SUSTAINABLE DEVELOPMENT REPORT

ADIBUS A/S

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Sustainable development meets the needs of the present without compromising the ability of future generations to meet their own needs.

This is the definition of sustainability in the context of the UN's Sustainable Development Goals (SDGs).

The definition comes from the Brundtland report that was published in 1987. This is also the definition we use at our company and in this report.

PREFACE

We have a clear objective to run a financially healthy business with good working conditions for the employees. Customers must count on professional conduct and servicing of the tasks we are given.

We deliver high quality at competitive prices, and are happy to deliver more than expected. We want to protect our good reputation at all times.
Together with our customers, we will support sustainable development.

We must maintain and expand our status as a leading supplier in Denmark within innovative solutions for public transport. We also strive to be a significant supplier in the international marked, primarily to our neighboring countries and Europe.

The work with sustainability is, among other things, regulated by and an integral part of our ISO 9001 certification

Henrik Eriksen
Director

Brian Stærk Sørensen
Director

RESPONSIBILITY FOR REPORT CONTENTS

It is no longer possible for anyone to avoid working with sustainable development. Whether you are large or small, you must make an effort to conserve resources, protect the climate, and ensure good conditions for all people. The challenge is to focus on what makes sense for the company, and where the company can have the greatest impact.

The UN's 17 SDGs chart the course we must all follow, and the 169 targets are concrete action areas where you can help the world reach these goals. They are also a list of new business opportunities that benefit both the top and bottom line. On a more serious note, they are a recipe for safeguarding the company against the rising uncertainty faced by most companies.

A sustainable development report is a good place to start. It contributes to an overview of what the company is already doing, and where it would make sense to focus its efforts going forward. The report contributes to a structured effort on sustainable development and enables the company to document its actions and targets.

This report was developed by the company Adibus A/S CVR-nr. 30802470 based on a template provided by Foreningen FN17 Business.

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FN17 Business is therefore not responsible for the report, its structure, and its contents.

INTRODUCTION

As a company, we have a shared responsibility for the society we are part of. We therefore want to take responsibility for the actions we take and want to include ESG as a natural part of our decission making.

We would like to be a role model for the industry we are in and hope we can be an inspiration to others.

Many of our products contribute to a more sustainable development within public transport, therefore we already have a headstart prior to our targeted work with the Sustainable development goals (SDG). It has also always been natural for us to show responsibility, e.g. also in relation to hiring employees with special needs. In the summer of 2021, we started the process around the 17 Sustainable Development Goals.

We have been relatively ambitious from the start and selected 13 sub-items divided into 7 SDG's, which we divided as follows

2 strategic targets:
11 Sustainable cities and communities
9 Industry, innovation and infrastructure

3 important targets:
7 Sustainable cities and communities
8 Decent jobs and economic growth
12 Responsible consumption and production

2 targets under our influence:
8 Health and well-being
17 Partnerships for action

All employees have been involved in workshops where we worked with ideas on how to fulfill the goals, a

number of concrete results have come out of this and many new action plans were created.

It is important to us that the employees take ownership of the work right from the start, so that it becomes part of the company's DNA.

This report is a dynamic document that is continuously adapted and updated as our company develops.

Adibus also deals with advertising sales for cinemas and public transport. We have chosen not to focus on this part of the business in this report.

This report highlights our work within sustainability, enjoy reading.

1 | OUR COMPANY

OVERVIEW + KEY FIGURES

Adibus A/S

Brovej 20A, 8800 Viborg, Denmark

Innovative IT solutions for public transport

Development, installation and service

KEY FIGURES

32

Number of emplyees

11

Result in mio. DKK before tax. (EBT)

46%

Revenue increase 2021-2022

OWNERSHIP AND ORGANISATION

Adibus A/S was founded in 2007 by Henrik Eriksen and Brian Stærk Sørensen. The company is owned equally by the two founders via their respective holding companies.

Adibus A/S has four primary business areas:
- Sales and planning
- Development
- Implementation and service
- Advertising sales

HKE Holding ApS	Brian Stærk Sørensen Holding ApS
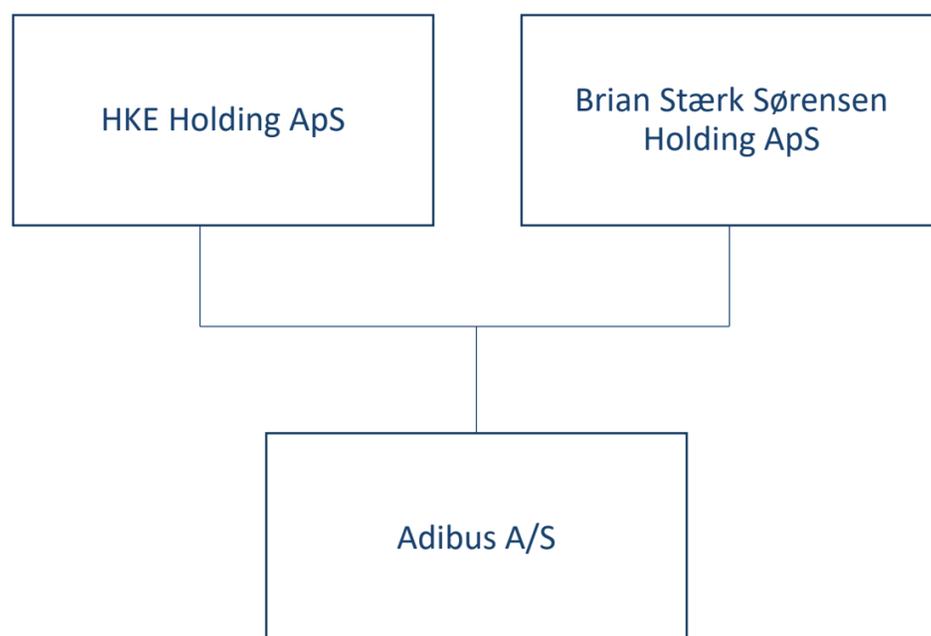
Adibus A/S

PRODUCTS, CUSTOMERS, AND MARKETS

Adibus is a turnkey supplyer of IT solutions for public transport.

Adibus aims to deliver solutions, that enhance the journey experience for passengers as well as offering transport operators and transport providers advantages on an economically beneficial basis.

Adibus offers turn-key solutions spanning from development, installation to operation and service. adibus aims to solve and lift any special assignment by balancing specific needs with recognized product solutions. We are not intimidated by the complexity or size of an assignment; it is these challenges that motivate us.

The products are among others:
- RealTime Systems
- Passenger Information System /Infotainment
- Next Stop Annonuncement
- Public Info Displays
- Automatic Passenger Counting
- Lane Management
- Destination Sighns
- Wi-Fi solutions
- Info Apps
- ECO Drive
- Drive Emergency
- Charge solutions
- Optimization
- Planning
- Operation
- Signal Priority
- Call
- Drive Terminal

- Automatic Speed Limitation
- Driver Apps

Adibus is the market leader in Denmark and has a number of solutions running in Europe.

OUR AIM

We are an innovative, full-service market leader that creates value for transportation companies, passengers, contractors as well as municipalities and regions.

We wants to

- to develop systems that can easily be integrated into the customer's remaining IT systems in their entirety;
- to provide transportation-secure and thoroughly tested components in all of our solutions;
- to focus on quality, user-friendliness and operational reliability in the development of solutions;
- to be a stable supplier who provides the agreed services at the agreed time;

- to provide competent service and support;
- to ensure efficient training of drivers/contractors and providers so that the IT solutions works to the optimum for the users;
- to offer a wide range of functions that can create an added value to the basic functionality;
- to retain and develop our employees so we constantly can maintain a high level of professional competence;
- to comply with applicable law;
- to continuously improve the efficiency of the quality management system;
- to maintain our ISO 9001 certification in order to support, develop and document our efforts.

PRODUCTS AND BUSINESS MODEL

Adibus offers several different business models depending on which services are purchased.

Delivery typically includes delivery of hardware. Adibus buy components from recognized suppliers. Hardware is checked and completed/configured in our workshop before sent to installation site.

Adibus may use our own installation and service team, or the installation may take place in whole or in part at the bus/train factory or by the customer's own installation team.

As more and more strict requirements on uptime and security is implemented, operational stability is more important than ever. The operating/economy model of the bus and train operators are in many cases dependent on the continuous delivery of correct data.

All software solutions are therefore covered by service agreements which include everything from hosting to SW updates, maintenance and service.

Adibus back-end is based on an open platform, which means that it can easily be integraed to other systems.

Adibus's Value proposition, in where we significantly differs from competitors, is being able to deliver a very wide range of services on a single software platform.

Value chain

| Origin | Supplier | Modification/ storage | Distribution/ installation | Customer | End user | Service |

BENJAMIN GOT THE CHANCE AND NAILED IT

Adibus is an including workplace where there is room for people with special needs. Adibus often has interns from the ASP-it training, which is an IT training for young people with Autism or similar

A sunshine story concerns Benjamin Cato Johannesen, who just graduated from this education

Since childhood, Benjamin has been diagnosed with Asperger's syndrome, which has given him many challenges in social contexts - and has also almost knocked him over when trying to get an education. That is, until he found the right way.

That path went via the educational institution Aspit in Skive and via an internship at Adibus, where the young man is now permanently employed and highly valued collegue by managers and colleagues. And it was a path that decisively changed his life.

You might say it was a silver lining for me to start the internship with Adibus, for sure, says Benjamin Cato Johannesen.
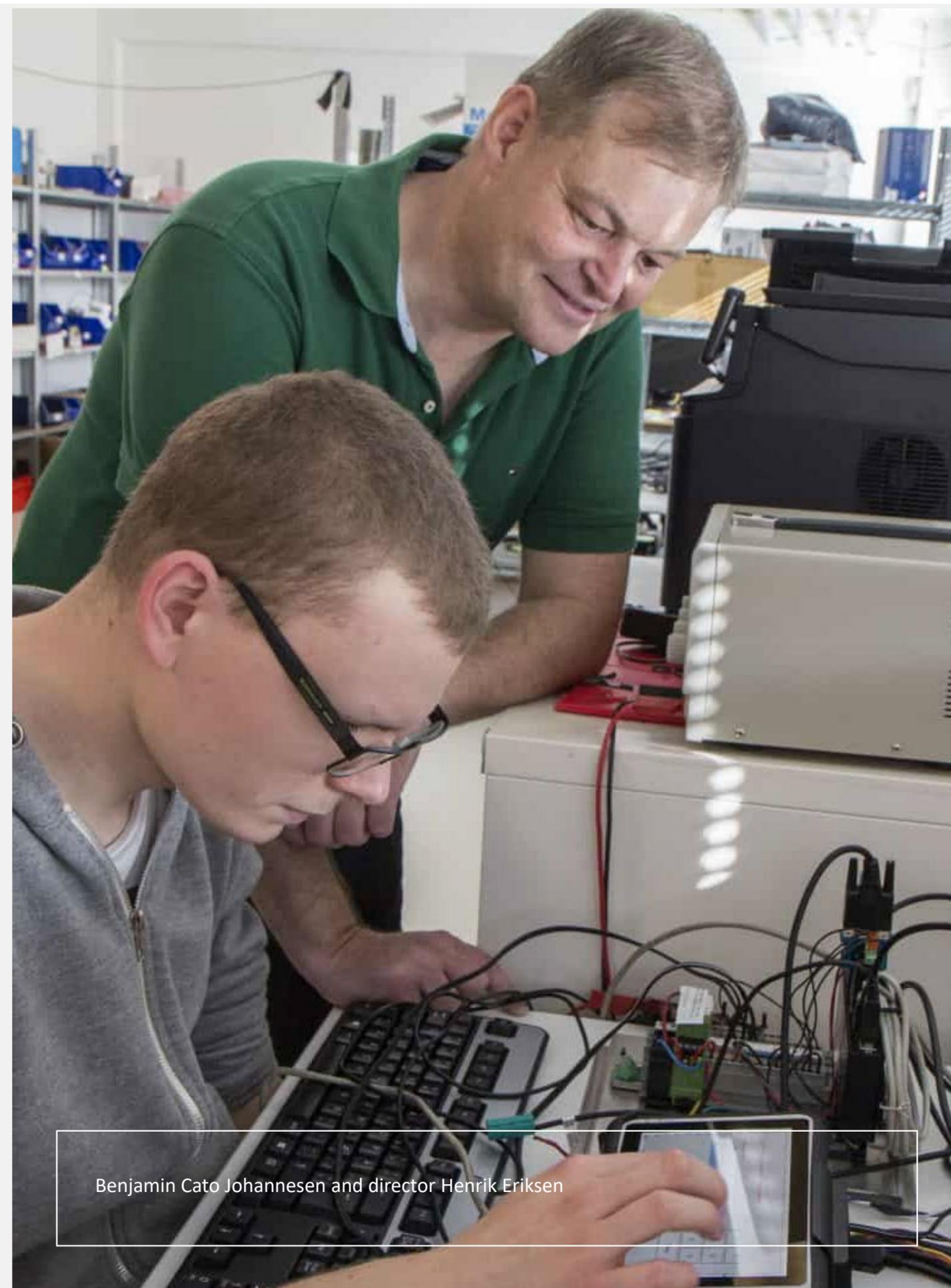
Benjamin Cato Johannesen and director Henrik Eriksen
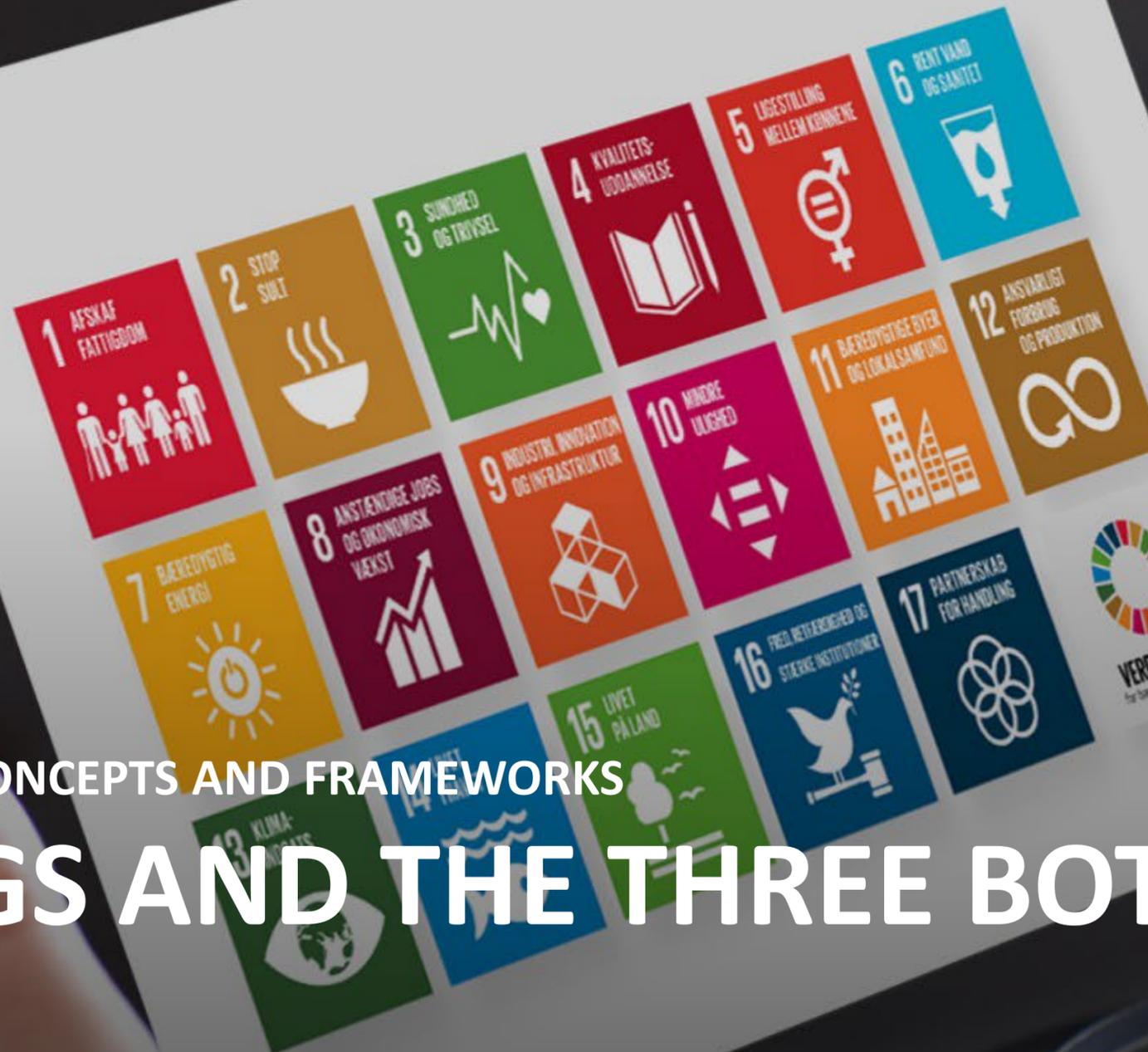
FN17 BUSINESS: CONCEPTS AND FRAMEWORKS

THE SDGS AND THE THREE BOTTOM LINES

THE SDGS AND THE THREE BOTTOM LINES

When working with sustainable development, it is beneficial to base that work on the UN Sustainable Development Goals (SDGs) as they inspire a strong course for your development work.

The SDGs and the three bottom lines

The SDGs include 17 concrete goals and 169 targets that commit all UN member states to completely end poverty and hunger in the world, reduce inequality, ensure better education and healthcare for everyone, and more sustainable economic growth. In addition, they focus on promoting peace, security, and strong institutions, and on strengthening global partnerships.

The SDGs can be divided into three overall bottom lines: environment, social, and business. Sustainable development must address all three bottom lines and ensure that profit and growth are not generated at the expense of the environment and people. There are many new business opportunities in working to create a sustainable future for everyone, because it requires innovation and creative solutions. In addition, companies are required to act in a more sustainable manner, and for the long term.

THE 17 SDGs

The Sustainable Development Goals are often simply referred to as SDGs.

ESG, CSR, AND SDGS

The concept of CSR – Corporate Social Responsibility – has become widely known. For years, large companies in particular have developed CSR reports with a particular focus on the social bottom line but with supplementary information on the company's environment and climate efforts.

However, CSR has been surpassed by a new concept: ESG – Environment, Social, Governance. The ESG concept is wider, specifically embracing environment, people, and society (social) while also adding the governance element. ESG has its origins in the world of finance where there was a need to measure and evaluate company efforts in these three areas in addition to the financial key figures that were typically measured.

Upcoming requirements and legislation will increasingly expand management responsibility to include working with sustainable development. This entails an increasing focus on leadership, follow-up, due diligence, and ongoing adaptation. The world expects responsibility from companies, including that companies to the widest possible extent exert full control of their value chains.

However, we wish to emphasise the business opportunities and retain the economic bottom line from the SDGs. We therefore end up with ESG-B, covering all three concepts.

Whether you are affected by reporting requirements directly or indirectly, for example through your customers, it is recommended to acquire data and documentation of the things you do; notably to see what works and what does not, and track your sustainable development.
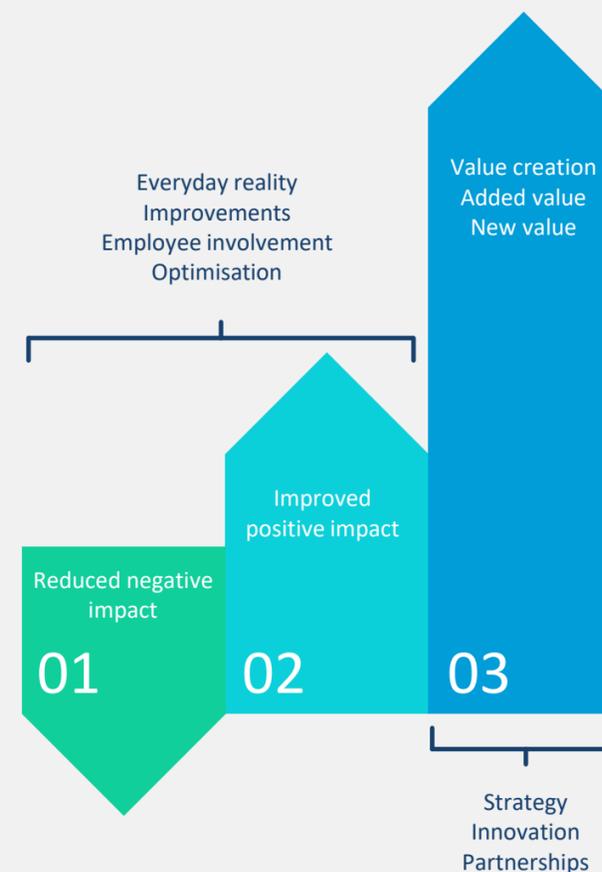
SDGS AS FRAMEWORK, ESG-B AS BODY

Focus

Sustainable development involves many choices, opt-outs, dilemmas, and contradictions. Focus, transparency, and honesty are crucial. You need to choose a starting point and focus on selected efforts. However, you need to justify and account for the things you choose AND those you do not. Your company should evaluate the 169 targets in terms of negative impact, positive impact, and strategic relevance. Optimisation thus becomes a question of reducing negative impacts and improving positive ones. Transformation is reserved for areas where the company can be strategically innovative and ground-breaking, moving to a new place and a new level.

Development steps

The optimisation and transformation thinking is also used on the maturity staircase. Sustainable development is a process, and in theory the journey never ends. It is important that the company knows its starting point and is concrete about going from reactive to pragmatic or from pragmatic to proactive. Everyone wants to climb the maturity staircase but at different speeds and with different levels of ambition. In sustainable development, another key point is that the further you climb the staircase, the greater the business potential! You evolve from doing what everybody else can do and complying with minimum requirements to a strategic focus for sustainable development and a competitive advantage that is difficult to imitate for your competitors.

Everyday reality
Improvements
Employee involvement
Optimisation

Value creation
Added value
New value

Improved positive impact

Reduced negative impact

01   02   03

Strategy
Innovation
Partnerships

05 IDEALIST / TRANSFORMED
Part of company DNA

04 PROACTIVE / ACTIVELY GREEN
Focused efforts

03 PRAGMATIC / ON THE WAY
Start-up / process commenced

02 REACTIVE / FIRST STEPS
Knowledge and awareness

**01** PASSIVE / NOVICES
No knowledge of SDGs

SDG HAVE CREATED TIES BETWEEN TWO LOCAL COMPANIES

Two very different Viborg companies, who did not know each other beforehand, have begun to see each other often in the service of a good cause. One has an extensive surplus of packaging, which the other takes away. In this way, they both have a part in the sustainable development that the UN has demanded with the seventeen global goals.

At Adibus, all the components are securely packed in small and large cardboard boxes, which were previously simply thrown away. But thanks to help from the new initiative UN17 Business, which will support targeted efforts in accordance with the UN's global goals, they are now being recycled a few kilometers away by Cow Concept.

Cow Concept, which has a warehouse and office on Ærøvej, differs significantly from Adibus by being an e-commerce company that sells lifestyle products to individuals. Every day, this results in many shipments to customers all over the country, which requires a large inventory of packaging.

The collaboration falls squarely into sub-goal 12.5 – significantly reduce the amount of waste. With the new arrangement, the two companies save money, time and space. At the same time, the life cycle of the cardboard boxes is extended for the benefit of the environment, as both disposal, reproduction and production of new cardboard boxes are postponed.
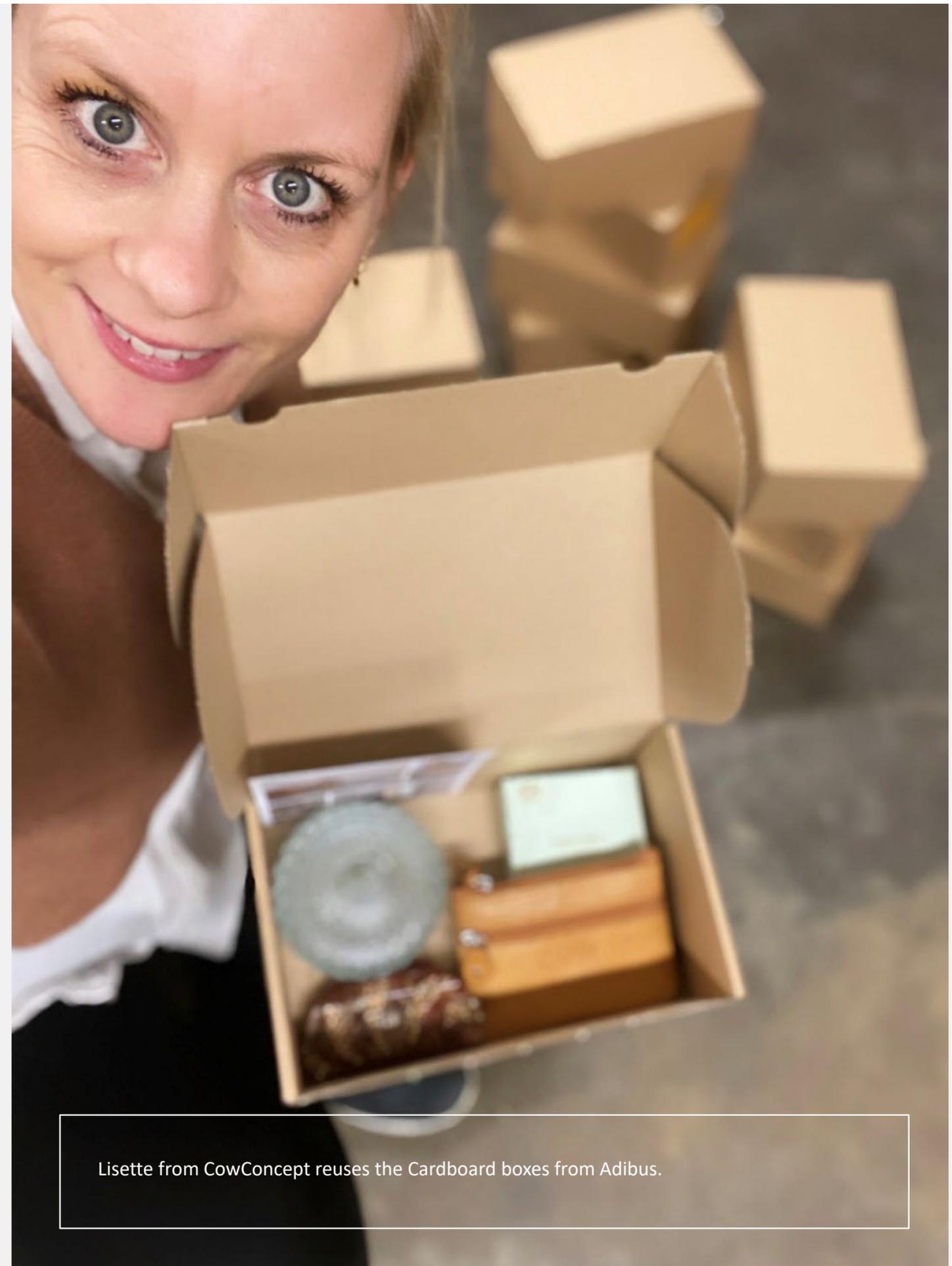
Lisette from CowConcept reuses the Cardboard boxes from Adibus.

2 OUR SUSTAINABLE DEVELOPMENT

VISION, AMBITION, AND GOAL

Our Mission and Vision:

We have a clear objective to run a financially healthy business with good working conditions for the employees. Customers must count on professional treatment and servicing of the tasks we are given.

We must deliver high quality at competitive prices. The customer wants to experience receiving more than expected. We must protect our good reputation and reputation at all times. Together with our customers, we will support sustainable development.

We must maintain and expand our status as a leading supplier in Denmark within innovative solutions for public transport. We also strive to be a significant supplier in the international marked, primarily to our neighboring countries and Europe

Our ambitions and goals:

Regarding SDG, it is our clear goal to be among the most ambitious in the industry. We believe that our work with the SDG and UN17 Sustainable Development Goals not only benefits society but also ourselves. Accountability must be ingrained as part of our DNA.

MATURITY

We have chosen to work structured with 13 sub-items divided into 7 main goals. (see page 2).

We have implemented many of the sustainable initiatives that have been mapped, but there is still much to be done. We are therefore currently between stage 3 and 4.

We are at a stage where we must continue to remind ourselves and not least new employees about our work with the SDG. Internally in the company, the goals are visible in the form of staff handbooks, posters, roll-ups, etc.

In internal meetings, the theme is often brought up. We have experienced several times that sustainability initiatives have been carried out without management's intervention, so we sense that we are on the right way – so it is possible to approach stage 5 over years.

Sustainable development is a process, and in theory the journey never ends. It is important that the company knows its starting point and is concrete about going from reactive to pragmatic or from pragmatic to proactive. Everyone wants to climb the maturity staircase but at different speeds and with different levels of ambition.

In sustainable development, a key point is that the further you climb the staircase, the greater the business potential! You evolve from doing what everybody else can do and complying with minimum requirements to a strategic focus for sustainable development and a competitive advantage that is difficult to imitate.

We want to be here in 3 years →

TODAY →

05 IDEALIST / TRANSFORMED
Part of company DNA

04 PROACTIVE / ACTIVELY GREEN
Focused efforts

03 PRAGMATIC / ON THE WAY
Start-up / process commenced

02 REACTIVE / FIRST STEPS
Knowledge and awareness

01 PASSIVE / NOVICES
No knowledge of SDGs

Combination of an FN17 model, a phase model from Dania's SME survey (based on Bob Willard's sustainability journey), and the DTI / REGLAB model

OUR RESPONSIBILITY IN SPREADING AWARENESS OF UN17 GOALS

Adibus often participates in local events and events where we talk about our work with UN17 goals.

On several occasions, we have invited school classes into our company, where we have provided inspiration for how we as a company can contribute to a greener future. It is our experience that it is high on the agenda of the younger target group.

In addition to talking about our work with UN17 goals, we have also competed in waste sorting games, developed by our sister company Eventgames.

The initiative not only contributes to wider adoption, but it also strengthens our local reputation as a responsible company and makes recruitment of new employees easier.

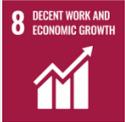Brian Stærk Sørensen from Adibus talk about UN17 goals for a schoolclass.

OUR WORK WITH THE SDGS

We have selected to work with a number of targets under the UN SDGs.

11 SUSTAINABLE CITIES AND COMMUNITIES **Sustainable Cities and Communities** **9** INDUSTRY, INNOVATION AND INFRASTRUCTURE **Industry, innovation and infrastructure**	Target 11.2 Create affordable and sustainable transport systems Target 11.6 Reduce the environmental impact of cities Target 11.4 Strengthen national and regional urban planning Target 9.1 Build sustainable and resilient infrastructure Target 9.4 Upgrade all industries and infrastructures for sustainability	Among other things, we contribute with IT systems such as: • Minimizes CO2 emissions • Supports new forms of energy, including electricity • Helping populations with special needs Increases road safety • Make it more advantageous for passengers to use public transport • Make it more profitable for providers to operate public transport • Supports Mobility as a Service (MaaS)	We want to support a more sustainable development in and outside cities by offering innovative IT systems that promote public transport, including coherence with other modes of transport. Internally in the company, we want to optimize transport needs as far as possible
12 RESPONSIBLE CONSUMPTION AND PRODUCTION **Responsible Consumption and Production**	Target 12.5 Significantly reduce waste	• As far as possible, we want to extend the lifetime of products, including recycling • We make demands on our suppliers for minimal use of packaging • We demand that our suppliers only deliver what we need	• We develop games that convey recyclability and waste • We primarily want to offer advertising media that have the least possible CO2 footprint
7 AFFORDABLE AND CLEAN ENERGY **Affordable and clean energy**	Target 7.3: Double energy efficiency	Among other things, we contribute with IT systems for public transport and other installations such as: • Minimizes CO2 emissions • Supports sustainable forms of energy Uses the least amount of energy	We want to reduce energy consumption and promote sustainable forms of energy. Internally in the company, we reduce energy requirements through the use of energy-efficient installations as well as minimizing and streamlining driving needs.

OUR WORK WITH THE SDGS

We have selected to work with a number of targets under the UN SDGs.

8 DECENT WORK AND ECONOMIC GROWTH **Decent work and economic growth** **3** GOOD HEALTH AND WELL-BEING **Good Health and well-being**	Target 8.2: Increase economic productivity through technology and innovation Target 8.6 Help young people in work, education and training Target 8.4 Use resources efficiently in consumption and production Target 3.3 Fight communicable diseases	Our growth must not compromise the well-being and health of our employees. We want to take social responsibility by helping young people and people with special needs enter the labour market. • We want to create sustainable growth for our customers and ourselves through technology and innovation. • Our IT systems for public transport help promote public health and fight infectious diseases	On the media side, we enter into lucrative agreements with partners who want to convey CSR and sustainable messages.
17 PARTNERSHIPS FOR THE GOALS **Partnerships for the Goals**	Target 17.17 Encourage effective partnerships	To a large extent, we enter into partnerships across the public and private sectors. • We cooperate with educational institutions in development projects. • We are ITxPT certified, which promotes industry partnerships and greater usability of equipment	

BASIC SUSTAINABILITY PRINCIPLES:
CIRCULAR ECONOMY

Today, we use 1.7 times the resources* that our planet can regenerate annually. The consequences of this are enormous, and we must protect our resources better and optimise our use of them. A key aspect of this is to evolve from linear to circular thinking. It makes good sense, it is a financial advantage, it is good for the planet, and circular thinking is a source of innovation.

Three basic principles of circular economy

REDUCE
consumption

REUSE
products

RECYCLE
materials

Circular business models

There are several ways of working with circularity. You can work towards implementing the circular principles in your own production and your suppliers, thereby using as few new resources as possible and reusing materials.

However, circular economy can also be implemented in the business model of many companies. You can extend the lifetime of your products and ensure that they can be repaired or upgraded. You can offer your product as a service for lease, rent, or loan, allowing more people to share the same resource.

*Source: https://www.overshootday.org/

LINEAR ECONOMY

New raw materials → Design → Production → Distribution → Consumption → Waste

New raw materials

CIRCULAR ECONOMY

Reuse · Design · Production · Distribution · Consumption · Repair

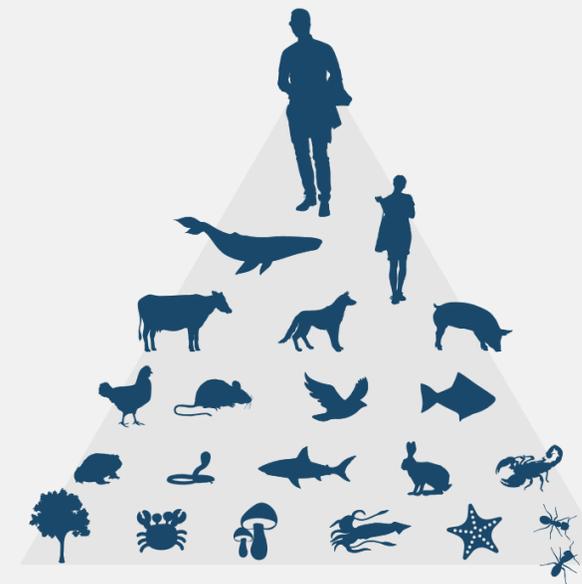# BASIC SUSTAINABILITY PRINCIPLES:
PARTNERSHIPS

We are all part of something bigger and depend on others around us. This is particularly true of sustainability – you cannot be sustainable on your own.

You need to look beyond yourself and see who you depend on in your value chain. You need to partner with others, be innovative together, and find solutions that point the way towards new places.

We need the courage to cooperate and share knowledge and experiences. The courage to cooperate on customers and invent new products, and to work with suppliers on finding or developing new raw materials.

Partnerships for action is a key element of the SDGs.

EGO

ECO

BASIC SUSTAINABILITY PRINCIPLES:
PARTNERSHIPS AT ADIBUS

Companies wishing to do business with Adibus must follow our Code of Conduct and, upon request, be able to document responsibility in the following areas:

Environmental:
Climate and environmental impacts and efforts in relation to CO_2 emissions, water and energy consumption, waste and recyclability.

Social influences:
E.g. human and labour rights, occupational injuries, gender diversity, pay gaps, sick leave, discrimination, stress. (see next page)

Governance:
Management and board related topics. Including corruption, money laundering, compliance with law and order, etc.

If Adibus experiences a breach of the Code of Conduct, adibus is entitled to terminate the contract with the supplier.

Please feel free to request for our Supplier Code of Conduct.

ESG/UN17 ORGANISATION AND IMPLEMENTATION

The overall responsibility for Adibus's work with SDG is co-owner Brian Stærk Sørensen.

The work with SDG/sustainability is a shared responsibility for everyone in the company. The heads of the respective departments are responsible for the implementation of the decided measures.

.The internal Health and Safety Organisationis headed by Kirsten Olesen.

Henrik Eriksen has the main responsibility for the company's ISO certification.

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                    ┌─────────────────────┐
                    │    ESG/UN17 goals    │
                    │ Brian Stærk Sørensen │
                    └─────────────────────┘
          ┌──────────────────────┐  ┌──────────────┐
          │ Internal Health and  │  │     ISO      │
          │       safety         │  │ Henrik       │
          │   Kirsten Olesen     │  │ Eriksen      │
          └──────────────────────┘  └──────────────┘
   ┌────────────┐ ┌────────────┐ ┌──────────────────┐ ┌──────────────┐
   │ Salg/project│ │Development │ │Implementation/   │ │Advertising   │
   │ Henrik      │ │ Jesper     │ │service           │ │Sale          │
   │ Eriksen     │ │ Nordestgaard│ │ Jes Juncker     │ │Lars Thornvig │
   └────────────┘ └────────────┘ └──────────────────┘ └──────────────┘
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REQUIREMENTS FOR SUPPLIERS HAVE REDUCED WASTE CONSIDERABLY

Adibus has revised procurement routins in the efforts to reduce waste products.

Adibus regularly purchases computers and technical equipment from Asia. Much of that equipment automatically comes with power supplies that are not needed in our production.
We have not been able to find another use for this, therefore we have made demands on the supplier not to deliver these. Seen in isolation, it does not provide financial savings on our purchases, but we ensure that these no longer have to be produced. This reduces resource consumption and CO_2 emissions
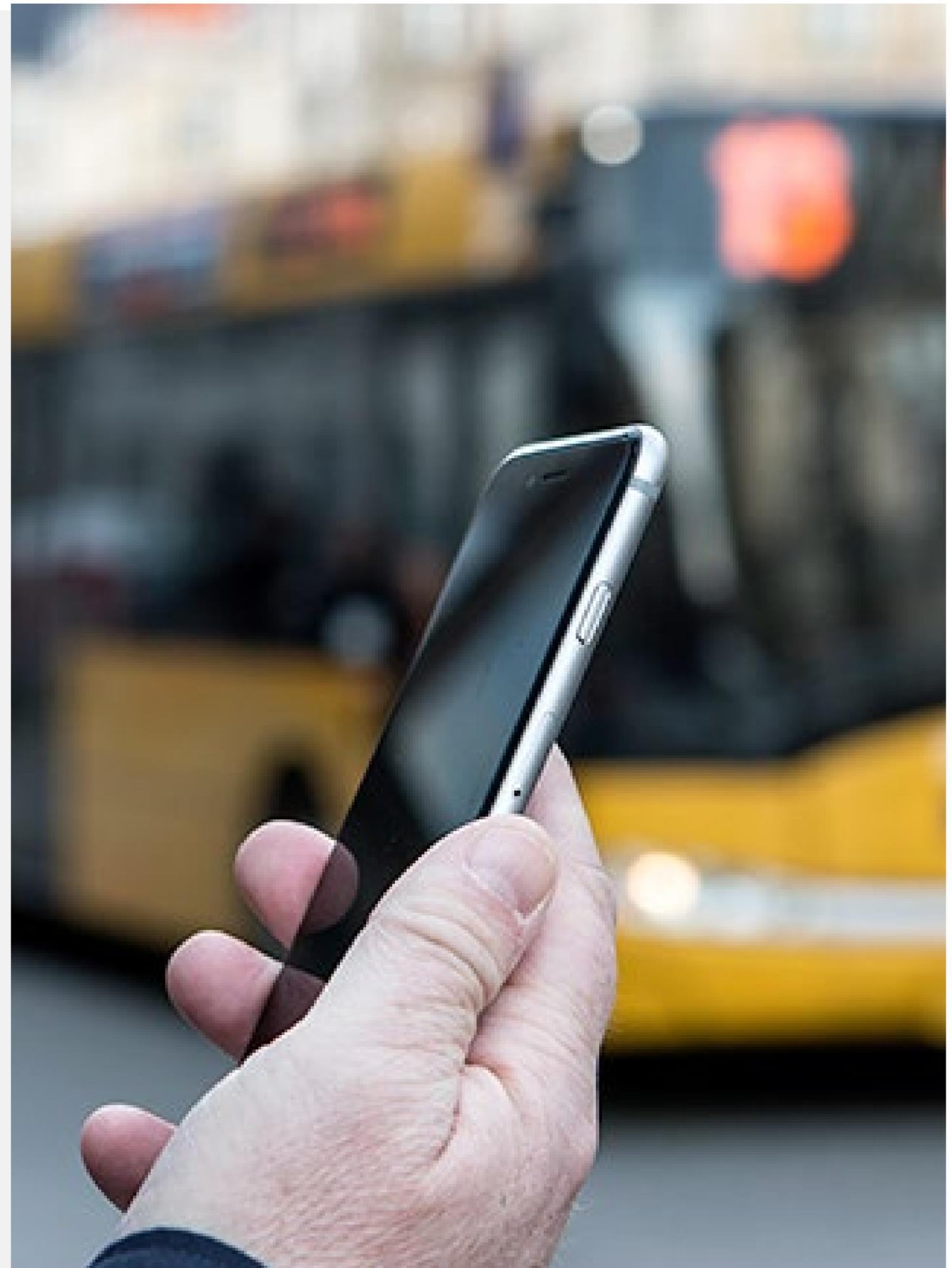
Not everything that counts can be counted, and not everything that can be counted counts

Albert Einstein

3   OUR ESG-B KEY FIGURES

ENVIRONMENT

E

Adibus is primarily a development and service company. Unlike a manufacturing company, direct emissions of CO2 are therefore limited.

However, we always have the opportunity to optimize our internal processes in an effort to reduce resource consumption as much as possible. In the preceding pages we have given examples of concrete actions.

For example, we make demands on our subcontractors who produce the components we purchase.

Adibus has a significant data consumption on the solutions we provide. By reducing data consumption and ensuring that green power is used for the servers we use, we can reduce the CO2 footprint.

We want to differentiate ourselves in the environmental area and would like to challenge our customers in the direction of making greater demands on the procurement of the services we provide.

SOCIAL

S

We always want to be a responsible company when it comes to inclusiveness and good working conditions for our employees.

Adibus is known for providing a societal effort for people with special needs. This is reflected in internships and the employment of autistic people/Asbergers. (see case on previous page).

We can measure our efforts in relation to the number of interns/employees with special needs.

At Adibus, we offer flexible working conditions and are open to finding solutions that can embrace employees' special needs. We have several employees on reduced hours.

Unfortunately, gender diversity in the company is skewed. Not many women are educated in the technical professions and we rarely get applicants. That is why we cannot present good key figures here, but we can strive to improve them.

At Adibus, we have a well-functioning Working Environment Organisation that handles the physical and psychological working environment. We regularly conduct workplace assessments and employee satisfaction surveys.
It is our clear goal to continuously raise our score.

Adibus contributes locally with sponsorships for culture and sports. We are an active participant in local business events. Adibus is one of the first small/medium-sized companies in Denmark to work purposefully with the UN17 Sustainable Development Goals. This has meant that in several contexts we have been a source of inspiration for other companies in connection with business events. We have also participated in the local initiative "Green together" for several years, where we have invited school classes to hear about our work with UN17 Sustainable Development Goals.

Adibus has a good cooperation with higher education institutions in connection with projects and education.

Adibus requires subcontractors to comply with human rights.

GOVERNANCE

G

We see it as a management responsibility to initiate the work with ESG. We have done this specifically by putting co-owner Brian Stærk Sørensen in charge of the ESG/UN17 goal organization.

However, the executive part is placed with the employees and middle managers, just as all employees have influence on involvement in what initiatives can and must be done.

We want the work with ESG/ UN17 goal to become part of the company's DNA. This is achieved by everyone gaining ownership, understanding objectives and, not least, the value of the work.

As far as possible, we want to be

able to measure and visualize our efforts both internally and externally.

We want to create pride in our employees to be part of a responsible company. It is new for us to work with key figures in the ESG area, it is possible we want to be able to benchmark with other companies in our industry. We are aware that we are part of a value chain. Therefore, it is important to us that our subcontractors support the values we represent. We only deal with companies that comply with human rights rules, exhibit ethical behavior and are not involved in bribery and corruption.

BUSINESS

B

Our products and services tap directly into the green transition. We have an innovative approach to making green thinking more profitable.

One example is our targeted work with optimization of electric bus operation. With the help of Innovation Fund Denmark and in collaboration with universities, we have created the foundation for a groundbreaking project that can turbocharge the green transition.

A project that not only has potential for our current customers, but which can also help us enter new attractive markets abroad.

We believe that with a focus on the green transition, we can develop our current products and create even more initiatives that can contribute to the achievement of the UN17 goals and create better business for our customers and ourselves.

For some of our products, it will be possible to measure savings and CO_2 impact, which we would like to focus on in the future.

BUSINESS

In the table to the right, we have mapped some of our IT solutions within public transport and assessed these in relation to our UN17 goals.

Impact:
✓✓✓ Great
✓✓   Good
✓   Moderate

KEY FIGURES FOR INNOVATION AND DEVELOPMENT

Products	FN17 impact
Automatic Speed Limitation	FN11 ✓✓✓ FN9 ✓✓✓ FN7 ✓✓
Passenger Information System /Infotainment	FN9 ✓✓ FN3 ✓
Next Stop Annonuncement	FN7 ✓
Public Info Displays	FN9 ✓✓ FN7 ✓
Automatic Passenger Counting	FN9 ✓✓ FN3 ✓✓✓
Lane Management	FN11 ✓✓✓ FN9 ✓✓✓
Destination Sighns	FN9 ✓✓
Wi-Fi solutions	FN9 ✓ FN12 ✓
Info Apps	FN9 ✓ FN12 ✓
ECO Drive	FN8 ✓ FN7 ✓✓✓ FN11 ✓✓✓ FN9 ✓✓✓
Drive Emergency	FN11 ✓✓✓ FN9 ✓✓
ChargePlan	FN7 ✓✓✓ FN11 ✓✓✓ FN9 ✓✓✓
Optimization	FN7 ✓✓✓ FN11 ✓✓✓ FN9 ✓✓✓ FN8 ✓
Planning	FN7 ✓✓✓ FN11 ✓✓✓ FN9 ✓✓✓ FN8 ✓
Operation	FN7 ✓✓✓ FN11 ✓✓✓ FN9 ✓✓✓

Products	FN17 impact
Signal Priority	FN7 ✓✓✓ FN11 ✓✓✓ FN9 ✓✓✓
Call	FN9 ✓✓ FN8 ✓
Drive Terminal	FN8 ✓ FN11 ✓✓✓ FN9 ✓✓✓ FN7 ✓✓✓
Driver Apps	FN9 ✓✓ FN8 ✓

REQUIREMENTS FOR SUPPLIERS HAVE REDUCED PACKAGING AND REDUCED FREIGHT REQUIREMENTS

Adibus has reviewed procurement with a dense comb to reduce waste products.

IT equipment is typically packed very securely, which is required if each unit is to be shipped separately. Since we buy in bulk, packaging can be done more appropriately and with far less packaging as a result. Adibus has made demands on suppliers to pack more optimally and environmentally. At the same time, much more can be packed on the pallets to optimize freight. This saves large amounts of CO_2.

HENRIK ERIKSEN SHOWS AN EXAMPLE OF BOXES PACKED IN BOXES EXCESSIVELY.

EXTERNAL VALIDATION

Getting a third party to validate your claims always increases credibility. Some companies can already lean on ISO certifications or similar where their work with sustainability and on ensuring follow-up and improvement can be implemented. For others, it makes sense to obtain separate certification (B Corp, SDG certification, and similar) to provide a structure for sustainable development, and to ensure progress. Some join the Global Compact and report on ten fundamental principles.

Whereas certifications work as management systems at company level, labels work at product level and can be more concrete in terms of requirements and documentation.

For some companies, certain labels are required in certain markets, but they are also good for working with sustainable development at product level. Naturally, it is important to communicate your certifications and labels, what you are planning to do, and what you have decided not to do. The scope depends on your products and your business.

Use the labels constructively for development and progress – and not only as a static stamp.
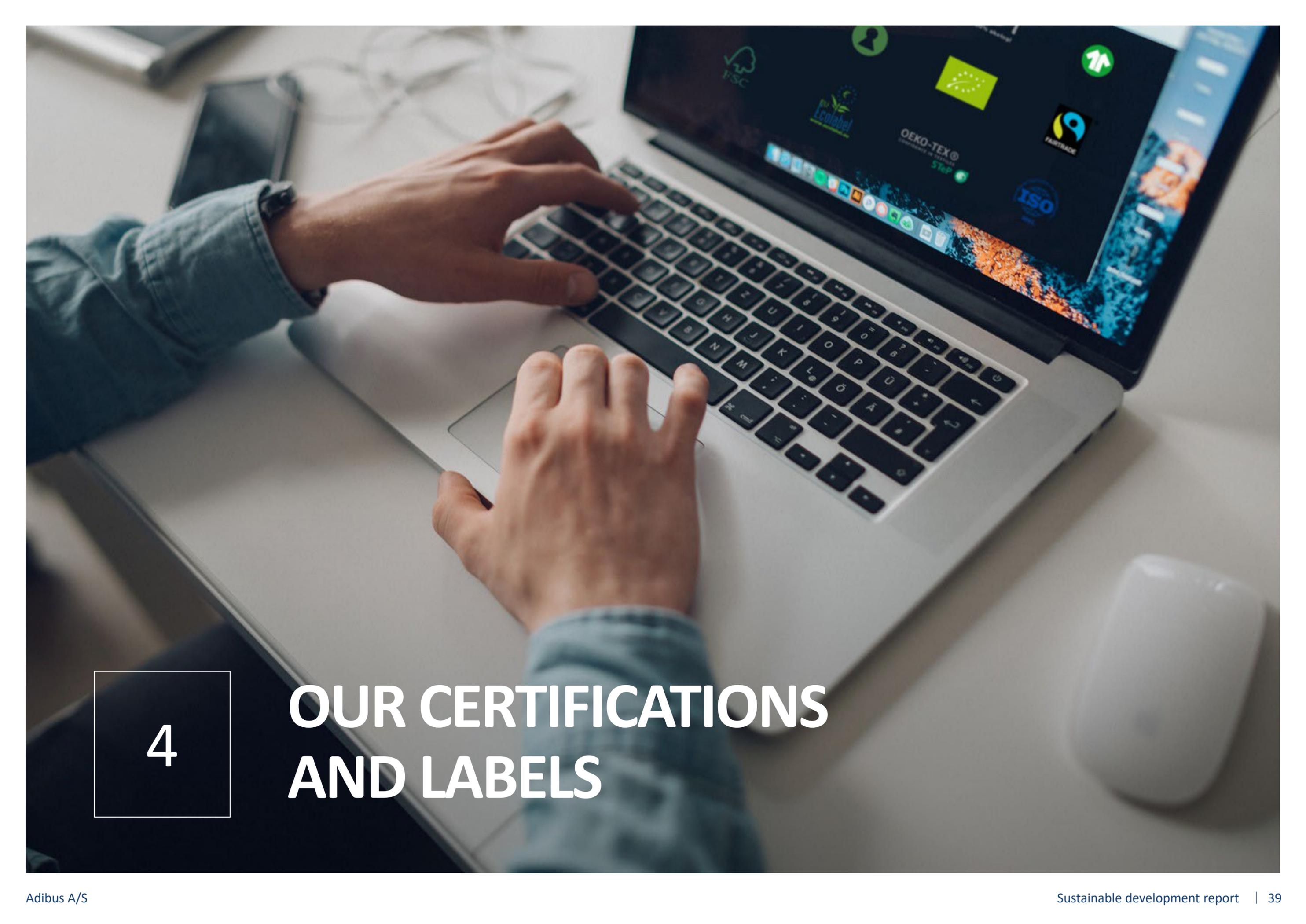
4 OUR CERTIFICATIONS AND LABELS

OUR CERTIFICATIONS

Adibus has several certifications and acknowledgements

CERTIFICATIONS

ISO 9001

ITXPT

AAA – silver

5 TIMES:
BØRSEN
2014-2018

5 times Gazelle – among fast growing compagnies in DK

Winner of the price for best governance in region Midt-vestjylland
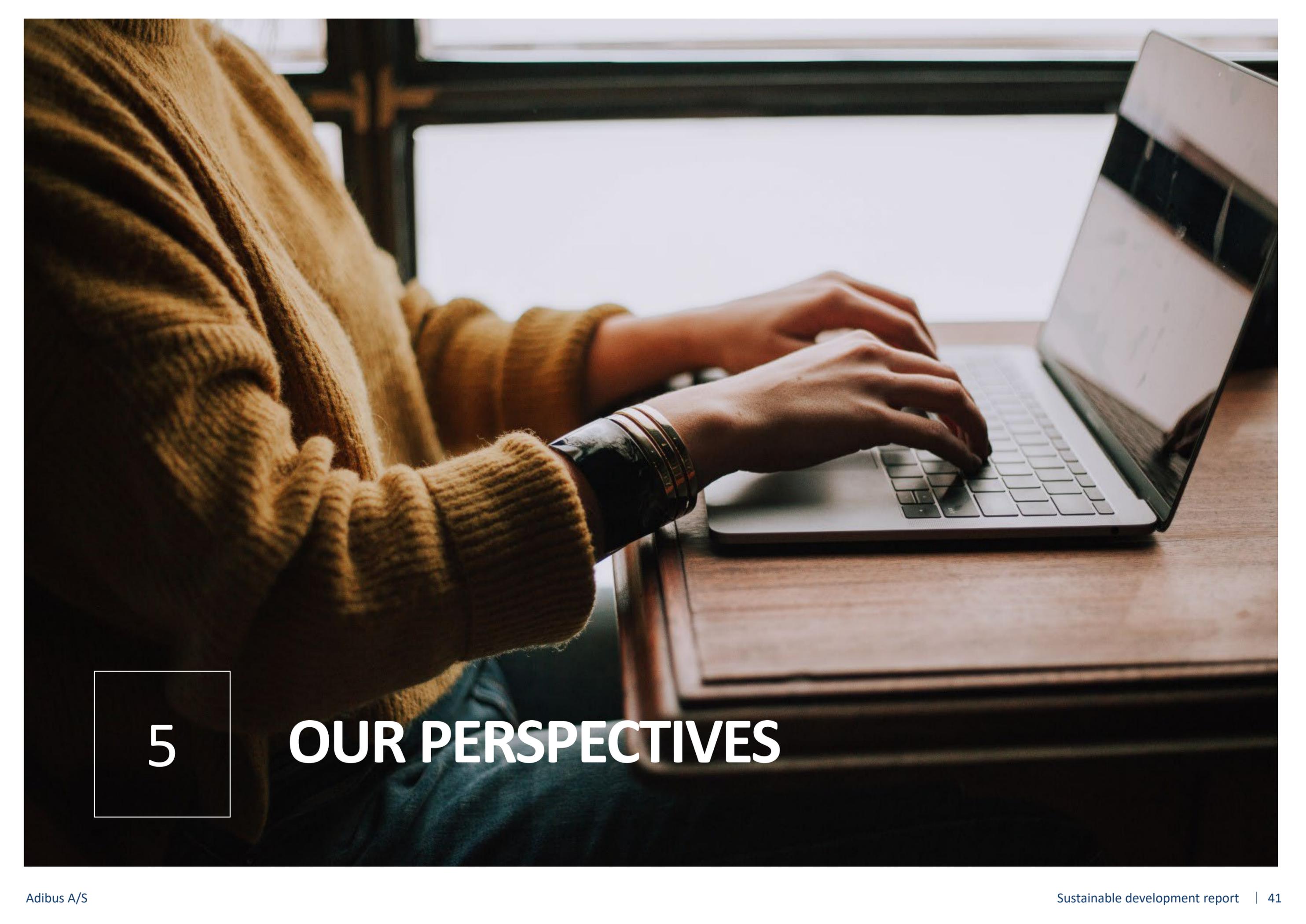

Initiative price for best product.

Yearprice – Business Viborg

SUCCES VIRKSOMHED 2021

Among the succes compagnies in DK

5 | **OUR PERSPECTIVES**

OUR PERSPECTIVES

This document shows our work with UN17 goals/ESG and where we are now. A dynamic document that we continuously improve and adapt in line with our development in the field.

We use the document internally in the company as a basis for our further process and action plans for the future.

The documentation is also used externally in relation to suppliers, partners and customers.

Should there be any shortcomings, or something elaborated, we are available at any time.

We also welcome positive and negative criticism that can be addressed to Brian Stærk Sørensen bs@adibus.com