SUSTAINABILITY REPORT 2024

Embrace Corporate Social Responsibility
with Ergonomic IT Solutions for Enhanced Efficiency and Productivity

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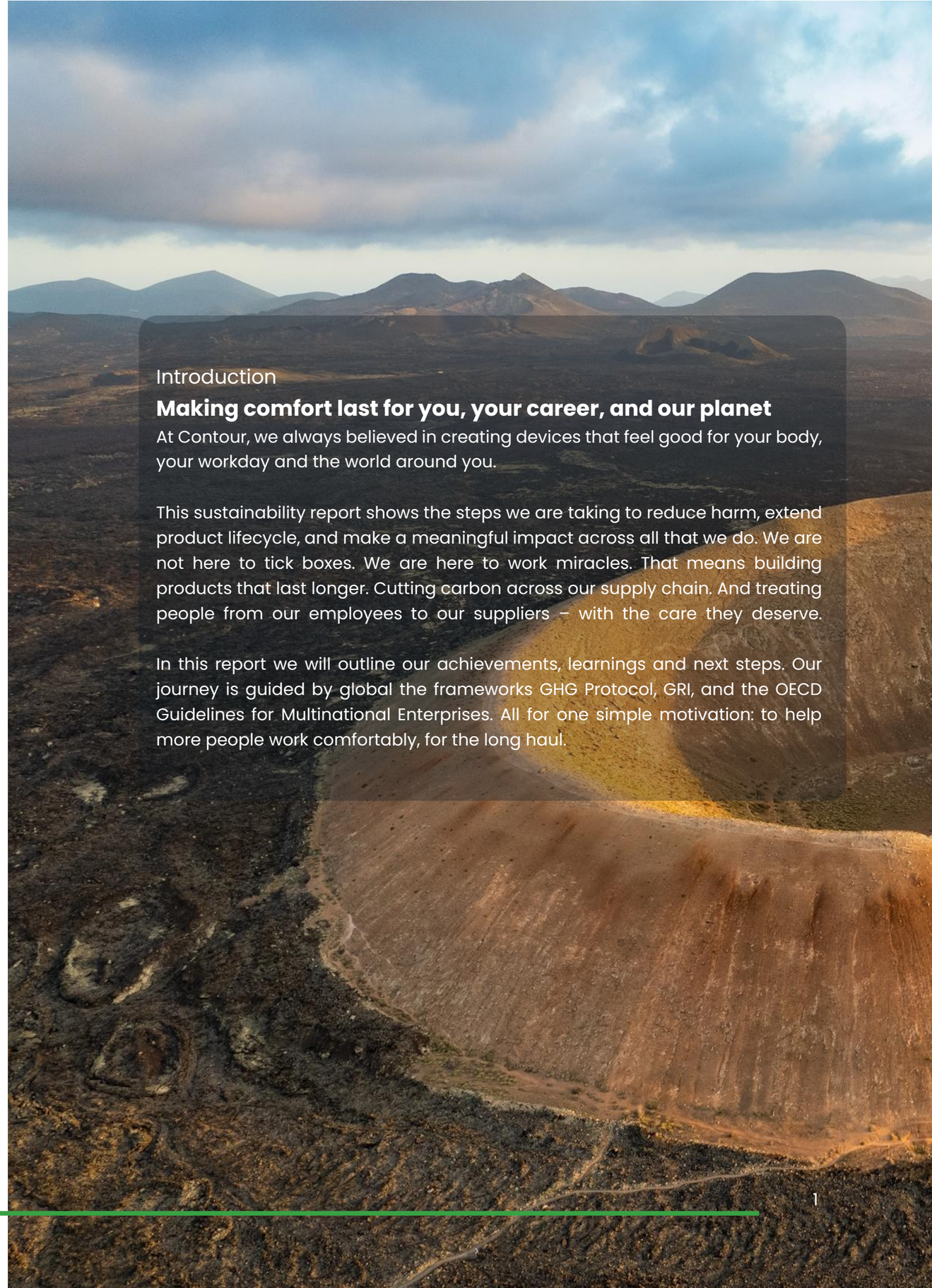


Introduction

Making comfort last for you, your career, and our planet

At Contour, we always believed in creating devices that feel good for your body, your workday and the world around you.

This sustainability report shows the steps we are taking to reduce harm, extend product lifecycle, and make a meaningful impact across all that we do. We are not here to tick boxes. We are here to work miracles. That means building products that last longer. Cutting carbon across our supply chain. And treating people from our employees to our suppliers – with the care they deserve.

In this report we will outline our achievements, learnings and next steps. Our journey is guided by global the frameworks GHG Protocol, GRI, and the OECD Guidelines for Multinational Enterprises. All for one simple motivation: to help more people work comfortably, for the long haul.

Reporting boundaries

Period: This report covers the fiscal year: January 1st, 2024, to December 31st, 2024.
Boundaries: Data and entities included in this report are based on financial spend data owned and controlled by Contour Design. Some environmental emission data is combined for different processes and materials as accurately as possible. Other datapoints are calculated from a primary data point of view. The data is collected at all sites owned by Contour and reported by the validation of the Footprint Firm.

Executive Sustainability statement

Real change starts with purpose. Ours is relief – for your hands, your health, and our planet.

At Contour, we are not just designing ergonomic tools. We are redesigning the impact of the technology we use and take for granted every day.
We believe sustainability starts with preventing physical harm through better design and preventing environmental harm through better decisions. From sourcing recycled materials to supporting our employees and suppliers. We are taking actions on what matters most.

Here's what that looks like in practice:

- Designing smarter, more sustainable products with longer lifespans
- Using lower-impact materials in our devices
- Working with our suppliers to meet international standards like the UNGPs and OECD.
- Auditing labor practices and improving working conditions in every region we operate
- Measuring everything through Life Cycle Assessments to cut our carbon footprint across our value chain.

We built a strong foundation through our sustainable management system that was launched in 2023. And in 2024, we deepened that work across three key pillars: people, planet and product.

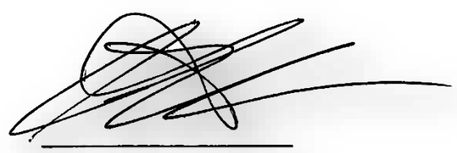
This is not about perfection; it is about progress.

Our progress is led with transparency, measured with science, and inspired by the people who use our products every day.

"Work shouldn't hurt. Neither should making devices that last."

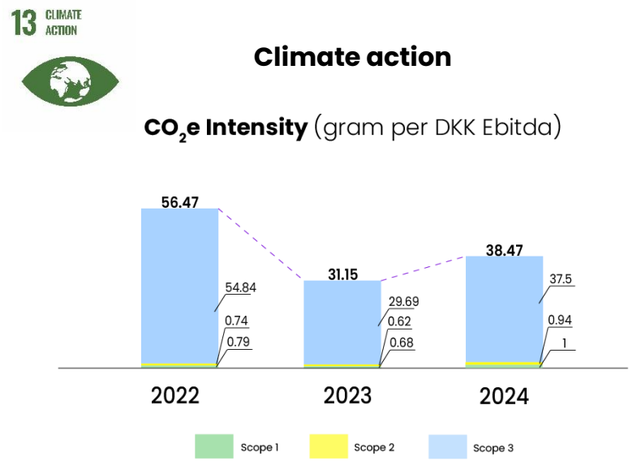
With kind regards,

CEO
Kenneth Nielsen



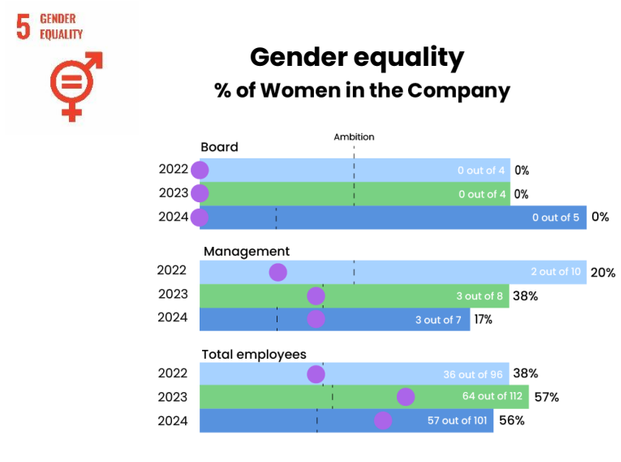
CFO
Marianne Iversen

Sustainability metrics



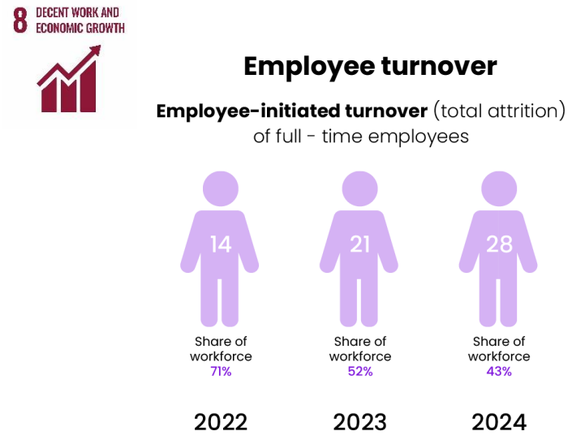
In 2024, Contour Design focused on sustainable product redesign strategies, which lead to reductions in all areas of GHG accounting. Additionally, Contour Design has introduced better primary data for scope 3.1 using Life cycle assessments as the input data for sourcing, production, assembly, and packaging. The main contributor to the CO2-eq reduction is still in material sourcing, where new recycled content alternatives for aluminum and plastics have been identified and utilized in the legacy product RollerMouse PRO3. The reason for an increase in the CO2-eq intensity is related to the macro-economic trends affecting the markets in which Contour operates and thereby also affecting the Ebitda that's used in the comparison.

GRI: 305-1a. 305, 2a, 305-3a, 305-4a



As part of Contour Design's commitment to gender equality, the total number of female employees is tracked on an annual basis. Contour Design is committed to having an equal and diverse workplace that is inclusive for all. Recruitment processes have been designed to ensure unbiased recruitment and onboarding. This means that a diverse recruitment pool is prioritized in the recruitment process, where recruiters are not able to see potentially discriminatory data prior to in person interviews. The dotted lines in the graph above are Contour Designs ambition level.

GRI: 405-1(i)



In 2024 Contour Design decided to change the scope of the employee turnover tracking from tracking mainly the turnover of part-time employees which were related to temporary workers in CDG factory. Temporary workers are used for seasonal work, where fluctuations in the number of units produced lead to fluctuations in the workflow. Instead Contour Design finds it more relevant to present our total employee turnover as this gives a better picture of our ability to develop and keep talent. Employee-initiated turnover has been quite high, which can be attributed to changes in management and overall company direction as Contour is still rebuilding from our Polaris takeover.

SASB: Adapted from HC-DY-330a.1

Climate action management

Scope 1 & 2
Activity-based calculations using international emission factors.

Scope 3
Combination of spend-based data, primary data, and activity-based calculations.

Strategy & targets
Science Based Targets approved (2022) for Scope 1 & 2 by SBTi. The internal target for Scope 3 is to achieve a 50% CO2-eq reduction per. Ebitda by 2030.

Initiatives
- Primary data collection for Scope 3 upstream and downstream.
- Reducing CO2-eq of product distribution by using >80% sea freight.
- Use >50% sustainable materials in new products by total product weight.
- Create LCAs for all product Launches for further innovation.

Gender Equality management

Tracking
Tracking in place on gender across the entire organization.
Diversity and inclusion training and tests for all employees annually.

Strategy and targets
Contour Design contributes to the SDG 5.5 which calls for women's full participation and equal opportunities for leadership by 2030, as well as SDG 8.5 which aims to achieve equal pay for work of equal value by 2030. Contour Design Nordics CFO, Head of sustainability & Compliance, and HR completed UN Global compact target gender equality course in 2023.

Initiatives
Create discussion groups internally to improve and act on our policies.

Employee Turnover management

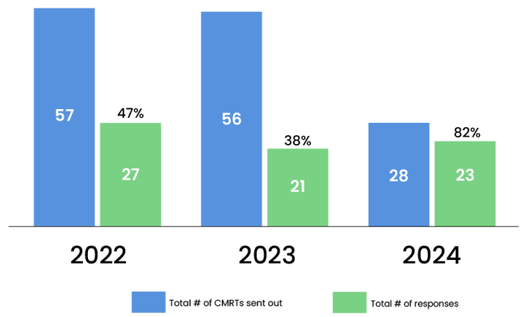
Tracking
Contour Design tracks employee satisfaction through our pulse check which rolled out to the whole company in Q2 and Q4, covering all employees. The pulse check gives the management a score of 1-5 for the overall employee satisfaction.

Strategy and targets
Contour Design is committed to reducing employee turnover by creating an attractive workplace that retains talent globally. Contour Design strives to have a pulse check score on employee happiness of >4.5 globally. The last pulse check score for overall happiness in the workplace was 4.16 for Q3 2024.

Initiatives
Office suggestion box has been implemented for employees to share ideas on how to improve the workplace. 8/10 employee-initiated suggestions have been acted upon and implemented.

Materials sourcing

Supplier sustainability due diligence and CMRTs

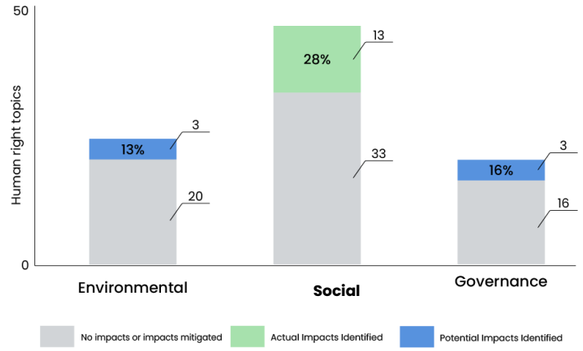


Contour Design developed a standard operating procedure for conflict minerals in 2022, which is used to track sustainability progress in our value-chain. The Conflict Minerals Reporting Template (CMRT) is handled by our Chinese entity, Contour Design Guangzhou (CDG). We are proactively researching new sustainable material suppliers to ensure we have the highest standards of responsible sourcing.

SASB: TC-HW-440a.1

Labor conditions

Human rights, Environmental, and Economical Audit

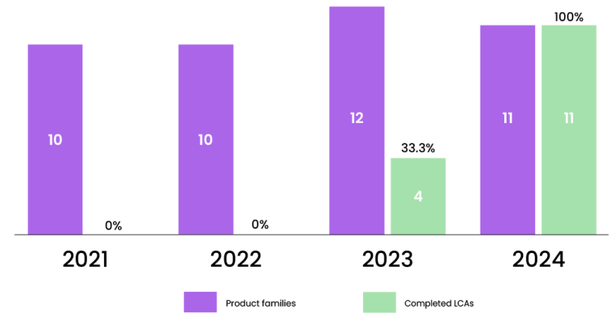


Contour Design uses a tool called, SEE Impacts, developed by the company Global CSR. SEE Impacts is a tool that guarantees compliance with the authoritative international minimum standard for responsible business conduct (UNGPs/OECD) in terms of triple bottom line compliance. Our year-to-year documentation for all human rights, environmental, and economic impact areas is covered by SEE Impacts and can be shared with business partners upon request.

UN Human Rights, OECD guidelines, GRI

Product Life Cycle Assessments

Completed LCAs



Contour Designs initiated Product Life Cycle Assessments in 2023 as part of their decarbonization strategy. LCA, short for Life Cycle Assessments, is a widely used method for calculating a product's carbon footprint. It considers all phases of a product's life. We recycle the plastic granulate and mold it into the required parts. Our products are assembled with other components and shipped to the customer via sea freight. The use phase is: 2 years of usage with product charging every 3 months. Our products are disassembled and recycled in the local waste streams. LCAs provide accurate primary data for a company's scope 3 carbon footprint.

SASB: Adapted from HC-DY-330a.1

Material sourcing management

Tracking

In 2024 Contour did a recategorization of suppliers in our value-chain leading to significantly less T1 material suppliers. 82% of our suppliers responded to our questionnaire and all CMRTs were completed. In 2024 Contour Design reintroduced RollerMouse PRO3 with a new design using recycled material content. Our suppliers are important for our progress, keeping us posted about new material alternatives and design possibilities.

Strategy & targets

Contour Design has a target of getting 100% responses from suppliers for CMRT and for finding sustainable material alternatives.

Initiatives

Sustainable Product Design Requirements.
LCA recommendations for supply chain and product development. Continue to track our suppliers through our translated supplier questionnaire.
Contour Design plans to visit our main suppliers with the agenda of sustainable collaboration in our development and production areas. The main suppliers are categorized by the amount of material they supply us with and how much we spend on them.

Human rights audit, Environmental, and Economic impacts

Tracking

Yearly tracking with each entity HR and financial responsibility covering progress and new potential impacts in all geographical operations where contour operates. Contour has identified actual and potential impacts throughout our different entities. The impact categorization raises awareness around the subject and ensures that we have a focus on our policies and tracking. Having impacts is not a bad outcome, not having identified them is. The identification and work around them are what makes Contour design a transparent company to invest in.

Strategy and targets

Contour Design mitigates all potential negative impacts in our operations through policies, processes, and employee training on human rights, environmental, and economic risks associated with conducting business.

Initiatives

Some initiatives include: adding passage on non-discrimination in all job postings, using recruitment companies who ensure a fair and unbiased hiring process, creating an onboarding program, creating a gift policy and registry to avoid corruption, establishing English lessons for non-English speakers in CDG, and many more. Developing diversity and inclusion policy with mandatory training.

Life Cycle -Management

Tracking

100% of product family portfolio with LCAs conducted. New product innovation is ongoing for LCAs and third-party review.

Strategy and targets

Contour Design will conduct Life Cycle Assessments (LCAs) for all products in its portfolio. Furthermore, Contour Design will ensure that LCAs are conducted before all new products launches.

Initiatives

Sharing methodology for conducting LCAs in the electronics industry to improve transparency and standardization.
Use LCA results to enhance existing products and inform new designs.
Collaborate with leading universities for LCAs, such as DTU and AAU, to ensure the latest research is applied in the reports.

What we achieved in 2024

Sustainability achievements are crucial in today's world. Achieving sustainability in our products, for people, and for the planet is essential to creating a more equitable and livable future for everyone. Product achievements involve creating environmentally friendly, socially responsible, and economically viable goods and services. Achievements for people involve creating a safe, healthy, and inclusive workplace for employees while also supporting local communities and society at large are within our reach. Achievements for the planet involve reducing greenhouse gas emissions, conserving natural resources, and protecting biodiversity, which are also attainable. By making progress in all three areas, we can ensure that our society thrives while preserving the planet for future generations.

Product achievements 2024

The launch of the RollerMouse Pro and SliderMouse Pro in 2022 was a significant milestone in our commitment to sustainable product design. This innovation has been brought forward into redesigning and relaunching older products. Our legacy product Pro3 was relaunched with new materials emitting over 10% less CO2-eq.
In 2024, we conducted more LCA reports that have been critically reviewed, and we now have environmental data for all Contour Design products. The insights gleaned from these LCAs will guide our future development efforts. By quantifying the environmental impact of our products, we can strategically identify areas for improvement and ensure that the future products achieve an even better balance between ergonomic excellence and environmental responsibility. The data for all products has been published in white papers. In partnership with esteemed institutions such as the Danish Technical University and Aalborg University, we have started researching circulating products through refurbishments. Students from DTU made a maturity assessment through their Ready2loop program, and students from AAU explored barriers and possibilities for Contour Design to sell more refurbished products.

- Created LCAs for all product SKUs, which have been utilized for company CO2 reporting and CO2 receipts for the salesforce.
- The Pro3 has been re-introduced with lower-impact materials like recycled aluminum and plastics.
- Circular Economy projects have been initiated with AAU and DTU focusing on refurbishment of Contour Design products.
- The continuing online available free LCA courses.
- Sustainability whitepapers for all products have been published.

RollerMouse Red Plus Wireless
17.46 kg CO2-eq

RollerMouse Pro3
12.63 kg CO2-eq

SliderMouse Pro Regular Wireless
9.93 kg CO2-eq

RollerMouse Pro Regular Wireless
7.97 kg CO2-eq

RollerMouse Go
12.00 kg CO2-eq

Unimouse Right Wireless
4.88 kg CO2-eq

Balance Keyboard
4.97 kg CO2-eq

RollerMouse Red Combo
23.45 kg CO2-eq

Multimedia controller Express
3.72 kg CO2-eq

Multimedia controller PRO v2
5.25 kg CO2-eq

Laptop Riser
4.86 kg CO2-eq

Laptop Stand
1.99 kg CO2-eq

People achievements 2024

Contour Design remains steadfast in our commitment to upholding human rights and ensuring that our operations and products do not contribute to human rights violations. Our human rights assessments have been conducted in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs). To ensure thoroughness and comprehensiveness, we have partnered with trusted experts from Global CSR, who possess extensive expertise in business and human rights. These experts have assisted us in identifying potential human rights risks linked to our operations and products and have provided recommendations on mitigating these risks. We have and will recognize, prevent, and alleviate potential negative human rights impacts of our operations, following the structure offered by the UNGPs. These principles are integrated in our human rights assessment process since 2023, and we are determined to continue this practice in 2024.

Despite the changing legal landscape influenced by the political agendas of the far-right, Contour Design remains committed to upholding human rights and ensuring that our operations and products do not contribute to human rights violations. We will continue to adapt and strengthen our policies and practices to meet these challenges and uphold our commitment to human rights.

- We have conducted a full on-site human rights audit in Windham, US, as part of our work in all Contour locations.
- Contour Design has implemented a diversity and inclusion policy with training for employees.
- Bi-annual pulse checks have been translated to Chinese and implemented at our Contour Design Guangzhou office.
- A cyber security training system has been implemented and conducted every month.
- A workplace risk assessment was conducted at the new premises in Copenhagen, and an Occupational Health and Safety (OHS) team was formed to improve the work environment at the headquarters.
- Developed supplier sustainability questionnaire for tracking T1 supplier sustainability and plan our next on-site visits in our supply chain.

Planetary achievements 2024

At Contour Design, we are committed to mitigating the effects of climate change and protecting the environment for future generations. That is why, in 2022, we signed up for the Science Based Targets initiative, a collaboration between the United Nations Global Compact, the World Resources Institute, the Worldwide Fund for Nature, and the Carbon Disclosure Project.

The Science Based Targets initiative provides a framework for companies to set targets for reduce their greenhouse gas emissions in line with the latest climate research. By aligning our emissions reduction targets with the latest climate research, we can ensure that our efforts contribute to the global goal of keeping warming well below 1.5-2.5 degrees Celsius. As part of our commitment to the Science Based Targets initiative, we have set ambitious emissions reduction targets that cover our entire value chain. We also track our progress against these targets and report our emissions annually in this report.

- Our average CO2 emissions for our products have been lowered since 2023 even though the total emissions have increased.
- Our sales fleet is being reduced, and over 80% of the remaining cars are electric. We focus on transitioning all cars to electric after leasing periods.
- After researching Power Purchase Agreements (PPA), we found them unfeasible due to our low consumption levels. We are now exploring consolidated agreements with other Polaris equities.
- Initial work has been done to visit aluminum suppliers to explore the possibilities of energy and resource reductions in 2025.
- Increased business trips to support new product development and facilitate the onboarding of offsite managers while remaining committed to sustainability.

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Triple bottom line

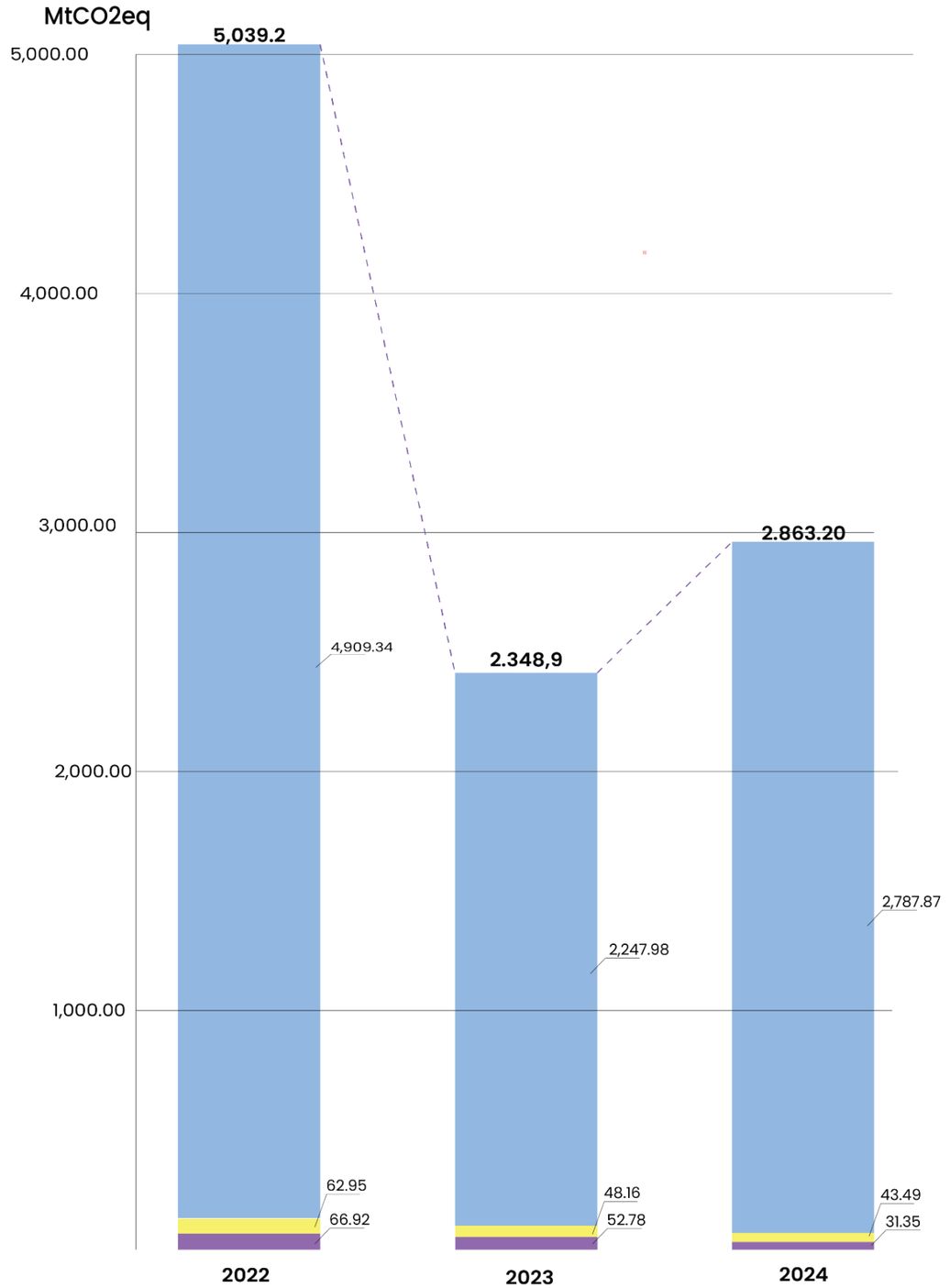
By adhering to the UN Guiding Principles and OECD Guidelines for Multinational Enterprises (MNEs), we have established a global minimum standard for responsible business conduct. This comprehensive standard encompasses 48 human rights, 20 environmental impact areas, and 16 impact areas related to governance. By implementing this standard, we have been able to identify potential adverse impacts on the triple bottom line, and conducted our first impact assessment in 2021 at our head office in Denmark. Since then, we have conducted the assessment for all our owned entities covering EU, China, and North America identifying any negative impacts to mitigate and reduce risks. Contour Design developed a Code of Conduct for Business Relationships in 2020, which we communicate to our suppliers and partners. We hold ourselves to the same standards we expect from our partners, and any severe negative impacts will be reported and communicated accordingly. We are committed to sustainable development and responsible business practices and will share our impact assessment as proof of our efforts to inspire collective improvement among our partners and suppliers. Our goal is to prevent surprises and ensure that any negative impacts are avoided or mitigated through concrete initiatives and action plans. This means that we will conduct yearly risk assessments for all relevant impacts to our industry.

Climate action

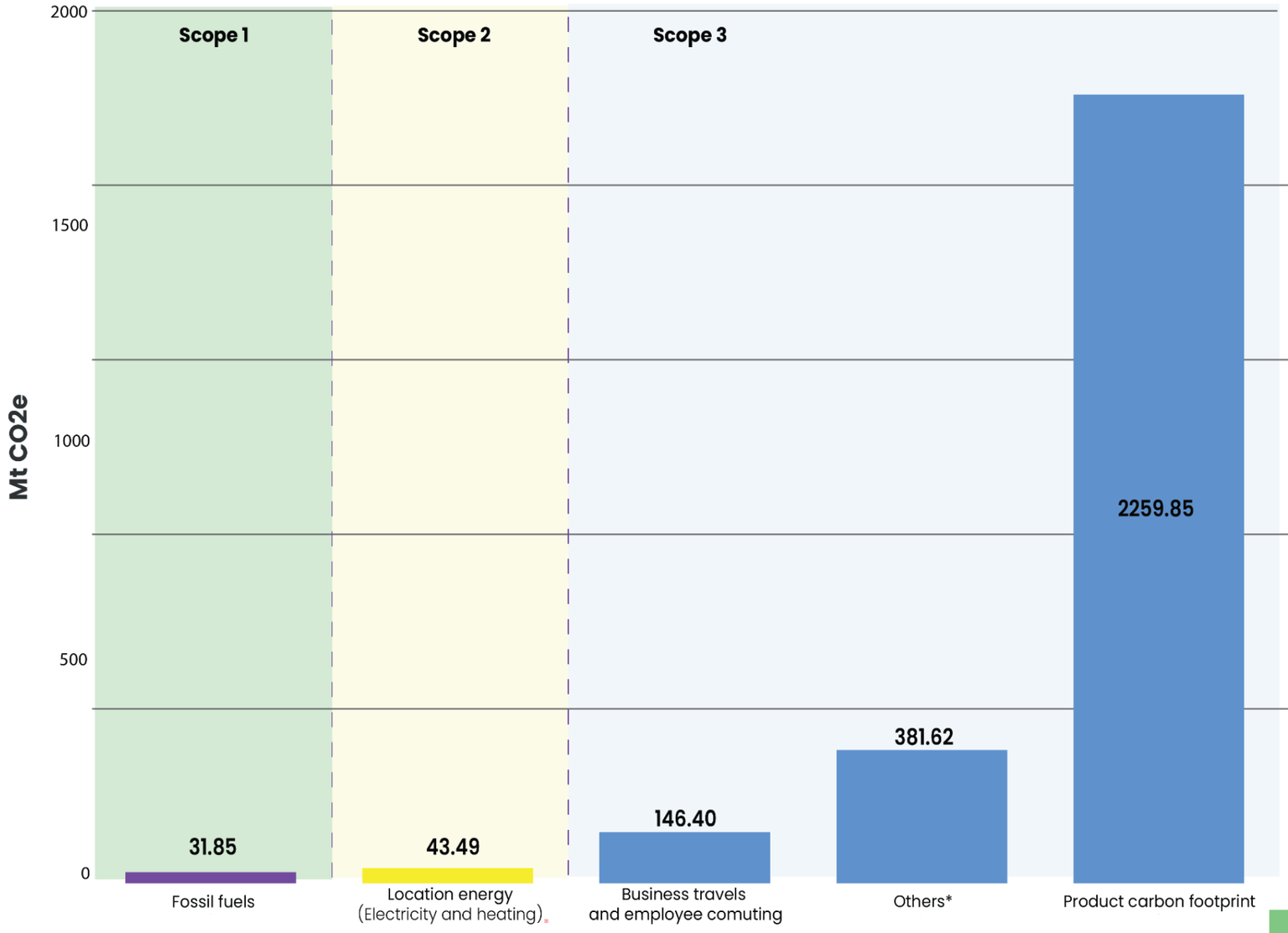
We understand that as a hardware manufacturer of computer accessories, most of our carbon emissions come from Scope 3 emissions, specifically from the materials used in production. As part of our commitment to reducing our carbon footprint and promoting sustainability across our value chain, we are currently assessing our suppliers for Scope 3 data. Through this assessment process, we will collaborate with
our suppliers to educate them on the latest sustainability research and best practices, while also learning from their own sustainability plans. We identify opportunities to reduce our collective carbon footprint and promote sustainable practices throughout our supply chain through knowledge sharing and collaboration with our suppliers. Our goal is to establish long-term partnerships where our data comes from a primary source, for example for our Life Cycle Assessments.

Our Carbon Footprint

The following graph shows our Carbon footprint progress throughout the last 3 years. As shown, there has been a significant reduction from 2022 to 2023 and then a slight increase in 2024. The main reason for the slight increase in 2024 is due to an increase in the production of products containing Aluminum (RollerMouse PRO3 and RollerMouse Red). Our upstream scope 3 is still the main contributor to our company's carbon footprint, related to the raw material sourcing and production of goods. Find an in-depth analysis of our Carbon footprint and categories on page 10.



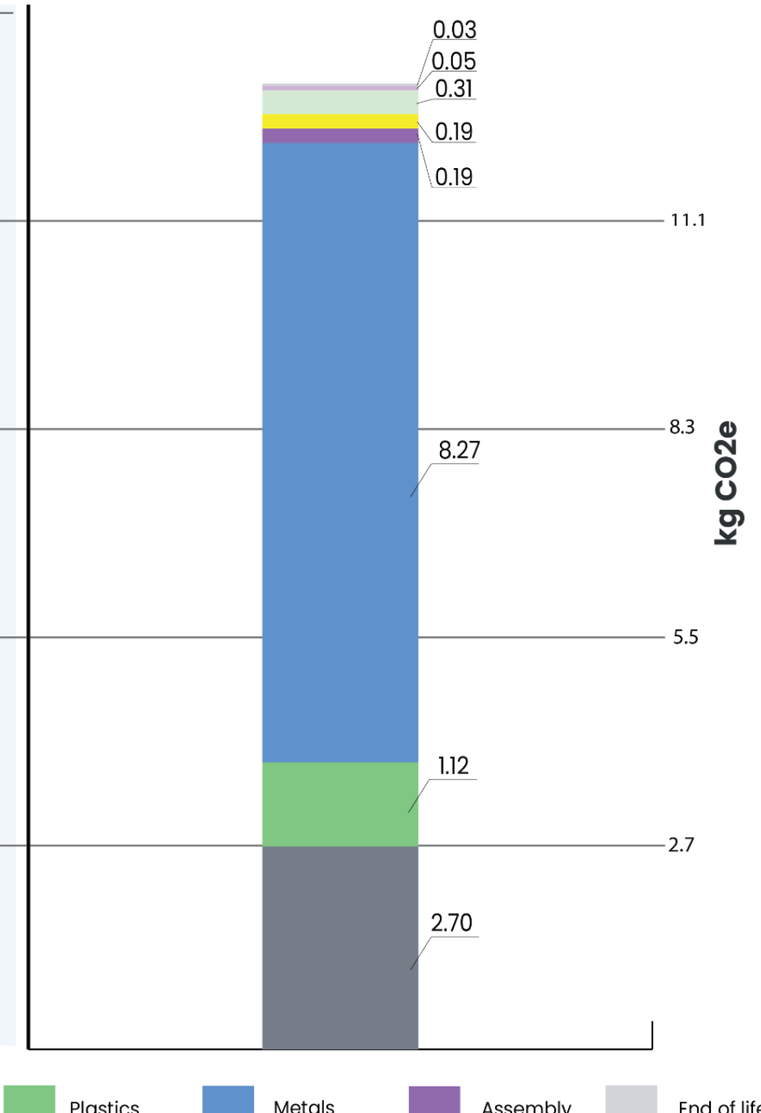
Total Contour Design's Total Company Carbon Footprint: 2863.2 MtCO2eq

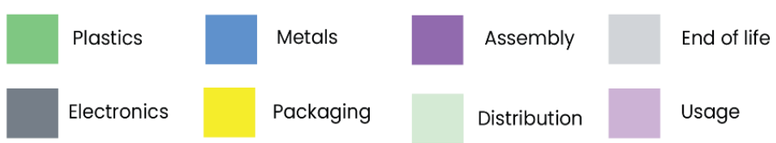


*Non product related goods and services, Capital goods, Fuels and energy, waste.

Source: Primary LCA DATA, DEFRA, EcoInvent 3.9 (IPCC GWP100

RollerMouse PRO3 lifecycle
Total: 12.9 kg CO2eq





The RollerMouse Pro3 is an average representation of our product carbon footprint.

Dimension	Units	Method	Emission Factors	2022	2023	2024
GHG emissions in Scope 1*						
Stationary emission sources	tons CO2-eq	Fuel and kWh-based	DEFRA, EIA.Gov	20.80	17.62	11.19
Mobile emission sources	tons CO2-eq	Fuel and distance based	DEFRA	46.12	35.15	20.66
Fugitive emission sources	tons CO2-eq		GHG Protocol	0.00	0.00	0.00
Total	**tons CO2-eq**			**66.92**	**52.78**	**31.85**
GHG emissions in Scope 2*						
Location-based	tons CO2-eq	Activity-based	IEA, EPA, Residual mix,	62.95	48.16	43.49
Market-based	tons CO2-eq	Activity-based	Supplier specific	79.11	73.88	63.30
Total GHG emissions in Scopes 1 and 2 (Location-based)	**tons CO2-eq**			**129.87**	**122.33**	**75.34**
GHG emissions in Scope 3*						
Scope 3.1: Upstream purchased goods and services	tons CO2-eq	Spend and weight-based	LCA data (EcoInvent)	4237	1666	2259
Scope 3.2: Upstream capital goods	tons CO2-eq	Average spend-based	DEFRA	47.86	60.72	20.65
Scope 3.3: Upstream fuel and energy related activities not included in scope 1-2	tons CO2-eq	Average data method	DEFRA	33.03	23.05	11.07
Scope 3.4: Upstream transportation and distribution	tons CO2-eq	Distance-based and average data	DEFRA	380.56	319.89	288.84
Scope 3.5: Upstream waste generated in operations	tons CO2-eq	Waste-type-specific method	DEFRA	3.1	2.85	4.07
Scope 3.6: Upstream business travel	tons CO2-eq	Distance-based and average data	DEFRA	124.31	106.57	146.43
Scope 3.7: Upstream employee commuting	tons CO2-eq	Distance-based	DEFRA	54.87	48.16	46.52
Scope 3.8: Upstream leased assets	tons CO2-eq	–	–	–	–	–
Scope 3.9: Downstream transportation and distribution	tons CO2-eq	–	–	–	–	–
Scope 3.10: Downstream processing of sold products	tons CO2-eq	–	–	–	–	–
Scope 3.11: Downstream use of sold products	tons CO2-eq	Products that directly consume energy during use	IEA	25.36	14.68	9.65
Scope 3.12: Downstream end-of-life treatment of sold products	tons CO2-eq	Activity-based, Waste-type-specific	DEFRA	3.06	5.36	8.20
Scope 3.13: Downstream leased assets	tons CO2-eq	–	–	–	–	–
Scope 3.14: Downstream franchises	tons CO2-eq	–	–	–	–	–
Scope 3.15: Downstream investments	tons CO2-eq	–	–	–	–	–
Total for reported categories	**tons CO2-eq**			**5106**	**2402**	**2895**
Outside of scopes - Scope 1	tons CO2-eq	–	DEFRA	1.79	2.00	0.70
Outside of scopes - Scope 2	tons CO2-eq	–	DEFRA	7.35	11.37	4.95
Total for out-of-Scope emissions	tons CO2-eq			9.14	13.38	5.65

Scope 1 and 2 emissions

Scope 1 emissions, or Mobile combustion, refers to the burning of fuels in vehicles such as company cars, trucks, or motorcycles for transportation, as well as in lifts, forklifts, and other equipment owned by the company.

Indirect emissions, or Scope 2 emissions, consist of our purchased electricity and district heating for production sites and offices, as well as electric or hybrid vehicles that are either owned or leased by the company. Only fuel, electricity, and heat purchased by Contour Design are included in scopes 1 and 2. Any energy consumed in buildings or vehicles leased by Contour Design but not paid for is accounted for in scope 3 category 8, as per the guidance from the GHG Protocol.

To report natural gas, electricity, and district heating consumption, actual consumption from invoices is used wherever possible. Emissions from vehicles are calculated using the fuel-based method, either obtained from third-party leasing companies or calculated based on invoiced quantities of fuel. For electric or plug-in hybrid vehicles where electricity consumption data is unavailable, emissions are accounted for using the distance-based method.

In cases where actual energy consumption data is unavailable, an average of previous months' consumption is used for estimation. Actual spend data for the energy used at our locations is converted to consumption data using an average price for the closest available period.

As part of the consolidation process in Contour Design's environmental management system, the quantity of energy consumed is multiplied by the relevant emission factor. These factors are sourced from internationally recognized sources, including DEFRA factors for emissions regarding heat and fuel and IEA factors for electricity. GHG emission rate attributes, supplier-specific and residual mix factors are used to calculate market-based emissions.

Scope 3 emissions

We have prepared a GHG inventory for scope 3 based on the reporting guidance provided by the GHG Protocol and the product Life Cycle Assessments we have conducted for all SKUs. However, we do not report categories 10 (Processing of goods sold) and 14 (Franchises) as they are not applicable to Contour Design. Our calculations utilize actual data wherever possible, but in cases where that is not available, we use industry averages, data from academic studies, or similar businesses. If activity data is not available, we use spend data as a proxy. All transport-related emissions are calculated based on a Well-to-Wheel approach.
Here is a breakdown of our emissions by category:

Category 1: Emissions from upstream goods and services purchased by Contour Design are calculated using LCAs conducted for all our SKUs. Conducting LCAs is beneficial for better data quality as product bill of materials and supplier information is considered from a cradle to grave perspective. The LCAs conducted are based on the EcoInvent database and use the methodology of ISO 14067. The same methodology and emission factors have been eradicated in the overview to create a fair comparison between the previous GHG accounting for the Years 2023, 2022, and 2021. Our spending from previous Years has declined with less intensive material emissions due to transitions in our product portfolio sourcing recycled aluminum instead of primary ingot aluminum. Utilizing our product LCAs as primary data for the Scope 3.1 emissions, give a more transparent picture as it includes more processes, materials, and life cycle phases than just using spend based data.

Category 2: Emissions from property, plant, and equipment (PPE) are calculated using categorized spend data. This category includes factory and office buildings, leasehold improvements, plant and machinery, operating assets and equipment, and assets under construction. The amount we have spent on capital goods has decreased due to less tooling and better planning of equipment use in the assembly factory.

Category 3: Upstream emissions from energy consumption at sites where Contour Design has operational control and for fleet vehicles are calculated based on actual energy consumption data from sites and the fleet, on a location-based basis.

Category 4: This category includes all transportation and distribution of goods, including air, road, rail, and ocean freight, as well as warehousing conducted by a supplier and paid for by Contour Design. Data on distance, weight, and transport mode are collected from Contour Design from global distribution centers to retailers or online-retail and B2B customers and are calculated using a mix of in-house logistics and modeling based on product weights, production volumes, distances, and assumed transport modes.

Category 5: Emissions waste is related to the direct waste production of Contour owned sites and entities. The waste includes Office waste (recyclable materials CDG/Nordic, US &CSE), Production waste (recyclable materials), Office waste (cardboard), & Office waste (Electronics). Our waste management has ensured a reduction of non-recyclable materials where more materials are being recycled directly.

Category 6: Emissions from business air and train travel are calculated using ticket data gathered from travel partners, uplifted using spend data to include travel not booked through Contour's travel partners. Air travel emissions are uplifted to account for the indirect effects of non-CO2 emissions. Emissions from fuel purchased by employees for business travel and hotels are accounted for in scope 3 category 1.

Category 7: Emissions from Contour Design employees' commute to and from work are based on an employee survey conducted in the beginning of 2025.

Category 8: Energy use at sites not included in scopes 1 and 2, are calculated on a market-based basis using actual data obtained from building management providers and estimated data, when this is not available.

Category 9: This category includes emissions associated with the retail of Contour Design products via retail locations not owned by Contour Design. Average energy intensity per product sold by major market, and location-based emission factors are used to calculate emissions. Warehousing emissions are accounted for in scope 3 category 4.

Category 11: Emissions from the power consumption of all Contour Design products, excluding accessory products in Contour Design, are calculated using estimated average use cases and product types.

Categories 8,9, 10, 13, 14, & 15: Have been exempted from the current model due to applicability. The fields are included to track yearly progress as Contour might get responsibility in the different areas in relation to our potential growth aspects.

UN Sustainable Development Goals

In 2021, Contour Design became a member of the UN Global Compact and committed to respecting its ten principles for sustainable business practices. As part of our commitment, we published our first Communication on Progress (COP) in May 2022. To demonstrate our commitment to sustainability, we have opted to take part in the Early Adopter Program, which aims to evaluate the advanced COP to be mandatory for all members from 2023. We have since participated in the COP process along with our annual reporting. In addition to our COP commitment, we have focused on a selection of the Sustainable Development Goals (SDGs) where we believe we have the most impact. Overall, we are excited about the journey ahead and remain committed to upholding the principles of the UN Global Compact and promoting sustainable business practices. We will continue to report on our progress in future sustainability reports and look forward to sharing our achievements in the years to come. See the exact targets and tracking below and on our UN global compact UN GC COP.

It is worth noting that the SDGs are set to expire in 2030, and it is likely that the UN will create new targets for companies to follow. In recognition of this fact, we at Contour Design are proactively working on new initiatives to ensure that we stay ahead of the curve and continue to make a positive impact on sustainability. By focusing on new initiatives and remaining flexible in our approach, we adapt to changing circumstances and remain at the forefront of sustainable business practices.

Increasing Positive Impacts

Concrete initiatives in progress	*Status on the initiatives*
• Proactively search for candidates of the underrepresented gender in recruitment and work to ensure that recruiting and promotion processes are unbiased.	• Unconscious bias training of managers. All job postings will be reviewed with regards to gender equality to avoid bias.
• Ensure that salaries are based purely on experience and performance.	• Ensuring equal pay for equal work, paid without distinction of point 2.a for non-discrimination (ICESCR). Yearly tracking for adjustment.
• Show and promote commitment to gender equality and diversity in communication.	• Continuously focus on gender equality and non-discrimination in marketing material and website, e.g., in selection of models for photo/video.
• Ensure appropriate handling of potential reports on discrimination.	• Whistleblower system established to ensure employees can input any activities that is deemed illegal, unethical or not in compliance within Contour nor externally with the public (Whistleblower hotline).
• Conduct annual workplace conditions assessment and launch improvement initiatives.	• All Contour Design locations EU, USA, and China have had onsite human rights audits during 2023-2024. All sites will undergo yearly follow-ups on potential risks in our operations.
• Conduct an employee survey to assess and improve employee satisfaction and well-being.	• In 2023 Contour created an employee survey for employee satisfaction levels implement at all owned sites. All employees are surveyed on a quarterly basis to ensure prominent tracking and possible mitigation of unsatisfied employees.
• Conduct assessment of cases regarding absence and long-term sick leaves related to stress and mental health and launch initiatives to improve.	• Assessment conducted in 2024, and no risks were identified. All employees are covered by health insurance.
• Conduct annual review and assessment of production facilities in China.	• China production facility and main T1 suppliers audited in 2023 for Human Rights, Environment management, Governance, and Health & Safety. In 2024 we will conduct additional audits at T1s identified through supplier sustainability questionnaires.

Minimizing Negative Impacts

Concrete initiatives in progress	*Status on the initiatives*
• Assess potential to reduce or eliminate use of high CO2 emitting materials in production and in packaging.	• All product SKUs have had LCAs conducted for precise scope 3.1 data in our company carbon footprint reporting. Our next initiative is to have LCAs conducted for new product launches prior to the launch date as a part of our commitment to our product sustainability transparency.
• Review emissions from suppliers and actively collaborate with suppliers to reduce emissions.	• Our supplier sustainability questionnnaire has been used in 2024 to assess the sustainabiltiy process at our main T1 suppliers. This is further used in our onsite visits.
• Share Code of Conduct for Business Relationships with all existing and new suppliers while ensuring adherence.	• The code of conduct has been adopted in the sourcing practices for T1 and T2 suppliers implemented in 2024
• Implement the use of recycled materials in production.	• Contour design has set a target for using at least 50% sustainable materials in all new products based on the total product weight.
• Educate customers in opportunities and benefits of responsible waste handling of electronics, by clearly communicating benefits and opportunities for recycling.	• In addition to participating in legally required take-back schemes, we plan to further improve our website to promote responsible waste handling among our customers. Website updated in 2023.

Minimizing Negative Impacts

Concrete initiatives in progress	*Status on the initiatives*
• Disclose CO2-eq baseline emissions to ensure transparency across the organization.	• This report includes our CO2 report on Scope 1, 2 and 3. We will continue to improve our calculations to increase accuracy and actionability. This will be done by adding information from our full value chain including an increased focus on energy consumption, material sourcing, and distribution methods.
• Use results from the CO2-eq baseline to prioritize efforts to reduce emissions.	• Product emissions must be lower per produced unit per year. • Contour Design's first products with sustainable materials and lower material carbon footprint were designed and launched in 2022. The innovation will be introduced into legacy products 2024. • In 2024 Contour Design conducted LCAs for all product SKUs used in scope 3.1 upstream calculations.
• Reduce emissions from own operations through electrification of corporate vehicles.	• Target defined for all company owned vehicles to become electrified as a running change.

• Update and formalize structures and policies on anti-corruption and anti-bribery practices.	• Our policies on anti-corruption and antibribery are implemented in our Code of Conduct for Business Relationships. • Our whistleblower system is open to all stakeholders in our value-chain and is communicated in our contracts both internally and externally. The whistleblower system is developed by a third-party provider and has an external agency attached to avoid biases for case handling managers.
• Provide training for employees to act against corruption and bribery.	• Training in anti-corruption, bribery, and cyber security developed and released through Cyber Pilot.
• Provide training on diversity and inclusion for all employees.	• Diversity and inclusion policy introduced to all employees on global townhall meeting and released for training and test in our CSMS.

Resources and background data

Emission factor databases and other background data names

Emission factor databases							
Name	**Link**	**Description**	**Data type**	**Scope**	**Provider**	**License**	**Difficulty**
DEFRA / BEIS	Link	Large database of activity-based emission factors. Based on UK data. Updated annually.	Activity	Scope 1-3	UK Government (Department for Business, Energy & Industrial Strategy)	Free	Novice
EcoInvent 3.9.1	Link	Database on product and process environmental impact, incl. emission data Use for our Product LCAs and in scope 3.1 upstream.	Activity	Scope 1-3	EcoInvent	Pay-to-use	Advanced
IEA Emissions database	Link	International database of energy (electricity and heating) emission factors	Activity	Scope 2, 3.3 and 3.11	International Energy Agency (IEA)	Pay-to-use	Novice
Energinet	Link	Danish emission factors for electricity	Activity	Scope 2, 3.3 and 3.11	Klima-, Energi- og Forsyningsministeriet	Free	Novice
Greenhouse gas emission intensity of electricity generation in Europe	Link	EU database of electricity emission factors	Activity	Scope 2, 3.3 and 3.11	European Environment Agency (EEA)	Free	Novice
IGES List of Grid Emission Factors	Link	International database of energy emission factors	Activity	Scope 2, 3.3 and 3.11	Institute for Global Environmental Strategies (IGES)	Free	Novice
GHG Emission Factors Hub	Link	List of US emission factors, incl grid emission factors for US states, Waste handling, and transport emission factors	Activity	Scope 2-3	United Stated Environmental Protection Agency (EPA)	Free	Novice
EPD Library	Link	Large searchable database of EPDs	Activity	Mainly scope 3.1 and 3.2	EPD International	Free	Advanced
Climatiq	Link	Search engine across a large set of open-sourced emission factors	Activity/Spend	Scope 1-3	Climatiq	Free (non-api)	Novice
Exiobase	Link	EEMRIO table. It is possible to derive emission factors on spend and some activity.	Activity/Spend	Mainly scope 3.1 and 3.2	Exiobase	Free	Advanced
DEFRA - Consumption emissions	Link	List of spend-based emission factors. Based on UK industry data. Last updated with 2019 numbers.	Spend	Mainly scope 3.1 and 3.2	UK Government (Department for Business, Energy & Industrial Strategy)	Free	Novice
Supply Chain GHG Emission Factors for US Commodities and Industries	Link	List of spend-based emission factors from USA. Both are available based on commodity and industry.	Spend	Mainly scope 3.1 and 3.2	United Stated Environmental Protection Agency (EPA)	Free	Novice

Other tools

Name	**Link**	**Description**	**Data type**	**Scope**	**Provider**	**License**	**Difficulty**
Waste conversion factors	Link	Volume to weight conversion factors for waste	Activity	Scope 3.5	United Stated Environmental Protection Agency (EPA)	Free	Novice
Working days	Link	Amount of annual working days in specified country - link is to Denmark, but site is available for many countries	Activity	Scope 2 and 3.7	Workingdays.com	Free	Novice
Lenovo PCF	Link	Product carbon footprint database with Lenovo products	Activity	Scope 3.1 and 3.2	Lenovo	Free	Novice
Dell PCF	Link	Product carbon footprint database with Dell products	Activity	Scope 3.1 and 3.2	Dell	Free	Novice
Apple PCF	Link	Product carbon footprint database with Apple products	Activity	Scope 3.1 and 3.2	Apple	Free	Novice
Sea route & distance	Link	Distance calculator for sea routes	Activity	Scope 3.4/3.9 and 3.6	Ports.com	Free	Novice
Calculate Flight Emissions	Link	CO2-eq calculator for flights, specific to route, flight class, flight type, and aircraft type	Activity	Scope 3.6	Atmosfair.de	Free	Novice

Scope and Category Justification

Scope and Category	Description	Calculation method & key assumptions	Data Source & quality, Supplier engagement	Emission factor source(s) and Publication(s)
Scp. 1	CO2-eq emissions from driving in (leased) company vehicles, and of US office heating with propane	L of fuels used in company leased vehicles, except for SE where some data was only available from km driven. Propane amount is extrapolated from monthly heating in US office.	List of company vehicles; liters consumed; distance driven; fuel type. Propane: Fuels, Gaseous fuels, Propane, liter.	DEFRA, UK government GHG conversion factors for company reporting 2023;
Scp. 2	CO2-eq emissions from purchased power for facilities	Location-based; Electricity based on actual consumption for offices and production (NO, FI, CN, US, DK), with last year's data for DK office Ballerup as proxy for this year and the moving of office to CPH; Actual consumption of district heat for FI, NO, DK offices with DK using last year's numbers as data has not arrived yet; Market-based: Supplier-specific emission factor for electricity applied where available	Electricity and district heating consumption per location (kWh)	IEA: Emission factors (2023 version), HOFOR; miljødeklaration 2022 for fjernvarme I hovedstadsområdet, AIB-net.org; European Residual Mixes 2022, Green-e.org; 2023 Green-e ® Residual Mix Emissions Rates (2020 Data); Energi Ikast Varme A/S; Fjernvarmedeklaration 2022, Fortum sustainability 2022, Omavoima.fi; Meiltä vihreää sähköä, Vestforbrændingen; Miljødeklaration Vestforbrænding fjernvarme 2022
Scp. 2	CO2-eq emissions from electricity for EV (leased) vehicles	Electricity consumption in kWh used for electric vehicles	Line-item report on kWh purchased from Norway. And consumption data from leasing partners.	IEA 2023, HOFOR; miljødeklaration 2022 for fjernvarme I hovedstadsområdet, AIB-net.org; European Residual Mixes 2021
Scp. 3, Cat. 1	CO2-eq emissions from purchased goods & services	Life Cycle Assessments conducted through the ISO 14067 standard for Product Carbon Footprint Calculation.	High data quality from product specific LCAs critically reviewed by FORCE technology in 2024 and 2025. The data now also includes mechanical processes such as plastic molding, Aluminium CNC and upstream transportation.	EcoInvent 3.9.1; DEFRA, UK government GHG conversion factors for company reporting 2023; DEFRA (2023): Conversion factors by SIC code 2024, updating Table 13 – adjusted for VAT, inflation, and currency
Scp. 3, Cat. 2	CO2-eq emissions from capital goods	Spend on purchased machinery and equipment	General ledger	DEFRA (2023): Conversion factors by SIC code 2019, updating Table 13 – adjusted for VAT, inflation, and currency
Scp. 3, Cat. 3	CO2-eq emissions from fuel- and energy related activities	Fuel and power consumption based on Scope 1 and 2	Same as Scope 1 and Scope 2	DEFRA, UK government GHG conversion factors for company reporting 2024; DEFRA, UK government GHG conversion factors for company reporting 2023; IEA: Emission factors (2024 version)
Scp. 3, Cat. 4	CO2-eq emissions from upstream distribution & transportation	Supplier-specific emissions data were available; Otherwise based on weight, distance, and type of transportation mode; Warehousing based on spending. Includes Well to tank emissions.	Emissions from transportation suppliers' emissions results reports; Overview of products; General ledger	DEFRA, UK government GHG conversion factors for company reporting 2024, Transportation supplier specific emission factors
Scp. 3, Cat. 5	CO2-eq emissions from waste from operations	Amount of recyclable waste collected in CN; Assumption on office waste in CN; Spend on treatment of office waste in US; Estimate of carton boxes and electric waste-based dimensions on the recycling containers and emptying rate.	General ledger	DEFRA, UK government GHG conversion factors for company reporting 2023; DEFRA (20232): Conversion factors by SIC code 2019, updating Table 13 – adjusted for VAT, inflation, and currency
Scp. 3, Cat. 6	CO2-eq emissions from business travel	Distance-based methods for flights, trains, buses, and cars for DK, SE, FI, NO, CN, US. Spend based on taxi and ferry for DK, SE, FI, UK, and spend on train for SE. Hotel stay spend based.	Survey sent to relevant employees; General ledger	DEFRA, UK government GHG conversion factors for company reporting 2024; DEFRA (2023): Conversion factors by SIC code 2019, updating Table 13 – adjusted for VAT, inflation, and currency
Scp. 3, Cat. 7	CO2-eq emissions from employee commuting	Distance based, and mode of transport based on employee survey. Well to Tank emissions included. It does not include teleworking.	Survey sent to employees	DEFRA, UK government GHG conversion factors for company reporting 2024
Scp. 3, Cat. 8	CO2-eq emissions from upstream leased assets	Not relevant given that Contour does not lease assets	-	-
Scp. 3, Cat. 9	CO2-eq emissions from downstream distribution & transportation	Has not been prioritized to be included	-	-
Scp. 3, Cat. 10	CO2-eq emissions from processing of sold products	Not relevant as Contour does not sell any intermediary goods	-	-
Scp. 3, Cat. 11	CO2-eq emissions from use of sold products	Based on quantity of sold products, assumptions of lifetime and average power consumption	Overview of products sold, by name, categories, and quantity, and to which country	IEA: Emission factors (2023 version)
Scp. 3, Cat. 12	CO2-eq emissions from end-of-life treatment of sold products	Activity based on total weight of products sold, combined with waste disposal of WEEE products emission factor.	Overview of products sold by name, categories, and quantity.	DEFRA, Greenhouse gas reporting: conversion factors 2024
Scp. 3, Cat. 13	CO2-eq emissions from downstream leased assets	Contour does not lease out assets	-	-
Scp. 3, Cat. 14	CO2-eq emissions from franchises	Not relevant as Contour has no franchises	-	-
Scp. 3, Cat. 15	CO2-eq emissions from investments	Not relevant given Contour's business model	-	-