



ESG RAPPORT
2024

CONTENT

FKI Fast Food Teknik A/S and ESG	4
FKI – Organizational Chart and Business Model.....	5
Organizational Chart	5
Our Values, Vision, and Mission.....	5
Energy and Resource Consumption	6
Green Electricity and Solar Panels	6
From Gas to Heat Pumps	6
Resource Optimization.....	6
Waste Management.....	6
Water Consumption and Wastewater Management	6
CO2 Footprint.....	6
An Attractive Workplace with Focus on the Local Environment	7
Introduction	7
Channels	7
Goals	7
Engaging Employees	7
Diversity	7
Action and Willingness to Take Risks.....	7
Salary and Collective Agreements.....	7
People with Disabilities	7
Education and Skills	8
Balance – Work Life and Leisure	8
Local Community	8
Engagement in the Local Community	8
Processes and Channels for Complaints and Concerns.....	8
Goals	8
The Value Chain	8
Goals with Our Code of Conduct	9
Onboarding/Employee Introduction.....	9
Transparency.....	9
Key Figures.....	10
Environmental Conditions.....	10
Social Conditions.....	10
Management Conditions	10

Dear reader,

It is with great pleasure that we present FKI's first ESG report, in line with our increased ambitions regarding sustainability, as well as the surrounding society's increasing focus on ESG and sustainability, we want to meet these expectations by reporting on our own ESG efforts so that we both provide greater transparency, but also commit ourselves to what we say we do. One of the cornerstones of our Report will in the future be our green accounts, where this year's green accounts will constitute our baseline going forward, where our emissions in Scope 1, 2 and 3 are 352.16 tonnes CO₂e, which corresponds to 9.52 tonnes of CO₂e per employee. The climate accounts are the first step in the work of managing and reducing our emissions.

We hope that our work with ESG will strengthen our relationships with our customers, employees and stakeholders, and that we thereby help ensure a more sustainable future.

FKI Fast Food Teknik A/S and ESG

At FKI, sustainability, social commitment and proper behaviour have always been a central part of our DNA. This has proven important for both ourselves but also our suppliers, dealers and customers.

In our ESG report, we present all the environmental, social and governance measures that we have implemented over the years. In addition to the fact that the report will serve as a tool for us so that we can continuously follow the development of our strategic initiatives, it also creates transparency and insight for our stakeholders.

We see the ESG report as a dynamic tool that will help us in the process of developing our organization, as well as give us a tool so that we can continuously follow the implementation and results of both small and large initiatives.

We recognize that change takes time and see working with ESG as an important learning process for both the company and the employees. The ESG report is designed to both provide our stakeholders with insight into the company, but also function as a management tool to inspire and drive positive change internally in FKI.

We will update our ESG report every 3 years, so that we ensure an up-to-date report, but at the same time leave room for the various initiatives to be implemented and work for a period of time before we make an evaluation of whether there has been the desired effect of the specific initiative

FKI's Historie

In 1958, Flemming Kofoed Ibsen founded FKI Stålinventar in Rødovre. Later, Ingvar Poulsen, together with three other investors, took over the company and moved FKI Stålinventar to Funen, where they changed their name to FKI Fast Food Teknik A/S, as we know it today.

Throughout the 1990s, the need for stainless equipment for hot dog stands, grill bars, canteens, commercial kitchens and petrol stations grew. The company's turnover increased, and FKI began to sell its products outside Denmark's borders.

Ingvar Poulsen took over the total share capital in 1991 and moved the company to Vordingborg, where it is located today. Due to the growing demand, FKI built a new production hall in 2004, so that FKI's total area today covers 2500 m². Today, investments are primarily made in new production technology such as a robotic welder and a laser cutter.

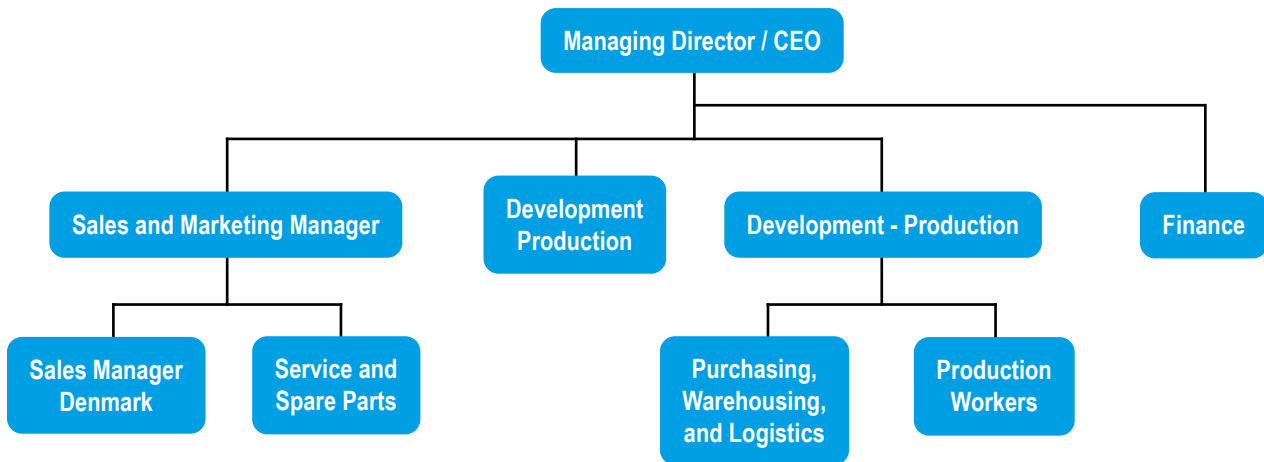
In 2007, a generational change was carried out, where Søren Poulsen took over the majority of the shares and the position as CEO after his father Ingvar Poulsen, and thus the responsibility for the daily operation of FKI.

FKI is today the market leader in many Northern European markets for Hot Dog equipment such as toasters, roller grills, sausage roasters, etc. today FKI have dealers on more than 35 European markets that sell both hot dog equipment, but also Clamshell Grills and deep fryers.

FKI offers the market a flexibility that meets its constant movement and increasing need for user-friendly and energy-efficient products. This has created a clear competitive advantage that at the same time translates into a good business that help FKI strengthen its potential and its market shares.

FKI – Organizational Chart and Business Model

With the organizational chart below, we will show the stakeholders who are involved in carrying out the decided initiatives to improve both our environmental impact and our social initiatives, as well as their mutual relationships and position in the organization. This should illustrate the framework and the communication channels in which the work is carried out.



Our values, vision and mission

To better illustrate the perception we have of ourselves and our position in the market, we show our values, vision and mission here.



VALUES

FKI have focus on our customers and keeps our promises, while:

- FKI is a workplace where we create results.
- We do this in a culture based on family values and a sense of community.
- At FKI, we treat each other with respect and trust.
- We develop through freedom under responsibility, and by having expectations to each other.



VISION

FKI helps companies that manufacture or serve fast food meals making quality meals:

We help improve their meals in terms of:

- Customer satisfaction
- Food quality and safety
- Occupational health and safety
- Sustainability



MISSION

FKI develops and distributes fast food quality equipment, with the ability to deliver customized solutions.

We target distributors who serve companies that manufacture or serve fast food meals in the European markets.

Our quality is characterized by:

1. High operational stability
2. Long service life
3. High user safety
4. Intuitive and user-friendly operation
5. Energy-efficient equipment
6. Easy accessibility to FKI and our products

Energy and resource consumption

Green electricity and solar cells

FKI has entered into an agreement with the electricity company AURA. They supply green power to the company. The green power from AURA comes from renewable energy sources such as wind, water and solar. The total energy consumption in 2023 amounted to 155,000 kWh.

In the autumn of 2022, FKI invested in solar panels that was installed on the roof of the company, which has led to, that in 2023, 20,000 kWh could be sent back to the electricity grid. Therefore, the Net Energy Consumption ended at 135,000 kWh, which is about the same as in 2022, when it was 134,000 kWh.

From gas to heat pumps

In the autumn of 2022, FKI took another step towards a more sustainable future. The company switched its primary heat source from gas boilers to heat pumps (Air to Water). The goal of the switch was to reduce CO₂ emissions and increase the energy efficiency of our energy consumption, and at the same time get a cheaper and more stable heat, based on electricity.

Optimization of resources

The sustainable element is also expressed in the daily operation and production. Since steel makes up 90% of the material we use in our products, it was natural to enter into a collaboration with Lemvigh-Müller to use recycled steel from Finnish Outokumpu. Outokumpu is one of the world's leading and most environmentally friendly steel manufacturers. Today, about 90% of the steel we use is recycled steel.



Waste management

We have introduced systematic sorting and recycling of all surplus production materials to minimize waste and maximize resource utilization. This has resulted in the sorting of all surplus materials used in our production such as metal, cardboard, paper and plastic. All other waste is also sorted and taken for recycling.

Water consumption and wastewater management

Through targeted efforts and a focus on efficient use of resources, FKI has achieved a significant reduction in water consumption from 2022 to 2023. In 2022, 203 m³ of water was used, but thanks to a number of measures, consumption fell by half (102 m³) in 2023.

In production, no process water is used, and FKI therefore does not lead out any production-related wastewater.

Carbon (CO₂) footprint

Through our collaboration with Lemvigh-Müller, we have also achieved a reduction of our transport-related CO₂ emissions by as much as 90%, this has been achieved through a more climate-friendly delivery planning that minimizes journeys in connection with the delivery of materials.

In addition, we have invested in new production equipment such as a robotic welder and laser cutter, which has meant that we have managed to "insource" all cabinet parts that were previously produced in e.g. Ukraine, and thus reduced emissions in connection with the transport of parts and materials.

We also prioritize sustainability in our packaging and therefore only use FSC-certified recycled paper and cardboard for the packaging of our products. In addition, we work with "Atmosfair" to compensate for our CO₂ emissions by paying a CO₂ fee in connection with product transport, which is then used for projects to reduce greenhouse gas emissions in connection with the transport of goods.

An attractive workplace with focus on the local community

Introduction

At FKI, we know that our employees are crucial to our success. It is their efforts that created FKI and the company's ability to create value in the world. We also know that through close cooperation between our competent employees and our customers, we always find a solution that fits the customer's wishes perfectly.

In this section, social structures and relationships in FKI are presented.

Channels

The flat structure at FKI creates good opportunities for employees to be able to express any concerns or specific complaints. We believe that in most cases, dialogue is the best way to resolve conflicts and find solutions to organizational challenges, and we therefore always take our employees' opinions seriously.

Objectives

It is the company's strategy and especially our "mission" that shows the employees a clear and distinct direction for FKI, so that we all know what it is we are working towards in our daily work.

Engaged employees

Committed employees are incredibly important to us. FKI is dependent on skilled and competent employees. We have great faith and trust in our employees and therefore we work according to the principle of "freedom under responsibility". One way our employees can feel this principle is to, for example. That we have flextime, where you offer a flexible framework for the employees' working hours, so that it will be easier to organize their everyday lives. This is also one of the points in the category "balance – work life/leisure", which will be elaborated later. In addition, we always strive to recognize our employees if they have made a special effort or created some extra good results.

The employees Social Club that organizes social events is also an important part of creating commitment and a good community among the employees. FKI encourages all employees to participate in joint events and in this way help strengthen the team.

Diversity

FKI believes in diversity. However, there is a general problem in the metal industry, as it is predominantly populated by males. Unfortunately, this skewed gender balance also applies to the approach to the industry, as there are predominantly male students at the vocational schools. In particular, the lack of female students and thus applicants create challenges in ensuring a better gender balance in the industry.

FKI tries to reach young people in particular by participating in career days, where we can present our company, but also talk about our profession and industry. We are in continuous dialogue with the vocational schools in order to help find solutions to the lack of diversity in the industry.

Action and risk awareness

At FKI, we are conservative in our approach to both the market and our investments. We are always well-consolidated and act with due diligence when investing in new production equipment or if we need to develop a new product. We therefore always base our major decisions on prior analysis of the scope of the investment in relation to the potential gain it can generate. We therefore also say no to projects if we cannot see a financial or strategic gain in the project, as we never enter into projects where we do not make money.

Salary and collective agreement

FKI always follows the industry's applicable collective agreement.

People with disabilities

At FKI, it is a fundamental value to embrace broadly. Here there is room for the challenges that life can offer. We always have a starting point where we try to find a solution where our employees can keep their jobs should they become ill or have a work injury that reduces their ability to work. We therefore have a collaboration with our home municipality, Assens, where we help clarify work ability and give a helping hand in getting people back into the labour market.

For a number of years, we have been awarded the "Social Responsible label" by Assens Municipality, most recently in 2024, something we are very proud of.



»The label (certification) is given as recognition of your great efforts for social responsibility. It is about, for example, making room for employees who, for one reason or another, cannot be employed on completely ordinary terms. It benefits both the individual employee, the company and our society as a whole that in this way you give more employees the opportunity to be part of the labor market.«

Education and skills

Our employees in our production are entitled to 14 days of self-selected training annually and the salaried employees have the opportunity for further training by contacting the management. We see this as important to ensure both motivation and job satisfaction, while ensuring that our employees develop both personally and professionally. In addition, we always have two apprentices at FKI, who are also taking vocational training as a stainless steel smith, which underlines our commitment to developing the skilled employees of the future. We hope to be able to retain good and competent employees through these efforts, as it is important to maintain and nurture a high professional level.

Balance – work life and leisure

As previously mentioned, a flexible working day is of great importance to the employees at FKI, as this creates space for the employees to have a balance between their work life and their private life. We believe that with a balanced life, you will be the best possible employee and deliver a high level of productivity, but also be a better colleague and contribute positively socially in the workplace.

Communities

This section deals with the local community FKI is a part of, Verninge/Tommerup, Assens municipality.

Community involvement

FKI has been located in Verninge since 1991 and has a good foundation in the local community. It is important for FKI to maintain a good relationship with the local surroundings, which is why FKI engages as a sponsor of the local associations' various events, including the annual celebration "Vild med Verninge", which brings great joy to the town's citizens.

It is important that the new generations gain insight into what working life is like, both in general, but also a more concrete knowledge of companies located in the local area. Therefore, in connection with the initiative "Companies adopt school classes" as far back as 2016, FKI has entered into a collaboration with the local primary school, Verninge School. The initiative aims to create a link between local schools and businesses so that children and their parents learn about local businesses. FKI and the adopted class met two to three times a year, where various activities are used to build bridges between what the children learn in school and how to actually use some of the knowledge or tools you get in school in the companies. At the same time, the collaboration also gives young people an insight into what it means to have a job and what a company is. Something we hope will help them when they later in

life have to choose an education, it could be they chose to become a Stainless Steel Smith.

Processes and channels for complaints and concerns

At FKI, we always strive to limit the inconvenience our operation-related activities can cause our neighbors and local area. As Verninge is a small local community, we strive to have very direct communication channels, and you are therefore always welcome to come by and enter into a constructive dialogue with FKI if there is anything that needs to be adjusted. If it is possible in any way, we always strive to find the best possible solution to a problem for both parties.

You are always welcome to contact Director Søren Poulsen. Contact information can be found on www.fki.dk

Objectives

Our goal is to continue the good relationship with the local community. We are aware and curious about what is going on, and as a company we will always offer where it makes sense.

The value chain

In this section, we review the initiatives that FKI has implemented to create the best possible framework for proper working conditions. In this context, we have drawn up a Code of Conduct for our partners, which is based on the principles of the United Nations and the Charter of Human Rights.

As a starting point, FKI always follows Danish legislation and takes pride in being orderly and prepared to react if the company becomes aware of circumstances that conflict with the law.

FKI's Code of Conduct is an expression of the fact that FKI has taken a stand and is aware of the various problems that the company may be confronted with in connection with its activities. The Code of Conduct is part of the basis for the agreement when entering into a collaboration with FKI, where it is always part of the dialogue in connection with the start of the collaboration.

We also have a code of conduct for our employees, managers and directors, which serves as the overall ethical guidelines for our work internally at FKI. At the same time, these codes of conduct should ensure that everyone, both employees, suppliers and the outside world work according to the same ethical principles and standards. FKI has a good reputation, which we are proud of, and which we will do a lot to preserve. Both versions can be found on www.fki.dk.

Goals of our Code of Conduct

Our goal is for our code of conduct to be the framework for FKI's work, and we will therefore continuously reassess and adjust the content so that it is always updated and in line with the reality in which we operate, while ensuring that they are possible to comply with.



Responsible and accommodating management

As presented in the section "Social", we have of course prepared a code of conduct that is the framework for the ethical aspects of the work in FKI, which is in line with our strategic goals. We constantly aim to make FKI's good working conditions and good working environment even better.

On-boarding/Employee introduction

It is important for us to welcome new employees. The introduction contains a list of activities that the employee will go through when he/she starts at FKI, this program is mandatory. All the points can be found in FKI's staff handbook, which all employees are encouraged to read when hired. For hourly paid workers, a number of safety rules are also reviewed, which you must know and be familiar with before the start of work.

Transparency

The management has an ambition to be as transparent as possible, as it creates a good and safe relationship with the employees and a better working environment in everyday life. FKI's size and layout with an open office landscape, where the management has its daily activities, creates an environment where it is not far from a decision being made to it being communicated to the employees. We have regular information meetings so that all employees are as well updated as possible. We believe in good dialogue, which is why we are always open to constructive feedback and exchange of ideas.

Key Figures

Environmental Conditions

Indicator	Unit	2022	2023	2024
Electricity Consumption	kWh	134.000	135.000	-
Share of Certified Green Electricity	%	100	100	-
Heat Consumption	m ³	203	102	-

Social Conditions

Social Conditions	Unit	2022	2023	2024
Retention Rate	%	85,19	92,9	90,3
Sick Leave	% of normal time	2,9	3,4	2,1
Total New Hires per Year	Amount	5	6	3
Total Resignations per Year	Amount	4	2	3
Total Time for Further Education	%	3	1,5	4,4

Ledelsesmæssige forhold

Indicator	Unit	2022	2023	2024
Gender Diversity in the Board of Directors	% men	80	80	75
	% women	20	20	25
Gender Diversity among Salaried Employees	% men	75	75	87,5
	% women	25	25	12,5
Gender Diversity among Hourly Paid Employees	% men	95	95	95
	% women	5	5	5



Fast Food Teknik a/s

Byghøjvej 5 · Verringe · DK-5690 Tommerup · Tel. +45 6475 1066 · info@fki.dk · www.fki.dk