



# Timegrip ESG Report 2024

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*on 2025-03-24*

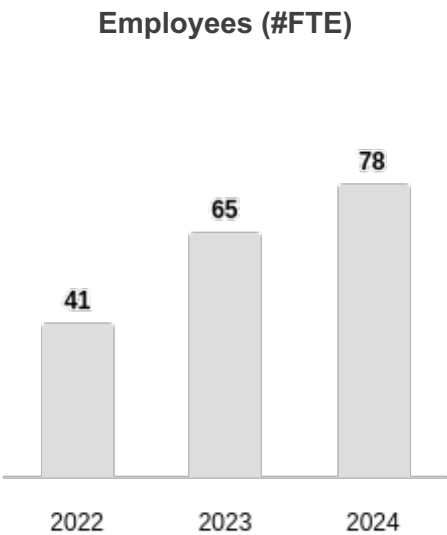
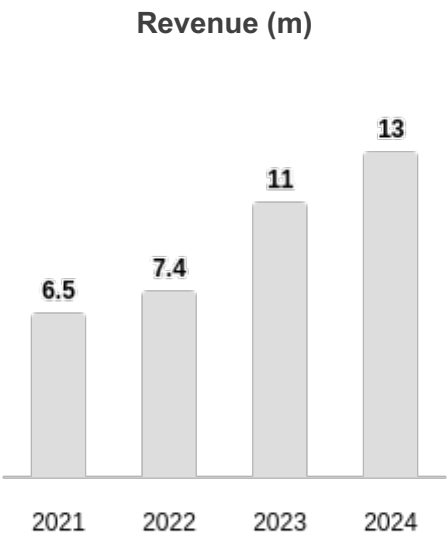
# Company overview

## About Timegrip

TimePlan International ApS is a parent company of Timegrip A/S (Denmark) and Timegrip AS (Norway) that are leading providers of workforce management (WMF) solutions for businesses in Northern Europe.








Timegrip, a leading SaaS provider, is dedicated to delivering innovative solutions while upholding the highest standards of Environmental, Social, and Governance (ESG) responsibility. Our commitment to sustainable practices and ethical business conduct is ingrained in our corporate culture.

Country of HQ	Denmark
City of HQ	Aalborg
Country of operations	Denmark
Primary industry	Application Software
Secondary industry	-
Website	<a href="https://timegrip.com">https://timegrip.com</a>









## ESG Indicators

This section provides an overview of a number of key ESG indicators, including the Carbon Footprint. Progress on the ESG indicators is displayed over the last three years.

Carbon Indicators	Progress over time	2022	2023	2024
Scope 1 emissions (tCO <sub>2</sub> e)	No data available	-	-	-
Scope 2 emissions (tCO <sub>2</sub> e)		46	78	83
Scope 3 emissions (tCO <sub>2</sub> e)		52	97	83
Scope 1+2 emissions (tCO <sub>2</sub> e)		46	78	83
Total emissions (tCO <sub>2</sub> e)		98	175	166
Scope 1+2 revenue intensity (tCO <sub>2</sub> e/€m Rev)		6.2	7.1	6.4
Revenue intensity (tCO <sub>2</sub> e/€m Rev)		13	16	13
Employee intensity (tCO <sub>2</sub> e/FTE)		2.4	2.7	2.1





### Report notes:

Environmental Indicators	Progress over time	2022	2023	2024
Renewable energy use (%)		20	15	13
Total renewable energy consumption (MWh)		39	43	45
Total energy consumption (MWh)		191	281	355
Energy Intensity (MWh/€m rev)		26	26	27
Total electricity consumption (MWh)		95	113	111
Renewable electricity use (%)		40.9	38.1	40.1

### Report notes:

Social Indicators	Progress over time	2022	2023	2024
Total number of board members (#)		3	3	3
Number of women on the board (#)		0	0	0
Gender diversity of the board (%)		0	0	0
Board members from under-represented groups (%)		0	0	0
Board members from the LGBTQI+ community (%)		0	0	0
Gender diversity at c-level (%)		25	20	0
Total number of women in the workforce (FTE)		21	22	26
Male earnings (€ per hour)		36	38	39
Female earnings (€ per hour)		30	31	32
Unadjusted gender pay gap (%)		15.6	19.7	19.6
Employee engagement survey response rate (%)		86	89	77
Employee turnover (%)		7	2	13
Absenteeism rate (%)		-	-	4
Number of employees trained over the reporting period (#)		-	-	78
Average training hours per FTE during the last 12 months (#)		-	-	16
Total number of training hours in past year (#)		-	-	1295
Work-related injuries (#)		0	0	0
Days lost due to injury (#)		0	0	0
Work-related fatalities (#)		0	0	0
Accident rate (#)		0	0	0

**Report notes:** We have not tracked training hours for 2024. Therefore, this is a rough estimate based on data from online trainings, on the job learning and external courses. For 2025 and onwards, we will track data about training more detailed.,

General Indicators	Progress over time	2022	2023	2024
Revenue (€m)		7.4	11	13
Total employees (#FTE)		41	65	78
Total net new hires (#FTE)		4	4	9
Net change in FTEs due to M&A (#FTE)		-	20	9

**Report notes:**  
Timegrip AS in Oslo, Norway was aquired in 2023. TimeMap in Nivaa, Denmark was aquired in 2024.

## Adverse impact

This section provides an overview of some of the SFDR's Principal Adverse Impact indicators.

Adverse impact	
Active in the fossil fuel sector	No
Sites or operations located in or near to biodiversity-sensitive areas	No
Lack of policies to monitor compliance with the UNGC principles or OECD guidelines or mechanisms to address violations their principles	Yes
Involved in violations of the UNGC principles or OECD guidelines	No
Involved in the manufacture or selling of controversial weapons	No

**Report notes:**

# ESG Policies

This section highlights which ESG-related policies are in place.

ESG Policies	
Anti-bribery and anti-corruption policy	No
Business travel policy	Yes
Data security and privacy policy	Yes
Diversity, equity and inclusion policy	Yes
Employee Code of Conduct	Yes
Environmental policy	Yes
ESG / sustainability policy	No
Gifts and hospitality policy	No
Health and safety policy	Yes
Human rights policy	Yes
Purchasing policy	No
Risk management policy	Yes
Supplier Code of Conduct	No
Whistleblowing policy	Yes

**Report notes:** A Gifts and Hospitality policy and an ESG policy, including Anti-bribery and anti corruption policy, Purchasing policy, Supplier code of conduct is on its way in 2025.

The background of the entire page is a photograph of green leaves, likely from a tree, set against a clear blue sky. The leaves are in various shades of green, with some showing prominent veins. The lighting suggests a bright, sunny day, with some leaves appearing more vibrant than others.

# **Timegrip ESG Report 2024**

Annex

# ESG Risk & Impact Assessment

ESG Advantage conducts an automated ESG risk and impact assessment, where a high-level assessment is made of exposure to ESG or sustainability risks – including climate-related risks – and potential adverse impacts (negative impacts from the business on ESG factors).

The assessment considers the company's primary GICS sub-industry classification and the country of its headquarters, using a 5-point scale where 1 indicates low risk or adverse impact and 5 indicates high risk or adverse impact. These results are indicative and do not account for how the company manages these risks and impacts.

This assessment is relevant due to increasing regulations and reporting guidelines requiring companies to be aware of these risks and impacts, serving as a starting point for further analysis.

ESG Risk		
ESG Risk Rating	Country ESG Risk Rating	Industry ESG Risk Rating
1.7	1.3	2.2
Climate Risk		
Climate Risk Rating	Physical Climate Risk Rating	Transition Climate Risk Rating
2.2	1.4	3.0
Adverse Impact		
Adverse Impact Rating	PAI – Environmental Rating	PAI – Social Rating
1.5	2.0	1.1

**ESG Risk:** The ESG Risk Rating averages the Country ESG Risk Rating and the Industry ESG Risk Rating, providing a comprehensive evaluation of the potential impact of ESG factors on the financial value of companies operating within specific countries and industries. This rating provides valuable insights for investors and decision-makers to make informed choices regarding sustainability and risk management.

**Climate Risk:** The Climate Risk Rating averages the Climate Physical Risk score and the Climate Transition Risk rating. The Climate Physical Risk score assesses the climate-driven hazards, exposure, vulnerability, and coping capacity of companies in the industry and country of operation. The Climate Transition Risk rating assesses the risks associated with the transition to a low-carbon economy in the industry and country of operations.

**Adverse Impact:** The Adverse Impact Rating averages the PAI Environmental Rating and the PAI Social Rating. The PAI Environmental rating assesses the potential negative impacts that companies within the industry and country of operation may have on environmental factors. The PAI Social rating assesses the potential negative impacts that companies within the industry and country of operation may have on social factors.

