ESG Report for FioniaVet ApS

2026

1. Introduction

This ESG report is FioniaVet's first consolidated statement on our work with environmental (E), social (S) and governance (G) responsibility.

As a veterinary equipment company with an international reach, we aim to combine:

1. High professional standards
2. Consistent supply to our customers
3. A clear, responsible approach to the environment, people and governance.

2026 marks the year in which we formally begin our ESG journey. For many years, we have made responsible choices in practice – particularly within products, packaging, cooperation and the working environment – but without bringing them together in one framework.

We are doing that now.

The report has three purposes:

1. To give customers, suppliers, employees and other stakeholders insight into how we work with ESG today
2. To describe our focus areas for the coming years
3. To lay the foundation for future data-driven reporting and systematic follow-up.

2. About FioniaVet

2.1 Profile as of 2026

FioniaVet, established in 2010, is a 100% Danish-owned company based in Odense.

We supply veterinary consumables to:

- international veterinary distributors
- Danish veterinarians, to whom we also sell directly.

Product distribution is handled from our external warehouse in Odense, from which we distribute products to 65 countries.

The company is owned and operated by Martin Eberhardt and Torben Bjerning.

2.2 Business model

FioniaVet was founded with the ambition of being competitive and providing our customers with responsive and professional service.

Our business model is built on a deliberate choice.

We focus on what we do best: veterinary expertise, product development, product range, quality focus, customer contact and support.

We outsource the functions in which we are not ourselves specialists, namely production, logistics, warehousing, delivery and bookkeeping.

This gives us a lean and agile organisation, enabling us to set high requirements for our business partners while using our own resources to create value for customers.

2.3 FioniaVet in Figures

11	65	4
Employees	Export Countries	Gazelle Awards 2020, 2021, 2022 and 2023

Owners

Martin Eberhardt & Torben Bjerning

Location

Odense

In 2020, 2021, 2022 and 2023, we won Børsen Gazelle Award for high growth in Denmark.

This reflects a robust and scalable business that we wish to continue developing – now with a stronger ESG focus.

3. Why Do Customers Choose FioniaVet?

Customers choose FioniaVet because we combine:

Veterinary Expertise

Our employees have many years of experience in the veterinary sector and work closely together to identify solutions that create value for both animals and customers.

High-Quality Products

We develop and select products that meet clinical requirements, safety and usability in practice.

High Level of Customer Service and Close Customer Relations

We listen to our customers and place emphasis on long-term, respectful relationships – with distributors, wholesalers and individual clinics alike.

Supply Reliability

We set high requirements for our suppliers and logistics partners and have a high level of supply reliability, ensuring stable and dependable supply.

Focus on Responsibility

We work systematically to minimise our environmental footprint and build a workplace where employees thrive. With veterinary-specific products at a sensible price point, we create a sustainable balance between expertise, quality and care.

OEM & Global Sourcing

We support customers with OEM, private label and global sourcing solutions. With many years of experience in veterinary consumables, product development and reliable manufacturers, we help create or source products that meet specific market and customer needs.

> "Even small steps can make a big difference, and together we can help protect the environment that our animals — and we — depend on." Britta Albert, Product Manager, FioniaVet

4. Our ESG Vision

The owners, Martin Eberhardt and Torben Bjerning, phrase it as follows:

> "We want to work more with ESG because it benefits our planet and future generations. We have decided to begin the journey here in 2026 because it makes sense – and also because we believe it can become good business."

Why ESG is Important to FioniaVet

1. For the Planet and Future Generations

- As a company that works with products for animals and veterinarians, we are closely connected to nature and the resources we use.
- Our ESG work is intended to contribute to: reducing our environmental footprint, supporting more responsible use of materials and packaging, and ensuring supply chains that operate properly and with a long-term perspective.

2. For Our Business

- ESG is also an important business tool in a time characterised by increasing requirements from authorities and customers, higher charges and cost drivers, and greater focus on documentation and transparency.
- By working systematically with ESG, we believe we can strengthen our competitiveness, be better prepared for future requirements, reduce risks and waste, and create a more robust and sustainable business.

3. For Employees and Business Partners

- Internally, ESG is about a good working environment, development opportunities, clear expectations and fair conditions.
- Externally, it is about being an attractive business partner, setting clear requirements for suppliers and being a company that can be trusted – both professionally and ethically.

5. ESG Framework and Focus Areas

5.1 Our Fundamental Approach

- We see ESG as a journey, not a checklist. We start with what we can realistically influence now and gradually build further with more data and more targets.

- We focus on the areas where we have real influence, such as product and packaging choices, logistics and cooperation with suppliers, working environment, wellbeing and competencies, governance, risk management and regulatory compliance.

- We emphasise continuous improvement rather than perfect solutions from day one.

5.2 Focus areas for the next 2–3 Years

Over the coming 2–3 years, we will work particularly with:

1. Smarter Packaging Solutions

Further development of packaging choices and design so that we reduce resource consumption and improve recyclability.

2. Optimised Logistics

Review of our logistics setup with a view to reducing waste and environmental impact as well as increasing efficiency.

3. Digital Employee Handbook

Preparation of a digital employee handbook that consolidates policies, working environment, wellbeing, ethics and practical guidelines.

4. Supplier Code of Conduct

Development and implementation of a clear supplier code of conduct so that our expectations regarding the environment, working conditions and ethics are clear.

5.2 Focus areas for the next 2–3 Years (continued)

Over the coming 2–3 years, we will work particularly with:

5. Risk Assessment of External Factors

Systematic risk assessment of factors that may affect our basis for existence, including: increasing regulatory requirements, higher charges, increased cost drivers and changing market conditions.

6. Cybersecurity

Preparation of documentation for our data storage.

7. Internal Control

Development of an integrated internal control system so that our organisation can ensure product traceability from goods receipt to any complaints.

These focus areas connect the following chapters (E, S and G) and show where we want to develop in the coming years.

6. E – Environmental Responsibility

6. Environmental Initiatives

6.1 Products with a More Responsible Profile

As part of our efforts to make considered and forward-looking choices, we have identified and brought together a selection of products that reflect improvements in:

- material selection
- packaging.

These products may, for example, be:

- designed for repeated use
- produced with greater consideration for the origin of the materials
- supplied with reduced or smarter packaging.

Although not all initiatives are visible to the end user, each of these products represents a concrete step towards:

- reducing dependence on short-term, resource-intensive solutions
- reducing waste
- offering practical alternatives that support efficiency and long-term value in veterinary practice.

6.2 Packaging

Our packaging is manufactured with consideration for the environment and with materials selected according to responsible supplier principles.

By this we mean that, in our choice of materials and business partners, we emphasise a conscious and ethical approach. We prioritise suppliers that take account of nature and the local community around them, and that work with respect for both people and the environment.

In short, our work with materials and packaging represents awareness of environmental considerations and responsibility, a focus on quality, and respect for people and nature. It is part of our ongoing efforts to act in a way that we ourselves can stand behind and that our customers can understand as an expression of care and responsibility.

We focus on business partners that demonstrate responsibility in their practices, for example by reducing waste, protecting resources and ensuring proper working conditions.

6.3 Transport and CO_2 Footprint (Blue Water Shipping A/S)

A significant part of FioniaVet's environmental impact lies in the transport of goods into and out of our warehouse. For this purpose, we cooperate with Blue Water Shipping A/S to have our transport-related CO_2 footprint calculated and documented.

The following key figures have been recorded for 2025.

Key Figures 2025

Number of deliveries from manufacturers and to customers = 640 units

tCO_2e WTW* = 48.3

Mode of transport: Sea freight, Air freight, Road transport

Intensity (grams per tonne km)**

- Sea freight: 6.3
- Air freight: 671.4
- Truck transport: 72.8
- Vans: 278.7

* tCO_2e means tonnes of CO_2 equivalents and is used to measure and compare different greenhouse gases. WTW (Well-to-Wheel) includes the entire life cycle of transport-related CO_2 emissions – from raw material extraction to the transport itself.
** Intensity (grams per tonne km) indicates how many grams of CO_2e are emitted per tonne of goods per kilometre. It is a key figure we can use to compare different modes of transport and monitor development over time.

Blue Water Shipping A/S

By having these figures supplied and updated by Blue Water Shipping A/S, we gain:

- a better understanding of our transport-related climate footprint
- the ability to compare modes of transport (e.g. air vs. sea)
- a concrete basis for later setting reduction targets and optimising our logistics.

In the longer term, our ambition is to use these data actively to:

- select more climate-friendly modes of transport where practically possible
- plan deliveries so that unnecessary transport and partial deliveries are reduced
- document the development of our transport-related CO_2 footprint from year to year.

6.4 Waste Management and Resource Consumption

FioniaVet has office and meeting facilities in a shared office environment. Here, the property owner is responsible for:

- waste management
- sorting schemes
- collection and transport to correct waste treatment.

We follow the applicable sorting and environmental requirements in the shared office environment and focus on:

Correct Sorting

Correct sorting in daily operations

Reducing Waste

Reducing unnecessary paper, plastic and residual waste

Digital Solutions

Using digital solutions, where possible, to reduce resource consumption

In the longer term, we want to obtain a better data basis for our total resource consumption (including packaging, transport and energy) so that we can set concrete reduction targets.

7. S – Social Responsibility

7.1 Employees, Working Environment and Wellbeing

We see a stable and well-functioning workforce as the key to long-term success. We therefore work actively with:

Recruitment and Retention

- We place emphasis on recruiting employees with both professional competencies and the right mindset.
- We work with onboarding and ongoing dialogue so that new employees become well integrated into everyday operations.
- We conduct annual wellbeing conversations to collect feedback on job satisfaction, workload and cooperation.
- These initiatives contribute to higher employee satisfaction, lower turnover and a better working environment.

Physical Working Environment

- We focus on ensuring that work can be performed in an ergonomically responsible manner: ergonomic aids are made available, working positions and tasks are varied on an ongoing basis, and demanding routines are distributed and optimised where possible.
- In addition, we provide relevant welfare facilities: lunch arrangement, dining room, and changing facilities and shower as needed.

7.1 Employees, Working Environment and Wellbeing (continued)

Psychological Working Environment

- We want a safe and respectful working environment where family life and working life must be compatible, workload and time pressure are continuously aligned with the immediate manager, and there is room to raise professional and personal challenges through dialogue.
- We do not tolerate bullying, harassment or degrading behaviour.
- Our values are based, among other things, on recognition, praise and support for everyone in the company.
- We are attentive to employees' individual needs, for example if there is concern about working alone, challenges in cooperation or problems with the tone of communication.

7.2 Qualifications, Education and Further Training

Our employees are our most important resource.

We place emphasis on employees having the necessary professional qualifications. When specific needs arise, employees participate in relevant further training and upskilling – for example within product knowledge, regulations, quality or IT.

This contributes to:

- high professional standards
- better customer service
- increased job satisfaction and motivation.

Chapter 7.3 Voluntary Initiatives and Donations

We take our social responsibility seriously and work to make a positive difference for both people and animals.

- To reduce waste while supporting animal welfare, we ensure that usable products are not discarded.
- Instead, we donate goods that can no longer be sold – for example products that have passed their best-before date, goods with damaged packaging or other products that are still fully functional and safe to use – to animal welfare organisations such as Dyrenes Beskyttelse, Kattens Værn and the University of Copenhagen's Veterinary School Science Lab, as well as similar actors working to improve animal welfare.
- In addition, we support a dedicated volunteer who travels to Egypt to help working horses and donkeys around the pyramids and provide care and veterinary support to animals living under challenging conditions.
- She also contributes important knowledge about how our products and donations are translated into practical help in the clinic.

Support for Animal Welfare in Egypt

"FioniaVet's support has been and continues to be incredibly important for my voluntary work in Egypt.

As a veterinary company, their donations and support have enabled me to bring essential medical and veterinary equipment to the clinic in Egypt – equipment that many horses and donkeys would otherwise be without.

Their commitment reflects a strong sense of social responsibility and a genuine dedication to improving animal welfare, even beyond their own borders.

Their contribution makes a real difference, both for the animals and for the local team that works tirelessly every day to improve their lives.

On a personal level, FioniaVet's support has meant a great deal to me. Their encouragement and belief in my work have given me the confidence and motivation to keep the project running, even through the most challenging times."

Julie Cordua

In addition to the veterinary donations, we also provide financial support to Mødrehjælpen* and contribute to the wellbeing of vulnerable families.

"I would like to express a great and sincere thank you for your valuable support. Your support means more than words can describe. When companies like yours choose to stand with us and support our work, it makes a real difference. Your commitment helps ensure that we can help the families who need it most and, at the same time, reach even more people in vulnerable situations."
Ninna Thomsen, Director of Mødrehjælpen

We also support the education of future veterinary students in order to promote knowledge, compassion and innovation within our field.

Through these initiatives, we combine responsibility with empathy and give something back to both society and the veterinary profession that forms the foundation of our business.

* Mødrehjælpen is a social-humanitarian organisation who offers support and counselling to pregnant women as well as families in vulnerable positions.

8. G – Good Corporate governance

Governance Responsibility

Governance responsibility – governance – is a central part of the way FioniaVet conducts business. We see governance as a tool for creating:

- Robustness
- Transparency
- Trust
- Long-term Competitiveness

8.1 Governance as a Strategic Tool

Rules and regulations are constantly developing, and requirements for documentation and internal control are becoming stricter. When we work with governance in a structured way, we are better equipped to:

- handle regulatory changes
- minimise risks
- maintain and strengthen our commercial credibility.

Governance is therefore not only an internal matter. Customers, business partners and other stakeholders increasingly require documented responsibility, risk management and transparency. We see governance as:

- a way to strengthen the company's competitiveness
- a route to building long-term resilience
- a platform for positioning FioniaVet strongly in the market

8.2 Compliance with Legislation and Standards

We operate in full compliance with:

Working Environment Legislation

Which ensures both physical and psychological wellbeing

Supplier Requirements

Applicable supplier requirements and the industry's recognised standards

Relevant Legislation

Other relevant legislation for our activities

8.3 Organisation, Policies and Employee Handbook

Clear Allocation of Responsibilities

We have mapped the central tasks in the company and appointed responsible persons. This means that:

- each employee knows who makes which decisions
- tasks and roles have been clarified
- the risk of important tasks "falling between two stools" is reduced

Employee Handbook and Policies

We maintain a professional and safe working culture through clear policies, including:

- Smoking:
- no employees may smoke at our company address, at customers' premises or in company cars.

We take responsibility for ensuring that all employees are familiar with and comply with these rules. A digital employee handbook is an upcoming focus area so that all guidelines, procedures and policies are gathered in one place and are easily accessible.

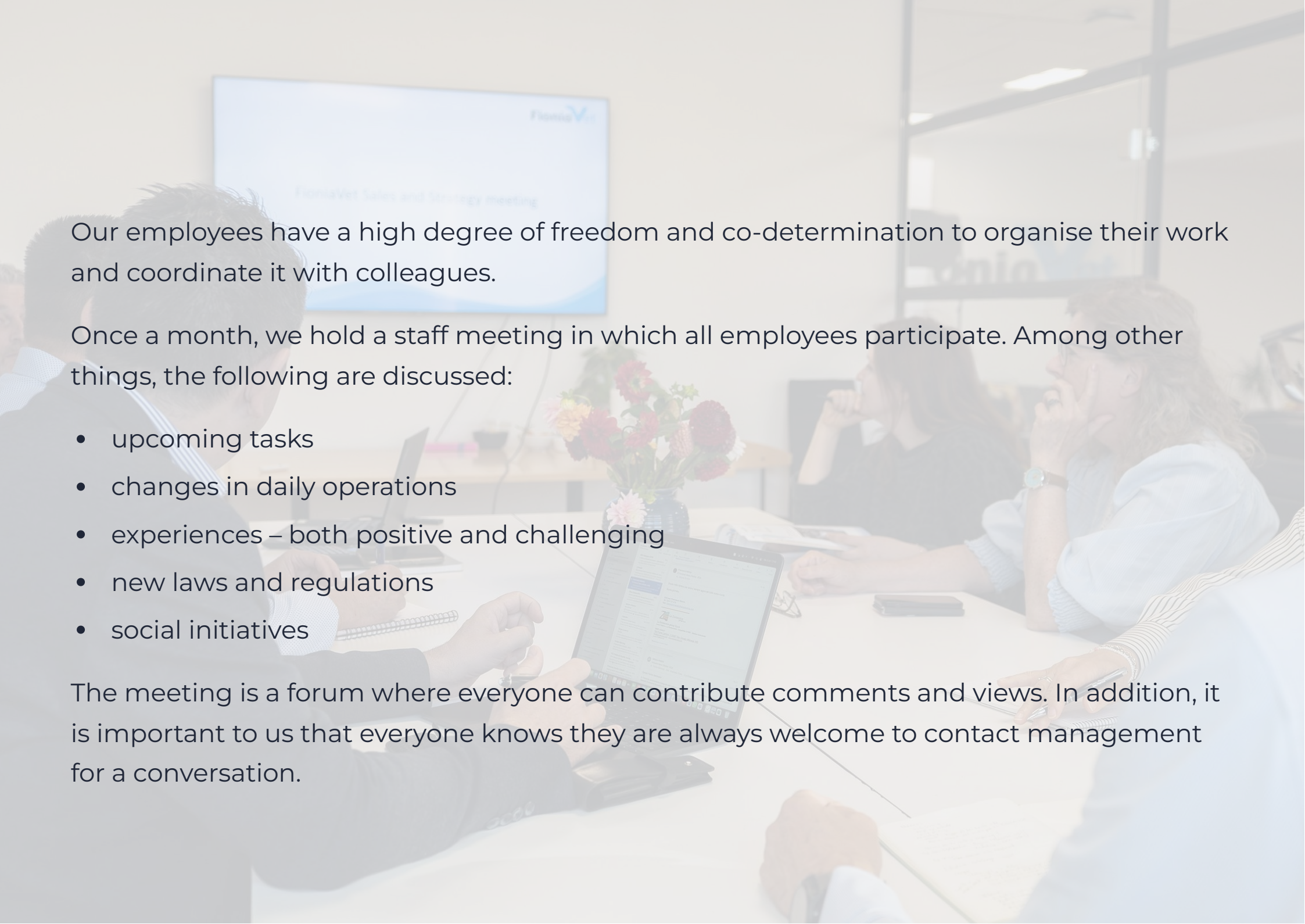
8.4 Communication and Work Culture

We have an informal, yet clear and structured communication:

- Management allocates tasks and coordinates work through both verbal and written communication.
- Verbal dialogue supports daily coordination and quick clarification, while written communication ensures clarity, documentation and a shared understanding of responsibilities, deadlines and expectations.
- This contributes to efficient task allocation and more structured follow-up.

- All employees have a company mobile phone, which is used for ongoing internal communication and quick coordination in daily work.
- The company mobile phone contributes to efficient internal information sharing and supports flexible and effective dialogue between management and employees.
- This makes it possible to share information quickly, clarify questions and follow up on ongoing tasks.

- Relevant ESG information and internal announcements are communicated to employees by e-mail.
- Communication is generally in English so that the information is accessible to all employees, regardless of whether they work from the office, are travelling or are employed abroad.
- This form of communication ensures that all relevant employees receive the same information in a timely manner and in a shared language.



Our employees have a high degree of freedom and co-determination to organise their work and coordinate it with colleagues.

Once a month, we hold a staff meeting in which all employees participate. Among other things, the following are discussed:

- upcoming tasks
- changes in daily operations
- experiences – both positive and challenging
- new laws and regulations
- social initiatives

The meeting is a forum where everyone can contribute comments and views. In addition, it is important to us that everyone knows they are always welcome to contact management for a conversation.

8.5 Regulatory Review, Key Figures and Risk Management

Systematic Regulatory Review

Through fixed, semi-annual checks, we ensure that we are up to date on applicable legislation and industry requirements and can document that our work is carried out in compliance with the rules. ESG-Kapital ApS contributes professional support and overview in this area.

Rapid Correction and Learning

If errors or deficiencies occur, we act quickly with: an action plan, concrete correction, documentation of cause and learning. This approach reduces the risk of recurrence and strengthens our processes over time.

Reporting and Key Figures

We record relevant key figures on quality, safety, environment and resource consumption (as the data basis is strengthened). Where relevant, we share these key figures with customers, authorities and other stakeholders. This creates transparency and forms the basis for continuous improvements.

Proactive Risk Management

We continuously work to identify and assess potential risks within projects, operations, the market and regulation. For each material risk, probability, consequence and possible preventive measures are assessed. The objective is to ensure a stable and robust company that can deliver safely and reliably – also when unforeseen challenges arise.

8.6 Zero Tolerance of Corruption and Bribery

As an international company trading in 65 countries, FioniaVet has a particular responsibility to ensure that our business is conducted in a way that is free from corruption, money laundering, child labour and other breaches of human rights and sound business practice.

This means that:

- We have zero tolerance of corruption, bribery and unethical influence – both in Denmark and abroad.
- FioniaVet neither offers, gives, requests nor receives bribes in any form (money, gifts, travel, services, hidden discounts, etc.).
- Gifts and hospitality must always be moderate, commercially justified and in compliance with applicable legislation and industry standards.
- All decisions regarding procurement, supplier selection and cooperation are made on an objective basis – not on personal relationships or private interests.
- Any conflicts of interest must be openly declared to management so that they can be handled transparently and responsibly.

8.7 Prevention of Money Laundering and Financing of Crime

- FioniaVet will not contribute to money laundering or the financing of crime, including terrorist financing.
- We only trade with customers, distributors and suppliers that we assess as legitimate and reputable.
- We are attentive to unusual payment patterns, opaque corporate structures and transactions that do not correspond to the commercial reality.
- We follow applicable Danish and European legislation in this area and adapt our practices if the rules or risk profile changes.
- In the event of suspected money laundering or other financial crime, we will stop the cooperation and, where relevant, notify the relevant authorities.

8.8 Human Rights, Child Labour and Working Conditions

Although we do not manufacture goods ourselves, we have a responsibility for the conditions under which our products are produced.

We do not accept:

Child labour	Forced labour	Breaches of human rights	Dangerous or irresponsible working conditions

In our upcoming Supplier Code of Conduct, we will require suppliers to:

- comply with the ILO's fundamental conventions on workers' rights
- comply with national and international legislation on working hours, wages, working environment and freedom of association
- actively prevent child labour and forced labour
- cooperate with us if improvements are required.

In the event of serious or repeated breaches, we reserve the right to terminate the cooperation.

8.9 Due Diligence in a Global Context

Trade across 65 countries requires attention to country- and region-specific risks, including: level of corruption, weak legal system, insufficient enforcement of working environment and human rights legislation, and international sanctions and trade restrictions. As part of our ongoing governance work, we will: strengthen our risk assessment of countries, suppliers and business partners; avoid trading with parties and regions subject to international sanctions; and prioritise cooperation with suppliers that can document compliance with relevant standards (e.g. certifications, third-party audits or similar).

Anchoring and Continuous Improvement

Anti-corruption, anti-money laundering and respect for human rights are not one project, but an integrated part of our governance. In the coming years, we will:

- incorporate the requirements into our Code of Conduct, contracts and cooperation agreements
- inform relevant employees about how they should act in cases of doubt or suspicion
- continuously assess whether our procedures are sufficient in relation to the markets in which we operate

The objective is that FioniaVet can at all times stand behind how we conduct business – not only what we sell.

9. Next Steps

The next steps will be:

01

Targeted Focus Areas

To work in a targeted way with the four identified focus areas

02

Strengthen Data Basis

To strengthen our data basis – particularly on packaging, logistics and environmental impact

03

Supplier Code of Conduct

To finalise and implement the Supplier Code of Conduct

04

Digital Employee Handbook

To develop a digital employee handbook that consolidates policies and guidelines

05

Integrate ESG

To continue integrating ESG into both strategic decisions and daily operations

10. Thank You for Your Interest in Our ESG Report

This first ESG report for FioniaVet brings together our current initiatives and our ambitions for the coming years.

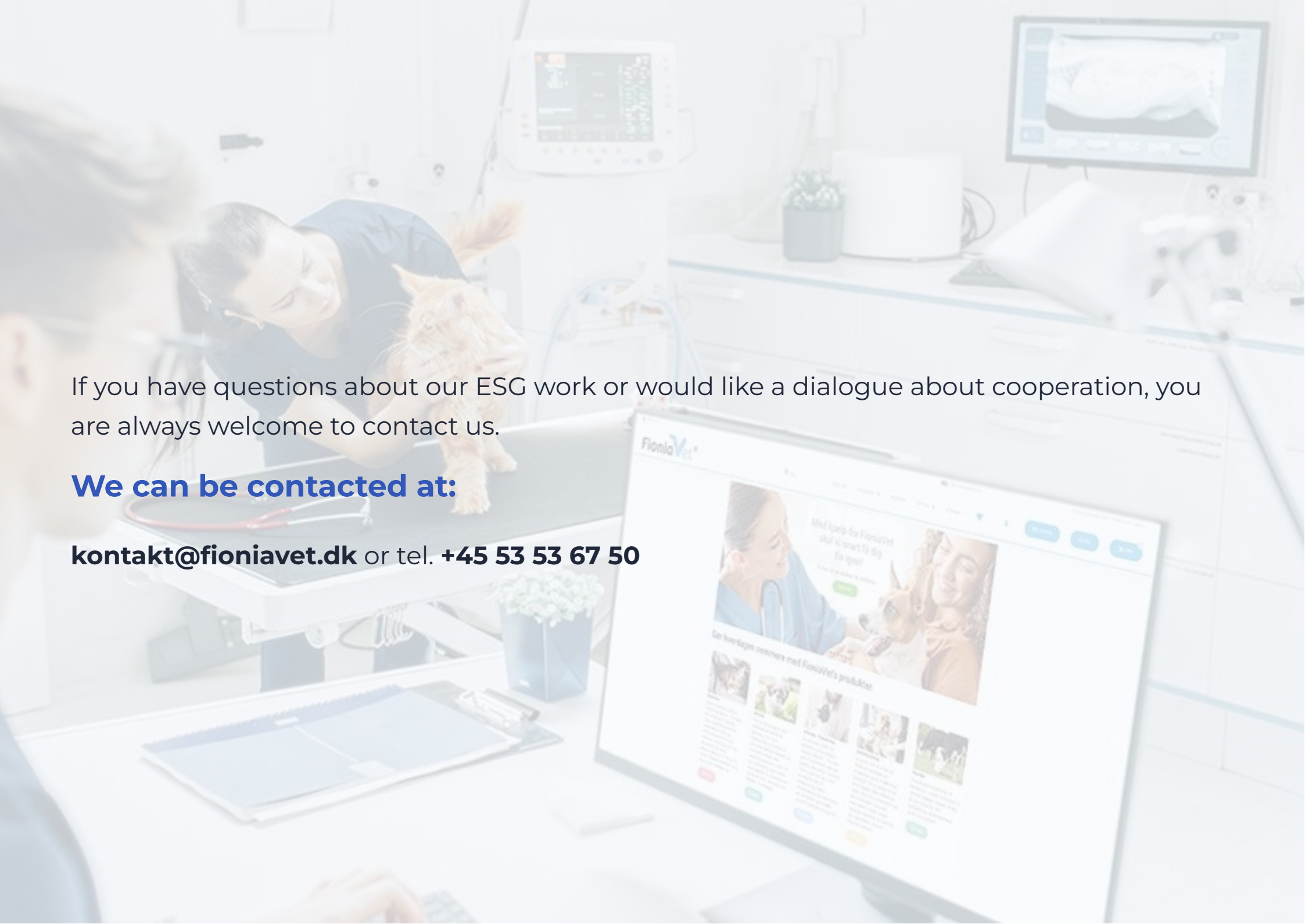
We Are Proud

Proud of the foundation we have already laid across our business, products, relationships and working environment.

We Are Aware that we are only at the beginning of a more systematic ESG journey.

We See ESG as an Opportunity to:

- create value for our customers and business partners
- be an attractive workplace for our employees
- contribute positively to the world on which we all depend



If you have questions about our ESG work or would like a dialogue about cooperation, you are always welcome to contact us.

We can be contacted at:

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