

Sustainability Report

2024



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Reference Guidelines:

- [Voluntary Reporting Standard for SMEs \(VSME\) 2024](#)
- [The United Nations Global Compact](#)

Introduction

Purpose of this Report

At MBP, sustainability is part of our DNA. This report is our way of sharing how we're doing when it comes to managing the sustainability of our business operations. We want to be open with our partners, customers and everyone interested in our work about the progress we've made, the challenges we face and the opportunities ahead.

This report has been prepared using the Basic Module of the Voluntary Sustainability Reporting Standard for non-listed micro, small and medium-sized enterprises (VSME) developed by the European Financial Reporting Advisory Group (EFRAG). No classified or sensitive information has been omitted. The VSME offers a straightforward, standardised framework to communicate our environmental, social and governance (ESG) performance to stakeholders.

Reporting Period and Scope

This report covers MBP Group Holding and companies in which it has a controlling interest. MBP Solutions is the predominant market-facing brand for these entities. It presents data from January 1 to December 31, 2024, and highlights the progress and key initiatives undertaken during the year, reflecting our commitment to continuous improvement in sustainability. We reference our annual Communication on Progress (CoP) which we have been publishing in alignment with the UN Global Compact since 2018.

Message from Senior Leadership

We are proud to share our Sustainability Report 2024. Since 1999, sustainability has been central to our mission of turning by-products into valuable resources and driving the circular economy.

Over the past year, we focused on making our operations more efficient and environmentally responsible. We worked to reduce our internal waste, improve resource use and ensure that safety and compliance remain top priorities across all our sites.

Thank you to our employees, whose commitment and care drive our progress every day. This report highlights the steps we've taken, the challenges we face and our ongoing vision for a more sustainable business.



From left to right:
Jens Søgaard Jacobsen, Chief Sales Officer
Helen Sainsbury, Group CEO
Julian Danvers, European Sales Director

Company Overview

140M Turnover in 2024 (EUR)

53M Balance Sheet in 2024 (EUR)

>350K Volume (MT) handled yearly

>500 By-product and residue streams

134 Employees globally

16 Countries with local teams

7 Tank facilities

>50 Countries with operations



A LOCAL SERVICE APPROACH WITH
A GLOBAL PERSPECTIVE SINCE OUR
FOUNDING IN 1999

Milestones in Sustainability

1999

Founded in Scandinavia, the year the UN Global Compact was started

2003

First bio-liquid shipload supplied for the growing renewable energy market

2004

Headquarters established in Switzerland

2005

Used Cooking Oil (UCO) business and collection services launched

2012

ISO 9001 & ISO14001 achieved

One of the first companies in our sector to be ISCC EU certified

2018

UN Global Compact Communication on Progress (CoP) first submitted

First participation in EcoVadis sustainability business rating system

2019

Chain of Custody (CoC) Certifications for MSC and MarinTrust achieved

2024

Redcert-EU Certification for sustainable biofuels received

Planet Mark sustainability certification received

Vision and Mission

To be globally recognised as the go-to partner for sustainable and responsible by-product management, embedding sustainability in all practices and processes.

Our mission is to turn by-products into valuable resources, optimising resource use, reducing waste and generating added value for partners through sustainable solutions.

Core Values



Sustainability

Optimising resource use and implementing circular business solutions



Diversity:

Embracing global experience and collaborating as one team



Innovation:

Thinking differently and constantly seeking better ways of doing things



Integrity:

Being responsible, ethical, honest and fair in all actions



Growth:

Continuously learning and developing to improve every aspect of our business

Business Model and Core Activities

MBP specialises in transforming biological by-products into valuable resources, supporting a circular economy and creating prosperity for both businesses and the planet.

Our core activities include the collection, storage, trading and outsourced management of by-products for industries such as agriculture, aquaculture, food, beverage, oleochemicals and pharmaceuticals. Through our OMBP (Outsourced Management of By-Products) service, we provide partners with a tailored comprehensive service programme that optimises resource use, ensures regulatory compliance and delivers operational transparency.

As we turn one industry's by-product into another's raw material, we are adding value to residues, reducing waste and enabling a more sustainable supply chain.

By-product Management in a Circular Economy

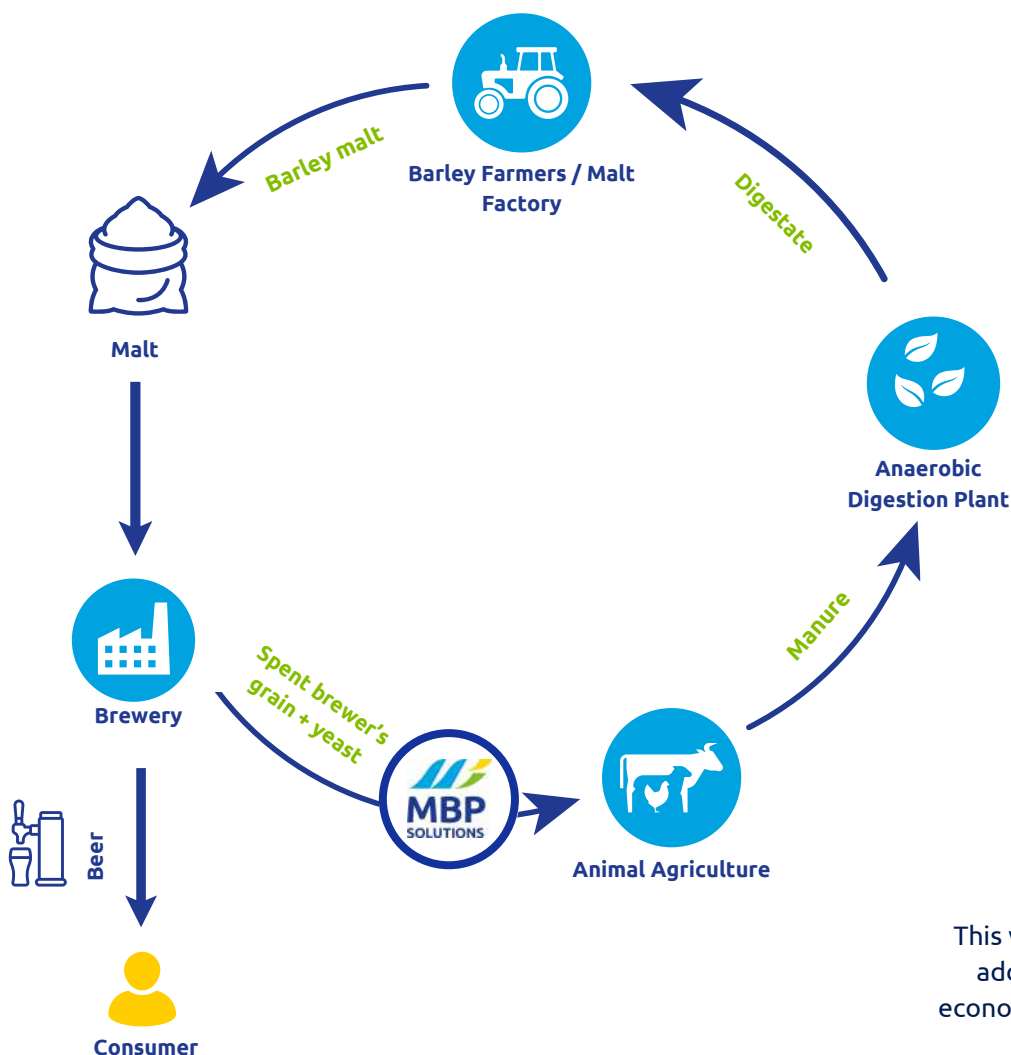
The circular economy model addresses the depletion of natural resources by moving away from linear production and consumption. It focuses on maintaining the highest value of materials and products throughout their lifecycle.

At MBP, we embody this concept by:

- Encouraging sustainable production and consumption
- Facilitating the use of residues as resources
- Implementing innovative waste management solutions

Our business model creates synergies between suppliers and customers:

- Suppliers send residues for recycling or recovery
- We find direct applications or reprocess these into products
- Customers use these to replace materials or as recycled resources



This visual shows how MBP adds value to the circular economy, using the brewery sector as an example.

Sustainability Policies and Commitments

Environmental Policy

MBP transforms by-products from one industry into valuable resources for another, with sustainability at the core of its operations. The company is committed to minimising environmental impacts by integrating best practices, maintaining ISO 14001:2015-aligned management systems and setting measurable objectives for continual improvement.

MBP actively works to reduce resource use, waste and emissions and promotes responsible operations. In 2025, our goal is to reduce our Scope 1 and Scope 2 emissions by 5% as compared to our benchmark carbon footprint reporting set in 2024.

Open communication, regular performance reviews and ongoing training ensure that sustainability is embedded across all activities and that progress is transparent and accountable.

View our complete [Environmental Policy on our website](#).

Social Policies

Workplace accidents and days lost to work-related injuries in 2024

0

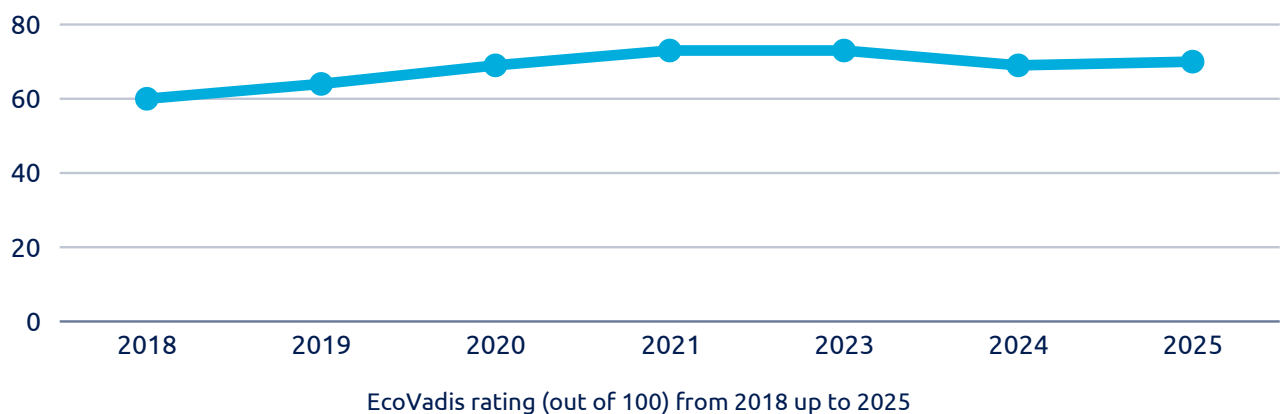


We are committed to providing a safe, fair and inclusive workplace for all employees. All staff receive training on health and safety, and we have established clear procedures to prevent workplace accidents. We promote equal opportunities, ensure fair wages and support professional development. A complete listing of policies can be viewed in the [Governance section of this report](#).

EcoVadis for Sustainability Management

Since 2018, MBP has partnered with EcoVadis to provide annual business sustainability ratings and assessments, helping us manage risks, enhance transparency and support sustainability goals.

Since that time, we have ranked in the top 15% of the more than 100,000 globally benchmarked companies.



By leveraging EcoVadis' tools, we continue to make informed decisions that positively impact the environment, society and the economy.

EcoVadis remains a vital part of our strategy to lead in sustainable by-product management while fostering trust and accountability across our value chain.

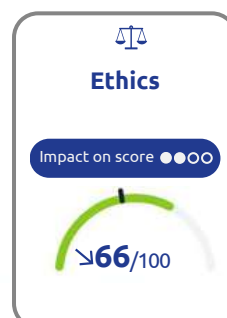
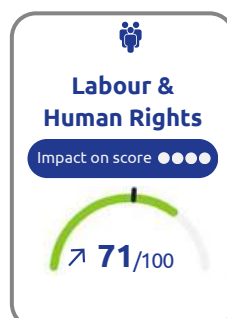
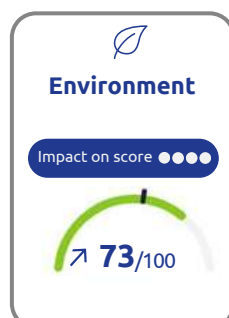
Each year, we publish our EcoVadis assessment results on our website to ensure transparency. [You can view the latest results online.](#)



Overall Score

Percentile
88th

↗ **70/100**



Commitment to the UN Global Compact

The UN Global Compact is the world's largest corporate sustainability initiative. It is a principle-based framework that encourages businesses worldwide to adopt sustainable and socially responsible policies.

The framework consists of:

- the Ten Principles covering human rights, labour, environment and anti-corruption
- the 17 Sustainable Development Goals (SDGs) adopted by the United Nations in 2015.

WE SUPPORT



The Ten Principles



HUMAN RIGHTS



LABOUR



ENVIRONMENT



ANTI-CORRUPTION



As an Early Adopter of the UN Global Compact, MBP has been actively participating since 27 November 2017 with annual Communication on Progress (CoP) reports. The most recent CoP was published on 25 July 2024 with the next CoP due on 31 July 2025.

To review all of MBP's CoP documents, [visit the UN Global Compact website](#), where a comprehensive list of submissions is available.

Actions Taken on Sustainability

Priority Goals

Our approach to sustainability encompasses all company activities and processes, with a focus on enhancing practices and optimising economic, environmental and social impacts.

We prioritise four key goals where our activities make a direct and measurable impact. These goals are linked to 13 of the 17 Sustainable Development Goals (SDGs).



Promoting resource efficiency



Enabling Circularity



Improving Traceability



Enhancing our Expertise



Monitoring Progress on Priority Goals

Measuring progress is essential to understand the advancements made in business and with the identified Sustainable Development Goals (SDGs). Below are details of our progress in 2024 according to our 4 priority goals.

Promoting resource efficiency

TARGET(S):

- IMPROVE OPERATIONAL EFFICIENCY
- BENCHMARK OUR CARBON FOOTPRINT

Progress:

- Installed new UCO machinery at Norwegian production site
- Achieved Planet Mark certification

Enabling Circularity

TARGET:

OBTAIN SUSTAINABILITY CERTIFICATIONS FOR BIOFUELS

Progress:

Achieved REDcert-EU certification for sustainability for Biofuels to complement our ISCC-EU certifications

Improving Traceability

TARGET:

LAUNCH ENHANCED KYC PROCESS TO ENHANCE COMPLIANCE

Progress:

Integrated KYC process for account onboarding with a focus on sanctions checks

Enhancing our Expertise

TARGET:

ENHANCE REGIONAL EXPERTISE THROUGH EXPANSIONS AND M&A

Progress:

Acquired Vesttec ApS in Denmark to expand biogas expertise and opened locations in Malaysia and Spain to strengthen regional footprint



Environmental Actions

In 2024, we partnered with Planet Mark to monitor and measure greenhouse gas emissions across Scopes 1, 2 and 3. Details of our carbon footprint are below and on the following page. [Visit our website to download the latest Planet Mark certification.](#)



Market-based Measurements

1,149.4 tCO₂e

Measured carbon footprint

9.0 tCO₂e

Measured carbon footprint per employee

GHG Intensity (location-based)
4.66 gCO₂eq/EUR

Location-based Measurements

845.0 tCO₂e

Measured carbon footprint

6.6 tCO₂e

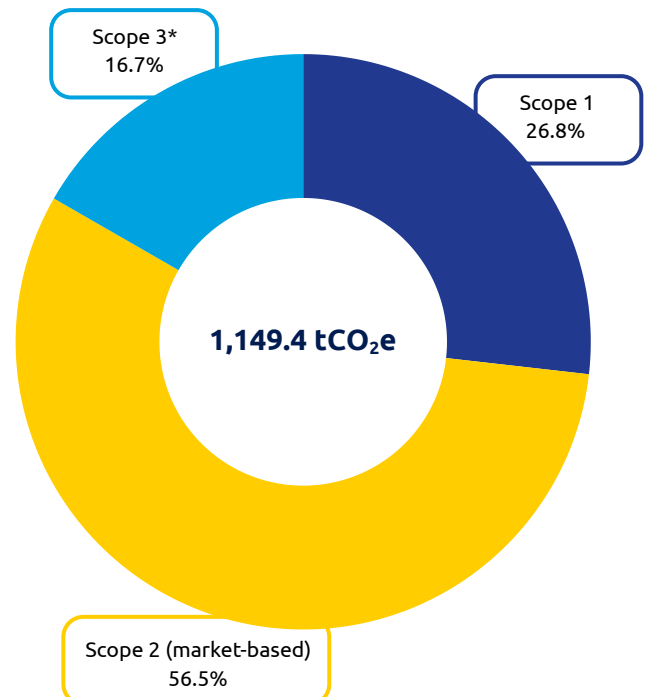
Measured carbon footprint per employee

**Target
Reduction:
5%**

**Actual
Reduction:
7.5%**

Scope 1 & 2 per employee in
2024, as compared to 2023

	tCO ₂ e
Scope 1	308.5
Scope 2 (market-based)	649.3
Scope 2 (location-based)	344.9
Scope 3*	191.5
Total	1,149.4



*According to the GHG Protocol Scope 3 Standard, developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), a full Scope 3 assessment covers 15 categories. Currently, we measure and report on two of these categories: Category 3 (Fuel- and Energy-Related Activities) and Category 5 (Waste Generated in Operations). All emissions reported as Scope 3 in this report fall within these two categories.

Reporting Boundary: Greager, Grenaa, Copenhagen, Gouda, Los Angeles, Minnestoa, Neuchatel, Silkeborg, Skipton, Staffenstorp, Sveprol, Riihimäki

Reporting Period:
01 Jan 2024 – 31 Dec 2024

Carbon Footprint

Scope 1 Emissions

26.84% of 2024's total carbon footprint

Emissions from sources created directly (e.g., burning fuel and company owned vehicles)

Emission Source	2024 tCO ₂ e	2024 Proportion	Change from 2023
Gas Oil	241.6	78.3%	12.3%
Diesel Car	23.1	7.5%	609.3%
Burning Oil	18.3	5.9%	-
Diesel Fuel	9.4	3.1%	-72.8%
Petrol Car	7.4	2.4%	-1.2%
Fuel Oil	3.2	1.0%	-
Biofuel	0.04	0.0%	-
Diesel Van	0	0.0%	-100.0%
Natural Gas	5.5	1.8%	-
Total	308.5	100.0%	12.3%

Scope 3 Emissions Category 3 (Fuel & Energy)

16.66% of 2024's total carbon footprint.

Top 10 sources from all categories combined.

Emissions not produced by the company, but by those within the company's value chain. This does not include traded by-products.

Emission Source	2024 tCO ₂ e	2024 Proportion	Change from 2023
Heat and Steam	71.1	37.1%	-
Composting	14.3	7.5%	-
Energy from Waste	10.5	5.5%	137.7%
Water Treatment	4.0	2.1%	77.3%
Electricity	19.4	10.1%	38.2%
Recycled	0.8	0.4%	-99.2%
Electric Car	0.5	0.3%	13207.6%
Diesel Car	5.9	3.1%	-
Diesel Fuel	2.3	1.2%	-
Others	62.7	32.8%	10940.5%
Total	191.5	100.0%	52.9%

tCO₂e = Tons of carbon dioxide equivalent. Unit for greenhouse gas emissions.

Scope 2 (market-based) Emissions

56.49% of 2024's total carbon footprint

Emissions created indirectly, associated with energy purchased.

Emission Source	2024 tCO ₂ e	2024 Proportion	Change from 2023
Electricity	351.9	54.2%	18.9%
Heat and Steam	295.7	45.5%	20.4%
Electric Car	1.7	0.3%	2456.9%
Total	649.3	100.0%	19.9%

Scope 3 Emissions Category 5 (Waste)

2.58% of 2024's total carbon footprint

Emissions from third-party disposal and treatment of waste generated. Includes both solid waste and wastewater.

Emission Source	2024 tCO ₂ e	2024 Proportion	Change from 2023
Composting	351.9	54.2%	18.9%
Energy from Waste	10.5	35.5%	137.7%
Water Treatment	4.0	13.4%	77.3%
Recycled	0.8	2.8%	-99.2%
Landfill	0	0.0%	-100%
Total	29.7	100.0%	-73.3%

Renewable and Non-renewable Energy Consumed

	Non-renewable	Total
Electricity	602.6 MWh	1063.1 MWh
Fuels	116,109 L	370,109 L

MWh = Megawatt-hour. Unit for energy consumption.
We are currently unable to provide a detailed breakdown for fuels in MWh.
These are the results of internal assessment based on site usage.

Social Actions

We foster a dedicated and engaged workforce, reflected in our strong 2024 employee stability index of 86%. Our team consists of 134 talented professionals (127.9 FTE) working across multiple branches in several countries, enabling us to maintain a global presence and deliver value to clients worldwide.

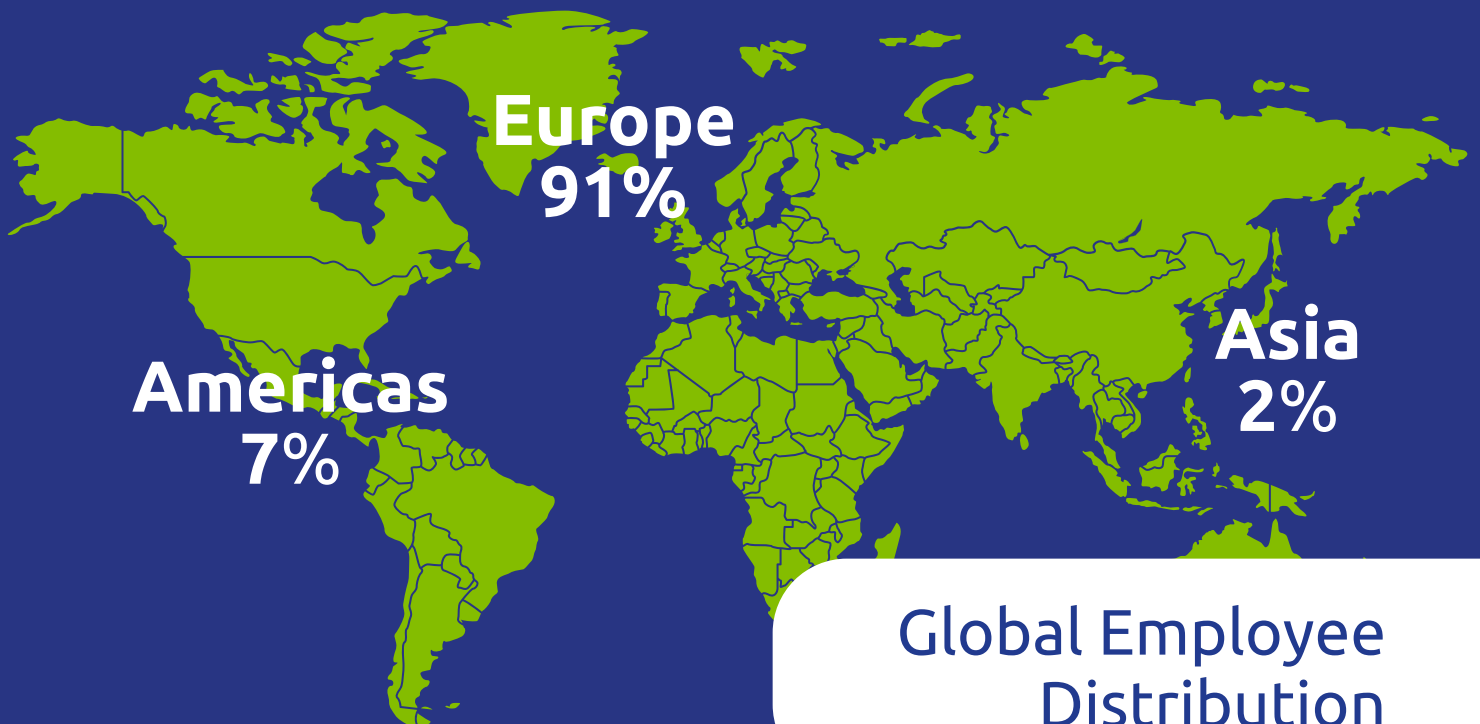
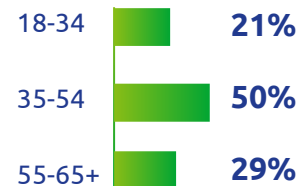
All employees receive pay that meets or exceeds the applicable minimum wage in their country, in accordance with national laws or collective bargaining agreements. The percentage of our workforce covered by collective bargaining agreements is 11.4%.



(retention rate of employees with over one year's service)



Employees by Age



Employee Development

We support our commitment to sustainability by providing targeted environmental and ethical training for our employees, helping us become the preferred partner for managing bio-based residues. Key training topics and modules include:

PRODUCTS

- By-product Criteria under EU Law

QUALITY & SUSTAINABILITY

- International Sustainability and Carbon Certification (ISCC)
- Hazard Analysis and Critical Control Points (HACCP)
- Good Manufacturing Practice Plus (GMP+)
- Redcert-EU

ETHICS

- Bullying and Harassment
- Anti-bribery
- Diversity and Inclusion

Our teams drive meaningful environmental impact within our organisation and beyond, empowered to make a real difference every day.



To maintain this strong safety record, we deliver robust training programmes and communicate policies clearly to all staff and contractors, ensuring everyone is informed and prepared.

Reflecting our commitment to our values of diversity and integrity, all employees completed anti-bribery and diversity training in 2024, promoting a transparent and ethical workplace.

ANTI-BRIBERY
ANTI-HARASSMENT
CONTEMPORARY FORMS OF SLAVERY
CYBER AWARENESS
HEALTH AND SAFETY
MENTAL HEALTH
TOTAL QUALITY MANAGEMENT (TQM)
ISO 9001:2025 & ISO 14001:2025
UN GLOBAL COMPACT

100%
of employees complete trainings on these topics

Empowering Positive Change through Philanthropy

At MBP, we believe every action - no matter how small - helps build a brighter, more equitable future for all.

In 2024, our efforts included supporting Pipal Tree and ShelterBox, organisations whose work exemplifies the spirit of positive change and community enrichment.

You can read more details about this effort [on our website.](#)



Pipal Tree is dedicated to promoting climate resilience, reforestation and education in Nepal, a country significantly affected by climate change. Their urban forest project in Kathmandu transforms polluted areas into thriving ecosystems, empowering local communities to restore their environment.



ShelterBox provides emergency shelter and supplies to communities rebuilding after disasters, helping regions like Gaza, Syria and Bangladesh recover from floods, conflicts and earthquakes. Since 2000, they have assisted over 2.5 million people worldwide, fostering a global network of compassion.

Governance Actions

A Look into Resource Efficiency at Rasmix Oy

Rasmix Oy, based in Riihimäki, Finland, has been part of MBP Group Holding since 2022. The company operates on a seven-hectare site, specialising in processing challenging biodegradable, oil-based materials into valuable products like animal feed and biofuels.

In 2024, the site demonstrated its commitment to sustainable practices by shifting to 100% fossil-free green electricity, totalling 321,297 kWh. This milestone, along with other initiatives, showcases the site's dedication to lowering carbon emissions and setting high standards for environmental responsibility and operational efficiency.

Reduction in biofuel usage in 2024
(compared to 2023), replaced by
geothermal heating

11%

Number of hours monitoring the
biofilter in 2024 to mitigate
environmental impact

2,509

Waste Management Initiatives:

- Partnered with L & T Oy to empty grease separator wells bi-weekly, moving 88 tons of sludge to Gasum Oy biogas plants for use in anaerobic digestion and renewable energy.
- Sent 57.18 tons of pine oil residues to Länsi-Suomen Prosessivesi Oy and kickstarted bio-waste recycling for a circular economy approach.



From left to right: Samuli Strömberg (CEO, Rasmix Oy), David Magnussen (Chairman, MBP Solutions), Jukka Kinnunen (Business Development Officer, Rasmix Oy), Raija Alonen (Quality & Environment Co-ordinator, Rasmix Oy)

Optimising Resources at MBP Bio Production AS



A new used cooking oil (UCO) processing line has been established at our Greåker site in Norway, consolidating key operations - unloading, emptying and washing of packaging - within a single room. This facility processes 6,300 MT of UCO and fat trap material annually. The upgrade has streamlined the workflow, reducing the number of process touchpoints and minimising manual handling, which has led to greater operational efficiency.

As a result, water and electricity consumption have been lowered and steam usage has been eliminated entirely. These enhancements have improved the physical work environment and reduced operational risks, energy use, resource consumption and overall costs.

At the end of 2024, MBP further advanced its sustainability efforts by purchasing a renewable electricity agreement for the site in 2025. All electricity used at the Norwegian site will now be sourced from local hydropower plants. This power production is certified according to the international EECS (European Energy Certificate System) standard and is documented by the issuance of guarantees of origin. Statnett issues these guarantees, and their redemption is carried out in compliance with both Norwegian and international legislation.

Additionally, a major renovation and clean-up project at the Greåker site was completed in 2024. All Intermediate Bulk Containers (IBCs) containing old materials were emptied and cleaned, reducing risks and clutter. New tank basins were constructed to effectively manage and contain any potential leaks, spills, or overflows, thus protecting the surrounding environment.

The administration offices were also renovated, further ensuring a safe and comfortable working environment for staff.

100%

renewable electricity
commitment in 2025

Managing Environmental Incidents: Rapid Response at MBP Bio Production AS

Incident Overview and Response

During the loading of Used Cooking Oil (UCO) at MBP Bio Production's dock at the Greåker site, a newly installed hose ruptured, spilling approximately 100 - 150 litres of oil, some of which entered the Glomma River. The team immediately deployed spill kits to contain the leak and minimise environmental impact.

All standard procedures had been followed beforehand, including tank checks, pressure tests and safety reviews. The vessel was securely moored with environmental safeguards in place. Pumping stopped instantly when the rupture occurred, and emergency protocols were activated.

Authorities, including the fire department and Coast Guard, were notified, and the spill was quickly brought under control.



Aerial view of MBP Bio Production AS on the Glomma River with location of spill circled in blue.

Recovery and Investigation

MBP coordinated with the customer, vessel captain and ship owner to replace the failed hose with the vessel's onboard hose, following formal approval and a Letter of Indemnity. Loading resumed and finished without further issues.

The dock was cleaned, fittings inspected and the system purged. The incident was logged in MBP's Quality Management System, and a root cause investigation, including a supplier review, was launched.

Lessons Learned and Improvements

Key improvements include:

- Strengthening supplier quality assurance for hoses and critical materials
- Increasing availability of spare hoses and essential equipment
- Updating emergency procedures to better handle equipment failures

The swift, coordinated response minimised disruption and environmental harm, highlighting the importance of collaboration and strict safety adherence.

Improvement Goals

As part of our ongoing commitment to sustainability, we have identified key areas for improvement to further reduce our environmental impact. These targeted initiatives are fully integrated into our business planning processes and serve as a roadmap for progress - benefiting both our company and the communities we support.

RESOURCE EFFICIENCY (WATER, ENERGY, WASTE, PAPER)

- Monitor water meters and promote water awareness.
- Conduct energy audits, upgrade controls and enhance waste segregation and recycling.

ENGAGEMENT, DATA QUALITY & SUPPLIER COLLABORATION

- Collect data electronically, monitor utilities and accurately track headcount.
- Assess service suppliers commitment to carbon reduction and sustainability as part of selection criteria.

Plans for Priority Goals in 2025

Using our 4 priority goals as outlined in the [Our Actions Taken on Sustainability](#) section, below are future goals with defined targets.

Promoting resource efficiency

TARGET(S):

- RATIONALISATION OF SITES AND OFFICES
- FURTHER OPTIMISATION OF UCO MACHINERY FOR GREATER OPERATIONAL EFFICIENCY
- 100% RENEWABLE ENERGY AT NORWAY PRODUCTION SITE

Enabling Circularity

TARGET:

- ADVANCE DEVELOPMENT OF ADDITIONAL PROCESSING FACILITY TO EXPAND CIRCULARITY OF BY-PRODUCTS TO ADDITIONAL INDUSTRIES
- REDUCTION OF ORGANIC WASTE AND PHOSPHOROUS IN WASTEWATER AT FINNISH SITE

Improving Traceability

TARGET:

- ISCC CERTIFICATION IN SPAIN

Enhancing our Expertise

TARGET:

- EXPAND BIOFUELS PRODUCT OFFER TO TARGET MARINE INDUSTRY
- BENCHMARKING GHG EMISSIONS ON AQUAFEED

Stakeholder Engagement

Key Stakeholders

Customer and Vendor Partnerships

Our customers and vendors are key partners in our sustainability journey. We collaborate to:

- Develop innovative, sustainable solutions for by-product management
- Share best practices and knowledge on by-product and sustainability practices
- Align our sustainability goals with their expectations

These partnerships drive our business and sustainability efforts.

Industry Collaborations

We actively participate in industry associations, memberships and conferences to stay at the forefront of sustainability practices. Our collaborations include:



These affiliations allow us to contribute to sector-specific sustainability initiatives.

Feedback and Materiality Assessment

To ensure our sustainability efforts remain relevant and impactful, we conduct regular materiality assessments. This process involves:

1. Identifying potential material topics
2. Engaging with stakeholders to gather insights
3. Analysing and prioritising ESG (Environmental, Social and Governance) issues
4. Integrating findings into our sustainability strategy

We use these insights to refine our sustainability approach and ensure transparency in our reporting. By maintaining open lines of communication with our stakeholders and actively participating in industry initiatives, we evolve our practices to create long-term value.

Supplier Management

As a key supply chain intermediary, we prioritise responsible supplier management to ensure our entire value chain aligns with our sustainability and ESG standards.



In 2024, we implemented an account onboarding process strengthening our compliance and due diligence.

Central to this way of working is screening of all customers and vendors for international sanctions, collecting data based on Know Your Customer (KYC) methodologies.

We facilitate more than

35

external audits annually on our supply chain partners to ensure compliance.

By setting clear expectations and providing support for our suppliers to meet these standards, we aim to drive positive change and mitigate risks associated with our supply chain operations.

This approach not only ensures compliance with international regulations but also reinforces our commitment to ethical and sustainable business practices across all aspects of our operations.



Stakeholder Feedback

At MBP, customer and vendor satisfaction is a cornerstone of our business. We regularly conduct surveys to understand partner experiences, expectations and perceptions regarding our products and services. This feedback directly informs our improvement processes and sustainability initiatives.

Frequency: Annual survey conducted in Q3

Participants: 142 accounts (customers, vendors, OMBP service)

Survey Channel: Emailed to each account's primary contact

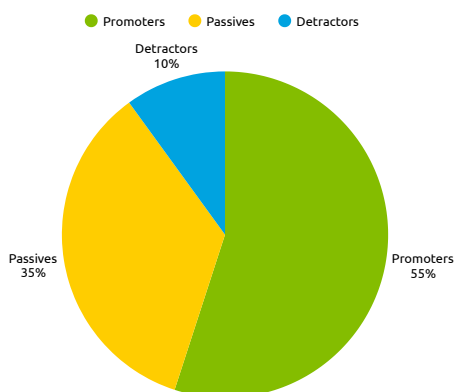
Key Questions:

- How would you rate our service quality, responsiveness and ability to meet your needs?
- How would you rate our reliability and timeliness?
- How would you rate our communication and documentation?
- How would you rate our ability to adapt to market trends?
- What improvements would you like to see in our efforts?

42%
response rate

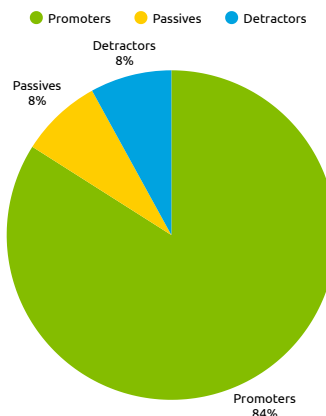
Customer

Net Promoter Score



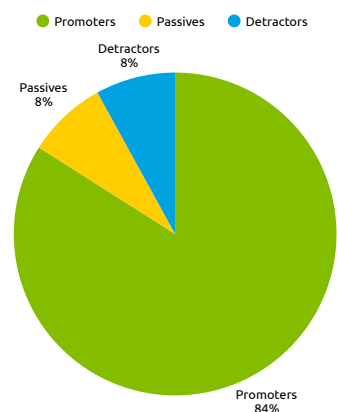
Supplier

Net Promoter Score



OMBP

Net Promoter Score



Positive Feedback: Customers and vendors praised our account management and collaborative approach, highlighting transparency and clear communication as key strengths.

Areas for Improvement: Respondents requested more detailed reporting and increased visibility into how we respond to market trends.

Action Taken: In response, we have strengthened our local support structure and enhanced digital communications to improve documentation and keep stakeholders better informed.

Governance and Management

The company, founded in Denmark in 1999 and headquartered in Switzerland, has grown to operate on five continents and in over 50 countries. We have entities active in 14 countries. These business entities are listed below.



MBP Group Holding supports our expansion through strategic investments. Examples include acquiring the Danish company Vesttec ApS in 2024 and holding a majority stake in the Finnish company Rasmix Oy.

In addition to sites near these locations, we maintain storage facilities in other key strategic areas, such as Grenå, Denmark; Idaho, USA; and Hull, United Kingdom.

Near Skriketorp, Sweden, we own 2.3771 hectares of land situated close to the biodiversity-sensitive areas of the Pjältån/Skriketorpsravinen and Dvardalaskogen nature reserves.

Leadership Team

MBP is led by two Board Members and a Senior Leadership Team of three members, who set the group's strategic direction, mission and vision. Supporting them are nine leaders from across the organisation, each representing their area of expertise. This broader group is the Management Forum and meet quarterly to execute the strategy and maintain alignment throughout the business.

Sustainability Governance

The responsibility for Sustainability Governance lies with Corporate Sustainability. This role monitors and reports progress to stakeholders during quarterly Management Forums. This role is critical in supporting the execution of sustainability projects across departments.

Planning, Compliance and Risk Management

At MBP, we set clear sustainability goals aligned with our business strategy and integrate them into individual actions through our Individual Bonus Scheme, directly linking personal objectives to company success.

We monitor progress using our Total Quality Management (TQM) system, which provides the structure and transparency needed to track workforce complaints, operational improvements and supports our compliance with ISO standards, including ISO 9001:2015 and ISO 14001:2015.

Our policies and procedures are reviewed at least every two years, or following quality system changes, to ensure continued alignment and improvement. We are committed to the highest ethical standards and can confirm that, during the reporting period, the company has not violated any anti-corruption or anti-bribery laws.

Policies

All employees must read and comply with all policies that are listed below.



- Equality, Diversity & Inclusion Policy
- Anti-Modern Slavery Policy
- Disciplinary Policy
- Grievance Policy
- Gift & Hospitality Guidelines
- Bullying & Harassment Policy
- Smoking, Alcohol & Drugs Policy
- Health & Safety Policy
- Flexible Working Policy



- Social Media Policy
- GDPR Policy
- Cyber Security Policy



- Code of Ethics
- Economic Policy Statement
- Environmental Policy
- Sustainable Procurement Policy
- Anti-Bribery & Corruption

Appendices

Definitions

- **By-Product:** A substance or object resulting from a production process where the primary aim is not to produce that item, but which has a further use that is certain, can be used without further processing beyond normal industrial practice and meets all legal and environmental requirements.
- **Circular Economy:** An economic model focused on resource reuse, recycling and waste reduction.
- **EcoVadis:** An independent platform assessing companies' environmental, social and ethical performance.
- **Environmental Policy:** The company's commitments and practices to minimise environmental impacts and improve performance.
- **ESG (Environmental, Social and Governance):** Criteria to evaluate a company's ethical impact and sustainability practices.
- **FTE (Full-Time Equivalent):** The total hours worked by all employees, expressed as the equivalent number of full-time employees.
- **GHG (Greenhouse Gas) Emissions:** Emissions of gases that trap heat in the atmosphere, contributing to global warming.
- **GHG (Greenhouse Gas) Intensity:** GHG-emissions (Scope 1 & 2 [location-based] CO₂eq in grams) divided by turnover in EUR.
- **Good Manufacturing Practice Plus (GMP+):** A global certification that ensures the safety and quality of animal feed.
- **Governance:** The systems, policies and responsibilities that guide ethical and sustainable business conduct.
- **Hazard Analysis and Critical Control Points (HACCP):** Food safety management system to identify and control potential hazards in the food production process.
- **ISCC EU:** A voluntary certification scheme managed by ISCC (International Sustainability and Carbon Certification), which is aligned with the EU Renewable Energy Directive's (RED) sustainability and GHG criteria.
- **Materiality:** The process of identifying the most significant sustainability issues for the company and its stakeholders.
- **Net-Zero:** Achieving a balance between the greenhouse gases put into the atmosphere and those taken out.
- **Outsourced Management of By-Products (OMBP):** MBP's unique service programme that manages the complete by-product requirements for other businesses, optimising resource use and compliance.
- **Planet Mark:** Sustainability certification helping organisations measure and reduce their carbon footprint.
- **REDcert-EU:** A voluntary European certification scheme under the EU Renewable Energy Directive (RED) for verifying the sustainability of biofuels, bioliquids and biomass fuels.
- **Residue:** A material directly derived from agriculture, aquaculture, fisheries or forestry that remains after the primary product has been harvested or processed. Residues are typically secondary outputs that may have little or no economic value but can be used as raw materials in other processes.
- **Risk Management:** The process of identifying, assessing and mitigating risks to ensure resilience and sustainable growth.
- **Scope 1, 2, 3 Emissions:** Categories for greenhouse gas emissions: direct (Scope 1), indirect from purchased energy (Scope 2) and all other indirect emissions (Scope 3).
- **SME (Small and Medium-sized Enterprise):** A company with fewer than 250 employees and turnover or balance sheet below specified thresholds.
- **Stakeholder:** Any party affected by or able to influence the company's activities.
- **Social Policy:** The approach to managing impacts on people, including health, safety, human rights and fair labour.
- **Stability Index:** Current number of employees with over 12 months service / Current and ex employees in post 12 months ago.
- **Sustainability:** Operating in a way that meets present needs without compromising future generations, considering environmental, social and governance impacts.
- **Total Quality Management (TQM):** A management approach focusing on continuous improvement and stakeholder satisfaction.
- **UN Global Compact:** A United Nations initiative encouraging businesses to adopt sustainable and socially responsible policies.
- **VSME (Voluntary Sustainability Reporting Standard for SMEs):** A voluntary framework designed to help small and medium-sized enterprises report on sustainability in a clear, structured and proportionate way.
- **Waste Hierarchy:** A framework prioritising waste prevention, reduction, reuse, recycling, recovery and disposal.

VSME Basic Module Disclosures

Category	Disclosure	2024 Data
General Information	B1. Basis for Preparation	Reporting option: VSME Basic Module only Legal form: MBP Group Holding Ltd NACE Code: 64.20 Reporting period: 1 Jan – 31 Dec 2024 Scope: MBP Group Holding and controlling interest companies Turnover (EUR): 140,000,000 Balance sheet total (EUR): 53,000,000
	B2. Sustainability Practices & Plans	Sustainability embedded since founding in 1999 with a business model focused on by-product valorisation and the circular economy. Annual UN Global Compact Communication on Progress. 2024 target: Reduce measured carbon footprint per FTE by 5%. Actual: 7.5% 2025 target: Reduce measured carbon footprint per FTE by 5%. No required disclosures have been omitted.
Environmental	B3. Energy & GHG Emissions	Total Scope 1, 2 (market-based) & 3 (waste): 1,149.4 tCO ₂ e Scope 1: 308.5 tCO ₂ e Scope 2: 994.2 tCO ₂ e (market-based): 649.3 tCO ₂ e (location-based): 344.9 tCO ₂ e Scope 3 (waste): 191.5 tCO ₂ e GHG Intensity: 4.66 gCO ₂ eq/EUR Total electricity consumption: 1,063.1 MWh Share of renewable energy: 43.3% Total fuel consumption: 370,109 L Share of renewable fuel (%): 68.6%
	B4. Pollution	ISO 14001:2015-aligned management. Compliant with regulations. Inspection Report Greker : 2024.347.I.SFOS
	B5. Biodiversity	Own 2.38 hectares of land near Skriketorp, Sweden, close to the Pjältån/Skriketorsravinen and Dvardalaskogen nature reserves.
	B6. Water	Total water withdra: 9316 m ³ (4 sites with 1 providing estimates) Water-related risks: No operations in water-stressed regions
	B7. Resource Use & Circular Economy	Waste generated: 5,095.3 tonnes Scope 3 (waste) emissions: 29.7 tO ₂ e
Social	B8. Workforce – General	Employees: 134 (127.9 FTE), 16 countries, 7 tank facilities Gender split: 43% Female / 57% Male % in management roles (by gender): 63% Female / 37% Male Employee stability index: 86%
	B9. Workforce – Health & Safety	Workplace accidents in 2024: 0 Days lost to work-related injuries: 0
	B10. Workforce – Remuneration & Rights	All staff receive fair wages and professional development. MBP complies with minimum wage laws in all countries of operation. Percentage of employees covered by collective bargaining agreements: 11.4% Average annual training hours per employee: 12 hrs (Female) / 12 hrs (Male)
Governance	B11. Anti-Corruption	Commitment to UN Global Compact (anti-corruption). Enhanced KYC process for compliance. No convictions or fines.

Looking Ahead

Since our founding in 1999, we have been committed to our sustainability journey. We remain committed to continuous improvement and innovation in our environmental, social and governance practices. We will continue to prioritise stakeholder engagement, operational efficiency and strategic partnerships to drive positive change and ensure long-term prosperity for people, businesses and the planet.

Thanks to our team members and partners for their contributions to these efforts. Together we create positive change.

Biological by-products
for tomorrow's environment

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Published August 2025
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