



# Contour

## SUSTAINABILITY REPORT

### 2023

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

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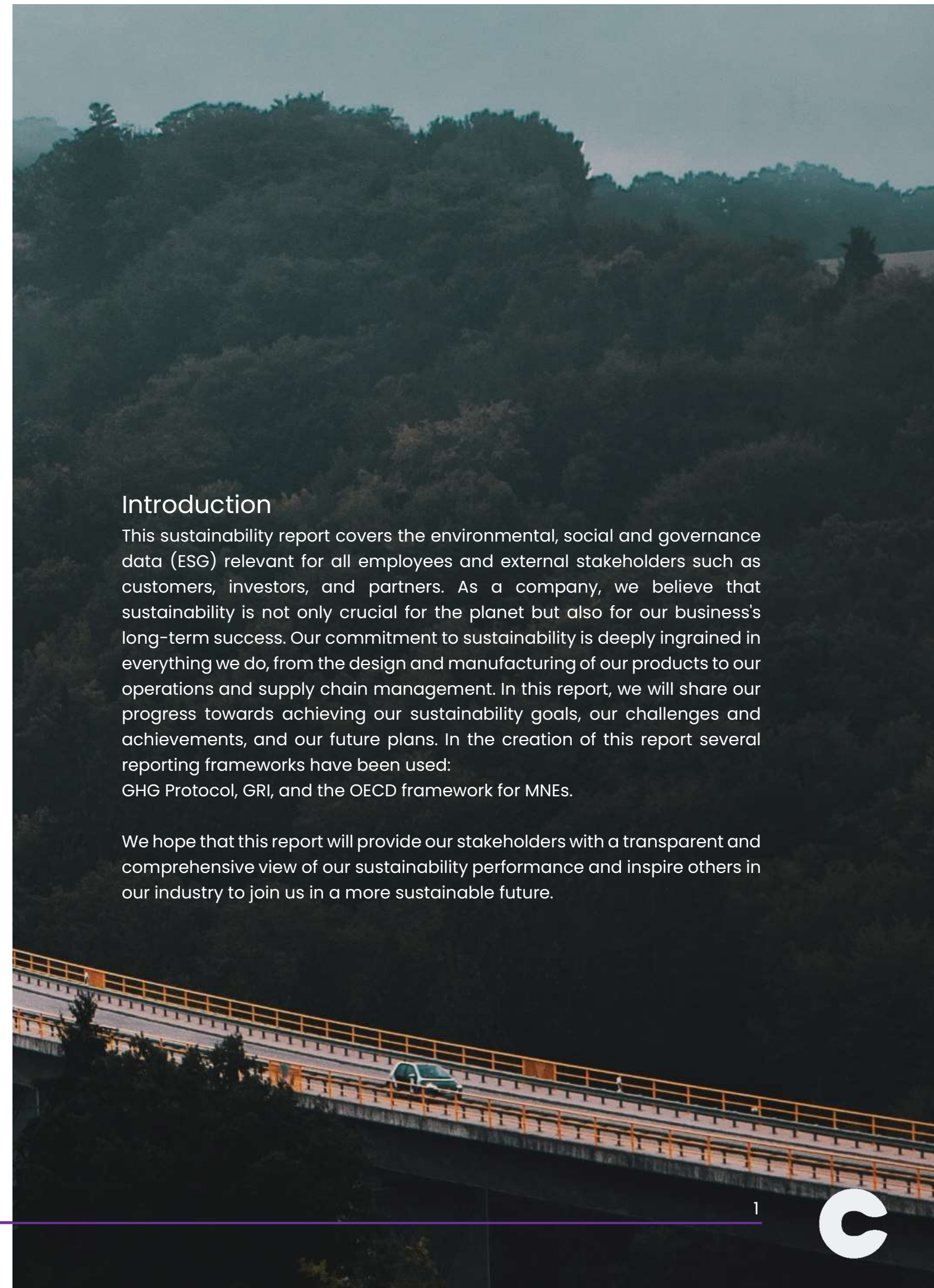
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## Contents

<b>Introduction</b> .....	<b>1</b>
Executive Sustainability statement.....	2
<b>Sustainability metrics</b> .....	<b>3</b>
<b>What we achieved in 2023</b> .....	<b>5</b>
Product achievements 2023 .....	5
People achievements 2023.....	6
Planetary achievements 2023.....	7
<b>Climate action</b> .....	<b>8</b>
Our Carbon footprint .....	8
Scope 1 and 2 emissions .....	10
Scope 3 emissions .....	11
<b>UN Sustainable Development Goals</b> .....	<b>12</b>
<b>Resources and background data</b> .....	<b>16</b>
Emission factor databases and other background data names .....	16
Scope and Category Justification .....	17

***This report is made for digital reading, please consider before printing.***



## Introduction

This sustainability report covers the environmental, social and governance data (ESG) relevant for all employees and external stakeholders such as customers, investors, and partners. As a company, we believe that sustainability is not only crucial for the planet but also for our business's long-term success. Our commitment to sustainability is deeply ingrained in everything we do, from the design and manufacturing of our products to our operations and supply chain management. In this report, we will share our progress towards achieving our sustainability goals, our challenges and achievements, and our future plans. In the creation of this report several reporting frameworks have been used:

GHG Protocol, GRI, and the OECD framework for MNEs.

We hope that this report will provide our stakeholders with a transparent and comprehensive view of our sustainability performance and inspire others in our industry to join us in a more sustainable future.



## Reporting boundaries

**Period:** This report covers the fiscal year: January 1st, 2023, to December 31st, 2023.

**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

At Contour Design, we believe in the power of prevention to reduce physical damage to the planet, improve work satisfaction and ergonomics, and contribute to the global sustainability agenda. Our product line provides direct social and physical benefits to our customers, while we manage sustainability risks in our value chain and minimize negative impacts throughout our operations.

Our efforts will encompass all aspects, from managing our headquarters to designing and sourcing our products. We aim to be at the forefront of the industry, proactively addressing trends and topics that matter to our customers and investors, while going beyond minimal compliance. With this mission in mind, we aim to conduct our business responsibly, both internally and externally.

### For Contour design sustainability is all about:

- Developing high quality products with a long lifetime to provide our customers with the right working equipment for as long as possible.
- Minimizing the environmental impact of our products through life cycle theory and decarbonization scenarios in both product design and operations. We will do so by focusing on the high impact categories in our scope three e.g., by changing to recycled materials with lower carbon footprints.
- Ensuring the biodiversity of the planet by collaborating and educating our key partners and suppliers in the sustainable production and sourcing practices such as EHS and EMS systems.

We are following international standards to ensure that we are implementing our sustainability efforts in the right way for example by developing supplier and company policies following the UN Guiding principles and OECD guidelines.

### We do all of this by:

- Adopting a sustainability **policy commitment**, vetted by external experts and executive management.
- Maintaining the right **due diligence and audit processes**, aligned with the UNGP/OECD guidelines.
- Supply access to remedy through **whistleblower systems**.
- Following a **science-based approach** through Product Life Cycle Assessments and yearly CO2 tracking.

During 2023 Contour Design has taken a big leap towards a more structured approach to our sustainability work. We have developed and implemented a management system covering all three areas of sustainability: human rights (including labor rights), environment and economy. Our work has been aligned with internationally agreed principles and vetted by experts.

With kind regards,



A handwritten signature in black ink, consisting of several loops and a long horizontal stroke at the end, positioned above a thin horizontal line.

**CEO**  
Kenneth Nielsen



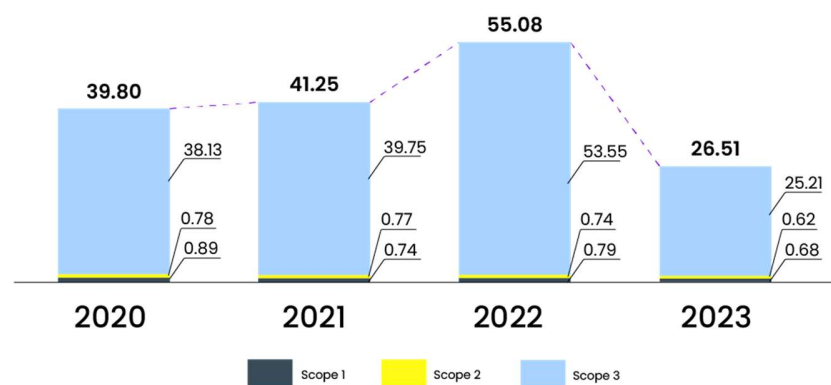
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**CFO**  
Marianne Iversen



## Climate action

CO<sub>2</sub>e Intensity (gram per DKK Ebitda)



In 2023, Contour Design has initiated strategies that have led to reductions in all areas of the GHG accounting. With a CO<sub>2</sub>e reduction per ebitda of approximately 45% from 2022 to 2023. The main contributor to the CO<sub>2</sub>e reduction is in material sourcing, where new recycled content alternatives for aluminium and plastics have been identified. These material alternatives have been used in legacy products such as the RollerMouse Red and RollerMouse Go.

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

### 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. Internal target for Scope 3 is to achieve a 50% CO<sub>2</sub>e reduction per. Ebitda by 2030.

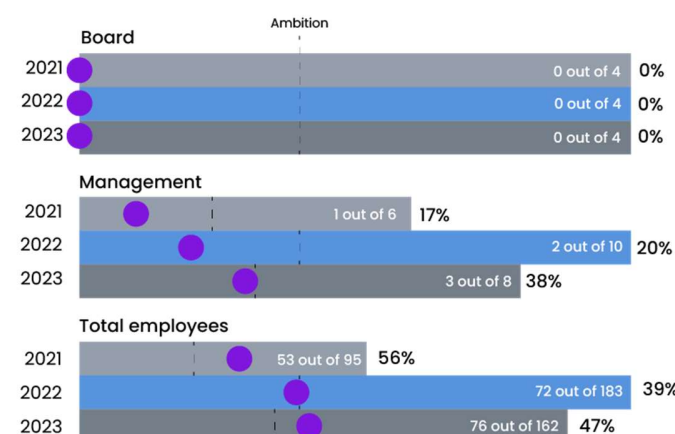
#### Initiatives

Primary data collection for Scope 3 upstream and downstream.  
Reducing CO<sub>2</sub>e of product distribution by using >80% sea freight.  
Use >50% sustainable materials in new products by total product weight.



## Gender equality

% of Women in the Company



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 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.

GRI: 405-1(i)

### Gender Equality management

#### Tracking

Tracking in place on gender across the whole organization.

#### 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.

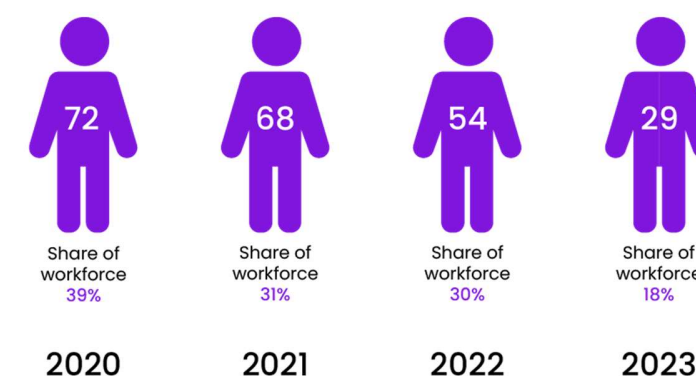
#### Initiatives

First initiative of Contour Design gender equality is to create Diversity and inclusion training including gender equality targets for all employees to complete on a yearly basis.



## Employee turnover

Employee-initiated turnover (total attrition) of which related to part-time employees



The turnover of part-time employees is mainly 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, i.e. part-time workers resign and seek positions in other production companies. Fluctuation in workflow is common in the IT industry in this region of China. For the total workforce of 2023, Contour Design experienced a voluntary employee turnover of 22%.

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

### Employee Turnover management

#### Tracking

Tracked on a yearly basis for all owned entities including split of gender, pay level, and region.

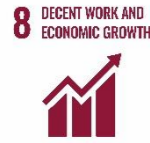
#### Strategy and targets

Contour Design is committed to reducing employee turnover by creating an attractive workplace that retains talent globally.

#### Initiatives

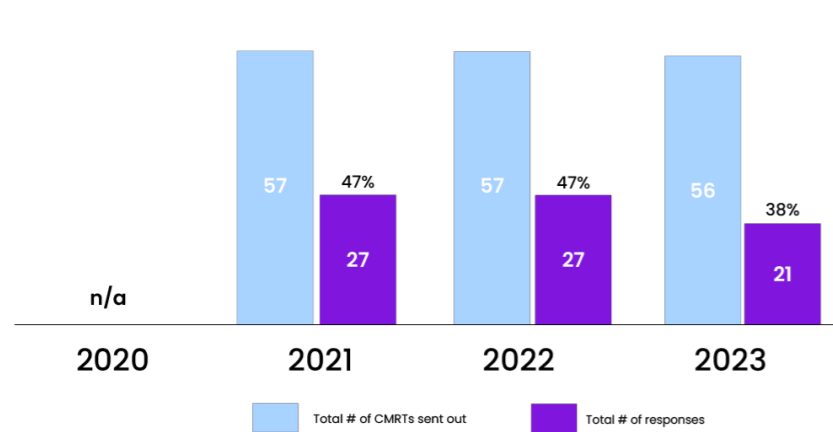
Contour Design conducts quarterly employee satisfaction surveys to gather anonymous feedback from employees. The management team takes prompt action on any feedback that varies from past scores. Furthermore, an office suggestion box has been implemented for employees to share ideas on how to improve the workplace.





## Materials sourcing

### CMRT responses



Contour Design has developed a standard operating procedure for conflict minerals in 2022, which is used by various suppliers in our supply 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 the highest standards of responsible sourcing.

SASB: TC-HW-440a.1

### Material sourcing management

#### Tracking

In 2023, Contour Design conducted the first Life Cycle Assessments for four key products: central pointing devices and balance keyboards. The LCAs identified hotspots in materials sourcing and the supply chain. Contour Design is now replacing some of the primary virgin materials based on this data. We use post-consumer ABS for most of our hard plastic parts and have replaced virgin aluminium with post-industrial sources, specifically aluminium scraps. This has significantly lowered the product's carbon footprint and the company's scope 3 upstream emissions.

#### Strategy & targets

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

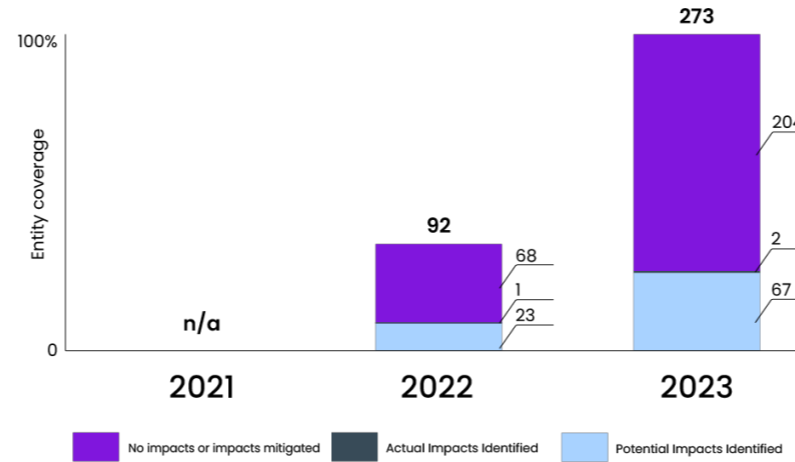
#### Initiatives

Sustainable Product Design Requirements.  
LCA recommendations for supply chain and product development.  
Supplier questionnaires in Chinese.



## Labour conditions

### Human rights, Environmental, and Economical Audit



Contour Design uses CSR Cloud, 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 CSR Cloud.

UN Human Rights, OECD guidelines, GRI

### Human rights audit, Environmental, and Economic impacts

#### Tracking

Yearly tracking with each entity HR and financial responsible covering progress and new potential impacts in all geographical operations where contour operates.

#### 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.

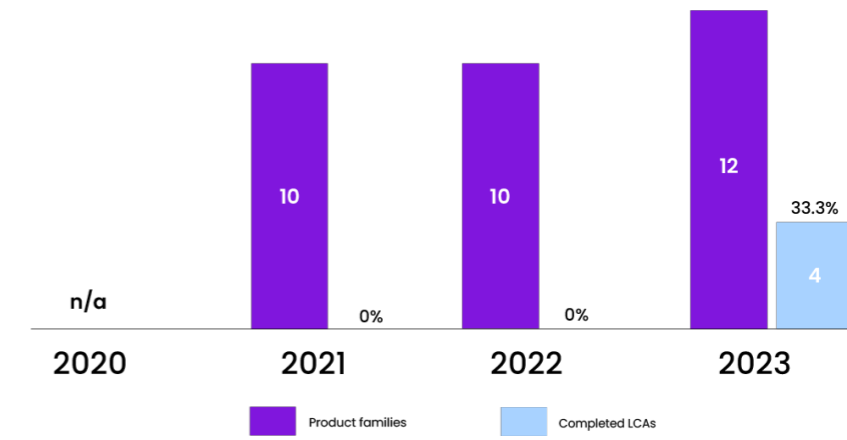
#### Initiatives

Some initiatives includes; 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.



## 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 user is charged every 3 months at their desk. 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

### Life Cycle Management

#### Tracking

47% of Product family portfolio with LCAs conducted

#### Strategy and targets

Contour Design will conduct Life Cycle Assessments (LCAs) for all products in its portfolio. By 2024, the company will complete LCAs for UniMouse, RollerMouse Go, and all related Wrist Rests.

#### Initiatives

Methodology for conducting Life Cycle Assessments (LCAs) in the electronics industry will 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.  
Online LCA calculator provides consumer-specific CO2 calculations.

## What we achieved in 2023

Sustainability achievements are crucial in today's world. Achieving sustainability in our products, for the people, and for the planet is essential to creating a more equitable and livable future for everyone. Product achievements involves; creating environmentally friendly, socially responsible, and economically viable goods and services. Achievements for people involves; 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 involves; reducing greenhouse gas emissions, conserving natural resources, and protecting biodiversity, 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 2023

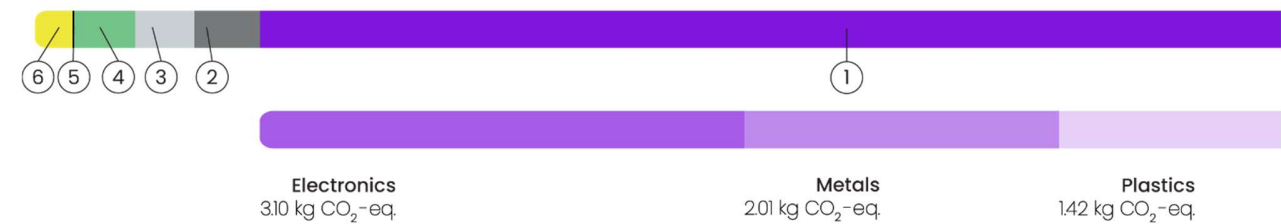
The launch of the RollerMouse Pro and SliderMouse Pro in 2022 was a significant milestone in our commitment to sustainable product design. These central pointing devices offer exceptional ergonomics and a focus on environmental responsibility. In 2023, we have dedicated ourselves to further refining our sustainable product strategy through research. In partnership with esteemed institutions such as the Danish Technical University and Aalborg University, we conducted the first-ever Contour Product Life Cycle Assessments (LCAs). These LCAs provided an in-depth analysis of the environmental impact of the RollerMouse Pro and SliderMouse Pro throughout their entire lifecycle.

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 future offerings achieve an even better balance between ergonomic excellence and environmental responsibility.

- Creating a framework for Product LCAs sharable with the public for transparency.
- Using the findings from Product LCAs to innovate legacy products lowering their carbon footprint.
- Transitioning from virgin materials to sustainable material sources in all of the products.
- Setting minimum requirements for product development pre-concepting.
- Improving end of life scenarios by making an easy to access WEEE platform on our website.

# Carbon Footprint of the RollerMouse Pro

**7.97**  
kg CO<sub>2</sub>-eq



① Sourcing & Production	81.9%	6.53 kg CO <sub>2</sub> -eq.
② Assembly	5.2%	0.42 kg CO <sub>2</sub> -eq.
③ Packaging	4.7%	0.38 kg CO <sub>2</sub> -eq.
④ Distribution	4.8%	0.39 kg CO <sub>2</sub> -eq.
⑤ Usage	<1%	0.01 kg CO <sub>2</sub> -eq.
⑥ Disposal	3.0%	0.24 kg CO <sub>2</sub> -eq.
<b>TOTAL CARBON FOOTPRINT</b>	<b>100 %</b>	<b>7.97 kg CO<sub>2</sub>-eq.</b>

This LCA study is conducted in compliance with the reporting rules from ISO 14067:2018 and is reviewed by a third party according to ISO 14067-3, and ISO 14066 for competence requirements and GHG validation. The scope of the LCA study is equivalent to 2 years of use in Denmark (Copenhagen) reflecting the standard warranty period. The results of the LCA study, as other studies in the industry, will have a level of uncertainty as this report is created from collected Ecoinvent datasets. Over time direct data from the supply-chain will be used to create more transparent results. For more information please contact sustainability@contourdesign.com

Reviewed by:



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Contour Design LCA Infographics





### People achievements 2023

Contour Design is committed to upholding human rights and ensuring that our operations and products do not contribute to human rights violations. Our initial human rights assessments have been conducted in accordance with the United Nations Guiding Principles on Business and Human Rights (UNPGs). To ensure the thoroughness and comprehensiveness of our human rights assessments, we have partnered with trusted experts (Global CSR) who possess expertise in the area of 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 how to mitigate these risks.

We recognize, prevent, and alleviate the potential negative human rights effects of our operations, following the structure offered by the UNPGs. We have incorporated these principles into our process of assessing human rights in 2023.

Contour Design conducted a comprehensive review of our policies, practices, and supply chain, engaging with stakeholders such as employees, customers, and local communities. We have identified areas for improvement in our human rights performance and developed an action plan to address these issues.

- Contour Design participated in the [UN Global Compact Target Gender Equality](#) course. The course has helped us setting ambitious corporate targets for women's representation, equal pay and leadership in our operations. A first step for Contour Design is to create internal gender bias and diversity & inclusion training applicable for all.
- Global Human Rights audit for all Contour entities including yearly follow-ups and mitigation plans.
- English lessons for office employees in Contour Design Guangzhou. Language policy marking English as the professional language globally.
- Workplace and employee satisfaction assessments with quarterly follow ups.
- Driving a suggestion box and whistleblower hotline for continuous improvement and rights to feedback in the physical office and in our value-chain.



## Planetary achievements 2023

At Contour Design, we are committed to doing our part to mitigate the effects of climate change and protect the environment for future generations. That is why in 2022 we signed up to 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 to 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.

- We reduced our Scope 1 & 2 emissions with 25% from our base year (2020), leaving an additional reduction of 17% to reach our SBTi by 2030.
- Converting from fossil-fueled cars to electric cars for sales fleet.
- We have lowered our material emissions with approximately 24% from last year.
- We have created sustainable design requirements applicable for all products.
- Contour Design has signed up for Elretur a professional network for E-waste handling and innovation in Denmark.
- We have set plans for additional reduction in our upstream supply-chain staying inside of the planetary boundaries.



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 completed our next assessment at our factory in China between 2023 identifying any negative impacts to mitigate and reduce risks. Contour Design have developed a Code of Conduct for Business Relationships, 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. Additionally, we have developed a grievance mechanism/whistleblower system to address any concerns raised by employees or stakeholders. 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

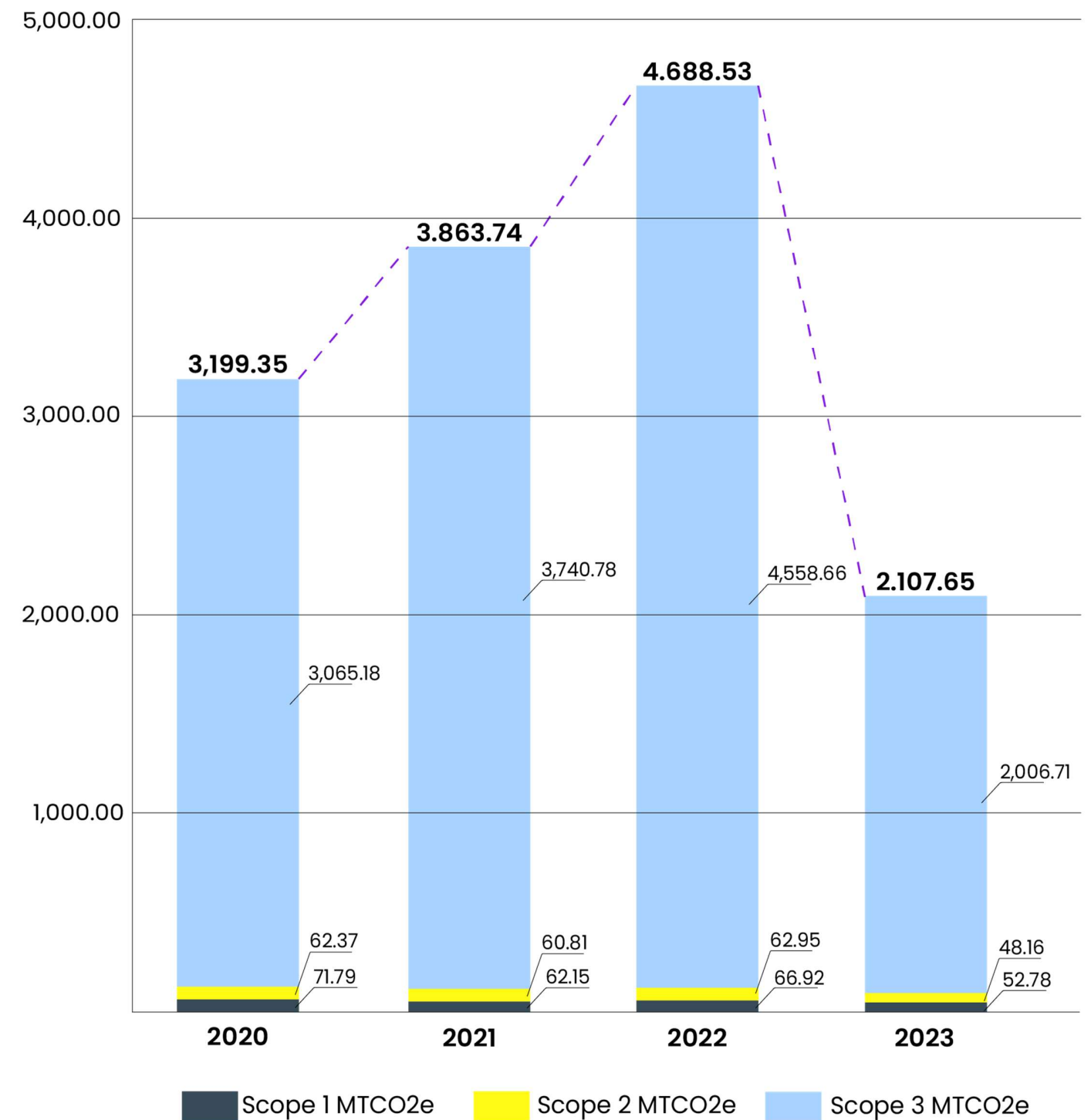
We understand that as a hardware manufacturer of computer accessories, most of our carbon emissions come from Scope 3 emissions, specifically from the materials used in production. As part of our commitment to reducing our carbon footprint and promoting sustainability across our value chain, we are currently assessing our suppliers for Scope 3 data.

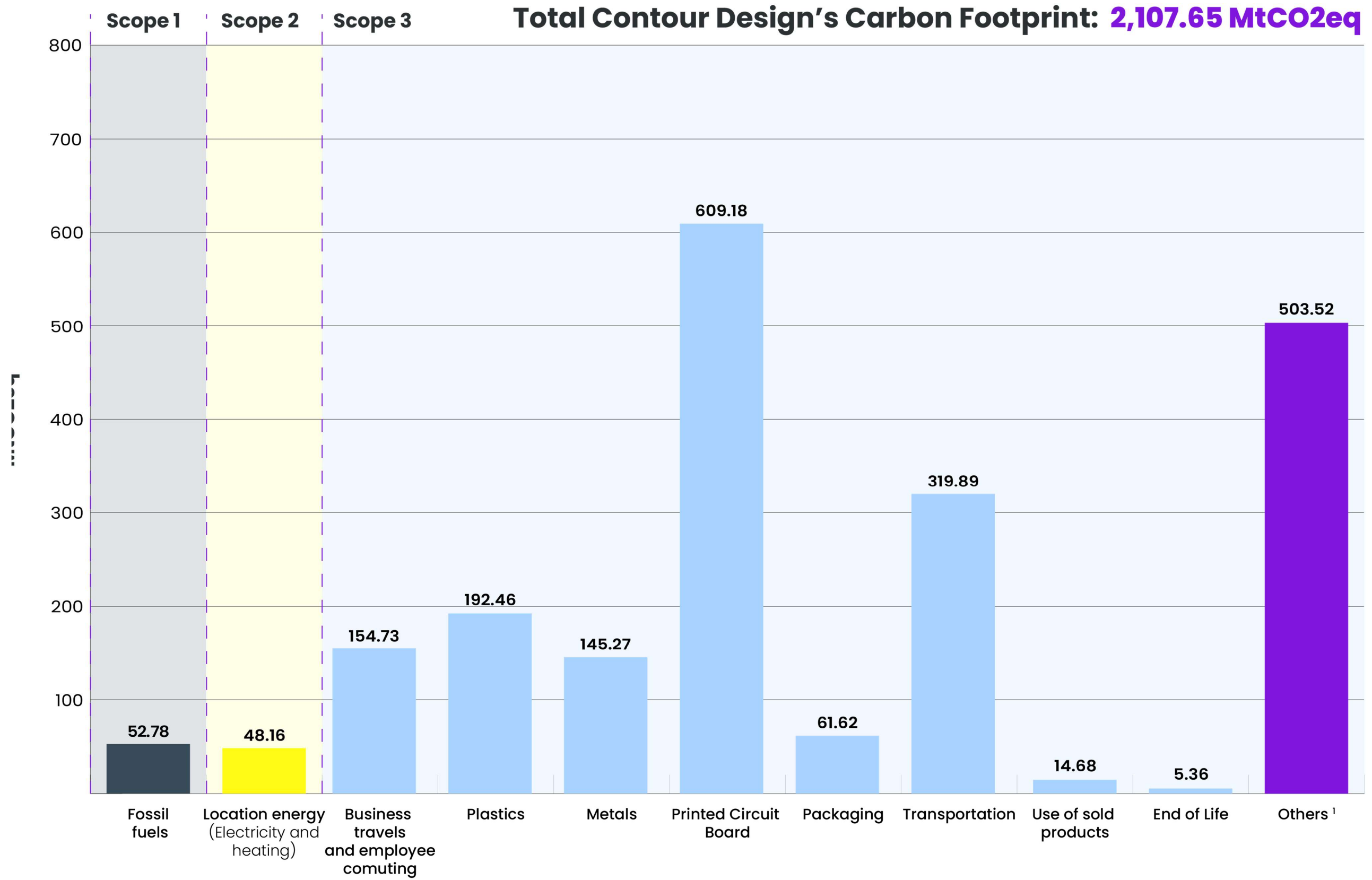
Through this assessment process, we will collaborate with our suppliers to educate them on the latest sustainability research and best practices, while also learning from their own sustainability plans. We identify opportunities to reduce our collective carbon footprint and promote sustainable practices throughout our supply chain through knowledge sharing and collaboration with our suppliers. Our goal is to establish long-term partnerships.

### Our Carbon footprint

The following graph shows our Carbon footprint progress throughout the last 4 years. As shown, there has been a significant reduction from 2022 to 2023. The main reduction lays in our upstream scope 3 where we have reduced our emissions with approx. 56%. Please find a more in-depth analysis of our Carbon footprint on page 10.

MtCO2eq





<sup>1</sup> Batteries, Cables, Woods, Non product related goods and services, Capital goods, Fuels and energy, waste.

**Source:** Primary LCA DATA, DEFRA, EcoInvent 3.9 (IPCC GWPI00 method), Energinet.dk, IEA, IEA Gov.



Dimension	Units	Method	Emission Factors	2021	2022	2023
<b>GHG emissions in Scope 1*</b>						
Stationary emission sources	tons CO2e	Fuel and kWh-based	DEFRA, EIA.Gov	27.84	20.80	17.62
Mobile emission sources	tons CO2e	Fuel and distance based	DEFRA	34.31	46.12	35.15
Fugitive emission sources	tons CO2e		GHG Protocol	0.00	0.00	0.00
<b>Total</b>	<b>tons CO2e</b>			<b>62.15</b>	<b>66.92</b>	<b>52.78</b>
<b>GHG emissions in Scope 2*</b>						
Location-based	tons CO2e	Activity-based	IEA, EPA, Residual mix,	61.15	62.95	48.16
Market-based	tons CO2e	Activity-based	Supplier specific	64.30	79.11	73.88
<b>Total GHG emissions in Scopes 1 and 2 (Location-based)</b>	<b>tons CO2e</b>			<b>123.30</b>	<b>129.87</b>	<b>122.33</b>
<b>GHG emissions in Scope 3*</b>						
Scope 3.1: Upstream purchased goods and services	tons CO2e	Spend and weight-based	DEFRA, Ecolnvent	3332.72	3863.51	1425.53
Scope 3.2: Upstream capital goods	tons CO2e	Average spend-based	DEFRA	21.72	47.86	60.72
Scope 3.3: Upstream fuel and energy related activities not included in scope 1-2	tons CO2e	Average data method	DEFRA	30.03	33.03	23.05
Scope 3.4: Upstream transportation and distribution	tons CO2e	Distance-based and average data	DEFRA	230.4	380.56	319.89
Scope 3.5: Upstream waste generated in operations	tons CO2e	Waste-type-specific method	DEFRA	3.35	3.1	2.85
Scope 3.6: Upstream business travel	tons CO2e	Distance-based and average data	DEFRA	20.16	124.31	106.57
Scope 3.7: Upstream employee commuting	tons CO2e	Distance-based	DEFRA	57.83	54.87	48.16
Scope 3.8: Upstream leased assets	tons CO2e	-	-	-	-	-
Scope 3.9: Downstream transportation and distribution	tons CO2e	-	-	-	-	-
Scope 3.10: Downstream processing of sold products	tons CO2e	-	-	-	-	-
Scope 3.11: Downstream use of sold products	tons CO2e	Products that directly consume energy during use	IEA	44.57	25.36	14.68
Scope 3.12: Downstream end-of-life treatment of sold products	tons CO2e	Activity-based, Waste-type-specific	DEFRA	-	3.06	5.36

Scope 3.13: Downstream leased assets	tons CO2e	-	-	-	-	-
Scope 3.14: Downstream franchises	tons CO2e	-	-	-	-	-
Scope 3.15: Downstream investments	tons CO2e	-	-	-	-	-
<b>Total for reported categories</b>	<b>tons CO2e</b>			<b>3863.57</b>	<b>4680.82</b>	<b>2107.64</b>
Outside of scopes - Scope 1	tons CO2e	-	DEFRA	-	1.79	2.00
Outside of scopes - Scope 2	tons CO2e	-	DEFRA	-	7.35	11.37
Total for out-of-Scope emissions	tons CO2e			-	9.14	13.38

## Scope 1 and 2 emissions

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, consists of our purchased electricity and district heating for production sites and offices, as well as by 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. Where actual consumption data is not available, spend data 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 from 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. 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 goods and services purchased by Contour Design are calculated using categorized spend data. This includes both direct and indirect procurement. As an addition to this year's GHG reporting primary data has been used from the first verified Contour product Life Cycle Assessments (LCA). 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 EcolInvent data base and use the methodology of ISO 14067. The main difference in the primary data is regarding the sourced printed circuit boards (PCB). Previously Contour Design used the EcolInvent emission factor for PCBs which covers a broader scope of electronic equipment such as laptops, smartphones, and televisions. These product types are made for different purposes than Contour products and holds more complex hardware solutions in their PCBs. Contour Design has for that reason used the EcolInvent methodology for building PCB emission factors and supplied with our own primary input data for resistors, Capacitors, ICs, Diodes, LEDs, etc. The same methodology and emission factors have been eradicated in the overview to create a fair comparison between the previous GHG accounting for year 2022, 2021, and 2020. Our spend from previous year has declined with less intensive material emissions due to transition.

**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 the distance, weight, and transport mode are collected from Contour Design from global distribution centers to retailers or online-retail and B2B customers are calculated using a mix of in-house logistics and modeling based on product weights, production volumes, distances, and assumed transport modes. The overall shipment of products has decreased with 16% due to better forecasting and route planning.

**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 the reduction of non-recyclable materials where more materials get to be 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 2024.

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

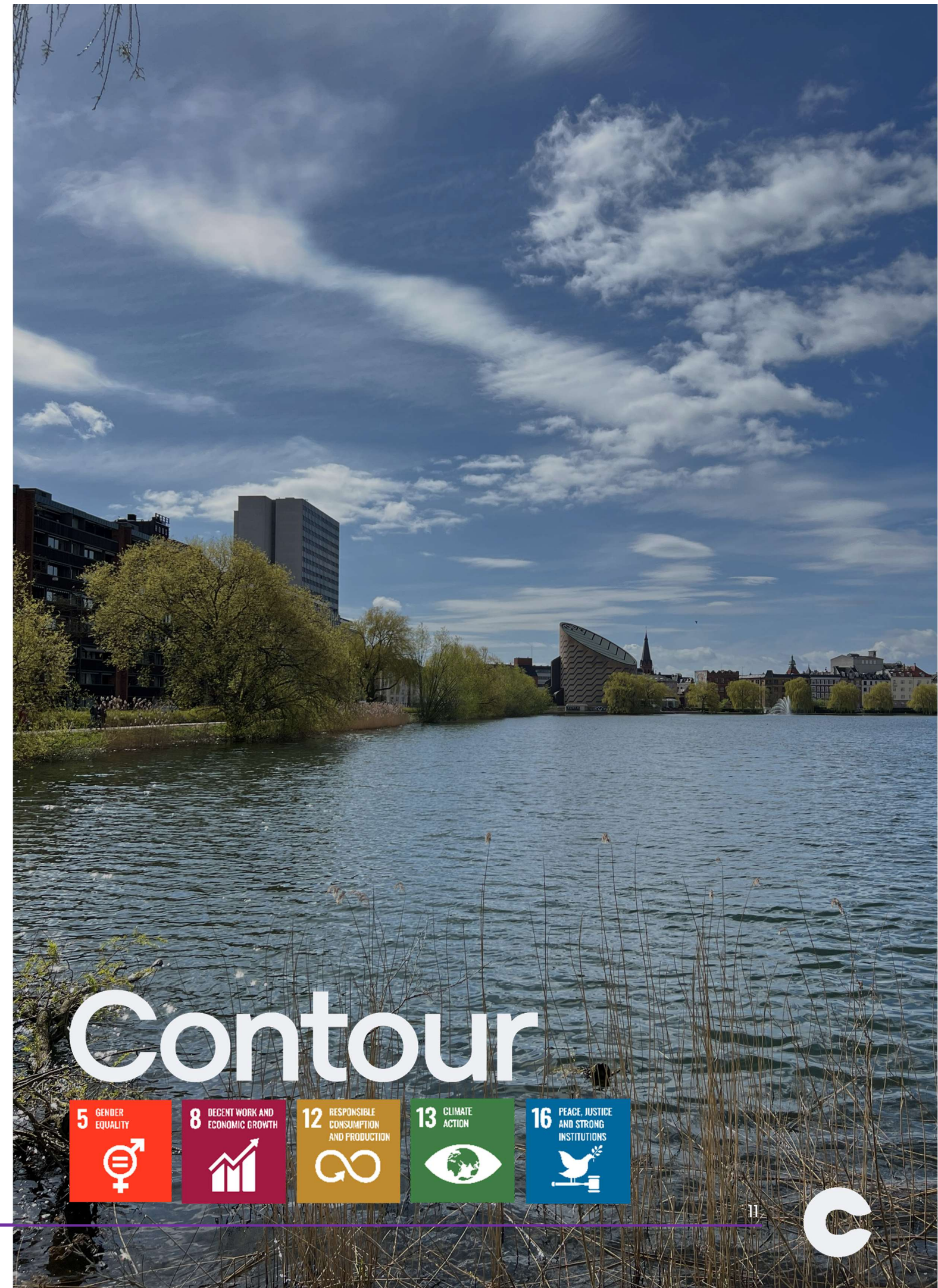
**Categories 8,9, 10, 13, 14, & 15:** Have been exempted from the current model due to applicability. The fields are included to track yearly progress as Contour might get responsibility in the different areas in relation to our potential growth aspects.



## 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 ever 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 its approach, we adapt to changing circumstances and remain at the forefront of sustainable business practices.





**Increasing Positive Impacts**



**Minimizing Negative Impacts**



**SDG 8.8**

Protecting labour rights and promoting a safe and healthy working environment is a key priority and minimum standard for us at Contour Design. We conduct annual assessments for our Chinese manufacturing facilities and monitor and report our performance through systems available to business partners upon request. We also conduct satisfaction surveys and have a bi-weekly suggestion box in our offices for continuous improvement. We provide tools and equipment for all employees to do their jobs in a healthy and safe manner.

**SDG 5.5**

At Contour Design, we are committed to non-discrimination and gender equality in our operations, offices and employment. We have adopted gender sensitive recruitment, promotion and retention practices. We have established a whistleblower system and an open door policy for managers to ensure that any potential risks of discrimination are reported through the appropriate grievance mechanisms.

**Suppliers**



**SDG 8.4**

Contour Design continuously assesses the environmental impacts of purchased materials and components from our suppliers and works to reduce our supply chain emissions. To ensure a responsible supply chain, we have developed a code of conduct for business relations that all suppliers must adhere to. We have created standard operating procedures for CMRTs and we are asking for audit proof for our primary tier 1 suppliers (90% of purchased goods) for compliance with ISO 9001 and 45001.

**Operations & Employees**



**SDG 16.5**

Contour has implemented anti-corruption and anti-bribery policies as part of our Code of Conduct. As a global organization with operations in multiple geographic locations where business practices vary, we also ensure that employees and business partners can provide feedback through our global whistleblower system. We provide training to all employees on how to identify and act against corruption and bribery in all its forms. In 2023, we completed on-site audits and training of facilities responsible for the 48 human rights (OECD, UNGP & GCGP).



**SDG 13.1**

Contour Design discloses our annual CO2 emissions in accordance with the ghg protocol. We are actively working to reduce emissions from our direct operations (Scopes 1 & 2) and our upstream and downstream activities (Scope 3).

**Products**



**SDG 8.4**

Contour Design is constantly working to optimize products and packaging, new and old, to reduce the environmental impact. Our packaging has moved to 100% plastic free, sourced from sustainable forestry (FSC). Our products have moved from having virgin material as the main percentage by weight to containing recycled sources for our plastics (ABS) and aluminium. Our products are measured through Life Cycle Assessments to find even better alternatives to reduce the carbon footprint.



**SDG 12.5**

To reduce the impact of material use, Contour Design has set targets to reduce the need for carbon heavy materials and to move towards materials from circular sources.

**Customers**



**SDG 12.8**

Contour Design implements e-waste initiatives targeted at our customers, such as informing and educating customers about the responsible disposal of all electronics. We have introduced new waste locations on our website in 2023, including guidance on what to do with our products, and we are continuously working on our environmental claims for handling electronic waste (WEEE). We comply with Reach/ RoHS and CE requirements for import into the EU and UK.



**SDG 12.4**

Contour Design is looking at ways to implement the necessary requirements for handling take-back and repair processes (e.g. ensuring lower product life through spare parts such as extra wrist rests or cables). We want to increase the reuse of our products and extend their life through good consumer guidance on product care and updates that keep the hardware relevant for longer. Our products are assessed for end-of-life recycling to ensure that valuable materials can be reused in new products.

## Increasing Positive Impacts

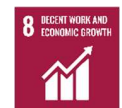
### Concrete initiatives in progress



- Proactively search for candidates of the underrepresented gender in recruitment and work to ensure that recruiting and promotion processes are unbiased.
- Ensure that salaries are based purely on experience and performance.
- Show and promote commitment to gender equality and diversity in communication.
- Ensure appropriate handling of potential reports on discrimination.

### Status on the initiatives

- Third-party unconscious bias training of managers. All job postings will be reviewed with regards to gender equality to avoid bias.
- Ensuring equal pay for equal work paid without distinction of point 2.a for non-discrimination (ICESCR). Yearly tracking for adjustment.
- Continuously focus on gender equality and non-discrimination in marketing material and website, e.g., in selection of models for photo/video.
- 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.
- Conduct employee survey to assess and improve employee satisfaction and well-being.
- Conduct assessment of cases of absence and long-term sick leaves related to stress and mental health and launch initiatives to improve.

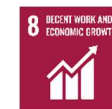
- All Contour Design locations EU, USA and China have had onsite human rights audit during 2023-2024. All sites will undergo yearly follow ups on potential risks in our operations.
- In 2023 Contour created an employee survey for satisfaction and well-being for the company owned sites and all available material. All employees are surveyed on a quarterly basis to ensure prominent tracking and possible mitigation of unsatisfied employees.
- Assessment conducted in 2023, and no risks were identified. All employees 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.

## Minimizing Negative Impacts

### Concrete initiatives in progress



- Assess potential to reduce or eliminate use of high emitting materials in production and in packaging.
- Review emissions from suppliers and actively collaborate with suppliers to reduce emissions.
- Share Code of Conduct for Business Relationships with all existing and new suppliers and ensure adherence.

### Status on the initiatives

- First CO2 baseline calculation performed for 2020 and 2021. identifying the most high-emitting materials, enabling targeted initiatives for reduction in emissions from Scope 3. The first product LCAs were conducted in 2023. Product LCAs gives a better picture of potential hotspots in the scope 3 category.
- CO2 baseline results to be shared with suppliers in 2022-2023, to enable dialogue and cooperation on emissions reduction. Main T1 suppliers have sustainability strategies in line with the Contour Design framework.
- Code of conduct is being adopted in the sourcing practices for T1 and T2 suppliers in 2022-2024



- Implement use of recycled materials in production.
- Educate customers in opportunities and benefits of responsible waste handling of electronics, by clearly communicating benefits and opportunities for recycling.
- Investigate opportunities for improving reparability, to enhance product lifetime.

- Contour design has set a target of using at least 50% sustainable materials in all new products based on the total product weight.
- 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.
- Design guidelines developed and aligned with requirements for circularity. Followed by R&D in the new product development processes.

## Minimizing Negative Impacts

### Concrete initiatives in progress



- Disclose CO2e baseline emissions to ensure transparency across the organization.
- Use results from the CO2e baseline to prioritize efforts to reduce emissions.
- Reduce emissions from own operations through electrification of corporate vehicles.

### Status on the initiatives

- 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.
- An emission reduction plan has been crafted across our value chain hotspots with focus on product development.
- Contour Designs first products with sustainable materials and lower material carbon footprint has been designed and launched in 2022. The innovation will be introduced into legacy products 2024.
- In 2023 Contour Design initiated the first product LCA based on new and old versions of our same products.
- Target defined for all company owned vehicles to become electrified as a running change.



- Update and formalize structures and policies on anti-corruption and antibribery practices.
- Provide training to employees to act against corruption and bribery.
- Our policies on anti-corruption and antibribery are implemented in our Code of Conduct for Business Relationships. Our whistleblower system is developed by a third-party provider and is in active use open for all business relations.
- Currently investigating external partner to develop e-learning for employees.



## Resources and background data

### Emission factor databases and other background data names

Emission factor databases							
Name	Link	Description	Data type	Scope	Provider	License	Difficulty
<b>DEFRA / BEIS</b>	<a href="#">Link</a>	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
<b>Ecolnvent 3.9.1</b>	<a href="#">Link</a>	Database on product and process environmental impact, incl. emission data	Activity	Scope 1-3	Ecolnvent	Pay-to-use	Advanced
<b>IEA Emissions database</b>	<a href="#">Link</a>	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
<b>Energinet</b>	<a href="#">Link</a>	Danish emission factors for electricity	Activity	Scope 2, 3.3 and 3.11	Klima-, Energi- og Forsyningsministeriet	Free	Novice
<b>Greenhouse gas emission intensity of electricity generation in Europe</b>	<a href="#">Link</a>	EU database of electricity emission factors	Activity	Scope 2, 3.3 and 3.11	European Environment Agency (EEA)	Free	Novice
<b>IGES List of Grid Emission Factors</b>	<a href="#">Link</a>	International database of energy emission factors	Activity	Scope 2, 3.3 and 3.11	Institute for Global Environmental Strategies (IGES)	Free	Novice
<b>GHG Emission Factors Hub</b>	<a href="#">Link</a>	List of US emission factors, incl grid emission factors for US states, Waste handling, and transport emission factors	Activity	Scope 2-3	United States Environmental Protection Agency (EPA)	Free	Novice
<b>EPD Library</b>	<a href="#">Link</a>	Large searchable database of EPDs	Activity	Mainly scope 3.1 and 3.2	EPD International	Free	Advanced
<b>Climatiq</b>	<a href="#">Link</a>	Search engine across a large set of open-sourced emission factors	Activity/Sp end	Scope 1-3	Climatiq	Free (non-api)	Novice
<b>Exiobase</b>	<a href="#">Link</a>	EEMRIO table. Possible to derive emission factors on spend and some activity.	Activity/Sp end	Mainly scope 3.1 and 3.2	Exiobase	Free	Advanced

<b>DEFRA - Consumption emissions</b>	<a href="#">Link</a>	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
<b>Supply Chain GHG Emission Factors for US Commodities and Industries</b>	<a href="#">Link</a>	List of spend-based emission factors from USA. Both available based on commodity and industry.	Spend	Mainly scope 3.1 and 3.2	United States Environmental Protection Agency (EPA)	Free	Novice

#### Other tools

Name	Link	Description	Data type	Scope	Provider	License	Difficulty
<b>Waste conversion factors</b>	<a href="#">Link</a>	Volume to weight conversion factors for waste	Activity	Scope 3.5	United States Environmental Protection Agency (EPA)	Free	Novice
<b>Working days</b>	<a href="#">Link</a>	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
<b>Lenovo PCF</b>	<a href="#">Link</a>	Product carbon footprint database with Lenovo products	Activity	Scope 3.1 and 3.2	Lenovo	Free	Novice
<b>Dell PCF</b>	<a href="#">Link</a>	Product carbon footprint database with Dell products	Activity	Scope 3.1 and 3.2	Dell	Free	Novice
<b>Apple PCF</b>	<a href="#">Link</a>	Product carbon footprint database with Apple products	Activity	Scope 3.1 and 3.2	Apple	Free	Novice
<b>Sea route &amp; distance</b>	<a href="#">Link</a>	Distance calculator for sea routes	Activity	Scope 3.4/3.9 and 3.6	Ports.com	Free	Novice
<b>Calculate Flight Emissions</b>	<a href="#">Link</a>	CO2e 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)
<b>Scp. 1</b>	CO <sub>2</sub> e 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;
<b>Scp. 2</b>	CO <sub>2</sub> e 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, Omapoima.fi; Meiltä vihreää sähköä, Vestforbrændingen; Miljødeklaration Vestforbrænding fjernvarme 2022
<b>Scp. 2</b>	CO <sub>2</sub> e emissions from electricity for EV (leased) vehicles	Electricity consumptions 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
<b>Scp. 3, Cat. 1</b>	CO <sub>2</sub> e emissions from purchased goods & services	Number, weight and material for all purchased goods and raw materials for production: Spend for all non-product related goods and services (Indirect spend)	Overview of products purchased, by name, categories, quantity, weight, price, and material; General ledger	EcolInvent 3.9.1; DEFRA, UK government GHG conversion factors for company reporting 2023; DEFRA (2023): Conversion factors by SIC code 2019, updating Table 13 – adjusted for VAT, inflation, and currency
<b>Scp. 3, Cat. 2</b>	CO <sub>2</sub> e emissions from capital goods	Spend of purchased machinery and equipment	General ledger	DEFRA (2023): Conversion factors by SIC code 2019, updating Table 13 – adjusted for VAT, inflation, and currency
<b>Scp. 3, Cat. 3</b>	CO <sub>2</sub> e 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 2023; DEFRA, UK government GHG conversion factors for company reporting 2023; IEA: Emission factors (2023 version)
<b>Scp. 3, Cat. 4</b>	CO <sub>2</sub> e emissions from upstream distribution & transportation	Supplier-specific emissions data where available; Otherwise based on weight, distance, and type of transportation mode; Warehousing based on spend. 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 2023, Transportation supplier specific emission factors
<b>Scp. 3, Cat. 5</b>	CO <sub>2</sub> e 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 recycle containers and emptying rate.	General ledger	DEFRA, UK government GHG conversion factors for company reporting 2023; DEFRA (2023): Conversion factors by SIC code 2019, updating Table 13 – adjusted for VAT, inflation, and currency
<b>Scp. 3, Cat. 6</b>	CO <sub>2</sub> e emissions from business travel	Distance-based method for flights, trains, busses, and car for DK, SE, FI, NO, CN, US. Spend based for 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 2023; DEFRA (2023): Conversion factors by SIC code 2019, updating Table 13 – adjusted for VAT, inflation, and currency
<b>Scp. 3, Cat. 7</b>	CO <sub>2</sub> e emissions from employee commuting	Distance based, and mode of transport based on employee survey. Well to Tank emissions included. Has not included teleworking.	Survey sent to employees	DEFRA, UK government GHG conversion factors for company reporting 2023
<b>Scp. 3, Cat. 8</b>	CO <sub>2</sub> e emissions from upstream leased assets	Not relevant given that Contour do not lease assets	-	-
<b>Scp. 3, Cat. 9</b>	CO <sub>2</sub> e emissions from downstream distribution & transportation	Has not been prioritized to be included	-	-
<b>Scp. 3, Cat. 10</b>	CO <sub>2</sub> e emissions from processing of sold products	Not relevant as Contour does not sell any intermediary goods	-	-
<b>Scp. 3, Cat. 11</b>	CO <sub>2</sub> e 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)
<b>Scp. 3, Cat. 12</b>	CO <sub>2</sub> e 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 2023
<b>Scp. 3, Cat. 13</b>	CO <sub>2</sub> e emissions from downstream leased assets	Contour does not lease out assets	-	-
<b>Scp. 3, Cat. 14</b>	CO <sub>2</sub> e emissions from franchises	Not relevant as Contour has no franchises	-	-
<b>Scp. 3, Cat. 15</b>	CO <sub>2</sub> e emissions from investments	Not relevant given Contour's business model	-	-