

# Fire Eater ESG Report 2025

VSME Basic Module aligned

A market-oriented overview of Fire Eater’s environmental, social and governance performance, priorities and data maturity for the 2025 reporting year.

Reporting period: 1 January – 31 December 2025

<b>TOTAL EMISSIONS</b> <b>3,941.2 tCO<sub>2</sub>e</b> Market-based, scope 1–3	<b>SCOPE 3 SHARE</b> <b>94.1%</b> Main footprint driver	<b>EMPLOYEES</b> <b>76 FTE</b> Reporting entity total
<b>TURNOVER</b> <b>DKK 205m</b> Company financial input	<b>MANAGEMENT SYSTEMS</b> <b>ISO 9001</b> <b>ISO 14001</b> <b>ISO 45001</b> Third-party certified	<b>CORRUPTION FINES</b> <b>0</b> Reported convictions/fines in 2025

Prepared using the 2025 Klimakompasset CO<sub>2</sub> inventory, methodology aligned with DI’s Klimaklar concept, and the company’s internal assumptions and working notes. 2025 is treated as a baseline year for continued improvement in data quality, governance maturity and operational impact management.

## Executive summary

2025 marks Fire Eater's first ESG baseline structured with reference to the VSME Basic Module. The report is designed for customers, partners and investors who want a clear view of how the company manages climate impact, workforce matters and governance while continuing to protect people, assets and operations through fire extinguishing solutions.

Fire Eater's environmental profile is dominated by the materials and logistics embedded in its systems rather than by direct site energy use. In the 2025 Klimakompasset calculation set, total greenhouse gas emissions amounted to 3,941.2 tCO<sub>2</sub>e on a market-based basis. Scope 3 accounted for 94.1% of the total. The corresponding location-based total was 3,810.6 tCO<sub>2</sub>e, confirming that the most important reduction levers sit in procurement, supply chain decisions and transport efficiency.

The hotspot picture is clear. Cylinders accounted for 53.2% of the total baseline, while galvanized steel and brass components contributed a further 28.1%. Inbound logistics, technicians' vans, employee commuting estimates and international air-travel estimates were the next-largest contributors. For customers and partners, this matters because Fire Eater's ESG priorities are aligned with delivery reliability and lifecycle performance: better supplier data, stronger material choices, and lower transport intensity will improve both sustainability transparency and commercial resilience.

Fire Eater's governance foundation is supported by ISO-certified management systems, a whistleblower scheme and a clear intention to embed sustainability more systematically into reporting and management. 2025 should be viewed as a baseline year rather than an endpoint. The next reporting cycle will focus on fuller international data coverage, more mature waste and workforce metrics, and the translation of the revised climate baseline into quantified improvement targets.

### 2025 in one view

- The revised climate baseline totals 3,941.2 tCO<sub>2</sub>e on a market-based basis; the corresponding location-based total is 3,810.6 tCO<sub>2</sub>e.
- Purchased goods and services represented 83.0% of total emissions; transport represented 13.0%; energy and processes 4.0%.
- Scope 3 accounted for 94.1% of total emissions, keeping procurement, logistics and supplier data quality at the center of the reduction agenda.

# 1. General information

## 1.1 Company profile and reporting basis (VSME B1)

<b>Reporting approach</b>	VSME Basic Module aligned (Option A: Basic Module as the core framework), supplemented with limited explanatory narrative for external stakeholders.
<b>Reporting boundary</b>	Individual basis for Fire Eater A/S.
<b>Reporting entity</b>	Fire Eater A/S   CVR 59538713   Vølundsvej 17, 3400 Hillerød, Denmark.
<b>Reporting period</b>	1 January 2025 to 31 December 2025.
<b>Primary operations</b>	Main operational base in Hillerød, Denmark. International activities exist, but the 2025 data foundation is most mature for Denmark.
<b>Company size</b>	76 FTE and DKK 205 million in turnover.
<b>Sustainability-related certifications</b>	ISO 9001, ISO 14001 and ISO 45001.
<b>Climate accounting basis</b>	Revised Klimakompasset CO <sub>2</sub> inventory with methodology aligned with DI's Klimaklar concept, supported by internal assumptions and data-collection notes.
<b>Method choices</b>	The revised Klimakompasset result set is presented on a market-based basis, with the corresponding location-based total disclosed for reference; air-travel factors include Radiative Forcing Index (RFI); emission factor year 2024.

Fire Eater develops and delivers fixed fire extinguishing systems and system components. The company's public operating model combines development, production, purchasing, project and sales functions at the Hillerød site, with direct installation and service in Denmark and Norway and certified partners in other markets. This gives Fire Eater a business model in which product quality, supply chain control, logistics and workforce competence are all material ESG topics.

### Important limitations and assumptions

- The underlying climate accounting has been revised since the first draft and should still be read as a baseline-year estimate. International site and activity data remained incomplete at the reporting date and may be missing, estimated or excluded depending on availability.
- Norway energy, water and heat data were requested but not fully available at the time of reporting. Sweden, Ireland and the UK were identified as areas requiring estimates or later data completion. Saudi Arabia is excluded due to limited operational control.
- Scope 3 work focused on the categories and components believed to be most relevant for Fire Eater's footprint. End-of-life treatment of sold products (especially cylinders) remains under assessment and was not quantified in the 2025 main result.
- Some component-level and logistics data are still being refined, including selected packaging, smaller fittings, courier services, own-truck transport and external logistics legs outside current control boundaries.
- Waste, recycling and some workforce datapoints are not yet fully mature for external KPI use, and waste outputs in the revised calculation set remain limited; these areas will be strengthened in the next cycle.

## 1.2 Practices, policies and future initiatives (VSME B2)

Fire Eater's approach in 2025 is practical and management-system driven. Rather than claiming a fully mature ESG programme, the company is using its quality, environmental and occupational health & safety systems as the foundation for stronger sustainability reporting and operational improvement. The emphasis is on progress, transparency and action in the areas that matter most to customers, employees and business partners.

Focus area	Current practices in 2025	Direction of travel
<b>Climate and energy</b>	Klimakompasset baseline completed; ISO 14001 management system; market-based reporting with location-based reference in Klimakompasset; internal energy-saving	Validate the baseline, complete wider site data coverage, improve site-energy monitoring and define reduction priorities based on robust data.

	actions; greener company-car considerations; building-efficiency dialogue with property owners.	
<b>Products and supply chain</b>	Lifecycle footprint work on Fire Eater systems; mapping of principal components such as cylinders, pipes, fittings, packaging and plastics; early focus on local sourcing/filling to reduce transport.	Improve supplier-specific CO <sub>2</sub> data, close gaps on smaller components, and assess end-of-life treatment and broader circularity opportunities.
<b>Own workforce</b>	ISO 45001-certified health & safety framework; incident reporting; employee involvement in improvement ideas; whistleblower mechanism in place.	Reduce incidents, improve workforce KPI granularity, and strengthen externally reportable data on training, remuneration and workforce composition.
<b>Governance and compliance</b>	ISO-based process discipline; board gender diversity present; ESG framework completed for 2025; no corruption/bribery convictions or fines reported.	Make sustainability a regular governance topic, strengthen OECD-aligned due diligence documentation and formalise ESG ownership and follow-up.

#### UN Sustainable Development Goals most relevant to the current programme

Fire Eater's 2025 ESG work is primarily linked to SDG 12 (Responsible Consumption and Production) through environmental management and reporting discipline, and SDG 9 (Industry, Innovation and Infrastructure) through product innovation, resource efficiency and lower climate intensity per value created. SDG 8 (Decent Work and Economic Growth) is also relevant through the company's focus on safe and responsible working conditions.

## 2. Environmental

### 2.1 Energy and greenhouse gas emissions (VSME B3)

Fire Eater's environmental hotspot profile is strongly concentrated in the value chain. The 2025 baseline shows that materials and transport are far more significant than direct site emissions. This is consistent with a business built around steel-intensive cylinders and system components, combined with logistics and installation activity. The climate inventory therefore serves two purposes. First, it provides a transparent baseline for stakeholders. Second, it gives management a practical roadmap for where action matters most: supplier engagement, component design and data quality, logistics optimisation, fleet choices and energy efficiency.

Scope	tCO <sub>2</sub> e	Share	What it mainly covers
Scope 1	90.7	2.3%	Fuel used in company-controlled vehicles, primarily technicians' diesel vans.
Scope 2 (market-based)	141.7	3.6%	Purchased electricity and district heating in the current reporting scope.
Scope 3	3,708.8	94.1%	Purchased goods, transport, fuel- and energy-related activities, and employee transport-related estimates.
<b>Total (market-based)</b>	<b>3,941.2</b>	<b>100.0%</b>	<b>Market-based total in the 2025 Klimakompasset inventory.</b>

The corresponding location-based total in Klimakompasset was 3,810.6 tCO<sub>2</sub>e. GHG intensity was 19.23 tCO<sub>2</sub>e per DKK million of turnover, and scope 1+2 intensity was 1.13 tCO<sub>2</sub>e per DKK million.

Main driver	tCO <sub>2</sub> e	Share of total	Comment
<b>Purchased goods and services</b>	<b>3,272.4</b>	<b>83.0%</b>	By far the largest driver, dominated by cylinders and other metal-intensive system components.
<b>Transport</b>	<b>511.1</b>	<b>13.0%</b>	Inbound and outbound logistics, company vehicles, commuting estimates and international air-travel estimates.
<b>Energy and processes</b>	<b>157.7</b>	<b>4.0%</b>	Electricity and district heating remain materially smaller than purchased goods and transport.

## Largest emission hotspots

Hotspot	tCO <sub>2</sub> e	Share
Cylinders	2,096.6	53.2%
Galvanized steel components	608.2	15.4%
Brass components	500.2	12.7%
Inbound transport to Fire Eater	135.3	3.4%
Technicians' vans	112.4	2.9%
Employee commuting estimate	95.8	2.4%

The material-flow perspective confirms the same picture. The 2025 baseline includes approximately 1,567 tonnes of steel cylinders, 330 tonnes of galvanized steel and 88 tonnes of brass components, as well as around 9.5 tonnes of paper/cardboard packaging and 1.36 tonnes of LDPE packaging. This shows why supplier-specific data and product-level material choices are central to future decarbonisation.

Total energy consumption in the climate dataset was 870.9 MWh. The energy mix was 24.5% renewable, 69.8% fossil and 5.7% nuclear on a market-based basis. Electricity accounted for 298.2 MWh, district heating for 217.0 MWh and fuels for 355.7 MWh.

### Near-term environmental priorities

- Improve supplier-specific carbon data for cylinders, galvanized steel, brass components, packaging and other system components.
- Reduce transport intensity through local sourcing or filling where feasible, route optimisation and stronger logistics data capture.
- Continue fleet improvement and apply greater discipline to commuting and travel-related emissions.
- Strengthen site data collection outside Denmark so that the footprint better reflects the business's geographic reality.
- Translate the 2025 baseline into practical reduction targets once data quality is sufficiently robust.

## 2.2 Pollution of air, water and soil (VSME B4)

Fire Eater manages relevant environmental aspects through its ISO 14001-certified environmental management system. This 2025 report does not present a separate public pollutant inventory beyond greenhouse gas emissions. The company's near-term priority is to improve core climate, resource and waste data before expanding external disclosure into more detailed pollutant-level reporting.

## 2.3 Biodiversity (VSME B5)

The 2025 ESG framework indicates no reported sites or operations in or near biodiversity-sensitive areas within the current reporting scope. Biodiversity is therefore not identified as a primary impact driver in this baseline year.

## 2.4 Water (VSME B6)

Reported water withdrawal in the current data foundation was 220 m<sup>3</sup>. Water is not presently identified as a leading environmental hotspot compared with materials and transport. The next cycle will improve consistency in site-level water tracking, especially where data collection outside Denmark is still incomplete.

## 2.5 Resource use, circular economy and waste management (VSME B7)

Circularity is relevant to Fire Eater because the company's systems depend on metals, cylinders, plastics, packaging and installation components. In 2025, the most important step was to establish a material baseline and identify the principal flows and missing data points rather than to claim a mature circularity model. This is a sensible starting point for an SME where the biggest environmental gains will come from focusing first on the most emission-intensive materials.

Waste and recycling data are still being standardized across internal sources. The climate dataset contains a limited hazardous-waste entry, but recycled-waste outputs are not yet robust enough for use as a headline KPI. Fire Eater has therefore chosen not to position 2025 waste numbers as a high-confidence headline KPI in the main report. That is a transparency choice: the company prefers a robust baseline over premature precision. Better classification of hazardous and non-hazardous waste, as well as clearer recycling/diversion reporting, is a defined improvement area for 2026.

### 3. Social

#### 3.1 Workforce – general characteristics (VSME B8)

Fire Eater’s social agenda starts with competence, safety and responsible employment. In a business where product quality, engineering quality and installation quality are central to customer trust, workforce capability and well-being are business-critical. The company reported 76 FTE in 2025 and an employee turnover rate of 7.9%, which indicates relative stability in the reporting period.

Workforce indicator	2025 result	Comment
Employees (FTE)	76	Company reporting entity total.
Employee turnover	7.9%	Calculated from 6 voluntary/involuntary terminations.
Female representation in management	28.6%	Based on current ESG framework input.
Female representation on the Board	20.0%	At least one female board member is represented in governance.

Workforce data maturity is still improving. The company can already report total FTE and selected diversity indicators, but more granular VSME-style breakdowns by contract type, country and other workforce categories are not yet fully harmonized for public reporting. Fire Eater will strengthen those definitions and extracts in the next cycle.

#### 3.2 Workforce – health and safety (VSME B9)

Health and safety is a core operational priority and is supported by Fire Eater’s ISO 45001-certified system. In 2025, the company reported seven incidents/accidents, whereof one is categorized as Major. The LTIR of 47.6, based on 147,049 working hours, is due to management’s decision to retain employees with long-term sickness. The company’s stated ambition is preventive: incidents should be treated as learnings to be avoided, not as routine cost of doing business.

Health & safety indicator	2025 result	Comment
Incidents / accidents	7	Reported cases in the ESG framework input.
Hours worked	147,049	Used in LTIR calculation.
LTIR	47.6	Lost time injury rate based on reported input and hours worked.

Future social reporting will place more emphasis on clearer fatality/no-fatality disclosure in order to align more fully with VSME expectations and strengthen comparability over time.

#### 3.3 Workforce – remuneration, collective bargaining and training (VSME B10)

Fire Eater’s ESG framework links the company to key labour and human-rights reference points, including the ILO Declaration on Fundamental Principles and Rights at Work and the UN Guiding Principles on Business and Human Rights. However, 2025 public disclosure is still lighter than the full VSME metric set in this area. The company has chosen not to present collective bargaining coverage or training-hours data as headline KPIs until the underlying definitions and extraction are fully standardized.

Similarly, while an internal pay-gap metric can be calculated, Fire Eater does not use it as a flagship public KPI in 2025 because salary-data validation was still being completed and the VSME threshold permits omission for undertakings below 150 employees. The practical priority is to improve data quality first, then expand disclosure with confidence.

### 4. Governance

#### 4.1 Governance and business conduct (including VSME B11)

Fire Eater’s governance picture in 2025 is best described as having a solid management-system foundation with room for more formal ESG integration. The company reports a whistleblower mechanism, female board representation and no reported corruption or bribery convictions or fines. At the same time, the ESG framework shows that sustainability-

related matters were not yet a fixed item on the board agenda in 2025, and OECD-aligned due diligence processes remain an area to formalize further.

Governance indicator	2025 position	Comment
Whistleblower mechanism	Yes	Independent grievance channel reported in the ESG framework.
Female board representation	20.0%	Board includes female representation.
Sustainability as fixed board agenda item	No	A practical improvement priority for the next cycle.
UN Global Compact signatory	No	Not currently reported as a signatory.
Reported violations of UNGC/OECD guidelines	No	No violations reported in the ESG framework.
Corruption/bribery convictions and fines	0	No reported convictions or fines in 2025.

This is a constructive maturity profile for a first-cycle SME report: the foundations for quality, environment, health & safety and basic business conduct are in place, but governance formalization must now catch up with the growing expectations of customers, investors and partners. In practical terms, this means clearer ownership, routine board attention, stronger policy documentation and a more systematic ESG follow-up cadence.

## 5. Outlook and 2026 priorities

The value of the 2025 report is that it turns sustainability from a broad ambition into a more focused management agenda. The revised climate baseline gives Fire Eater a clearer picture of where commercial and operational improvement can have the greatest effect.

- Complete international data coverage where operational control and data access allow, with clearer boundary decisions for each location and activity.
- Improve supplier-specific and product-specific CO<sub>2</sub> data for cylinders, galvanized steel, brass components, plastics, packaging and other system inputs.
- Reduce transport-related emissions through sourcing choices, filling-location decisions, logistics optimisation, fleet development and travel discipline.
- Strengthen externally reportable KPIs on waste, recycling, water, training, collective bargaining coverage and workforce segmentation.
- Translate the 2025 climate baseline into quantified priorities and targets, and embed sustainability more formally into governance and board follow-up.