

SCADA International **ESG report 2023**

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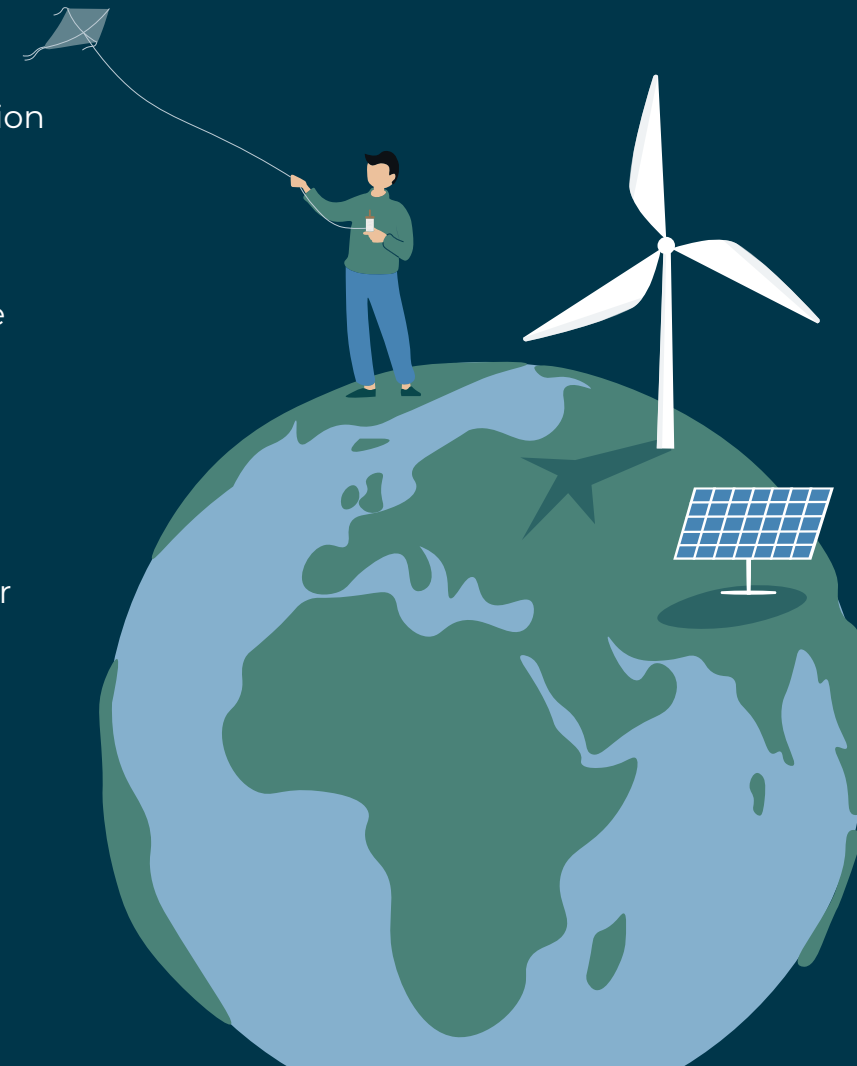
Introduction

Our approach to ESG reporting

Founded in 2006, SCADA International is a leading player in SCADA software, hardware, and consulting services within the renewable energy sector. For more than 17 years, we have enabled the renewable energy sector to optimize production and reduce cost through intelligent software and hardware that captures live production data from various sources and turns them into decision- supporting information.

This is our first Environmental, Social, and Governance (ESG) report. As part of the renewable sector, **SCADA International is committed to display the ongoing responsible business practices through this ESG report.**

As part of our dedication to build an excellent business, our ESG approach is a cornerstone for fostering transparency, accountability, and positive impact, reflecting our **commitment to creating long-term value** for both the world and society, the environment, as well as our employees, customers, and the rest of our stakeholders.



Letter from the CEO

I am delighted to present SCADA International's first ESG report, emphasizing our steadfast commitment to environmental, social, and governance responsibilities. This report is a testament to our ongoing dedication to sustainable practices, corporate responsibility, and ethical business conduct.

We aim to lead and be a trusted partner to companies in the renewable industry. Committed to impactful growth, we prioritize attracting, developing, and retaining skilled professionals, while maintaining corporate responsibility in the renewable industry.

We acknowledge that we don't have all the answers, but we are eager to play our part in building a brighter future. However, to empower a renewable future, we need to prioritize assessing our present actions.

As our first ESG report, this document consolidates a comprehensive overview of our already implemented ESG initiatives and numbers. Upon initiating this process, we anticipate conducting an examination of our existing practices, identifying areas for enhancement, and exploring opportunities for change and implementation.

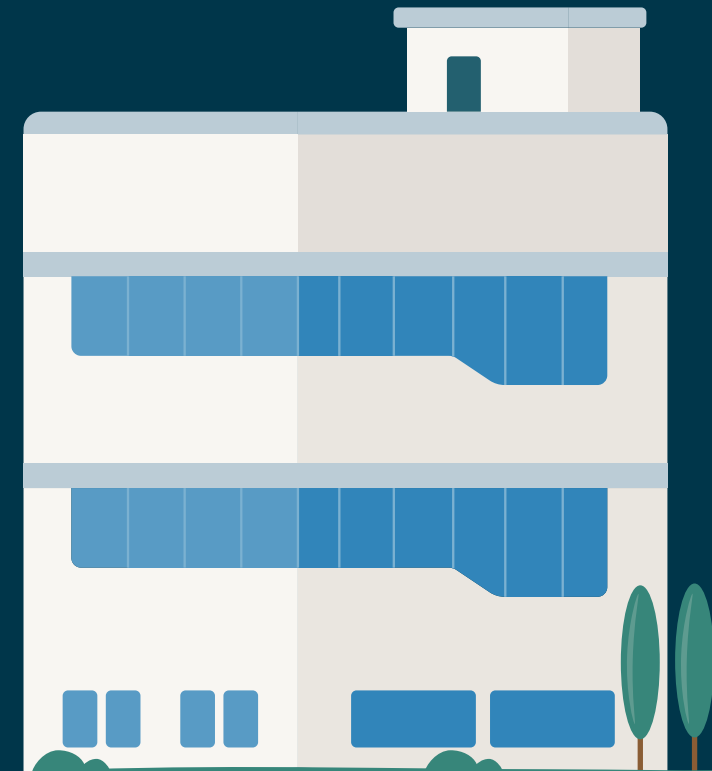
I am glad to see that you took an interest in this report, and we look forward to continuing our commitment to Empowering Our People, Empowering Our Planet, and Empowering Decency in the years to come.



SCADA International at a glance

Headquartered in Denmark, with an international presence, and offices in Poland, Germany, Spain, Ukraine, Romania, UK and the USA, SCADA International brings over **17 years of expertise** in providing comprehensive solutions across the entire SCADA value chain.

SCADA International empowers the renewable energy sector. Our highly skilled specialists guide customers through design, SCADA hardware production, software development, network design, solution installation, surveillance, and maintenance. Our intelligent software ensures real-time access to reliable data from diverse sources and asset control. **Committed to minimizing complexity**, we deliver optimized performance and enhance competitiveness for our clients.



SCADA International in numbers by the end of 2023



2006
SCADA International
was founded



160+
Skilled
specialists



14
Nationalities



27
countries
with projects



27 GW
installed



12400+
assets
connected

Our vision



To lead the energy transition within intelligent data acquisition, processing, and asset control

Our mission



Develop cutting-edge solutions and services to power our clients' ambitions

ESG Governance

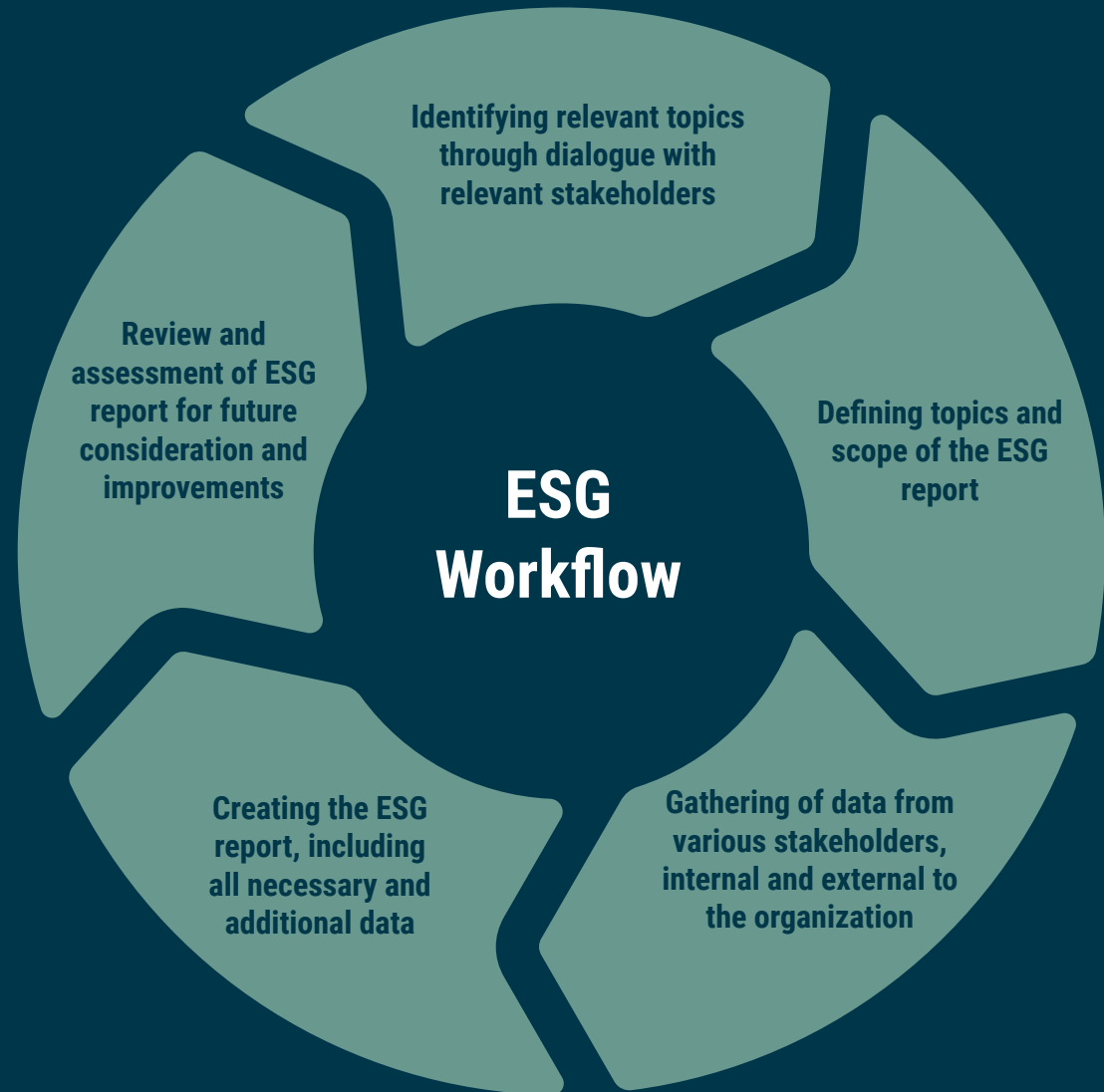
Kasia Kandulski Lindegaard has been at SCADA International for almost 5 years. During this time, she has had a broad range of responsibilities centered on marketing, growth, and market leadership.

She holds responsibility for ESG governance, undertaking the task of overseeing the preparation of this report — from initiation to completion.



Kasia Kandulski Lindegaard

**Senior Director Marketing and
Business Innovation**



WHAT MATTERS TO US

Our commitment lies in fostering innovation as we actively contribute to a sustainable energy transition. Our primary focus is on customer satisfaction and the development of advanced solutions. Simultaneously, we take pride in our dedication to community, environmental responsibility, and the well-being of those in our vicinity. The following areas represent the core of our efforts in this regard; this is what matters to us.

Empowering...

our planet

At SCADA International, we recognize the urgent need to address environmental challenges, and we take pride in our role as part of the renewable industry.

By delivering updated and innovative solutions, we provide value to our customers, allowing them to improve efficiency, sustain and invest in more renewable practices. This way, we contribute to the transition towards a low-carbon economy and uphold **our responsibility to safeguard the environment for future generations.**

our people

Our commitment to social responsibility extends beyond environmental considerations to encompass the well-being of our community.

SCADA International actively engages with its employees to understand their needs, concerns, and aspirations. We strive to **create positive social impact** by fostering community development, promoting diversity and inclusion, and ensuring the health and safety of our workforce.

decency

SCADA International places a high value on robust governance structures and ethical business practices.

Our **commitment to integrity, transparency, and accountability** is embedded in our corporate culture. Through multiple initiatives and channels, we maintain open lines of communication with investors, regulators, and other stakeholders, as well as all employees across all locations of the organization.



02

Environment

Empowering our planet

Proudly situated in the renewable industry, we channel our talent and expertise toward pioneering innovation in SCADA solutions. Our commitment facilitates a **financially viable energy transition**, enhancing the sector's attraction for continued investments. The rapid advancement and growth of the sector, through that constant investment, inherently incentivizes the green transition. Thus, Empowering a Renewable Future.

We acknowledge that, while creating our solutions, we must also try to reduce our carbon emissions and turn our operations as environmentally friendly as possible, while maintaining transparency.

This section delineates our ongoing initiatives and accomplishments in this endeavor.



What we achieved

Finalized the installation of **434 renewable projects** in 2023

1

Became a solution provider to Thor, what is set to become **Denmark's largest offshore wind farm**

2

Initiated our corporate **GHG emission monitoring** by collecting data for Scope 1 and 2

3

THE NUMBERS

Scope 1 **133.19 Co2 tonnes**

Scope 2 **135.94 Co2 tonnes**

Scope 3 **Available in the next report**

Total GHG emissions
269.13 Co2 tonnes

Per FTE employee
1.73 Co2 tonnes

Certifications

SCADA International has been ISO 14001 certified since 2012, with ongoing recurrent recertifications in the following years, latest in 2023. This certification showcases:

1. Commitment to implementing, maintaining, and continually improving an effective **Environmental Management System** (EMS).
2. Adherence to environmental laws and regulations, reducing the risk of environmental incidents and demonstrating responsible business practices.
3. Ongoing assessment, improvement, and monitoring of environmental performance, showcasing a dedication to sustainability.



Environmental initiatives

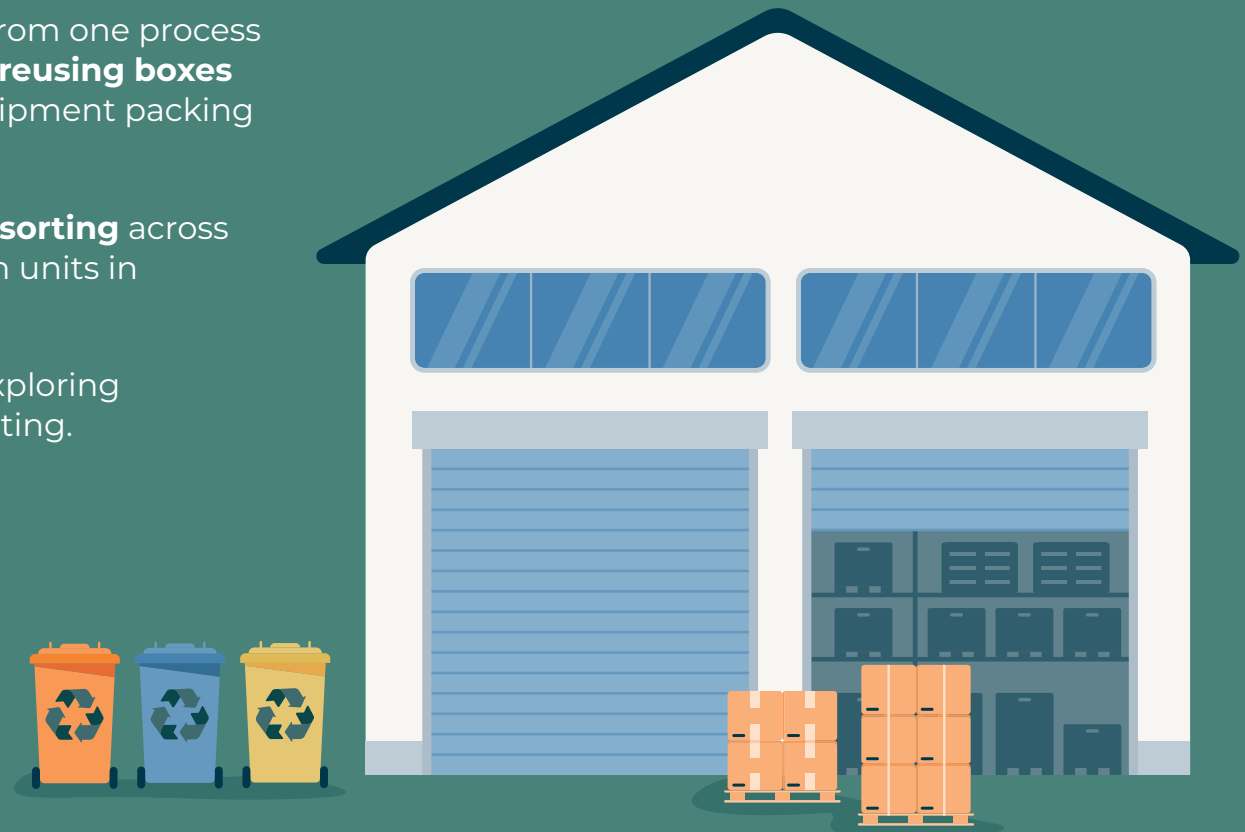
SCADA International is continuously implementing strategies for both waste reduction and management.

In our warehouse, we adhere to a First-In-First-Out approach. Procurement employs **project-specific sourcing** to minimize our inventory status and to eliminate the risk of products ending their life cycle prior to being utilized in the assembly line.

Our employees actively repurpose leftover materials from one process for use in another process whenever feasible, such as **reusing boxes and packaging** received during product intake for shipment packing wherever possible.

Additionally, we implemented comprehensive **waste sorting** across multiple categories, particularly within our production units in Denmark.

In our office spaces in all locations, we are currently exploring additional initiatives beyond paper and cardboard sorting.



Empowering a renewable future through our software

As introduced in the beginning of this report, our expertise lies in control and data acquisition. SCADA systems are essential to the optimal and efficient functioning of renewable assets. Our OneView® software enables the **optimization of our customers' renewable fleet**, greatly contributing to an attractive and profitable green energy transition.

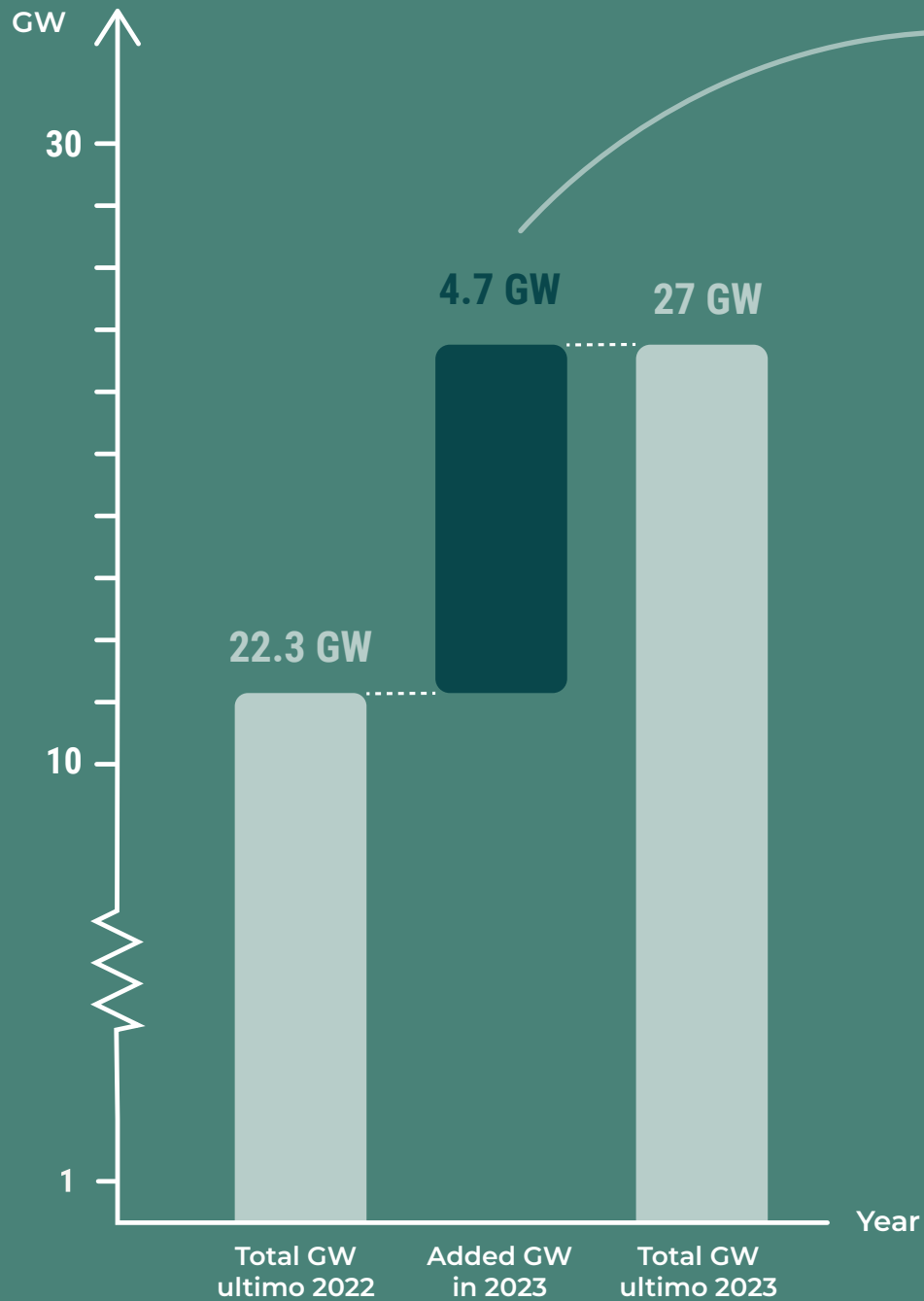
Thanks to the efforts of our incredible specialists, we finalized 434 projects throughout 2023. **We empowered the generation of 4,715 MW of green energy**, constituting a considerable impact in the renewable energy sector.

As a result, by the end of 2023 our solutions empowered an **installed capacity of 26,978 MW**.

We surpassed
13 GW
managed by OneView®

We connected
5 GW
wind and solar PV
combined

We finalized
434
renewable projects



4.7 GW could power over 1 million households with clean energy for a year, which is equivalent to all of Denmark's annual electricity consumption



DID YOU KNOW?

In most cases, **environmental impact assessments** (EIAs) are conducted before the installation of wind turbines or other kinds of renewable assets. These assessments typically include considerations for local wildlife, potential environmental effects, and risks associated with the installation and operation of renewable energy projects. The goal is to identify and address any negative impacts on ecosystems and wildlife. Hence, measures to **mitigate potential harm** to birds and bats may be recommended or required based on the findings.



Respecting the ecosystem through our software

Wildlife is a core element of our environment, and in that sense, its protection is a necessary part of SCADA International's **ecological responsibility**. Our software includes bat/birdlife & environmental control. Such measures include the use of monitoring systems, ensuring responsible renewable energy operation, complying with environmental regulations, and minimizing ecological impact.

In addition, environmental control features in our SCADA systems optimize energy production, adapting to changing conditions and reducing waste for more **efficient resource utilization**.



The OneView® software includes **birdlife and environmental control**

03

Social

Empowering our people

Employee empowerment contributes to the overall social responsibility of our company, **positively impacting our relationships** with employees internally, as well as communities and other stakeholders externally.

On the one hand, we place strong significance into our social impact. We want to improve our employees' well-being, fostering a vibrant and **inclusive workplace culture**. This will enhance employee engagement and satisfaction.

On the other hand, talent attraction and retention are vital for our enduring prosperity through the recruitment and retention of skilled individuals. We recognize that fostering **social awareness and engagement** within the workplace is crucial for maintaining our relevance in this sense.



What we achieved

Employee
**work-life
balance** rating
was 4.0 out of 5

1

We maintained
an **employee
retention** rate
above 85%

2

We had 14
different
nationalities
among our
employees

3

THE NUMBERS

Total number of Full-Time Equivalent Employees (FTEs)

156

Average tenure of FTEs **3.57 years**

Employee retention rate **86.6%**

Employees in senior management **8 employees reporting to CEO**

Employee satisfaction score in 2023 (out of 5)

4.2

Certifications

SCADA International has been certified by **Operational Health and Safety** (OHS) standards since 2012. First with the OHSAS 18001 standard, then the ISO 45001 standard since 2018, with recertifications in the following years, latest one in 2023. This certification showcases:

1. Commitment to implementing and maintaining an effective Health and Safety Management System (HSMS).
2. Adherence to operational health and safety laws and regulations, striving for a zero-incident culture and demonstrating responsible business practices.
3. Ongoing assessment, improvement, and monitoring of Health and Safety performance, showcasing a dedication to providing a safe and healthy work.



Safe work, happy work

Ensuring **workplace health and safety** involves preventing work-related injuries and diseases while creating an environment that fosters well-being for all employees. Central to achieving this goal is the cultivation of knowledge, serving as a fundamental element in establishing a secure work environment.

Recognizing this, SCADA International has implemented comprehensive Quality, Health & Safety, and Environment (QHSE) procedures. Our commitment extends to **engaging employees** in identifying best practices through daily interactions and monthly sessions conducted by the QHSE Committee, aiming to minimize accidents and injuries across all operational areas.



0

major work related
accidents or injuries

1

minor work related
accident or injury

What is in our DNA

Opportunity to grow



We see and encourage the potential in our people

Helpful



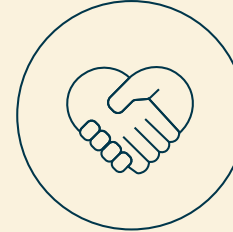
Working together and supporting great ideas is key to our success

Work-life balance



We value and respect our employees – first and foremost as people

Trust



We trust and believe in each other's competencies

International



We thrive on bringing different people, cultures, and ideas together

How we grow our people

A big part of our values and how we work focuses on the opportunity and encouragement to grow within the company, by **identifying potential in our people**. In addition to that, work-life balance and respecting our employees as people comes first. To address both these important factors, SCADA International has two main tools that serve to identify employee satisfaction and development.

1. The **Employee Development Dialogue** (EDD) serves as a platform for discussing the employee's professional objectives and fostering internal growth opportunities.
2. Employees are asked to participate in the **Employee Satisfaction Survey** (ESS) once a year, to make sure that managers and top management are consistently informed of changes in job satisfaction levels and about the well-being of SCADA International employees.

4
people
got promoted

3
people
changed roles

2
student assistants
were hired full-time

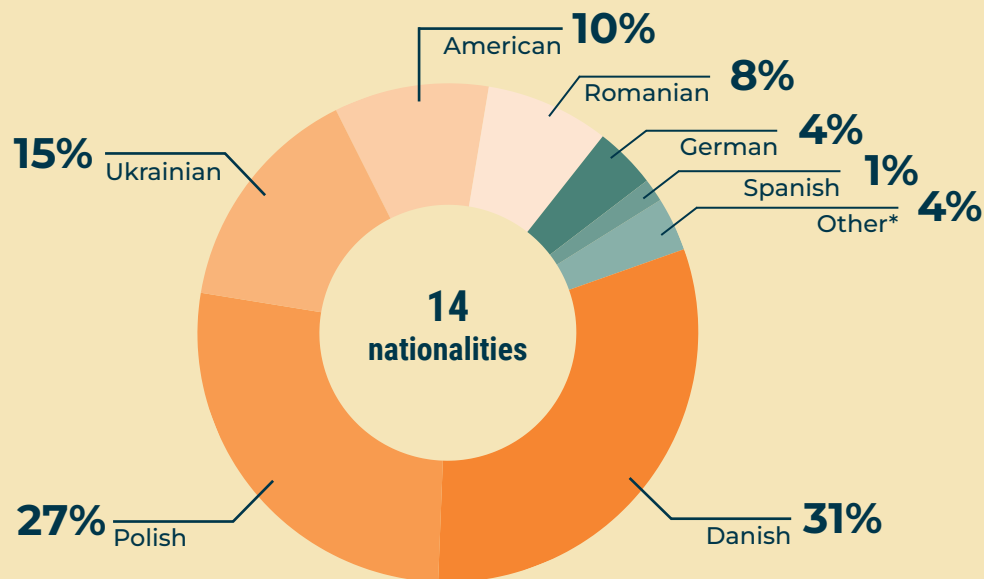
92%
participation
rate in ESS



Diversity, Equity, & Inclusion

At SCADA International, we know that culture is built by the people — cultures are heterogeneous and multiple.

That's why we encourage collaboration among individuals from diverse origins and backgrounds.



*Latvian, Portugese, Greek, English, Turkish, Mexican, South African

43
employees are women

27%
of all employees are women

1
woman in senior management

12.5%
women among senior management

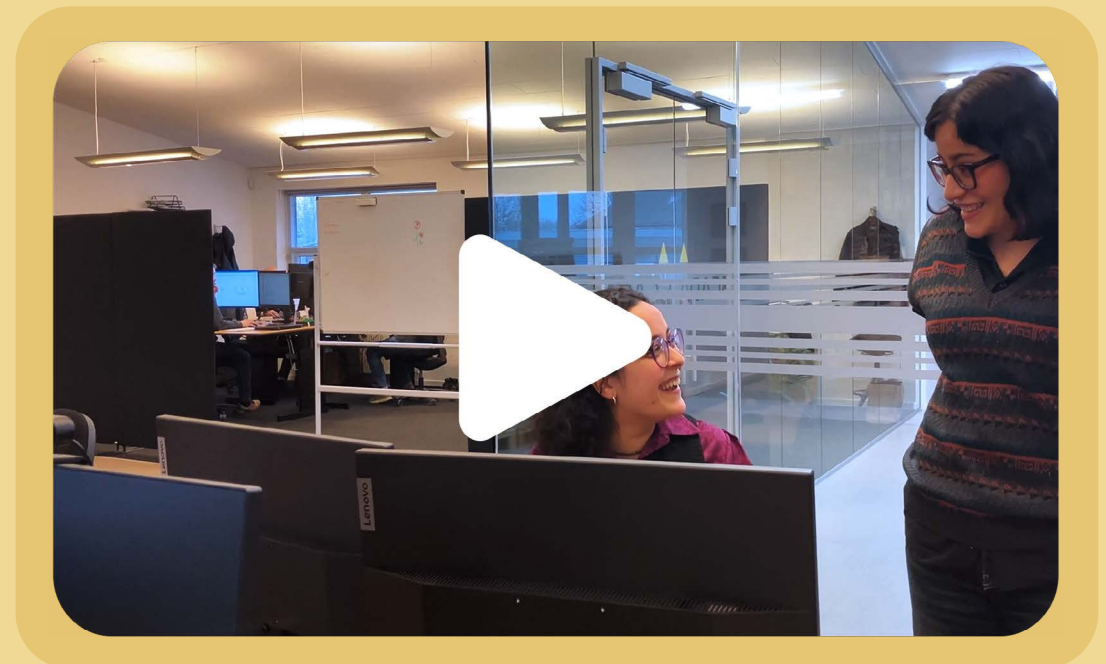
Fostering collaboration with a common language

SCADA International uses **English as the corporate language**, which can significantly enhance diversity, equity, and inclusion within an organization. It facilitates communication and collaboration across diverse backgrounds, ensures equal access to information and opportunities, breaks down language barriers, and fosters a sense of belonging for all employees, regardless of their native language. This inclusivity creates a more equitable workplace where diverse perspectives are valued and all employees can contribute effectively.

At the same time, we value the unique backgrounds and languages that each employee is native in, and see this as a powerful tool to act locally. **The global-local balance**, or English-other native language balance, is what SCADA International wishes to maximize.

Meet Munia El Marhoum

and her story about globality and locality at SCADA International



A job to enjoy every day

Across all our locations, **we celebrate** our people's and our company's achievements whether it is employee anniversaries, a new certification or new product releases.

In Denmark, the **staff association** plays a crucial role in fostering a sense of community. By organizing social events, team-building activities, and networking opportunities, the association creates avenues for employees to connect and build relationships beyond their immediate work responsibilities.



Cross-organizational initiatives

Transparency between management and employees is essential as we aim to share the company's progress and plans with all its constituents. We believe that sharing information and maintaining fluid communication **engages and motivates our people.**

Through the internal communication platform Viva Engage, all relevant **news are continuously shared** with the whole organization. In addition, SCADA International has two main forms of internal communication, where we share news and developments in more detail: internal newsletters and staff meetings and/or staff meeting videos.

4 internal newsletters and **4 staff meeting videos** were sent out to the whole organization in 2023.



04

Governance

Empowering decency

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

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

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



What we achieved

A+ score in the
Certificate of
Cyber Security
Audit for our
OneView® SCADA
solutions

1

ISO 27001:2022
certification to
remain a trusted
supplier to critical
infrastructure
customers

2

Launch of our new
QHSEIS newsletter
to increase
internal awareness

3

THE NUMBERS

Reported ethics and compliance incidents

0

Data security breaches

0

External audit ISMS minor nonconformities **2**

External audit QHSEMS minor nonconformities **12**

Inquiries received by the QHSE Committee **30**

QHSE Committee inquiry resolution rate **56%**

Certifications

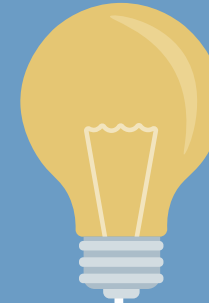
Since 2012, SCADA International has been certified in accordance with ISO 9001 for **quality management**.

In 2023, SCADA International was ISO 27001 certified. Our organization has implemented and maintains an effective **Information Security Management System (ISMS)**. This certification shows:

1. Commitment to maintaining a systematic approach to managing sensitive company information.
2. Ensurance of confidentiality, integrity, and availability.
3. Review and reassessment of policies, processes, and controls, in order to manage information risks effectively.



DID YOU KNOW?



ISO 27001, like all ISO certifications, is based on the **Plan-Do-Check-Act** (PDCA) cycle, encouraging organizations to continuously monitor, review, and improve their **information security processes**. This ensures that the ISMS remains effective and adapts to changing security threats and business needs, which is crucial in an industry like the energy sector. Renewable energy, same as other forms of energy, is part of the critical infrastructure in our societies. Hence, it is important to minimize vulnerabilities through **active and periodic monitoring and improvements**.

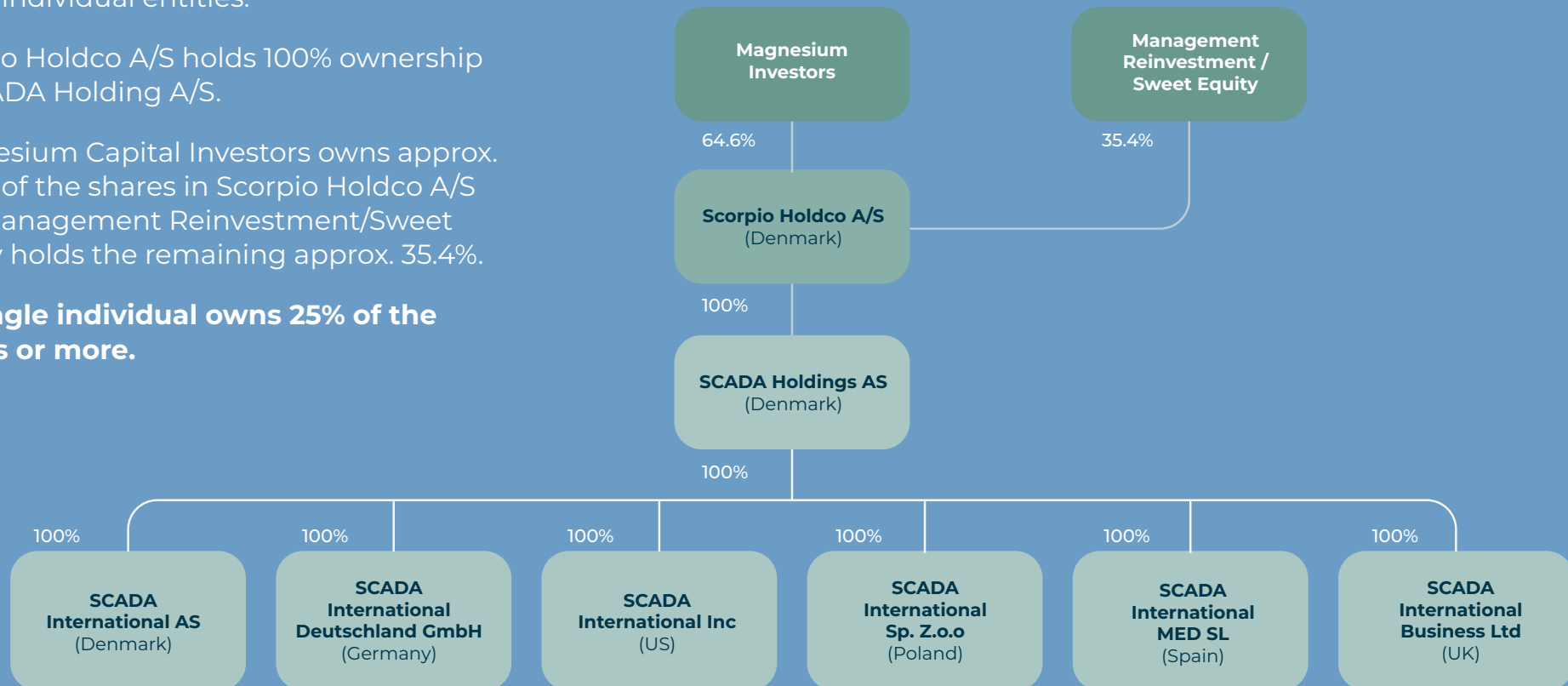
Business resilience, board, & leadership

SCADA Holding A/S holds 100% ownership of the individual entities.

Scorpio Holdco A/S holds 100% ownership of SCADA Holding A/S.

Magnesium Capital Investors owns approx. 64.6% of the shares in Scorpio Holdco A/S and Management Reinvestment/Sweet Equity holds the remaining approx. 35.4%.

No single individual owns 25% of the shares or more.



The Board of Directors



Matts Lundgren
Chairman of the Board



Thomas V. Bagger
CEO



Allan B. Mønsted
Chief Strategy Officer



Ian Jones
Board Member



Alfonso V. Caro
Board Member

The Board of Directors features Chairman of the Board, Matts Lundgren, alongside board members Ian Jones and Alfonso V. Caro, bringing diverse perspectives and **external expertise to the leadership team**. Internal board members, Thomas V. Bagger and Allan B. Mønsted, complete the leadership team.

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



Having a strong ESG & impact focus makes business sense.

Stakeholders, whether employees or customers, want to work with a company that has sound governance and that is committed to environmental and social matters, whilst delivering high-quality products and services. And as board members and partners, we work with the management team to keep the right level of focus across all levels.



Alfonso Vazquez Caro

Magnesium Capital LLP
SCADA International Board Member

Environment, Social & Governance responsables



Tina Tøt

Global Process Manager
Environment responsible



Jan Konstantin Rosenby

Director HR & Compliance
Social responsible



Christina Aagaard Kjeldsen

Chief Financial Officer
Governance responsible

Respect

We treat our colleagues, customers, and others with whom we do business with respect, dignity, fairness, and courtesy. We are committed to maintaining a work environment that is free from discrimination, harassment, and retaliation.

Responsibility

We express support for fundamental human rights and avoid participating in business activities that abuse human rights. We act in a socially responsible manner, within the laws, customs, and traditions of the countries in which we operate.

Thought

We adhere to the principle of “Think before you act.” First, clearly outline and understand the concern, then question why it’s a dilemma, evaluate available options and potential outcomes, and consider the impact on those involved.

Tone

When addressing a colleague, we encourage that the tone, phrasing, and volume are kept at a reasonable place. We are committed to providing a safe working environment for our people, and the way we communicate is a part of that.

Workplace Assessment Survey

Implementing and encouraging our Code of Conduct and principles is a necessity. At the same time, we acknowledge that it is also imperative that **tools and resources** that serve as a way to raise complaints are put in place and accessible to all employees in case there are any deviations from the Code of Conduct, as well as any other health or safety issues, environmental or noise factors, that prevent our employees of having a comfortable and welcoming work environment.

For this, SCADA International has multiple tools in place. The first one is the Workplace Assessment Survey (WPA), which is conducted every three years.



The WPA was initiated the 19th December 2023. It will be **processed through the QHSE committee** with initiation of an **improvement plan for each identified focus area.**

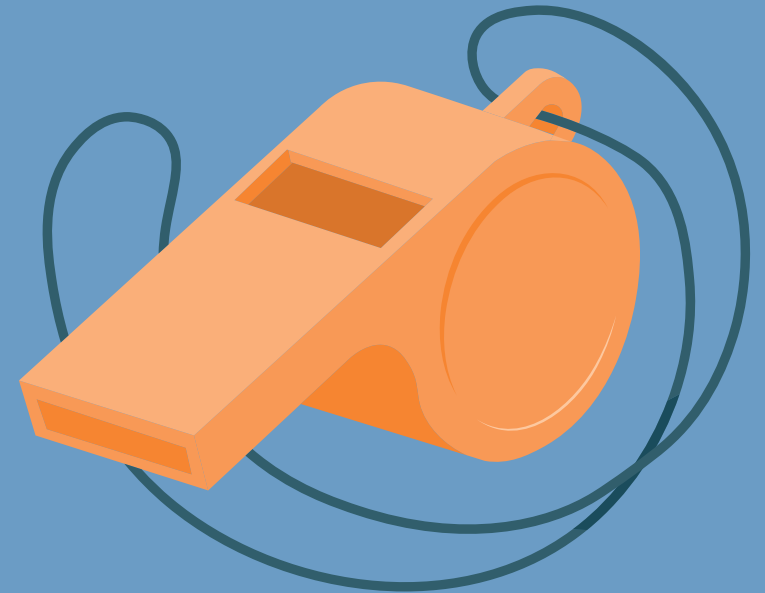
New whistleblower scheme

SCADA International introduced a new internal whistleblower scheme on the 17th December 2023. This scheme is a way for employees to disclose information regarding breaches of specific EU legal acts, as well as serious offenses or other significant matters. The whistleblower scheme allows for **anonymous reporting** and serves as both an alternative and a complement to the standard communication channels within SCADA International described earlier.

The whistleblower scheme aims to:

1. **Increase the channels** for employees to disclose suspicions or awareness of specific illegalities and/or serious matters within SCADA International, without fear of repercussions.
2. **Safeguard individuals** who make reports in good faith.
3. Enhance the likelihood of **identifying errors** and irregularities as soon as possible.

The whistleblower unit is formed by an **external law firm and internal trusted persons**



QHSE committee

The QHSE committee's purpose is to establish a **proactive involvement between employees and management**, fostering a robust QHSE culture encompassing health and safety, environmental responsibility, and quality standards.

The QHSE committee is also another channel available for employees to raise concerns, and manages various activities, including:

- Maintaining awareness of QHSE risks and opportunities
- Investigating incidents
- Providing improvement suggestions
- Embodying behaviors that reinforce QHSE culture.
- Assisting in implementing defined requirements for a strong QHSE foundation amid workplace changes.

The goal of SCADA International's Integrated Management System is to establish comprehensive frameworks that prioritize and ensure high standards in product or service **quality, workplace safety, and environmental sustainability**.

We have identified that cultivation of knowledge is essential to build a safe and secure work environment. In order to foster the knowledge, we put a new initiative in place in 2023: the **BeeHive newsletter**.



What is the BeeHive?

The BeeHive is an initiative focused on **raising awareness** about QHSE topics. Through newsletters and awareness posts these topics will be addressed and made accessible to employees. The goal is to instill greater awareness of safety, quality, and environmental issues, **encouraging employees to act responsibly**, prioritize their well-being and that of their colleagues, resulting in a smoothly functioning workplace.

The BeeHive employs the wording and concepts around bees, as they serve as a perfect metaphor to address our employees. As you may know, bees play a crucial role in pollination, facilitating the reproduction of plants and ensuring biodiversity, making bees essential for the sustainability of ecosystems and human agriculture. Much like that, **each employee at SCADA International is crucial for the success and future of the company**. Each employee – and bee – is responsible for its ecosystem and the success of their environment.

2

BeeHive newsletters released in 2023



The July issue covered **heat strokes and heat exhaustion prevention**



The November issue covered **physical safety in office and production environments**

05

**Reported data and
framework**

Area	Needed data	Gathered data	Comment
Environment	MW installed in 2023	4,715 MW	Only 2023
Environment	Total MW installed	26,978.30 MW	Cumulative, from 2006 to 2023
Environment	Total MW managed by OneView®	13,335.22 MW	Cumulative, from 2006 to 2023
Environment	Total assets connected	12,426	Cumulative, from 2006 to 2023
Environment	Number of renewable projects finalized in 2023	434	In 2023 we started 420 projects. Overall, in 2023 we completed 434 projects
Environment	Certifications	ISO 14001:2015	Certificate is available at SCADA International's website, bottom of the "About us" section. Click here .
Environment	Total GHG emissions in 2023	269.13 Co2 tonnes	Only scope 1 and 2
Environment	GHG emissions Scope 1	133.19 Co2 tonnes	This means all GHG emissions, which are emissions from sources that are owned or controlled by the company. Includes company cars and vans (not e-vehicles)

Area	Needed data	Gathered data	Comment
Environment	GHG emissions Scope 2	135.94 Co2 tonnes	<p>These are indirect GHG emissions from activities of the reporting entity but occur at sources owned or controlled by another entity. For example, emissions from electricity, heat, or steam.</p> <p>Includes company cars (e-vehicles), used kWh for electricity and heating.</p> <p>Only possible to obtain accurate kWh for the Danish locations (SIL & AUL) because the offices in PL, DE, ES & US are not getting separate utility expense statements. Through the rent they are invoiced a percentage (m³). Therefore, all non-DK location numbers are an estimate.</p>
Environment	GHG emissions Scope 3	Not available	Will be included in the next report
Environment	Solution provider for Thor Offshore Wind Farm	Delivering the OneView [®] Energy Control Unit (ECU).	For more information, click on the link to the press release on our website here .
Environment	GHG emissions per FTE	1.73 Co2 tonnes	Calculated based on the total GHG emissions divided by headcount numbers.
Social	Certifications	ISO 45001:2018	Certificate is available at SCADA International's website, bottom of the "About us" section. Click here .
Social	Work-life balance rating/score	4	On a 1-5 scale. From ESS survey.
Social	Employee Retention Rate	86.60%	<p>Employees beginning of 2023: 142</p> <p>Employees end of 2023 (out of the 142): 123</p> <p>Calculation: 123/142*100</p>

Area	Needed data	Gathered data	Comment
Social	Average employee satisfaction score	4.2	On a 1-5 scale. From ESS survey.
Social	Total number of FTE (full time equivalent) employees (per 31/12-2023)	156 FTEs	Part-time employees are not converted into an FTE number.
Social	Average tenure of FTEs, measured in years	3.57 years	
Social	Total number of employees in Senior management (C level and reporting to CEO)	8 employees reporting to the CEO.	Including the CEO, the management team consists of 9 people.
Social	ESS number participation rate	92%	
Social	EDD numbers	4 people were promoted to a more senior position. 2 people stepped down to less responsibility. 3 people changed roles horizontally. 2 student assistants were hired full-time. 1 employee stepped up in an interim Lead role.	
Social	Total number of women among employees	43 female employees	
Social	Total number of women in management	1 female employee in senior management.	In addition, 6 out of 23 managers are women.
Social	% of women employees (current year)	27 % female employees	

Area	Needed data	Gathered data	Comment
Social	% of women in Senior management (C level and reporting to CEO)	12.5% female employees in senior management	
Social	Number of nationalities in the workforce	14 different nationalities	
Social	Nationality distribution	Danish: 50 (31%) Polish: 42 (26%) Ukrainian: 25 (15%) American: 15 (9%) Romanian: 14 (9%) German: 6 (4%) Spanish: 3 (2%) English: 1(1%) Greek: 1 (1%) Latvian: 1 (1%) Mexican: 1 (1%) Portuguese: 1 (1%) South African: 1 (1%) Turkish: 1 (1%)	
Social	Staff association: Number of events organized in 2023 for employees.	4 events; Easter bar, Padel event, Cook& Talk dinner, Christmas bingo	Only in Danish locations
Social	Staff Association: Level of engagement	36%	55 employees invited to each of the events and in average approximately 20 employees participated in each event.
Social	Number of work related accidents and injuries in 2023	1 minor and 0 major	Minor: Accidents with less than or equal to one day of absence. Major: Accidents with more than one day of absence.

Area	Needed data	Gathered data	Comment
Governance	Certifications	ISO 27001:2022 and ISO 9001:2015	Certificates are available at SCADA International's website, bottom of the "About us" section. Click here .
Governance	Certifications	Astra Security certificate of Cyber Security Audit for our OneView® SCADA Solutions	A+ scoring. Review every 6 months. Certificate is available at SCADA International's website, bottom of the "About us" section. Click here .
Governance	Number of reported ethics and compliance incidents.	Whistleblower = 0 External audit ISMS = 2 minor External audit QHSEMS = 12 minor Data security breaches = 0	Assumption governance include: <ul style="list-style-type: none"> Whistleblower system implemented 17 December 2023. External audit findings (minor and major) Data security breaches (IPR&IPP) Prior to implementation of Whistleblower system potential ethical incidents / issues was dealt with in direct dialogue between employees and management in SCADA International. This is still the preferred method. 2023: External audit (6 locations/sites): <ul style="list-style-type: none"> Certification ISO 27001:2022 Re-certification ISO 9001:2015, ISO 14001:2015, ISO 45001:2018
Governance	Workplace Assessment Survey Periodicity	Every 3 years	WPA was initiated December 19 2023.
Governance	Workplace Assessment Survey handling	QHSE committee	Will be processed through the QHSE Committee with initiation of an improvement plan for each identified focus area.
Governance	Whistleblower scheme introduction	17th December 2023.	Communicated to the SCI organization on the 15th of January 2024

Area	Needed data	Gathered data	Comment
Governance	Whistleblower scheme introduction	17th December 2023.	Communicated to the SCl organization on the 15th of January 2024
Governance	ESG responsible	Kasia Kandulski Lindegaard	
Governance	E responsible	Tina Tøt	
Governance	S responsible	Jan Konstantin Rosenby	
Governance	G responsible	Christina Aagaard Kjeldsen	

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Glossary of terms

Abbreviations	Meaning
EDD	Employee Development Dialogue
EIA	Environmental Impact Assessment
EMS	Environmental Management System
ESS	Employee Satisfaction Survey
FTE	Full-time Equivalent
GHG	Greenhouse Gas
IMS	Integrated Management System
ISMS	Information Security Management System
ISO	International Organization for Standardization
SCADA	System Control and Data Acquisition
SCI	SCADA International
QHSE	Quality, Health, Safety and Environment
QHSEIS	Quality, Health, Safety, Environment, Information Security
QHSEMS	Quality, Health, Safety and Environment Management System
WPA	Workplace Assessment

Contact us

Give us a call or send us an email if you have any questions, and we will get back to you.

+45 96 41 92 00

scada@scada-international.com

A.C. Illums vej 4, DK-8600 Silkeborg