



Enoc System AB

Sustainability Report
2024

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About the report

Enoc System AB (556508-6559) hereby presents its Sustainability Report for 2024. Our company is not subject to the sustainability reporting requirements under the Swedish Annual Accounts Act (ÅRL) and the CSRD, but we have chosen to be transparent about our sustainability work by preparing this report in accordance with the basic module of the VSME (Voluntary reporting standard for small and medium-sized enterprises). VSME is a voluntary EU standard for sustainability reporting, designed for small and medium-sized enterprises that are not covered by the CSRD.

Number of previous sustainability reports

0

Date of publication

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A word from our CEO

During 2024, we have taken significant steps in our environmental sustainability work. This has primarily taken the form of switching to purchasing aluminium with a low carbon footprint. We have also invested in a new packaging machine, which has led to reduced plastic consumption. These are concrete initiatives that combine efficiency with environmental considerations.

Our employees are our most important resource, which is why we have invested in training courses in the fields of sustainability and the working environment on their behalf. We have strengthened our team with individuals who have experience of quality, safety and the environment.

We also care about our local community, which is why we support a number of initiatives to keep the community alive. For example, we support various youth activities and associations that help the most vulnerable members of society.

In 2025, we are celebrating 90 years as a company – a milestone that reminds us of both our history and our shared future.

Sustainability, responsibility and commitment will continue to form the foundation for our development for many years to come.

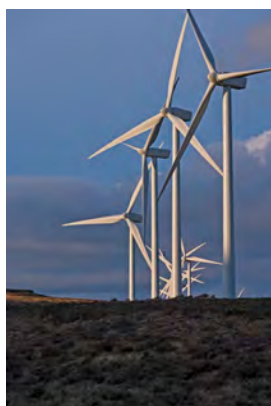


Patrik Andersson

About us and our history

Enoc System AB is a fourth-generation family-owned company that manufactures cabinets for computer networks, data centres and telecom installations. Our strength lies in flexible, customised solutions, and our in-house product development enables us to maintain a strong customer focus.

Historical highlights



1935

Enoc System is founded by farmer Enoc Johansson, manufacturing electrical products and cast goods as a complement to agriculture.



1993

In the early 1990s, appliance cabinets and systems for data installations become part of the company's operations and are offered to the Swedish market.



2010

The investment in data cabinets and accessories is so successful that Enoc System AB is able to establish itself in Germany, and the subsidiary Enoc System GmbH is born.

Our values

People are important

All employees within the company are important to our shared success. We consider transparency, information and face-to-face meetings to be important components.

Long-term relationships

Trust, service and support are the keywords we focus on in order to create and maintain long-term relationships with our partners.

Sustainability and quality

Quality and design should be part of everything we do. We strive to develop products with as little environmental impact as possible through active choices.

The year in brief

**Organisational form**

Limited company

SNI code

27120

Sales

SEK 115,348

Balance sheet total

SEK 85,303

Number of employees

28

Products and services

Manufacture of cabinets and accessories for computer networks and data centres.

ISO 14001 since

2005

Head office

Anderstorp, Sweden

Business locations

Anderstorp, Sweden

Sustainability-related policies

Environmental policy (not public)

Working environment policy (not public)

Gender equality policy (not public)

Our sustainability work is governed by internal procedures and processes.

Highlights of the year

1. Focus on aluminium with a low climate footprint.
2. New investment in packaging machinery that has enabled reduced plastic consumption.
3. Additional focus on sustainability, including sustainability reporting and training for staff.

Business concept

Enoc System AB develops complete systems for the secure and controlled storage of servers, data networks and batteries for selected partners in the European market.

Through our high quality, accessibility and service levels, we are building long-term, stable trust in the market.

Vision

Our aim is to be in demand because doing business with us is both easy and secure, while the added value we generate leads to profitability throughout the entire chain.

Materiality analysis

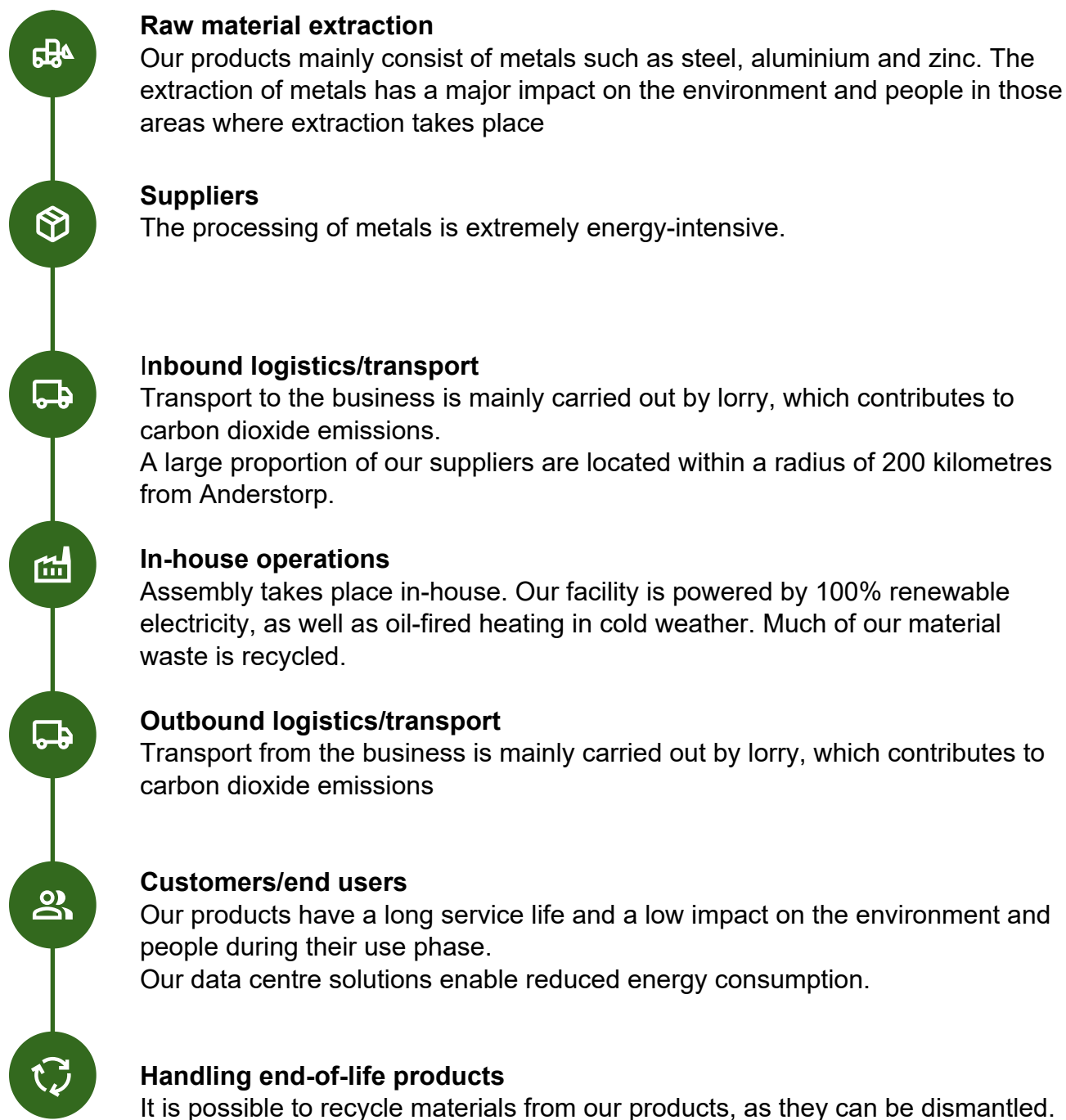
Stakeholders

The issues that are most important for our stakeholders represent a strong driving force in our sustainability work and a key part of the materiality analysis. By listening, learning and collaborating, we are able not only to reduce our negative impact and manage risks, but also to identify new opportunities to create value. Having a better understanding of and acting on the basis of these issues helps us, quite simply, to focus our resources on matters that really make a difference. Involving our stakeholders strengthens both our business and our relationships.

Stakeholder	Form of dialogue	A matter of the heart
Customers	Sales meeting	Climate impact – products and services
Suppliers	Purchase dialogue	Responsible supplier relationships
Owners	Regular review meetings	Corporate culture and business ethics
Employees	Workplace meetings	Our own workforce – Health and safety
Bank	Regular meetings	Corporate culture and business ethics
Local community	Network calls	Corporate culture and business ethics
Planet		Climate impact – products and services

Responsibility and influence in the value chain

A value chain describes the various steps required to create and deliver a product or service – from raw materials to end customer. Each step has an impact on the environment, the economy and society.



Significant issues

Environmental sustainability

Climate impact – products and services

Water pollution

Social sustainability

Our own workforce – Health and safety

Our own workforce – Training and skills development

Governance/financial sustainability

Responsible supplier relationships

Environmental sustainability

Goals



Climate impact – products and services

We will reduce the operation's carbon dioxide emissions per kilogram of purchased material from the 2023 figure of 5.63 kg CO₂e/kg of material.



Pollution of water

Continue to supply water, from our own and surrounding drinking water facilities for which Enoc is responsible, that is of good quality and safe to drink. This is achieved through annual water analyses.

Environmental sustainability

Key figures

Energy	2024
Energy consumption, electricity (kWh)	332 729
Share of renewable electricity (solar, wind, hydro) (%)	100
Energy consumption, district heating (kWh)	-
Other types of heat source	Fuel oil Geothermal heating system
Energy consumption, other heat sources (kWh)	40 935 (*)
Self-generated renewable electricity (kWh)	-
Type of self-generated renewable electricity	-

* Energy consumption for the operation of geothermal heating, ground source heating, exhaust air heat pumps or air-water heat pumps is included in the category "Energy consumption, electricity". This is because the facility is electrically powered but utilises other heat sources to improve energy efficiency.

Waste management	2024
Wood (kg) – energy recovery	29 000
Metal (kg) – material recycling	-
Corrugated cardboard (kg) – material recycling	5 850
Plastic (kg) – energy/material recycling	-
Combustible (kg)	4 410
Landfill (kg)	-
Hazardous waste (kg)	16

Circularity

Metal production waste is recycled through our suppliers.
Packaging such as cardboard and plastic is recycled as much as possible.

Environmental sustainability

Key figures

Emissions to air, water and ground		2024
The company's operations are subject to authorisation		No
If yes, information about the company's emissions can be found here		-

Biodiversity		2024
The operation is located close to an area that is sensitive in terms of biodiversity		No
If yes, the number of hectares in the vicinity of sensitive areas (ha)		-

Water extraction		2024
Volume of cubic metres of water from the municipal water supply (m ³)		-
The company extracts water from a natural water source, such as a nearby watercourse or reservoir		Yes
If yes, cubic metres of water extracted from a natural water source (m ³)		266
The company is located adjacent to an area that experiences high water stress		No
The company's production processes consume large amounts of water from a natural sources		No
If yes, number of cubic metres of water (from a natural source) consumed in production processes (m ³)		-

Whether the company operates in a sector that uses significant material flows (e.g. manufacturing, construction, packaging, etc.)

Material flows		2024
Aluminium (tonnes)		127
Steel (tonnes)		691
Wood (tonnes)		83

Environmental sustainability

Climate impact – Scope 1 & 2

Scope 1 & 2

2024

Scope 1

Emissions from company vehicles (kg CO ₂ e)	20 715
Emissions from fuel oil (kg CO ₂ e)	10 295
Emissions from natural gas (kg CO ₂ e)	-
Emissions from pellets (kg CO ₂ e)	-

Scope 2

Emissions from district heating (kg CO ₂ e)	-
Emissions, electricity (location-based) (kg CO ₂ e)	30 079

Summary of Scope 1 & 2 emissions

Total Scope 1 & 2 emissions (kg CO ₂ e)	61 089
Emissions intensity (kg CO ₂ e/SEK thousand in sales)	531,210

Scope 1, 2 and 3

Scope 1 & 2 are part of the Greenhouse Gas Protocol (GHG Protocol), which is an established global standard for reporting and managing greenhouse gas emissions. The GHG Protocol is divided into three “scopes”, which are used to classify and measure emissions from different sources.

Scope 1

Direct emissions from the company's own facilities and from its own or leased vehicles.

Scope 2

Indirect greenhouse gas emissions arising from purchased or consumed electricity, steam or heat.

Scope 3

Other indirect emissions from upstream and downstream activities in the company's value chain, e.g. from the production of purchased goods or materials, transport and distribution of goods and services, or from the use of the company's sold products or services. Scope 3 emissions generally account for the

Environmental sustainability

Climate impact – Scope 3

Scope 3 - Upstream		2024
Emissions categories		(kg CO ₂ e)
3.1 Purchased goods and services		3 510 058
3.2 Capital goods		-
3.3 Fuel and energy-related activities		3 949
3.4 Upstream transport and distribution		34 016
3.5 Waste generated by the operation		5 639
3.6 Business travel		3 381
3.7 Employee pending		-
3.8 Leased assets		-

Scope 3 - Downstream		2024
Emissions categories		(kg CO ₂ e)
3.9 Downstream transport and distribution		180 658
3.10 Processing of sold products		-
3.11 Use of sold products		-
3.12 Handling of sold products when they have reached the end of their useful life		-
3.13 Leased assets		-
3.14 Franchise		-
3.15 Investments		-

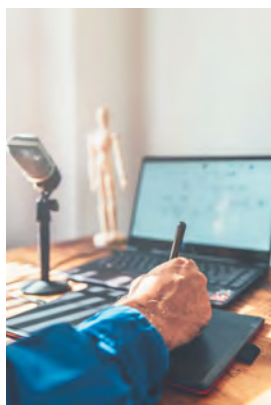
Social sustainability

Goals



Our own workforce – Health and safety

In 2024, the focus has been on the working environment and safety for our employees, and our aim is for this focus to continue in 2025. This has resulted in updated policies.



Our own workforce – Training and skills development

In 2024, we have invested in expertise regarding the working environment and sustainability. This has resulted in the creation of a new position to strengthen our sustainability work as well as skills development in respect of the working environment.

In 2025, our aim is to continue investing in training and skills development for our staff, particularly in the fields of sustainability and the working environment.

Social sustainability

Key figures

Employees		2024
Number of permanent employees		28
Number of temporary employees		0
Employees in each country		0
Staff turnover rate (%)		14

Gender distribution		2024
Number of women		9
Number of men		19
Number of other gender identities		0

Collective agreements and remuneration		2024
Proportion of employees covered by collective agreements (%)		100
Employees receive a salary equivalent to at least the minimum wage specified in collective agreements		Yes

Social sustainability

Key figures

Health and safety	2024
Number of work-related accidents	1
LTIFR	22.7
Number of work-related deaths	0
Sick leave (%)	2

LTI

Lost Time Injury (LTI) is absence due to injuries sustained at work that prevent an employee from working.

LTIFR

LTIFR - Lost Time Injury Frequency Rate measures how many workplace accidents result in absence per million hours worked.

Sick leave

Sick leave is measured as a sickness rate, which corresponds to the percentage of absence out of regular working hours. Includes both long-term absence (sick leave exceeding 60 days) and short-term absence.

Professional Development	2024
Average number of training hours, per year per female employee	9
Average number of training hours, per year per male employee	6
Average number of training hours, other gender identity	0

Governance/Economic sustainability

Goals



Responsible supplier relationships

During 2024, 75% of our suppliers have been located within a 200-kilometre radius of Enoc.

We want to continue to have a high proportion of suppliers located close to our manufacturing facilities in the coming years as well.

Our aim is to develop a code of conduct for suppliers during 2026 at the latest.

Governance/Economic sustainability

Key figures

Responsible business	2024
Does the company have a code of conduct??	Yes
Does the code of conduct also apply to suppliers?	No
Has the company been convicted of corruption or bribery during the year?	No
Amount of fines (SEK)	-

Activities for the coming year



Sustainability Report

We will start producing a sustainability report in 2024, but it is something we will continue working on in the coming years.



New subsidiary

Enoc is planning to expand its operations to the Benelux countries, and is hoping to establish a subsidiary similar to the one in Germany in these countries as well.



90th anniversary

Enoc will be celebrating 90 years of operations in 2025 and, as part of our celebrations, we want to hold an open house for the general public.



ENOC

DETAILS MAKE THE DIFFERENCE

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