



# Sustainability Report



**Omnicon**  
GROUP

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## About Omnicon

In 1994, Omnicon A/S was founded in Sønderborg, Denmark – at that time a small team of five dedicated employees that laid the foundation for today's Omnicon Group. What began with the aim of producing high-quality products for coloring concrete has developed into a successful group of companies over the years. Today, we are one of the leading system providers for the construction and concrete industry throughout Europe.

Our range has grown with us: In addition to concrete colors, we now also offer innovative admixtures, modern surface protection and reliable quality testing equipment. In addition, we support our customers with services relating to recipe optimization, process and application technology as well as contract manufacturing of pastes, coatings and surface protection.

We want to meet the needs of our customers even before they know them. At the same time, we want to contribute to a sustainable construction and concrete industry with durable and environmentally friendly solutions. These visions drive us and give us confidence for the future.

### Objective of the report

Sustainability is an investment in the future viability of our company, because we are only well positioned for future challenges with sustainably designed processes and structures. Climate change, political developments and stakeholders require decisive action and as a medium-sized company, we can react flexibly to changes and take necessary steps.

With this report, we want to show what goals we are pursuing, what we have achieved so far and where we face major challenges.

For us, sustainability means:

- The responsible use of resources in all areas
- To maintain and strengthen the partnership relationships with our customers, suppliers and employees
- To develop products with our customers that support them in their sustainability efforts
- That we are aware of our responsibility along the entire value chain

With this Sustainability Report, we want to provide both ourselves and our customers with a transparent and comparable overview of our sustainability activities. In addition, this report acts as a strategic tool that allows us to

systematically record and structure our initiatives and document their comprehensive impact in detail. The reporting year is 2024.

### General information

Reporting year: 2024, Reporting module: Basic module, individual report.

### Confidential information

We have not included confidential and sensitive information about total assets and revenue in this report. These figures are available elsewhere and are not material to the contents of this report.

### Corporate

- Legal form: A/S = Aktieselskab (Denmark)
- NACE code: 201200
- Number of employees (head/FTE): 23
- Production volume: 8,287 t
- Country of main activity and locations: Denmark, Sønderborg - main location

### Measures and future initiatives

In this section, we provide an overview of measures that have already been implemented, as well as initiatives planned or currently underway. Detailed information on the individual measures can be found elsewhere in this report.

#### Measures already implemented

- Photovoltaic system for emission reduction (150 kWp)
- Switch to district heating instead of gas and oil
- Green roof on our administration building and over 10% of the factory premises left to nature
- Switching from gas-powered to electric-powered forklifts (to a large extent)
- Effective dust extraction in production
- Long-standing, partnership-based relationships with business partners
- Annual training courses on occupational safety
- Fitness and relaxation rooms
- Cooperation with a chiropractor, employees pay only 50% of the treatment costs
- Development of products to produce emission-reduced concrete at our customers' sites



# Environment



## Environment

In this section, we present the key figures and initiatives from the "Environment" area. The basis for calculating greenhouse gas emissions can be found in the appendix.

### Environmental indicators

#### Consumption and greenhouse gas emissions

Current	Total	Own PV system	Bought
MWh	282	16	266
CO2e (t)		not relevant	32

	Consumption	CO2e (kg)	CO2e (t)
District heating (GJ)	1.064	8.512	8,5
Gas (MWh)	79	18.440	18
Oil (MWh)	12,6	3.525	3,5

This results in the following greenhouse gas emissions for indirect energy-related emissions: **62t**.

The emissions were calculated on the basis of the information provided by the various energy suppliers, see appendix.

#### Pollution of air, water and soil

No relevant emissions.

#### Biodiversity

- Number/area of sites in/near areas worthy of protection: -
- Total area: 40,146 m<sup>2</sup>
- Sealed area: 26,625 m<sup>2</sup>
- Near-natural areas: approx. 5,000 m<sup>2</sup>

#### Water

Water withdrawal: 5,358 m<sup>3</sup>

For 2024, we only have aggregated data on our water withdrawal. Starting in 2025, we plan to refine our reporting and provide more detailed information. We intend to break down water withdrawal by specific operating areas, including but

not limited to 'production', 'laboratory' and 'administration'. This differentiated mapping will allow us to paint a more accurate picture of our water consumption and develop more targeted measures for resource efficiency.

### Waste management and circular economy

#### Waste

Additional information on the individual types of waste can be found below.

Type of waste	Quantity in tons
Sludge from the container washing plant	685
Wood	35
Small combustible garbage/residual waste	19
Mixed hard plastic	1,7
Cardboard and paper	1

#### Sludge from our containers

Wherever possible, we rely on shipping our products in reusable IBC containers. This means that after our customers have emptied them, we pick up the used containers from them and clean them thoroughly in our modern, in-house washing facility and prepare the containers for the next use. In this way, we create a closed cycle that conserves resources, avoids waste and, together with our customers, makes an important contribution to greater sustainability in the concrete industry.

We currently collect the contaminated washing water (sludge) in containers and collect it carefully. This material is then transported to Funen for incineration, about 200 kilometers from our site in Sønderborg.

To further improve our environmental balance and conserve resources, we are working on implementing our own water treatment plant. With this innovative solution, we want to treat the wash water directly on site by separating the solids from the water. In the future, only the remaining solids will have to be disposed of, while the cleaned water can be discharged back into the regular sewer system.

With this measure, we not only reduce the transport volume and associated emissions but also make an important contribution to the sustainable use of water resources. The commissioning of the new plant is scheduled for 2026 at the latest.

### **Wood, mixed hard plastic, cardboard and paper**

These materials are professionally processed by our disposal partner and then fed into the recycling cycle as valuable raw materials. In this way, we ensure that these materials do not end up as waste but are reused in the form of new products – an active contribution to resource conservation and the circular economy.

### **Small combustible garbage/residual waste**

Small combustible waste represents our residual waste, which is currently not suitable for recycling.

For 2026, we have set ourselves the goal of further reducing our waste volumes. This means avoiding waste where possible and separating the remaining residues even more consistently and carefully. In this way, we want to make our contribution to the conservation of resources and to the further improvement of our environmental balance.



# Social affairs





## Social affairs

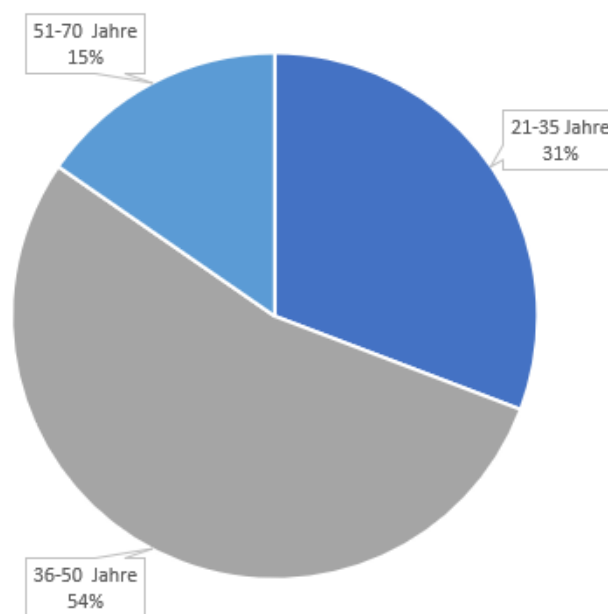
This section deals with the employees and working conditions at Omnicon.

### Employees

In 2024, Omnicon employed an average of 26 people with exclusively permanent employment contracts.

- Number of employees: 26
- Gender distribution: 27% female, 73% male

Distribution by age:



### Remuneration/Benefits

Omnicon attaches great importance to fair working conditions and remunerates its employees above the minimum wage applicable in Germany<sup>1</sup>. In addition, employees benefit from attractive additional benefits, such as a subsidy of 50% for chiropractic treatments. In addition, all employees have access to a modern fitness room and a relaxation room to promote health and well-being in the workplace.

At Omnicon, there is usually neither weekend nor shift work. All employees have a working time account on which up to 100 plus or minus hours can be collected. To support the compatibility of family, leisure time and career, we offer flexible

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<sup>1</sup> There is no statutory minimum wage in Denmark

working hours as well as – if the area of responsibility allows it – the option of working from home.

### **Further education**

On average, each employee takes part in further training measures for 9.5 hours per year. The opportunity to participate in further training is open to all employees and is agreed individually and organized independently by the employees.

### **Working environment, health and safety**

- Accidents at work in 2024: 1 accident at work, twisting of the ankle, there were no health consequences for the employee

At Omnicon, safety is our top priority. Every new employee receives a comprehensive safety briefing immediately after starting. The necessary first aid kits are always available in all work areas to ensure fast and effective care in an emergency. In addition, we provide not only workwear and personal protective equipment but also showers so that our employees can drive home from production without pigment dust and washing machines to conveniently clean soiled workwear on site.

Since 2024, there has been a personnel handbook for employees, which contains, among other things, regulations on the use of technical equipment, vacation, sick leave and travel. The handbook ensures uniform information for all employees and helps to avoid misunderstandings. It is available both digitally and in printed form and can therefore be viewed by everyone at any time.



# Corporate governance



## Management

In this section, we report on our principles in the field of corporate governance.

We are committed to transparency, integrity and fairness in all our business relationships. Our global Supplier Code of Conduct forms the basis for ethical action along the entire value chain. In doing so, we ensure that all employees, business partners and suppliers are aware of and comply with our standards for social and environmental responsibility. These include the protection of human rights, the protection of the environment and the clear rejection of corruption and discrimination.

We see our customers as partners with whom we maintain trusting business relationships. We attach great importance to an open and transparent exchange to jointly develop sustainable solutions and achieve long-term success. The satisfaction of our customers is at the heart of everything we do; that's why we react flexibly to individual requirements and offer comprehensive support – from consulting to implementation.

### **Corporate culture**

Trust, flexibility, clarity and reliability are the fundamental values that we live at Omnicon. Our team is made up of diverse personalities in which every opinion is valued and heard, as the best solutions are developed as a team. The flat hierarchy enables short decision-making processes and clear responsibilities, which forms the basis for our flexibility.

### **Work Environment Organization**

Omnicon has a working environment organization (Danish: Arbejdsmiljøorganisation = AMO), which consists of four members: two elected representatives of the workforce, the managing director and a senior executive appointed by him. The AMO aims to address existing challenges in the working environment and prevent potential problems at an early stage. Both physical and psychological factors are considered.



## Imprint

Release date: 12/09/2025

Responsible: Thorsten Biallas, Managing Director

If you have any questions or provide information, please contact the following person: Julia Heß, [jh@omnicon.com](mailto:jh@omnicon.com), Sustainability Manager

Contact: Omnicon A/S Stødagervej 66400 Sønderborg, Denmark

Photos: Omnicon A/S

Archive images Microsoft Office

## Appendix

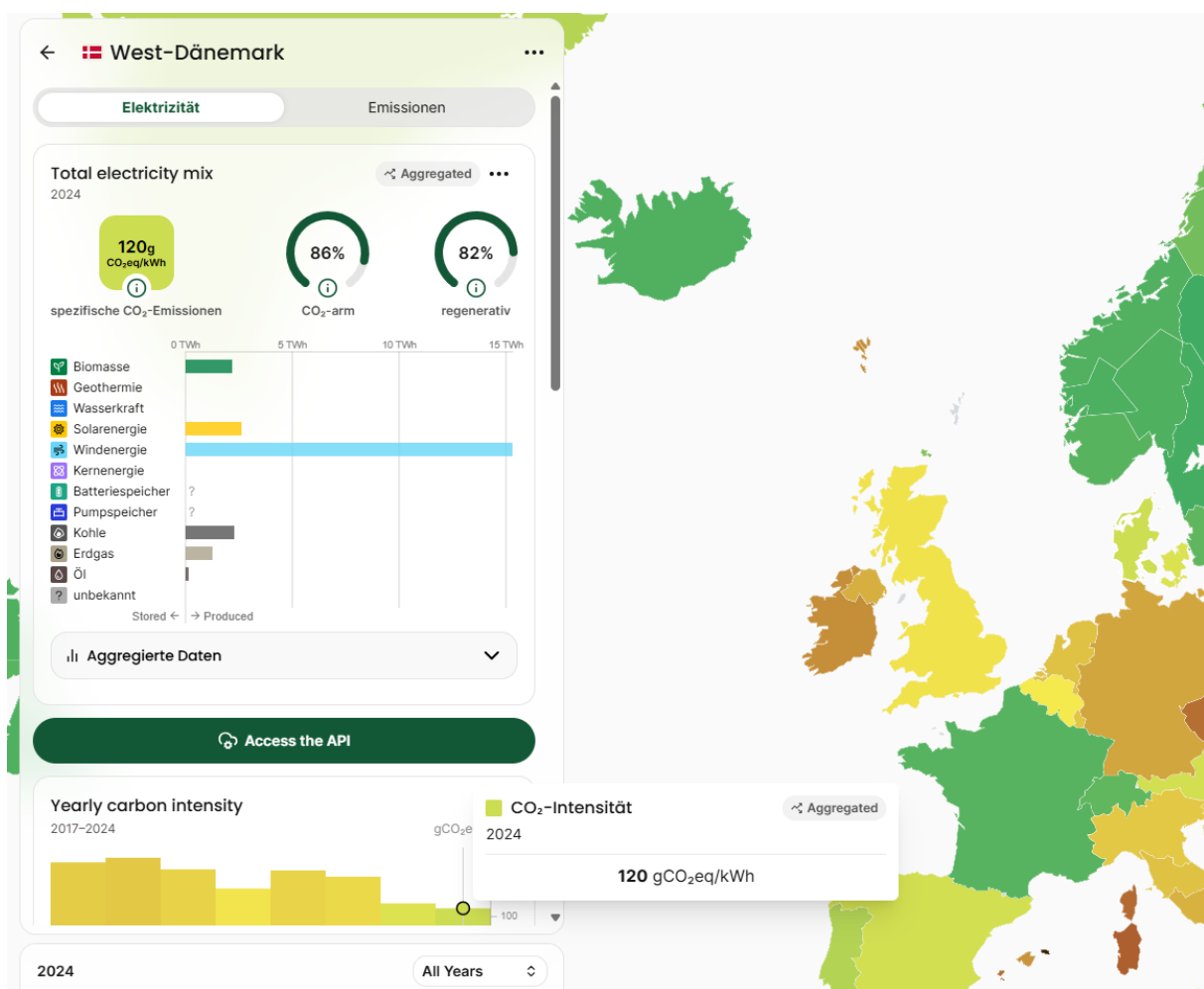
### Basis of calculation

#### Current

To calculate our emissions, we used CO<sub>2</sub> intensity based on the electricity mix in the Region of Southern Denmark (DK1) in 2024.

Source: <https://app.electricitymaps.com/zone/DK-DK1/all/yearly>

Screenshot, 10.09.2025, 11:25 a.m.



### District heating

To calculate our greenhouse gas emissions, we used the information from the annual statement (PDF) for 2024 with information on greenhouse gas emissions.

Screenshot:10.09.2025, 11:30 a.m.:

Miljødeklaration - levering til forbrug inklusive nettab		
Emmissioner til luft	Fjernvarme pr. GJ	Fjernvarme pr. kWh
CO2 (Kuldioxid - Drivhusgas)	21,84 kg/GJ	78,6 g/kWh

## Gas

To calculate our greenhouse gas emissions, we used the information on the homepage of our suppliers.

Source: <https://www.kosangas.dk/oliekonvertering-energiraadgivning/raad-vejledning/spoergsmaal-og-svar/faq/>

Screenshot, 09/10/2025, 11:36 a.m.:

## FAQ - SPØRGSMÅL OG SVAR OM LPG

> Er LPG, tankgas, flaskegas og F-gas det samme?

> Hvad består LPG af?

### Hvor meget CO<sub>2</sub> udleder LPG?

LPG's CO<sub>2</sub>-udledning er 234 g/kWh.

## Oil

To calculate our greenhouse gas emissions, we used the information on our suppliers' homepage that has been individualized for us (after log-in).

Screenshot, 08/21/2025, 03:55 PM

