



M5 Gruppen ApS  
Sustainability Statement

2024

M5 Gruppen ApS  
Reg. 45066096

## Content

Udtalelse fra CEO, Mikael Jørgensen .....	3
Assessment Statement .....	4
Statement .....	5
Operational Parameters .....	5
Environmental .....	6
Social .....	8
Governance .....	10
Organizational and Operational Boundaries .....	11
Definitions .....	12
Notes .....	14

## Udtalelse fra CEO, Mikael Jørgensen

Hos M5 Gruppen ApS forpligter vi os til bæredygtig omstilling i hele koncernen. Vores fokus på både samarbejde og bæredygtighed er dybt indgroet i vores virksomhedskultur, og det er en prioritet for os at kunne leve op til dette udsagn.

Vi er overbeviste om, at en bæredygtig tilgang ikke kun er et ansvar, men også en motivationsfaktor til innovation og som konkurrencefordel. Vi ønsker at imødekomme den efterspørgsel vi oplever og anerkender de miljømæssige udfordringer der præger planeten, hvor vi vil bidrage til løsningen.

Som direktør er jeg stolt af det arbejde, vi som team allerede har udført, og fortsat udfører, for at integrere bæredygtighed i alle aspekter af koncernen. Vi anerkender, at der er plads til forbedring og igennem en bevidsthed herom, står den bæredygtige agenda højt på vores dagsorden.

M5 Gruppen anvender Klappir Sustainability Platform for at sikre transparens og effektivitet i indsamlingen, behandlingen og formidlingen af miljødata

Adm. Direktør underskriver hermed M5 Gruppens ESG Rapport fra 1. januar 2024 til 31. december 2024.

Mikael Jørgensen, CEO

*Mikael Jørgensen*

15-05-2025

*The Sustainability Statement of M5 Gruppen ApS is electronically signed by the CEO*

## Assessment Statement

Klappir Green Solutions hf. (Klappir) has assisted M5 Gruppen ApS, with its sustainability statement. The sustainability statement contains information on environment, social and governance of M5 Gruppen ApS.

### **Responsibility of the board of directors and CEO for the sustainability statement**

The board of directors and CEO are responsible for reporting non-financial information, including information on environmental, social and governance matters.

### **Confirmation by Klappir**

We have planned and conducted our work in accordance with the principles of the Greenhouse Gas Protocol standards: Relevance, Accuracy, Completeness, Consistency and Transparency. By signing below, I hereby confirm that the data provided by {company} and its suppliers for the company's sustainability statement has been reviewed and assessed by Klappir's sustainability specialists. Information relating to social and governance matters was not reviewed by Klappir. Klappir is not responsible and bears no liability for any investment decisions made by any party based on the information presented in this statement.

### **Klappir Green Solutions hf.**

Jón Ágúst Þorsteinsson, CEO

*Jón Ágúst Þorsteinsson*

14-05-2025

*The Sustainability Statement of M5 Gruppen ApS is electronically signed by Klappir Green Solution hf.*

# Statement

## Operational Parameters

<b>Operational Parameters</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Number of employees (from financial statement)		FTEs	115.0
Total space for own operation	1	m <sup>2</sup>	6,512.0

<b>GhG emission intensity</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
GHG emissions per megawatt-hour consumed		kgCO <sub>2</sub> e/MWh	1,749.4
GHG emissions per full-time equivalent (FTEe) employee		kgCO <sub>2</sub> e/FTEs	44,702.5
GhG emissions per unit of space (m <sup>2</sup> )		kgCO <sub>2</sub> e/m <sup>2</sup>	789.4

Nasdaq: E2|UNGC: P7, P8|GRI: 305-4 |SDG: 13|SASB: General Issue / GHG Emissions, Energy Management

<b>Energy Intensity</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Energy per full-time equivalent (FTEe) employee		kWh/FTEs	25,553.3
Energy per square meter		kWh/m <sup>2</sup>	451.3

E4|UNGC: P7, P8|GRI 302-3|SDG: 12|SASB: General Issue / Energy Management

<b>Waste intensity</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Total waste per full-time equivalent (FTEe) employee		kg/FTEs	217,728

## Environmental

<b>Greenhouse Gas Emissions</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Scope 1		tCO <sub>2</sub> e	735.9
Scope 2 (location-based)		tCO <sub>2</sub> e	3.9
Scope 2 (market-based)		tCO <sub>2</sub> e	19.2
Total Scope 1 and 2 (location based)		tCO <sub>2</sub> e	739.8
Total Scope 1 and 2 (market-based)		tCO <sub>2</sub> e	755.1
Scope 3		tCO <sub>2</sub> e	4,401.0
Total Scope 1, 2 & 3 emissions (location-based)		tCO <sub>2</sub> e	5,140.8
Total Scope 1, 2 & 3 emissions (market-based)		tCO <sub>2</sub> e	5,156.1

ESRS E1-6, paragraph 44, 48 (a, b), 49 (a, b), 52 (a, b), 51, AR 39, AR 43 - AR 45, AR 47

<b>Scope 1 - Details</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Total Scope 1 emissions		tCO <sub>2</sub> e	735.9
Stationary fuel combustion		tCO <sub>2</sub> e	0.0
Mobile fuel combustion		tCO <sub>2</sub> e	735.9
Fugitive emissions		tCO <sub>2</sub> e	0.0

ESRS E1-6, AR 52

<b>Scope 2 - Details</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Total Scope 2 emissions		tCO <sub>2</sub> e	3.9
Electricity		tCO <sub>2</sub> e	3.9
Heating		tCO <sub>2</sub> e	0.0

ESRS E1-6, AR 52

<b>Scope 3 - Upstream emissions</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
<i>Category 1: Purchased goods and services</i>			
Total emissions	2	tCO <sub>2</sub> e	1,985.2
Food		tCO <sub>2</sub> e	1.9
Packaging		tCO <sub>2</sub> e	21.8
Construction Materials		tCO <sub>2</sub> e	192
Other		tCO <sub>2</sub> e	1,769.2
<i>Category 3: Fuel- and energy-related activities</i>			
Total emissions		tCO <sub>2</sub> e	180.9
Purchased fuels		tCO <sub>2</sub> e	179.1
Purchased electricity		tCO <sub>2</sub> e	1.7
Transmission and distribution (T&D) losses		tCO <sub>2</sub> e	0.1
Generation of purchased electricity that is sold to end users		tCO <sub>2</sub> e	0.0

*Category 5: Waste generated in operations*

Total emissions	3	tCO <sub>2</sub> e	2,237.0
Transport, disposal and treatment of waste		tCO <sub>2</sub> e	2,237.0
Wastewater treatment		tCO <sub>2</sub> e	0.0

ESRS E1-6, AR 52

<b>Energy consumption</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Total energy consumption		kWh	2,938,627
Fossil fuels		kWh	2,897,991
Electricity		kWh	40,636
Direct energy consumption		kWh	2,897,991
Indirect energy consumption		kWh	40,635.5

Nasdaq: E3|UNGC: P7, P8|GRI: 302-1, 302-2|SDG: 12|SASB: General Issue / Energy Management

<b>Energy mix</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Total energy consumption		kWh	2,938,627
Fossil fuel		%	98.7%
Renewables		%	0.2%
Nuclear		%	0.0%
Unknown		%	1.1%

Nasdaq: E5|GRI: 302-1|SDG: 7|SASB: General Issue / Energy Management

<b>Fuel consumption</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Total fuel consumption		kg	244,205
Gasoline or Petrol		kg	1,360.1
Diesel fuel		kg	242,845

<b>Electricity mix</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Total electricity consumption		kWh	40,635.5
Fossil fuels		%	
Renewables		%	
Nuclear		%	

<b>Waste treatment</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Total waste generation	4	kg	25,038,720
Sorted waste		kg	1,394,440
Unsorted waste		kg	23,644,280
Recovered waste		kg	24,984,580
Disposed waste		kg	54,140
Percentage of waste sorted		%	5.6%
Percentage of waste recovered		%	99.8%

<b>Paper management</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Total weight of printed papers		kg	680
Total amount of printed paper		pages	135,960
of which color print		pages	53,580
of which black/white print		pages	82,380

<b>Environmental management</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Does your company follow a formal Climate Management Plan?		yes/no	No
Does your company follow specific waste, water, energy, and/or recycling policies?		yes/no	No
Does your company use a recognized energy management system?		yes/no	No

Nasdaq: E7|GRI: 103-2|SASB: General Issue / Waste & Hazardous Materials Management

<b>Climate oversight</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Does your Senior Management manage climate-related risks?		yes/no	Yes

Nasdaq: E8, E9|GRI: 102-19, 102-20, 102-29, 102-30, 102-31|SASB: General Issue / Business Model Resilience, Systematic Risk Management|TCFD: Governance (Disclosure A/B)

<b>Climate risk mitigation</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Total annual investment in climate-related infrastructure, resilience, and product development		DKK m	0.5

Nasdaq: E10|UNGC: P9|SASB: General Issue / Physical Impacts of Climate Change, Business Model Resilience|TCFD: Strategy (Disclosure A)

## Social

<b>Employee Turnover</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
<i>Full-time Employees</i>			
Year-over-year change for full-time employees	5	%	68.1%
Dismissal		%	37.2%
Retirement		%	1.8%
Job transition		%	29.2%
Death		%	0.0%
<i>Part-time Employees</i>			
Year-over-year change for part-time employees		%	0.0%
Dismissal		%	0.0%
Retirement		%	0.0%
Job transition		%	0.0%
Death		%	0.0%
<i>Contractors and/or consultants</i>			
Year-over-year change for contractors and/or consultants	6	%	33.3%
Dismissal		%	33.3%
Retirement		%	0.0%
Job transition		%	0.0%
Death		%	0.0%
<i>Gender</i>			
Men		%	65.1%
Women	7	%	66.7%
<i>Age</i>			
<20		%	0.0%
20-29		%	84.0%
30-39		%	75.8%
40-49		%	31.1%
50-59		%	44.4%
60-69		%	60.0%
70+		%	0.0%

S3|UNGC: P6|GRI: 401-1b|SDG: 12|SASB: General Issue / Labor Practices

<b>Gender Diversity</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
<i>Enterprise Headcount</i>			
Percentage of women in enterprise		%	5.0%
Women		no.	6
Men		no.	109
<i>Entry- and Mid-level Positions</i>			
Percentage of women in entry- and mid-level position		%	1.0%
Women		no.	1
Men		no.	101
<i>Senior- and Executive-level Positions</i>			
Percentage of women in senior- and executive-level positions		%	38.0%
Women		no.	5
Men		no.	8

S4|UNGC: P6|GRI: 102-8, 405-1|SASB: General Issue / Employee Engagement, Diversity & Inclusion

<b>Temporary Worker Ratio</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Total enterprise headcount held by part-time employees		%	2.0%
Total enterprise headcount held by contractors and/or consultants		%	5.0%

S5|GRI: 102-8|UNGC: P6

<b>Non-Discrimination</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Does your company follow a sexual harassment and/or non-discriminatory policy?		yes/no	Yes

S6|UNGC: P6|GRI: 103-2 (see also: GRI 406: Non-Discrimination 2016)|SASB: General Issue / Employee Engagement, Diversity & Inclusion

<b>Injury Rate</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Total number of injuries and fatalities, relative to the total workforce		%	0.0%

S7|GRI: 403-9|SDG: 3|SASB: General Issue / Employee Health & Safety

<b>Global Health &amp; Safety</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Does your Company publish and follow an occupational health and/or global health & safety policy		yes/no	No
Total absence from work (X) to total working hours of all employees		X:1	0.029
Absence from work due to long-term illness (X) to total working hours of all employees		X:1	0.007
Absence from work due to short-term illness (X) to total working hours of all employees		X:1	0.022

S8|GRI: 103-2 (See also: GRI 403: Occupational Health & Safety 2018)|SDG: 3|SASB: General Issue / Employee Health & Safety

<b>Child &amp; Forced Labor</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Does your company follow a child labor policy?		yes/no	Yes
Does your company follow a forced labor policy?		yes/no	Yes
If yes, do your child and/or forced labor policy cover suppliers and vendors?		yes/no	No

S9|GRI: 103-2 (See also: GRI 408: Child Labor 2016, GRI 409: Forced or Compulsory Labor, and GRI 414: Supplier Social Assessment 2016)|UNGC: P4, P5|SDG: 8|SASB: General Issue / Labor Practices

<b>Human Rights</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Does your company publish and follow a human rights policy?		yes/no	No
If yes, does your human rights policy cover suppliers and vendors?		yes/no	No

S10|GRI: 103-2 (See also: GRI 412: Human Rights Assessment 2016 & GRI 414: Supplier Social Assessment 2016)|UNGC: P1, P2|SDG: 4, 10, 16| SASB: General Issue / Human Rights & Community Relations

## Governance

<b>Incentivized Pay</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Are executives formally incentivized to perform on sustainability		yes/no	No
G3 GRI: 102-35			

<b>Collective Bargaining</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Total enterprise headcount covered by collective bargaining agreements (X) to the total employee population		%	100.0%
G4 UNGC: P3 SDG: 8 GRI: 102-41 SASB: General Issue / Labor Practices (See also: SASB Industry Standards)			

<b>Supplier Code of Conduct</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Are your vendors or suppliers required to follow a Code of Conduct		yes/no	No
If yes, what percentage of your suppliers have formally certified their compliance with the code		%	
G5 UNGC: P2, P3, P4, P8 GRI: 102-16, 103-2 (See also: GRI 308: Supplier Environmental Assessment 2016 & GRI 414: Supplier Social Assessment 2016) SDG: 12 SASB General Issue / Supply Chain Management (See also: SASB Industry Standards)			

<b>Ethics &amp; Anti-Corruption</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Does your company follow an Ethics and/or Anti-Corruption policy?		yes/no	No
If yes, what percentage of your workforce has formally certified its compliance with the policy?		%	
G6 UNGC: P10 SDG: 16 GRI: 102-16, 103-2 (See also: GRI 205: Anti-Corruption 2016)			

<b>Data Privacy</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Does your company follow a Data Privacy policy?		yes/no	Yes
Has your company taken steps to comply with GDPR rules?		yes/no	Yes
G7 GRI: 418 Customer Privacy 2016 SASB: General Issue / Customer Privacy, Data Security (See also: SASB Industry Standards)			

<b>ESG Reporting</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Does your organization publish a sustainability report?		yes/no	Yes
If Yes: does the Sustainability Report disclose environmental, social and governance matters?		yes/no	Yes
Is sustainability data included in your regulatory filings?		yes/no	No
G8 UNGC: P8			

<b>Disclosure Practices</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Does your company provide sustainability data to sustainability reporting frameworks?		yes/no	No
Does your company focus on specific UN Sustainable Development Goals (SDGs)?		yes/no	Yes
Does your company set targets and report progress on the UN SDGs?		yes/no	Yes
G9 UNGC: P8			

<b>External Assurance</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>
Are your sustainability disclosures assured or validated by a third party?		yes/no	No
G10 UNGC: P8 GRI: 102-56			

# Organizational and Operational Boundaries

## Organizational boundaries

The "Operational Control" methodology has been chosen in order to define the organizational scope of M5 Gruppen ApS's emission accounting. According to the "Operational Control" methodology, companies should account for 100 percent of greenhouse gas emissions from operations under their control. They should not account for greenhouse gas emissions from operations that it has no control over, even though it has a vested interest in their operations. The following companies are covered in the statement:

- M5 Gruppen ApS
- M5 Byg-Concept ApS
- M5 Gulve ApS
- M5 Anlæg ApS
- BTK Transport ApS
- Byens Container ApS

## Operational boundaries

### Scope 1

Mobile fuel consumption Fully included  
Stationary fuel combustion Not included  
Fugitive emissions Not included  
Industrial processes Not included

### Scope 2

Electricity Fully included  
Heating Not included  
Cooling Not included  
Steam Not included

### Scope 3

Category 1: Purchased goods and services Partially included  
Category 2: Capital goods Not included  
Category 3: Fuel and energy related activities Fully included  
Category 4: Upstream transportation and distribution Not included  
Category 5: Waste from operations Fully included  
Category 6: Business travel Not included  
Category 7: Employee commute Not included  
Category 8: Upstream leased assets Not included  
Category 9: Downstream transportation and distribution Not applicable  
Category 10: Processing of sold products Not applicable  
Category 11: Use of sold products Not included  
Category 12: End-of-life treatment of sold products Not applicable  
Category 13: Downstream leased assets Not applicable  
Category 14: Franchises Not applicable  
Category 15: Investments Not applicable

# Definitions

## **Carbon credits**

A carbon credit is a convertible and transferable instrument representing GHG emissions that have been reduced, avoided or removed through projects that are verified according to recognised quality standards. Carbon credits can be issued from projects within (sometimes referred to as insets) or outside the undertaking's value chain (sometimes referred to as offsets).

## **Non-verified offsetting projects**

Non-verified offsetting projects are defined as offsetting projects that do not generate carbon credits in accordance with the definition above.

## **Emission intensity**

Emission intensity figures are based on combined Scope 1, Scope 2 and Scope 3. Emission intensity is calculated by dividing GHG emissions by a selected operational parameter unit, and is reported as tCO<sub>2</sub>e per unit (such as tCO<sub>2</sub>e per revenue unit). Emission intensity indicators are used to measure and compare the company's emissions relative to its operational scale.

## **Direct and indirect energy consumption**

Total energy consumption includes all energy consumed by the company including combustion of fuels by the company (direct energy) and energy consumed through electricity and heating (indirect energy). The energy consumption is reported in kilowatt hours (kWh).

## **Energy intensity**

Energy intensity is calculated by dividing the total energy consumption by a selected operational parameter unit, and is reported as kWh per unit (such as kWh per full-time equivalent employee (FTEe)). Energy intensity indicators are used to measure the efficiency of energy usage and compare the company's energy consumption relative to its operational scale.

## **Waste intensity**

Waste intensity is calculated by dividing the total amount of waste generated by a selected operational parameter unit, and is reported as kg per unit (such as kg per full-time equivalent employee (FTEe)).

## **Scope 2 (location-based)**

Emissions in scope 2 (location-based) are indirect emissions from generation of consumed energy, where emissions from energy consumption is estimated based on the average emissions from generation onto the energy network.

## **Scope 2 (market-based)**

Market-based scope 2 emissions reflect the emissions from the electricity that a company is purchasing (often spelled out in contracts or instruments) which may be different from the electricity that is generated locally.

## **Fugitive emissions**

Emissions resulting from intentional or unintentional releases, e.g., equipment leaks from joints, seals, packing, and gaskets; methane emissions from coal mines and venting; hydrofluorocarbon (HFC) emissions during the use of refrigeration and air conditioning equipment; and methane leakages from gas transport.

## **Purchased goods and services**

Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year, not otherwise included in Categories 2 - 8

## **Capital goods**

Extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year.

**Fuel- and energy related activities**

Includes emissions related to the production of fuels and energy purchased and consumed by the reporting company in the reporting year that are not included in scope 1 or scope 2.

**Upstream transportation and distribution**

Transportation and distribution of products purchased in the reporting year, between a company. Third party transportation and distribution services purchased by the reporting company in the reporting year, including inbound logistics, outbound logistics and third-party transportation and distribution between a company's own facilities.

**Waste generated in operations**

Emissions from third-party disposal and treatment of waste in the reporting year.

**Business travel**

Emissions from the transportation of employees for business related activities in the reporting year.

**Employee commuting**

Emissions from the transportation of employees between their homes and their worksites.

**Upstream leased assets**

Operation of assets leased by the reporting company (lessee) in the reporting year and not included in scope 1 and scope 2 – reported by lessee.

**Downstream transportation and distribution**

Transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer (if not paid for by the reporting company), including retail and storage (in vehicles and facilities not owned or controlled by the reporting company).

**Processing of sold products**

Processing of intermediate products sold in the reporting year by downstream companies (e.g., manufacturers)

**Use of sold products**

End use of goods and services sold by the reporting company in the reporting year.

**End-of-life treatment of sold products**

Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life.

**Downstream leased assets**

Operation of assets owned by the reporting company (lessor) and leased to other entities in the reporting year, not included in scope 1 and scope 2 – reported by lessor.

**Franchises**

Operation of franchises in the reporting year, not included in scope 1 and scope 2 – reported by franchisor.

**Investments**

Operation of investments (including equity and debt investments and project finance) in the reporting year, not included in scope 1 or scope 2.

**Energy management system**

Energy management systems such as ISO 50001.

## Notes

- [1] Vi har 6000 kvm2 lager, der er inkluderet på trods af, at dette lejes ud. Deraf har vi ca. 150 kvm2 lager til internt brug og 180 kvm2 kontor.
- [2] To leverandører leverede både aktivitetsbaserede og spend-baserede data. En kombineret metode, der benyttede både aktivitets- og spend-baserede tilgange, blev anvendt på dataene fra disse to leverandører.

En analyse af leverandørernes emissionsdata viste, at emissionsfaktorerne for visse materialer var unormalt høje. I alt blev omkring 190 transaktioner justeret ved at dividere emissionsfaktorerne med 1.000. Yderligere 3.000 transaktioner blev matchet med specifikke emissionsfaktorer fra de relevante leverandører. De resterende transaktioner blev beregnet med spend-baserede faktorer eller via Klappir-plattformens database.

De beregnede emissioner, er opdelt herunder:

M5 Anlæg ApS 37 tCO<sub>2</sub>e  
M5 Byg-Concept ApS 175 tCO<sub>2</sub>e  
M5 Gulve ApS 2 tCO<sub>2</sub>e

Øvrige data vedrørende purchased goods and services blev beregnet med spend-baserede metoder baseret på interne spend-data og er opdelt herunder:

M5 Byg-Concept ApS 1,158 tCO<sub>2</sub>e  
M5 Gulve ApS 100 tCO<sub>2</sub>e  
Byens Container ApS 36 tCO<sub>2</sub>e  
M5 Anlæg ApS 476 tCO<sub>2</sub>e

- [3] Aktivitetsbaseret beregning af affaldsemissioner:  
Total: 181,798 kgCO<sub>2</sub>e  
M5 Byg-Concept ApS 31,768 kgCO<sub>2</sub>e  
M5 Anlæg ApS 149,371 kgCO<sub>2</sub>e  
Byens Container ApS 461 kgCO<sub>2</sub>e  
BTK Transport ApS 198 kgCO<sub>2</sub>e

Spend-baseret beregning af affaldsemissioner:  
Total: 2,055,183 kgCO<sub>2</sub>e  
Byens Container ApS 1,824,857 kgCO<sub>2</sub>e  
M5 Gulve ApS 10,032 kgCO<sub>2</sub>e  
M5 Byg-Concept ApS 220,294 kgCO<sub>2</sub>e

- [4] Aktivitetsbaserede data. Spend-baserede data indeholdt ikke vægtoplysninger.
- [5] Vi har haft en stor del af medarbejdere, der skiftede firma internt i forbindelse med omstrukturering af koncernen
- [6] "Contractors" indebærer udelukkende vikarer, der indlejres i en periode.
- [7] Alle kvinder, der har skiftet job har skiftet firma internt

# CERTIFICATE *of* SIGNATURE

REF. NUMBER  
KYABE-N1THW-WNT6U-N5URQ

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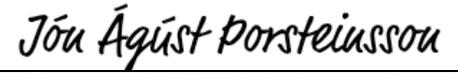
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IP ADDRESS  
157.157.150.145

LOCATION  
REYKJAVIK, ICELAND

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152.115.69.246

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SKANDERBORG, DENMARK

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