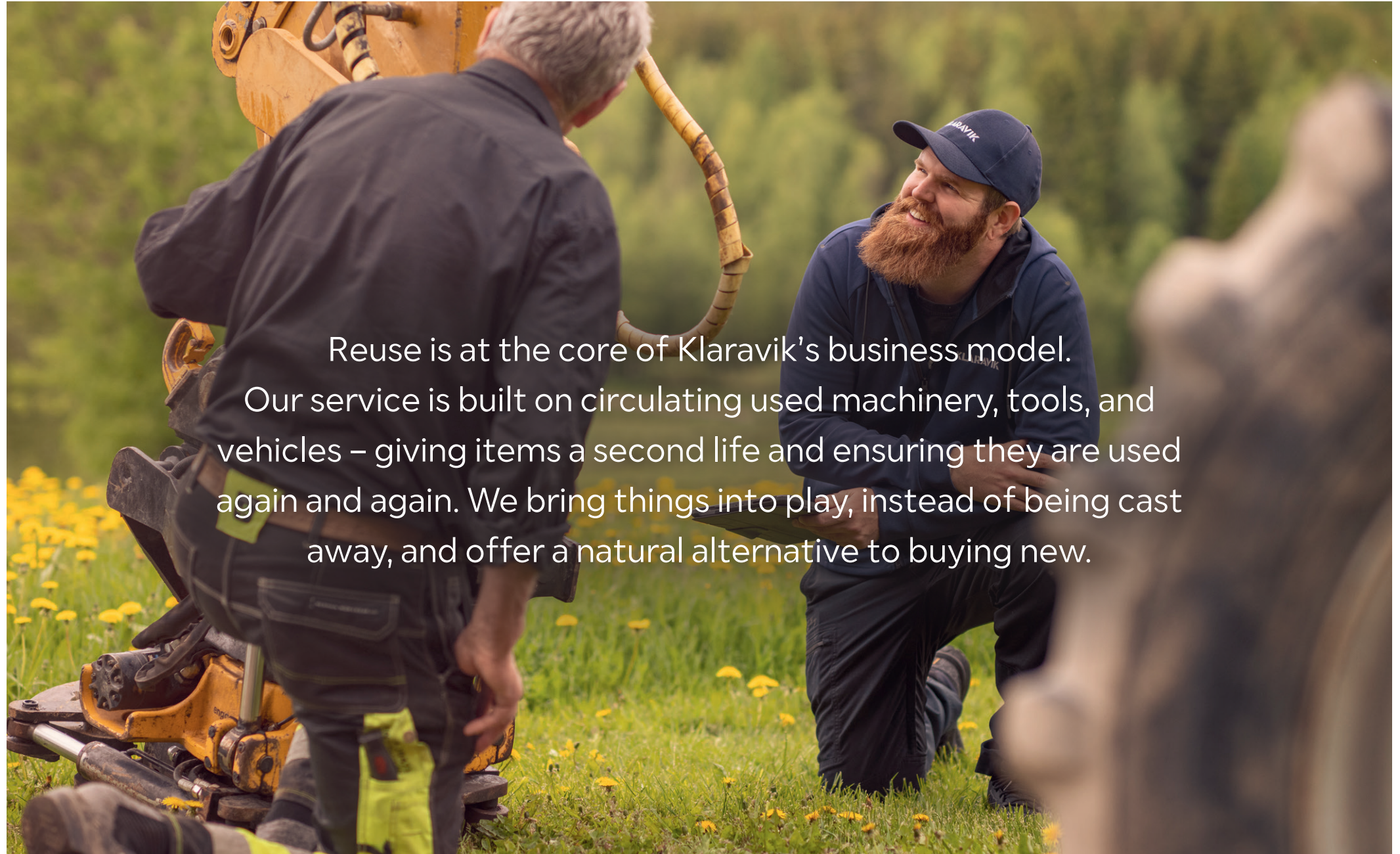


**We bring things into play,
instead of being cast away.**



Reuse is at the core of Klaravik's business model. Our service is built on circulating used machinery, tools, and vehicles – giving items a second life and ensuring they are used again and again. We bring things into play, instead of being cast away, and offer a natural alternative to buying new.



A MESSAGE FROM THE COUNTRY MANAGER OF KLARAVIK DENMARK

Not There Yet – But Well on Our Way

Our sustainability journey continues. When something is given new life and allowed to serve longer, we're in our element. This is not just part of our business – it is the core of it. It defines how we work, how we think, and how we contribute to something greater.

As the new Country Manager for TBAuctions Denmark / Klaravik Denmark, I've had the pleasure of stepping into a company with strong values and a team already making a real difference – for both customers and society. That makes me proud. And it gives me the motivation to build further, develop, and strengthen our role as a responsible player in the circular economy.

A concrete example is our updated company car policy. In 2023, we set the course for all our company cars to be either electric or hybrid by 2026. This is part of our ongoing effort to reduce our climate footprint – and also a clear signal that we take responsibility and lead where we can. We are well on our way.

But sustainability is not just about climate and the environment. It's also about people and relationships. That's why we've strengthened our local presence, worked closely with customers and partners – and contributed to communities where our efforts make a real difference.

We've also looked inward. Several employees have taken on new roles and responsibilities, and we've prioritised job satisfaction, well-being, and trust in everyday work life. It shows. And it spreads – both in our company culture and in our customer interactions.

We are proud of what we have achieved so far. But we're not satisfied. Even though we've taken major steps, we are still at the beginning of our sustainability journey. There is much more we want to do – and much more we can do.

Thank you for following our journey.



Country Manager,
TBAuctions Denmark / Klaravik Denmark



Content

Our sustainability report is grouped according to an ESG principle (Environment – Social – Governance).

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Sustainability with Agenda 2030 Focus

These ESG insights – like our overall sustainability work – are grounded in Agenda 2030 and the UN's Global Goals for Sustainable Development. In the following sections, we provide concrete examples of how we contribute to these goals, along with a summary of the key priorities we focus on.





THE GLOBAL GOALS



3. Good Health and Wellbeing

As part of our efforts to promote good health and well-being in the workplace, we conduct regular employee surveys and check-ins to ensure our staff are thriving. We also offer a dedicated health insurance plan as additional support for employee wellbeing. Furthermore, we focus on teambuilding across departments, which strengthens collaboration and fosters a positive and collegial atmosphere. As a tangible initiative, we have introduced a fresh fruit initiative at our Tølløse office, providing employees with easy access to healthy snacks throughout the working day. Taken together, these initiatives support a healthy and engaging workplace culture that aligns with our broader sustainability goals.

5. Gender Equality

At Klaravik, we actively work to challenge existing norms in our industry – particularly when it comes to the representation of women in a traditionally male-dominated environment focused on machinery and vehicles. We believe that diversity within our teams not only strengthens our organisation but also drives innovation and sustainable development. That is why, for us, it is just as natural to see women represented among our auction brokers as in administrative roles. We strive to foster an environment where talent and skills are recognised and valued regardless of gender.

8. Decent Work and Economic Growth

In line with this goal, Klaravik continuously works to improve working conditions by implementing initiatives that ensure a healthy and safe working environment. We support the UN Global Compact and are committed to promoting responsible business practices – including respect for human rights, fair labour conditions, and sustainable development. This is reflected in our ongoing efforts to achieve higher standards for employee well-being and workplace safety.

10. Reduced Inequalities

Klaravik actively works across multiple levels of society to help reduce inequality. For several years, we have offered



various sponsorships as part of this effort, and we are currently developing the Klaravik Plan in Denmark, which is scheduled for launch in 2025.

11. Local Engagement

Our strong local presence – with brokers living and working throughout the country – gives us unique insight and the ability to create value for both our customers and the communities around them. This geographical reach strengthens our capacity to understand local needs and respond effectively across regions.

12. Responsible Consumption and Production

In 2024, over 56,800 used items were auctioned via

Klaravik, underlining our strong position as one of the leading marketplaces for machinery, tools, and vehicles. This position provides us with a unique opportunity not only to facilitate trade, but also to actively promote reuse and sustainable practices. We are deeply committed to creating a positive impact on both the environment and society by encouraging responsible resource use and supporting the circular economy.

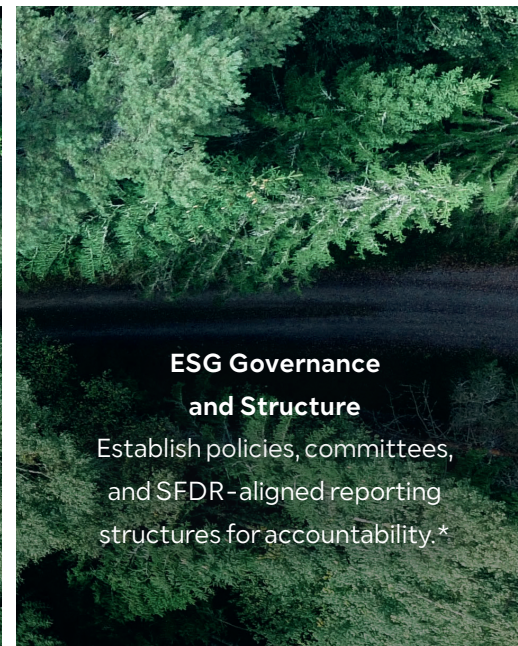
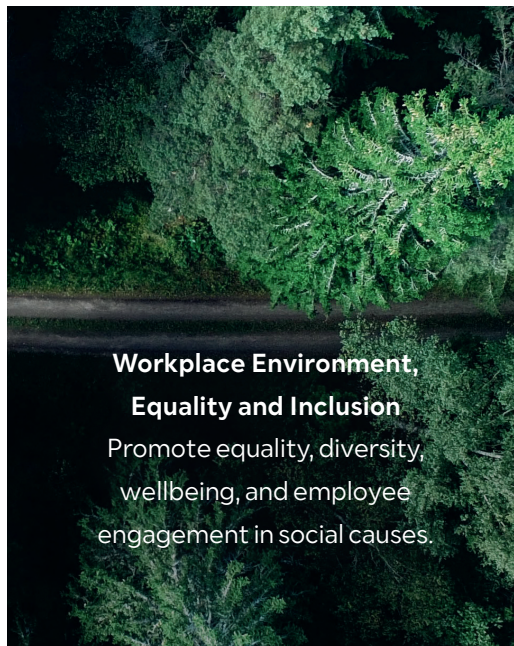
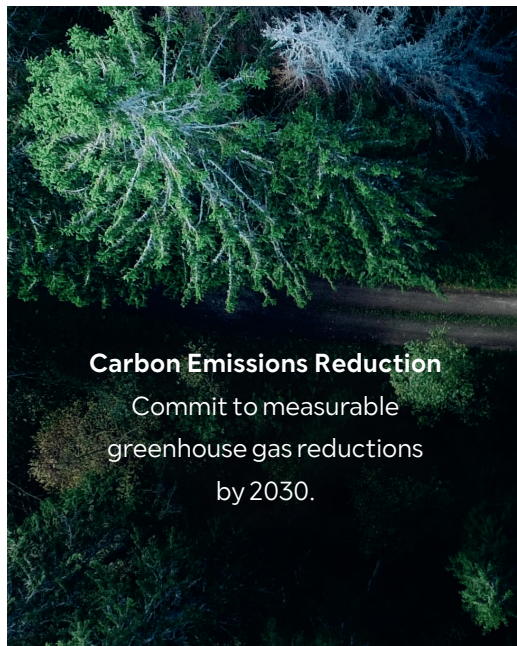
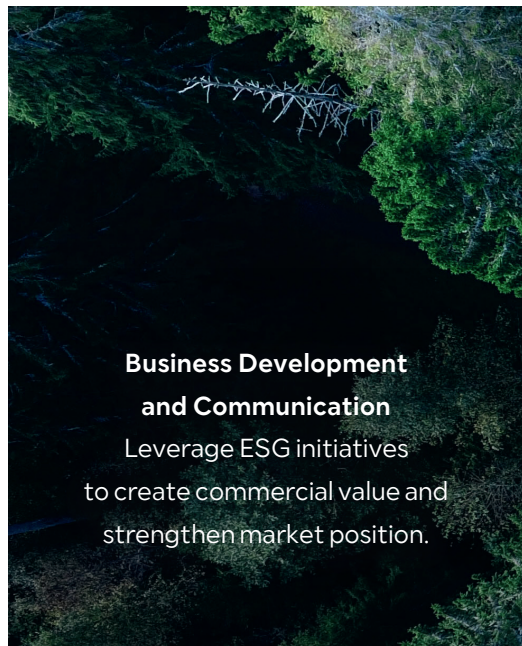
13. Climate Action

In addition to promoting CO₂ savings by encouraging the purchase of used items instead of new ones, we are also working systematically to reduce our own climate footprint. We are continuously increasing the use of

electric company vehicles and optimising our brokers' travel routes. At the same time, we are forming partnerships with local subcontractors who share our sustainability vision and implementing greener solutions across our operations to ensure a more sustainable future.

16. Peace, Justice and Strong Institutions

In line with our anti-corruption policy, we carry out ongoing checks and customer audits to minimise the risk of money laundering and other irregularities.



Auctions that Make a Difference – Klaravik's ESG Foundation

Klaravik's sustainability work is based on TBAuctions' four ESG pillars.

*SFDR (Sustainable Finance Disclosure Regulation) = EU regulation to ensure transparent sustainability disclosure in investments



We put bidders and sellers first



We are humble and respectful



We deliver results



We are better together



We make a difference



We act like an owner



We have backbone and grit



We do the right thing



We make brave decisions



We continuously improve

Values that drive sustainability

Klaravik is guided by 10 core values that shape how we interact with colleagues and customers. These values support growth, customer satisfaction, employee well-being, and sustainability

Environment



Photo: Eva Edsjö





A Circular business model strengthening focus on reuse

In 2024, we streamlined our operations to sharpen our core competencies. While this reduced total object volume in non-core categories, we've seen growth in strategic areas aligned with our sustainability goals. We've intentionally boosted sales of items that best support our values and environmental commitments.


CO₂ calculator highlights carbon footprint reduction

In 2024, we streamlined our operations in order to sharpen our core competencies. While this reduced total object volume in non-core categories, we've seen growth in strategic areas aligned with our sustainability goals. We've intentionally boosted sales of items that best support our values and environmental commitments.

We expanded the use of our CO₂ calculator in 2024 to show bidders the climate benefits of buying used goods. Since 2023, this tool has been available on klaravik.dk, illustrating potential emissions savings (CO₂e) compared to buying new. Calculations are based on average material consumption and CO₂e data provided by Anthesis Group.

DIGITAL VISNING

Se detaljerne, og udforsk objektet fra forskellige vinkler med vores filmede rundvisning.



Vigtig info

Som køber skal du kontrollere objektet ved afhentning. Herefter kan der ikke gøres indvendinger. Hvis objektet adskiller sig væsentligt fra beskrivelsen, skal Klaravik kontaktes inden objektet fragtes (bemærk, at der gælder særskilte vilkår for konkursautioner). Alle objekter findes hos den sælgende virksomhed, og du som køber har ansvar for afhentning og fragt. Som køber har du 15 dage til at afhente objektet, efter auktionen er afsluttet.

10.956 kg CO₂e

...er, hvad du kan spare i CO₂-udledning ved at købe denne vare brugt i stedet for ny.

Til sammenligning svarer en flyvning fra Stockholm til Mallorca til 478 kg CO₂e pr. passager.

Hvordan har vi beregnet det?

AFSLUTTES: 18 jul. 09:15

7 dage 20 timer

FØRENDE BUD: 80.000 DKK

RESERVATIONSPRIS: Opnået

[Log ind som køber](#)

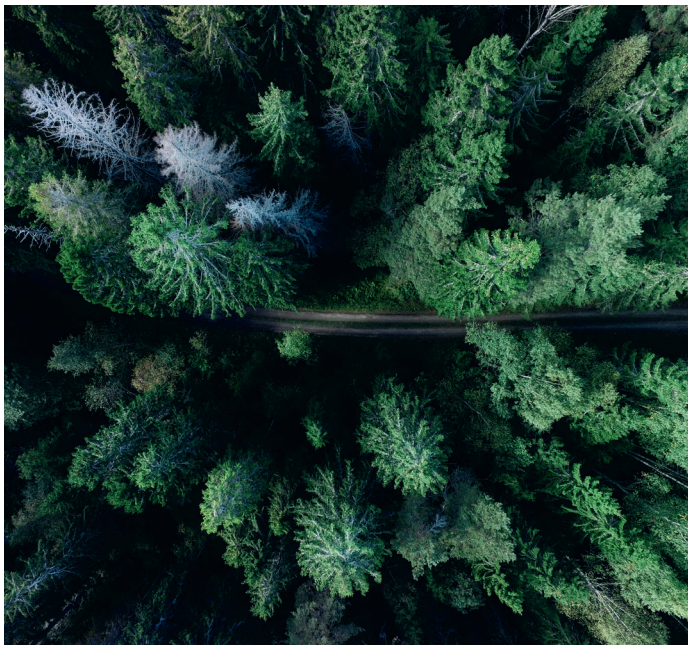
[Opret en køberkonto](#)

25% moms tillægges

Bud (11st)	Tidspunkt	Budgiver
80.000 DKK	10 jul 11:46	4
62.000 DKK	10 jul 10:38	6
61.000 DKK	9 jul 23:41	5

Ⓢ = Autobud [Vis budhistorik](#)

Example from the website



Sustainable waste management and ethical purchasing

At our HQ in Tølløse, we operate a robust waste recycling system, sorting paper, plastic, metal, and organic waste. We also focus on reducing resource waste, such as paper usage in daily operations.

We prioritise local suppliers when it comes to printed materials, office supplies, and other goods. This supports local communities while advancing environmental and social sustainability goals.



30

hybrid or electric
vehicles leased in 2024
(an increase of 400%)

KLARAVIK

Electric vehicle targets drive the shift towards fossil-free mobility

As part of our green mobility effort, we encourage cycling and reduce petrol/diesel car use. All newly leased company cars from 2025 must be electric, and in 2024, hybrid/electric car leases grew by 400%, from 6 to 30.



Steps

towards a healthier
everyday life

Steptember has become a fundamental part of september

In 2023, we took a step towards a healthier and more climate-friendly everyday life, as the entire TBAuctions group participated in Steptember – an internal employee competition across TBAuctions companies. The aim was to encourage employees to choose healthier daily habits, with step counting becoming a fun and motivating element. In 2024, we continued the success, dedicating the entire month of September to health, physical activity, and getting more steps into the everyday routine.

Green mobility in focus: Klaravik accelerates its sustainable vehicle policy

At Klaravik, we take our responsibility for the climate seriously – including how we move around the country. With an ambitious goal to become entirely fossil-free by end 2026, we have already set a clear course for our company car policy: from 2025, all newly leased vehicles must be either 100% electric or plug-in hybrid.

“It’s not just about switching from diesel to electric,” says Thomas Kildahl, head of sales at Klaravik. “It’s about rethinking how we work in a more sustainable direction. We’re actively optimising our daily routines to benefit both our employees and the environment.”

Smarter driving through intelligent route planning

A key element of the green transition is how our brokers plan their workdays. With increased focus on efficient route planning, we not only reduce mileage – we also create a more flexible and balanced workday. When brokers visit sellers in the same area, the total distance travelled is minimised, and so is the CO₂ footprint.



“We’re already seeing that we can drive fewer kilometres and still reach the same – or even more – customers. It requires a bit more coordination, but the benefits are significant,” explains Thomas Kildahl.

Charging Stations as Part of Everyday Life

To ensure that electric and hybrid vehicles are practical, the right infrastructure is crucial. That’s why we’ve installed charging stations at our headquarters in Tølløse, allowing company cars and visitors to recharge during meetings, introductions, and internal events.

But we didn’t stop there: employees with company vehicles also receive home charging stations as part of their car arrangement. This makes it easy and convenient to charge their vehicles as part of everyday life – without hassle.

“It has to be easy to choose green,” says Thomas Kildahl. “When we set requirements for company cars, we must also support those requirements in practice – and we do so with charging stations both at the office and at our employees’ homes.”

One Step at a Time – in the Right Direction

The green vehicle policy is just one of several sustainability initiatives Klaravik is rolling out in the coming years. From setting standards for company cars to improving employees’ daily routines and reducing our climate impact – the goal is clear, and the journey has begun.

“We know we can’t change everything overnight, but we can take responsibility for the choices we make. Our vehicle policy is one concrete step in the right direction,” concludes Thomas Kildahl.





Building sustainable communities through local commitment

Through our local presence – including a broad network of auction brokers across the country and the deliberate placement of our headquarters in a provincial area – Klaravik contributes to job creation outside the major urban centres. This approach helps stimulate local economies and encourages residents to remain in smaller towns, while also creating opportunities for growth and development across regions. We act as intermediaries for more

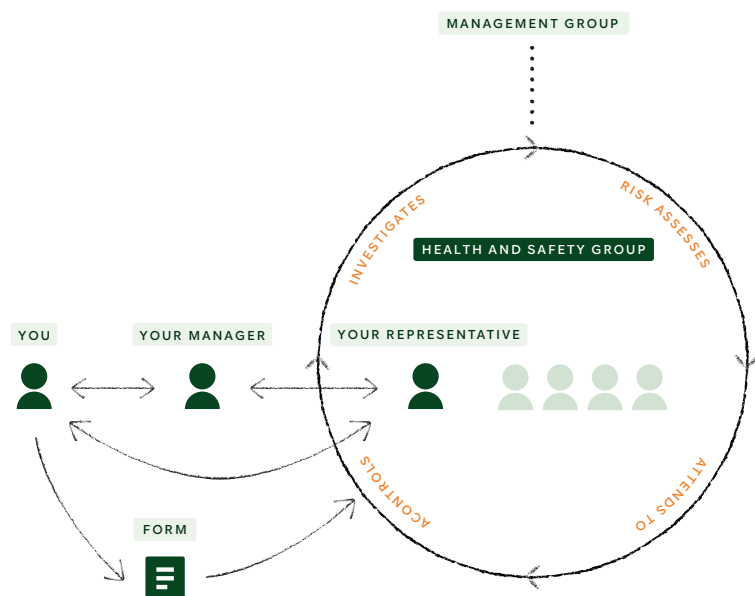
than 10,000 businesses, many of which are deeply rooted in their local communities. This gives Klaravik a central role in supporting local sustainability, promoting reuse, and strengthening local enterprise – all of which contribute to long-term positive economic momentum.

The location of our headquarters in Tølløse clearly reflects our commitment to actively supporting development

beyond the major cities. By maintaining a strong presence in the provinces, we strengthen community ties, create jobs, and provide opportunities for local talent. It is a way for us to take responsibility for generating value in the communities we are part of – while also supporting a more sustainable and equitable geographic distribution of growth and opportunity.



50
employees



Ensuring adherence to Klaravik's values is a shared responsibility among all employees. This is supported by our workplace health and safety group, which includes representatives from both staff and management. Employees have the opportunity to anonymously report violations, irregularities, bullying, and similar concerns. In addition, we continuously work to implement measures that strengthen the working environment and promote job satisfaction.

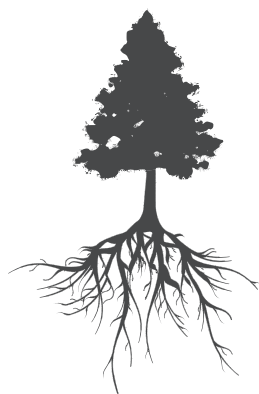


Driving change through gender equality in a traditionally male-dominated sector

We operate in a male-dominated industry, where men are overrepresented in sectors such as construction, contracting, and agriculture. We are firmly committed to changing this by promoting a more balanced gender distribution among auction brokers, office staff, and leadership roles. In 2024, we continued our dedicated efforts to advance gender equality and employee wellbeing, including through multiple eNPS (employee Net Promoter Score) surveys. Our current average score is 35, reflecting a positive trend in employee satisfaction and a more inclusive working environment.

In 2024, we strengthened our commitment to employee wellbeing and the working environment.

We worked to build closer connections between employees and leadership, which contributed to better communication and a more supportive workplace culture. This commitment has had a positive impact across the organisation, resulting in a more engaged and motivated team working together to achieve our shared goals.



Ensuring a healthy and secure work environment

At Klaravik, we support the United Nations Global Compact. We believe that professional, active, and responsible business conduct requires compliance not only with local laws and regulations, but also with internationally recognised conventions, agreements, and ethical standards.



Staying healthy and maintaining a low health-related absence rate is a strong indicator of a good work-life balance and a healthy working day. In 2024, our health-related absence rate was 3.9%, representing a reduction of nearly one-third compared to 2023. This brings us significantly closer to our ambitious target of a maximum of 3%. Throughout the year, we launched several initiatives aimed at reducing absence and improving overall wellbeing.

The Klaravik conference in Båstad united nordic colleagues through knowledge sharing and cross-border collaboration

When you bring together colleagues from three countries for three days of laughter, learning, and new perspectives – something magic happens. And it certainly did when, in 2024, Klaravik invited its entire community from Denmark, Sweden, and Finland to a joint conference in beautiful Båstad, Sweden.

From day one, the tone was set for what defines Klaravik: community and energy. Participants were grouped into mixed teams and sent off on active, fun challenges, where collaboration and informal conversations went hand in hand. The evening featured dinner and karaoke – and even more laughter and connection.

Friday was dedicated to professional exchange, with inspiring talks and engaging workshops across national borders and areas of expertise. Ideas were shared, listened to, and discussed – and new relationships

emerged. As tradition has it, the day ended with a big celebration full of dancing, music, and team spirit.

Sales Manager Peter Moustén, one of the participants, reflected on the experience: “It was the first time we gathered the entire Klaravik community from Denmark, Sweden, and Finland for a shared conference – and you could really feel it! The teambuilding competition on Saturday was a highlight for me. We laughed, competed, and cheered each other on – not just in teams, but as one united group. This was the Klaravik spirit at its purest.”

The conference in Båstad was a living testament to what the Klaravik spirit is made of. It’s not just about making each other better – it’s about doing it together. About nurturing collegial bonds, being Better Together, and daring to dream big – together.





Governance

Ensuring global business integrity through anti-corruption Measures

During the year, Klaravik implemented several measures within the framework of KYC (Know Your Customer) to combat money laundering, terrorism, and other criminal activities.

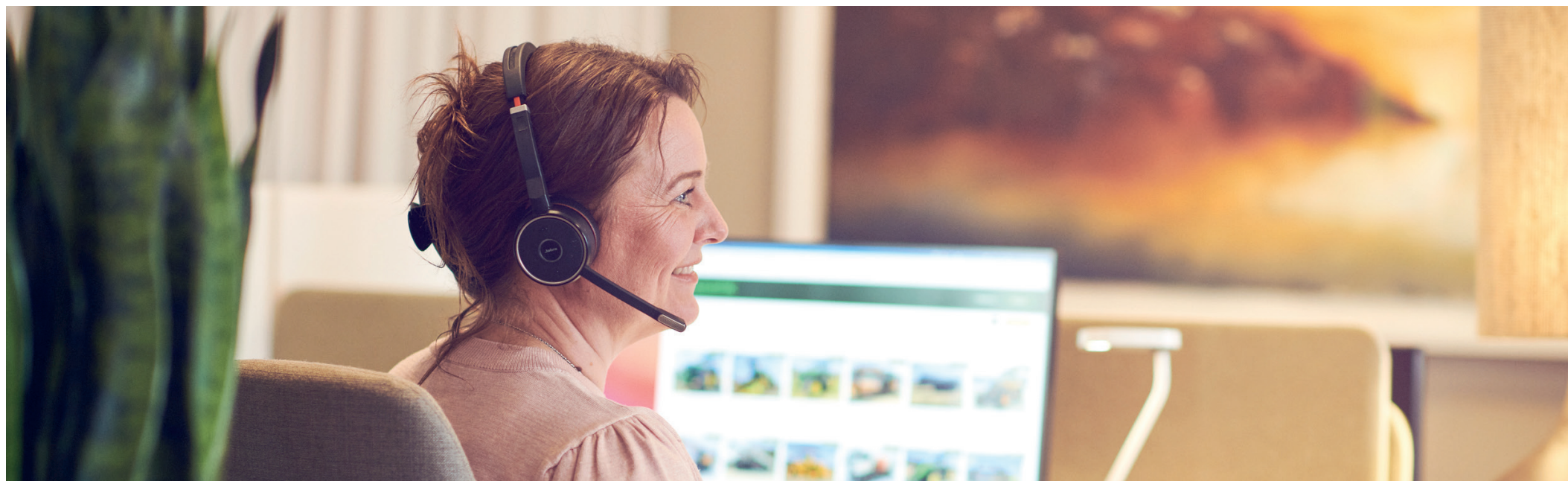
Buyers from non-EU countries with a corruption index below 60 (according to Transparency International's annual report) undergo a comprehensive screening process before their bids are approved. All international buyers, regardless of country, are subject to manual review and verification. Bidders from countries lacking fundamental democratic rights – such as Belarus and Russia – are not permitted to place bids on klaravik.dk.

Internal hiring supports long-term talent development

We strive to be a company that provides our employees with opportunities to grow and take the next step in their careers. We focus on developing their skills – both within their current roles and by offering new areas of responsibility that challenge and engage them.

By creating opportunities for growth, we not only retain key talent but also ensure that we remain a dynamic and attractive workplace, capable of attracting and retaining skilled employees over the long term. Following the introduction of a middle management structure, we

began to see tangible results from this initiative in 2024. As a result, several employees have taken on new roles and responsibilities within the organisation, and the relationship between staff and leadership has been further strengthened.



Still full of energy and new challenges

The opportunity to grow within one's role at Klaravik and take on new responsibilities is something Josefine Norberg knows well. She first walked through Klaravik's doors in January 2019 – and since then, she has held five different positions. Her Klaravik journey began as an administrative employee in customer support at Klaravik Sweden, and today, she serves as CSO for Klaravik Denmark

A lot can happen in a short time – just ask Josefine Norberg. "It feels strange that it's already been six years since I started," she says. "It's a long time, but it still feels like yesterday. It's almost surreal. So much has happened – both in the company and for me personally."

Since 2020, she has held roles as customer support administrator, finance administrator, acting head of customer support, team lead for sales administration – and now, she has changed both country and title. Today, she is CSO of Klaravik Denmark, with overall responsibility for all support teams in the country.

"The potential in Denmark – and in Sweden, for that matter – is enormous. I clearly recognise the development journey we're on in Denmark, from the same feeling I had – and still have – in Sweden," she explains. "We would never have come this far without our curiosity and drive for innovation. I find that new employees quickly embrace that mindset – and I think that's a big part of our success. Nothing stands still."

What, then, makes Klaravik special, according to an experienced employee like Josefine?

"I think we're really good at putting the customer first. It might sound like a cliché, but I truly see that everything we build – and have built – is developed with the customer in mind. It's about making things easier, more seamless, and better for them."

Josefine's journey is without doubt a strong example of personal development at Klaravik.

"If someone had told me six years ago that I would be living in Denmark – in Copenhagen – and holding this role, I probably would've laughed. But it happened naturally. I had been

working increasingly with Denmark and spending more time here – so when the opportunity came, I had no doubt. I really enjoy it here."

And five years from now?

"I'll still be at Klaravik. I can actually see myself in the same role. Because one thing's for sure: neither the company nor the role will be the same as today. That's what makes it exciting."



TB/AUCTIONS



KLARAVIK



AUKSJONENNO



V A V A T O

troostwijk
auctions

TBAuctions (TBA) is Europe's leading digital auction platform for second-hand industrial equipment in the B2B sector.

With over 1,200 employees operating under eight different brands across the Benelux region, the Nordics, the UK, and continental Europe, we serve buyers in 170 countries around the world.

Our mission is to extend the lifespan of business equipment, maximize its value, and contribute to increased sustainability — enabling the circular

economy to grow. Through our proprietary intelligent auction platform, we make buying and selling more efficient and seamless, using technology, AI, and automation.

Together with the brands in our group — Klaravik, Troostwijk Auctions, Surplex, Auksjonen, PS Auctions, British Medical Auctions, Vavato, HT Auctions & Valuations, and Auktionshuset dab — TBA is taking sustainable commerce to a new level.

We identify items locally and sell globally. Each year, 2.2 million items are auctioned through our platforms, reaching a combined total of 176 million visits annually.

Focus areas 2025

APV (Work Environment Review Initiative) and Wellbeing – In 2025, we will continue working to ensure a healthy and safe work environment for all employees through our workplace assessment. We will focus on identifying and improving areas that can enhance employee wellbeing and satisfaction – essential elements of a productive and positive workplace.

Broker Training – In 2025, we will continue to invest in training and skill development for our brokers. By offering relevant courses and professional development, we ensure that our team is well equipped to meet future challenges and deliver the best possible service to our customers.

Increased Focus on Social Activities – In 2025, we are placing strong emphasis on strengthening team collaboration and cohesion. We are introducing more social initiatives to promote both professional and personal wellbeing.

Quality – Expanding the QA (Quality Assurance) team to ensure even higher quality. In 2025, we plan to expand our QA team to strengthen quality control and support our ongoing improvement process.

Implementation of HRIS System – The new system will streamline and centralise HR management at Klaravik, providing better transparency for both employees and administration.

Leasing – Launch of a leasing scheme in 2025. This will offer customers a more flexible and sustainable option when upgrading equipment, while ensuring efficient use of our products.

Expansion of the CO₂ Calculator – We aim to implement the CO₂ calculator in more product categories and segments, helping buyers understand the climate impact of choosing used items on Klaravik.dk.

In 2025, we will optimise our physical space requirements – By closing our location i Støvring, i 2025, and instead utilising facilities at our sister company. This decision will enhance our operational efficiency and strengthen collaboration between the two companies.

Cross-Department Collaboration in Denmark – In 2025, we will strengthen collaboration across departments through cross-sales, using internal expertise to drive growth and improve customer service.

Klaravik Plan – Further develop our sponsorship activities through the launch of Klaravik Plan.

'The Broker Model' Expansion – Klaravik will actively support the rollout of our successful and sustainable broker model to other TBA companies, sharing knowledge and experience to help others achieve success.

More Technology – We will continue to invest in technology to streamline our processes and create a more efficient working day. In 2025, new technological solutions will be implemented to enhance both the customer experience and internal operations.



Photo: Eva Edsjö

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