Sustainability Report
2024

BPI

CONTENTS

Environment

Social

Governance

LETTER FROM RASMUS

Most of Bramming Plast-Industri A/S' (BPI) segments faced severe head wind in 2024 across the European markets. We operated a profitable business while investing in commercial efforts that will ensure growth in the coming years.

With sustainability as our value proposition, we managed to win market shares. Cost management, operational agility, and our dedicated employees helped to protect our company, at the same time we improved our sustainability results.

Our focus is unchanged, despite macro-political disturbances. Climate change is one of many challenges competing for priority in Europe and the world today. We stand firm and have again demonstrated strong internal focus and leadership on BPI's Environment, Social, and Governance (ESG) agenda. This focus led to progress on ESG improvement targets.

Key initiatives and results
We are committed to the Science Based Target initiative (SBTi) by setting a near-term emissions reduction target to reduce Scope 1 and Scope 2 emissions by 42 % by 2030, based on the year 2021. By the end of 2024, we have reduced these emissions by 78 %. Hereby, we have already achieved our 2030 target. Our ambitions are higher than this, and we aim to continue reducing our greenhouse gas (GHG) emissions.

We have also committed to start measuring and reducing our Scope 3 emissions. Since 2021, we have significantly reduced our Scope 3 emissions by 39 %. The ESG agenda is an important and highly integrated part of our business strategy in 2024, and we are proud to have achieved a BRONZE medal from EcoVadis, placing our sustainability performance in the top 35 % of all rated companies.

We consider our ESG targets to be just as vital as our financial metrics. This emphasis on our ESG agenda played a significant role throughout 2024 and led us to win the Indutrade Sustainability Award 2024 in the category "Products & Customers".

Outlook 2025
In 2025, we will shift our focus to intensity calculation. Our efforts will encompass full Scope 1, 2, and 3 emissions in relation to our revenue. Moving forward, we will centre our actions on both absolute and intensity targets.

Our actions towards reducing total carbon footprint emissions will result in new products and solutions within our main applications: Noise & Vibration, Comfort, and Insulation+.

For our comfort applications, we will launch our biomass-based mattress foam in two further qualities, offering our customers soft, medium, and firm quality. Additionally, we are looking into a product launch of a portfolio of pillows based on the biomass balance approach. For our noise and vibration applications, we will also launch a conversion from traditional to biomass-based raw materials. These product developments offer our customers a carbon footprint reduction of up to 80 % compared to a version in traditional polyurethane (PU). These launches will push our sustainable PU target significantly, so we will be able to meet our target of a 50 % share in 2026.

Furthermore, we will launch our Product Carbon Footprint (PCF) tool, which includes carbon footprint calculations on quotes, orders, and invoices for our customers.

Regarding our Social and Governance targets, we focus on implementing internal training hours to develop the skills of our employees and conduct supplier audits in 2025.

I want to thank all stakeholders for supporting our progress in 2024 and continuous development: especially all our dedicated employees, owners, external business partners, and existing and new customers.

Rasmus Lisby
CEO, Bramming Plast-Industri A/S

ABOUT BPI

BPI was founded in 1971 as a family-owned company, and established in September 1985 as an A/S. In 2005 it changed to capital fond ownership and latest, since 2022, Indutrade has been BPI's owner. Indutrade operates through more than 200 subsidiaries with some 9.300 employees in more than 30 countries, on six continents.

BPI is an industrial partner, specialising in developing and producing sustainable solutions within the applications of Comfort, Noise & Vibration, and Insulation+. We add value to customers based on three value propositions: Sustainability, Bespoke solutions, and Industrial partnerships.

Our core expertise is our strong knowledge and ability to deliver industrial solutions, processes and logistical services by the agreed time and of the appropriate quality.

Mission
BPI aspires to be a value-adding industrial partner – specialising in customer-specific solutions in polyurethane.

Vision
Our vision is to create fully sustainable customer solutions supported by industrial and scalable processes – with a focus on long-term business partnerships.

Applications
BPI is unique in its ability to develop and manufacture raw materials, having in-house slabstock and the biggest granulated foam capacity in Northern Europe.

This enables us to develop sustainable raw material solutions at a high pace within our applications.

Comfort applications from BPI offer up to 80 % reduction in carbon footprint emissions, typically attractive within bedding and healthcare. Noise & Vibration applications from BPI offer significant dB and vibration reduction, using sustainable material. Insulation+ applications offer unique insulation, but also bespoke composite core material ideal for renewables and building industries.

Value propositions
BPI makes bespoke solutions, by having an in-house R&D area with several labs and high expertise within our applications. We are a sustainable choice and aspire to deliver carbon footprint emission values on quote, order, and invoice levels in 2025.

Today, BPI services some of the largest industrial companies in Europe. This requires professional intercompany processes and top-end operational performance levels, along with the ability to develop an individual business setup suitable for company integration on a system level. BPI delivers this package in a very solid manner.

229 mDKK
Revenue in 2024

30+
Export countries

4
Production units

2
Production countries

269
Employees

57%
Men

43%
Women

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The backbone of BPI is constituted of well-defined core values, embedded into our culture over the last 54 years: we add value, we are determined, we are trustworthy, we are action-minded, and we invest in people.

We add value | BPI aspires to deliver innovative and value-adding solutions to our customers – in a stronger and more qualified way than others. Therefore, we invest in the qualification of our team, state of the art equipment and the business processes to realise this ambition.

We are determined | We display commitment, responsibility and respect for the needs and tasks we meet in our work and pursue all projects to the stakeholders' full satisfaction.

We are trustworthy | BPI is built on honesty, reliability and integrity, through more than 50 years of close business partnerships. We promote transparency and address issues quickly, ensuring the best possible conditions for long-term partnerships.

We are action-minded | In BPI, we are agile, solution oriented and proactive. We seek solutions with a hands-on approach and thrive in an environment where different areas of expertise and cultures come together. We are small enough to care, but big enough to cope.

We invest in people | In BPI we believe in great teamwork and a winning culture. We have an open and honest culture with a clear, straightforward and informal tone. Although our tasks and responsibilities differ, nobody feels above others or over-qualified to help where necessary.

⬆ **Watch corporate movie**

We offer advanced, technology-based solutions. We specialise in establishing professional value-adding partnerships and we work at a high operational level.

▪ BPI

A TRADITION OF INNOVATION

**Since 1971, BPI has been at the forefront of innovation, focusing on the development of cutting-edge PU foam solutions.
Our journey began with a deep commitment to pioneering technologies and sustainable practices, a philosophy that has guided our evolution over the decades.**

1970s and 1980s: The foundation of innovation

In the 1970s and 1980s, our efforts were concentrated on enhancing converting capabilities and integrating advanced CNC machinery such as waterjet cutting, contour cutting, and milling.

This period marked the beginning of our journey towards technological excellence, setting the stage for future advancements.

1990s: A focus on sustainability

In the early 1990s, we witnessed a significant milestone with the launch of mechanical recycling of trim foam under our Setex® brand.

This initiative represented our first major step towards sustainability, recycling waste and cut-offs from the converting of foam blocks, and demonstrating our commitment to environmental stewardship.

1990s & 2000s: Expanding our product line

In the late 1990s, we introduced the manufacturing of our own PU foam products, including:

- PurFlex®: Flexible moulded foam parts for high-end furniture
- PurCore®: Rigid PU parts for furniture applications
- PurSoft®: Moulded supersoft head pillows

The 2000s marked a significant shift towards manufacturing unique PU foam products for industrial applications, launching:

- VibraFlex®: For vibration damping
- InotanPUR®: For thermal insulation
- PureSound®: For acoustic solutions
- PureXilence 3D®: Moulded parts for noise reduction

These innovations underscored our dedication to enhancing product quality and performance, leveraging our technical expertise to meet the evolving needs of our customers and the industry.

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2010s and 2020s: Leading with innovation and sustainability

The past decade has been characterised by further advancements and a stronger emphasis on sustainability. Highlights include:

- The establishment of an in-house sound lab, enabling root cause analyses for noise and vibration performance, thus strengthening our capability to develop performance-optimising solutions.
- Launched a patent-pending mould concept based on 3D printing, named MAGNA, enabling rapid and cost-effective prototyping and mass production.
- Development of a chemical lab for engineering our own customised PU compounds and an R&D lab to verify properties like strength, elasticity, thermal insulation (lambda), and fire performance, underscoring our dedication to innovation and quality.
- The launch of Setex® Post-Consumer, a mechanical recycling initiative for post-consumer mattresses, building on our previous post-industrial recycling efforts.
- The introduction of the Biomass Balance (BMB) approach for the PurFlex® brand, which is now decoupled from fossil feedstock and based 100 % on sustainable organic food waste. Similarly, PureBio represents our commitment to sustainability, offering mattress toppers made entirely from a BMB approach.

In 2025, BPI remains steadfast in pushing the boundaries of innovation and sustainability. Our journey reflects a dedication to environmental stewardship, technological advancement, and the pursuit of excellence in PU solutions. We are proud of our heritage and excited for the future, especially as we prepare to launch our sustainable TempraFlex® visco pillows, which boast an impressive >50 % carbon footprint reduction compared to conventional PU foam.

Additionally, our PureBio mattress foam, based 100 % on the BMB approach, ensures that all necessary fossil resources have been replaced with renewable ones, achieving carbon footprint savings of up to 80 % compared to conventional PU foam. This milestone underscores our unwavering commitment to developing innovative and sustainable products that not only meet the demands of our customers but also contribute positively to our planet.

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BUSINESS & SUSTAINABILITY STRATEGY

When developing a sustainability strategy in the PU industry, it is essential to consider environmental, social, and economic aspects related to the production, use, and disposal of PU products. Incorporating innovative technologies and engaging stakeholders ensures a comprehensive approach. Setting clear, measurable goals and regularly reviewing progress will help meet evolving sustainability standards.

BUSINESS STRATEGY

At BPI, our business strategy is called Sustainable Solutions. A strong link between the ESG agenda and business strategy is essential for achieving both financial success and positive societal impact. This alignment enables sustainable growth, can drive innovation, and builds stakeholder trust while tackling global challenges in a responsible manner.

Our business strategy is deeply rooted in a transformative journey towards recycling of materials and sustainable feedstock, moving away from fossil fuels in our PU production. This shift is not just a strategic decision but a core value proposition that we actively promote to our customers and external stakeholders.

Our commitment to sustainability sets us apart, positioning us as frontrunners in the industry. We believe that leading this change provides us with a unique offering to our customers. Our goal is to be part of the solution rather than the problem, and we back this ambition with bold investments and concrete actions.

We have developed a robust pipeline of customer projects and partnerships that support our sustainable agenda. A data-driven approach is central to these collaborations, ensuring that we provide data that supports documented reporting and trustworthy storytelling for our customers, while also fostering transparency.

We have defined a strategic roadmap that outlines our steps towards increasing sustainable content and achieving higher ambitions across all areas of the ESG agenda. This roadmap is owned and advocated by our top management. The ESG agenda is the foundation from which all strategic decisions at BPI are rooted, discussed and evaluated, guiding all strategic discussions and actions.

SUSTAINABILITY STRATEGY

In the PU industry, significant challenges lie ahead, particularly in achieving circularity. Addressing technical hurdles to create sustainable solutions is one aspect, while fostering societal shifts and establishing infrastructural capabilities for disposal and recycling presents another set of challenges. At BPI, we recognise the imperative for enhanced collaboration among stakeholders to overcome these hurdles. Therefore, we are actively collaborating with key partners and municipalities to address circularity challenges and innovate in product creation by utilising post-consumer waste materials.

Post-consumer waste refers to materials that have been used by consumers and are subsequently discarded or recycled. This type of waste is crucial for initiating a circular economy. By recycling and reusing post-consumer waste, we can significantly reduce the environmental impact associated with incineration processes. Instead of ending up in landfills or being incinerated, these materials are reintroduced into the production cycle, thereby conserving resources and minimising waste. This approach not only supports environmental sustainability but also promotes innovation in product development, as we explore new ways to incorporate recycled materials into our products.

Through these efforts, we are able to contribute to a more sustainable future by reusing materials and reducing the overall environmental footprint.

Transitioning to a sustainable society also requires being a responsible company that respects human rights and conducting business in an ethical manner. Therefore, it is also a priority for us to be an attractive employer and ensure high standards of business ethics.

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SUSTAINABILITY STRATEGY

At BPI, we have a clear and ambitious sustainability strategy, whereby we want to change the way we work in terms of the production and recycling of PU. Our sustainability strategy consists of:

Life cycle assessment (LCA)

- Conducting a thorough LCA study of our products, including raw materials extraction, transport, and manufacturing (cradle-to-gate assessment).
- Identifying environmental hotspots and opportunities for improvement across the life cycle.

Raw material sourcing

- Prioritising the use of renewable and sustainable raw materials.
- Implementing responsible procedures to guarantee the ethical procurement of raw materials, including consideration for labour standards and community repercussions.

Waste reduction

- Developing a strategy to reduce waste generation during production processes.
- Investing in research and development of recycling technologies for PU products such as mechanical recycling.
- Promoting the use of post-consumer PU materials in new products.

Regulatory compliance and certification

- Staying informed about regulatory requirements related to environmental and health impacts of our production.
- Obtaining certification of ISO 14001 and ISO 45001 and pursuing full compliance with relevant standards and regulations.

Product design

- Designing products for longevity, safety, durability, and ease of repair to extend their lifespan.
- Considering end-of-life consequences in product design, including the ease of disassembly, reusability, and recyclability.

Energy efficiency

- Adopting energy-efficient manufacturing methods to reduce greenhouse gas emissions and energy consumption.
- Investing in renewable energy.

Collaboration and stakeholders engagement

- Engaging with our suppliers, customers, industry associations, and other stakeholders to collaborate on sustainability initiatives and share best practices.

Employee training and awareness

- Offering employee training programs to raise awareness of sustainability issues and promote environmental responsibility.
- Encouraging employee involvement in identifying and implementing sustainability improvement.

Transparency and reporting

- Maintaining transparent communication with stakeholders regarding sustainability efforts, challenges, and progress.
- Publishing reports detailing key performance indicators, achievements, and goals.
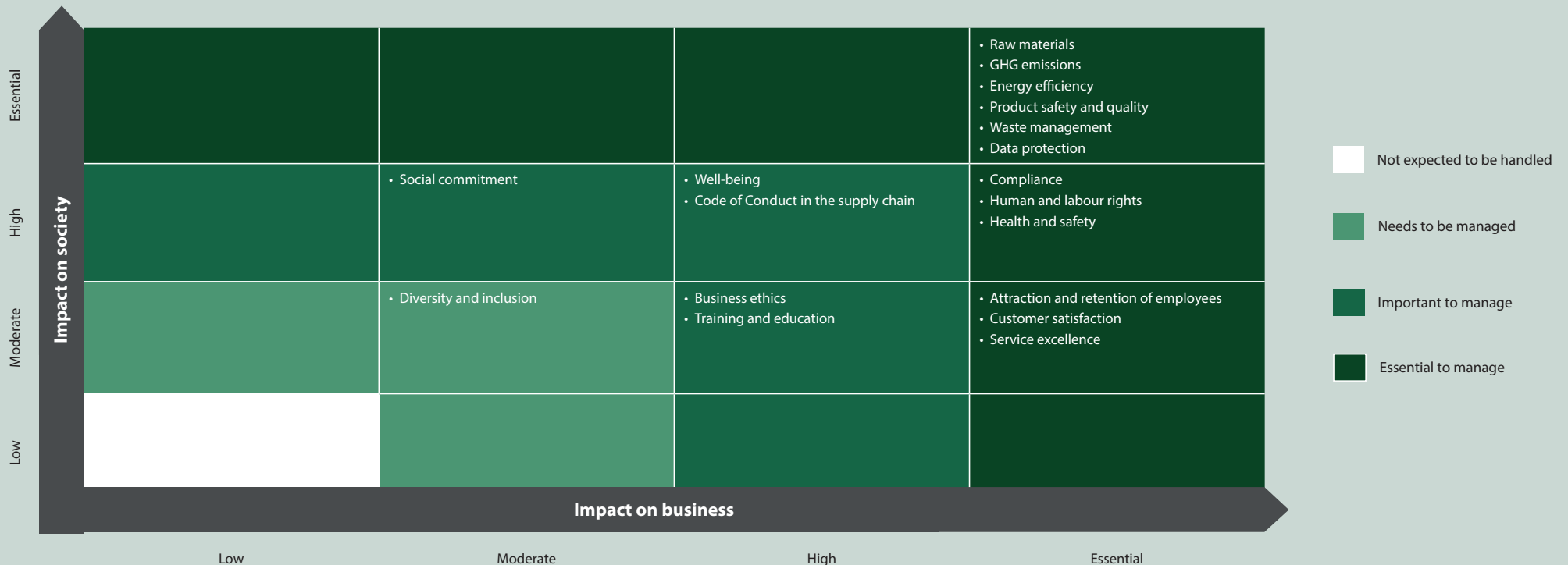
Continuous improvement

- Establishing mechanisms for monitoring and measuring sustainability performance, and regularly review and update sustainability goals and strategies.

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DOUBLE MATERIALITY ASSESSMENT

In the process, we conducted a Double Materiality Assessment (DMA) that aligns with our strategic decisions and reporting guidance. We have identified the most important ESG issues that impact society and business.

The DMA in the 2024 Sustainability Report evaluates the impact of various factors on both business operations and society. This comprehensive assessment covers a range of ESG issues, highlighting their significance from two perspectives: financial materiality and impact materiality. Financial materiality considers how these factors influence the company's profitability and risk profile, while impact materiality assesses the broader effects on society and the environment. This dual approach ensures that BPI addresses both internal business needs and external societal expectations. For more detailed information on financial materiality, please refer to the annual report 2024.

Impact on society (vertical axis: Essential, High, Moderate, Low)

Impact on business (horizontal axis: Low, Moderate, High, Essential)

Matrix contents:

- Essential / Essential:
  - Raw materials
  - GHG emissions
  - Energy efficiency
  - Product safety and quality
  - Waste management
  - Data protection

- High / Moderate:
  - Social commitment

- High / High:
  - Well-being
  - Code of Conduct in the supply chain

- High / Essential:
  - Compliance
  - Human and labour rights
  - Health and safety

- Moderate / Moderate:
  - Diversity and inclusion

- Moderate / High:
  - Business ethics
  - Training and education

- Moderate / Essential:
  - Attraction and retention of employees
  - Customer satisfaction
  - Service excellence

Legend:
- Not expected to be handled
- Needs to be managed
- Important to manage
- Essential to manage

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Description of impact areas

The assessment categorises the impact levels of various factors, ranging from essential to low. In our ongoing efforts to enhance environmental and climate risk management, BPI recognises several key areas of concern. Our operations contribute to GHG emissions, primarily due to energy consumption and choice of raw materials, posing a significant environmental risk due to its potential impact on climate change. Additionally, our manufacturing processes and raw material packaging generate waste, and the recycling and disposal of this waste present further environmental challenges.

These elements are crucial for both reducing operational costs and mitigating environmental impact. The choice of raw materials is vital because it affects both our environmental footprint and economic sustainability. By sourcing raw materials sustainably, we comply with regulations, support ethical supply chains, and meet societal expectations for environmental responsibility. Furthermore, the quality and safety of our products are directly influenced by the raw materials we use, ensuring they are safe for consumers and meet high standards. This makes sustainable raw materials essential for our business success and societal well-being, which is why they are a key focus in our strategy.

Essential-impact areas include product safety, quality, and data protection. Managing these areas ensures compliance, fosters confidence, and enhances customer satisfaction, while demonstrating a commitment to ethical practices and social responsibility. Compliance, human and labour rights, and health and safety are essential for business impact and have a high societal impact. Ensuring compliance builds trust, upholding

rights promotes fairness, and prioritising health and safety enhances well-being and productivity.

Moderate-impact areas such as attraction and retention of employees, customer satisfaction, and service excellence are important but have a less direct impact on society, though they still have an essential impact on business. High-impact areas include well-being and code of conduct in the supply chain, which have a significant impact on both business and society. Ensuring employee well-being fosters a positive work environment, enhances productivity, and contributes to overall societal health. Implementing a strict code of conduct in the supply chain ensures ethical practices, promotes fairness, and builds trust with stakeholders. Business ethics, training, and education are also vital for maintaining high standards of integrity and competence within the organisation.

Low-impact factors, such as social commitment, diversity, and inclusion, while less critical, still require attention to ensure overall sustainability. This structured approach helps the company prioritise actions that align with both business goals and societal expectations, fostering balanced and sustainable growth.

Social factors such as social commitment, well-being, diversity and inclusion, and health and safety are prioritised. These aspects are essential for maintaining a positive workplace culture, enhancing employee satisfaction, and contributing to societal well-being. Training and educating our employees ensure they are equipped with the knowledge and skills needed for sustainable practices. Attracting and retaining talented employees is crucial for our long-term success, as is

ensuring customer satisfaction and service excellence. By focusing on these areas, we can create a supportive and innovative environment that benefits both our business and society.

Governance factors are fundamental for ensuring ethical operations and maintaining stakeholder trust. It is also important for our suppliers to sign a code of conduct to ensure they adhere to our ethical standards and practices. Protecting our data is another critical aspect, as it safeguards sensitive information and maintains the integrity and confidentiality of our operations. These governance measures are essential for building a trustworthy and resilient business.

Company

Planet and society

BPI
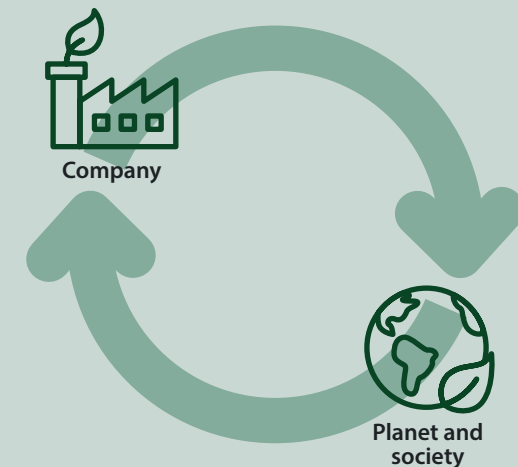
SUSTAINABILITY PRIORITIES

E Environmental impact

We have an ambition to lead the transition of PU production to a circular economy by disconnecting from the fossil fuel feedstock.

We drive towards a positive change in our industry by committing to Science-based Targets initiative (SBTi).

Material topic

- Life Cycle Analysis
- Circularity
- Material sourcing and packaging
- Waste management

Material topic

- Tracking of GHG emissions
- Environmental pollution
- Energy efficiency and use
- Certifications and sustainability ratings

Targets

- Increase a share of sustainable PU materials
- Increase mechanical recycling and create circularity

Targets

- 42 % reduction of Scope 1 & 2 by 2030
- Obtain certification in ISO 14001 and ISO 45001
- Improve sustainability ratings

S Social responsibility

We prioritise fostering a work environment and culture that encourages every individual to contribute, belong, and develop. Our team members are the cornerstone of our business, and we uphold principles of fairness, equality, and respect in all our interactions with them.

Material topic

- Gender diversity and inclusion
- Health and safety at workplace
- Education and training
- Customer satisfaction

Targets

- Increase gender diversity among all employees
- Elimination of injuries at workplace to 0 ppm by 2026
- Increase well-being at workplace

G Governance practices

We aim to be transparent and ethical in our business. A good governance is an essential to our daily interactions with our suppliers, customers, stakeholders, and business partners.

Material topic

- Anti-corruption & anti-bribery
- Ethical behaviour
- Responsible procurement
- Transparency and engagement

Targets

- Take part in sustainable supply-chain ratings
- Have most of our strategic suppliers sign and accept our Code of Conduct by the end of 2025

GROUP TARGETS & PERFORMANCE

	Performance	Long-term targets	
	2024	**2026**	**2030**
Environment			
Increase the share of sustainable PU materials used in BPI [1]	**30 %**	50 %	≥ 60 %
Increase mechanical recycling and create circularity (post-consumer waste)	**214 tonnes**	≥ 400 tonnes	≥ 1.000 tonnes
Reduction in Scope 1 and 2 (market-based) emissions [2]	**-78 %**	-	-42 %
Minimise non-recyclable waste from production	**598 tonnes**	≤ 570 tonnes	≤ 555 tonnes
Health & safety			
Lost time injury	**7 ppm**	0 ppm	0 ppm
Well-being	**73 score**	74 score	80 score
Gender diversity [3]			
Gender diversity among all employees	**43 %**	≥ 40 %	≥ 40 %
Gender diversity in Other management levels	**22 %**	25 %	30 %
Gender diversity in the Top management	**20 %**	25 %	30 %
Gender diversity in the Board of Directors	**20 %**	25 %	30 %
Governance actions			
Participation in Board meetings	**100 %**	100 %	100 %
Share of strategic suppliers signing Code of Conduct (CoC)	**81 %**	100 %	100 %

1) Sustainable content of all PU and PU-relevant components passing through BPI
2) Scope 1 and 2 emissions compared to the 2021 baseline
3) Focus on gender diversity with equal available opportunities that are not limited by gender, proportion of gender underrepresentation (in percentage)

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ESG PERFORMANCE

Climate and Environment

Environment data

Data indicator	Unit	2024	2023	2022	2021	Comments	GRI guidance
GHG emissions*							GRI 305: Emissions
Scope 1	tonnes CO_2-eq	465	516	544	586		
Scope 2 location-based	tonnes CO_2-eq	1.659	1.828	2.074	2.312		
Scope 2 market-based	tonnes CO_2-eq	412	764	3.078	3.412	BPI PL switched to certified green electricity in 2023, DK in mid-2024.	
Total Scope 1 and 2	tonnes CO_2-eq	2.125	2.344	2.617	2.899	Sum of Scope 1 and Scope 2 location-based.	
Scope 3	tonnes CO_2-eq	12.249	12.755	16.430	19.955		
Total Scope 1, 2, and 3	tonnes CO_2-eq	14.373	15.098	19.047	22.854	Sum of Scope 1, Scope 2 location-based, and Scope 3.	
Energy consumption							GRI 302: Energy
Total amount of energy	MWh	5.087	5.356	5.981	6.713	Recalculated (added electric vehicles).	
Natural gas	MWh	2.318	2.396	2.564	2.939		
Electricity	MWh	2.770	2.960	3.417	3.774	Recalculated (added electric vehicles).	
Renewable electricity Certificate	%	77	59	0,0	0,0		
Waste							GRI 306: Waste
Total waste generated	tonnes	695	780	960	1.001	Updated historical data with MSW.	
Total non-hazardous waste	tonnes	662	754	934	978		
Total hazardous waste	tonnes	33	26	26	23		
Total waste for recycling	tonnes	96	131	155	169		
Water							GRI 306: Water and Effluents
Water consumption	m³	3.387	4.141	4.280	5.287		
ISO certifications							
ISO 9001-certified sites	number	2	2	2	2	Sales, development and production of components of foam, metal, and wood. Cutting, sewing, and mounting of upholstery fabrics for customers.	

*All historical data of GHG emissions – Scopes 1, 2, and 3 emissions are recalculated with a new database for more accurate comparison

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ESG PERFORMANCE

Social data

Workplace

Data indicator	Unit	2024	2023	2022	2021	Comments	GRI guidance
Number of employees (FTEs)	number	269	308	372	418		
Employee turnover (based on headcount)	%	18	27	27	29		GRI 401: Employment
Engagement survey participation rate	score	95	90	82	64	Updated values for historical data.	
Employee engagement score	rate	73	72	69	60	Updated values for historical data.	
Lost time injury (LTI) frequency rate	%	7	10	16	34		GRI 403: Occupational Health and Safety
Sick leave	%	7	7	9	8		
Gender diversity in the organisation (% women, based on headcount)	%	43	41	42	39		GRI 405: Diversity and Equal Opportunity
Gender diversity in Other management levels (% women, based on headcount)	%	22	26	16	25	Updated 2023 value.	
Gender diversity in the Top management (% women, based on headcount)	%	20	0	0	0		
Gender diversity in the Board of Directors (% women, based on headcount)	%	20	20	0	0		

Governance data

Society

Data indicator	Unit	2024	2023	2022	2021	Comments	GRI guidance
Number of whistleblower cases admissible	number	0	0	0	0		
Number of whistleblower cases resolved	number	0	0	0	0		
Participation in Board meetings	%	100	100	100	100		

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We aim to lead the way towards a circular solution. Our vision is to create sustainable solutions for our customers through industrial and scalable processes. By cooperating with local and global partners, we aspire to lead the way towards a circular economy.

Environment

CLIMATE-RELATED RISKS

At BPI, we have a clear and ambitious sustainability strategy, aiming to reduce our carbon footprint in line with a science-based approach.

In 2023, BPI committed to the Science Based Targets initiative (SBTi) by setting a near-term emissions reduction target to reduce Scope 1 and Scope 2 emissions by 42 % by 2030, based on the year 2021. BPI has also committed to measuring and reducing Scope 3 emissions. BPI's near-term target has been approved by the SBTi including Business Ambition for 1,5˚C. This commitment aligns with a campaign to mainstream the 1,5˚C target in response to the climate crisis.
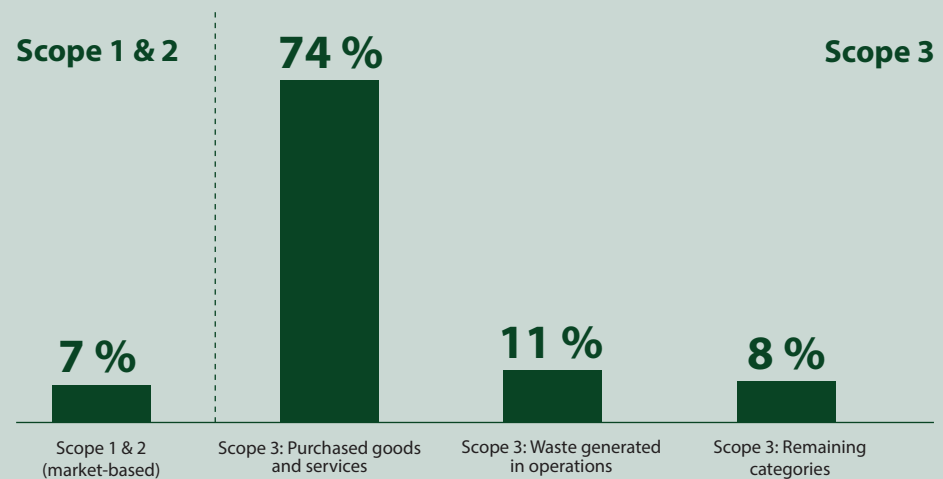
Since 2021, Scope 1 and 2 emissions have been reduced by 78 % market-based and 28 % location-based as of 2024. This positive development has been achieved through a continuous series of investments, such as a better energy control system. A smart control system helps manage BPI's energy usage and environmental conditions by automatically switching lights, AC, and heat on and off during weekends, holidays, and evenings. Despite these improvements, the reduction in emissions has also been due to lower production activity.

Another significant factor in the reduction is the switch to electricity generated from biomass in Polish production in 2023 and electricity generated from wind power in Danish production in mid-2024. This change has helped us reduce our Scope 2 emissions and focus on the ongoing implementation of renewable energy across the whole organisation.

UN Global Compact
Another commitment of BPI is the Communication on Progress (CoP), which serves as the accountability mechanism of the UN Global Compact. It is an annual and mandatory requirement for all business participants of the UN Global Compact.

GHG emissions 2024 by Scope and category

Scope 1 & 2 — 7 %
Scope 3 — 74 % | 11 % | 8 %

Scope 1 & 2 (market-based)
Scope 3: Purchased goods and services
Scope 3: Waste generated in operations
Scope 3: Remaining categories

Carbon Disclosure Project
The Carbon Disclosure Project (CDP) is a significant part of BPI's environmental journey. Since 2021, BPI has improved its CDP score from a D to a B in 2024. This progress reflects our commitment to transparency and environmental responsibility.

BPI's participation in the CDP was also driven by a request from a key customer, further demonstrating our dedication to meeting stakeholder expectations and enhancing our environmental performance.
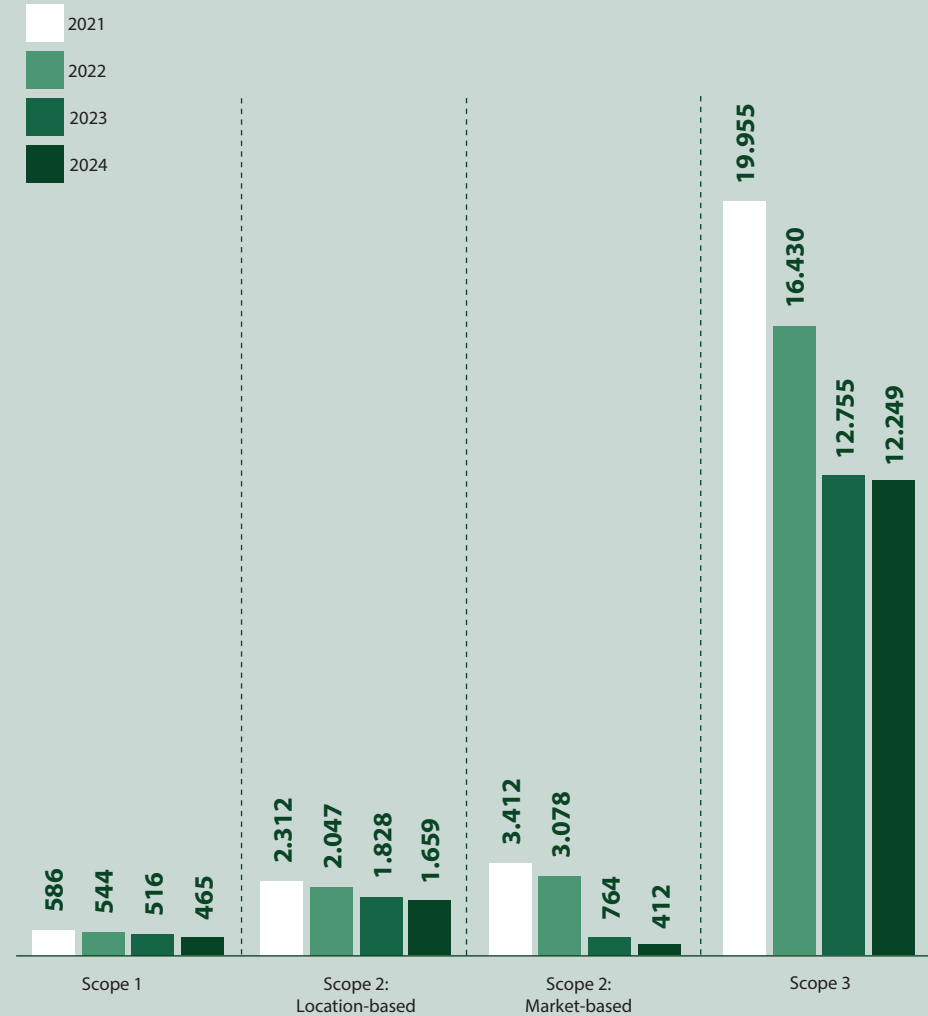
GHG EMISSIONS

We track our own emissions and identify the highest hotspots. By doing this, we can easily implement suitable solutions and reduce their impact.

Scope 1: Since 2021, Scope 1 emissions have been reduced by 21 %. This positive development has been achieved through a series of investments, including new processing machinery, compressed air optimisation, LED lighting, ventilation optimisation, intelligent heat control systems, building insulation initiatives, heat pumps, and several other areas of focus. The introduction of the BPI energy-saving program also played a vital role in this result, creating stronger awareness of the importance of energy savings and higher visibility of the impact that individual employees can achieve. Furthermore, BPI is gradually switching from combustion engine company-owned vehicles to hybrid or electric vehicles.

Scope 2: Since 2021, Scope 2 market-based emissions have been reduced by 82 % and location-based emissions by 28 %. A crucial factor for this transition is the conversion to electricity generated from biomass at our Polish production site and electricity generated by wind power at our Danish production site from mid-2024. We have purchased Guarantee of Origin (GO) certificates for the entire year and intend to continue these purchases.

Scope 3: Similar to other manufacturing companies, we possess an extensive pool of data within Scope 3. To effectively map out our Scope 3 emissions, we have diligently selected the optimal solution for data collection and analysis. In 2024, our Scope 3 emissions constituted around 93 % of our total emissions, highlighting the critical importance of identifying and mitigating hotspots to minimise their impact. Approximately 80 % of our Scope 3 emissions come from purchased goods and services. By identifying carbon footprint hotspots and gradually switching from fossil-based materials to bio-based materials, we have reduced our Scope 3 emissions by 39 % since 2021.

GHG emissions 2021-2024 [t CO_2-eq]

Legend:
- 2021
- 2022
- 2023
- 2024

	2021	2022	2023	2024
Scope 1	586	544	516	465
Scope 2: Location-based	2.312	2.047	1.828	1.659
Scope 2: Market-based	3.412	3.078	764	412
Scope 3	19.955	16.430	12.755	12.249

BPI

To further this goal, we have increased the inclusion of post-consumer foam in our production processes and initiated measures to enhance circularity within our operations. However, there are some limitations in data collection in Scope 3. For example, category 6 "Business Travel" focuses only on air transportation.

The waste produced in our operations, including wastewater and solid waste such as packaging waste from raw materials and PU trims from operations, significantly impacts the environment and contributes to our overall Scope 3 emissions. As a result, we strive to reduce both the impact and the volume of waste generated annually.

While the impact of incinerating non-recyclable waste or sending it to landfills remains significant, we are continuously working to reduce the volume of non-recyclable waste. This effort is focused on lowering our Scope 3 emissions and, most importantly, mitigating its adverse effects on the surrounding environment.

Through cooperation with local and global partners, we are able to create more sustainable solutions for our customers through industrial and scalable processes. One of our big priorities is to increase the amount of post-consumer PU foam and put a higher focus on bio-based materials rather than fossil-based materials.

PART OF THE SOLUTION
In 2023, we decided to build an internal LCA tool to better understand our products and their impact. We chose to follow the ISO 14067 standard, which focuses on GHG emissions produced during the life cycle of products. Our PCF tool is based on a cradle-to-gate assessment.

"Cradle to gate" refers to the assessing of product's environmental impact from the extraction of raw materials (cradle) to the point it leaves the manufacturing facility (gate). This assessment excludes the impact of product use and disposal.

The PCF tool is an integral part of our commitment to sustainability. It enables us to measure the carbon footprint of our products, and helps us to make informed decisions to reduce emissions and promote sustainability.

In 2024, we began a third party critical review. Due to extensive data and updates, this review has continued into 2025, where it has been successfully finished. We have been working diligently to create a tool that helps us to understand the importance of raw materials choices, waste streams, manufacturing processes, and selecting the right local suppliers. The key takeaway is to understand the carbon footprint impact and integrate this knowledge into product design.

Life Cycle Assessment

Raw materials

Transportation

Manufacturing

Processing

BPI
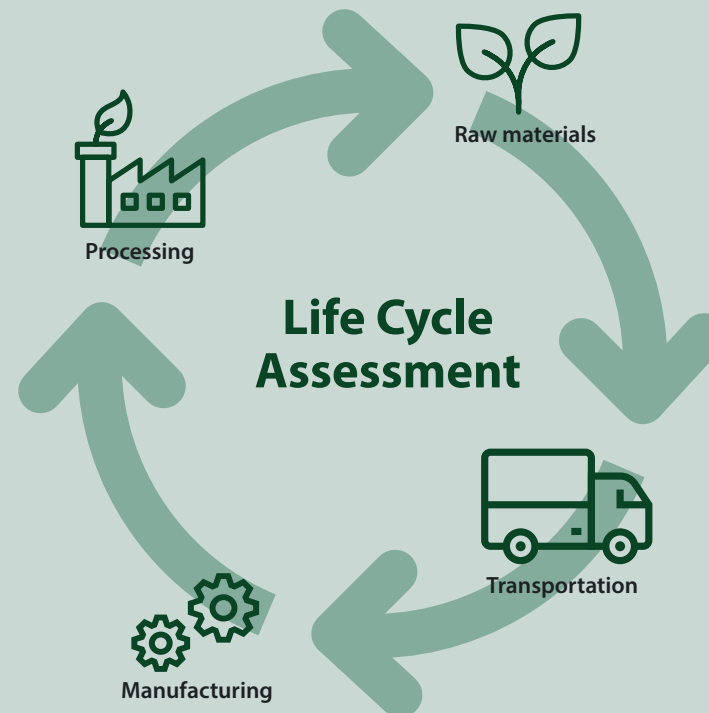
ENVIRONMENTAL MANAGEMENT

Waste generation

Waste generated in operations involves the collection, processing, recycling, and disposal of waste materials in an environmentally responsible manner. The primary contributor to our waste stream consists of non-recyclable foam trims, leading to their disposal through incineration. Our waste consists of materials from production, primarily foam trims, along with the disposal of chemical and packaging materials. Non-recyclable waste in our operations is one of our group targets that is being monitored and measured for total reduction. Since 2021, we have reduced our non-recyclable waste generation by 28 %.
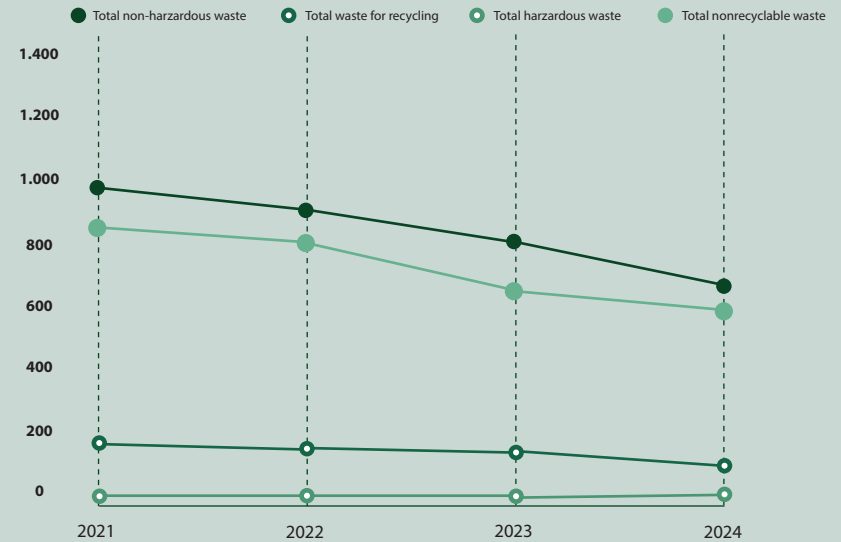
Efficient waste management plays a pivotal role in maintaining public health, preserving the environment, and wisely conserving resources. Thus, we are consistently striving to enhance the quantity of waste diverted to recycling. There has been a decline in recycled waste in 2024 compared to previous years. Nevertheless, the overall volume of waste is gradually decreasing. We have established a goal to eliminate all non-recyclable waste to below 570 tonnes in 2026 from our operations, and we are actively pursuing strategies to accomplish this objective.

We are encouraged to reuse our own waste – foam trims from our own operations – to reduce the impact from disposal through incineration. This process helps to extend lifespan of the materials and reduce the need for new resources.
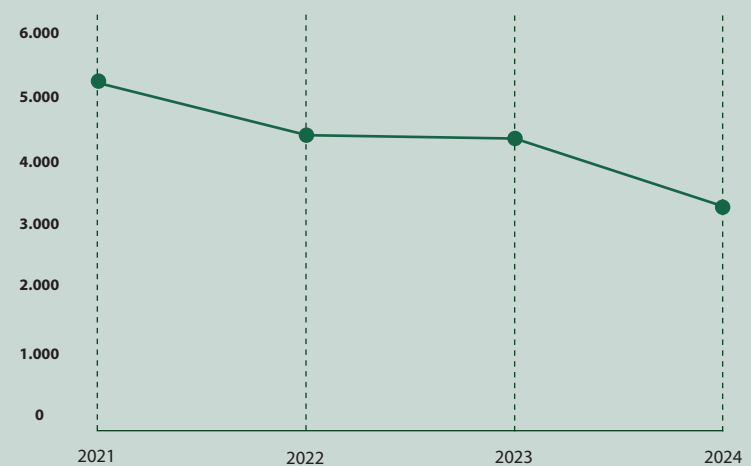
Water consumption

Effectively managing water usage is crucial to uphold sustainable water reserves and reduce environmental impact. Water consumption at BPI has been reduced since 2021, a testament to our concerted efforts to implement water-efficient technologies and practices aimed at reducing consumption. In 2024, we undertook several initiatives aimed at regulating aspects related to technical wastewater. We began regular measurement of the quantity and quality of industrial wastewater in Poland and initiated obtaining a contract for its collection. In 2025, we plan to further improve compliance in this area. Since 2021, we have reduced our water consumption by 36 %.

Waste generated in operations 2021-2024 [tonnes]

- Total non-harzardous waste
- Total waste for recycling
- Total harzardous waste
- Total nonrecyclable waste

Water consumption 2021-2024 [m³]

BPI

CERTIFICATION & SUSTAINABILITY RATINGS

We are continuously working on the development of our environmental protection system and environmental outcomes. We want to ensure further development through specific projects included in our game plans. Highlighting these efforts, we have been awarded the prestigious EcoVadis BRONZE medal for its outstanding commitment to sustainability.

Certification

In 2023 and 2024, as part of the organisation's continuous adjustment to meet ISO 14001 and ISO 45001 standards, we established a crucial Register of Needs and Expectations of Interested Parties to facilitate this endeavour. This register includes the level of compliance with environmental and safety requirements, records of compliance, automatic notifications for the responsible person in case further evaluation is needed depending on the requirements, and an action plan in case of non-compliance.

A Matrix of Environmental Aspects has been created, which analyses the impact of BPI on the environment within the aspects specified in the ISO 14001 standard and triggers appropriate action when needed. We updated a series of existing documents, including the Quality, Environmental, Health and Safety Policy to be in line with ISO 14001 and ISO 45001. In 2025, we plan further adaptation of the system to meet the requirements of the new standards, including finalising the Procedure of Environmental Protection.

Additionally, BPI underwent a recertification audit for ISO 9001 in 2024. The recertification audit yielded a positive outcome with no nonconformities, serving as the foundation for extending the certification in 2026.

Sustainability ratings

BPI has been awarded the EcoVadis BRONZE medal, a significant recognition that places its sustainability performance in the top 35 % of all companies assessed by EcoVadis.

This achievement highlights our commitment to implementing robust sustainability practices and maintaining a strong management system that addresses key sustainability criteria, including environmental impact, labour and human rights, ethics, and sustainable procurement.

The EcoVadis BRONZE medal not only emphasises our commitment to sustainability but also enhances its reputation as a responsible and forward-thinking organisation in the global market.

BRONZE | Top **35%**

ecovadis

Sustainability Rating

SEP 2024

BPI

We contribute to society by treating our employees fairly and equally. We strive to create a healthy and safe environment for all our employees. That means a commitment to respecting human rights throughout our value chain.

Social

HEALTH & SAFETY

As a manufacturing company, our core value is to provide a healthy and safe work environment for our employees.

BPI maintained an exemplary safety record, with no fatal workplace injuries to date. The most common incidents involve minor injuries related to hand tools. In 2024, BPI recorded three workplace-related accidents, the lowest number since safety data collection began. All incidents were minor, reflecting the effectiveness of our safety protocols and the vigilance of our employees.

In 2024, we continued to emphasise risk-based thinking and preventive safety measures. Our employees identified and implemented over 180 safety improvement opportunities, all documented in our Occupational Health and Safety Management System and executed using the PDCA methodology. This proactive approach ensures continuous improvement in our safety practices. Quarterly Safety & 5S audits were conducted, assessing each area and identifying risks and improvement opportunities. These audits are crucial for maintaining high safety standards and fostering a culture of safety awareness.

To bolster our safety organisation, we appointed a new QHSE Specialist in 2024. Both Denmark and Poland have active H&S committees with employee representatives, ensuring that safety concerns are addressed promptly and effectively.

Safety training in 2024 included periodic safety sessions, first aid training, and active firefighting drills. These training sessions are designed to equip our employees with the knowledge and skills needed to handle emergencies and prevent accidents. Nearly all blue-collar employees in Denmark participated in a 3-day external safety course, which provided in-depth training on workplace safety practices.

In addition to training, we significantly invested in safety equipment and developed safer processes.

Key actions in 2024

- Installation of new crane systems and lifting devices in five work areas.
- Implementation of slip-resistant flooring in several areas.
- Enhanced suction systems in three work areas.
- Regular inspection and improved control of storage racks.
- Complete refurbishment of the PurFlex® production area, enhancing safety standards and ergonomics.
- Establishment of a Register of Needs and Expectations of Interested Parties, with frequent compliance evaluations.

Looking ahead, we will continue to prioritise employee safety by promoting risk-based thinking and engaging all employees in safety initiatives. We will persist in our safety efforts through the implementation of PDCA

systems and involve blue-collar workers in local safety groups to foster better learning and routines. We aim to achieve ISO 45001 certification by 2026, demonstrating our commitment to maintaining the highest safety standards.

BPI

EMPLOYEE RIGHTS & ENGAGEMENT

At BPI, we prioritise human and labour rights, and we are fortunate to operate in countries with well-established regulatory environments, which means the risks in these areas are generally low.

However, we believe that ensuring a positive and inclusive work environment is essential not only for compliance but also for attracting and retaining talented individuals. Human and labour rights have an essential impact on both business and society. Therefore, we are committed to fostering a workplace that upholds these values, ensuring fair treatment, and promoting the well-being of all our employees.

We are committed to supporting and respecting the Universal Declaration of Human Rights. This commitment is reflected in our leadership style and values, which emphasise the importance of promoting human rights standards both within our organisation and throughout our business operations.

Creating a foundation of trust and fairness is crucial for upholding employee rights. When employees feel respected, appreciated, and empowered, they are more likely to be engaged in their roles and contribute positively to the organisation's success. This engagement is fostered by involving employees in decision-making processes, offering opportunities for feedback, and providing chances for professional growth. These practices help deepen employees' sense of belonging and dedication to the organisation.

At BPI, we strive to maintain a straightforward and informal tone in our interactions. We treat each other with the same level of respect, regardless of position or role. This approach helps to foster an open and honest culture, where communication is clear and direct. We believe that an inclusive company culture is vital, and we ensure that tasks and responsibilities, while varying in size, are shared in a way that no one is over-qualified to help where needed.

By upholding these principles, we aim to create a work environment where everyone feels valued and respected, contributing to a more engaged and productive workforce. This commitment to human and labour rights is not just a policy but a core part of who we are as an organisation.

BPI

WORK-LIFE BALANCE

A good work-life balance is essential for us and our employees' overall well-being and productivity. We aim to offer our employees favourable work conditions that effectively manage the demands of work and personal life, reducing stress, encouraging satisfaction, and maintaining health. To achieve this, we have introduced various flexible working models, such as flexible shifts, full-time and part-time employment, and remote working hours where it creates value.

These solutions are tailored to individual work and personal requirements. Remote work enables our employees to effectively balance their professional and personal obligations, such as childcare or attending to the needs of their loved ones. Through our extended overtime system, employees can enhance their work-life balance without compromising operational needs. Our efficient time management fosters a harmonious alignment of company and employee interests, resulting in increased employee satisfaction.

CAREER MANAGEMENT AND TRAINING

Career management and training are essential components of our employee development strategy. At BPI, we are committed to supporting both professional and personal growth by offering courses that meet the needs and aspirations of our employees. This is why we invest in career development and training. We place a strong emphasis on both internal and external training to support our employees' growth.

We continuously invest in enhancing our team's skills and business processes to provide innovative and valuable solutions. This comprehensive approach ensures that our employees are well-prepared to excel in their roles and contribute to the company's ongoing success.

SERVICE EXCELLENCE

A customer's level of satisfaction can be measured in many ways. Some companies focus on on-time delivery, having no complaints, or always providing the lowest price. However, these metrics alone are not enough for us. We consider a variety of measures that we, as a supplier, and our customers feel are important. Together, these figures become the service excellence measurement. We strive to achieve as close to 100 % as possible.

Our journey

Over the past years, BPI has been on a great journey, which includes elevating our service standards. Through dedicated efforts from our two production facilities, we aimed to streamline processes, enhance communication, and foster a culture of continuous improvement across the whole organisation.

Our progress

We are pleased to announce that our service excellence level for 2024 has achieved an outstanding average of 100 %, significantly exceeding our target of 94 %. In 2024, our delivery performance level reached 99 %. Additionally, it is important to point out that no week has been below the target level. Our ambition is to maintain such a high level of performance as our business expands.

How do we measure

To ensure accountability and track our progress, we use a series of Key Performance Indicators (KPIs). These KPIs include delivery performance, complete deliveries, and error-free deliveries. By multiplying these KPIs, which we believe are some of the most important ones for our customers, we get service excellence – how many orders are delivered on time, in full, and without any claims.

Development

Continuous development is very important to keep the level of service excellence high. By monitoring included KPIs, we gain valuable insights into the areas of strength and opportunities for improvement.

BPI

ENGAGEMENT SURVEY

Our engagement survey is used as a tool to measure the level of engagement and satisfaction among all employees at BPI. Overall, participation in the internal survey has been increasing year by year, indicating that our employees feel comfortable expressing their viewpoints and are open to providing feedback. In 2024, participation reached 95 %, a significant increase compared to 64 % in 2021.

The satisfaction score is assessed on a scale of 0 to 100, with 0 being very dissatisfied and 100 being very satisfied. This score is determined through our internal engagement survey. We measure this by assessing both job satisfaction and loyalty, enabling us to establish a comprehensive satisfaction score.

The satisfaction score is collected from both our Danish and Polish sites. The results are shown in the graph, where the weighted average score for both sites was 73 in 2024. Both Danish and Polish job satisfaction scores have been increasing over time, and we are placing a greater focus on the well-being of our employees.
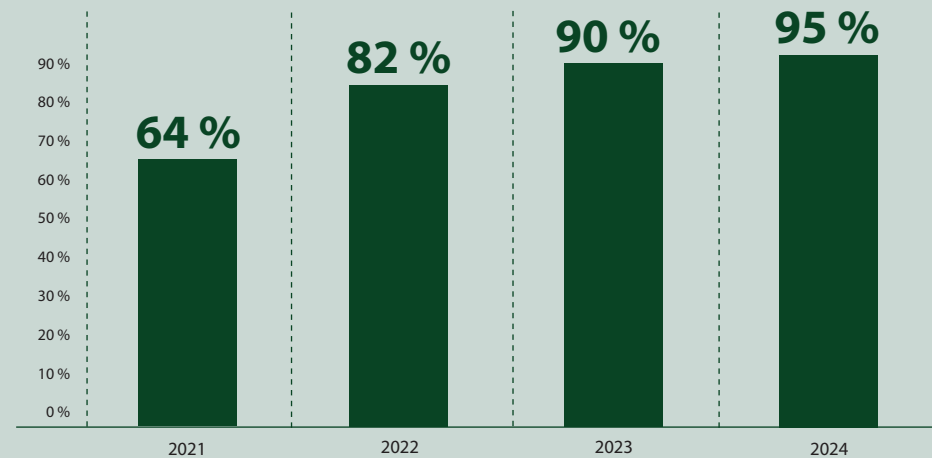
In 2022, our employees' satisfaction decreased due to the Covid-19 pandemic, the war in Ukraine, and the impact on the world's economy. However, looking at the 2024 score, the average satisfaction score is increasing thanks to the efforts of our well-being groups. These groups have worked diligently to enhance communication, organise social activities, improve working environment, and provide other benefits.

The survey serves as a platform for employees to voice their opinions and facilitates actionable steps based on their feedback. Additionally, the survey results stimulate crucial discussions between managers and teams. The internal survey consists of several questions regarding BPI's reputation, general management, nearest leader, cooperation, working conditions, salary and terms, personal development, satisfaction, motivation, job satisfaction, loyalty, engagement, and overall well-being.

Satisfaction score

Year	Score
2021	60
2022	69
2023	72
2024	73
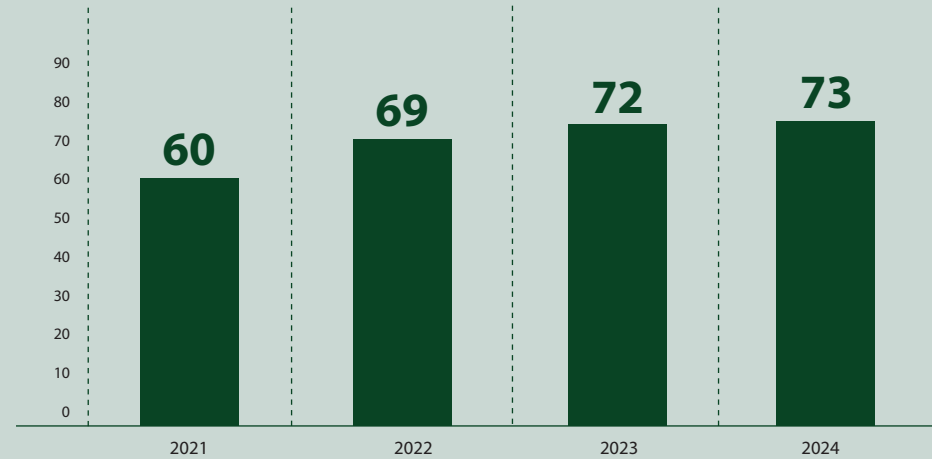
Participation in survey

Year	Score
2021	64 %
2022	82 %
2023	90 %
2024	95 %

DIVERISTY, EQUITY & INCLUSION

At BPI, we believe that diversity brings together individuals with different experience, perspective, and background, fostering increased creativity, innovation, and performance. When people from diverse backgrounds collaborate, they contribute unique ideas and insights to problem-solving and decision-making processes. Diverse teams are often more effective and successful at solving complex projects and challenges, offering a wider range of approaches and solutions. This leads to more robust problem-solving processes and better outcome.

In a diverse and inclusive workplace, employees feel valued and included, which can result in higher levels of job satisfaction, engagement, and retention. Therefore, we strictly prohibit any form of discrimination or harassment based on gender, age, ethnic origin, religious belief, marital status, sexual orientation, disability, or physical characteristics.

In 2022, we experienced a decrease in the share of female managers due to a restructuring process between our plants in Denmark and Poland. This recent development has inspired us to intensify our efforts in 2024 to increase the number

of female managers. BPI aims to ensure that at least one candidate of each gender is included in the final interview stage for managerial positions.

With a current gender distribution of 43 % across the entire organisation, BPI aims to ensure that more than 40 % of its workforce comprises individuals from underrepresented genders.

We aim to ensure that our Board of Directors consists of the most qualified individuals. Additionally, we have set a goal for board members elected by the general meeting to include at least 20 % of the underrepresented gender before 2026. As of 2023, we achieved equal gender representation on the Board of Directors, with 1 out of 5 members being female. We set a new goal to increase gender representation to 25 % by 2026.

Furthermore, one member serves on both the Board of Directors and the Top management team, ensuring a cohesive leadership structure.

Board of Directors

Age distribution
Age 20-39: 0 persons
Age 40-49: 2 persons
Age 50+: 3 persons

Gender distribution
Women: 1
Men: 4

Nationality distribution
Denmark: 1
Finland: 1
Sweden: 3

Top management

Age distribution
Age 20-39: 0 persons
Age 40-49: 3 persons
Age 50+: 2 persons

Gender distribution
Women: 1
Men: 4

Nationality distribution
Denmark: 4

Other management levels

Age distribution
Age 20-39: 0 persons
Age 40-49: 6 persons
Age 50+: 3 persons

Gender distribution
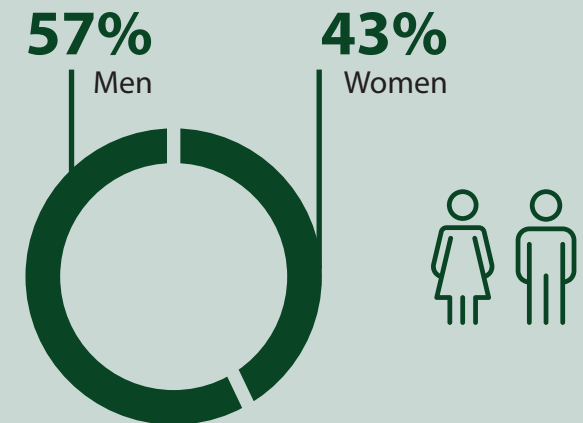Women: 2
Men: 7

Nationality distribution
Denmark: 3
Poland: 6

Gender distribution of all employees

269
Employees

57%
Men

43%
Women

117
Women

152
Men

BPI

We aim to be transparent and ethical in our business. A good governance is an essential to our daily interactions with our suppliers, customers, stakeholders, and business partners.

Governance

BUSINESS ETHICS

At BPI, we are part of Indutrade and adhere to their ethical principles, which you can find **here**.

Acting respectfully towards people and local customs is fundamental to BPI. In line with our values, BPI supports human and labour rights and works against corruption in all its forms. We have a good control of our own operations and maintain high standards on human and labour rights. Mismanaging business ethics may pose risks to our reputation. For example, some suppliers may not have the same high standards on human and labour rights and we are aware of that. That is why, all our suppliers are required to comply with our Supplier Code of Conduct (CoC) covering human and labour rights.

ANTI-CORRUPTION

We are determined to meet all our customers, suppliers, and shareholders as representatives of a responsible company with high ethical standards and integrity. Our position on corruption is clear: We prohibit bribery or any other form of corrupt behaviour, whether conducted by a BPI employee or any business partner acting on behalf of BPI.

As such, we consider the risks of anti-corruption relatively low since our sales activities are within the EU and we have limited sales activities through third parties. However, BPI still takes anti-corruption very seriously. It is essential to us, and we are committed to fostering a culture of integrity and ethical conduct. In 2024, no cases of corruption or bribery were identified. It is also our clear expectation that the initiatives and business directives governing our company will prevent any

potential future incidents from taking place. Nonetheless, we emphasise briefing new employees on our position on anti-corruption as well as our general standards on business ethics, including human and labour rights.

CODE OF CONDUCT

We are committed to high standards of integrity, sustainability, and ethical business conduct. We address corporate responsibility throughout our supply chain and expect our suppliers and business partners to do the same. We care about our suppliers' and business partners' sustainability performance and aim to develop close relationships with partners who share our approach to doing business.

Throughout 2024, the CoC was fundamental to the way BPI conducted business activities and interactions with stakeholders. It also serves as great guidance for all BPI employees. The Supplier CoC reflects our ambition to work together with our suppliers and business partners to promote respect for human rights, care for the environment, and ethical business conduct. We expect our suppliers and business partners to adhere to the essential and overarching principles and guidelines outlined in the CoC.

In 2024, one of our KPIs was the share of strategic suppliers signing our CoC. With 81 % of our suppliers having signed the CoC, we are continuously updating and expanding the list of suppliers required to sign it. Our goal is to achieve 100 % signed CoCs from all our suppliers by 2026.

We realise that achieving a business climate where sustainability is integral to the way we do business requires a team effort. We therefore encourage our suppliers and business partners to implement these principles and guidelines in relation to their partners, suppliers, and sub-suppliers.

RESPONSIBLE PROCUREMENT

In line with BPI's values, we expect suppliers to adhere to the ten principles contained in the UN Global Compact, including the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

This year, we developed a CoC for suppliers detailing our expectations and requirements. The purpose of this CoC is to ensure that our suppliers operate in accordance with internationally recognised minimum standards on human rights, labour rights, the environment, and anti-corruption. This CoC sets forth BPI's fundamental minimum requirements for suppliers and is available on bpi.dk. In 2024, no cases of violation of human and labour rights were identified. Furthermore, we have focused on communicating our CoC to our suppliers and, going forward, we will work to increase our follow-up on our suppliers' compliance.

Expectations for the future include a strengthening of our governance structure in general, and a continuation of the good track record we see today, where human rights violations are fully absent.

BPI

DATA ETHICS

Our policy for data ethics is to ensure the responsible use of data at all times and to create transparency in the company's data collection, management, and development processes. We prioritise customer security by treating their data as our own and ensure it is processed in compliance with applicable legal frameworks.

Our work with data ethics is anchored in the department responsible for information security. The responsibility for integrating data ethics into day-to-day operations lies with the managers of the relevant business units, who establish relevant business processes and implement them in their departments.

STAKEHOLDERS' RIGHTS AND RESPONSIBILITY
We are committed to providing appropriate resources to every individual or group with an interest, concern, or claim in our activities and outcomes.

Stakeholders have the right to:
- Participate in decision-making processes that affect them.
- Access relevant information about the organisation or project.
- Express their concerns, opinions, or grievances regarding the actions or decisions of the organisation or project.
- Expect transparency in the decision-making and operations processes of the organisation.
- Be treated fairly and without discrimination or bias.
- Seek redress or recourse through appropriate channels if adversely affected by the actions or decisions of the organisation.
- Share the benefits or results created by the organisation.
- Have their personal information handled confidentially and their privacy respected.

Stakeholders' responsibilities encompass the duties, obligations, or commitments held by individuals or groups concerning an organisation or project in which they possess an interest, influence, or investment.

Much like stakeholders have rights, they also bear responsibilities adequately with their roles in the endeavour. By meeting the obligations, stakeholders can aid in establishing trust, nurturing cooperation, and advancing the success and longevity of the undertaking.

Stakeholders are responsible to:
- Participate in discussions, initiatives, and decision-making related to the organisation or project in a constructive and collaborative manner.
- Provide input, feedback, or expertise that can inform the strategies, direction, or actions of the organisation or project.
- Respect the perspectives, rights, and interests of other stakeholders.
- Conduct themselves ethically and with integrity in their interactions with the organisation and other stakeholders.
- Support shared goals and objectives.
- Promote transparency and accountability within the organisation or project.
- Help manage risks that could impact the success of the organisation.
- Promote sustainable practices and outcomes.
- Support equity and inclusion.
- Contribute resources, such as funding, expertise, or other forms of support to the organisation or project.

BPI

WHISTLEBLOWER SYSTEM

We want everyone to feel secure in expressing themselves freely and in raising any concerns, including if they experience unlawful or unethical behaviour. The whistleblower system provides a safe and anonymous platform to report concerns of unlawful or unethical business conduct related to BPI.

The whistleblower system is solely intended for reporting serious circumstances or suspicion thereof. This includes violations of laws, regulations, internal policies and guidelines or ethical standards.

All employees at BPI, as well as external persons, may submit a report regarding a concern related to BPI as part of their engagement or work-related activities.

BPI strictly prohibits any form of retaliation or discrimination against employees or external stakeholders who utilise the Compliance online platform in good faith or cooperate in an investigation. Any employee found violating this policy will face disciplinary measures. BPI Investigators collaborate with regional compliance and HR departments to conduct thorough investigations while safeguarding whistleblowers. Continuous efforts are made to raise awareness of the Compliance online platform through internal campaigns and external promotion on localised BPI websites.

The whistleblower system is essential for fostering transparency, accountability, and ethical conduct within organisations.

It serves to identify and prevent potential wrongdoing, thereby safeguarding BPI's reputation and integrity. Moreover, it underscores BPI's dedication to maintaining ethical standards and ensuring the welfare of our employees and stakeholders.

Protection

Fairness

Trust

BPI

ACCOUNTING POLICIES

Data indicator	Accounting policies
Data source and method	Background data are based on SimaPro v9.6.0.1, EcoInvent v3.10 & Industry data 2.0 datasets (updated 2024). Method is based on all greenhouse gases, which are measured by mass and converted into CO_2 equivalents using the coefficients of the 100-year global warming potential (GWP) 2024 IPCC 6th Assessment Report (AR6).
Accounting policies for environmental data	
Scope 1	Total amount of emissions from natural gas and fuel used for company-owned or leased cars.
Scope 2 location-based	Total amount of emissions from purchased electricity. Reporting emissions from residual grid mix.
Scope 2 market-based	Total amount of emissions from purchased electricity. Reporting emissions from grid mix and Guarantee of Origin (GO). BPI follows the market-based GHG accounting approach.
Scope 3	Total amount of emissions from upstream activities such as purchased goods and services, capital goods, transportation and distribution, waste generated in operations, business travel, and employee commuting.
Total GHG emissions	Summary of Scope 1, Scope 2, and Scope 3.
Energy	The total energy consumed in the sum of the energy consumed at both BPI's sites is included in the Scope 1 and Scope 2 calculations. Data are continuously collected by month from both sites.
Sustainable energy share	Total amount of sustainable energy share divided by total amount of energy consumption (in percentage).
Waste	Total amount of generated waste from production, offices, and canteens for both sites.
Water	Total amount of all consumed water for both sites.
Accounting policies for social data	
Number of employees	Total amount of full-time equivalents (FTE) end of period including contingent workers. FTE data is taken from the BPI Annual Report 2024.
Employee turnover	Summary of voluntary and involuntary leaving divided by the total number of employees (in percentage).
Engagement survey participation rate	Aggregated participation rate in percentage across surveyed employees.
Employee engagement score	Average score is given by survey respondents to multiple engagement questions, using the responses from the most recent survey of the reporting year.
Lost time injury (LTI) frequency rate	The number of injuries with lost time (LTI) in a specific timeframe (12 months from the rolling LTI frequency rate) multiplied by 1 million and divided by total worked hours in this timeframe.
Sick leave	The number of sick hours is divided by number of working hours (including overtime) in percentage.

BPI

ACCOUNTING POLICIES

Data indicator	Accounting policies
Gender diversity in the organisation	The number of women (gender underrepresentation) based on headcount including temporary women workers divided by the total of full-time work-force of the reporting year (in percentage).
Gender diversity in Other management levels	Proportion of females (gender underrepresentation) in other management levels of the total number of other managers (in percentage).
Gender diversity in the Top management	Proportion of females (gender underrepresentation) in the top management of the total number of top managers (in percentage).
Gender diversity in the Board of Directors	Proportion of female executive board members of the total number of executive board members (in percentage).
Accounting policies for governance data	Proportion of female (gender underrepresentation) executive board members of the total number of executive board members (in percentage).
Number of whistleblower cases admissible	The number of cases recorded through BPI's whistleblower system.
Number of whistleblower cases resolved	The number of cases recorded through BPI's whistleblower system that have been treated BPI's team.
Participation in Board meetings	The number of attendance at all meetings as a percentage of the total number of all meetings of the reporting year.

BPI