

ESG

STATEMENT 2024

JAI OVERFLADEBEHANDLING A/S

Sustainability – a mindset

JAI Overfladebehandling A/S – also known as JAI-O – is a Danish-owned company that for more than 50 years has been one of the country's leading specialists in surface treatment of iron, steel, aluminium, magnesium, galvanized items and plastic products.

We offer some of the industry's most modern and environmentally friendly facilities. JAI-O is certified in environmental management according to DS/EN ISO 14001:2015 and in quality management according to DS/EN ISO 9001:2015 as well as AS9100:D and Nadcap (National Aerospace and Defense Contractors Accreditation Program – a global certification program for special processes in the aerospace and defence industry). We can also provide documentation in accordance with ISO/IATF 16949, including PPAP documentation and FAI according to customer requirements.

As part of its ambition to become a more sustainable company, JAI-O decided in 2022 to commit to meeting the highest standard of the Science Based Targets initiative. The targets for JAI-O's activities (scope 1 and 2) are aligned with the reductions necessary to limit global warming to 1.5°C, the most ambitious goal of the Paris Agreement.

Managing Director Henrik Givskov says:

“We want to be frontrunners in the green transition within our industry and do our part to pass on a better planet to future generations. That is why we have joined the Science Based Targets initiative. Towards 2030, we commit to reducing JAI-O's CO₂ emissions in scope 1+2 by at least 46% compared to 2019, while also measuring and reducing our scope 3 emissions.”



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

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Basis for preparation

This ESG statement is prepared according to the Basic Module in the draft voluntary SME standard. The statement is prepared on an individual basis (i.e., it covers JAI Overfladebehandling A/S and not any subsidiaries) (sec. 24c).

Basic information about JAI Overfladebehandling A/S (sec. 24e)

Company form	Public limited company
NACE sector code(s)	C 2551
Balance sheet total (EUR)	5.490.000
Revenue (EUR)	Not disclosed
Number of employees	40

Addresses and geolocation of significant assets and facilities owned, leased or controlled by JAI Overfladebehandling A/S (sec. 24e, vi, vii)

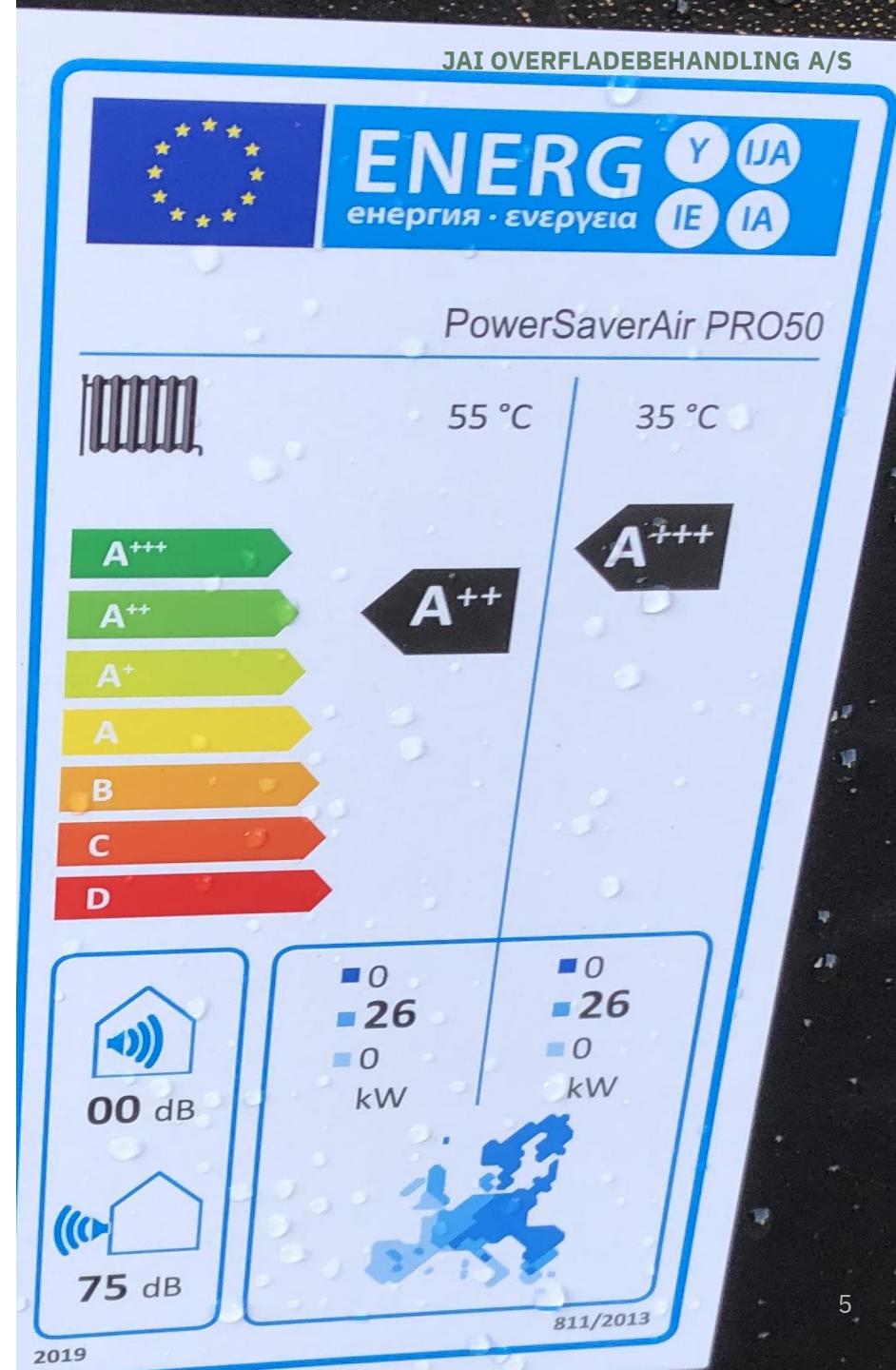
Location	Address	Postal code	City	Country	Geolocation
Office and production	Sverigesvej 3	7480	Vildbjerg	Denmark	56°12'13.6"N 8°45'59.1"E
Production	Sverigesvej 1	7480	Vildbjerg	Denmark	56°12'11.1"N 8°45'58.8"E
Production	Islandsvej 6	7480	Vildbjerg	Denmark	56°12'15.7"N 8°45'50.4"E

Energy consumption

Energy consumption in MWh (sec. 30)			
	Renewable energy	Non-renewable energy	Total energy consumption (MWh) 2024
Electricity	1.380	188	1.568
Gas (1 m ³ = approx. 11 kWh)		1.512	1.512
Total			3.080

Various initiatives have been implemented in recent years – including installation of electric heat pumps (end of 2024) for space heating instead of gas, which has already significantly reduced gas consumption. The initiatives are beginning to show in CO₂e emissions.

Gas consists of natural gas and biogas. Natural gas is a fossil fuel, while biogas is a renewable energy source. The supplier cannot specify the exact share of biogas delivered to JAI-O, but it is approx. 37%.



CO₂e emissions

Greenhouse gas emissions	2023	2024
Scope 1 CO ₂ e emissions (sec. 31a)	371 tons	311 tons
Scope 2 CO ₂ e emissions (location-based) (sec. 31b)	162 tons	127 tons
Total scope 1 and scope 2 CO₂e emissions	532 tons	442 tons

Lower scope 1 and 2 despite increased production

Various initiatives have been implemented in recent years – including installation of electric heat pumps for space heating instead of gas – which is now reflected in scope 1 emissions. Switching from natural gas to electric heating increases electricity consumption, but due to a lower emissions factor for electricity in 2024, our scope 2 emissions have also decreased from 2023 to 2024. Total reduction in scope 1+2: 90 tons despite increased production.



Calculation practices

CO₂ emissions are calculated based on the GHG Protocol and ISO 14064. For the 2024 climate accounts, emissions factors from Evida and Energinet were used for scope 1 and 2, and EXIOBASE v3.3 for scope 3.

Data basis

Consumption data is based on supplier statements and measurement units. Other data is based on extracts from JAI-O systems for time registration, payroll, HR and quality assurance.

Baseline year

The financial year 2019 (1.1.2019–31.12.2019) is the baseline year for our SBTi.



Pollution of air, water and soil

Pollution of air, water and soil (sec. 33) 2024

Volatile Organic Compounds (VOC)

Reported annually to authorities

Net VOC (E) 2024 kg: 5.873,69 – 0 (waste) = 5.873,69 (5.988,02 in 2023)

Since Net VOC consumption $E = 5.873,69$ kg is less than $M = 10.009,6$ the requirement is met with a large margin.

The company is environmentally certified according to DS/EN ISO 14001:2015 and complies with applicable legislation. JAI-O also focuses on environmental initiatives and strives to be a frontrunner in the green transition. A concrete example is evaporation of wastewater – see “Water extraction” (sec. 36).



Water

Water extraction (sec. 36)	2024
Total for all locations	1.110 m ³

Evaporation of wastewater
A ZLD evaporator was installed in 2024 and will be fully commissioned in 2025. Expected reduction in water consumption (in processes) of 95–99%, as waste substances are separated so water can be recirculated. The separated residue is disposed of.

ZLD stands for Zero Liquid Discharge, a wastewater technology in which all contaminants are removed through evaporation, and no water is wasted. The water can be reused repeatedly. Using a ZLD evaporator optimizes wastewater treatment and saves resources.



Resource use and waste management

Total annual waste		
Waste type	Total waste (sec. 39a)	Waste sent for reuse/recycling (sec. 39b)
Zinc dust	29.3 tons	29.3 tons
Iron and metal	25.7 tons	25.7 tons
Combustible	17.8 tons	0
Paper/cardboard	3.5 tons	3.5 tons
Blasting media	23.9 tons	0
Other	1.7 tons	1.7 tons
Hazardous waste		
Chromium-containing sludge	2.7 tons	0
Total	104.6 tons	60.2 tons
Disposed		41.1 tons
Hazardous waste		2.7 tons
Recycled		60.2 tons (58 %)

Reduction of waste – transport packaging is reused, and waste is sorted and recycled (approx. 58%), while the rest is disposed of, including hazardous waste, which is handled according to regulations.

Blasting media is collected, cleaned and reused repeatedly until it is worn out and must be replaced.





Focus on environment and quality

JAI Overfladebehandling A/S commits to openly and actively participating in quality and environmental improvements based on a holistic approach that considers each customer, each item, each individual and the surrounding environment. The goal is to achieve satisfactory quality in a safe, healthy and responsible environment, with due consideration for both technological and economic aspects.

The quality and environmental policy applies to the entire company and to persons working on behalf of JAI-O, and must be followed by all employees in their daily functions, tasks and actions.



In depth with E-indicators

Reduction targets

Scope 1–2 reduction by 2030: 46% (baseline 2019)

- Better utilization and recovery of excess heat
- Conversion from gas to electricity where technically possible
- Reduction of idle running in certain processes
- Several initiatives already implemented, including heat pumps in 2024

Scope 3 reduction by 2030: 10% (baseline 2019)

- Increasing number of employees choosing electric cars
- Dialogue with suppliers and customers about material choices
- Focus on shifting to lower-emission materials where possible

Wastewater reduction: 95–99%

- Evaporation of wastewater, reducing discharge by 95–99%
- System installed in 2024, full operation expected in 2025



Own workforce: General characteristics

Contract types (sec. 40a)	Number of employees
Temporary	4
Permanent	36
Total	40

Gender (sec. 40b)	Number
Male	27
Female	13
Total	40

Own workforce: Pay, collective agreements and training

Minimum wage (sec. 43a)	Yes	No
All employees receive at least the minimum wage	X	

Collective agreement (sec. 43c)	2024
Covered by a collective agreement	100 %

Training hours per employee (sec. 43d)	2024
Male employees	2,4
Female employees (note: apprentice at school 526 hours)	13,2



Own workforce: Health and safety

Registered workplace accidents (sec. 42a)	2024
Number	2
Frequency	5

Accident frequency calculation:

(2 accidents × 200,000) / (40 employees × 2,000 hours) = frequency 5

Work-related deaths (sec. 42b)	2024
Due to accident	0
Due to work-related illness	0



Focus areas, initiatives and status

For JAI Overfladebehandling, employee well-being is essential. It is the foundation for quality and customer satisfaction. The company focuses on engagement and motivation through co-determination. Work is largely planned in collaboration between employees and team leaders. Job rotation helps minimize risks from repetitive tasks and increases job satisfaction.

FOCUS	INITIATIVE	STATUS
Sick leave target: max. 2.5 days/FTE in 2030 vs. 2019	Monitoring of sick leave categories	Clear downward trend due to increased focus
Zero workplace accidents by 2030	2 accidents in 2024 vs. 4 in 2023. Guidelines revised and tightened	Downward trend
Women in organisation and leadership	Recruitment based on competencies with attention to gender balance	25% of board members are women
Introduction of whistleblower scheme	Prevent and uncover serious issues such as economic or criminal matters	Scheme implemented

Certifications

ISO 14001	ISO 9001	AS9100:D	NADCAP	OTHER
Environmental certification enabling risk assessment and integration of sustainability	Quality certification ensuring continuous improvement	International quality standard for aviation, space & defence	Certification for special processes in aerospace/defence	Documentation according to ISO/TS 16949 incl. PPAP, PFMEA, Control Plan, MSA, FAI, SPC



Thank you for reading

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The logo for JAI-O is displayed in the bottom right corner. It features the letters 'JAI' in a bold, white, sans-serif font with a thick black outline. The letter 'A' is stylized with a teal triangle pointing upwards. To the right of 'JAI' is a hyphen and the letter 'O', which is also in a bold, white, sans-serif font with a thick black outline. The entire logo is set against a background of a dense forest of tall, thin evergreen trees.