



Vejstruprød Busimport ApS  
2024 VSME RAPPORT

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# CEO STATEMENT

**Dear partners and stakeholders,**

For more than four decades, Vejstruprød Busimport (VBI Group) has been a stable and trustworthy player, creating security and high service for our customers in general.

As a family-owned company, we build on experience, skilled employees and good partners, but also on the will to develop ourselves in the market. We are aware that the transport of the future is not just about getting from A to B. It is about creating solutions that are functional, responsible and contribute to a more sustainable society and a more environmentally friendly form of operation and transport.

Today, we are working purposefully to reduce our environmental footprint and take an active part in the green transition.

It is our ambition here in Christiansfeld to become one of the leading dealers of used electric buses, while our subsidiary, VBI Minibus in Kliplev, is Denmark's largest supplier of new electric and conventional minibuses, tailored to individual customer requirements.

We will be able to offer sustainable and future-proof initiatives to benefit both Danish and international customers - combining tradition and innovation with solutions that make a real difference for customers and society.

A big thank you to our employees for their professionalism and commitment, and to our customers and partners for their trust and close cooperation. Together we create the foundation for a stronger, greener and more future-proof business.

Kind regards

**Dan Bork Pedersen**

CEO, VBI Busimport ApS



# MISSION

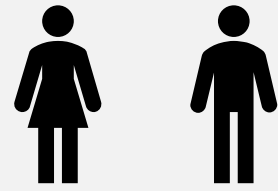
Vejstruprød Busimport ApS has been delivering reliable quality buses to both Danish and international customers since 1980. As a family-owned business, our mission is to create security and value for our customers through a wide selection of new and used buses, professional advice, as well as competent service and parts supply for all brands.

A central part of our strength is our employees, who form the foundation of our success. With an average tenure of 11 years and employee turnover of under 10%, we create continuity, experience, and high professionalism – to the benefit of both customers and partners.

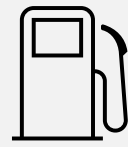
# VISION

Our vision is to be the preferred partner in the bus and minibus market in Denmark, as well as in selected export markets. We will continue to develop as an innovative and responsible company that sets the standard for quality, flexibility, and customer satisfaction in the industry.

At the same time, we aim to strengthen our position as an attractive and stable workplace, where employees' experience, loyalty, and long tenure contribute to creating continuity and high professionalism. With a strong team that grows together with the company, we will ensure both growth and lasting relationships with our customers.



9 women 25 men



Decrease in diesel  
consumption  
15,66%



Scope 1: -30,21 %  
Scope 2: -5,19%  
Scope 3: -16,99%



Decrease in power  
consumption:  
-14,62%



Increase in number  
of permanent  
employees: 13%

# KEY HIGHLIGHTS 2024

## Less draft in the warehouse

Lock installed at the warehouse – suppliers deliver goods, after which employees can pick them up without waiting in line.

## Replacement of heating source

In recent years, the heat source for heating has been replaced to now be wood pellets.



# DOUBLE Materiality analysis

1. Focus on quality and compliance with customer requirements in every process
2. Energy consumption and efficiency
3. Environmentally friendly materials and processes taking into account technical, economic and quality aspects
4. Health, safety and wellbeing
5. Training and skills development
6. Strategic plan including clear guidelines and processes

# Stakeholder overview

Vejstruprød Busimport is one of the largest suppliers of buses to the Danish market. In addition to sales, the company operates a parts warehouse and workshop, from which service is provided for buses of all brands.

We prioritize ongoing dialogue with both authorities and customers to meet their wishes and requirements. It is a central part of our strategy to always focus on the needs of stakeholders and meet them at eye level.

As a modern company, we also have an increasing focus on reducing CO<sub>2</sub> emissions – both in the workshop and in the solutions, we offer our customers.

As an employer, we emphasize being attractive and inclusive. We invest time and resources in integrating new employees and creating frameworks for professional development and challenges for all staff.

# VSM E Key figures and ratios

## Environmental data:

Scope 1  
 Scope 2 – location based  
 Scope 2 – market based  
 Scope 3 (selected categories)  
 Water consumption  
 Energy consumption - total  
 Renewable energy share

Unit	2023	2024	Target 2025
Tons CO <sub>2</sub> e	255,62	175,31	165
Tons CO <sub>2</sub> e	13,10	10,80	10
Tons CO <sub>2</sub> e	30,03	28,47	27
Tons CO <sub>2</sub> e	96,22	79,03	74
M3	648,00	597,00	560
MwH	1.594,07	1.405,35	1318
%	0 %	0 %	>0

## Social data:

Full-time force  
 Gender diversity  
 Employee turnover rate  
 Employee seniority  
 Absence  
 Number of occupational accidents

Unit	2023	2024	Target 2025
FTE	28,6	32,6	
%	K30 / M70	K26,5 / M73,5	K30 / M70
%	0	9	10
Year	11,7	11,0	12
Days / FTE	4,0	6,2	4,0
Number	1	0	0

## Management data:

Number of cases (convictions, fines, corruption, etc).  
 Certifications and policies

Unit	2023	2024	Target 2025
Number	0	0	0
Number	0	0	0

# B1. Basis for preparation

The company has chosen to use Option A (the basic module) as the basis for sustainability reporting in this first report.

No information that can be classified as classified or sensitive has been omitted.

The report has been prepared on an individual basis, and no information about any subsidiaries has been included.

We are organized as a Private Limited Company (ApS) with the following key information:

NACE code: 46.71 (Wholesale trade of motor vehicles)

Balance: EUR 27.81 million.

Annual revenue: EUR 26.71 million.

Number of employees: 34 employees (32.6 FTE)

Primary geographical operation: Denmark

Geographical location (geo-coordinates): 55.35974, 9.48386

We do not have any sustainability-related certifications, but we are continuously working on the development and improvement of sustainability initiatives.

	2023	2024	Target 2025
<b>Balance (EURO)</b>	24,85	27,81	27,0
<b>Annual turnover (EURO)</b>	29,44	26,75	25,1
<b>Number of employees</b>	30 / 28,6 FTE	34 / 32,6 FTE	28 / 26,6 FTE

# B3. Energy and greenhouse gas emissions (energy)

## Energy consumption:

The table below shows the total energy consumption, measured in MWh for the years 2023 and 2024.

Source regarding conversion factors for converting values from liters of diesel, gasoline, and cubic meters of wood chips is E-SG Cloud.

"It should be noted that a significant portion of both Danish electricity and gas consumption today comes from renewable energy sources. In 2023, electricity from renewable sources constituted 90.64% of total electricity consumption. In 2024, this share was 91.38% (Source Energinet). At the same time, about 39% of the gas in the Danish gas grid in 2023 was biogas. This share fell to about 38% in 2024. These shares indicate that even the consumption of electricity and gas, which was previously considered fossil-based, increasingly contributes to the green transition."

There have been no specific purchases or investments made during the year with the aim of reducing CO<sub>2</sub> emissions.

	Total energy consumption (MWh) 2023	Total energy consumption (MWh) 2024	Total energy consumption (MWh) Target 2025
Electricity (as reflected in utility bills)	176,67	167,47	157
Fuels; consumption of wood pellets	495,15	450,45	422
Consumption of diesel and petrol	922,25	787,43	739
In total	1.594,07	1.405,35	1318

# B3. Energy and greenhouse gas emissions (GHG)

## Greenhouse gas emissions

The total annual emissions of greenhouse gases are shown in the table below

Electricity consumption (Scope 2) is reported both location-based and market-based. The location-based factor shows the actual climate impact from the electricity grid in Denmark, where a large part of the electricity is green. The market-based factor is based on the purchase of certificates and guarantees of origin, avoiding double counting.

In calculating the total CO<sub>2</sub>e, the market-based method is used.

The target for 2025 is based on an expected revenue of 25.1 euros and a consumption that corresponds proportionally to the figures from 2024.

Greenhouse gas emissions (tCO <sub>2</sub> e)	2023	2024	Target 2025
Scope 1	255,62	175,31	165
Scope 2 – lokationsbaseret	(13,10)	(10,80)	(10)
Scope 2 – Markedsbaseret	30,03	28,47	27
Scope 3	96,22	79,03	74
In total	381,87	282,81	266

## Greenhouse gas intensity.

The key figure is calculated as the amount of emitted greenhouse gases divided by the company's revenue in the same period.

	2023	2024	Target 2025
Anual turnover Euro	29,44 Mio	26,75 Mio	25,1 Mio
Intensity per Mio Euro turnover	12.971 ton CO <sub>2</sub> e	10,572 ton CO <sub>2</sub> e	10,500 ton CO <sub>2</sub> e

# B6. Water

## Water consumption and management

We primarily use water in connection with washing buses at the workshop. Other water consumption relates to common facilities such as washing machines, dishwashers, and employees' access to shower facilities after work.

The total water consumption currently amounts to 597 m<sup>3</sup> annually. An oil separator is installed in the washing hall and drainage in the workshop.

There are no production processes that require significant water amounts, and no specific measures have currently been implemented to reduce water consumption.

According to information from Blue Kolding (by Ulrik W. Knudsen), there are no problems with water scarcity in the area. On the contrary, the water supply is considered stable.

We have received the "water resource statement – data report from 2023," which confirms this statement.

	Waterconsumption (m3) 2023	Waterconsumption (m3) 2024	Waterconsumption (m3) Target 2025
All places	648	597	560
Locations in areas with water stress	0	0	0

# B7. Ressource consumption, circular economy and waste management

Waste management and circular economy – Summary 2023 and 2024  
In 2024, the following types and amounts of waste were recorded in connection with the company's activities:

The total amount of waste was 46,440 kg, and the total costs associated with disposal amounted to 14,439.95 DKK. However, this was more than offset by revenues totaling 36,051.15 DKK, resulting in a net result of +21,611.20 DKK for the year.

This report shows how elements of the circular economy are already being applied in the company's operations. In particular, the recycling of metal and cardboard/paper contributes positively, both environmentally and economically. This underscores the importance of sorting and passing on materials as resources rather than waste.

	Costs (Kr.) 2023	Quantity (Kg) 2023	Costs (Kr.) 2024	Quantity (Kg) 2024
Small combustible (incineration)	7.200,20	10.360	11.199,55	15.730
Cardboard and paper (recycling)	-138,90	2.510	-1.548,15	2.980
Hard / soft plastic and cardboard without PVC. (recycling)	1.764,05	421	2.982,00	710
Steel scrap – utility iron	-32.128,00	28.780	-34.503,00	26.340
Food waste / bio waste	148,20	345	258,40	680
<b>In total</b>	<b>-23.154,45</b>	<b>42.416</b>	<b>-21.611,20</b>	<b>46.440</b>

# B8. The workforce – general characteristics

## Sex:

In 2023, a total of 30 employees were hired with permanent employment contracts. Of these, 21 were men and 9 were women.

Out of the 30 employees, 11 were salaried staff, while the remaining 19 were hourly wage earners.

In 2024, these numbers were: 34 employees, of which 9 were women. Of these, 14 were salaried staff and 20 were hourly wage earners.

## Type af contract:

In 2024, 34 employees were hired at Vejstrup Busimport, corresponding to 32.6 FTE. All employees have permanent contracts.

## Country where the employment contract was concluded:

All employees have a local contract with VBI minibuss in Kliplev

Number of employees (number of employees or full-time equivalents)	2023	2024	Target 2025
Men	21	25	19
Women	9	9	9
Employees in total	30	34	28

# B9. The workforce – health and safety

## **Occupational injuries:**

In 2023, one occupational injury was registered, while in 2024, no injuries were reported.

This status reflects a satisfactory work environment situation and is a testimony to a high degree of safety and health in the workplace.

# B10. The workforce – remuneration, collective bargaining and training

Vejstruprød Busimport is an authorized dealer and workshop for both Isuzu, Maxus, and Iveco.

To ensure qualified advice and service, employees are offered continuous competency development through both internal and external courses.

The educational activities include e-learning, physical courses, as well as on-the-job training.

On average, each employee participates in competency development corresponding to 1-2 days annually.

## **Agreement:**

An agreement has been signed for hourly workers with Dansk Metal.

The salaried employees have no agreement – but the company leans on Dansk Industri here.

All employees have at least received a salary that corresponds to or exceeds the applicable minimum wage.

Out of the 34 employees, there are 9 women.

## **Salary difference between women and men:**

The company does not have functions or job categories where there is a basis for comparing salary levels between women and men. Therefore, it is not possible to determine a potential salary difference.

## **Salary conditions between employees and management:**

The ratio between average personnel costs per employee and the board's remuneration is 1 : 1.35. The calculation is based on total personnel costs divided by the average number of full-time employees, compared with remuneration for the management.

# **B11.** Convictions and fines for corruption and bribery

Vejstruprød Busimport has not received any judgments or fines as a result of violations of anti-corruption and anti-bribery legislation during the reporting period. There are also no pending cases where a decision is being awaited.

# KEY INITIATIVES

## Sustainability

- In 2025, investments are being made in new skylights that both improve insulation and increase the amount of daylight in the workshop and storage.
- As part of the effort to reduce the company's CO<sub>2</sub> footprint, the installation of solar panels and an accompanying battery package is planned.

## Employees

- **Onboarding of new employees** We have many foreign employees and provide support regarding their move to Denmark. This includes help with practical matters such as registration with authorities, opening a bank account, as well as guidance on schools and daycare institutions for accompanying children.
- An annual team event is attempted to be held to strengthen collaboration and well-being among employees.

## Governance

- In the coming year, we will strengthen our VSME efforts by integrating sustainability more clearly into our daily operations. We will set concrete ESG goals that management will continuously follow up on.
- At the same time, we will increase our focus on both internal and external communication to provide greater insight into our responsible operations, initiatives, and values.

# CHALLENGES

- As part of our sustainability strategy, there will be investments in solar panel systems and battery packs to reduce the CO<sub>2</sub> footprint.
- We are actively working to become one of the leading suppliers of used electric buses in Denmark.

- We trade in new and used buses, and we also operate both a workshop and a parts warehouse. The company's activities – and thus CO<sub>2</sub> emissions – depend on market developments.
- The export market for buses is challenged by the security policy situation in the recipient countries.
- A part of the CO<sub>2</sub> emissions are fixed emissions, which do not necessarily vary with the level of production.

# OPPORTUNITIES

# GOALS 2025

## **Install solar panel systems including battery pack**

→ Reduce CO<sub>2</sub> emissions and increase self-sufficiency with green energy.

## **Install skylights**

→ Create a better work environment and reduce energy consumption through natural light and ventilation.

## **Experiences with Electric Buses.**

→ We are in the process of building experience in the electric bus market and will strengthen competencies in 2025 through negotiation, sales, and repair of electric buses.

## **Develop strategic plan for 2025–2027**

→ Clarify goals and direction for Vejstruprød bus import development.

## **Arrange team events**

→ Integrate new employees and strengthen community and collaboration culture.

# CONCLUSION

The company is a family-owned business with over 45 years of experience in the bus market. With its own dealership for buses, workshop, and spare parts inventory, the company ensures a solid foundation for operations and development.

Our goal is to combine bus sales, workshops, and inventory management with a targeted effort to reduce our environmental impact.

We are aware of our role as an employer and societal actor, and we will continue to invest in both our employees and the development of the company.

Through close collaboration with customers, authorities, and other stakeholders, we will work to create sustainable, functional, and safe transportation solutions that benefit both society and the environment.