

# Site Blair, USA

|  |                                  | 2019  | 2018  |
|--|----------------------------------|-------|-------|
| <b>ENVIRONMENT</b>                       |                                  |       |       |
| <b>Consumption of resources</b>          |                                  |       |       |
| Water                                    | 1,000 m <sup>3</sup>             | 1,075 | 1,026 |
| Energy                                   | 1,000 GJ                         | 548   | 582   |
| <b>Wastewater</b>                        |                                  |       |       |
| Volume                                   | 1,000 m <sup>3</sup>             | 805   | 754   |
| <b>Biomass</b>                           |                                  |       |       |
| Biomass volume                           | 1,000 tons                       | 16    | 15    |
| <b>Waste</b>                             |                                  |       |       |
| Waste                                    | 1,000 tons                       | -     | -     |
| Percentage of total waste recycled       | %                                | 15.5  | 21.7  |
| <b>Environmental impact of emissions</b> |                                  |       |       |
| Global warming                           | 1,000 tons CO <sub>2</sub> -eqv. | 83    | 89    |
| <b>Environmental compliance</b>          |                                  |       |       |
| Breaches of regulatory limits            | no.                              | 1     | -     |
| Neighbor complaints                      | no.                              | 1     | -     |

# Site Blair, USA (continued)

|                            |       | 2019  | 2018  |
|----------------------------|-------|-------|-------|
| <b>SOCIAL</b>              |       |       |       |
| <b>Employee statistics</b> |       |       |       |
| Employees, total           | no.   | 123   | 125   |
| Women                      | %     | 17.1  | 16.8  |
| Men                        | %     | 82.9  | 83.2  |
| Rate of employee turnover  | %     | 21.2  | 17.1  |
| Average age                | years | 37.5  | 37.9  |
| Average seniority          | years | 3.9   | 3.5   |
| Rate of absence            | %     | 2.2   | 2.4   |
| <b>Training costs</b>      |       |       |       |
| Average spent per employee | DKK   | 3,313 | 2,034 |

|  |                           | 2019 | 2018 |
|--|---------------------------|------|------|
| <b>HEALTH AND SAFETY</b>                   |                           |      |      |
| <b>Occupational accidents and diseases</b> |                           |      |      |
| Accidents with absence                     | no.                       | 1    | 1    |
| Occupational diseases                      | no.                       | -    | -    |
| Frequency of occupational accidents        | per million working hours | 3.9  | 4.0  |
| Frequency of occupational diseases         | per million working hours | -    | -    |