



KGL. HOFLEVERANDOR

KJÆR & SOMMERFELDT

# ESG REPORT 2024

Certified



Corporation





### **3 INTRODUCTION AND OVERVIEW**

**4 Message for stakeholders**

**6 General information**

**7 At a glance**

**9 Practices, policies, and future initiatives for transitioning towards a more sustainable economy, including materiality analysis**

**10 Value chain**

### **13 STRATEGY**

**14 Passion for people, wine, and results – since 1875**

**16 Focus areas**

**17 Becoming experts**

### **18 E – CLIMATE & ENVIRONMENT**

**21 Energy consumption and CO<sub>2</sub>e emissions**

**27 Biodiversity**

**29 Water**

**31 Resource use, circular economy, and waste management**

### **33 S – PEOPLE**

**35 Workforce**

**41 Workers in the value chain**

**43 Customers and end-users**

### **45 G – CORPORATE GOVERNANCE**

**46 Corporate governance**

**47 Corporate conduct**

### **50 ESG DATA OVERVIEW**

**51 Key figures**

**54 Accounting principles**

### **56 FAQ**

**57 What is CO<sub>2</sub> and CO<sub>2</sub>e?**

**58 What is the difference between scope 1, 2, and 3?**

**59 What is B Corp?**

**61 Certified wine categories**

### **63 MANAGEMENT**



# INTRODUCTION AND OVERVIEW

# MESSAGE FOR STAKEHOLDERS



In 2024, human-driven climate and environmental changes continued at an alarming pace. The severity of these changes was evident in wine production. The extreme weather conditions of 2024 resulted in the worst global wine harvest in over 60 years. Hailstorms during harvest, excessive or insufficient rainfall, mild winters, and spring frosts all contributed to significant crop failures in many regions.

## **AMPLIFYING SUSTAINABILITY ACROSS THE VALUE CHAIN**

Kjær & Sommerfeldt serves as a vital link between wine producers, customers, and consumers. This position gives us a shared responsibility to foster dialogue and action on sustainability opportunities and challenges. Therefore, we have set a strategic ambition to become the amplifier of sustainability throughout our value chain – from the vineyard to the consumer's enjoyment of wine.

As part of this ambition, Kjær & Sommerfeldt planned to host a sustainability conference for our business partners in 2024. Although we had to reschedule the event to January 2025, the conference proved to be a great success. We are delighted and proud to facilitate knowledge sharing, the exchange of experiences, and practical solutions that enhance collaboration and drive better results across our value chain.

Wine production in 2024 was severely affected by extreme weather conditions across multiple countries and wine regions. This pressing reality led to an expanded dialogue with wine producers about sustainability. In particular, the 'water crisis' – too little or too much rain – is expected to influence quality, availability, and pricing. To address this, Kjær & Sommerfeldt invested in a study examining climate and biodiversity trends and their impact on wine production. The goal is to build a solid data foundation to support direct discussions with producers about both challenges and opportunities.

For our customers and consumers, we continued expanding our range of environmentally certified wines. There is a growing interest in wines produced with a focus on



environmental responsibility. At Kjær & Sommerfeldt, the proportion of environmentally certified wines increased from 22.5% in 2023 to 25.8% in 2024.

### **PUTTING OUR OWN HOUSE IN ORDER**

Kjær & Sommerfeldt has been B Corp certified since 2023. This certification serves as our guarantee to business partners and employees that we operate with documented policies, processes, goals, and results. With this in mind, in 2024 we strengthened our focus on ESG reporting and aligned ourselves as closely as possible with EU guidelines for businesses of our size. By doing so, we aim to contribute to greater transparency and comparability in ESG reporting within the wine industry.

### **PEOPLE AND THE ENVIRONMENT**

Our employees are the foundation of our business success. Employee satisfaction is therefore our most critical KPI. The 2024 results indicate that we have a strong company culture with a shared sense of purpose.

To further reduce our greenhouse gas emissions, we introduced a new company car policy in 2023, prioritising electric vehicles. As a result, all company cars due for replacement in 2024 were switched from diesel to electric vehicles.

### **A NEW REALITY**

The year 2024 showed that global change is happening at an accelerating pace, particularly in the realm of sustainability. We now live in a world where unpredictability is the only certainty. While we are proud of our achievements over the past year, we recognise that they may soon prove insufficient. Kjær & Sommerfeldt must therefore continue to evolve and strive for new goals – even if we do not yet have all the answers.

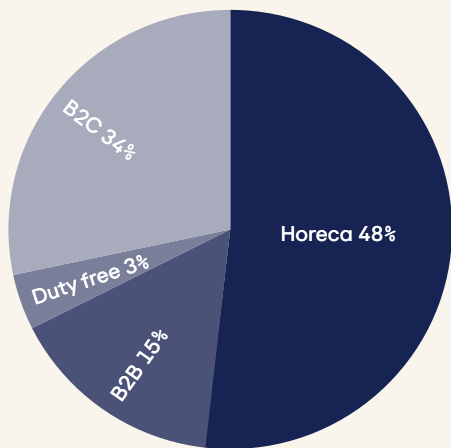
Success in this new reality depends on our ability to manage change, complexity, and interconnected challenges. I am incredibly proud of and grateful for the skill and commitment that all our employees bring to Kjær & Sommerfeldt. It is through our employees and our interactions with wine producers, customers, and consumers that I find hope for a sustainable future in the wine industry.

Mads Stensgaard, CEO,  
Kjær & Sommerfeldt

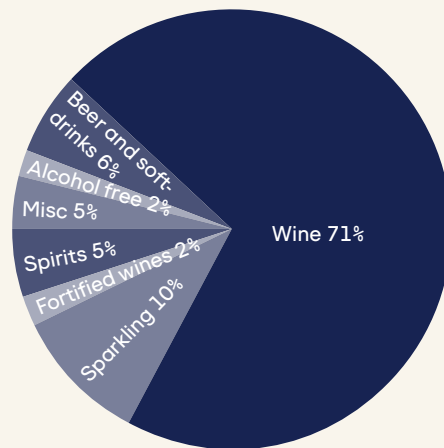
# GENERAL INFORMATION

**Company Structure:** A/S  
**NACE Industry Code(s):** 463420 Wholesale of Wine and Spirits  
**Size of the balance sheet:** DKK 138,397,000  
**Gross Profit:** DKK 85,762,000  
**Number of employees:** 78

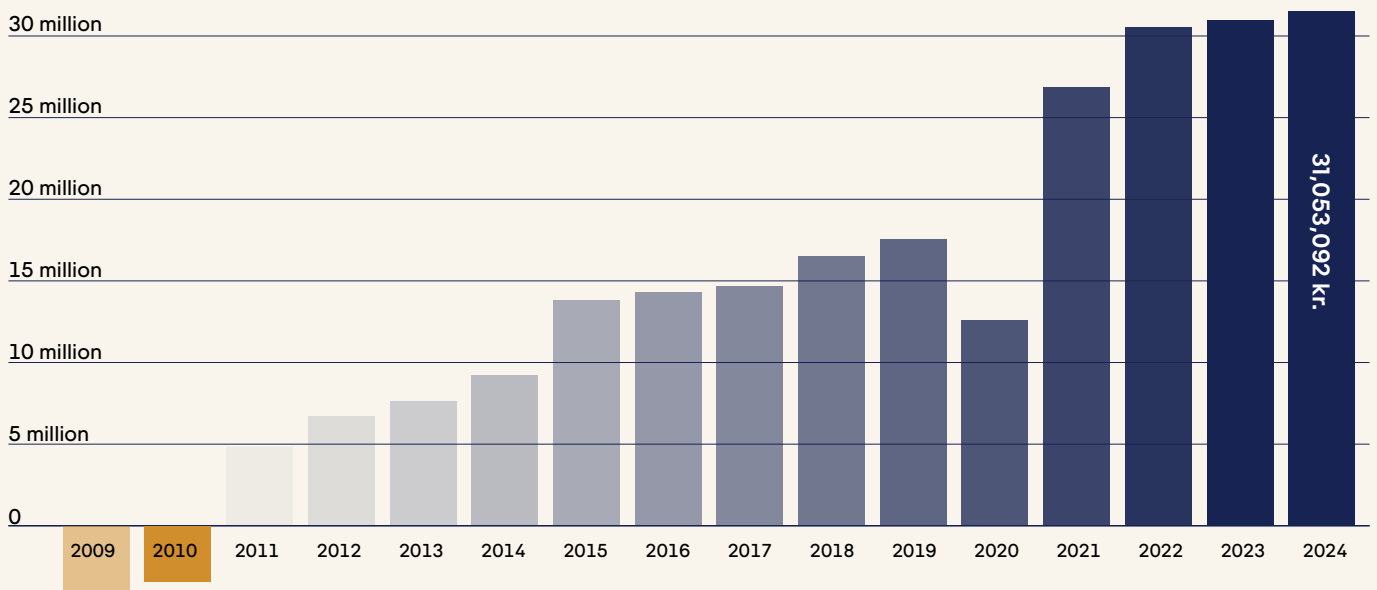
Revenue by customer category



Revenue by product category

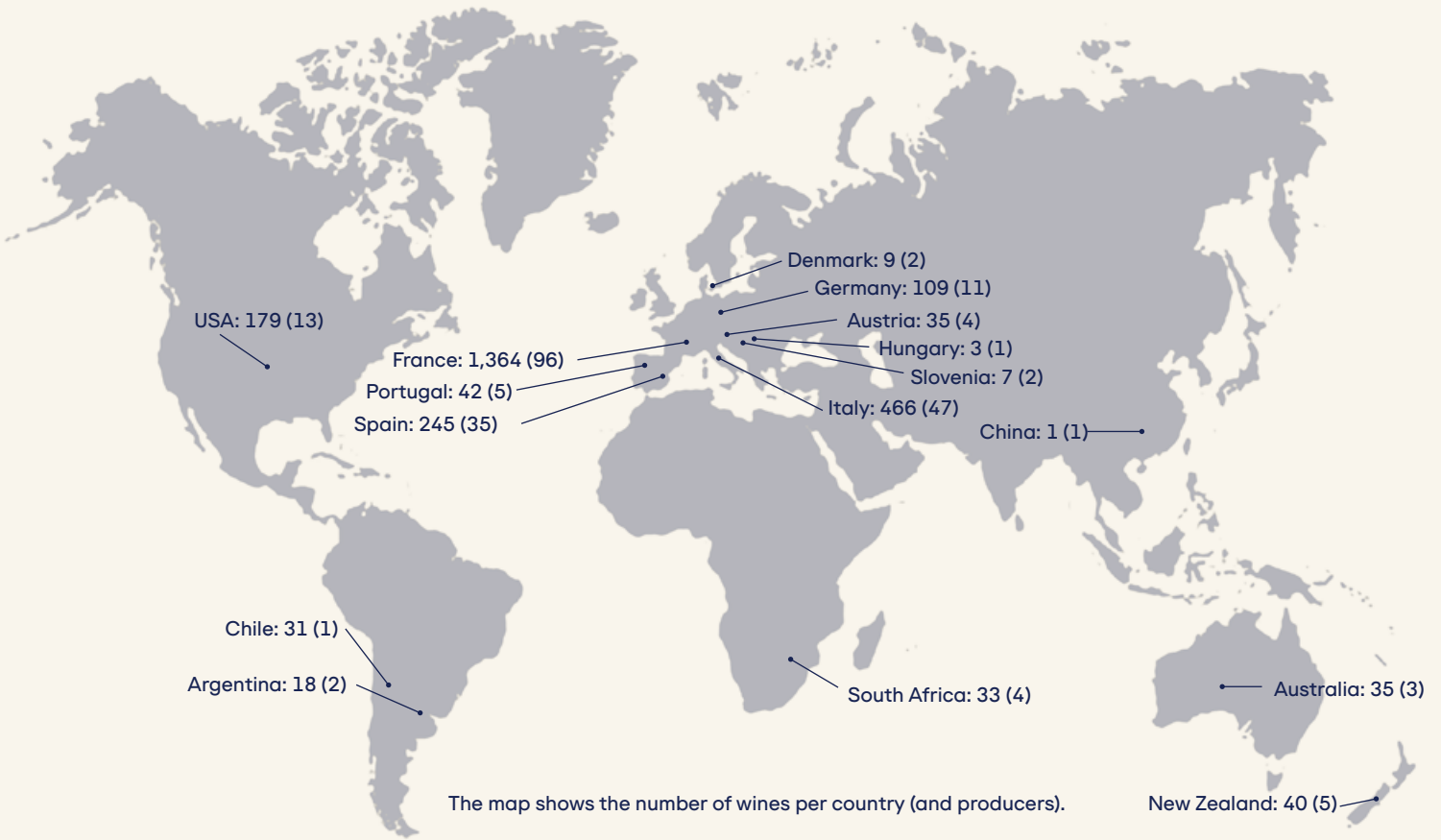


Profit before tax, 2020-2024





## AT A GLANCE



**2,617**  
Wines

**232**  
Producers

**4**  
Lokationer: København,  
Aarhus, Odense C og Odense SØ

**78**  
Employees

**2,043**  
Business customers

**1,550**  
On-trade customers

**39,799**  
Private online customers

**65,421**  
Transactions in our stores

**THE FOLLOWING DISCLOSURE POINTS  
HAVE BEEN OMITTED**

Revenue is not disclosed as this information is considered confidential. Companies in accounting class B are, according to Section 32 of the Danish Financial Statements Act, not obligated to disclose their revenue.

**Locations and geolocation of major assets and facilities (pkt. 24e, vi, vii)**

Location	Address	Postal Code	City	Country	Geolocation (Coordinates)
Store	Gammel Mønt 4	1117	København K	Danmark	55.68121459983309, 12.581729883228855
Store	Fisketorvet 8	5000	Odense C	Danmark	55.3974236198537, 10.38877044087924
Warehouse	M. P. Allerups Vej 45 A	5220	Odense SØ	Danmark	55.372784323993216, 10.496717023149262
Store	Skovvejen 2A	8000	Aarhus C	Danmark	56.164606926914864, 10.217351884656404



**B CORP CERTIFICATION**

After a comprehensive 360-degree assessment of all Kjær & Sommerfeldt’s activities – including corporate governance, employee relations, community impact, climate, environment, and customer engagement – we achieved the prestigious B Corp certification in 2023 with an overall score of 85.8. Integrity has always been an essential part of our company’s DNA, but with the B Corp certification, we have elevated it to the next level and increased our awareness of where we can make a concrete difference. The B Corp certification is not an endpoint, but a management tool that ensures structured processes, systematic approaches, and a data-driven focus in our sustainability efforts.



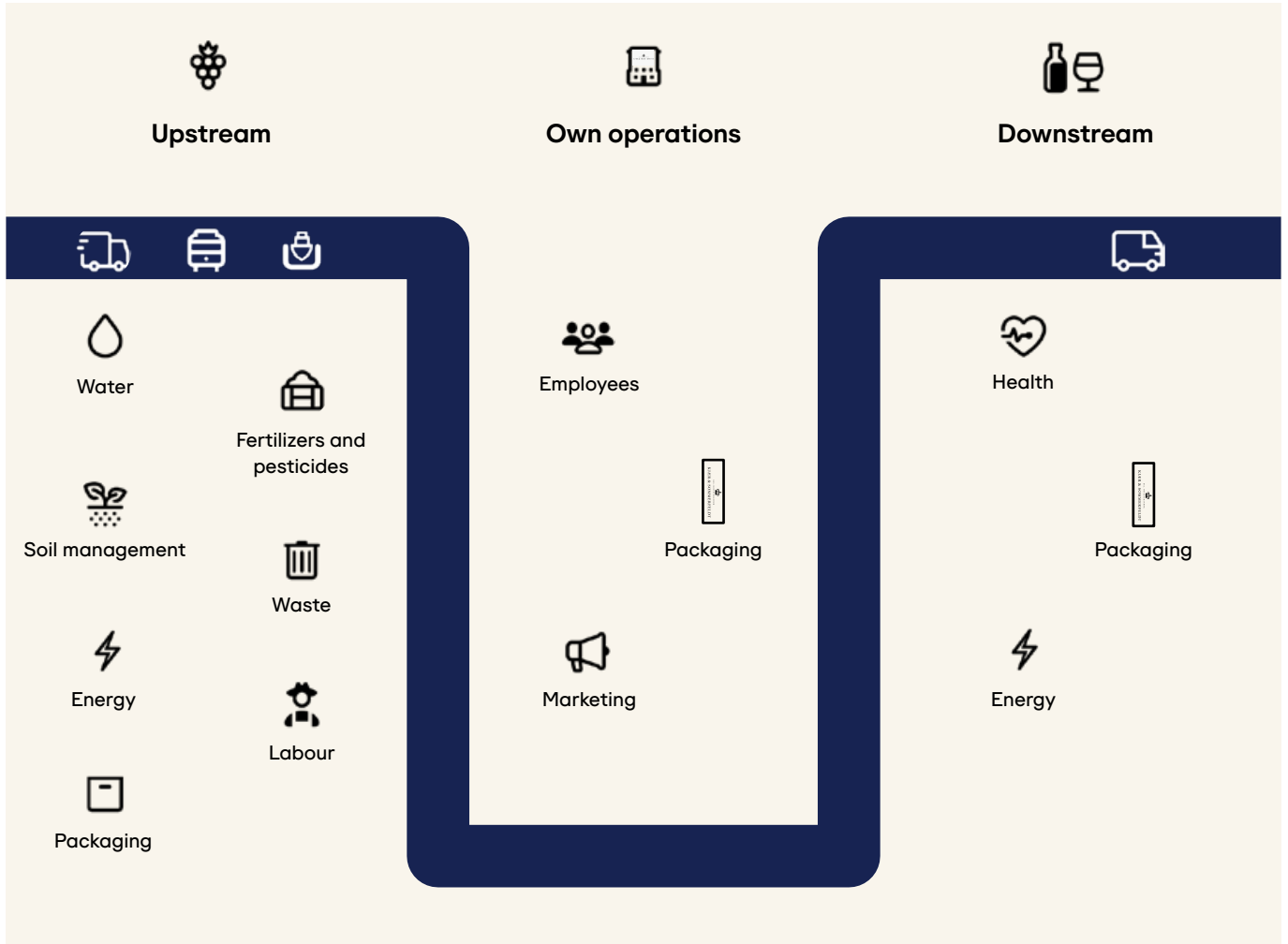
# PRACTICES, POLICIES, AND FUTURE INITIATIVES FOR TRANSITIONING TO A MORE SUSTAINABLE ECONOMY, INCLUDING MATERIALITY ANALYSIS

Since humans began producing wine 8,000 years ago, winemaking has continuously evolved to new technologies – bringing both advantages and challenges. Wine production has evolved from an artisanal craft into a highly advanced industry. This has increased efficiency and global accessibility, but also intensified pressure on nature. Fortunately, by combining traditional methods with innovative technologies, modern winemaking can optimise quality, efficiency, and sustainability. At Kjær & Sommerfeldt, we are committed to continually offering a diverse, attractive, and modern range, enabling our customers to make more sustainable choices. As highlighted in our materiality analysis, our most significant impact is found upstream in our value chain – primarily in wine production. A key part of our strategy is our role as the 'amplifier of sustainability,' connecting wineries with our customers. At the same time, we are actively working to reduce our own environmental footprint. This includes focusing on the development and well-being of our employees, strategically minimising packaging, transport, and logistics-related emissions, and promoting responsible wine consumption.



# VALUE CHAIN

## Overview of our value chain



## Based on our materiality assessment, the following areas are relevant





# MATERIALITY ANALYSIS AND FUTURE INITIATIVES

Sustainability topic, section 27	Description	Impact, risk, or opportunity	The company has a specific policy/initiative	Is the policy/initiative publicly available?
				Does the policy contain future objectives?
Climate change	<p>The production of wine and spirits has a negative impact on the climate. Glass bottles account for the largest share of the carbon footprint due to the energy consumption required for their production. The transportation of glass bottles further contributes to CO<sub>2</sub> emissions.</p> <p>Additionally, the winemaking process itself has a negative impact through the use of fertilizers, fermentation, and energy consumption during production, including the operation of equipment at vineyards.</p>	<p><b>Upstream in the value chain:</b> Production of glass bottles, use of fertilizers and pesticides in cultivation, use of agricultural machinery, and energy consumption in winemaking.</p> <p><b>Own operations:</b> No significant impact, primarily related to energy consumption in our warehouses and office buildings.</p> <p><b>Downstream in the value chain:</b> Transportation and disposal/recycling of glass.</p> <p><b>Risks:</b> Climate change has a significant impact on wine production, affecting quality, quantity, availability, and pricing. As a result, it may also influence Kjær &amp; Sommerfeldt's business.</p>	Yes: Procurement policy and Company car policy	No
				No
Pollution	<p>The worst sources of pollution in wine production are found among producers who use pesticides, herbicides, and synthetic fertilizers. These substances accumulate in the soil, impact the ecosystem, and may leach into groundwater.</p>	<p><b>Upstream in the value chain:</b> Use of chemicals in wine production.</p> <p><b>Own operations:</b> No significant impact.</p> <p><b>Downstream:</b> No significant impact.</p> <p><b>Financial risks/opportunities:</b> No significant impact.</p>	Yes: Procurement policy	No
				Yes
Water and marine resources	<p>Viticulture requires large amounts of water and plays a crucial role in production, as it is essential for vine growth and grape development.</p> <p>In arid regions, irrigation is necessary to sustain the vineyards, placing additional pressure on limited water resources.</p>	<p><b>Upstream in the value chain:</b> Water use in wine production can contribute to water scarcity in the region, negatively impacting both people and nature.</p> <p><b>Own operations:</b> No significant impact.</p> <p><b>Downstream:</b> No significant impact.</p> <p><b>Financial risks/opportunities:</b> Increasing water scarcity may make it more difficult to source wine in the future from regions affected by water shortages. It may also drive up production costs.</p>	Yes: Procurement policy and Product assortment strategy	No
				Yes
Biodiversity and ecosystems	<p>Traditional intensive viticulture creates monocultures and can significantly reduce biodiversity. However, there are great opportunities for wine producers to promote biodiversity in vineyards and contribute to the protection and improvement of local ecosystems by implementing sustainable cultivation practices.</p>	<p><b>Upstream in the value chain:</b> Intensive viticulture reduces biodiversity. However, the use of sustainable cultivation practices can help promote biodiversity.</p> <p><b>Own operations:</b> No significant impact.</p> <p><b>Downstream:</b> No significant impact.</p> <p><b>Financial risks/opportunities:</b> No significant impact.</p>	Yes: Procurement policy	No
				Yes

Sustainability topic, section 27	Description	Impact, risk, or opportunity	The company has a specific policy/initiative	Is the policy/initiative publicly available?
Circular economy	The sale and transportation of wine involve a significant amount of packaging, primarily glass, cardboard, paper, plastic, and wood. During production, organic waste is generated in the form of grape skins and fermentation residues.	<p><b>Upstream in the value chain:</b> Packaging waste and organic waste.</p> <p><b>Own operations:</b> Secondary and tertiary packaging waste.</p> <p><b>Downstream:</b> Packaging waste.</p> <p><b>Financial risks/opportunities:</b> The cost of packaging is influenced by legislation and taxes, which may impact Kjær &amp; Sommerfeldt's transportation and distribution expenses.</p>	In connection with the implementation of the Extended Producer Responsibility law, which comes into effect in October 2025, we have an internal focus area aimed at increasing our knowledge of all our packaging types.	No
				Yes
Own workforce	Kjær & Sommerfeldt's employees primarily consist of warehouse workers and office staff.	<p><b>Own operations:</b> Workplace health and safety, diversity and equal opportunities, well-being, and development.</p> <p><b>Financial risks/opportunities:</b> Increased costs related to recruitment and retention.</p>	Yes: Corporate social responsibility policy, Equality policy, Whistleblower policy, employee handbook, including parental leave policy, senior policy, physical activity policy, and absence policy.	Yes: Equality policy
				No
Workers in the value chain	Wine production is seasonal and often carried out by migrant workers. At the same time, wine producers frequently rely on third-party labor providers, which increases the risk of exploitation and violations of workers' rights.	<p><b>Upstream in the value chain:</b> Violations of workers' rights and human rights among seasonal and migrant workers.</p> <p><b>Downstream:</b> No significant impact.</p> <p><b>Financial risks/opportunities:</b> No significant impact.</p>	Yes: Anti-corruption policy and Code of Conduct	Yes
				No
Affected communities	As a wine wholesaler with stores and a warehouse, Kjær & Sommerfeldt has no significant impact on specific community groups or local populations.	<p><b>Upstream in the value chain:</b> No significant impact.</p> <p><b>Own operations:</b> No significant impact.</p> <p><b>Downstream:</b> No significant impact.</p> <p><b>Financial risks/opportunities:</b> No significant impact.</p>	No	No
				No
Consumers and end-users	<b>Marketing of alcohol:</b> As a wine wholesaler, we market alcoholic products and therefore have a responsibility regarding how alcohol is consumed in society.	<p><b>Upstream in the value chain:</b> No significant impact.</p> <p><b>Own operations:</b> Harmful alcohol consumption.</p> <p><b>Downstream:</b> No significant impact.</p> <p><b>Financial risks/opportunities:</b> Opportunity to increase sales of non-alcoholic beverages.</p>	Yes: Corporate social responsibility policy	No
				No
Governance	In the restaurant, wine, and spirits industry, corruption can occur, including bribery, money laundering, and tax evasion.	<p><b>Upstream in the value chain:</b> No significant impact.</p> <p><b>Own operations:</b> No significant impact.</p> <p><b>Downstream:</b> No significant impact.</p> <p><b>Financial risks/opportunities:</b> No significant impact.</p>	Yes: Code of Conduct, Anti-corruption policy and Corporate social responsibility policy	Yes: Code of Conduct and Anti-corruption policy
				No



STRATEGY



# PASSION FOR PEOPLE, WINE, AND RESULTS – SINCE 1875

Kjær & Sommerfeldt is Denmark's oldest wine merchant, dedicated to offering wines of the highest quality since 1875.

Our business is built on strong partnerships and long-term relationships. We work with over 200 partners worldwide – from renowned, well-established wineries to smaller producers specialising in unique wines. We bring these exceptional wines to those who appreciate a great glass of wine – private customers, professionals, and businesses alike.

But we offer more than just wine ...

We take pride in our expertise. Nearly 150 years of passion, dedication, and knowledge have shaped our culture and continue to define who we are. This heritage comes with responsibility – not only to our past but also to the future. That is why we act with purpose. Producing wine takes time, and every drop is the result of a delicate balance between people and nature, nurtured over generations. Preserving this requires a steadfast commitment to both people and the environment.

We strive to set the standard in the wine industry – raising the bar for ourselves and working closely with our partners. Our goal is to provide customers with the products, services, and knowledge they need to make informed and more sustainable choices.



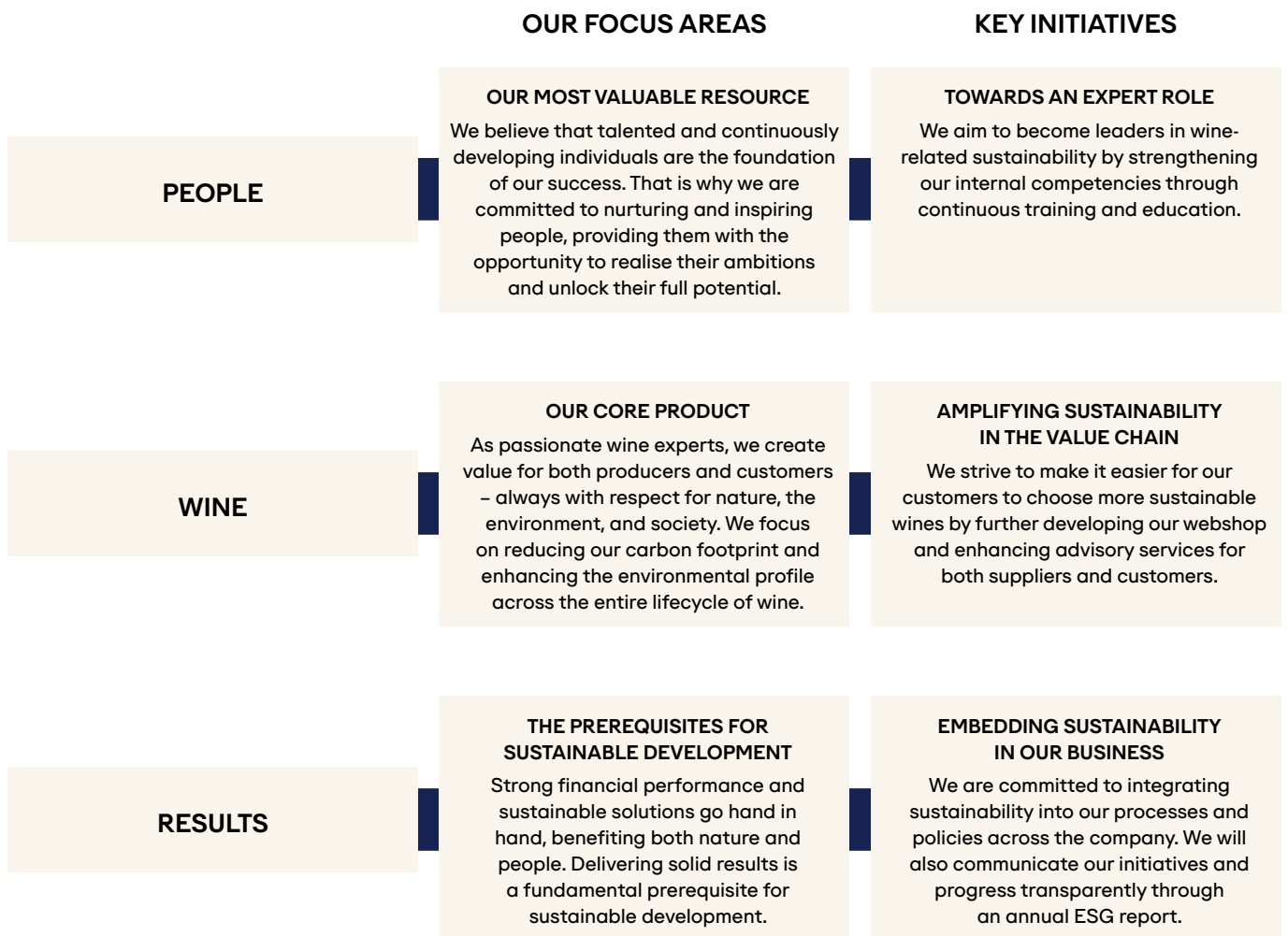


## HISTORICAL MILESTONES

- 1875** Kjær & Sommerfeldt is founded by Charles Christian Kjær and Wilhelm Ferdinand Sommerfeldt.
- 1894** Erik Kjær joins Kjær & Sommerfeldt, three years before Charles Christian Kjær's passing. Erik leads the company until his death in 1957.
- 1928** The company relocates to premises in Gammel Mønt 4 in Copenhagen, which to this day are still in operation as a wine shop.
- 2008** Mads Stensgaard, key employees, and two investors, Henrik Pedersen and Niels Boel Sørensen, acquire the company, bringing Kjær & Sommerfeldt back into private ownership.
- 2009** Kjær & Sommerfeldt launches an online platform for the on-trade and business customers, which also becomes an essential sales tool.
- 2012** A wine bar and tasting facilities are established at Gammel Mønt.
- 2013** Opening of a Kjær & Sommerfeldt wine shop in Aarhus.
- 2016** The first B2C webshop is launched.
- 2023** Release of the first ESG report and B Corp certification.
- 2023** Expansion of the Aarhus store with tasting facilities and opening of a new location in Odense, featuring a store, wine bar, and tasting facilities.
- 2025** Kjær & Sommerfeldt celebrates its 150<sup>th</sup> anniversary.

# FOCUS AREAS

We have built our strategy and vision on the three dimensions of sustainability: environmental, social, and governance (ESG). These principles are directly aligned with our mission and strategic focus on people, wine, and results. This approach strengthens our business and ensures long-term resilience for the benefit of the environment, society, and all companies within our value chain.





## BECOMING EXPERTS



Becoming an expert in any field requires knowledge, training, and continuous development. Our core business is built on our passion for wine, our deep understanding, and our expertise – ensuring that customers trust us to provide the best advice and experience. As part of our sustainability strategy, we aspire to be the amplifier of sustainability – connecting producers and customers. This also means we must develop expertise in sustainability within the wine industry. However, gaining knowledge, understanding complexity, and recognising the challenges and initiatives of individual producers, as well as the requirements for more sustainable production, takes time.

All employees have received an introduction to sustainability, different cultivation methods, and what sustainability means – both in general and in the context of Kjær & Sommerfeldt and our partners. Employees have been actively involved in implementing our strategy in areas relevant to their respective departments. Ensuring credible communication is important to us. That is why our e-commerce team is investing time in building relevant expertise. But expertise takes time to develop, and we must continuously improve. We also share insights from selected wineries about their sustainability efforts, covering topics such as the impact of climate change on producers or how they engage with social responsibility. This knowledge is shared via social media and our website.





ESG  
CLIMATE &  
ENVIRONMENT

# TARGETS FOR 2024

## TARGETS FOR 2024

**35%** of our range to be environmentally certified\* wines.

Reduce emissions from distribution by **20%** by 2025.

Reduce scope 1 and 2 emissions by **25%**.

Complete interviews with suppliers representing **80%** of our purchases.

**30%** of our volume to come from producers with climate targets.

**65%** growth in our full-service supply solution.

## RESULTS 2024

Interviews completed with wine suppliers representing **80%** of our purchases.

Implementation of CO<sub>2</sub>e reports.

**45%** growth in our full-service supply solution.

Both climate change and biodiversity loss are global challenges that require action from everyone – including Kjør & Sommerfeldt and the wider wine industry. A healthy environment is essential for wine production and is crucial for everyone's quality of life, regardless of where they live. Producers are also feeling the effects of climate change, with extreme and unpredictable weather – from droughts to torrential rain and frosts – damaging grapes and affecting harvests. Today, we are seeing a much greater focus on sustainable farming methods that are more environmentally friendly and prioritise biodiversity in the vineyard. More and more wineries are transitioning to organic and bio-dynamic production, a development that Kjør & Sommerfeldt is committed to supporting.

## UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Our efforts contribute to the UN Sustainable Development Goals 7 (Energy), 12 (Responsible Consumption), and 13 (Climate Action).

## OUR AMBITION

To amplify sustainability in the value chain by making it easier for our customers to choose more sustainable wines – whether they shop online or seek advice from one of our wine consultants.

\* Read more about the different certificates on our website.





## THE 17 GLOBAL GOALS

Goal 1: No Poverty

Goal 2: Zero Hunger

Goal 3: Good Health and Well-being

Goal 4: Quality Education

Goal 5: Gender Equality

Goal 6: Affordable and Clean Energy

Goal 7: Sustainable energy

Goal 8: Decent Work and Economic Growth

Goal 9: Industry, Innovation and Infrastructure

Goal 10: Reduced Inequality

Goal 11: Sustainable Cities and Communities

Goal 12: Responsible Consumption and Production

Goal 13: Climate action

Goal 14: Life Below Water

Goal 15: Life on Land

Goal 16: Peace, justice and strong institutions

Goal 17: Partnerships for action

### KEY INITIATIVES FOR 2024

- Expanding collaboration with existing producers and identifying new suppliers producing certified wines.
- Mapping the standard CO<sub>2</sub> footprint of wine bottles to promote lower-carbon packaging and implementing CO<sub>2</sub>e reports for on-trade customers.
- Increasing the availability of charging stations.
- Continuing the transition to electric company cars.
- Optimising waste separation in Odense through a dedicated employee task force.
- Collecting knowledge about wine suppliers through ongoing dialogue and questionnaires.
- Gaining insight into biodiversity, how we can positively impact it, and what our producers are already doing.
- A major new stand at FoodExpo focusing on Mindful Drinking, organics, and sustainability.



# ENERGY CONSUMPTION AND CO<sub>2</sub>e EMISSIONS

## Energy consumption and CO<sub>2</sub>e emissions (pkt. 30)

	Unit	Conversion	2020	2021	2022	2023	2024		
							Continuous energy consumption	Non-renewable energy consumption	Total energy consumption
Electricity	mWh		191	182	194	203	228	0	228
Fuels, own cars	mWh	1 liter diesel = 0,0098 mWh	330	317	326	352	-	-	230
Electricity from electric vehicles	mWh		-	-	-	-	-	-	48
<b>Total</b>	mWh		521	499	520	555	-	-	506

## Gross greenhouse gas (GHG) emissions

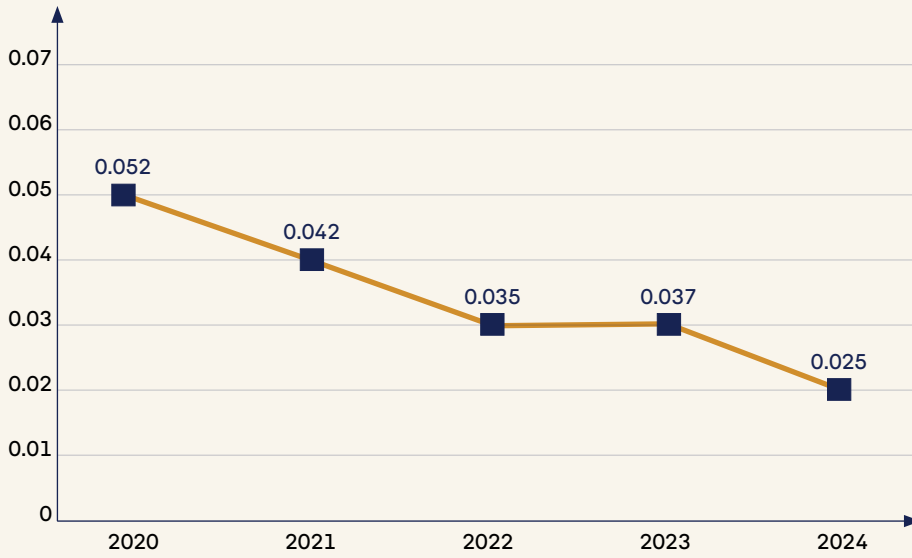
	Unit	2020	2021	2022	2023	2024
Scope 1 GHG emissions	Tons CO <sub>2</sub> e	84.6	81.1	84.6	91.1	59.6
Scope 2 emissions (location based)	Tons CO <sub>2</sub> e	29.4	30.9	30.6	23.0	30.7
Scope 2 emissions (market based)	Tons CO <sub>2</sub> e	8.0	8.4	7.7	6.5	12.3
<b>Total scope 1 and 2 emissions</b>	Tons CO <sub>2</sub> e	92.6	89.5	92.3	97.7	71.9
<b>GHG intensity</b>	Kg CO <sub>2</sub> e per litre of wine	0.052	0.042	0.035	0.037	0.025

## Wine

	Unit	2020	2021	2022	2023	2024
Wine total	Liter	1,773,527	2,146,134	2,629,430	2,672,766	2,860,402
Certified wine	Liter	187,153	274,616	403,058	478,310	513,742

## GHG intensity (pkt. 32)

Kg CO<sub>2</sub>e per liter wine



**52% reduction of CO<sub>2</sub>e  
from 2020 to 2024**

GHG intensity measures the amount of CO<sub>2</sub> emissions per unit sold within the same period, in this case, per litre of wine sold. The lower the GHG intensity, the more climate-friendly the production.





### **ELECTRIC VEHICLES IN THE FLEET**

The company's direct CO<sub>2</sub> emissions include those from its own or leased company cars (Scope 1). In 2023, we introduced a company car policy focused on reducing CO<sub>2</sub> emissions from our fleet. The policy, covering employees entitled to a company car, balances employee needs, Kjør & Sommerfeldt's overall costs, and environmental considerations. We aim to reduce our own CO<sub>2</sub> emissions and achieve carbon neutrality by 2030. As part of this strategy, all new company cars must be electric, and since Q4 2023, it has been possible to order electric vehicles. Until 2027, employees with significantly high annual mileage (over 50,000 km) may still opt for fossil-fuel cars.

Out of a total of 19 leased vehicles, 7 electric cars were ordered in 2023. In 2024, 9 cars were replaced with electric models, and a further 7 are expected to be replaced in 2025.



### LIGHTER BOTTLES AND CO<sub>2</sub>e REPORTING

Heavy glass bottles contribute significantly to climate impact. By encouraging suppliers and customers to choose lower-impact alternatives, we can significantly reduce the carbon footprint of wine packaging. Packaging accounts for between 20% and 70% of a wine's total climate impact, making it a key area of focus. Our ambition is to enable our customers to make informed choices regarding more sustainable options.

In 2024, business, hotel, and restaurant customers gained access to climate impact reports based on data from CONCITO's The Big Climate Database, complementing the existing organic report. Accurately calculating a product's CO<sub>2</sub>e footprint currently requires substantial data from every stage of the value chain. However, by mapping emissions, we can help customers make lower-impact choices.

We have chosen to use the figures available in the The Big Climate Database, as it is the most detailed, accurate, and reliable dataset on the climate footprint of food products in Denmark.

Our long-term ambition is to provide more precise product-specific carbon footprint data. To this end, in 2024, we built the necessary IT infrastructure to handle future data on different glass types and their respective emissions. In the fall of 2025, we will contact all our suppliers – both to assess their sustainability efforts toward our 2030 targets and to enhance our mapping of standardised CO<sub>2</sub> footprints for wine bottles. Our goal is to categorise bottles into four different weight classes and their respective emissions. By 1 October 2025, when the extended producer responsibility for packaging takes effect, we expect to provide reliable CO<sub>2</sub>e footprint data for bottles.

### CERTIFIED WINES AND REDUCED IMPACT

Very few wines in the world are entirely free from environmental impact, but an increasing number of wineries are focusing on sustainability – across environmental, social, and governance aspects. As part of our ambition to be a sustainability amplifier in the wine industry, we also seek to influence producer behaviour – while recognising that transitioning vineyards and production practices is a long-term process. To ensure credible communication about our wines to both trade and private customers, we have decided that all wine producers must document their efforts toward sustainability. This documentation may include environmental certifications.



There are numerous certifications – some internationally recognised, others European, regional, or local. We trust that each producer selects the certification that best suits their needs and meets its requirements.

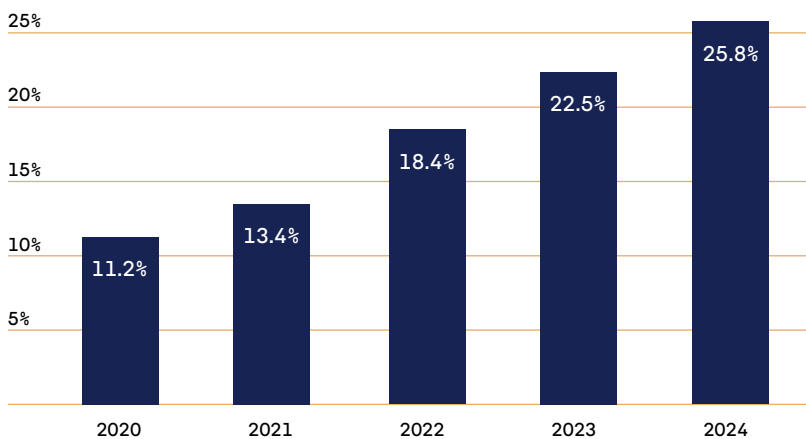
In 2022, we surveyed wine suppliers regarding their social, environmental, and climate-related initiatives and certifications, integrating this data into our website and customer materials. This is an evolving area, and we will update the information continuously. The task is extensive, but the goal is to influence wineries, inspire behavioural change, and make it easier for our customers to make informed, sustainable choices. The knowledge we acquire on sustainability challenges and opportunities in the industry will be used to train our employees so they can advise our customers effectively. This will be an ongoing process, and we will share new insights with our customers through producer interviews and other communication channels.

At the end of 2024, 25.8% of all wines in our range were environmentally certified\*.

Due to the unmet target, Wine Management will re-engage with all wine suppliers in the spring of 2025 to revisit their sustainability initiatives and commitments toward 2030.

\* Environmentally certified wines are wines certified according to a standard within one or more aspects of sustainability. Read about the different certificates on our website.

### Proportion of environmentally certified wines







### **CONSOLIDATED DELIVERIES REDUCE TRANSPORT**

The transportation of goods from our warehouse to customers is one of the areas where we have a direct influence, and as such, it remains a key focus for us. To optimise this, we have entered into a strategic partnership with Drinx, a supplier of beer, spirits, and service equipment for bars, hotels, and restaurants. Together with Drinx, we offer consolidated deliveries to our customers, allowing them to bundle all their beverage purchases with us. In 2024, we observed a significant increase in interest and demand for this service. This is not only because customers appreciate the flexibility to curate their own product selection, but also because it enables them to reduce the number of deliveries, minimise transport in densely populated areas, and ultimately lower their CO<sub>2</sub> footprint. Additionally, in 2024, we established a strategic partnership with Carlsberg and a number of craft breweries to further enhance this initiative.



# BIODIVERSITY

One of the greatest challenges of the future is the preservation of biodiversity and natural resources. Currently, around one million animal and plant species are at risk of extinction, and according to the World Bank, biodiversity loss is expected to cost the global economy approximately USD 2.7 trillion annually by 2030. Biodiversity encompasses all life on Earth, including the variety of species and ecosystems, and its preservation is crucial to maintaining ecological balance. However, human activities are having an increasing impact on biodiversity, with species extinction happening at an unprecedented rate.

Factors such as pollution, climate change, and intensive agriculture – including viticulture – contribute to biodiversity loss. In vineyards, intensive soil cultivation often leads to monoculture, which can severely degrade biodiversity. This loss of biodiversity in wine production not only has a negative impact on the environment and climate but also poses significant risks for the wine industry itself.

As part of our sustainability strategy, we conducted a climate impact projection for all our existing suppliers to forecast key risks and challenges leading up to 2030. This analysis highlighted several major concerns, including water scarcity, pesticide and fertiliser use, and other agricultural practices that threaten plant and animal life in wine-producing regions. Based on these findings, we updated our product portfolio strategy to not only reflect present-day realities but also account for future challenges.

At the same time, the wine industry also has the potential to play a positive role in biodiversity conservation. Many wineries are increasingly focusing on preserving ecosystems and promoting biodiversity in their vineyards. At Kjær & Sommerfeldt, we support this transition and actively share insights into sustainable viticulture. Over the past year, we have published articles on our website, newsletters, and social media, highlighting the initiatives taken by individual wineries to protect biodiversity in their vineyards.





‘We need balance in the vineyards and in the soil. The plants exist in symbiosis with the soil and microorganisms, and since the vineyard is, by definition, a monoculture, we do our best to maintain this balance through biodynamic practices.’

– Erik Riffel, Weingut Riffel





# WATER

## Water Consumption 2024 (pkt. 37)

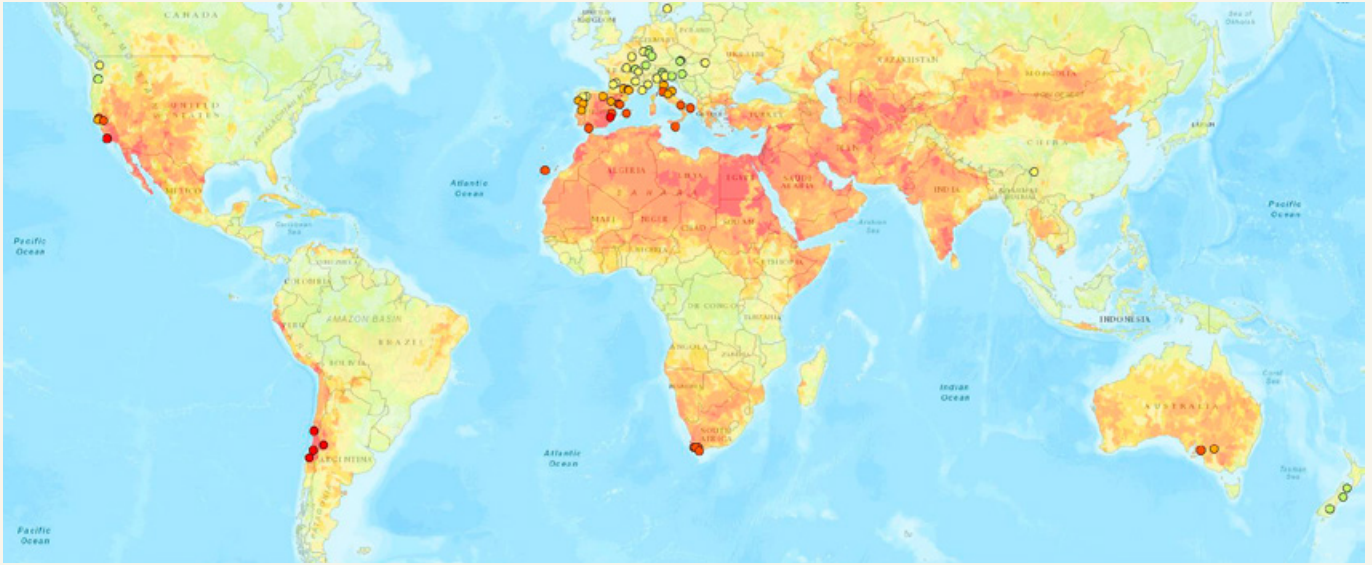
Total across all locations	152 m <sup>3</sup>
From locations in water-stressed areas	0 m <sup>3</sup>

\*The water consumption is based on the usage at the Odense SØ location.

Water consumption at our administrative and warehouse facilities is recorded based on actual usage. At other locations, water usage is allocated according to a distribution key as part of shared operational costs. Our direct activities have a minimal impact on climate compared to the substantial challenges and risks present within our value chain, which may affect both our business and the broader wine industry.

Viticulture requires significant amounts of water, playing a crucial role in vine growth and grape development. In drier regions, irrigation is necessary, placing additional pressure on already scarce water resources. The use of water in wine production can exacerbate water shortages, negatively impacting both communities and ecosystems. This could lead to difficulties in sourcing wine from regions experiencing water scarcity and substantially increase production costs.

We aim to contribute positively to the development of a sustainable society, both socially and environmentally. The increasing unpredictability of weather patterns – especially declining rainfall – has become a key factor in identifying and securing our future business partnerships. In 2024, we revised our product portfolio strategy to account for future risks in the value chain, ensuring that we consider the supply security of wine-producing nations and regions at risk, whether due to plant diseases, pollution, or climate change.



Sources: Newbold (2016), WWF Water Risk Filter (2022), Ocean Health Index (2022)



# RESOURCE USE, CIRCULAR ECONOMY, AND WASTE MANAGEMENT

We are committed to reducing resource consumption and promoting circular solutions within our company. By increasing the reuse of packaging wherever possible, implementing energy-efficient solutions, and adopting more sustainable procurement practices, we contribute to a more responsible value chain. We have introduced initiatives such as digitalisation to minimise paper consumption and waste sorting to enhance recycling efforts. At present, we have data only on the total annual waste generated at our warehouse facilities in Odense. The three other retail locations primarily produce household waste and glass.

## Description of how Kjær & Sommerfeldt applies circular economy principles (pkt. 38)

Total across all locations	Yes	No
	X	

## Total Annual Waste Volume

Non-hazardous waste	Total waste (pkt. 39a)	Waste Sent for recycling or reuse (pkt. 39b)
Corrugated cardboard	26,440 Kg	26,440 Kg
Plastics (all types)	2,100 Kg	2,100 Kg
Wood	9,320 Kg	9,320 Kg
Glass	1,150 Kg	1,150 Kg
Organic waste	230 Kg	230 Kg
Combustible waste	5,670 Kg	0 Kg

# OBJECTIVES 2025

## PLANS FOR 2025

### TARGETS FOR 2025

Percentage of environmentally certified wines: **35%**

CO<sub>2</sub> footprint based on actual weight data for all our imported wines.

Completion of interviews with suppliers representing **80%** of our total purchases, excluding wine suppliers.

- Optimising waste separation in Aarhus.
- Collection of information on wine suppliers through ongoing dialogue and questionnaires.
- Follow-up interviews with six wine suppliers who failed the accompanying questionnaire in 2024 within the next 12 months.
- Completion of interviews with suppliers representing 80% of our total purchases (wine suppliers excluded).
- Continued transition to electric company vehicles.
- Growth in our full-service supply solution.
- Assessment of the feasibility of installing charging stations in Aarhus.
- Increased digitalisation to reduce paper consumption.
- Expansion of partnerships with existing producers and identification of new suppliers offering certified wines.
- Investigation into replacing LED lighting in Odense.
- Dialogue with distributors regarding their CO<sub>2</sub> reduction targets leading up to 2030.
- Hosting a large industry event with inspiring talks on structured approaches to sustainability.
- Collection of actual bottle/packaging weight data.



ESG  
PEOPLE

# TARGETS FOR 2024



The eNPS scale ranges from -100 to +100, with a score of +50 or higher considered excellent. Our score of +54 places us among the top 10% of companies worldwide using eNPS measurements.

At the same time, we continuously monitor customer satisfaction through NPS. In 2024, our NPS score reached +85 – a result we are very proud of.

## TARGETS FOR 2024

eNPS **+60**

## RESULTS IN 2024

eNPS **+54**

Our employees are our most valuable resource, which is why employee satisfaction is our most important KPI. We invest in our employees and their well-being by focusing on personal development and fostering a strong team spirit across all our locations. We have implemented several programs and tools to ensure a positive and evolving work environment, including ‘The 7 Habits of Highly Effective People,’ ‘The Speed of Trust,’ and ‘Feedback Culture,’ which we continue to work with systematically.

In 2024, we introduced a movement policy to promote well-being and productivity by fostering a healthy and active workplace culture. Just as we strive to build a culture driven by respect, embracing individual potential and diversity, we also aim to create a framework for a sustainable and active work environment.

### UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Our initiatives contribute to:

- Goal 5: Gender Equality
- Goal 8: Decent Work and Economic Growth

### OUR AMBITION

To become experts in sustainability within the wine industry by strengthening our internal competencies through training and education.

### KEY INITIATIVES IN 2024

- All new employees participates in ‘The 7 Habits of Highly Effective People’ training.
- Development of leadership skills within our management team through a 360-degree assessment.
- Establishment of a new leadership team in Odense to enhance operational efficiency and workplace well-being.
- Departmental focus on using our existing toolbox, including ‘The 7 Habits of Highly Effective People,’ ‘The Speed of Trust,’ and ‘Feedback Culture.’
- Training in our Internal Corporate social responsibility policy and related processes.
- Implementation of Physical activity policy.
- Free access to NOR: company health, a new online corporate health platform.



# WORKFORCE

Type of employment contract (pkt. 40a)	Unit	Number of employees (number of people or full-time equivalents)				
		2020	2021	2022	2023	2024
Temporary employment		–	–	–	–	2
Permanent employment		–	–	–	–	76
Total number of employees		57	59	63	68	78

Gender (pkt. 40b)	Unit	Number of employees (number of people or full-time equivalents)				
		2020	2021	2022	2023	2024
Male	FTE	38	35	37	48	57
Female	FTE	19	24	26	20	21
Other	FTE	0	0	0	0	0
Total number of employees	FTE	57	59	63	68	78

	Unit	2020	2021	2022	2023	2024
Gender diversity in other management levels (percentage of women)	%	22	22	22	22	22

Ansættelseskontrakt fordelt på lande (pkt. 40c)	Unit	2020	2021	2022	2023	2024
Denmark		57	59	63	68	78
Total number of employees		57	59	63	68	78

	Unit	2020	2021	2022	2023	2024
Employee turnover rate	%	18	20	10	7	10

Recordable work-related accidents (pkt. 42a)	Unit	2020	2021	2022	2023	2024
Number		0	0	0	0	0
Frequency		0	0	0	0	0

Number of fatalities (pkt. 42b)	Unit	2020	2021	2022	2023	2024
as a result of work-related injuries		0	0	0	0	0
as a result of work-related ill health		0	0	0	0	0

Information on minimum wage (43a)	Unit	2020	2021	2022	2023	2024
At Kjær & Sommerfeldt, all employees receive a salary that is at least on par with the minimum wage		Yes	Yes	Yes	Yes	Yes

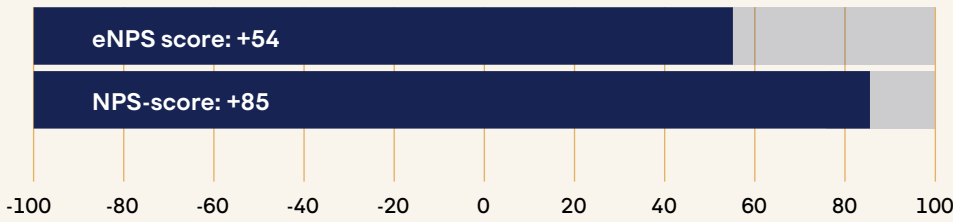
Collective agreement (pkt. 43c)	Unit	2020	2021	2022	2023	2024
Percentage of employees covered by collective bargaining agreements	%	1	1	0	1	1

Annual training hours per employee (pkt. 43d)	Unit	2020	2021	2022	2023	2024
Male employees		–	–	–	–	67
Female employees		–	–	–	–	23
Other		–	–	–	–	N/A

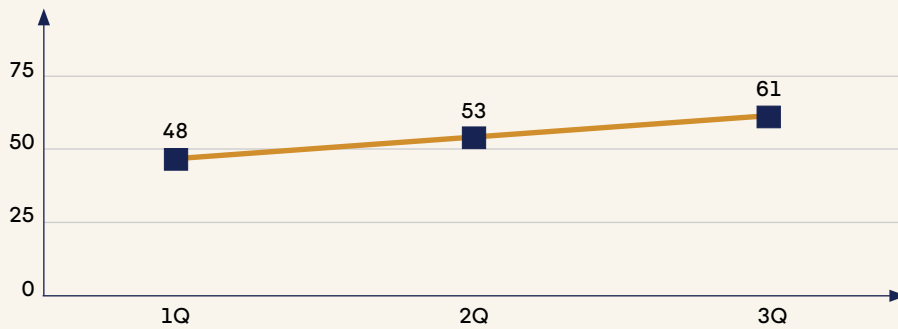
Sick leave	Unit	2020	2021	2022	2023	2024
	days/FTE	4	2	4	5	3

Employee satisfaction – eNPS	Unit	2020	2021	2022	2023	2024
	eNPS-score	+44	+45	+50	+56	+54

## Employee and customer satisfaction



## Workplace satisfaction surveys 2024



### EMPLOYEE SATISFACTION IS ESSENTIAL

We measure employee well-being three times a year to act promptly if we observe a downward trend. Our average score for the year was +54, which we are incredibly proud of. Even though it is slightly lower than last year, this strong result reflects our robust company culture and shared sense of purpose – which we believe also has a positive impact on sick leave. We are especially proud to see the significant increase in our second measurement, rising from +42 in 2023 to +53 in 2024, during a busy spring period where we set new sales records month after month. This highlights the flexibility and efficiency of our operations, particularly within our Supply Chain and Business Support teams, which have been strengthened this year by a new operations leadership group.

Why is employee well-being so high? There are, of course, multiple reasons. We believe it is partly due to our focus on personal development and a trust-based collaboration culture that defines Kjær & Sommerfeldt. This fosters strong and open working relationships both within the company and with our external partners. We also believe that social events at individual locations and across the entire organization – such as the annual summer party and participation in the DHL Relay – help create a strong sense of unity.

### PEOPLE DEVELOPING

We believe that healthy and active employees are the foundation of a great workplace with high well-being and productivity. Therefore, we strive to support employees in integrating physical activity into their daily routines. In 2024, we implemented a health policy promoting physical activity both during and outside working hours. We encourage initiatives such as walk-and-talk meetings and health-promoting activities after work at each location, with financial support available. The autumn featured participation in the DHL Relay in Odense and Copenhagen, as well as a voluntary step-counting competition in October, where employees collectively took over 8.3 million steps. At the end of October, all employees also gained free access to NOR: Company Health, an online platform with short videos on topics ranging from minor physical ailments to stress reduction.

### EMPLOYEE TRAINING

At Kjær & Sommerfeldt, we believe in continuous development. Therefore, all employees – both new and established – attend training in ‘The 7 Habits of Highly Effective People’. In 2024, the leadership team completed a 360-degree assessment, which formed the basis for individual development plans. In 2025, the leadership team will undergo ‘The 6 Critical Practices for Leading a Team’, while all other employees will participate in ‘The 4 Disciplines of Execution’ (4DX) and ‘The Speed of Trust’ training. Additionally, they will explore Habit 3 from ‘The 7 Habits of Highly Effective People’: Put First Things First. Employees also have the opportunity to take job-relevant courses in consultation with their direct manager.







## A LIVING TOOLBOX

Since 'The 7 Habits of Highly Effective People' was introduced in our organization around ten years ago, FranklinCovey has been a key partner in developing both employees and leaders. Over the years, the toolbox has expanded and become an integral part of Kjær & Sommerfeldt's culture. For nearly a decade, Nina Kenney has been our dedicated coach.

## PERSONAL DEVELOPMENT

Understanding yourself is key to understanding others. That's why all employees receive a DISC profile assessment. In 2023, all employees were also offered a personal coaching session to gain self-awareness and better understand their colleagues.

## THE 7 HABITS OF HIGHLY EFFECTIVE PEOPLE

The 7 Habits of Highly Effective People is a course in personal development – both professionally and personally. It is not only an integral part of Kjær & Sommerfeldt's company culture but is also actively used in our collaboration practices.

## THE SPEED OF TRUST

Trust is one of our core values and the foundation for strong relationships. Trust also forms the basis for a productive feedback culture, where we grow and learn together. This applies to all interactions, both internally and externally. We also see that it fosters a deep respect for differences and provides space for individual strengths.

## FEEDBACK CULTURE

To ensure an open and inspiring work environment where employees are receptive to input and inspiration from colleagues and partners, we focus on how to give and receive feedback effectively.

## THE 4 DISCIPLINES OF EXECUTION (4DX)

4DX is our strategic model, ensuring that strategy is not only developed but also executed effectively across the organization. This model promotes engagement, alignment, and a shared understanding of goals and success criteria, making strategy an integral part of daily operations.

‘Truly committing to leadership and personal development requires a long-term and focused effort. It’s not something you achieve with a few small initiatives – it must be embedded in the company’s culture. That’s exactly what makes Kjær & Sommerfeldt unique. Over many years, they have worked diligently to translate their values – passion, focus, trust, dynamic, and integrity – into concrete actions. These values are now a living part of the organization, not just words on paper.’

– Nina Kenney, Franklin Covey





# WORKERS IN THE VALUE CHAIN

## NEW REQUIREMENTS FOR WINE PRODUCERS

At Kjær & Sommerfeldt, we are committed to responsible sourcing in alignment with our strategy, which encompasses both our commercial business and sustainability objectives. We strive to make a positive contribution to the development of a sustainable society – both socially and environmentally. For this reason, in 2023, we implemented a procurement policy designed to ensure that we prioritise key areas such as labour rights, human rights, health and safety, the environment, climate, and business ethics (including anti-corruption). We aim to prevent, mitigate, or remedy negative impacts, and we expect the same from our suppliers.

In 2024, all our wine suppliers and partners signed our Code of Conduct, and we initiated supplier screening through the questionnaire *ESG Questions for New and Existing Suppliers*. By the end of the year, we had completed interviews with our key suppliers. Through follow-up interviews with suppliers that did not initially meet the required standards, several producers implemented new procedures and policies – among them, the Danish-owned Burgundy estate Albert Sounit.



Sustainability at the Fair'N Green-certified winery Nik Weis is about much more than the life of the grape in the vineyard. It is about minimising water waste, preserving biodiversity, and reducing CO<sub>2</sub> consumption. It is also about ensuring fair working conditions for the grape pickers, who hand-harvest the grapes each year from the steep slopes of Riesling paradise, Mosel.

[Read more >](#)

‘First of all, growing wine in Mosel has always been, is, and will always be a highly social activity because it involves manual labour and people working closely together.’

– Nik Weis, ejer, Weingut Nik Weis



‘In Burgundy – among the vineyards – there is no strong tradition for discussing social responsibility or CSR in the same way as we know it in Denmark. But Kjær & Sommerfeldt inspired us to have an important discussion on these matters, and we now have policies in place for all relevant areas.’

– Søren Nørbjerg, Albert Sounit





# CUSTOMERS AND END-USERS

## RESPONSIBLE MARKETING

Responsible marketing involves both an awareness of the impact of our products and the communication of sustainability messages. While the vast majority of consumers have a responsible relationship with alcohol, we acknowledge that some individuals misuse alcohol, causing physical and/or psychological harm to themselves and those around them. All marketing activities from Kjær & Sommerfeldt must take this into account.

We strive to make consumers and customers aware of wines and beverages from our selection without encouraging excessive alcohol consumption. Our ambition is to act as an amplifier of sustainability between wineries and our customers. This requires a high level of transparency and thorough documentation, ensuring that consumers and customers can make informed choices.

## MINDFUL DRINKING

### - A NEW ALCOHOL CULTURE AND MEGATREND

At Kjær & Sommerfeldt, we want to foster a culture where everyone can participate and raise a glass together. Everyone should have the freedom to choose whether or not to consume alcohol – without compromising on quality or experience, whether at private gatherings or in restaurants. Mindful Drinking is a global megatrend, and the selection, quality, and variety of alcohol-free beverages are evolving rapidly.

In 2024, we increased our focus on non-alcoholic offerings and had a dedicated Mindful Drinking stand at FoodExpo, where visitors could explore some of the key players shaping the Danish alcohol-free beverage scene.

We have also highlighted this topic in our sales materials and external communications, as well as during internal staff events, where alcohol-free beverages were served on equal footing with wine. Our goal is to contribute to a responsible alcohol culture – one that emphasises social connection over alcohol consumption.



# TARGETS FOR 2025

## PLANS FOR 2025

### TARGET FOR 2025

eNPS +60

- All new employees participates in ‘The 7 Habits of Highly Effective People’ training.
- Leadership team development through ‘The 6 Critical Practices for Leading a Team’.
- Departmental focus on Execution (‘4DX’ and ‘The Speed of Trust’) and Planning (Habit 3: Put First Things First).







ESG  
CORPORATE  
GOVERNANCE

# CORPORATE GOVERNANCE

Responsible and proactive leadership is essential for implementing ethical business practices, maintaining a responsible value chain, and combating corruption.

At Kjær & Sommerfeldt, we have adopted a strategic and data-driven approach to sustainability. Our ambition is to integrate sustainability into our internal policies and workflows, our board, our daily management, and our everyday operations – not least in our collaborations with wine producers and customers.

In 2023, we implemented our ‘Sustainable integrity’ programme across the company and achieved B Corp certification in December. The preparatory work involved all employee groups and strengthened our internal framework through well-documented policies and processes. This is a crucial prerequisite for achieving our ambition of becoming an amplifier of sustainability. In 2024, B Corp certification became not only a key part of our internal and external communication but also provided our wine consultants with a stronger foundation for sustainability dialogues, supporting our efforts to create transparency and credibility around our products.

Integrity has been part of Kjær & Sommerfeldt’s DNA for 150 years, and in 2024, it was formally established as our fifth core value – a value that reflects our commitment to responsibility and long-term sustainability.

## UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Our efforts contribute to:

- Goal 5: Gender equality
- Goal 8: Decent work and economic growth

## KEY INITIATIVES IN 2024

- Integration of B Corp in internal and external communication.
- Internal communication and training on new policies.
- Support for projects with a social or environmental impact, including The Danish Nature Fund and Lions Club Fyn.
- Leadership training for all managers.
- Annual action plan with sustainability initiatives and activities.

## TARGETS FOR 2024

**100%** of wine suppliers representing 80% of our revenue have signed the Code of Conduct.

We aim to achieve a **60/40** gender balance and ensure balanced candidate pools in our recruitment processes for both employees and board members.

## RESULTS FOR 2024

**All** of the wine suppliers representing 80% of our revenue have signed the Code of Conduct.

# CORPORATE CONDUCT

## Corruption and Bribery (pkt. 44)

Number of Convictions	Total Fines
0	0

## Management relationship

Governance	Unit	2019	2020	2021	2022	2023	2024
Gender diversity of the board of directors	%	0	0	0	17	17	25
Attendance board meetings	%	93	100	93	79	100	90
Customer retention	%	67	69	72	73	70	71
Customer satisfaction	NPS-score	+74	+68	+79	+80	+79	+85

### DIVERSITY AND GENDER EQUALITY

We strive for a culture driven by respect that recognises the potential in every individual and values differences. Our goal is to ensure equal access to competence development, career opportunities, and leadership positions, where gender does not define rights, pay, or potential.

At Kjær & Sommerfeldt, we believe in fair and equal pay based on comparable competencies, responsibilities, performance, and behaviour. We aim to communicate in an inclusive manner and expect our leaders to set the example by fostering psychological safety so that all employees feel comfortable speaking openly. We also use data-driven insights to keep the company on track with its diversity and inclusion efforts.

We are committed to improving diversity and gender equality and have set an ambition of achieving a 60/40 gender balance. As part of this, our Diversity Officer re-



views all job postings to ensure they attract a broad applicant pool. However, despite adopting inclusive language in our recruitment processes and requiring headhunters to present underrepresented candidates on shortlists for leadership positions, we were unable to increase representation in 2024, resulting in a decline in gender balance.

## **LEADERSHIP DEVELOPMENT**

### **- MEASURABLE BEHAVIOURAL CHANGE**

At Kjør & Sommerfeldt, our leadership philosophy is value-based, characterised by transparency, respect, openness, and honesty in our relationships with all employees. We strive to equip our leaders with the necessary skills for situational leadership, ensuring they can adapt their leadership style to meet individual employee needs and career development paths.

To strengthen our leaders and enhance the physical and psychological work environment, all managers underwent a 360-degree assessment in 2024. This assessment provided the basis for personal development plans tailored to each leader. Following the '360 Diagnostic' course, held in collaboration with FranklinCovey, our managers are now better equipped to make informed decisions about where to invest their time and energy for personal growth, team productivity, and a winning culture that drives results.

### **EMBEDDING SUSTAINABILITY**

Our sustainability strategy is embedded at the board level, which was strengthened in 2022 with the appointment of our first female board member, Katia Østergaard Neuman. As a former director at HORESTA, she led the development of their sustainability strategy, bringing valuable expertise to Kjør & Sommerfeldt.

In 2024, a new, more streamlined board was elected to better support our strategic focus areas for the future. Additionally, since 2022, we have had a cross-organisational sustainability steering group, led by CEO Mads Stensgaard, to ensure sustainability is integrated into all aspects of the business.



## PROJECTS WE SUPPORTED IN 2024

At Kjær & Sommerfeldt, we want to contribute to positive societal development by supporting causes that have a social and/or environmental impact. Each year, we evaluate which projects, organisations, or partnerships to support in order to achieve meaningful impact.

This year, we supported the The Danish Nature Fund, which works to protect wild animals and plants while preserving unique natural areas in Denmark. Our donation had a tangible impact: the fund secured the forests at Trelde Næs, north of Fredericia, permanently protecting 2,083 square metres of untouched nature. These forests are home to rare hoverflies, fungi, and woodpeckers that thrive among the ancient trees.

In 2024, we also continued our collaboration with Lions Club in Funen, a voluntary organisation with 300 clubs across Denmark. Lions Club organises activities and events to support people in need, ranging from disaster relief to Christmas assistance for vulnerable families.

## PLANS FOR 2025

- Launch of Online Wine Advisory Service for our on-trade and business customers every Wednesday – an innovative way to share wine expertise, including sustainability insights.
- Industry Sustainability Day for on-trade and business customers, featuring six key speakers (customers and suppliers) to inspire cross-value chain collaboration on sustainability.
- Development of a sustainability training programme for new employees, based on the latest ESG frameworks.
- Annual sustainability action plan, outlining key initiatives and activities.
- Supporting a social charity and the The Danish Nature Fund as part of our 150<sup>th</sup> anniversary celebrations. Instead of receiving gifts, we will encourage partners to donate to the The Danish Nature Fund.

## TARGETS FOR 2025

All suppliers representing **80%** of our revenue have signed the Code of Conduct.



# ESG

DATA  
OVERVIEW



# KEY FIGURES

Energy consumption – electricity	Enhed	2020	2021	2022	2023	2024
Electricity	mWh	191	182	194	203	228
Percentage of renewable energy	mWh	0	0	100	100	100
Fuel from own vehicles	mWh	330	317	326	352	230
Energy consumption from EVs	mWh	-	-	-	-	48
Total	mWh	521	499	520	555	506

GHG emissions	Enhed	2020	2021	2022	2023	2024
Scope 1	Tons CO <sub>2</sub> e	84.6	81.1	84.6	91.1	59.6
Scope 2 (Location-based)	Tons CO <sub>2</sub> e	29.4	30.9	30.6	23.0	30.7
Scope 2 (Market-based)	Tons CO <sub>2</sub> e	8.0	8.4	7.7	6.5	12.3
Total	Tons CO <sub>2</sub> e	92.6	89.5	92.3	97.7	71.9
Co <sub>2</sub> e intensity	Kg CO <sub>2</sub> e	0.052	0.042	0.035	0.037	0.025

Heat energy consumption	Unit	2020	2021	2022	2023	2024
Gl. Mønt	mWh	32	45	49	46	- **
Aarhus	mWh	8	10	9	6	8 *
Odense Warehouse	mWh	137	133	112	102	143
Odense Store	mWh					- **

\* For the period 1.4. 2023–31.3. 2024

\*\* The consumption for 2024 will be available at the end of April.

As a result, no data will be available for inclusion in the 2024 report.

Water Consumption	Enhed	2020	2021	2022	2023	2024
Odense	m <sup>3</sup>	-	-	-	-	152

Packaging (and FSC Certification)	Unit	2020	2021	2022	2023	2024
Cartons, FSC	%	17	93	100	100	100
K&S gift cartons/boxes	Kg	14,169	12,908	6,840	5,820	10,294
Plastic	Kg	1,097	2,569	3,846	4,784	4,265
Cardboard	Kg	11,949	16,833	18,019	15,628	18,273
Wooden crates	Kg	8,505	7,488	3,644	2,964	1,345

Waste	Enhed	2020	2021	2022	2023	2024
Corrugated cardboard	Kg	22,360	18,060	20,560	20,980	26,440
Plastic, all forms	Kg	4,070	1,800	4,620	3,880	2,100
Wood	Kg	6,620	4,690	6,890	13,100	9,320
Glass	Kg	210	210	310	290	1,150
Organic	Kg	-	-	-	-	230
Small combustible waste	Kg	8,190	4,430	5,430	5,570	5,670

Purchased products and services	Unit	2020	2021	2022	2023	2024
Wines in total (sold)	Liter	1,773,527	2,146,134	2,629,430	2,672,766	2,860,402
Certified wines (sold)	Liter	187,153	274,616	403,058	478,310	513,742
Wines in total (purchased)	Liter	1,938,680	2,293,180	2,764,064	2,680,884	2,842,395
Certified wines (purchased)	Liter	210,841	298,124	421,429	528,437	506,797

Fuel consumption (cars)	Unit	2020	2021	2022	2023	2024
Diesel	Liter	33,688	32,301	33,279	35,871	23,436
Electricity	mWh	N/A	N/A	N/A	N/A	48

Social – Social data	Unit	2020	2021	2022	2023	2024
Full-time workforce	FTE	57	59	63	68	78
Gender diversity	%	33	41	41	30	26
Gender diversity in management levels	%	22	22	22	22	22
Employee turnover rate	%	18	20	10	7	10
Sick leave	%	4	2	4	5	3
Customer retention (Days/FTE)	Dage/FTE	69	72	73	70	71
Customer satisfaction (eNPS)	eNPS-score	+68	+79	+80	+79	+85

Employee satisfaction	Unit	2020	2021	2022	2023	2024
	eNPS-score	+54	+56	+65	+50	+54

Governance – Management data	Unit	2020	2021	2022	2023	2024
Board gender diversity	%	17	17	17	17	25
Attendance at board meetings	%	90	100	79	93	90



# ACCOUNTING PRINCIPLES

Environment	Unit	Description
		The climate calculations have been conducted in accordance with the GHG Protocol.
Scope 1 emissions	CO <sub>2</sub> -ækvivalenter (CO <sub>2</sub> e)	Direct emissions result from Kjær & Sommerfeldt's own combustion of fuels and materials. Scope 1 emissions are calculated based on diesel consumption for company cars and the emission factor for diesel.
Scope 2 emissions	CO <sub>2</sub> -ækvivalenter (CO <sub>2</sub> e)	Scope 2 emissions: Indirect emissions arise from the energy used to produce electricity and district heating for Kjær & Sommerfeldt's own use.
Emission factors	CO <sub>2</sub> -ækvivalenter (CO <sub>2</sub> e)	Greenhouse gases (GHG) are calculated based on the emission factors for each fuel type/energy source (diesel, electricity, district heating) and normalised to CO <sub>2</sub> equivalents (CO <sub>2</sub> e). Emission factors are sourced from the Danish Business Authority's Climate Compass and Exiobase.
Market-based method	CO <sub>2</sub> -ækvivalenter (CO <sub>2</sub> e)	Based on an average emission factor for electricity with the energy mix of the relevant electricity grid. For Denmark, it is the national emission factor based on the electricity mix in the given year.
Location-based method	CO <sub>2</sub> -ækvivalenter (CO <sub>2</sub> e)	Adjusted for trade in renewable energy certificates, e.g. certificates of origin. As a purchaser of 'green power', Kjær & Sommerfeldt achieves a lower carbon footprint with the location-based method.
Energy consumption	kWh	Energy consumption kWh Energy consumption = (spent fuel type (t) * energy factor per fuel type) per fuel type + (spent electricity (incl. renewable energy) (MWh)*3.6) + (district heating spent/cooling incl. renewable sources of heating/cooling (GJ)). District heating in Aarhus is calculated based on the annual statement, where the period runs from 01.04.21 to 31.03.22. There is no data on district heating in 2018 at the Aarhus location.
Fuel consumption	liter diesel	The number of used litres of diesel in own and leased cars
Waste	kg	The calculations include all waste, with the primary quantities coming from packaging related to the delivery of goods. All waste is sorted.
Packaging	kg	Packaging includes cartons, gift boxes, cardboard, plastic and wooden boxes, which are used for repackaging and wrapping products.
Wines in total	liter	All purchased wine is calculated in litres.
Certified wine	liter	The proportion of wine that is third-party certified is based on data from our customer system, where information about wine is collected and documented.

Social	Unit	Description
		We have primarily used accounting principles recommended by the Danish Finance Association, CFA Society Denmark, Danske Revisorer and Nasdaq (January 2022 publication).
Full-time workforce	FTE	Full-time workforce = FTEs + temporary labour. FTEs consist of full-time employees + compensated overtime + converted hourly workers and temporarily employed/temp workers converted into full-time equivalents.
Gender diversity	%	The calculation is based on the fact that the underrepresented gender is women. The gender diversity calculation is calculated as: Gender diversity = ((Women FTEs + Women temporary workers) / (Full-time workforce)) × 100.
Gender diversity at other levels of management	%	Gender diversity at other levels of management = ((Women managers) / (All managers)) × 100. Includes the management team and employees in management positions with personnel and/or professional responsibilities.
Employee turnover rate	%	Employee turnover rate = ((Volunteers + Involuntary leaving FTEs) / FTEs) × 100. The employee turnover rate is calculated for both voluntary and involuntarily departures. Retirements are included in the involuntarily leaving employees.
Sickness absence	Days/FTE	Sickness absence = (Number of sick days for all FTEs during the period) / (Total FTEs). Represents the number of full sick days where all own employees are sick and therefore not at work, in relation to the total number of FTEs.
Employee well-being	eNPS	eNPS (employee Net Promoter Score) Employees rate the company on a scale from 0-10. We measure our employee's well-being 4 times a year. See the calculation principle for customer satisfaction below.

Governance	Unit	Description
		We have primarily used accounting principles recommended by the Danish Finance Association, CFA Society Denmark, Danske Revisorer and Nasdaq (January 2022 publication).
Customer satisfaction	NPS	NPS score (Net promoter score) is a method for measuring a customer's loyalty to a given company. The customer ranks the company on a scale from 0-10. The higher the score, the greater the loyalty. The percentage of detractors (0-6) is subtracted from the percentage of promoters (9-10). The result of the calculation is referred to as the company's Net Promoter Score.  <b>What is considered a good NPS?</b> A good NPS is difficult to compare across sectors. As a general rule, a score above 0 is acceptable, as it indicates that the company has more loyal than disloyal customers. A score above 20 is considered good, while a NPS above 50 is excellent and over 80 is regarded as extraordinary. (nps.today)
Customer retention	%	Customer retention: (((Number of customers at end of the period) - (New customers added during the period)) / (Number of customers at beginning of period)) × 100.
Gender Diversity on the Board of Directors	%	As women are the underrepresented gender on our Board of Directors, the Board's gender diversity is calculated as follows: Gender diversity of the Board of Directors = ((Board members elected at the general meeting) / (All members of the Board of Directors elected at the general meeting)) × 100.
Attendance at board meetings	%	To assess the activity level of our board members, we measure attendance. Formal Attendance at Board Meetings = ((Number of Board Meetings Attended) per Board Member / (Number of Board Meetings * Number of Board Members)) × 100.



# FAQ



# WHAT ARE CO<sub>2</sub> OG CO<sub>2</sub>e?

CO<sub>2</sub>

CO<sub>2</sub>e

## WHAT ARE CO<sub>2</sub> OG CO<sub>2</sub>e?

CO<sub>2</sub> (carbon dioxide) is the primary greenhouse gas contributing to climate change and is released through human activities, including the combustion of coal, oil, and gas. However, several other greenhouse gases also exist, such as methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), and fluorinated gases.

These greenhouse gases have different potencies and atmospheric lifespans. To standardise their impact, the United Nations Climate Convention introduced a common metric that converts their warming effect into a CO<sub>2</sub> equivalent (CO<sub>2</sub>e).

CO<sub>2</sub>e is a more nuanced unit of measurement used to evaluate the climate impact of various greenhouse gas emissions. For example, while burning petrol or diesel primarily emits CO<sub>2</sub>, it also releases small amounts of methane through fuel evaporation.



# WHAT IS THE DIFFERENCE BETWEEN SCOPE 1, 2, AND 3?

## WHAT ARE SCOPES?

The Greenhouse Gas (GHG) Protocol is the leading international standard for calculating and reporting CO<sub>2</sub> equivalents (CO<sub>2</sub>e). It enables businesses to measure their climate footprint consistently while gaining insight into the key activities driving emissions. Emissions are divided into three scopes:

### SCOPE 1

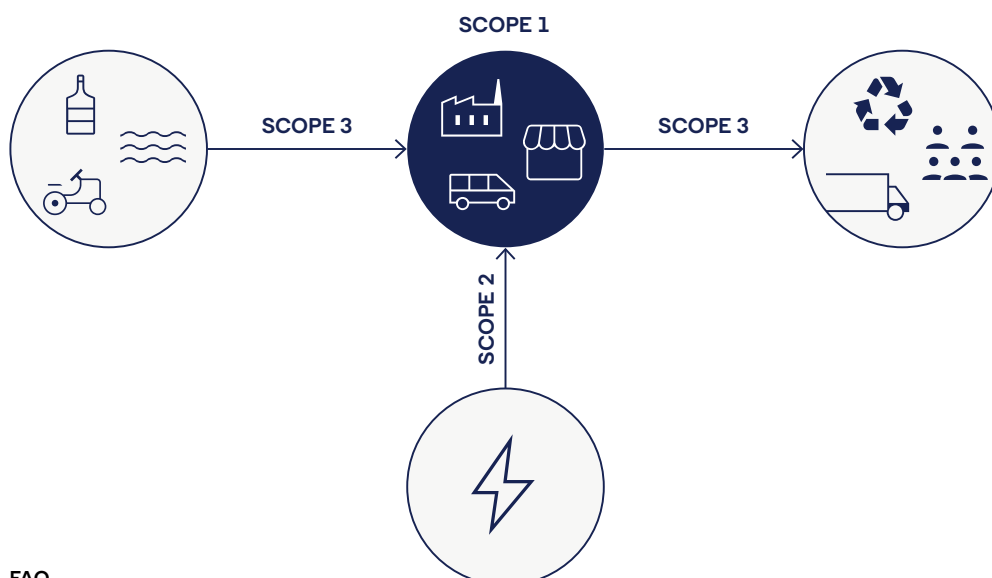
Direct emissions from activities controlled by Kjær & Sommerfeldt, such as emissions from our own and leased vehicles.

### SCOPE 2

Indirect emissions from the energy we purchase, such as electricity or heating. These emissions occur at external power plants or district heating plants.

### SCOPE 3

All other indirect emissions throughout our supply chain, both upstream (e.g., supplier emissions) and downstream (e.g., emissions from product use and disposal). These emissions originate from sources Kjær & Sommerfeldt does not own or directly control, such as packaging, products, services, and transportation. In this report, Scope 3 emissions are not included.



# B CORP – WHAT IS IT, AND WHY DID WE BECOME CERTIFIED?

In 2023, we took a major step towards a more sustainable business model. Our B Corp certification marks a significant milestone, reflecting our progress and setting the course for future sustainability efforts.

## WHAT IS B CORP CERTIFICATION?

B Corp is a globally recognised certification that evaluates a company's impact on society, which covers areas such as environment, climate, employees, customers, local communities, and governance.

As a B Corp-certified company, we commit to high standards of social, environmental, and corporate responsibility, as well as transparency. To maintain B Corp status, businesses must undergo recertification every three years.

Becoming B Corp-certified is a rigorous and ongoing process, requiring a comprehensive 360-degree assessment of all business activities, including corporate governance, employee relations, community engagement, environmental impact, and customer responsibility. Companies must achieve a minimum score of 80/200. With a score of 85.8, Kjær & Sommerfeldt is proud to join the growing list of Danish B Corp-certified companies.

## WHY DID WE BECOME CERTIFIED?

Integrity and responsibility have been core values at Kjær & Sommerfeldt since 1875. However, our systematic approach to improving social and environmental conditions throughout our value chain has accelerated with our ESG strategy and B Corp certification process.





‘I am incredibly proud of how far we have come in such a short time. For me, sustainability is fundamentally about integrity – doing right by our planet, by each other, and by running a profitable business responsibly. While these values have long been part of our DNA, B Corp certification has elevated our sustainability efforts and sharpened our awareness of where we can make a tangible difference.’

— Mads Stensgaard, CEO Kjør & Sommerfeldt





# CERTIFIED WINE CATEGORIES

## ORGANIC WINES

Organic viticulture prohibits the use of synthetic fertilisers and chemical pesticides. Instead, natural predators are used to control pests, and manual weeding replaces herbicides. The Bordeaux mixture – a plant protection product made from copper, lime, and water – remains permitted.

During the winemaking process, 30 out of 55 approved additives from conventional winemaking are allowed in organic wine production. However, most organic wineries prefer minimal intervention, avoiding unnecessary chemicals used to stabilise acidity, adjust alcohol content, and clarify the wine. This results in wines with fewer additives and grapes cultivated under more natural conditions than conventional methods.

There are different levels of organic certification: a vineyard may be certified organic, but if the winemaking process is not, the final wine cannot carry the organic label.

Organic wine certification is rising globally. From 2005 to 2019, the area of certified organic vineyards increased by 13%, yet organic vineyards still only represent 6.2% of total global vineyard area, according to OIV (International Organisation of Vine and Wine). France, Spain, and Italy account for 75% of all organic vineyards.

## BIODYNAMIC WINES

Biodynamic viticulture goes beyond organic farming. While organic wine production focuses on what must be avoided (e.g., chemical pesticides and fertilisers), biodynamic farming emphasises what should be done to enhance soil and plant health.

Biodynamic winemaking follows principles established by Austrian philosopher Rudolf Steiner in the 1920s. It incorporates cosmic rhythms, taking into account the sun, moon, and planetary cycles, while using natural soil treatments to enhance vineyard biodiversity.



Biodynamic wines are primarily certified by Demeter, which has stricter rules than organic certification. Other certifying organisations include Respect and Biodyvin.

Although biodynamic winemaking allows some additives, the permitted substances differ from those used in conventional wine production.

### NATURAL WINE

There is no official definition or regulated standard for natural wine. The simplest explanation is that natural wine is wild-fermented grape juice, where winemakers intervene as little as possible in the process.

Natural wine is made without additives – not even sulphur (SO<sub>2</sub>), which is typically used to preserve stability. While some natural winemakers add minimal sulphur during bottling, this is the exception rather than the rule. Consequently, natural wines have a shorter shelf life than conventional wines but are produced with minimal human or mechanical intervention – from vineyard to bottle.

Natural wines are grown without synthetic fertilisers or pesticides, harvested by hand, and vinified without industrial machinery.

### OTHER CERTIFIED WINES

We recognise that it is extremely difficult, if not impossible, to classify any wine production as truly sustainable. Sustainable production means that meeting present needs does not compromise the ability of future generations to meet theirs – across social, environmental, and economic dimensions.

Wines categorized as ‘other certified wines’ mean that the wine is certified according to a standard within one or more aspects of sustainable development.



Photo: Ellinor Hall







## MANAGEMENT

### THE BOARD OF DIRECTORS

Max Sejbæk (chairman)

Katia Østergaard

Niels Boel Sørensen

Jesper Bove-Nielsen

### THE MANAGEMENT GROUP

Mads Stensgaard, CEO

Anne Nicolajsen, CFO & Sustainability Manager

Henrik Straarup Søndergaard, Wine Manager

Adam Brostrøm, E-commerce & Marketing Director

Mette Bæk, Supply Chain Manager

René Rehling, Sales Director (B2B & B2C)

Olivier Tabo, Sales Manager Horeca Øst

Sandi Deleuran, Sales Manager Horeca Vest

Mathias Toft Christensen, IT Manager

### K&S SUSTAINABILITY STEERING COMMITTEE

Mads Stensgaard, CEO

Anne Nicolajsen, CFO & Sustainability Manager

Henrik Straarup Søndergaard, Wine Manager

Mette Bæk, Supply Chain Manager

Sidsel Andersen, Digital Content Manager & Diversity Officer





KGL. HOFLEVERANDOR

KJÆR & SOMMERFELDT