KGL. HOFLEVERANDØR
KJÆR & SOMMERFELDT

ESG REPORT 2025

Certified B Corporation



Kjær & Sommerfeldt's 150th Anniversary, 31 March 2025

3 INTRODUCTION AND OVERVIEW
4 A rapidly changing world
7 General information
8 At a glance
10 Practices, policies, and future initiatives for transitioning towards a more sustainable economy, including materiality analysis
11 Value chain

14 STRATEGY
15 Passion for people, wine, and results – since 1875
17 Focus areas
18 Becoming experts

19 E – CLIMATE & ENVIRONMENT
22 Energy consumption and CO_2e emissions
29 Biodiversity
32 Water
34 Resource use, circular economy, and waste management

36 S – PEOPLE
38 Workforce
44 Workers in the value chain
46 Customers and end-users

48 G – CORPORATE GOVERNANCE
49 Corporate governance
51 Corporate conduct

54 ESG DATA OVERVIEW
55 Key figures
58 Accounting principles

60 FAQ
61 What is CO_2 and CO_2e?
62 What is the difference between scope 1, 2, and 3?
63 What is B Corp?
65 Certified wine categories

67 MANAGEMENT



INTRODUCTION AND OVERVIEW

A RAPIDLY CHANGING WORLD



In 2025, the accelerating pace of climate change has become impossible to ignore. Global warming continues to intensify, and the latest measurements show that atmospheric greenhouse gas concentrations have once again reached record levels. Climate change is not only an environmental concern; it also presents a tangible business risk, affecting quality, supply and price development within wine production.

For that reason, 2025 has also marked the year in which sustainability has firmly become an operational discipline. Requirements relating to documentation, transparency and accountability have tightened, and sustainability is no longer simply an adjunct to the business; rather, actively working with sustainability is a prerequisite for running it.

In January, we brought together the industry for the first sustainability seminar of its kind. Producers, customers and advisers from across the wine and food sectors gathered to share knowledge and accelerate progress. The conclusion was unequivocal: sustainability demands active leadership and shared responsibility throughout the entire value chain.

STRENGTHENING SUSTAINABILITY ACROSS THE VALUE CHAIN

As the link between wine producers, customers and consumers, we carry a particular responsibility. We are working systematically to strengthen sustainability throughout the value chain — from vineyard to consumer — because this is where we can make the greatest impact.

Our ESG priorities are rooted in our materiality assessment, which shows that our most significant impact lies upstream in the value chain, particularly in relation to the carbon footprint of packaging and producers' cultivation methods.

Like many other businesses, the introduction of Extended Producer Responsibility (EPR) in Denmark has affected our operations. The purpose of EPR is to ensure that companies take responsibility for the environmental impact of their packaging — even after products have left the shelf — while creating incentives to reduce overall packaging volumes. Implementation has been complex, placing new demands

on systems and data across the industry. At the same time, the ambition to reduce the carbon footprint of packaging aligns closely with our strategy to strengthen sustainability throughout the value chain.

As a result, in 2026 we will begin systematically collecting precise data on bottle and packaging weights in close dialogue with our suppliers. The aim is to develop an advanced calculation model that provides a more accurate picture of our total carbon footprint and forms the basis for targeted reduction initiatives across the value chain.

A significant achievement in 2025 has been the reduction of our own emissions (Scope 1 and 2, location-based), which have decreased by approximately 50% since 2021. This reduction is primarily the result of the phased electrification of our company car fleet, initiated in 2024 and continued in 2025.

In our offering to customers and consumers, we also continued our efforts in 2025 to expand the availability of environmentally certified wines. Demand for wines produced with particular environmental consideration is growing. Our target for 2025 was for 35% of the portfolio to be environmentally certified; the final figure reached 31%. The shortfall was mainly due to market adjustments during a period of increased price sensitivity and changes to the range. Our long-term ambition of achieving 70% certified wines by 2030 remains unchanged.

AN ANNIVERSARY YEAR MARKED BY STRONG ENGAGEMENT

At the same time, 2025 has been a historic year for Kjær & Sommerfeldt. We have celebrated 150 years defined by integrity, passion and responsibility. Sustaining a wine business for a century and a half requires the ability to renew oneself without losing sight of one's foundations.

The anniversary year has been characterised by high levels of activity across the organisation, including events for customers, partners and employees, as well as visits from producers representing some of the world's leading wine houses. It is therefore particularly gratifying that, in such an ambitious year, our employee engagement survey delivered its strongest result since we began measuring systematically in 2016.

PUTTING OUR OWN HOUSE IN ORDER

We have been B Corp certified since 2023. Certification has strengthened our structures and documentation processes and has been an important tool in ensuring that our own house is in order.

Following an update to the B Corp standard, we will undergo recertification in 2026. This entails adding a further level to our 'Sustainable Integrity' programme. The programme will be expanded with new policies and concrete action plans covering both climate and social areas. For us, this is not merely about meeting requirements, but about translating our values into tangible action.

A JOURNEY IN A CHANGING WORLD

In 2025, it has become clear that the pace of global warming remains too high and that current efforts still fall short of the scale of the challenge. That recognition carries responsibility.

We are proud of the progress we have made and are confident that the initiatives we will launch in 2026 will significantly strengthen our efforts and increase our contribution to sustainable development across the value chain. At the same time, we recognise that sustainability is not a destination but an ongoing commitment, requiring responsibility to be embedded ever more deeply in everything we do.

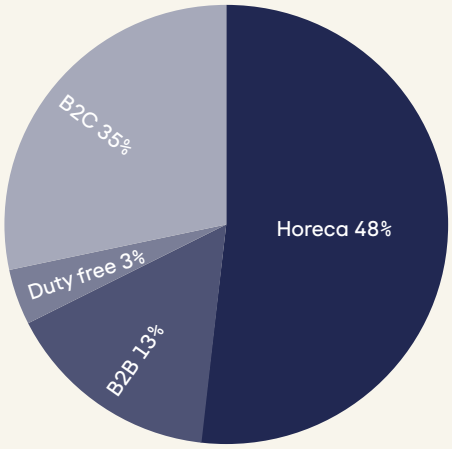
Integrity has guided us since 1875 — and continues to do so in a world undergoing rapid change.

Mads Stensgaard
CEO, Kjær & Sommerfeldt

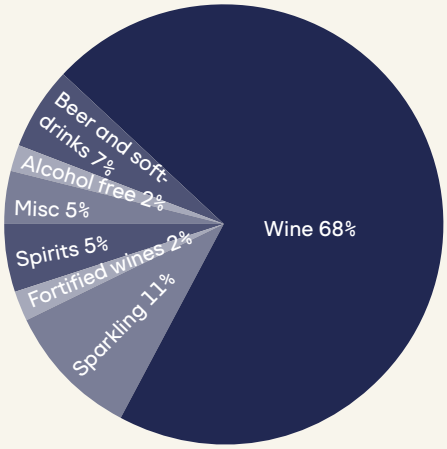
GENERAL INFORMATION

Company Structure: A/S
NACE Industry Code(s): 463420 Wholesale of Wine and Spirits
Size of the balance sheet: DKK 138.774.000
Gross Profit: DKK 91.158.000
Number of employees: 87 (84 FTE)

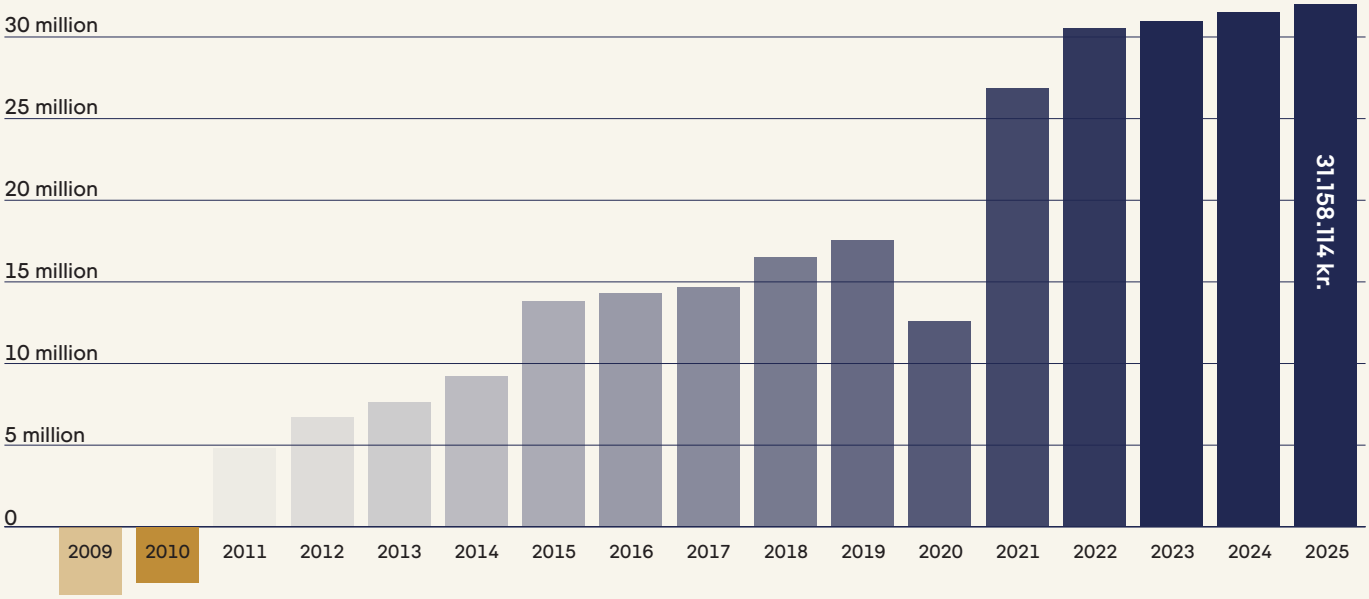
Revenue by customer category



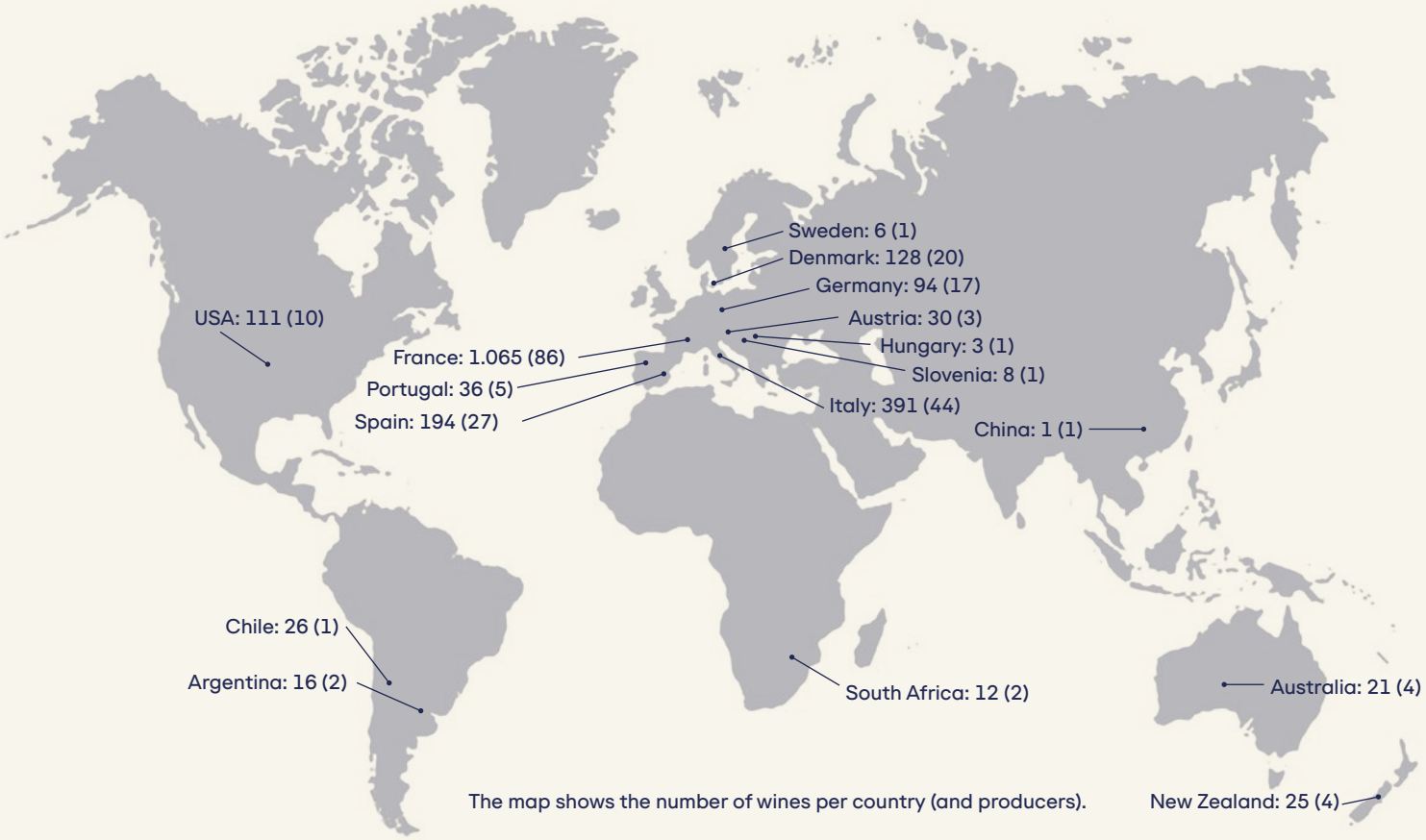
Revenue by product category



Profit before tax, 2009-2024



AT A GLANCE



The map shows the number of wines per country (and producers).

2.167
Wines

229
Producers

4
Locations: Copenhagen, Aarhus, Odense C and Odense SØ

87
Employees (84 FTEs)

2.101
Business customers

1.627
On-trade customers

45.173
Private online customers

76.226
Transactions in our stores

THE FOLLOWING DISCLOSURE POINTS HAVE BEEN OMITTED

Revenue is not disclosed as this information is considered confidential. Companies in accounting class B are, according to Section 32 of the Danish Financial Statements Act, not obligated to disclose their revenue.

Locations and geolocation of major assets and facilities (pkt. 24e, vi, vii)

Location	Address	Postal Code	City	Country	Geolocation (Coordinates)
Store	Gammel Mønt 4	1117	Copenhagen	Denmark	55.68121459983309, 12.581729883228855
Store	Fisketorvet 8	5000	Odense C	Denmark	55.3974236198537, 10.38877044087924
Warehouse	M. P. Allerups Vej 45 A	5220	Odense SØ	Denmark	55.372784323993216, 10.496717023149262
Store	Skovvejen 2A	8000	Aarhus C	Denmark	56.164606926914864, 10.217351884656404

Certified

B

Corporation

CERTIFICATION (SECTION 26): B CORP
VALIDITY DATE: 4 DECEMBER 2023

B CORP CERTIFICATION

In 2023, Kjær & Sommerfeldt achieved the recognised B Corp certification. Integrity has always been an essential part of our company's DNA, but with the B Corp certification, we have elevated it to the next level and increased our awareness of where we can make a concrete difference. The B Corp certification is not an endpoint, but a management tool that ensures structured processes, systematic approaches, and a data-driven focus in our sustainability efforts. In 2026, we are due to be re-certified under the updated B Corp standard.

PRACTICES, POLICIES, AND FUTURE INITIATIVES FOR TRANSITIONING TO A MORE SUSTAINABLE ECONOMY, INCLUDING MATERIALITY ANALYSIS



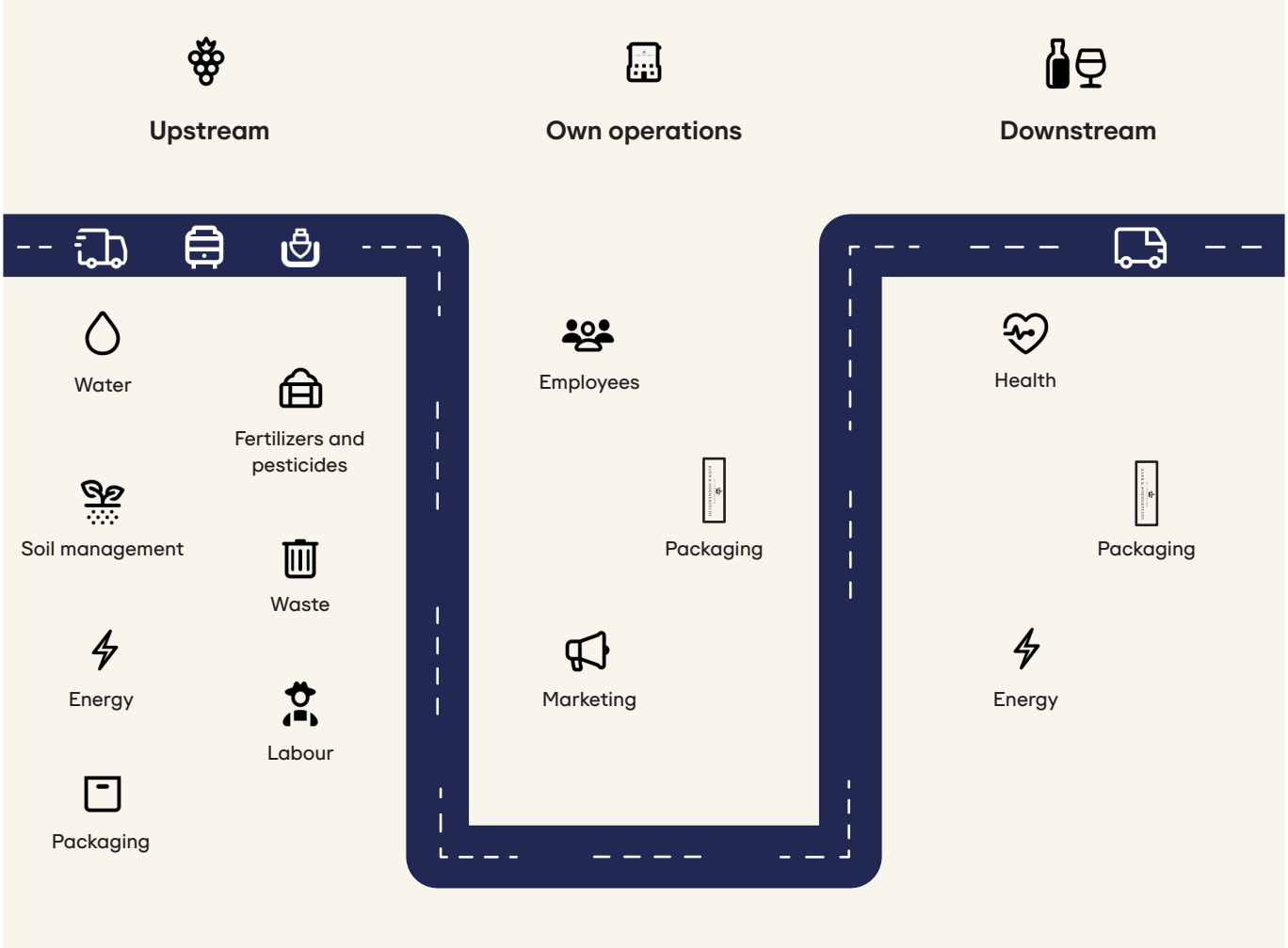
Photo: Jon Wyand



Since humans began producing wine 8,000 years ago, winemaking has continuously evolved to new technologies – bringing both advantages and challenges. Wine production has evolved from an artisanal craft into a highly advanced industry. This has increased efficiency and global accessibility, but also intensified pressure on nature. Fortunately, by combining traditional methods with innovative technologies, modern winemaking can optimise quality, efficiency, and sustainability. At Kjær & Sommerfeldt, we are committed to continually offering a diverse, attractive, and modern range, enabling our customers to make more sustainable choices. As highlighted in our materiality analysis, our most significant impact is found upstream in our value chain – primarily in wine production. A key part of our strategy is our role as the 'amplifier of sustainability,' connecting wineries with our customers. At the same time, we are actively working to reduce our own environmental footprint. This includes focusing on the development and well-being of our employees, strategically minimising packaging, transport, and logistics-related emissions, and promoting responsible wine consumption.

VALUE CHAIN

Overview of our value chain



Based on our materiality assessment, the following areas are relevant

Upstream	Own operations	Downstream
Climate	Climate	Climate
Pollution	Employees	Circular economy
Biodiversity	Circular economy	Consumers and end-users
Circular economy	Governance	
Water resources		
Workers in the value chain		

MATERIALITY ANALYSIS AND FUTURE INITIATIVES

Sustainability topic, section 27	Description	Impact, risk, or opportunity	The company has a specific policy/ initiative	Is the policy/ initiative publicly available?	Does the policy contain future objectives?
Climate change	Wine and spirits production has a negative impact on the climate. Life-cycle assessments show that the glass bottle is typically the single largest contributor to a wine's overall carbon footprint due to the energy required for its production (OIV; European Commission JRC; CONCITO – The Big Climate Database). The transportation of glass bottles further contributes to CO_2 emissions. Additionally, the winemaking process itself has a negative impact through the use of fertilizers, fermentation, and energy consumption during production, including the operation of equipment at vineyards.	**Upstream in the value chain:** Production of glass bottles, use of fertilizers and pesticides in cultivation, use of agricultural machinery, and energy consumption in winemaking. **Own operations:** No significant impact, primarily related to energy consumption in our warehouses and office buildings. **Downstream in the value chain:** Transportation and disposal/recycling of glass. **Risks:** Climate change has a significant impact on wine production, affecting quality, quantity, availability, and pricing. As a result, it may also influence Kjær & Sommerfeldt's business.	Yes: Procurement policy and Company car policy	No	No
Pollution	The worst sources of pollution in wine production are found among producers who use pesticides, herbicides, and synthetic fertilizers. These substances accumulate in the soil, impact the ecosystem, and may leach into groundwater.	**Upstream in the value chain:** Use of chemicals in wine production. **Own operations:** No significant impact. **Downstream:** No significant impact. **Financial risks/opportunities:** No significant impact.	Yes: Procurement policy	No	Yes
Water and marine resources	Viticulture requires large amounts of water and plays a crucial role in production, as it is essential for vine growth and grape development. In arid regions, irrigation is necessary to sustain the vineyards, placing additional pressure on limited water resources.	**Upstream in the value chain:** Water use in wine production can contribute to water scarcity in the region, negatively impacting both people and nature. **Own operations:** No significant impact. **Downstream:** No significant impact. **Financial risks/opportunities:** Increasing water scarcity may make it more difficult to source wine in the future from regions affected by water shortages. It may also drive up production costs.	Yes: Procurement policy and Product assortment strategy	No	Yes
Biodiversity and ecosystems	Traditional intensive viticulture creates monocultures and can significantly reduce biodiversity. However, there are great opportunities for wine producers to promote biodiversity in vineyards and contribute to the protection and improvement of local ecosystems by implementing sustainable cultivation practices.	**Upstream in the value chain:** Intensive viticulture reduces biodiversity. However, the use of sustainable cultivation practices can help promote biodiversity. **Own operations:** No significant impact. **Downstream:** No significant impact. **Financial risks/opportunities:** No significant impact.	Yes: Procurement policy	No	Yes

Sustainability topic, section 27	**Description**	**Impact, risk, or opportunity**	**The company has a specific policy/ initiative**	**Is the policy/ initiative publicly available?**
Circular economy	The sale and transportation of wine involve a significant amount of packaging, primarily glass, cardboard, paper, plastic, and wood. During production, organic waste is generated in the form of grape skins and fermentation residues.	**Upstream in the value chain:** Packaging waste and organic waste. **Own operations:** Secondary and tertiary packaging waste. **Downstream:** Packaging waste. **Financial risks/opportunities:** The cost of packaging is influenced by legislation and taxes, which may impact Kjær & Sommerfeldt's transportation and distribution expenses.	In connection with the implementation of the Extended Producer Responsibility law, which comes into effect in October 2025, we have an internal focus area aimed at increasing our knowledge of all our packaging types.	No Yes
Own workforce	Kjær & Sommerfeldt's employees primarily consist of warehouse staff, retail and bar personnel, and office employees.	**Own operations:** Workplace health and safety, diversity and equal opportunities, well-being, and development. **Financial risks/opportunities:** Increased costs related to recruitment and retention.	Yes: Corporate social responsibility policy, Equality policy, Whistleblower policy, employee handbook, including parental leave policy, senior policy, psysical activity policy, and absence policy.	Yes: Equality policy No
Workers in the value chain	Wine production is seasonal and often carried out by migrant workers. At the same time, wine producers frequently rely on third-party labor providers, which increases the risk of exploitation and violations of workers' rights.	**Upstream in the value chain:** Violations of workers' rights and human rights among seasonal and migrant workers. **Downstream:** No significant impact. **Financial risks/opportunities:** No significant impact.	Yes: Anti-corruption policy and Code of Conduct	Yes No
Affected communities	As a wine wholesaler with stores and a warehouse, Kjær & Sommerfeldt has no significant impact on specific community groups or local populations.	**Upstream in the value chain:** No significant impact. **Own operations:** No significant impact. **Downstream:** No significant impact. **Financial risks/opportunities:** No significant impact.	No	No No
Consumers and end-users	**Marketing of alcohol:** As a wine wholesaler, we market alcoholic products and therefore have a responsibility regarding how alcohol is consumed in society.	**Upstream in the value chain:** No significant impact. **Own operations:** Harmful alcohol consumption. **Downstream:** No significant impact. **Financial risks/opportunities:** Opportunity to increase sales of non-alcoholic beverages.	Yes: Corporate social responsibility policy	No No
Governance	In the restaurant, wine, and spirits industry, corruption can occur, including bribery, money laundering, and tax evasion.	**Upstream in the value chain:** No significant impact. **Own operations:** No significant impact. **Downstream:** No significant impact. **Financial risks/opportunities:** No significant impact.	Yes: Code of Conduct, Anti-corruption policy and Corporate social responsibility policy	Yes: Code of Conduct and Anti-corruption policy No



STRATEGY

PASSION FOR PEOPLE, WINE, AND RESULTS – SINCE 1875





Kjær & Sommerfeldt is Denmark's oldest wine merchant, dedicated to offering wines of the highest quality since 1875.

Our business is built on strong partnerships and long-term relationships. We work with over 200 partners worldwide – from renowned, well-established wineries to smaller producers specialising in unique wines. We bring these exceptional wines to those who appreciate a great glass of wine – private customers, professionals, and businesses alike.

But we offer more than just wine ...

We take pride in our expertise. 150 years of passion, dedication, and knowledge have shaped our culture and continue to define who we are. This heritage comes with responsibility – not only to our past but also to the future. That is why we act with purpose. Producing wine takes time, and every drop is the result of a delicate balance between people and nature, nurtured over generations. Preserving this requires a steadfast commitment to both people and the environment.

We strive to set the standard in the wine industry – raising the bar for ourselves and working closely with our partners. Our goal is to provide customers with the products, services, and knowledge they need to make informed and more sustainable choices.



HISTORICAL MILESTONES

1875 Kjær & Sommerfeldt is founded by Charles Christian Kjær and Wilhelm Ferdinand Sommerfeldt.

1894 Erik Kjær joins Kjær & Sommerfeldt, three years before Charles Christian Kjær's passing. Erik leads the company until his death in 1957.

1928 The company relocates to premises in Gammel Mønt 4 in Copenhagen, which to this day are still in operation as a wine shop.

2008 Mads Stensgaard, key employees, and two investors, Henrik Pedersen and Niels Boel Sørensen, acquire the company, bringing Kjær & Sommerfeldt back into private ownership.

2009 Kjær & Sommerfeldt launches an online platform for the on-trade and business customers, which also becomes an essential sales tool.

2012 A wine bar and tasting facilities are established at Gammel Mønt.

2013 Opening of a Kjær & Sommerfeldt wine shop in Aarhus.

2016 The first B2C webshop is launched.

2023 Release of the first ESG report and B Corp certification.

2023 Expansion of the Aarhus store with tasting facilities and opening of a new location in Odense, featuring a store, wine bar, and tasting facilities.

2025 Kjær & Sommerfeldt celebrates its 150th anniversary with the publication of the book 'Passion for People and Wine Since 1875' and by hosting a wide range of unique anniversary events for customers, partners and employees.

FOCUS AREAS

We have built our strategy and vision on the three dimensions of sustainability: environmental, social, and governance (ESG). These principles are directly aligned with our mission and strategic focus on people, wine, and results. This approach strengthens our business and ensures long-term resilience for the benefit of the environment, society, and all companies within our value chain.

	OUR FOCUS AREAS	KEY INITIATIVES
PEOPLE	**OUR MOST VALUABLE RESOURCE** We believe that talented and continuously developing individuals are the foundation of our success. That is why we are committed to nurturing and inspiring people, providing them with the opportunity to realise their ambitions and unlock their full potential.	**TOWARDS AN EXPERT ROLE** We aim to become leaders in wine-related sustainability by strengthening our internal competencies through continuous training and education.
WINE	**OUR CORE PRODUCT** As passionate wine experts, we create value for both producers and customers – always with respect for nature, the environment, and society. We focus on reducing our carbon footprint and enhancing the environmental profile across the entire lifecycle of wine.	**AMPLIFYING SUSTAINABILITY IN THE VALUE CHAIN** We strive to make it easier for our customers to choose more sustainable wines by further developing our webshop and enhancing advisory services for both suppliers and customers.
RESULTS	**THE PREREQUISITES FOR SUSTAINABLE DEVELOPMENT** Strong financial performance and sustainable solutions go hand in hand, benefiting both nature and people. Delivering solid results is a fundamental prerequisite for sustainable development.	**EMBEDDING SUSTAINABILITY IN OUR BUSINESS** We are committed to integrating sustainability into our processes and policies across the company. We will also communicate our initiatives and progress transparently through an annual ESG report.

BECOMING EXPERTS





Becoming an expert in any field requires knowledge, training, and continuous development. Our core business is built on our passion for wine, our deep understanding, and our expertise – ensuring that customers trust us to provide the best advice and experience. As part of our sustainability strategy, we aspire to be the amplifier of sustainability – connecting producers and customers. This also means we must develop expertise in sustainability within the wine industry. However, gaining knowledge, understanding complexity, and recognising the challenges and initiatives of individual producers, as well as the requirements for more sustainable production, takes time.

All employees have received an introduction to sustainability, different cultivation methods, and what sustainability means – both in general and in the context of Kjær & Sommerfeldt and our partners. Employees have been actively involved in implementing our strategy in areas relevant to their respective departments. Ensuring credible communication is important to us. That is why our e-commerce team is investing time in building relevant expertise. But expertise takes time to develop, and we must continuously improve. We also share insights from selected wineries about their sustainability efforts, covering topics such as the impact of climate change on producers or how they engage with social responsibility. This knowledge is shared via social media and our websites.



ESG

CLIMATE & ENVIRONMENT

TARGETS FOR 2025

TARGETS FOR 2025

35% certified* wines in our portfolio.

A Scope 3 carbon footprint model for imported wine.

Completion of interviews with all suppliers accounting for **80%** of our purchases.

30% reduction in our own emissions (Scopes 1 and 2) compared with our 2021 baseline.

RESULTS 2025

31% certified* wines in our portfolio.

A Scope 3 carbon footprint model for imported wine has been developed.

Hosting a major industry day featuring a series of inspirational presentations: **'How can the industry work systematically with sustainability?'**

34% of our hospitality customers purchase water, beer and soft drinks alongside wine and spirits.

A reduction of approximately **50%** in location-based Scope 1 and 2 emissions compared with the baseline.

* Read more about the different certificates on our website.

Both climate change and biodiversity loss are global challenges that require action from everyone – including Kjær & Sommerfeldt and the wider wine industry. A healthy environment is essential for wine production and is crucial for everyone's quality of life, regardless of where they live. Producers are also feeling the effects of climate change, with extreme and unpredictable weather – from droughts to torrential rain and frosts – damaging grapes and affecting harvests. Today, we are seeing a much greater focus on sustainable farming methods that are more environmentally friendly and prioritise biodiversity in the vineyard. More and more wineries are transitioning to organic and biodynamic production, a development that Kjær & Sommerfeldt is committed to supporting.

UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Our efforts contribute to the UN Sustainable Development Goals 7 (Energy), 12 (Responsible Consumption), and 13 (Climate Action).

OUR AMBITION

To amplify sustainability in the value chain by making it easier for our customers to choose more sustainable wines – whether they shop online or seek advice from one of our wine consultants.

THE 17 GLOBAL GOALS

Goal 1: No Poverty
Goal 2: Zero Hunger
Goal 3: Good Health and Well-being
Goal 4: Quality Education
Goal 5: Gender Equality
Goal 6: Affordable and Clean Energy
Goal 7: Sustainable energy
Goal 8: Decent Work and Economic Growth
Goal 9: Industry, Innovation and Infrastructure
Goal 10: Reduced Inequality
Goal 11: Sustainable Cities and Communities
Goal 12: Responsible Consumption and Production
Goal 13: Climate action
Goal 14: Life Below Water
Goal 15: Life on Land
Goal 16: Peace, justice and strong institutions
Goal 17: Partnerships for action



KEY INITIATIVES FOR 2025

- Gathering insights on wine suppliers through ongoing dialogue and questionnaires.
- Six of the wine suppliers interviewed in 2024 did not pass the accompanying questionnaire and will therefore require follow-up interviews within the next 12 months.
- Completion of interviews with suppliers accounting for 80% of our total purchases.
- Continued transition of company cars to electric vehicles.
- Growth of our total supplier solution.
- Increased digitalisation to reduce paper consumption.
- Expanding collaboration with existing producers and identifying new suppliers of certified wines.
- Engaging in dialogue with distributors regarding their plans and targets for reducing CO2e emissions towards 2030.
- Hosting a major industry day featuring a series of inspirational presentations: ‘How can the industry work systematically with sustainability?’
- Collection of actual bottle and packaging weight data.

ENERGY CONSUMPTION AND CO_2e EMISSIONS

Energy consumption and CO_2e emissions (pkt. 30)

	Unit	Conversion	2021	2022	2023	2024	2025		
							Continuous energy consumption	Non-renewable energy consumption	Total energy consumption
Electricity	mWh		182	194	203	228	245	0	245
Fuels, own cars	mWh	1 liter diesel = 0,0098 mWh	317	326	352	230	–	–	92
Electricity from electric vehicles	mWh		–	–	–	48	–	–	79
Total	mWh		499	520	555	506	–	–	416

*The energy content of diesel has been calculated on the basis of the Danish Energy Agency's standard factor (35.8 MJ per litre, lower heating value), in accordance with the calculation assumptions set out in the Climate Compass (klimakompasset.dk).

Gross greenhouse gas (GHG) emissions

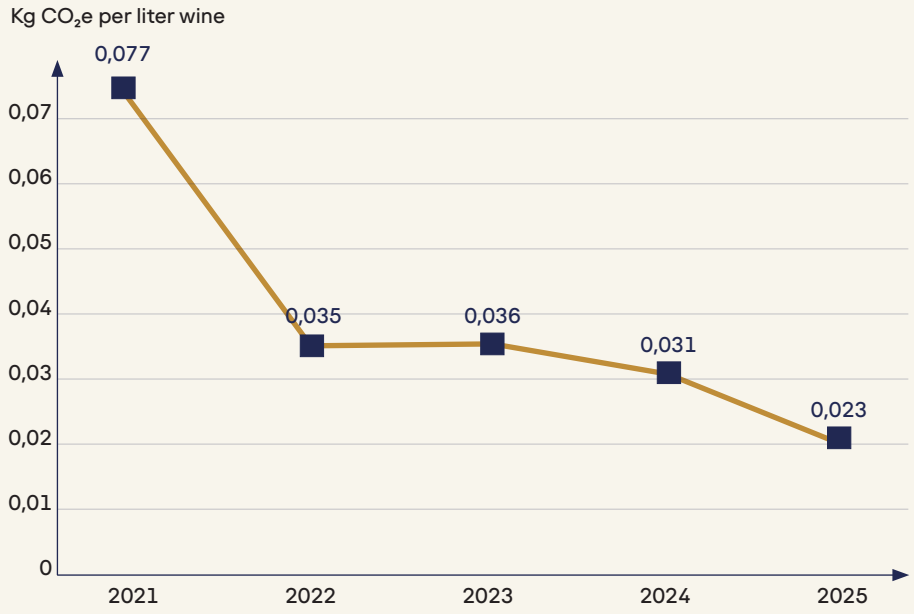
	Unit	2021	2022	2023	2024	2025
Scope 1 GHG emissions	Tons CO_2e	81,1	84,6	91,1	59,6	23,95
Scope 2 emissions (location based)	Tons CO_2e	30,9	30,6	23,0	30,7	32,56
Scope 2 emissions (market based)	Tons CO_2e	8,4	7,7	6,5	12,3	46,47
Total Scope 1 and Scope 2 CO_2e emissions (market-based)	Tons CO_2e	89,5	92,3	97,7	71,9	70,42
Total Scope 1 and Scope 2 CO_2e emissions (location-based)	Tons CO_2e	112,2	115,5	114	84,9	56,51
GHG intensity	Kg CO_2e per litre of wine	0,077	0,035	0,036	0,031	0,023

Wine

	Unit	2021	2022	2023	2024	2025
Wine total	Liter	2.146.134	2.629.430	2.672.766	2.860.402	3.070.060
Certified wine*	Liter	274.616	403.058	478.310	513.742	537.116

*Read more about what is included under certified wines on page 65.

GHG intensity (pkt. 32)



70% reduction of CO_2e from 2021 to 2025

GHG intensity measures the amount of CO_2 emissions per unit sold within the same period, in this case, per litre of wine sold.

The indicator is used to measure developments in the carbon footprint relative to activity levels and enables comparisons over time, independent of changes in sales volume.

CALCULATION METHODOLOGY AND DEVELOPMENTS IN CO_2E EMISSIONS

The company's greenhouse gas emissions are calculated in accordance with the GHG Protocol and are divided into Scope 1 and Scope 2.

Scope 1 covers direct emissions from the company's own activities, including fuel consumption for company cars. Scope 2 covers indirect emissions from purchased electricity. The calculations have been carried out using klimakompasset.dk.

Scope 2 is reported using two methods:
The location-based method reflects the average CO_2e intensity of the electricity grid from which the company physically draws power. *The market-based method* reflects the company's specific electricity purchases, including any guarantees of origin (green certificates).

The location-based method therefore shows the actual system impact, while the market-based method reflects the contractual electricity profile.

2021 has been defined as the baseline year. Since 2021, the company's total location-based Scope 1 and 2 emissions have been reduced from 112.2 tonnes of CO_2e to 56.51 tonnes of CO_2e in 2025, corresponding to a reduction of approximately 50%. This calculation is used as the primary indicator of developments in Kjær & Sommerfeldt's overall carbon footprint.

In 2022–2023, we reduced our market-based Scope 2 emissions through the purchase of certified green electricity for stationary consumption.

From 2024, the vehicle fleet has gradually been electrified. This has resulted in a significant decrease in Scope 1 emissions (fuel consumption), but an increase in electricity consumption for transport. As guarantees of origin are not purchased for charging electric vehicles, an increase in market-based Scope 2 emissions is observed from 2024 onwards.

The overall location-based trend demonstrates a continued reduction in Kjær & Sommerfeldt's climate footprint. The difference between the two reporting methods (location-based and market-based) primarily reflects changes in electricity procurement.



ELECTRIC VEHICLES IN THE FLEET

The company's direct CO_2 emissions include those from its own or leased company cars (Scope 1 for diesel and petrol, and Scope 2 for electricity used to charge vehicles). In 2023, we introduced a company car policy focused on reducing CO_2 emissions from our fleet. The policy, covering employees entitled to a company car, balances employee needs, Kjær & Sommerfeldt's overall costs, and environmental considerations. We aim to reduce our own CO_2 emissions and achieve a 100% reduction in Scope 1 and 2 CO_2e emissions by 2030 compared with our 2021 baseline. As part of this strategy, all new company cars must be electric, and since Q4 2023, it has been possible to order electric vehicles. Until 2027, employees with significantly high annual mileage (over 50,000 km) may still opt for fossil-fuel cars.

In 2025, seven new leasing agreements for electric vehicles were entered into. We now have a total of 18 leasing contracts, of which 15 are for electric vehicles, corresponding to 83.33% of the total fleet. We expect the fleet to be 100% electric during the course of 2026.





LIGHTER BOTTLES AND CO_2E REPORTING

Heavy glass bottles contribute significantly to climate impact. By encouraging suppliers and customers to choose lower-impact alternatives, we can significantly reduce the carbon footprint of wine packaging. Packaging accounts for between 20% and 70% of a wine's total climate impact (CONCITO – The Big Climate Database, https://denstoreklimadatabase.dk), making it a key area of focus. Our ambition is to enable our customers to make informed choices regarding more sustainable options.

In 2024, business, hotel, and restaurant customers gained access to climate impact reports based on data from CONCITO's The Big Climate Database, complementing the existing organic report. On 1 October 2025, the Danish government introduced the environmental scheme Extended Producer Responsibility (EPR) and the associated environmental levy. The scheme is based on EU legislation and must be fully implemented in all Member States by 1 October 2026. Its purpose is to promote more sustainable packaging design and support the transition to a circular economy. In practice, the scheme places responsibility for, and the costs of, managing packaging waste on producers and importers.

For Kjær & Sommerfeldt, the implementation of EPR has required adjustments to our IT systems to enable more detailed handling of CO_2e emissions from different types of wine bottles. Bottles have been divided into four weight categories, and in 2026 we will expand our data foundation by systematically collecting information from producers on both bottle weight and bottle colour, as these parameters affect the overall carbon footprint of the packaging.

On this basis, and through the use of advanced calculation models, we expect by the end of the second quarter of 2026 to be able to report CO_2e emissions across the entire value chain with a level of precision not previously seen in the wine industry.

CERTIFIED WINES AND REDUCED IMPACT

No wines in the world are entirely free from environmental impact, but an increasing number of wineries are focusing on sustainability – across environmental, social, and governance aspects. As part of our ambition to be a sustainability amplifier in the wine industry, we also seek to influence producer behaviour – while recognising that transitioning vineyards and production practices is a long-term process. To ensure credible communication about our wines to both trade and private customers, all wine producers must document their efforts toward sustainability. This documentation may include environmental certifications.

There are numerous certifications – some internationally recognised, others European, regional, or local. We trust that each producer selects the certification that best suits their needs and meets its requirements.

In 2022, we gathered information on our wine suppliers' social, environmental and climate initiatives, as well as their certifications, and incorporated the specific data into our website and customer-facing materials. In 2026, we will once again conduct interviews with a number of our wine suppliers. The purpose is to collect and communicate insights into how the wineries are concretely contributing to the protection and enhancement of biodiversity within three key focus areas: water, habitats and species.

This is an area that is continuously evolving, and we update the information on an ongoing basis. The task is extensive, but the aim is both to influence the wineries and to inspire one another to change behaviour, while making it easier for our customers to make more sustainable choices on an informed basis. The extensive knowledge we build about the challenges and opportunities for strengthening sustainability in the industry will be incorporated into staff training, enabling our employees to guide and advise customers effectively. This is an ongoing process. We also share new insights with our customers, including through producer interviews published across our various platforms. From 2027, customers will be able to filter in our webshops for producers working actively to promote biodiversity.

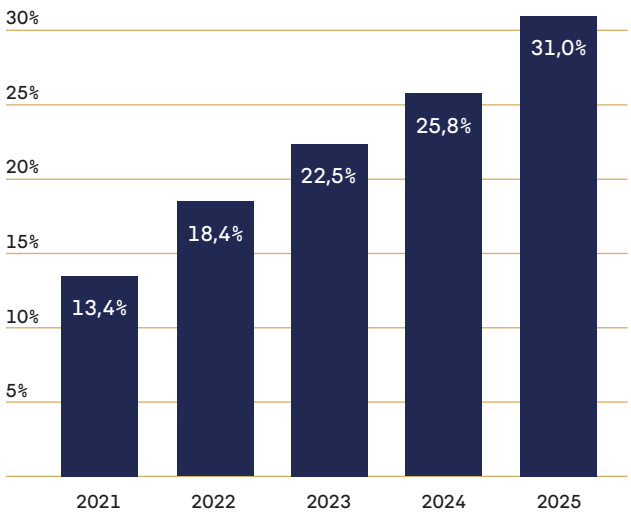
As at the end of 2025, 31% of all wines in our range were environmentally certified*.

During 2025, Kjær & Sommerfeldt adjusted its portfolio to a more price-sensitive market, which continues to be affected by adverse macroeconomic conditions. This led to a consolidation of the portfolio, including the termination of partnerships with a number of wine producers – both certified and conventional – where trading volumes had declined and were therefore no longer commercially sustainable for either party.

The target for 2025 was for 35% of the portfolio to consist of certified wines. The actual share reached 31%. This deviation is not considered to pose a barrier to achieving the long-term target of 70% certified wines by 2030, as it primarily reflects temporary market conditions rather than any change in the overall strategic direction.

* Environmentally certified wines are wines certified according to a standard within one or more aspects of sustainability. Read about the different certificates on our website.

Proportion of environmentally certified wines



A SHARED JOURNEY TOWARDS A MORE SUSTAINABLE WINE INDUSTRY

How can sustainability be approached in a structured and meaningful way in practice? For many businesses, sustainability is both a necessity and a complex undertaking, involving a range of considerations – both at the outset and throughout the process. With the ambition of contributing to knowledge-sharing and collective progress across the industry, Kjær & Sommerfeldt hosted a one-day seminar on 22 January 2025 focusing on sustainability journeys within the wine and food sectors.

The seminar brought together producers, advisers and companies from both industries and featured presentations from ESG Implementation, Moselhuset Nik Weis, the Portuguese port pioneers Symington Family Estates, Compass Group, Bellagroup and Kjær & Sommerfeldt, who shared their journey and experiences of working with sustainability. The day was moderated by Katia Østergaard, former CEO of HORESTA.

The seminar offered concrete experiences, strategies, insights and challenges from sustainability efforts across the value chain. Although sustainability may take many forms depending on the business and its context, there was broad agreement that genuine change requires clear leadership and shared responsibility. The industry day created a space for dialogue and cross-sector learning, laying the foundations for greater collaboration and knowledge-sharing in the pursuit of a more sustainable future.

CONSOLIDATED DELIVERIES

The transportation of goods from our warehouse to customers is one of the areas where we have a direct influence, and as such, it remains a key focus for us. In this context, we have entered into a number of strategic partnerships with major breweries such as Carlsberg, as well as a wide range of microbreweries, enabling our customers to consolidate all their beverage purchases with us. In 2025, a partnership was also established with Royal Unibrew, demonstrating that both the largest and smaller breweries support our strategy of being a total beverage supplier.

We have seen a marked increase in interest and demand in recent years. Not only because customers are free to choose the exact range they wish to offer their own customers, but also because they can reduce the number of deliveries and cut down on transport in densely populated and difficult-to-access areas.

BIODIVERSITY





One of the greatest challenges of the future is the preservation of biodiversity and natural resources. Currently, around one million animal and plant species are at risk of extinction, and according to the World Bank, biodiversity loss is expected to cost the global economy approximately USD 2.7 trillion annually by 2030.[1] Biodiversity encompasses all life on Earth, including the variety of species and ecosystems, and its preservation is crucial to maintaining ecological balance. However, human activities are having an increasing impact on biodiversity, with species extinction happening at an unprecedented rate.

Biodiversity loss is caused, among other things, by pollution, climate change and intensive land use in agriculture. Like other forms of agricultural production, wine production depends on natural resources and may, particularly where cultivation is intensive and planting lacks diversity, lead to a reduction in biodiversity if more sustainable farming methods are not actively pursued. Biodiversity loss can have negative consequences for ecosystem stability, soil fertility and water resources, and may therefore also affect the long-term resilience and security of supply of wine production.

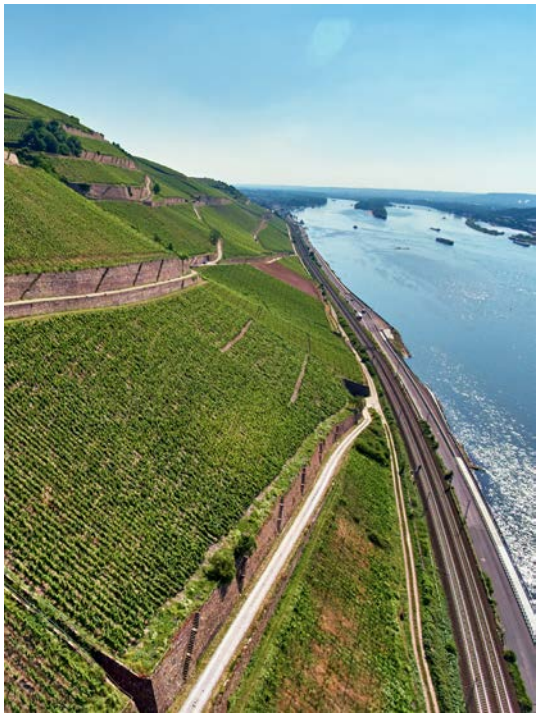
With a view to strengthening our understanding of risk, we have carried out a climate-related forward-looking assessment of our existing supplier portfolio through to 2030. The purpose of the analysis was to identify potential future risks, including increased water stress, changing precipitation patterns, the use of pesticides and fertilisers, and the impact of other agricultural practices on plant and animal life in wine-producing regions.

Based on this analysis, we have updated our assortment strategy so that it not only reflects the current market situation, but also incorporates future climate-related and nature-related risks into our assessment of suppliers and regions.

1 Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES); Global Assessment Report on Biodiversity and Ecosystem Services (2019).

At the same time, wine production holds significant potential to enhance biodiversity. Through practices such as permanent ground cover, reduced tillage, natural pest control and the preservation of habitats, vineyards can make a positive contribution to ecosystem resilience and climate resilience.

We are seeing a growing number of wine producers working strategically with biodiversity as an integral part of their cultivation practices. We want to support this development by actively sharing knowledge and concrete examples from producers. On our websites, in newsletters and on social media, we regularly share insights into how individual wineries work to preserve and enhance biodiversity in their vineyards.



In the second half of 2026, we will carry out a systematic mapping of the producers who have indicated that they are actively working with biodiversity. The purpose is to gather and communicate knowledge about how the wineries are concretely contributing to the protection and enhancement of biodiversity within three key focus areas: water, habitats and species.

The data collection will consist of both structured producer interviews and qualitative discussions, ensuring a nuanced and practice-based foundation of knowledge. The insights gathered will be used for transparent communication to our customers via our websites, as well as through articles, newsletters and content on social media.



‘After the Second World War, much of Europe’s soil was depleted. Our aim is to restore the soil’s microorganisms and make it more fertile. Biodynamics supports this work by focusing on our own compost production, increased biodiversity and the absence of toxins in the vineyards.’

— Enrico Rivetto, Rivetto

Read more about the winery’s initiatives in the article ’Biodiversity in Barolo’.

WATER

Water Consumption 2025 (pkt. 37)

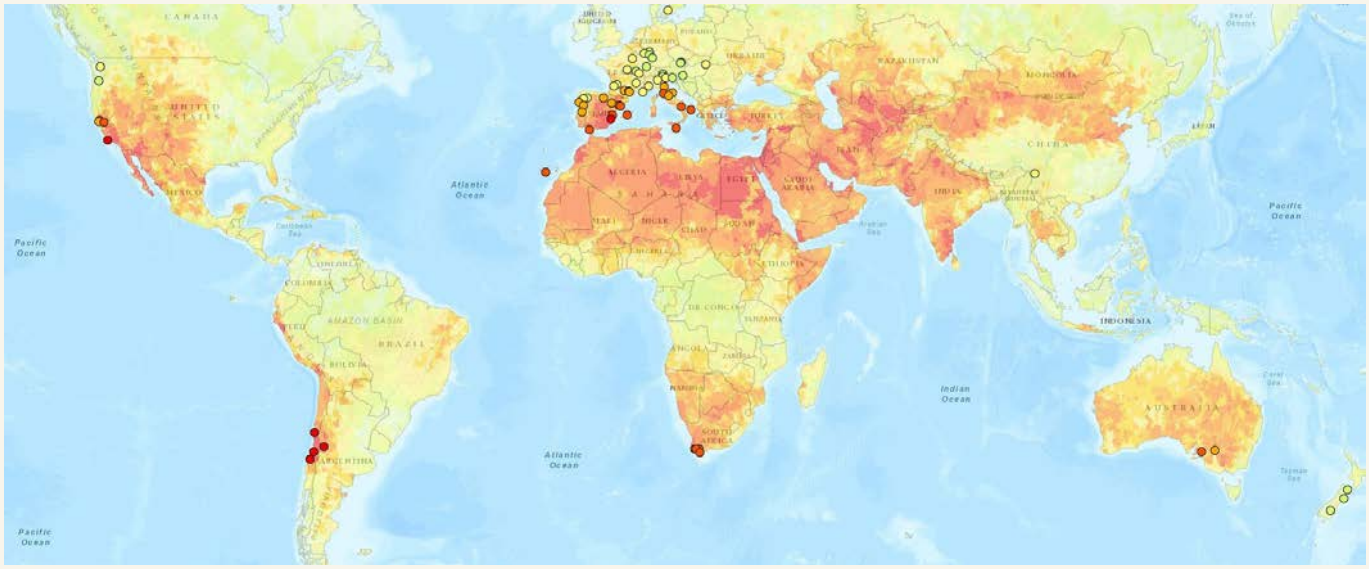
Total across all locations	159 m^3
From locations in water-stressed areas	0 m^3

* The water consumption is based on the usage at the Odense SØ location.

Water consumption at our administrative and warehouse facilities is recorded based on actual usage. At other locations, water usage is allocated according to a distribution key as part of shared operational costs. Our direct activities have a minimal impact on climate compared to the substantial challenges and risks present within our value chain, which may affect both our business and the broader wine industry.

Viticulture requires significant amounts of water, playing a crucial role in vine growth and grape development. In drier regions, irrigation is necessary, placing additional pressure on already scarce water resources. The use of water in wine production can exacerbate water shortages, negatively impacting both communities and ecosystems. This could lead to difficulties in sourcing wine from regions experiencing water scarcity and substantially increase production costs.

We aim to contribute positively to the development of a sustainable society, both socially and environmentally. The increasing unpredictability of weather patterns – especially declining rainfall – has become a key factor in identifying and securing our future business partnerships. In 2024, we revised our product portfolio strategy to account for future risks in the value chain, ensuring that we consider the supply security of wine-producing nations and regions at risk, whether due to plant diseases, pollution, or climate change.



Sources: Newbold (2016), WWF Water Risk Filter (2022), Ocean Health Index (2022)

RESOURCE USE, CIRCULAR ECONOMY, AND WASTE MANAGEMENT

We are committed to reducing resource consumption and promoting circular solutions within our company. By increasing the reuse of packaging wherever possible, implementing energy-efficient solutions, and adopting more sustainable procurement practices, we contribute to a more responsible value chain. We have introduced initiatives such as digitalisation to minimise paper consumption and waste sorting to enhance recycling efforts. At present, we have data only on the total annual waste generated at our warehouse facilities in Odense. Our three wine shops and offices primarily produce household waste, cardboard and glass.

Description of how Kjær & Sommerfeldt applies circular economy principles (pkt. 38)

Total across all locations	Yes	No
	X	

Total Annual Waste Volume*

Non-hazardous waste	**Total waste** (pkt. 39a)	**Waste Sent for recycling or reuse** (pkt. 39b)
Corrugated cardboard	23.480 Kg	23.480 Kg
Plastics (all types)	7.660 Kg	7.660 Kg
Wood	9.300 Kg	9.300 Kg
Glass	740 Kg	740 Kg
Organic waste	3.240 Kg	3.240 Kg
Combustible waste	2.450 Kg	2.450 Kg
Iron and metals	940 Kg	940 Kg

*The total annual volume of waste does not represent all waste generated by the company, as we currently only have data for waste generated at our warehouse facilities in Odense. Our three wine shops and offices generate household waste, cardboard, plastic and glass waste.

OBJECTIVES 2026

TARGETS FOR 2026

Percentage of environmentally certified wines: **40%**

Carbon footprint based on actual weight data for all our imported wines, calculated using a new Scope 3 carbon footprint model for imported wine.

Systematic mapping of producers who have indicated that they are actively working with biodiversity, through quantitative and qualitative interviews.

Re-certification as a B Corp in accordance with the updated B Corp standard.

PLANS FOR 2026

- Gathering knowledge about our wine suppliers through ongoing dialogue and questionnaires, with particular focus on producers who have indicated that they are actively working with biodiversity.
- Rolling out a new Scope 3 carbon footprint model for imported wine.
- Knowledge exchange with undergraduate students researching sustainable practices in wine exports, including at Louis Jadot in Burgundy.
- Developing a climate action plan and the associated processes.
- Expanding collaboration with existing producers and identifying new suppliers of certified wines.
- Closely monitoring our distributors' sustainability journeys. In 2025, we participated, among other initiatives, in a "Green Power" day hosted by Danske Fragtmænd.



ESG
PEOPLE

TARGETS FOR 2024



The eNPS scale ranges from -100 to +100, with a score of +50 or higher considered excellent. Our score of +73 places us among the top 5% of companies worldwide using eNPS measurements.

At the same time, we continuously monitor customer satisfaction through NPS. In 2025, our NPS score reached +79 – a result we are very proud of.

TARGETS FOR 2025
eNPS **+60**

RESULTS IN 2025
eNPS **+73**

Our employees are our most valuable resource, which is why employee satisfaction is our most important KPI. We invest in our employees and their well-being by focusing on personal development and fostering a strong team spirit across all our locations. We have implemented several programs and tools to ensure a positive and evolving work environment, including 'The 7 Habits of Highly Effective People,' 'The Speed of Trust,' and 'Feedback Culture', which we continue to work with systematically. At Kjær & Sommerfeldt, we aim to foster a culture driven by respect and one that recognises the potential of each individual and the value of diversity.

UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Our initiatives contribute to:

- Goal 5: Gender Equality
- Goal 8: Decent Work and Economic Growth

OUR AMBITION

To become experts in sustainability within the wine industry by strengthening our internal competencies through training and education.

KEY INITIATIVES IN 2025

- All new salaried employees attend training in 'The 7 Habits of Highly Effective People' training.
- Development of the executive management team through 'The 6 Critical Practices for Leading a Team'. The programme has been supported by individual and tailored learning and leadership courses via FranklinCovey's extensive online portal, targeted at each manager's specific development areas.
- Departmental focus on execution (4DX and The Speed of Trust) and planning (Habit 3: Put First Things First), based on FranklinCovey principles.

WORKFORCE

Type of employment contract (pkt. 40a)	**Unit**	**Number of employees (number of people or full-time equivalents)**				
		2021	**2022**	**2023**	**2024**	**2025**
Temporary employment		_	_	_	2	2
Permanent employment		_	_	_	76	82
Total number of employees		59	63	68	78	84

Gender (pkt. 40b)	**Unit**	**Number of employees (number of people or full-time equivalents)**				
		2021	**2022**	**2023**	**2024**	**2025**
Male	FTE	35	37	48	57	60
Female	FTE	24	26	20	21	24
Other	FTE	0	0	0	0	0
Total number of employees	FTE	59	63	68	78	84

	Unit	**2021**	**2022**	**2023**	**2024**	**2025**
Gender diversity in other management levels (percentage of women)	%	22	22	22	22	22

Employment contracts by country of employment (pkt. 40c)	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**
Denmark		59	63	68	78	84
Total number of employees		59	63	68	78	84

	Unit	**2021**	**2022**	**2023**	**2024**	**2025**
Employee turnover rate	%	20	10	7	10	12

Recordable work-related accidents (pkt. 42a)	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**
Number		0	0	0	0	0
Frequency		0	0	0	0	0

Number of fatalities (pkt. 42b)	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**
as a result of work-related injuries		0	0	0	0	0
as a result of work-related ill health		0	0	0	0	0

Information on minimum wage (43a)	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**
At Kjær & Sommerfeldt, all employees receive a salary that is at least on par with the minimum wage		Ja	Ja	Ja	Ja	Ja

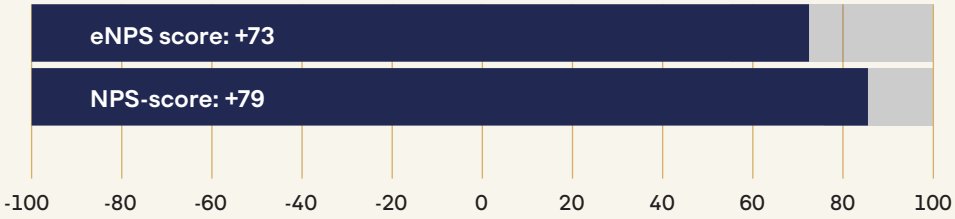
Collective agreement (pkt. 43c)	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**
Percentage of employees covered by collective bargaining agreements	%	1	0	1	1	2

Annual training hours per employee (pkt. 43d)	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**
Male employees		_	_	_	67	39
Female employees		_	_	_	23	28
Other		_	_	_	N/A	N/A

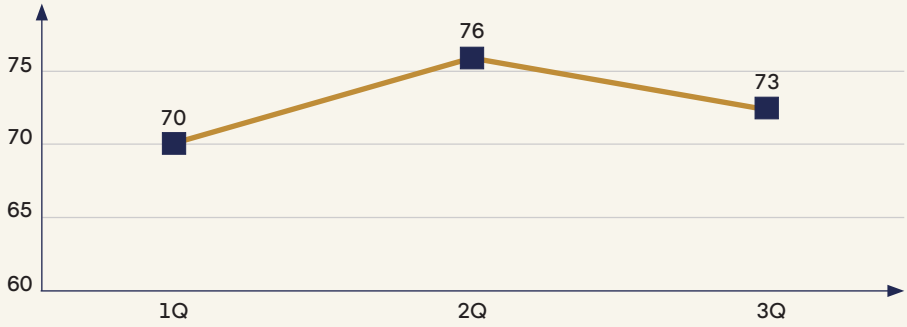
Sick leave	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**
	days/FTE	2	4	5	3	3

Employee satisfaction – eNPS	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**
	eNPS-score	+45	+50	+56	+54	+73

Employee and customer satisfaction



Workplace satisfaction surveys 2025





EMPLOYEE SATISFACTION IS ESSENTIAL

We measure employee well-being three times a year to act promptly if we observe a downward trend. Our average score for the year was +73, which we are incredibly proud of. The strong result reflects our robust company culture and shared sense of purpose – which we believe also has a positive impact on sickness absence.

In an anniversary year marked by high levels of activity across the organisation, the employee engagement survey shows a very strong outcome. The overall eNPS score is the highest since we began measuring employee engagement in 2016. In the warehouse, where engagement levels have previously been lower, a significant improvement can be seen as a result of a targeted focus on wellbeing.

Why is employee well-being so high? There are, of course, multiple reasons. We believe it is partly due to our focus on personal development and a trust-based collaboration culture that defines Kjær & Sommerfeldt. This fosters strong and open working relationships both within the company and with our external partners. We also believe that social events at individual locations and across the entire organization – such as the annual summer party and participation in the DHL Relay – help create a strong sense of unity.





150 YEARS IN MOTION

In 2025, Kjær & Sommerfeldt marked its 150th anniversary – a milestone in Danish wine trading and a significant chapter in business history. The anniversary year was characterised by a high level of activity and an ambitious programme of 150 initiatives, including unique tastings and special wine experiences with some of the world's leading wineries. On the anniversary day itself, we launched our commemorative book and a special anniversary champagne in collaboration with the cult Champagne house Chavost. The occasion was celebrated in our stores in Copenhagen, Aarhus and Odense together with customers and partners. Later in the year, we brought the entire company – employees and their partners – together for a large internal anniversary celebration in the historic surroundings of Moltke's Mansion.

STRONG LEADERSHIP FOSTERS EFFECTIVE EMPLOYEE DEVELOPMENT

At Kjær & Sommerfeldt, we believe in continuous development. Therefore, all salaried employees – both new and established – attend training in 'The 7 Habits of Highly Effective People'. In 2025, the executive management team completed 'The 6 Critical Practices for Leading a Team'. The programme has established a shared understanding of leadership and a common frame of reference, which is actively applied in day-to-day management and dialogue across the organisation. Each manager identified a specific development area and has worked on this in a focused manner, both individually and within their own department. The programme was supported by tailored online learning modules aligned with each manager's individual development needs. In addition, ongoing sparring with the company's executive coach, Nina Kenney, has been available as required. Progress has been followed up at management team meetings, where experiences have been shared and there has been mutual sparring and reflection. All other full-time employees worked in 2025 on execution (4DX and The Speed of Trust) and will in 2026 further develop their focus on Q2 time from The 7 Habits of Highly Effective People. Q2 time refers to activities that are important but not urgent. These include planning, prevention, skills development and relationship-building. By prioritising Q2 time, we strengthen our long-term work on quality, wellbeing and efficiency, while reducing the need for urgent and reactive interventions. From 2026, all full-time employees will have two scheduled hours each week during which they are not to be interrupted by questions, emails or similar.



A LIVING TOOLBOX

Since 'The 7 Habits of Highly Effective People' was introduced in our organization around ten years ago, FranklinCovey has been a key partner in developing both employees and leaders. Over the years, the toolbox has expanded and become an integral part of Kjær & Sommerfeldt's culture. For about a decade, Nina Kenney has been our dedicated coach.

PERSONAL DEVELOPMENT

Understanding yourself is key to understanding others. That's why all employees receive a DISC profile assessment. In 2023, all employees were also offered a personal coaching session to gain self-awareness and better understand their colleagues.

THE 7 HABITS OF HIGHLY EFFECTIVE PEOPLE

The 7 Habits of Highly Effective People is a course in personal development – both professionally and personally. It is not only an integral part of Kjær & Sommerfeldt's company culture but is also actively used in our collaboration practices.

THE SPEED OF TRUST

Trust is one of our core values and the foundation for strong relationships. Trust also forms the basis for a productive feedback culture, where we grow and learn together. This applies to all interactions, both internally and externally. We also see that it fosters a deep respect for differences and provides space for individual strengths.

FEEDBACK CULTURE

To ensure an open and inspiring work environment where employees are receptive to input and inspiration from colleagues and partners, we focus on how to give and receive feedback effectively.

THE 4 DISCIPLINES OF EXECUTION (4DX)

4DX is our strategic model, ensuring that strategy is not only developed but also executed effectively across the organization. This model promotes engagement, alignment, and a shared understanding of goals and success criteria, making strategy an integral part of daily operations.

THE 6 CRITICAL PRACTICES FOR LEADING A TEAM

A leadership development programme focused on the core practices of effective team leadership. The programme addresses the leader's mindset, clear goal-setting, regular one-to-one meetings, feedback and prioritisation, and provides practical tools to foster engagement and deliver results in day-to-day operations.

‘Truly committing to leadership and personal development requires a long-term and focused effort. It’s not something you achieve with a few small initiatives – it must be embedded in the company’s culture. That’s exactly what makes Kjær & Sommerfeldt unique. Over many years, they have worked diligently to translate their values – passion, focus, trust, dynamic, and integrity – into concrete actions. These values are now a living part of the organization, not just words on paper.’

— Nina Kenney, Franklin Covey



WORKERS IN THE VALUE CHAIN



Sustainability at the Fair'N Green-certified winery Nik Weis is about much more than the life of the grape in the vineyard. It is about minimising water waste, preserving biodiversity, and reducing CO_2 consumption. It is also about ensuring fair working conditions for the grape pickers, who hand-harvest the grapes each year from the steep slopes of Riesling paradise, Mosel.

Read more

NEW REQUIREMENTS FOR WINE PRODUCERS

At Kjær & Sommerfeldt, we are committed to responsible sourcing in alignment with our strategy, which encompasses both our commercial business and sustainability objectives. We strive to make a positive contribution to the development of a sustainable society – both socially and environmentally. For this reason, we have a procurement policy to ensure that we prioritise key areas such as labour rights, human rights, health and safety, the environment, climate and business ethics, including anti-corruption. We aim to prevent, mitigate, or remedy negative impacts, and we expect the same from our suppliers.

From 2024 onwards, all new wine suppliers and business partners sign Kjær & Sommerfeldt's Code of Conduct.

'First of all, growing wine in Mosel has always been, is, and will always be a highly social activity because it involves manual labour and people working closely together.'

— Nik Weis, ejer, Weingut Nik Weis

‘In Burgundy – among the vineyards – there is no strong tradition for discussing social responsibility or CSR in the same way as we know it in Denmark. But Kjær & Sommerfeldt inspired us to have an important discussion on these matters, and we now have policies in place for all relevant areas.’

— Søren Nørbjerg, Albert Sounit



CUSTOMERS AND END-USERS





RESPONSIBLE MARKETING

Responsible marketing involves both an awareness of the impact of our products and the communication of sustainability messages. While the vast majority of consumers have a responsible relationship with alcohol, we acknowledge that some individuals misuse alcohol, causing physical and/or psychological harm to themselves and those around them. All marketing activities from Kjær & Sommerfeldt must take this into account.

We strive to make consumers and customers aware of wines and beverages from our selection without encouraging excessive alcohol consumption. Our ambition is to act as an amplifier of sustainability between wineries and our customers. This requires a high level of transparency and thorough documentation, ensuring that consumers and customers can make informed choices.

MINDFUL DRINKING – A NEW ALCOHOL CULTURE AND MEGATREND

At Kjær & Sommerfeldt, we want to foster a culture where everyone can participate and raise a glass together. Everyone should have the freedom to choose whether or not to consume alcohol – without compromising on quality or experience, whether at private gatherings or in restaurants. Mindful Drinking is a global megatrend, and the selection, quality, and variety of alcohol-free beverages are evolving rapidly.

In the past few years, we increased our focus on non-alcoholic offerings and in 2025 we took part in Madværkstedet, where guests were able to experience some of the key drivers behind Denmark's non-alcoholic beverage scene.

We have also highlighted this topic in our sales materials and external communications, as well as during internal staff events, where alcohol-free beverages were served on equal footing with wine. Our goal is to contribute to a responsible alcohol culture – one that emphasises social connection over alcohol consumption.

TARGETS FOR 2026

TARGET FOR 2026
eNPS **+70**

PLANS FOR 2026

- All new salaried employees attend a training course in 'The 7 Habits of Highly Effective People'.
- Focus within individual departments on execution (4DX and The Speed of Trust) as well as planning (Habit 3: Put First Things First).
- Weekly scheduled Q2 time for all full-time employees.
- Roll-out of DiSC profiles as a collaboration tool.
- Development of an HR AI agent which, in time, will activate our existing toolkit for employees and make useful information from policies and the employee handbook easily accessible to each individual.





ESG
CORPORATE GOVERNANCE

CORPORATE GOVERNANCE

Responsible and proactive leadership is essential for implementing ethical business practices, maintaining a responsible value chain, and combating corruption.

At Kjær & Sommerfeldt, we have adopted a strategic and data-driven approach to sustainability. Our ambition is to integrate sustainability into our internal policies and workflows, our board, our daily management, and our everyday operations – not least in our collaborations with wine producers and customers.

In 2023, we implemented our 'Sustainable integrity' programme across the company and achieved B Corp certification in December. The preparatory work involved all employee groups and strengthened our internal framework through well-documented policies and processes. This is a crucial prerequisite for achieving our ambition of becoming an amplifier of sustainability. The B Corp certification have provided our wine consultants with a stronger foundation for sustainability dialogues, supporting our efforts to create transparency and credibility around our products.

As part of our B Corp re-certification in 2026, we will further develop our 'Sustainable integrity' programme by introducing an additional level of governance. The programme will be expanded with new policies and concrete action plans across both climate and social areas, including a human rights policy, initiatives relating to equality, diversity and inclusion (JEDI), a climate action plan, and measures concerning pay transparency in line with forthcoming legislation.

TARGETS FOR 2025

100% of suppliers representing 80% of our revenue have signed the Code of Conduct.

We aim to achieve a **60/40** gender balance and ensure balanced candidate pools in our recruitment processes for both employees and board members.

RESULTS FOR 2025

All of the suppliers representing 80% of our revenue have signed the Code of Conduct.

UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Our efforts contribute to:

- Goal 5: Gender equality
- Goal 8: Decent work and economic growth

KEY INITIATIVES IN 2025

- Integration of B Corp in internal and external communication.
- Internal communication and training on new policies.
- Support for several projects with either a positive social or environmental impact, including Lions Club

on Funen, BROEN Denmark, which supports socially disadvantaged children and young people, and the Danish Nature Foundation. The latter was supported in connection with our 150th anniversary, where we kindly declined gifts and instead invited donations to the Danish Nature Foundation.

- Leadership training for all managers.
- Annual action plan with sustainability initiatives and activities.
- Launch of online wine advisory sessions for our HORECA and B2B customers every Wednesday – a new, efficient and innovative way of communicating relevant wine knowledge, including on sustainability within the wine industry.
- Launch of a digital wine advisor developed over 18 months. The aim was not to be the first, but to be the best, and the solution was only released once it could match at least 80% of the advice provided by a Kjær & Sommerfeldt wine consultant. The digital wine advisor supports our ambition to lead in both online and personal wine advisory services and can, among other things, guide customers in choosing certified wines.
- Hosting an industry day for our hospitality and business customers, where we invited six speakers – customers and suppliers – to inspire one another on how we can work with sustainability across the value chain.

CORPORATE CONDUCT

Corruption and Bribery (pkt. 44)

Number of Convictions	Total Fines
0	0

Management relationship

Governance	Unit	2020	2021	2022	2023	2024	2025
Gender diversity of the board of directors	%	0	0	17	17	25	25
Attendance board meetings	%	100	93	79	100	90	94
Customer retention	%	69	72	73	70	71	70
Customer satisfaction	NPS-score	+68	+79	+80	+79	+85	+79

DIVERSITY AND GENDER EQUALITY

We strive for a culture driven by respect that recognises the potential in every individual and values differences. Our goal is to ensure equal access to competence development, career opportunities, and leadership positions, where gender does not define rights, pay, or potential.

At Kjær & Sommerfeldt, we believe in fair and equal pay based on comparable competencies, responsibilities, performance, and behaviour. We aim to communicate in an inclusive manner and expect our leaders to set the example by fostering psychological safety so that all employees feel comfortable speaking openly. We also use data-driven insights to keep the company on track with its diversity and inclusion efforts.

We are committed to improving diversity and gender equality and have set an ambition of achieving a 60/40 gender balance. As part of this, our Diversity Officer re-

views all job postings to ensure they attract a broad applicant pool. In recruitment, we actively work to reduce bias by using more inclusive language in job advertisements and by requiring headhunters to ensure that shortlists for leadership positions include candidates from the underrepresented gender. In 2025, we hired three men and three women, reflecting our commitment to attracting and recruiting candidates regardless of gender.





LEADERSHIP DEVELOPMENT – MEASURABLE BEHAVIOURAL CHANGE

At Kjær & Sommerfeldt, our leadership philosophy is value-based, characterised by transparency, respect, openness, and honesty in our relationships with all employees. We strive to equip our leaders with the necessary skills for situational leadership, ensuring they can adapt their leadership style to meet individual employee needs and career development paths.

To equip our leaders as effectively as possible to lead by example, all managers completed The 6 Critical Practices for Leading a Team programme in 2025 in collaboration with Nina Kenney from FranklinCovey A/S. The programme has established a shared understanding of leadership and a common frame of reference, which is actively applied in day-to-day management and dialogue across the organisation. Each manager identified a specific development area and has worked on this in a focused manner, both individually and within their own department.

EMBEDDING SUSTAINABILITY

Our sustainability strategy is embedded at the board level, which was strengthened in 2022 with the appointment of our first female board member, Katia Østergaard Neuman. As a former director at HORESTA, she led the development of their sustainability strategy, bringing valuable expertise to Kjær & Sommerfeldt.

In 2024, a new, more streamlined board was elected to better support our strategic focus areas for the future. Additionally, since 2022, we have had a cross-organisational sustainability steering group, led by CEO Mads Stensgaard, to ensure sustainability is integrated into all aspects of the business.

In 2025, Sidsel Andersen, who has been part of the sustainability group since its establishment, was appointed Sustainability Manager, effective from 1 May 2026.

PROJECTS WE SUPPORTED IN 2024

At Kjær & Sommerfeldt, we want to contribute to positive societal development by supporting causes that have a social and/or environmental impact. Each year, we evaluate which projects, organisations, or partnerships to support in order to achieve meaningful impact.

This year, we supported BROEN Denmark, which provides socially disadvantaged children and young people with membership fees and equipment for sport, scouting, music and other leisure activities. The organisation offers support locally according to individual needs. The aim is to help children engage with their peers, become part of a positive community, connect with adult role models and gain experiences of success that strengthen their self-belief.

In connection with our 150th anniversary, we chose to support the Danish Nature Foundation instead of receiving gifts. By contributing to the preservation of Danish nature and biodiversity, we help secure habitats for endangered species, restore ecological balance and create a greener future for the generations to come. This initiative is not only a celebration of our past, but also a step towards a more sustainable future, fully aligned with our values.

In 2025, we also continued our collaboration with Lions Club in Funen, a voluntary organisation with 300 clubs across Denmark. Lions Club organises activities and events to support people in need, ranging from disaster relief to Christmas assistance for vulnerable families.

TARGETS FOR 2026

Development and implementation of new policies and concrete action plans across both climate and social areas, including a human rights policy, initiatives relating to equality, diversity and inclusion (JEDI), a climate action plan, and a policy on pay transparency in line with forthcoming legislation.

PLANS FOR 2026

- Development and implementation of new policies and concrete action plans across both climate and social areas.
- B Corp re-certification to comply with the updated B Corp standard as well as the EU Directive on Empowering Consumers for the Green Transition.
- Development of a sustainability training programme for new employees, based on the latest ESG report.
- Annual sustainability action plan, outlining key initiatives and activities.



ESG
DATA OVERVIEW

KEY FIGURES

Energy consumption – electricity	Enhed	2021	2022	2023	2024	2025
Electricity	mWh	182	194	203	228	245
Percentage of renewable energy	mWh	0	100	100	100	100
Fuel from own vehicles	mWh	317	326	352	230	92
Energy consumption from electric vehicles	mWh	–	–	–	48	79
Total	mWh	499	520	555	506	516

GHG emissions	Enhed	2021	2022	2023	2024	2025
Scope 1	Tons CO_2e	81,1	84,6	91,2	59,6	23,95
Scope 2 (Location-based)	Tons CO_2e	31,1	30,9	22,8	25,3	32,56
Scope 2 (Market-based)	Tons CO_2e	83,5	8	6,3	28,5	46,47
Total Scope 1 and Scope 2 CO_2e emissions (market-based)	Tons CO_2e	164,6	92,6	97,5	88,1	70,42
Total Scope 1 and Scope 2 CO_2e emissions (location-based)	Tons CO_2e	112,2	115,5	114	84,9	56,51
CO_2e intensity (own emissions per litre of wine sold)	Kg CO_2e	0,077	0,035	0,036	0,031	0,023

Heat energy consumption	Unit	2021	2022	2023	2024	2025
Gl. Mønt	mWh	45	49	46	– **	– **
Aarhus	mWh	10	9	6	8 *	7 *
Odense Warehouse	mWh	133	112	102	143	168
Odense Store	mWh				– **	– **

* For the period 1.4. 2023–31.3. 2024

** The consumption for 2024 will be available at the end of April.
As a result, no data will be avaible for inclusion in the 2024 report.

Water Consumption	Enhed	2021	2022	2023	2024	2025
Odense	m^3	–	–	–	152	159

Packaging (and FSC Certification)	Unit	2021	2022	2023	2024	2025
Cartons, FSC	%	93	100	100	100	100
K&S gift cartons/boxes	Kg	12.908	6.840	5.820	10.294	9.609
Plastic	Kg	2.569	3.846	4.784	4.265	6.127
Cardboard	Kg	16.833	18.019	15.628	18.273	26.456
Wooden crates	Kg	7.488	3.644	2.964	1.345	1.295

Waste*	Unit	2021	2022	2023	2024	2025
Corrugated cardboard	Kg	18.060	20.560	20.980	26.440	23.480
Plastic, all forms	Kg	1.800	4.620	3.880	2.100	7.660
Wood	Kg	4.690	6.890	13.100	9.320	9.300
Glass	Kg	210	310	290	1.150	740
Organic	Kg	–	–	–	230	3.240
Small combustible waste	Kg	4.430	5.430	5.570	5.670	2.450
Iron and metals	Kg	–	–	–	–	940

*The total annual volume of waste does not represent all waste generated by the company, as we currently only have data for waste generated at our warehouse facilities in Odense. Our three wine shops and offices generate household waste, cardboard, paper, plastic and glass.

Purchased products and services	Unit	2021	2022	2023	2024	2025
Wines in total (sold)	Liter	2.146.134	2.629.430	2.672.766	2.860.402	3.070.060
Certified wines (sold)	Liter	274.616	403.058	478.310	513.742	537.116
Wines in total (purchased)	Liter	2.293.180	2.764.064	2.680.884	2.842.395	3.070.060
Certified wines (purchased)	Liter	298.124	421.429	528.437	506.797	537.116

Fuel consumption (our leased vehicles)	Unit	2021	2022	2023	2024	2025
Diesel	Liter	32.301	33.279	35.871	23.436	9.424
Electricity	mWh	N/A	N/A	N/A	48	79

Social – Social data	Unit	2021	2022	2023	2024	2025
Full-time workforce	FTE	59	63	68	78	84
Gender diversity	%	41	41	30	26	29
Gender diversity in management levels	%	22	22	22	22	22
Employee turnover rate	%	20	10	7	10	12
Sick leave	%	2	4	5	3	3
Customer retention (Days/FTE)	Dage/FTE	72	73	70	71	70
Customer satisfaction (eNPS)	eNPS-score	+79	+80	+79	+85	+73

Employee satisfaction	Unit	2021	2022	2023	2024	2025
	eNPS-score	+56	+65	+50	+54	+73

Governance – Management data	Unit	2021	2022	2023	2024	2025
Board gender diversity	%	17	17	17	25	25
Attendance at board meetings	%	100	79	93	90	94

ACCOUNTING PRINCIPLES

Environment	Unit	Description
Scope 1 emissions	CO_2-equivalents (CO_2e)	Direct emissions result from Kjær & Sommerfeldt's own combustion of fuels and materials. Scope 1 emissions are calculated based on diesel consumption for company cars and the emission factor for diesel.
Scope 2 emissions	CO_2-equivalents (CO_2e)	Scope 2 emissions: Indirect emissions arise from the energy used to produce electricity and district heating for Kjær & Sommerfeldt's own use.
Emission factors	CO_2-equivalents (CO_2e)	Greenhouse gases (GHG) are calculated based on the emission factors for each fuel type/energy source (diesel, electricity, district heating) and normalised to CO_2 equivalents (CO_2e). Emission factors are sourced from the Danish Business Authority's Climate Compass and Exiobase.
Market-based method	CO_2-equivalents (CO_2e)	Based on an average emission factor for electricity with the energy mix of the relevant electricity grid. For Denmark, it is the national emission factor based on the electricity mix in the given year.
Location-based method	CO_2-equivalents (CO_2e)	Adjusted for trade in renewable energy certificates, e.g. certificates of origin. As a purchaser of 'green power', Kjær & Sommerfeldt achieves a lower carbon footprint with the location-based method.
CO2e intensity	kg CO2e per litre of wine	CO2e intensity is calculated as total Scope 1 and Scope 2 emissions (market-based) divided by the total volume of wine sold, in litres, during the same reporting period.
Energy consumption	kWh	Energy consumption kWh Energy consumption = Σ (spent fuel type (t) * energy factor per fuel type) per fuel type + (spent electricity (incl. renewable energy) (MWh)*3.6) + (district heating spent/cooling incl. renewable sources of heating/cooling (GJ)). District heating in Aarhus is calculated based on the annual statement, where the period runs from 01.04.21 to 31.03.22. There is no data on district heating in 2018 at the Aarhus location.
Fuel consumption	liter diesel	The number of used litres of diesel in own and leased cars
Waste	kg	The calculations include all waste, with the primary quantities coming from packaging related to the delivery of goods. All waste is sorted.
Packaging	kg	Packaging includes cartons, gift boxes, cardboard, plastic and wooden boxes, which are used for repackaging and wrapping products.
Wines in total	liter	All purchased wine is calculated in litres.
Certified wine	liter	The proportion of wine that is third-party certified is based on data from our ERP system, where information about wine is collected and documented.

Social	Unit	Description We have primarily used accounting principles recommended by the Danish Finance Association, CFA Society Denmark, Danske Revisorer and Nasdaq (January 2022 publication).
Full-time workforce	FTE	Full-time workforce = FTEs + temporary labour. FTEs consist of full-time employees + compensated overtime + converted hourly workers and temporarily employed/temp workers converted into full-time equivalents.
Gender diversity	%	The calculation is based on the fact that the underrepresented gender is women. The gender diversity calculation is calculated as: Gender diversity = ((Women FTEs + Women temporary workers)/ (Full-time workforce)) × 100.
Gender diversity at other levels of management	%	Gender diversity at other levels of management = ((Women managers)/ (All managers)) × 100. Includes the management team and employees in management positions with personnel and/or professional responsibilities.
Employee turnover rate	%	Employee turnover rate = ((Volunteers + Involuntary leaving FTEs)/FTEs) × 100. The employee turnover rate is calculated for both voluntary and involuntarily departures. Retirements are included in the involuntarily leaving employees.
Sickness absence	Days/FTE	Sickness absence = (Number of sick days for all FTEs during the period)/ (Total FTEs). Represents the number of full sick days where all own employees are sick and therefore not at work, in relation to the total number of FTEs.
Employee well-being	eNPS	eNPS (employee Net Promoter Score) Employees rate the company on a scale from 0-10. We measure our employee's well-being 4 times a year. See the calculation principle for customer satisfaction below.

Governance	Unit	Description We have primarily used accounting principles recommended by the Danish Finance Association, CFA Society Denmark, Danske Revisorer and Nasdaq (January 2022 publication).
Customer satisfaction	NPS	NPS score (Net promoter score) is a method for measuring a customer's loyalty to a given company. The customer ranks the company on a scale from 0-10. The higher the score, the greater the loyalty. The percentage of detractors (0-6) is subtracted from the percentage of promoters (9-10). The result of the calculation is referred to as the company's Net Promoter Score. **What is considered a good NPS?** A good NPS is difficult to compare across sectors. As a general rule, a score above 0 is acceptable, as it indicates that the company has more loyal than disloyal customers. A score above 20 is considered good, while a NPS above 50 is excellent and over 80 is regarded as extraordinary. (nps.today)
Customer retention	%	Customer retention: (((Number of customers at end of the period) – (New customers added during the period))/(Number of customers at beginning of period)) × 100.
Gender Diversity on the Board of Directors	%	As women are the underrepresented gender on our Board of Directors, the Board's gender diversity is calculated as follows: Gender diversity of the Board of Directors = ((Board members elected at the general meeting)/(All members of the Board of Directors elected at the general meeting)) × 100.
Attendance at board meetings	%	To assess the activity level of our board members, we measure attendance. Formal Attendance at Board Meetings = ((Number of Board Meetings Attended) per Board Member/(Number of Board Meetings * Number of Board Members)) × 100.



FAQ

WHAT ARE CO_2 AND CO_2e?

CO_2

CO_2e

WHAT ARE CO_2 AND CO_2e?

CO_2 (carbon dioxide) is the primary greenhouse gas contributing to climate change and is released through human activities, including the combustion of coal, oil, and gas. However, several other greenhouse gases also exist, such as methane (CH4), nitrous oxide (N2O), and fluorinated gases.

These greenhouse gases have different potencies and atmospheric lifespans. To standardise their impact, the United Nations Climate Convention introduced a common metric that converts their warming effect into a CO_2 equivalent (CO_2e).

CO_2e is a more nuanced unit of measurement used to evaluate the climate impact of various greenhouse gas emissions. For example, while burning petrol or diesel primarily emits CO_2, it also releases small amounts of methane through fuel evaporation.



WHAT IS THE DIFFERENCE BETWEEN SCOPE 1, 2, AND 3?

WHAT ARE SCOPES?

The Greenhouse Gas (GHG) Protocol is the leading international standard for calculating and reporting CO_2 equivalents (CO_2e). It enables businesses to measure their climate footprint consistently while gaining insight into the key activities driving emissions. Emissions are divided into three scopes:

SCOPE 1

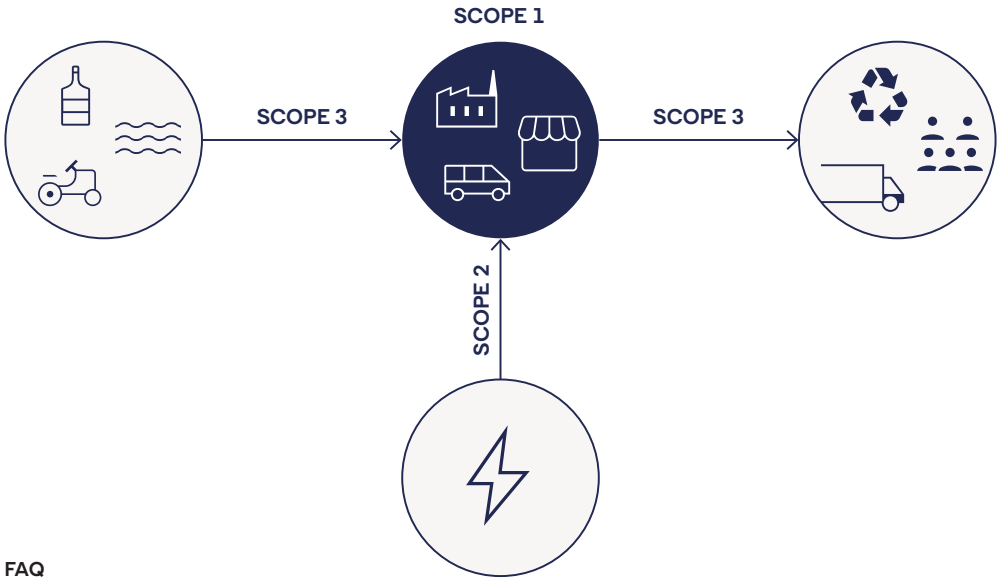
Direct greenhouse gas emissions from sources that the company owns or controls, including the combustion of fuel in company-owned or leased vehicles and facilities.

SCOPE 2

Indirect emissions from the energy we purchase, such as electricity or heating. These emissions occur at external power plants or district heating plants. This also includes the electricity we use to charge electric vehicles.

SCOPE 3

All other indirect emissions throughout our supply chain, both upstream (e.g., supplier emissions) and downstream (e.g., emissions from product use and disposal). These emissions originate from sources Kjær & Sommerfeldt does not own or directly control, such as packaging, products, services, and transportation. In this report, Scope 3 emissions are not included.



B CORP – WHAT IS IT, AND WHY DID WE BECOME CERTIFIED?

In 2023, we took a major step towards a more sustainable business model. Our B Corp certification marks a significant milestone, reflecting our progress and setting the course for future sustainability efforts.

WHAT IS B CORP CERTIFICATION?

B Corp is a globally recognised certification that evaluates a company's impact on society, which covers areas such as environment, climate, employees, customers, local communities, and governance.

As a B Corp-certified company, we commit to high standards of social, environmental, and corporate responsibility, as well as transparency. To maintain B Corp status, businesses must undergo recertification every three years.

Becoming B Corp-certified is a rigorous and ongoing process, requiring a comprehensive 360-degree assessment of all business activities, including corporate governance, employee relations, community engagement, environmental impact, and customer responsibility. From 2026, the B Corp standard has been updated with more stringent requirements, and Kjær & Sommerfeldt must therefore undergo re-certification.

WHY DID WE BECOME CERTIFIED?

Integrity and responsibility have been core values at Kjær & Sommerfeldt since 1875. However, our systematic approach to improving social and environmental conditions throughout our value chain has accelerated with our ESG strategy and B Corp certification process.



‘150 years come with a responsibility. As we celebrate our anniversary in 2025, we are celebrating people, wine and decency. To me, sustainability and decency are inseparable. That is why, in recent years, we have made our work more systematic and more focused in the areas where we can make the greatest difference. We are now taking the next step: in 2026, we will strengthen our Scope 3 data so that we can provide a more accurate picture of the carbon footprint of each individual wine. In addition, we are placing greater emphasis on biodiversity and making it easier for our customers to make choices based on producers’ concrete efforts.’

— Mads Stensgaard, CEO Kjær & Sommerfeldt

CERTIFIED WINE CATEGORIES





ORGANIC WINES

Organic viticulture prohibits the use of synthetic fertilisers and chemical pesticides. Instead, natural predators are used to control pests, and manual weeding replaces herbicides. The Bordeaux mixture – a plant protection product made from copper, lime, and water – remains permitted.

During the winemaking process, 30 out of 55 approved additives from conventional winemaking are allowed in organic wine production. However, most organic wineries prefer minimal intervention, avoiding unnecessary chemicals used to stabilise acidity, adjust alcohol content, and clarify the wine. This results in wines with fewer additives and grapes cultivated under more natural conditions than conventional methods.

There are different levels of organic certification: a vineyard may be certified organic, but if the winemaking process is not, the final wine cannot carry the organic label.

Organic wine certification is rising globally. From 2005 to 2019, the area of certified organic vineyards increased by 13%, yet organic vineyards still only represent 6.2% of total global vineyard area, according to OIV (International Organisation of Vine and Wine). France, Spain, and Italy account for 75% of all organic vineyards.

BIODYNAMIC WINES

Biodynamic viticulture goes beyond organic farming. While organic wine production focuses on what must be avoided (e.g., chemical pesticides and fertilisers), biodynamic farming emphasises what should be done to enhance soil and plant health.

Biodynamic winemaking follows principles established by Austrian philosopher Rudolf Steiner in the 1920s. It incorporates cosmic rhythms, taking into account the sun, moon, and planetary cycles, while using natural soil treatments to enhance vineyard biodiversity.

Biodynamic wines are primarily certified by Demeter, which has stricter rules than organic certification. Other certifying organisations include Respect and Biodyvin.

Although biodynamic winemaking allows some additives, the permitted substances differ from those used in conventional wine production.

NATURAL WINE

There is no official definition or regulated standard for natural wine. The simplest explanation is that natural wine is wild-fermented grape juice, where winemakers intervene as little as possible in the process.



Natural wine is made without additives – not even sulphur (SO_2), which is typically used to preserve stability. While some natural winemakers add minimal sulphur during bottling, this is the exception rather than the rule. Consequently, natural wines have a shorter shelf life than conventional wines but are produced with minimal human or mechanical intervention – from vineyard to bottle.

Natural wines are grown without synthetic fertilisers or pesticides, harvested by hand, and vinified without industrial machinery.

OTHER CERTIFIED WINES

We recognise that it is extremely difficult, if not impossible, to classify any wine production as truly sustainable. Sustainable production means that meeting present needs does not compromise the ability of future generations to meet theirs – across social, environmental, and economic dimensions.



Wines categorized as 'other certified wines' mean that the wine is certified according to a standard within one or more aspects of sustainable development.



MANAGEMENT

THE BOARD OF DIRECTORS
Max Sejbæk (chairman)
Katia Østergaard
Niels Boel Sørensen
Jesper Bove-Nielsen

THE MANAGEMENT GROUP
Mads Stensgaard, CEO
Anne Nicolajsen, CFO & Sustainablity Manager
Henrik Straarup Søndergaard, Wine Manager
Adam Brostrøm, E-commerce & Marketing Director
Mette Bæk, Supply Chain Manager
René Rehling, Sales Director (B2B & B2C)
Olivier Tabo, Sales Manager Horeca East
Sandi Deleuran, Sales Manager Horeca West
Mathias Toft Christensen, IT Manager

K&S SUSTAINABILITY STEERING COMMITTEE
Mads Stensgaard, CEO
Anne Nicolajsen, CFO & Sustainability Manager
Henrik Straarup Søndergaard, Wine Manager
Mette Bæk, Supply Chain Manager
Philip Søholt, Sustainable Design Student (BA Engineering)
Sidsel Andersen, Digital Content Manager & Diversity Officer



Kjær & Sommerfeldt's 100th Anniversary, 31 March 1975