

PLUS PACK GROUP

ANNUAL REPORT 2023

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CVR No. 37 75 40 13
Established: 13 December 1963
Registered office: Odense
Financial year: 1 January – 31 December

The Annual Report was presented and approved at the
Company's Annual General Meeting on 18 of March 2024.

FOOD PACKAGING

Chair of the General Meeting
Jens Albert Harsaae



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ABOUT US



THE DRIVE TO MAKE A DIFFERENCE

Since 1914, our dedication has been fueled by our founding motto "The drive to make a difference" communicated by first generation owner N. J. Hastrup.

Today, the drive of the fourth generation owners, Anders Top Hastrup, CEO, and Camilla Hastrup Hermansen, Deputy CEO, is stronger and more relevant than ever before. Together with every Plus Pack employee, we know that food packaging plays a defining role in building a more sustainable tomorrow.

By continuously designing purposeful solutions, placing circularity at the core and collaborating to positively change tomorrow, we enable our customers to protect and make food stand out, using ever less of our planet's resources.



1st generation
N.J. Hastrup



4th generation
Camilla Hastrup Hermansen &
Anders Top Hastrup



Our people - Our pride
Plus Pack Group employees

TRANSFORMING FOOD PACKAGING FOR GOOD

Plus Pack designs, develops, manufactures, and sells packaging solutions for food. The key business areas are aluminium and plastic packaging for applications like frozen, cold and warm food and ready meals sold in segments like Industry, Food service, Horeca and Retail.

We work with customers, suppliers, end-users and other relevant stakeholders to identify optimization opportunities in specific packaging solutions, which make food stand out in the marketplace and can help reduce the overall environmental impact. Food packaging solutions that are protecting food, are fit for purpose, and can be reused where possible and recycled after use

With circular packaging as our goal, a sustainable mindset is at the core of our work from product development and procurement to production, marketing and sales. At Plus Pack, we want to lead the food packaging industry forward by supporting the transition from linear towards more circular packaging. For people. For planet. For profit. For good.

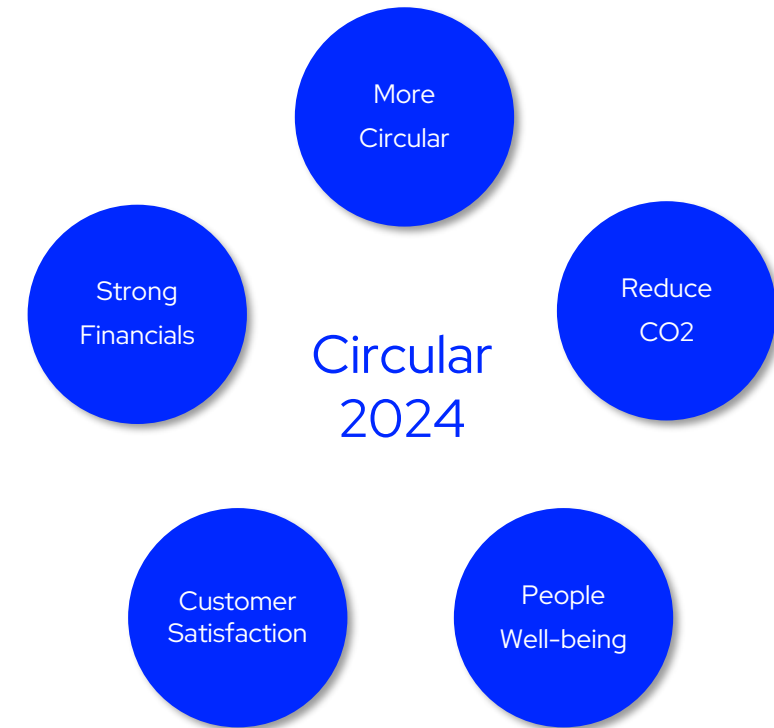


CIRCULAR FOOD PACKAGING AT NET ZERO FOR REAL

Companies in cooperation with consumers, organizations, regulatory bodies and countries must take greater responsibility of their footprint to ensure a more responsible consumption and production. The food packaging industry has become a symbol of single-use consumption and the linear economy, where products are only used once, and materials are wasted after use.

We believe that food packaging is part of the long-term solution. We work to prevent waste in all activities, minimize footprint and increase resource productivity while reducing overall carbon emissions and growing a product assortment in materials, which are easy to recycle in accordance with the guiding principles for material recycling within a circular economy.

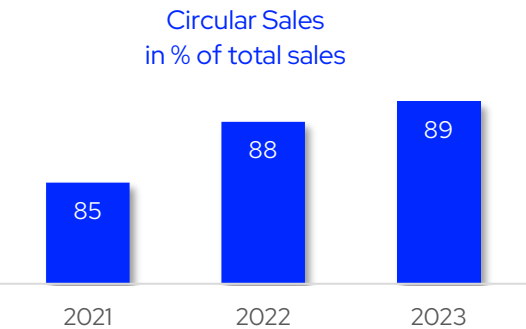
It is our vision to deliver circular food packaging at net zero for real. This ambition is the basis of our strategy Circular 2024, aimed at further transforming food packaging to circularity. We want to use our vast experience within food packaging to support the transition from a linear economy to a more circular economy. We have clear targets on increasing circular sales, reducing CO2 emissions, ensuring motivated employees with a high well-being, a high customers satisfaction and strong financial results to fund the journey.



HOW WE MOVE TOWARDS MORE CIRCULAR PRODUCTS & REDUCE CO2

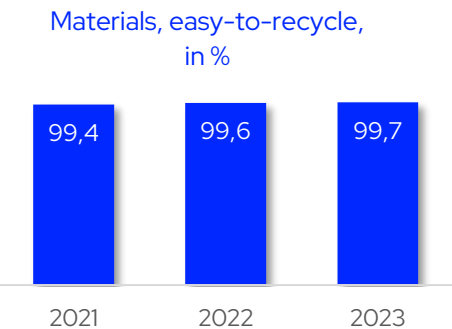
PUSH FOR CIRCULAR PRODUCTS

- Examples from 2023
- Completed 52 projects with customers to move towards more circular products
 - Held 29 sessions of Packaging School, 8 external and 21 internal
 - Introduced Bistro™ products for Reuse



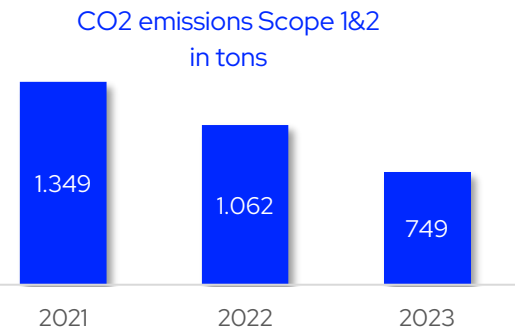
DESIGN FOR RECYCLABILITY

- Examples from 2023
- Designed Bistro™ lids in clear PP
 - Launched new ZEN™ products in 85% clear rPET
 - Introduced Vistopac™ products in 85% clear rPET



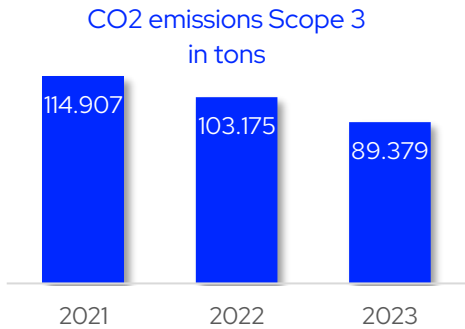
REDUCE CO2 AT OUR SITES

- Examples from 2023
- Reduced Scope 1&2 emissions by 29%
 - Reduced CO2 emissions per kilo material used in production by 9%
 - Decided not to make use of available CO2 certificates for CO2 reduction



REDUCE CO2 IN THE VALUE CHAIN

- Examples from 2023
- Calculated Scope 3 baseline
 - Reported scope 3 emissions in Annual Report for 2023
 - Selected low carbon aluminium sourcing as key initiative for 2024



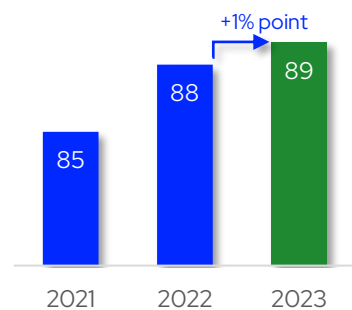
MANAGEMENT REVIEW



KEY DEVELOPMENTS 2023

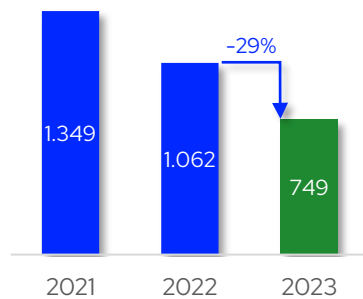
More
Circular

Circular Sales
in % of total sales



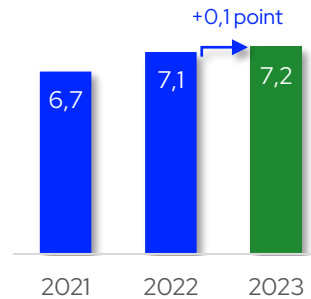
Reduce
CO2

CO2 emissions
Scope 1&2 in tons



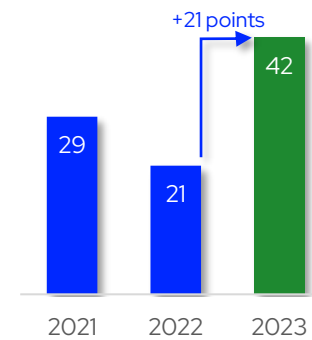
People
Well-being

Employee well-
being score, EVI



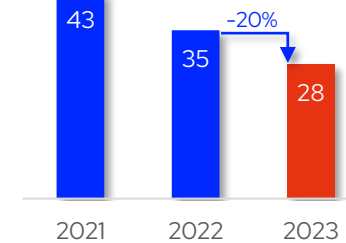
Customer
Satisfaction

Customer
Satisfaction, NPS



Strong
Financials

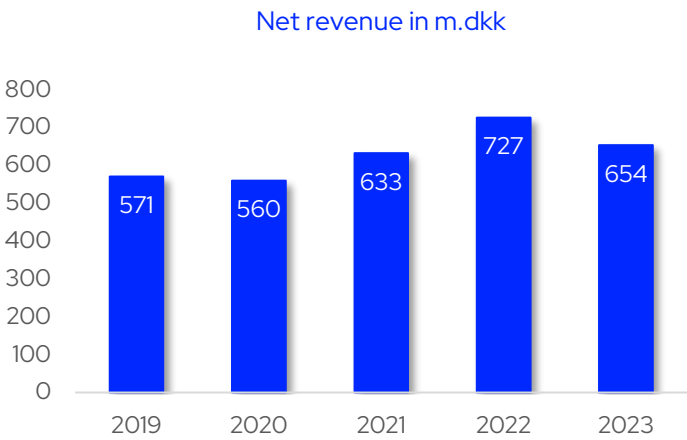
Profit for the year after
tax in m.dkk



THE YEAR 2023

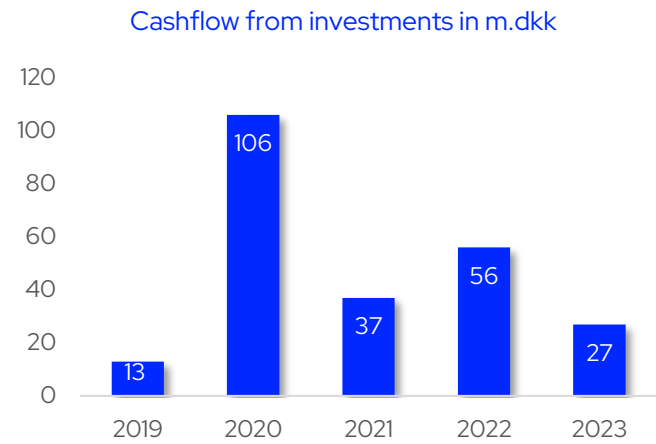
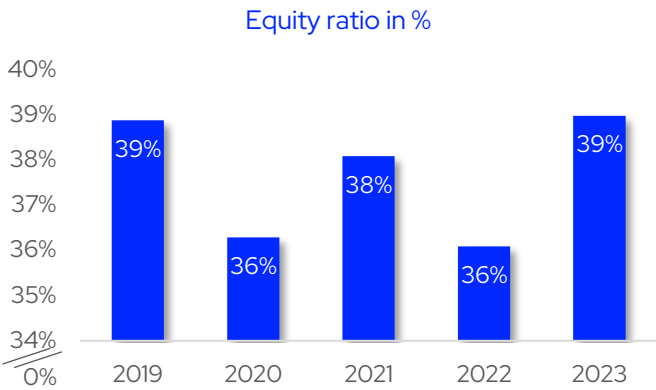
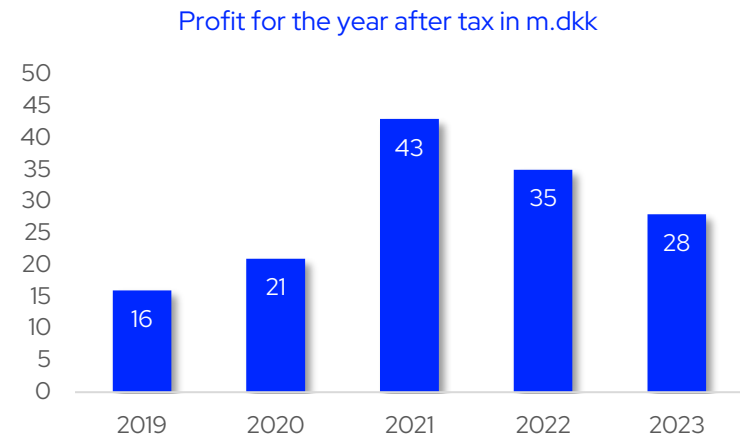
The Group’s net revenue for the 2023 financial year was m.dkk 654 compared to m.dkk 727 in 2022. Profit before tax amounted to m.dkk 37, compared with a profit before tax of m.dkk 46 the year before. Group profit for the year was m.dkk 28 in 2023 compared with m.dkk 35 in 2022.

The result was satisfactory and within the estimated range of m.dkk 25-29. As forecasted, the result decreased in 2023 due to lower sales volumes. The decrease in sales volume was a result of lower consumer spending as well as a shift in demand from premium products to discount products.



The operating activities showed a positive cash flow of m.dkk 78 vs. m.dkk 6 in 2022. The Group’s total investments with cash flow impact during the 2023 financial year amounted to m.dkk 27 compared with m.dkk 56 in 2022. Equity increased to m.dkk 187 by 31 December 2023, compared with m.dkk 175 at the beginning of the year. The equity ratio was 39% in 2023 vs. 36% in 2022.

The number of employees within the Plus Pack group averaged 191 in 2023, compared to 198 in 2022.



EVENTS SINCE THE END OF THE FISCAL YEAR

From the reporting date until today, no events have taken place to change the assessments made in the annual report.

THE FUTURE

In 2024, Plus Pack will continue the implementation of our strategy Circular 2024, aimed at further transforming food packaging to circularity.

Food packaging has become a symbol of single-use consumption, where products are only used once, and materials are wasted after use. This needs to change to ensure a more responsible consumption and production aligned with the UN Sustainable Development Goals.



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This transformation will require prevention and reduction of waste in all activities, improved reuse and recycling of food packaging after use and increased use of recycled material in packaging solutions.

Plus Pack's ambition is to deliver circular food packaging that protect food, is fit for purpose, and can be reused where possible and recycled after use.

It is Plus Pack's target to reduce CO2 emissions in scope 1 and 2 to net zero and collaborate with customers and suppliers to reduce scope 3 emissions, focusing on real impact in the value chain of food packaging materials. To deliver on Circular 2024, Plus Pack will continue to invest in new circular products and services and reduce CO2 emissions related to both production and consumption of our products. In 2024, Plus Pack will also initiate purchase of low carbon aluminium to reduce scope 3 emissions.

In 2024, investments in new production technology is planned, whereby the total level of investments is expected to be higher than 2023. The activity level is expected to increase in 2024 due to gain of market shares and a slight recovery in the European and global economy compared to 2023.

Profit after tax is expected to decrease as higher costs from the last year's high inflation will offset the increase in activity level. Net revenue is expected to be in the range of m.dkk 625-675. Profit after tax is expected to be in the range of m.dkk 23-27.

FINANCIAL RISKS

Plus Pack continually seeks to reduce the Group's risks in relation to commodity purchases and currency transactions through hedging within a specified timeframe. Interest rate risks relating to the Group's loan financing are hedged as far as this is deemed profitable.

Plus Pack does not pursue a policy of participating in speculative financial transactions, and hedging relating to commodities, interest and currencies is always founded on underlying business transactions.

Plus Pack is working proactively in partnership with existing financing partners to exercise diligence in relation to Plus Pack's financial risks.

STATEMENT ON CSR IN ACCORDANCE WITH SECTION 99A

For a description of our business model, please refer to page 4, 5, 6 and 7 in the section About us.

Climate and Environment

The environmental impact from food packaging is an important buying criteria in the food industry. It is Plus Pack's policy to:

- ensure a sustainable development through targeted and balanced initiatives

- comply with all relevant regulatory requirements in the environmental field
- minimise use of resources through reduction of waste, optimization of raw materials and energy use
- develop new circular packaging solutions, products and services

Plus Pack's commitment is demonstrated by the implementation of the environmental management system ISO 14.001, which is being audited accordingly. Increasing reuse of packaging and recycling of materials is a guiding principle in Plus Pack's efforts to design, develop, produce, and sell packaging solutions. Production scrap and discarded raw materials are collected, separated, and sold to authorized partners in the market, who recycle the materials.

Plus Pack has focus on UN Sustainable Development Goal no. 12 (Responsible Consumption and Production) and four selected sub targets, which give strategic direction to the company's long-term sustainability efforts. These are 12.2 (We minimize footprint); 12.3 (We fight food waste); 12.5 (We think circular) and 12.8 (We engage and inspire). Plus Pack is actively participating in both local, national and international collaborations, projects and partnerships, which aim at preventing packaging waste, improving reuse of food packaging and recycling of food packaging materials from existing waste streams.

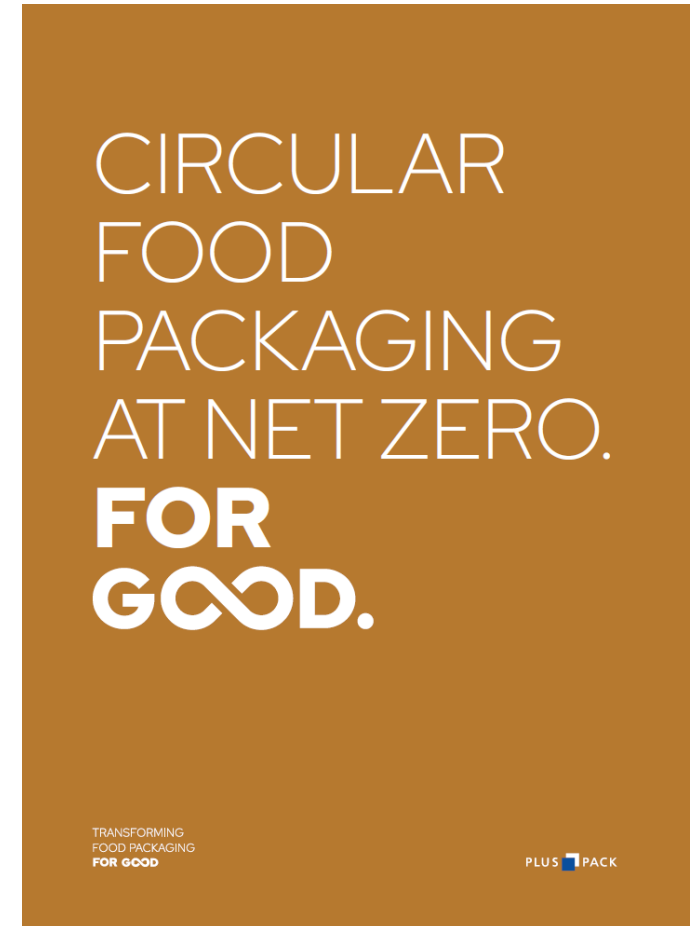
In 2023, Plus Pack continued to chair one of the 14 national Climate Partnerships and participate in the Green Business Forum led by the Danish government.

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Furthermore, Plus Pack co-chaired the Retail Sector Cooperation on Plastic Packaging under the Danish Ministry of Environment. In 2023, Plus Pack presented the sector recommendations on how to increase reuse and recycling of packaging to the Danish Environmental Protection Agency.

In 2024, Plus Pack will continue to actively participate in activities, which aim at substantially reducing waste generation through prevention, reduction, reuse, and recycling of food packaging and packaging materials. Also, Plus Pack will continue to actively share knowledge with customers to engage and inspire on how to navigate in the EU landscape of packaging regulation by rethinking existing packaging strategies and solutions.

The risk of Plus Pack's business model on environment and climate is not evaluated material in own operations as the conversion of aluminium and plastic does not hold risk. The risk of Plus Pack's business model on the environment and climate is evaluated material in both the indirect upstream and downstream operations. Upstream risks are related to the primary production of aluminium and plastic. The mining of bauxite depends on natural soil and affects the local environment. The production of plastics are made from fossil fuel, which has a negative impact on oil consumption and carbon emissions. Downstream risks are related to pollution of single-use packaging on land and in oceans, global mismanagement of packaging waste and relatively low recycling rates of plastic waste.

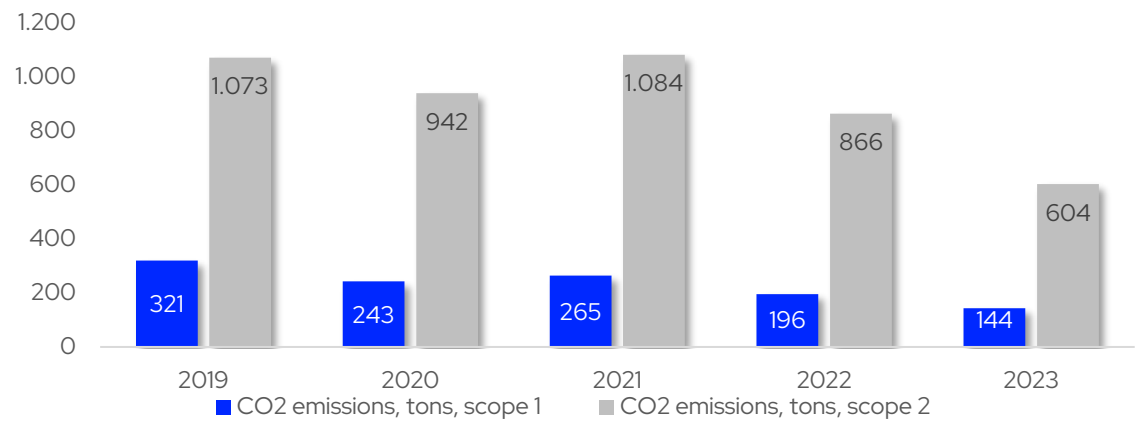


In 2023, Plus Pack’s scope 1 and 2 emissions amounted to 749 tons, 30% lower than 2022 at 1.062 tons and 58% lower than the 2018 baseline at 1.765 tons. Energy consumption in 2023 was reduced with 339 MWh or 5% compared to 2022 mainly driven by the lower activity level as energy optimizations were partly offset by inefficiencies from idle capacity. However, the energy efficiency measure, MWh/ton material converted, did improve slightly by 1% from 0,551 MWh/ton in 2022 to 0,546 MWh/ton in 2023.

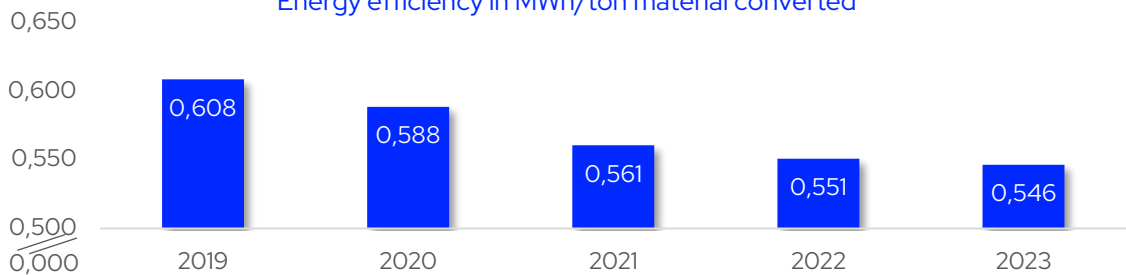
The CO2 emissions per ton material used in production was reduced with 10% in 2023 vs. 2022 and with more than 40% compared to the baseline year 2018.

In 2024, the absolute CO2 emissions in scope 1 and 2 are expected to remain low due to the installed solar panels in Odense and focus on continuous energy efficiency gains across Plus Pack will continue. Conversion of aluminium and plastic into packaging solutions does not itself cause significant CO2 emissions, these are classified and reported in scope 1 and 2.

CO2 emissions Scope 1&2 in tons



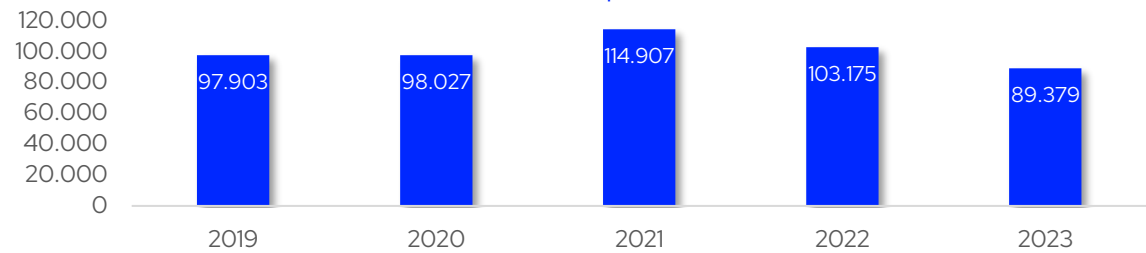
Energy efficiency in MWh/ton material converted



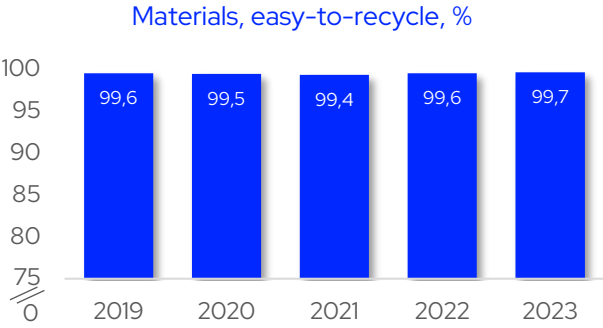
In 2023, Plus Pack’s scope 3 emissions amounted to 89.379 tons, 13% lower than 2022 at 103.175 tons and 20% lower than the 2018 baseline at 111.234 tons. Main emission drivers are purchased raw materials. In 2023, Plus Pack focused on identifying data to activate its CO2 reduction plan in collaboration with key stakeholders in the value chain. Also, focus has been to identify relevant upstream initiatives, particularly in the aluminium supply chain.

In 2024, Plus Pack will evaluate supplier specific data on raw materials to secure CO2 reductions with key business partners. Furthermore, Plus Pack will investigate the opportunities of purchasing aluminium with a lower carbon footprint to further reduce its scope 3 emissions.

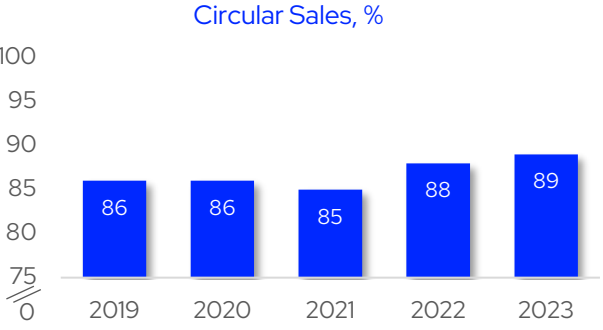
CO2 emissions Scope 3 in tons



In 2023, Plus Pack grew its share of easy-to-recycle raw materials used in production to 99,7% vs. 99,6% in 2022.



Circular Sales grew to 89% in 2023 vs. 88% in 2022. In 2024 Plus Pack will continue investments in new products and services to further expand its market offering and enable customers and end-users to meet their sustainability targets. In 2024, Plus Pack's ambition is to grow circular sales to 95%.

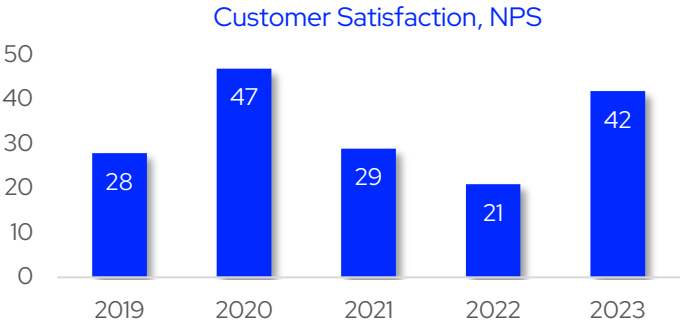


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Customer satisfaction

In 2023, Plus Pack continued to conduct, review and follow up on customer satisfaction, using the Net Promoter Score (NPS) methodology. The survey for 2023 was successfully completed in early 2024, achieving a satisfying response rate of 42%. The NPS showed significant progress rising from 21 in 2022 to 42 in 2023. While this improvement fell slightly below the target of 45, it represents a substantial improvement compared to 2022.

Additionally, the sustainability effort score, measuring whether Plus Pack makes it easier for its customers to reach their sustainability ambitions, improved from 3,8 to 4,0 on a scale of 5. In 2024, Plus Pack remains committed to enhancing customer satisfaction. The ambition is to improve the overall customer experience further, aiming for an NPS of 50. Focus areas include enhancing delivery performance, information and customer support.



CUSTOMER CASE: OPTIMIZED PACKAGING SOLUTION SAVES COST AND REDUCES PLASTIC

Plus Pack's innovative approach to a specific packaging solution delivered logistic savings to the customer with 50% less pallets to transport and store and a significant reduction of 37 tons of plastic yearly. On top, the optimized solution saves 97% of packaging tax, helps retailers meet their sustainability targets and gives consumers less packaging waste to handle at home.

STATEMENT OF THE UNDERREPRESENTED
GENDER IN ACCORDANCE WITH SECTION 99B

Social Responsibility

Plus Pack has established policies within social responsibility covering equality, working environment, human rights, suppliers and use of energy and resources.

Objectives and Policies for the Underrepresented Gender

The aim of Plus Pack’s equality policy is equal opportunities for men and women at Plus Pack’s workplaces, covering all managerial levels. It is Plus Pack’s policy to:

- ensure equal career opportunities
- ensure equal access to skills development
- ensure equal pay for equal work
- strive to qualify and recruit employees of both genders for committees, working groups, managerial positions, etc.

Equality is not about making men and women the same, but about benefitting from the different competencies and resources of men and women working alongside each other.

Certain functions within Plus Pack’s organization are traditionally male- or female-dominated. It is therefore vital that specific initiatives are targeted at specific areas.

Plus Pack will continue to promote equal opportunities whenever possible, and both male and female candidates are processed in internal and external recruitments. This is also a crucial part when Plus Pack uses external search partners and when they on behalf of the company search candidates.

Plus Pack works towards the goal of achieving equality between men and women on the Board of Directors. In 2023, two female members or 33% were elected to the board out of 6 members, which was in accordance with the target. In 2030, it is Plus Pack target to reach 40% in accordance with the gender diversity pledge. Going forward, the General assembly will to the extent possible nominate suitable female candidates for the Board of Directors.

In 2023, Plus Pack employed the best candidate for open leadership positions, which meant that the gender representation at Leadership team decreased to 29%, consisting of 6 female leaders out of 20. This was not in accordance with the target.

Gender diversity, Board of Directors

Total numbers of members	2023 6
Underrepresented gender %	33%
Target figure %	40%
Year for meeting target	2030

Gender diversity, Leadership

Total numbers of members	20
Underrepresented gender %	29%
Target figure %	40%
Year for meeting target	2030

Going forward, the Executive Board will to the extent possible nominate suitable female candidates for the Leadership team. In 2030, it is Plus Pack target to reach 40% female members of the leadership team.

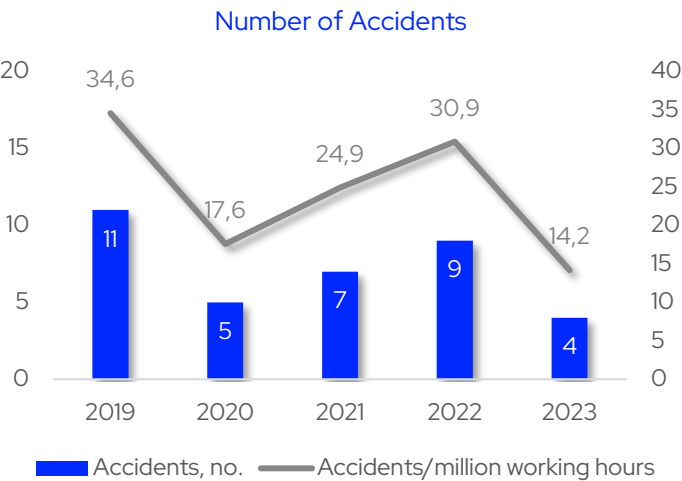
In 2023, 16 new employees were hired in the company of which 5 or 31% are female. In total there were 213 employees in Plus Pack of which 79 or 37% are female compared with 82 and 37% females in 2022.

People, Health & Safety

A strong health and safety record is essential to ensure a good and attractive working environment for all employees. It is Plus Pack’s policy to ensure full compliance with relevant regulations in all areas and to limit any risks to harmful physical and psychological effects from the working environment, for example work related stress or injuries, by way of systematic preventive measures. Internal workplace assessments and health checks for people working nightshifts are carried out on a regular basis, and improvements to the working environment are made continually by setting and following up on clear goals.

In addition to its defined working environment policy Plus Pack has other policies that directly affect the working environment, including alcohol, ethics, racial issues, pregnancy, hygiene, bullying, stress and safety at work.

Plus Pack reported 4 accidents in 2023 compared to 9 accidents in 2022. The development was positive, but the result was not satisfactory and above the long-term target of 0 accidents and the yearly target in 2023 of maximum 3 accidents. This led to an accident frequency rate of 14,2 in 2023 vs. 30,9 in 2022, the lowest frequency in 5 years. There were no severe accidents during the year and all accidents resulted in very few days of absence. In 2023, Plus Pack increased the focus on near miss incidents and recorded 245 near miss incidents across the group.



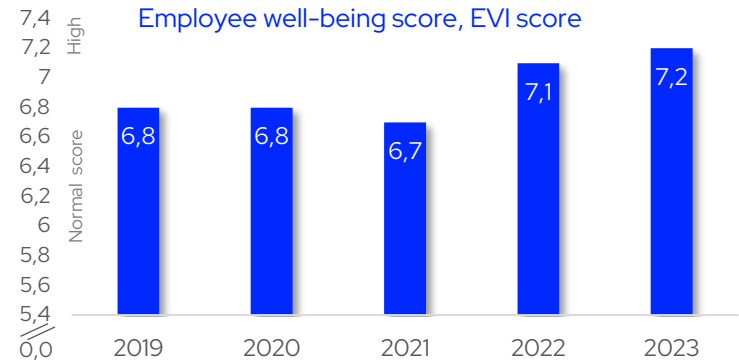
In 2024, Plus Pack is continuing both safety trainings and the awareness campaigns with the ambition to reduce accidents to below 2. Furthermore, Plus Pack aims to increase the number of recorded near misses, especially in departments with a low level of registrations.

During 2023, Plus Pack conducted leadership training for the top management team and the leadership team to ensure direction, alignment and commitment. Furthermore, workshops and training were held to improve teamwork, communication, and productivity in the workplace and digital training, focusing on cyber security and safe online behavior. Employees in the production and the warehouse in Denmark have been trained in 5S to ensure more focus on a lean production. Also, awareness training of employees in both GDPR and cyber security have been done in 2023. Furthermore, we have rolled out the second edition of our Plus Pack Packaging School to develop knowledge and skills within circularity and sustainable development in all departments and production shifts. The Packaging School is also part of the mandatory onboarding training for all new employees.

In 2024, Plus Pack continues with leadership trainings for the top management team and the leadership team. Furthermore, we will continue the awareness training on cyber security for all employees. At the site in Belgium, the employees in the production and the warehouse will be trained in 5S.

In 2023, Plus Pack continued to perform employee well-being surveys and received a score of 7.2 compared with 7.1 in 2022.

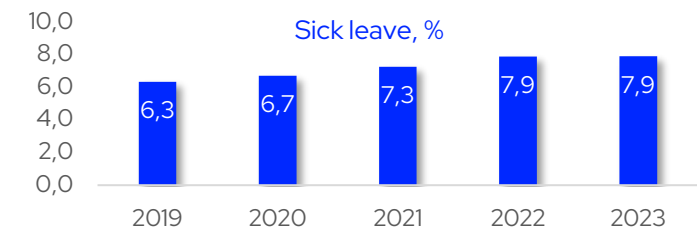
This result is equivalent to a score at the high end of the normal range. The response rate increased in 2023, 91% of all employees participated in the surveys.



In 2023, workshops for blue collars on the topic of work rhythm, a potential improvement area in the well-being survey, have been done. The workshops provided Plus Pack with good insights how to continue the company's aim to become one of the most attractive workplaces in the areas Plus Pack operate.

In 2024, Plus Pack will continue to focus on building an even more attractive and healthy workplace. Plus Pack's site in Belgium will be of special focus area in 2024 due to above average sick leave and a well-being score below other departments.

Reported sick leave was above target in 2023, reaching 7,9%, same level as in 2022, and above Plus Pack's target of maximum 5%. Long term sickness accounted for a large share of the absence also in 2023. In 2024, new follow-up procedures have been implemented to increase attendance and reduce the overall sick leave.



Human Rights and Suppliers

Working with national as well as global standards for human rights and trade is central to us as well as our customers and suppliers. It is Plus Pack's policy to focus on potential risks related to human rights such as discrimination of employees. These standards contain policies, targets and norms in relation to:

- employee issues (child labor, discrimination, health and safety, working hours, etc.)
- corruption, gifts and kickbacks
- confidentiality, communication, anti-trust and competition issues
- environmental issues
- compliance with relevant legislation

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Global standards for suppliers are an invariable part of the cooperation with all large suppliers and form part of Plus Pack's on-going supplier audit program. The program is based on specific measurements as well as on supply performance evaluation.

In 2023, Plus Pack increased its focus on sustainability in supply chain to support customers' need for reporting on ESG and sustainability matters. A Double Materiality Assessment was performed to identify and prioritize the most sustainable impacts, risks and opportunities. Selected focus areas are aluminium, plastics and product safety. In 2024, Plus Pack will implement a new Business Partner Code of Conduct and integrate sustainability related risk assessment parameters as part of its updated audit program targeted selected key suppliers of raw materials and their supply chains. Plus Pack's sourcing of raw materials in global supply chains holds a risk with regards to social responsibility throughout the supply chain, particularly with respect to human rights in local communities incl. safety and health, discrimination, fair treatment, forced labor and modern slavery, child labor and protection of minors, wages and working hours, freedom of association and collective bargaining, disciplinary action and land rights.

Corruption and Bribery

Plus Pack is aware of and focused on any potential risks in relation to corruption and bribery. Currently, we do not have a specific policy on corruption and bribery as the risks historically have been considered low. In 2024, Plus Pack will implement a new Business Partner Code of Conduct, which addresses corruption and bribery.



FINANCIAL HIGHLIGHTS FOR THE GROUP

Key figures in m.dkk	2019	2020*	2021	2022	2023
Net revenue	571	560	633	727	654
Gross profit	158	157	192	196	184
Profit before financial items	25	35	62	52	47
Profit from financial items	-5	-8	-7	-6	-10
Profit for the year after tax	16	21	43	35	28
Balance sheet total	307	366	436	484	476
Investments in tangible assets	13	106	36	53	26
Equity	120	133	166	175	187
Cashflow from operating activities	53	68	68	6	78
Cashflow from investing activities	-13	-106	-37	-56	-27
Cashflow from financing activities	-35	-36	-17	46	-45
Change in net cash funds	5	-2	14	-4	6
Average number of employees	226	197	190	198	191

Ratios	2019	2020*	2021	2022	2023
Net revenue index	100	98	111	127	115
Gross profit margin	28%	28%	30%	27%	28%
Net profit ratio	4%	6%	10%	7%	7%
Return on investment	8%	10%	16%	11%	10%
Equity ratio	39%	36%	38%	36%	39%
Return on equity	14%	16%	29%	20%	15%

The ratios are calculated as follows:

Gross profit margin = Gross profit/net revenue x 100

Net profit ratio = Profit before financial items/net revenue x 100

Return on investment = Profit before financial items/average balance sheet x 100

Equity ratio = Equity as of 31 December/Assets as of 31 December x 100

Return on equity = Profit for the year after tax/average equity x 100

*) In 2020, Plus Pack entered into a financial lease agreement on the building in Odense, which impacts 2020-2023 figures positively on Profit before financial items and financial items negatively compared to 2019. Further, total assets and leasing debt have been increased which impacts the ratios as well.

SUSTAINABILITY HIGHLIGHTS FOR THE GROUP

KPI	2019	2020	2021	2022	2023
CO2 emissions, tons, scope 1	321	243	265	196	144
CO2 emissions, tons, scope 2	1.073	942	1.084	866	604
CO2 emissions, tons, scope 3	97.903	98.027	114.907	103.175	89.379
Total CO2 emissions, tons, scope 1,2&3	99.296	99.212	116.256	104.237	90.128
Energy consumption, MWh	8.283	8.306	9.008	7.411	7.073
Materials, easy-to-recycle, %	99,6	99,5	99,4	99,6	99,7
Circular Sales, %	86	86	85	88	89
Gender diversity, in company, %	37	36	35	37	37
Gender diversity, leadership, %	23	21	24	33	29
Gender diversity, BoD, %	33	33	33	33	33

KPI	2019	2020	2021	2022	2023
Sick leave, %	6,3	6,7	7,3	7,9	7,9
Accidents, no.	11	5	7	9	4
Employee well-being score	6,8	6,8	6,7	7,1	7,2
Employee well-being, response rate, %	88	91	86	86	91
Customer satisfaction, NPS score	28	47	29	21	42
Customer satisfaction, response rate %	34	42	40	29	42

Ratios	2019	2020	2021	2022	2023
CO2e in ton/ton material converted	7,3	7,0	7,2	7,7	7,0
MWh/ton material converted	0,608	0,588	0,561	0,551	0,546
Accidents/million working hours	34,6	17,6	24,9	30,9	14,2

The ratios are calculated as follows:

CO2e in ton/ton material converted = CO2 emissions, tons (scope 1, 2 and 3)/ton material converted

MWh/ton material converted = Energy consumption in MWh/ton material converted

Accidents/million working hours = Number of accidents/number of realized working hours x 1.000.000

STATEMENT ON DATA ETHICS IN ACCORDANCE WITH SECTION 99D

Plus Pack complies with legal requirements and acknowledges and respects that our use of data (both personal data and non personal data) may create risks for the users that applicable laws do not cover. Plus Pack has not had any policy on data ethics in 2023, as the company has assessed that their policy regarding GDPR has been comprehensive for managing these risks.

SUSTAINABILITY DATA REPORTING PRINCIPLES

CO2 Emission Reporting

Plus Pack uses the international standard, the Greenhouse Gas (GHG) Protocol, to classify and calculate its direct climate emissions, scope 1, indirect climate emissions, scope 2, which are linked to the company's own and controlled activities, and scope 3, which are linked to both upstream and downstream activities. Data considerations are based on relevance (data sources and criteria are evaluated fit for purpose), completeness (calculations are based on accessible and valid data), consistency (data sources and criteria make continuous reporting possible), transparency (progress is reported on a monthly basis for scope 1 and 2 and a quarterly basis for scope 3) and accuracy (uncertainties are continually evaluated, addressed and reduced as much as possible). 2018 is Plus Pack's baseline year.

In general, CO2 emissions in scope 1 and 2 make up a minor part of a production company's overall carbon footprint whereas emissions from scope 3 make up the majority of Plus Pack's climate emissions.

As such, Plus Pack's raw material input to production is representing the largest share of the company's total climate emissions. Plus Pack's sustainability reporting for 2023 covers scope 1, 2 and 3, where relevant data sources are accessible and valid. With the approval of Plus Pack's near-term science-based emissions target by the Science Based Target initiative in 2022, Plus Pack committed to changing its CO2 emission reporting from being market based to location based. Data for years 2018-2021 has been updated correspondingly. This has positively influenced all the results in the mentioned period.

CO2 Emissions, Scope 1 and 2

Company cars

The emissions are based on fuel consumption related to leased company cars. The emissions per driven km are based on a weighted average carbon consumption per km (actual CO2 emissions year-to-date (calculated per car)/actual driven km year-to-date). This model has been used from 2020. During 2018-2019 driven km were not reported. The driven km per month during 2018-2019 are calculated as an average of the max km allowed according to the leasing contracts. The emissions are calculated into CO2 emissions with factors from the individual car brand. Consumption from electric cars are calculated with an emission factor of zero. The lack of relevant objective data on the CO2 emissions from electric cars is evaluated to have a minor positive impact on the result.

Heating Oil

The emissions are based on actual consumption of heating oil in Genk, Belgium. Consumption of heating oil is measured in liters and calculated into CO2 emissions with Energids' relevant emission factor. Same factors are used for years 2019-2022 and updated in 2023.

Electricity

The emissions are based on actual consumption of electricity in Odense, Denmark, and Genk, Belgium. Consumption of electricity in Denmark is reported in KWh and calculated into CO2 emissions with EnergiNet's relevant emission factors from environmental declarations, which are updated on yearly basis. Consumption in Genk is reported in KWh and calculated into CO2 emissions with emission factors from the European Environment Agency, which are updated on yearly basis. During 2019 Plus Pack bought green electricity certificates from its supplier in Odense. However, the positive impact has not been taken into account as the documentation lacked proof of additionality and Plus Pack stopped buying green electricity in Odense from 2020.

District Heating

The emissions are based on actual consumption of district heating in Odense, Denmark. Consumption of district heating is calculated in GJ and multiplied with Fjernvarme Fyn emission factors, which are updated on yearly basis.

CO2 Emissions, Scope 3

Data for scope 3 covers Plus Pack Group, its two production facilities in Odense, Denmark, and Genk, Belgium incl. an associated packing center of retail packs, and Plus Pack's sales offices. The emissions are based on upstream activities, reflecting Plus Pack's primary activity and control. As such, the data does not reflect any downstream activities.

Purchased raw materials and purchased goods are regarded consumed, when they are registered on stock. Activity-based calculations are used, where data on weight is applicable, and spend-based calculations are used, where data on weight is not available. Consumption is calculated into CO2 emissions with relevant emission factors from primarily Exiobase, which offers emission factors constructed on aggregated product groups.

Plastic materials are calculated on different plastic types, whereas aluminium is grouped into one category. All aluminium is calculated as virgin material, whereas all recycled PET is calculated as 100% recycled PET.

Energy Consumption

The data is based on actual energy consumption of electricity in Odense, Denmark and Genk, Belgium, district heating in Odense, Denmark and oil used for heating in Genk, Belgium. The consumption of heating oil is measured in liters and calculated into CO2 emissions with Energids' relevant emission factor.

Raw Materials, Easy-to-Recycle

The data is based on purchased raw materials used in Plus Pack's production, also called material conversion and the percentage is calculated as share of materials, which is used and sorted for recycling relative to the share of waste, which is non-recyclable and sorted for incineration. Plus Pack defines its easy-to-recycle packaging materials as materials, which fulfill common market requirements for recyclable materials and/or enter in a closed loop recycling system established together with industrial recyclers.

Circular Sales

The data is based on realized sales of circular products in the market and calculated as share of sales of circular products relative to total sales of all products.

Circular products are products that are placed on the market, and which support a circular economy by being manufactured from materials, which fulfill common requirements set by existing design guidelines for reuse and recycling i.e. Design for Recycling Guidelines by RecyClass, Recyclability of Plastic Packaging by COTREP and the design guide by The Danish Plastics Federation "Reuse and recycling of plastic packaging for private consumers".

Aluminium, clear/NIR detectable PP and PET are examples of materials used to convert the circular products in Plus Pack's product assortment. When plastic products (trays and lids) are sold in combinations as sets, where one of components (lid or tray) is defined as circular and the other as non-circular, a 50/50 split apply when reporting.

Gender Diversity

In company

The number is the average number of female employees in Plus Pack's organisation calculated in % relative to the total average head count.

Leadership

The number is the average number of female employees in Plus Pack's leadership team calculated in % relative to the total average headcount in the leadership team. The Leadership Team in Plus Pack includes members of the Executive Management (directors) and persons with managerial responsibility who report directly to the directors (managers).

In BoD

The number is based on the average number of female board members elected on the yearly general assembly calculated in % relative to the total average members in the Board of Directors elected on the yearly general assembly.

Sick Leave

The data is based on sick leave calculated for Plus Pack's two biggest sites, which is Denmark and Belgium. Data for France, Norway, Germany and Poland is not included in this 2023 report but planned to be included in future reporting.

Odense

Sick leave is calculated based on total absence including short-term absence and long-term absence. Short-term absence is defined as absence less than 9 weeks for blue-collars and less than 31 days for white-collars. Plus Pack includes child's first day of illness. The calculation method and reporting is aligned with guidelines from Danish Industry in collaboration with The Danish Employers' Association and has been used since 2019. In 2017-2018 the calculation method and reporting was less structured as it has been since 2019.

Genk

Sick leave is calculated based on total absence including short-term absence and long-term absence. Short-term absence is defined as absence up to 4 weeks for both blue-collars and white-collars and long-term absence is more than 1 month and less than 1 year. The calculation method and reporting is aligned with Certimed, who is the market leader in medical monitoring. Certimed is calculating sick leave for Belgian companies.

Accidents

Number of accidents, accidents without absence and accidents with absence, and near-misses are reported on a daily-, weekly-, monthly- and yearly basis.

The frequency of accidents, also called the H-value (H-værdi) is calculated by dividing the realized number of accidents with the number of hours worked by all employees multiplied with 1 million. The number of hours is defined as the number of hours worked by all employees with absence being deducted from the time that the employees could have worked. Working hours includes Belgium and Denmark, and not France, Norway, Germany and Poland in this 2023 report, but planned to be included in future reporting.

Employee well-being score

The employee well-being survey is done in collaboration with an external partner. The survey is anonymous. Reports can only be made with a minimum of 5 respondents in a given department, team or production shift.

The survey takes form as an online questionnaire and the score is based on a rating between 1-10, where the score 5,8 to 7,2 is regarded normal. In comparison the score 0 to 4,4 is regarded very low whereas the score 4,4 to 5,7 is regarded low. The score 7,3 to 8,7 is regarded high and the score 8,8 to 10 is regarded very high. Respondents are all employees in Plus Pack, both blue-collars and white-collars.

Response rate Employee well-being score

The response rate is calculated as the share of actual respondents relative to the total number of available respondents equal to total number of head counts in Plus Pack.

Customer satisfaction score

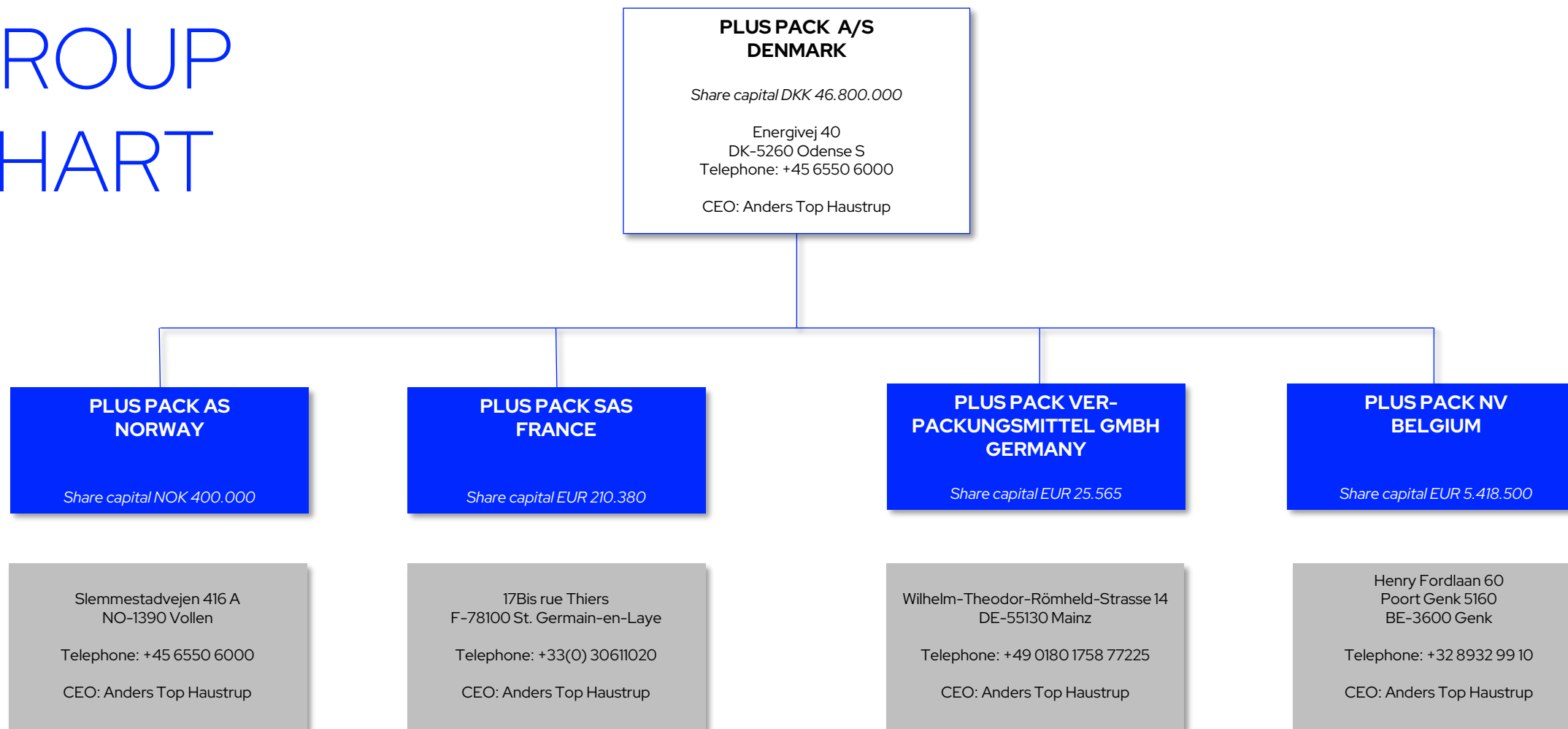
Customer satisfaction is measured by using the Net Promoter Score (NPS) methodology. Plus Pack's biggest and most important customers are asked the following question: On a scale of 0 to 10, how likely are you to recommend Plus Pack to a colleague or business relation.

Customers with a score of 9 or 10 are promoters. Customers with a score of 7 or 8 are passives. Customers with a score of 0 or 6 are detractors. The Net Promoter Score is calculated by subtracting the percentage of detractors from the percentage of promoters.

Response rate customer satisfaction score

The response rate is calculated as the share of actual customer contacts which have responded to the survey relative to the total number of customer contacts that have received the customer satisfaction survey.

GROUP CHART



MANAGEMENT’S STATEMENT

The Executive Board and the Board of Directors have today considered and adopted the Annual Report of Plus Pack A/S for the financial year 1 January – 31 December 2023.

The Annual Report is prepared in accordance with the Danish Financial Statements Act.

In our opinion, the Financial Statements and the Consolidated Financial Statements give a true and fair view of the financial position at 31 December 2023 of the Company and the Group and of the results of the Company and Group operations and of the consolidated cash flows for 2023.

In our opinion, the Management’s Review includes a true and fair account of the matters addressed in the Review.

We recommend that the Annual Report be adopted at the Annual General Meeting.

Odense, 18 March 2024

Executive Board

TRANSFORMING
FOOD PACKAGING
FOR GOOD

EXECUTIVE BOARD:

Anders Top Hastrup CEO	Camilla Hastrup Hermansen Deputy CEO
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BOARD OF DIRECTORS:

Jens Albert Harsaae Chair	Kristian Knak Hede	Camilla Hastrup Hermansen
Carsten Bennike	Carsten Bo Pedersen	Lillie Li Valeur
Pia Lyneborg Andersen Employee Representative	Torben Käehne Rasmussen Employee Representative	John Helmuth Madsen Employee Representative

CORPORATE INFORMATION

HEAD OFFICE

Plus Pack A/S

Energivej 40

DK-5260 Odense S

Telephone: +45 6550 6000

Website: www.pluspack.com

CVR No. 37 75 40 13

Established: 13 December 1963

Registered office: Odense

Financial year: 1 January – 31 December

BOARD OF DIRECTORS

Jens Albert Harsaae, Chair

Lillie Li Valeur

Camilla Hastrup Hermansen

Kristian Knak Hede

Carsten Bennike

Carsten Bo Pedersen

Torben Käehne Rasmussen, Employee Representative

John Helmuth Madsen, Employee Representative

Pia Lyneborg Andersen, Employee Representative

EXECUTIVE BOARD

Anders Top Hastrup, CEO

Camilla Hastrup Hermansen, Deputy CEO

AUDITORS

PricewaterhouseCoopers

Statsautoriseret Revisionspartnerselskab

Munkebjergvænget 1, 3. og 4. sal

5230 Odense M

FINANCIAL STATEMENTS

1 JANUARY – 31 DECEMBER 2023



INCOME STATEMENT

Notes t.dkk	GROUP		PARENT COMPANY	
	2023	2022	2023	2022
1 Net revenue	654.482	727.274	591.998	663.345
2-3 Production costs	-470.022	-531.736	-477.922	-537.934
GROSS PROFIT	184.460	195.538	114.076	125.411
2-3 Sales and distribution costs	-95.561	-99.882	-47.360	-51.113
2-3 Administration costs	-42.618	-43.286	-30.595	-31.866
4 Other operation income	586	637	348	1.977
4 Other operating costs	-253	-673	0	0
PROFIT BEFORE FINANCING	46.613	52.334	36.469	44.409
9 Income from investments in subsidiaries	0	0	7.503	4.088
5 Financial income	1.632	2.633	1.878	1.994
5 Financial expenses	-11.643	-9.085	-12.185	-7.399
PROFIT BEFORE TAX	36.602	45.882	33.666	43.092
6 Tax for the year	-8.605	-11.234	-5.669	-8.444
PROFIT FOR THE YEAR	27.997	34.648	27.997	34.648
BREAKDOWN OF THE CONSOLIDATED RESULT				
Shareholders of Plus Pack A/S	27.997	34.648	27.997	34.648
Minority interests	0	0	0	0
	27.997	34.648	27.997	34.648

BALANCE SHEET

	GROUP		PARENT COMPANY	
	2023	2022	2023	2022
Notes t.dkk				
ASSETS				
FIXED ASSETS				
7 INTANGIBLE ASSETS				
Goodwill	0	568	0	0
Completed development projects	4.817	4.344	4.817	4.344
Development projects in progress	1.369	1.451	1.369	1.451
	6.185	6.363	6.185	5.795
8 PROPERTY, PLANT AND EQUIPMENT				
Land and buildings	143.688	146.010	138.312	140.074
Tools and machinery	77.530	67.979	74.572	64.518
Process materials and fixtures and fittings	6.878	4.921	5.443	4.777
Fixed assets in process of construction	8.600	11.792	4.949	10.360
	236.697	230.702	223.276	219.729
FINANSIEL ASSETS				
9 Investments in subsidiaries	0	0	58.329	55.813
10 Deposits	14.929	12.772	14.750	12.593
10 Other securities and holdings	0	0	0	0
	14.929	12.772	73.079	68.406
TOTAL FIXED ASSETS	257.811	249.837	302.540	293.930

Notes t.dkk

CURRENT ASSETS	
INVENTORIES	
Raw materials and consumables	37.495
Finished goods	46.671
	84.166
RECEIVABLES	
Trade receivables	90.303
Receivables from related parties	0
11 Deferred tax asset	702
Corporate tax assets	3.093
Other receivables	7.700
12 Prepayments	6.471
	108.269
CASH	26.094
TOTAL CURRENT ASSETS	218.529
TOTAL ASSETS	476.340

	GROUP		PARENT COMPANY	
	2023	2022	2023	2022
	37.495	59.472	36.936	58.900
	46.671	46.035	44.718	43.537
	84.166	105.507	81.654	102.437
	90.303	95.721	43.797	42.406
	0	0	40.427	28.726
	702	1.326	0	0
	3.093	0	3.093	0
	7.700	6.010	5.841	4.240
	6.471	5.696	5.787	4.928
	108.269	108.753	98.946	80.300
	26.094	20.230	6.357	6.567
	218.529	234.490	186.957	189.304
	476.340	484.327	489.497	483.234

BALANCE SHEET

	GROUP		PARENT COMPANY	
	2023	2022	2023	2022
Notes t.dkk				
EQUITY AND LIABILITIES				
13 EQUITY				
Share capital	46.800	46.800	46.800	46.800
Reserve for fair value of hedging instr.	856	-1.518	856	-1.518
Reserve for exchange rate adj.	-572	-370	-572	-370
Reserve for development projects	0	0	4.824	4.520
Retained earnings	125.286	112.289	120.461	107.769
Proposed dividend	15.000	17.500	15.000	17.500
EQUITY ATTRIBUTABLE TO EQUITY HOLDERS OF PLUS PACK A/S	187.369	174.701	187.369	174.701
Minority interests	0	0	0	0
TOTAL EQUITY	187.369	174.701	187.369	174.701
PROVISIONS				
11 Deferred tax	8.125	2.873	8.034	3.560
9 Negative investments in subsidiaries	0	0	1.868	0
14 Other provisions	5.701	5.510	0	0
	13.826	8.383	9.902	3.560

	GROUP		PARENT COMPANY	
	2023	2022	2023	2022
Notes t.dkk				
LIABILITIES OTHER THAN PROVISIONS				
NON-CURRENT LIABILITIES				
15 Leasing	130.322	136.703	130.322	136.703
15 Other payables	7.725	7.664	7.725	7.664
	138.047	144.367	138.047	144.367
CURRENT LIABILITIES				
15 Current part of non-current liabilities	8.492	8.472	8.492	8.472
Bank loans	9.498	31.129	9.498	31.129
Trade payables	62.916	55.662	58.422	51.494
Payables to related parties	21.222	11.231	61.112	39.632
Payable to owners and Management	927	0	927	0
Corporate tax liabilities	667	6.467	0	6.084
Other payables	33.375	43.915	15.726	23.795
	137.098	156.876	154.178	160.606
TOTAL LIABILITIES	288.971	309.626	302.127	308.533
TOTAL EQUITY AND LIABILITIES	476.340	484.327	489.497	483.234

STATEMENT OF EQUITY (GROUP)

t.dkk

	SHARE CAPITAL	RESERVE FOR FAIR VALUE OF HEDGING INSTRUMENT	RESERVE FOR EXCHANGE RATE ADJ.	RETAINED EARNINGS	PROPOSED DIVIDEND	TOTAL	MINORITY INTEREST	TOTAL EQUITY
EQUITY AT 1 JANUARY 2022	46.800	3.047	-95	95.141	21.000	165.893	204	166.097
Transfer through appropriation of profit	0	0	0	17.148	17.500	34.648	0	34.648
Payment of dividend	0	0	0	0	-21.000	-21.000	0	-21.000
Purchase of minority interest	0	0	0	0	0	0	-204	-204
Exchange rate adj. in subsidiaries	0	0	-275	0	0	-275	0	-275
Fair value adjustment of hedging instruments beginning of year	0	-3.906	0	0	0	-3.906	0	-3.906
Fair value adjustment of hedging instruments end of year	0	-1.946	0	0	0	-1.946	0	-1.946
Tax on equity transactions	0	1.287	0	0	0	1.287	0	1.287
EQUITY AT 31 DECEMBER 2022	46.800	-1.518	-370	112.289	17.500	174.701	0	174.701
Transfer through appropriation of profit	0	0	0	12.997	15.000	27.997	0	27.997
Payment of dividend	0	0	0	0	-17.500	-17.500	0	-17.500
Exchange rate adj. in subsidiaries	0	0	-202	0	0	-202	0	-202
Fair value adjustment of hedging instruments beginning of year	0	1.946	0	0	0	1.946	0	1.946
Fair value adjustment of hedging instruments end of year	0	1.097	0	0	0	1.097	0	1.097
Tax on equity transactions	0	-669	0	0	0	-669	0	-669
EQUITY AT 31 DECEMBER 2023	46.800	856	-572	125.286	15.000	187.369	0	187.369

STATEMENT OF EQUITY (PARENT COMPANY)

t.dkk	SHARE CAPITAL	RESERVE FOR FAIR VALUE OF HEDGING INSTRUMENT	RESERVE FOR EXCHANGE RATE ADJ.	RESERVE FOR DEVELOPMENT PROJECTS	RETAINED EARNINGS	PROPOSED DIVIDEND	TOTAL EQUITY
EQUITY AT 1 JANUARY 2022	46.800	3.047	-95	5.050	90.091	21.000	165.893
Transfer through appropriation of profit	0	0	0	0	17.148	17.500	34.648
Development cost for the year	0	0	0	1.849	-1.849	0	0
Depreciation, amortisation and impairment for the year	0	0	0	-2.379	2.379	0	0
Payment of dividend	0	0	0	0	0	-21.000	-21.000
Exchange rate adj. in subsidiaries	0	0	-275	0	0	0	-275
Fair value adjustment of hedging instruments beginning of year	0	-3.906	0	0	0	0	-3.906
Fair value adjustment of hedging instruments end of year	0	-1.946	0	0	0	0	-1.946
Tax on equity transactions	0	1.287	0	0	0	0	1.287
EQUITY AT 31 DECEMBER 2022	46.800	-1.518	-370	4.520	107.769	17.500	174.701
Transfer through appropriation of profit	0	0	0	0	12.997	15.000	27.997
Development cost for the year	0	0	0	1.471	-1.471	0	0
Depreciation, amortisation and impairment for the year	0	0	0	-1.167	1.167	0	0
Payment of dividend	0	0	0	0	0	-17.500	-17.500
Exchange rate adj. in subsidiaries	0	0	-202	0	0	0	-202
Fair value adjustment of hedging instruments beginning of year	0	1.946	0	0	0	0	1.946
Fair value adjustment of hedging instruments end of year	0	1.097	0	0	0	0	1.097
Tax on equity transactions	0	-669	0	0	0	0	-669
EQUITY AT 31 DECEMBER 2023	46.800	856	-572	4.824	120.461	15.000	187.369

CASH FLOW STATEMENT

	GROUP	
t.dkk	2023	2022
CASH FLOW FROM OPERATING ACTIVITIES		
Profit before financing	46.613	52.334
Depreciations incl. gain/loss on disposals of fixed assets	21.580	28.772
CASH FLOW BEFORE CHANGES IN WORKING CAPITAL	68.193	81.106
Changes in inventories and receivables	24.294	-22.086
Changes in trade payables and other payables	-2.978	-34.559
Changes in intercompany receivables and payables	10.918	-21
Changes in market value on financial instruments	3.043	-5.852
	103.470	18.588
Financial interests, paid	1.632	2.633
Financial expenses, paid	-11.941	-9.388
	93.161	11.833
Corporate tax, paid	-12.179	-6.049
	80.982	5.784

	GROUP	
t.dkk	2023	2022
CASH FLOW FROM INVESTMENT		
Purchase of intangible assets	-1.886	-2.444
Purchase of tangible assets	-25.645	-53.269
Disposals of fixed assets	165	289
Purchase of minority interests	0	-989
	-27.366	-56.413
CASH FLOW FROM FINANCING		
Payment of dividend	-17.500	-21.000
Payment of dividend to minority interests	0	-172
Repayment/establishment of loan from related parties	0	8.198
Paid deposit	-2.128	-4.642
Established new loan/leasing agreements	1.292	51.095
Repayment of borrowing from financial and credit institutions	-7.785	-6.514
Changes in utilisation of short term bank loans	-21.631	19.509
	-47.752	46.474
CASH FLOW FOR THE YEAR	5.864	-4.155
Cash and cash equivalent at 31 December 2022	20.230	24.385
Cash and cash equivalent at 31 December 2023	26.094	20.230

The cash flow statement cannot be derived directly from financial statements.

NOTE 1: SEGMENT INFORMATION

	GROUP		PARENT COMPANY	
	2023	2022	2023	2022
t.dkk				
Aluminium	449.344	524.593	405.651	453.038
Plastic	205.137	202.681	186.347	210.307
	654.482	727.274	591.998	663.345

NOTE 2: DEPRECIATIONS

Depreciation of intangible and tangible fixed assets for the year are included in the income statement as follows:

	GROUP		PARENT COMPANY	
	2023	2022	2023	2022
t.dkk				
Production costs	14.830	19.853	14.158	19.057
Plastic	6.912	8.775	5.447	5.541
	21.742	28.628	19.605	24.598

NOTE 3: STAFF

Total costs in respect of wages and salaries are specified as follows:

	GROUP		PARENT COMPANY	
	2023	2022	2023	2022
t.dkk				
Wages and salaries	101.979	105.401	74.363	77.722
Pensions	8.718	8.416	7.187	6.578
Other social costs	9.337	7.409	1.292	1.304
	120.034	121.226	82.842	85.604

Average number of full-time employees	191	198	131	133
---------------------------------------	-----	-----	-----	-----

Remuneration to board of directors and executive board specified as follows:

	GROUP		PARENT COMPANY	
	2023	2022	2023	2022
t.dkk				
Board of directors	1.120	1.178	1.120	1.178
Executive board	6.124	5.353	6.124	5.353
	7.244	6.531	7.244	6.531

NOTE 4: OTHER OPERATING INCOME AND EXPENSES

	GROUP		PARENT COMPANY	
	2023	2022	2023	2022
t.dkk				
Gain/loss from disposals of fixed assets	162	-144	162	1.977
Other operating income	424	637	186	0
Other operating expenses	-253	-529	0	0
	333	-36	348	1.977
Other operating income	586	637	348	1.977
Other operating expenses	-253	-673	0	0
	333	-36	348	1.977

NOTE 5: FINANCIAL INCOME/EXPENSES

	GROUP		PARENT COMPANY	
	2023	2022	2023	2022
t.dkk				
Interest from intercompany receivables	0	0	284	225
Other financial income	1.632	2.633	1.594	1.769
	1.632	2.633	1.878	1.994
Interest from intercompany payables	-900	-161	-3.553	-997
Other financial expenses	-10.743	-8.924	-8.631	-6.402
	-11.643	-9.085	-12.185	-7.399

NOTE 6: TAX FOR THE YEAR

	GROUP		PARENT COMPANY	
	2023	2022	2023	2022
t.dkk				
Current tax charges for the year	3.318	12.586	1.783	11.084
Deferred tax adjustments in the year	5.876	-1.717	4.474	-3.005
Tax adjustments, prior years	80	-922	80	-922
	9.274	9.947	6.338	7.157
Tax for the year comprises the following:				
Tax on profit of the year	-8.605	-11.234	-5.669	-8.444
Tax on changes on the equity	-669	1.287	-669	1.287
	-9.274	-9.947	-6.338	-7.157

NOTE 7: INTAGIBLE ASSETS

	GROUP			PARENT COMPANY	
	Goodwill	Completed development projects	Development projects in progress	Completed development projects	Development projects in progress
t.dkk					
Cost at 1 January 2023	37.559	32.904	1.451	32.904	1.451
Exchange rate adjustment	81	0	0	0	0
Additions in the year	0	0	1.886	0	1.886
Transfers of the year		1.969	-1.969	1.969	-1.969
Cost at 31 December 2023	37.640	34.873	1.369	34.873	1.369
Impairment losses at 1 January 2023	2.287	0	0	0	0
Impairment losses at 31 December 2023	2.287	0	0	0	0
Amortisation at 1 January 2023	34.704	28.560	0	28.560	0
Exchange rate adjustment	74	0	0	0	0
Amortisation/depreciation in the year	574	1.496	0	1.496	0
Amortisation on disposals in the year	0	0	0	0	0
Amortisation at 31 December 2023	35.352	30.056	0	30.056	0
Carrying amount at 31 December 2023	0	4.817	1.369	4.816	1.369

The amortisation period of 20 years for goodwill is determined on the basis of the Management's experience in the Group's areas of business and, in the Management's opinion, reflects the best estimate of the acquired company's economic lifetime.

Development projects comprises primarily of costs for developing the Company's ERP system, as well as other internal reporting systems (software). Costs comprises solely of external costs. The development projects are depreciated, when completed, over 5 years, which reflects the best estimate of the economic lifetime of the systems. Management has not found any indications of a need for impairment of the carrying amount.

NOTE 8: PROPERTY, PLANT AND EQUIPMENT (GROUP)

t.dkk	Land and buildings	Tools and machinery	Process materials and fixtures and fittings	Fixed aseers in process of construction
Cost at 1 January 2023	158.542	388.765	48.908	11.792
Exchange rate adjustment	96	90	-14	3
Additions in the year	0	0	0	25.645
Disposals in the year	0	-8.183	-22	0
Transfers of the year	2.323	22.721	3.795	-28.840
Cost at 31 December 2023	160.961	403.393	52.667	8.600
Depreciations at 1 January 2023	12.532	320.786	43.987	0
Exchange rate adjustment	83	82	-15	0
Depreciation in the year	4.658	13.175	1.839	0
Depreciations on disposals in the year	0	-8.180	-22	0
Depreciations at 31 December 2023	17.273	325.863	45.789	0
Carrying amount at 31 December 2023	143.688	77.530	6.879	8.600
Assets held under financial lease	132.127	16.991	0	0

NOTE 8: PROPERTY, PLANT AND EQUIPMENT (PARENT COMPANY)

t.dkk	Land and buildings	Tools and machinery	Process materials and fixtures and fittings	Fixed assets in process of construction
Cost at 1 January 2023	147.589	344.409	39.242	10.360
Additions in the year	0	0	0	21.659
Disposals in the year	0	-8.183	-22	0
Transfers of the year	2.223	22.563	2.283	-27.069
Cost at 31 December 2023	149.812	358.789	41.503	4.949
Depreciations at 1 January 2023	7.515	279.891	34.465	0
Depreciation in the year	3.985	12.506	1.617	0
Depreciations on disposals in the year	0	-8.180	-22	0
Depreciations at 31 December 2023	11.500	284.218	36.060	0
Carrying amount at 31 December 2023	138.312	74.571	5.443	4.949
Assets held under financial lease	132.127	16.991	0	0

NOTE 9: INVESTMENTS IN SUBSIDIARIES

	PARENT COMPANY	
t.dkk	2023	2022
Cost at 1 January 2023	130.579	129.590
Additions in the year	0	989
	130.579	130.579
Adjustments at 1 January 2023	-82.845	-81.926
Exchange rate adjustments	-202	-275
Profit for the year	7.503	4.088
Dividends	-4.701	-4.732
	-80.245	-82.845
Carrying amount at 31 December 2023	50.334	47.734

Carrying amount of investments in subsidiaries is presented in the balance sheet as follows:

Fixed financial assets	58.329	55.813
Write-downs on receivables	-6.127	-8.079
Negative investments in subsidiaries	-1.868	0
	50.334	47.734

Investments in subsidiaries is specified as follows:

	OWNERSHIP	NOMINEL VALUE
Plus Pack N.V., Belgium	100%	5.419 t.eur
Plus Pack SAS, France	100%	210 t.eur
Plus Pack AS, Norway	100%	400 t.nok
Plus Pack Verpackungsmittel GmbH, Germany	100%	26 t.eur

NOTE 10: OTHER FINANCIAL ASSETS

	GROUP		PARENT COMPANY	
	DEPOSITS	OTHER SECURITIES AND HOLDINGS	DEPOSITS	OTHER SECURITIES AND HOLDINGS
t.dkk				
Cost at 1 January 2023	12.798	420	12.620	420
Additions in the year	2.128	0	2.128	0
Disposals in the year	0	0	0	0
Cost at 31 December 2023	14.926	420	14.748	420
Adjustments at 1 January 2023	26	420	27	420
Adjustments in the year	-29	0	-29	0
Adjustments on disposals in the year	0	0	0	0
Adjustments at 31 December 2023	-3	420	-2	420
Carrying amount at 31 December 2023	14.929	0	14.750	0

NOTE 11: DEFERRED TAX

Deferred tax is made up of the following items:

	GROUP		PARENT COMPANY	
t.dkk	2023	2022	2023	2022
Intangible assets	-1.361	-1.275	-1.361	-1.275
Property, plant and equipments	-5.212	-4.258	-5.124	-4.265
Inventories	-35	2.637	-35	2.637
Prepayments and other debt	-1.515	-656	-1.515	-657
Losses to be carries forward	700	2.005	0	0
	-7.423	-1.547	-8.034	-3.560

Carrying amount of deferred taxes are presented in the balance sheet as follows:

Deferred tax asset	702	1.326	0	0
Deferred tax liability	-8.125	-2.873	-8.034	-3.560
	-7.423	-1.547	-8.034	-3.560

Movement for the year are specified as follows:

Deferred tax at 1 January	-1.547	-3.264	-3.560	-6.565
Deferred tax on the equity	-669	334	-669	334
Adjustment for the year	-5.207	1.383	-3.805	2.671
	-7.423	-1.547	-8.034	-3.560

Deferred tax assets not reported in the balance sheet

	14.914	14.914	0	0
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At 31 December 2023, the group has recognized a deferred tax asset totaling 700 t.DKK regarding losses to be carried forward in Plus Pack Verpackungsmittel GmbH. Based on budgets, Management considers it likely that there will be future taxable income against which non-utilized tax losses can be offset.

NOTE 12: PREPAYMENTS

Accrued costs comprises prepayment for rent of office, IT, insurance, subscription, etc.

NOTE 13: SHARE CAPITAL

Share capital comprises the following:

	GROUP		PARENT COMPANY	
t.dkk	2023	2022	2023	2022
A-shares – nominal DKK 100 per share	23.400	23.400	23.400	23.400
B-shares – nominal DKK 100 per share	23.400	23.400	23.400	23.400
	46.800	46.800	46.800	46.800

Each A-share is assigned 10 votes and each B-share is assigned 1 vote. Shareholders are assigned right of first refusal in respect of share issues of the same class of shares. In raising capital, priority subscription rights exist in respect of both A- and B-shares. Holders of B-shares are entitled to a non-cumulative preference dividend of up to 8 %. In all other respects, holders of shares of both classes have the same rights.

NOTE 14: OTHER PROVISIONS.

	GROUP		PARENT COMPANY	
	2023	2022	2023	2022
t.dkk				
Other provision at 1 January	5.510	4.826	0	0
Adjustment for the year	191	684	0	0
	5.701	5.510	0	0

Other provision comprises provisions for pensions to employees.

NOTE 15: NON-CURRENT LIABILITIES

	GROUP			
	<1 year	1<>5 years	> 5 years	Total
t.dkk				
Lease contract	8.397	24.203	106.119	138.718
Other payables	96	907	6.818	7.821
	8.492	25.109	112.938	146.539

	PARENT COMPANY			
	<1 year	1<>5 years	> 5 years	Total
t.dkk				
Lease contract	8.397	24.203	106.119	138.718
Other payables	96	907	6.818	7.821
	8.492	25.109	112.938	146.539

NOTE 16: PROVISION OF COLLATERAL

GROUP

As security for the Company's debt to banks and other credit institutions the Company has provided security or other collateral in its assets for a total amount of 100.000 t.DKK. The securities comprises of a business mortgage at 75.000 t.DKK and a chattel mortgage at 25.000 t.DKK. The carrying amount of the assets totals 240.153 t.DKK. Furthermore, the banks and other credit institutions are secured for their engagement by certain fixed and current assets as further pledges cannot be made without the banks approval.

A factoring agreement has been made with Fortis Factoring of 700 t.EUR for trade receivables in Plus Pack NV. The carrying amount at 31 December 2023 of the receivables totals 889 t.EUR. A factoring agreement has been made with Fortis Factoring of 1.800 t.EUR for trade receivables in Plus Pack SAS. The carrying amount at 31 December 2023 of the receivables totals 3.743 t.EUR.

The Group has granted an absolute guarantee for credits and bank loans at a total amount of 3.384 t.DKK.

PARENT COMPANY

As security for the Company's debt to banks and other credit institutions the Company has provided security or other collateral in its assets for a total amount of 100.000 t.DKK. The securities comprises of a business mortgage at 75.000 t.DKK and a chattel mortgage at 25.000 t.DKK. The carrying amount of the assets totals 240.153 t.DKK. Furthermore, the banks and other credit institutions are secured for their engagement by certain fixed and current assets as further pledges cannot be made without the banks approval.

The Company has granted an absolute guarantee for its subsidiaries' credits and bank loans at a total amount of 63.354 t.DKK

NOTE 17: CONTINGENT LIABILITIES

	GROUP		PARENT COMPANY	
	2023	2022	2023	2022
t.dkk				
Leasing contracts expiring in 2023	0	2.454	0	1.726
Leasing contracts expiring in 2024	2.188	1.646	1.352	1.256
Leasing contracts expiring in 2025	1.589	1.150	1.054	1.035
Leasing contracts expiring in 2026	958	286	612	283
Leasing contracts expiring in 2027	754	0	551	0
	5.488	5.536	3.569	4.300

GROUP

The Group has entered into two leasing contracts for the lease of the Group's premises in Belgium. The total amortized leasing liability at 31 December 2023 amounts to a total of 11.772 t.DKK. The lease agreement runs until 31 December 2027.

Besides the lease liability for the Group's premises, a total rent liabilities currently amounts to 40 t.DKK

The Group is jointly taxed with Danish Companies, with C&A Invest A/S as the administration company. The Group is therefore held liable under the Corporation Tax Act rules accordingly for any obligations to withholding tax, tax on interests, royalties and dividends for the jointly taxed companies.

PARENT COMPANY

The Company is jointly taxed with Danish Companies, with C&A Invest A/S as the administration company. The Company is therefore held liable under the Corporation Tax Act rules accordingly for any obligations to withholding tax, tax on interests, royalties and dividends for the jointly taxed companies.

NOTE 18: FEE FOR AUDITORS ELECTED BY THE ANNUAL GENERAL MEETING

	GROUP		PARENT COMPANY	
	PwC		PwC	
t.dkk	2023	2022	2023	2022
Audit	571	561	298	255
Tax consultancy services	215	78	142	44
Other fees	59	246	59	242
	846	885	500	541

NOTE 19: EXCHANGE RATE RISK AND FINANCIAL INSTRUMENTS

As part of the hedge of recognized transactions, the Group uses hedging instruments in form of forward exchange contracts and hedge of LME. The group has secured sales of 15.000 t.NOK against DKK and approx. 70% of next years unsecured LME. Hedge of recognized transactions comprise receivables and payables.

At 31 December 2023 unrealized net losses in derivative financial instruments for currency hedging and commodity futures totals to 1.097 t.DKK. The amount is recognized in the balance sheet under other debt and other receivables.

NOTE 20: RELATED PARTIES AND CONTROLLING INTEREST

HAUSTRUP HOLDING A/S	Parent company
Energivej 40	
DK-5260 Odense S	
C&A INVEST A/S	Ultimate parent company
Energivej 40	
DK-5260 Odense S	

CONSOLIDATED FINANCIAL STATEMENT

The Company's overall parent company, which prepares the consolidated accounts in which the company is included as a subsidiary is C&A Invest A/S, Energivej 40, DK-5260 Odense S, CVR-no. 37 27 37 83.

TRANSACTIONS WITH RELATED PARTIES

Section 98c(7) of the Danish Financial Statement Act is applied regarding related parties transactions. It is the assessment of the Management, that all transactions have been carried out at market terms.

NOTE 21: APPROPRIATION OF PROFIT AND LOSS

t.dkk	2023	2022	2023	2022
Proposed dividend	15.000	17.500	15.000	17.500
Retained earnings	12.997	17.148	12.997	17.148
	27.997	34.648	27.997	34.648

NOTE 22: EVENTS SINCE THE END OF THE FISCAL YEAR

From the reporting date until today, no events have taken place to change the assessments made in the annual report.

NOTE 23: ACCOUNTING PRINCIPLES

General

The financial statements of Plus Pack A/S are presented in accordance with the regulations relating to Class C, large companies, of the Danish Financial Statements Act.

The accounting principles applied remain unchanged from last year.

The annual report for 2023 is compiled in DKK thousand.

General Information on Inclusion on Calculations and Measurements

The accounts have been prepared based on the historical cost price principle.

Income is included in the income statement as it is earned. Adjustments in the value of financial assets and liabilities measured at fair value or amortised cost price are also included. The income statement also includes all the costs that have been paid to achieve the annual income, including amortisation and depreciation, write-downs and provisions as well as reversals as a result of the changed accounting estimates of amounts which were previously included in the income statement.

Assets are included in the balance sheet where it is likely that the Company will benefit from future economic advantages and the value of the asset can be measured reliably.

Liabilities are included in the balance sheet where it is likely that the Company will lose future economic advantages and the value of the liability can be measured reliably.

When first included, assets and liabilities are measured at cost price. Assets and liabilities are subsequently measured as described for each individual account item below.

Certain financial assets and liabilities are measured at amortised cost price where a constant effective interest over the maturity period is included. The amortised cost price is calculated as the original cost price less principal payments plus/minus the cumulative amortisation of the difference between the cost price and the nominal amount. In this way capital losses and gains are amortised over the maturity period.

When including and measuring, consideration is given to the foreseeable losses and risks that occur prior to the presentation of the financial statements and that confirm or invalidate circumstances on the balance sheet date.

DKK will be used as the measurement currency. All other currencies will be regarded as foreign currency.

Leasing

Leases where the Company bears all the significant risks and advantages associated with ownership (financial leasing) are included in the balance sheet at the fair value of the asset or the current value of lease payments, whichever is the lowest, calculated using the lease's internal interest rate or an approximate value thereof as a discount factor. Financially leased assets are amortised and written down using the same method laid down for the Company's other fixed assets.

The capitalised residual lease obligation is included in the balance sheet as a liability and the lease payment's interest rate component is charged on an on-going basis in the income statement.

All other leases are considered to be operating leases. Lease payments for operating leases are included directly in the income statement over the lease term.

NOTE 23: ACCOUNTING PRINCIPLES (CONTINUED)

Consolidation

The consolidated financial statements include Plus Pack A/S (the Parent Company) and the companies (subsidiaries) in which the Parent Company directly or indirectly holds more than 50% of the voting rights or in some other way has a controlling influence. Companies in which the Group owns between 20% and 50% of the voting rights and has a significant, but not controlling, influence are regarded as associated companies. An overview of the Group is shown earlier in the annual report.

The consolidated financial statements are prepared as an amalgamation of the audited financial statements of the Parent Company and the individual subsidiaries, which are all prepared in accordance with the Group's accounting principles. Intragroup income and expenditure, shareholdings, balances and dividends are eliminated, as are unrealised internal gains and losses.

In the case of the acquisition of new companies the acquisition method is used, whereby the assets and liabilities of the newly acquired company are converted to market values at the time of acquisition. If the cost price exceeds the net asset value for accounting purposes calculated after revaluation, the remaining positive difference is capitalised as goodwill in the year of acquisition and is amortised systematically in the profit and loss account in accordance with an individual assessment of the economic lifetime of the asset, which shall not exceed 20 years.

Translation of Foreign Currencies

Transactions in foreign currencies are translated during the year at the exchange rate on the transaction date.

Unrealised and realised gains and losses on forward exchange contracts, which are hedging transactions, are included in the profit and loss account at the same time and under the same item as the exchange rate adjustment of the hedged transactions.

Receivables, debt and other items in foreign currency not settled on the balance sheet date are translated at the exchange rate on the balance sheet date.

To the extent that the value of receivables, debt and other items in foreign currency are hedged through forward exchange contracts, the items are translated at the hedged rates without accrual of premiums and discounts.

Other realised and unrealised exchange rate adjustments are included in the profit and loss account under financial items.

The balance sheet items of foreign subsidiaries are translated at the exchange rate on the balance sheet date. The profit and loss accounts are translated at the average exchange rates for the year. Exchange rate adjustments on investments in subsidiaries and associated companies are taken directly to equity.

Derivative Financial Instruments

Derivative financial instruments are initially recognised in the balance sheet at cost price and are subsequently remeasured at their fair value. Positive and negative market values of derivative financial instruments are classified as "other receivables" and "other payables", respectively.

Changes in the fair values of derivative financial instruments are recognised in the income statement unless the derivative financial instrument is designated and qualify as hedge accounting, see below.

Hedge Accounting

Changes in the fair values of financial instruments that are designated and qualify as fair value hedges of a recognised asset or a recognised liability are recognised in the income statement as are any changes in the fair value of the hedged asset or hedged liability related to the hedged risk.

Changes in the fair value of derivative financial instruments that are designated and qualify as hedges of expected future transactions are recognised in "reserve for fair value of hedging instr." under equity as regards the effective portion of the hedge.

NOTE 23: ACCOUNTING PRINCIPLES (CONTINUED)

Hedge Accounting (continued)

The ineffective portion is recognised in the income statement. If the hedged transaction results in an asset or a liability, the amount deferred in equity is transferred from equity and recognised in the cost of the asset or the liability, respectively. If the hedged transaction results in an income or an expense, the amount deferred in equity is transferred from equity to the income statement in the period in which the hedged transaction is recognised. The amount is recognised in the same item as the hedged transaction.

Segment Information

Information is given on product categories. Segment information follows the Group's accounting policies, risks and internal financial management.

NOTE 23: ACCOUNTING PRINCIPLES (CONTINUED)

Profit and Loss Account

Net Revenue

Income from sale of packing solutions is recognized in revenue when most significant rewards and risks have been transferred to the buyer and provided the income can be measured reliably and payment is expected to be received.

Net revenue is measured at fair value of the agreed consideration exclusive VAT and taxes charged on behalf of third parties. All discounts and rebates granted are recognized in revenue.

Production Costs

Production costs comprises materials consumed and expenses incurred, including depreciation and wages, in order to achieve the net revenue for the year.

Sales and Distribution Costs

Sales and distribution costs comprises expenses relating to shipping, sales staff, warehouse staff, advertising and exhibitions etc. and depreciation.

Administration Costs

Administration costs comprises expenses relating to administrative staff, management, office premises and office expenses etc. and depreciation.

Other Operation Income/Expenses

Other operating income and other operating expenses cover accounting items of a secondary nature in relation to the Company's and Group's core activity.

Profit/Loss from Investments in Subsidiaries

The proportionate share of the profit/loss after tax of the individual subsidiaries is recognized in the income statement of the parent company after full elimination of intra-group profits/losses.

Financial Income and Expenses

These items comprise interest income and expenses, the interest portion of finance lease payments, realised and unrealised capital gains and losses on securities, payables and transactions in foreign currencies, amortisation premium or allowance on mortgage debt etc

Tax

Tax on profits for the year comprises current year tax and deferred tax for the year and is included in the income statement to the extent that it can be attributed to the profit for the year and is taken directly to equity to the extent that it can be attributed to items taken directly to equity.

Any changes in deferred tax as a result of amendments to tax rates are included in the income statement.

The Parent is jointly taxed with all Danish subsidiaries and parent companies. The current Danish income tax is allocated among the jointly taxed companies proportionally to their taxable income (full allocation with a refund concerning tax losses). C&A Invest A/S, the ultimate parent company, acts as a management company.

Current tax liabilities are included on the balance sheet under short-term debt to the extent that they have not been paid.

Deferred tax liabilities are included on the balance sheet as a provision. The deferred tax liability is included as tax on temporary differences with the exception of goodwill which does not qualify for a depreciation allowance. The deferred tax liability is calculated at 22%.

A provision for deferred tax is made at the tax rate expected in the country concerned. Changes in deferred tax as a result of changes in tax rates are included in the income statement.

**NOTE 23: ACCOUNTING PRINCIPLES
(CONTINUED)**

Balance Sheet

Intangible Assets

Intangible assets are valued at their cost price less accumulated amortisation/depreciation and impairment losses. Amortisation and depreciation are applied on a straight-line basis over the expected lifetime of the asset, which is:

Goodwill.....	up to 20 years
Know-How.....	up to 20 years
Development projects.....	5 years

Assets with a short lifetime and low-value assets are charged to expenses in the year of acquisition.

The amortisation period of up to 20 years for goodwill and know-how is determined on the basis of the Management’s experience in the Group’s areas of business and, in the Management’s opinion, reflects the best estimate of the acquired company’s economic lifetime.

Costs of development projects comprise expenses directly and indirectly attributable to the Company’s development activities.

Development projects that are clearly defined and identifiable and in respect of which technical feasibility, sufficient resources and a potential future market or development opportunity in the enterprise can be demonstrated, and where it is the intension manufacture, market or use the project, are recognised as intangible assets. This applies if sufficient certainty exists that the value in use of future earnings can cover cost of sales, distribution and administrative expenses involved as well as the development costs.

Development projects that do not meet the criteria for recognition in the balance sheet are recognised as expenses in the income statement as incurred.

Capitalised development costs are measured at cost less accumulated amortisation and impairment losses or at a lower recoverable amount. An amount corresponding to the recognised development costs is allocated to the equity item “Reserve for development projects”. The reserve comprises only development costs recognised in financial years beginning on or after 1 January 2016. The reserve is reduced by amortisation of and impairment losses on the development projects on a continuing basis.

Property, Plant and Equipment (PPE)

Property, plant and equipment (PPE) is assessed at its cost price less accumulated depreciation and impairment losses.

The cost price includes the cost of materials, components, services of external suppliers, direct wage costs and indirect production costs. Interest and other borrowing costs are not included in the cost price.

Property, plant and equipment (PPE) is depreciated on a straight-line basis over the expected lifetime of the asset to the expected residual value. The lifetime of major assets is determined on an individual basis, but the lifetime of other assets is determined for groups of assets of the same type.

The expected lifetimes of the latter assets is:

Land and buildings	10 - 20 years
Plant and machinery, aluminium prod.	10 - 20 years
Plant and machinery, plastic prod.	5 - 10 years
Tools for aluminium production.....	10 years
Tools for plastic production.....	5 years
Other plant, equipment and fixtures and fittings...	3 - 8 years

The costs of repair and maintenance of property, plant and equipment (PPE) is included in production costs in the profit and loss account.

NOTE 23: ACCOUNTING PRINCIPLES (CONTINUED)

Property, Plant and Equipment (PPE)

Gains or losses on the disposal or scrapping of property, plant and equipment (PPE) are calculated as the difference between the sales price (less dismantling, sales and reinstatement costs) and the book value and are included in the profit and loss account as other operating income or other operating costs.

Investment in Subsidiaries

Investments in subsidiaries are recognised and assessed in the Parent Company's financial statements in accordance with the net equity method.

The financial statements of the Parent Company include a pro rata share of the subsidiaries' profit after tax for the year less amortisation of goodwill under the item "Income from investments in subsidiaries".

A pro rata share of the companies' net asset values, calculated in accordance with the accounting principles of the Parent Company and adjusted for the share of unrealised intragroup profits or losses and for positive or negative goodwill, is recognised on the balance sheet under the item "Investments in subsidiaries".

Subsidiaries with negative net asset values are valued at DKK 0, and any receivables from these companies are written down by the Parent Company's share of the negative net asset value. If the negative net asset value for accounting purposes exceeds the value of receivables, the residual amount is recorded under "Negative investments in subsidiaries".

Net revaluations of investments in subsidiaries in excess of the dividend received from the company are taken to equity as "Reserve for net revaluation in accordance with the net equity method" under shareholders' equity.

Other Securities and Holdings

Other securities and holdings are assessed at their market value. Unlisted securities are assessed at their estimated sales value.

Depreciation of Fixed Assets

The accounting values of intangible assets and property, plant and equipment (PPE) are reviewed annually to determine whether there is any indication of a reduction in value over and above that expressed by regular depreciation. Where this is the case, the asset is written down to its lowest recovery value. The recovery value of the asset is calculated as the greater of the net sales price and the capital value. If it is not possible to determine the recovery value of a particular asset, an assessment is made of the impairment losses requirement for the smallest group of assets for which it is possible to calculate the recovery value. Goodwill and other assets for which it is not possible to assess any capital value because the assets do not in themselves generate future cash flows are assessed for the purpose of their impairment loss requirements together with the group of assets to which they can be attributed.

Inventories

Inventories are assessed at their cost price in accordance with the FIFO method or at the net realisable value (the expected sales price less any finishing costs and costs of sales) if this is lower. The cost price of goods for resale, raw materials and ancillary materials includes the invoice price plus delivery costs.

The cost price of manufactured, finished goods and of work in progress includes the purchase price of the materials used and direct wage costs plus indirect production costs. Indirect production costs include indirect materials and wage costs, the maintenance and depreciation of machinery, factory buildings and equipment used in the production process, and factory administration and management costs. Any borrowing costs during the manufacturing period are not included.

Receivables

Receivable are assessed at their nominal value less impairment loss on the basis of individual assessments.

An impairment loss is recognized if there is evidence that at receivable or a group of receivables is impaired. If there is evidence that an individual receivable had been impaired, an impairment loss is recognized on an individual basis.

Prepayments

Prepayments comprises expenses incurred concerning subsequent financial years.

NOTE 23: ACCOUNTING PRINCIPLES (CONTINUED)

Equity

Dividends

Dividends proposed for the year is recognized as a liability at the date when it is adopted at the annual general meeting (declaration date). Dividends expected to be distributed for the year is disclosed as a separate item in the equity.

Provisions

Provisions are included where the Company or Group has a legal or actual liability as a result of an event which occurred before or on the balance sheet date and it is likely that financial assets will have to be surrendered in order to meet the liability.

Financial Liabilities

Fixed-interest loans such as mortgage loans and bank loans which are expected to be held to maturity are recorded at the raising of the loan as the funds received less transaction costs incurred. In subsequent periods the loans are assessed at their amortised cost price, which corresponds to the capitalised value on the basis of the effective interest rate, such that the difference between the funds received and the nominal value (the capital loss) is included in the profit and loss account over the term of the loan.

Other liabilities are assessed at their amortised cost price, which largely corresponds to the nominal value.

Cash Flow Statement

The cash flow statement shows the consolidated cash flow for the year and the Group's liquid assets at the beginning and end of the year.

Cash Flow from Operating Activities

The cash flow from operations is presented indirectly and is calculated as the profit for the year adjusted for non-liquid operating items, changes in working capital, financial and extraordinary items paid and corporate tax paid.

Cash Flow from Investments

The cash flow from investment activities includes payments in connection with the purchase and sale of fixed assets and payments in connection with the purchase and sale of companies.

Cash Flow from Financing

The cash flow from financing activities includes payments to and from shareholders and the raising and repayment of secured debts and other long-term debt.

Liquidity

Liquidity includes liquid funds and realisable securities with insignificant risk of value adjustments.

INDEPENDENT AUDITOR'S REPORT

TO THE SHAREHOLDERS OF PLUS PACK A/S

Opinion

In our opinion, the Consolidated Financial Statements and the Parent Company Financial Statements give a true and fair view of the financial position of the Group and the Parent Company at 31 December 2023, and of the results of the Group's and the Parent Company's operations as well as the consolidated cash flows for the financial year 1 January - 31 December 2023 in accordance with the Danish Financial Statements Act.

We have audited the Consolidated Financial Statements and the Parent Company Financial Statements of Plus Pack A/S for the financial year 1 January - 31 December 2023, which comprise income statement, balance sheet, statement of changes in equity and notes, including a summary of significant accounting policies, for both the Group and the Parent Company, as well as consolidated statement of cash flows ("financial statements").

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) and the additional requirements applicable in Denmark. Our responsibilities under those standards and requirements are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report.

We are independent of the Group in accordance with the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (IESBA Code) and the additional ethical requirements applicable in Denmark, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

STATEMENT OF MANAGEMENT'S REVIEW

Management is responsible for Management's Review.

Our opinion on the financial statements does not cover Management's Review, and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read Management's Review and, in doing so, consider whether Management's Review is materially inconsistent with the financial statements or our knowledge obtained during the audit, or otherwise appears to be materially misstated.

Moreover, it is our responsibility to consider whether Management's Review provides the information required under the Danish Financials Statements Act.

Based on the work we have performed, in our view, Management's Review is in accordance with the Consolidated Financial Statements and the Parent Company Financial Statements and has been prepared in accordance with the requirements of the Danish Financial Statement Act. We did not identify any material misstatement in Management's Review.

MANAGEMENT'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Management is responsible for the preparation of Consolidated Financial Statements and Parent Company Financial Statements that give a true and fair view in accordance with the Danish Financial Statements Act, and for such internal control as Management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, Management is responsible for assessing the Group's and the Parent Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting in preparing the financial statements unless Management either intends to liquidate the Group or the Parent Company or to cease operations, or has no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and the additional requirements applicable in Denmark will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit conducted in accordance with ISAs and the additional requirements applicable in Denmark, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's and the Parent Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management.
- Conclude on the appropriateness of Management's use of the going concern basis of accounting in preparing the financial statements and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's and the Parent Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group and the Parent Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and contents of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that gives a true and fair view.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the Consolidated Financial Statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Odense, 18 March 2024

PriceWaterhouseCoopers

Statsautoriseret Revisionspartnerselskab

CVR No 33 77 12 31

Line Hedam
State Authorized Public Accountant
MNE no: mne27768

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LESS WASTE.
MORE WINS.
FOR GOOD.