Honest Quality

Sustainability Report 2025

Beck

Honest Quality

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Beck

Honest Sustainability

At Beck, we work with sustainability because it makes sense: for the climate, for our customers, and for the way we run our business. It is work that is never really finished. 2025 has been a year when we have focused on getting our data, systems, and day-to-day processes to work well together, rather than launching many new initiatives. It is less visible work, but it lays a solid foundation we can build from.

Our total CO2 emissions fell 6% from 2024 to 2025, and we are now about 50% below our 2021 baseline. The decrease, however, primarily reflects lower production more than new reduction measures. That gives us a buffer for now and a reminder to be ready to invest when activity picks up again. To reach our 2034 target, we must reduce Scope 1 and 2 emissions by 58.8% and Scope 3 by 35% compared with 2021. That work will not get any easier when production returns to a higher level.

2025 was also the year when the Science Based Targets initiative (SBTi) officially validated our 2034 climate targets. It has been a thorough process, and the approval confirms that our reduction targets align with what the 1.5°C goal asks of a company like Beck: to reduce our emissions fast enough to do our part in the global transition. In concrete terms, that means more than halving our direct emissions and cutting more than a third of the emissions in our value chain by 2034.

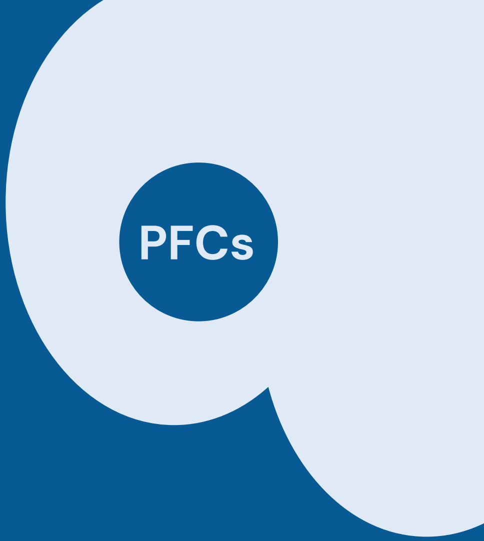
The 2025 report also broadens our focus beyond purely environmental matters to include social and governance topics. This year, we have gathered concrete input from our latest employee survey, and the results are striking: 98% say Beck is a good workplace, 98% are proud to work here. We are using those findings in our work on well-being and organization. For us, being a truly responsible and sustainable company takes more than reducing our CO2 footprint.

During the year, we have also been preparing for the new EU requirements, including the Deforestation Regulation (EUDR), Extended Producer Responsibility, and the upcoming Packaging and Packaging Waste Regulation (PPWR). It is not the most visible work, but it will matter once the rules fully take effect.

Our high ambitions remain unchanged. Progress does not always move in a straight line, but the direction is clear. This report is an honest picture of where Beck stands today, and of the work that lies ahead.

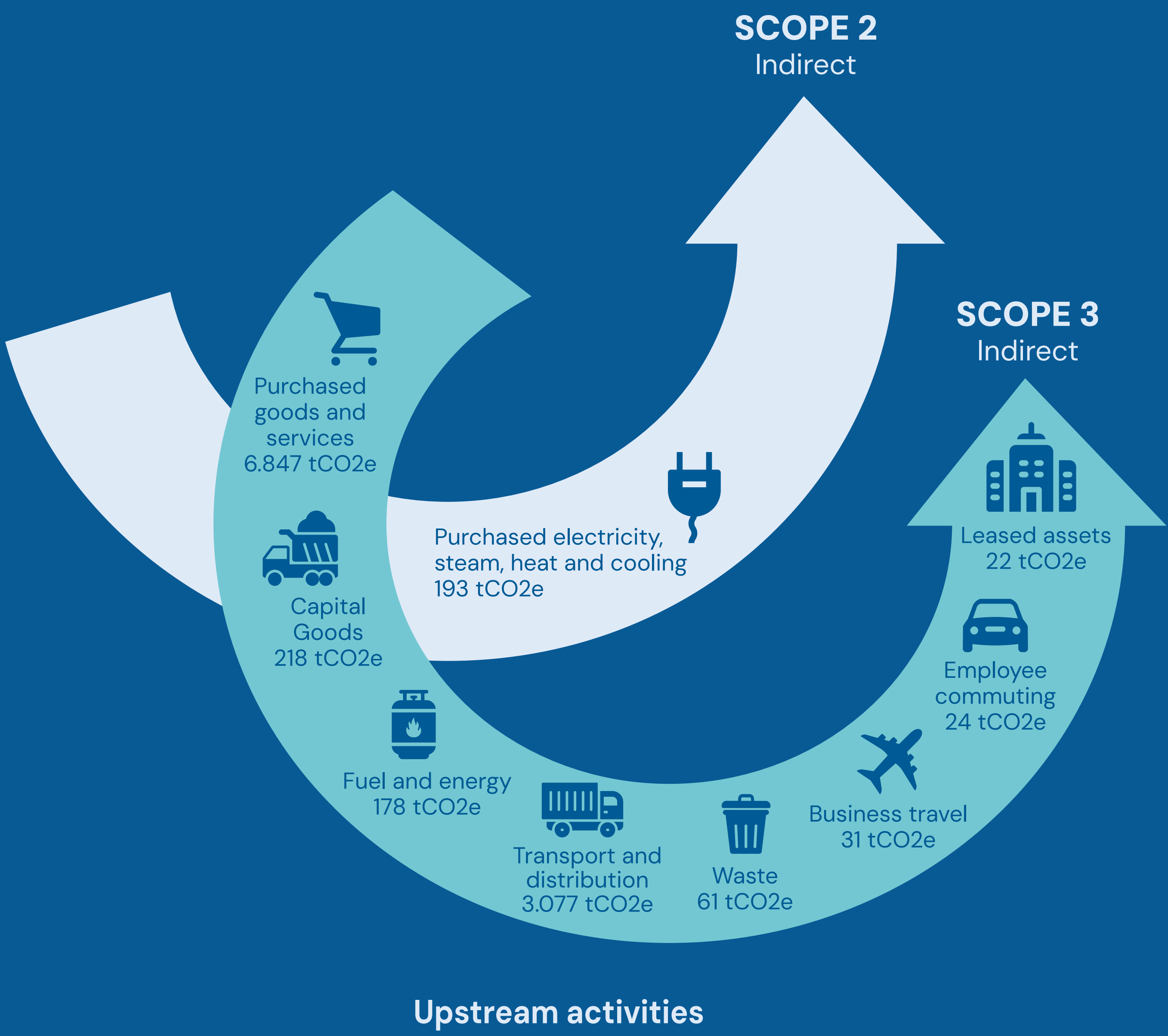
Best regards,

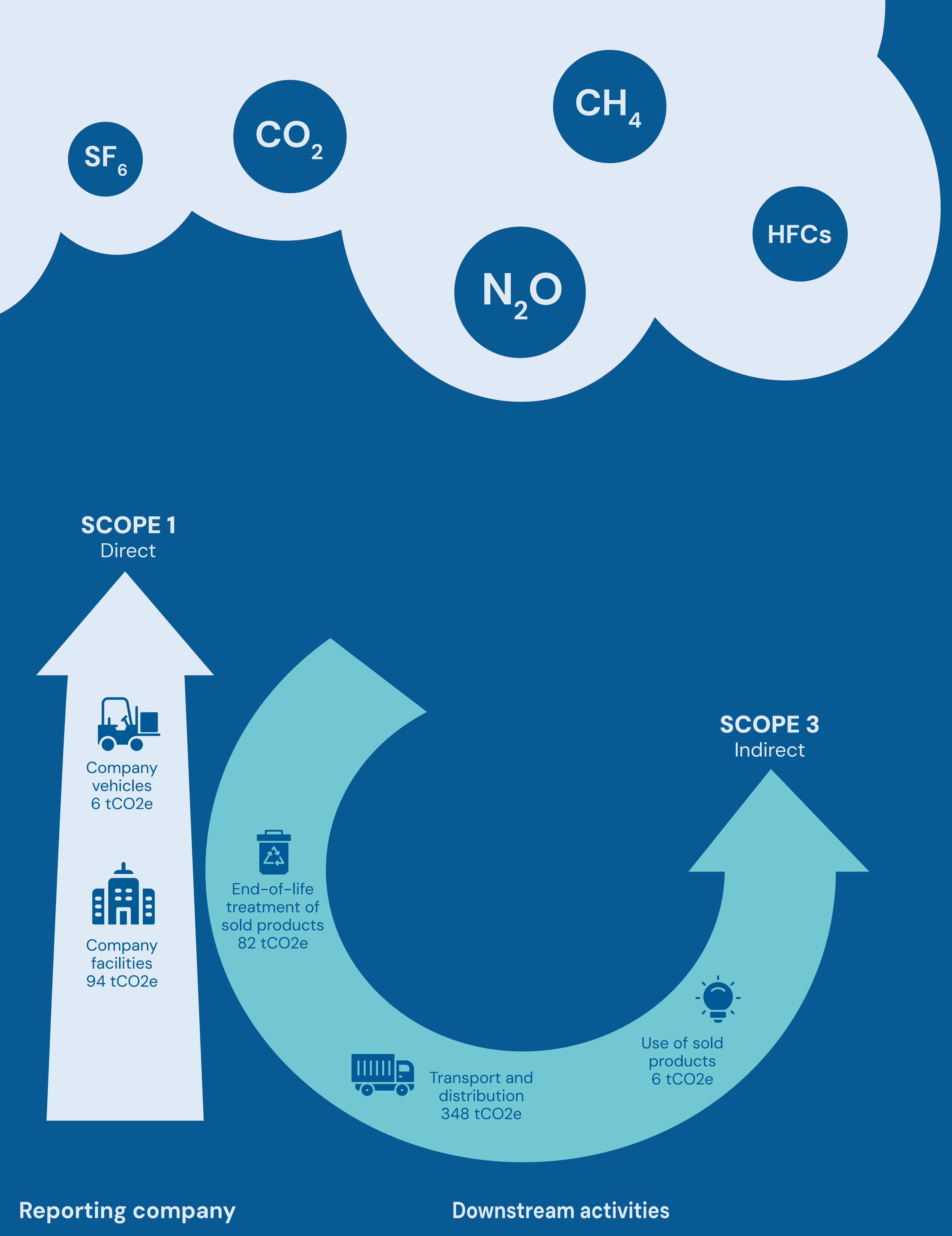
Peter Vesløv, CEO & Lars Krusell, Group Quality &
Sustainability Manager



Methodology
The GHG Protocol

The methodology used in this report is based on international standards such as GHG Protocol, that supplies the most globally recognised GHG accounting standards today, and the ISO 14064-1 standard on GHG emission reporting and reduction actions.





SF_6
CO_2
CH_4
N_2O
HFCs
SCOPE 1
Direct
Company vehicles 6 tCO2e
Company facilities 94 tCO2e
SCOPE 3
Indirect
End-of-life treatment of sold products 82 tCO2e
Transport and distribution 348 tCO2e
Use of sold products 6 tCO2e
Reporting company
Downstream activities

Carbon Emission Reduction Strategy

Updated Targets & 2025 Progress

In 2021, Beck established its CO2e baseline across Scopes 1, 2 and 3. That baseline still anchors our climate work, and it is what we measure every annual step against on the way to Net Zero by 2050, with substantial reductions delivered by 2034 in own operations and across the value chain.

2021: Establishing Our Baseline

We mapped CO2e across Scopes 1, 2 and 3, giving us the reference point we need to track reductions and set credible long-term targets.

2023–2025: From target setting to execution

In this period, Beck has moved from defining the climate framework to delivering against it. The focus is on concrete emission reductions in our own operations while we strengthen governance, data quality and supplier engagement, the levers that make deeper Scope 3 reductions possible.

1. **Sustainability Strategy (2023–2025)**
   Energy efficiency, sustainable sourcing, material optimisation and waste reduction embedded in operational and strategic decision-making.

2. **Carbon Emission Overview (CEMASys)**
   Emissions tracked, validated and reported annually across all scopes. The work continues in 2026, when our own ESG platform begins to take over from CEMAsys.

3. **Recycling of Waxed Liners**
   Liner recycling remains one of our strongest circular initiatives and a meaningful contributor to lower Scope 3 emissions. By the end of 2025, 30% of used liners in the EU are recycled rather than landfilled or incinerated.

4. **2025 Milestones Achieved:**
   - Near-term 2034 climate targets validated by the Science Based Targets initiative (17 December 2025), aligned with the SBTi Absolute Contraction Approach
   - Strengthened Scope 3 data quality through more supplier-specific input
   - ESG governance and internal reporting further embedded in management processes
   - Continued energy supervision through Klimasyn

5. **Energy Efficiency Actions**
   Targeted energy efficiency and optimisation initiatives continue to lower Scope 2 emissions across both sites.

6. **Material and Supply Chain Improvements**
   Material optimisation, supplier engagement and improved data quality support absolute reductions in Scope 3, where most of our footprint sits.

7. **Electrification and Renewable Energy Focus**
   - Continued electrification of internal transport and company vehicles
   - Evaluation of alternative energy solutions, including biogas and heat pumps
   - Increased focus on renewable electricity and district heating

2025–2034: Reducing absolute emissions across the value chain

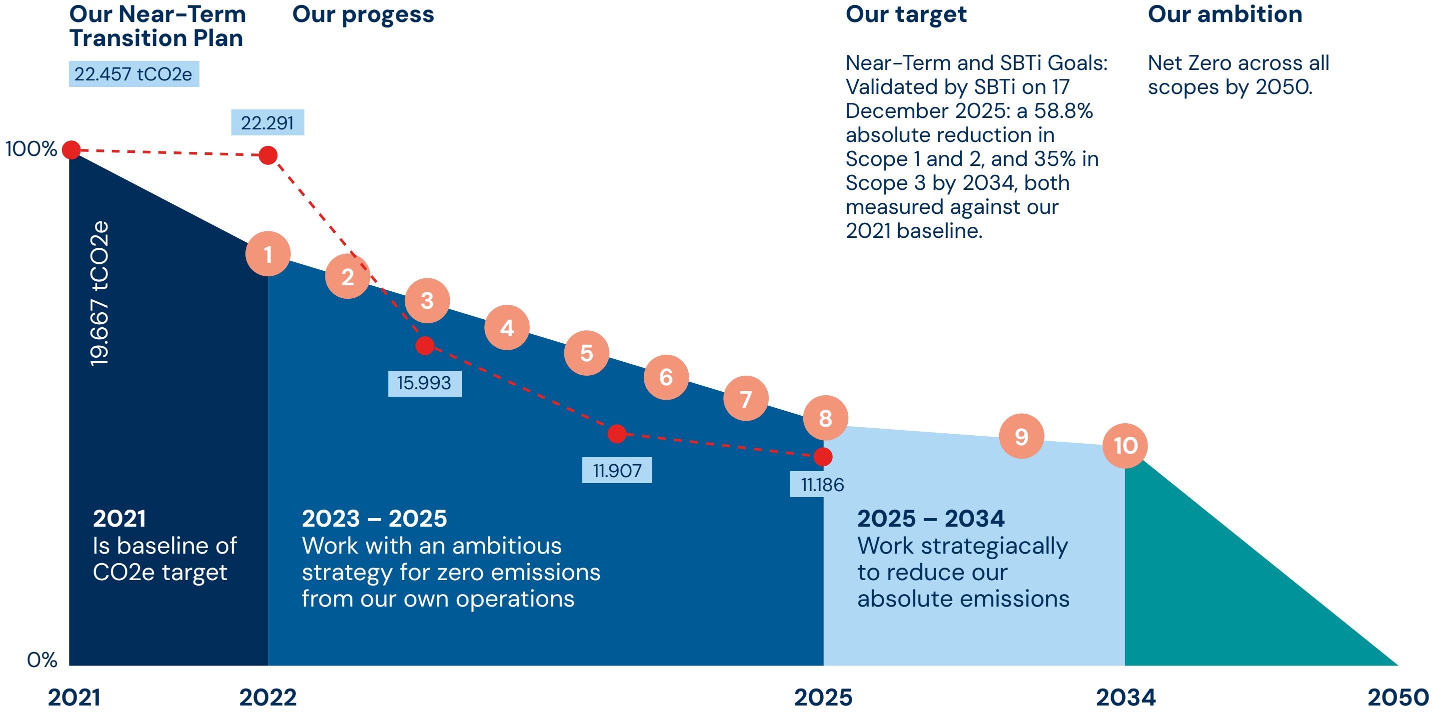
The next phase is about delivering absolute reductions, especially in Scope 3, which makes up the majority of our footprint. Emissions are monitored annually with the primary goal of reaching defined reduction levels by 2034, rather than following a fixed linear year-by-year pathway.

8. **Transport Optimization**
   Strategic work with logistics partners to lower CO2e from inbound and outbound freight through planning and efficiency improvements.

9. **New Reduction Projects**
   Ongoing identification and prioritisation of reduction initiatives across materials, packaging and process innovation.

10. **Scaling Clean Technologies**
    Continued adoption of clean and efficient technologies that lower emissions across operations as they become available..

Through these efforts, Beck targets a 58.8% absolute reduction in Scope 1 and 2 and a 35% absolute reduction in Scope 3 by 2034, both measured against the 2021 baseline. The long-term ambition is Net Zero across all scopes by 2050. The 2034 targets are validated by SBTi. The 2050 ambition is the direction we are working in.



1. Establish Sustainability Strategy (2023–2025) — in execution.
2. Carbon emission overview through CEMAsys, DEFRA, Energinet.dk, eGRID US and customer data, scheme through annual climate accounts in Scope 1, 2 and 3. Beck's own ESG platform is under development and is expected in production during 2027, replacing CEMAsys.
3. Recycling of waxed liners (own operation). In 2021, 115 mt of liner waste equalled 53 tCO2e; recycling has reduced this to a low level by 2025. Continued conversion of company vehicles (cars, forklifts) to electric (Scope 1). Energy savings from factory weekend close-downs and operational measures. End-of-life treatment: an estimated 30 % of EU-used liners are now recycled into Fermacell fibre boards (circular economy).
4. Purchased materials account for more than 60 % of our total CO2 emissions in 2025. Cardboard and wax contribute to over 90 % of the emissions from purchased materials. Using supplier-specific CO2 data from cardboard and wax suppliers continues to drive our Scope 3 emissions in a positive direction.
5. UN Global Compact: 2025 COP submitted. Extended Producer Responsibility: active 2025, ongoing through 2026. Energy supervision (Klimasyn): continued. SBTi: Near-term 2034 targets validated 17 December 2025. ESG: in-house platform under development, first version expected in production during 2027.
6. Identifying opportunities to improve daily energy efficiency. Energy reduction target settings and initiatives across both sites.
7. LPG to biogas or heat pumps, with a potential saving of approximately 99 tCO2e (Scope 1). Rooftop solar in Rønne expected to cover up to 21 % of the site's electricity use once commissioned. District heating as a green solution, approximately 5 tCO2e (Scope 2).
8. Work strategically with transport suppliers. Upstream and downstream transport accounts for approximately one-third of our total CO2 emissions.
9. Identified new projects to implement before 2034, to achieve the SBTi-validated emission reduction targets.
10. Scaling new technologies as they become available.

Our 2034 climate targets, validated by SBTi

On 17 December 2025, the Science Based Targets initiative (SBTi) officially validated Beck's near-term climate targets for 2034. After a thorough review of our methodology, baseline and reduction pathway, our targets are now confirmed to align with what climate science says a company like Beck must deliver to keep the world on a 1.5°C trajectory.

What we have committed to

By 2034, we will reduce our absolute Scope 1 and 2 emissions by 58.8% and our absolute Scope 3 emissions by 35%, both measured against our 2021 baseline. In practice, that means cutting our direct emissions by more than half and our value chain emissions by more than a third. The targets are absolute. They are measured in actual tons of CO2 leaving our value chain, not as efficiency per ton of product.

What it took to get there

The validation process was demanding. SBTi tested our baseline data, our methodology, our reduction trajectory, and the way we account for emissions across the value chain. The most demanding parts for Beck were Scope 3, where the majority of our footprint sits, and the questions around Forest, Land and Agriculture (FLAG) emissions. Our paper is mostly recycled, and our virgin cardboard share sits below 5% of our material mass, which means Beck falls outside the FLAG accounting framework. That had to be documented and verified.

What it does not yet cover

We continue to work toward Net Zero across all scopes by 2050. That ambition stands. SBTi has not validated a Net Zero target for Beck, and we are careful with the distinction between an ambition we hold and a target verified against the science. The 2034 target is the verified one. The 2050 target is the direction we are heading.

What this changes for our work

A validated target does not, in itself, reduce a single ton of CO2. The work of getting from where we are today to where we have committed to be still has to be done. What the validation gives us is a fixed external benchmark we can measure our annual progress against, independent of our own assessment. It also gives our customers, lenders and partners a credible answer to the question of where Beck is heading on climate.

The work continues. The direction is now externally verified.

The 2025 employee satisfaction survey

In December 2025 we ran our employee satisfaction survey for the seventh time since 2011. The headline is positive: an overall satisfaction score of 4.5 (up from 4.3 in 2023), with 98% of employees saying Beck is a good workplace, 98% proud to work here, and 93% feeling committed to our shared goals.

Pride in working at Beck, the relationship with the immediate manager, and collaboration with colleagues all score around 4.7–4.8. These are areas where the company has built something that holds up over time.

The survey also points clearly to where we have work to do. The lowest scoring areas are internal communication (3.9), the visibility of senior management (4.1), and how well we share information about what is happening in the company (4.2). Employees also flag that we could get better at avoiding duplicate work across the organization.

We take both sides of the picture seriously. The high engagement is a foundation, not an end point, and the issues raised are exactly the kind that need to be addressed before they erode trust. Through 2026 we are following up with concrete initiatives in the lowest-scoring areas, and we will measure progress through the next survey rather than only on our own assessment.
A workplace where people are proud to work and committed to the goals is part of what makes a sustainable company. The climate work described elsewhere in this report depends on it.

98% **Overall, Beck is a good workplace**

98% **I am proud to work at Beck**

91% **I feel motivated to go to work**

93% **I feel very committed to reach our goals**

4.5

High level of employee satisfaction

- The average satisfaction score is 4.5
- The average satisfaction is increased from 4.3 compared to 2023

4.8

The statements with the highest scores are:

- I am proud to work at Beck 4.8
- Beck is a good workplace 4.8
- I feel very committed to reach our goals 4.7
- I feel that I have good collaboration with my colleagues 4.7
- I have a good working relationship with my immediate manager 4.7

3.9

The statements with the lowest scores are:

- The internal communication is quick and efficient 3.9
- The top management of Beck is visible 4.1
- I receive the necessary information about what is happening at Beck 4.2
- I feel that we are good at avoiding duplicate work 4.2

2025 ESG Report Summary

Environment

In 2025, Beck reported total emissions of 11,186 tCO_2e, a 6% reduction compared to 2024 and roughly 50% below our 2021 baseline. Scope 1 ended at 100 tCO_2e and Scope 2 at 193 tCO_2e, while Scope 3 remained by far the largest share at 10,894 tCO_2e. The reduction was driven mainly by lower production volumes and continued recycling of EU-used liners into Fermacell fibre boards, rather than by a single new measure. The detailed figures are shown on the following page.

Social

At the end of 2025, Beck had 43 employees, 34 men and 9 women. Our seventh employee survey returned an overall satisfaction score of 4.5 on a 1–5 scale, up from 4.3 in 2023, with the next survey due in 2026. The total sick-leave rate was 3.90% of ordinary working hours, and voluntary turnover was 8%. On workplace safety, we recorded one reported incident and no fatalities. Women held 20% of management positions and 0% of board seats. Gender balance, particularly at board level, is an area we are following closely.

Governance

Beck operates with a Company Code of Conduct, an anti-corruption policy, a data privacy policy, and a whistleblowing system, which received no reports in 2025. During the year, we are extending our governance framework and are currently developing a Supplier Code of Conduct, a Modern Slavery Statement, a Climate and Environmental Policy, and a formal Health and Safety Policy. These are part of our preparation for the new EU requirements described earlier in this report.

Social	**Clarification/expected measurement/data**	**2025**	**2024**	**2023**
Number of employees	End of year	43	48	50
... of which male	End of year	34	37	39
... of which female	End of year	9	11	11
Employee engagement				
... Employee engagement / satisfaction score	Score (please specify range)	Score 4,5 range 1-5	Next score in 2025	Score 4,3 range 1-5
Sick-leave				
... Total sick-leave rate	% of total ordinary working hours	3,90	3,23	3,30
Workplace safety				
... Number of reported incidents/accidents	Absolute number	1	0	2
... Number of fatalities	Absolute number	0	0	0
Employee (voluntary) turnover				
... Share of voluntary employee turnover	In % out of total employees beginning of year	8%	8%	7%
Gender balance				
... Share of female in mgmt group	In % out of total mgmt/senior executives	20%	20%	20%
.. Share of female board members	In % out of board	0%	0%	0%
Governance	**Clarification/expected measurement/data**	**2025**	**2024**	**2023**
Company Code of Conduct - do you have this?	https://beck-liner.com/code-of-conduct/	Yes	Yes	Yes
Anti-corruption policy and processes - do you have this?	Code of Conduct - Beck Pack Systems	Yes	Yes	Yes
Supplier Code of Conduct - do you have this?	Working on it	No	No	No
Modern Slavery Statement (UNFLR) - do you have this?	Working on it	No	No	No
Climate & Environmental Policy - do you have this?	Working on it	No	No	No
Data Privacy policy - do you have this?	https://beck-liner.com/privacy-policy/	Yes	No	No
Health & Safety Policy - do you have this?	Working on it	No	No	No
Whistleblowing system - do you have this?	https://portal.board-office.dk/whistleblower/	Yes	Yes	No
... Number of Whistleblowing reports	Absolute number of reports	0	0	0

Key Figures GHG Emissions

Summary	Unit	2021	2023	2024	2025
Total Scope 1	tCO2e	105,3	117,9	100,2	99,5
Total Scope 2	tCO2e	216,7	146,3	193,0	192,5
Total Scope 3	tCO2e	22.134,9	15.729,0	11.614,0	10.893,7
Total	**tCO2e**	**22.456,9**	**15.993,2**	**11.907,2**	**11.185,7**

	Units	2021	2023	2024	2025	%	Development / Comment
Scope 1 total	tCO2e	105,3	117,9	100,2	99,5	-0,70	Stable. Continued shift to electric company cars and forklifts.
Scope 2 total	tCO2e	216,7	146,3	193	192,5	-0,26	Stable. Reflects lower hydropower availability in Washington State partly offset by lower demand.
Scope 3 total	tCO2e	22.134,9	15.729,0	11.614,0	10.893,7	-6,20	Primarily driven by lower production volumes and continued recycling of EU used liners into Fermacell boards.
Category 1 Purchased goods and services Total	tCO2e	14.175,5	10.324,8	7.182,3	6.847,0	-4,67	Lower production, plus supplier-specific emission data for paper. Reclassified to include maintenance previously held under Capital goods.
Category 2 Capital goods Total	tCO2e	219,8	250,1	132,8	217,6	+63,86	Higher investment, primarily in Denmark. Note: maintenance has been moved from Capital goods to Purchased goods.
Category 3 Fuel-and-energy-related activities Total	tCO2e	272,9	210,8	184,7	178,4	-3,41	Continued shift to electric vehicles and forklifts, supported by lower production.
Category 4 Upstream transportation and distribution Total	tCO2e	6.336,2	4.195,3	3.507,4	3.076,7	-12,28	Less production, therefore less transport and distribution.
Category 5 Waste Total	tCO2e	71,7	66,8	78,6	60,7	-22,77	Less production, therefore less factory waste.
Category 6 Business travel Total	tCO2e	42,3	40,0	35,1	30,9	-11,97	Lower travel and business activity.
Category 7 Employee commuting Total	tCO2e	96,0	46,6	26,4	24,2	-8,33	Lower production led to a smaller workforce.
Category 8 Upstream Leased activities	tCO2e	18,5	28,9	24,2	21,8	-9,92	Less leased activity in Denmark.
Category 9 Downstream transportation and distribution Total	tCO2e	506,7	326,6	331,1	348,1	+5,13	Higher sales to EXW customers.
Category 11 Use of sold products Total	tCO2e	5,0	5,8	5,6	6,0	+7,14	Higher sales of secondary products such as ejectors and frames.
Category 12 End-of-life treatment of sold products Total	tCO2e	390,3	233,3	105,8	82,3	-22,21	Lower sales, plus continued recycling of EU used liners into Fermacell boards.
Total emissions (Scope 1 + 2 + 3)	tCO2e	22.456,9	15.993,2	11.907,2	11.185,7	-6,06	Mainly driven by lower production volumes (liner sales down ~8% vs. 2024) and continued recycling into Fermacell boards. Counteracted by higher capital investment, primarily in Denmark.

All emissions are accounted for in accordance with the Greenhouse Gas Protocol Corporate Standard.
Sustainability data source: CEMAsys, DEFRA, Energinet.dk, eGRID US and customer emission data.

Priorities 2026

From validated targets to delivered reductions

With our SBTi targets validated and our data foundation firming up, 2026 is about translating the framework into actual reductions. The list below is short on purpose. These are the areas where we expect our work to make a measurable difference, both in our own emissions and in how prepared we are for the regulation now coming into force.

Putting our SBTi targets to work

The targets are validated; the reductions still have to be delivered. To meet the 2034 commitment, we need to cut Scope 1 and 2 emissions by 58.8% and Scope 3 by 35% against the 2021 baseline. Lower production has taken some pressure off in the short term, and most of the recent decline reflects that rather than new initiatives. The risk is that we lean back. We do not want to. In 2026 we are mapping the concrete reduction levers across both sites and setting annual milestones, so we can see whether we are on track or off track well before 2034.

Solar power in Rønne

The rooftop installation in Rønne is close, but not yet across the line. We need an updated drawing of the panel layout and to close out the work environment requirements before commissioning. Once it is running, we expect it to cover up to 21% of the site's electricity use and take a noticeable share off our Scope 2 emissions.

Renewable electricity beyond Rønne

There is currently no external requirement for us to pursue PPAs. However, we will continue to evaluate renewable electricity sourcing options as part of our broader sustainability and business strategy. Should we decide to enter into PPAs, we would seek arrangements that contribute to the development of new renewable energy capacity rather than simply purchasing a share of existing generation. Any decision to enter into PPAs will be based on a careful assessment of their strategic, commercial and environmental value to Beck.

Liner recycling: still looking

Genuine recycling of used liners remains one of our strongest circular initiatives and the area where the environmental gain is greatest. The route we relied on changed during 2025, as our recycling partner can no longer take in used liners because of odour from the packed product. That does not change the goal. In 2026 we keep looking for new partners and routes that return used liners to the material cycle rather than to landfill or incineration.

Vehicle fleet and small steps in operations

Three of our five company cars now run emission-free, and the U.S. site has converted forklifts to electric. We continue the conversion through 2026 as leases expire. None of these moves are large on their own, but together they steadily lower Scope 1. In our U.S. operations, a new climate control system in the administration building has improved the working environment. It is small in CO2 terms, but a meaningful step on the social side.

Getting ready for EUDR, EPR and PPWR

A wave of EU regulation lands in our value chain over the next two years. The Deforestation Regulation (EUDR) takes effect in December 2026; we are caught by the requirements through our virgin cardboard purchases, even if at a lower level than direct cardboard suppliers. Extended Producer Responsibility (EPR) is well under way, and we are working on letters of intent for export. For the Packaging and Packaging Waste Regulation (PPWR), we are using an external advisor to map what it will actually mean for Beck. Several customers are already asking about our compliance. Most of 2026 in this area will be paperwork rather than headlines. It is a lot of work to get right, and it has to be done.

Our own ESG platform

Together with our internal IT team, we are building our own ESG platform to replace the CEMAsys solution we use today. The aim is straightforward: better control of our own data, fewer manual handoffs, and a sturdier foundation for both reporting and day-to-day decisions. We expect the first version in production during 2027.

Acting on the employee survey

The 2025 survey gave us a strong overall picture and a clear set of areas to work on, particularly around internal communication, visibility of senior management, and how we coordinate across the organisation. Through 2026 we are following up with concrete initiatives in those areas, and we will measure progress in the next survey rather than only on our own assessment.

Beck

If you need further information about block production, block products, machinery, and developments, please do not hesitate to contact us.

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