



20 24 ESG-REPORT

CONTENT

General.....	3
ESG report 2025.....	4
Report from CEO	5
Certifications and labels.....	6
About the company	8
Highlights of the past years	10
Value chain.....	11
Double materiality assessment	12
Key strategic elements related to sustainability.....	14
Practices, policies and future initiatives for transitioning towards a more sustainable economy.....	15
 ENVIRONMENT	 18
Energy and greenhous gas emissions.....	19
Green transition plan.....	22
Business risks related to climate change	24
Pollution	25
Biodiversity.....	26
Water	27
Ressource consumption and circular economy.....	28

SOCIAL.....	30
Own workforce	31
GOVERNANCE	38
Gender diversity in management and Conviction for corruption and bribery	39



GENERAL

ESG REPORT 2024

BASIC INFORMATION

CVR no: 25384423
Company form: Public limited company (plc)
NACE sector code: 468600
Balance sheet total 2024 (in Euro): 63.084 M
Revenue 2024 (in Euro): Omitted
Number of employees (full-time equivalents): 25
Home country: Denmark

BetaPack is an SME and is not subject to the reporting requirement under the CSRD Directive but wishes to apply EFRAG’s voluntary standard “Voluntary Sustainability Reporting Standard for Non-listed SMEs (VSME 2024).” This ESG report has been prepared according to the Basic Module and the Extended Module. The reporting has been prepared on an individual basis (i.e., the report covers only BetaPack).

BetaPack owns, leases or controls the following locations

Place	Address	Postal code	City	Country	Geolokation
Office & ware-house	Agerskovvej 9	8362	Hørning	Denmark	56.07519, 10.02935

The report has been prepared in collaboration with Better Green ApS



In 2024, we took a few more important steps for the planet and for our business. We are now reporting according to the voluntary VSME standard, for which we have developed an action plan for key sustainability initiatives that we will embark on in 2025.

This report reflects our ongoing commitment – thank you for reading!

REPORT FROM THE CEO

BetaPack is a company with strong social awareness and a responsible mindset. Sustainability is a core value at BetaPack. We are convinced that gaining greater knowledge and understanding of our environmental and social footprint, as well as improving these footprints, must also be an essential part of our commercial strategy and development of the company. Therefore, we are actively engaged in the green transition through close cooperation with both suppliers and customers. Our goal is to be a flexible and innovative partner in the development of packaging solutions and building products with a minimal environmental impact.

In 2024, we took an important step forward in our environmental and climate work by conducting a double materiality assessment and committing to report according to the voluntary sustainability standard, VSME. This standard motivates a

With a helicopter view of the entire value chain, we have a clear overview of where we should increase our efforts and expand our knowledge when it comes to both the environment and people. At the same time, we have created a solid foundation that will form the basis for our development towards an increasingly sustainable way of doing business in the coming years.



CEO, BetaPack A/S

Jens Thomsen

CERTIFICATIONS AND LABELS



FSC®

One of BetaPack's certifications and memberships relevant to ESG reporting is our FSC® (FSC-C111179) certification. FSC® is a certification scheme for responsible forest management and your assurance that wood and other forest-based materials come from well-managed forests and other responsible sources. Certificate issued on: August 23, 2012 / Valid until: May 31



Global Compact
Network Denmark

UN GLOBAL COMPACT

BetaPack joined the UN Global Compact in June 2020 and subsequently developed its first official CSR policy, which was launched in the autumn of the same year. The policy supports the business strategy and serves as an ethical framework for responsible operations. It focuses on three main areas: Employees, climate and sustainability, quality and environment.



EMBALLAGERETUR

As a packaging company, BetaPack is subject to producer responsibility for packaging and must be registered in the producer responsibility register with the Danish Producer Responsibility (DPA). Packaging volumes must be reported annually, and environmental contributions must be paid. BetaPack has chosen the collective scheme Emballageretur to help handle the producer responsibility.

Member of

**RÅDET
FOR
BÆREDYGTIGT
BYGGERI**

GREEN BUILDING COUNCIL DENMARK

Through our membership at Green Building Council Denmark (formerly known as DGNB Denmark), BetaPack aims to actively contribute to a greener construction industry. The council works to develop and promote sustainable solutions in the building sector, with a focus on environmental responsibility, social accountability, and economic sustainability.

UN SUSTAINABLE DEVELOPMENT GOALS



THE GLOBAL GOALS

At BetaPack, we are actively working with the UN's Sustainable Development Goals. We have selected three primary goals where we can make the biggest difference in the green transition with our knowledge, commitment and industry experience:

- SDG 12 – Responsible Consumption and Production
- SDG 15 – Life on Land
- SDG 17 – Partnerships to achieve the goal

In addition, several of our initiatives support broader sustainable development. Three other SDGs are also influenced by our work, but have a secondary role in our strategy:

- Goal 3 – Good health and well-being
- Goal 4 – Quality education
- Goal 8 – Decent jobs and economic growth

ABOUT THE COMPANY

BetaPack A/S is a Danish privately owned trading company, established in 1997, with headquarters in Hørning, close to Aarhus. The company offers innovative and customer-specific solutions within three main areas:



FOIL

Customized foil solutions for both the food- and industrial sectors.



CARDBOARD

Customized paper-based packaging solutions, including corrugated and solid board, designed to meet the specific requirements of diverse industrial sectors.



CONSTRUCTION

System solutions for the construction industry, including vapor barriers, wind membranes, roofing underlays, and flooring underlays.



CUSTOMERS

BetaPack's primary markets include the B2B segment, where we deliver packaging solutions directly to industrial customers within both industrial and food products (FMCG). Although we operate in the B2B segment, our packaging solutions indirectly reach end users, especially in the food industry. Our construction system solutions are distributed through partners serving professional craftsmen and contractors. We operate mainly in the Danish market, but also have large customers in Scandinavia, Germany and the Netherlands.



SUPPLIERS

BetaPack A/S purchases and produces in 10 European countries with 52 suppliers. Our Sourcing Policy sets out requirements and expectations for suppliers, which we select exclusively from manufacturers in EU and EEA countries. This ensures shorter transport routes and a closer relationship with the production sites, facilitating collaborative development and process optimization.

We also prioritize collaboration with ISO 9001, ISO 50001 and ISO 14001 certified suppliers to ensure high quality and environmental responsibility.

Our long-term and strategic partnerships with carefully selected manufacturers create a flexible set-up and an efficient supply chain. Our supplier set-up also supports our mission to deliver customized, sustainable solutions to the packaging industry and the construction sector.

HIGHLIGHTS OF THE PAST YEAR

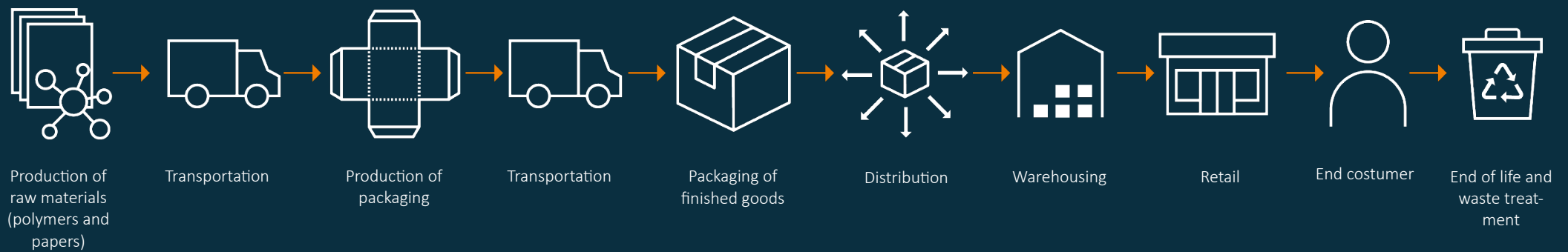
In recent years, BetaPack has implemented activities that support our goal of being one of the strongest partners within packaging solutions and selected building materials. Some of these efforts include:

- Transforming 6.5 tons of excess foil into a new usable resource. In collaboration with the company, Konkret, in Poland, BetaPack ensured that the excess foil was sorted and converted into granules, which can be used to produce new foils and other soft plastic products used in the construction industry.
- Together with DanFoam ApS, we have developed foil-based packaging with 50% recycled plastic (PCR).
- Together with Davidsens Tømmerhandel, we have developed a packaging foil made from 100% recycled plastic. Furthermore, both the quantity and thickness of the packaging materials have been optimized to reduce resource consumption. The project is being developed and improved continuously and today 6 distribution centers in Denmark are participating.
- Preparation of climate accounts for scope 1, 2 and 3, where data for scope 3 is calculated to a greater extent based on product- and supplier-specific data rather than financial data. This makes the accounts much more precise and BetaPack will continuously work to improve the data to calculate its environmental and climate footprint.
- Preparation of a double materiality assessment and this ESG report prepared according to the VSME standard.
- New board member with specialized knowledge of working with ESG and digitalization.
- EPDs can now be provided for most of our products.
- Supplier Code of Conduct – signed by all suppliers.

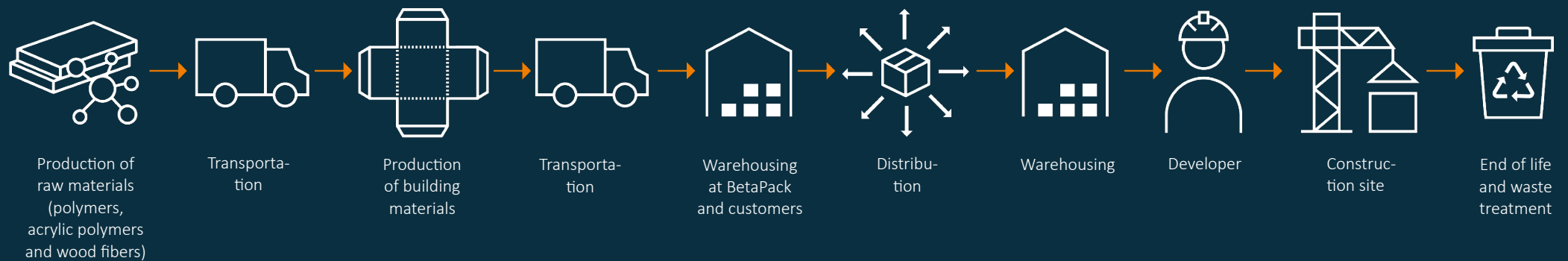
VALUE CHAIN

To get an overview of BetaPack's value chains, see below one illustration for packaging and one for building materials.

VALUE CHAIN FOR PACKAGING SOLUTIONS



VALUE CHAIN FOR BUILDING MATERIAL SOLUTIONS



DOUBLE MATERIALITY ASSESSMENT

Double Materiality means that a company must assess and report on sustainability from two perspectives:

- **Impact materiality** (*Inside-out perspective*): How the company impacts society and the environment (e.g. GHG emissions, working conditions, human rights).
- **Financial materiality** (*Outside-in perspective*): How external sustainability factors (e.g. climate change, biodiversity loss, social conditions) affect the company's financial situation, performance and prospects.

PROCEDURE FOR DMA

In 2024, we prepared our first Double Materiality Assessment (DMA) to gain greater insight into our most significant impacts on the environment and people (inside out), as well as significant areas that affect or could potentially affect BetaPack financially (outside in).

BetaPack has conducted a DMA where all links in the value chain, both upstream and downstream, are included and where all sustainability areas according to the VSME standard have been reviewed.

In the Double Materiality Assessment, an issue is scored from 1-5 for each link in the value chain in relation to; significance, extent, possibility of recovery, likelihood and whether the impact is negative or positive. An issue is considered material if it has an overall score of *more than* 3 out of a possible 5 in either impact materiality or financial materiality.

For both impacts, risks and opportunities, a short and medium long-time horizon applies, as the impacts are relevant now and are expected to be so for several years. Initiatives launched within 1-2 years may change this picture and will be reflected in the reporting in the coming years.

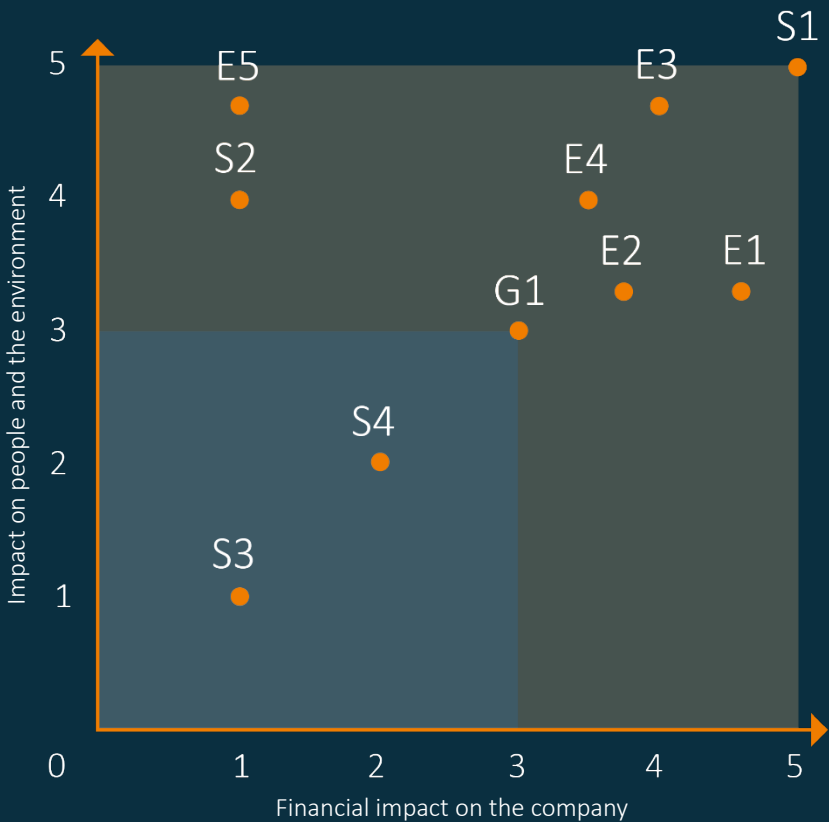
BetaPack's business model is to some extent designed to address current impacts, risks and opportunities, and the company will increase its focus on this in connection with future strategy processes.

STAKEHOLDER ENGAGEMENT

BetaPack has not initially involved stakeholders directly in the reporting process. The most important stakeholders are suppliers, customers and financial partners and these will be increasingly involved in e.g. DMA as well as other analyses and product development in the future.

MATERIALITY ASSESSMENT RESULTS

The results of our first double materiality assessment are shown in the graph below. It is clear from the graph that all areas above the point “3” on both axes are material. Below is a list of the sustainability topics that we have assessed as material.



Sustainability areas	Inside out	Outside in	Materiality
E1 = Climate change	3.3	4.6	Material
E2 = Pollution	3.3	3.76	Material
E3 = Water and marine resources	4.7	4	Material
E4 =Biodiversity and ecosystems	4	3.5	Material
E5 = Circular economy	4.7	1	Material
S1 = Own workforce	5	5	Material
S2 = Workers in the value chain	4	1	Material
S3 = Affected communities	1	1	Not material
S4 = Consumers and end users	2	2	Not material
G1 = Business Management	3	3	Not material

KEY STRATEGIC ELEMENTS RELATED TO SUSTAINABILITY

Our overall strategy rests on three key areas that impact sustainability at both the company and product levels.

SUPPLIERS

As a trading company, our choice of suppliers and collaboration with them are crucial to both our commercial success and our sustainability ambitions. Only through strong relationships can we develop solutions that meet the requirements of quality, price, sustainability and delivery reliability. Therefore, our supplier strategy plays a central role in driving progress toward our sustainability goals.

Our first step is to map the environmental and social footprint of suppliers and subcontractors, as well as their ability to develop sustainable packaging and construction solutions. It is crucial that this development occurs at a pace and at a level that balances the needs of both the planet and customers.

ENVIRONMENT AND CLIMATE

We are working hard to reduce the company's overall environmental and climate footprint, including the impact of our products. Increasing circularity is a priority, and our first step is a thorough screening of all products throughout the value chain, focusing on both circularity and environmental impact. This analysis forms the basis for our long-term strategy, while also enabling us to act on opportunities to reduce material use, cut waste, and lessen our environmental footprint along the way.

OWN WORKFORCE AND WORKERS IN VALUE CHAIN

Another important element of our strategy is to educate, support and develop our employees so that we have a high level of well-being in the company and so that employees have the prerequisites to drive our ambitious commercial, environmental and social agenda. In addition, we focus on working conditions throughout the supply chain and continuously assess how we can best take responsibility for the people we depend on.

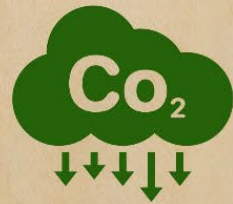
PRACTICES, POLICIES AND FUTURE INITIATIVES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY

Below we have described practices, policies or future initiatives that have been implemented or will be implemented to promote sustainability for BetaPack's operation.

Area	The company has a specific policy/initiative in the area	Policies/ Is the effort publicly available?	Policies/ the effort contains future objectives or initiatives	Existing policy/initiative described (mention if it covers suppliers or customers)	Inform the company's goals / future plans on the area	Highest level of management responsible for implementation
Environment: Climate change Pollution Water and marine resources Biodiversity and ecosystems Circular economy	YES	YES	YES	Politics: Environmental and quality policy. Reduce consumption of raw materials, auxiliary materials and energy * Ensure that our products can be reused or recycled to the greatest extent possible * Replace environmentally harmful substances with less harmful or environmentally neutral alternatives * Focus on reducing CO ₂ e emissions in collaboration with suppliers and transporters.	KPIs for all objectives will be defined by Q4 2025.	Management
	YES	NO	NO		Future efforts: Screening of products' circularity, business volume, and environmental and climate footprint according to recognized standards. Based on selected KPIs, our entire product range is screened from cradle to cradle. At the same time, the products' footprint on the environment and climate is calculated (LCA screening). The calculation, which must be dynamic, will help us to continuously improve the footprint of each individual product and ensure that we do not only focus on a single environmental parameter. Overview of how circular BetaPack's products are, definition of hotspots and prioritization of efforts Q2 2025. Overall overview completed Q1 2026.	Management
	NO	NO	NO		Future efforts: Sustainability strategy and action plan at product level. Once we have an overview of all products and risks, and the products' ability to support circular principles, we can prepare a concrete action plan. The action plan also includes the results of environmental and climate assessment at product level.	

Area	The company has a specific policy/initiative in the area	Policies/ Is the effort publicly available?	Policies/ the effort contains future objectives or initiatives	Existing policy/initiative described (mention if it covers suppliers or customers)	Inform the company's goals / future plans on the area	Highest level of management responsible for implementation
					The action plan is completed 01/11/2025.	
	YES	NO	YES	Practice: Climate accounting for scope 1, 2 and 3. The climate accounts are publicly available. Preparation of climate accounts for scope 1, 2 and 3 with supplier and product-specific data and in accordance with the GHG protocol.	See emission reduction targets later in this report.	Management
	NO	NO	NO		Future efforts: Supplier strategy. Preparation of a supplier strategy to ensure sustainable handling throughout the entire value chain and the development of increasingly sustainable products. The strategy has been completed and approved Q1 2026.	Board of directors
	YES	NO	NO	Practice: Ongoing improvement project focused on the use of 100% recycled plastic. In a collaboration between BetaPack and Davidsens Tømmerhandel, a packaging film made entirely from recycled plastic has been developed. The project involves the entire value chain – from producer to customer and back again.	The solution is being rolled out continuously.	Management
Social: Own workforce	YES	YES	YES	Practice: Regarding working environment and safety. The Occupational Health and Safety Organization (AMO) is constantly working to minimize physical and mental risks. We have a number of preventive measures such as health insurance, the opportunity to exercise during working hours, partially paid massage at work, defibrillators and free first aid courses.	Workplace assessments (WPA) are conducted every two years to measure employee well-being.	Management
	NO	NO	NO		Future efforts: Development of a working environment policy	Management
	YES	YES	YES		Future efforts: Code of Conduct for BetaPacks employees and whistleblower scheme. In 2025, a Code of Conduct for employees will be developed to create transparency about values and practices. This also includes a Whistleblower scheme that makes it possible to report critical issues or illegal activities.	Management
Social: Workers in the value chain	YES	NO	YES		Future efforts: Due Diligence for social conditions in the supply chain. We do not want our activities to contribute to poor working conditions in the value chain. Thorough due	Board of directors

Area	The company has a specific policy/initiative in the area	Policies/ Is the effort publicly available?	Policies/ the effort contains future objectives or initiatives	Existing policy/initiative described (mention if it covers suppliers or customers)	Inform the company's goals / future plans on the area	Highest level of management responsible for implementation
					diligence is a prerequisite for us to be able to improve conditions where necessary. Due Diligence has been prepared by the second quarter of 2026. The goal is that we are aware of risks and opportunities in the supply chain and that we have defined precise and realistic actions to minimize these.	
	YES	YES	YES	Policy: Code of conduct. We support the UN Global Compact and the principles for human rights, labor, environment and anti-corruption. We comply with applicable laws, regulations and standards within our business areas. Our Supplier Code sets minimum requirements for suppliers, who must also comply with relevant laws and industry standards.	All suppliers must sign the code with approval from top management and ensure that its content is clear and understood within the organization.	Procurement Manager
	YES	YES	YES	Practice: FSC certification , which also includes requirements for labor rights. BetaPack primarily uses FSC-certified material in its paper-based solutions. FSC Chain of Custody requires that all certified companies in the supply chain meet specific requirements regarding worker rights.	Annual external audits ensure that we meet all requirements. Our goal is that all paper-based material is purchased as certified.	Area Manager
Social: Affected communities	NO	NO	NO			
Social: Consumers and end users	NO	NO	NO			
Governance: Corporate Governance (COC)	YES/NO	YES/NO	YES/NO		IT-contingency plan in the works and expected to be implemented in 2025.	Management
Other	NO	NO	NO			Other



ENVIRONMENT

ENERGY USAGE AND GREENHOUSE GAS EMISSIONS

ENERGY AND GREENHOUSE GASES

The following table provides an overview of our energy use, categorized by energy type and by renewable versus non-renewable sources.

Energy consumption in MWh				
	Energy consumption		Total energy consumption (MWh)	
	Renewable	Non-renewable	2023	2024
Electricity	103.8	0	79,8	103.8
Fuels	0	62.5	87,7	62,5
Total	103.8	62.5	167,5	166,3

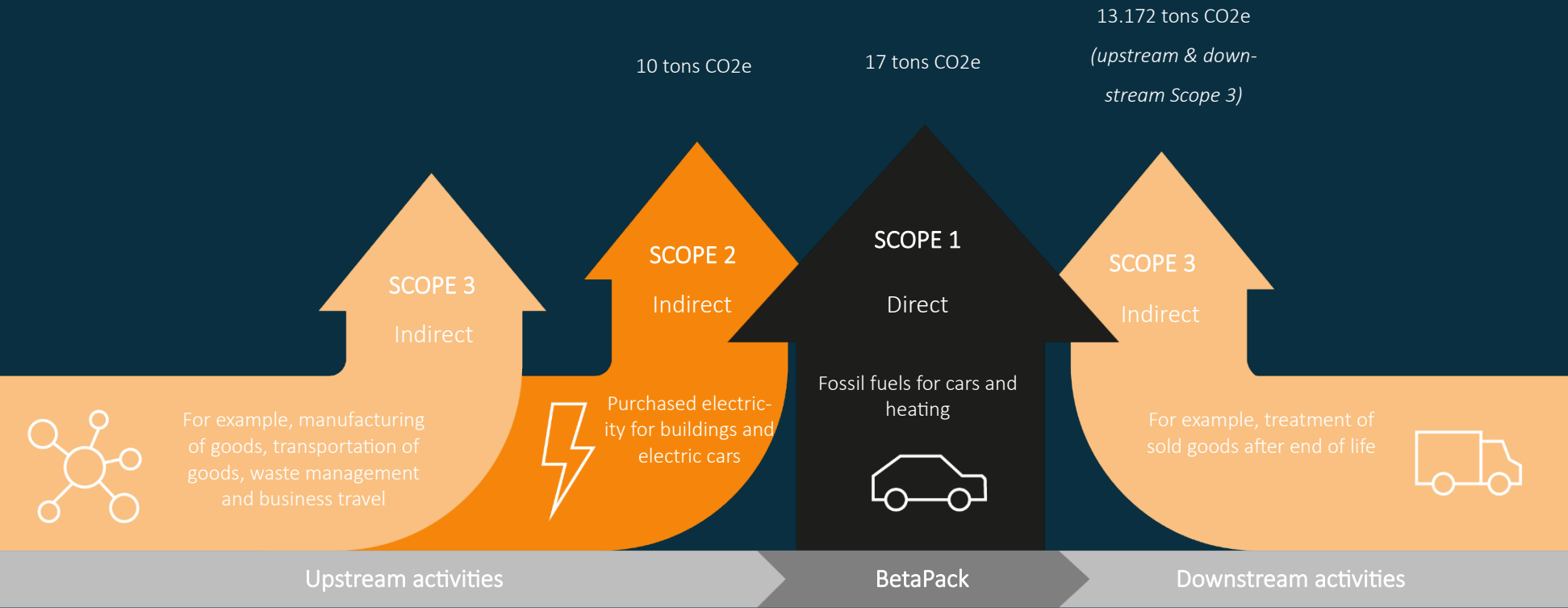
GREENHOUSE GAS EMISSION REDUCTION TARGETS

The following presents the results of our carbon accounting, as well as our reduction goals to be achieved by 2030.

resultaterne for vores klimaregnskab, samt vores mål for reducere heraf inden 2030.

Greenhouse gas emission reduction target in tons CO ₂ e			
	Reference year 2021 (baseline)	2024	Target for year 2030 (75% reduction)
Scope 1			
Location-based	58,5	16,7	24,6
Market-based	58,5	16,7	24,6
Scope 2			
Location-based	4,4	10,3	1,8
Market-based	0,0	0,0	0,0
Scope 3			
Total Scope 3	-	13.171,6	-
Total scope 1 & 2			
Location-based	62,9	26,9	15,7
Market-based	58,5	16,7	14,6
Total Scope 1, 2 & 3			
Location-based	-	13.198,5	-
Market-baseret	-	13.186,7	-

BETAPACK'S GREENHOUSE GAS EMISSIONS IN 2024 DIVIDED BY SCOPE



BETAPACK'S GREEN TRANSITION PLAN

BetaPack has a clear ambition to contribute to achieving the global target set out in the Paris Agreement: to limit the rise in global temperature to below 1.5°C compared to pre-industrial levels. Once a year, we calculate our greenhouse gas emissions and update our climate accounting to enable transparent tracking of our progress. This climate report is also essential for identifying where to focus our efforts, and where emission reductions will have the greatest impact.

According to the 2024 results, shown in the table above, we have already reduced our combined Scope 1 and 2 emissions by 57%. As a result, we have decided to raise our 2030 reduction target to an ambitious 75% compared to our baseline year. This means we aim to lower our annual emissions to just under 16 tons (location-based) and 15 tons (market-based) CO₂ equivalents from Scope 1 and 2 combined.

The initiatives that have driven our 57% reduction in greenhouse gas emissions from 2021 to 2024 are primarily due to the replacement of fossil-fuel-powered vehicles with electric vehicles. This shift has moved some of the energy consumption from Scope 1 to Scope 2. However, the overall effect is still a significant reduction in emissions, as electricity (based on the Danish energy mix) includes a high share of renewable energy compared to fossil fuels like diesel and petrol. It is also worth noting that we purchase green electricity certificates, resulting in our market-based Scope 2 emissions being 0 tons of CO₂ equivalents.

EFFORTS TO REDUCE GREENHOUSE GAS EMISSIONS

Scope 1 & 2

Our climate accounts clearly indicates, that heating oil (classified under Scope 1) is the largest contributor to our greenhouse gas emissions. As such, we aim to transition to different and more sustainable heating technology by 2030. In addition, there is a smaller amount of fossil fuel consumption in the form of diesel (also under Scope 1), and we expect to replace this vehicle with an electric alternative before 2030. Through these efforts, we aim to achieve our 2030 target of a 75% reduction, corresponding to a yearly emission of 16 tons of CO₂ equivalents.

Scope 3

As seen in the climate accounts table above, most of our greenhouse gas emissions fall under Scope 3. Since these emissions are not directly within our operational control, our first step is to identify where they originate, and then determine how best to reduce them. Our initial steps toward reducing Scope 3 emissions will involve gathering more data, planning and prioritization, and implementing quick wins—such as choosing recycled materials over virgin materials wherever possible, as well as focusing on waste minimization.

Our key near-term initiatives are:

1. **Conducting LCA screenings** for all our products to help us prioritize efforts based on the products with the highest emissions.
2. **Increasing the share of recycled materials and recyclability** in all our products—one product at a time—to reduce the amount of waste generated.
3. **Developing a supplier strategy** to ensure access to the most climate-friendly products and processes.

BUSINESS RISKS RELATED TO CLIMATE CHANGE

IDENTIFIED CLIMATE-RELATED RISKS AND THEIR MANAGEMENT

BetaPack has identified the following potential climate-related events that could impact on the company: a) Rising costs of raw materials, b) Environmental incidents disrupting logistics and supply chains, c) Strict global and local regulations affecting production and procurement, e) Lack of raw materials and limited availability of recycled materials.

Through DMA Workshops, employees and specialists at BetaPack have identified expected upcoming challenges related to climate change and we have assessed that the time horizon for these events is short to medium-long.

Some of the actions to adapt to climate change and derived mechanisms (legislation, market requests, etc.) are the same as those taken to mitigate the company's own impact, while others have not yet been identified. For example, how we adapt to environmental events that disrupt logistics and supply chains.

All risks from climate change that we have identified are considered high risks in the short and medium term and need to be addressed now.

POLLUTION

BetaPack is not a company subject to environmental approval, as we as a trading company are not on the Danish Environmental Protection Agency's list of industries subject to approval. However, we are aware that sourcing and processing of oil-based materials in particular can have a significant impact on pollution.

BIODIVERSITY

BetaPack owns an area where there is no opportunity to increase biodiversity other than buildings and we do not live close to biodiversity-sensitive areas. A biodiversity policy has not been developed at this time, but BetaPack sources almost all its wood-based products as FSC certified, a forest certification contributes positively to the conservation and improvement of biodiversity in forests around the world. (Global Goal No. 15: Life on Land). Forests are home to over 80% of the Earth's species of animals and plants ¹.

The table below shows a breakdown of land use.



Land use	2022	2023	2024	% change
Total area occupied	860 m2	860 m2	860 m2	0
Total sealed area	860 m2	860 m2	860 m2	0

¹ PEFC Denmark website - (<https://www.pefc.dk/>)

WATER

Water consumption at BetaPack’s facility is minimal. However, we are aware that further up the value chain there may be a large amount of water consumption. For example, in the manufacture of paper-based products, in connection with sourcing virgin plastic material and in the recycling of plastic materials.



Water withdrawal	2022	2023	2024
Total for all locations	81 m3	84 m3	80 m3
From locations in areas with water shortages	0 m3	0 m3	0 m3

RESOURCE CONSUMPTION, CIRCULAR ECONOMY AND WASTE MANAGEMENT

RESOURCE CONSUMPTION & CIRCULAR ECONOMY

Information on the application of circular-economy principles		
The company applies principles from the circular economy	Yes	No
	X	

BetaPack is working on several different projects where circular principles are applied. These projects are described on pages 9 and 10.

WASTE MANAGEMENT

Total amount of waste annually		
Non-hazardous waste	Total amount of waste [tons]	Waste sent for reuse or recycling [tonnes]
Cardboard	3.1	3.1
Food waste	1.2	1.2
Plastic	Not quantified	Not quantified
Metal	Not quantified	Not quantified
Hazardous waste		
All types of hazardous waste	Not quantified	Not quantified

According to the VSME standard, companies operating in a material-intensive sector must disclose the annual mass flow of the company's key materials. The statement is shown in the table below.

Essential materials in BetaPack	Annual mass flow 2024 [tonnes/year]
Foil	1,081.2 <i>*(Scaled based on 98.9% of goods purchased in DKK)</i>
Cardboard	4,768.0 <i>*(Scaled based on 96.1% of goods purchased in DKK)</i>
Building materials	3,618.1 <i>*(Not scaled)</i>

BetaPack



SOCIAL

OWN WORKFORCE

The commitment and competencies of our employees are central to BetaPack's progress. We are strongly committed to promoting well-being, job satisfaction, and a supportive workplace culture.

All employees are offered health insurance that ensures quick access to treatment. We work actively with safety, offering our employees first aid courses and having acquired a defibrillator. To promote health and well-being, we offer opportunities for exercising during working hours, massage and recreational activities such as table tennis and darts.

We believe that a good workplace should also be social and fun. That's why we regularly arrange joint activities where management participates on an equal footing with employees.

As part of our social responsibility, we actively work with the inclusion of people outside the regular labor market and collaborate with educational institutions to give young people insight into career opportunities.

We want to create a workplace where employees thrive, develop and feel good - both professionally and personally.



GENERAL CHARACTERISTICS

Number of employees [full-time equivalents]	2022	2023	2024
Contract type			
Temporary employment	0	0	0
Permanent employment	23	24	25
Total number of employees	23	24	25
Gender			
Man	64%	60%	60%
Woman	36%	40%	40%
Other	0%	0%	0%
Total number of employees	23	24	25

HEALTH AND SAFETY

Health and safety	2022	2023	2024
Registered work accidents			
Number	0	0	0
Frequency	0	0	0
Work-related deaths			
As a result of an occupational injury/accident	0	0	0
As a result of work-related ill health	0	0	0

REMUNERATION, COLLECTIVE AGREEMENTS AND TRAINING

Minimum wage information	Yes	No
At BetaPack, all employees receive a salary that is equal to or higher than the minimum wage.	X	

Collective agreement	2022	2023	2024
Percentage of employees covered by a collective agreement	99.75%	99.75%	99.75%

Average training hours for employees broken down by gender	2024
Male employees	196 hours total / 13 hours per male employee
Female employees	110.5 hours total / 10 hours per female employee
Other	-

POLICY AND PROCESS FOR MANAGEMENT OF HUMAN RIGHTS

Human rights policies and processes	YES	NO
Does the company have a code of conduct or human rights policy for its own workforce?		X

Complaints mechanism	YES	NO
Does the company have a grievance handling mechanism for its own workforce?		X

SERIOUS HUMAN RIGHTS VIOLATIONS

Serious adverse human rights incidents		
	Has the company confirmed its own cases of human rights violations within the following:	Is the company aware of human rights violations in its value chain within the following:
Child labour	No	No
Forced labour	No	No
Human trafficking	No	No
Discrimination	No	No
Accident prevention	No	No
Other	No	No



GOVERNANCE

GOVERNANCE



At BetaPack, we recognize the importance of strong corporate governance as a central part of our ESG strategy. We work systematically to ensure transparency, ethical business conduct and responsible management.

We want to revise and strengthen our code of conduct to reflect current standards in anti-corruption, conflicts of interest, data protection and human rights.

We also believe it is necessary to improve our internal control systems to identify and minimize risks more effectively.

Finally, to strengthen our integrity, we will establish a whistleblower scheme that is secure, anonymous and easily accessible to both employees and external stakeholders.

GENDER DIVERSITY IN MANAGEMENT

Gender distribution in the board of directors calculated in full-time equivalents	2022	2023	2024
Man	100%	75%	75%
Woman	0%	25%	25%
Number of members	3	4	4

CONVICTIONS FOR CORRUPTION AND BRIBERY

Convictions or fines related to corruption and bribery during the reporting period	Number	Amount
	0	0

BetaPack A/S

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www.betapack.dk

CVR: 25384423



Prepared in collaboration with

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