

Sustainability.

ESG report.



Elmoprint ApS Maskinfabrik

Introduction	5
<i>History.</i>	5
<i>The organization.....</i>	5
<i>Green transition.....</i>	6
Actions and results.....	6
<i>Key principles.....</i>	6
<i>Reporting.....</i>	7
Cradle to gate.....	7
Basis for preparation (B1).	8
<i>Omissions.</i>	9
<i>Ecolabel.</i>	9
Efforts, policies and initiatives (B2).	10
<i>The Climate Compass.</i>	10
Challenges with the Climate Compass.....	10
Electricity declaration.	10
Environmental declaration.	10
Transportation.	10
Energy consumption (B3).	11
<i>Energy.....</i>	11
<i>CO₂ emissions.</i>	12
Data from the Climate Compass.	12
Emission per scope.	13
Most significant emissions for scope 3.	13
Scope 3	13
CO ₂ e-intensity.....	13
Turnover index.	14
Notes on emissions.	14
Pollution of air, water and soil (B4).	15
<i>Pollution of air, water and soil.</i>	15
Biodiversity (B5).....	15
<i>Biodiversity.</i>	15
Area consumption.....	15
Water (B6).	15
<i>Water.....</i>	15
Resource consumption, circular economy and waste management (B7).	16
<i>Principles from circular economy.</i>	16

Production materials.....	16
Waste.....	17
Essential materials.....	18
Own workforce (B8).....	19
<i>General characteristics.....</i>	<i>19</i>
Well-being.....	19
Seniority.....	19
Sick leave.....	20
Employment conditions.....	20
Sex.....	20
Country of employment.....	20
Supplementary information about the workforce.....	20
Health and safety (B9).....	21
Occupational accidents.....	21
Work-related deaths.....	21
Salary, collective agreement and training (B10).....	22
Minimum wage.....	22
Salary difference.....	22
Collective agreement.....	22
Training hours.....	22
Working environment.....	23
Workplace assessment.....	23
Social responsibility.....	23
Corruption and bribery (B11).....	24
Business model and sustainability-related initiatives (C1).....	24
<i>Products and services.....</i>	<i>24</i>
Most important markets.....	24
Primary business relationships.....	25
Customers.....	25
Suppliers.....	25
Strategy in relation to sustainability.....	25
CO₂ reduction target (C3).....	26
Human Rights - Policies and Processes (C6).....	27
<i>Code of Conduct.....</i>	<i>27</i>
Serious adverse human rights - Incidents (C7).....	27
Revenue from selected sectors (C8).....	27
<i>Exclusion from EU reference benchmarks.....</i>	<i>27</i>

Governance.....	28
Donations.....	28
Policies.....	28

Introduction.

History.

In 1968 our founder developed a fast, compact and reliable hot stamping machine - It was operated manually.

Over time, our hot stamping machines became automatic and the machines became known as quality products - both at home and abroad. When Jens Storm-Nielsen took over the company in 1986, the target was to expand the business with other machines for marking, printing and labelling.

We patented our cross-web labelling, we developed a technique for handling resealing, we moved to larger and newer premises, - and last but not least, we remained curious, creative and inventive.

In 2016, Tim Storm acquired the company and we continue to develop fast, accurate and reliable machines. The primary focus remains on coding and labelling equipment, but we also develop machines that meet other needs.

We take pride in maintaining our traditional values, craftsmanship and service level - while also following developments and being leaders in the latest technologies.

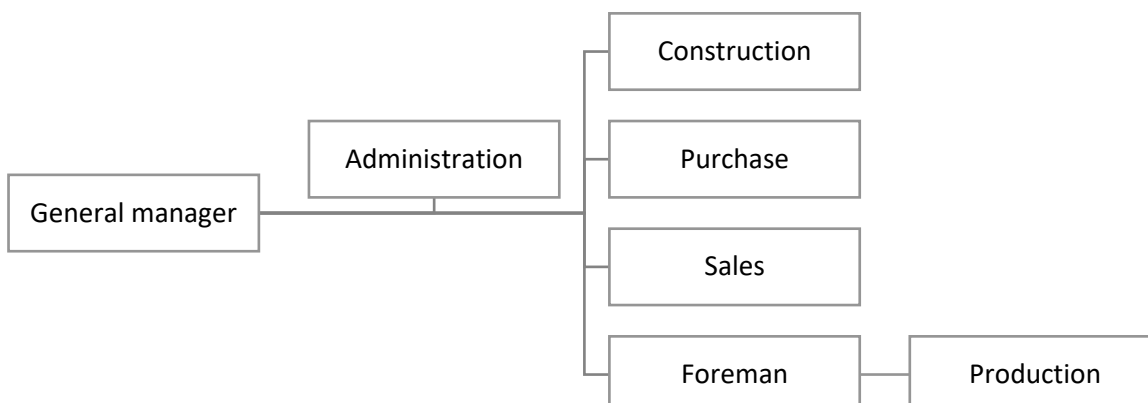


Our employees are committed, loyal and professionally skilled - and although everyone has their own areas of responsibility, we help each other achieve the best results. The passion for our company, our customers and our profession reach beyond the tips of each employee's toes.

The average seniority is very high, and together we have worked here for more than 370 years.

The organization.

Our organization is flat, so the diagram really just shows our functions/departmental structure.



Green transition.

We want to run a business where we are aware of the footprint we leave on the planet - and in our work to become more sustainable, we hope to make a difference.

Actions and results.

We have a strong focus on more energy-efficient operation and better utilization of materials.

Below are the most important initiatives in recent years.

Environment	Social and community	Management
<ul style="list-style-type: none"> • Green electricity • LED lighting • Waste management • Discontinued oil boiler • Discontinued gas boiler • Climate accounting • Avoid chemicals in beds and lawns • Achieved target of 100% reduction of scope 2 	<ul style="list-style-type: none"> • Different types of employment, e.g. wage subsidy/shelter job • Donations to local associations and charities 	<ul style="list-style-type: none"> • Privacy policy, CSR policy and quality policy • Staff handbook • Occupational health and safety organization • Working towards ISO9001 certification

Key principles.

We support the UN's Sustainable Development Goals and the Paris Agreement's ambition of a maximum increase of 1.5°C in relation to global warming.

We are working to improve our production and products to reduce emissions and we focus on responsible operation.

We focus on having a good working environment, high employee satisfaction and great inclusiveness, and we have a clear goal of reducing our footprint on the environment.

We also prioritize having close relationships with our partners and suppliers, because it means we know our value chain and can intervene if we experience that something does not align with our values.

EP

Reporting.

Our first CO₂ accounting year was 2020 (our financial year 2020/2021). As data is difficult to access, this climate accounting only covers scope 1 and scope 2.

Starting with our financial year 2021/2022, the climate accounts include all 3 scopes.

We have prepared our first sustainability report in 2025.

The ESG report has not been audited by a third party - because as we are not subject to reporting requirements, this report has been prepared voluntarily because we assess that:

- This will increase and maintain our focus on being sustainable.
- This will increase our competitive position.

The report provides an overview of our company as a whole, our goals and progress.

We have participated in "Climate-Ready Production Company" under the Confederation of Danish Industry to prepare ourselves to work purposefully on reporting in the best and most accurate way possible.

EP

Cradle to gate.

We have chosen to calculate our climate accounts according to the following operational framework: Cradle to gate.


This is due, among other things, to the fact that we are not yet able to receive sufficient information from our shipping company and customers.

Basis for preparation (B1).

24a This voluntary report has been prepared based on the Danish Business Authority's ESG template for small and medium-sized enterprises, where we have used the basic module as well as relevant topics and statements from the extended module.

Below is a very small excerpt from the board's PowerPoint template:

Grundlag for udarbejdelse (B1)



Oplysningspunktet **skal** udfyldes i Basismodulet.

Basismodulet, eller Basismodulet + Udvidet Modul (pkt. 24a)	
Opgørelsen er baseret på Basismodulet i den frivillige SMV-standard	[JA/NEJ]
Opgørelsen er baseret på Basismodulet og Udvidet Modul i den frivillige SMV-standard	[JA/NEJ]

We want our report to appear in Elmoprint layout, and for it to be prepared in a tool that is easy to edit - and without compromising the content of the template.

Therefore, we have chosen the following:

The main points of the template, e.g. *Basis for preparation (B1)*, have become headings with red lines underneath in our report.

In the left margin of our report, the template's sub-items will appear, for example *Basic Module*, or *Basic Module + Extended Module (item 24a)*.

Supplementary passages that we have chosen to add to the template because we believe they add value to our report are marked with EP in the left margin.

24c The report has been prepared on an individual basis and thus includes Elmoprint ApS Maskinfabrik, CVR number 14445676.

EP Fiscal year: July 1 – June 30.

24d Elmoprint does not have subsidiaries.

24th Company type: ApS
 Industry code: 282900 Manufacture of other general purpose machinery n.e.c.
 Secondary industries : 466400 Wholesale of other machinery and equipment
 Purpose: The company's purpose is to engage in manufacturing, trade and investment.

Our production area and number of employees (regardless of number of hours) can be used as a basis for assessing our climate efforts.

Description	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Production area	1,243 m ²	1,243 m ²	1,243 m ²	1,243 m ²	1,243 m ²
Number of full-time employees	18	18	17	17	16

24th Address for administration, production and warehouse: Tåstruphøj 56, 4300 Holbæk, Denmark
 Geolocation: 55°41'57"N 11°43'31"E

The premises are owned by the property company Tåstruphøj 56 ApS.

24b

Omissions.

Due to confidentiality and sensitive business information, the following information items have been omitted:

- Information regarding revenue, profit and balance sheet totals.

25

Ecolabel.

We are working towards being certified by EcoVadis, a leading independent sustainability assessment organization.

With a certification from EcoVadis comes a seal of approval that we take sustainability work seriously by creating improvements in our supply chains and generally complying with global sustainability standards.

Efforts, policies and initiatives (B2).

EP

The Climate Compass.

We have used Klimakompasset.dk (Climate Compass) from the Danish Business Authority to calculate our CO₂ emissions.

The Climate Compass allows you to enter quantities for various goods, services and products, and the emission is calculated based on collected factors in the respective categories.

The Climate Compass updates its emission factors regularly, and we also update our data to reflect the current calculation methods.

EP

Challenges with the Climate Compass.

Emission factors are only available for previous reporting years (not the year you are calculating).

Each data must be entered manually into the compass, as data cannot be imported via, for example, a CSV file.

The Climate Compass uses standard/average emission factors, for example for steel, and this can give an undifferentiated calculation.

A large part of the goods we purchase must be calculated manually, as there are no one to one emission factors, for example on ink ribbons or engines and gearboxes.



It is still very difficult to find exact emission factors for the products and goods we purchase for our production, so our carbon footprint can only be calculated approximately. However, we have ensured that all carbon accounts are calculated based on exactly the same method.

EP

Electricity declaration.

The electricity declaration shows emissions based on the company's energy purchases and supports green investments. We use the electricity declaration in our climate accounting.

EP

Environmental declaration.

The environmental declaration shows the actual emissions from local electricity production and provides a general picture of the physical emissions in the area.

EP

Transportation.

Since we do not pay for shipping with our primary suppliers, it is not possible to report on this.

Energy consumption (B3).

Energy.

An important part of our environmental responsibility is that we prepare an overview of our consumption.

We have initiated to map energy consumption with a view to optimization. In addition, we have increased our consumption of renewable energy by purchasing certified green electricity.

We have also investigated the feasibility of installing solar cells on the roof of our production building.

We are currently considering the possibilities and economics, because it requires the roof to be renovated at the same time. This means a considerable cost that we need to consider.



Fiscal year	Sustainable energy	Conventional energy	Total energy consumption
Electricity (2020-2021)		53,134 kWh	53,134 kWh
Electricity (2021-2022)		48,604 kWh	48,604 kWh
Electricity (2022-2023)		54,463 kWh	54,463 kWh
Electricity (2023-2024)	17,574 kWh	43,544 kWh	61,118 kWh
Electricity (2024-2025)	70,334 kWh		* 70,334 kWh

* Our kWh consumption has increased as electricity is now our only heating source

CO₂ emissions.

Data from the Climate Compass.

We are aware that it is - still - very difficult to obtain data from our suppliers of, for example, electronics, machine components, printers, ink ribbons and ink cartridges.

This means that our calculations are based on Idemat emission factors, average figures, our balance sheet, assumptions, internet searches and material categories that best describe the materials.

We have included approximately 95% of our purchases in the calculations.

Greenhouse gas emissions in tons of CO₂e:

Main category	Description/Examples	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Electricity	Current	8.35	23.58	28.10	25.71	0.00
Heat and process energy	Heating oil, natural gas	21.51	10.05	5.45	4.81	0.00
Total energy and processes		29.86	33.63	33.55	30.52	0.00
Materials	Rubber, printing foil, wood, aluminum, brass, steel, ink, chemicals, cardboard		440.74	426.61	389.09	474.21
Products and services	Computers, machine components, beverages, plastic cores, water consumption		17.09	21.09	16.79	19.97
Secondary purchases	Consulting, catering, plastic, building maintenance, exhibitions, insurance, hotel, telephony, IT, rent, cleaning, car maintenance, anodizing, workwear, office supplies, tools/machinery		67.71	70.02	78.97	373.22
Total purchases		-	525.54	517.72	484.85	867.40
Own and leased means of transport	Fuel/company cars	18.90	25.10	26.58	24.66	23.69
Employee transportation	Commuting, business trips		32.38	25.46	25.33	22.74
Goods transport to company	Ship, vans		64.75	61.38	64.28	68.69
Total transportation		18.90	122.23	113.42	114.27	115.12
Waste	Metal, renovation, wastewater		1.22	1.13	1.10	1.04
Total waste and recycling			1.22	1.13	1.10	1.04
Total		48.76	682.62	665.82	630.74	983.56

Emission per scope.

Greenhouse gas emissions in tons of CO₂e:

Fiscal year	Ton CO ₂ e			
	Scope 1	Scope 2	Scope 3	Total
2020-2021	32,77	5,95		38,72
2021-2022	28,43	20,00	634,19	682,62
2022-2023	25,85	23,53	616,43	665,82
2023-2024	23,80	21,76	585,18	630,74
2024-2025	18,93	0,00	964,62	983,56

Most significant emissions for scope 3.

The Climate Compass provides an overview of the 20 largest sources of scope 3 emissions in tons of CO₂e.

Fiscal year	2021-2022	2022-2023	2023-2024	2024-2025
Scope 3				
Consumables for resale, electronics/ machine components, finishing	377.91	360.17	342.18	378.90
Aluminum, steel	78.81	87.49	60.32	114.73
Tools, machines	5.41	7.27	6.08	305.46
Construction/ maintenance	4.13	Not in the top 20	19.15	Not in the top 20
IT	4.53	4.06	Not in the top 20	11.74
Transportation: Goods, personnel	84.84	43.63	73.36	42.46
Exhibition	8.94	6.66	5.31	6.08
Rent	11.07	12.66	12.25	12.25

CO₂e-intensity.

We do not calculate our total CO₂ emissions in tons in relation to revenue, as our accounting figures are confidential.

EP

Turnover index.

To put the climate impact in relation to a measurable parameter – and without revealing our confidential business information – we have chosen to use the revenue in the 2020-2021 financial year as our year 0.

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Turnover index	100.0	99.8	98.8	97.1	114.6

EP

Notes on emissions.

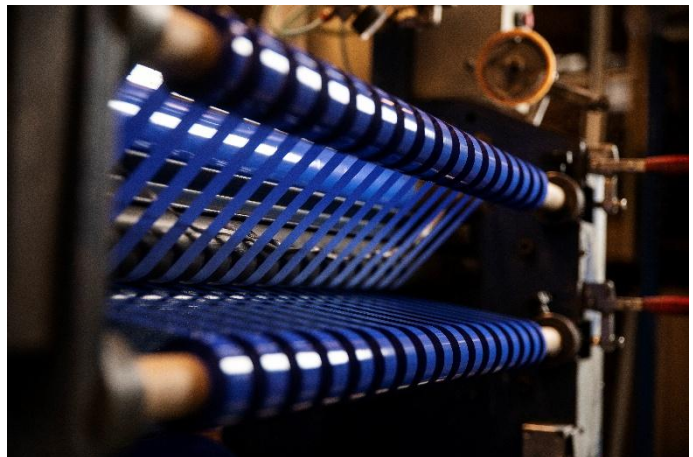
It is worth noting that although our revenue has been stable in the first financial years, we have managed to reduce our climate impact.

In recent years, we have made some huge investments to become more climate-friendly, but also to optimize our production and administration.

Among other things, we have invested in 2 new CNC centers for the production of machine parts, we have purchased heat pumps, created flower beds, purchased noise insulation for the workshop, LED lamps for the entire company, implemented new IT systems and used external consulting to a very high degree.

The purchase of the 2 CNC centers in 2025 alone represents 260 tons of CO₂e.

- And with an increase in revenue of approximately 15 percentage points, there will be increased purchases of, for example, electrical components, aluminum and steel.



32

Pollution of air, water and soil (B4).

Pollution of air, water and soil.

We are not subject to legal requirements from the authorities.

Biodiversity (B5).

33

Biodiversity.

We have voluntarily planted beds with wild flowers.

We are not subject to legal requirements from the authorities and we are not located in a biodiversity-sensitive area.

34

Area consumption.

Approximate area distribution	
Total area	4,434 m ²
Building and roofing	35%
Parking and terrace	20%
Grass, hedges and shrubs	25%
Wild flower meadow	20%

Water (B6).

35/36

Water.

Description	2021-2022	2022-2023	2023-2024	2024-2025
Water consumption is identical to wastewater	133.62	123.88	120.74	113.85

Resource consumption, circular economy and waste management (B7).

37

Principles from circular economy.

37

Production materials.

In connection with a short collaboration with the employers' organization Dansk Industri, the consulting company Rambøll and the consulting company Transition, we have contributed information and sparring to the development of a tool for calculating material footprints.

Waste.

Previously, we have not had a described strategy for waste and waste management. However, we have always sold steel, iron and various residual products from production for recycling, and we have also collected chemicals for destruction.

In 2023, we conducted a further screening of our waste volumes and internal processes to optimize the amount of waste that can be reused/recycled and thereby minimize residual waste.

Based on the screening, we have established a total of 20 waste types and made it easier to separate the simple fractions, including paper for recycling, soft and hard plastic, cardboard with/without glue, and cables and electronics.

We collect data from our waste disposal supplier, but since we also deliver waste to the local recycling station ourselves, we unfortunately cannot report precise quantities of used pallets, batteries, glass, PC screens, etc. On the other hand, these fractions are limited in quantity, as we only visit the recycling station 2-3 times a year.

We are constantly working to reduce waste and waste in production so that resources are used more optimally and our waste volume can be reduced.

Our primary waste types in kg are:



	2022-2023	2023-2024	2024-2025
Non-hazardous waste	Total quantity Treatment	Total quantity Treatment	Total quantity Treatment
Paper and cardboard	2,157 kg Recycled	2,491 kg Recycled	2,466 kg Recycled
Plastic	282 kg Recycled	1,141 kg Recycled	957 kg Recycled
Combustible residual waste	4,530 kg Incinerated	3,400 kg Incinerated	2,845 kg Incinerated
Iron and metal	1,370 kg Recycled	612 kg Recycled	300 kg Recycled

38c

Essential materials.

Our primary purchases of production and sales materials are:

Material	2021-2022	2023-2023	2023-2024	2024-2025
Consumer goods for resale	74,632 kg	70,174 kg	68,118 kg	74,725 kg
Aluminum, steel and brass	22,850 kg	23,959 kg	16,749 kg	29,983 kg
Electronic parts and machine components	2,829 kg	3,499 kg	2,737 kg	3,355 kg

Own workforce (B8).

EP

General characteristics.

We focus on the social aspects of sustainability: All employees must thrive in their work and feel included and valued by their colleagues and the company.

The social key figures cover all the parameters that concern employees, such as diversity, sick leave and employee turnover.

We want to have a staff that reflects the diversity around us.

We consider employees to be the driving force behind the company's optimal functioning on a daily basis, and it is therefore a natural part of the fundamental values to place a high value on employees and a good working environment.

EP

All employees have knowledge and understanding of the entire production process and many can work in multiple functions in production. This gives us flexibility, good collaboration and enables us to adapt quickly. This is an advantage for both ourselves and our customers.

We represent a broad cross-section of employees in terms of both age and education. We are a broad-based workplace with a variety of job opportunities in the form of full-time and part-time jobs, wage subsidies (as well as being open to flexi-jobs).



The proportion of women is very limited, which reflects the nature of the industry. Most men work in the metal industry.

We work hard to hire the most qualified employees regardless of gender, age or other factors.

EP

Well-being.

We want to be a good and attractive workplace. When we are thorough in the recruitment process, it is a good starting point for retaining new colleagues for a long time.

When we have the right staff, we can focus on the task and commitment.

Staff sick leave is limited, and we follow up with dialogue and do our part to ensure that the employee can return to work quickly.

EP

Seniority.

The average seniority of our staff is 21 years.

EP

Sick leave.

	2021-2022	2022-2023	2023-2024	2024-2025
Sick hours compared to paid hours	1,181 / 27,152 4.3%	605 / 28,419 2.1%	694 / 27,539 2.5%	273 / 26,540 1.0%

39a

Employment conditions.

Number of employees, regardless of weekly hours.

Contract type	2021-2022	2022-2023	2023-2024	2024-2025
Temporary employment	0	0	0	0
Permanent employment	18	17	17	16
Total	18	17	17	16

39b,65

Sex.

Number of employees assessed in relation to CPR number.

Sex	2024-2025
Man	15
Woman	1
Total	16

39c

Country of employment.

Country	2024-2025
Denmark	15
Spain ¹ *)	1
Total	16

*) A former permanent employee now works as an hourly-paid consultant from his home in Spain.

Supplementary information about the workforce.

59

Our owner is the actual management.

EP We have established an Advisory Board so that external experts can contribute with strategic advice and spar.

60 We do not use freelancers or temporary workers.

Health and safety (B9).

Occupational accidents.

Number of registered occupational accidents:

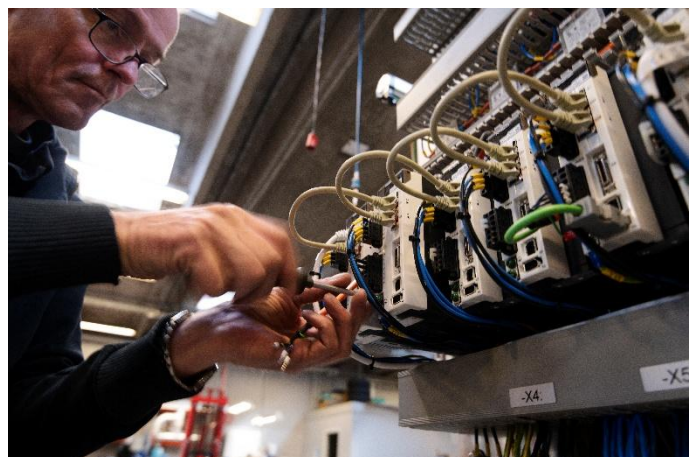
	2021-2022	2022-2023	2023-2024	2024-2025
Number	0	0	0	* 1

* Cut superficially on a knife

Work-related deaths.

Number of registered work-related deaths:

	2021-2022	2022-2023	2023-2024	2024-2025
As a result of an occupational injury/accident	0	0	0	0
As a result of work-related ill health	0	0	0	0



Salary, collective agreement and training (B10).

42a

Minimum wage.

	2021-2022	2022-2023	2023-2024	2024-2025
Do all employees receive a salary that exceeds the minimum wage?	Yes	Yes	Yes	Yes

42b

Salary difference.

Average hourly wage for men ÷ average hourly wage for women / average hourly wage for men.

	2024-2025
Salary difference	÷ 0.133

42c

Collective agreement.

	2024-2025
Employees covered by collective agreement	* All

* 1 employee is employed in a low-wage job with special conditions.

42d

Training hours.

Both male and female employees participate in function-related courses and peer training to the extent necessary to perform their work tasks.

EP

Working environment.

We strive to give all employees the best conditions to identify risks in their work in the form of instructions regarding the work to be performed.

Work on preparing SOPs (Standard Operating Procedures) for the various work areas is ongoing which is also related to our goal of becoming ISO9001 certified.

We have a working environment group, and we also have a staff handbook that is updated regularly.

The occupational health and safety group focuses on both safety and health in the workplace. There is guidance on the use of chemicals, safety data sheets and the use of necessary safety equipment.

Fortunately, it is extremely rare for us to experience injuries/occupational accidents, because we strive to comply with applicable guidelines and reporting obligations.



EP

Workplace assessment.

Our goal is to conduct a workplace assesment (APV) every 3 years to assess and improve the employees' physical and mental working environment. However, if there are significant changes in working methods or work processes, the assessment is conducted more frequently.

EP

Social responsibility.

We have developed a CSR policy. The policy supports our vision and goals, and we are committed to our employees, customers, suppliers, the environment and our business assets.

We only cooperate with recognized Danish and foreign companies that share the same values as us.

43

Corruption and bribery (B11).

We have not received any convictions or fines for violating legislation related to anti-corruption or anti-bribery.

Business model and sustainability-related initiatives (C1).

47a

Products and services.

As a custom-made machinery factory, we draw, design, construct, sell, install and service labelling equipment and printer solutions, and in addition we process and sell embossing and thermal transfer foil and ink.

For a large part of the goods, components and machine parts we handle, we have no influence on the raw materials. This means that it can be difficult to find more climate-friendly alternatives.

47b

Most important markets.

We cooperate exclusively with companies (B2B).

In relation to sales, revenue is distributed as follows:

Customers in Denmark	49%	
Customers in the EU	43%	
Customers in other countries	8%	(primarily the USA, Canada, Norway, the UK and Australia)

In relation to purchases, the amounts are distributed as follows:

Suppliers in Denmark	44 %	
Suppliers in the EU	47 %	
Suppliers in other countries	9%	(primarily Great Britain)

47c

Primary business relationships.

Customers.	Suppliers.
<ul style="list-style-type: none"> • Food, beverages and pet food • Snuff, tobacco and hookah • Medicine, nursing supplies and laboratory instruments • Paint and chemicals, mortar and newspapers • Machine builders • Cosmetics and creams 	<ul style="list-style-type: none"> • Metals • Electronics and machine components • Printers • Ribbon • Programming

47d

Strategy in relation to sustainability.

We are a custom manufacturing company, and we believe we can make a difference in two areas in particular:

1. Energy-efficient manufacturing and operation
2. Better utilization of materials

EP

Our efforts so far have been to:	
<ul style="list-style-type: none"> • Sort waste and send as much as possible for recycling and reuse • Switching to LED lights in the workshop and office • Replace oil and gas boiler with electric heat pump • Buy electricity produced by wind turbines • Focus on customizing already-manufactured parts • Utilize raw materials better 	<ul style="list-style-type: none"> • Prepare climate accounts • Purchase office supplies that are less environmentally damaging than conventional products and ensure environmentally optimized delivery • Replace physical meetings with virtual meetings whenever possible • Avoid using chemicals in flower beds and lawns and establish flower meadows. • Recycle packaging

EP

We work for a sustainable and systematic approach to environmental challenges, and we are committed to taking the necessary steps to protect the environment.

EP

Our efforts so far have been to:	
<ul style="list-style-type: none"> • Implement energy-saving solutions, for example by using paper instead of plastic when packaging our products • Wherever possible, use environmentally friendly technologies internally in our company, and this is also a factor when we select suppliers. 	<ul style="list-style-type: none"> • Strive to choose the least environmentally harmful production materials and components • Avoid using energy, water and materials in larger quantities than is absolutely necessary. • Have a strong focus on recycling production materials

EP

Our mission is to:

- | | |
|--|---|
| <ul style="list-style-type: none"> • Reduce our energy consumption in relation to the number of employees and production areas • Replace company cars with vehicles with the best possible green profiles • Replace or supplement with production machines that are more climate-friendly | <ul style="list-style-type: none"> • Achieve a significant reduction in scope 3 emissions • Achieve EcoVadis evidence-based sustainability scores |
|--|---|

CO₂ reduction target (C3).

54a-d We want to optimize our environmental impact through specific goals. Therefore, we have set both general goals to reduce CO₂ emissions and objectives for each of the three scopes.

Scope 3 in particular weighs heavily in our accounts, so this is where we focus our attention.

We are working towards the following goals:

Scope	Reduction target
Scope 1	Replace our company cars with renewable energy by 2030, so that we achieve a 100% reduction in our scope 1+2 emissions
Scope 2	Investigate opportunities for reducing power consumption on machines in production A larger share of our energy consumption comes from our own electricity production. Reduce energy consumption by learning more about machines' electricity consumption Reduce heat consumption by 15% in 2025 Use 100% renewable energy in our buildings (factory and office) by 2025 at the latest
Scope 3	A larger portion of purchases must be made with a focus on sustainable solutions We offer CO ₂ - reduced alternatives to the common raw materials available on the market. Reduce our metal waste Achieve a 50% reduction in our scope 3 emissions by 2030 ¹⁾ Make the best possible use of purchased materials to minimize waste <small>1) We are aware that it may be difficult to measure, as there is currently little information we can get from our many sub-suppliers of, for example, electronics, machine components, printers, ink ribbons and ink cartridges, but we intend to work actively on this - together with our suppliers.</small>

Human Rights - Policies and Processes (C6).

61a

Code of Conduct .

We have a Code of Conduct for our workforce.

61c

We have a complaints mechanism (whistleblower scheme) for our own workforce.

Serious adverse human rights - Incidents (C7).

62c

We are not aware of any confirmed adverse human rights incidents involving our value chain.

63a-d

Revenue from selected sectors (C8).

We do not have revenues from arms trade, tobacco cultivation, fossil fuels and chemical production.

64,241

Exclusion from EU reference benchmarks .

We do not have revenues related to coal, oil or gas fuels and electricity production.

EP

Governance.

EP

We want to focus on good management through the development of good principles and solid policies, which we use as guidelines in both administration and production.

We have already developed several important policies and will continue to work on formulating policies in the ESG area.



Donations.

We want to support local associations and charitable initiatives, so we donate for example to

- Danish Hospital Clowns
- Julemærkehjemmene (support challenged children)
- Lions
- Holbæk Handball Club
- Vipperød Football Club



EP

Policies.

We are working towards becoming ISO9001 certified.

ISO9001 is a management system that ensures high quality, effective management and structured dialogue with customers.

We have several policies that help define clear guidelines and frameworks for the work community and ensure a respectful culture with a focus on the customer. We are therefore committed to showing respect for the work that all our employees do, and we want to ensure high employee satisfaction.

We have defined, among other things:

- Privacy Policy
- Whistleblower policy
- IT security policy
- CSR policy

We perform accounting according to the principles of the Danish Accounting Act and use recognized state-authorized accountants.

We prioritize good business acumen - which for us means a healthy and competitive business that creates jobs, innovation and a good working environment - and which also underpins our social and environmental initiatives.

We strive to trade with Danish and European companies and support the local economy.

We oppose any form of corruption and prioritize ethical business operations according to the principles of the Danish Accounting Act and agreements with recognized pension companies, auditors and lawyers.

Matters regarding personal data are described in our GDPR policy.