2025

VSME REPORT

teamtronic

WHO IS TEAMTRONIC?

Teamtronic A/S is a Danish lighting supplier specialising in producing and delivering professional LED lighting. Teamtronic was established in 1990, with the primary focus being the production of technical components within light-emitting diodes – hence the name Teamtronic.

Today, we at Teamtronic develop and produce ready-made lighting fixtures for both indoor and outdoor lighting.
We have a range of carefully selected lighting fixtures, each of which meets the specific requirements for lighting areas such as Offices, schools and institutions, healthcare and the pharmaceutical industry, and retail.

OUR VISION

To be the preferred lighting supplier within general lighting, focusing on lighting technology and ceiling systems.

OUR MISION

We dedicate ourselves to elevating general lighting to new heights through lighting-technical and architectural solutions for the project market within the following core areas: offices, schools/education, healthcare and pharmaceutical industries, and retail.

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OVERVIEW

Teamtronic Reference project – H.C. Andersen's House, Odense

Management Statement

2025 has been characterised by the execution of the strategic initiatives launched in 2024. Our focus has been on continuing the technological development of our products through the implementation of the latest technologies and component solutions to ensure high quality, innovation, and future-ready lighting solutions.

At the same time, we have made significant investments in strengthening and regionalising our supply chain to bring production closer to our end customers. This has included investments in geographically nearby suppliers that form part of our supply chain, as well as the establishment of our own moulds in Europe. These initiatives support a more resilient and flexible value chain while contributing to reduced transport distances and a lower overall environmental impact. This strategic journey will continue throughout 2026.

Increasing transparency regarding the environmental impact of our products has also been a key priority during 2025. As an important milestone, we are releasing Environmental Product Declarations (EPDs) for our entire linear profile product range. This provides customers and business partners with documented information on the environmental impact of our products throughout their life cycle.

In the coming years, we will continue to invest in initiatives that bring our value chain closer to our end customers while further expanding the documentation and transparency of our products' climate and environmental impact—from raw material sourcing and production to use and end-of-life. This remains a key element of Teamtronic's long-term strategy to develop resource-efficient, well-documented lighting solutions with a strong focus on quality, innovation, and responsible product development.

- Mathias Joachim Larsen, CEO Teamtronic

Foreword

At Teamtronic A/S, we recognize the continued urgency of addressing climate change and the role businesses must play in reducing greenhouse gas emissions. As a small- and medium-sized enterprise operating in the lighting industry, we remain committed to understanding, managing, and reducing our CO2 emissions in a structured and transparent manner.

This 2025 Climate Report builds on the foundation established in our 2024 report. While our initial focus was on establishing a reliable baseline for Scope 1 and Scope 2 emissions, we have in 2025 taken further steps to expand both the scope and quality of our reporting. This includes the inclusion of Scope 3 emissions related to employee commuting, as well as continued efforts to improve data collection across our value chain.

During the reporting period, we have implemented key initiatives to reduce our environmental impact. Most notably, the transition of our vehicle fleet from fossil fuels to electric vehicles has significantly reduced our direct emissions. In parallel, we continue to develop Environmental Product Declarations (EPDs) and strengthen our approach to product-related environmental data, supporting both internal decision-making and customer requirements.

While our Scope 3 reporting remains limited, we are actively working to expand coverage in a structured and reliable manner. Our approach continues to prioritize data quality and transparency, ensuring that reported figures provide a fair and accurate representation of our environmental impact.

This report is intended to provide our stakeholders and customers with a clear and transparent overview of our emissions, progress, and ongoing initiatives. As our reporting practices mature, we will continue to refine our methodology, expand our scope, and strengthen the foundation for future improvements.

Transitioning towards a more sustainable economy

B2

A central part of our transition involves documenting the environmental impact of our products. We have initiated the process of developing Environmental Product Declarations (EPDs) for three of our core linear luminaire series: **Below**, **In-line**, and **Z-line**. This extensive mapping of the supply chain and life cycle stages is currently underway, with completion and third-party verification expected by **summer 2026**. This initiative provides our customers with the necessary data for sustainable building certifications and CO2-calculations.

Teamtronic's production processes remain free of fossil fuels, as no gas or oil is consumed on-site. In 2024, our primary emission source was our vehicle fleet, accounting for 31.8 tonnes of CO_2e. During 2025, we executed a planned transition to electric vehicles (EVs) for our company fleet. This operational shift resulted in a 90% reduction of direct emissions, bringing the 2025 total to 3.1 tonnes of CO_2e. By phasing out internal combustion engines, we have effectively mitigated the volatility of fuel-related emissions and ensured a significantly lower carbon baseline for our future operations.

To address our operational energy impact, we have implemented a practice of sourcing 100% certified renewable wind energy for our electricity consumption. This allows us to report zero (0) Market-based Scope 2 emissions for 2025.

We are progressively expanding our climate reporting. In 2025, we have included Category 7: Employee Commuting and established a 2024 baseline to ensure transparency. We continue to refine our data collection to identify further reduction opportunities across our value chain.

Energy and Greenhouse Gas Emissions

B3 - SCOPE 1

As illustrated in the table below, our Scope 1 emissions continue to demonstrate energy-efficient production practices at our facility, maintaining zero CO2 emissions from production due to the complete absence of gas and oil consumption in our processes.

In 2024, our primary source of Scope 1 emissions was our fleet of company vehicles, which relied predominantly on fossil fuels and resulted in 31.8 tonnes of CO2. Recognizing this as a key area for improvement, we have successfully transitioned the majority of our fleet to electric vehicles (EVs) throughout 2025. This strategic shift has led to a remarkable 90% reduction in our Scope 1 emissions, bringing the total down to just 3.1 tonnes of CO2 for the year.

By phasing out diesel and gasoline consumption, we have effectively decoupled our operational mobility from fossil fuel emissions, marking a significant milestone in our commitment to a less energy intensive future.

Category	2025	2024	Units
Fuel for cars	12.78	121.7	MWh
Category 1: Leased Cars	3.1	31.8	tCO2eq
TOTAL CO_2e - emissions	**3.1**	**31.8**	**tCO2eq**

Energy and Greenhouse Gas Emissions

B3 - SCOPE 2

In 2025, our location-based Scope 2 emissions were 4.9 tonnes. This reduction is primarily due to a lower emission factor from our district heating provider. Additionally, we have secured documentation for 100% wind-based electricity for our consumption, allowing us to report zero (0) Market-based emissions for 2025.

Energy consumption	2025	2024*	Unit
Electricity	79.1	60.1	MWh
District heating	233.6	233.6	MWh
Total energy	**312.7**	**293.7**	**MWh**

Scope 2 Emissions	2025	2024*	Unit
Distict Heating	4.9	13.7	tCO2eq
Electricity (Market based)	0	0	tCO2eq
TOTAL CO_2e - emissions	**4.9**	**13.7**	**tCO2eq**

2024 - District heating consumption for 2024 has been restated. Previous reporting only covered Q4 2024. Total consumption for 2024 has now been estimated based on 2025 data (841 GJ ≈ 233.6 MWh) to provide a fair and accurate representation of building operations.*

Energy and Greenhouse Gas Emissions

B3 - SCOPE 3

In our 2024 report, we outlined our ambition to expand our reporting boundaries to include Scope 3 emissions, as these often represent the most significant portion of a company's climate impact. For the 2025 report, we have taken the first step by including Category 7: Employee Commuting.

The emissions for employee commuting in 2025 total 20.8 tonnes of CO2. To ensure comparability, we have estimated the 2024 baseline for this category at 18.0 tonnes, based on the number of employees and the 2025 emission intensity.

While we initially aimed to include more Scope 3 categories this year, data collection for our broader supply chain remains a work in progress. We continue to focus on improving data quality and transparency to include additional categories in future reports.

Category	2025	2024**	Units
Category 7: Employee commuting	20.8	17.96	tCO2eq
TOTAL CO_2e - emissions	**20.8**	**17.96**	**tCO2eq**

*2024** - Employee commuting is a new category for 2025. To ensure year-on-year comparability, the 2024 figure has been estimated based on the number of employees (19 FTE) and the emission intensity per employee derived from 2025 data.*

Emission Calculation Methodology

Data Collection Approach and Emission Factors

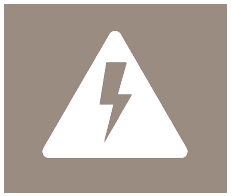
To ensure accuracy and consistency in our emissions reporting, Teamtronic has collaborated closely with our energy suppliers to compile detailed data on electricity and fuel consumption for 2025. We utilize specific emission factors to convert this consumption data into CO_2 equivalents (CO_2e), a universal metric used to measure and compare the global warming potential of different greenhouse gases.

Our calculations follow the Greenhouse Gas Protocol (GHG Protocol) guidelines, applying the following emission factors consistently across our reporting period

Diesel

(0.26 ton. per MWh)

Electricity



(0.00 gr. per kWh)

Market based only

CO_2 equivalents

(5.94 kg. per GJ)

Energy consumption data (in MWh for fuel and kWh for electricity) are multiplied by these respective emission factors to obtain total emissions in kilograms of CO_2e.

Water Withdrawal

B6

Our water consumption is exclusively sourced from the municipal water supply and is primarily related to sanitary purposes, kitchen facilities, and general maintenance of our office and warehouse. As our production processes do not require the use of water, our withdrawal remains stable and limited to administrative and facility management needs. We continue to monitor our consumption to ensure efficient use of water resources across our operations.

Total consumption

82 m³

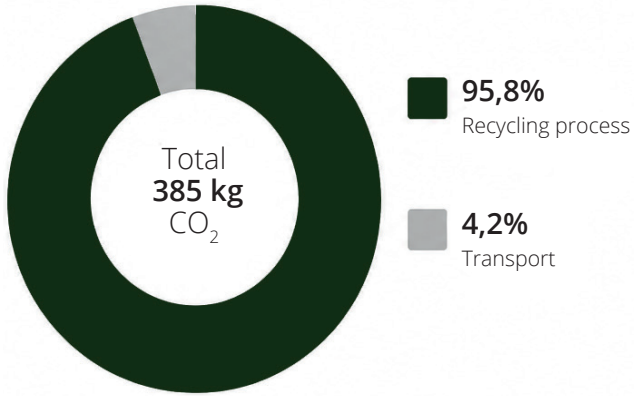
Circular economy

B7

Teamtronic is committed to reducing waste and promoting circularity within our operations. A key practice in our resource management is our partnership with the Danish company **Papirværk**.

Through this collaboration, our paper waste is collected and processed into new, high-quality paper products. We then reintegrate these recycled products into our own office supply chain by purchasing them back. This closed-loop system ensures that our paper waste remains a resource within a circular economy, reducing the demand for virgin materials and minimizing our overall environmental footprint.

145 kg
Paper collected



Distribution of CO_2

Waste generated

B7

In 2025, Teamtronic mapped the total volume of packaging materials used to distribute our products to the Danish market. This data serves as our baseline for future resource optimization:

Type of Waste	Units	Waste diverted to recycle and directed to disposal
Non-Hazardous - Paper and cardboard packaging	Kilograms	9065
Non-Hazardous - Plastic packaging	Kilograms	1600
Total Hazardous waste generated	Kilograms	0.00
Total Non-Hazardous waste generated	Kilograms	10665
TOTAL waste generated	Kilograms	**10665**

We prioritize fiber-based materials, which constitute 85% of our total packaging volume. This choice is based on the high recycling rates for paper and cardboard in the Danish waste management system. Moving forward, we are evaluating packaging designs for our linear luminaire series to reduce material weight and increase the use of recycled content, ensuring that we continue to minimize the resource footprint of our product distribution.

Workforce - Characteristics

B8 - General characteristics

Contract type	Number of employees
Permanent contract	20
Temporary contract	2
Total employees	**22**

Gender	Number of employees
Female	11
Male	11
Total employees	**22**

Workforce - Characteristics

B9 - Health and Safety

There has been no reported accidents, injuries, or work-related illness among Teamtronics employees in the reporting period.

	Number of hours
Number of hours worked by one full-time employee in the reporting period	1665
Total number of hours worked in a year by all employees in the reporting period	36630

B10 - Remuneration, collective bargaining, and training

While our employees are covered by individual employment contracts that adhere to the Danish Salaried Employees Act (Funktionærloven), we ensure that our terms and conditions meet or exceed the standards of the general labor market. We maintain an open dialogue through regular internal meetings, ensuring that employees have a direct channel to management regarding their working conditions.

Number of annual training hours per employee during the reporting period	
Male	157
Female	56
Average number of training house per employee	71

Risks

While we strive for precise and comprehensive reporting, we acknowledge certain data limitations in our calculations:

Scope 3 Data gaps

Currently, our Scope 3 reporting is limited to Category 7: Employee Commuting. Data for other relevant categories, such as purchased goods and services (supply chain), are not yet available with sufficient granularity. We are working to establish more detailed data collection methods for these areas.

Estimation Methodologies

To ensure comparability between 2024 and 2025, certain figures have been estimated. The 2024 data for employee commuting is based on an extrapolation of 2025 intensity metrics. Furthermore, the 2024 district heating consumption has been estimated based on 2025 consumption levels to correct previously identified data gaps.

Market-based Documentation

Our zero-emission reporting for electricity (Market-based) is based on contractual instruments (Guarantees of Origin). While this reflects our procurement strategy, it does not change the physical electricity mix delivered to our facility, which is represented in the Location-based figures.

Progress in Scope 3 Reporting

In our previous report, we committed to expanding our reporting boundaries to include Scope 3 emissions. For 2025, we have reached a significant milestone by including Category 7: Employee Commuting in our total emissions profile.

Initial Inclusion: We have successfully integrated employee commuting data, providing a more comprehensive view of our climate impact.

Baseline Establishment: To maintain transparency and comparability, we have calculated a 2024 baseline for this category, allowing us to track year-on-year progress.

Data Refinement: By improving our internal data collection, we have moved from pure estimation toward more granular reporting.

While we have initiated Scope 3 reporting, data availability for our broader supply chain (Category 1: Purchased Goods and Services) and waste management remains a challenge. We continue to engage with our suppliers to improve transparency and close existing data gaps.

Looking ahead, we remain committed to a long-term strategy of enhancing data quality. Our goal is to gradually incorporate further Scope 3 categories as reliable data becomes available, ensuring a complete and accurate representation of our environmental footprint.

Glossary

Greenhouse Gas (GHG) Emissions Inventory: An organized accounting of the greenhouse gases emitted by an organization over a defined period expressed as CO_2 equivalents (CO_2e) Carbon Dioxide, Methane, and Nitrous Oxide. Etc.

Scope 1 Emissions: Direct emissions are generated from sources owned or controlled by the company, such as vehicles, machinery, and fuel combustion from company-owned facilities.

Scope 2 Emissions: Indirect emissions from purchased electricity, heating, and cooling used by the organization. These emissions occur at the power generation source.

Scope 3 Emissions: Indirect emissions arise from sources not directly owned or controlled by the organization, such as supply chain activities, business travel, employee commuting, waste disposal, and product lifecycle stages.

CO_2 Equivalents (CO_2e): A unit of measurement used to standardize the global warming impact of different greenhouse gases, expressed in terms of the amount of CO_2 that would have an equivalent warming impact.

Emission Factor: A coefficient representing the quantity of greenhouse gases released per unit of fuel or energy consumed.

Circular Economy: An economic system focused on minimizing waste and maximizing resource reuse by recycling materials and extending product life cycles.

Data Sources and references

Sources for emission factors

Used sources	Units
GHG (CO_2e)	https://www.fjernvarmefyn.dk
Electricity	https://www.ens.dk
Gasoline	https://www.ens.dk
Diesel	https://www.ens.dk

Sources for consumption

Used sources	Units
Electricity consumption	https://www.eloverblik.dk
District heating	https://www.fjernvarmefyn.dk
Fuel	Company Reporting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