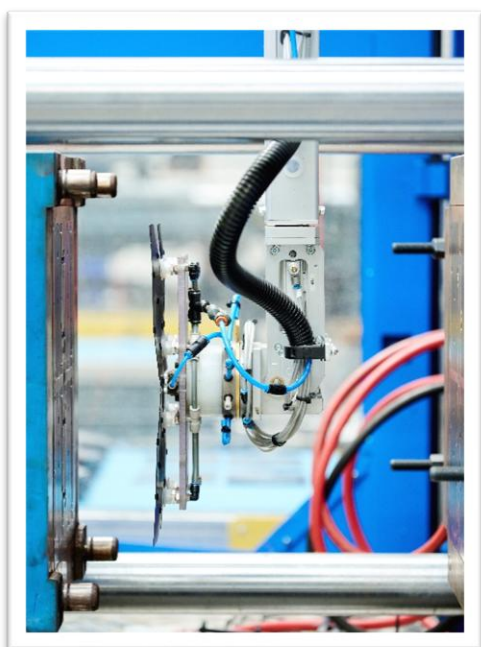




ESG Report 2026



July 2026

1. CEO Statement

I am pleased to present Dania Plast A/S' 2026 ESG Report, covering our environmental, social and governance performance for the period from January 1st to December 31st 2025. The report also serves as our annual Communication on Progress (COP) to the United Nations Global Compact, reaffirming our continued commitment to its Ten Principles since joining the initiative in 2021.

2025 was another year of solid progress for Dania Plast. We continued to strengthen our position as a trusted development and manufacturing partner while investing in technologies that improve both operational efficiency and environmental performance. Strong customer relationships, dedicated employees and a constant focus on quality have enabled us to continue our positive development in a changing market.

Sustainability is an integral part of the way we do business. Our ambition is not simply to comply with increasing ESG requirements but to create measurable value for our customers, employees and society. Throughout 2025, we continued our efforts to reduce energy consumption, improve resource efficiency and expand the use of recycled raw materials wherever technical requirements allow.

Several important investments have been completed during the year support this ambition. Among them are a new cooling system and a central material feeding system at our Mariager production site, both contributing to lower resource consumption and more efficient production processes. Combined with our continuous optimization initiatives, these investments have contributed to further reductions in our operational greenhouse gas emissions.

While we are encouraged by the progress achieved, we recognize that the greatest opportunities still lie ahead. Increasing customer demand for transparent climate data and more sustainable products requires continuous innovation and close collaboration throughout the value chain.

Dania Plast is committed to supporting this development by improving data quality, streng-

thening product-level CO₂ documentation and working together with customers and suppliers to reduce environmental impacts.

At the same time, our employees remain the foundation of our success. We continue to prioritise a safe, healthy and inclusive workplace where everyone can develop professionally and contribute to our shared goals. Maintaining zero accidents with absence for the second consecutive year reflects the strong safety culture we continue to build across the organisation.

This report summarises our ESG performance during 2025 and outlines the priorities that will guide our continued development in the years ahead. Sustainability is a continuous journey, and we remain committed to improving our performance year after year while creating long-term value for all our stakeholders.

Thank you to our employees, customers, suppliers and business partners for their continued trust, commitment and collaboration.

Tommy Bonnerup
CEO



2. Presentation of Dania Plast

Dania Plast A/S is a Danish injection moulding specialist with more than four decades of experience in the development and production of high-quality technical plastic components. Our ambition is to create long-term value for our customers by combining technical expertise, modern production facilities and close collaboration throughout every stage of the product lifecycle.

Today, Dania Plast employs approximately **65 skilled and dedicated colleagues** across our two production sites in Skive and Mariager. Together, our facilities comprise more than 8,000 m² of production space and approximately 5,000 m² of warehouse capacity, supported by around 70 modern injection moulding machines. This enables us to manufacture components ranging from less than one gram to several kilograms while maintaining consistently high standards of quality, flexibility and delivery performance.

Since the merger of Dania Plast and RK Plast in 2019, we have continued to strengthen our capabilities, broaden our expertise and expand our production capacity. The combined organisation allows us to support customers with increasingly complex projects while maintaining the agility and responsiveness expected from a trusted manufacturing partner.

Our activities are centred around three core business areas:

OEM production – development and manufacture of technical plastic components for a wide range of industries.

Cleanroom production – manufacturing of food packaging products in certified cleanroom facilities for the food industry.

Biomedica production – sustainable biomedica solutions for Recirculating Aquaculture Systems (RAS), supporting efficient and environmentally responsible fish farming.

At Dania Plast, we believe that the strongest results are achieved through close and long-term partnerships. By involving our specialists early in the product development process, we help customers optimise component design, material selection and production methods. This approach not only improves product quality and manufacturability but also supports lower production costs and more sustainable solutions throughout the product's lifecycle.

Our extensive experience enables us to challenge ideas, identify opportunities for optimisation and develop solutions that create measurable value. Whether the objective is reducing material consumption, improving production efficiency or increasing the use of recycled materials, we work closely with our customers to find the right balance between performance, quality and sustainability.

Sustainability has become an increasingly important part of product development, and we see it as a shared responsibility. By combining innovation with responsible manufacturing, we aim to support our customers in achieving both their commercial objectives and their environmental ambitions.

Above all, we are committed to building lasting relationships based on trust, technical excellence and a shared commitment to continuous improvement.



Skive site: HQ, administration and production

3. Environment

As a manufacturer of plastic components, Dania Plast recognises both the opportunities and the responsibilities that come with our industry. We acknowledge the environmental challenges associated with plastics production and remain committed to reducing our environmental impact while delivering high-quality products that support our customers' businesses.

Environmental responsibility is an integral part of our long-term business strategy. We continuously invest in technologies, equipment and production processes that improve energy efficiency, optimise resource consumption and reduce greenhouse gas emissions. At the same time, we actively work together with customers and suppliers to increase the use of recycled raw materials wherever technical and quality requirements allow.

Our environmental efforts are based on the principle of continuous improvement. Every investment and process optimisation is evaluated not only on financial performance, but also on its potential to reduce resource consumption and environmental impact.

CO₂ Emissions Report

Each year, Dania Plast prepares a comprehensive greenhouse gas inventory covering Scope 1, Scope 2 and Scope 3 emissions. The inventory is independently prepared by Viegand Maagøe ApS in accordance with internationally recognised reporting principles.

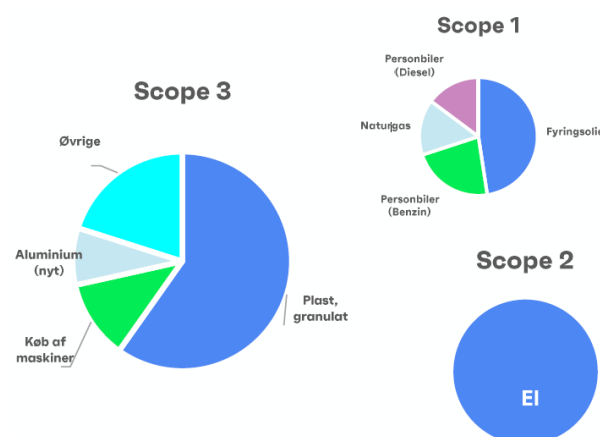
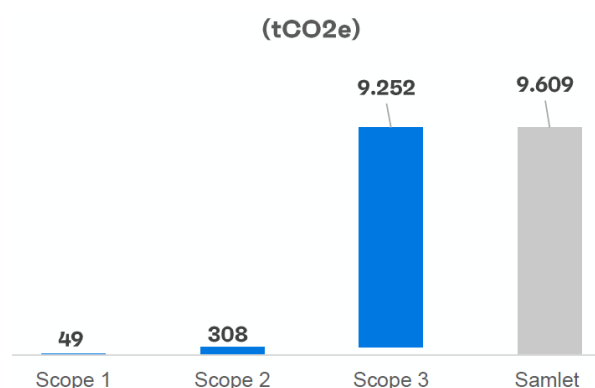
The 2025 climate inventory demonstrates a positive development across our operations. Compared with the previous reporting year, Dania Plast achieved significant reductions in both Scope 1 and Scope 2 emissions, reflecting the effect of ongoing investments in energy-efficient production equipment and continuous optimisation of our manufacturing processes.

Scope 1 emissions were reduced to 49 tonnes CO₂e, while Scope 2 emissions decreased to 308 tonnes CO₂e. Although Scope 3 emissions continue to represent the vast majority of our overall carbon footprint—as is typical for plastics

manufacturers—they were also reduced during 2025 with 5 % to 9,252 tonnes CO₂e.

The largest contributor to Scope 3 emissions remains the purchase of virgin plastic raw materials. Consequently, increasing the use of recycled polymers and working closely with customers on alternative material solutions remain among the most important initiatives in reducing our overall climate impact.

Split up of 2025 Emissions:



Our annual climate assessments provide valuable decision-making support and enable us to identify where investments create the greatest environmental value. This ensures that future improvements are prioritised where they can generate the most significant long-term reductions in greenhouse gas emissions.

Energy Efficiency and Operational Improvements

Improving energy efficiency continues to be one of the most effective ways of reducing both environmental impact and operating costs.

During 2025, Dania Plast completed several important investments at our Mariager production site, including the installation of a new cooling system and a central material feeding system. These investments improve production stability while reducing electricity and water consumption through more efficient process control and optimised material handling.

At both production sites, we continue to monitor energy consumption closely and evaluate new technologies that can further improve operational efficiency. Every new investment is assessed not only on production performance and quality but also on its contribution to reducing resource consumption and greenhouse gas emissions.

Circular Use of Materials

Material efficiency remains one of the most important focus areas in Dania Plast's environmental strategy.

For our Biomedica products, recycled raw materials have for many years been the standard solution, and we continue to optimise the balance between PCR (Post-Consumer Recycled) and PIR (Post-Industrial Recycled) materials to minimise the climate impact without compromising product quality.

Within our OEM and Cleanroom business areas, the transition towards recycled materials depends on technical specifications, regulatory requirements and customer approvals. We therefore maintain an ongoing dialogue with customers to identify opportunities for increasing recycled content while ensuring that product functionality, food safety and quality requirements are fully maintained.

We believe that collaboration throughout the value chain is essential for accelerating the transition towards a more circular plastics industry.

Operation Clean Sweep

Dania Plast has been a committed participant in the Operation Clean Sweep (OCS) programme since 2021. Through this international initiative, we work systematically to prevent plastic pellets from entering the environment during production, handling and transportation.

To support this commitment, all drainage systems at our production facilities are fitted with dedicated filtration systems, and regular inspections are carried out both indoors and outdoors to ensure that no plastic pellets escape into the surrounding environment.

Preventing plastic leakage is a shared responsibility across the organisation, and employee awareness forms an important part of our environmental management. Through continuous training and well-defined procedures, we strive to ensure that every pellet remains within the production cycle rather than becoming environmental pollution.



4. Social

At Dania Plast, our employees are the foundation of our success. Their knowledge, commitment and ability to continuously improve our business are essential to creating value for our customers and maintaining our high standards of quality and reliability.

We are committed to providing a safe, inclusive and respectful workplace where every employee can develop professionally and personally. Respect for human rights, equal opportunities and employee wellbeing forms an integral part of our corporate culture and the way we conduct business every day.

While operating in Denmark provides a strong legal framework for labour rights and employee protection, we recognise that our responsibility extends throughout our entire value chain. Consequently, we work continuously to promote responsible business practices both within our own organisation and among our suppliers and business partners.

Responsible Supply Chain

Dania Plast expects all suppliers to operate according to the same high ethical standards that we apply within our own organisation.

Our Supplier Code of Conduct establishes clear expectations regarding human rights, fair working conditions, environmental responsibility and responsible business conduct. Among other requirements, suppliers are expected to respect internationally recognised human rights and strictly prohibit child labour, forced labour and all forms of discrimination.

We believe that responsible partnerships create long-term value for everyone involved and contribute to a more sustainable supply chain.

Health and Safety

Providing a safe working environment remains one of Dania Plast's highest priorities.

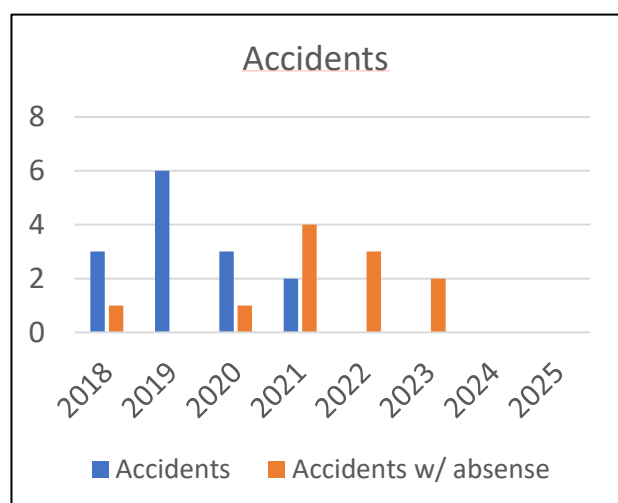
As a manufacturing company operating advanced production equipment, we continuously invest in improving workplace safety through preventive measures, employee involvement and ongoing risk assessments. Safety is not considered a one-time initiative but an integrated part of our daily operations and continuous improvement culture.

Our Health and Safety Committee, consisting of representatives from management and production at both manufacturing sites, regularly reviews incidents, evaluates risks and identifies opportunities for further improvements.

Every incident, regardless of severity, is registered and analysed to prevent recurrence and strengthen our safety performance.

We are proud to report that Dania Plast maintained zero accidents resulting in absence throughout both 2024 and 2025. This achievement reflects the strong safety culture built across the organisation and the shared commitment of all employees to maintaining a safe working environment.

Although we are proud of this result, our ambition remains unchanged: Every employee should return home safely every day.



Developing Future Talent

Access to skilled employees is essential for the continued success of Dania Plast.

Through close cooperation with local municipalities and educational institutions, we actively support mentoring programmes, internships and vocational training opportunities. These initiatives enable individuals to gain valuable experience while providing Dania Plast with an important recruitment channel for future talent.

Several of our skilled plastic technicians began their careers as trainees or production operators before completing their professional education. Supporting personal development and creating long-term career opportunities remains an important part of our culture.

Employee Health and Wellbeing

Employee wellbeing extends beyond workplace safety.

All employees are covered by a comprehensive company-funded healthcare insurance programme, providing fast access to examinations and treatment, including physiotherapy, chiropractic care and other specialist services. The insurance also covers employees' children, supporting the wellbeing of the entire family.

In addition, Dania Plast regularly offers voluntary health screenings that provide employees with valuable insight into both their physical and mental wellbeing. While individual results remain confidential, the aggregated results help management identify opportunities to strengthen workplace wellbeing and preventive health initiatives.

Promoting healthy employees contributes not only to higher job satisfaction but also to a stronger organisation and improved long-term performance.

Employee Engagement

Creating an attractive workplace requires continuous dialogue.

Dania Plast therefore conducts regular employee satisfaction surveys to better understand employee experiences, identify opportunities for improvement and strengthen collaboration across the organisation.

The survey results are reviewed by a dedicated working group, which develops and implements improvement initiatives based on employee feedback. This structured approach ensures that employee perspectives are translated into concrete actions and continuous organisational development.

We believe that an open dialogue and a strong sense of involvement create a workplace where employees thrive, develop and remain engaged over the long term.

Diversity and Equal Opportunities

Diversity and inclusion strengthen innovation, collaboration and decision-making.

At Dania Plast, recruitment, promotion and professional development are based solely on qualifications, competencies and individual potential. We are committed to providing equal opportunities regardless of gender, age, ethnicity, religion or other personal characteristics.

Our workforce reflects a healthy diversity across both production and administrative functions, and we continue to work towards broader representation throughout the organisation.

While increasing gender diversity in management remains a long-term ambition, appointments are always based on qualifications and the competencies required for each position. We believe that sustainable diversity is achieved through equal opportunities, professional development and fair recruitment processes rather than fixed quotas.

5. Governance

Good corporate governance is fundamental to maintaining the trust of our customers, employees, suppliers and other stakeholders. At Dania Plast, responsible business conduct is not viewed as a separate ESG discipline but as an integrated part of the way we operate every day.

We are committed to conducting our business with integrity, transparency and accountability while ensuring compliance with applicable legislation, recognised international standards and our own internal policies. These principles support responsible decision-making throughout the organisation and form the basis for long-term value creation.

As a participant in the United Nations Global Compact, Dania Plast continues to align its business practices with the Ten Principles covering human rights, labour, environment and anti-corruption.

Business Ethics

Integrity is one of Dania Plast's core values.

We expect employees, management and business partners to act honestly, responsibly and professionally in every business relationship. Ethical conduct is essential to maintaining the confidence of our stakeholders and protecting the long-term reputation of the company.



Our Code of Business Ethics, which is publicly available on our website, provides clear guidance

on responsible business behaviour and supports a culture where transparency and accountability are embedded in daily operations.

Employees are expected to avoid conflicts of interest and ensure that gifts, hospitality or entertainment never influence business decisions or compromise professional judgement.



Whistleblower Programme

An open and transparent working environment requires that employees and business partners feel confident raising concerns whenever inappropriate behaviour is observed.

Dania Plast maintains a confidential whistleblower programme that enables employees, suppliers, customers and other stakeholders to report suspected misconduct, unethical behaviour or violations of legislation without fear of retaliation.

All reports are handled confidentially and investigated objectively in accordance with our internal procedures. Dania Plast maintains a zero-tolerance approach towards retaliation against anyone who raises concerns in good faith.

During 2025, no whistleblower reports were received, reflecting our continued commitment to maintaining a transparent and responsible corporate culture.

Anti-Bribery and Anti-Corruption

Dania Plast applies a strict zero-tolerance policy towards bribery, corruption, fraud and money laundering.

We expect the same high ethical standards from everyone acting on behalf of Dania Plast, including employees, suppliers, customers and other business partners.

Business decisions must always be based on objective commercial considerations. Under no circumstances may employees request, offer, receive or accept improper payments, benefits or advantages intended to influence business decisions.

Compliance with applicable anti-corruption legislation is mandatory across all markets in which Dania Plast operates.

Data Protection and Information Security

Protecting confidential information and personal data is an important part of responsible corporate governance.

Dania Plast processes personal data in accordance with the General Data Protection Regulation (GDPR) and continuously works to ensure that information is handled securely, responsibly and in compliance with applicable legislation.

As digitalisation continues to increase across our organisation, maintaining robust information security and protecting customer and employee data remain important priorities.

Certified Management Systems

Structured management systems support our commitment to quality, food safety and continuous improvement.

Both production sites are certified according to ISO 9001, ensuring consistent quality management across the organisation.

Our Skive production site also holds FSSC 22000 certification, demonstrating compliance with internationally recognised food safety requirements to produce FCM (Food Contact Materials).

These certifications provide an important framework for continuous improvement, risk management and customer satisfaction while supporting Dania Plast's long-term commitment to responsible manufacturing.

Continuous Improvement

Good governance is an ongoing process rather than a fixed set of policies.

As customer expectations, regulatory requirements and ESG standards continue to evolve, Dania Plast remains committed to strengthening its governance framework, improving transparency and continuously developing the systems that support responsible business conduct.

By combining strong governance with high ethical standards and a culture of accountability, we aim to build long-term trust and create sustainable value for all stakeholders.



6. Results and future goals

Key Achievements 2022

- Completed Dania Plast's first comprehensive climate assessment, providing a full overview of greenhouse gas emissions across Scope 1, Scope 2 and Scope 3.
- Commissioned a new energy-efficient compressed air installation at the Mariager production site, reducing both energy consumption and CO₂ emissions.
- Introduced Post-Consumer Recycled (PCR) material alongside Post-Industrial Recycled (PIR) material in the production of Biomedica products. All Biomedica continued to be manufactured from **100% recycled raw materials**.
- Zero whistleblower reports and no incidents involving bribery or corruption.

Key Achievements 2023

- Invested in new all-electric injection moulding machines at both the Skive and Mariager production sites, replacing older equipment with significantly higher energy consumption.
- Installed a new high-capacity shredding system for internal production waste, enabling direct reuse of recycled material in Biomedica production while reducing transportation and external processing requirements.
- Zero whistleblower reports and no incidents involving bribery or corruption.

Key Achievements 2024

- Continued modernisation of production through investments in 12 new injection moulding machines, improving both energy efficiency and production performance.
- Maintained **zero accidents resulting in absence** across all production activities.
- Zero whistleblower reports and no incidents involving bribery or corruption.



Mariager site: Sales, engineering and production

Key Achievements 2025

- Commissioned a new cooling system at the Mariager production site, reducing both electricity and water consumption while improving process stability.
- Installed a central material feeding system, optimising material handling, improving production efficiency and supporting lower resource consumption.
- Achieved further reductions in operational greenhouse gas emissions through continuous optimisation and targeted investments.
- Maintained **zero accidents resulting in absence** for the second consecutive year.
- Zero whistleblower reports and no incidents involving bribery or corruption.

Priorities for the Coming Years

Looking ahead, Dania Plast will continue to strengthen its ESG performance by focusing on initiatives that create measurable value for both the business and our customers.

Our key priorities include:

- Developing **product-level CO₂ footprint calculations** to support customers' sustainability reporting and product documentation.
- Increasing the use of recycled raw materials wherever technical specifications and customer requirements allow.
- Replacing the existing fuel oil heating system at our Mariager production site with a more sustainable heating solution, such as district heating or a heat pump.
- Continuing to strengthen awareness and implementation of the Ten Principles of the United Nations Global Compact throughout the organisation and across our value chain.
- Continuing to improve energy efficiency, resource utilisation and operational sustainability through targeted investments and continuous process optimisation

7. The future

At Dania Plast, sustainability is viewed as a continuous journey rather than a fixed destination. Each year provides new opportunities to improve our environmental performance, strengthen our organisation and create greater value for our customers and society.

The progress presented in this report reflects the commitment of our employees, customers and business partners, whose collaboration is essential to achieving our long-term ambitions.

As ESG expectations continue to evolve, Dania Plast remains committed to transparency, continuous improvement and responsible business practices.

Together, we will continue building a stronger and more sustainable future.

8. ESG data

ESG	Category	Indicator	Unit	2023	2024	2025
E	Raw materials	Virgin plastic	Ton	1,297	1,907	1,908
		Regenerated materials (PCR/PIR)	Ton	1,151	417	424
		Steel & aluminium	Ton	129	150	132
	Energy	Diesel/petrol	Litre	12,345	8,993	7,834
		Natural gas	Nm ³	1,350	6,698	5,710
		Fuel oil	Litre	6,948	10,036	7,385
	CO ₂ e	Carbon emissions – Scope 1	Ton	56	69	49
		Carbon emissions – Scope 2	Ton	544	436	308
		- Carbon emissions – Electricity (Scope 2)	Ton	544	436	308
		Carbon emissions – Scope 3	Ton	9,341	9,748	9,252
	Water	Water consumption	m ³	747	684	380
		Water consumption intensity (raw material)	L/kg	0.24	0.24	0.17
S	Employees	Production employees	Number	43	48	47
		Office employees	Number	12	15	17
	Gender ratio	Women/Men – Total	%	42/58	37/63	39/61
		Women/Men – Production	%	42/58	38/62	40/60
		Women/Men – Office	%	42/58	33/67	35/65
		Women/Men – Management Team	%	13/87	10/90	10/90
		Women/Men – Executive Management	W/M	0/4	0/4	0/4
	Accidents	Fatal accidents	Number	0	0	0
		LTI (min. one day of absence)	Number	2	0	0
		LTIFR (accidents per mill. working hours)	Number	25	0	0
G	Whistleblower	Incident reports	Number	0	0	0
	Diversity in BoD	Women/Men – Board of Directors	W/M	0/3	0/3	0/3
	Board of Directors	Participation in board meetings	%	100	100	100