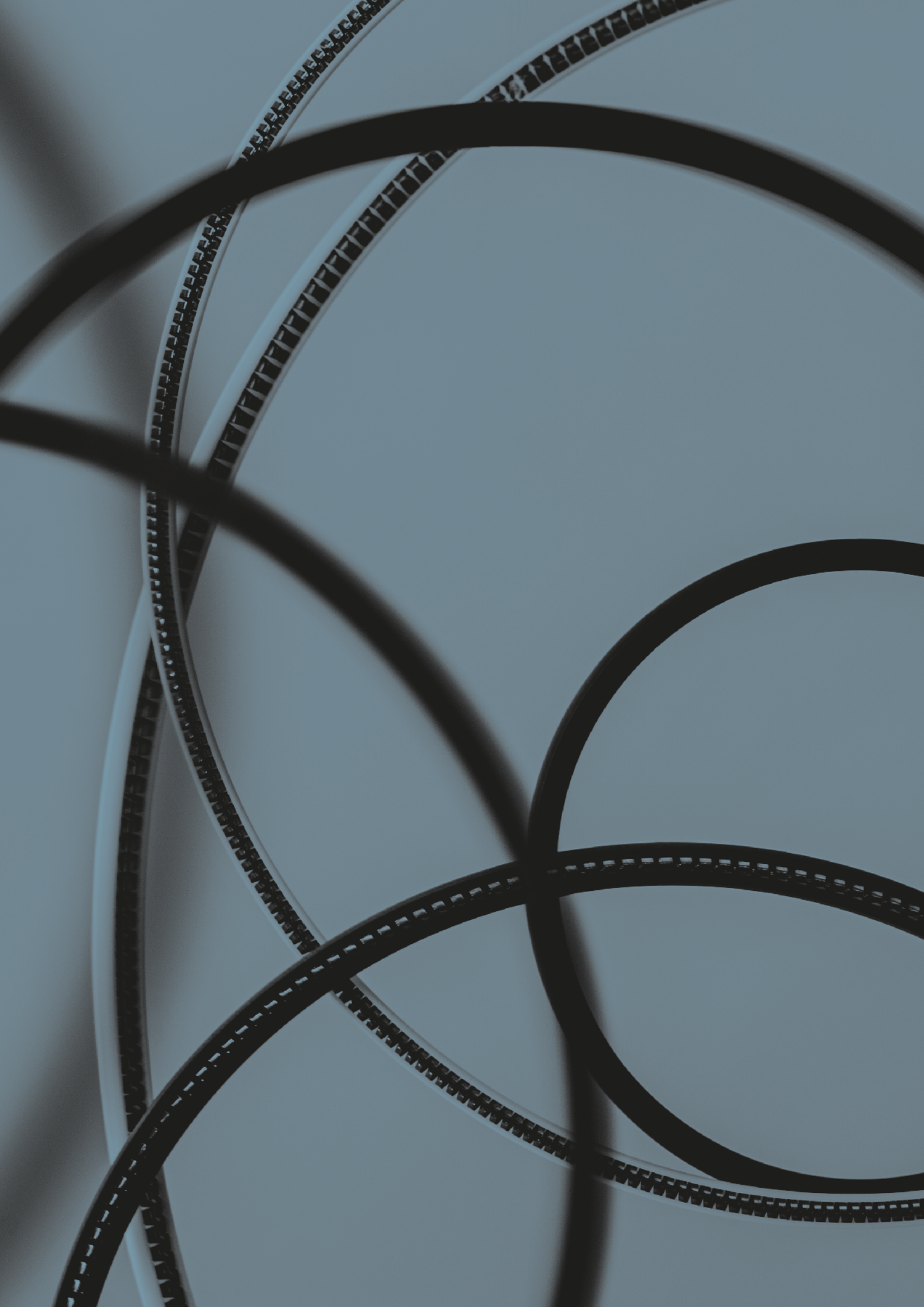


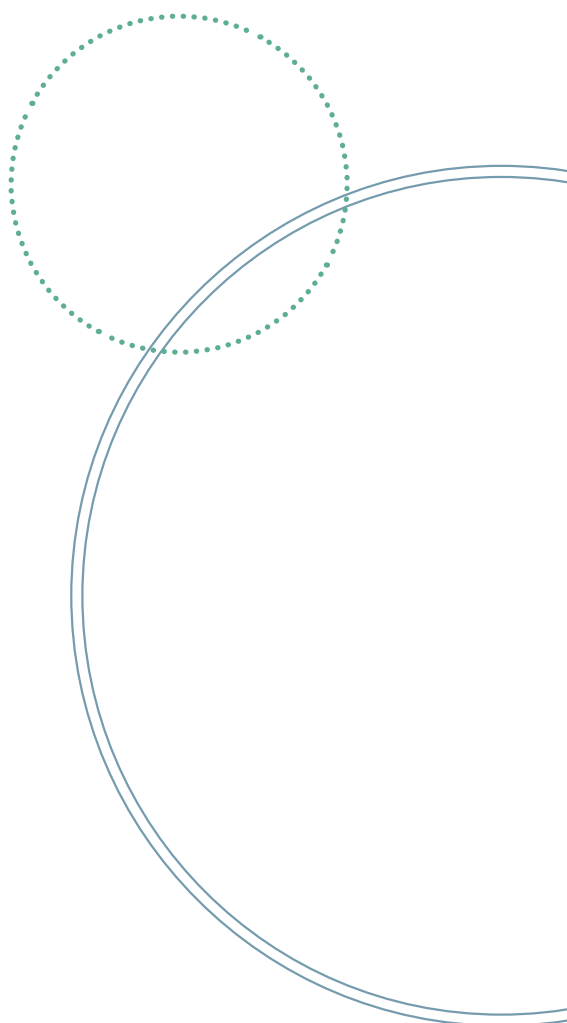
A photograph of two wind turbines on rolling green hills under a cloudy sky. A white circle is drawn around the left turbine, and a green dotted line forms a circle on the right side of the image.

Dana-Seals A/S ESG report 2024

Your flexible partner for sealing solutions

Dana-Seals





We care about our people
and our planet

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Introduction to Dana-Seals' ESG Report

At Dana-Seals A/S, we are pleased to present our 2024 Environmental, Social and Governance (ESG) report. This marks the fifth year of our climate accounting and reflects our continued commitment to sustainability. Over the years, we have deepened our understanding of our environmental impact and gained valuable insights into key areas across the supply chain. Since 2023, we have also expanded our focus to include social and governance sustainability, increasing awareness across multiple parts of the company.

This ESG report is based on disclosure requirements outlined in the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME), the basic module. Additionally, we have included multiple Scope 3 categories to enhance our understanding of the environmental impacts and identify areas for further development.



COMPANY INFORMATION

Business form: Public limited company (A/S)

NACE Code: 22.29: Manufacture of other plastic products

Total assets: 1.622.688 euro

Revenue: Confidential

Employees: 23, Full-time equivalents

Address: Ole Rømers Vej 4G, DK-3000 Helsingør, Denmark
(56.02712, 12.56594)

SUSTAINABILITY-RELATED CERTIFICATIONS

At Dana-Seals we have a variety of certifications including ISO 9001 & ISO 14001 and in line with our commitment to environmental, social and governance principles, we maintain several sustainability-related certifications.

- > ISO 14001 – Environmental Management
- > Danish Working Environment Authority granted Dana-Seals A/S excellent status.
- > Climate Certificate: 100% of electricity purchase is renewable and CO₂ neutral energy.
- > Climate Certificate: Investing in the future by planting trees to reduce CO₂ emissions.
- > All products comply with REACH and RoHS 2011/65/EU
- > PFAS Compliance Certification: visit our website for more information, including our Statement of Compliance



PRACTICES, POLICIES AND FUTURE INITIATIVES

Our practices, policies and future initiatives that address sustainability issues are primarily based on our environmental policies and practices, along with our Code of Con-

duct. We are committed to a sustainable agenda in line with global standards, reflected by our participation in the United Nations Global Compact and our ISO 14001 certification.

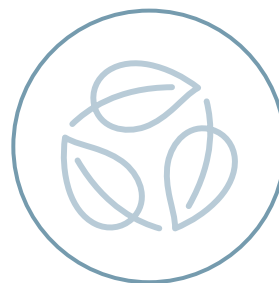
Practices, policies and future initiative

Sustainability issues	Do we have existing sustainability practices/ policies/ future initiatives that address any of the following sustainability issues?	Description	Are they publicly available?	Do they have any targets?
Climate change	Yes	Waste management Resource reduction Renewable energy	Yes	Yes
Pollution	No	N/A	N/A	N/A
Water and marine resources	No	N/A	N/A	N/A
Biodiversity and ecosystems	Yes	CLIMATE forest	Yes	Yes
Circular economy	Yes	Waste management Resource reduction	Yes	Yes
Own workforce	Yes	Code of Conduct Employee handbook	Yes No	No
Workers in the Value Chain	Yes	Code of conduct	Yes	No
Affected communities	Yes	CLIMATE action CARE Denmark	Yes	No
Consumers and end-users	Yes	Code of Conduct (free competition and data security)	Yes	No
Business conduct	Yes	Code of Conduct	Yes	No

Our environmental policies and practices focus on the United Nations Sustainable Development Goals, specifically Goal 12 (Responsible Consumption and Production) and Goal 13 (Climate Action). These policies and practices include implementing waste management and resource reduction initiatives, such as closed-loop manufacturing, while also utilizing external recycling solutions. We focus on sustainable energy, including the use of wind energy since 2016, and transitioning to district heating as a more sustainable heating solution in 2024. Additionally, our participation in ‘CLIMATE actions’

supports global climate projects, typically in developing countries, while ‘CLIMATE forest’ aims to increase the overall biodiversity.

Our Code of Conduct was developed at the end of 2024, covering principles related to human rights, non-discrimination and anti-harassment, working environment, freedom of association, forced labour, child labour, anti-corruption, free competition, the environment and data security. The Code of Conduct has been publicly available on our website since the beginning of 2025.



The environmental data presented and data used for calculations are primarily sourced from our ERP system, the Ecoinvent¹ life cycle inventory database, and from suppliers, forming the foundation of our assessment. Our ERP system provides data for the purchased goods and services, while the **Ecoinvent database** serves as the main source for emission factors. Emission factors from Ecoinvent have been sourced in collaboration with the environmental sustainability consultancy, DGE. Supplier data is utilized for energy consumption, water withdrawal, waste generation (excluding scrap of PTFE) and, if available, for emission factors.²

ENERGY CONSUMPTION

In previous years, energy consumption was a result of two different factors: electricity and natural gas. In the last quarter of 2024, we transitioned from natural gas to district heating, a more sustainable heating option. District heating utilizes a mix of energy sources, including renewable energy and we expect a significant increase in the share of renewable energy within our total energy consumption in the following years. Based on data from the environmental declaration of Forsyning Helsingør Varme A/S, the share of renewable energy in district heating for Helsingør is 81,3%³ for 2024.

To determine the share of renewable energy, we use two methods: the location-based method and the market-based method. The location-based method estimates renewable energy usage based on the average share of renewable energy in the local electrical grid (in this case, Helsingør)⁴. The market-based method determines the renewable energy share based on specific contracts with our energy suppliers, such as Renewable Energy Certificates (RECs).

Energy consumption (Location-based)

Description	2020	2021	2022	2023	2024	Unit
Renewable						
Electricity	131	132	124	131	129	MWh
District heating	–	–	–	–	46	MWh
Electricity in relation to heating	3	3	2	2	2	MWh
Non-renewable						
Electricity	34	28	26	22	24	MWh
Natural gas, heating	123	137	116	181	136	MWh
District heating	–	–	–	–	11	MWh
Electricity in relation to heating	1	1	1	0	0	
Renewable total	134	136	127	133	177	MWh
Non-renewable total	158	166	142	204	171	MWh
Total	292	302	268	337	348	MWh
Renewable total %	46%	45%	47%	40%	51%	%
Non-renewable total %	54%	55%	53%	60%	49%	%

NOTE

1: Ecoinvent 3.10 Cut-off by classification **2:** For further details, see section "Data sources" **3:** Forsyning Helsingør Varme A/S, environmental declaration 2024, <https://www.fh.dk/varme/hvad-er-fjernvarme> **4A:** Electricity: Energinet, location-based environmental declaration (annual average) <https://energinet.dk/data-om-energi/data-til-dit-klimaregnskab/lokationsbaseret-deklaration-miljodeklaration/> **4B:** District heating: Forsyning Helsingør Varme A/S, environmental declaration 2024 <https://www.fh.dk/varme/hvad-er-fjernvarme>

Energy consumption (Market-based)

Description	2020	2021	2022	2023	2024	Unit
Renewable						
Electricity	165	161	150	153	153	MWh
District heating	–	–	–	–	46	MWh
Electricity in relation to heating	4	4	3	2	2	MWh
Non-renewable						
Natural gas, heating	123	137	116	181	136	MWh
District heating	–	–	–	–	11	MWh
Renewable total	169	165	153	155	201	MWh
Non-renewable total	123	137	116	181	147	MWh
Total	292	302	268	337	348	MWh
Renewable total %	58%	55%	57%	46%	58%	%
Non-renewable total %	42%	45%	43%	54%	42%	%

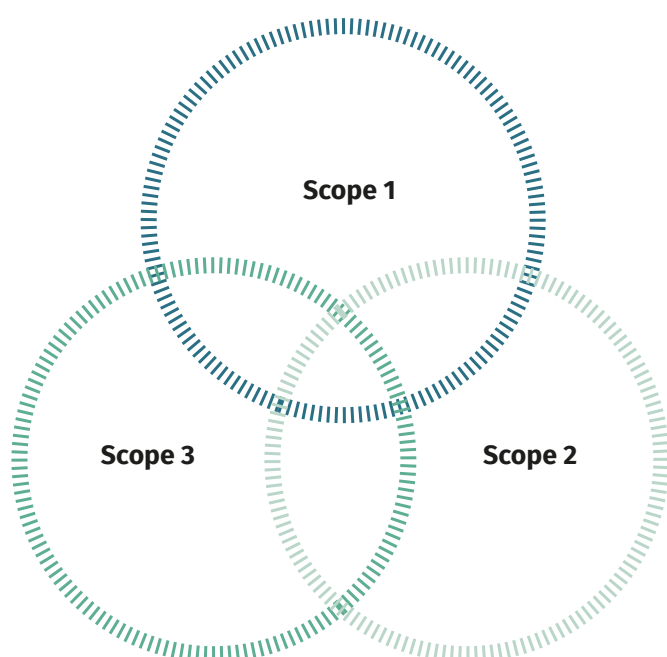
Since October 2016, we have maintained CO₂e-neutrality in our electricity consumption, market-based. This has been achieved by utilizing a product from our supplier Scanenergi, known as 'WIND energy', which ensures that our energy consumption is matched with certificates linked to energy generated from Danish wind turbines.

In addition to our ongoing commitment to WIND energy, we continue to participate in other initiatives to further reduce GHG emissions, including 'CLIMATE actions' since 2021 and 'CLIMATE forest' since 2022.

CLIMATE actions compensate for the equivalent amount of CO₂ compensated by WIND energy, by purchasing certificates that support climate projects globally, typically in developing

countries. CLIMATE forest is an initiative that focuses on planting trees to reduce CO₂ in the atmosphere and increase overall biodiversity. In 2024, we significantly increased our contribution to CLIMATE forest, by planting an additional 400 trees – equivalent to 100 tons of CO₂ absorbed in their lifetime – bringing our total to 862 trees planted since the beginning of this initiative. We remain committed to supporting CLIMATE forest and have set a target of contributing a minimum of 400 trees annually.

These initiatives are supportive of United Nations Sustainable Development Goals, specifically Goal 12 (Responsible Consumption and Production) and Goal 13 (Climate Action). We remain committed to supporting these initiatives and will continue to take actions that align with a sustainable future.





GHG EMISSIONS

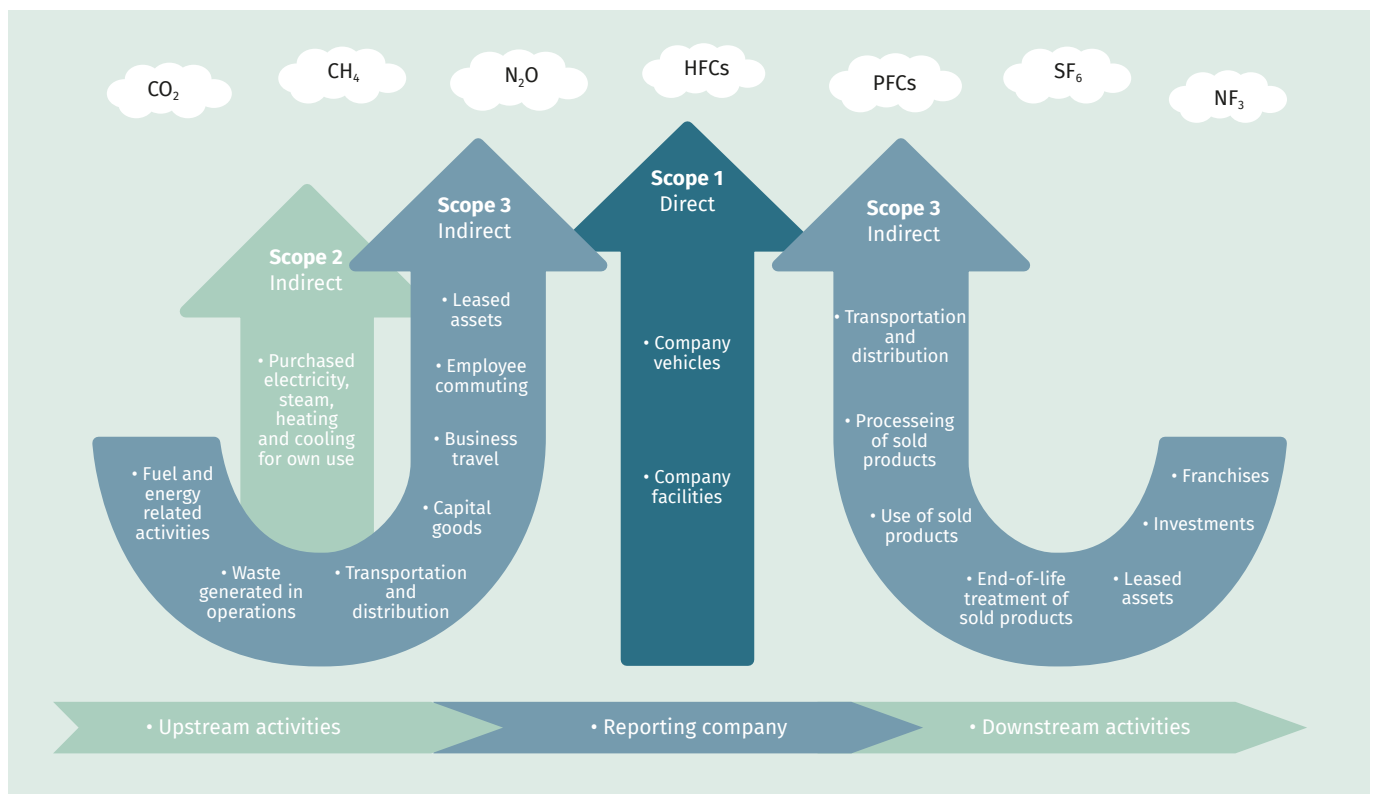
Total GHG emissions have been calculated for the years 2020 to 2024. The transition of heating source in 2024, from natural gas to district heating, is the primary reason behind the reduction in scope 1 emissions and the corresponding increase in scope 2 market-based emissions. This shift occurs because natural gas is classified as a direct emission (scope 1) while district heating is categorized as an indirect emission (scope 2). Since the district heating we use contains a large share of renewable energy, only the non-renewable portion is accounted for in scope 2 market-based emissions.

Scope 2 location-based emissions increased in 2024 due to a slightly higher average emission factor of the electrical grid and the addition of district heating.

Based on the data presented, scope 3 is determined to be the primary part of the total GHG emissions, with purchased goods and services being the main source. Emissions related to purchased goods and services increased in 2024, despite a decrease in the total volume of tons purchased in this segment. This is primarily due to an increase of PTFE Compound purchased, which is the category with the highest CO₂e emission per ton.

Waste emissions have seen a significant decrease in 2024 despite accumulated waste related to PTFE scrap for recycling, being realized in 2024⁵. This is primarily due to our ongoing efforts in circular economy practices, which have resulted in a 29,64% reduction in PTFE mixed sent to landfill, as specific PTFE waste is being stored for future recycling.

Total GHG emissions	2020	2021	2022	2023	2024	Unit
Scope 1	5,95	6,62	5,58	8,77	6,57	Ton CO ₂ e
Scope 2 – Market-based	–	–	–	–	0,28	Ton CO ₂ e
Scope 2 – Location-based	15,38	11,62	9,18	5,92	6,78	Ton CO ₂ e
Scope 3 – Water				0,02	0,02	Ton CO ₂ e
Scope 3 – Purchased goods and services	1.212,14	1.622,93	1.496,65	1.374,99	1.539,37	Ton CO ₂ e
Scope 3 – Upstream transport	9,10	13,54	11,76	11,96	10,54	Ton CO ₂ e
Scope 3 – Waste	10,89	10,82	13,29	21,12	11,72	Ton CO ₂ e
Scope 3 – Total	1.232,13	1.647,29	1.521,71	1.408,08	1.561,65	Ton CO ₂ e
Total GHG emissions – Market-based	1.238,08	1.653,91	1.527,29	1.416,85	1.568,50	Ton CO₂e
Total GHG emissions – Location-based	1.253,46	1.665,53	1.536,47	1.422,77	1.575,00	Ton CO₂e



NOTE

⁵: Specific PTFE scrap has been collected and stored over the last decade for future recycling- For further details, see section "Waste management and circular economy"

CO₂E-INTENSITY

As Dana-Seals is growing, it can be challenging to assess the impact of sustainable initiatives based solely on changes in GHG emissions. This is why examining CO₂e-intensity provides a particularly insightful perspective, to ensure that growth does not lead to a disproportionate increase in emissions. CO₂e emissions have been measured relative to revenue using two approaches: year-to-year percentage change to illustrate short-term effects and an index-based format to track long-term progress.



CO ₂ e-intensity, Revenue Percentage change from previous year	2020	2021	2022	2023	2024	Unit
Scope 1	–	1%	-35%	43%	-35%	%
Scope 2 – Market-based	–	–	–	–	–	%
Scope 2 – Location-based	–	-31%	-39%	-41%	0%	%
Scope 3 – Water	–	–	–	–	-13%	%
Scope 3 – Purchased goods and services	–	21%	-29%	-16%	-2%	%
Scope 3 – Upstream transport	–	35%	-33%	-8%	-23%	%
Scope 3 – Waste	–	-10%	-6%	44%	-52%	%
Scope 3 – Total	–	21%	-29%	-16%	-3%	%
Total – Market-based	–	21%	-29%	-16%	-3%	%
Total – Location-based	–	20%	-29%	-16%	-3%	%

CO ₂ e-intensity, Revenue Index – base year 2020	2020	2021	2022	2023	2024
Scope 1	1,00	1,01	0,65	0,93	0,61
Scope 2 – Market-based	–	–	–	–	–
Scope 2 – Location-based	1,00	0,69	0,42	0,24	0,24
Scope 3 – Water	–	–	–	1,00	0,87
Scope 3 – Purchase of goods and services	1,00	1,21	0,86	0,72	0,70
Scope 3 – Upstream transport	1,00	1,35	0,90	0,83	0,64
Scope 3 – Waste	1,00	0,90	0,85	1,23	0,59
Scope 3 – Total	1,00	1,21	0,86	0,72	0,70
Total – Market-based	1,00	1,21	0,86	0,72	0,70
Total – Location-based	1,00	1,20	0,85	0,72	0,69

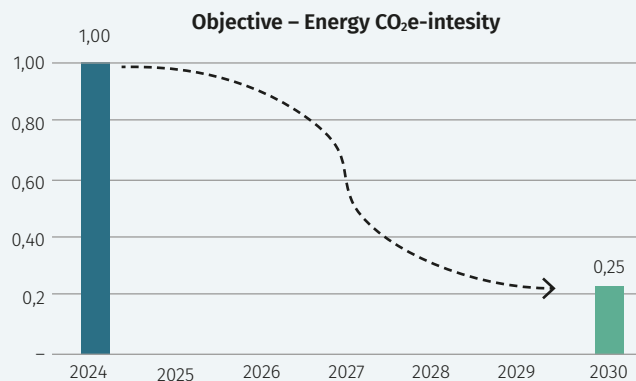
The CO₂e-intensity (year-to-year) shows a decrease of 3% in 2024, primarily impacted by the change in purchased goods and services. The CO₂e-intensity (index-based) illustrates an overall reduction at approximately 30% compared to the base year of 2020. Scope 3 emissions, which account for the largest share of our GHG footprint, include selected categories that have been narrowed due to limitations in data availability and resources. As a result, evaluating the data on a broad scale is challenging and may not accurately represent performance. At Dana-Seals, we have therefore set specific objectives, to enhance our ability to evaluate our progress.

OBJECTIVES

The objectives are intensity based, utilizing the index-based approach. Starting in 2025, the base year for future reporting will be updated to 2024, since we implemented a new ERP system at the end of 2023. This change has enabled more accurate and detailed data collection, which contributes to improved performance metrics.

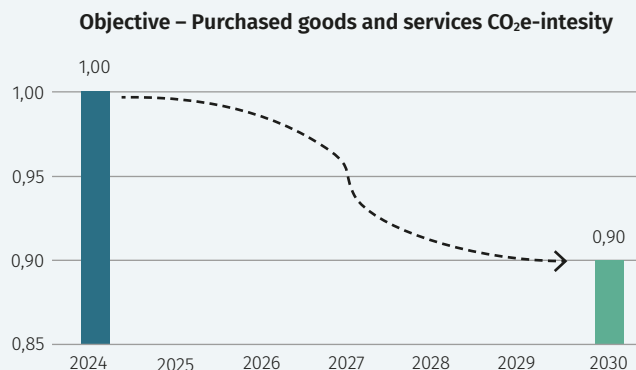
Energy CO₂e-intensity

Energy intensity will measure CO₂e emissions from energy, market-based method, relative to revenue, providing a basis for evaluating sustainable initiatives related to scope 1 and scope 2 emissions. Our objective is to reduce the energy CO₂e-intensity by 85% by 2030. We plan to achieve this primarily by shifting from non-renewable energy to renewable energy sources. A major step in this process is the transition from natural gas to district heating, which is expected to significantly shift the balance between non-renewable and renewable energy in 2025, thereby substantially reducing the energy CO₂e-intensity.



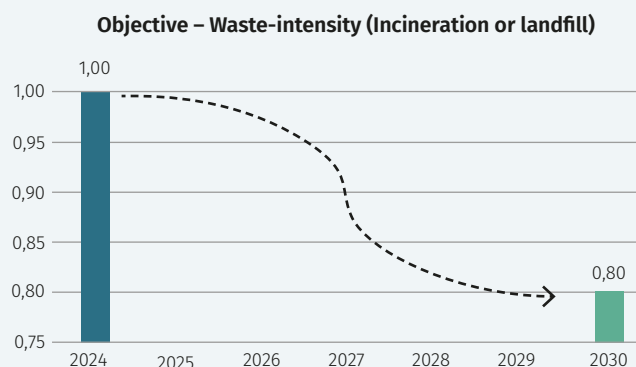
Purchased goods and services CO₂e-intensity

Purchased goods and services intensity will track CO₂e emissions from purchased goods relative to revenue, providing a basis for assessing resource reduction performance. The objective is to reduce the purchased goods and services CO₂e-intensity by 10% by 2030. We aim to achieve this through a continued focus on closed-loop manufacturing and by implementing initiatives that promote supplier engagement in reducing material emission factors.



Waste-intensity (Incineration or landfill)

Waste intensity will be based on the amount of waste in tons that utilizes incineration or landfill as a disposal method, relative to revenue, providing a basis for evaluating initiatives related to waste management. The objective is to reduce the waste intensity by 20% by 2030. We plan to achieve this through further enhancing our recycling percentage, primarily by utilizing external recycling solutions.



WATER

Since 2023 water has been included as an indirect emission (Scope 3) and accounts for a very small portion of indirect emissions. Water is not used in manufacturing but is primarily related to cleaning and hygiene, which is why water consumption is not disclosed.



Emissions – Water

Description	2020	2021	2022	2023	2024	Unit
Water withdrawal				50,00	50,00	m ³
Water withdrawal GHG emissions				0,02	0,02	Ton CO ₂ e
Total				0,02	0,02	Ton CO₂e

PURCHASED GOODS AND SERVICES

Emissions related to purchased goods and services are broad and have been segmented into three categories: PTFE, Bronze Powder and PTFE Compounds. These materials represent a significant portion of our raw material purchases and their importance in our products makes insight particularly valuable.

In 2024, the total purchase volume in tons of PTFE, Bronze Powder and PTFE Compounds decreased. Despite this reduction, the data shows an overall increase in emissions from purchased goods and services. This is primarily due to an increase of PTFE Compound purchased, which is the category with the highest CO₂e emission per ton.

Emissions – Purchased goods and services

Description	2020	2021	2022	2023	2024	Unit
PTFE GHG emissions	413,03	700,15	549,77	635,18	452,33	Ton CO ₂ e
Bronze powder GHG emissions	4,33	6,92	6,06	4,76	5,19	Ton CO ₂ e
PTFE Compound GHG emissions	794,78	915,86	940,83	735,05	1.081,86	Ton CO ₂ e
Total	1.212,14	1.622,93	1.496,65	1.374,99	1.539,37	Ton CO₂e

UPSTREAM TRANSPORT

This category covers the transportation of materials to our facility in Helsingør, Denmark. In line with purchased goods and services, the upstream transport has been divided into three categories: PTFE, Bronze powder and PTFE Compounds. In 2024, the distance data from suppliers to our facility was updated in the form of a correction. Since distance is used to calculate

emissions related to upstream transport, the presented emissions for 2020 to 2024 have been recalculated to ensure compatibility and improve overall data accuracy.

Total upstream transport emissions decreased in 2024, due to a lower volume of PTFE purchased, despite an increase in both bronze powder and PTFE Compound purchases.

Emissions – Purchased goods and services

Description	2020	2021	2022	2023	2024	Unit
PTFE: Upstream GHG emissions	5,51	8,83	7,33	8,47	6,03	Ton CO ₂ e
Bronze: Upstream GHG emissions	1,47	2,26	1,92	1,52	1,70	Ton CO ₂ e
Compound: Upstream GHG emissions	2,12	2,44	2,51	1,96	2,81	Ton CO ₂ e
Total	9,10	13,54	11,76	11,96	10,54	Ton CO₂e



WASTE MANAGEMENT AND CIRCULAR ECONOMY

At Dana-Seals we focus on circular economy through initiatives related to waste management and resource reduction. Our approach includes closed-loop manufacturing and utilizing external recycling solutions. We strive to recycle valuable PTFE scrap within our own production to minimize both waste generation and the need for new raw materials. When internal recycling is not possible, we strive to find external partners who can utilize the PTFE scrap.

Waste covered by waste management agreements is included in waste accounting, except for PTFE scrap, which is accounted for separately using data from our ERP system.

Emission factors used for PTFE scrap for recycling are based on plastic waste disposal emission factors published by DESNZ (Department for Energy Security and Net Zero)⁶. In 2024, DESNZ corrected an error related to transport emissions for recycling and energy from waste. Additionally, we identified and corrected an internal error related to unit of measure conversion. These corrections have resulted in a significant reduction in the emission factor compared to previous years. To ensure consistency across the reporting period, the updated 2024 data have been applied to previous years.

Emissions – Waste

Description	2020	2021	2022	2023	2024	Unit
Non-hazardous						
Residual waste – incineration	3,62	4,18	5,08	3,09	5,31	Ton
Cardboard (and paper) – recycling	0,26	0,43	0,50	0,62	1,10	Ton
PTFE mixed – landfill	24,18	23,16	28,52	29,82	20,98	Ton
Plastic – recycling				0,20	0,28	Ton
Plastic, mixed – recycling				3,31	0,02	Ton
Steel and metal – recycling					0,32	Ton
Tree, mixed – recycling					2,36	Ton
PTFE scrap – recycling	3,03	4,66	6,77	8,33	21,72	Ton
Hazardous						
Oil – recycling	0,82	–	–	–	–	Ton
Non-hazardous total	31,09	32,43	40,87	45,37	52,09	Ton
Hazardous total	0,82	–	–	–	–	Ton
Total	31,91	32,43	40,87	45,37	52,09	Ton

Emissions – Waste

Description	2020	2021	2022	2023	2024	Unit
Non-hazardous						
Residual waste – incineration	1,88	2,17	2,64	1,60	2,76	Ton CO ₂ e
Cardboard (and paper) – recycling	0,02	0,03	0,03	0,04	0,07	Ton CO ₂ e
PTFE mixed – landfill	8,97	8,59	10,58	11,06	7,78	Ton CO ₂ e
Plastic – recycling				0,61	0,85	Ton CO ₂ e
Plastic, mixed – recycling				7,75	0,05	Ton CO ₂ e
Steel and metal – recycling					0,02	Ton CO ₂ e
Tree, mixed – recycling					0,05	Ton CO ₂ e
PTFE scrap – recycling	0,02	0,03	0,04	0,05	0,14	Ton CO ₂ e
Hazardous						
Oil – recycling	0,01	–	–	–	–	Ton CO ₂ e
Non-hazardous total	10,89	10,82	13,29	21,12	11,72	Ton CO ₂ e
Hazardous total	0,01	–	–	–	–	Ton CO ₂ e
Total	10,89	10,82	13,29	21,12	11,72	Ton CO₂e

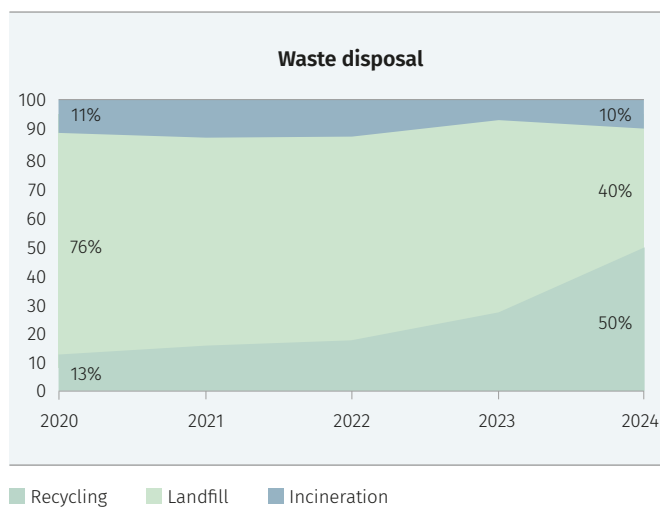
NOTE

⁶ Department for Energy Security and Net Zero, GHG conversion factors 2024, <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024>.



In 2024, there was a significant reduction in PTFE mixed sent to landfill, as specific PTFE waste is being stored for future recycling. At the same time there was an increase in PTFE scrap for recycling, primarily due to a specific type of PTFE scrap that has been collected and stored over the last decade, with the purpose of either internal or external recycling – an objective that was realized in 2024.

Due to limited data, PTFE scrap is tracked based on waste exiting the facility rather than waste generated. This results in fluctuations in the dataset caused by accumulated waste, which can make comparing individual years challenging. To address this, our waste objective is not based on specific data from PTFE scrap for recycling but instead focuses on other parameters that ensures a metric for evaluating our performance⁷.



Hazardous waste accounts for a small portion of the waste generated at Dana-Seals, with oil being the only category covered by a waste management agreement. The oil is not collected annually but only once a certain quantity has been accumulated. As a result, the data are based on the amount of oil waste exiting the facility, which is the basis for the disclosed amount.

NOTE

⁷ For further details, see section "Objectives"





Employees are a cornerstone for our ongoing growth, overall success and our commitment to maintain a positive, fair, and healthy workplace, with employees who are proud of their work. We believe in and support the importance of work-life balance, including part-time employment, flexible working hours, and remote work. We acknowledge that individuals’ needs are different, and we focus on creating a workplace that accommodates these different lifestyles.

EMPLOYEES AT DANA-SEALS

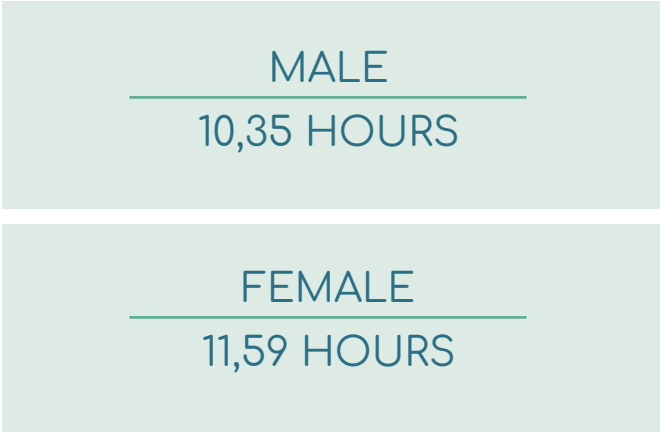
In 2024 we continued to encourage and offer our employees the opportunity to invest in further improve their skills and competencies through courses and training programs.

To the right you see average annual hours per employee spent on courses and training programs.

As part of our commitment to our employees, we continue an annual one-on-one employee development interview (MUS) between the employee and their manager. These conversations focus on the individual, providing important insights into the employees’ work tasks, personal and professional competencies, as well as their motivation and further development. This process focuses on their overall well-being and helps identify improvements that support both the individual and Dana-Seals as a team.

We value our employees’ dedication to being a part of Dana-Seals and we strive to achieve and maintain strong and long-lasting relationships. All our employees are primarily employed with permanent contracts with no fixed duration.

CONTINUING ANNUAL EDUCATION EFFORTS



Employment contracts, full-time equivalents

Year	2021	2022	2023	2024
Permanent	18	20	22	22,75
Temporary	0	1	1	0
Total	18	21	23	23

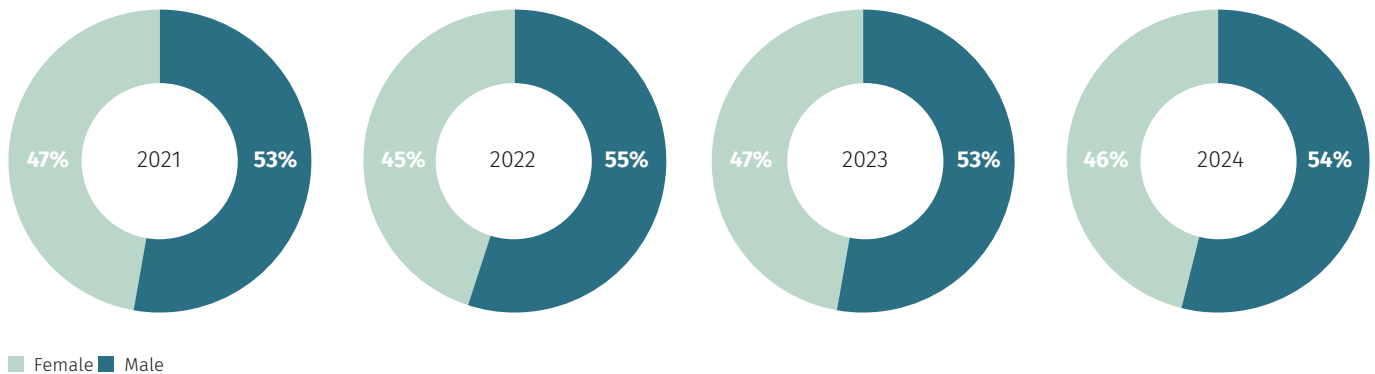
Approximately 59% of our employees, specifically production employees, are covered by the industrial agreement (collective agreement) and are paid at least the minimum wage specified in this agreement. We believe in the right to fair and equal pay, based on education, skills and experience, without any form of discrimination, and every employee is treated according to these principles.

DIVERSITY AND INCLUSION

We remain committed to promoting gender equality and aspire to achieve a balanced representation of male and female employees across all facets of our organization, including production, management, and the board.

As of 2024, our workforce consists of 46% female and 54% male employees. Our diverse team includes employees of multiple nationalities, and we continue our focus on supporting an inclusive environment.

Figure 12: Distribution of male and female employees



We support CARE Denmark.

CARE helps women in Africa and Asia overcome poverty and adapt to environmental challenges like drought and flooding. Their programs focus on strengthening local resilience through education, leadership development, and practical tools that enable women to improve their lives and communities.



WORKING ENVIRONMENT

The physical and psychological well-being of our employees remains a top priority for the company. In 2024 we continued our commitment to create and maintain a safe and healthy work environment and ensure compliance with applicable regulations. One key focus has been noise reduction in production areas, where we have implemented active measures to address and mitigate this issue.

The physical and psychological working environment continues to be assessed and improved, with a thorough review every 3 years. This review is based on a workplace risk assessment (APV), which is next scheduled for 2025.

The working environment is also controlled by an external party, the Danish Working Environment Authority, who checks compliance with the Danish health and safety rules. Conditions checked are our health and safety performance, ergonomics, noise levels and the risk of accidents.

Employment contracts, full-time equivalents

Year	2021	2022	2023	2024
Work-related accidents	0	0	0	0
Work-related fatalities	0	0	0	0

In 2024 we continued our record of zero work-related accidents or work-related fatalities, a result we are committed to preserving. As part of our commitment to create and maintain a healthy work environment, we have focused on planning and implementing overall improvements to our facilities. This includes implementing windows replacements throughout our company, to enhance insulation and improve the overall indoor environment, as well as plans to expand and improve our changing rooms and canteen facilities.

For more than 40 years, I have designed advanced sealing solutions for the world leading industries. In 2017, I joined my former colleague and long-time friend Per Gyllich at Dana-Seals. The company spirit perfectly fits my professional taste for customer-orientation, ingenuity, and dedicated know-how.



Asger Stryhn Rasmussen
Head of technical sales

With our solution-oriented and straightforward approach, we work closely together across our organization to help meet our customers' needs. Our focus is to strive for perfection in quality and innovation



Jan Olesen
Head of production





At Dana-Seals, we recognize that sustainability is essential to our long-term success. In 2024, we continued to uphold high standards of consistency, transparency and aligning our practices with our mission, vision and company culture.

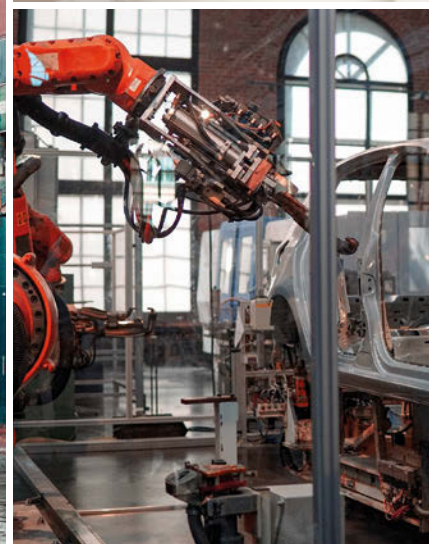
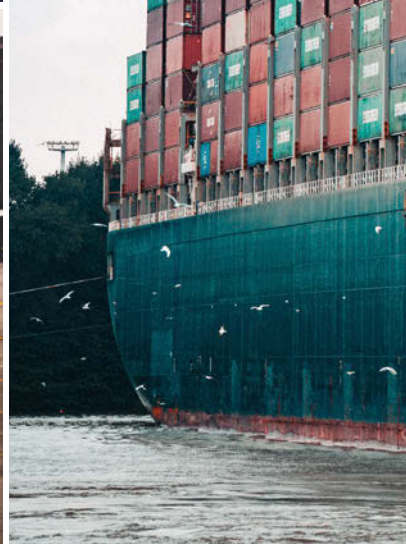
RESPONSIBLE MANAGEMENT

This year, we initiated the development of a formal Code of Conduct, which is publicly available on our website at the beginning of 2025. This Code of Conduct provides a clear set of ethical principles for expected behaviour across all levels of the organization, reinforcing our commitment to business integrity, transparency and focus on respectful interactions.

We continue responsible management which entails achieving tangible results while continually initiating processes that can benefit our planet. For Dana-Seals, this presents a complex challenge as PTFE, the core material of our products, not only serves as the market’s most durable and effective material for creating long lasting sealing solutions but also carries an environmental footprint. Until a new material with similar properties but a reduced environmental impact becomes available, we will continuously implement measures that support our responsible management strategy.

BRANCHES AND INDUSTRIES WE SERVE

- > Aerospace
- > Agriculture
- > Automotive
- > Cryogen environments
- > Food-processing industry
- > Heavy industry
- > Hydraulics
- > Liquid Natural Gas (LNG)
- > Manufacturing and Machine Tools
- > Marine sector
- > Medical
- > Oil and gas
- > Renewable energy
- > Robotics





HOW WE DO IT

- > **Annual Report:** Since 2020, we have made internal annual reports to track our environmental impact and identify areas for improvement.
- > **Responsible Product Handling and Disposal:** We ensure that our waste materials are properly disposed of via a range of approved recycling systems. We also inform our partners to handle our products and packaging responsibly and in accordance with the law when disposing of them after use.
- > **Reducing consumption:** To conserve resources, we develop seal designs with the lowest possible friction, employ methods to reduce material consumption, and work towards eliminating harsh chemicals from our daily production.
- > **CO₂ neutral electricity:** Since 2016, we have converted 100% of our electricity purchase to renewable and CO₂ neutral energy produced by Danish wind power. We also invest in climate actions through our energy supplier.
- > **Planting forest:** Since 2022, we have been planting forests in Denmark to capture CO₂ and ensure biodiversity. Documentation and certificates are available on our website.
- > **Supplier Requirements:** We demand that our suppliers comply with REACH and aim to prioritize suppliers that are ISO-14001 and ISO-9001 certified.
- > **Cross-Industry Collaboration:** We actively collaborate with industry peers to share knowledge and promote responsible handling practices.
- > **Academic and NGO Partnerships:** We welcome collaborations with universities and non-governmental organizations to develop sustainable solutions for waste recirculation and development of new environmentally friendly and robust materials.
- > **Diversity and inclusion:** We are committed to promoting gender equality and aspire to achieve a balanced representation of male and female employees across all facets of our organization, including production, management, and the board.
- > **Honesty and transparency:** Our commitment to work with UN World Goal 12 and Goal 13 ensures that everyone at Dana-Seals actively engage with the sustainable agenda. Through this engagement, we seek knowledge and inspiration to set tangible goals and initiate initiatives, aligning our actions with the global drive for a more sustainable future.

MISSION

Fulfilling customer needs for high quality, customized solutions. We preserve the embedded energy and CO₂ by prolonging the service life of machinery, and by that maximize business value.

VISION

Transform our industry, one sustainable solution at a time. Bring the CSR agenda to the table by telling it like it is, being creative in co-creating solutions and by that securing profit, people, and planet.

COMPANY CULTURE

At Dana-seals we continue to embrace the company culture that is based upon business integrity, detail for quality and environmental values, as well as essential principles that aim to represent the environment of our company.

- Positive environment and mutual respect across the whole organization
- It is never too late to acquire new knowledge
- Freedom with responsibility
- Effective collaboration and communication are essential
- We hold our customers in high regard
- Prioritizing high-quality products means respect for all processes

WE SUPPORT



United Nations Global Compact

Dana-Seals is since august 2024 a participant of the United Nations Global Compact, a network with over 25.000 participants across the world. A community of companies that share some core values and principles in relation to human rights, labour, environment and anti-corruption.

We are dedicated to improving our business by actively seeking knowledge and taking action to overcome any challenge that arises. Along this journey, we have decided to be a part of UN Global Compact to further enhance our ability to succeed and to support the common interest towards a better future across the globe.

HUMAN RIGHTS

Dana-Seals believe that every individual should be treated with equal respect, without any form of discrimination. We believe that human rights are fundamental principles that must never be compromised. Knowledge about any violations of human rights within the supply chain will immediately lead to action being taken on our part.

LABOUR

Dana-Seals is committed to complying with both national and international labour rights standards. We support labour rights and recognize the importance of upholding and respecting them to ensure a fair and respectful workplace.

ENVIRONMENTAL

Dana-Seals believe that everyone has a responsibility to protect the environment. We recognize the importance of this responsibility and are committed to taking decisions in the present with a sustainable future as a priority.

ANTI-CORRUPTION

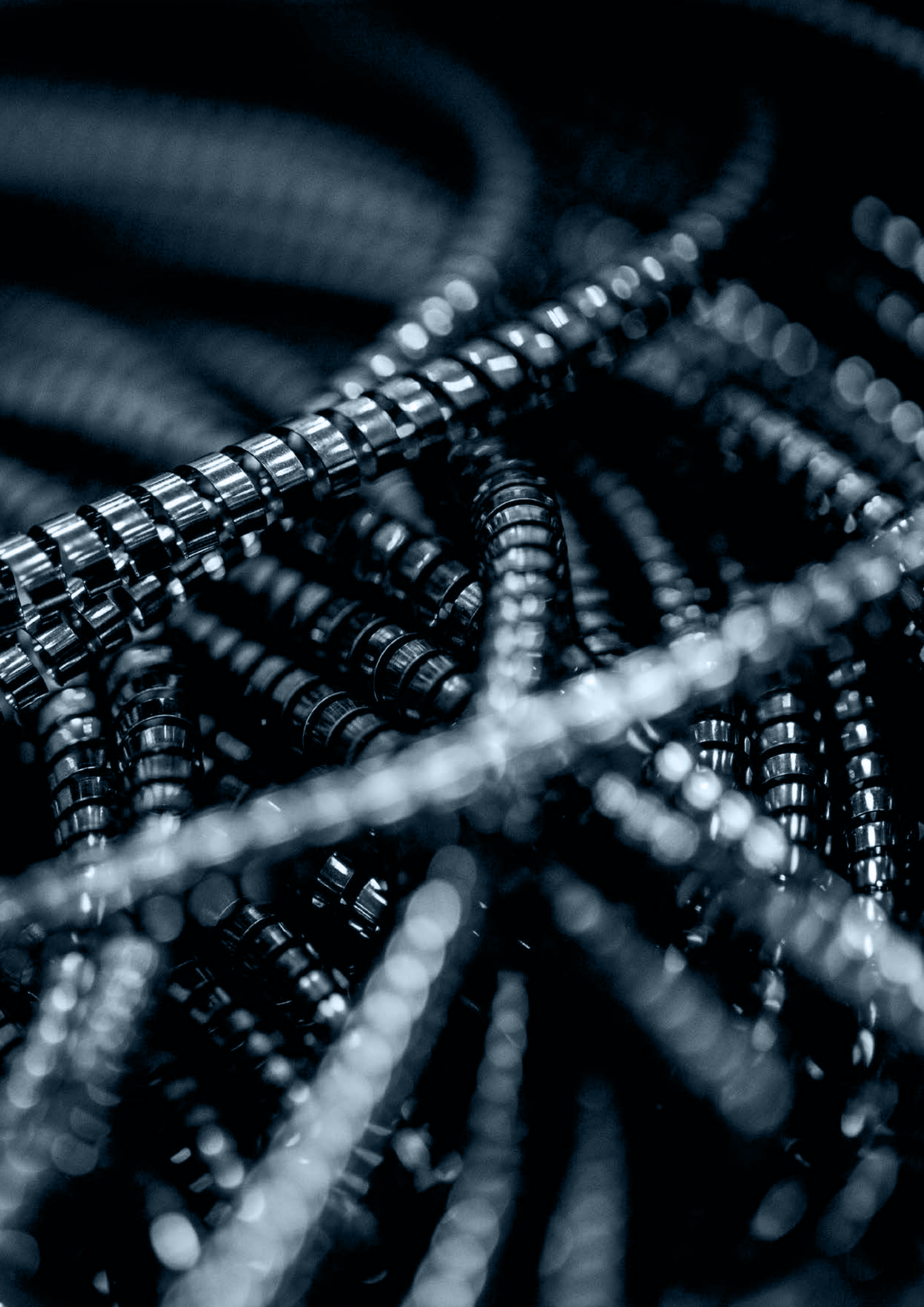
Dana-Seals support under no circumstances any form of corruption. We have a zero-tolerance policy and will take immediate action should an issue arise. We recognize the importance of emphasizing the intention behind actions to ensure complete transparency and mutual understanding.

Corruption & bribery

Year	2021	2022	2023	2024
Incidents	0	0	0	0
Fine amount	0	0	0	0
Total	0	0	0	0

Data sources		Emission factors	Type	Source
Scope 1		Natural gas, heating	Emission factors	Ecoinvent 3.10 Cut-off by classification
Scope 2	Location-based	Electricity	Emission factors	Energinet, location-based environmental declaration (annual average)
		District heating	Emission factors	Forsyning Helsingør Varme A/S, environmental declaration 2024
		Electricity in relation to heating	Emission factors	Energinet, location-based environmental declaration (annual average)
	Market-based	Electricity	Emission factors	Supplier
		District heating	Emission factors	Forsyning Helsingør Varme A/S, environmental declaration 2024
		Electricity in relation to heating	Emission factors	Forsyning Helsingør Kronborg Elhandel A/S
Scope 3		Water	Emission factors	Ecoinvent 3.10 Cut-off by classification
		PTFE	Emission factors	Supplier
		Bronze powder	Emission factors	Supplier
		PTFE Compound	Emission factors	Ecoinvent 3.10 Cut-off by classification
		Lorry	Emission factors	Ecoinvent 3.10 Cut-off by classification
		Ship	Emission factors	Ecoinvent 3.10 Cut-off by classification
		Residual waste– combustion	Emission factors	Ecoinvent 3.10 Cut-off by classification
		Cardboard (and paper) – recycling	Emission factors	Ecoinvent 3.10 Cut-off by classification
		PTFE mixed with other – landfill	Emission factors	Ecoinvent 3.10 Cut-off by classification
		Plastic – recycling	Emission factors	Ecoinvent 3.10 Cut-off by classification
		Plastic, mixed – recycling	Emission factors	Ecoinvent 3.10 Cut-off by classification
		Steel and metal	Emission factors	Ecoinvent 3.10 Cut-off by classification
		Tree, mixed	Emission factors	Ecoinvent 3.10 Cut-off by classification
		PTFE scrap – recycling	Emission factors	Department for Energy Security and Net Zero, GHG conversion factors 2024
		Oil – recycling	Emission factors	Department for Energy Security and Net Zero, GHG conversion factors 2024
		Renewable / non-renewable	Type	Source
Scope 2	Location-based	Electricity	Energy mix	Energinet, location-based environmental declaration (annual average)
		Dirict heating	Energy mix	Forsyning Helsingør Varme A/S, environmental declaration 2024
		Electricity in relation to heating	Energy mix	Energinet, location-based environmental declaration (annual average)
	Market-based	Electricity	Energy mix	Supplier
		Dirict heating	Energy mix	Forsyning Helsingør Varme A/S, environmental declaration 2024
		Electricity in relation to heating	Energy mix	Forsyning Helsingør Kronborg Elhandel A/S
		Activity data	Type	Source
Scope 1		Natural gas, heating	Consumption	Supplier
Scope 2		Electricity	Consumption	Supplier
		District heating	Consumption	Supplier
		Electricity in relation to heating	Consumption	Supplier
		Water withdrawal	Withdrawal	Supplier
		PTFE purchased	Purchased	ERP system
		Bronze powder purchased	Purchased	ERP system
		PTFE Compound purchased	Purchased	ERP system
		Distance to supplier	Distance	Google maps
Scope 3		Residual waste	Generation	ERP system
		Cardboard (and paper)	Generation	ERP system
		PTFE mixed with other	Generation	ERP system
		Plastic	Generation	ERP system
		Plastic, mixed	Generation	ERP system
		Steel and metal	Generation	ERP system
		Tree, mixed	Generation	ERP system
		PTFE scrap	Exiting facility	ERP system
		Oil – recycling	Exiting facility	ERP system







Learn more about our ESG report 2024

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Dana-Seals

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