

# Non-Financial Site Data 2023-2022

## Novozymes' sites

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# Site Araucária, Brazil

		2023	2022
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m³	113	132
Energy	1,000 GJ	98	109
<b>Wastewater</b>			
Volume	1,000 m³	73	82
<b>Biomass</b>			
Biomass volume	1,000 tonnes	20	23
<b>Waste</b>			
Waste	1,000 tonnes	1	1
Percentage of total waste recycled	%	76.3	68.0
<b>Environmental impact of emissions</b>			
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.	2	2
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	2	-
Neighbor complaints	no.	-	-

# Site Araucária, Brazil (continued)

		2023	2022
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	237	235
Women	%	39.7	37.4
Men	%	60.3	62.6
Rate of employee turnover	%	7.5	8.4
Average age	years	39.5	39.1
Average seniority	years	8.9	8.7
Rate of absence	%	0.9	1.1
<b>Training costs</b>			
Average spent per employee	DKK	3,697	4,110

		2023	2022
<b>HEALTH AND SAFETY</b>			
<b>Occupational injuries and diseases</b>			
Injuries with absence	no.	1	4
Occupational diseases	no.	-	-
Frequency of occupational injuries	per million working hours	2.4	9.4
Frequency of occupational diseases	per million working hours	-	-

# Site Bagsvaerd, Denmark

		2023	2022
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	110	101
Energy	1,000 GJ	181	183
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	105	95
<b>Biomass</b>			
Biomass volume	1,000 tonnes	-	-
<b>Waste</b>			
Waste	1,000 tonnes	1	1
Percentage of total waste recycled	%	47.2	41.8
<b>Environmental impact of emissions</b>			
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.	4	4
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	4
Neighbor complaints	no.	7	3

# Site Bagsvaerd, Denmark (continued)

			2023	2022
<b>SOCIAL</b>				
<b>Employee statistics</b>				
Employees, total	no.		1,158	1,177
Women	%		49.1	48.0
Men	%		50.9	52.0
Rate of employee turnover	%		10.9	11.5
Average age	years		45.3	44.9
Average seniority	years		10.8	10.8
Rate of absence	%		4.2	4.2
<b>Training costs</b>				
Average spent per employee	DKK		4,787	4,762
			2023	2022
<b>HEALTH AND SAFETY</b>				
<b>Occupational injuries and diseases</b>				
Injuries with absence	no.		9	5
Occupational diseases	no.		-	1
Frequency of occupational injuries	per million working hours		4.9	2.7
Frequency of occupational diseases	per million working hours		-	0.5

# Site Beijing, China

		2023	2022
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m³	16	14
Energy	1,000 GJ	18	18
<b>Wastewater</b>			
Volume	1,000 m³	9	8
<b>Biomass</b>			
Biomass volume	1,000 tonnes	-	-
<b>Waste</b>			
Waste	1,000 tonnes	0.08	0.05
Percentage of total waste recycled	%	46.9	32.8
<b>Environmental impact of emissions</b>			
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.	2	2
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	-
Neighbor complaints	no.	-	-

# Site Beijing, China (continued)

			2023	2022
<b>SOCIAL</b>				
<b>Employee statistics</b>				
Employees, total	no.		220	233
Women	%		60.9	59.7
Men	%		39.1	40.3
Rate of employee turnover	%		10.5	8.9
Average age	years		40.1	39.6
Average seniority	years		8.9	8.7
Rate of absence	%		1.1	0.7
<b>Training costs</b>				
Average spent per employee	DKK		1,837.1	394
			2023	2022
<b>HEALTH AND SAFETY</b>				
<b>Occupational injuries and diseases</b>				
Injuries with absence	no.		-	-
Occupational diseases	no.		-	-
Frequency of occupational injuries	per million working hours		-	-
Frequency of occupational diseases	per million working hours		-	-

# Site Blair, USA

		2023	2022
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m³	1,119	907
Energy	1,000 GJ	667	610
<b>Wastewater</b>			
Volume	1,000 m³	1,094	778
<b>Biomass</b>			
Biomass volume	1,000 tonnes	26	20
<b>Waste</b>			
Waste	1,000 tonnes	1	3
Percentage of total waste recycled	%	85.7	94.6
<b>Environmental impact of emissions</b>			
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.	43	51
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	2	1
Neighbor complaints	no.	-	-



# Site Blair, USA (continued)

		2023	2022
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	187	195
Women	%	19.3	18.5
Men	%	80.7	81.5
Rate of employee turnover	%	30.2	26.8
Average age	years	37.9	37.3
Average seniority	years	3.9	3.6
Rate of absence	%	2.7	2.7
<b>Training costs</b>			
Average spent per employee	DKK	2,984	4,786

		2023	2022
<b>HEALTH AND SAFETY</b>			
<b>Occupational injuries and diseases</b>			
Injuries with absence	no.	-	1
Occupational diseases	no.	1	-
Frequency of occupational injuries	per million working hours	-	3.3
Frequency of occupational diseases	per million working hours	2.5	-

# Site Franklinton, USA

		2023	2022
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m³	1,523	1,815
Energy	1,000 GJ	771	890
<b>Wastewater</b>			
Volume	1,000 m³	1,116	1,230
<b>Biomass</b>			
Biomass volume	1,000 tonnes	289	306
<b>Waste</b>			
Waste	1,000 tonnes	1	2
Percentage of total waste recycled	%	39.3	28.1
<b>Environmental impact of emissions</b>			
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.	19	22
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	-
Neighbor complaints	no.	-	-

# Site Franklinton, USA (continued)

		2023	2022
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	704	674
Women	%	35.9	35.6
Men	%	64.1	64.4
Rate of employee turnover	%	5.7	11.0
Average age	years	43.8	43.7
Average seniority	years	9.7	9.6
Rate of absence	%	1.6	1.6
<b>Training costs</b>			
Average spent per employee	DKK	3,708	3,305

		2023	2022
<b>HEALTH AND SAFETY</b>			
<b>Occupational injuries and diseases</b>			
Injuries with absence	no.	-	-
Occupational diseases	no.	2	-
Frequency of occupational injuries	per million working hours	-	-
Frequency of occupational diseases	per million working hours	1.6	-

# Site Fuglebakken, Denmark

		2023	2022
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m³	370	469
Energy	1,000 GJ	279	343
<b>Wastewater</b>			
Volume	1,000 m³	289	383
<b>Biomass</b>			
Biomass volume	1,000 tonnes	55	64
<b>Waste</b>			
Waste	1,000 tonnes	0.20	0.22
Percentage of total waste recycled	%	44.8	60.6
<b>Environmental impact of emissions</b>			
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.	8	9
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	7	4
Neighbor complaints	no.	5	13

# Site Fuglebakken, Denmark (continued)

		2023	2022
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	171	178
Women	%	8.8	11.2
Men	%	91.2	88.8
Rate of employee turnover	%	15.9	13.2
Average age	years	46	45.8
Average seniority	years	12.7	12.9
Rate of absence	%	5.7	6.9
<b>Training costs</b>			
Average spent per employee	DKK	3,367	4,278
		2023	2022
<b>HEALTH AND SAFETY</b>			
<b>Occupational injuries and diseases</b>			
Injuries with absence	no.	-	-
Occupational diseases	no.	-	-
Frequency of occupational injuries	per million working hours	-	-
Frequency of occupational diseases	per million working hours	-	-

# Site Gujarat, India

		2023	2022
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	6	-
Energy	1,000 GJ	4	-
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	-	-
<b>Biomass</b>			
Biomass volume	1,000 tonnes	-	-
<b>Waste</b>			
Waste	1,000 tonnes	0.04	-
Percentage of total waste recycled	%	97.9	-
<b>Environmental impact of emissions</b>			
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.	1	-
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	-
Neighbor complaints	no.	-	-

Foot Note: - This site has been qualified as TBL site from 2023. Hence no data in TBL for the year 2022.

# Site Gujarat, India (continued)

		2023	2022
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	27	-
Women	%	18.5	-
Men	%	81.5	-
Rate of employee turnover	%	30.2	-
Average age	years	33.4	-
Average seniority	years	2.2	-
Rate of absence	%	1.1	-
<b>Training costs</b>			
Average spent per employee	DKK	799	-
		2023	2022
<b>HEALTH AND SAFETY</b>			
<b>Occupational injuries and diseases</b>			
Injuries with absence	no.	-	-
Occupational diseases	no.	-	-
Frequency of occupational injuries	per million working hours	-	-
Frequency of occupational diseases	per million working hours	-	-

Foot Note: - This site has been qualified as TBL site from 2023. Hence no data in TBL for the year 2022.

# Site Hongda, China

		2023	2022
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m³	672	809
Energy	1,000 GJ	419	533
<b>Wastewater</b>			
Volume	1,000 m³	463	541
<b>Biomass</b>			
Biomass volume	1,000 tonnes	9	11
<b>Waste</b>			
Waste	1,000 tonnes	0.5	0.6
Percentage of total waste recycled	%	62.0	66.4
<b>Environmental impact of emissions</b>			
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.	11	13
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	-
Neighbor complaints	no.	-	-



# Site Hongda, China (continued)

			2023	2022
<b>SOCIAL</b>				
<b>Employee statistics</b>				
Employees, total	no.		236	240
Women	%		16.1	16.3
Men	%		83.9	83.7
Rate of employee turnover	%		3.4	8.0
Average age	years		44.4	43.7
Average seniority	years		15.0	14.7
Rate of absence	%		1.5	0.7
<b>Training costs</b>				
Average spent per employee	DKK		444	514
			2023	2022
<b>HEALTH AND SAFETY</b>				
<b>Occupational injuries and diseases</b>				
Injuries with absence	no.		1	-
Occupational diseases	no.		-	-
Frequency of occupational injuries	per million working hours		2.2	-
Frequency of occupational diseases	per million working hours		-	-

# Site Kalundborg, Denmark

		2023	2022
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m³	2,287	2,714
Energy	1,000 GJ	1,016	1,122
<b>Wastewater</b>			
Volume	1,000 m³	1,930	2,271
<b>Biomass</b>			
Biomass volume	1,000 tonnes	111	95
<b>Waste</b>			
Waste	1,000 tonnes	3	3
Percentage of total waste recycled	%	73.0	67.6
<b>Environmental impact of emissions</b>			
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.	-	-
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	3	3
Neighbor complaints	no.	1	1

# Site Kalundborg, Denmark (continued)

		2023	2022
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	731	712
Women	%	25.7	26.5
Men	%	74.3	73.5
Rate of employee turnover	%	11.5	10.8
Average age	years	45.3	45.4
Average seniority	years	11.4	11.9
Rate of absence	%	5.5	5.9
<b>Training costs</b>			
Average spent per employee	DKK	3,438	5,355

		2023	2022
<b>HEALTH AND SAFETY</b>			
<b>Occupational injuries and diseases</b>			
Injuries with absence	no.	3	5
Occupational diseases	no.	-	-
Frequency of occupational injuries	per million working hours	2.6	4.5
Frequency of occupational diseases	per million working hours	-	-

# Site Lyngby, Denmark

		2023	2022
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	13	15
Energy	1,000 GJ	25	29
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	14	15
<b>Biomass</b>			
Biomass volume	1,000 tonnes	-	-
<b>Waste</b>			
Waste	1,000 tonnes	0.1	0.1
Percentage of total waste recycled	%	34.7	25.9
<b>Environmental impact of emissions</b>			
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.	-	-
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	2	-
Neighbor complaints	no.	-	-

# Site Lyngby, Denmark (continued)

		2023	2022
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	850	816
Women	%	54.2	53.9
Men	%	45.8	46.1
Rate of employee turnover	%	9.8	12.2
Average age	years	42.5	42.1
Average seniority	years	8.4	8.3
Rate of absence	%	2.4	3.0
<b>Training costs</b>			
Average spent per employee	DKK	8,495	11,299

		2023	2022
<b>HEALTH AND SAFETY</b>			
<b>Occupational injuries and diseases</b>			
Injuries with absence	no.	-	3
Occupational diseases	no.	-	-
Frequency of occupational injuries	per million working hours	-	2.4
Frequency of occupational diseases	per million working hours	-	-

# Site Mumbai, India

		2023	2022
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m³	87	136
Energy	1,000 GJ	42	53
<b>Wastewater</b>			
Volume	1,000 m³	43	67
<b>Biomass</b>			
Biomass volume	1,000 tonnes	-	1
<b>Waste</b>			
Waste	1,000 tonnes	0.4	0.5
Percentage of total waste recycled	%	99.9	99.4
<b>Environmental impact of emissions</b>			
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.	6	8
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	-
Neighbor complaints	no.	-	-

# Site Mumbai, India (continued)

		2023	2022
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	128	135
Women	%	6.3	4.4
Men	%	93.7	95.6
Rate of employee turnover	%	12.4	13.9
Average age	years	36.3	35.0
Average seniority	years	6.4	5.7
Rate of absence	%	2.1	2.0
<b>Training costs</b>			
Average spent per employee	DKK	917	976

		2023	2022
<b>HEALTH AND SAFETY</b>			
<b>Occupational injuries and diseases</b>			
Injuries with absence	no.	-	1
Occupational diseases	no.	-	-
Frequency of occupational injuries	per million working hours	-	0.8
Frequency of occupational diseases	per million working hours	-	-

# Site Milwaukee, USA

		2023	2022
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m³	23	53
Energy	1,000 GJ	23	25
<b>Wastewater</b>			
Volume	1,000 m³	1	52
<b>Biomass</b>			
Biomass volume	1,000 tonnes	-	-
<b>Waste</b>			
Waste	1,000 tonnes	0.3	0.5
Percentage of total waste recycled	%	89.2	72.9
<b>Environmental impact of emissions</b>			
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.	1	2
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	-
Neighbor complaints	no.	-	-



# Site Milwaukee, USA (continued)

		2023	2022
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	33	33
Women	%	48.5	45.5
Men	%	51.5	54.5
Rate of employee turnover	%	6.1	34.0
Average age	years	41.5	41.6
Average seniority	years	8.5	7.6
Rate of absence	%	1.7	2.5
<b>Training costs</b>			
Average spent per employee	DKK	3,617	1,936

		2023	2022
<b>HEALTH AND SAFETY</b>			
<b>Occupational injuries and diseases</b>			
Injuries with absence	no.	-	-
Occupational diseases	no.	-	-
Frequency of occupational injuries	per million working hours	-	-
Frequency of occupational diseases	per million working hours	-	-

# Site Ottawa, Canada

		2023	2022
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	66	65
Energy	1,000 GJ	56	60
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	51	48
<b>Biomass</b>			
Biomass volume	1,000 tonnes	-	-
<b>Waste</b>			
Waste	1,000 tonnes	2	3
Percentage of total waste recycled	%	98.7	99.5
<b>Environmental impact of emissions</b>			
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.	2	2
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	3
Neighbor complaints	no.	-	-

# Site Ottawa, Canada (continued)

		2023	2022
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	46	47
Women	%	23.9	21.3
Men	%	76.1	78.7
Rate of employee turnover	%	6.5	8.9
Average age	years	44.2	43.7
Average seniority	years	11.0	10.6
Rate of absence	%	1.9	2.2
<b>Training costs</b>			
Average spent per employee	DKK	3,138	4,870

		2023	2022
<b>HEALTH AND SAFETY</b>			
<b>Occupational injuries and diseases</b>			
Injuries with absence	no.	-	-
Occupational diseases	no.	-	-
Frequency of occupational injuries	per million working hours	-	-
Frequency of occupational diseases	per million working hours	-	-

# Site Pilar, Argentina

		2023	2022
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m³	30	12
Energy	1,000 GJ	4	3
<b>Wastewater</b>			
Volume	1,000 m³	23	9
<b>Biomass</b>			
Biomass volume	1,000 tonnes	-	-
<b>Waste</b>			
Waste	1,000 tonnes	0.2	0.3
Percentage of total waste recycled	%	90.2	28.1
<b>Environmental impact of emissions</b>			
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.	-	0.2
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	-
Neighbor complaints	no.	-	-

# Site Pilar, Argentina (continued)

		2023	2022
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	42	42
Women	%	31.0	31.0
Men	%	59.0	69.0
Rate of employee turnover	%	-	16.9
Average age	years	45.6	44.6
Average seniority	years	9.9	8.9
Rate of absence	%	0.04	0.5
<b>Training costs</b>			
Average spent per employee	DKK	4,468	5,932

		2023	2022
<b>HEALTH AND SAFETY</b>			
<b>Occupational injuries and diseases</b>			
Injuries with absence	no.	-	-
Occupational diseases	no.	-	-
Frequency of occupational injuries	per million working hours	-	-
Frequency of occupational diseases	per million working hours	-	-

# Site Quatro Barras, Brazil

		2023	2022
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m³	5	-
Energy	1,000 GJ	3	-
<b>Wastewater</b>			
Volume	1,000 m³	-	-
<b>Biomass</b>			
Biomass volume	1,000 tonnes	-	-
<b>Waste</b>			
Waste	1,000 tonnes	0.5	-
Percentage of total waste recycled	%	66.6	-
<b>Environmental impact of emissions</b>			
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.	-	-
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	1	-
Neighbor complaints	no.	-	-

Foot Note: - This site has been qualified as TBL site from 2023. Hence no data in TBL for the year 2022.

# Site Quatro Barras, Brazil (continued)

		2023	2022
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	29	-
Women	%	34.5	-
Men	%	65.5	-
Rate of employee turnover	%	25.5	-
Average age	years	36.4	-
Average seniority	years	5.6	-
Rate of absence	%	1.5	-
<b>Training costs</b>			
Average spent per employee	DKK	1,674	-

		2023	2022
<b>HEALTH AND SAFETY</b>			
<b>Occupational injuries and diseases</b>			
Injuries with absence	no.	-	-
Occupational diseases	no.	-	-
Frequency of occupational injuries	per million working hours	-	-
Frequency of occupational diseases	per million working hours	-	-

Foot Note: - This site has been qualified as TBL site from 2023. Hence no data in TBL for the year 2022.

# Site Salem, USA

		2023	2022
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m³	57	60
Energy	1,000 GJ	53	64
<b>Wastewater</b>			
Volume	1,000 m³	55	59
<b>Biomass</b>			
Biomass volume	1,000 tonnes	-	-
<b>Waste</b>			
Waste	1,000 tonnes	0.3	0.2
Percentage of total waste recycled	%	28.1	28.3
<b>Environmental impact of emissions</b>			
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.	4	4
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	-
Neighbor complaints	no.	1	-



# Site Salem, USA (continued)

		2023	2022
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	93	99
Women	%	29.0	30.3
Men	%	71.0	69.7
Rate of employee turnover	%	11.6	11.9
Average age	years	43.1	42.3
Average seniority	years	10.6	9.5
Rate of absence	%	2.0	3.6
<b>Training costs</b>			
Average spent per employee	DKK	2,134	1,063

		2023	2022
<b>HEALTH AND SAFETY</b>			
<b>Occupational injuries and diseases</b>			
Injuries with absence	no.	-	-
Occupational diseases	no.	-	-
Frequency of occupational injuries	per million working hours	-	-
Frequency of occupational diseases	per million working hours	-	-

# Site Saskatoon, Canada

		2023	2022
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m³	17	31
Energy	1,000 GJ	18	25
<b>Wastewater</b>			
Volume	1,000 m³	14	28
<b>Biomass</b>			
Biomass volume	1,000 tonnes	-	-
<b>Waste</b>			
Waste	1,000 tonnes	1	2.6
Percentage of total waste recycled	%	87.5	17.8
<b>Environmental impact of emissions</b>			
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.	1	1
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	-
Neighbor complaints	no.	-	-

# Site Saskatoon, Canada (continued)

		2023	2022
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	64	70
Women	%	42.2	40.0
Men	%	57.8	60.0
Rate of employee turnover	%	10.5	4.2
Average age	years	45.7	45.5
Average seniority	years	11.7	10.6
Rate of absence	%	1.7	1.9
<b>Training costs</b>			
Average spent per employee	DKK	1,068	1,949

		2023	2022
<b>HEALTH AND SAFETY</b>			
<b>Occupational injuries and diseases</b>			
Injuries with absence	no.	-	-
Occupational diseases	no.	-	-
Frequency of occupational injuries	per million working hours	-	-
Frequency of occupational diseases	per million working hours	-	-

# Site Shenyang, China

		2023	2022
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	5	3
Energy	1,000 GJ	2	2
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	2	1
<b>Biomass</b>			
Biomass volume	1,000 tonnes	-	-
<b>Waste</b>			
Waste	1,000 tonnes	0.01	0.01
Percentage of total waste recycled	%	75.8	78.6
<b>Environmental impact of emissions</b>			
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.	-	-
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	-
Neighbor complaints	no.	-	-

# Site Shenyang, China (continued)

		2023	2022
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	24	26
Women	%	20.8	19.2
Men	%	79.2	80.8
Rate of employee turnover	%	8.3	3.8
Average age	years	41.4	40.0
Average seniority	years	13.5	12.3
Rate of absence	%	0.6	0.9
<b>Training costs</b>			
Average spent per employee	DKK	34	413

		2023	2022
<b>HEALTH AND SAFETY</b>			
<b>Occupational injuries and diseases</b>			
Injuries with absence	no.	-	-
Occupational diseases	no.	-	-
Frequency of occupational injuries	per million working hours	-	-
Frequency of occupational diseases	per million working hours	-	-

# Site Tianjin, China

		2023	2022
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m³	1,241	1,375
Energy	1,000 GJ	651	705
<b>Wastewater</b>			
Volume	1,000 m³	996	1,099
<b>Biomass</b>			
Biomass volume	1,000 tonnes	18	20
<b>Waste</b>			
Waste	1,000 tonnes	2	2
Percentage of total waste recycled	%	85.0	74.0
<b>Environmental impact of emissions</b>			
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.	33	37
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	2
Neighbor complaints	no.	-	-

## Site Tianjin, China (continued)

			2023	2022
<b>SOCIAL</b>				
<b>Employee statistics</b>				
Employees, total	no.		512	549
Women	%		36.5	35.3
Men	%		63.5	64.7
Rate of employee turnover	%		5.7	3.5
Average age	years		40.1	39.3
Average seniority	years		12.7	11.8
Rate of absence	%		1.4	1.2
<b>Training costs</b>				
Average spent per employee	DKK		582	384
			2023	2022
<b>HEALTH AND SAFETY</b>				
<b>Occupational injuries and diseases</b>				
Injuries with absence	no.		1	1
Occupational diseases	no.		-	-
Frequency of occupational injuries	per million working hours		1.1	1
Frequency of occupational diseases	per million working hours		-	-

# Site Wada, India

		2023	2022
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	14	-
Energy	1,000 GJ	43	-
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	-	-
<b>Biomass</b>			
Biomass volume	1,000 tonnes	-	-
<b>Waste</b>			
Waste	1,000 tonnes	0.05	-
Percentage of total waste recycled	%	97.3	-
<b>Environmental impact of emissions</b>			
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.	3	-
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	-
Neighbor complaints	no.	-	-

Foot Note: - This site has been qualified as TBL site from 2023. Hence no data in TBL for the year 2022.



# Site Wada, India (continued)

		2023	2022
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	139	-
Women	%	29.5	-
Men	%	70.5	-
Rate of employee turnover	%	18.7	-
Average age	years	34.9	-
Average seniority	years	5.8	-
Rate of absence	%	1.5	-
<b>Training costs</b>			
Average spent per employee	DKK	734	-
		2023	2022
<b>HEALTH AND SAFETY</b>			
<b>Occupational injuries and diseases</b>			
Injuries with absence	no.	-	-
Occupational diseases	no.	-	-
Frequency of occupational injuries	per million working hours	-	-
Frequency of occupational diseases	per million working hours	-	-

Foot Note: - This site has been qualified as TBL site from 2023. Hence no data in TBL for the year 2022.

# Site Whitefield, India

			2023	2022
<b>ENVIRONMENT</b>				
<b>Consumption of resources</b>				
Water	1,000 m <sup>3</sup>		21	-
Energy	1,000 GJ		8	-
<b>Wastewater</b>				
Volume	1,000 m <sup>3</sup>		18	-
<b>Biomass</b>				
Biomass volume	1,000 tonnes		-	-
<b>Waste</b>				
Waste	1,000 tonnes		0.01	-
Percentage of total waste recycled	%		95.8	-
<b>Environmental impact of emissions</b>				
Global warming	1,000 tonnes CO <sub>2</sub> -eqv.		2	-
<b>Environmental compliance</b>				
Breaches of regulatory limits	no.		-	-
Neighbor complaints	no.		-	-

Foot Note: - This site has been qualified as TBL site from 2023. Hence no data in TBL for the year 2022.

# Site Whitefield, India (continued)

			2023	2022
<b>SOCIAL</b>				
<b>Employee statistics</b>				
Employees, total	no.		485	-
Women	%		33.4	-
Men	%		66.6	-
Rate of employee turnover	%		11.8	-
Average age	years		36.4	-
Average seniority	years		5.9	-
Rate of absence	%		1.7	-
<b>Training costs</b>				
Average spent per employee	DKK		916	-
			2023	2022
<b>HEALTH AND SAFETY</b>				
<b>Occupational injuries and diseases</b>				
Injuries with absence	no.		-	-
Occupational diseases	no.		-	-
Frequency of occupational injuries	per million working hours		-	-
Frequency of occupational diseases	per million working hours		-	-

Foot Note: - This site has been qualified as TBL site from 2023. Hence no data in TBL for the year 2022.