ESG
Report 2024

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1. Director’s foreword

Sustainability has always been an integral part of the way we do business

Since the start in 1998, we have had a clear vision: To be the preferred partner in flow technology where quality, innovation and responsibility go hand in hand. As part of the Indutrade Group, we unite our Nordic entrepreneurial spirit with global expertise, which allowsus to deliver customised solutions for the pharma, food and biotech industries as well as in single-use technology.

We see sustainability as a necessity, not an option

That’s why we are committed to reducing our environmental footprint through energy-efficient solutions, responsibly designed products and a close co-operation with our suppliers and customers. These efforts are anchored in the organisation through ISO14001:2015 certification; an environmental management system that was implemented in 2024.

Our first ESG report - a comprehensive overview

This is our first ESG report and we see it as an opportunity to provide a comprehensive insight into our work with climate, people and responsible operations. Although the report itself is new, we have been tracking our climate data since 2022 and working systematically with data and improvements. In the report we present concrete initiatives, goals and results that show how we are developing our business with care - and how we take responsibility across the value chain. The aim is to create value and transparency for both customers, employees and the society we are a part of.

The sustainability journey continues

We are proud of the progress we have made, but we also know that the work is far from over. The journey towards a more sustainable future requires persistence, innovation and strong partnerships, and we look forward to continuing this development together with our partners.



‘We connect flow solutions and sustainability to create lasting results - for our customers, employees and society.’

Jacob Rosenkrands

CEO, Alflow Scandinavia

1.1. Highlights 2024

Environmental – Environment & Climate

100%
certified electricity
from Danish wind turbines

30 %
of our total electricity consumption is covered by our own solar panels

150
trees planted annually
as compensation for emissions

8
charging stations
employees and customers

81%
of our waste
is recycled

ERP
Member of ERP (European Recycling Platform)

Long-term climate goal:
-90%
in Scope 1,2 & 3 by 2050

Short-term climate goals:
-50%
in Scope 1 & 2 by 2030

-25%
in Scope 3 by 2030

Social – People & Society

8,5
average weekly employee satisfaction
measured in WinningTemp

84%
employee retention
in 2024

4%
2 out of 50 employees
are in flex job schemes

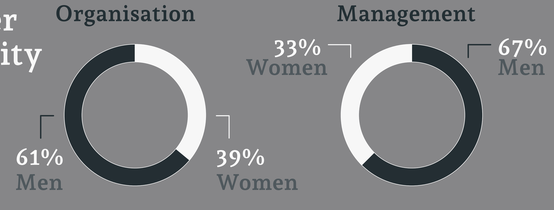
900
invested in competence development
in 2024

1
sales apprentice

54%
of employees have opted for
paid fitness membership

15-64
age diversity
in practice

Gender diversity



Governance – Ethics & Business conduct

Alflow is committed
to the UN Global Compact

100%
of employees
have completed Code of Conduct and environmental training

worldfavor
ensures transparency and compliance in our supply chain

certified approach
to environmental management and systematic responsibility

Q-flow
an integrated
system for procedures and policies

SBTi
Alflow follows Indutrade's sustainability goals,
approved by SBTi

Whistleblower scheme for anonymous reporting



'Our values are embedded in every team and underpin the strong culture we live every day. It is the core of our organisation, that creates great results.'

Dan Gamborg Kallan

Business Development & Marketing Manager

1.2. Our mission, vision and values

Responsibility, ambition and A-team

Our vision, mission and values serve as our compass – guiding our approach to climate, people, and responsible business practices. They define why and how we work with ESG.

VISION

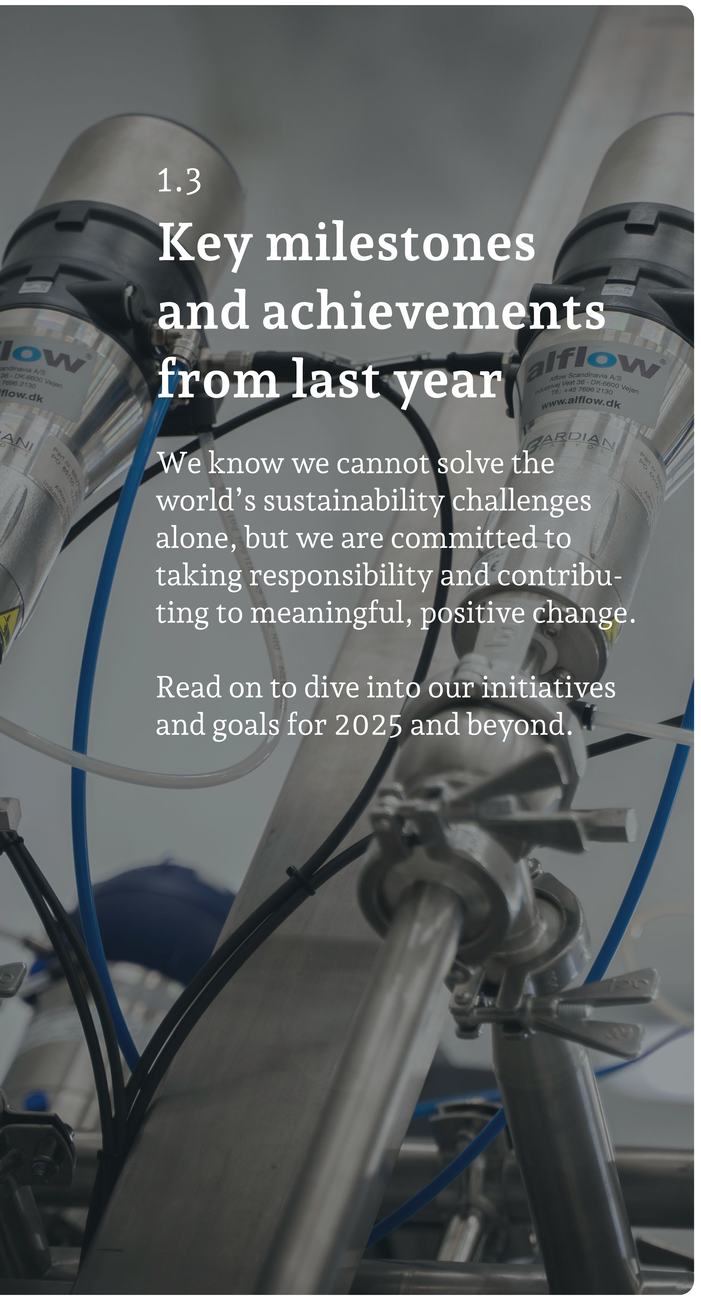
We want to be the preferred choice for flow solutions in Scandinavia. The preferred choice for employees, suppliers and customers.
Our vision defines the path for conducting our business with a strong focus on quality, accountability, and long-term value creation. In practice this means that we integrate environmental, people and business ethics at every stage - from product development and partnerships to operations and documentation.

MISSION

We ensure sustainable growth for our customers through expert advice, selection and customised flow solutions.
We continuously adapt and improve our business in line with society's expectations and increasing sustainability requirements. Our dedicated Sustainability department plays a central role in developing processes and advising both internally and externally to reduce our carbon footprint and create flow solutions with the future in mind.

VALUES

Our core values: We are responsible. We are ambitious. We are the A-team, relates to everything we do - including sustainability. Collectively as a company we take responsibility for our environmental and social impact and actively work to minimise our footprint. We strive to be at the forefront regarding sustainable solutions and set high standards for ourselves and our business partners. Our employees are our most important resource, and we invest in their well-being, development and commitment to the ESG agenda. The core values are not just words, they are part of us as a company, our culture and our everyday life.



1.3

Key milestones and achievements from last year

We know we cannot solve the world's sustainability challenges alone, but we are committed to taking responsibility and contributing to meaningful, positive change.

Read on to dive into our initiatives and goals for 2025 and beyond.

Member of the European Recycling Platform

As an ERP member, we ensure responsible handling of packaging in accordance with the EU's producer responsibility and contribute to the circular economy and waste reduction.

Implementation of the Worldfavor platform

Worldfavor creates transparency in the supply chain, maps the carbon footprint of our suppliers and helps us comply with EU CSRD and CSDDD legal requirements. All new suppliers are registered here to ensure accountability, transparency and risk mitigation.

Commitment to UN Global Compact

As part of our ISO 14001:2015 commitment, we support the UN Global Compact and work actively with human rights, labour rights, environmental responsibility, and anti-corruption.

Implementation of of ISO 14001:2015

In 2024 we were certified to ISO 14001:2015, which ensures that we systematically reduce our environmental impact and comply with new EU legal requirements.

Optimised waste sorting

In 2024, we sent 81.38% of of our waste for recycling and sorted into 9 fractions, of which 8 are recycled. The goal is to reduce residual waste further.

Strengthening sustainable partnerships

We work closely with suppliers and customers to promote responsible production methods. The partnership with Blue Water Shipping enables more sustainable transport and CO_2 compensation offsetting on deliveries.

2. Our business & value chain

Alflow - Experts in Flow Technology

1998

Alflow was founded in 1998 by Jens Martin Andersen

2021

In 2021 we became part of of the Indutrade Group

Today we operate in Denmark, Sweden, Norway and Iceland.

More than 25 years of experience

In 1998, Jens Martin Andersen founded Alflow with a clear ambition to deliver high quality and specialised flow technology solutions to the pharma and food industry. Since then, we have developed into one of Scandinavia's leading suppliers of pumps, valves, mixers, hoses and single-use solutions.

Part of Indutrade

In 2021, we became part of the Indutrade Group, which has strengthened our position and given us access to a wider network of knowledge and resources. Despite our growth, we have maintained our entrepreneurial spirit, flexibility and differentiation strategy.

Strong presence in Scandinavia

Alflow has a strong presence in Denmark, Sweden, Norway and Iceland, where we provide flow solutions for pharma, biotech and food industries. Our customers meet the same high standard of quality, documentation and technical advice across borders - always adapted to local regulations and needs. With close dialogue and understanding of the individual market requirements, we create solutions that make a real difference - both in everyday life and in the long run.



2.1 Our business & value chain

Responsible business operations and quality management

50 %
of our deliveries come from suppliers, who have been with us for +25 years

80 %
of our deliveries come from European suppliers

2/3
of our deliveries go to customers who have been with us from the beginning of Alflow

Our primary customer segments are in the pharmaceutical, biotech and food industries, where there are particularly high demands on hygiene, traceability and compliance. Through close collaboration with carefully selected suppliers we can deliver solutions that meet the industry's requirements for documentation, quality and accountability.

- We deliver high technical standards and professional service - and optimise our customers' production with efficient and reliable solutions.
- We create results through knowledge and co-operation and ensure that our customers comply with all standards and documentation requirements.
- We think sustainably and long-term – and help customers reduce resource consumption and optimise processes.
- We have high ambitions on behalf of our customers - and ensure reliability through guidance, high quality, support and service.
- We always go the extra mile - and are constantly evolving to create value for our customers.

CASE

Knowledge sharing across the across the value chain



'In our collaboration with Alflow, we gain valuable insight into our customers' needs, which enables us to develop our products, services and documentation - including certifications. This close relationship ensures that together we can be a strategic partner for both Alflow and their customers. Through our dialogue, we create a strong connection between market demand and the the sustainable solutions that can be realised.'

Giulia Carollo,
Sales Department & Marketing - YGROS

CASE



"Alflow is a valuable partner in our sustainability journey. Their expertise helps us with better supplier selection and processes. In our double materiality analysis the collaboration makes a real difference, as Alflow not only develops itself, but also supports us in taking responsibility for a sustainable future."

Michael Eegholm

Head of Procurement

BERITECH

2. 2. Our business & value chain

Our business & value chain

Strategic partnership for sustainability
At a time when sustainability has become a business-critical factor, it requires strong partnerships to ensure a responsible value chain. Our partnership collaboration with Beritech is an example of how we share knowledge and resources to strengthen sustainability efforts throughout the value chain in the industry.

Knowledge sharing and development in the value chain
At Alflow, we have dedicated resources to develop both our own and our customers' sustainability efforts. By creating space for dialogue and engaging with our customers, they can draw on our expertise in areas such as supplier risk assessment of suppliers via WorldFavor and compliance of sustainability directives. We ensure that Beritech has the necessary insights and tools to make responsible decisions that both support their business and reduce environmental impact. In addition, we actively invest in developing Beritech's employees through training and knowledge sharing. Sustainability is not just about products and processes - it also requires commitment and understanding across organisations. By equipping the team to work strategically with sustainability, we create value that extends well beyond our own business.

A joint effort
We believe that we cannot drive change alone. That is why we prioritise developing both our suppliers and customers so that together we can contribute to a more responsible industry. Partnerships like the one with Beritech shows that sustainability is not just about meeting our own goals - it is about elevating the entire value chain.

Environmental – Environment & Climate

3. Sustainability strategy & climate targets
3.1 Sustainability strategy
3.2 The Global Goals

4. Climate & Energy
4.1 Scope 1
4.2 Scope 2
4.3 Scope 3

5. Sustainable production & materials

6. Transport & Logistics - Sustainable logistics through strong partnership

7. Waste and water management
7.1 Waste as a resource

We are certified under both ISO 14001 and ISO 9001

Alflow is committed to the UN Global Compact

We use the Worldfavor platform to create transparency in the value chain

3. Sustainability strategy and climate goals

ESG is a part of Alflow

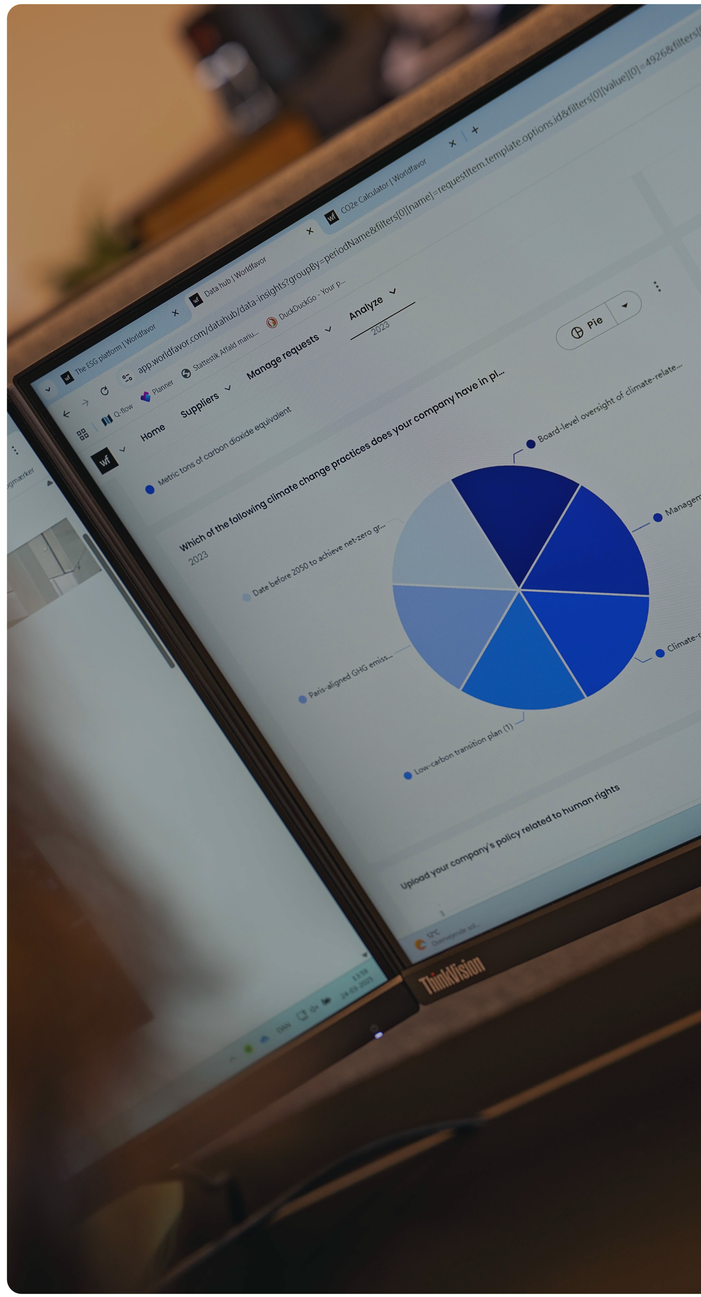
Sustainability is an integral part of Alflow's business strategy, where we work purposefully to reduce our environmental impact, ensure responsible responsible management and strengthen collaboration throughout the the value chain. We believe that development and quality should go hand in hand with sustainable solutions, that create value for customers, employees and society.

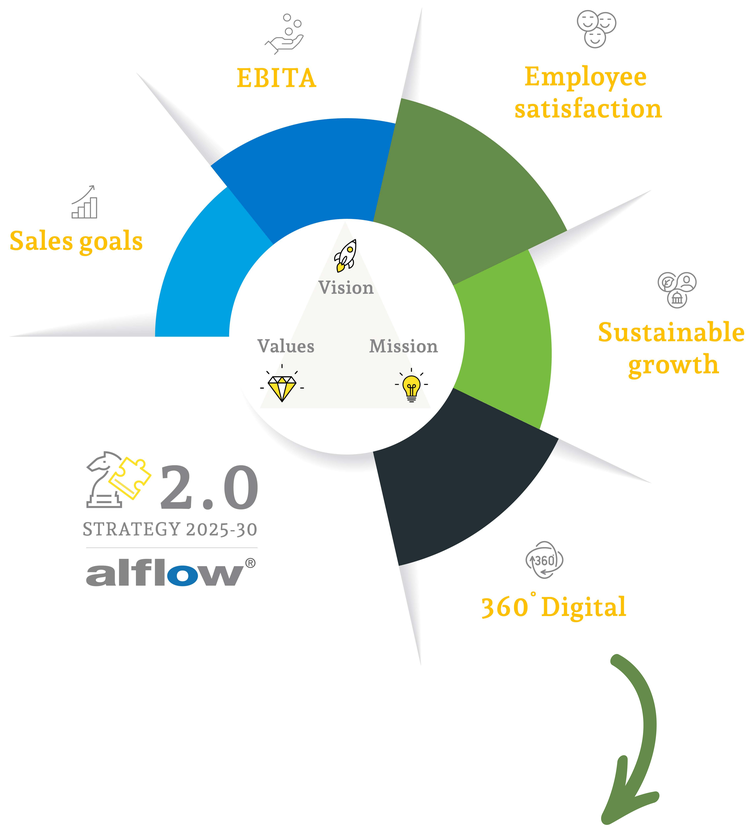
From strategy to action

Our approach is rooted in a strong ESG structure where we focus on environment, social responsibility and good business ethics. We are certified according to ISO 9001:2015 and ISO 14001:2015. In relation to this Alflow is committed to the UN Global Compact and works in accordance with the Science-Based Targets initiative. Through the WorldFavor platform we map the sustainability performance of our suppliers and ensure that they fulfil our requirements to de-risk the supply chain for Alflow and our customers.

To turn our strategy into action we use Q-flow, our digital quality and environmental management system, where all procedures and policies are gathered. Our Sustainability Lead ensures the progress of our initiatives, while management meets three times a year to evaluate our ESG targets and KPIs.

We see sustainability as a continuous evolution, where we are constantly setting new goals and optimising our efforts. Our next steps are to further reduce our environmental footprint through clear targets for Scope 1, 2 and 3, which you can read more about in the next section.





Sustainable growth – balancing responsibility and business

Sustainable growth is an important part of our 5-year strategy. We believe that economic growth and sustainability are not opposites, but rather prerequisites for each other. Through responsible business development, we create value for the company, our customers, and society. By combining economic growth with sustainable initiatives, we ensure a long-term business model that not only delivers results today but also supports future requirements for responsible production, compliance, and the green transition. For us, sustainable growth means taking responsibility – not only for our own development but also for supporting our customers' agendas.

3.1. Sustainability strategy

Our journey towards a more sustainable industry

CO_2 reduction targets

2030 – Short-term targets		**2050** – Long-term targets
Scope 1 and 2: **50%** reduction by 2030*	Scope 3: **25%** reduction by 2030*	Scope 1,2 and 3 Net Zero: Minimum **90%** reduction by 2050*

* Baseline year 2023

Sustainability requires action, structure and direction.

Our strategy translates ambitions into concrete goals and initiatives that we can measure, learn from, and improve over time. We have committed to ambitious climate targets that require a continuous reduction of our CO_2 emissions in both the short and long term. To achieve our goals, we work systematically through our internal system Q-flow and according to our strategic focus areas. As part of Indutrade, whose sustainability targets have been approved by the Science-Based Targets initiative (SBTi) for being aligned with the latest climate science, we ensure that our objectives and efforts follow Indutrade's, and thus SBTi's, framework. When Alflow itself has been assessed and approved, we will publish this information.

Short-term targets for Scope 1 and 2

We aim to reduce Scope 1 and 2 emissions by 50% by 2030 through upgrading our vehicle fleet, with all company cars set to be electric no later than 2028.



Q-flow

A dedicated system for all our procedures, embedding both ISO 14001 and 9001 into our daily operations.

To reduce Scope 2 emissions, we have invested in solar panels, which cover 30% of our energy consumption, while the rest comes from certified renewable energy. We are also continuously working on energy-saving solutions, such as optimising lighting and operational processes to reduce our overall energy consumption.

Focus on Scope 3 reductions
Scope 3 emissions constitute a significant part of our climate footprint, and therefore we have a clear strategy to reduce them. We focus on using recycled and low-emission materials, increasing the energy efficiency of our products, choosing transport solutions with lower CO_2 emissions, and promoting the use of renewable energy for our solutions.

From carbon neutral to net zero
We have previously worked towards becoming carbon neutral by 2030 for Scope 1 and 2, but we are now committed to achieving net zero by 2050, as this sets stricter requirements for real reductions. Carbon neutrality can include offsetting, whereas net zero ensures an actual reduction of emissions.

Governance and implementation
We integrate sustainability throughout our organisation via Q-flow, our digital quality and environmental management system. In addition, the management team meets three times a year to evaluate ESG goals and KPIs, presented by our Sustainability Lead, who drives the implementation of new initiatives. An example of this is the Worldfavor platform, where our suppliers' sustainability practices are mapped and assessed.

Risk assessment and compliance
We launch initiatives to comply with the EU's CSRD and CSDDD legal requirements and systematically assess the risk profiles of our suppliers to ensure compliance with sustainability standards. We also adhere to the principles of the UN Global Compact regarding human rights, labour standards, the environment, and anti-corruption.

Measurement and reporting
We report annually on our sustainability efforts in accordance with SBTi and CSRD. All data are collected and monitored through digital systems to ensure transparency and documentation. By combining concrete reduction targets, strong governance, and systematic risk management, we ensure that our efforts support our objectives.

3.2. UN's 17 Sustainable Development Goals

Alflow and the UN Sustainable Development Goals

At Alflow, we work actively with the UN Sustainable Development Goals (SDGs) and integrate them into our daily operations. We have selected eight goals where we can make the greatest impact through our products, processes, and work culture.



Goal 3: Good health and well-being
We create a healthy and safe working environment through concrete initiatives: All employees have access to a free fitness membership, we conduct weekly well-being surveys and monthly one-to-one meetings, and our lunch scheme contributes to both health and community



Goal 7: Affordable and clean energy
We optimise our energy consumption by using solar panels on our roof and purchasing certified electricity from Danish wind turbines. This reduces our dependence on fossil fuels and minimises our carbon footprint.



Goal 12: Responsible consumption and production
We actively work to reduce waste, increase recycling, and use more sustainable materials. We have an ambitious waste sorting plan, with 81.38% of our waste being recycled.



Goal 4: Quality education
We invest in our employees – in 2024, we invested 900.5 hours in competence development. We collaborate with educational institutions and offer internships and apprenticeships to contribute to quality education in society.



Goal 8: Decent work and economic growth
We create stable and responsible workplaces focusing on well-being, development, and good working conditions. Our management culture is based on openness, feedback, and continuous learning to ensure a strong and engaged workforce.



Goal 13: Climate action
Our climate strategy goes beyond carbon neutrality – we aim to become carbon positive. In 2025, we will plant 150 trees through Scanenergi's Climate Forest project, and we have invested in solar panels to reduce our carbon footprint.



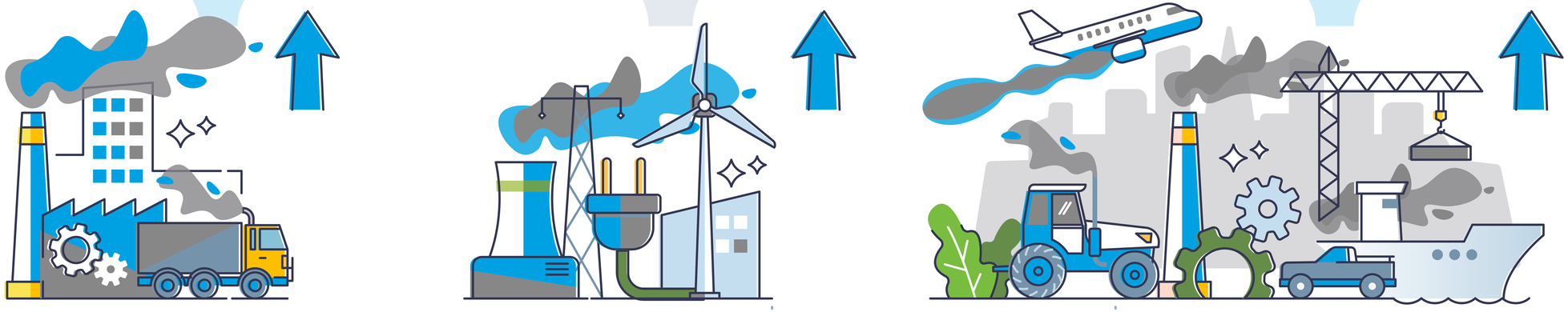
Goal 5: Gender equality
We strive for an inclusive workplace where everyone has equal opportunities. 39% of our employees are women and 61% are men. 33% of our management team are women, while the remaining 67% are men. We view diversity as a strength and a key driver



Goal 9: Industry, innovation and infrastructure
We work to develop and implement new technologies and smart flow solutions that make production in the pharma, biotech, and food industries more sustainable. Through close partnerships, we help shape the solutions that will be used in the industry of the future.

4. Climate & energy

From our own operations to the entire value chain – understanding Scope 1, 2 & 3



Scope 1: Direct emissions

- Scope 1 emissions cover the direct emission from the organisation's own activities and from resources owned by the organisation. Scope 1 emission sources include:

- Vehicles owned by the organisation and associated travel and deliveries
- Direct emissions related to own energy production (heating, electricity)
- Industrial processes such as emissions from the production of chemicals, metals, and cement
- Fugitive emissions, leakage emissions

Scope 2: Indirect emissions from energy

Scope 2 emissions cover the organisation's external energy-related emissions. For Scope 1 emissions, energy consumption occurs within the organisation's own resources, whereas for Scope 2 emissions, the energy is purchased externally. Scope 1 emissions are direct (owned by the organisation), Scope 2 emissions are indirect.

Typical Scope 2 emissions are those associated with purchased heating, air conditioning, steam, and cooling.

Scope 3: Emissions in the value chain

Scope 3 emissions cover indirect emissions that are not classified as Scope 2 emissions. Scope 3 emissions have 15 subcategories, the first eight being emissions from upstream activities (before the company's contribution), and the last seven from downstream activities.

Scope 3 emissions account for approximately 75% of an organisation's greenhouse gas emissions.

Scope 1:
Direct emissions

4.1. Scope 1

From fossil fuels to electricity

Our direct emissions primarily come from our fleet of company cars, where we have a target for **all vehicles to be electric by 2028. In 2024**, our own and leased vehicles consume 13,187 litres of diesel and 7,723 litres of petrol, which we are working to reduce by converting the fleet from fossil-fuelled to electric vehicles.

Fig. 1 - Number of vehicles converted to electric

2025

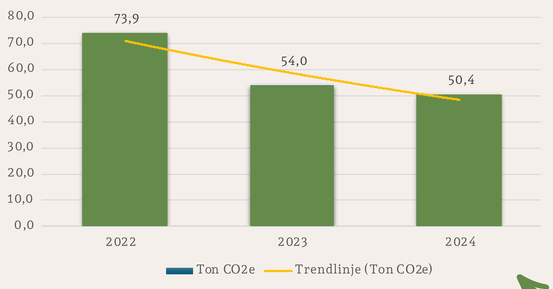
2026

2027

2028 = all vehicles are electric



Fig. 2 - CO_2 emissions from Scope 1



We have phased out gas heating in our office and are gradually phasing out the use of petrol and diesel.

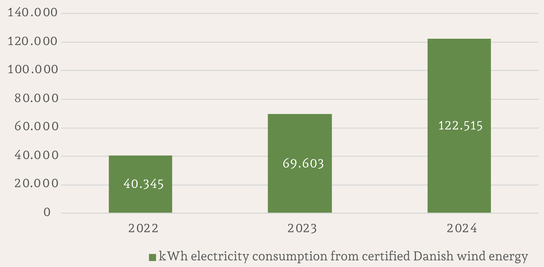
We are continuously working to reduce direct emissions from our operations.

Fig 3 - Annual percentage reduction of fossil fuels

-27% 2023 ↓

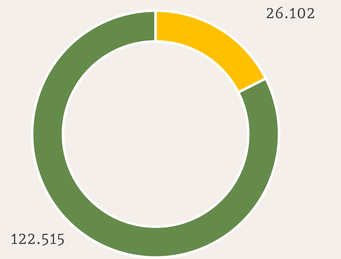
-7% 2024 ↓

Fig.1 Scope 2 – kWh electricity consumption



We now heat our headquarters with electricity and purchase a corresponding amount of certified wind energy.

Fig. 2 Scope 2 – Share of energy from renewable sources



We have solar panels on the roof that produce 30% of our total electricity consumption.

Fig. 3 – Our annual gas consumption

0% GAS

After transitioning to electricity, we are now 0% gas-dependent and meet the EU's and Denmark's plan to reduce gas dependency.

4.2. Scope 2

Consideration for the local environment and the future

We have reduced our energy consumption by investing in solar panels that generate 26,102 kWh annually, covering 30% of our total electricity consumption. We compensate for our entire electricity consumption by purchasing 100% renewable energy from Danish wind turbines. As an additional compensation, we plant 150 trees annually to help offset our emissions.

We manage wastewater responsibly and thoughtfully. All water discharged back into the system complies with the current guidelines and limit values set by the Danish Environmental Protection Agency. Our water and wastewater solutions are handled by Vejen Forsyning, with whom we have a close collaboration.

Through their annual reporting, we gain insights into any impacts on the local water resource – including whether Alflow's activities cause pollution. This provides us with a valuable foundation for monitoring and understanding our environmental impact and supports our goal of full transparency.

Scope 2:
Indirect emissions from energy

100%
certified electricity
from Danish wind turbines

30 %
of our total electricity
consumption is covered by our own solar panels

150
trees are planted
annually as compensation for emissions



Scope 3:
Emissions in the value chain

4.3. Scope 3

Our largest climate footprint

Scope 3 covers emissions across the entire value chain – from raw materials and transport to the use of our products. This is where we have our largest climate footprint, and therefore, we are working purposefully to create transparency and reduce emissions through concrete initiatives and strong partnerships.

In 2024, we observe several fluctuations in the reported Scope 3 figures – partly because we are improving our data basis, and partly due to changes in practices at both our end and that of our partners.

An example is purchased goods and services, where we have recorded a decrease of 50.6%, primarily due to a transition from spend-based to weight-based data, providing a more accurate picture of our climate footprint.

Transport-related emissions have decreased by 20.6%, as our logistics partners increasingly use biodiesel and alternative fuels while optimising cargo space utilisation. These improvements come from close collaboration between our Supply Chain and Sustainability departments and transporters such as Blue Water Shipping and K. Hansen, who track and report our transport-related emissions to enable optimisation.

Increases are not always negative
We have also recorded a 286.3% increase in estimated consumption from our sold products – partly due to the electricity consumption of our ohmic heating systems. Although this increases the overall figure, we see it as a positive contribution to the green transition, as these systems can be powered by renewable energy.

Additionally, air travel-related emissions have increased by 60.7% due to heightened activity related to supplier audits, competence development, and visits supporting our work with quality and compliance in the supply chain. Here, we are working to reduce the footprint through increased use of digital meetings and more sustainable travel options.

Our work with Scope 3 is an ongoing process, where data quality, collaboration, and responsible sourcing are key tools in reducing our climate footprint – and supporting a more sustainable value chain.

-50,6%
purchased goods and services
Our 2024 reporting has been converted from spend-based to weight-based, providing a more accurate picture.

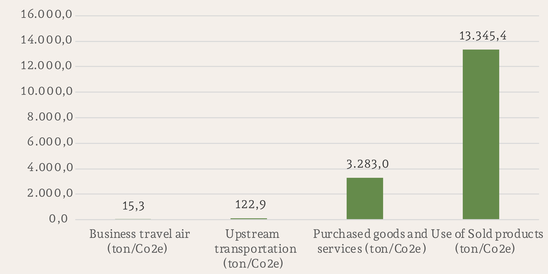
-20,6%
emissions from transport
Biodiesel is being used to a greater extent, and capacity is being utilized more efficiently.

+286,3%
estimated consumption from sold products
The increase reflects our growth and thus the delivery of more products.

+60,7%
air travel
in connection with supplier visits, collaboration, and competence development.

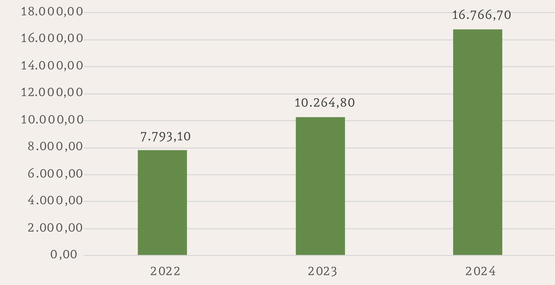
Our primary emissions come from the products we deliver, based on their expected lifetime and consumption.

Figur 1 - Scope 3 - distribution across areas



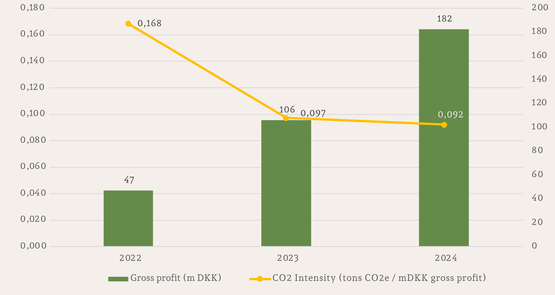
Better data results in higher figures. We sell systems that consume large amounts of electricity but are gas-free and can be powered by renewable energy.

Figur 2 - Total Scope 3 CO_2e



Growth does not necessarily mean relatively higher emissions. We focus on sustainable growth and are thus able to reduce emissions relatively, even as our activity levels and profits are rising in 2024.

Figur 3 - CO_2 per revenue unit



Packaging is another important focus area, where we work to reduce waste and increase recycling. From 2025, we will switch to paper tape because we believe that wherever sustainable choices can be made, we are obliged to do so. We continuously evaluate our packaging solutions and have already implemented more sustainable alternatives for cardboard boxes and filling materials.



5. Sustainable production & materials

From material selection to production – responsibility throughout the process

We work purposefully to reduce our environmental footprint through responsible material choices and resource optimisation. Sustainability is a continuous process where we constantly evaluate our materials and packaging to ensure the optimal balance between quality, functionality, and climate responsibility.

Innovation and partnerships for a greener future

As part of our environmental management system, we are committed to being curious about market developments and actively challenging our suppliers to bring the best and most sustainable technologies into play. By being proactive and open to new solutions, we ensure that we always work with the most innovative and environmentally friendly alternatives.

Our portfolio includes flow components, where we collaborate with our suppliers to promote the use of more sustainable materials. We encourage the use of green steel, produced CO_2-neutrally and sourced under responsible conditions.

At the same time, we work to promote nearshoring, ensuring that materials are produced closer to suppliers to reduce the environmental impact of transport.

Optimising our resource consumption

Even small choices can have a big effect. In our cleanroom, for example, we use multi-use workwear, which is sent for cleaning in a classified cleanroom environment (Class 7), catering to both hygienic standards and sustainability. This is just one example of how small initiatives help support our overall sustainability goals.

We recycle cardboard boxes from our deliveries by sending them for reuse, where they are included in the production of new boxes. Additionally, we reuse wooden packaging, which we repackage and use for reshipping goods. In this way, we extend the life of our materials and contribute to a more circular business model.

CASE



"We value our partnership with Alflow, which, through collaboration and knowledge sharing, motivates us to constantly develop and improve our solutions."

Per Jakobsen

Business Development Manager
- Sustainable solutions, Blue Water Shipping



6. Transport & logistics

Sustainable logistics through strong partnerships

Sustainable transport and logistics with low emissions

Transport and logistics are a significant factor in our overall climate footprint, and we aim to reduce emissions through efficient planning, strong partnerships, and data-driven optimisation.

As part of our efforts, we collaborate with Blue Water Shipping, where we participate in their test panel for a new digital platform designed to improve sustainability in the logistics sector. The platform provides us with full visibility of the upstream CO_2 footprint: from supplier to Alflow. It analyses transport options and suggests greener delivery methods within the agreed delivery time, helping us make more climate-friendly choices without compromising efficiency. Additionally, the collaboration with Blue Water Shipping enables us to offer our customers the option to CO_2-compensate their deliveries, corresponding to the emissions generated during transport from our supplier to the customer's desired delivery location.

Data-driven changes

At the same time, we work closely with K. Hansen, who calculates the CO_2 footprint of our downstream transport: from us to our customers. These data provide insights into how we can optimise our distribution network and reduce unnecessary transport, contributing to a more sustainable value chain.

By combining technology, partnerships, and transparency, we ensure that our transport and logistics move in a more climate-friendly direction while continuing to deliver efficiently and reliably to our customers.

7. Waste and water management

Reduced consumption and optimised

ERP

We are part of ERP – European Recycling Platform

81,38%

of our waste is recycled

+25 år

– that's how long we have reused our shipping boxes

Waste management – an integrated part of everyday life

As part of ERP – European Recycling Platform, it is important that we manage our waste responsibly and comply with the EU's producer responsibility requirements. We have a close collaboration with Marius Pedersen, who has helped us optimise our waste sorting and increase the number of fractions from 5 to 9. Their expertise has been crucial in ensuring that more materials are recycled instead of ending up as residual waste. They have advised us on the best setup for waste sorting solutions and ensured that we can handle waste more efficiently and sustainably to achieve our goal of recycling at least 75%.

In the area of waste management, we have also made a radical choice – individual waste bins are a thing of the past. Instead, we have set up shared waste sorting stations that nudge our employees to actively consider their waste. Whether it is a banana peel or a post-it note, the goal is to make everyone more aware of their consumption and the further journey of waste. By integrating waste management into our daily routines, we ensure that responsible resource use is not just a strategy but a practical and tangible part of everyday life at Alflow.

Water and wastewater – responsible use from start to finish

When it comes to water consumption and wastewater, we have a strong focus on both responsible use and proper handling. Our total water consumption is only 240 cubic metres per year, which is significantly lower than the average for companies of similar size. This is partly due to the installation of automatic handwashing stations in our premises, helping to minimise waste and encourage conscious use among employees.

At the same time, we ensure that all wastewater we send back into the system complies with the Danish Environmental Protection Agency's requirements and established limit values. We closely follow applicable guidelines and have clear procedures for proper discharge, ensuring we do not burden the environment unnecessarily. Thus, we take responsibility for the entire water cycle – from consumption to discharge.



CASE



"The collaboration with Alflow drives our development. Their commitment and proactive approach help us improve waste management and recycling, while our collaboration strengthens environmental solutions for the benefit of all."

Jørgen Frederiksen

Environmental Consultant
Marius Pedersen

7.1. Waste and water management

Waste is not waste, but a resource

At Alflow, we see waste as an untapped resource that can be recycled and included in the circular economy instead of ending up as waste. Our collaboration with Marius Pedersen A/S is a strong example of how we work strategically to increase recycling rates and optimise our waste management.

Since moving into our new premises, we have had a close relationship with Marius Pedersen A/S, who have assisted with advice, analysis, and the implementation of solutions that ensure more effective waste sorting. A concrete result of the collaboration is that we have increased from 5 to 9 waste fractions, of which 8 fractions are now sent for recycling. This means that materials previously sent for incineration as residual waste are now sorted and included in new value chains.

Together, we have reviewed our internal practices and challenged the status quo – among other things, by removing individual waste bins and introducing central sorting stations, nudging our colleagues to consider their waste handling. This change alone has contributed to a significant reduction in mis-sorting and waste.

Another tangible result has been a joint review of the packaging fractions, where we have identified new recycling opportunities for, among others, paper filling, plastic, and used tape. Based on this collaboration, we have, for example, decided to switch to paper tape in 2025 – an initiative that both reduces plastic consumption and supports our circular ambitions.

The partnership with Marius Pedersen A/S is based on mutual exchange of knowledge and experiences. Our curiosity and willingness to ask questions have led to new solutions – and have at the same time pushed their own development. Together, we continuously challenge each other: Can this waste material be recycled? Can we sort differently? How can we support and guide our suppliers?

For us, waste management is not only about complying with legal requirements – it is a strategic effort to ensure that valuable raw materials remain in circulation. Through our partnership with Marius Pedersen A/S, we ensure that more of the materials we use today can become new products tomorrow. This is an important part of our sustainability strategy and our ambition to create a more circular value chain.

Social – People & society

8. Working environment & safety
9. Diversity & inclusion
9.1 Flexible frameworks create space for more
10. Community engagement

8. Working environment and safety

Safety is more than the absence of accidents

8,5
out of 10 is our average weekly employee satisfaction score

900
hours of competence development across Alflow

5
sick days on average per employee in 2024

Safety, well-being, and development are the cornerstones of our working environment. Everyone at Alflow must be able to perform their work without the risk of injury – whether in the warehouse, the office, or the canteen. However, a good working environment is not only about physical safety but also about well-being, learning, and health, which we support through a range of targeted initiatives.

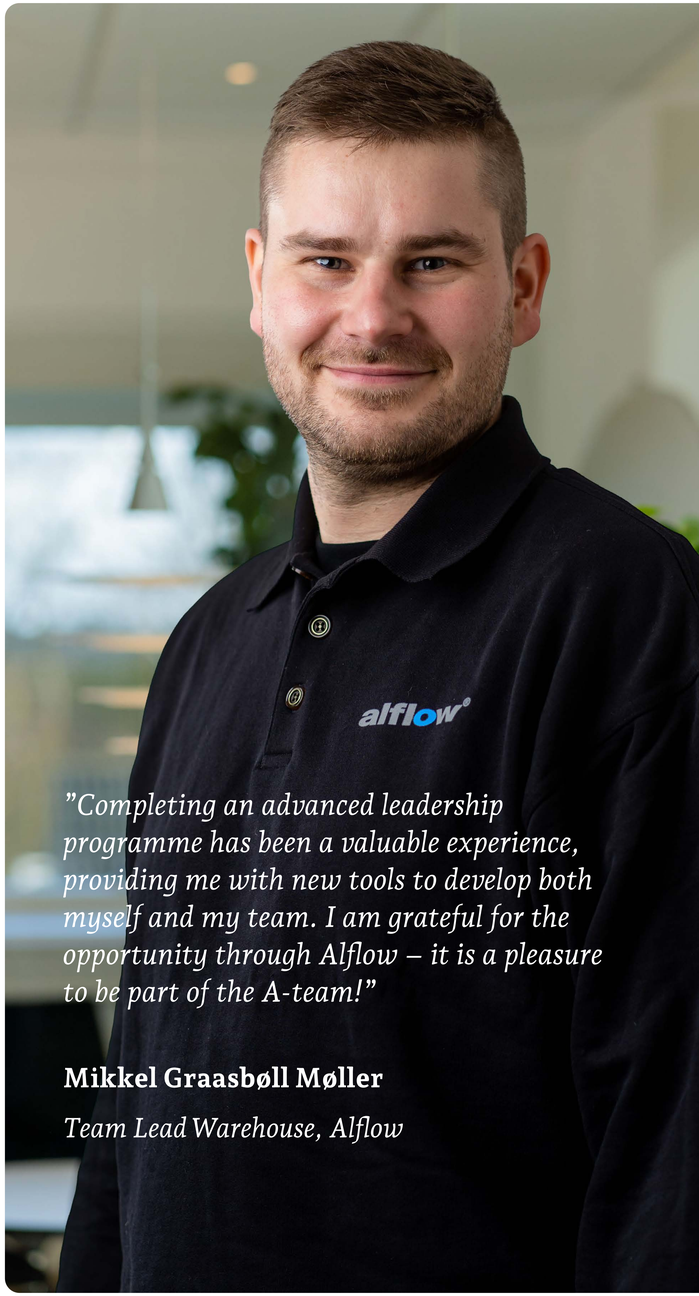
A safe and developing working environment
To make our employee well-being measurable, weekly surveys are conducted via WinningTemp, where four questions each week provide insight into overall well-being. This continuous follow-up enables us to quickly identify and address any challenges, maintaining a positive and supportive working environment.

Development is a natural part of our work culture, and continuous learning is essential in an industry that is constantly changing. To maintain and strengthen the competencies of our colleagues, they are offered courses, further education, and regular one-to-one meetings focused on both personal and professional development. We are proud to have colleagues who wish to develop, and in 2024 we had a total of 900.5 hours of competence development across Alflow.

Health and safety for all
Health and well-being are important priorities. Therefore, all our colleagues are offered access to a fitness membership and a massage scheme that contributes to physical well-being. Additionally, our lunch scheme ensures that everyone receives a healthy and varied meal during the workday. A health insurance also covers all employees, ensuring quick access to treatment in case of illness.

Safety remains a non-negotiable priority. All employees are trained in our emergency plan, which is also available in our internal Q-flow system, so they know the procedures in case of an emergency.

By prioritising well-being, development, and safety, we create a working environment that not only benefits the individual employee but also strengthens the company as a whole.



”Completing an advanced leadership programme has been a valuable experience, providing me with new tools to develop both myself and my team. I am grateful for the opportunity through Alflow – it is a pleasure to be part of the A-team!”

Mikkel Graasbøll Møller
Team Lead Warehouse, Alflow



9. Diversity and inclusion

Space for differences – the strength of diversity

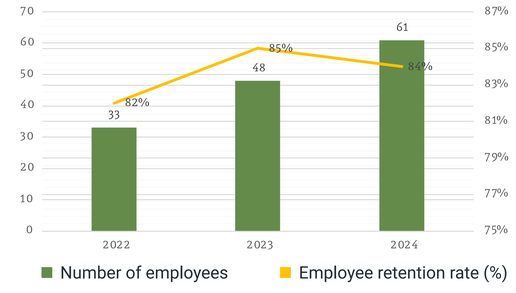
An inclusive and developing workplace
At Alflow, we work to create a working environment where all employees thrive and contribute with their unique perspectives and backgrounds. Diversity and inclusion are a natural part of our culture, and we recruit solely based on competencies and potential.

Our CEO, Jacob Rosenkrands, emphasises this: *"At Alflow, we recruit based on talent, competencies, and engagement – not gender, ethnicity, age, or background. We are dedicated to creating an inclusive workplace where everyone has equal opportunities to develop and contribute. Diversity strengthens our company and makes us better equipped to understand and collaborate with our customers. That is why our recruitment and employee development are always based on qualifications and potential, and we aim to ensure a workplace where everyone feels recognised and respected."*
To support this approach, we have created a workplace that accommodates different needs. Our toilet facilities are unisex, and a lift ensures access for people with disabilities. Our lunch scheme considers various dietary needs, including vegetarian options, gluten-free choices, and alternatives to pork.

An A-team that embraces everyone
At Alflow, women make up 39% of the total workforce, while men account for 61%. At the management level, 33% of leaders are women. As a team with a shared vision and goals, no distinction is made based on gender, ethnicity, or otherwise. We focus on individual contributions and competencies, both in daily operations and when appointing leaders or approving talent development.

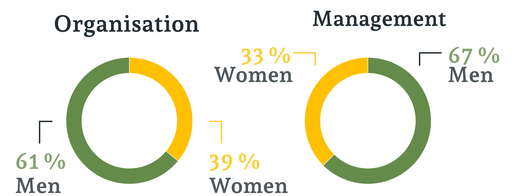
Additionally, we have employees hired under flexible job schemes who contribute to daily operations on equal footing with the rest of the team. Their presence ensures stability and valuable support in operations while creating an inclusive workplace where different skills and needs are united for the benefit of both employees and the company.

Employee retention rate



84 %
employee retention rate measured throughout 2024

Fig. 2 - Gender and age diversity



15-64
age diversity in practice

CASE



"I feel seen, heard, and recognised – and that makes me happy. I enjoy coming here, where I can contribute and be part of the social life with my colleagues."

Alice Petersen

Meal maestra

9.1 Flexible frameworks create space for more

Flex jobs at Alflow – a win-win solution

We know that our colleagues are our greatest resource. At our office in Vejen, we have flex job employees who play an important role in our daily operations. Flex jobs are a strength for us as they allow specific tasks to be completed during necessary hours while also creating a workplace where everyone can thrive and develop.

Alice is part of the Alflow team and works in the canteen, ensuring that lunch is inviting and that the kitchen is tidy and ready for the next day. Her work makes a difference for all of us, and Alice shares that she is happy to be in a workplace where mutual respect and community are part of daily life.

The flex job scheme is not only valuable for the individual – it is also an advantage for us as a company. Employees like Alice contribute with stability, structure, and dedication to tasks that might otherwise easily be overlooked. It makes sense – both humanly and operationally – and helps create an inclusive culture where different skills are appreciated and given space.

1. Sofie, Operations Manager, started as an office assistant at Alflow.
2. Lars' children received equipment for their gymnastics team.
3. Shabana and Simone – former interns at Alflow.
4. Mikkel, our sales apprentice.
5. Alflow sponsorship logo on the shirts of the badminton club.
6. We support CC Kalundborg and the annual "Alflow Cross" race.

10. Community engagement

Future talents and community in focus

At Alflow, we prioritise investing in the next generation – not just for our own development, but because we want to contribute to a stronger and more sustainable society. We collaborate with educational institutions and regularly invite students and apprentices into the company to give them insight into our everyday life and the opportunities in the industry.

We also offer young people the opportunity to write their final projects and theses with us – which provides them with practical experience while giving us new knowledge and perspectives.

We participate in local career fairs and share our experiences and work culture. Several of our current employees first connected with Alflow as apprentices, students, or in other roles – such as Sofie, who started as an office assistant and is now Operations Manager, and Magnus, who after his apprenticeship is now permanently employed in our internal sales department. This shows us that early investment in relationships and development is a win-win for both parties.

Investments that bring joy

Many of our colleagues have active and meaningful lives outside work, and we know that job satisfaction is also linked to a healthy balance between work and private life. Therefore, we have an internal sponsorship fund where colleagues can apply for support for activities in associations – both for themselves, their families, and their local communities. Whether it is for gymnastics equipment, boxing gloves, or team jerseys, Alflow supports and creates space for engagement, balance, and community.













G

Governance – Ethics & Business conduct

11. Business ethics, compliance and responsible sourcing
12. Quality standards & product safety



"Worldfavor provides us with the necessary insight into our value chain, enabling us to make informed decisions and ensure that our suppliers meet our sustainability requirements. It is an important tool that helps us map risks and develop a more responsible supply chain."

Christian Anov

Sustainability Lead, Alflow

11. Business ethics, compliance and responsible sourcing

Responsibility, transparency, and ethics

At Alflow, we are committed to maintaining a high level of ethical responsibility and conduct. In all aspects of our business, we have implemented a range of initiatives to ensure that our business practices align with our principles of good business ethics, which include responsibility, transparency, and integrity. These principles form the foundation of our approach to both corporate social responsibility and sustainability.

Worldfavor – transparency and responsibility in the supply chain

To ensure accountability in our supplier network, we use Worldfavor, a platform that provides insight into the risk landscape within our supply chain. This tool enables us to identify potential risks in suppliers' practices and assess where improvements may be needed.

Through Worldfavor, we work purposefully to reduce our environmental impact by integrating sustainable solutions into every part of the supply chain.

We use the platform to ensure that our suppliers comply with our requirements for sustainable sourcing practices, responsible material choices, and environmentally friendly production methods.

This systematic approach ensures that we only collaborate with partners who meet our high standards within sustainability, social responsibility, and good governance. At the same time, it supports our commitment to promoting responsible production methods that contribute to a more sustainable industry.

A strong ethical foundation
Alflow's Code of Conduct is developed based on the UN Global Compact's 10 principles and forms the foundation for our ethical guidelines. To ensure that all employees understand and comply with these standards, we have established a comprehensive internal training programme covering areas such as human rights, labour standards, environment, and anti-corruption. 100% of our employees complete this training annually, making it an integral part of our culture and ensuring high ethical standards across the organisation.

Whistleblower scheme
– a culture based on trust
To support a culture of openness and accountability, we have a whistleblower scheme that allows employees to anonymously and confidentially report suspected unethical behaviour. This ensures that we can identify and address potential issues early and maintain a work environment characterised by trust, safety, and openness.

Responsibility in the supply chain
We recognise the importance of transparency and accountability in our supply chain and work purposefully to ensure that all our partners meet the highest ethical standards. As part of our commitment to ethical trade and responsible sourcing, we require all our suppliers to sign Alflow's, or an equivalent, Code of Conduct.

Questionnaire	2024
Do you have ongoing routines to train your employees in the Code of Conduct, ensuring that all employees understand the objectives and the information?	✓
Have you identified, documented and shared with your Board of Directors your most important/material sustainability topics, i.e. conducted a materiality analysis, during the last three years?	✓
Have you applied the Code of Conduct to external parties?	✓
Do you follow up on leadership in your employee satisfaction/engagement survey?	✓

We report our processes and initiatives to Indutrade once a year. Here are a few milestones we have been able to check off this year.

"Q-flow is the backbone of our quality and environmental work. The system makes it easy for all employees to follow updated procedures and ensure consistency across the organisation. It creates transparency, accountability, and peace of mind – we know we have things under control."

Dina Stubbe
QA Manager, Alflow



ISO 14001 – a structured approach to sustainability

Our ISO 14001 certification highlights our systematic work with environmental management and our commitment to sustainability. ISO 14001 is an international standard that ensures we work in a structured and targeted manner to protect the environment, reduce our impact, and create sustainable development.

The certification provides us with a clear framework for measuring, improving, and optimising our environmental performance, allowing us to minimise our resource consumption and reduce environmental risks. For Alflow, the certification means that we have a concrete action plan for our environmental work, creating value for our business, our stakeholders, and the surrounding environment.

It helps us comply with legislation, reduce our CO_2 footprint, and drive sustainable initiatives that contribute to a more responsible value chain.



"When working in explosive environments, there is no room for compromise. ATEX-certified solutions guarantee top-level safety while maintaining stable and efficient operations."

Rasmus Lundby

Technical Manager & ATEX Responsible

12. Quality standards and product safety

Trust in the value

Responsible supplier partnerships and certifications

Collaboration with our suppliers is crucial for achieving our sustainability goals. We aim to ensure compliance with the EU's CSRD requirements, as well as meet our customers' sustainability ambitions. Our approach is not just to impose demands but also to be an active partner, contributing to the development of more sustainable processes – for our suppliers, our customers, and ourselves.

With the EU's new environmental legislation gradually coming into force by 2026, it becomes increasingly important to document and report our environmental efforts. Therefore, we work with ISO certifications that create structure and help us meet the highest standards in quality, safety, and sustainability.

Quality and environmental management systems

To ensure that we meet industry standards, Alflow is certified according to ISO 9001:2015 and ISO 14001:2015. Our quality and environmental management system is designed to continuously meet stakeholders' requirements and ensure that our products and services comply with applicable standards.

In accordance with our food contact certification, we ensure that all food contact materials (FCM) are accompanied by a declaration of compliance, documenting our control work and the materials' compliance with relevant regulations. This is a legal requirement in Denmark and an essential part of being a relevant supplier to the Danish food industry.

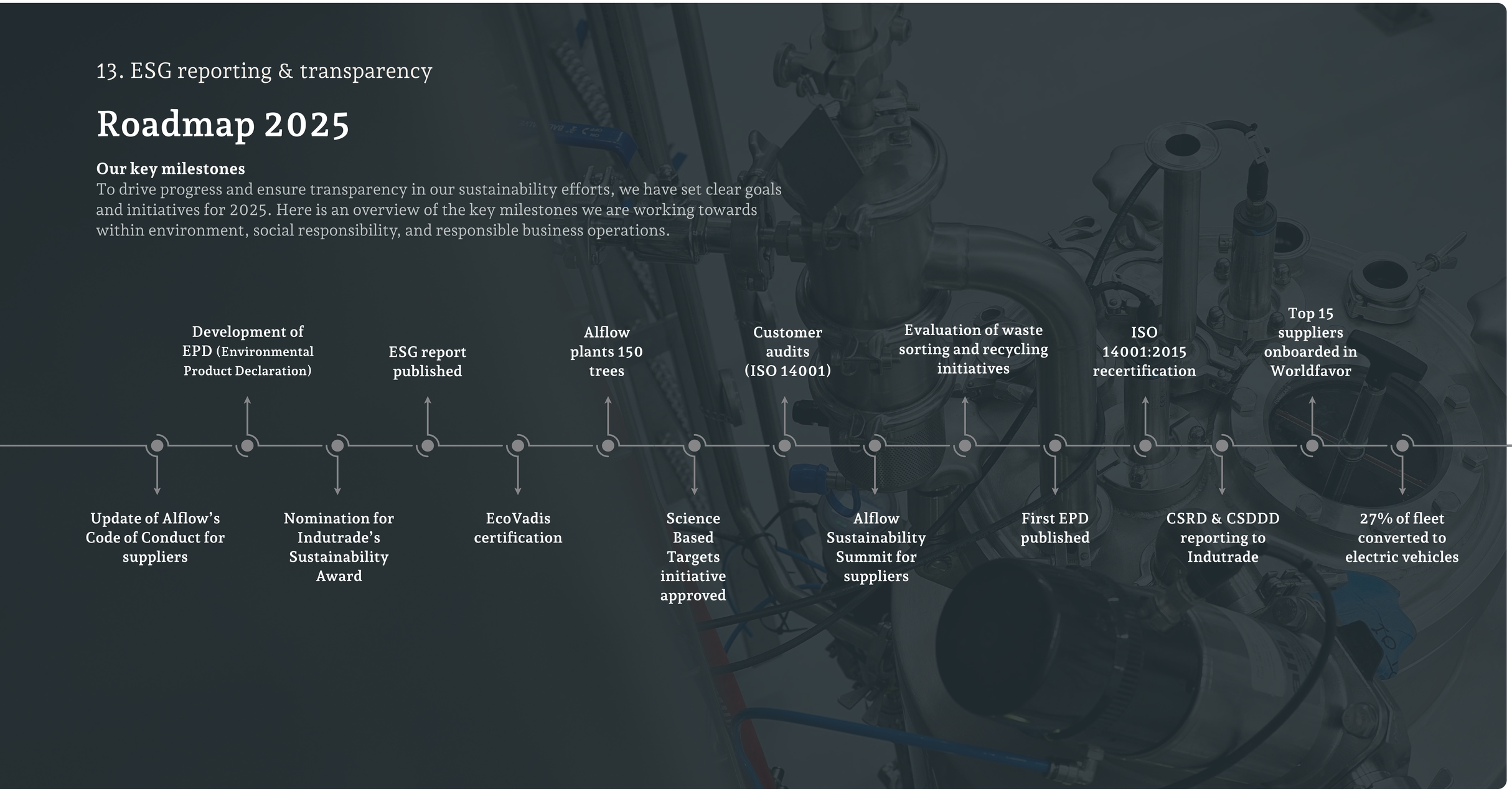
ATEX-certified products – safety and responsibility in explosive environments

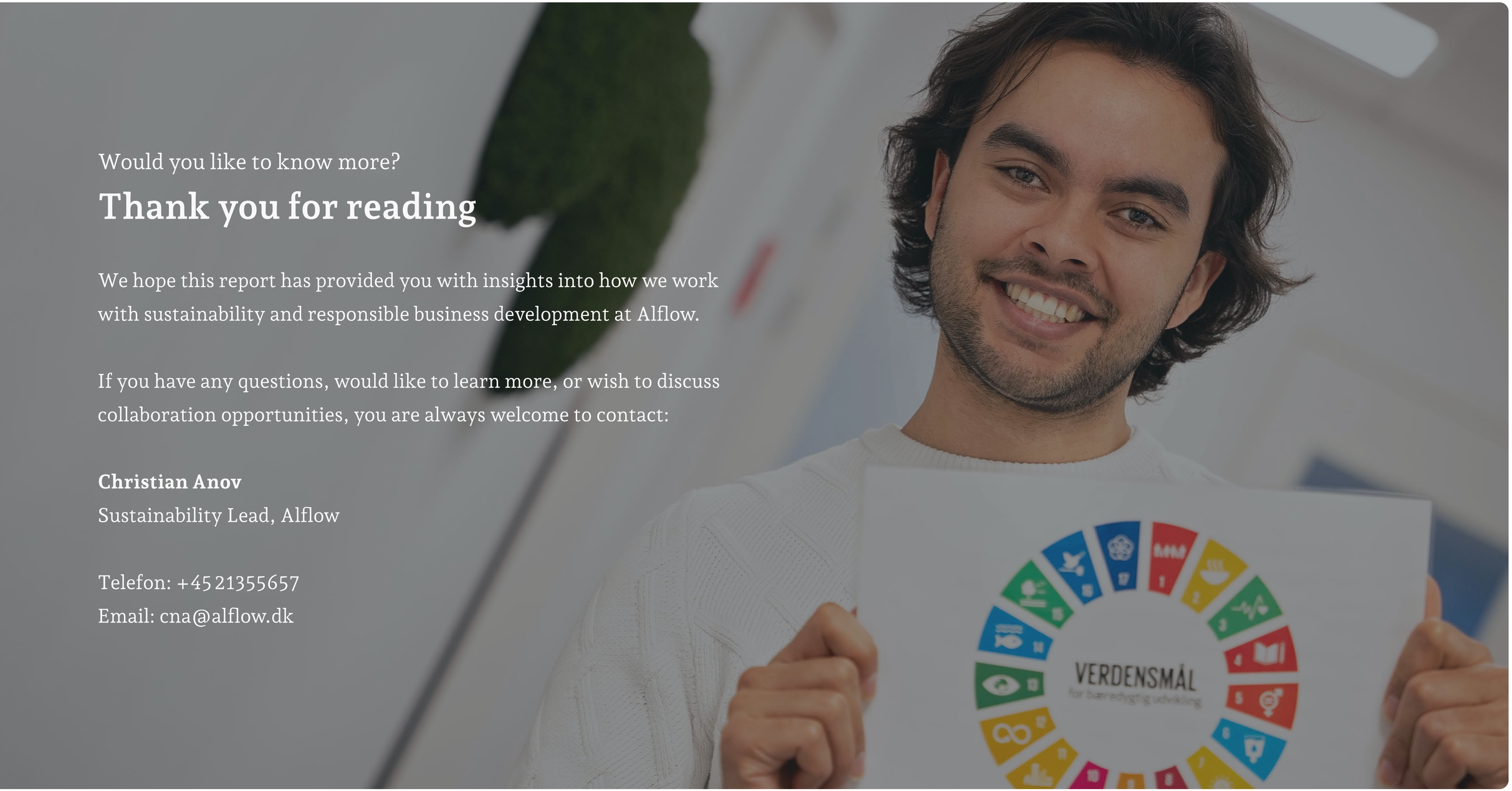
We offer ATEX-certified flow components that comply with the ATEX Directive 2014/34/EU. By delivering ATEX solutions, we help our customers comply with legislation and industry standards, reduce risks, and ensure more stable and responsible operations. Safety is an integral part of our sustainability strategy, as responsible production and risk minimisation contribute to a safer and more resource-efficient industry.

13. ESG reporting & transparency

Roadmap 2025

Our key milestones
To drive progress and ensure transparency in our sustainability efforts, we have set clear goals and initiatives for 2025. Here is an overview of the key milestones we are working towards within environment, social responsibility, and responsible business operations.





Would you like to know more?

Thank you for reading

We hope this report has provided you with insights into how we work with sustainability and responsible business development at Alflow.

If you have any questions, would like to learn more, or wish to discuss collaboration opportunities, you are always welcome to contact:

Christian Anov
Sustainability Lead, Alflow

Telefon: +45 21355657
Email: cna@alflow.dk

Appendix

2023-24



Appendix – Key figures

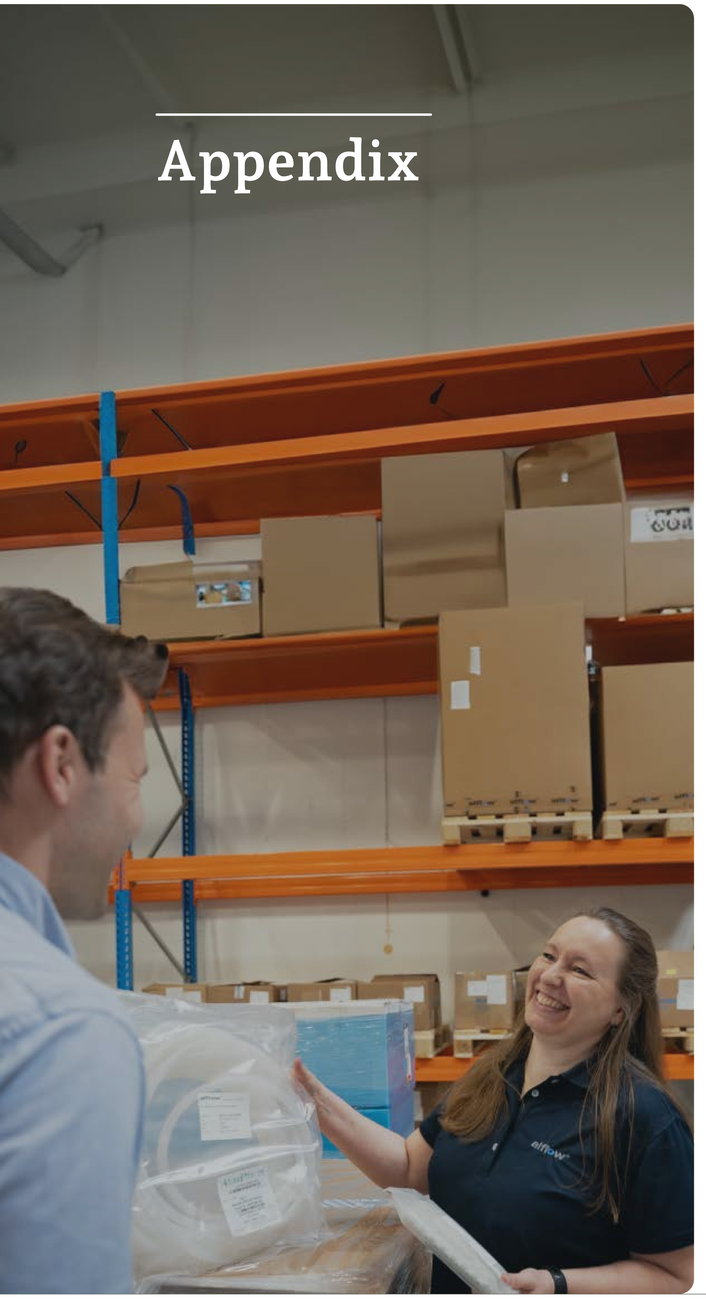
Environment	Unit	2022	2023	2024
Total CO2e emissions for scope 1 and 2	Ton	73,9	54,0	50,4
CO2e emissions from scope 1	Ton	73,9	54,0	50,4
CO2e emissions from scope 2	Ton	0,0	0,0	0,0
CO2e emissions for scope 3 – Total	Ton	7.793,0	10.265,0	16.767,0
CO2e emissions for scope 3 – Purchased goods and services	Ton	7.718,0	6.645,0	3.283,0
CO2e emissions for scope 3 – Upstream transportation	Ton	67,0	155,0	123,0
CO2e emissions for scope 3 – Business travel by air	Ton	8,0	10,0	15,0
CO2e emissions for scope 3 – Use of sold products	Ton	-	3.455,0	13.345,0
Share of energy from renewable sources – total energy in Scope 1 and 2	Percent	-	27,6	42,7
Social	**Unit**	**2022**	**2023**	**2024**
Weekly employee satisfaction/engagement surveys conducted	Percent	100	100	100
Total number of employees	FTE Full-time equivalent	33	48	61
Employee retention rate	Percent	82	85	84
– Of which dismissals due to structural downsizing or other terminations	Percent	-	4	5
– Of which retirements	Percent	-	0	2
– Of which voluntary resignations	Percent	-	10	10
Sick leave (days per full-time employee)	FTE Full-time equivalent	8	5	5
Sick leave (days per full-time employee), long-term illness	FTE Full-time equivalent	1	1	0
Sick leave (days per full-time employee), short-term	FTE Full-time equivalent	7	4	5
Injury frequency (number of injuries per 200,000 working hours)	Number	0	0	3
Share of women who have had conversations on performance, skills, and development	Percent	-	-	100
Share of men who have had conversations on performance, skills, and development	Percent	-	-	100
Average number of training hours per full-time employee, total	Hours	-	-	15
Governance	**Unit**	**2022**	**2023**	**2024**
Share of employees trained in the Code of Conduct	Percent	-	-	100
A materiality analysis is conducted and documented		-	-	Yes
Alflow's Code of Conduct has been applied to external parties		Partially	Partially	Yes
Alflow has a process for follow-up with key suppliers regarding sustainability opportunities and risks (including human rights risks)		Partially	Partially	Yes



Appendix

1. People

Numbers		Unit	2022	2023	2024
1.1.1	Total number of employees	Annual average	33	48	61
1.2	**Employee turnover**				
1.2.1	Permanent employees, women		-	-	24
1.2.2	Permanent employees, men		-	-	37
1.3	**Age distribution**				
1.3.1	Under 30 years		-	-	9
1.3.2	30–39 years		-	-	22
1.3.3	40–49 years		-	-	14
1.3.4	50–59 years		-	-	12
1.3.5	Over 60 years		-	-	4
1.4	**Employee turnover**				
1.4.1	Total number of people who left the company		6	7	10
1.4.2	Of the total number above (1.4.1), number of retirements		-	0	1
1.4.3	Of the total number above (1.4.1), number of voluntary resignations / own resignations		-	5	6
1.4.4	Of the total number above (1.4.1), number of dismissals due to structural downsizing or other types of terminations		-	2	3
1.5	**Sick leave**				
1.5.1	Total number of sick days, short-term – under 14 days	FTE Full-time equivalent	241	184	302
1.5.2	Total number of sick days, long-term – over 14 days	FTE Full-time equivalent	32	62	30
1.6	**Safety**				
1.6.1	Number of work-related injuries in the period that resulted in absence from		0	0	2
1.6.2	Number of lost days due to work-related injuries		-	-	18
1.6.3	Number of fatalities due to work-related injuries or work-related poor health		-	-	0
1.7.	**Competence and education. Training hours include all employees**				
1.7.1	Training hours, women	Hours	-	-	169
1.7.2	Training hours, men	Hours	-	-	731,5
1.8	**Performance and development dialogues**				
1.8.1	Share of women who have had performance, competence, and development dialogues	Percent	100	100	100
1.8.2	Share of men who have had performance, competence, and development dialogues	Percent	100	100	100



Appendix

2. Climate impact

1. Scope 1

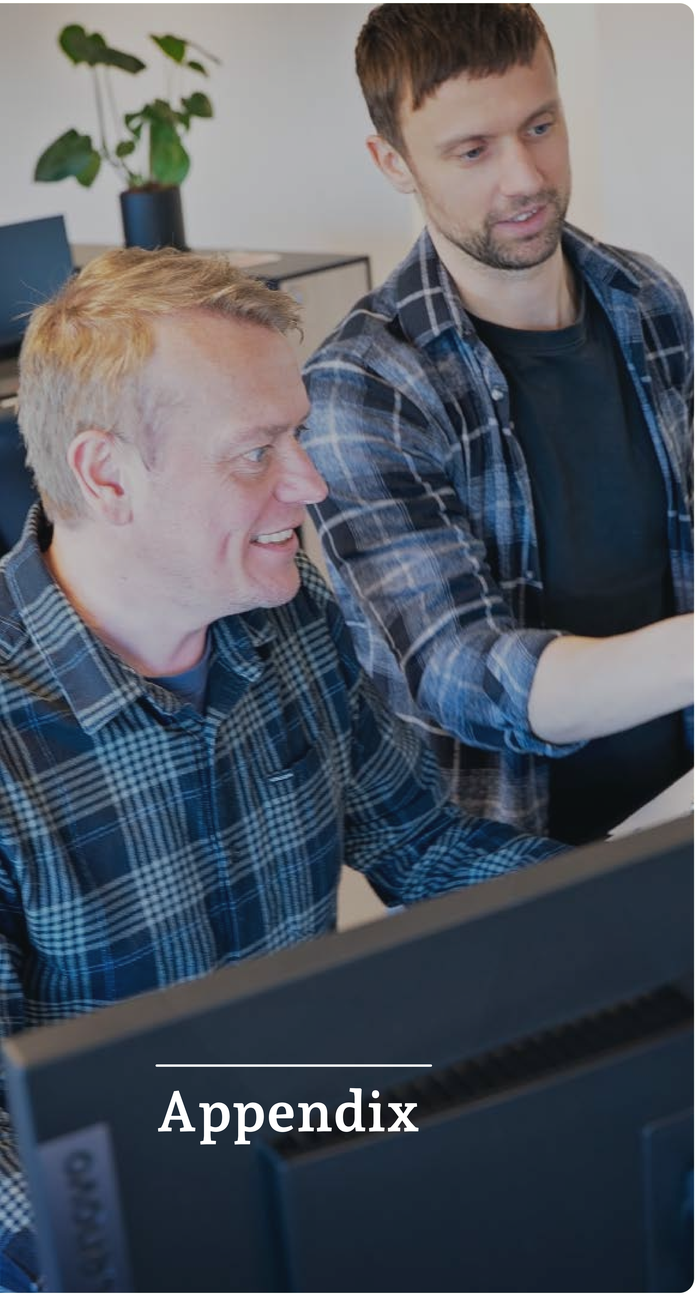
Numbers		Unit	2022	2023	2024
1.1	**Transport by owned and leased vehicles**				
1.1.1	Diesel-powered owned and leased vehicles	Liter	17.514,00	14.644,24	13.187,00
1.1.2	Petrol-powered owned and leased vehicles	Liter	6.147,00	7.575,17	7.723,97

2. Scope 2

Numbers		Unit	2022	2023	2024
2.2	**Total purchased electricity (market-based)**				
2.2.1	Total purchase of renewable energy through green electricity contracts or other renewable energy certificates	kWh	40.345,00	73.813,80	120.000,00
2.3	**Self-generated electricity**				
2.3.1	Total electricity produced by own solar panels	kWh	–	11.717	26.102
2.3.2	Of which has been used by your organization	kWh	–	11.717	26.102
2.4	**Total purchase of natural gas**	**Cubic meter**	**7.852**	**73**	**0**

3. Scope 3

Numbers		Unit	2022	2023	2024
3.1 Upstream Transportation					
CO2e in tonnes from road, air, and sea transport, including all transport paid for by your company					
3.1.1	CO2e emissions from upstream transport – Road	t Co2e	6,49	12,62	49,30
3.1.2	CO2e emissions from upstream transport – Air	t Co2e	60,39	136,82	73,62
3.1.3	CO2e emissions from upstream transport – Sea	t Co2e	0,35	5,30	0,00
3.1.4	What percentage of your upstream transport emissions is calculated using CO2e data obtained from suppliers or value chain partners?	Tons	100	100	100
3.1.5	How much CO2e, if any, has been compensated by the logistics provider?	Tons	0	0	0



Appendix

Numbers		Unit	2022	2023	2024
3.2	**Business travel**				
3.2.1	CO2e emissions from air travel?	Tons	8,12	9,52	15,30
3.2.1	What percentage of your air travel emissions is calculated using CO2e data obtained from suppliers or value chain partners?	Percent	80	100	100
3.3	**Use of sold products**				
3.3.1	Do you sell products that require electricity or fuel to fulfill their purpose?				Ja
3.3.2	Total electricity consumption over the lifetime of sold products in the reporting year	kWh		15.493.449	59.844.832
3.4	**Customer electricity consumption by geographic location in percent**				
3.4.5	Europe	Percent	-	100	100

4. Climate impact – Purchased goods and services

Tal		Unit	2022	2023	2024
Purchased goods					
4.2.3	**Metals**				
4.1.1	Stainless steel	Tons	-	387,68	412,20
4.1.4	Regular plastic	Tons	-	-	21,60
4.1.5	HDPE (incl. foam)	Tons	-	-	15,57
4.2	**Expense-based overview**				
4.2.1	Paper and cardboard	DKK.	-	21.894,00	87.650,00
4.2.2	Wood	DKK.	-	3.720,00	-
4.2.3	Electrical equipment	DKK.	-	459.611,00	250.135,00
4.2.4	Textiles	DKK.	-	4.386,00	109.675,00
4.2.5	Machinery and equipment (Examples of items in this category include: pumps, motors, valves, metal forming, lifting and handling equipment)	DKK.	-	436.667,00	9.200.710,12
4.2.6	Other processed goods (Non-electrical tools)	DKK.	-	955.839,00	146.713,00
4.2.7	Soap and cleaning agents, cleansing and polishing agents, perfumes and toiletries	DKK.	-	2.606,00	57.789,00



Appendix

Numbers		Unit	2022	2023	2024
4.2.8	Rubber and plastic products	Kr.	-	51.127,00	261.746,00
4.2.9	Industrial gases, inorganic substances, and fertilizers (all inorganic chemicals)	Kr.	-	20.210,85	-
4.2.10	Petrochemicals	Kr.	-	255,23	-
4.2.11	Cement, lime, gypsum, and products made of concrete, cement, and gypsum	Kr.	-	31.53,08	-
4.2.12	Glass, refractory materials, clay, other porcelain and ceramics, stone, and abrasives	Kr.	-	519,00	-
4.2.13	Basic iron and steel	Kr.	-	14.088,00	-
4.2.14	Other basic metals and casting	Kr.	-	51.315,53	-

5. Water, waste and circularity

Numbers		Unit	2022	2023	2024
5.1 Water use					
5.1.1	Water use	Cubic meter	164	267,6	262,3
5.2	**Waste from own operations**				
5.2.1	Non-hazardous – Recycling	Kilogram	-	2.568	6.456,4
5.3	**Disposal in kilograms, from own operations**				
5.3.1	Non-hazardous – Incineration with energy recovery	Kilogram	-	1.310	1.512

5.4	**Waste composition: Main materials in the waste**	Tons 2023	Tons 2024				
5.4.1	Biomass	580	840	Percent	-	15,0	10,5
5.4.2	Chemicals	0	0	Percent	-	0,0	0,0
5.4.3	Metal	115	447,6	Percent	-	3,0	5,6
5.4.4	Glass	115	144	Percent	-	3,0	1,8
5.4.5	Textiles	0	0	Percent	-	0,0	0,0
5.4.6	Paper and cardboard	1.297	3.650,4	Percent	-	33,4	45,8
5.4.7	Plastic	461	1.256,4	Percent	-	11,9	15,8
5.4.8	Rubber	0	0	Percent	-	0,0	0,0
5.4.9	Batteries	0	10	Percent	-	0,0	0,1
5.4.10	Electrical items	0	108	Percent	-	0,0	1,4
5.4.11	Construction (concrete, insulation, wood)	0	0	Percent	-	0,0	0,0
5.4.12	Other	1.310	1.512	Percent	-	33,8	19,0
	Total	**3.878**	**7.968,4**			**100**	**100**



Appendix

6. Indutrade Life Science KPI

Numbers		Unit	2022	2023	2024
6.	**General Info**	**Yes / Partially / No**			
6.1.1	Does Alflow have routines for continuously training employees in the Code of Conduct so that all employees understand the objectives and information?		No	Yes	Yes
6.1.2	Has Alflow applied the Code of Conduct to external parties?		Partially	Partially	Yes
6.1.3	Does Alflow have a process for follow-up with key suppliers regarding sustainability opportunities and risks (including human rights risks)?		Partially	Partially	Yes
6.1.4	Has Alflow identified, documented, and shared its key/material sustainability topics with its board of directors, i.e., conducted a materiality analysis, within the last three years?		No	Partially	Yes
6.2	**People**	**Yes / Partially / No**			
6.2.1	Has Alflow conducted an employee satisfaction/engagement survey within the past two years?		Yes	Yes	Yes
6.2.2	Does Alflow follow up on discrimination and harassment in its employee satisfaction/engagement survey?		Yes	Yes	Yes
6.2.3	Does Alflow follow up on leadership in its employee satisfaction/engagement survey?		Yes	Yes	Yes
6.2.4	Does Alflow have a process for documented individual development dialogues for all employees, conducted at least annually?		Yes	Yes	Yes
6.2.5	Does Alflow have a process for analyzing and documenting work environment-related risks and for implementing improvements?		Yes	Yes	Yes
6.3	**Environment**	**Yes / Partially / No**			
6.3.1	Has Alflow analyzed CO2 emissions and implemented actions for sources with high emissions?		Yes	Yes	Yes
6.3.2	Does Alflow have a process for managing water impact (measuring and managing water consumption or wastewater discharge)?		No	Partially	Yes
6.3.3	Does Alflow have a process for measuring and managing waste?		Partially	Yes	Yes
6.3.4	Do you have any KPIs related to resource efficiency and environmental impact (e.g. material consumption, energy use, water use, climate impact, waste generation)?		No	Yes	Yes
6.3.5	Has Alflow conducted a detailed energy audit within the last two years, carried out independently by qualified staff or accredited experts?		No	Partially	Yes



6.4	Products and customers	Yes / Partially / No		
6.4.1	Has Alflow conducted a customer satisfaction survey within the last two years?	Yes	Yes	Yes
6.4.2	Does Alflow include questions about sustainability in customer satisfaction surveys or in other recurring dialogues with customers?	No	Yes	Yes
6.4.3	Does Alflow use a calculated CO2e footprint of any of its products in sales	No	No	No
6.4.4	Does Alflow have a documented ambition/objective to improve resource efficiency in the development of its product and service portfolio (e.g. regarding material use, recyclability, efficiency in use, recalibration, leasing, etc.)?	No	Yes	Yes