

Sustainability Report

2025



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Reference Guidelines:

- [Voluntary Reporting Standard for SMEs \(VSME\)](#)
- [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, 2025, 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 2025. Since 1999, sustainability has been at the heart of our business. Our greatest contribution to sustainability comes from working closely with customers and suppliers to find responsible, high-value solutions for industrial by-products and waste streams. By transforming these materials into valuable resources, we help reduce waste, conserve natural resources and support the circular economy.

Every year, we identify new opportunities to recover, recycle and repurpose by-products that might otherwise be lost from the value chain. This is the largest environmental impact we make, helping industries improve resource efficiency and reduce their footprint. We also continue to improve the sustainability of our own operations through reducing internal waste, improving resource use, and maintaining the highest standards of safety, quality and compliance across all our sites.

This report highlights the progress we have made, the challenges we continue to address, and our ongoing commitment to creating value from by-products while building a more sustainable future for the industries we serve.



From left to right:
Jens Sogaard Jacobsen,
Chief Sales Officer
Helen Sainsbury, Group CEO

Company Overview

155M Turnover in 2025 (EUR)

43M Balance Sheet in 2025 (EUR)

>356K Volume (MT) handled yearly

>500 By-product and residue streams

125 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

2025

First VSME compliant sustainability report released

OUR WHAT?

We turn one industry's by-product into another industry's raw material by partnering with them to optimise resource use and generate added value.

OUR WHERE?

We want to be globally recognised as the go-to partner for industries who want to handle by-products in a sustainable and responsible way.

OUR WHY?

We work together for a more sustainable world by helping industries reduce their impact on the environment.

OUR HOW?

We are global experts in by-products and their application, including supply chain management, international sales and marketing, legal compliance and sustainability.

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.

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.

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

By-product Management in a Circular Economy

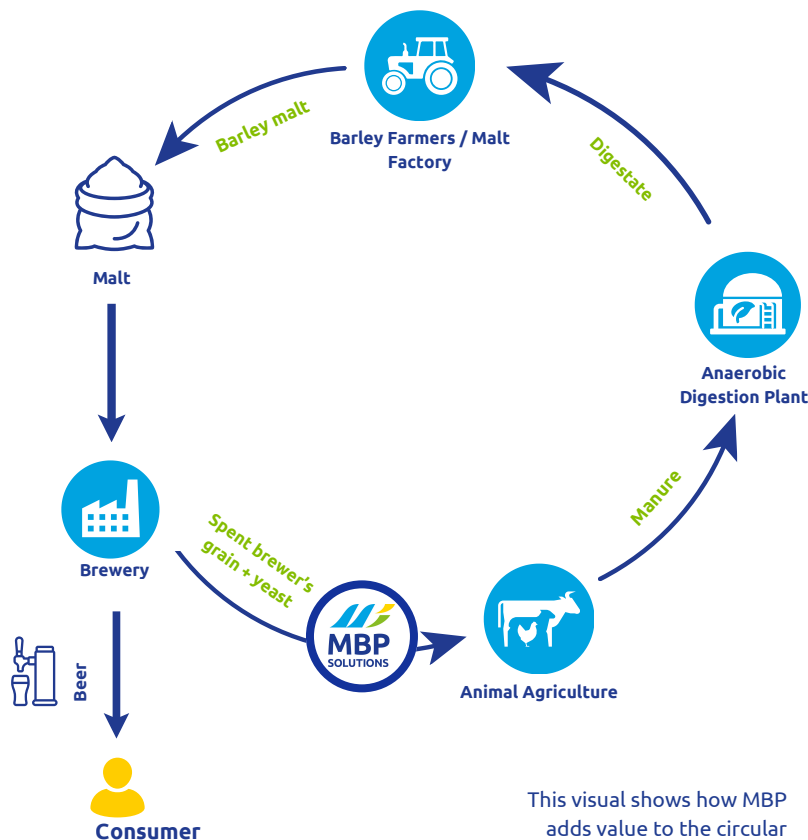
The circular economy model addresses the depletion of natural resources by moving away from linear production and consumption. It focuses on maintaining the highest value of materials and products throughout their lifecycle.

At MBP, we embody this concept by:

- Encouraging circular 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 2026, our goal is again to continue to reduce our group Scope 1 and Scope 2 emissions by 5% per year against a 2024 baseline - and also reduce our consumption of steam, water and electricity.

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 2025

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](#).

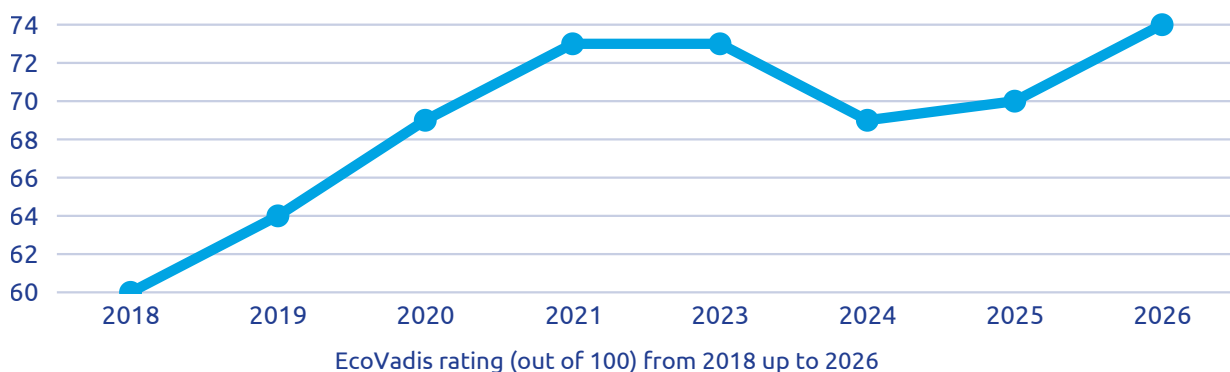
EcoVadis for Sustainability Management

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.

EcoVadis both provides sustainability ratings and a platform for businesses to assess their performance in environmental, social, and governance (ESG) criteria. The EcoVadis rating evaluates companies across four key themes: Environment, Labour & Human Rights, Ethics and Sustainable Procurement.

In our latest assessment we have ranked in the top 13% of the more than 150,000 globally benchmarked companies with a score of 74/100 - which provides MBP with a Silver Medal in the scheme and our highest rating yet.

EcoVadis Score Trajectory



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.

If you are also a member of the EcoVadis Network please feel free to request to see our scorecard. We share with everyone who is interested in knowing more about how we work with sustainability management.

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 15 July 2025 with the next CoP due on 31 July 2026.

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 2025 according to our 4 priority goals.

Promoting resource efficiency

TARGETS:

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

Progress:

- Optimized sites and offices in DK and CH
- Continuous improvement of the UCO machinery operations
- Purchased Guarantee of Origin Certificate on electricity in NO

Enabling Circularity

TARGETS:

- 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

Progress:

- Permits granted and plans ready for commencing building the new processing facility
- Continuous monitoring before scaling bioreactor to full capacity for reductions

Improving Traceability

TARGET:

- ISCC CERTIFICATION IN SPAIN

Progress:

- ISCC Certification of Modern By-Products Spain S.L 30th April 2025

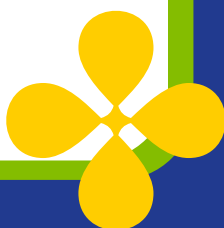
Enhancing our Expertise

TARGETS:

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

Progress:

- Extension of Scope under the ISCC certification of MBP Solutions Ltd as a Biomarine Fuel Operator (BFO)
- Project still in the development phase



Environmental Actions

Back 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

482.2 tCO₂e

Measured carbon footprint

3.9 tCO₂e

Measured carbon footprint per employee

**Target
Reduction:
5%**

**Actual
Reduction:
64.4%**

Reduction of absolute emissions
measured in 2025 vs 2024

	tCO ₂ e
Scope 1	267.1
Scope 2 (market-based)	43.5
Scope 2 (location-based)	73.3
Scope 3*	171.6
Total	482.2

**GHG Intensity (location-based)
2.93 gCO₂eq/EUR**

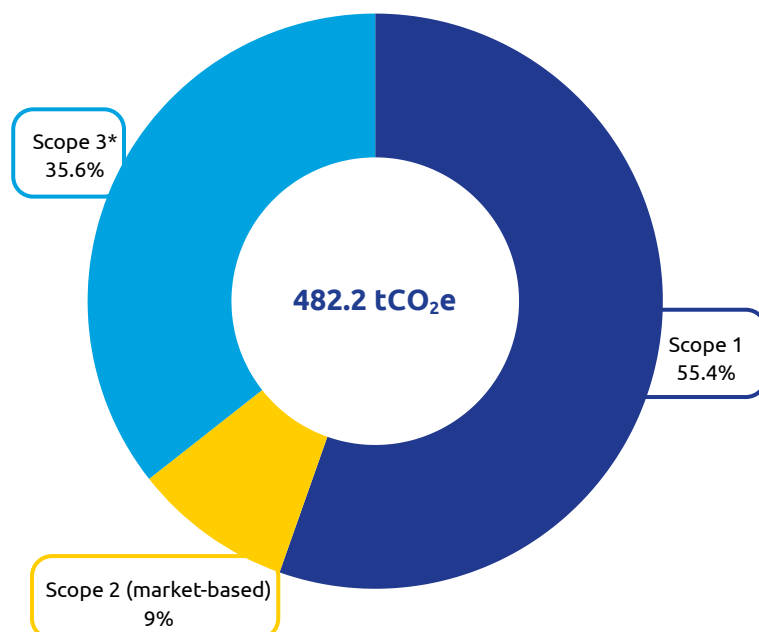
Location-based Measurements

512.0 tCO₂e

Measured carbon footprint

4.1 tCO₂e

Measured carbon footprint per employee



*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 three of these categories: Category 3 (Fuel- and Energy-Related Activities), Category 5 (Waste Generated in Operations) and Category 7 (Employee Commuting). All emissions reported as Scope 3 in this report fall within these three categories.

Reporting Boundary: Greaker, Grenaa, Copenhagen, Gouda, Los Angeles, Minnesota, Neuchatel, Silkeborg, Skipton, Staffenstorp, Sveprol, Riihimäki, Katwijk

Reporting Period:
01 Jan 2025 – 31 Dec 2025

Carbon Footprint

Scope 1 Emissions

55.39% of 2025's total carbon footprint

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

Emission Source	2025 tCO ₂ e	2025 Proportion	Change from 2024
Gas Oil	0	0.0%	-100.0%
Diesel Car	9.1	3.4%	-60.7%
Burning Oil	157.3	58.9%	759.4%
Diesel Fuel	87.7	32.8%	830.1%
Petrol Car	0	0.0%	-100.0%
Fuel Oil	0	0.0%	-100.0%
Biofuel	0.04	0.0%	-13.4%
Diesel Van	7.5	2.8%	-
Natural Gas	5.5	2.0%	0.0%
Total	267.1	100.0%	-13.4%

Scope 3 Emissions

Category 3 (Fuel & Energy)

15.45% of 2025'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	2025 tCO ₂ e	2025 Proportion	Change from 2024
Burning Oil	32.9	44.2%	759.4%
Diesel Fuel	20.9	28.0%	809.1%
Electricity	13.3	17.9%	-31.1%
Diesel Car	2.2	2.9%	-63.0%
Heat and Steam	2.0	2.7%	-97.2%
Diesel Van	1.8	2.4%	-
Natural Gas	1.1	1.4%	0.8%
Electric Car	0.2	0.2%	-65.5%
Biofuel	0.1	0.1%	-28.9%
Others	0	0.0%	-100.0%
Total	74.4	100.0%	-54.1%

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

Renewable and Non-Renewable Energy Consumed

	Non-renewable	Total
Electricity	23 MWh	951,802 MWh
Fuels	96,037 L	316,037 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.

Scope 2 (market-based) Emissions

9.03% of 2025's total carbon footprint

Emissions created indirectly, associated with energy purchased.

Emission Source	2025 tCO ₂ e	2025 Proportion	Change from 2024
Electricity	6.5	14.9%	18.9%
Heat and Steam	36.4	83.6%	20.4%
Electric Car	0.6	1.5%	2456.9%
Total	43.5	100.0%	-93.3%

Scope 3 Emissions

Category 5 (Waste)

5.1% of 2025's total carbon footprint

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

Emission Source	2025 tCO ₂ e	2025 Proportion	Change from 2024
Composting	18.9	77.1%	32.2%
Energy from Waste	0.3	1.4%	-96.8%
Water Treatment	4.5	18.3%	12.7%
Recycled	0.5	1.9%	-44.6%
Landfill	0.3	1.4%	-
Total	24.6	100.0%	-17.1%

Scope 3 Emissions

Category 7 (Employee Commutes)

15.6% of 2025's total carbon footprint

This category includes emissions from the transportation of employees between their homes and their place of work. year-on-year comparison excluded due to being measured for the first time this reporting period.

Emission Source	2025 tCO ₂ e	2025 Proportion
Diesel Car	23.2	31.9%
Petrol Car	18.6	25.6%
Hybrid Car	11.8	16.3%
Average Car	6.6	9.1%
PHEV	3.7	5.2%
Rail	3.0	4.1%
Bus	2.7	3.7%
Van	2.0	2.8%
Electric Car	0.9	1.3%
Total	72.6	100.0%

Wild fish migration plan at MBP's Swedish site

On MBP's Sveprol site near Åby, Sweden, the Pjältån River flows through the property. The Pjältån River is part of a protected nature reserve and is considered an important spawning and reproduction area for sea-migrating trout and river lamprey. It provides favourable ecological conditions that support these species during their life cycle. The local county administrative authority, Länsstyrelsen, has proposed a project to remove barriers in the Pjältån River to restore fish migration. One of these barriers is located on the Sveprol site, and MBP plays an important role in approving the proposed measures.

The barriers at Pjältån river

A major migration barrier at the Sveprol site currently prevents fish from moving upstream. The barrier consists of a natural bedrock ledge with a vertical drop of more than three metres. Historical industrial modifications have increased the height of the drop and reduced the downstream water depth. In addition, the site contains cultural heritage remains from former ironworks operations, which also create obstacles to fish migration.

The plan to restore fish migration

To enable fish migration, particularly for strong-swimming species, the proposed solution is to reduce the water flow velocity and the effective drop height at the existing bedrock edge. This will be achieved by constructing three river thresholds using wood and stone, creating a gradual elevation instead of a single steep drop. The thresholds will also form a series of intermediate pools that will serve as resting areas and enable fish to progress upstream by moving between the pools.

Looking ahead

MBP is engaged in an ongoing dialogue with Länsstyrelsen regarding the proposed project. Before construction begins, the authorities will prepare a work environment and safety plan, as the work involves several potential hazards. Once implemented, the project is expected to improve habitat connectivity and support greater biodiversity at the Sveprol site. Both the Pjältån River and the Skriketorpsravinen Nature Reserve are protected areas recognised for their high ecological value and biodiversity sensitivity.



Picture of wild trout



Fish-Based By-Product Nitrogen Fertiliser Featured on Norwegian TV

Our fish-based nitrogen fertiliser on TV

Our innovative UFF fertiliser was featured on Norwegian national television, showcasing how marine-based resources can play a key role in the future of sustainable agriculture.

The segment aired as part of NRK's "Distriktsnyheter Møre og Romsdal", highlighting the transformation of residual fish-based materials into high-value fertiliser solutions for farming.

Turning Marine Resources into Circular Fertiliser

Our UFF fertiliser is produced using nutrients derived from the marine industry, turning what was once a residual stream into a valuable agricultural input. This approach supports a more circular and resource-efficient food system - if the farmers were not able to use this as a fertilizer with MBP, it would have been managed as a waste.

For many years, we have been helping the omega-3 industry to handle their by-products. As the market prices for artificial fertilizers has seen higher degrees of volatility due to geopolitical activities, fertilizers produced with locally sourced by-products provides both a suitable alternative with effective nitrogen supply, and better prices for the farmer. And additionally this strengthens the circular economy and supports an improved soil health.



NRK TV Nyheter, 05.06.2026

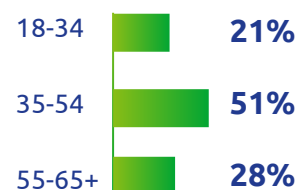
Social Actions

We foster a dedicated and engaged workforce, reflected in our strong 2025 employee stability index of 85%. Our team consists of 127 talented professionals (119 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 10%.



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 2025, promoting a transparent and ethical workplace.

AI AWARENESS

ANTI-BRIBERY

ANTI-HARASSMENT

**CONTEMPORARY
FORMS OF SLAVERY
CYBER AWARENESS**

HEALTH AND SAFETY

UN GLOBAL COMPACT

**TOTAL QUALITY
MANAGEMENT (TQM)**

**ISO 9001:2025 &
ISO 14001:2025**

MENTAL HEALTH

100%
of employees
complete
trainings on
these topics

Governance Actions

Policy for new Artificial Intelligence (AI) technologies

ChatGPT and the public launch of a range of other AI tools has drawn a lot of media attention to these technologies and their potential disruptive implications for ethics, data, security, and accuracy. It is probably, according to MBP's IT Department, one of the most influential developments in global IT practices and methodologies since cloud computing.

Both legal and ethical considerations go into the responsible management in the usage of AI-tools which is why MBP has developed an AI policy.

In order to secure both MBP and our customers, suppliers and service providers our IT Department has developed an internal policy and training to both raise awareness and ensure responsible conduct when using these technologies.



Picture generated by ChatGPT, prompted as an "AI concept illustration"

Key Policy Points

- We do not use internal company data when using AI tools
- We always read terms and conditions of the AI service
- We do not submit sensitive personal data
- MBP's IT Department keeps a registry of authorised AI-tools for use
- MBP's IT Department logs AI activity for 180 days
- We always verify accuracy of AI generated information
- AI is a tool and cannot be held responsible
- We are honest about the use of AI and do not pass content off as being our own work
- Always review and check AI generated content for bias

New European Environmental Regulations and Digital Waste Tracking Systems

MBP has been preparing its business for implementation of new legislative frameworks from the EU and in the UK covering both deforestation measures and waste traceability. The new legislative frameworks in question are the European Deforestation Regulation (EUDR), Packaging and Packaging Waste Regulation (PPWR), Digital Waste Shipment System (DIWASS) and UK Digital Waste Tracking (DWT).

MBPs proactive work has been structured through thorough work to understand the regulation scope followed by an implementation project. We are regularly monitoring changes and updates as well as both adapting our work processes and ensuring that personnel are trained on the key points applicable to the new regulation.

As a key part of implementation, we are also preparing information material for our suppliers and customers to secure that our business relationships can continue while reducing any risks involved.

MBP's project timelines sets out that we should be ready to start working compliantly 3 months before the legislations are set to be enforced, which will make us well suited to have everything working correctly in ample time.

*The **Digital Waste Shipment System** (DIWASS) is the EU's central digital system for exchange of information related to shipments of waste. It is being developed under the new Waste Shipment Regulation to make waste shipment procedures more efficient, while ensuring proper monitoring (European Commission)*

*The **UK Digital Waste Tracking** (DWT) is a part of a strengthened regulatory approach to waste management. It will eventually replace fragmented systems with a single digital service. When it becomes mandatory, any permitted site that receives waste must comply with the new requirements (UK Environment Agency)*

*The **European Deforestation Regulation** (EUDR) aims to reduce greenhouse gas emissions and biodiversity loss by boosting the consumption of 'deforestation-free' products and by reducing the EU's impact on global deforestation and forest degradation (European Commission)*

*The **Packaging and Packaging Waste Regulation** (PPWR) concerns the increasing quantities of packaging which are generated in the EU while the levels of re-use, collection and recycling remain low. The purpose is to reduce single use plastics and encourage reusable packaging.*

Plans for Priority Goals in 2026

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):

- IMPLEMENTATION OF LOCKED GLYCOLIC SYSTEM ON TANKS IN NORWAY PRODUCTION SITE TO SAVE COSTS AND STEAM
- GOAL SETTING OF CONTINUOUS RESOURCE USE REDUCTION AT PLANTS

Enabling Circularity

TARGET:

- CONTINUE DEVELOPMENT OF ADDITIONAL PROCESSING FACILITY TO UPGRADE BY-PRODUCTS
- EXCEL IN LOCAL CIRCULAR SOLUTIONS FOR TRANSPORT OPTIMISATION AND STRONG LOCAL PARTNERSHIPS

Improving Traceability

TARGET:

- IMPLEMENTATION OF EUDR MANAGEMENT ON AFFECTED BY-PRODUCT STREAMS
- IMPLEMENTATION OF DIWASS AND UK DIGITAL WASTE TRACKING ON WASTES HANDLED

Enhancing our Expertise

TARGET:

- EXPAND IN WASTEWATER TREATMENT CHEMICALS TO SUPPORT PLANTS OPTIMISATIONS
- IMPROVE OVERALL REPORTING INTERNALLY AND EXTERNALLY

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.



Strong supplier relationships are fundamental to maintaining a sustainable, transparent, and resilient supply chain. During 2025, MBP Group further strengthened its supplier qualification and assurance processes through enhancing of the MBP Supplier Questionnaire.

This is a comprehensive onboarding and assessment tool that gathers information on suppliers' business activities, products, quality systems, food and feed safety controls, sustainability practices, traceability arrangements, and regulatory compliance. The questionnaire provides a structured basis for evaluating supplier suitability, identifying potential risks, and supporting compliance with applicable certification and regulatory requirements.

We facilitate more than

35

external audits annually on our supply chain partners to ensure compliance

Beyond qualification activities, MBP continued to work closely with its supplier network to support compliance and continuous improvement. As suppliers play a critical role in the integrity of our certified supply chains, we coordinated extensive supplier audit-readiness programmes throughout the year. These included on-site visits, remote assessments, and audit simulation exercises designed to prepare suppliers for external certification and regulatory audits.

Audit-preparation activities focused on reviewing permits and licences, verifying traceability records, assessing the plausibility of supplied materials, and ensuring that suppliers could confidently demonstrate compliance with scheme and regulatory requirements. Through this hands-on approach, MBP helps strengthen supply chain transparency, improve audit outcomes, and reinforce the reliability of sustainability claims across the value chain.



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. This feedback directly informs our improvement processes and sustainability initiatives. The 2025 supplier, customer and OMBP surveys reflected strong overall performance, with the highest results to date, increased Net Promoter Scores (with no detractors) and consistently positive feedback on service quality and collaborative working practices.

Participants: 114 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?

43%
response rate



Positive Feedback: Consistently highlighting of strong working relationships with MBP, valuing effective communication, cooperation, trust, respect, flexibility, and the support provided. Timely logistics, purchase development, and by-product collection services were also recognised as key strengths.

Areas for Improvement: Respondents identified opportunities to enhance reporting detail, improve flexibility in contractual and operational arrangements, and strengthen responsiveness to challenges.

Action Taken: MBP improved clarity around pricing strategies, including the influence of material quality and other factors. Contractual requirements were clarified, and processes were enhanced to ensure more timely delivery of documentation.

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. One example includes acquiring the Danish company E-Lac in 2025.

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 two members, who set the group's strategic direction, mission and vision. Supporting them are six 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.

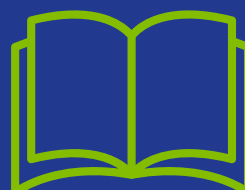
We monitor progress using our Total Quality Management (TQM) system, which provides the structure and transparency needed to track workforce complaints, operational improvements and supports our compliance with ISO standards, including ISO 9001:2015 and ISO 14001:2015.

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.

- Absence and Leave Policy
- AI Policy
- Anti-Bribery & Corruption
- Anti-Modern Slavery Policy
- Bullying & Harassment Policy
- Code of Ethics
- Cyber Security Policy
- Disciplinary Policy
- Economic Policy Statement
- Equality, Diversity & Inclusion Policy
- Flexible Working Policy
- GDPR Policy
- Gift & Hospitality Guidelines
- Global Relocation Policy
- Grievance Policy
- Group Environmental Policy
- Health & Safety Policy
- Hybrid Working Policy
- Mobile Device Policy
- Pay Transparency Policy
- Performance Management, Training & Development Policy
- Retirement Policy
- Smoking, Alcohol & Drugs Policy
- Social Media Policy
- Sustainable Procurement Policy
- Travel Management Policy



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	2025 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 2025 Scope: MBP Group Holding and controlling interest companies Turnover (EUR): 155,000,000 (rounded) Balance sheet total (EUR): 43,000,000 (rounded)
	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. 2025 target: Reduce group-wide measured carbon footprint by 5%. Actual: 64.4% 2026 target: Reduce group-wide measured carbon footprint by 5%. No required disclosures have been omitted.
Environmental	B3. Energy & GHG Emissions	Total Scope 1, 2 (market-based) & 3 (cat.3, 5, & 7): 482.2 tCO ₂ e Scope 1: 267.1 tCO ₂ e Scope 2: 43.5 tCO ₂ e (market-based): 43.5 tCO ₂ e (location-based): 73.3 tCO ₂ e Scope 3 (cat.3, 5, & 7): 171.6 tCO ₂ e GHG Intensity: 2.93 gCO ₂ eq/EUR Total electricity consumption: 951,802 MWh Share of renewable energy: 99.9% Total fuel consumption: 316,037 L Share of renewable fuel (%): 69.6%
	B4. Pollution	ISO 14001:2015-aligned management. Compliant with regulations.
	B5. Biodiversity	Own 2.38 hectares of land near Skriketorp, Sweden, close to the Pjältån/Skriketorsravinen and Dvardalaskogen nature reserves.
	B6. Water	Total water withdrawal: 7772 m ³ (4 sites with 2 providing estimates) Water-related risks: No operations in water-stressed regions
	B7. Resource Use & Circular Economy	Waste generated: 2,310.67 tonnes Scope 3 (waste) emissions: 24.6 tO ₂ e
Social	B8. Workforce – General	Employees: 127 (119 FTE), 16 countries, 7 tank facilities Gender split: 43% Female / 57% Male % in management roles (by gender): 50% Female / 50% Male Employee stability index: 85%
	B9. Workforce – Health & Safety	Workplace accidents in 2025: 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: 10% Average annual training hours per employee: 12 hrs (Female) / 12 hrs (Male)
Governance	B11. Anti-Corruption	Commitment to UN Global Compact (anti-corruption). MBP has an Anti-bribery and Corruption Policy. No convictions or fines received.

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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