
PROTOX
ESG
Report
2025

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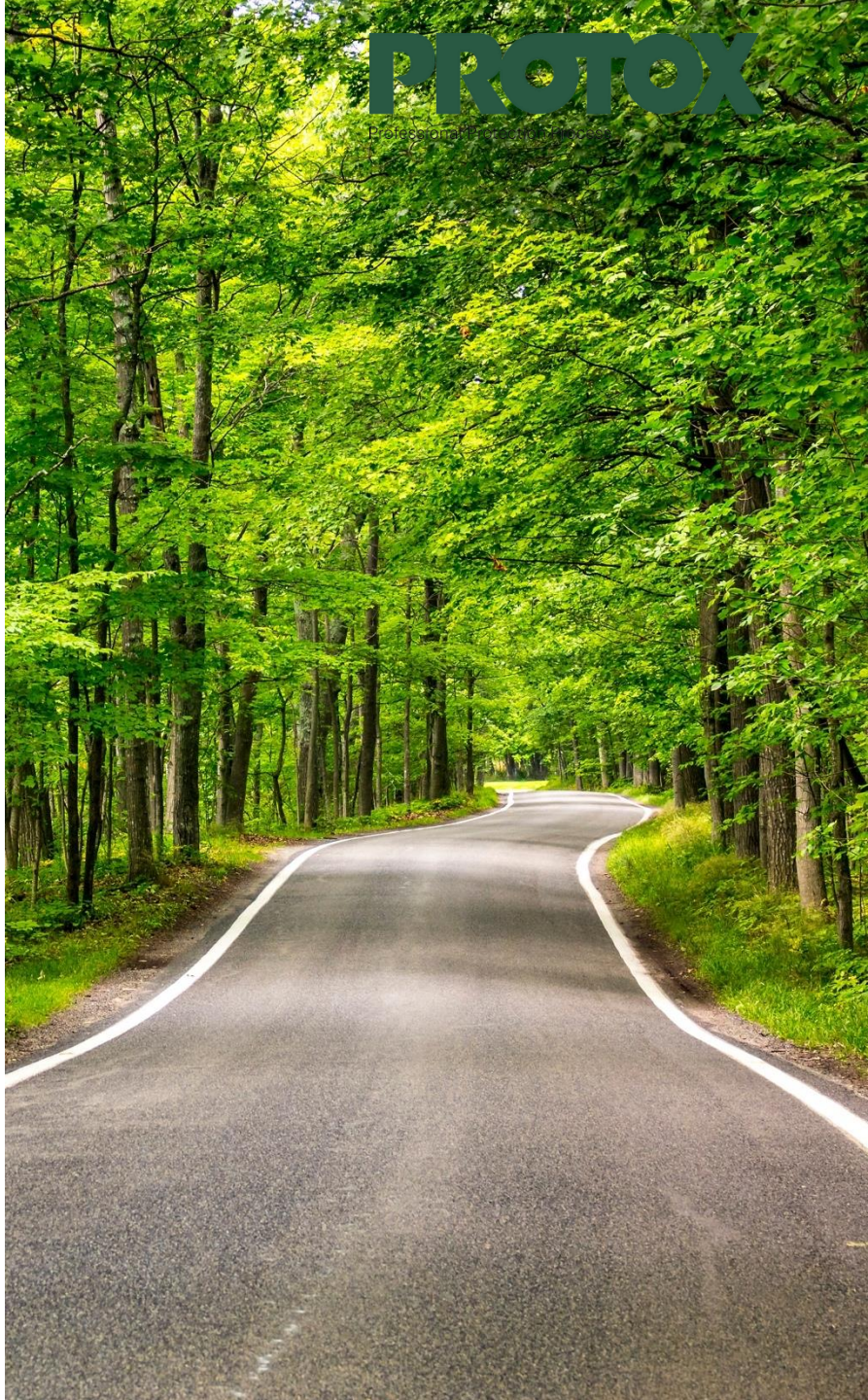
Foreword

PROTOX ApS has embarked on a journey towards a more sustainable future. We are working towards goals that will reduce the climate impact of the company and its products by restructuring our resource consumption. PROTOX will develop both its existing product portfolio and future products in a more sustainable direction by making greater use of renewable resources and climate-neutral solutions.

Many of the activities carried out using PROTOX products indirectly promotes health. We develop and market solutions – not just products – that restore damaged homes and buildings. We do this by neutralising and removing harmful substances such as mould, wood-destroying insects and fungi, and in some cases bacteria and viruses that can cause illness or impair indoor air quality.

When changes need to be made at PROTOX, the biggest challenge is that the company's products are subject to biocidal products legislation. This is because it usually takes 3–6 years to obtain approval and authorisation to implement changes to the products. PROTOX therefore takes a very long-term approach to the development of new and improved products. In addition, PROTOX does everything possible within the current regulatory framework to minimise the impact of the company and its products on human health, the environment, customers and their employees, as well as other stakeholders.

PROTOX
Professional Protection Process



Facts about PROTOX ApS

Sector	Manufacture of paints, varnishes and similar surface treatment products, printing inks and sealants. Manufacture of soap, cleaning and polishing agents, perfumes, shampoo, toothpaste, etc. Wholesale trade in chemical products.
Products	PROTOX develops and manufactures products for the treatment of mould, fungi, insects and odours, as well as private-label detergents and cleaning products.
Markets	We sell products primarily in Denmark, Norway and Sweden. The market consists of professional and private users.
Number of employees	10
Financial year	1 January 2025 to 31 December 2025

Priority areas

AMBITIONS	INITIATIVES	STATUS
Protox has committed to reduce its carbon footprint by 42% by 2030, using 2022 as the baseline year. This is in line with the climate targets agreed under the Paris Agreement. Protox has also entered into an agreement with STBi to achieve net-zero emissions by 2050. Protox is still learning about corporate social responsibility, but has joined the Global Compact Network to develop this area. As a company with 10 employees, it can be difficult to set binding targets in this area. To strengthen its policies and measures in the social and governance areas, Protox was certified in 2023 to ISO 9001, ISO 14001 and ISO 45001, with the following binding targets: Increase the proportion of waste sent for recycling/reuse to 50% measured per litre sold by 2026. Increase the proportion of packaging sent for recycling per kg/l of finished product sold to at least 20% by 2026. We shall strive to keep sick leave below the national average of 6.9 days/FTE. We shall aim for zero workplace accidents measured per year. We shall achieve a delivery reliability of at least 95% in accordance with agreed delivery times p.a. We will reduce our quality-related costs associated with complaints by 25% by 2026, measured as a per mille of turnover.	The company's own emission sources will be fully electrified, which will result in the elimination of the company's Scope 1 CO_2 emissions. The following Scope 3 reduction measures are currently being implemented and have the potential to halve the company's emissions compared with 2022. Replacement of 20-litre containers with 4 x 5-litre containers (reducing plastic consumption by 33% per 20 litres). Concentrates will be used instead of ready-to-use products. With the launch of insect concentrate (5 l equivalent to 30 l), a packaging saving of approximately 1.24 kg of plastic per 5-litre canister will be achieved. Increasing the proportion of recycled plastic in the packaging to 50% will result in a significant reduction in CO_2e emissions. Protox has introduced a comprehensive waste sorting strategy that focuses on both internal and external utilisation of waste through reuse and recycling, as well as a reduction in waste in general.	Full electrification of the company's own emission sources was completed by the end of 2023, when all the company's vehicles became electric and the oil-fired boilers were replaced with heat pumps. Measures to reduce packaging, which began in 2023 and were fully implemented in 2024, have led to a reduction in plastic consumption per unit sold from 64.1 g/l in 2022 to 57.1 g/l in 2025, which represents a slight increase compared with the previous year, caused by the increased use of UN-approved products and trigger sprays, while paper consumption remains unchanged (10.6 g/l in 2024 to 10.4 g/l in 2025). The proportion of post-consumer recycled (PCR) material in plastic packaging has increased marginally from 77.2% in 2024 to 78.7% in 2025 (the proportion of recycled material was 14.2% in 2022). In 2023, Protox entered into an agreement to send IBC containers, in which raw materials are received, for recycling, and to send plastic drums and barrels for reuse or for internal use. The proportion of waste collected for recycling with a view to reuse has increased from 42.4% in 2023 to 61.2% in 2025.

ESG report

ESG data	Unit	2025*	2025	2024	2023	2022	Target
Environment							
CO2e, Scope 1	Tonnes of CO2e	0.00	0.00	0.00	11.46	32.92	< 1 in 2030
CO2e, Scope 2	Tonnes of CO2e	2.45	2.45	2.57	2.02	2.86	See CO2 intensity
CO2, Scope 3	Tonnes of CO2e	152.28	225.76	171.85	256.25	227.86	See CO2 intensity
Total CO2e emissions	Tonnes of CO2e	154.74	228.21	174.85	269.73	263.64	See CO2 intensity
CO2 intensity	Tonnes of CO2e/million DKK turnover	6.37	9.39	6.79	11.26	12.59	< 6.64 in 2030
Energy consumption	MWh	36.74	36.74	50.46	75.52	146.14	-
Share of renewable energy	%	84.06	84.06	66.40	37.96	12.79	> 25% by 2030
Concentrates (> 3X)	% of L sold	13.1	13.1	7.0	3.0	2.9	> 20% by 2030
More sustainable packaging	Proportion recycled, %	77.5	77.5	76.3	26.8	14.3	> 20% by 2026
Waste volume	kg per litre sold	0.008	0.008	0.007	0.011	0.008	-
Social							
Full-time workforce	FTE	10	10	10	9	8	> 8
Gender diversity	%	42.8	42.8	35.0	33.3	37.5	> 20
Average length of service	years	8.6	8.6	9.0	7.5	7.3	> 5
Staff turnover	%	9.1	9.1	5	11.1	0	< 15
Sick leave	Days/FTE	2.31	2.31	2.38	2.84	-	< 6.9
Governance							
Hazardous substances and materials	Tonnes candidate list substances	0.024	0.024	0.036	0.285	0.345	0 in 2028
Responsible marketing and user information	Number of incidents	0	0	0	0	0	0
Responsible production	Number of workplace accidents	0	0	0	0	1	0
Product quality	Complaints approx. ‰ of turnover	0.98	0.98	0.18	0.95	-	< 0.7 in 2026
Security of supply	%, delivered on time	95	95	97	97	-	> 95%

In-depth look at E-data

CO2 emissions

Although Scope 1 emissions accounted for only 4.2% of total CO_2 emissions in 2022, it was decided to eliminate these emissions – a target that was achieved in 2024. The other measures focus on Scope 3, which in 2022 accounted for 91.4% of total emissions, equivalent to approximately 264 tonnes of CO_2e. These measures have led to a total CO_2e reduction of 35 tonnes of CO_2e, despite the fact that the 2025 accounts are affected by investments in construction activities equivalent to 74 tonnes of CO_2e. Excluding investments in construction activities, CO_2 intensity continues to show a positive trend, with a decrease from 6.8 tonnes of CO_2e per million DKK to 6.4, which corresponds to a CO_2e reduction of 49.4% compared with 2022.

The company has launched development projects that will have a significant positive impact on the company's CO_2 intensity from 2026.

Water consumption

Water consumption generally follows sales trends, as more than 99% of water consumption ends up in the products the company sells. By increasing sales of concentrated products, Protox will be able to save a significant amount of water. However, these water savings will not benefit the environment, as end-users will increase their water consumption accordingly. Sales of concentrates have risen from 2.9% in 2022 to 13.1% in 2025, a trend that is expected to continue.

Reduced water consumption resulting from increased sales of concentrated products will, however, lead to a reduction in the amount of material used for packaging, as well as reducing emissions from the transport of the products to customers.

In-depth analysis with E-data

Material consumption

The company's material consumption per unit sold has fallen from 74.8 g in 2022 to 67.5 g per litre of finished product sold in 2025, representing a slight increase compared with the previous year, due to changes in product composition. The figures mask greater material savings on both plastic and paper resulting from the replacement of 20-litre containers with 5-litre containers and the increased sales of concentrates, as well as an increase in this figure due to higher sales of 500 ml spray bottles. Measures have been implemented to replace UN-approved packaging with standard packaging wherever possible, in accordance with current legislation.

Biodiversity

Protox works to minimise waste and promote recycling from both internal and external sources, which helps to reduce resource consumption and the disposal of waste in the natural environment. The proportion of recycled PCR plastic in packaging has increased from 77.2% in 2024 to 78.7% in 2025, which is 5.5 times as much as in 2022. The volume of waste sent for recycling has increased from 2,965 tonnes in 2023 to 5,854 tonnes in 2025, as a result of more raw materials being received in IBC containers that are sent for recycling. The proportion of waste sent for recycling, measured in terms of reuse, has increased from 42.4% in 2023 to 61.2% in 2025, a trend that is expected to continue in the coming years.

The driving forces behind this positive development are increased production efficiency, the introduction of ISO 9001 and ISO 14001, and an effective waste sorting system. The use of recycled plastic has contributed significantly to the positive development Protox has undergone, with the full phasing in of packaging containing over 94% recycled PCR plastic, and efforts are being made to extend this to capsules and trigger sprays. The use of return systems for raw material packaging, as well as the reuse of incoming packaging, is expected to increase in 2026 as more raw materials are supplied in reusable packaging. The volume of hazardous waste is expected to remain unchanged, but when measured against a higher level of activity, this actually represents a decrease.

An in-depth look at S-key figures

ESG initiatives and respect for human rights in the value chain
By 2025, 80% of Protox's material and raw material suppliers had published an ESG or sustainability report, and 81% had signed and published a code of conduct. Those suppliers that had not done so are typically small businesses with production within the EU, and are therefore considered less critical in relation to the UN conventions on child labour and workers' rights.

Health and safety
Protox has not experienced any workplace accidents or work-related absences during the period 2022–2025. As part of our ISO 45001 certification, we have started recording near-misses, of which there were two in 2024 and one in 2025. To ensure control over the working environment, Protox established a working environment group comprising senior management and relevant staff. Sick leave in 2025 stood at 2.31 days per FTE, which must be regarded as low compared with the national average in the private sector of 6.9 days.

Employee composition
In 2025, the average length of service at Protox was 8.6 years, which represents a slight decrease compared with the previous year. The workforce is relatively small and has a relatively high average age. The company can expect a natural turnover among some of its staff in the coming years as a result of retirement. The company does not actively pursue gender diversity; employees are selected on the basis of qualifications and availability at the time of recruitment. Gender diversity has increased from 35% in 2024 to 42.8% in 2025.

An in-depth look at S key figures

Working conditions for employees in the value chain

The company has no overview of whether or where employees are members of trade unions, as it respects their freedom of association. Through its products, the company has a significant influence on user safety and the risk of workplace accidents. It is part of PROTOX's DNA to take responsibility for users' safety by minimising the risk of workplace accidents associated with the use of the company's products. This is ensured through a comprehensive training programme which, in addition to safety, also covers all other technical aspects of using the products.

In 2023, PROTOX implemented a strategy that will eliminate thousands of heavy lifts in production and use by phasing out all 20-litre containers and offering 4 x 5-litre containers as an alternative instead. This project was completed in 2024.

An in-depth look at G key figures

Corporate culture

Integrity and honesty are an integral part of the company's DNA. It is of the utmost importance to the company's management and shareholders that all legislation is complied with, and the company aims to stay ahead of legislation in areas that affect people's safety and health. Protox therefore intends to phase out all substances on the Candidate List from its products. The quantity of substances on the Candidate List stood at 0.31 tonnes in 2022 and fell to 0.024 tonnes in 2025 – a trend the company hopes will continue in 2026. There were no workplace accidents in 2025, and with the introduction of measures such as the recording of near-misses, we hope to be able to prevent workplace accidents. In 2025, the company did not receive any inspection visits from either Kolding Municipality's environmental inspectorate or the Danish Working Environment Authority. In 2025, the company's products were selected for inclusion in the Swedish Chemicals Agency's inspection programmes, where a translation from a Danish label had led to an error on the Swedish label that had to be corrected.

Liability and complaints

In 2025, there were complaints regarding 1-litre Hysan containers that had an invisible casting defect on the handle. The total cost of complaints in 2025 amounted to 0.98‰ of turnover, which is a significant increase compared with the previous year due to the replacement of goods on shop shelves. Delivery reliability was also highly satisfactory, with < 97% of orders in 2025 being delivered on time.

In 2024, Protox introduced an anonymous whistleblowing scheme and signed a code of conduct, which is available on the company's website. The company did not receive any reports via this scheme in 2025.

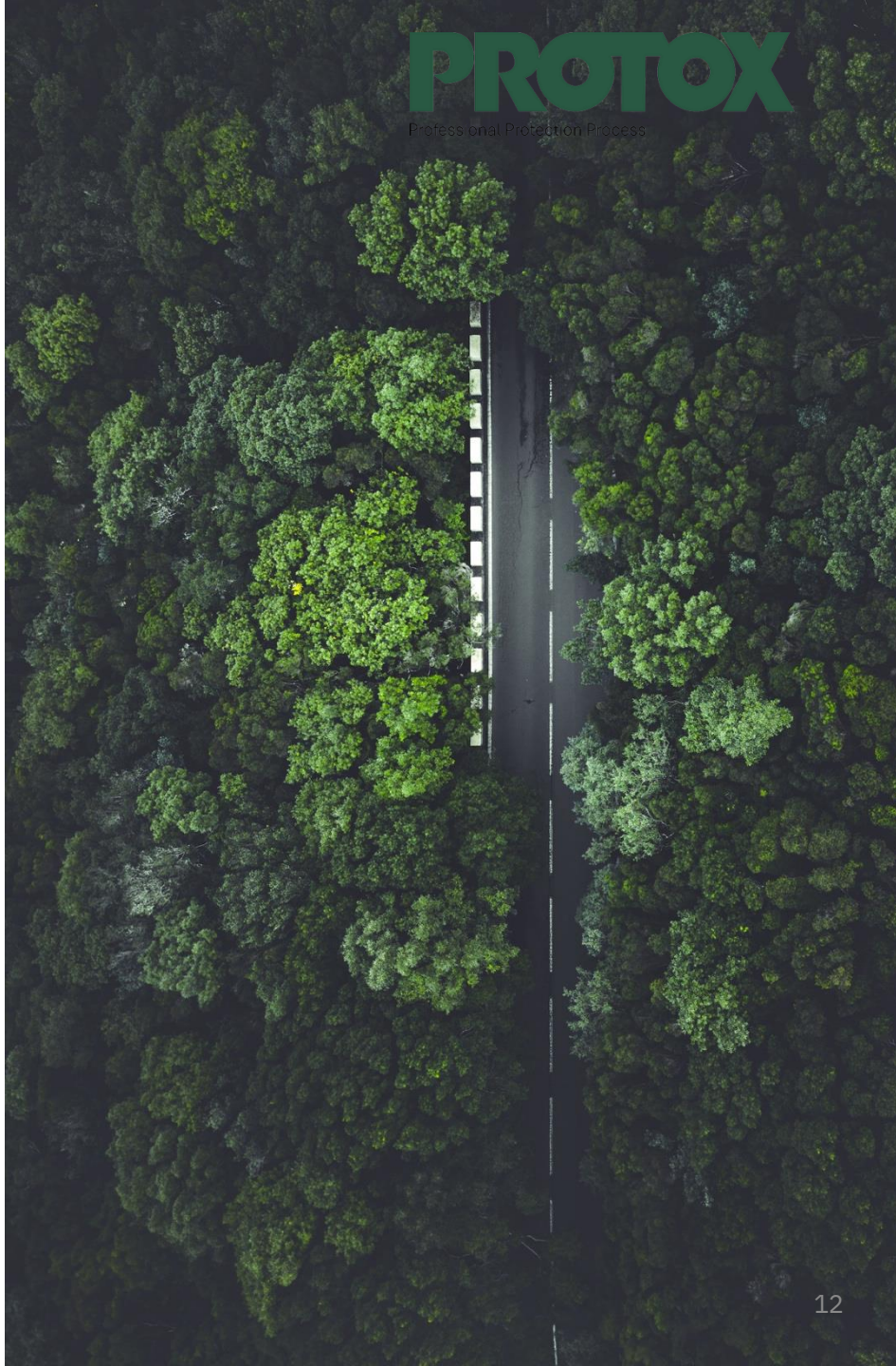
Dual materiality assessment

The company's sustainability measures largely reflect external expectations. There is both internal and external consensus that the safe use of the company's products and product quality, responsible marketing and user information, accuracy and integrity, the handling of hazardous substances and materials, and responsible procurement are more important than climate initiatives.

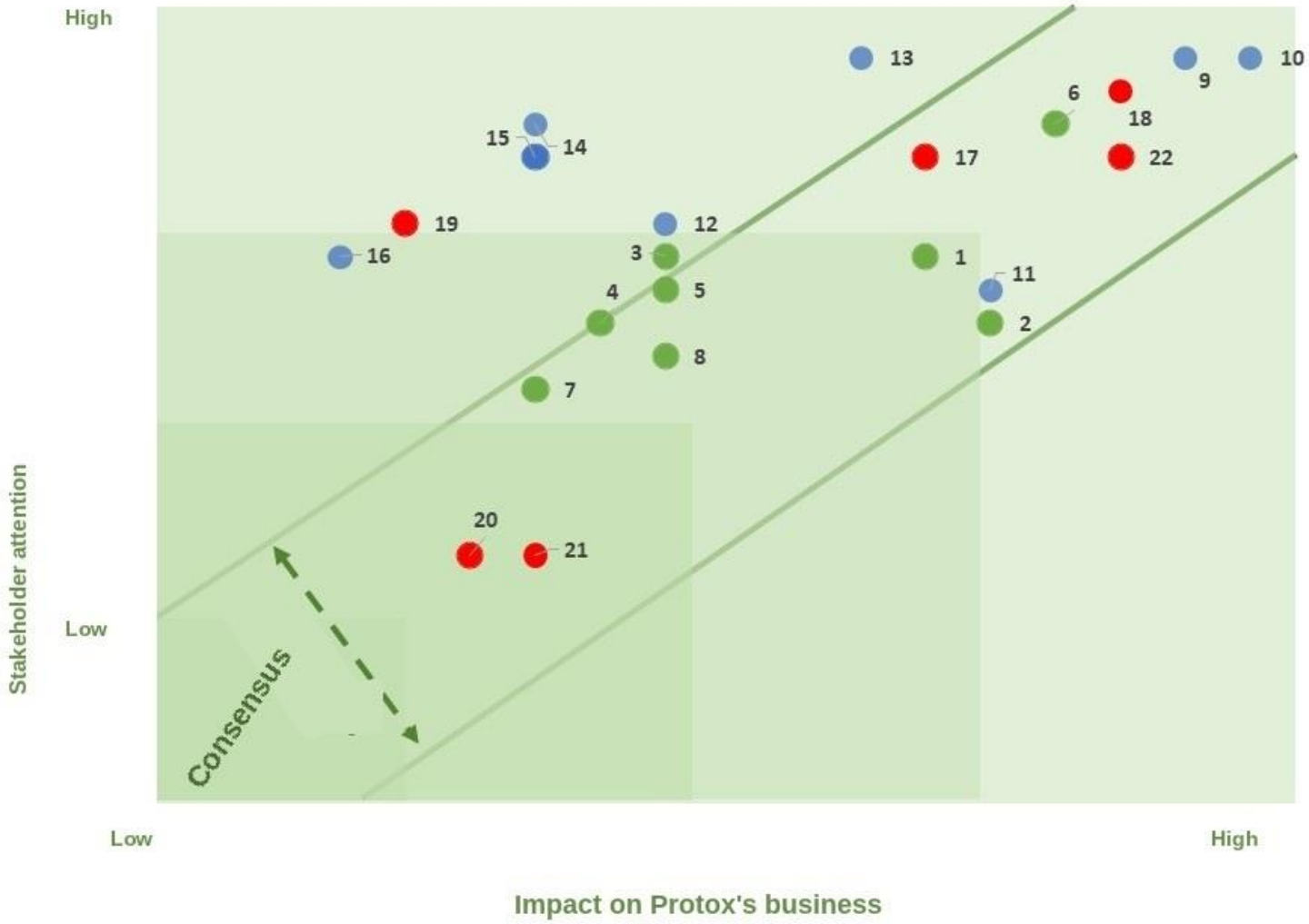
It is therefore crucial for the company to improve its data collection and reporting, particularly with regard to marketing and the safe use of its products.

Areas such as pay, labour and human rights, anti-corruption, gender equality and lobbying are considered to be of very little significance to both internal and external stakeholders. This is probably because the company operates in a part of the world where there is a high degree of gender equality, low inequality and where corruption and bribery are virtually non-existent.

Materiality analysis, see page 14.



Double materiality assessment



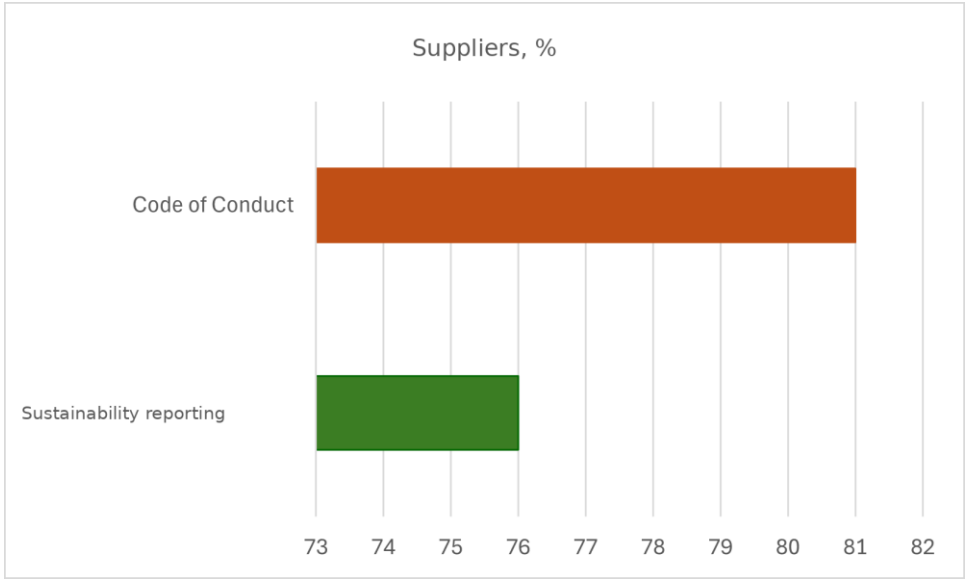
10 Safe use of products (S)
9 Product quality (S)
18 Responsible marketing and user information (G)
22 Integrity and honesty (G)
6 Management of hazardous substances & materials (E)
17 Responsible procurement (G)
1 Energy and climate (E)
11 Indoor climate (S)
2 Sustainable packaging (E)
13 Health and safety (S)
12 Diversity and inclusion (S)
3 Renewable resources (E)
5 Waste management (E)
4 Circular economy (E)
8 Biodiversity and ecosystems (E)
7 Water consumption (E)
15 Employee remuneration (S)
14 Labour and human rights (S)
19 Anti-bribery and corruption (G)
16 Gender equality (S)
21 Executive remuneration (G)
20 Corporate lobbying (G)

Sustainability due diligence

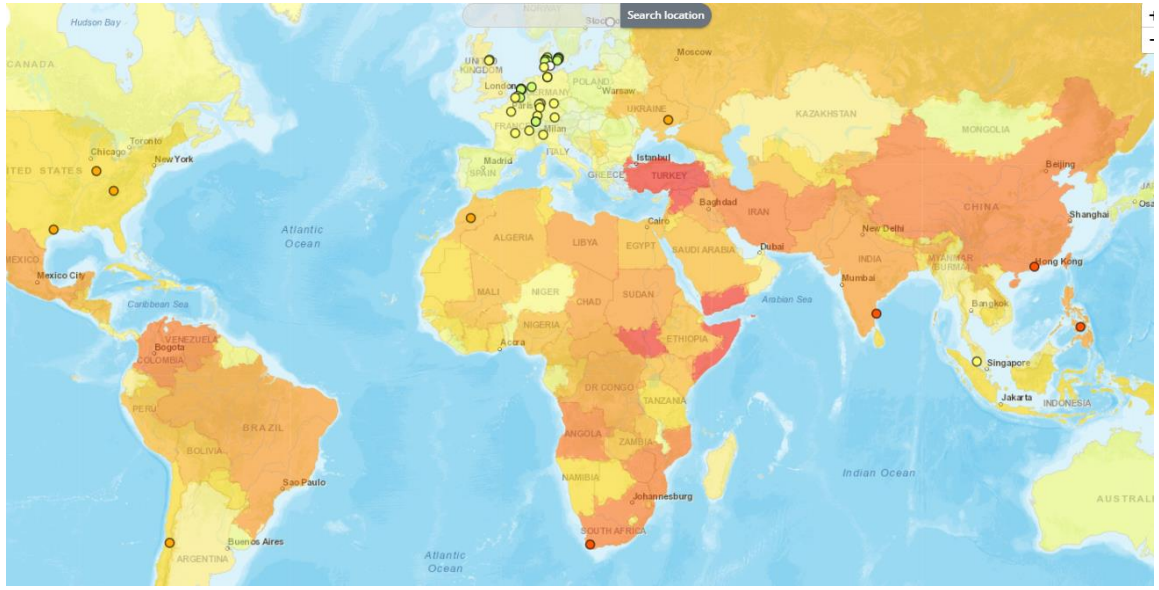
Our commitment to due diligence:

In 2024, PROTOX's management signed a code of conduct covering bribery and corruption, diversity and inclusion, human rights – including labour rights – and adverse impacts on the climate and the environment, both internally and throughout the value chain.

We expect all stakeholders in the company's value chain to share our values. In 2024, we conducted a survey which shows that the majority of our suppliers have similar commitments and are actively working to reduce their climate and environmental footprint.



Socio-economic factors, 2024 survey



Source: WWF Risk Filter Suite

Sustainability due diligence

Our key risks and priorities:
Protox's management has suppliers in four regions where there is a high or very high risk of breaches of socio-economic factors, such as human rights and labour rights violations (China, India, South Africa and the Philippines). This may involve the procurement of goods or raw materials, but typically concerns raw materials used in products and raw materials purchased from manufacturers or distributors in the EU. As these suppliers and distributors usually adhere to a binding code of conduct, the risk of breaches of socio-economic factors is considered to be minimal. Protox has planned a more detailed investigation of conditions in the risk areas.

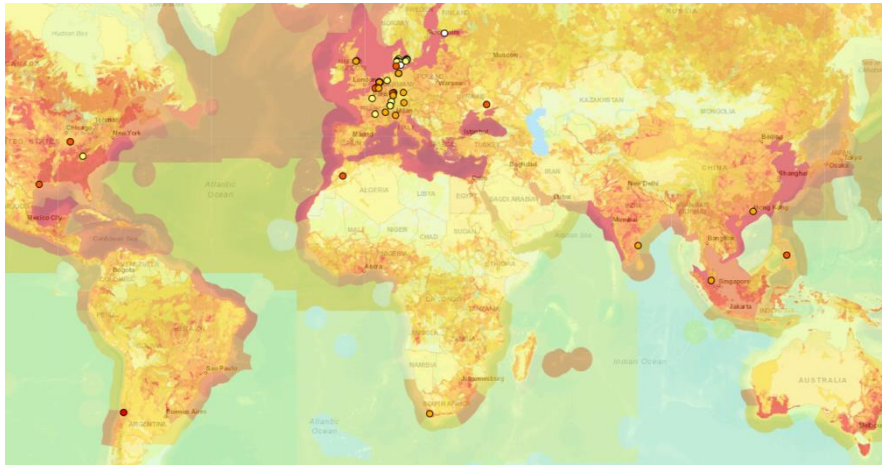
Climate risks, such as the risk of flooding, are very high for key suppliers/manufacturers in Italy, France and Germany. These suppliers' production facilities are usually located along major European rivers, but also in flood-prone coastal areas in Belgium and the Netherlands. Raw materials from flood-prone areas are usually distributed by large distributors with their own warehouses, and the risk of supplier failure is not critical as there are alternative suppliers or manufacturers from other areas.

Suppliers originating from areas where pressure on biodiversity is very high include Chile, Morocco, Kazakhstan and the Philippines. Raw materials originating in Morocco and Kazakhstan will be phased out of Protox's own products by 2025, but efforts to phase out raw materials originating in Chile and the Philippines have not yet been successful – work on this is still ongoing.

Flood risk, 2024 survey

Source: WWF Risk Filter Suite

Pressure on biodiversity, 2024 survey



Source: WWF Risk Filter Suite

PROTOX
Professional Protection Process

Our work on the UN Sustainable Development Goals

 GLOBAL GOAL 3	 GLOBAL GOAL 12	 GLOBAL GOAL 9	 GLOBAL GOAL 17
3.9 Reduce illness and mortality from chemicals and pollution 3.A. Tobacco control	12.4 Manage chemicals and waste responsibly 12.5 Significantly reduce waste generation	9.4 Reduce CO2 emissions 9.5 Invest in research and development	17.17 Effective partnerships
Preventing workplace accidents caused by the use of the company's products. Prevention of workplace accidents within the company All employees are offered health insurance Reducing the company's emissions into the environment (wastewater and hazardous waste). Smoking policy offering smoking cessation courses.	Total waste volume calculated by type Amount of waste that is recycled, incinerated and landfilled Consumption of packaging by type	Establishment of charging capacity for electric cars. Proportion of climate-neutral vehicles Share of renewable energy in total energy consumption Electrification of oil-fired boilers Use of LCA-based Eco-design in product development	Member of the UN Global Compact Network Denmark

Calculation practices

The ESG accounts cover all upstream activities and the company's own activities, but downstream activities are not included (from cradle to gate). Emissions calculations are based on Klimakompasset using emission factors for 2022, 2023 and 2024.

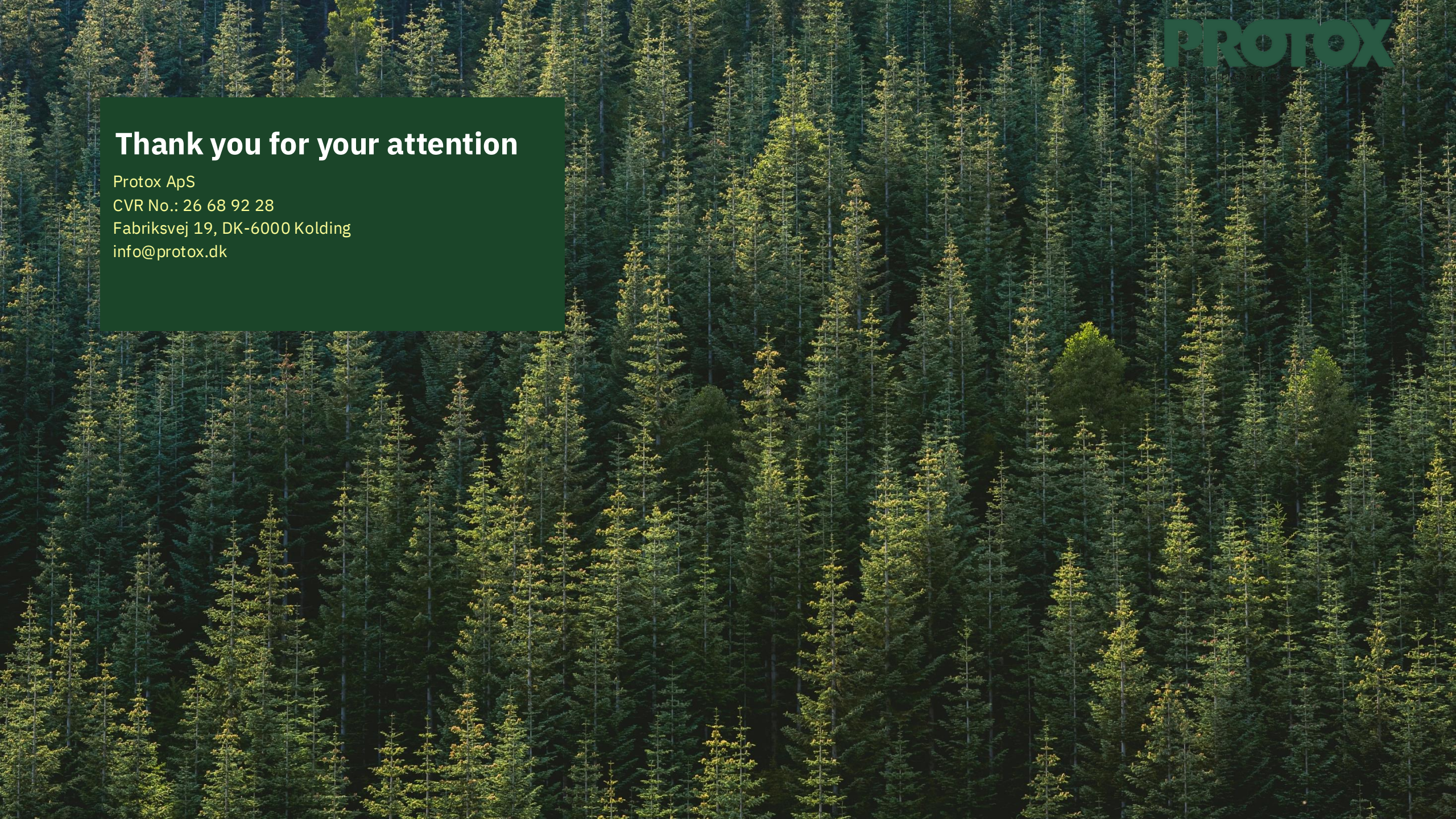
The data used is primarily derived from invoices received, the company's ERP system and the annual financial statements. Data has also been collected from suppliers where the proportion of recycled content (PCR) and weight are not specified on the invoice.

As the emission factors in Klimakompasset change every year, the absolute values for CO2e emissions in Scopes 1, 2 and 3, as well as total emissions, may vary from year to year.

In cases where there is uncertainty regarding the data received, the worst-case scenario has been applied. For example: where the recycling rate is stated as 70-80%, 70% is used.

Purchased goods such as Pro-Clean, cloths, brushes, Gloria products and similar items are not included in the company's carbon footprint. However, brushes and pens that form part of products are included based on the weight of the plastic they represent, as well as their transport to the company.

Activities relating to the sister company Innocare Denmark ApS are only included if Protox ApS is the manufacturer, i.e. goods produced by others are not included.



Thank you for your attention

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