



PLAST-LINE A/S

ESG Report 24/25

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This report has been prepared on the basis of the new European voluntary standard for sustainability reporting by SMEs (VSME).



ESG Report for Plast-Line A/S



Welcome to Plast-Line A/S' sustainability report.

Plast-Line A/S is a family-owned company founded in 1993, with more than three decades specialising in plastic-based pipe systems. Our range comprises a broad selection of quality products – from fittings and watermeter wells to welding machines, geothermal heating systems and many other components.

This ESG report provides insight into Plast-Line A/S' work within the three main ESG areas: environment (E), social conditions (S) and good corporate governance (G). Although not legally required to report on ESG, we have chosen to do so to increase transparency, strengthen our sustainability profile and give our ESG work a clear strategic direction.

Today we have 41 employees across 4 locations.

- Mandal Allé 22, 5500 Middelfart (Head office and main warehouse)
- Industrivej 3B, 4632 Bjæverskov (Office and warehouse)
- Mandal Allé 25, 5500 Middelfart (Warehouse)
- Korsholm Allé 13, 5500 Middelfart (Pipe storage)

Customers often approach us with very specific enquiries, and we develop tailored solutions that meet precisely these needs. Since its foundation, the company has experienced significant positive growth. Our business relationships are built on long-term, value-based partnerships; several of them have lasted more than 30 years and ensure a solid value chain with high quality and reliability.



1993
Company
founded – Aqua-
Line ApS

2004
We become
Plast-Line A/S and
move to Middelfart

2008
Ownership
expands by
3 shareholders

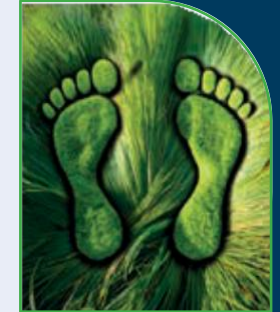
2016
Generational
handover to
Lasse

2020
PL-Valves
founded

2023
We acquire
Gavatec

2023
30-year
anniversary;
staff shares
offered

2026
We acquire
Bergstrøm



Supplier agreements are only entered into after a thorough analysis of the supplier's business model and shared values, so we can run a company that can be passed down through generations. In 2023 we celebrated our 30th anniversary – a clear sign of three decades of commitment, development and strong relationships.

The customer's needs are always central: time, efficiency and professional expertise. We listen, learn and see the world through the customer's eyes to create shared success. Through knowledge sharing, high quality standards and a focus on products lasting up to 50 years, we add value and build trust by consistently keeping our promises.

Gavatec: This acquisition marks an exciting opportunity for all of us. Plast-Line A/S has always strived to deliver first-class products and outstanding service to our customers. This requires a local presence with a large stock and staff.

Bergstrøm: The acquisition marks an important step in our strategic development and enables us to significantly expand our product portfolio and services. For our customers, it means we can now offer Bergstrøm Plastteknik's full range – including Leister products and the service and calibration of welding equipment, including butt-welding machines. This strengthens our position as a complete supplier within our field.

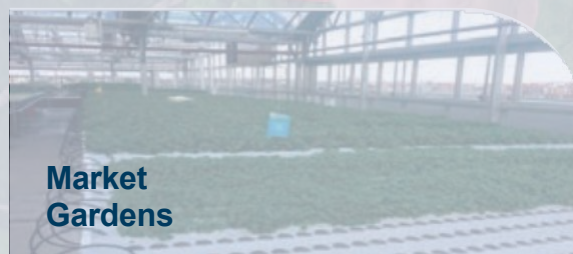
*On behalf of Plast-Line A/S –
Lasse Mosegaard Jensen*



Plast-Line A/S markets



Aquaculture



**Market
Gardens**



Agriculture



HVAC



Industry



Utilities



Pool, Spa & Aquariums



Wholesale



Plast-Line A/S



Results and highlights in 2024/2025

We could not be prouder of our employees because of their commitment to advancing sustainability across the company. We work to reduce environmental impact by delivering plastic solutions with a long service life. We do what we can to contribute to a sustainable value chain in which we reduce our CO₂ footprint, promote the circular economy and optimise resource consumption.

We encourage our suppliers towards sustainability.

This year we have, among other things, reduced energy consumption by investing in more energy-efficient processes, installing LED lighting and intelligent daylight/motion sensors in all warehouse and office areas.

We use surplus heat from the solar panels to heat the warehouse buildings, and we have added more electric forklifts to our facilities and more electric/hybrid cars to the fleet. The forklifts charge via new stations with smart charging (solar) that uses low-price periods on the grid.





Strategy, vision and mission

Through strong partners and advanced technology, we ensure sustainable, efficient solutions for our customers. We aim to become a preferred choice in the plastic-solutions industry. We prioritise resource efficiency because it reduces waste and makes plastic production more cost-effective. We also select suppliers on clear quality and responsibility criteria, so we can offer reliable plastic products made with care for material use.

How ESG is organised

Plast-Line A/S has integrated ESG into several business processes. We work purposefully on CO₂ reduction (solar systems, switching diesel vehicles and forklifts to electric), waste management including recycling, and responsible supplier management to minimise our climate footprint and ensure sustainable growth.

At Plast-Line A/S we focus strongly on our employees' health and wellbeing. We believe a good working environment is essential to the greatest success. Through our health insurance we therefore offer employees access to physiotherapy and chiropractic treatment, among other things.



Plast-Line A/S ESG Highlights



Sustainable Transport

Transition to electric and hybrid vehicles.

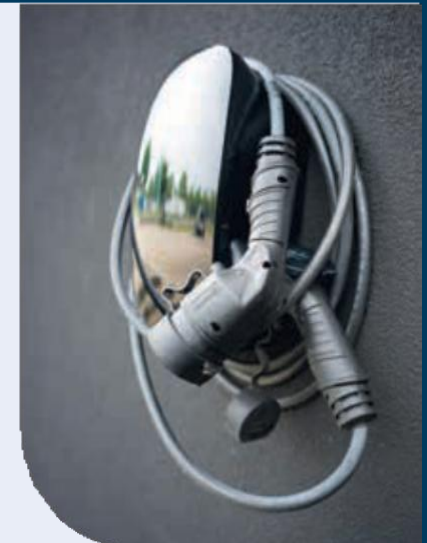
We reduce our CO₂ emissions by replacing our vehicles with more sustainable alternatives. This year alone we have purchased 2.

Electric forklifts in use.

Implementing electric forklifts in warehouse and production facilities reduces dependence on fossil fuels.

EV charging stations available.

We have installed 7 charging stations in our car parks for both employees and customers.



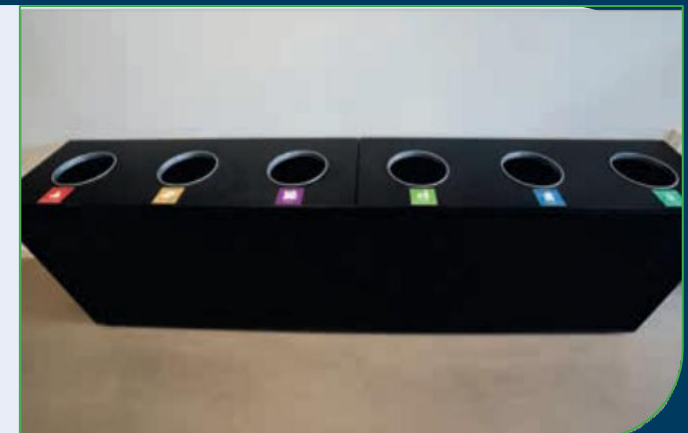
Circular Economy & Waste Management

Waste systems.

In compliance with the Danish Waste Order. We ensure that our waste is handled correctly and contributes to a sustainable value chain.

Increased recycling rate.

We work purposefully to maximise reuse of plastic, paper and cardboard and minimise resource use. Among other things, we reuse the packaging our goods arrive in to send goods on to customers.



Goals for the coming year

Plast-Line A/S will continue to strengthen these positive initiatives.

Short-term goal (1 year):

- Further reduction of CO₂ emissions through optimisation of energy consumption and investment in renewable energy by installing solar panels at our warehouse in Bjæverskov
- Do more for wildlife on our green areas
- Investigate the possibilities of recycling our plastic waste ourselves

Slightly longer term (1–3 years):

- Continue employee development with a focus on ESG understanding and green innovation by involving employees even more, by clarifying why we do things and what the purpose is. The visual is often more tangible.
- As our forklifts are due for replacement, electric will be prioritised.
- As our company cars are due for replacement because of mileage, we will continue to prioritise electric.

Plast-Line A/S has a strong ESG strategy and works actively with the UN Global Goals to ensure sustainable growth. We follow the latest IPCC climate-science advice, use the GHG Protocol for accurate emissions accounting and follow WBCSD guidelines for sustainable business development.

We will continue to improve our reporting and implement more green initiatives that benefit both the company and society, so that we can carry out further documented reduction measures.



Management organisational chart



Lasse Mosegaard
Owner & Managing Director

Jørn Mosegaard
Chairman of the Board

Anders G. Thomassen
Export Director

Lennart Mårtensson
Regional Director - East

Carsten V. Larsen
Purchase &
Finance

John Jørgensen
Stock & Logistics

Torben Lykke
External
Sales Leader

Kristian Hallundbæk
Internal Sales Leader

Greenhouse Gas Protocol



According to the GHG Protocol, there are three approaches to defining organisational boundaries: equity share, operational control or financial control.

Plast-Line A/S has chosen operational control as its method for GHG reporting. This means that Plast-Line A/S has full decision-making authority over the implementation of sustainable measures in the activities within which the company handles and distributes products. All activities and emissions over which Plast-Line A/S has operational control are reported in this ESG report. This includes emissions from our own warehouse facilities, transport and other operational energy sources in the supply chain.

Plast-Line A/S follows the fundamental principles of accuracy, consistency and transparency in our data collection.

We carry out annual internal audits to ensure that our reporting complies with the applicable standards and guidelines of the GHG Protocol. The chosen method and relevant emission factors are reviewed annually to ensure high accuracy and compliance with sustainability requirements.

We base our climate efforts on the IPCC's recommendations regarding the reductions in greenhouse gas emissions needed to limit global warming to 1.5°C. In addition, we follow the GHG Protocol (Greenhouse Gas Protocol) for the systematic measurement and reporting of our CO₂ emissions across Scope 1 and 2. Plast-Line A/S is not required to report on Scope 3, but we continue to work on understanding and minimising our indirect climate footprint.

Plast-Line A/S is also inspired by the World Business Council for Sustainable Development (WBCSD) and follows its advice on sustainable value creation, the circular economy and responsible operations.



UN Goals

Plast-Line A/S has chosen to focus on four of the UN Sustainable Development Goals.



Our primary focus areas are:



SDG 6: Our “solution” helps secure clean drinking water. – Our pipes, fittings and valves are used for drinking-water mains both in Denmark and abroad. We therefore require our suppliers to hold approvals such as Nordic Polymark, and DK-Vand approvals. These involve third-party checks of the material in our products that could otherwise contaminate the drinking water.



SDG 9: We are working to develop sustainable production methods and technologies. Our suppliers research biodegradable plastic and its uses. We help mature the market for these “new” products.



SDG 12: We reduce our plastic waste and promote recycling – We do this by sorting our waste. We also reuse the cardboard boxes and EUR pallets we receive from our suppliers. We reuse the packaging our goods arrive in to send them on to our customers.



SDG 13: We are working to set reduction targets. – Switching cars/forklifts to electric, investing in solar panels again – this time at Bjæverskov – and optimising our power use by buying new lamps with sensors and reconfiguring our supply to cut purchased electricity.

Environmental

Environment

1.1 CO₂ emissions and reduction measures

Plast-Line A/S continuously maps our CO₂ emissions and has set clear reduction targets. For example, we want to reduce our packaging consumption by 10% by 2030. We work actively to reduce both direct and indirect emissions through optimisation of our energy consumption, investment in green technology and increased use of recycled plastic. We are currently investigating possibilities for reusing our residual plastic.

1.2 Energy consumption and electrification

To reduce our energy consumption and CO₂ footprint, Plast-Line A/S has invested in electrifying our internal transport. We have introduced electric forklifts in our warehouse and production facilities, cutting fossil-fuel use and our overall emissions.

In addition, we have installed EV charging stations in our car park, available to both employees and customers. This initiative supports the transition to a more sustainable transport sector and makes it easier for our stakeholders to choose climate-friendly transport options. More electric cars are on their way into our fleet, and the same applies to electric forklifts.





As one measure, we installed solar panels on our building in Funen to be as self-sufficient as possible. 2

2 x 50 kWh systems.

We run full LED lighting at both sites, with sensors on most lights in the warehouse and offices, so lights are off when no one is working. Our new office building in Funen has smart control.



Our office and warehouse in Bjæverskov

We purchased the Zealand site at the end of 2024 – and a great deal has happened since, and we have settled in well. The space is well filled and the warehouse is tightly packed. Our decision to locate the company in Zealand is an active investment in regional development. We create jobs and value outside the Greater Copenhagen area.



Key figures 2024/2025

CO ₂ e, Scope 1	Tonnes	74,21
CO ₂ e, Scope 2	Tonnes	71,68
CO ₂ e, total Scope 1 and 2	Tonnes	145,89
Energy consumption	MWh	419,90
Renewable energy share	%	36,28
Biodiversity-sensitive area	Ha	0
Water consumption	m3	306
Total waste volume	Tonnes	21,74
Share of waste that is hazardous	%	0
Share of waste that is recyclable	Tonnes	4,26

Source: CO₂e calculated via Klimakompasset (www.klimakompasset.dk)





Direct emissions (Scope 1): Direct emissions stem from our own activities, such as the combustion of fossil fuels in production machinery, heating systems and company vehicles. Plast-Line A/S is working to reduce these emissions through energy efficiency, the shift to electric machinery and better process control. Consumption rose slightly due to our acquisition of another company.

Indirect emissions (Scope 2): Scope 2 covers emissions from purchased energy, such as electricity and gas. We have implemented a strategy to increase our share of renewable energy and reduce our dependence on fossil energy sources.

Scope 3 covers emissions from our value chain, including raw-material production, transport, use of products and waste handling. We work together with suppliers and customers to reduce the CO₂ footprint through sustainable materials, optimised logistics and recycling initiatives. At present we are not covered by Scope 3.

1.3 Transport

Plast-Line A/S is already well under way in replacing our vehicles with more sustainable solutions. We have begun a gradual transition to electric and hybrid cars, which contributes to a significant reduction in our CO₂ emissions from transport. This investment in a greener transport fleet is an important step in our ambition to minimise our environmental footprint while ensuring efficient and reliable logistics. We continue to monitor and optimise our transport solutions in order to become an even more sustainable company.

Our upcoming delivery van in Funen will be electric – replacing diesel.

Development of the company car fleet



Year	Total number of cars	Electric/hybrid cars	Electric/hybrid share
2022	2	0	0%
2024	5	2	40%
2025	6	3	50%

Visual overview of electric and hybrid cars

Electrification of the car fleet

6 company cars and 3 electric/hybrid cars
+50% more electric/hybrid cars

Ongoing investment in sustainable transport.

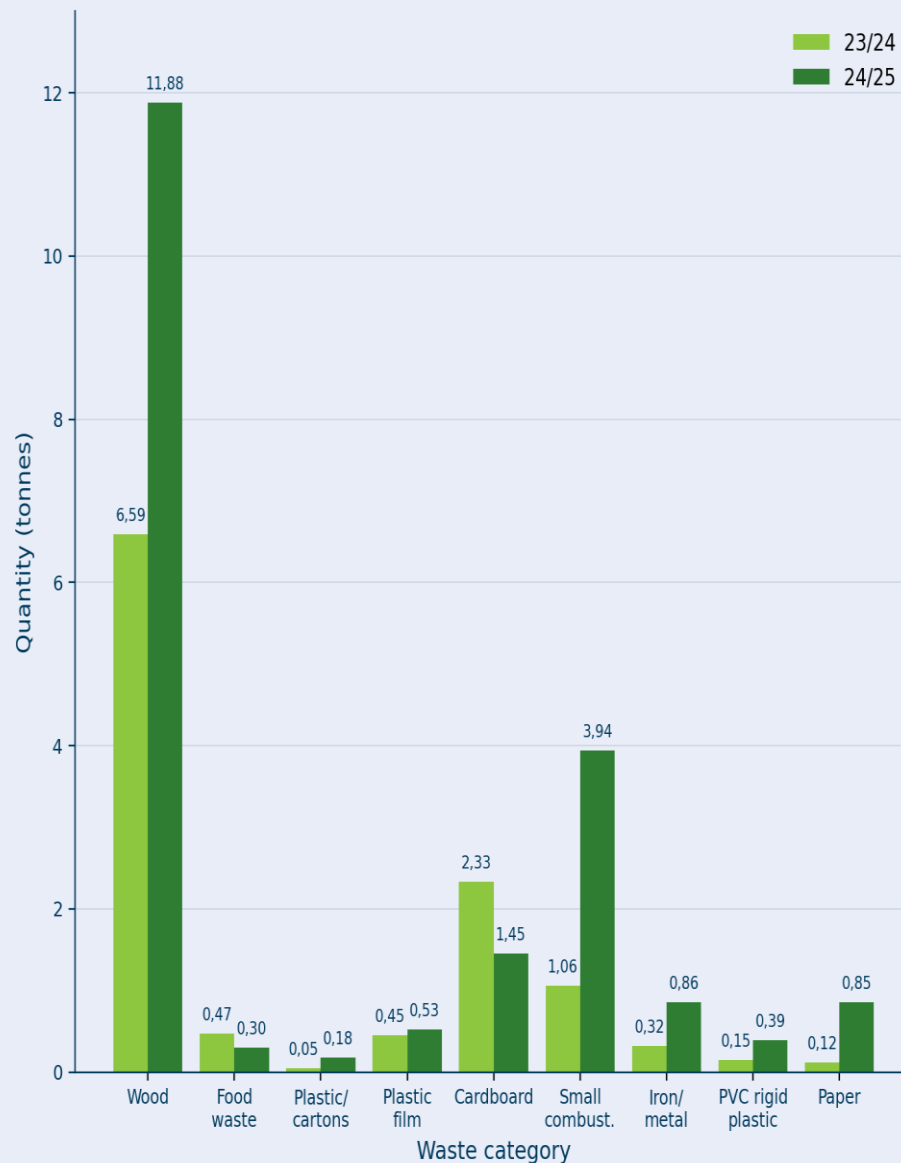
Our goal is to continue investing in green transport technology and to reduce our dependence on fossil fuels – there are 4 new electric cars on their way to us, but due to delivery times they will not arrive until the next financial year.

1.4 Waste

Plast-Line A/S uses waste systems in accordance with waste regulations, ensuring the correct handling of our waste streams. All commercial waste is separated into relevant fractions, including plastic, paper, cardboard, metal, wood, electronics and residual waste. We reuse packaging from our suppliers for our customers.



Waste distribution over 2 years



Pallet container / Big Box

Plast-Line A/S prioritises sorting waste and sending it on for reuse. This helps give plastic, among other things, new life by transforming it into new products.

Reusing plastic is an important part of reducing waste, conserving resources and lessening environmental impact.

We collect and sort plastic waste in our large grey containers and divide the plastic into 3 categories:

PE – Polyethylene

PVC – Polyvinyl chloride

PP – Polypropylene.





UN Global Goals related to this area:

SDG 13: We reduce CO₂ emissions through optimised production methods and renewable energy. We have also described on page 11 how we contribute.

International standards and guidelines:

The IPCC's climate scenarios guide our CO₂ reduction targets. The GHG Protocol ensures accurate greenhouse gas accounting.

1.5 Plastic pollution and microplastics

Plast-Line A/S takes responsibility for minimising plastic pollution in our own operations and across our supply chain. We work continuously to ensure our plastic products are not only functional and high-quality, but also sustainable and responsible – We continuously assess the need for unnecessary packaging and phase it out. In addition, we regularly request material on our suppliers' ESG initiatives, including EPDs and other documentation.





1.6 Biodiversity

Plast-Line A/S' activities take place from existing commercial buildings and have a limited direct impact on biodiversity and ecosystems. Plast-Line A/S does not own or manage land in or near protected nature areas.

Biodiversity initiatives

Category	Content
Biodiversity areas	Plast-Line A/S is not located in or in the immediate vicinity of protected or conserved nature areas.
Land areas	Plast-Line A/S conducts its operations from existing commercial premises and does not intervene in nature areas
Use of natural areas	We ensure minimal impact on natural resources and reduce our footprint through the circular economy.
Waste management	Waste is sorted under applicable rules, focusing on recycling plastic, cardboard and other resources.

Plast-Line A/S strives to reduce its environmental impact through trading practices and sustainable initiatives.

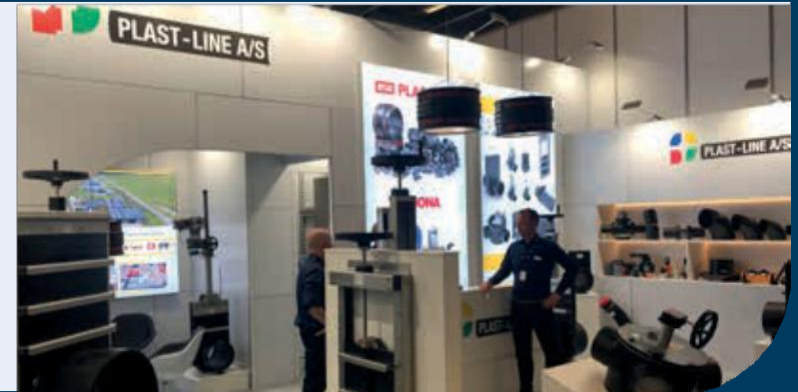
Social



2.1 Working environment and employee wellbeing

We ensure a safe, healthy working environment focused on employee wellbeing and continuous skills development.

To ensure that our employees are well equipped to advise our customers, we regularly offer courses at our suppliers. This ensures that our employees have the latest knowledge of our products and sustainable solutions, giving our customers the best advice.



Company overview

41 employees

15% women and 85% men

Approx. DKK 130 million in total assets in 2024/2025 – 2 offices: 1 on Fyn and 1 on Sjælland





2.2 Togetherness

To strengthen community, we organise joint events and team-building. We value our employees – several have over 30 years' seniority – reflecting a strong culture and commitment we are proud of.

Plast-Line A/S helps train the future workforce, continuously training apprentices in office, sales and warehouse roles.

We work actively with workplace assessments (APV): height-adjustable desks and individual tools via development reviews (MUS), plus a canteen, health insurance and a pension scheme. A good working environment is key to success.



2.3 Community engagement

We engage in local communities and support projects promoting sustainable development and social responsibility. We sponsor small associations such as local football teams, town festivals, golf clubs and the Danish Cancer Society, to name a few. These initiatives reflect our commitment to communities and social values where we operate.



Anniversaries



25 years



10 years



20 years



30 years



We could not be prouder that this year we have had employees celebrating 10, 20, 25 and 30 years of service.

Having employees who celebrate 10, 20, 25 and 30 years of service is a strong sign that our workplace creates an environment where people thrive and want to stay. It shows that Plast-Line A/S is able to deliver:

- Stability and security – Long-term employment indicates that employees feel secure in their roles.
- Good working conditions – A working environment with a balance between challenge and reward retains talent over time.
- Culture and community – When people stay so many years, they experience strong togetherness, dignity and respect at Plast-Line A/S.
- Opportunities for development – Long-lasting careers indicate that Plast-Line A/S invests in its employees' growth and makes room for both professional and personal development.

In short, 10, 20, 25 and 30-year anniversaries tell us that Plast-Line A/S is a place where people do not just work, but also build a shared future.

Governance



3.1 The Board's responsibility for ESG

Plast-Line A/S' Board of Directors has overall responsibility for the company's ESG strategy and ensures that sustainability is an integral part of the business strategy. ESG is a fixed item on the board's agenda to ensure continued good progress and focus.

3.2 Whistleblower scheme

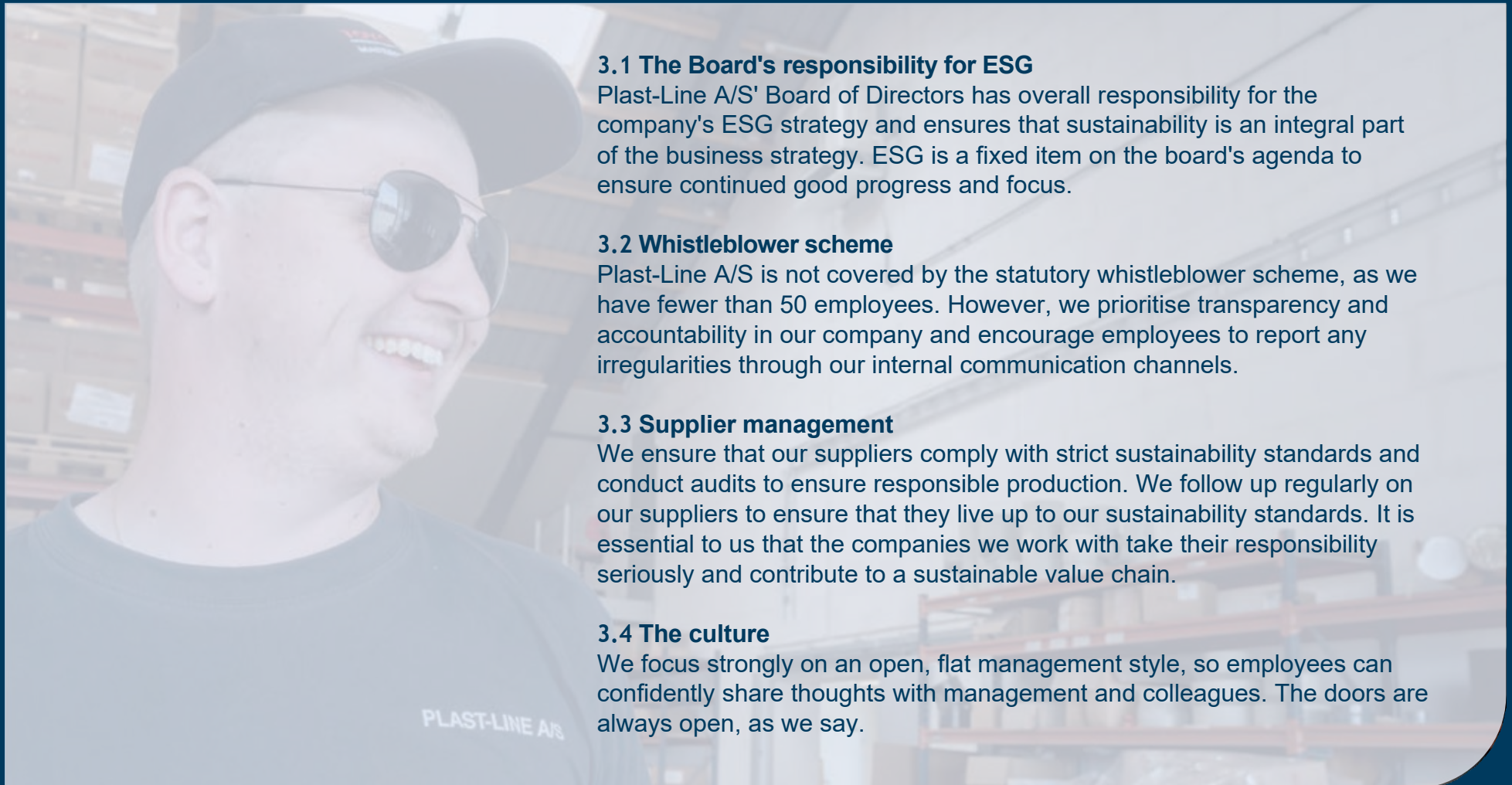
Plast-Line A/S is not covered by the statutory whistleblower scheme, as we have fewer than 50 employees. However, we prioritise transparency and accountability in our company and encourage employees to report any irregularities through our internal communication channels.

3.3 Supplier management

We ensure that our suppliers comply with strict sustainability standards and conduct audits to ensure responsible production. We follow up regularly on our suppliers to ensure that they live up to our sustainability standards. It is essential to us that the companies we work with take their responsibility seriously and contribute to a sustainable value chain.

3.4 The culture

We focus strongly on an open, flat management style, so employees can confidently share thoughts with management and colleagues. The doors are always open, as we say.



The Good Story

DID YOU KNOW THAT WE PRODUCE OUR OWN WELDING WIRE?

With us, quality and flexibility go hand in hand. We manufacture high-quality welding wire, and we stock several materials and sizes – ready for fast delivery. But we do not stop there.

Do you need a special type of wire that others cannot supply?

Then we can often produce it to your requirements.

We care about the environment.

We take empty spools back so that they can be reused for the next production run.



A sales spool on a rewriter, ready for rewinding. The one pictured was returned by a customer and is hereby reused. We call it a recycled spool.





The welding wire is produced onto production



Finished production spools ready for rewinding



Sales spools ready for customers

Brief explanation

It is the company's ambition to make our green efforts visible. The primary focus is to obtain documentation in the form of an LCA/EPD that can show what customers can achieve in CO₂ savings by using our return scheme for plastic spools. We purchase about 9,000 new spools per year. We currently receive 1,500–2,000 returned spools per year, many reused more than 5 times. Spools can be used perhaps 25 times.

Our customers increasingly value reusing the spools. In their ESG reporting they must account for their active choices to reduce CO₂ emissions, so they ask us to make the CO₂ saving visible. Offering a return scheme where spools are washed and reused, with valid CO₂-saving data, will boost our image and strengthen our competitiveness considerably.

The welding wire is supplied on a small selection of 4 different plastic spools. Since our production began in 2016 we have offered customers a return scheme for reusing plastic spools. For their own ESG reporting, customers now want to show their active choice of using recycled spools.

