

# ESG-SUMMARY 2022



# Overall key figures for 2022 in the BS & Co. Group

Total scope 1+2 emission

4.028 tCO<sub>2</sub>eq

Share of renewable  
electricity

15%

Turnover

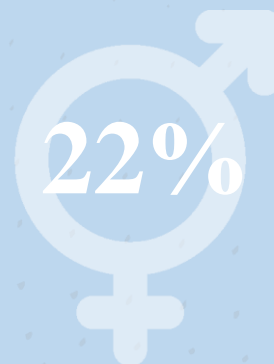
916.416.627



627

Total number of  
employees (FTE)

Energy consumption 16.140 MWh



22%

Share of  
female  
employees



# ESG Key figures

The first step has been to establish our ESG baseline for 2022. With the established baseline, in 2023 we will prepare and define concrete goals.

# Data overview

## Environmental key figures 2022

Description	Wind & Energy		Industry & Technology		Food		Real Estate & Landownership			BS & Co. Group
	Flex Wind Group	Grene WIS	Motus Nordic	Fiberpartner	Future Food	For Emma	DANDY Business Park	Scotland	Ørumgaard	
Total GHG Scope 1+2 (tCO <sub>2</sub> eq)	1.909	43	300	9	1.232	40	2	51	91	4.028
Revenue (mDKK)	255	183	135	226	48	2	44	1	n/a	916
Scope 1 (tCO <sub>2</sub> eq)	1.872	0	250	3	274	3	0	32	42	2.655
Scope 2 - Market-based (tCO <sub>2</sub> eq)	37	43	49	6	958	37	2	19	49	1.373
Scope 2 - Location-based (tCO <sub>2</sub> eq)	29	16	13	3	551	13	18	10	16	728
GHG intensity (tCO <sub>2</sub> eq/Revenue mDKK)	7	0	2	0,04	26	20	0,05	51	n/a	4
Energy consumption (MWh)	7.457	240	1.192	49	5.390	103	161	182	283	16.140
Direct energy consumption, Scope 1 (MWh)	7.364	0	1.073	12	1.431	12	0	128	164	10.849
Indirect energy consumption, Scope 2 (MWh)	92	240	119	37	3.959	90	161	54	119	5.291
Energy intensity (MWh/Revenue mDKK)	29	1	9	0	112	51	4	n/a	n/a	18
Share of renewable electricity (%)	0%	0%	0%	0%	51%	0%	100%	0%	0%	15%
Water consumption (m <sup>3</sup> )	209	350	269	60	26.218	1.480	287	960	1.173	31.225

\*Total GHG Scope 1+2 is market-based included as scope 2.

\*BS Invest, BS Equity and J-Flight activities are included in BS & Co. numbers



## Comments

### **Greenhouse gas emissions (GHG)**

BS & Co.'s total scope 1 and 2 emissions amount to 4,028 tons of CO<sub>2</sub>eq in 2022. The distribution between Scope 1 and 2 is 66% in scope 1 and 34% in scope 2, respectively.

### **Energy consumption**

BS & Co.'s total energy consumption in scope 1 and 2 in 2022 amounts to 16,140 MWh, of which 67% comes from the direct energy consumption in scope 1.

### **Share of renewable energy**

In 2022, the share of renewable energy is 15%. This is due to purchased green certificates for Hanegal in Future Food and DANDY Business Park.

### **Water consumption**

In 2022, the total water consumption is 33,120 m<sup>3</sup>. The primary discharge comes from our food companies, which together account for 89% of the total amount of water consumed.

### **Property and land ownership**

As the tenants' impact in our respective properties is placed in scope 3, only the three centres – Green Tech, AI Innovation and Food Innovation – consumption of the three centers are included in DANDY Business Park's statement. However, as we want to reduce this impact from our buildings in the use phase and support our tenants in becoming more sustainable, we have initiated work on this, which we expect to be able to put action and goals behind in the future ESG reports once we have an overview of the total scope.

## Social key figures 2022

Description	Wind & Energy		Industry & Technology		Food		Real Estate & Landownership	BS & Co. Group
	Flex Wind Group	Grene WIS	Motus Nordic	Fiberpartner	Future Food	For Emma	DANDY Business Park	
Full-time Workforce (FTE)	403	29	46	9	92	5	13	627
Employee Turnover Ratio (%)	30%	0%	9%	0%	51%	50%	38%	29%
Lost Time Injury Frequency Rate (LTIFR)	2	0	12	0	26	0	0	5
Sickness Absence (AR)	1	15	7	3	9	n/a	23	4
Female leaders (%)	32%	25%	0%	33%	40%	100%	75%	29%
Female employees (%)	9%	31%	20%	44%	49%	54%	77%	22%

\*BS Invest, BS Equity, Ørumgaard & Scotland activities are included in BS & Co. numbers

## Comments

### Employee turnover ratio

Flex Wind's business model is to employ a large proportion of employees in longer or shorter project employment, which is why there is both a high inflow and outflow of employees during the year.

### Lost Time Injury Frequency Rate

In 2022, the overall Lost Time Injury Frequency was 5. Unfortunately, especially Future Food and Motus Nordic have experienced a high frequency of occupational accidents. None of the respective companies are satisfied with this development and initiatives have been initiated to reduce this.

For Emma has not historically recorded sickness absence. Therefore, it has not been possible to report on this in 2022. This practice will be changed in 2023, so that it will be possible to report on sickness absence in the future.

## Governance key figures 2022

Decription	Wind & Energy		Industry & Technology		Food		Real Estate & Landownership	BS & Co. Group
	Flex Wind Group	Grene WIS	Motus Nordic	Fiberpartner	Future Food	For Emma	DANDY Business Park	
Board members	4	4	14	4	17	0	15	77
Female board members	1	0	0	0	5	0	0	10
Female board members (%)	25%	0%	0%	0%	29%	n/a	0%	13%

\*In Motus Nordic Holding, Future Food, DANDY Business Park the respective board members are included, based on the total number of positions they hold in the various underlying companies

\*BS Invest, BS Equity, Ørumgaard & Scotland activities are included in the BS & Co. numbers

## Comments

### Gender diversity

No targets have been established for the Group's companies on gender diversity on boards, regardless of the size of the company. In 2023, it will be assessed whether this should be the future practice or whether separate targets should be established for the respective companies.

## Areas specific KPIs

The areas specifically KPIs provide the framework for compliance with the selected focus areas. The share of KPIs will be expanded in 2023 to cover a broader spectrum of focus areas for each business area.

Wind & Energy	Description	2022	Target	ESG focus area
Flex Wind	No. of installed windmills (Index)	100	TBD	Support our customers and society in the transition to renewable energy
Flex Wind	No. of repaired windmills (Index)	100	TBD	
Grene WIS	Share of orders processed within the 72 hour lead time requirement (%)	89%	TBD	

Industry & Technology	Description	2022	Target	ESG focus area
Fiberpartner	Share of revenue from recycled* materials (%)	73%	TBD	We work continuously to identify, develop and deliver products and services with a focus on reducing environmental impact

\*Recycled materials - to be included, there must be a minimum share of 50% recycled materials in the products sold

Real Estate & Landownership	Description	2022	Target	ESG focus area
DANDY Business Park	Renewable energy share (%)	100%	100%	Reducing impact of our buildings in use
DANDY Business Park	Participants in ESG programs arranged by DANDY Business Park (No.)	75	TBD	Supporting and enabling the ESG work of our customers



## Areas specific KPIs - continued

Food	Description	2022	Target	ESG focus area
For Emma	Share of revenue from products without any E-numbers (%)	41%	TBD	Delivering products of high quality with a limited amount of E numbers
Hanegal	Share of revenue from products without any E-numbers (%)	100%	100%	
Gris&Ko	Share of revenue from products without any E-numbers (%)	70%	TBD	
Top Food	Share of revenue from products without any E-numbers (%)	5%	TBD	
Nr. Onsild	Share of revenue from products without any E-numbers (%)	0%	TBD	
For Emma	Share of revenue from certified organic products (%)	41%	TBD	
Hanegal	Share of revenue from certified organic products (%)	100%	100%	
Gris&Ko	Share of revenue from certified organic products (%)	5%	TBD	
Top Food	Share of revenue from certified organic products (%)	4%	TBD	
Nr. Onsild	Share of revenue from certified organic products (%)	7%	TBD	
For Emma	Share of revenue from vegetarian products (%)	100%	100%	
Hanegal	Share of revenue from vegetarian products (%)	34%	TBD	
Gris&Ko	Share of revenue from vegetarian products (%)	3%	TBD	
Top Food	Share of revenue from vegetarian products (%)	2%	TBD	
Nr. Onsild	Share of revenue from vegetarian products (%)	3%	TBD	

## Comments

In 2023, targets will be developed for those KPIs that do not yet have targets set.