7.2, but also to create a stable energy source for our production in the aftermath of the energy crisis in 2022.

You can read more about our work with the Sustainable Development Goals on pages 25-27.

Development of scope 1 over time



Carbon intensity of our carbon footprint compared to annual mass flow of m³ Superwood

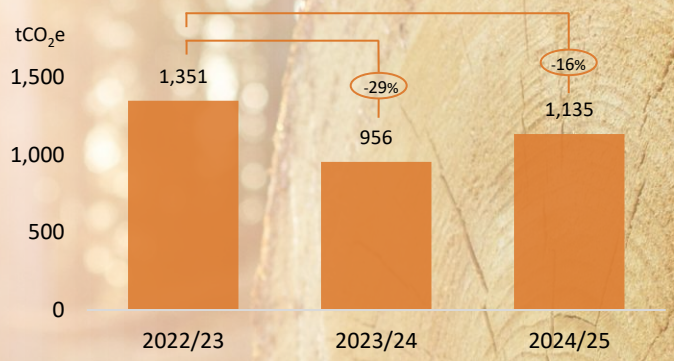


2050 scenario: 75% reduction in carbon emissions for scope 3

In Superwood, we believe and know that we must make changes in the industry today in order to secure our existence in 25 years. Therefore, many of our goals and targets concern the near future. However, as part of our Cradle to Cradle Certified® journey, it is a requirement that we set long-term goals as well.

Also, it harmonizes with our ambition to lead the sustainability agenda. Therefore, through close collaboration with our suppliers, we will seek to minimize our scope 3 emissions by 75% in 2050. Specifically, this would require developing/seeking out more environmentally-friendly solutions to transportation, paint, and recipes for the impregnation agent. It could also involve introducing new business models such as leasing facade solutions – perhaps in connection with a running takeback solution and our design for disassembly shingles. A first step would be to get the complete overview of our scope 3 emissions, which we have been working intensively on this year.

Development of scope 3 over time



Scope 3

Looking at the individual categories in scope 3, it is evident that category 1, purchased goods and services, is the major contributor to our carbon footprint, which is not surprising, as we are a production company where the processing of resources into the World's Best Board is the core of our business. The most material purchases besides wood, and looking at the largest quantities and carbon footprint, is our paint, our impregnation recipe SC200, expenses for marketing and consultancy services, and lastly expenses for equipment and maintenance of the production. In 2025/2026, we plan to transition our impregnation recipe, switching our impregnation from SC200 to SC300 and significantly reducing the amount of biocides necessary for protection against rot and fungus. This recipe transition and our project with biobased paint will expectedly contribute to lower our carbon footprint in scope 3.

Following the VSME standard

At Superwood, sustainability is a central part of our business strategy and decision-making basis. In order to create transparency and structure in our work with environmental, social, and governance issues, we present in this sustainability report our ESG efforts during the financial year 2024/2025.

In the aftermath of the EU's Omnibus package, neither Superwood nor our parent company, CJ Holding, is currently not obliged to report in accordance with the CSRD directive. However, we have chosen to report after the voluntary standard, VSME (Voluntary Sustainability Reporting Standard for SMEs).

We are following the Basic Module of the VSME standard and are including relevant reporting points from the Comprehensive Module. This approach ensures that our reporting meets the EU recommendations for transparency and reflects our focus areas within sustainability.

The reporting is made on a consolidated basis and includes relevant data for our subsidiaries.

The table on the right provides an overview of the VSME data points covered in this reporting and the page numbers where each disclosure can be found. It spans environmental, social, and governance topics – from basis for preparation and environmental impacts to workforce characteristics, health, and safety – to help readers navigate directly to the relevant sections.

Sites	Type of location	Address	Postal code	City	Country	Coordinates (geolocation)
Superwood A/S	Production	Palsgårdvej 3	7362	Hampen	Denmark	56° 0' 38.736" N, 9° 22' 50.268" E
Superwood SE	Sales office	Levins Väg 4	291 73	Önnestad	Sweden	56° 3' 34.308" N, 14° 1' 58.620" E
Superwood DE	Sales office	Kieler Strasse 119a	25451	Quickborn	Germany	53° 44' 5.280" N, 9° 49' 48.036" E
Superwood NO	Sales office	Kilen 2	4244	Nesflaten	Norway	59° 38' 56.328" N, 6° 48' 54.972" E

VSME data points

	Title	Page number
B1	Basis for preparation	8, 12, 21, 26
B2	Practices, policies, and future initiatives for transitioning towards a more sustainable economy	9, 11, 13, 15, 17, 18, 19, 20, 22, 26, 30
B3	Energy and greenhouse gas emissions	16
B4	Pollution of air, water, and soil	17
B6	Water	16
B7	Resource use, circular economy, and waste management	7, 16, 18, 19, 20, 29
B8	Workforce – General characteristics	21
B10	Workforce – Remuneration, collective bargaining, and training	24
C1	Strategy: Business model and sustainability – Related initiatives	4, 6, 14, 25
C2	Description of practices, policies, and future initiatives for transitioning towards a more sustainable economy	9, 15, 17, 22, 25, 26, 30
C3	GHG reduction targets and climate transition	13, 15
C4	Climate risks	15
C5	Additional (general) workforce characteristics	21
C6	Additional workforce characteristics	30
C7	Severe negative human rights incidents	21
C9	Gender diversity ratio in the governance body	26

Double materiality assessment

2024: Double materiality assessment vol. 2.0

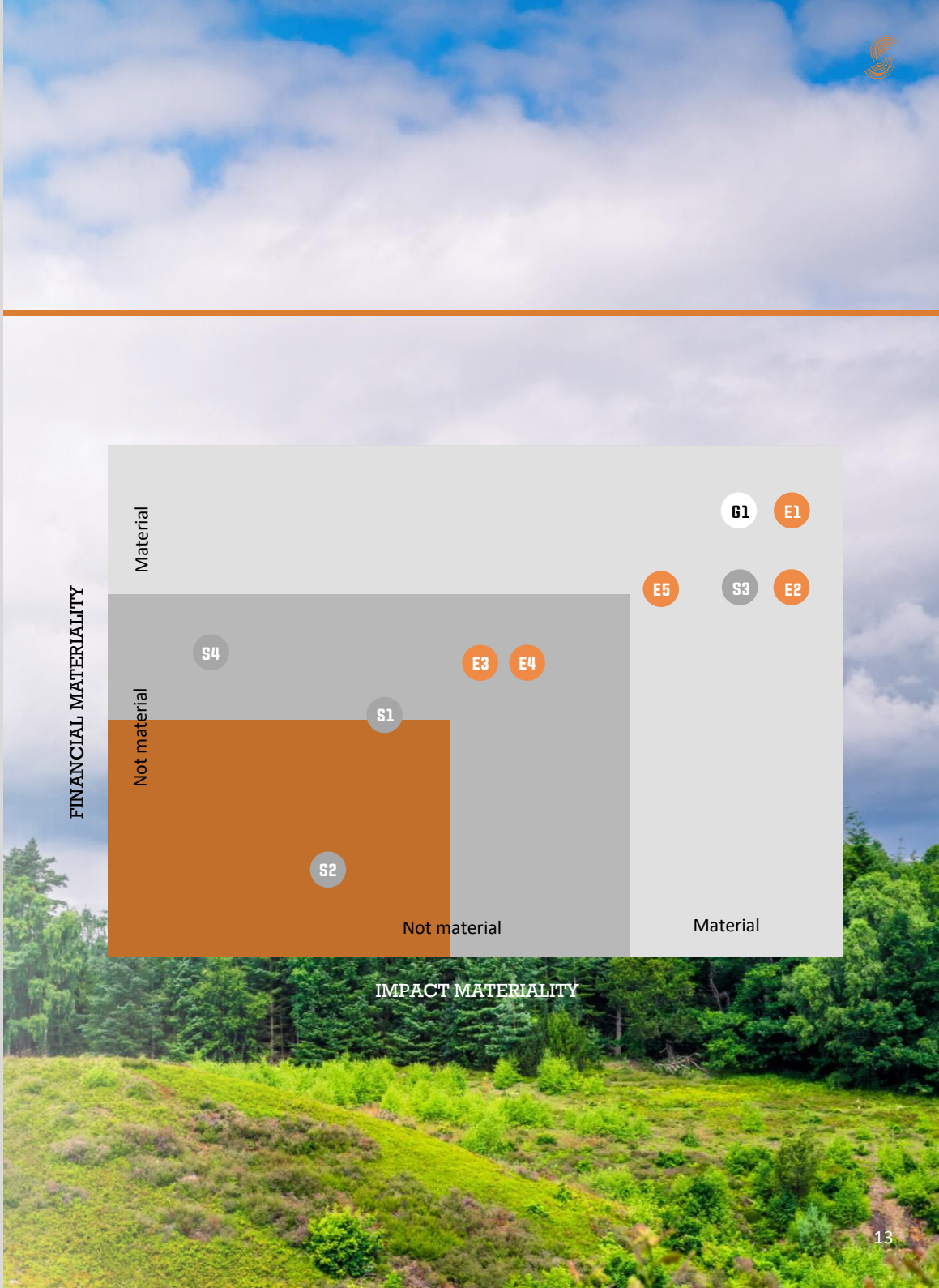
In 2023, we conducted our first initial double materiality assessment (DMA), and in the fall of 2024, we further developed the DMA – this time using the framework of the CSRD directive as guidance. While we are not obligated to report the findings of our DMA, we chose to share the findings of our assessment with you.
By doing so, we aim to provide a clearer picture of how Superwood is progressing on our sustainability journey: We will be utilizing the results of the DMA as guidance on what to prioritize when it comes to sustainable development of our enterprise.

Reading guide

The following sections are divided by topic from the ESRS standard where relevant initiatives are described beneath each topic. As we in Superwood have performed a DMA, we will only be reporting on material topics. For a comprehensive overview of the DMA, policies, sustainability strategy, and certificates, please refer to the appendix, p. 30.

- Environmental
- Social
- Governance

E1	Climate Change
E2	Pollution
E3	Water and Marine Resources
E4	Biodiversity and Ecosystems
E5	Resource Use and Circular Economy
S1	Own Workforce
S2	Workers in the Value Chain
S3	Affected Communities
S4	Consumers and End-users
G1	Business Conduct



Value chain overview

Life cycle assessment phases (page 7)

UPSTREAM				OWN OPERATIONS	DOWNSTREAM		
A1	A2 A3	A4	A4	A3	B1 B2 B3 B4 B5 B6 B7	C1 C2 C3 C4 D	
Resource extraction	**Pre-processing/ Production of products**	**Procurement**	**Transportation**	**Own operations**	**Transportation**	**Usage**	**End of service and demolition**
Resources, e.g.: • Fields • Trees • Metals • Minerals • Biogenic CO_2	**Production of wood:** • Forestry where biogenic CO_2 is absorbed • Logging • Sawmills **Production of other products:** • Biocides • Paint • Iron • Machines • Tools • Packaging • Synthetic diamonds in grinding tools	Procurement of wood from sawmills **Equipment:** • Machines • Tools **Energy procurement:** • Electricity • Fuel **Other purchases:** • Biocides • Packaging	Incoming transportation of wood and other purchases Upstream transportation between supplier stages	**Production process:** • Sawed timber may be split • Wood impregnation • Planing • Sorting into 1st and 2nd grade – end trimming and diagonal cutting • Painting • Labeling • Packing • Storage **Other functions:** • Buildings • IT • HR • Production planning • Sales • Product development Waste, e.g. CO_2, ash with SC200, and process water	Transportation by truck from Superwood to the hardware store or directly to the customer	In stock at the hardware store before purchase by the end customer The end customer installs the product – primarily on facades The product serves as a climate barrier on the facade Ongoing maintenance of the product and possible replacement of individual planks	There is a gradual degradation of the product over time The product is removed after use and can possibly be reused on another facade The product is disposed of as general combustible wood waste and incinerated. This generates heat as well as surplus energy and releases biogenic CO_2 Some waste from own operations is sent to a landfill

Environmental

Climate change

Existing practices/policies/actions	Future initiatives/targets	Climate-related risks/transition risks
Sustainability strategy and environmental policy net positive in scope 1 and 2 by 2030 • Regenerative process whereby carbon is reused to impregnate Scandinavian spruce. • Biofuel facility utilizes own wood waste as energy. • Electric vehicle fleet on-site significantly reduced the use of fossil fuel on-site. • Solar power cells on all available rooftops. • Energy optimization measures in our production processes to reduce the energy requirement per m^3 of Superwood produced.	• Biobased surface treatment option by 2026. • 100% renewable energy target by 2030. • 75% reduction in scope 3 by 2050.	• Policy-related risk that increases in demand for reporting and compliance will strain our resources from action to reporting.

Exposure and vulnerability in relation to the listed risks

Assets	Activities	Value chain
Superwood is quite resilient towards climate change risks in terms of our assets. Our technology is an alternative to more energy-demanding or water-demanding methods to prolong the durability of wood.	Climate changes sets higher demand for protection of wood against root and fungus with increasing temperatures and moisture, and thereby Superwood as a product.	If the temperature increases significantly, we may risk that the area where we source the Scandinavian spruce from moves. However, we believe in and will contribute to the Paris Agreement and, therefore, consider this a theoretical risk.

2026: Biobased paint

We have since 2024 conducted tests with biobased paints from different suppliers and can now offer biobased paint as a solution. We want to be able to offer our customers a painted facade solution with the lowest possible carbon footprint. As Superwood is fully impregnated and, therefore, protected to its core against rot and wood-decaying fungus, paint is not necessary to the same extent as for untreated spruce. However, paint does have protective abilities, which you could then assume, combined with Superwood, would protect the facade even better. We experience that customers frequently want a painted surface of their facade for visual purposes – simply because it looks beautiful. In these cases, where additional protection is not the purpose of selecting a painted facade, it should be possible to select a biobased paint with less chemicals and fewer carbon emissions.

Environmental

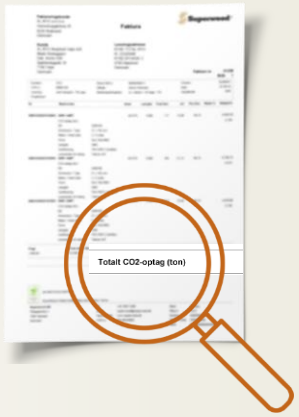
Our carbon footprint

Compared to last year, we are including a broader range of categories in our scope 3 reporting, reflecting our commitment to gaining a deeper understanding of our total climate footprint. By expanding our data coverage and refining our calculations, we aim to build a clearer picture of our emissions across the value chain and identify new opportunities to reduce our impact. Additional categories will be included in the coming years, as we continue to strengthen our reporting and knowledge base.

	2022/23	2023/24	2024/25	
Category	**tCO_2e**	**tCO_2e**	**tCO_2e**	**Distribution**
Stationary combustion	47.2	0.5	3.2	0%
Mobile combustion	43.8	46.0	44.3	4%
Total scope 1	**90.9**	**46.5**	**47.5**	**4%**
Purchased electricity (location-based)	141.1	81.6	84.3	7%
Purchased electricity (market-based)	-	-	-	
Total scope 2	**-**	**-**	**-**	**0%**
Cat. 1 Purchased goods and services	919.3	638.5	731.6	62%
Cat. 5 Waste	0.5	2.1	2.1	0%
Cat. 6 Business travel	41.8	32.2	38.8	3%
Cat. 9 Downstream transportation and distribution	389.6	283.3	362.5	31%
Total scope 3 (selected emissions)	**1,351.2**	**956.2**	**1,135.0**	**96%**
Total emissions	**1,442.1**	**1,002.7**	**1,182.6**	**100%**

Carbon intensity per m^3 Superwood	2022/23	2023/24	2024/25
m^3 Superwood (finished products)	9,742	7,577	8,330
m^3/tCO_2e scope 1 + 2	107.1	162.9	175.2
m^3/tCO_2e scope 1 + 2 and selected scope 3	6.8	7.6	7.0

On their invoice, our customers can now see the carbon footprint they are generating.



96% of our carbon footprint comes from our value chain (scope 3).

More than **62%** of our emissions are from purchased goods and services (category 1)

During 2024/25, our total water withdrawal was **222 m^3**

In the same period, we generated a total of **115.91 tons** of waste, consisting of 110.03 tons of non-hazardous waste and 5.88 tons of specially regulated waste classified as hazardous under applicable legislation.

The non-hazardous fraction included 16.96 tons of recycled materials and 93.07 tons sent for combustion, while the hazardous fraction consisted of process water disposed of through controlled combustion at an authorised facility in line with applicable waste management regulations.

Data point B3	Unit	Renewable	Non-renewable	Total
Electricity	MWh	1,297.5	-	1,297.5
Stationary combustion	MWh	-	12	12

Environmental

Pollution and circular economy

Existing practices/policies/actions	Future initiatives/targets
Sustainability strategy and environmental policy • Reduce amount of wood protection biocides in our product through research. • Development of SC400 and SC300. Both impregnation alternatives contain a smaller amount of protective agents where we with our existing impregnation agent SC200 can offer a board with just 1 gram of protective agent. This amount can be reduced by app. 50% with the two new alternatives. • Through investments in the factory and a one-stop solution, we have significantly reduced the transportation footprint.	• Regenerate “produced water” and wood waste from facility so that we can reutilize the biocides deposited in the water and wood and generate a cleaner waste fraction. • Offer carbon-reduced shipping with HVO (already possible today – not used yet).

Existing practices/policies/actions	Future initiatives/targets
Sustainability strategy and environmental policy • Ensure high-quality input to reduce waste streams. • Upgrade discarded wood to the World's Second-Best Board. • Introduce end tongue and grove to all our markets. • Introduce a dismantling guide and a takeback system. • Introduce design for disassembly as a possibility. • Enable the use of shorter lengths and minimize amount of discarded wood.	• Introduce takeback system in Holland, Norway, Germany, and Sweden in 2027.

TAMU: A school offering job training for 18–30-year-olds with limited connection to the labor market.

The World's Second-Best Board

As part of our circularity efforts, we are continuously working to integrate our "waste" in our business model. With the installation of our biofuel facility, we use the wood chips and sawdust for energy on-site. Another large channel of "waste" is our discarded wood from our production. The discarded wood is a material issue for Superwood, particularly because it involves a significant amount of resources on an annual basis, which, until 2021, had no defined purpose. The (lack of) use of residual materials in the construction industry is a critical issue for the sector – and, therefore, also an area where we must focus our efforts in order to contribute to a more sustainable industry.

Around 8% of the wood we buy is rejected after impregnation because it does not meet our strict quality requirements for the World's Best Board. Every year, it amounts to around 200,000 running metres of profiled boards. Even though this wood does not meet our high quality criteria for Superwood facade cladding, it is still fully impregnated Scandinavian spruce with the same durability qualities as our A product and can be used for various purposes.

Today, the discarded wood is distributed across goodwill projects, material banks, and strategic partnerships. In relation to the goodwill projects, known as Supergood, we favor locally based projects, which also fits with our sustainability strategy and our work with the Sustainable Development Goals.

Gjørtler Ejendomme is building Tiny Houses for homeless people in Viborg, Denmark. Superwood supplied 2. Sorting wood for the project.

Discarded wood sold:

22/23 102,907 metres
23/24 122,875 metres

24/25 **181,728** metres

Discarded wood sponsored:

22/23 54,700 metres
23/24 20,677.9 metres

24/25 **3,565** metres

Environmental

Design for disassembly

In relation to a large construction by STARK in Denmark, we initiated a collaboration with SWECO to develop modules for installation on facades. The purpose was to create an outlet for utilizing shorter lengths of cladding that would otherwise have been discarded in a design for disassembly. This way, we can upgrade our second-grade material into a premium product. The benefits include less spillage, easier installation, maintenance, service, and the possibility of involving social enterprises in the construction work itself. We have chosen to share the sketchbook of our shingles, which was the result of the collaboration with SWECO, for all relevant collaborations. The purpose is to inspire for more facade solutions constructed as design for disassembly – and to create another purpose for our discarded wood.

Hårlev Library, Denmark, 2024.
A Supergood project.
First example of our shingles concept.

For the specific project in Næstved Denmark, we ran a pilot, where our discarded wood was introduced in a design for disassembly. The shingles were then produced by TAMU, a school which offers labor market training for 18-30-year-old young people who, due to personal or social difficulties, have no connection to the labor market.

Discarded wood: 5,061 m^2
Superwood 1st assortment: 2,021 m^2
Carbon stored in the facade in the use phase: 3.8 tons
Number of hours used by the TAMU students: 2,290

STARK, Næstved, Denmark, 2025.

Environmental

Takeback system

Step 1

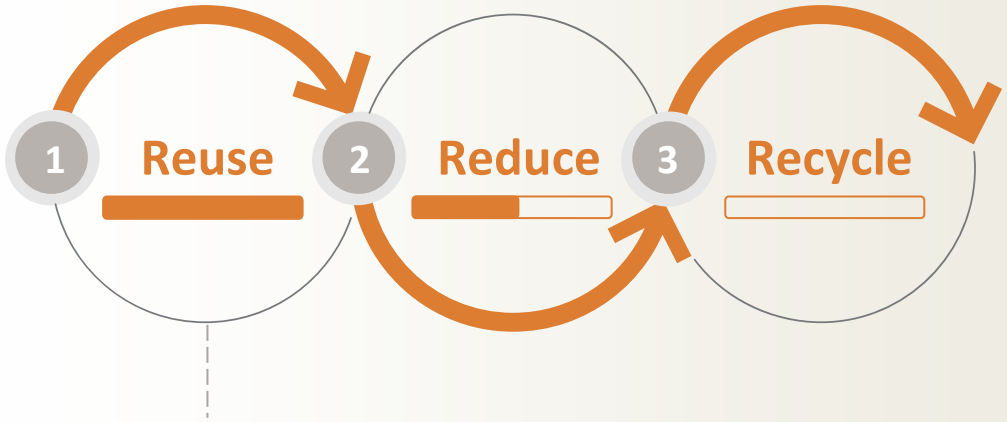
We are currently working on implementing a takeback system. First step was to design and publish a dismantling guide which instructs the user in how to carefully dismantle a facade so that our high-quality wood, which has not yet reached the end of its use phase, can be reused for new purposes. The relevant sections of the guide is, of course, integrated in our installation guide as correct montage is pivotal in terms of how much of the facade can be reused.

Step 2

The first Superwood facades were sold around the year 2000, and we expect that the earliest ones will begin to be taken down within the next ten years. Of course, there may also be cases where facades are dismantled before reaching the end of their intended lifespan – for instance due to renovation or a desire to replace the facade. The cladding boards removed in such cases are materials we wish to re-purpose in collaboration with socioeconomic enterprises. We will make our pilot project in Denmark, where we have already found a potential collaboration partner.

Step 3

When we succeed with offering a reliable takeback system in Denmark, we can ensure that the good wood can be reutilized for the same or new purposes and thus keep valuable materials in loop for a longer period of time. We will, of course, draw on that experience and broaden the takeback model to our other markets – expectedly by 2027.



Read our dismantling guide, which explains why wood from Superwood can be reused in new projects.


SEEK Festival Pavillon, 2023


Hårlev Library, 2024


Tranbjeg Scouts Activity Tower, 2025

Social

People and social responsibility

Social data	Unit	2022/23	2023/24	2024/25
FTE	FTE	31	28	29
Men	Heads	27	24	27
Women	Heads	4	4	2
Workplace accidents	Number	2	2	1
Frequency (workplace accidents per 100 FTE)	Number	6.8	7.5	3.6
Workplace fatalities	Heads	0	0	0
Temporary contract	Heads	0	0	0
Permanent contract	Heads	31	28	29
Gender diversity in management level	%	29	0	0
Internal whistleblower system	Yes/no	Yes	Yes	Yes
Minimum wage compliance	Yes/no	Yes	Yes	Yes
Annual training hours per employee	Hours	-	-	6.6
Incidents related to the themes child labor, forced work, human trafficking, discrimination	Number	0	0	0

From our 25th anniversary at Sletten, Denmark, June 2025.

Our employees are at the heart of our business, and we are committed to adopting a management style that fosters a trusting and developmental atmosphere, allowing room for individuality. Through clear policies, continuous safety efforts, and initiatives to strengthen inclusiveness, we strive to ensure wellbeing, attract new talent, and retain a skilled workforce. The overview above highlights our key social data. Although the S1 disclosure is not material for our company according to our DMA results, we have chosen to include it to provide a more comprehensive overview of our social data.

Affected communities

Social

Existing practices/policies/actions	Future initiatives/targets
Sustainability strategy and environmental policy, internal and external code of conduct, and risk assessment of value chain on environmental concerns • Using only sustainably sourced wood from Finland, Norway, and Sweden, we are guaranteed that more forest is established than logged and that biodiversity, ground water resources and the rights of indigenous peoples and local communities are taken into account. • We collaborate with socioeconomic entreprises in our two largest markets, Denmark and Germany. This is integrated as a part of our strategy to involve socioeconomic enteprises when relevant in sales pro-positions. In 2025 we have succeeded in corporating socioeconomic enterprises in several major offers.	• We seek to reproduce our collaboration with socioeconomic enterprises in our other markets. • We plan to evaluate our risk assessment in Q4, 2025.

2024: Social partnerships

In early 2024, we initiated a collaboration with the German company Lebenshilfewerk Neumünster GmbH, which is a non-profit social enterprise. Its mission: to enable people with intellectual, physical, or mental disabilities to live self-determined, satisfying lives and to support their families. The collaboration is centered around the production of our instore displays illustrated to the right for professional building supply stores, which the good hands of Lebenshilfewerk Neumünster is now producing for the German market.

"This year, we even sponsored Superwood products for their office as support and recognition of their great work". Dennis Ballandat, Sales Manager, Superwood Germany.

Inspired by the great experience from this collaboration, we have initiated the same type of collaboration with the Danish schools of TAMU, which are now supporting our own woodworking shop and producing instore displays for the Danish, Swedish, and Norwegian markets.

Instore materials produced in collaboration with TAMU, Denmark and Lebenshilfe, Germany.

Our local social data

Social

11
Number of external Superwood Academies

10%
of flex workers, section 56 employees, and workers in job training programs

3
Number of research projects with Superwood participation

41.37%
Further education

2
Number of internal Superwood Academies

1
School visits in the production

6
Number of Supergood sponsorships

2,290
Number of hours spent at socioeconomic enterprises

School visit, VIA University College, Aarhus, Denmark, fall 2022.

Social

Low human rights risk and policy development

Our local social data

In 2023, we commissioned a Human Rights Risk Assessment by the consulting firm Position Green. The assessment conducted by Position Green evaluated our exposure to human rights risks and our management procedures for addressing the identified risks. Our human rights strategy focuses on our own activities in Hampen as well as our activities in our supply chain.

Based on the assessment conducted by Position Green, we have proactively focused on addressing potential gaps in our value chain. We have prioritized strengthening our efforts throughout the value chain, continuously identifying and managing potential human rights risks – both within our own operations in Hampen and in collaboration with our suppliers.

Our global social data

In our Human Rights Risk Assessment, carried out in collaboration with Position Green, we assessed the risk of human rights violations as "low" across all parameters. This assessment reflects our own active implementation of processes and procedures designed to mitigate human rights risks. As part of this work, it was recommended that we develop specific policies and management strategies to document our efforts in securing fundamental human rights throughout our value chain. For an overview of our policies, strategy, and certifications, refer to page 30.

During 2024/2025, we have actively conducted risk assessments of our tier 1 suppliers, and we continue to strengthen collaboration with our closest suppliers, particularly in relation to the development of our DMA.

From our 25th anniversary at Sletten, Denmark, June 2025.

Supplier management and code of conduct targets

Working with our supply chain

When we engage in new collaborations, it is a clear target to have our suppliers sign our external code of conduct. We have segmented our suppliers into two categories; A) material to the product (which are the categories we work with in the Cradle to Cradle Certified® system) and B) material to Superwood as a production.

Our focus remains on the 12 A suppliers – the group on which the targets to the right are based. We have been running a project with implementing a tool for risk and supplier management.

The map illustrates an overview of our most material suppliers – limited to, for now, the ones that deliver products that are directly used in our product.

When taking account for our purchasing volume, we have signed code of conducts with 80%. The preliminary result is however that things take time, and we have had to extend our targets to 2026.

COC: Code of conduct

16.6% have received our external COC

Target in 2026: 100%

8.3% have signed our external COC

Target in 2026: 30%

The risk analysis on human rights and environmental concerns by Position Green concluded that no high-risk issues were identified within our industry nor within the countries our suppliers operate in. Of course, there were areas with room for improvement. Among others, it was recommended that we establish a whistleblower system – it is also a demand as part of our Cradle to Cradle Certified® journey. Therefore, we established a whistleblower system and policy in 2023.

Business conduct

Governance

Existing practices/policies/actions	Future initiatives/targets
Sustainability strategy and internal and external code of conduct • Membership of Træ i byggeriet, Træinformation. Along with other actors, the interest organization pushes for the use of more biogenic carbon-friendly materials in the building industry. • Signing up for the Reduction Roadmap initiative. • Quality-checking and standardizing our production and sales efforts to minimize waste and increase durability of the solutions we sell trough customized value pro-positions. • Working with the Sustainable Development Goals and subgoals. Every year since 2021, we have chosen four goals to work on. They can be reoccurring if we find that we have not quite succeeded yet. Specifically, we have finished working on the Sustainable Development Goals 8 and 13.	• Selection of new Sustainable Development Goals for 2025, specifically 7, 9, 15, and 17.

Governance	Unit	2022/23	2023/24	2024/25
Gender diversity on the board (% women)	%	0	0	0
Collective agreements, share of employees	%	49.4	37.5	34.8
Size of balance sheet	TDKK	57,941	52,201	46,962
External whistleblower system	Yes/no	Yes	Yes	Yes

Undertaking's legal form	Private limited liability undertaking
NACE sector classification code	16.11 Sawmilling and planing of wood
Omitted reporting points	B1: In accordance with section 32(1) of the Danish Financial Statements Act, revenue is not disclosed in the annual report nor this sustainability report, C3 section 55 and 56, C4 section 57, C5 section 60, C7 section 62c, and C8

The composition of the management

Superwood has since its beginning had Ole Dalsgård Nielsen as CEO. He has followed the company in adversity and prosperity – as has the board since 2013 where CJ Holding became a part of the ownership. We are aware of the lack of diversity in the board and will keep diversity in mind if a time comes where recruitment for the board and management is necessary. To further strengthen our sustainability efforts, we have established a sustainability advisory board consisting of our CEO, CFO, Production and Supply Chain Manager, PA & HR Responsible, and Group Sustainability Manager.

Gender diversity

Being a supplier for the construction industry, we are aware of the challenges with a general overrepresentation of men. The production is designed so that both women and men can physically cover all positions. We do not have any gender-based policies for new hires, but we ensure that job announcements are written in a gender-neutral manner, e.g.

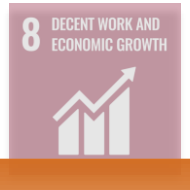
Annual SDG focus and actions

Working with the Sustainable Development Goals

Each year, we select four Sustainable Development Goals (SDGs) – two where we excel and two where there is room for improvement. Some goals may be focal points over several years. This way, we actively contribute to making a difference. We have identified and are working towards specific targets to be as specific as possible in how we contribute to the 2030 agenda.

We have focused on Sustainable Development Goals 7, 8, 12, and 15. For 2025/26, we are taking up more new Sustainable Development Goals, as the principles of subgoals 8.5 and 12.8 have now been implemented as inherent and running initiatives in Superwood.

7.2
Before 2030, the renewable energy part in the global energy mix must increase significantly.



8.4
Decouple economic growth from environmental degradation.

✓

8.5
Full employment and decent work for all, regardless of gender, age, and disability.

✓

12.5
Reduce, reuse, recycle.

✓

12.8
Promote knowledge about sustainable development through collaboration with educational institutions.

✓

13.3
Build climate adaptation capacity through procurement from sustainable forests.

✓

15.2
Promote sustainable forest management.

9.4
Upgrade industry for sustainability.

17.17
Promote effective partnerships.

Superwood®

Energy optimization of the impregnation process

7:
The work with the Sustainable Development Goal 7 aligns well with the fact that we have installed solar panels on our roofs in Hampen in 2023. They cover about 50% of our energy consumption, corresponding to about 0.75 GWh annually. To put it into perspective, 0.75 GWh is enough to cover the annual electricity consumption of roughly 200 average European households.

Meanwhile, we continue our efforts in energy optimization on-site in collaboration with the company Intego. The primary focus at the moment is optimizing our impregnation process so that we can reduce the amount of time necessary to impregnate the wood. The process is the very heart of what we do, and it also requires a significant amount of energy to uphold the correct pressure and temperature for a longer period of time.

7.2.
Produced renewable energy:
2023/24: 722 MWh.
2024/25: 746 MWh.

9:
SDG 9 entails strengthening Superwood's sustainability efforts towards efficient use of resources as well as introduction of cleaner technologies and industrial processes. This is part of our core as a company and matches well with the projects we are running in the coming year.

9.4.
Number of completed projects within takeback; circularity and innovation.
We look forward to be presenting the statistics in 2026.

Promoting sustainable forests and biodiversity

15:
Regarding Sustainable Development Goal 15, our focus is on promoting sustainable forest management. We exclusively buy certified wood from Finland and Scandinavia, ensuring that our most material resource is sustainably sourced. In the long term, we aim to contribute to this by establishing more forest. Looking at the local area around our site, we are situated right next to a Natura 2000 area, which means that precious nature thrives right around the corner. We value our location and have even added the "Forest" as a meeting option for 1:1 meetings and walk & talks. With this in mind, we will look into what is possible to do in terms of creating better conditions for biodiversity on our site.

15.2.
Area of PEFC-certified forest globally: 280,000 hectare
Total carbon storage of said forest: 2.8 billion tons of carbon*

Annual mass flow of spruce (finished products)

2023: 9,742 m^3

2024: 7,577 m^3

2025: 8,330 m^3

15.5. Promote biodiversity and reduce degradation of natural habitats
A new focus area – we look forward to be presenting initiatives in 2026.

*Concito, 2019 .

17:
SDG 17 fits very well with our perspective on sustainability; in order to develop sustainably, at least when you have already harvested the low-hanging fruits, you rely on partnerships. In our industry, there are both very large and very small actors, and in order to evolve, we must be able to work with both sizes and include civil society as well as research institutions.

17.17.
Promote effective partnerships:
Partnerships with socioeconomic enterprises or schools: 2
Research projects: 3

Overview of politics, partnerships, and certificates

Name		Description	Read more on page	Link	Valid until
Policies and COCs	Environmental policy	A summary of our environmental policies to ensure that our company and our suppliers operate in accordance with the subject areas of our sustainability strategy.	24	https://www.superwood.dk/downloads/policies-code-of-conducts/	
	Supplier COC	Covers our human rights policy internally in Superwood.	24	https://www.superwood.dk/downloads/policies-code-of-conducts/	
	Internal COC	Covers our human rights policy externally in Superwood.	24	https://www.superwood.dk/downloads/policies-code-of-conducts/	
	Whistleblower policy	How Superwood operates its whistleblower system and, thereby, avoids potential irregularities or unlawful acts/conduct from going unreported.		https://www.superwood.dk/downloads/policies-code-of-conducts/	
	Privacy policy	Description of how we handle contact information.		https://www.superwood.dk/downloads/policies-code-of-conducts/	
Certificates, declarations, and awards	Cradle to Cradle Certified®	Check out our rating in the internationally recognized Cradle to Cradle Certified® products program.	24	https://www.superwood.dk/downloads/dokumenteret-baeredygtighed/	2026
	Eco-Product	Eco-Product assessment of Superwood's unique wood preservative method.		https://www.superwood.no/downloads/dokumentert-baerekraft-no/	2027
	Sundahus	See our rating in Sundahus, which helps provide an overview of conscious material choices.		https://www.superwood.se/downloads/dokumenterad-haallbarhet/	
	PEFC	We are PEFC-certified, thus contributing to the promotion of sustainable forest management.	28	https://www.superwood.dk/downloads/dokumenteret-baeredygtighed/	2030
	EPDs	The Environmental Product Declaration displays, among other things, the exact carbon footprint of Superwood.	6	https://www.superwood.dk/downloads/dokumenteret-baeredygtighed/	2027
	EU Environmental Award	Certificate of the EU Environmental Award in the category of 'Cleaner Technology', 2002.	7	https://www.superwood.dk/downloads/dokumenteret-baeredygtighed/	
Partnerships and memberships	Råt&Godt	Our discarded wood is part of the assortment in these material banks. Here, they stand alongside other new waste or upcycled materials, enticing both individuals and businesses.		https://www.superwood.dk/2-sortering/	
	Genbyg			https://www.superwood.dk/2-sortering/	
	GENWOOD	At Stark, our discarded wood has taken on a new life under the name Genwood. Here, the product is sold alongside other items in their stores.		https://www.superwood.dk/2-sortering/ https://www.stark.dk/genwood-sw12-medium-aart-2-27-x-145-mm-umalet-1200-mm?id=1420-02714540120	
	TAMU	Trough our collaboration, we can support a thriving educational framework for challenged youths across Denmark.		https://tamu.dk/	
	Lebenshilfewerk Neumünster GmbH	Trough our collaboration, we can support the positive community that Lebenhilfewerk offers to improve the daily lives of people with disabilities in Germany.	21	https://www.lhw-nms.de/	

Data foundation and organizational boundaries

CO_2e emission factors

CO_2e emissions are calculated based on the GHG Protocol, and the calculations are aligned with the Danish Business Authority's guidance for calculating CO_2e.

CO_2 equivalents – CO_2e

To enable comparison of greenhouse gases, all emissions are converted into CO_2 equivalents.

This is a unit that describes the amount of CO_2 that the emission of various greenhouse gases corresponds to.

Accounting practices

When calculating CO_2e, the emission factors provided by utility companies and emission factors from recognized databases have been used, which is in accordance with the Danish Business Authority's guidance.

The most recent, published emission factors available at the time of preparing the climate accounts have been used. If an emission factor is not known at the time of preparing the climate accounts, the previous year's emission factor is used, and an adjustment to the climate accounts is made when the new emission factor is published, in accordance with the guidance in the GHG Protocol.

All emissions and figures are shown gross, and no adjustments have been made for CO_2e compensation. All ESG key values are calculated and reported according to the Danish Business Authority's guidance on ESG taxonomy and FSR's guidance on ESG reporting from January 2022. Some ESG key values from the idea catalog are not included in this ESG report due to lack of relevance or lack of data. The financial year 2022/23 (01.06.2022 - 31.05.2023) is the base year.

Over the past year, we have revised both our data collection methods and emission factors, resulting in a reduction in our total climate accounts. In addition, we have changed our reporting approach from the spend-based method to the consumption-based method. This methodological change has also been applied retrospectively to ensure consistency and comparability across previous years.

Consumption data

Consumption data is based on records from suppliers and measuring units.
Other data is based on extracts from Superwood A/S' systems for time registration, payroll, HR, and quality assurance.

The organizational boundary

The climate accounts are a charting of the Superwood Group.

The scope 1 statement applies to all consolidated companies:

- Superwood A/S – Central Business Registration no. 26 43 46 02 (Denmark)
- Superwood AS – Central Business Registration no. 913 968 565 (Norway)
- Superwood Sverige AB – Central Business Registration no. 559112-3202 (Sweden)
- Superwood Holzfassaden GmbH – Central Business Registration no. HRB 178423 (Germany)

The scope 2 and 3 statements only apply to:

- Superwood A/S – Central Business Registration no. 26 43 46 02, Palsgårdvej 3, 7362 Hampen, Denmark, where all production activities are located.

Consumption of electricity and water in Sweden, Norway, and Germany is not-material, as emissions in these countries primarily relate to fuel used by travelling sales staff. These emissions are included in scope 1.

Operational control

The organizational boundary in this report is determined according to the operational control method.

Scope delimination

The GHG Protocol prescribes that CO_2e emissions are reported in scope 1, scope 2, and scope 3. CO_2e emissions in these climate accounts are reported as the calculated emissions from scope 1 and 2 as well as selected scope 3 emissions. It is our ambition that, over time, we will be able to include more relevant scope 3 emissions in our climate accounts.

Data definitions

Scope 1 – direct emissions

Our direct emissions originate from transportation to customers and other business purposes.

In the financial year 2024/25, we significantly reduced the use of heating oil. Today, heating oil is only used when our biofuel plant is undergoing maintenance, as our operations are otherwise fully powered by our own biofuel plant and electricity. Since the use of biofuel falls outside the reporting scope, it is not included in our climate accounts.

During the same period, we also phased out the use of diesel trucks and transitioned to electric trucks, resulting in a substantial reduction in diesel consumption.

Scope 2 – indirect emissions

Electricity data are based on data provided by suppliers and emission factors from Energinet. At Superwood A/S, we have used the market-based method to calculate our scope 2 emissions, as we purchase Guarantees of Origin (GOs).

Scope 3 (selected emissions)

The selected scope 3 emissions are calculated partly using activity data and partly using a spend-based approach at account level. While activity-based data provide higher accuracy when reliable supplier-specific information is available, the spend-based method is subject to greater uncertainty.

This is because spend-based calculations rely on monetary values rather than physical quantities and, therefore, may not fully capture differences in suppliers' carbon intensity, fluctuations in market prices, or product-specific characteristics.

As a result, scope 3 figures should be interpreted as best estimates based on the data available with inherent uncertainty, particularly in categories where spend-based calculations dominate.

Tranbjerg Scouts Activity Tower, 2025.

ESG key values

- m^3 Superwood per tCO_2e scope 1 + 2 = m^3 Superwood / total emissions scope 1 + 2
- m^3 Superwood per tCO_2e scope 1 + 2 and selected scope 3 emissions = m^3 Superwood / tCO_2e scope 1 + 2 and selected scope 3 emissions
- Water withdrawal = the sum of all water consumed, gross
- Full-time employees (FTE) = total ATP contribution / the rate for a full-time employee
- Men = number of men in workforce
- Women = number of women in workforce
- Workplace accidents = number of workplace accidents
- Temporary contract = number of employees on temporary contracts (end of period)
- Permanent contract = number of employees on permanent contracts (end of period)
- Gender diversity at management level (% women) = (female managers / total managers) * 100
- Internal whistleblower system (Yes/no) = internal whistleblower system has been established
- Minimum wage compliance (Yes/no) = all wages are at or above the applicable minimum wage
- Annual training hours per employee = total number of training hours in the year / total number of employees
- Incidents related to child labor, forced work, human trafficking, or discrimination = number of confirmed incidents
- Gender diversity on the board (% women) = (female board members / all board members) * 100
- Collective agreements, share of employees = (number of employees covered by collective agreements / total number of employees) * 100
- Size of balance sheet = total assets
- External whistleblower system (Yes/no) = external whistleblower system has been established
- Number of external Superwood Academies = number of internal training programs with documented syllabus and at least one completed cohort for external partners and customers and conducted within the period June 1, 2024 to May 31, 2025
- Share of flex/section 56 employees and employees in job training (%) = (number of employees in flex jobs, section 56 arrangements, or job training as of May 31, 2025 / total number of employees as of May 31, 2025) * 100
- Research projects with Superwood participation = number of research and development projects with active Superwood participation during the period June 1, 2024 to May 31, 2025
- Further education (%) = (number of unique employees who completed at least one course ≥ 4 hours during the period June 1, 2024 to May 31, 2025 / average number of FTEs in the same period) * 100
- Number of internal Superwood Academies = number of internal training programs with documented syllabus and at least one completed cohort during the period June 1, 2024 to May 31, 2025
- School visits in production = number of registered visits from schools or educational institutions conducted at production sites during the period June 1, 2024 to May 31, 2025
- Number of Supergood sponsorships = number of active sponsorship agreements under “Supergood” with formal agreement and support delivered during the period June 1, 2024 to May 31, 2025
- Number of hours spent at socioeconomic enterprises = sum of registered working hours delivered at registered social enterprises during the period June 1, 2024 to May 31, 2025 (excluding transport time)

Appendix: DMA

E1: Climate change (adaptation and mitigation)

Impact: Relatively low carbon emissions through operations, biogenic carbon uptake of carbon in the wood as long as it is in the use phase. Superwood has made a commitment to be net positive in scope 1 and 2 by 2030.

Risks: Dependency on offsetting schemes that may lose credibility; vulnerability to climate policy changes.

Opportunities: Climate change increases demand for rot resistant and fungus-resistant facade materials; Superwood provides a competitive low-carbon solution.

E2: Pollution

Impact: Pollution risks from biocide use. It is, however, mitigated by dry impregnation in a closed circuit which reuses the remainder of impregnation agents again and again, ensuring that a minimum of fungus protection is deposited to prolong the durability of the wood.

Risks: Leaching of biocides (SC200/SC300) into soil and water during use phase; dependence for Superwood on substances of concern like the impregnating agents in SC200, which may be banned in the EU.

Opportunities: Development of SC300/SC400 as safer alternatives; increased regulatory compliance and reputational benefits.

E3: Water use (not material)

Impact: Water is generated in the impregnation process, as the high temperatures release moist from the wood. The water is contaminated with our recipe used to protect the wood against rot and wood-decaying fungus. The produced water is collected in reused painting bins and is picked up by Motas, where it is incinerated at a facility with environmental approval to receive this type of waste.

Risks: Minimal – Superwood is a dry factory with almost no water use beyond cleaning.

Opportunities: Differentiation from competitors using water-intensive processes (pressure-treated wood, e.g.).

E5: Waste and circularity

Impact: Negative impact from high quality criteria to our product, which in turn results in a high degree of discarded wood (8-12%). Positive impact from internal waste reuse (biofuel from wood chips, e.g.) and products designed for reuse, which contribute to circularity.

Risks: Material waste and inefficiency if reuse potential is not realized. A higher carbon footprint on our product, which makes Superwood less competitive.

Opportunities: Internal waste-use (biofuel from wood chips, e.g.), takeback systems, design for disassembly, and upcycling of offcuts to reduce waste and improve profitability.

S3: Affected communities

Impact: Potential impact in the communities where the resources used for our production is produced. Mitigation through responsible sourcing and formal human rights due diligence.

Risks: Potential gaps in oversight of human rights in lower tiers of the supply chain.

Opportunities: Supplier engagement and ESG screenings improve resilience and trust.

G1: Governance conduct

Impact: Proactive lobbying and industry participation position Superwood as a leader in sustainable wood products.

Risks: Regulatory uncertainty concerning biocides and sustainability standards threatens business model.

Opportunities: Active engagement with regulators and industry bodies strengthens influence and business continuity.

Statement by Management and Independent Auditor's Report

Statement by Management

The board of directors and the executive board have on this day's date processed and approved this ESG report, incl. selected ESG key figures and ratios for the period June 1, 2024, to May 31, 2025.

The annual period follows the fiscal year.

The ESG key figures and ratios are selected from the ESG key figures and ratios publication published by FSR – Danish auditors, Finansforeningen/CFA Society Denmark and Nasdaq Copenhagen.

It is our opinion that the selected ESG key figures and ratios are the most important ones for Superwoods environmental, social and managerial activities.

Hampen, 20 November 2025

Executive Board
Ole Dalsgård Nielsen, CEO

Board of Directors
Carsten Risvig Pedersen, Chairman
Morten Breum-Leer
Jens Risvig Pedersen
Ole Dalsgård Nielsen

Auditor's report on preparation of ESG report, incl. selected ESG key figures and ratios

We have prepared the sustainability report, including selected ESG key figures and ratios, for Superwood A/S for the period June 1, 2024, to May 31, 2025 based on the company's quantitative registrations and selected conversion factors and other information provided by the company's management.

The sustainability report includes an account, a report with the ESG key figures and ratios, and applied accounting practices with, among other things, emission factors.

We carried out the task in accordance with ISRS 4410, The Preparing of Financial Information. We used our professional expertise to assist the management in preparing and presenting the sustainability report, including selected ESG key figures and ratios, in accordance with the accounting principles presented in the report.

We complied with relevant provisions in the Danish Act on Approved Auditors and Audit Firms and the International Ethics Standards Board for Accountants' international guidelines for the ethical conduct of auditors (IESBA Code), including principles of integrity, objectivity, professional competence, and due diligence.

Management is responsible for the sustainability report, including selected ESG key figures and ratios, as well as the accuracy and completeness of the information used for its compilation.

As the preparation of financial information is not a declaration with certainty, we are not obliged to verify the accuracy or completeness of the information provided to us by the company's management for preparing the sustainability report, including selected ESG key figures and ratios. We therefore issue no audit or review conclusion on whether the selected ESG key figures and ratios were prepared and presented in accordance with the accounting principles presented in the report.

Horsens, 20 November 2025

Roesgaard
Godkendt Revisionspartnerselskab
CVR no. 37 54 31 28

Michael Mortensen
State Authorized Public Accountant
mne34108

Superwood A/S
Palsgårdvej 3
7362 Hampen, Denmark
Central Business Registration no. 26 43 46 02

www.superwood.dk

Follow us here

Designed and produced by Roesgaard.