TAKING CARE OF TOMORROW

HAARSLEV GROUP SUSTAINABILITY REPORT 2025

CONTENTS

1 INTRODUCTION

Haarslev's sustainability reporting remains relevant even though the 2025 EU Omnibus changes mean the Group no longer falls within the current Corporate Sustainability Reporting Directive (CSRD) scope thresholds. We continue to report because sustainability is closely linked to how we run our business, how we support our customers, and how we manage risk, data quality and long-term competitiveness.

For Haarslev, sustainability is not a new agenda layered onto the business. Our core role has long been to help customers convert organic by-products, residue and waste into usable proteins, fats, oils, minerals and other valuable outputs. That places resource efficiency, circularity and operational responsibility close to the centre of what we do. At the same time, we continue to work on reducing the impacts of our own operations and strengthening the governance systems that support responsible decision-making across the Group.

2025 AT A GLANCE

1

Scope 1

Emissions decreased by 2.6%.

2

Scope 2

Emissions (location-based) decreased by 45%.

3

Combined Scope 1 and 2

Emissions were 18.2% below the 2023 base year,

Placing Haarslev 7.2% ahead of its milestone target under its SBTi commitment.

4

Renewable electricity

Accounted for 61% of annual sourcing.

5

Hazardous waste

Decreased by 32%.

6

Non-hazardous waste

Decreased by 32%.

7

Waste recovery

Improved by 116%.

8

HSE incidents

Decreased by 23%.

9

Global staff turnover was 16.2%. Voluntary turnover was 6.5%.

10

There were no reported data breaches, whistleblower incidents, discrimination cases or human rights violations.

2 DIFFERENT LEGISLATIVE FRAMEWORK

The ESG regulatory landscape changed significantly in 2025. Following the EU stop-the-clock directive adopted in April 2025 and the subsequent Omnibus simplification package, Haarslev no longer falls within the current size thresholds for CSRD reporting. The broader legislative environment nevertheless remains uncertain, and additional EU measures and guidance are still developing.

Haarslev therefore continues to monitor regulatory developments closely. We do this not only to remain compliant where required, but because many of our customers, suppliers and business partners continue to expect better data, better transparency and more structured documentation of environmental, social and governance performance.

In practice, this means Haarslev still sees value in maintaining a structured reporting approach. The purpose is not simply compliance. It is also to strengthen governance, improve operational discipline, support customer dialogue and give management a clearer basis for prioritising future improvements.

3 BUSINESS MODEL ROOTED IN SUSTAINABILITY

Haarslev's business model is closely connected to responsible resource use. Our equipment and process know-how help customers recover more value from organic raw materials that might otherwise be lost, downgraded or treated as waste. This helps customers improve yield, support circular production models and make better use of scarce resources.

That role has become more important as customers face greater pressure from energy costs, climate expectations, traceability demands and the need to document operational performance more clearly. In this context, Haarslev's contribution is twofold. We work to improve our own environmental and governance performance, and we provide the engineering, systems and service capabilities that help customers improve theirs.

This is why Haarslev increasingly describes its role as that of a sustainability enabler. The solutions we deliver can help customers reduce energy use, improve uptime, extend equipment life, improve output consistency and strengthen the data basis needed for more responsible operations and reporting.

CASE STORY

Digital engineering for first-time-fit projects

Retrofits and upgrades in existing plants can become expensive very quickly if measurements are wrong or clashes are discovered too late. Haarslev engineers use 3D scanning and digital modelling to create accurate digital models of customer facilities before equipment leaves the factory. This helps customers see how new equipment will fit into existing structures and workflows, reduces guesswork and inaccurate measurements, and makes it easier to avoid redesign, rework and installation delays. It also helps subcontractors and site teams prepare more effectively. The result is a smoother project, less waste and a better chance of getting things right the first time.

4 SUSTAINABILITY REPORTING AND THE ROLE OF RESPONSIBILITY

Haarslev has chosen to continue reporting because sustainability and responsibility are now intertwined with operational resilience, commercial credibility and long-term value creation. Reporting gives the Group a clearer way to track progress, identify gaps and focus action where it matters most. The work is also linked to Haarslev's broader business plan for 2026, which places strong emphasis on reducing complexity and strengthening process management across the organisation. Better sustainability data is part of that effort. It supports stronger governance, better supplier and customer due diligence, and more disciplined decision-making.

The same logic applies externally. Customers are under pressure to make operations more efficient, reduce emissions, and document performance in a way that stands up to scrutiny. Haarslev's equipment, process expertise and service capabilities can support those ambitions, particularly where customers need measurable improvements in uptime, energy performance, total cost of ownership and process consistency.

CASE STORY

Sludge drying at scale in Asia

Demand for large-scale sludge treatment is growing fast in China and southeast Asia. In 2025, Haarslev supplied disc-dryer-based sludge drying solutions for projects including the Singapore Environment Agency facility, Gezhouba Water Group in northern China and Chengdu Xingrong Environment Group in southwestern China. These installations support treatment capacities from 150 to 800 tonnes per day. The shared value is energy-efficient, reliable drying before incineration, with stable long-term performance for utilities managing rising sludge volumes.

5 REDUCING COMPLEXITY, IMPROVING PROCESS MANAGEMENT, DRIVING SUSTAINABILITY

A major focus in 2025 and 2026 is to reduce complexity in the way Haarslev works with suppliers, customers and internal processes. This is partly about efficiency, but it is also about risk reduction, accountability and data quality. On the supplier side, Haarslev is working towards a more selective and structured setup with fewer, more focused suppliers. The ambition is to reduce the current supplier base from around 12,000 to around 1,250 in 2026. The aim is not only cost efficiency. It is also to improve visibility, reduce uncertainty, strengthen documentation and create a more manageable basis for compliance and sustainability follow-up.

In 2024, Haarslev screened 31% of its largest suppliers by spend to understand ESG priorities and willingness to collaborate on energy efficiency and emissions reduction. In 2025, supplier screening was not repeated in the same format. A new screening process is now being developed, including a more structured questionnaire and assessment approach. This matters because one of Haarslev's SBTi supply-chain targets depends on better visibility into supplier progress.

On the customer side, Haarslev is preparing to roll out Global CRM 2.0 in 2026. The objective is to replace a fragmented setup with a more stable and scalable backbone for customer data, collaboration and compliance screening. The new framework is intended to support Know Your Customer procedures, improve data quality and create a more consistent basis for commercial decision-making.

Taken together, these initiatives reflect a broader shift: sustainability at Haarslev is increasingly tied to process quality, governance discipline and the ability to manage complexity across the value chain.

CASE STORY

Odour control in demanding operating conditions

In 2025, Haarslev Brazil supplied five AC-120 air-cooled condensers to animal protein processors in Latin America. The units were selected for reliable operation in severe tropical conditions. By cooling and condensing water vapour from cooking and concentration processes in a controlled and stable way, they help recover vapours more efficiently, reduce non-condensed releases and cut associated odour emissions. That matters commercially as well as environmentally: stronger odour control helps plants meet tighter requirements, supports ESG reporting and maintains community support for their operations.

CASE STORY

Automation that stabilises performance

Processing efficiency often slips when key parameters drift. Haarslev CORE advanced process control is designed to stabilise key equipment, reduce process drift and improve consistency in day-to-day operation. For customers, that can mean better output, steadier product quality, lower energy use and earlier response to deviations before they become larger problems. It also turns monitoring data into practical control adjustments and preventive action. That makes CORE useful not only operationally, but also as a stronger basis for documenting efficiency and emissions-related improvements in customer sustainability reporting.

6

REPORTING ON PROGRESS

Environmental

Haarslev's environmental and climate work is guided by its Global Environmental Policy and Global ESG Policy, which define the principles, commitments and standards applied across all operations, employees and business relationships. These policies establish a framework for compliance with applicable environmental legislation, climate change mitigation and adaptation, resource efficiency, circular economy practices, pollution prevention and biodiversity protection, and are overseen by Group Legal with implementation ensured through management responsibility, training and regular review.

Within this framework, Haarslev's validated Science Based Targets initiative commitments remain a key reference point for translating policy into measurable action.. The Group has committed to reduce absolute Scope 1 and 2 greenhouse gas emissions by 54.6% by 2033 from the 2023 base year. By the end of 2025, combined Scope 1 and 2 emissions were 18.2% below that baseline, which places Haarslev 7.2% ahead of its milestone target.

In absolute terms, Scope 1 emissions were 1,702 tCO_2e in 2025, compared with 1,613 tCO_2e in 2024. Scope 2 emissions were 1,365 tCO_2e in 2025, down from 1,708 tCO_2e in 2024. Total energy consumption amounted to approximately 11,571 MWh, of which around 2,995 MWh came from renewable electricity. Applying market-based accounting with country-specific residual mixes or grid averages to non-certified electricity, this corresponds to a renewable electricity share of 61%. That was lower than in 2024, and below the longer-term ambition to reach 96% by 2029, but Haarslev expects structural improvements made during 2025 to support renewed progress.

To help explain the emissions profile clearly, Haarslev uses the standard greenhouse gas framework:

- Scope 1 covers direct emissions from sources owned or controlled by Haarslev, such as fuel use in facilities and vehicles.
- Scope 2 covers indirect emissions from purchased energy.
- Scope 3 covers upstream and downstream value-chain emissions outside Haarslev's direct operational control.

Scope 3 remains the most difficult area. In 2025, total gross Scope 3 emissions were reported at 1.61 $MtCO_2e$, of which 1.57 $MtCO_2e$ came from downstream emissions and 0.03 $MtCO_2e$ from upstream emissions. This is a sharp increase from 2024, when total Scope 3 emissions were reported at 0,72 $MtCO_2e$. The increase underlines the extent to which Scope 3 is driven by customer activity, operating conditions, energy sources and data quality factors outside Haarslev's direct control.

Several operational measures taken in 2025 support future reductions and better resource efficiency:

- Solar panels were installed at the Haarslev facilities in China and Spain. The installations cover 5,600 sq. metres and 1,840 sq. metres respectively, with power outputs of 0.8 MW and 0.1 MW. They are expected to save approximately 460 and 58 tonnes of CO_2e per year respectively. In China, the installation is expected to replace around 35% of previous energy consumption from coal-fired sources.

- New paint cabins were installed in China and the US to improve working conditions and reduce operating costs.
- In the US, fabrication and repair activities were consolidated in Belleville, Kansas, after closure of the Lenexa fabrication shop. This was intended to reduce transport-related inefficiencies, shorten lead times and create a more efficient production footprint.
- A robotic welding cell installed in Belleville reduced a task previously taking around five hours of manual welding to roughly 50 minutes, while also improving ergonomics and weld consistency.
- In Germany, two new grinding tables were installed to improve dust handling and reduce worker exposure to potentially carcinogenic chromium compounds.

Waste data also improved in 2025. Hazardous waste fell by 32%, non-hazardous waste fell by 32%, and waste recovery improved by 116%.

Haarslev also tracks supplier alignment with science-based targets. The 2029 commitment is for 30% of suppliers by emissions, covering purchased goods and services and upstream transportation and distribution, to have science-based targets. As of 31 December 2025, the reported figure was 0.13% by emissions. This shows how early the work still is and why better supplier data and screening remain important priorities.

Environmental commitments are operationalised through sustainable product design, responsible sourcing and ESG-based supplier screening, investment in low-impact technologies, and employee training and awareness initiatives, as well as measures to reduce environmental impacts from travel and facilities. Environmental performance is monitored through defined KPIs, including greenhouse gas emissions, energy consumption and HSE indicators.

Plans for the future

The 2025 EcoVadis assessment confirmed progress in sustainable procurement through stronger governance and policies, while highlighting the need for greater reporting depth, external validation and clearer implementation at supplier level. In response, Haarslev will further strengthen supplier ESG screening and documentation, reduce supply-chain complexity through a more focused supplier base, and improve the quality, consistency and auditability of ESG data, thereby enhancing resilience, regulatory adaptability and long-term emissions-reduction outcomes for Haarslev and its customers.

Given Haarslev's role as a global supplier of energy-intensive processing equipment across multiple jurisdictions and regulatory regimes, these risks are particularly significant, as customers' investment capacity, local energy mixes, supply-chain stability and evolving ESG requirements directly influence downstream emissions outcomes. Haarslev will address these risks through closer, more structured collaboration with customers and suppliers, combining its role as a technology and process enabler with strengthened governance, transparency and data-sharing frameworks to support long-term emissions reductions across the value chain.

These initiatives are intended to mitigate technological deployment and integration challenges, regulatory fragmentation arising from diverging EU, US and other international ESG regimes, and exposure to supply-chain disruptions and energy-related volatility.

Social

Haarslev's social agenda in 2025 focused on global policy consistency, leadership development, safety and the responsible handling of organisational change.

A new Global HR Policy was prepared for publication in January 2026 to provide more consistent standards and expectations across the Group. During 2025, Haarslev also finalised and implemented a Global Mobility Policy to create a clearer framework for international staff mobility.

Leadership and ethics training remained part of the operating model. The Haarslev Leadership Academy continued to bring together managers and emerging leaders across functions and geographies. In parallel, the Group maintained onboarding and management training on the Code of Conduct, human rights and ethical conduct.

Haarslev's approach to human rights is defined in its Global Human Rights Policy, supported by its Employee Code of Conduct and Supplier Code of Conduct, which together apply across all operations and business relationships. These policies commit Haarslev to respect internationally recognised human rights in line with the UN Guiding Principles, including civil, political, economic and social rights, and to avoid causing or contributing to adverse impacts through its activities or business relationships.
The policies establish clear standards, including zero tolerance for child labour, forced labour and modern slavery, provision of safe and healthy working conditions, fair wages and working hours, non-discrimination and equal treatment, and respect for freedom of association and collective bargaining. These principles extend to suppliers and business partners, who are required to meet equivalent standards and may be subject to monitoring, audit and termination of relationships in cases of severe non-compliance.

Haarslev conducts ongoing human rights due diligence in accordance with its Global Human Rights Policy, including risk assessments and screenings of operations and business relationships, prioritisation of risks based on severity and likelihood, stakeholder engagement where relevant, and integration of findings into internal processes and decision-making.

Health and safety improved during the year. The number of registered HSE-related incidents decreased from 26 in 2024 to 20 in 2025, supported by a more structured reporting setup, broader awareness and stronger use of corrective action and personal protective equipment. At the same time, Haarslev notes that improved reporting discipline has increased visibility of near misses over time, which makes year-on-year interpretation more sensitive. A 2025 near-miss total was not stated in the draft source material and is therefore not included here.

Haarslev applies structured due diligence processes to identify, assess and manage risks related to social and employee matters. These include ongoing monitoring of health and safety performance through incident reporting systems and increased visibility of near misses, as well as regular review of workforce data such as turnover and organisational changes. Risks are assessed and addressed through management oversight, corrective actions and targeted training, including Code of Conduct and leadership programmes. HR functions support this work through involvement in restructuring processes, employee dialogue and continuous review of policies and practices, ensuring that potential risks are identified early and mitigated in a consistent and documented manner.

A local highlight worth noting is that Haarslev Brazil reached 1,000 days without a workplace accident in November 2025. While this is not a Group KPI, it is a useful example of sustained safety performance in practice.
The most significant social issue in 2025 was workforce reduction. Global staff turnover was 16.2%, of which 9.7% was involuntary and 6.5% voluntary. During the year, Haarslev implemented a targeted workforce reduction across three tranches affecting 77 employees. The purpose was to create a more competitive and future-ready structure, while also realigning roles and responsibilities to improve transparency and long-term organisational effectiveness.

16.2%
GLOBAL TURNOVER

6.5%
VOLUNTARY TURNOVER

Haarslev does not currently offer formal outplacement services. In cases where employees requested support, HR provided informal help with CVs, interview preparation and general job-search advice. Following the restructuring, Haarslev began reviewing its offboarding processes at the end of 2025 and into 2026 to improve how such transitions are handled.
In 2025, Haarslev reported zero human rights violations and zero incidents of discrimination. While no material human rights violations were identified, Haarslev recognises potential risks related to its global operations and value chain, including labour practices, health and safety conditions and compliance with international standards, which may impact employees or workers in business relationships.

In Haarslev's opinion, our operations do not involve any quantifiable material risks directly associated with any possible violations of Danish legislation about human rights and labour conditions. Nevertheless, as part of operating a global industrial business, Haarslev recognises the existence of inherent social and employee-related risks that may arise in any comparable operating environment, including the potential for occupational health and safety incidents such as workplace accidents, insufficient or inconsistent use of personal protective equipment, exposure to hazardous substances and unsafe working practices; risks related to organisational change and workforce adjustments that could affect employee well-being, engagement or retention of critical competencies; and potential human-rights and labour-standards risks in global operations and value-chain relationships, such as non-compliance with labour conditions, health and safety standards or ethical expectations. Our focus is therefore on constant vigilance and practical measures to make sure such eventualities do not arise and that this does not happen.

Haarslev mitigates identified social and employee-related risks through targeted preventive measures and follow-up actions. Health and safety risks are addressed through the use of personal protective equipment, corrective actions and continuous improvement of safety practices. Risks related to workforce changes are managed through structured HR processes and ongoing improvements to offboarding practices. Risks associated with human rights, discrimination and ethical conduct are mitigated through Code of Conduct training, leadership development and continuous awareness initiatives. These measures are supported by management oversight to ensure that identified risks are addressed effectively and consistently.

Plans for the future

Haarslev will continue to strengthen awareness, training and upskilling across the Group to ensure respect for human rights, sound labour conditions and strong HSE standards, supported by ongoing evaluation of training effectiveness. In parallel, the Group will further develop data-driven frameworks to identify, monitor and mitigate HSE-related risks, implement preventive measures and share insights across the organisation to drive continuous improvement.

Governance

Governance work in 2025 was shaped by a substantial organisational reorganisation and by continued strengthening of compliance, supplier due diligence and data security.
Together, these initiatives support transparent, consistent and responsible decision-making in an increasingly complex global operating environment.
During the year, Haarslev moved from a regional structure to a matrix-based model organised around five global business areas: Sales, Project Management, Service, Operations and Group. The purpose was to improve cross-functional governance and create a more globally consistent way of managing customer needs, project execution and service delivery.
Ethical conduct and compliance remained a central focus. Haarslev maintains zero tolerance for corruption, bribery, facilitation payments or other unethical conduct, as set out in the Group's Code of Conduct and applicable to all employees, suppliers and business partners.

Given Haarslev's global footprint and interaction with third parties across multiple jurisdictions, the Group recognises that corruption-related risks may arise, particularly in relation to third-party relationships, activities in certain markets and commercial processes such as sales, procurement and contracting. These risks are addressed through a structured, risk based integrity framework combining preventive measures, monitoring and clear escalation mechanisms.

The share of managers completing harassment and business ethics training reached 100% in 2025, up from 71% in 2024. This strengthens organisation-wide awareness of ethical expectations and responsible conduct in day-to-day business activities.

Supplier and customer due diligence remained important. Haarslev continued to use Know Your Supplier and Know Your Customer frameworks, including external screening tools, to assess legal, compliance and risk factors in business relationships. These due-diligence processes form part of a structured, risk-based integrity framework combining preventive measures, monitoring and clear escalation mechanisms.

The report states that more than 90% of customer contracts entered into in 2025 were categorized as low-risk category under Haarslev's contract risk matrix, compared with 82% in 2024. The supplier contract base also moved in a stronger direction. In 2025, Haarslev entered into 78 supplier contracts with a risk profile above 95%, compared with 27 contracts above 90% in 2024. Contractual requirements, including adherence to the Haarslev Code of Conduct, reinforce ethical expectations, while higher-risk cases are subject to enhanced review by Legal or Compliance functions.

Haarslev Legal also introduced a more structured overview of claims involving customers, suppliers and other business partners, with the stated aim of improving follow-up, learning and prevention.

The governance, compliance and due-diligence processes described above also form the basis of Haarslev's approach to human rights due diligence. Human-rights-related risks are identified, monitored and addressed through the Group's Code of Conduct, mandatory training, whistleblower arrangements, and risk-based supplier and customer due-diligence processes. These mechanisms are used to detect potential concerns, enable escalation and ensure appropriate follow-up where needed, in line with Haarslev's assessment that its operations do not involve high inherent human rights risk.

On the IT and data side, Haarslev completed the remaining part of a company-wide e-learning programme on IT security and ran GDPR awareness campaigns focused on clean-desk practices, screen locking and a more disciplined need-to-send approach to information sharing.

Haarslev also assessed the implications of the EU AI Act and concluded that the direct impact on the Group is limited because Haarslev acts as a deployer rather than a provider of AI systems. The main requirement is therefore to ensure an adequate level of AI literacy among staff. The Group AI Policy is due to be updated in early 2026.

A new Security Operations Centre was also being established within European jurisdiction, with a trial period running from December 2025 to April 2026, to strengthen round-the-clock monitoring of Haarslev IT systems.

In 2025, there were no reported data breaches, no whistleblower incidents and no reported cases of discrimination or human rights violations. Haarslev considers robust governance, compliance and integrity frameworks to be essential for responsible business conduct and for maintaining trust with customers, partners and other stakeholders.

7 FUTURE PERSPECTIVE

The next phase of Haarslev's sustainability work is likely to be shaped less by one-off statements and more by operational follow-through. The priorities are clear.

First, Haarslev needs to continue reducing Scope 1 and 2 emissions while regaining momentum on renewable electricity sourcing. Second, the Group needs better supplier and customer data if it is to make meaningful progress on Scope 3 and supply-chain accountability. Third, the organisational changes made in 2025 need to translate into stronger governance, clearer ownership and more consistent execution across the business.

That includes rolling out the Global HR Policy and the Global IT Policy, launching CRM 2.0, implementing a revised supplier screening process, and continuing to build a more focused and manageable supplier base. It also means improving offboarding practices following the 2025 workforce reductions, so that future transitions are handled with greater structure and support.

The overall direction remains consistent. Haarslev intends to keep using sustainability reporting as a management tool and as a practical way to support customers, reduce risk and improve the quality of decisions across the Group.

8 DATA TABLE

The table below reproduces the key KPI figures from the draft source material. Footnotes clarify where comparability or validation treatment changes affect interpretation.

Area	KPI	2021	2022	2023	2024	2025	Unit
Enviornmental	Scope 1 GHG emissions	2,042	1,793	1,645	1,613	1,702	tCO2e
	Scope 2 GHG emissions	3,710	2,404	1,564	1,708	1,365	tCO2e
	Scope 3 GHG emissions*	62,844	59,120	40,491	720,527	1,607,688	tCO2e
	Share of renewable electricity**	20	30	60	67	61	%

* Scope 3 figures for 2021-2023 covered upstream emissions only. From 2024 onwards, downstream categories are included, so figures are not directly comparable with earlier years.

** The 2023 renewable electricity figure was recalculated to 69% as part of SBTi validation according to the source draft, while the data table still lists 60%. The table above reproduces the annual values shown in the draft data table and the body text explains the validation-related adjustment.

Area	KPI	2021	2022	2023	2024	2025	Unit
Social	FTEs at year end	910	934	881	796	717	number
	Employee turnover	8	14	9	3	16	%
	Underrepresented gender, total FTE ratio	17	24	17	19	17	%
	Underrepresented gender, GMT	6	11	14	13	14	%
	Underrepresented gender, Executive Team	0	0	0	0	0	%
	Underrepresented gender, Board of Directors	0	0	14	33	40	%
	Leadership training parti-cipants	23	12	60	24	15	total participants
	Underrepresented gender in leadership training	30	17	20	25	27	%
	Incidents of discrimination	0	0	0	0	0	number
	HSE incidents	56	31	56	26	20	number
	Human rights violations	0	0	0	0	0	number
Governance	Suppliers screened for compliance and ESG	0	0	0	31	0	%
	Managers completing harassment and business ethics training	51	19	51	71	100	%
	Whistleblower cases	1	0	2	0	0	number
	Complaints concerning brea-ches of customer privacy	0	0	0	0	0	number
	EcoVadis screening	Yes	No	No	Yes	Yes	comment
	External audit of ESG reporting	No	No	Yes	Yes	Yes	comment
	External audit of ESG reporting	No	No	Yes	Yes	Yes	Comment

Non-financial KPIs and accounting principles (Environment and Climate)

Environmental KPIs are prepared in accordance with the Greenhouse Gas Protocol and aligned with Science Based Targets initiative (SBTi) methodology. The organisational boundary includes all entities under Haarslev's operational control. Scope 1 covers direct emissions, Scope 2 is reported using both location-based and market-based methods, and Scope 3 includes relevant upstream and downstream categories, including purchased goods and services, transport, business travel, use of sold products and end-of-life treatment.

Emission factors are based on recognised external sources, including national grid factors, with activity data collected from internal systems and third parties. Renewable electricity is defined in line with market-based reporting principles, including contractual instruments such as guarantees of origin and on-site generation. Waste is classified as hazardous or non-hazardous in accordance with applicable regulations, and recovery reflects waste diverted from disposal.

A consistent methodology is applied across reporting periods using the same data management approach. Data quality improves over time through enhanced collection processes, and where changes in methodology or scope affect comparability, this is disclosed.

Employee turnover KPIs are based on HR records. Turnover is calculated as the number of employees leaving during the reporting period divided by the average number of employees during the same period. Voluntary turnover includes only employee-initiated departures. The methodology is applied consistently year-on-year.

About Haarslev Industries

Haarslev Industries is the world market leader in the design, manufacture, delivery, service and optimisation of durable, high-quality process equipment that companies use for recovering and upcycling by-products, co-products, leftovers, residue and waste from processing meat, poultry, fish and various kinds of industrial waste into valuable, sustainable feed and food ingredients, proteins, minerals and biofuels.

We provide energy-efficient engineering solutions configured to process more as well as to achieve designated sustainability goals, enabling our customers to set new standards for operating efficiency and environmental responsibility, and to build ESG-compliant frameworks for future business.

Haarslev has approximately 1,000 employees all over the world, with manufacturing facilities in Europe, America and Asia, and offices/support facilities in 15 countries.

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