



Kensulting AB

Sustainability Report

2025

Developed by  **FORMAT GREEN**

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Executive summary

CEO's Statement



As the CEO of Kensulting AB, I am pleased to present our first Sustainability Report for 2025. It reflects the actions we've taken as a company to work more consciously with sustainability in our daily operations.

Kensulting is based in Sweden and operates within the Financial and Insurance Activities sector (NACE 64.99). We believe that every company, no matter its size or the industry it operates in, has a role to play in contributing to a more sustainable society. We aim to act responsibly and transparently, both in the services we deliver and in how we run our business.

In 2025, we laid the groundwork for our sustainability journey, with a focus on practical improvements in energy and water use, as well as strengthening our internal policies on ethics and responsible business conduct.

This report is a reflection of where we stand today, and it forms the basis for our future improvements. We look forward to building on this work year by year.

– Ken Åström, March 13th, 2026

This report has been reviewed and approved by Ken Åström, CEO of Kensulting AB. Responsibility for driving progress in this area rests with Ken Åström.

Executive summary

Key Sustainability Highlights

- This is the company's first sustainability report, marking the start of its journey toward greater transparency and accountability, following the VSME Standard (Basic Module + Comprehensive Module).
- Established measurable KPIs across all relevant ESG topics and defined targeted measures to support continuous improvement over time.
- Established and implemented a formal Code of Conduct for our company.
- Formalised policies on climate mitigation, water and social areas such as employee training, which are embedded within our Sustainability Policy.

Overview of ESG Strategy

Kensulting's sustainability strategy is built around commitments and principles that reflect our company values and ethical foundation. We use the Basic Module + Comprehensive Module of the VSME Standard to guide our reporting, aligned with applicable EU frameworks.

Our ESG strategy is designed to:

- Address key risks and opportunities identified through our operations, both within our office and across client and supplier relationships.
- Focus on continuous improvement in the areas of governance, employee well-being, and environmental efficiency.
- Embed sustainability across the entire company.
- This report forms part of our approach to sustainability and is intended to foster long-term stakeholder trust and regulatory alignment.

About the Sustainability Report



Purpose and Scope

This Sustainability Report presents the environmental, social, and governance (ESG) performance of Kensulting for the reporting period covering 2025. This report is performed on an individual basis. It is intended to provide stakeholders, clients, employees, and regulators with transparent and structured insights into our sustainability practices, impacts, and objectives. The scope of the report covers all operations conducted by Kensulting.

In a time of growing regulatory and societal expectations, we see sustainability not only as a compliance matter but as a strategic priority. Through this report, we aim to make our actions visible and understandable to all relevant stakeholders. It marks an important milestone in our journey towards integrated sustainability and accountability.

Reporting Standards (VSME Standard, SDGs, UNGC, ILO, GHG Protocol)

This report prepared in accordance with the Voluntary Sustainability Reporting Standard for SMEs (VSME) published by EFRAG, under the Basic Module + Comprehensive Module, which provides a structured framework tailored to the needs of micro, small and medium-sized enterprises in the EU. In addition, the report references and complements the following standards and guidelines:

- The UN Sustainable Development Goals (SDGs) as a strategic reference point for contributions to broader societal and environmental objectives.
- The UN Global Compact and ILO Core Conventions as guiding principles for responsible business conduct and labour rights.
- The Greenhouse Gas Protocol (GHG Protocol) for greenhouse gas accounting.

This combination of standards ensures a robust and future-aligned reporting structure that prepares Kensulting for evolving EU disclosure requirements and stakeholder expectations.



About the Sustainability Report



Data Collection Methods (prepared with Format Green)

Environmental data (such as energy, water use, and fuel consumption) was supplied by Kensulting to Format Green using the utility data sheet. Social and governance data (such as workforce metrics and business conduct and governance practices) was collected through the Format Green survey, supported by additional documentation provided by Kensulting.

Format Green performed the calculations and quality checks for the reported metrics using internationally recognised conversion factors and classification systems. Greenhouse gas emissions are calculated in line with the GHG Protocol, using emission factors from reliable sources (e.g., governmental bodies, research institutes, and supplier data where available). Where relevant, classifications and definitions are aligned with recognised references (e.g., hazardous vs. non-hazardous waste categories and other standardised reporting classifications).

Kensulting defined and selected its own targets, current actions, and future initiatives, which are presented in this report alongside the disclosed performance data.

Omitted Disclosures

Where a VSME disclosure is not applicable or where data is not available, this is explained in the annex titled “VSME Disclosures and Omission Justifications”, including the disclosure reference, reason for omission, and page references.

This ensures full transparency about the scope and boundaries of this sustainability report and allows stakeholders to assess the relevance of omitted content based on verifiable criteria.

Company overview

Structure, Operations and Key Figures

Kensulting was founded in 2014 and operates exclusively in Sweden. Our office is located in Malmö. The company is registered as a private limited liability company under organisation number 556974-4047. According to the EU definition of small and medium-sized enterprises (SMEs), Kensulting is classified as a Small enterprise.

In 2025, we reported a net turnover of € 1 453 903, and a balance sheet total of € 462 921, reflecting a stable financial foundation for continued operations. Our financial data has been converted to euro, based on the average currency conversion rate for the reporting year, as established by European Central Bank exchange rates. For 2025, the exchange rate used for the financial data in this report is 1 EUR = 11,0647 SEK.

Sustainability efforts are overseen by Kevin Åström who is responsible for setting goals and implementing actions.

2014

Foundation year

2025

First year of sustainability reporting

15

Number of employees

462 921

Balance sheet total (EUR)

1 453 903

Net turnover (EUR)

1 453 903

Revenue (EUR)

1

Location in Sweden

Company size
Small Enterprise



Company overview

Company sites

Sites	Address	Postal Code	City	Country	Coordinates (geolocation)
Head office	Arenagatan 20	21 533	Malmö	Sweden	55.561863493115744, 12.977292307380173

Company overview

Business model

A company's business model defines how it creates value; economically, socially, and environmentally. Understanding the structure of operations, value creation, and stakeholder relationships is essential for identifying sustainability risks and opportunities. It also clarifies where in the value chain sustainability actions are most impactful.

The information below outlines the key components of Kensulting's business model as of 2025:



Products and Services

Kensulting provides accounting and financial services to businesses in Sweden. The company supports clients with ongoing accounting work and financial administration, delivered through digital tools and online platforms to enable efficient collaboration and reporting.



Key Suppliers

Kensulting relies on key operational suppliers such as accounting software providers (e.g., Fortnox), its premises/landlord, and leasing and financing partners (e.g., DNB Finans). These suppliers support day-to-day operations and enable reliable service delivery.



Key Customers

Kensulting provides services to small and medium-sized companies, as well as organisations and associations, primarily in Sweden. The focus is on supporting customers that need structured, dependable accounting support and clear financial administration.



Sales and Delivery Channels

Kensulting sells and delivers its services primarily through online platforms and digital channels. Client collaboration, document sharing, and ongoing delivery are handled digitally, allowing for smooth communication and an efficient workflow.



Company overview

Practices, policies and future initiatives

We began formalising our sustainability work during 2025, establishing the foundation for long-term integration of ESG principles across the organisation. This first year has focused on implementing baseline practices and adopting policies that reflect our ambition to align with the VSME Standard. This part of the sustainability report gives a comprehensive overview of Kensulting's current practices, formalised policies, and any forward-looking initiatives that support the transition to a more sustainable economy.

Policies set expectations, practices translate them into daily routines, and future initiatives capture planned improvements. This section gives a one-page view of where Kensulting stands today. This overview shows which topics have formal policies, which are supported by current practices, and where improvements are planned in the form of future initiatives.

Detailed targets, disclosures, and the related measures for each topic are presented in the dedicated topic slides later in this report. The overview table on the next page summarizes policy status, practices in place, planned initiatives, public availability, and whether a policy is linked to targets. These elements are also outlined in detail in our Sustainability Policy.

Policies

These are the policies that Kensulting currently has in place for its workforce:

- Sustainability Policy
- Code of Conduct

Operational framework

Our practices, policies and future initiatives will continuously be evaluated, updated, and scaled as the business grows, as part of our annual sustainability reporting and improvement cycle.

Company overview

Practices, policies and future initiatives

Topic	Policy in place	Practices in place	Future initiative planned	Publicly available	Policy linked to targets
Climate Change	Yes	Yes	Yes	Yes, in our Sustainability Policy	Yes
Pollution	-	-	-	-	-
Water and Marine Resources	Yes	Yes	Yes	Yes, in our Sustainability Policy	Yes
Biodiversity and Ecosystems	-	-	-	-	-
Circular Economy	-	-	-	-	-
Own Workforce	Yes	Yes	Yes	Yes, in our Sustainability Policy and in the Code of Conduct	Yes
Workers in the Value Chain	-	-	-	-	-
Affected Communities	-	-	-	-	-
Consumers and End-Users	-	-	-	-	-
Business Conduct	Yes	Yes	Yes	Yes, in our Sustainability Policy and in the Code of Conduct	Yes

Company overview

Practices, policies and future initiatives

Code of Conduct or Human Rights Policy:



In place

Complaints-handling mechanism:



Planned

Topic	Policy in place	Publicly available
Child Labour	Yes	Yes, in our Code of Conduct
Forced Labour	Yes	Yes, in our Code of Conduct
Human Trafficking	Yes	Yes, in our Code of Conduct
Discrimination	Yes	Yes, in our Code of Conduct
Accident Prevention	Yes	Yes, in our Code of Conduct

Chapter One

ESG Topic – Environment



ESG topic – Environment

Introduction to Chapter One: Environment

Environmental responsibility is a central pillar of Kensulting’s sustainability strategy. As part of this strategy, we track, manage, and report on key environmental impacts linked to our operations. Our environmental efforts are guided by our responsibility to reduce impacts and our ambition to contribute to a climate-resilient and resource-efficient economy.

This chapter includes the following environmental topics:

- Energy and Greenhouse Gas Emissions
- Water and Marine Resources

Each section presents relevant indicators, practices, and targets for the future. Where applicable, additional details are available in our annex.



Energy and Greenhouse Gas Emissions

This section covers energy consumption and GHG emissions across Scopes 1 and 2, as well as related reduction targets and transition planning.



Water and Marine Resources

We describe our approach to tracking and managing water use, including consumption intensity and site-specific withdrawal.

Energy and greenhouse gas emissions

Estimated gross GHG emissions – Reporting and targets

The table presents Kensulting's estimated gross greenhouse gas (GHG) emissions in tonnes of CO₂ equivalent (tCO₂e), calculated in accordance with the GHG Protocol Corporate Standard.

It includes Scope 1 emissions from owned or controlled sources (such as mobile combustion, fugitive emissions, and stationary combustion) of which we had none, as well as location-based and market-based Scope 2 emissions from the consumption of purchased energy (electricity, heating and cooling).

Scope 3 emissions are not yet included. As we are at an early stage of our sustainability journey, Kensulting is currently focusing on establishing reliable data collection and reporting processes for Scopes 1 and 2 before expanding to Scope 3 in future reporting cycles.

GHG Emissions and Targets

Scope	2025 emissions (tCO ₂ e)	Share of Total	Target (Absolute) (tCO ₂ e)	Target (Percentual reduction)	Target Year
Scope 1	0	0%	-	-	-
Scope 2 Location-based	3,74	100%	3,55	5%	2030
Scope 2 Market-based	6,72	100%	6,38	5%	2030
Scope 3	Not yet calculated		Not yet targeted		-

13 CLIMATE ACTION



Kensulting's contribution
Through carbon accounting of our Scope 1 and 2 emissions, and setting appropriate reduction targets, we contribute to UN Sustainable Development Goal number 13.

Absolute target 2030

Reduce gross Scope 1 and 2 emissions by **5%** by 2030, compared to the baseline year

Absolute target 2050

Reduce gross Scope 1 and 2 emissions by **25%** by 2050, compared to the baseline year

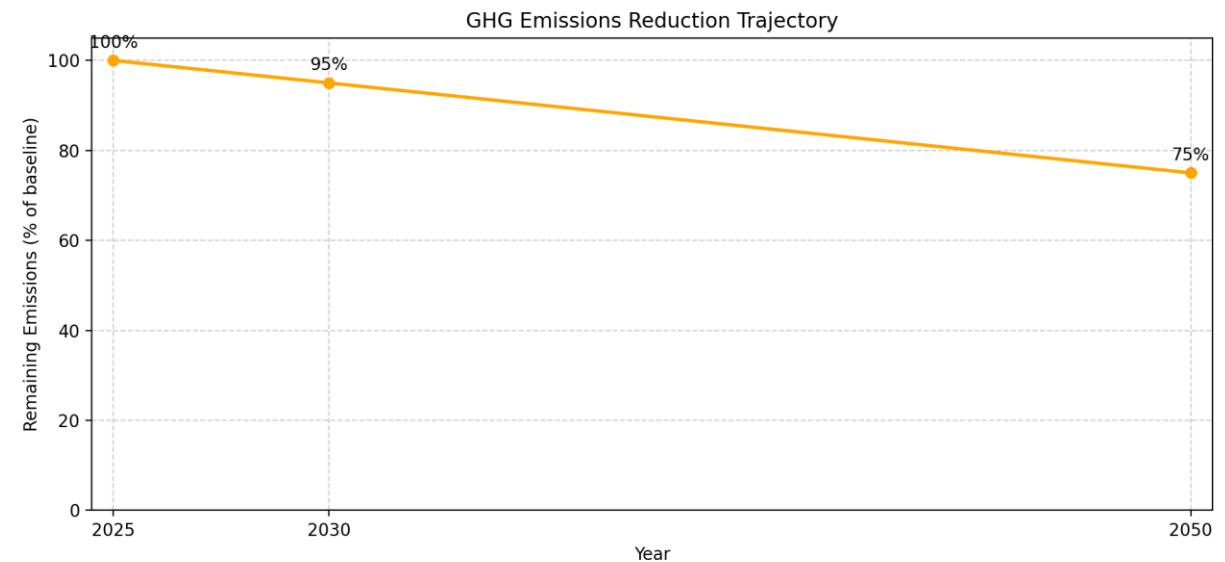
Energy and greenhouse gas emissions

GHG intensity – Reporting and targets

GHG intensity is a key metric for evaluating our energy efficiency relative to company output. We report GHG intensity as gross GHG emissions divided by our turnover (in Euro). This is meant to give a fair representation of our emissions compared to the size of our operations, even as the company changes in size.

In 2025, our GHG intensity (based on Scope 1 and Location-based Scope 2) was estimated at 2,57 kg CO₂e per EUR of turnover (0.00257 tCO₂e per EUR).

This metric will be used as a baseline to assess progress in reducing GHG intensity in future years.



13 CLIMATE ACTION



Kensulting's contribution
Through carbon accounting of our Scope 1 and 2 emissions, and setting appropriate reduction targets, we contribute to UN Sustainable Development Goal number 13.

Transition plan

We will adopt a transition plan for climate change mitigation in 2026.

Energy and greenhouse gas emissions

Reduction of gross GHG Emissions – Measures

To begin reducing our greenhouse gas emissions, and as our first attempt towards reaching our GHG emissions targets, we have adopted a set of practical measures. These actions mark the starting point of our structured approach to emissions management and contribute to UN Sustainable Development Goal 13 – Climate Action.

We have also identified additional initiatives to be implemented over time. The table to the right summarizes our current practices and planned future initiatives.

Current practices

Using digital tools and platforms to reduce unnecessary travel and printing.

Encouraging low-emission commuting by allowing remote work and promoting walking, cycling, or public transportation.

Future initiatives

Introducing internal policies for low-emission business travel.

13 CLIMATE ACTION



Kensulting's contribution
By expanding carbon accounting to include indirect emissions, we contribute to UN Sustainable Development Goal number 13.

Energy and greenhouse gas emissions

Energy consumption – Reporting and targets

Annual reduction target

Reduce energy use by
1% annually

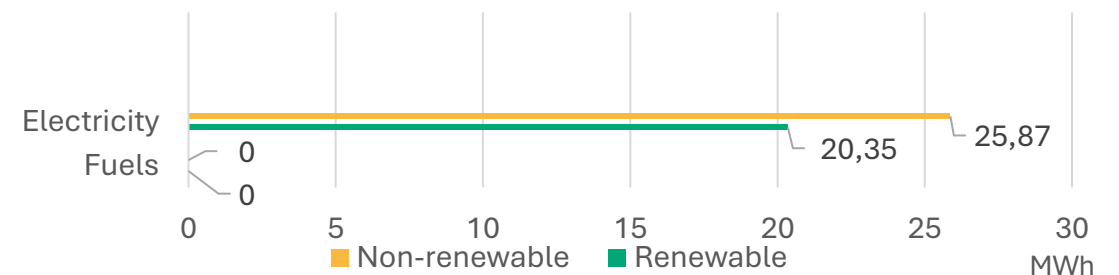
Fossil-free target

All purchased electricity will come from
fossil-free sources by 2030

Energy Consumption Overview (MWh)

Source Type:	Renewable (MWh)	Non-renewable (MWh)	Total (MWh)
Electricity	20,35	25,87	46,22
Fuels	0	0	0
Total Energy Consumption	20,35	25,87	46,22
Energy intensity	14 MWh / € million	17,79 MWh / € million	31,79 MWh / € million

Energy mix



Energy and greenhouse gas emissions

Energy consumption – Measures

Kensulting tracks energy consumption associated with its day-to-day operations, focusing mainly on electricity use and, where relevant, on fuels. In 2025, total energy consumption was estimated at 46,22 MWh, based on available utility bills.

In 2025, 44,04% of total energy consumption was fossil-free. Electricity accounts for the largest share of consumption, offering a clear starting point for identifying efficiency opportunities and increasing the share of renewable energy sources.

To begin improving energy performance, we have adopted a set of practical measures. These actions mark the starting point of our structured approach to energy management and contribute to UN Sustainable Development Goal 7 – Affordable and Clean Energy.

We have also identified additional initiatives to be implemented over time. The table to the right summarizes our current practices and planned future initiatives.

7 AFFORDABLE AND
CLEAN ENERGY



Kensulting's contribution
By committing to the reduction of overall energy consumption and reducing the share of non-renewable energy, we contribute to UN Sustainable Development Goal number 7.

Current practices

Encouraging staff to turn off lights, computers, and other equipment when not in use.

Using LED lighting in all our premises.

Future initiatives

Evaluating energy efficiency when procuring new equipment and appliances.

Water and Marine Resources

Water Withdrawal Reporting – Public Water Supply Network

Water is a critical natural resource that supports not only human well-being but also ecosystems and biodiversity. As climate change increases the risk of drought, flooding, and regional water scarcity, responsible water use is becoming essential for both environmental and business resilience.

The company only withdraws water from the public water network and discharges it into the sewer. While Kensulting does not operate in a water-intensive industry, we recognise the importance of managing water sustainably, especially in areas where availability is limited. In 2025, we tracked water use based on metered utility data and available estimates.

Reporting includes:

- Total Water Withdrawal (m³): All water drawn into company operations, including tap water, well water, or externally supplied sources.
- Water Withdrawal Intensity (m³/€): Calculated by dividing total withdrawal by turnover to track efficiency.

None of Kensulting’s sites are located in areas of water stress, and no separate disclosure is therefore required for this indicator. Water-stress was assessed for all company sites by using the World Resources Institute’s Aqueduct tool.

The landlord could not provide water utility bills or metering data specifically for Kensulting. Therefore, Kensulting chose to estimate annual water withdrawal based on the average number of on-site employees. A standard value for offices of 4 m³ per on-site employee per year has been used here.

Water Use Summary – 2025

Indicator	Value (m ³)
Total Water Withdrawal	44 m ³
Water Withdrawal Intensity	30,26 m ³ per €1 million of turnover

6 CLEAN WATER AND SANITATION



Kensulting’s contribution
By working to reduce water consumption in its operations, we contribute to UN Sustainable Development Goal number 6.

High stress 40-80%:
0 sites

Extremely high stress >80%:
0 sites

Water and Marine Resources

Water Use – Targets

To reduce water use, Kensulting monitors key indicators and has established measurable targets for withdrawal and consumption.

These targets guide local actions, promote efficient water management, and support the responsible use of resources across operations and the value chain.

Total water withdrawal:

Reduce total water withdrawal by 5% by 2030 compared to 2025.

6 CLEAN WATER
AND SANITATION



Kensulting's contribution
By working to reduce water consumption in its operations, we contribute to UN Sustainable Development Goal number 6.

A modern glass-walled building interior with people walking, used as a background for the title. The scene is brightly lit with natural light streaming in from the large windows, creating a high-contrast, slightly blurred effect. The floor is a light, reflective surface. The overall atmosphere is professional and dynamic.

Chapter Two

ESG Topic – Social

ESG topic - Social

Introduction to Chapter Two: Social

At Kensulting, we view our employees as a key driver of long-term success and organizational resilience. Our workforce strategy focuses on diversity, employee well-being, and continuous development, while ensuring fair employment conditions and a safe, inclusive, and supportive working environment.

This chapter provides a structured overview of our workforce as of 31 December 2025. It covers general workforce characteristics, employee well-being, occupational health and safety, remuneration practices, training, and collective bargaining rights. These topics are reflected in our Code of Conduct, which sets expectations for ethical, fair, and respectful behaviour across the entire organisation.

These indicators help us:

- Monitor workforce trends and turnover
- Assess gender balance and diversity in employment
- Ensure legal compliance and alignment with international labour standards
- Evaluate our progress toward internal social performance goals



Workforce – General Characteristics

This section covers workforce structure, diversity, contract types, and employment locations, providing a foundation for fair work practices and strategic workforce planning.



Working Conditions

This section covers employee health and occupational safety: how incidents are recorded and investigated, the measures taken to prevent harm, and initiatives that support well-being.



Equal Treatment and Opportunities for All

This section covers minimum-wage compliance, the female–male pay gap, training hours, and collective-bargaining coverage, alongside actions that foster inclusion and skills development.



Human Rights

This section sets out policies and processes for respecting human rights, including the Code of Conduct, grievance mechanisms, and (where relevant) disclosure of severe human-rights incidents and how they are addressed.

ESG topic - Social

Our commitment to labour standards:

Kensulting adheres to national employment laws and recognises internationally accepted labour standards, including the core conventions of the International Labour Organization (ILO).

ILO Core Labour Standards

Freedom of association and the right to collective bargaining

Abolition of child labour

Elimination of discrimination in employment

Elimination of forced and compulsory labour

Workforce – General characteristics

General company characteristics – Reporting

A clear overview of the workforce structure supports transparency, fair employment practices, and informed planning. Kensulting monitors the composition of its workforce to assess stability, diversity, and geographic distribution.

We report the following workforce metrics as of 31 December 2025. At this point in time, the company consists of 15 employees in total. All employees have a permanent contract.

Our company is based in Sweden. Our office is located in Malmö, and we currently do not own or operate any other sites besides this office.

Headcount

15

Type of employment contract

(permanent or temporary)

Permanent

100%

Temporary

0%

Country of employment

Our workforce is based in Sweden.



8 DECENT WORK AND ECONOMIC GROWTH



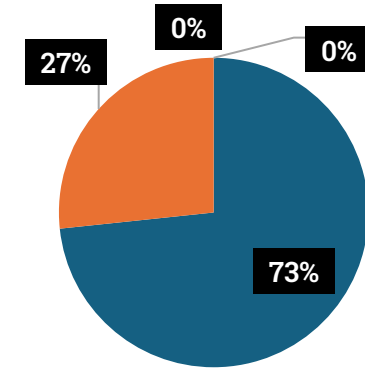
Kensulting's contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

Workforce – General characteristics

General company characteristics – Gender ratio

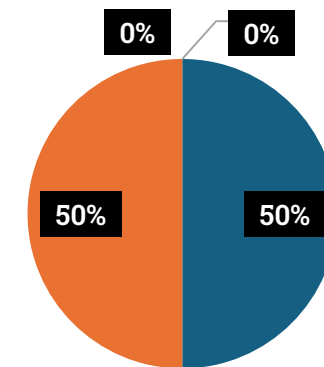
Reporting on the gender balance in our workforce is important for understanding how inclusive and equitable our organisation is. Gender ratio indicators help us identify potential barriers to equal opportunities, monitor representation over time, and assess whether our recruitment, promotion and pay practices support diversity. By tracking these figures, Kensulting can set clearer objectives for inclusion and take targeted action where imbalances exist.

Gender ratio at Kensulting 2025



■ Female ■ Male ■ Other ■ Not reported

Gender ratio in the board 2025



■ Female ■ Male ■ Other ■ Not reported

5 GENDER EQUALITY



Kensulting's contribution



By tracking and improving gender balance across all levels of the organisation, we contribute to UN Sustainable Development Goal number 5.

Working Conditions

Working Conditions - Reporting

A safe and healthy working environment is essential for employee well-being and operational stability. Kensulting is committed to maintaining high health and safety standards not only for employees, but also for customers, contractors, and other stakeholders in our value chain. We report on work-related incidents, injuries, and fatalities to identify risks, improve our routines, and promote a culture of prevention and care.

Lost Time Injury Rate (LTIR) refers to the number of work-related injuries resulting in time off, per one million hours worked. It is a key indicator of workplace safety performance. An LTIR of 0 means that no injuries occurred during the reporting period that caused employees to miss work.

3 GOOD HEALTH AND WELL-BEING 	Kensulting's contribution By improving working conditions and promoting employee well-being, we contribute to UN Sustainable Development Goal number 3.
8 DECENT WORK AND ECONOMIC GROWTH 	Kensulting's contribution By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.



Working Conditions

Working Conditions - Targets

As part of our social commitments, Kensulting has set measurable targets to strengthen safety, integrity, and employee feedback and participation. The commitments listed here cover core expectations on zero harm and the Code of Conduct, and, where relevant, we mean to extend to collective bargaining, grievance access, absenteeism, and engagement. We will track progress and review annually.

3 GOOD HEALTH AND WELL-BEING



Kensulting's contribution
By improving working conditions and promoting employee well-being, we contribute to UN Sustainable Development Goal number 3.

8 DECENT WORK AND ECONOMIC GROWTH



Kensulting's contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

Zero injury target:

Zero workplace fatalities and serious injuries annually.

Code of Conduct:

Ensure all employees and contractors are covered by the Code of Conduct.

CoC training:

Train all staff on the Code of Conduct at onboarding.


Working Conditions

Working Conditions - Measures

To begin improving working conditions, we have adopted a set of practical measures focused on preventing injuries, strengthening safety culture, and ensuring respectful conduct with meaningful employee participation. These actions mark the starting point of our structured approach to occupational health and safety and contribute to UN SDG 8 – Decent Work and Economic Growth and SDG 3 – Good Health and Well-being.

We have also identified additional initiatives to be implemented progressively. The table to the right summarizes our current practices and planned future initiatives.

3 GOOD HEALTH AND WELL-BEING



Kensulting's contribution
By improving working conditions and promoting employee well-being, we contribute to UN Sustainable Development Goal number 3.

8 DECENT WORK AND ECONOMIC GROWTH



Kensulting's contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

Current practices

Issuing written employment agreements to all staff, specifying terms of employment, compensation, and working hours.

Ensuring equal treatment regardless of contract type (e.g., permanent, temporary, part-time).

Future initiatives

Offering a wellness allowance to promote physical and mental well-being among employees.

Equal Treatment and Opportunities for All

Equal Treatment and Opportunities for All - Reporting

Equal pay, access to development, and inclusion are central to a fair workplace. Kensulting commits to complying with minimum-wage requirements, keeping pay practices simple and transparent.

We support role-relevant learning and aim to provide opportunities proportionate to our size and resources. To monitor access, we track average annual training hours per employee, by gender. We also promote a respectful, inclusive environment, with clear guidance on anti-harassment and reasonable workplace adjustments where feasible, in accordance with our Code of Conduct.

4 QUALITY EDUCATION



Kensulting's contribution
By providing fair access to training, upskilling, and lifelong learning, we contribute to UN Sustainable Development Goal number 4.

8 DECENT WORK AND ECONOMIC GROWTH



Kensulting's contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

Minimum wage compliance

We confirm that all employees are paid at or above the legal minimum wage.

Training hours - male employees 2025

4 hours

Training hours - female employees 2025

4 hours

Equal Treatment and Opportunities for All

Equal Treatment and Opportunities for All - Targets

As part of our social commitments, Kensulting has set measurable targets to advance fair pay, equal opportunity, and inclusion, where appropriate for our operations. The commitments listed here cover core expectations on minimum-wage compliance, monitoring and addressing pay disparities (where applicable), and ensuring access to role-relevant training for all employees.

4
QUALITY
EDUCATION



Kensulting's contribution
By providing fair access to training, upskilling, and lifelong learning, we contribute to UN Sustainable Development Goal number 4.

8
DECENT WORK AND
ECONOMIC GROWTH



Kensulting's contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

Employee training target:

Provide 8 hours of training per employee annually.

Training opportunities target:

Ensure that all employees have access to at least one training opportunity per year, starting next year.

Equal Treatment and Opportunities for All

Equal Treatment and Opportunities for All - Measures

As part of our social commitments, Kensulting sets measurable targets to advance fair pay, equal opportunity, and inclusion. The commitments listed here cover minimum-wage compliance, monitoring and addressing the female-male pay gap (where applicable), access to role-relevant training for all employees, and the availability of confidential, non-retaliatory reporting channels to support anti-harassment and equal treatment.

4 QUALITY EDUCATION



Kensulting's contribution
By providing fair access to training, upskilling, and lifelong learning, we contribute to UN Sustainable Development Goal number 4.

8 DECENT WORK AND ECONOMIC GROWTH



Kensulting's contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

Current practices

Communicating clear anti-harassment and anti-discrimination policies to all staff.

Ensuring job ads and recruitment processes are inclusive and free from bias.

Conducting annual performance and development reviews with all employees and ensuring access to relevant training.

Future initiatives

Setting up a confidential reporting channel for discrimination and harassment.

Human Rights

Human Rights Incidents – Reporting

Respect for human rights is fundamental to Kensulting's values and business conduct. We are committed to respecting the dignity and rights of every person connected to our business.

We work to prevent child and forced labour, discrimination, harassment, and privacy breaches, and we expect the same standards from everyone who works with us. To put this into practice, we maintain clear policies (including a Code of Conduct) with simple procedures people can follow.

8 DECENT WORK AND ECONOMIC GROWTH



Kensulting's contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Kensulting's contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 16.

Responsibilities are assigned, incidents are logged and reviewed, and lessons are built into training and day-to-day management.

Human rights risks can occur both within the company and beyond it. By reporting confirmed incidents in our value chain or communities, Kensulting recognises its broader responsibility to prevent and address harm linked to suppliers, contractors, and business partners. This approach helps ensure that ethical standards are upheld across the full scope of our influence.



In 2025, Kensulting identified no confirmed human-rights incidents in the value chain or local community.

Human Rights

Kensulting's Code of Conduct

Kensulting's Code of Conduct sets out the ethical principles and expected behaviours that guide our day-to-day decisions. It applies to all employees and serves as a practical tool for promoting respect for human rights, fair working conditions and responsible business practices in everything we do.

8 DECENT WORK AND ECONOMIC GROWTH



Kensulting's contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Kensulting's contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 16.

We have a Code of Conduct in place for our own workforce. This Code covers the following topics:

Core values

Responsibility and Compliance

Responsibility for the Environment

Human Rights, Diversity, and Equal Opportunity

Fair Working Conditions, Accident Prevention, and Safety

Forced Labour, Child Labour and Human Trafficking

Community Engagement

Business Ethics, Conflicts of Interest, and Fair Competition

Anti-Corruption and Public Sector Integrity

Anti-Money Laundering

Data Privacy and GDPR

Human Rights

Human Rights - Targets

As part of our social commitments, Kensulting has set measurable targets to safeguard people's rights across our workforce and business relationships. The commitments listed here establish core expectations on zero tolerance for severe labour abuses and ethical conduct and, where relevant, extend to staff awareness and training, supplier due-diligence, privacy protections, and confidential, non-retaliatory grievance channels. Progress is tracked and reviewed annually.

8 DECENT WORK AND ECONOMIC GROWTH



Kensulting's contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Kensulting's contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 16.

Zero incidents target:

Maintain zero confirmed incidents of child labour, forced labour, or human trafficking.

Data privacy processes:

Implement and maintain data privacy protocols for all employees by 2026.

Human Rights

Human rights - Measures

To strengthen our human-rights practices, we have adopted a set of measures focused on safeguarding our employees and promoting ethical conduct. These actions mark the starting point of our structured approach to respecting rights in the workplace and contribute to UN SDG 8 – Decent Work and Economic Growth, and UN SDG 16 – Peace, Justice and Strong Institutions.

We have also identified additional initiatives to be implemented progressively. The table to the right summarizes our current practices and planned future initiatives.

8 DECENT WORK AND ECONOMIC GROWTH



Kensulting's contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Kensulting's contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 16.

Current practices

Prohibiting child and forced labour and ensuring voluntary employment terms through policy, procurement, and contracts.

Future initiatives

Including privacy and data protection awareness in onboarding and annual training.

Handling employee data in line with GDPR and restricting access to authorised personnel.

Chapter Three

ESG Topic – Governance



ESG topic – Governance



Introduction to Chapter Three: Governance

Strong governance underpins transparency, accountability, and sound decision-making. At Kensulting, governance practices form the foundation for responsible decision-making, risk management, and sustainability integration.

This chapter outlines how expectations are set and enforced: the policy prohibiting bribery and improper advantages; roles and oversight; controls on gifts, hospitality and conflicts of interest; third-party due diligence; training and attestations; confidential, non-retaliatory reporting channels; and how concerns are investigated and addressed.

This chapter includes the following governance topic:

- Corruption and Bribery



Corruption and Bribery

This section provides insight into the company's financial health, material economic risks and opportunities, and any relevant compliance or anti-corruption measures.

Corruption and Bribery



Corruption and Bribery – Reporting

This section addresses legal and ethical risks that can affect the company's financial standing and stakeholder trust. It includes disclosures on anti-corruption measures, any legal violations or fines, and revenue exposure to activities that may be excluded from EU sustainability benchmarks. Together, these elements reflect the company's commitment to compliance, transparency, and long-term resilience.

In 2025, Kensulting recorded 0 convictions or regulatory fines.

No convictions or fines were recorded during the reporting period.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Kensulting's contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 16.

Kensulting does **not** operate in any of the sectors for which revenue disclosure is required, including controversial weapons, tobacco, fossil fuels, or the manufacture of pesticides and other agrochemical products. The company has **no related revenues to report.**

Kensulting does not operate in sectors excluded from EU benchmarks as defined in Article 12.1 and 12.2 of Commission Delegated Regulation (EU) 2020/1818. The company **derives no (significant) revenues** from coal, oil, gas, or high-emission electricity generation above the defined thresholds.

Corruption and Bribery



Corruption and Bribery – Targets

As part of our governance commitments, Kensulting has set measurable targets to prevent bribery and corruption across our operations and third-party relationships. The commitments listed here establish a zero-tolerance baseline for improper payments or advantages and, where relevant, extend to staff training and annual attestations, controls on gifts, hospitality and conflicts of interest, risk-based due diligence of suppliers and intermediaries, confidential, non-retaliatory reporting channels, and timely investigation and remediation of concerns. Progress is monitored and reviewed annually. More details are described in our Code of Conduct

Zero incidents target:

Achieve and maintain zero confirmed incidents of corruption, bribery or facilitation payments.

Anti-corruption clauses in contracts:

Include anti-corruption clauses in all new supplier and partner contracts by 2028.

Corruption and Bribery



Corruption and Bribery – Measures

Protecting integrity is built into how we work every day. Our approach emphasises prevention, awareness, and accountability so that decisions are made free from improper influence and concerns are handled promptly and fairly. Measures are proportionate to our risk profile and reviewed on a defined cycle to ensure they remain effective. The table to the right provides a concise view of what is in place today and the improvements we plan to implement next. Together, these efforts support UN SDG 16 – Peace, Justice and Strong Institutions.

Current practices

Maintaining a Code of Conduct prohibiting corruption, bribery, facilitation payments, and undisclosed conflicts of interest.

Future initiatives

Maintaining clear procedures for reporting suspected misconduct or unethical behaviour.



Kensulting’s contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 16.

VSME Disclosures and Omission Justifications (Page 1/3)

VSME disclosure	Description	Page	Justification for omission	References
Basic module - General information				
B1 - Basis for preparation				
B1-24	Basic or comprehensive module	4	-	
B1-24	Omitted disclosures	43-45	-	
B1-24	Individual or consolidated report	5	-	
B1-24	Company sites	8	-	
B1-24	Legal form	7	-	
B1-24	NACE sector classification code(s)	7	-	
B1-24	Balance sheet	7	-	
B1-24	Turnover	7	-	
B1-24	Number of employees	7	-	
B1-25	Sustainability certifications	-	No sustainability certifications or labels to report.	
B2 - Practices, policies and future initiatives for transitioning towards a more sustainable economy				
B2-26	Implemented policies, practices and future initiatives	10-12	-	
B2-27	Table overview of sustainability issues that are covered	11	-	
B2-28	Complement information in B2 with C2 datapoints	12	-	
Basic Module - Environment metrics				
B3 - Energy and greenhouse gas emissions				
B3-29	Total energy consumption	18-19	-	
B3-30	Estimated GHG emissions for Scope 1 and Scope 2	15	-	
B3-31	GHG intensity	16	-	
B4 - Pollution of air, water and soil				
B4-32	Pollutant emissions to air, water and soil	-	No identified pollutant emissions from operations.	
B5 - Biodiversity and Ecosystems				
B5-33	Sites in or near a biodiversity sensitive area	-	Operations not located near biodiversity-sensitive areas.	
B5-34	Land-use metrics	-	Land-use data not applicable to company activities.	
B6 - Water				
B6-35	Total water withdrawal	20	-	
B6-36	Water consumption from production processes	-	No production processes requiring water consumption.	

VSME Disclosures and Omission Justifications (Page 2/3)

B7 - Resource use, circular economy and waste management			
B7-37	Circular economy principles	-	No circularity initiatives implemented to date.
B7-38	Waste generation and waste diversion	-	No waste data collected or available for the reporting year.
B7-38	Mass-flow	-	Mass-flow indicators not applicable to operations.
Basic Module - Social metrics			
B8 - Workforce - General characteristics			
B8-39	Type of employment contracts	26	-
B8-39	Gender distribution	27	-
B8-39	Country of employment contract	26	-
B8-40	Employee turnover rate	-	Company has fewer than 50 employees; disclosure not required.
B9 - Workforce - Health and safety			
B9-41	Work-related accidents	28	-
B9-42	Work-related fatalities due to injuries and ill health	28	-
B10 - Workforce – Remuneration, collective bargaining and training			
B10-42	Minimum wage compliance	31	-
B10-42	Gender pay gap	-	Company has fewer than 150 employees; disclosure not required.
B10-42	Collective bargaining coverage	28	-
B10-42	Annual training hours broken down by gender	31	-
Basic Module - Governance metrics			
B11 - Convictions and fines for corruption and bribery			
B11-43	Total convictions and fines	40	-
Comprehensive module - General information			
C1 - Strategy: Business Model and Sustainability – Related Initiatives			
C1-47	Products and services	9	-
C1-47	Markets	9	-
C1-47	Business relationships	9	-
C1-47	Strategy elements related to sustainability	-	No formal strategy elements related to sustainability defined.
C2 - Description of practices, policies and future initiatives for transitioning towards a more sustainable economy			
C2-48	Description complementing information from B2	-	Descriptions of practices, policies and future initiatives can all be found under each ESG topic in this report, and in our Sustainability Policy (available on our website).
C2-49	Most senior level responsible for sustainability measures implementation	3	-

VSME Disclosures and Omission Justifications (Page 3/3)

Comprehensive module - Environmental metrics			
C3 - GHG reduction targets and climate transition			
C3-54	GHG reduction targets	16	-
C3-55	Transition plan description	-	No transition plan developed or disclosed yet.
C3-56	Transition plan adoption	16	-
C4 - Climate risks			
C4-57	Hazards and transition events	-	No climate risk assessment performed yet.
C4-57	Exposure and sensitivity	-	No climate risk assessment performed yet.
C4-57	Time horizons	-	No climate risk assessment performed yet.
C4-57	Climate change adaptation actions	-	No climate risk assessment performed yet.
C4-58	Adverse effects for financial performance or business operations	-	No climate risk assessment performed yet.
Comprehensive module - Social metrics			
C5 - Additional (general) workforce characteristics			
C5-59	Gender ratio at management level	-	Company has fewer than 50 employees; disclosure not required.
C5-60	Self-employed and temporary workers	-	None to report.
C6 - Additional own workforce information - Human rights policies and processes			
C6-61	Code of conduct	35	-
C6-61	Topics covered by the code of conduct	35	-
C6-61	Complaints-handling mechanism	12	-
C7 - Severe negative human rights incidents			
C7-62	Confirmed human rights incidents in own workforce	34	-
C7-62	Actions taken to address incidents in own workforce	-	No actions reported because no incidents occurred in own workforce
C7-62	Confirmed human rights incidents in the value chain	34	-
Comprehensive module - Governance metrics			
C8 - Revenues from certain sectors and exclusion from EU reference benchmarks			
C8-63	Revenues disclosure	40	-
C8-64	Exclusion from EU reference benchmarks	40	-
C9 - Gender diversity ratio in the governance body			
C9-65	Gender ratio in governance body	27	-