



SallingPlast

ESG Report

Statement overview 2025

SallingPlast Energy ApS



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Preface

SallingPlast

This ESG report has been prepared on an individual basis and is based on the Core Module of the voluntary SME Standard. It focuses on Scope 1 and 2 in accordance with the standard's recommendations.

For SallingPlast, the purpose of ESG reporting is to demonstrate that we are a company that takes responsibility for our employees and the world around us. At the same time, the ESG report serves as a tool for identifying relevant opportunities and specific optimization initiatives aimed at continuous improvement.

Climate considerations and a greater degree of sustainable operations are the primary benefits SallingPlast derives from ESG reporting, which in turn contributes to enhanced competitiveness, increased growth, and the ability to attract and retain talent.



Facts about SallingPlast

Sector	Plastics Industry, NACE-code C22.25.00 Address: Idrætsvej 22, 9681 Ranum. Geolocation: 56.895843, 9.219170
Products/services	Development, construction, and production of insulated and non-insulated PE products and fittings for the Energy, Industry and Aqua sectors. The product portfolio contains customer-specific special solutions and standard products.
Markets	B2B
Headcount (interval)	< 100
Statement period	2025
Omitted information	Revenue data (B1) and CO ₂ e intensity (B3) are considered confidential



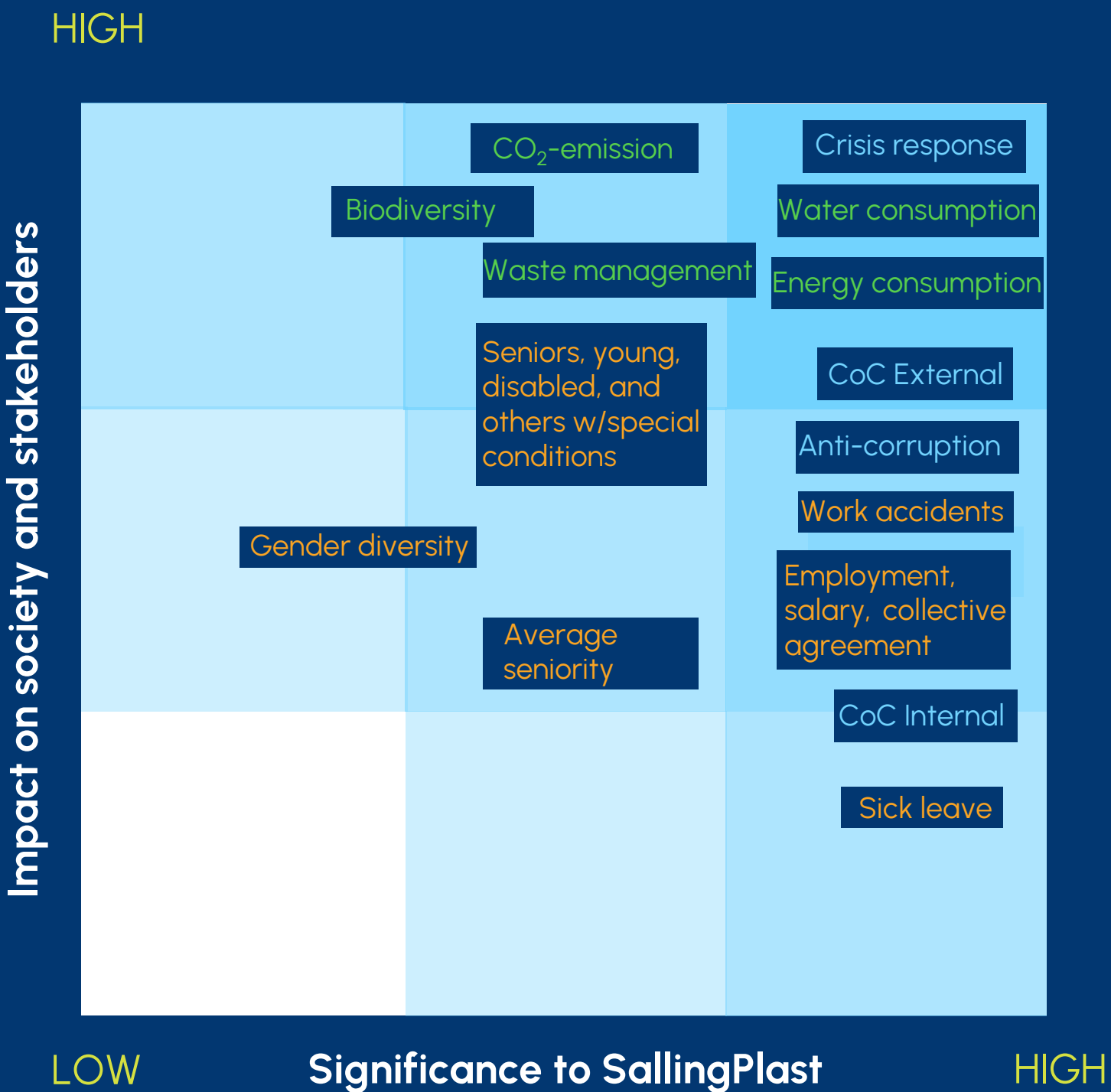
Materiality assessment

SallingPlast's materiality assessment has been initiated based on the current insight and knowledge of the selected ESG factors, how we impact the outside world, and what influences us.

The materiality assessment serves as a tool to help identify material issues that are significant to social and economic sustainability as well as climate considerations.

The ESG factors in the materiality assessment are incorporated into SallingPlast's Risk and Stakeholder Assessment, which is a management tool in ISO 9001/14001/45001. Thus, SallingPlast has chosen to conduct the assessment according to the same principles.

The materiality assessment of the selected ESG factors is shown in the illustration.



Environment

Social

Governance



Policies, actions and sustainability initiatives

Policies and Management System	Actions	Sustainability Initiatives
SallingPlast wants to be among the market leaders in our area of expertise, without compromising product quality in our journey towards more sustainable production. To achieve the desired position, we are committed to continuous sustainability improvements in the management system, and consequently complying with current requirements, both internal and external. We want to be a company focusing on environment, health and safety, with high standards achieved through constructive cooperation with our employees, surroundings, other stakeholders and relevant authorities. With the ISO certifications 9001/14001/45001, SallingPlast is classified as attractive to our markets, where sustainability and a climate-conscious profile are increasingly important, and thus our certifications facilitate sales and growth. For us, the certifications ensure focus on the framework and conditions for sustainable production, a qualified workforce and a management system that covers quality, environment and working environment. UN SD Goal 8	We produce according to the DS EN253/448 requirements providing SallingPlast a strong product profile. We produce with strong focus on environmental considerations and safety, security, and occupational well-being, which enables SallingPlast to be an attractive supplier and workplace. This standard is maintained through continuous annual efforts. The occupational health and safety organization, QHSE, and management collaborate and continuously evaluate to ensure that future initiatives are addressed based on customer requirements, workforce composition, technology, and societal development, while considering the UN SD Goals. Efforts and areas of development, mapped through the annual Management Evaluation and ESG reporting, include initiatives for the continuous improvement of the occupational health and safety management system, of the well-being in the work environment, and the prevention of work-related injuries, and poor health, as well as the protection of the environment and climate, including pollution prevention and initiatives to increase biodiversity. Targeted actions aim at increasing the anchoring of the ESG sustainability principles. UN SD Goal 12	Data collection and monitoring through the ESG report reinforces SallingPlast's focus on climate and sustainability initiatives, employee well-being, and management structure. SallingPlast can serve a broader customer portfolio with controlled, certified products and climate-conscious processes. The ability to provide product certificates enhances SallingPlast's growth potential, as customer requirements for documentation can be met and infrastructure expansion can be approved. SallingPlast also contributes to the realization of innovative and sustainable project development. We strive to ensure that as much necessary documentation as possible is obtained directly from the SallingPlast website. We take long-term responsibility for the environment through our "Product Waste Handling" guide, which outlines environmentally correct maintenance, repair, and end-of-life waste management of our products at the end user. Furthermore, attention is now focused on biodiversity and its improvement on our own premises and our surrounding area. Suppliers must be approved and adhere to the SallingPlast Code of Conduct as part of sustainable business practices and compliance with ISO requirements, as well as in preparation for Scope 3 in the long term. Internal employees have also adopted a Code of Conduct, and it is now included in onboarding procedure. UN SD Goal 9



Action areas and status 2025 – How did it go?

ACTIONS	STATUS
○ To reduce CO₂ emissions in Scopes 1 and 2, further optimizations of energy and water consumption are being implemented based on an energy analysis. ○ ESG data, results, and targets are maintained through annual review and ongoing activities.. ○ A GAP analysis of IT security has mapped areas for optimization. The derived initiatives will commence based on prioritization according to the importance in terms of cybersecurity. ○ Anchoring climate awareness and sustainability principles is enhanced through collaboration with university students. ○ The ISO 14001 and ISO 45001 requirements are further implemented in daily practice based on systematic audits and process-level retraining. ○ Discussion of resources and relevant improvements is part of the annual Management Review, from which relevant actions are derived. ○ Clarification of packaging responsibility according to the Packaging Act in order to identify any requirements for registration and/or optimization. ○ Presentation of our rationale for ISO 14001 at Vesthimmerland Erhvervshus. ○ Biodiversity seminar with inspiration for future initiatives.	○ 2025 ESG goals have been set at the Management Review, and relevant initiatives have been discussed and mapped. ○ A series of courses on plastic welding and PUR-foam work are initiated to ensure a high degree of professional flexibility. ○ A Product Waste Handling document, describing proper maintenance and final recycling/disposal of SallingPlast products, has been prepared and can be accessed by customers directly via the website. ○ ESG goals for increased well-being met by means of Howdy Care for well-being monitoring and preventive measures. Monthly statistics provided for management reporting and individual coaching for employees as needed. ○ Code of Conduct is available on our website and communicated internally through hard copy poster. ○ A project with university students was conducted in the spring of 2025, resulting in interesting insights with specific areas for improvement based on LEAN principles being the most significant. The collaboration and employee involvement in the project process led to reflection and consolidation regarding sustainability principles. ○ The course regarding packaging responsibility (Afkobling 2030) clarified that SallingPlast, having only tertiary packaging, currently has no reporting obligation. ○ Our presentation at Vesthimmerland Erhvervshus resulted in a “Green Window” created in Væksthimmerland's Innovation Hall showcasing SallingPlast's sustainability efforts through the ESG report, ISO 14001 presentation, and product samples. ○ In 2025, a website optimization was completed, enabling the download of documents and certificates. Additionally, a webshop has been launched, currently featuring a standard range Energy products for easy and quick ordering. The webshop is expected to be expanded in 2026 to include the remaining SallingPlast divisions, Aqua and Industry. ○ Participation in the course “ESG as a management tool” for further embedding of sustainability tools. ○ A biodiversity seminar at Erhvervshus Væksthimmerland has inspired the launch of a SallingPlast task force. ○ The priority points of the GAP analysis regarding cybersecurity have been addressed. By the end of 2026, an updated IT policy, strategy, and contingency plan will be completed. Additional points have been completed and implemented. ○ The 2025 follow-up audit on ISO 9001/14001/45001 with only two minor non-conformities demonstrates a solid level. ○ In 2025, SallingPlast engaged in a Discovery programme with Dansk Industry and Teknologisk Institut on circular economy. The conclusion of the programme is scheduled for early 2026. The achieved goals create momentum for new objectives in sustainability, climate awareness, and leadership.



Focus areas 2025 – The new plan

AMBITIONS	ACTIONS	STATUS
SallingPlast's ambitions for climate optimization are reflected in the key figures of this report, which aim for continuous improvements in energy and water consumption and thereby improve overall CO₂ emissions to achieve the Paris Agreement goals by 2030. We wish and expect that our ISO 9001/14001/45001 certifications and ESG report will strengthen SallingPlast's profile as a responsible company, thereby enhancing competitiveness and attracting talent as a driver of growth. One of our goals is to increase professional diversity and peer-to-peer training, as knowledge and flexibility may be lost over time due to an increasing senior segment. Our values are based on integrity – towards customers, and suppliers, and within the organization. We strive for a culture where the customer is our most important asset, where we can adapt to changes and meet the shifting needs of our customers, and be a workplace with diversity, inclusion, and mutual respect forming the foundation for collaboration and well-being.	○ Maintenance of ESG data, results, and targets through a scheduled annual review and ongoing managed activities. ○ The completion and implementation of IT security project. ○ Expansion of well-being initiatives through frequent workplace assessments. ○ Cross-organizational project for process optimizations, followed by training and implementation. ○ Initiation of Joint Emergency Response with local companies. ○ The results of the Discovery programme with Teknologisk Institut og DI are being processed in collaboration with a local business school. ○ Construction of a water recycling system. ○ Development of a Waste Map for further optimization of the share of waste for recycling. ○ Improvement of biodiversity on the premises is developed in collaboration with a local business school. ○ Anchoring of values and behaviour policy in the organization. ○ Considered establishment of apprenticeship positions.	This 2025 ESG report is the third of its kind in SallingPlast's history. The key figures serve as a basis for comparison against the established baseline in 2023 and the figures from 2024. This year's report indicates that SallingPlast will focus on reducing energy consumption, increasing the proportion of waste for recycling, developing well-being and resources, and reducing sick leave. In the coming year, the focus will be on the newly defined goals and agreed-upon actions mentioned in this report, which will provide data for the preparation of the 2026 ESG report.



SallingPlast **Goals 2026**

- Production optimization for economically sustainable processes.
- Launch of apprenticeships.
- Joint emergency response plan for the local area.
- Expansion of the webshop to include Aqua and Industry products.
- Collection of rainwater for use as process cooling water.
- Increased proportion of waste for recycling.
- Biodiversity initiatives on the premises to promote the climate, well-being, and the work towards goals from the UN Sustainable Development Goal 15: Life on Land.





Description of accounting principles

The following activities are included in the calculation of scope 1 and 2

- Production, sales and administration – this is consumption of electricity, gas (space heating and process), district heating, water consumption, internal transport, external transport (cars), handling of residual waste (both recycling and incineration).

Collection of data to calculate key indicators for E, S, and G

- Data collected from actual statements from suppliers.
- Accounting method follows the external advisor's instructions (see link below).

Data uncertainty

- Possible shortage of data for the electricity purchase for the operation of cars.
- Heat consumption from wood chip furnace is not known as it has no flow meter – it is calculated with emissions of 0 in CO₂ based on information from the supplier ("emissions from wood chips must be included as 0").
- To the best of our knowledge, there are no significant uncertainties in the data collection, but this cannot be guaranteed.



Calculation methods

ESG indicators	Calculation methods
Environment	
CO ₂ e emissions in scope 1	activities of the enterprise (A) * emission factors (B)
CO ₂ e emissions in scope 2	activities of the enterprise (A) * emission factors (B)
Total CO ₂ e emission (scope 1 and 2)	scope 1 + scope 2
Electricity consumption	the sum of all consumption in kWh, gross
Heat consumption (district heating)	the sum of all consumption in kWh, gross
Total energy consumption	Σ (fuel type used (t) * energy factor per type of fuel) per fuel type + (electricity used (including renewables) (MWh) *3.6) + (used district heating (GJ))
Water consumption	the sum of all consumption in m ³ , gross
Waste	the sum of the quantity to the waste collector
Share of waste for recycling	(quantity for recycling purchaser / quantity for waste collector) * 100
Social	
Sick leave	(sick hours / number of hours worked (incl. overtime)) * 100
Occupational accident frequency	(number of registered accidents at work in the reporting year / number of working hours in total for the reporting year) * 200000
Gender diversity in the organization	(female FTEs + female temporary workers) / full-time workforce) * 100
Seniors, young people, disabled people, and others on special conditions	(seniors, youngsters, disabled, and others on special conditions / head count) * 100
Average seniority	total seniority/headcount
Governance	
CoC Internal	yes/no
CoC External	Yes/no
Employment & salary conditions, collective agreement	(employees employed under collective agreement / head count except registered directors) * 100
Average number of training hours per employee	estimated number of training hours / head count except registered directors
Anti-corruption measures	Yes/no



ESG key figures for SallingPlast

ESG indicators	Units	Targets (absolute)	2025	2024	2023 (baseline)
Environment					
CO ₂ e emissions in scope 1	ton CO ₂ e		171,15	183,56	258,20
CO ₂ e emissions in scope 2	ton CO ₂ e		31,99	42,37	82,65
Total CO ₂ e emissions (scope 1 and 2)	ton CO ₂ e	2030: 215,75 (36,7 % reduction from baseline)	203,14 (40,4% reduction from baseline)	228,93 (32,8 % reduction from baseline)	340,85
Electricity consumption	kWh		478.980 (84,05% renewable)	748.060 (89,79 % renewable)	778.343
Heat consumption (district heating)	kWh		287.800	372.400	345.506
Total energy consumption	mWh	Part of total emissions	1.551,14 (43,66% renewable)	1.900.21 (48,60 % renewable)	2.412,36
Water consumption	m ³	Part of total emissions	1.712	3.863	4.857
Waste	ton		51,90	83,23	125,41
Share of waste for recycling	%	2026: 80 %	71,45%	57,92%	79,27%
Social					
Sick Leave	%	5,0	4,9	8,2	10,8
Occupational accident frequency	frequency	2,0	2,78	6,5	6,3
Gender diversity in the organization	%	Is monitored	M:79 % F 21 %	M: 79 % F: 21 %	M: 71 % F: 29 %
Seniors, young people, disabled people, and others	%	Is monitored	10.52%	7,55 %	8,16 %
Average seniority	year	Is monitored	8,47	7,22	7,85
Governance					
CoC Internal	Yes/no	Yes	Yes	yes	no
CoC External	Yes/no	Yes	Yes	Yes	no
Employment & salary conditions, collective agreement	%	100%	100%	100%	100
Average number of training hours per employee	hours	20	30	10	Not calculated
Anti-corruption measures	Yes/no	Yes	Yes	Yes	No





Environment

In depth with E-key figures

CO₂e emissions

- Total emissions have fallen by 40.4% since the 2023 report, which serves as SallingPlast's baseline. The absolute target is a 36.7% reduction in total CO₂e emissions by 2030, in accordance with the Paris Agreement.
- All company cars are now fully electric, and the only remaining vehicle running on diesel is one front loader.
- SallingPlast has optimized its facilities and sites and is now located at a single site. This is also reflected in our total CO₂e emission, which has been significantly reduced by 40.4% since the baseline (2023).

Water consumption

- Water consumption was halved by 2025 compared to 2024, partly due to the closure of sites and buildings and the consolidation of activities in a single location. The goal is to further optimize water consumption by utilizing collected rainwater for cooling processes.

Energy consumption

- The total energy consumption was further reduced since the improvement in 2024, again due to the consolidation of activities at a single site, but also due to ongoing optimizations of machinery.

Waste management

- Based on circular economy principles, a recycling guide has been developed for all products, enabling proper material separation and remanufacturing.
- SallingPlast strives to reduce waste through process improvements that minimize waste, and by incorporating the reuse of pallets and packaging, as well as the recycling of PE-trimmings, film, cardboard, metal, and wood, where separation and remanufacturing are possible. This is beginning to show results; as simultaneously with the reduced waste volume, the recycling rate has increased.
- Circular products include PE-trimmings, plastic, and film, as well as styrofoam plugs, which are sent for crushing and returned as the same product. Hard plastic plugs are recycled in a loop. Wooden pallets are similarly recycled in a loop, and wood scraps are used for special pallets.
- Key materials at SallingPlast are PE100 pipes and sheets, which are recyclable materials.



In depth with **S-key figures**

Sick leave and well-being

- The key figures show a decline in the sick leave rate, and the absolute target for 2025 has been met. In addition to the Howdy Care well-being tool – which offers employees access to a health coach and preventive measures – the OHS Organization has decided to conduct workplace assessments more regularly to further prevent issues. The overall well-being status is closely monitored by management and the OHS Organization.

Occupational accidents

- In 2025, SallingPlast had one reportable occupational safety incident during the reporting period. This marks a welcome improvement over previous reporting years. There have been a few near-miss incidents, and our focus on preventing accidents and incidents remains as strong as ever. We work on raising the awareness of the duty to intervene in observed dangerous situations and that we must take care of ourselves and each other as a matter of course..
- Workplace instructions for all machines are now available in both Danish and English.

Gender diversity

- The gender distribution at SallingPlast in 2025 remains unchanged. There are no active measures or deliberate preferences regarding gender diversity, as it plays no role in determining the composition of the workforce.

Seniors, youngsters, disabled people, and others on special conditions

- SallingPlast offers space, openness, and opportunities for youngsters, seniors, and retirees, as well as for people with disabilities and employees on special terms who wish to be part of the company. In 2026, the creation of apprenticeships is being considered, and focus remains on attracting the younger generation to positions across the organization.

Seniority

- The average seniority is increasing, supporting the goal of continuous focus on well-being and the working environment to create the best possible workplace with a high degree of retention and attraction.
- In 2025, training activities increased for professional development and a stronger resource base, as well as providing the individual with the opportunity for a stronger grounding in the profession and at SallingPlast as a workplace.



S

Social





In depth with G-key figures

Employment & salary conditions, collective agreement

- All employees are covered by the applicable collective agreements, and we wish to maintain this without any change.

Code of Conduct Internally

- The internal CoC has been implemented and signed by current employees and will be signed by new hires. Senior employees re-verify annually. Compliance is monitored through an annual review. A one-page Code of Conduct statement, signed by the management team, has been prepared to confirm internally and externally that an active stance has been taken on important issues forming the basis of SallingPlast's values.

Anti-corruption (kickbacks, gifts etc.)

- SallingPlast's anti-corruption policy is outlined in a one-page Code of Conduct. Compliance with the policy is ensured, among other things, through the internal CoC.
- The internal CoC includes an anti-corruption clause with a detailed description of unacceptable practices and the consequence of violations.

Code of Conduct Externally

- All A-suppliers receive SallingPlast's external CoC for verification upon contract signing. Compliance is monitored through an annual review.
- If the CoC cannot be met, the purchaser will take appropriate measures and/or switch to an alternative supplier.

Average training hours per employee

- The figures for 2025 compared to the previous year show a significant increase in training hours. However, the 2024 figures is an estimate. This does not change the fact that SallingPlast has intensified focus on maximizing flexibility and professional development.



SallingPlast's commitment to UN SDGs

8 DECENT WORK AND ECONOMIC GROWTH Milestones 8.2, 8.3, 8.3.1 SallingPlast is working towards Sustainable Development Goal 8 as part of our journey toward increased growth through strategic improvements and specialization. The creation of new jobs achieved through increased growth. The goal is sustainability in environmental and climate matters as well as on the social and economic fronts, thereby creating an environmentally conscious profile and a corporate foundation that prioritizes communication, information, engagement, and mental well-being and health in safe and flexible working conditions. On this basis, the aim is to retain and attract a diverse workforce.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE Milestones 9.3, 9.3.1, 9.4, 9.4.1 As a manufacturer and supplier of pipe networks for global sustainable infrastructure solutions, including heating and water distribution as well as industrial and Aqua projects, SallingPlast contributes to Sustainable Development Goal 9. In our production, we focus on responsible waste management with the aim of converting as much waste as possible into recyclable materials. The Product Waste Handling document, available on our website, describes maintenance, safety during repairs, recycling, and disposal of our products at the end of their useful life. As a small business, we recognize our climate and sustainability responsibilities and have adopted a transparent and accessible ESG reporting with annual improvement targets and innovative goals.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION Milestones 12.3, 12.5, 12.8 SallingPlast is working towards Sustainable Development Goal 12 through the monitored and sustainable use of chemicals (REACH-approved) and PFAS-free products. A compliance document is available on the website. Optimization has been achieved by switching from fossil-powered to electric company cars, optimizing and reusing old machinery instead of purchasing new equipment, and focusing on water and energy consumption in general. Ongoing training of new and existing staff in environmental, occupational health and safety, and ESG aspects ensures the embedding of environmental awareness.	15 LIFE ON LAND Milestones 15.5 Since the launch of ESG reporting in 2023, SallingPlast has intensified focus towards climate and biodiversity. This shift has been so significant that, as of 2025, we are now also working towards Sustainable Development Goal 15. Through our focus and continuous learning, our awareness has opened to the possibilities that we, as a small business, can still contribute to halting biodiversity loss, starting with our own premises. We believe that our efforts to embed climate focus and actively create habitat around our company can foster well-being for flora & fauna, and for each individual employee and neighbour.
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Thank you for your attention

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