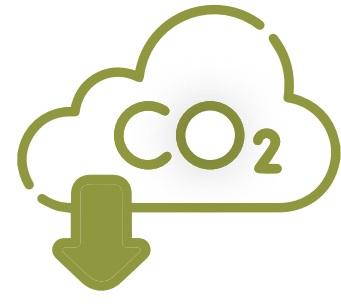


# Billund Factory ESG Goals.



## Environmental Goals (E)



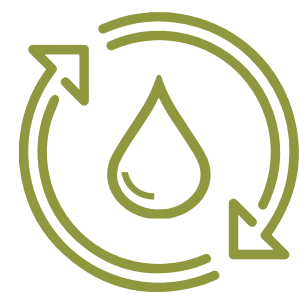
### 1. GHG Emissions

Net Zero emissions by **2045**.  
Reduce carbon emissions by **50% in 2030**.



### 3. Products

Phase out PVC vinyl by **2028**. Launch a bio-degradable product in **2026**.



### 2. Resources

Reduce net energy consumption by **50% in 2030**.  
Reduce water consumption by **35% in 2027**.



### 4. Waste

Cut waste by **50% in 2027**.  
Reduce landfill to **<5 %** & increase recycling to **70 % by 2028**.



## Social Goals (S)

### 1. Employee development & well-being

Promote & monitor personal **well-being, professional satisfaction & development** within Modulex.



### 2. Education & training

Promote professional development through **education, training & career development** opportunities for all employees on a yearly basis.

### 3. Community engagement & volunteerism

Support community development projects, social, environmental, biodiversity or health causes via **volunteering & yearly donations**.



## Governance Goals (G)



### 1. Ethical Business Practices

Ensure 100% compliance with fair labour & ethical business practices across our supply chain by **2027**.



### 2. Transparency

Publish VSME ESG report by **2026 (2025 data)** & hereafter annually.



### 3. Supplier Governance

Ensure **100% of Class 1 suppliers** have been approved & evaluated according to ISO 14001 by **2027**.