

Annual

report

2023/2024

01.10.2023 – 30.09.2024

Mekoprint Holding A/S  
Hermesvej 2  
9530 Støvring  
Denmark  
CVR no. 30277902

This annual report has been adopted at the  
annual general meeting on 10.01.2025.

Jan Vestergaard Olsen  
Chairman of the meeting



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Financial year:  
01.10.2023 – 30.09.2024

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# Introduction

This Annual Report for Mekoprint Holding A/S is related to the period 1st of October 2023 until 30th of September 2024 and comprises the Management Review, Income Statement, Balance Sheet, Statement of changes in equity, Cash Flow Statement and Notes.

The Mekoprint year of 2023/24 has been characterized by lower customer demand than forecasted and continued market volatility - in parallel with long-term investments and acquisitions to improve our capabilities and position in the market.

This has required another year of team performance at the highest level to minimize the short-term financial implications and maintain the long-term growth strategy.

## Some of the major topics in 2023/24 were:

- Tough beginning with Turnover being 15 % lower than budget in the first quarter
  - Improved during the year towards 10 % lower than budget for the entire year
- Large fluctuations in customer demand with high costs to downscale and upscale production
  - More than 60 % difference from lowest to highest monthly order activity
- Continued high-volume expansion towards Automotive standards
  - From touch foils to eMobility metal components with highly automated production
- Expanded box-build and small-medium volume capabilities with 3 acquisitions
  - Distributed across HMI solution area, cable harnesses and metal systems
- Expansion of Ukraine operations with new factory and new customer projects
  - Outstanding performance from production transfer to daily optimization
- Investments of more than 36 million DKK - primarily in production technologies
  - Ensuring capacity, leading automation and improved precision capabilities
- Celebrated the company's 70-year anniversary since its founding in 1954
  - Highlighted with updated branding, a new culture profile and continued ESG improvements

With all of this in mind, we're in a better position than ever to develop and deliver highly scalable product solutions from components to complex box-build.

We look forward to continuing our journey of progress - **leading new ways** - with lots of curiosity and highly engaged team collaboration internally and externally with all stakeholders!



The Mekoprint overall Management Team, from left to right: Morten Lundgreen (Division Director Graphic Electronics), Lars Rasmussen (Division Director Cables), Tina Rysgaard Vennevold (COO), Benny Albrektsen (Division Director Micromechanics), Søren Holmboe (Division Director Mechanics), Torben Jensen (CFO), Marianne Reenberg (HR Development Director), Alex Laursen (Business Development Director) & Anders Kold (CEO).

# Financial development

The Mekoprint group increased its revenue by 4.7 % to DKK 799 million and generated a Profit after tax of DKK 7.4 million which is DKK 19.1 million lower than 2022/23. This translates to a drop in the Profit margin after tax from 3.5 % in 2022/23 to 0.9 % in 2023/24, which is primarily due to cost levels that were too high compared to the unexpected lower market demand. The Profit level of 2023/24 is significantly lower than budgeted, but the financial performance is at an expected level given the market conditions and a long-term approach with continued organizational investments.

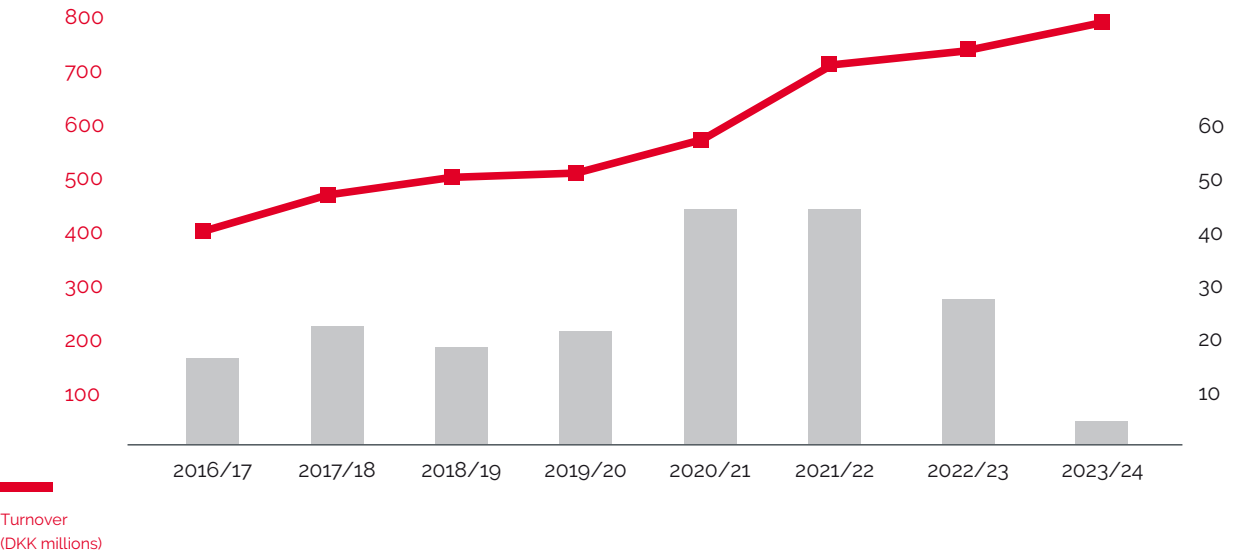
Cash flows from operating activities for 2023/24 were positive at DKK 76 million compared to DKK 88 million in 2022/23. The drop in operating cash flow is related to the drop in Profit level, which was compensated partly by an improvement in working capital. After investments and financing, the year's total cash flows were negative at DKK 4 million in 2023/24 against a total cash flow of DKK 6 million in 2022/23.

## Financial outlook 2024/25

The Turnover level for the financial year 2024/25 is expected to grow up to 15 % compared to 2023/24 which equals an expected turnover in the range of 840-920 millions DKK. The Profit level after tax for the financial year 2024/25 is also expected to be higher than 2023/24, in the range of 10-20 millions DKK. However, the financial performance of 2024/25 is very easily affected by the current volatile trends in the general macroeconomic situation.

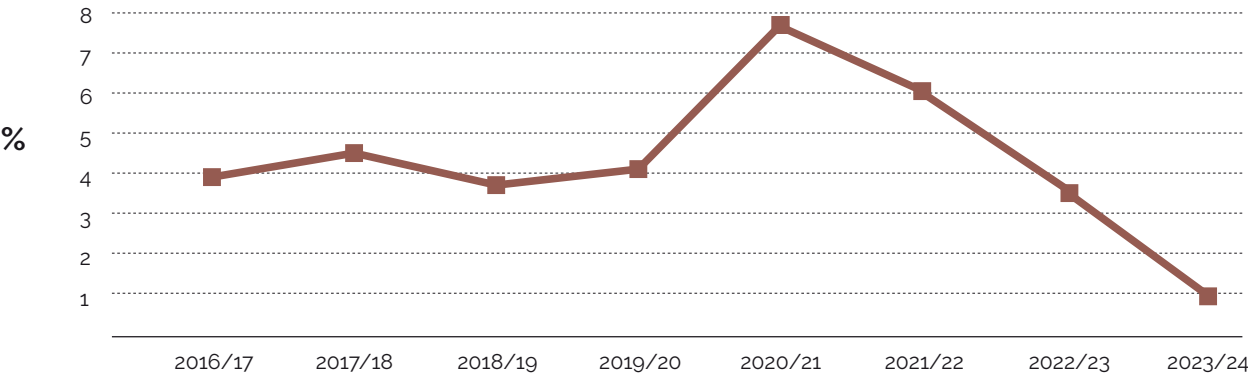
## Turnover and profit after tax 2016/17 – 2023/24

The Mekoprint Group Turnover has grown by an annual average of more than 12 % since 2016/17. During this growth period the Profit after tax did not initially change significantly until 2020/21 based on the positive investment effects of previous years. However, in the following years of 2021/22 and 2022/23, the Profit after tax has not developed in line with the Turnover growth due to the increasing and more volatile costs of operation combined with increased long term strategic investments in organization and technology.



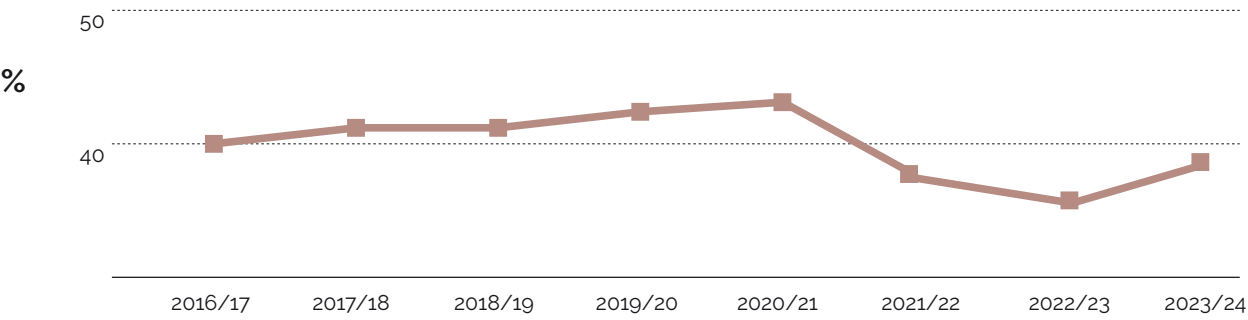
Profit after tax 2016/17 – 2023/24

With a strategic target of 8 %, the Profit after tax level has only reached this level once in 2021/22. Since then, the Profit margin has dropped on a yearly basis with 2023/24 as a low point, so the coming years are expected to increase in profit levels once again.



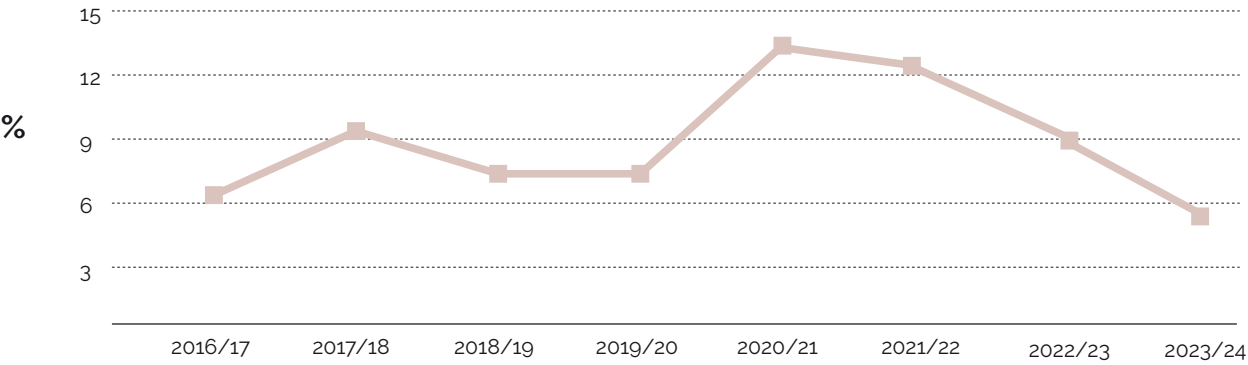
Equity ratio 2016/17 – 2023/24

The Solvency ratio has historically been held at a conservative level above 40 % to ensure long term business stability in times of crisis. In the last three years from 2021/22 the Solvency ratio has dropped just below the 40 % target due to working capital needs and increased investment levels incl. three acquisitions in 2023/24. The strategic minimum Solvency ratio level is 36 %.



Return on Invested Capital 2016/17 – 2023/24

The Return on Invested Capital (ROIC) % level has dropped in the recent three years since 2021/22 due to the drop in Profit levels vs. increased invested capital.



Financial highlights  
Mekoprint Group

| Figures in dkk '000                          | 2023/24 | 2022/23  | 2021/22  | 2020/21 | 2019/20 |
|----------------------------------------------|---------|----------|----------|---------|---------|
| Profit/loss                                  |         |          |          |         |         |
| Turnover                                     | 799,004 | 762,873  | 729,175  | 571,056 | 508,915 |
| Index                                        | 157     | 150      | 143      | 112     | 100     |
| Operating profit/loss                        | 23,769  | 45,738   | 62,503   | 60,302  | 31,615  |
| Index                                        | 75      | 145      | 198      | 191     | 100     |
| Total net financials                         | -11,707 | -9,755   | -6,397   | -3,379  | -4,882  |
| Index                                        | 240     | 200      | 131      | 69      | 100     |
| Profit for the year                          | 7,448   | 26,507   | 44,274   | 44,047  | 21,072  |
| Index                                        | 35      | 126      | 210      | 209     | 100     |
| Balance                                      |         |          |          |         |         |
| Total assets                                 | 792,444 | 830,313  | 757,685  | 579,006 | 508,572 |
| Index                                        | 156     | 163      | 149      | 114     | 100     |
| Investments in property, plant and equipment | 35,881  | 91,746   | 74,320   | 26,085  | 26,615  |
| Index                                        | 135     | 345      | 279      | 98      | 100     |
| Equity                                       | 300,808 | 300,740  | 285,299  | 244,627 | 212,694 |
| Index                                        | 141     | 141      | 134      | 115     | 100     |
| Cashflow                                     |         |          |          |         |         |
| Net cash flow:                               |         |          |          |         |         |
| Operating activities                         | 76,255  | 88,358   | 10,833   | 25,051  | 56,879  |
| Investing activities                         | -45,691 | -103,779 | -137,851 | -24,084 | -26,528 |
| Financing activities                         | -35,010 | 21,216   | 129,265  | -823    | -9,398  |
| Cash flows for the year                      | -4,446  | 5,795    | 2,247    | 144     | 20,953  |
| Ratios                                       |         |          |          |         |         |
| Profitability                                |         |          |          |         |         |
| Return on equity                             | 3%      | 9%       | 17%      | 19%     | 10%     |
| Return on invested capital                   | 5%      | 9%       | 12%      | 13%     | 7%      |
| Profit margin                                | 3%      | 6%       | 9%       | 10%     | 6%      |
| Asset turnover                               | 1.0     | 1.0      | 1.1      | 1.1     | 1.0     |
| Equity ratio                                 |         |          |          |         |         |
| Solvency ratio                               | 38%     | 36%      | 38%      | 42%     | 42%     |
| Others                                       |         |          |          |         |         |
| Number of employees (average)                | 706     | 693      | 665      | 618     | 589     |

Cash consists of cash from the end of 2021/22. In previous years, these consisted of cash and shortterm payables to credit institutions. Financial highlights for the past 2 to 4 years have not been restated in accordance with the change in accounting policies, see section 101(3) of the Danish Financial Statements Act.

# About us

We are driven by curiosity - exploring new visions, new ways, and new wins. For us and for our customers. But we do so on a rock-solid foundation of long-term partnerships and deeply rooted values.

As a family-owned business, we are in it for the long run. For generations - literally speaking. With future generations in mind, we constantly look for smarter, leaner and green ways to make our mark, while boosting both our mutual business and the green transition.

With 70 years of expertise, Mekoprint is built on a unique combination of specialized competencies across independent product teams, dedicated to empowering our customers' growth and impact.

At Mekoprint, we believe in building mutually respectful and committed partnerships. Our approach is to truly understand our customers' needs, forming a tailored team that collaborates closely with them to develop customized mechanical, electronic, and electromechanical solutions.

By challenging initial ideas with fresh perspectives, we aim to deliver solutions that not only meet our customers requirements but also contribute positively to their business growth and operational success.

Our improvement culture is fueled by curiosity, innovation, and a team spirit rooted in respect for diverse perspectives. As we continue to invest ambitiously in digital processes, automation, and sustainable practices, we're dedicated to leading new ways forward- towards better business and a brighter future.



Founder of Mekoprint,  
Erland Kold

Treading in  
the footsteps  
of others will  
never lead to  
new horizons.

## People

>800

employees in total at 30<sup>th</sup> of September 2024  
in Denmark, Poland, Ukraine, Serbia and China.

>40 % employees outside of Denmark  
~25 % customer facing & administrative employees.

## Partnerships

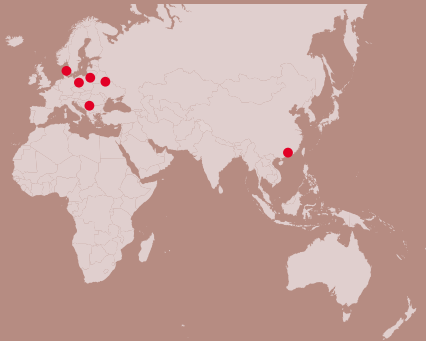
60%

of the Turnover is related to long-term Customer Partnerships for more than 10 years. Only 11 % of the Turnover is related to less than 5 year old Customer Relations

>1.000 active customers in 2023/24  
+10.000 unique customer-specific components produced.

## Locations

13 production sites and 2 sales & sourcing offices  
>50.000 m2 production area.



## Markets

63% International Export, 37% Denmark.



## Technologies

>40

different production technologies  
from low to high volume.

>850 million DKK investments over the lifetime  
of Mekoprint in machinery and buildings.

## Industries

>50%

of turnover is related to GreenTech & Energy,  
Automation and Electric vehicles.

Other main industries are Medico & Life science,  
Major Appliances and Manufacturing & Automation.

# Industries

Our customers span 45 countries and multiple industries – each with unique quality and industry requirements.

## Medico & Life science

We deliver durable, high-quality components for Medico & Life Science, from medical equipment to wearable sensors, ensuring safety, reliability, and smart device design. Our expertise includes cable harnessing, EMI/EMC shielding, and box build assembly.



## Manufacturing & Automation

We supply precision components for Manufacturing & Automation, including durable enclosures, cables, and EMI/EMC shielding for industrial reliability. Our advanced electronics and box build solutions ensure efficient control and seamless connectivity.



## Agro & Heavy-duty machinery

We deliver durable components for Agro and Heavy-duty machinery, built to withstand extreme weather, UV, and vibrations. Our metal parts, cables, HMI systems, and industrial graphics ensure reliability, safety, and efficiency in tough conditions.



## GreenTech & Energy

We provide durable, high-quality components for GreenTech & Energy, including solar panels, wind turbines, and smart grids. Our printed electronics, micro components, EMI/EMC shielding, and cables ensure reliable, interference-free performance in harsh conditions.



## Major Appliances

We supply advanced components for major appliances, including printed electronics, EMI/EMC shielding, micro components, and cables. These ensure intuitive interfaces, interference-free operation, and compact, reliable designs for smart, durable performance.



## Automotive & Transportation

We provide components for automotive and transportation that meet strict safety standards, including printed electronics for touch controls, industrial graphics, and reliable cables, EMI/EMC shielding, micro components, and metal parts for durability and safety.



## Electronics & Instrumentation

We provide micro components, printed electronics, EMI/EMC shielding, and cables for precision and reliability in electronics & instrumentation. Our HMI solutions, enclosures, and box builds ensure optimal performance in demanding environments.

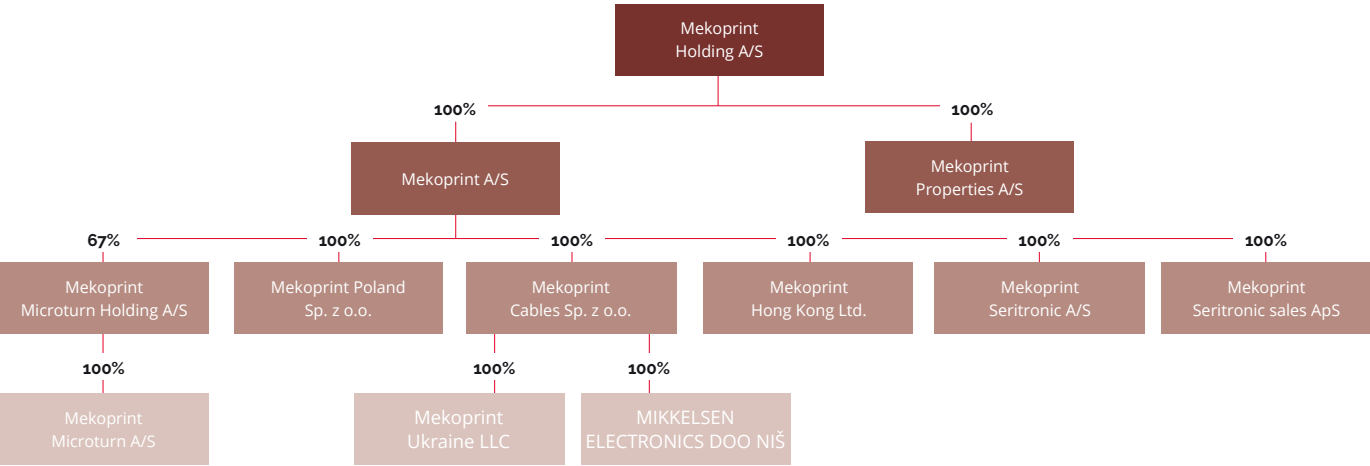


# Mekoprint Group companies and activities

Mekoprint Holding A/S is majority owned by the founding family "Kold" and minority owned by employees in Denmark and three external investors, of which two are external members of the Board of Directors.

**Mekoprint Holding A/S is the parent company of a group with the following entities:**

- 1. Mekoprint A/S as the operational company in Denmark with the following international subsidiaries:
  - a) Mekoprint Microturn Holding A/S as a Micromechanics division company for the subsidiary
    - i) Mekoprint Microturn A/S as a company specialized in microturning
  - b) Mekoprint Seritronic A/S as a Graphic Electronics division company
  - c) Mekoprint Seritronic Sales Aps as a Graphic Electronics division company
  - d) Mekoprint Hong Kong Ltd as a regional sales, sourcing and customer support office across Mekoprint Divisions
  - e) Mekoprint Poland Sp. z o.o. as a Mechanics production site for Mekoprint A/S and selected large direct customers
  - f) Mekoprint Cables Sp. z o.o. as the Cables division company with the subsidiary
    - i) Mekoprint Ukraine LLC as a Cables production site with Cables Sp.z.o.o as the only customer
    - ii) MIKKELSEN ELECTRONICS DOO NIŠ as a Cables production site with Cables Sp.z.o.o as the main customer.
- 2. Mekoprint Properties A/S as a property company with Mekoprint A/S as the main customer.



The business of Mekoprint A/S is split in four Divisions described in further detail on page 13-21 incl. main events in 2023/24

# Mekoprint divisons

Mekoprint is organized into four main divisions, each focused on specific product areas and structured to best serve our customers. Within each division, dedicated product teams operate with a high degree of independence, following distinct strategies and financials within the Mekoprint framework. This setup ensures that decisions are made as close to our customers as possible, allowing us to respond swiftly and effectively to their unique needs with tailored solutions.

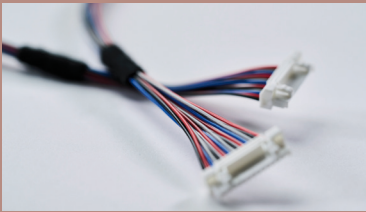
**The Graphic Electronics division**

The Graphic Electronics division provides innovative design & development assistance and a global manufacturing setup from low to high volume customized User Interfaces, Industrial Graphics and Printed Electronics.



**The Cables division**

The Cables division provides a one-stop-shop for design assistance, fast prototyping and production of most types of custom cobber-based wire and cable harnesses for electronic devices and industrial needs.



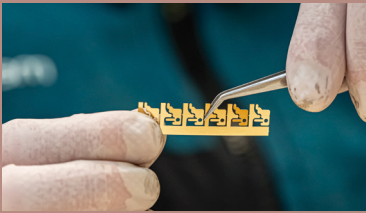
**The Mechanics division**

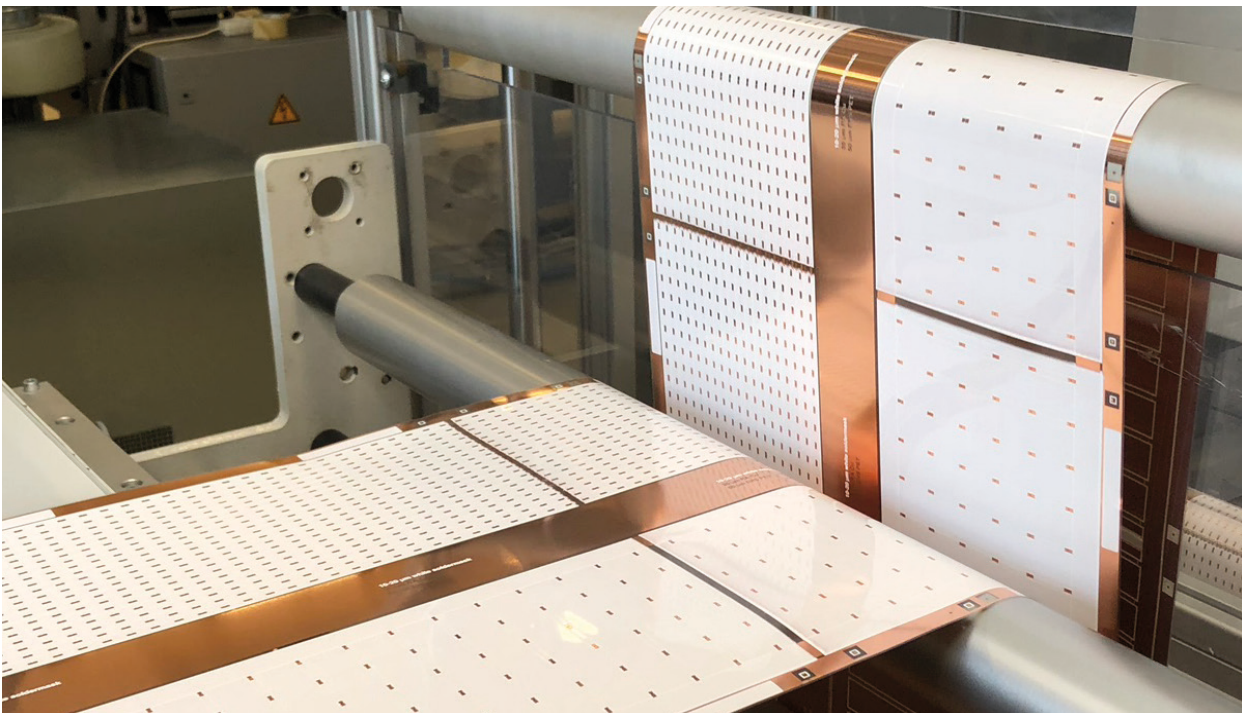
The Mechanics division provides a unique combination of metal related product development assistance with fast prototyping, cost-effective design and scalable production from single plates to high-volume coil-based solutions.



**The Micromechanics division**

The Micromechanics division co-develops and produces customized high-precision fine mechanical components and total solutions e.g battery connectors, EMI shielding and metal nameplates.





The Graphic Electronics Division offers innovative design and development support, along with a global manufacturing setup for customized user interfaces, industrial graphics, and printed electronics, tailored from low to high volumes.

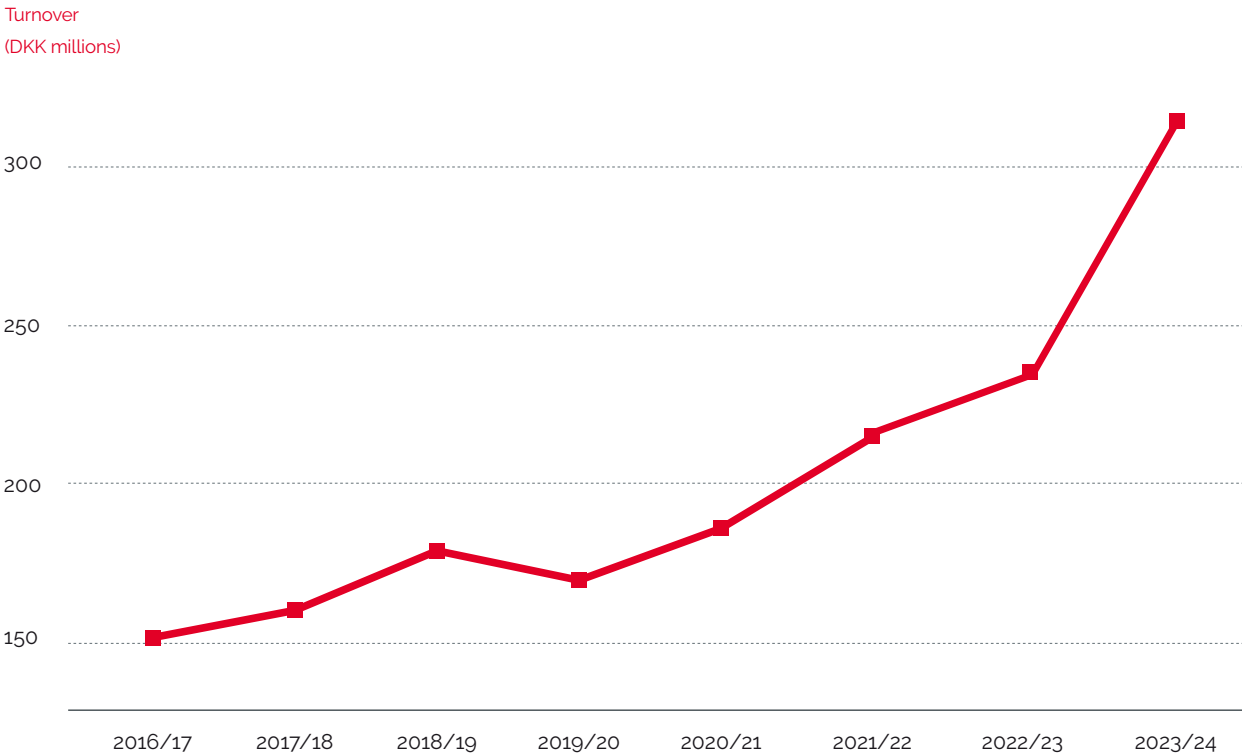
The division dates back to 1972, when Mekoprint began producing industrial graphic foils for the agricultural machinery sector. By the early 1980s, Mekoprint was among the first in Europe to manufacture foil-based membrane switches, and throughout the 1990s, high-volume roll-to-roll printed electronics capabilities were developed, complemented by partnerships in Asia for user interfaces, including silicone keypads.

Today, the Graphic Electronics Division consists of over 200 highly specialized colleagues and utilizes best-in-class production technologies across three factories in Denmark, totaling more than 16,000 m². This setup is further supported by more than 15 production partners in Asia. The division is organized into two main business areas to meet diverse customer needs:

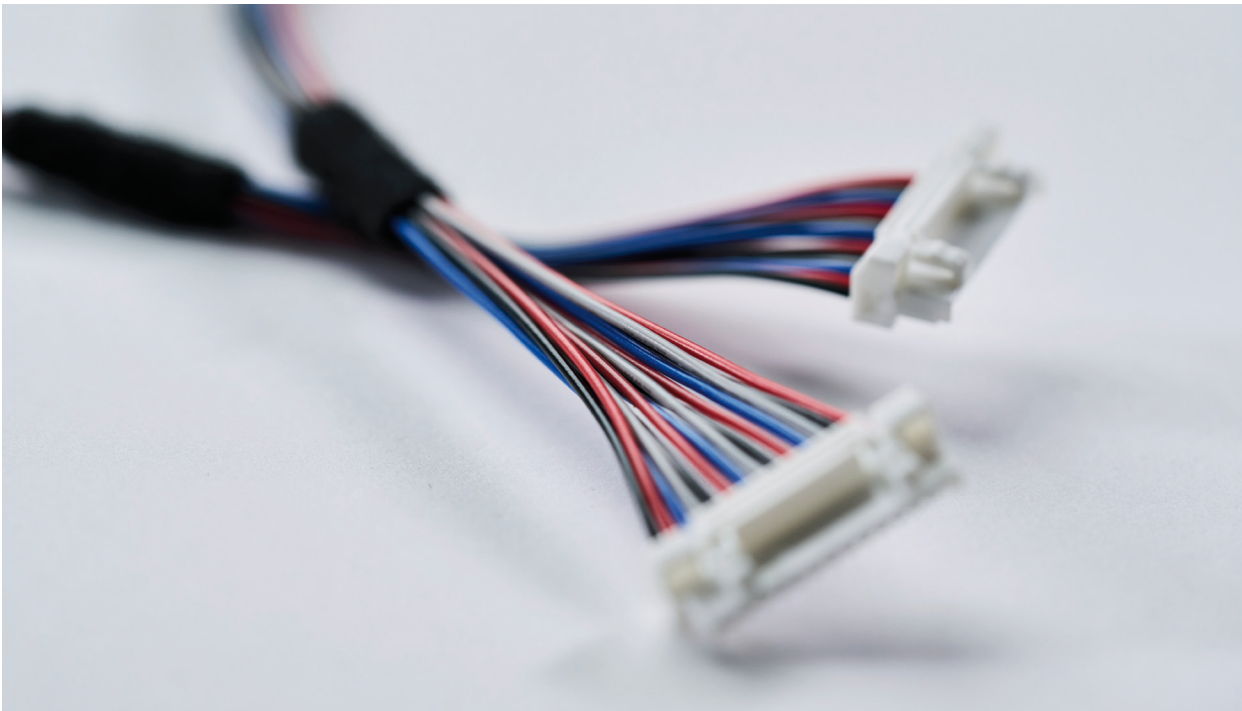
- **User Interfaces and Graphical Solutions** – Designed for low- to medium-volume professional use, with single-piece production on a component level or integrated as complete "box-build".
- **Printed Electronics** – Focused on high-volume requirements, utilizing roll-to-roll printing, converting, and delivery directly to production lines at customer factories around the world.

In 2023/24 the Graphic Electronics division experienced a significant Turnover increase due to the full year effect of the Seritronic acquisition from August 2023 and the acquisition of Metalwo in April 2024. The Metalwo business was transferred from their previous production location in Aarhus, Denmark to the Mekoprint Seritronic site in Støvring, Denmark to ensure full integration and synergies related to the consolidation of box-build capabilities. This integration has further developed the capabilities for integration of high-end product incl. cabinet, display and touch bonded solutions.

The Turnover of 314 million DKK in 2023/24 represent a growth of 34 % compared to 2022/23, which is lower than expected after the Seritronic acquisition in August 2023. This is due to a significant drop in market demand in the first 6 months of 2023/24. The market situation has improved towards the end of 2023/24 and the division has continued to win new business in 2023/24, which is expected to generate continued growth in the coming year.



The strategic development target remains to be a leading development and production partner within selected markets for European companies with an increasing level of integrated solutions and components shipped directly to customer assembly lines without incoming quality inspection. Aside from the Metalwo acquisition, one of the highlights of 2023/24 was the continued preparation efforts towards becoming IATF 16949 certified for Automotive high-volume delivery of a next generation touch solution. This is leading to new ways of working in the Printed Electronics business with further formalization and automation of the Quality Assurance throughout all processes.



The Cables division at Mekoprint serves as a comprehensive resource for custom copper-based wire and cable harnesses, offering design assistance, rapid prototyping, and production for both electronic devices and industrial applications.

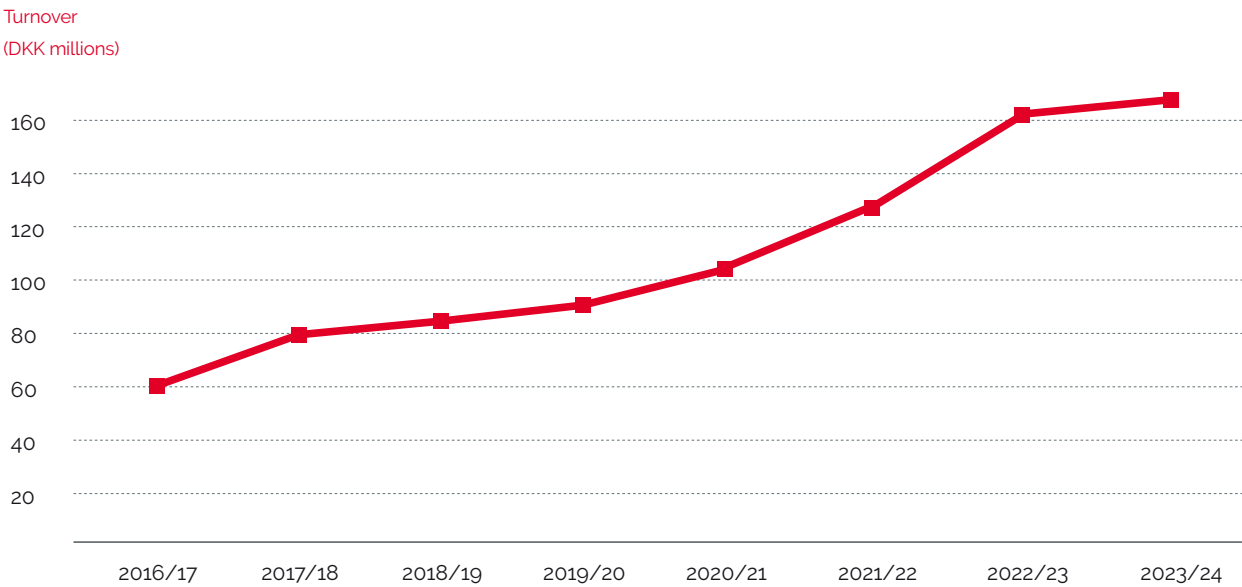
Established as part of Mekoprint in 2011, the division began with the acquisition of Danish cable harness company S-Pro, expanding Mekoprint's product offerings for electromechanical solutions. In 2015, the acquisition of the Danish-Polish company Molex-Knutsen further strengthened the division, merging with S-Pro activities to form the independent Mekoprint Cables division.

In August 2024, Mekoprint acquired Mikkelsen Electronics, expanding the division's capabilities in cable assembly, specialized molded solutions, and trade of passive electronic components such as sensors and connectors.

The acquisition added two new Cable harness production sites in Denmark and Serbia, to complement the existing facilities in Poland and Ukraine, and strengthens Mekoprint Cables' engineering and production capabilities across all four locations.

Now, with over 325 specialists across five countries, the Cables division represent unique opportunities for a one-stop-shop customer experience from fast prototyping, high-mix / low-medium volumes to high-volume production series of cable and wire harness and molding solutions.

In 2023/24 the Cables division Turnover reached 167 million DKK, which represents an increase of 8 % compared to 2022/23. The Turnover increase is related to the acquisition of Mikkelsen Electronics, while the existing business experienced a general lower market demand. One major customer in particular has been challenged with increased Chinese competition.



In the first half of 2023/24 the Cables division continued to experience ongoing challenges with delivery delays of raw material and Poland-Ukraine border issues, which affected customer deliveries, fortunately the situation has eased up in the second half of the fiscal year. The operation in Ukraine reached a major milestone in January 2024 with the transfer of all production to the new 3,600 m2 factory, which provides a unique opportunity for future growth.

With the expansion in Ukraine, Serbia, and Denmark – and the continued automation in Poland – the Cables division has positioned itself even more clearly in a leading partnership position within custom designed cable and wire harness assemblies to high-quality market needs in Northern Europe.



The Mechanics division provides a unique combination of metal-related product development support, rapid prototyping, cost-effective design, and scalable production — from single components and box-build to high-volume coil-based solutions.

The division dates back to 1978, when customer demand prompted Mekoprint to expand into metal solutions. With a growing base of long-term customers, the metal business quickly became a key part of Mekoprint's portfolio.

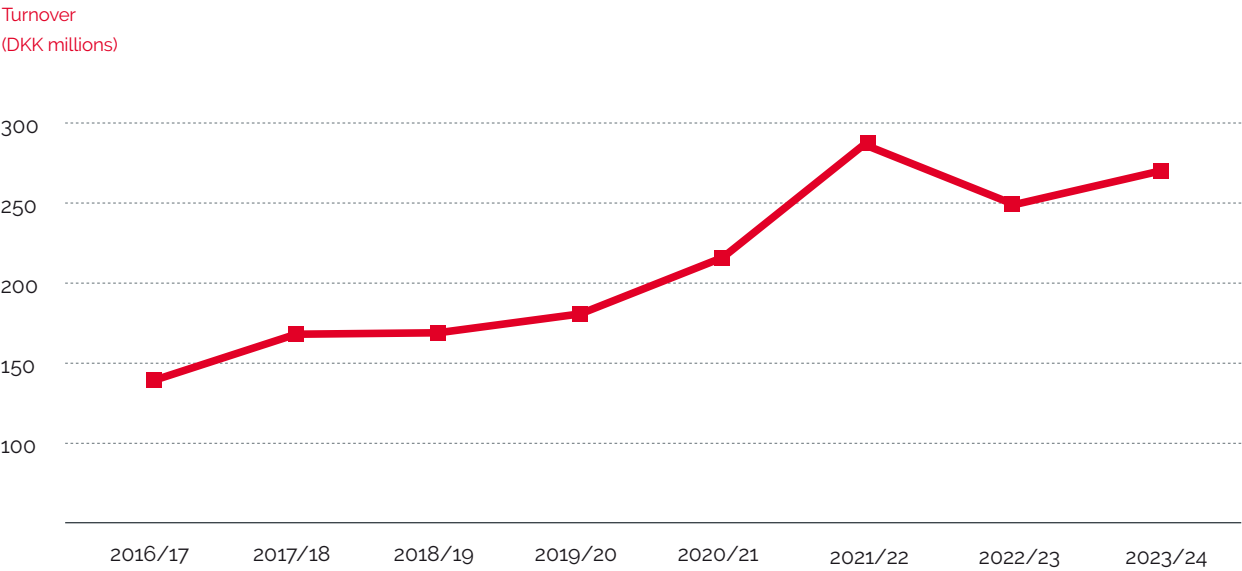
Mekoprint announced an acquisition of Dahllitech A/S effective from 1st of October 2024, expanding into "Mekoprint Mechanic Systems" to strengthen its position as one of Denmark's largest metal subcontractors. Today, the Mechanics division operates with three factories in Denmark and one in Poland, employing over 210 specialists. The division philosophy centers on integrating production processes into optimized workflows, ensuring cost-effective, high-quality, and scalable solutions.

**The division's four main product areas, all supported with internal surface treatment processes, include:**

- **High-volume coil-based solutions** – Using highly automated processes, including deep drawing with up to 500 tons presses.
- **Sheet metal solutions** – Utilizing a wide array of technologies incl. fiberlaser welding and high-end test equipment for demanding quality requirements.
- **Milled solutions** – With advanced stand-alone and fully automated robot and warehouse integrated milling centers.
- **Mechanic Systems solutions** – Welded and painted high-mix / low-medium volume products up to 4 meters for the Automation and Machine industry.

In 2023/24 the Mechanics division has experienced a range of demand fluctuations across all customers of the division, but overall the total activity level has been stable after a period of large fluctuations during the turbulent "Corona period". With normalized raw material prices, the Turnover has been sustained with 270 million DKK in 2023/24 compared to 249 million DKK in the previous year of 2022/23.

In April 2024 the Mekoprint Group acquisition of Metalwo added new capabilities to the Mechanics division with 3 high-end flatbed milling machines for high-end aluminum box-build solutions. The Metalwo related business has been fully integrated into the existing Mechanics milling business in close collaboration with Mekoprint Seritronic and all the related new customers.



In September 2024 it was announced that all activities of Dahllitech in Randers, Denmark, will become part of the Mekoprint Mechanics division from the 1st of October 2024 to develop a leading "Mechanic Systems" by merging it with the existing Mechanics business unit in Hornslet, Denmark. The main focus of this expanded Business Unit is to provide high quality metal solutions for low-medium volume series with a need for several process capabilities from lasercutting and bending to complete system solutions with inhouse welding, painting and shipment directly to customer production lines or project sites throughout the world.

These two acquisitions strengthen the ability to provide high-end milled and sheet metal solutions in low-medium volume series on a component level as well as for complete box-build assembly in collaboration with the other divisions of Mekoprint.

Additionally, the high-volume coil-based metal business is also growing with an increasing customer interest in tool-based product solutions that provide globally cost-competitive prices with highly automated processes. With the acquisitions and the existing high-volume capabilities, the Mechanics division now provide an even stronger customer partnership with the rare ability to deliver product engineering and scalability from low to high volume based on highly specialized product teams. Due to the acquisitions and a continued high level of new business won in 2023/24, the business outlook is very positive with an expected turnover increase in 2024/25 in Denmark as well as in Poland.



The Micromechanics division co-develops and manufactures high-precision, customized fine mechanical components, and complete solutions, including battery connectors, EMI shielding, and metal nameplates.

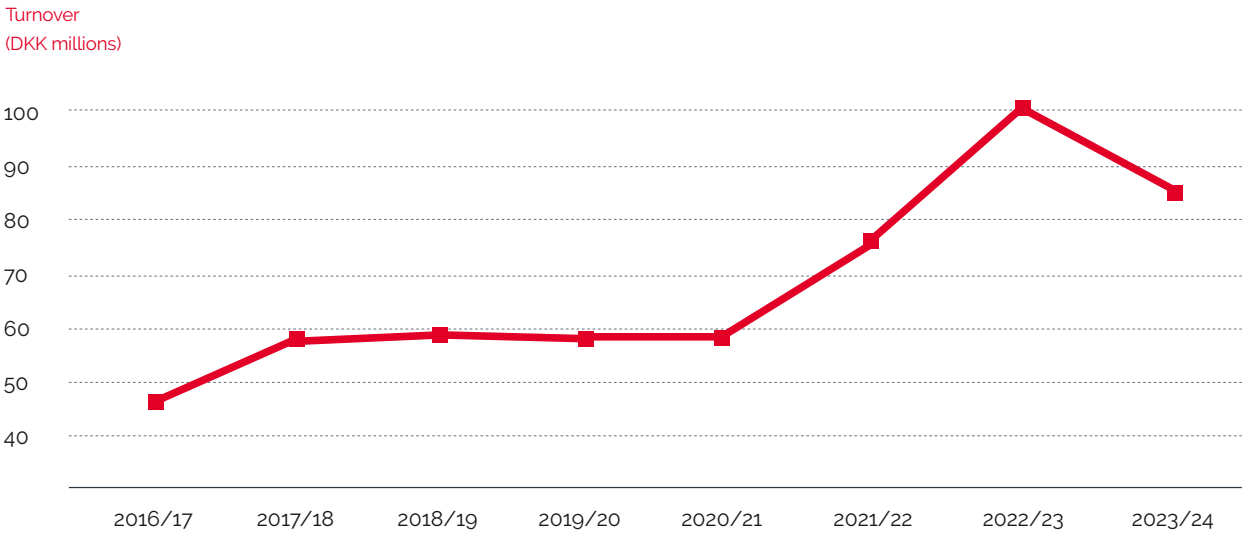
The division dates back to 1954, when Mekoprint began producing metal nameplates for the agricultural machinery industry. Over the years, core technologies such as screen printing, chemical etching, anodizing, and punching have evolved into specialized product areas, supported by advanced production techniques such as bending, milling, turning, laser cutting, welding, and engraving.

Today, the division has transformed from an etching specialist to a trusted development and production partner for fine mechanical components and complete solutions, serving companies across Northern Europe.

**The division's four main product areas, which leverage a unique combination of production technologies, include:**

- Micro-machined components – Addressing tolerance requirements as fine as 2-5 microns with micro milling and turning up to diameters of 50 mm.
- Micro-sheet components – Produced through etching, micro laser cutting, punching, bending, and welding.
- EMI solutions – Shielding or isolating electromagnetic interference within electronic devices.
- Metal name and scale plate solutions – Providing product branding and identification.

In 2023/24, the Micromechanics division experienced a drop in activity levels related to a general lower market demand across most customer segments. Despite of continued large customer interest in new micromechanical solutions, the Turnover dropped by 17 % from 101 million DKK in 2022/23 to 85 million DKK in 2023/24. The market demand is increasing once again, so the division is back on the growth track, but it is unlikely that the Turnover in 2024/25 will reach the 2022/23 level.



During 2023/24 significant investments have been made in Digital Direct Imaging technology for the etching related business and other product areas have been automated using collaborative robots. The Direct Imaging technology has been implemented to develop precision etching capabilities at the highest level in the market, to position Mekoprint Micromechanics as a leading partner in Northern Europe.

The micromachining product area has also been integrated during 2023/24 across the two production sites in Støvring and Humlebæk in Denmark with more than 40 CNC based turning and milling machines in total. With further investments in 2024/25, this area is also expected to strengthen its leading position in the Nordic market with a specialty niche in micro turning from 0,1 mm items with advanced quality assurance to demanding medium-high volume market needs.

Finally the "Total Solution Product Area" continue to attract growing customer interest with the division capabilities to develop and deliver integrated solutions based on precision welding and assembly in collaboration with the other Mekoprint divisions and production partners as needed.

## Overall strategy

The overall strategy of the Mekoprint Group serves our **Purpose**, is driven by an **Ambition** and is guided by our **Values**:

### Purpose

**Leading new ways – towards better business and a brighter future** based on a unique combination of competencies, a team-based improvement culture and dedication to lower resource usage & increasingly positive environmental-social impact.

### Ambition 2025

**To become a long-term growth company** with DKK 1 billion Turnover and four bottom lines in balanced positive development.

### Values

Curious, Ambitious, Resolute and Responsible

Leading new ways™

towards better business  
and a brighter future

## A sustainable pioneer

At Mekoprint, we want to run the company based on the principle of the quadruple bottom line, which means that economic growth goes hand in hand with employee satisfaction, customer satisfaction and corporate responsibility – because none of these can stand alone. The quadruple bottom line is interdependent, and our strategy is to develop market leading processes with all four in mind. The driving force is our four core values, which are brought to life by our team-based improvement culture, as illustrated in the figure below.



towards better business and a brighter future

To make this operational, we work with common goals and follow-up on each of the four bottom lines in the form of a employee pulse survey, customer satisfaction survey, financial reporting and ESG reporting. This way, we have the basis for jointly evaluating and celebrating our progress, corrective actions, and new goals for our development. This is our overall approach to fulfil our purpose and customer promise: "leading new ways" – towards a better business and a brighter future for all of us!

# Quadruple bottom line

The key to the strategy is to ensure a balanced development of all areas, which we pursue with a quadruple bottom line in mind representing all stakeholders.

1

## Employee job satisfaction

- is measured several times a year based on 10 key questions with external benchmark through Peakon Workday. In the most recent employee pulse survey at the end of the financial year 2023/24, the job satisfaction remains at a record top 5 % level as an average across the Mekoprint Group. This is a very important status to maintain short- and long-term organizational performance and work satisfaction.

2

## Financial performance

- is measured on a product team level to provide transparency and clear ownership for targeted cost improvement and business development actions. The overall 2025 strategic financial target is profitable growth towards a Turnover of 1 billion DKK and 8 % Profit before tax supported by a Return on Invested Capital of 20 %. This is not expected to be reached by 2025, due to a continued reduction in market demand, but remains the strategic target after 2025.

3

## Customer satisfaction

- is measured once a year with an open survey to provide feedback from customer contacts directly to the Mekoprint counterparts which allows immediate follow-up. In 2024 the Net Promotor Score decreased from 43% to 33%, which is primarily due to a number of delivery issues towards the end of 2023/24 in a few product areas. The 2025 strategic target of 50 % remains an important indicator of our ability to provide highly value creating partnerships in line with customer expectations.

4

## Corporate sustainability (ESG)

- is evaluated once a year with a "Corporate Sustainability score" by the third-party auditing company EcoVadis. In 2024 the auditor provided Mekoprint with an "Advanced" score of 69, which was an increase from 67 in 2023. This is in the top 3 % when benchmarked with comparable companies, which is highly satisfactory compared to our strategic 2025 target of being in the top 10 % category. Despite of this we remain committed to continued improvements and are targeting a full CSRD compliant ESG reporting in 2024/25 based on a "Double Materiality Assessment" and a KPI GAP analysis of the most important topics in the EU based ESG standard. Please refer to the following pages about our current ESG status, focus areas and progress reporting.

Picture page 25: Mekoprint forestation of more than 30,000 trees to date.



# Strategic focus towards 2030

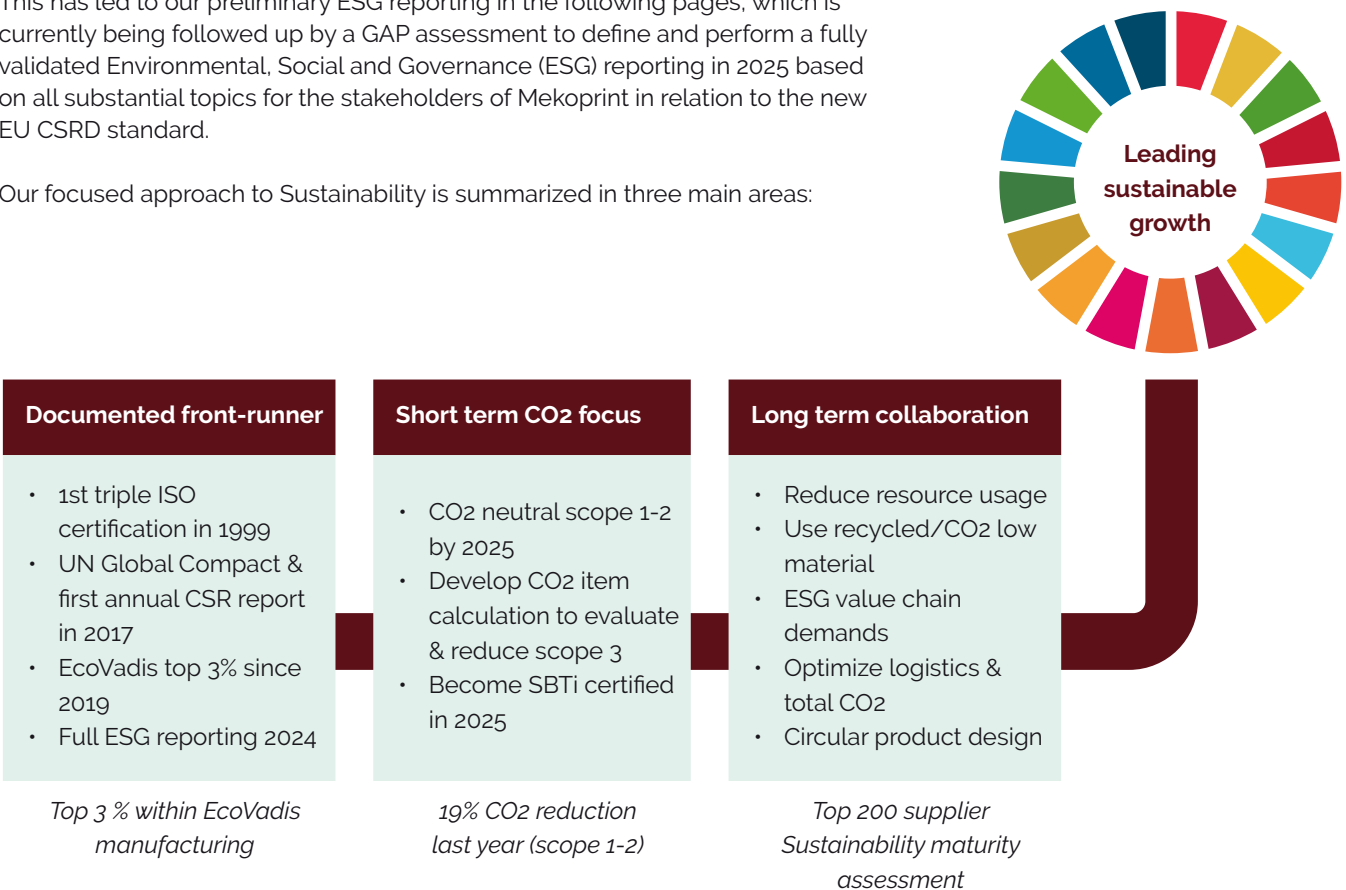
Our overall long term 2030 ambition is to become a leading sustainable development and production partner, which means our customers recognize Mekoprint as their preferred partner for sustainable business development. The current focus is to ensure ESG transparency and improvements – and to prepare a proactive customer facing advisory role with a special emphasis on CO2 reduction.

Our ESG related standards, policies, processes, and due-diligence approach is audited every year by the 3rd party company EcoVadis, which leads to a "Sustainability rating". In 2023/24 this resulted in a rating of 67 which places Mekoprint in the top 3 % of comparable manufacturing companies. Additionally, we signed the UN Global Compact in 2017 and have since then worked with 5 selected UN Sustainable Development Goals listed on page 30. A yearly progress report is made to the UN providing status information on targets for each of the selected 5 Global goals that are now also included in the ESG reporting on the following pages.

To support this dedication and at the same time be at the forefront of the new EU sustainability reporting requirements that will apply to Mekoprint in 2026, we have already in 2023 started working with the new EU Corporate Sustainability Reporting Directive (CSRD). Based on this we have completed a "Double Materiality Assessment" of our most important impacts, risks, and opportunities towards all stakeholders in society with direct or indirect relation to Mekoprint.

This has led to our preliminary ESG reporting in the following pages, which is currently being followed up by a GAP assessment to define and perform a fully validated Environmental, Social and Governance (ESG) reporting in 2025 based on all substantial topics for the stakeholders of Mekoprint in relation to the new EU CSRD standard.

Our focused approach to Sustainability is summarized in three main areas:



We need to lead new ways together with a curious mindset to develop a more sustainable future.

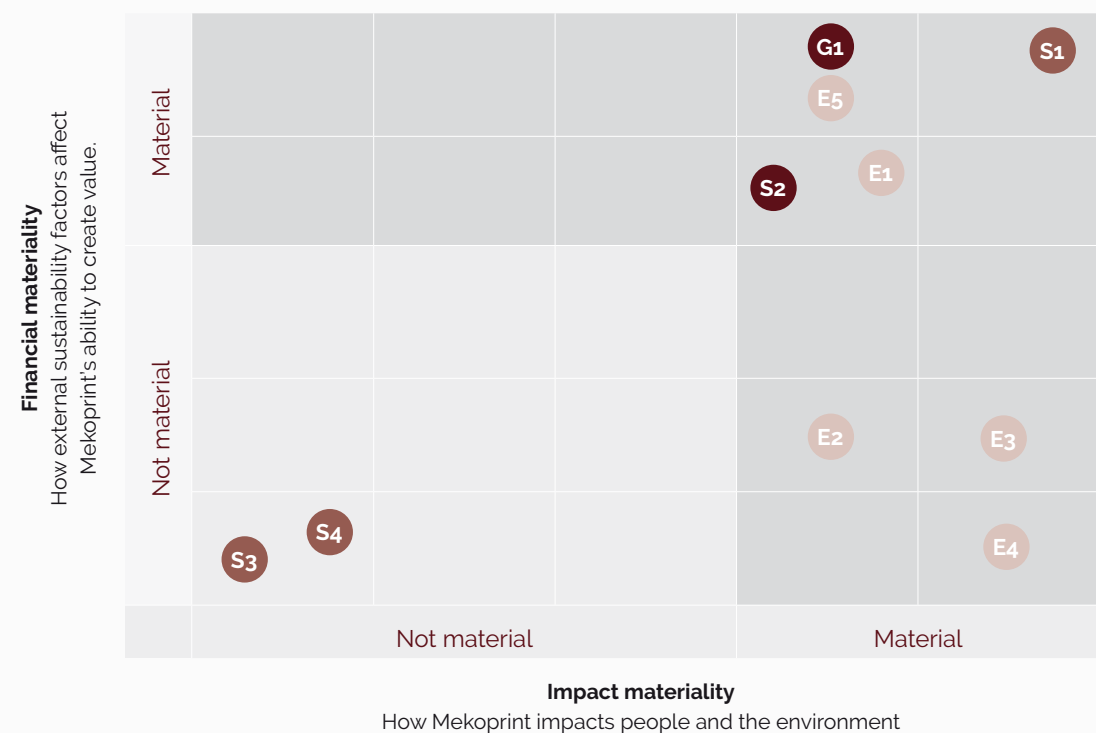


CEO, Anders Kold

Double materiality assessment

In accordance with the new EU Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS), Mekoprint is required to perform a "Double Materiality Assessment" to define the substantial ESG related topics for reporting. This has been performed in 2023 with an analysis of potential external Impact materiality and internal Financial materiality as well as related risks and opportunities for each of the 88 ESG sub-topics.

With this comprehensive assessment we've established the following mapping of the 8 out of 10 ESG related main topics that matter the most to Mekoprint based on our role in the value chain on behalf of customers and suppliers. During the financial year 2023/24, a GAP analysis of the related sub-topics was conducted to establish a fully validated list of objectives and actions, ensuring focus and follow-up on significant ESG-related improvement areas. This effort will continue into the current financial year.



- Environment**

  - E1 Climate change
  - E2 Pollution
  - E3 Water and marine resources
  - E4 Biodiversity and ecosystems
  - E5 Resource use and circular economy
- People & society**

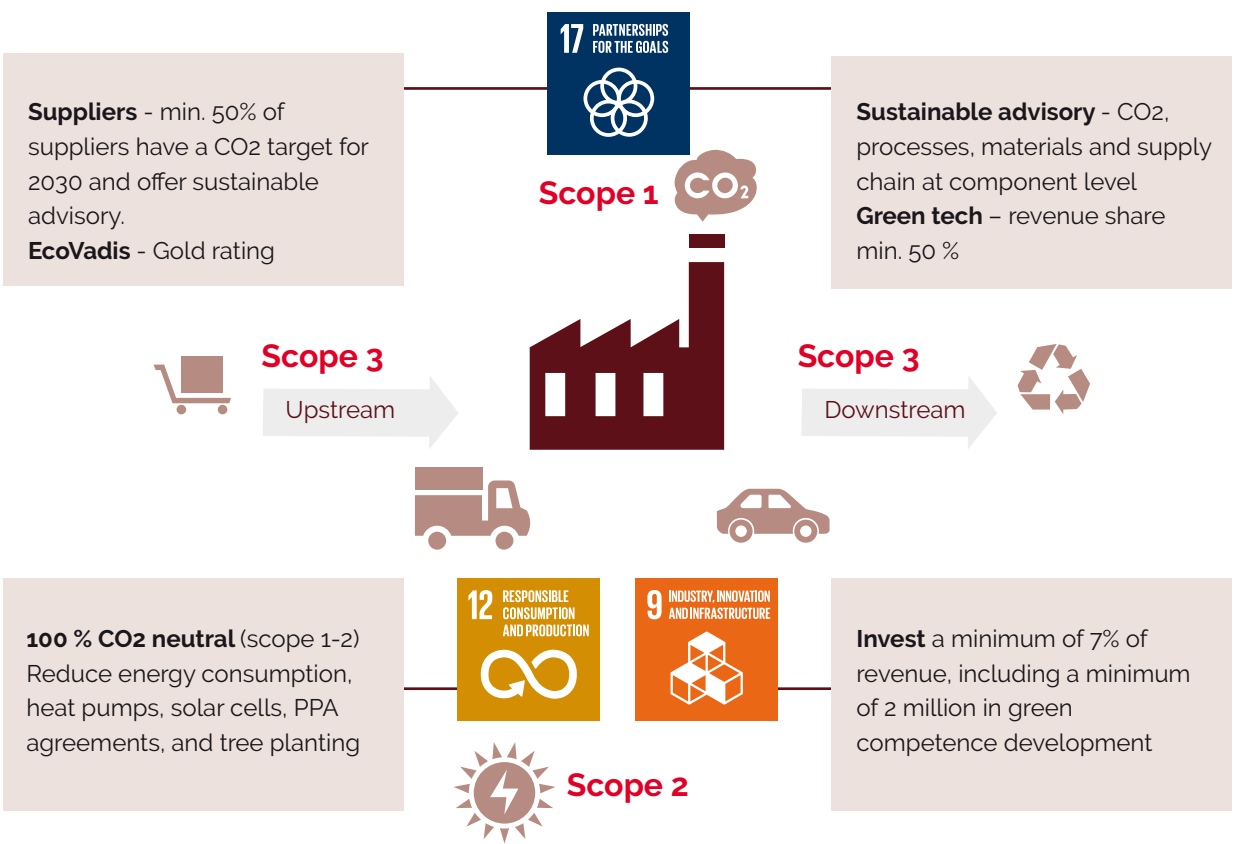
  - S1 Own workforce
  - S2 Workers in the value chain
  - S3 Affected communities
  - S4 Consumers and end-users
- Governance**

  - G1 Business conduct

Note: Topics are placed in the matrix based on the highest-scoring impacts, risks and opportunities within each topics, i.e., not based on the average score of all the identified impacts, risks and opportunities per topic.

Special CO2 focus

In 2020 Mekoprint formulated a goal of becoming CO2-neutral in our production by 2025 and at the same time intensified the development of new knowledge and competences to support our customers' and suppliers' development towards increasingly sustainable products. To support these efforts, more than EUR 1,5 million has been invested in Energy optimization activities and initiatives in the 2022/2023 and 2023/2024 fiscal years in total. The figure below outlines our 2025 objectives

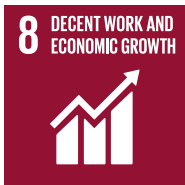


To ensure our own objectives, due diligence is carried out through external auditing of ISO 14001, assessment in ECOVadis, statutory environmental audit of the municipality, statutory energy audit, "waste audit at Nordverk". In addition, we continuously monitor compliance with limit values in wastewater and drinking water.

Global goals



Gender equality has always been natural at Mekoprint, as has equality in general across age, geographical origin and religious as well as sexual orientations. This applies to e.g. equal pay for equal qualifications and equal respect for all. This Global Goal is supported by Mekoprint targets for "Women in management" and "Freedom of opinion (as an expression of diversity in general)". Please read further details on page 38.



Decent work and economic growth have always gone hand in hand at Mekoprint. The management philosophy is that high job satisfaction is crucial for developing satisfied customers, which in turn are crucial for natural and thus sustainable economic growth. This Global Goal is supported by Mekoprint targets for "Job satisfaction", "Proportion under education" and "Economic annual growth". Please read further details on page 34.



Long-term investments in smarter technologies with better resource utilisation are among the most important characteristics of Mekoprint's continued development. This Global Goal is supported by targets for "Infrastructure investment % of Turnover", "Annual new job creation" and "Organizational investment in competencies for Green Transition and Customer Advisory".



Mekoprint's overall purpose as a company is to create a better world together, with declining resource consumption and an increased positive environmental impact in partnerships throughout the supply chain. Therefore, responsible consumption and production is a completely natural part of everyday life for all employees – in all processes. This Global Goal is supported by Mekoprint targets for "CO2 footprint", "Reduced electricity consumption", "Reduced scrap" and "Environmentally friendly packaging". Please read further details on page 32.



In order to create the best possible solutions with a sustainable use of resources, there is a need to activate knowledge and encourage action among all parties involved. That is why "Partnerships for the Goals" is crucial for us to succeed in developing products that are increasingly sustainable. This Global Goal is supported by Mekoprint targets for "Revenue share for customers with a focus on Green Transition", "Customer satisfaction with advice on increased sustainability", "Supplier share with a Sustainable profile" and "External maturity validation".

For more information about our targets and status please refer to our latest UN Communication of Progress at [www.unglobalcompact.org/what-is-gc/participants/107581-Mekoprint-A-S](https://www.unglobalcompact.org/what-is-gc/participants/107581-Mekoprint-A-S).



Environmental responsibility

In 2023/24 Mekoprint delivered more than 200 million items across more than 15,000 different part numbers. To realize that we have used 7-Gigawatt Electricity and 5,6-Gigawatt Heating which represents a great opportunity for further reduction and CO2 neutralization with green energy sources – leading to more sustainable ways of production.

Additionally, we are striving to be able to advise and help our customers in the selection of more environmentally friendly materials and production processes in their future products. To do this, we work closely with our raw material suppliers, and we have developed a CO2 calculation tool which is being implemented for all items. However, as there are not many carbons neutral or even carbon reduced raw materials on the market yet, our short-term focus is to reduce our own use of Energy, Neutralize all CO2 emissions on scope 1-2, recycle and minimize waste. Targets and progress results are shown in the table, on the following page.

Main initiatives and results in 2023/24:

- Reduction in electricity consumption by 7 % due to energy optimization initiatives. Since 2020/21 a total reduction of 31 % has been achieved.
- Reduction in heat consumption by 12 %, which is mainly related to conversion from gas heating to electric heat pumps. Total reduction is 44 % since 2020/21.
- Completion of a CO2 calculation model to be implemented for all products in 2025 for reporting and reduction dialogue with customers.
- Initial preparation and analysis to join Science Based Target initiative (SBTi)
- Completed Double Materiality Analysis, and initiated CSRD GAP analysis.
- Continued focus on waste sorting and recycling to reach the targets in 2024/25.
- A Mekoprint Culture Profile was developed and introduced to all employees in June 2024 including 17 ESG related Ethical Guidelines as our "Code of Conduct. The Mekoprint's Code of Conduct is available on the website via the following link: [Mekoprint Code of Conduct](#).

The most important risks associated with our Environmental responsibility is potential pollution - and from water-based processes in particular. These processes are being monitored thoroughly to ensure stable processes and avoid pollution with preventive maintenance and ongoing tests.



Environmental responsibility focus areas and progress reporting\*

| Focus area                                      | Target                                                             | 2023/24        | 2022/23        | 2021/22        | 2020/21        | Comment                                                                                                               | KPI definition                                                                   |
|-------------------------------------------------|--------------------------------------------------------------------|----------------|----------------|----------------|----------------|-----------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| Electricity vs. Turnover (MWh)                  | Reduce 20 % from 2020/21 to 2024/25                                | 6,994          | 6,835          | 7,944          | 7,127          | Target reached two years ahead of time.                                                                               | Annual electricity                                                               |
| MWh/Million DKK                                 |                                                                    | 8.8            | 9.7            | 13.4           | 15.3           |                                                                                                                       | MWh divided by Annual Turnover                                                   |
| Heating vs. Turnover* (MWh)                     | Reduce 50 % from 2020/21 vs. Turnover in 2024/25                   | 5,629          | 5,839          | 7,260          | 7,078          | To be reduced further by heat pumps & ventilation optimization                                                        | Annual district + natural gas Heating.                                           |
| MWh/Million DKK                                 |                                                                    | 7.1            | 8.3            | 12.3           | 15.2           |                                                                                                                       | MWh divided by Annual Turnover.                                                  |
| CO2 emission scope 1-2 (tons)*                  | Below SBTi requirement***                                          | 2,013          | 1,946          | 2,533          | 2,253          | CO2 reduction in recent three years is below SBTi requirement                                                         | All scope 1-2 CO2 emissions divided by Annual Turnover                           |
| CO2 neutralization scope 1-2 (tons)*            | 100 % CO2 neutral by the end of 2025                               | 138<br>6.5%    | 152<br>7.4%    | 28<br>1.1%     | 28<br>1.2%     | Detailed action plan in progress to reach 2025 target with heat pumps, wood, solar cells, wind power and forestation. | Neutralized tons CO2 divided by total tons CO2 emission.                         |
| CO2 emission scope 3 (tons)***                  | Below SBTi requirement***                                          | 110            | 114            | 105            | 22             | 2020/21 level was unusually low due to Covid19 epidemic                                                               | Sum of CO2 emissions from all company cars and public transportation             |
| Water consumption (m3)*                         | Reduce 20 % from 2020/21 to 2024/25 relative to Turnover           | 16,136<br>20.3 | 16,966<br>24.0 | 17,452<br>29.5 | 14,821<br>31.9 | Ongoing focus area                                                                                                    | Total 1,000 m3 water consumption divided by Turnover in Period.                  |
| Reduced production scrap**                      | 25 % reduction from 2 % in 2020/21 to 1.5 % of Turnover in 2024/25 | 1.7%           | 2.1%           | 1.8%           | 2.1%           | Follow-up in progress to evaluate efforts to reach target                                                             | Total cost of scrap from all production processes divided by Turnover in Period. |
| Hazardous waste (tons)*                         | To be defined relative to process Turnover<br>Decrease YoY         | 285            | 253            | 360            | 373            | Continued significant annual drop from 579 tons in 2018/19                                                            | Total weight measured at waste collection                                        |
| Food waste (kg)*                                | 20% reduction from 2021/22 to 2024/25                              | 18,415         | 15,585         | 16,140         | -              | Special focus area 2022/23                                                                                            | Total weight measured at waste collection                                        |
| Domestic waste (remaining non recyclable) (kg)* | 20 % reduction from 2021/22 to 2024/25 relative to Turnover        | 301,220        | 300,105        | 307,690        | -              | Residual from other waste streams                                                                                     | Total weight measured at waste collection                                        |
| Environmentally friendly packaging              | 99 % environmentally friendly by 2024/25                           | 93%            | 92%            | 91 %           | 90 %           | Ongoing focus area                                                                                                    | Total purchase cost of packaging from environmentally friendly                   |

\* Related to Mekoprint A/S company only in 2020/21 & 2021/22, Mekoprint A/S + Poland/Ukraine subsidiaries in 2022/23 & all Mekoprint Group companies in 2023/24 excl. Mikkelsen acquisition related acitities in August-September 2024.  
\*\* Related to Mekoprint A/S and subsidiaries in Poland/Ukraine (awaiting migration to Mekoprint IT for Mekoprint Seritronic/Microturn/Serbia).  
\*\*\* Related to Mekoprint A/S operations in Denmark. To be extended with all subsidiaries.  
\*\*\*\* SBTi is an abbreviation for "Science Based Targets initiative" which is being evaluated for Mekoprint participation in 2024/25.



## Social responsibility

Social responsibility is deeply embedded in Mekoprint's culture, with a strong emphasis on creating a supportive and inclusive workplace with highly autonomous teams. This commitment spans from respecting human rights to fostering a collaborative environment that embraces diversity and mutual support in line with our Mekoprint Culture Profile description.

We uphold the same high standards for our suppliers, clearly outlined in the "Mekoprint Partner Code of Conduct." The Mekoprint Partner Code of Conduct is available on the website via the following link: [Mekoprint Partner Code of Conduct](#). Additionally, we prioritize long-term initiatives that support children and young people, focusing on local collaborations that create job opportunities in the industry and backing volunteer efforts for youth development.

Our current social responsibility priorities include continued gender diversity in leadership roles, maintaining high work-life satisfaction, and expanding job training and technical education opportunities for young people. The most important risks associated with our Social responsibility is a drop in Employee Satisfaction which will lead to higher Employee Turnover level, sick leave % and general inefficiency.

### Main initiatives and results in 2023/24:

- With 41% of managers being women, we exceeded our target of at least 40% female managers, achieving this milestone two years ahead of schedule.
- We achieved a significantly higher international eNPS score of 60%, up from 51% last year.
- We are on track to reach an educational participation rate of 5% this year, increasing from 4% last year to 4.7% this year.
- The incident rate has decreased from 5.0% last year to 2.9%, showing a marked yearly reduction.
- A Mekoprint Culture Profile was developed and introduced to all employees in June 2024 including 17 ESG related Ethical Guidelines as our "Code of Conduct". Mekoprint's Code of Conduct is available on the website via the following link: [Mekoprint Code of Conduct](#).

### Social responsibility focus areas and progress reporting

| Focus area                                                     | Target                                                           | 2023/24 | 2022/23 | 2021/22 | 2020/21 | Comment                                                                           | KPI definition                                                                                                                     |
|----------------------------------------------------------------|------------------------------------------------------------------|---------|---------|---------|---------|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|
| <b>Employee #</b>                                              | N/A                                                              | 706     | 693     | 665     | 618     |                                                                                   | Average number of employees during the year                                                                                        |
| <b>Employee turnover</b>                                       | Maximum 15 %                                                     | 11.8%   | 13.4%   | 14.2%   | 8.7%    |                                                                                   | Number of people leaving a job at Mekoprint divided by the average number of people in the year                                    |
| <b>Sick leave %</b>                                            | Maximum 4 %                                                      | 4.2%    | 3.2%    | 4.1%    | 4.1%    | Continued focus on healthy work environment & habits to reduce sick leave %.      | Total number of sick days divided by the average number of people in the year                                                      |
| <b>Employee satisfaction<br/>Employee survey (eNPS)*</b>       | <b>Denmark</b><br>eNPS 55 % 2024/25<br>(Top 5 % benchmark)       | 76%     | 78%     | 71%     | 62%     | Steady YoY progress based on a decade of management focus on employee engagement. | Total amount of rating 9-10 responses subtracted with all negative ratings and then divided by total number of survey participants |
|                                                                | <b>International</b><br>eNPS 50 %2024/25<br>(Top 10 % benchmark) | 60%     | 51%     | 15%     | 26%     | Significant progress related to increased management team focus.                  |                                                                                                                                    |
| <b>Openness to speak<br/>Employee survey</b>                   | 95 % in 2024/25                                                  | 92%     | 95%     | 88%     | -       |                                                                                   | Total average 1-10 score divided by 10                                                                                             |
| <b>Incident rate % for Mekoprint A/S<br/>Denmark employees</b> | Yearly reduction                                                 | 2.9%    | 5.0%    | -       | -       |                                                                                   | Total number of incidents divided by the average number of people in the year                                                      |
| <b>Gender diversity<br/>All employees</b>                      | No target currently needed                                       | 66/34   | 54/46   | 50/50   | 52/48   |                                                                                   | Female/male distribution of total number of employees                                                                              |
| <b>Gender diversity<br/>Management positions</b>               | Minimum 40 % female managers by end of 2026                      | 41%     | 32%     | 28%     | 28%     | Target reached two years ahead of time                                            | Number of female managers divided by total number of managers                                                                      |
| <b>Employee training<br/>% of total time*</b>                  | To be defined                                                    | 13.3%   | 13.3%   | -       | -       |                                                                                   | Number of hours in training divided by number of Employees                                                                         |
| <b>Education share<br/>% of DK employees**</b>                 | 5 % in 2024/25                                                   | 4.7%    | 4.0%    | -       | -       |                                                                                   | Number of apprenticeships in Denmark divided by total employees in Denmark                                                         |
| <b>External youth sponsorships**</b>                           | Minimum of 150 (1.000 DKK) yearly                                | 150     | 150     | 250     | 150     | Sponsor strategy in progress for 2024/25 target                                   | Sum of all company sponsorships                                                                                                    |

\* Related to Mekoprint A/S and subsidiaries in Poland/Ukraine (awaiting migration to Mekoprint IT for Mekoprint Seritronic/Microturn/Serbia).

\*\* Related to Mekoprint A/S operations in Denmark.

# Governance responsibility

At Mekoprint, governance is centered on responsible management and leadership, defined by clear roles, responsibilities, and procedures outlined in our ISO 9001:2015-certified Management System. Oversight is conducted by the Board of Directors through an annual cycle, which includes a comprehensive risk assessment, strategy updates, and action planning.

Since 2012, Mekoprint has operated with an internal and external Code of Conduct — a set of ethical guidelines that govern the interactions between Mekoprint, its employees, and suppliers. This was updated in 2023/24 to relate the Code of Conduct more clearly to our culture and the ESG related expectations with 17 revised Ethical Guidelines. With this we're in a stronger position than ever before to ensure that all products and services are delivered in line with our commitment to act responsibly and fairly towards all stakeholders.

The primary governance risk we face is unethical behavior that may go undetected, potentially leading to negative impacts on the company's financial health and employee satisfaction.

### Main initiatives and results in 2023/24:

- Developed Culture Profile with integrated Code of Conduct which has been introduced by CEO in a session for all employees at each location in June 2024. Mekoprint's Code of Conduct is available on the website via the following link: [Mekoprint Code of Conduct](#).
- Introduced new shared Mekoprint Group whistleblower solution with follow-up related to one internal submission of an incident assessed by Chairman, CEO, HR- and Division Director to ensure action.
- Performed follow-up "Sustainable Supplier Assessment" of all suppliers with a delivery of goods of more than EUR 20.000 in the last year to ensure increased awareness about expectations and Sustainability targets.



The Mekoprint executive management team. From left to right: Anders Kold (CEO), Torben Jensen (CFO) and Tina Rysgaard Vennevold (COO)..

### Governance focus areas and progress reporting

| Focus area                                               | Target         | 2023/24 | 2022/23 | 2021/22 | 2020/21 | Comment                                                                                                         | KPI definition                                                                                                                     |
|----------------------------------------------------------|----------------|---------|---------|---------|---------|-----------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|
| Leadership quality %                                     | 90%            | 90%     | 87%     | 86%     | 85%     | 3 questions evaluated up to 4 times/year in Pulse Survey with HR/ Manager follow-up                             | Average Pulse Survey response on 1-10 rating divided by 10                                                                         |
| Governance recommendations followed % (Listed companies) | 75%            | 75%     | 70%     | 68%     | 63%     | All 30 relevant recommendations followed out of 40 recommendations in total for Public listed companies         | Number of recommendations followed divided by total number of recommendations by Goodgovernance.dk                                 |
| Board meeting attendance %                               | 90%            | 96%     | 100%    | 100%    | 100%    | 1 Board member absent at 1 meeting in 2023/24                                                                   | Total number of participants at 4 annual meetings divided by total full participant number                                         |
| Whistleblower #                                          | 0              | 1       | 0       | 0       | 0       | Reported incident evaluated and handled by the Chairman and Executive Management Team.                          | Number of whistleblower cases                                                                                                      |
| Supplier Code of conduct signature*                      | 90% in 2024/25 | 54%     | 31%     | -       | -       | Supplier follow-up in progress to reach target                                                                  | Percentage suppliers of +20 kEUR goods/ year with signed Mekoprint Code of Conduct                                                 |
| NPS                                                      | 50%            | 35%     | 46%     | 37%     | 49%     | The decrease is primarily due to a number of delivery issues towards the end of 2023/24 in a few product areas. | Total amount of rating 9-10 responses subtracted with all negative ratings and then divided by total number of survey participants |

\* Related to Mekoprint A/S and subsidiaries in Poland/Ukraine (awaiting migration to Mekoprint IT for Mekoprint Seritronic/Microturn/Serbia).

Gender diversity

This statutory report on diversity policy, according to section 107d of the Danish Financial Statements Act, is integrated with the report on gender composition of management, as required by section 99b, for the 2023/24 financial year.

In the Mekoprint Group, we believe diversity among employees and leadership contributes positively to the work environment and strengthens the company's competitiveness and performance. Diversity has always been a core value at Mekoprint, supported by a culture that embraces individual differences—from opinions and motivations to gender, nationality, religion, and sexual orientation. To underscore our commitment, Mekoprint has signed "The Gender Diversity Pledge" by the Confederation of Danish Industry, which outlines 16 principles to enhance diversity. The pledge aims to achieve a 40/60 gender distribution across all member companies by 2030, a goal Mekoprint is actively pursuing.

Following the Danish Business Authority's guidance issued on December 3, 2022, boards with at least three general meeting-elected members must have a gender distribution of 40/60 percent. Mekoprint's Board of Directors, the company's highest governing body, consisted of four members elected at the general meeting. With a current distribution of 0/100 percent female/male members, the target has not yet been met. Mekoprint has a goal of reaching a 25/75 percent gender distribution on the Board of Directors by the 2026/27 financial year. The Mekoprint Group's objective is also not to have an underrepresented gender at other management levels. For the Mekoprint Management team the gender distribution in 2023/24 was two female members and seven male members. This translates into a 22/78 % gender distribution in 2023/24 leading to continued efforts to improve gender diversity at this management level.

For all managers at the Mekoprint Group the gender distribution in 2023/24 was 41/59 % women/men as stated in the Social Responsibility progress report table, which represents a balanced gender distribution across all management levels.

The policies to ensure balanced gender diversity are the following:

- All qualified applicants are to be evaluated based on their qualifications, without regard to gender, ethnicity, religion, political beliefs, age, disabilities, sexual orientation, or other personal characteristics.
- To the extent possible, in recruitment processes, Mekoprint aims to include at least two candidates of any underrepresented gender and ensure that, where possible, at least 50% of the candidate pool consisted of individuals from the underrepresented gender.



The progress in gender diversity will be reported with the following table in the coming years:

| Board of Directors<br>(supreme governing body) | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 |
|------------------------------------------------|---------|---------|---------|---------|---------|
| Total number of members                        | 4       |         |         |         |         |
| Underrepresented %                             | 0%      |         |         |         |         |
| Underrepresented target %                      | 25%     |         |         |         |         |
| Year to fulfil target                          | 2026/27 |         |         |         |         |

| Mekoprint Management team<br>(other management level) | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 |
|-------------------------------------------------------|---------|---------|---------|---------|---------|
| Total number of members                               | 9       |         |         |         |         |
| Underrepresented %                                    | 22%     |         |         |         |         |
| Underrepresented target %                             | 33.3%   |         |         |         |         |
| Year to fulfil target                                 | 2026/27 |         |         |         |         |

## Risk management & data ethics

### Operating and activity risks

As a manufacture-to-order company, Mekoprint A/S is dependent on customer activity, and the ability to adapt production capacity to market needs in an agile manner is deemed to be the company's most important operational risk.

The company closely monitors the activity risk, which covers a large number of customers in various industries and markets. The activity risk cannot be eliminated, but is deemed to be reduced to a reasonable level by this spread and distribution.

### Currency risks

The majority of the group's transactions take place in DKK and EUR. The group is only to a limited extent exposed to other currencies.

### Interest rate risks

The group's interest rate risks, which are solely associated with operating credits and mortgage debt, are considered to be minimal.

### Credit risks

The group's receivables are distributed on a large number of customers and large receivables from well-consolidated business partners. No special risks are deemed to exist in this regard.

### Data ethics

The extent of the digitalization and data quantity is developing rapidly, which increases the demands on how to process and protect data. The management expects, that the Mekoprint Group is acting in a responsible manner, also in relation to data, and that the level of transparency is increasing in relation to customers, employees and business partners. In order to ensure compliance a data policy has been defined and approved by the board of directors.

## Subsequent events

No important events have occurred after the end of the financial year.

## Treasury shares

### Treasury shares consist of:

|                                           | Purchase-/<br>salesprice<br>DKK '000 | Total<br>nominal value<br>DKK '000 | Percent<br>of<br>capital |
|-------------------------------------------|--------------------------------------|------------------------------------|--------------------------|
| Holding of treasury shares as at 01.10.23 |                                      | 81                                 | 1.62%                    |
| Additions during the year                 | 2.337                                | 41                                 | 0.84%                    |
| Disposals during the year                 | -2.882                               | -58                                | -1.17%                   |
| Holding of treasury shares as at 30.09.24 |                                      | 64                                 | 1.29%                    |

The acquisition of treasury shares has been made in relation to the employee share ownership programme at Mekoprint A/S in Denmark based on a model supported by Danish Tax legislation.

The purpose is:

- to enable direct employee investment with increased mutual interests and
- to gain experience and prepare for an even more open ownership structure with other internal and external investors.

# Statement

Mekoprint Holding A/S

## Statement by the Executive Board and Board of Directors on the annual report

We have on this day presented the annual report for the financial year 01.10.23 - 30.09.24 for Mekoprint Holding A/S.

The annual report is presented in accordance with the Danish Financial Statements Act.

In our opinion, the consolidated financial statements and financial statements give a true and fair view of the group's and the parent's assets, liabilities and financial position as at 30.09.24 and of the results of the group's and parent's activities and of the group's cash flows for the financial year 01.10.23 - 30.09.24.

We believe that the management's review includes a fair review of the matters dealt with in the management's review.

The annual report is submitted for adoption by the general meeting.

Støvring, December 17, 2024

### Executive Board

|                    |                      |                                |
|--------------------|----------------------|--------------------------------|
| Anders Kold<br>CEO | Torben Jensen<br>CFO | Tina Rysgaard Vennevold<br>COO |
|--------------------|----------------------|--------------------------------|

### Board of Directors

|                                   |                             |             |
|-----------------------------------|-----------------------------|-------------|
| Jan Vestergaard Olsen<br>Chairman | Esben Kold<br>Vice-chairman | Anders Kold |
|-----------------------------------|-----------------------------|-------------|

Per Rasmus Rasmussen

Independent auditor’s report

To the Shareholder of Mekoprint Holding A/S

Opinion

We have audited the consolidated financial statements and financial statements of Mekoprint Holding A/S for the financial year 01.10.23 - 30.09.24, which comprise income statement, balance sheet, statement of changes in equity and notes to the financial statements, including material accounting policy information for the group as well as for the parent company as well as the consolidated cash flow statement. The consolidated financial statements and financial statements are prepared in accordance with the Danish Financial Statements Act.

In our opinion the consolidated financial statements and financial statements give a true and fair view of the group's and the company's financial position at 30.09.24 and of the results of the group's and the company's operations and consolidated cash flows for the financial year 01.10.23 - 30.09.24 in accordance with the Danish Financial Statements Act.

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 consolidated financial statements and financial statements" section of our report. We are independent of the group and the company 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 on the management's review

Management is responsible for the management's review.

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

In connection with our audit of the consolidated financial statements and financial statements, it is our responsibility is to read management's review and, in doing so, consider whether management's review is materially inconsistent with the consolidated financial statements or parent company 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 by law and regulations.

Independent auditor’s report

Based on the work we have performed, we conclude that the management's review is in accordance with the consolidated financial statements and financial statements and has been prepared in accordance with the requirements of Danish Financial Statements Act. We did not identify any material misstatement of the management's review.

Management's responsibilities for the consolidated financial statements and financial statements

Management is responsible for the preparation of consolidated financial statements and 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 consolidated financial statements and financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements and financial statements, management is responsible for assessing the group's and the 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 consolidated financial statements and financial statements unless management either intends to liquidate the group and the company or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the consolidated financial statements and financial statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements and 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 consolidated financial statements and 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 scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements and 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.

Independent auditor’s report

- 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 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 consolidated financial statements and 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 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 consolidated financial statements and 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 company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and contents of the consolidated financial statements and financial statements, including the disclosures, and whether the consolidated financial statements and 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.

Aalborg, December 17, 2024

Beierholm

Godkendt Revisionspartnerselskab  
CVR no. 32 89 54 68

Henrik Bjørn  
State Authorised Public Accountant  
MNE-no. mne28606

Income statement

| Note |                                                                                                          | Group               |                     | Parent              |                     |
|------|----------------------------------------------------------------------------------------------------------|---------------------|---------------------|---------------------|---------------------|
|      |                                                                                                          | 2023/24<br>DKK '000 | 2022/23<br>DKK '000 | 2023/24<br>DKK '000 | 2022/23<br>DKK '000 |
| 3    | <b>Turnover</b>                                                                                          | <b>799,004</b>      | <b>762,873</b>      | <b>0</b>            | <b>0</b>            |
|      | Change in inventories of finished goods and work in progress                                             | -2,397              | 8,078               | 0                   | 0                   |
|      | Other operating income                                                                                   | 9,016               | 2,468               | 0                   | 0                   |
|      | Costs of raw materials and consumables                                                                   | -324,795            | -309,877            | 0                   | 0                   |
|      | Other external expenses                                                                                  | -114,501            | -109,712            | -46                 | -40                 |
|      | <b>Gross result</b>                                                                                      | <b>366,327</b>      | <b>353,830</b>      | <b>-46</b>          | <b>-40</b>          |
| 4    | Staff costs                                                                                              | -299,507            | -270,086            | 0                   | 0                   |
|      | <b>Profit/loss before depreciation, amortisation, write-downs and impairment losses</b>                  | <b>66,820</b>       | <b>83,744</b>       | <b>-46</b>          | <b>-40</b>          |
| 6    | Depreciation, amortisation and impairments losses of intangible assets and property, plant and equipment | -42,242             | -37,812             | 0                   | 0                   |
|      | Other operating expenses                                                                                 | -809                | -194                | 0                   | 0                   |
|      | <b>Operating profit/loss</b>                                                                             | <b>23,769</b>       | <b>45,738</b>       | <b>-46</b>          | <b>-40</b>          |
| 7    | Income from equity investments in group enterprises                                                      | 0                   | 0                   | 8,699               | 26,153              |
| 8    | Financial income                                                                                         | 6,995               | 72                  | 4                   | 441                 |
| 9    | Financial expenses                                                                                       | -18,702             | -9,827              | -236                | 0                   |
|      | <b>Profit before tax</b>                                                                                 | <b>12,062</b>       | <b>35,983</b>       | <b>8,421</b>        | <b>26,554</b>       |
| 10   | Tax on profit for the year                                                                               | -4,614              | -9,476              | 61                  | -88                 |
|      | <b>Profit for the year</b>                                                                               | <b>7,448</b>        | <b>26,507</b>       | <b>8,482</b>        | <b>26,466</b>       |
| 11   | Proposed appropriation account                                                                           |                     |                     |                     |                     |

Balance sheet

| ASSETS |                                                  | Group          |                | Parent         |                |
|--------|--------------------------------------------------|----------------|----------------|----------------|----------------|
|        |                                                  | 30.09.24       | 30.09.23       | 30.09.24       | 30.09.23       |
|        |                                                  | DKK '000       | DKK '000       | DKK '000       | DKK '000       |
| Note   |                                                  |                |                |                |                |
|        | Goodwill                                         | 71,238         | 68,322         | 0              | 0              |
| 12     | <b>Total intangible assets</b>                   | <b>71,238</b>  | <b>68,322</b>  | <b>0</b>       | <b>0</b>       |
|        | Land and buildings                               | 248,744        | 247,384        | 0              | 0              |
|        | Leasehold improvements                           | 1,280          | 2,110          | 0              | 0              |
|        | Plant and machinery                              | 158,090        | 171,628        | 0              | 0              |
|        | Other fixtures and fittings, tools and equipment | 22,092         | 12,804         | 0              | 0              |
|        | Property, plant and equipment under construction | 10,952         | 9,133          | 0              | 0              |
| 13     | <b>Total property, plant and equipment</b>       | <b>441,158</b> | <b>443,059</b> | <b>0</b>       | <b>0</b>       |
| 14     | Equity investments in group enterprises          | 0              | 0              | 297,563        | 286,839        |
| 15     | Deposits                                         | 1,407          | 1,178          | 0              | 0              |
|        | <b>Total investments</b>                         | <b>1,407</b>   | <b>1,178</b>   | <b>297,563</b> | <b>286,839</b> |
|        | <b>Total non-current assets</b>                  | <b>513,803</b> | <b>512,559</b> | <b>297,563</b> | <b>286,839</b> |
|        | Raw materials and consumables                    | 66,824         | 71,980         | 0              | 0              |
|        | Work in progress                                 | 18,448         | 16,093         | 0              | 0              |
|        | Manufactured goods and goods for resale          | 64,563         | 64,821         | 0              | 0              |
|        | <b>Total inventories</b>                         | <b>149,835</b> | <b>152,894</b> | <b>0</b>       | <b>0</b>       |
|        | Trade receivables                                | 108,613        | 137,779        | 0              | 0              |
|        | Receivables from group enterprises               | 0              | 468            | 15,016         | 5,168          |
|        | Income tax receivable                            | 0              | 0              | 61             | 0              |
|        | Other receivables                                | 8,357          | 8,775          | 0              | 0              |
| 16     | Prepayments                                      | 5,239          | 6,799          | 0              | 0              |
|        | <b>Total receivables</b>                         | <b>122,209</b> | <b>153,821</b> | <b>15,077</b>  | <b>5,168</b>   |
|        | <b>Cash</b>                                      | <b>6,597</b>   | <b>11,039</b>  | <b>11</b>      | <b>23</b>      |
|        | <b>Total current assets</b>                      | <b>278,641</b> | <b>317,754</b> | <b>15,088</b>  | <b>5,191</b>   |
|        | <b>Total assets</b>                              | <b>792,444</b> | <b>830,313</b> | <b>312,651</b> | <b>292,030</b> |

Balance sheet

| EQUITY AND LIABILITIES |                                                            | Group          |                | Parent         |                |
|------------------------|------------------------------------------------------------|----------------|----------------|----------------|----------------|
|                        |                                                            | 30.09.24       | 30.09.23       | 30.09.24       | 30.09.23       |
|                        |                                                            | DKK '000       | DKK '000       | DKK '000       | DKK '000       |
| Note                   |                                                            |                |                |                |                |
| 17                     | Share capital                                              | 5,000          | 5,000          | 5,000          | 5,000          |
|                        | Reserve for net revaluation according to the equity method | 0              | 0              | 152,563        | 141,839        |
|                        | Foreign currency translation reserve                       | 2,167          | 142            | 0              | 0              |
|                        | Retained earnings                                          | 278,675        | 274,598        | 128,279        | 132,901        |
|                        | Proposed dividend for the financial year                   | 5,000          | 10,000         | 5,000          | 10,000         |
|                        | <b>Equity attributable to owners of the parent</b>         | <b>290,842</b> | <b>289,740</b> | <b>290,842</b> | <b>289,740</b> |
| 18                     | Non-controlling interests                                  | 9,966          | 11,000         | 0              | 0              |
|                        | <b>Total equity</b>                                        | <b>300,808</b> | <b>300,740</b> | <b>290,842</b> | <b>289,740</b> |
| 19                     | Provisions for deferred tax                                | 55,141         | 53,043         | 0              | 0              |
|                        | <b>Total provisions</b>                                    | <b>55,141</b>  | <b>53,043</b>  | <b>0</b>       | <b>0</b>       |
| 20                     | Mortgage debt                                              | 81,501         | 86,548         | 0              | 0              |
| 20                     | Payables to other credit institutions                      | 42,288         | 34,053         | 0              | 0              |
| 20                     | Lease commitments                                          | 58,566         | 62,751         | 0              | 0              |
| 20                     | Payables to associates                                     | 0              | 3,715          | 0              | 0              |
| 20                     | Other payables                                             | 41,340         | 39,046         | 0              | 0              |
|                        | <b>Total long-term payables</b>                            | <b>223,695</b> | <b>226,113</b> | <b>0</b>       | <b>0</b>       |
| 20                     | Short-term part of long-term payables                      | 41,862         | 43,481         | 0              | 0              |
|                        | Payables to other credit institutions                      | 58,057         | 81,109         | 0              | 0              |
|                        | Prepayments received from customers                        | 456            | 359            | 0              | 0              |
|                        | Trade payables                                             | 70,223         | 69,240         | 16             | 14             |
|                        | Payables to group enterprises                              | 1,067          | 0              | 19,371         | 0              |
|                        | Income taxes                                               | 297            | 8,425          | 0              | 88             |
|                        | Other payables                                             | 40,838         | 47,803         | 2,422          | 2,188          |
|                        | <b>Total short-term payables</b>                           | <b>212,800</b> | <b>250,417</b> | <b>21,809</b>  | <b>2,290</b>   |
|                        | <b>Total payables</b>                                      | <b>436,495</b> | <b>476,530</b> | <b>21,809</b>  | <b>2,290</b>   |
|                        | <b>Total equity and liabilities</b>                        | <b>792,444</b> | <b>830,313</b> | <b>312,651</b> | <b>292,030</b> |

21 Contingent liabilities  
22 Charges and security  
23 Related parties

Statement of changes in equity

| Figures in DKK '000                                            | Share capital | Reserve for net revaluation according to the equity method | Foreign currency translation reserve | Retained earnings | Proposed dividend for the financial year | Equity attributable to owners of the parent | Non-controlling interests | Total equity |
|----------------------------------------------------------------|---------------|------------------------------------------------------------|--------------------------------------|-------------------|------------------------------------------|---------------------------------------------|---------------------------|--------------|
|                                                                |               |                                                            |                                      |                   |                                          |                                             |                           |              |
| Group:                                                         |               |                                                            |                                      |                   |                                          |                                             |                           |              |
| Statement of changes in equity for 01.10.22 - 30.09.23         |               |                                                            |                                      |                   |                                          |                                             |                           |              |
| Balance as at 01.10.22                                         | 5,000         | 0                                                          | -672                                 | 258,012           | 12,000                                   | 274,340                                     | 10,959                    | 285,299      |
| Foreign currency translation adjustment of foreign enterprises | 0             | 0                                                          | 814                                  | 0                 | 0                                        | 814                                         | 0                         | 814          |
| Purchase of treasury shares                                    | 0             | 0                                                          | 0                                    | -2,649            | 0                                        | -2,649                                      | 0                         | -2,649       |
| Sale of treasury shares                                        | 0             | 0                                                          | 0                                    | 2,648             | 0                                        | 2,648                                       | 0                         | 2,648        |
| Dividend from treasury shares                                  | 0             | 0                                                          | 0                                    | 77                | 0                                        | 77                                          | 0                         | 77           |
| Dividend paid                                                  | 0             | 0                                                          | 0                                    | 0                 | -12,000                                  | -12,000                                     | 0                         | -12,000      |
| Other changes in equity                                        | 0             | 0                                                          | 0                                    | 44                | 0                                        | 44                                          | 0                         | 44           |
| Net profit/loss for the year                                   | 0             | 0                                                          | 0                                    | 16,466            | 10,000                                   | 26,466                                      | 41                        | 26,507       |
| Balance as at 30.09.23                                         | 5,000         | 0                                                          | 142                                  | 274,598           | 10,000                                   | 289,740                                     | 11,000                    | 300,740      |
| Statement of changes in equity for 01.10.23 - 30.09.24         |               |                                                            |                                      |                   |                                          |                                             |                           |              |
| Balance as at 01.10.23                                         | 5,000         | 0                                                          | 142                                  | 274,598           | 10,000                                   | 289,740                                     | 11,000                    | 300,740      |
| Foreign currency translation adjustment of foreign enterprises | 0             | 0                                                          | 2,025                                | 0                 | 0                                        | 2,025                                       | 0                         | 2,025        |
| Purchase of treasury shares                                    | 0             | 0                                                          | 0                                    | -2,337            | 0                                        | -2,337                                      | 0                         | -2,337       |
| Sale of treasury shares                                        | 0             | 0                                                          | 0                                    | 2,882             | 0                                        | 2,882                                       | 0                         | 2,882        |
| Dividend from treasury shares                                  | 0             | 0                                                          | 0                                    | 50                | 0                                        | 50                                          | 0                         | 50           |
| Dividend paid                                                  | 0             | 0                                                          | 0                                    | 0                 | -10,000                                  | -10,000                                     | 0                         | -10,000      |
| Net profit/loss for the year                                   | 0             | 0                                                          | 0                                    | 3,482             | 5,000                                    | 8,482                                       | -1,034                    | 7,448        |
| Balance as at 30.09.24                                         | 5,000         | 0                                                          | 2,167                                | 278,675           | 5,000                                    | 290,842                                     | 9,966                     | 300,808      |

Statement of changes in equity

| Figures in DKK '000                                            | Reserve for net revaluation according to the equity method |         | Foreign currency translation reserve | Retained earnings | Proposed dividend for the financial year | Equity attributable to owners of the parent | Non-controlling interests | Total equity |
|----------------------------------------------------------------|------------------------------------------------------------|---------|--------------------------------------|-------------------|------------------------------------------|---------------------------------------------|---------------------------|--------------|
|                                                                | Share capital                                              |         |                                      |                   |                                          |                                             |                           |              |
| Parent:                                                        |                                                            |         |                                      |                   |                                          |                                             |                           |              |
| Statement of changes in equity for 01.10.22 - 30.09.23         |                                                            |         |                                      |                   |                                          |                                             |                           |              |
| Balance as at 01.10.22                                         | 5,000                                                      | 114,873 | 0                                    | 142,467           | 12,000                                   | 274,340                                     | 0                         | 274,340      |
| Foreign currency translation adjustment of foreign enterprises | 0                                                          | 813     | 0                                    | 0                 | 0                                        | 813                                         | 0                         | 813          |
| Purchase of treasury shares                                    | 0                                                          | 0       | 0                                    | -2,649            | 0                                        | -2,649                                      | 0                         | -2,649       |
| Sale of treasury shares                                        | 0                                                          | 0       | 0                                    | 2,648             | 0                                        | 2,648                                       | 0                         | 2,648        |
| Dividend from treasury shares                                  | 0                                                          | 0       | 0                                    | 77                | 0                                        | 77                                          | 0                         | 77           |
| Dividend paid                                                  | 0                                                          | 0       | 0                                    | 0                 | -12,000                                  | -12,000                                     | 0                         | -12,000      |
| Other changes in equity                                        | 0                                                          | 0       | 0                                    | 45                | 0                                        | 45                                          | 0                         | 45           |
| Net profit/loss for the year                                   | 0                                                          | 26,153  | 0                                    | -9,687            | 10,000                                   | 26,466                                      | 0                         | 26,466       |
| Balance as at 30.09.23                                         | 5,000                                                      | 141,839 | 0                                    | 132,901           | 10,000                                   | 289,740                                     | 0                         | 289,740      |
| Statement of changes in equity for 01.10.23 - 30.09.24         |                                                            |         |                                      |                   |                                          |                                             |                           |              |
| Balance as at 01.10.23                                         | 5,000                                                      | 141,839 | 0                                    | 132,901           | 10,000                                   | 289,740                                     | 0                         | 289,740      |
| Foreign currency translation adjustment of foreign enterprises | 0                                                          | 2,025   | 0                                    | 0                 | 0                                        | 2,025                                       | 0                         | 2,025        |
| Purchase of treasury shares                                    | 0                                                          | 0       | 0                                    | -2,337            | 0                                        | -2,337                                      | 0                         | -2,337       |
| Sale of treasury shares                                        | 0                                                          | 0       | 0                                    | 2,882             | 0                                        | 2,882                                       | 0                         | 2,882        |
| Dividend from treasury shares                                  | 0                                                          | 0       | 0                                    | 50                | 0                                        | 50                                          | 0                         | 50           |
| Dividend paid                                                  | 0                                                          | 0       | 0                                    | 0                 | -10,000                                  | -10,000                                     | 0                         | -10,000      |
| Net profit/loss for the year                                   | 0                                                          | 8,699   | 0                                    | -5,217            | 5,000                                    | 8,482                                       | 0                         | 8,482        |
| Balance as at 30.09.24                                         | 5,000                                                      | 152,563 | 0                                    | 128,279           | 5,000                                    | 290,842                                     | 0                         | 290,842      |

## Consolidated cash flow statement

|      |                                                                   | Group               |                     |
|------|-------------------------------------------------------------------|---------------------|---------------------|
| Note |                                                                   | 2023/24<br>DKK '000 | 2022/23<br>DKK '000 |
|      | <b>Profit for the year</b>                                        | <b>7,448</b>        | <b>26,507</b>       |
| 24   | Adjustments                                                       | 58,748              | 57,237              |
|      | Change in working capital:                                        |                     |                     |
|      | Inventories                                                       | 7,132               | 19,070              |
|      | Receivables                                                       | 31,703              | -546                |
|      | Trade payables                                                    | 905                 | -3,985              |
|      | Other payables relating to operating activities                   | -7,300              | 14,422              |
|      | <b>Cash flows from operating activities before net financials</b> | <b>98,636</b>       | <b>112,705</b>      |
|      | Interest income and similar income received                       | 6,995               | 72                  |
|      | Interest expenses and similar expenses paid                       | -18,625             | -9,827              |
|      | Income tax paid                                                   | -10,751             | -14,592             |
|      | <b>Cash flows from operating activities</b>                       | <b>76,255</b>       | <b>88,358</b>       |
|      | Purchase of intangible assets                                     | -10,725             | -26,174             |
|      | Purchase of property, plant and equipment                         | -35,881             | -49,640             |
|      | Sale of property, plant and equipment                             | 1,225               | 84                  |
|      | Purchase of subsidiaries and operations                           | -360                | -28,126             |
|      | Dividend recieved                                                 | 50                  | 77                  |
|      | <b>Cash flows from investing activities</b>                       | <b>-45,691</b>      | <b>-103,779</b>     |
|      | Purchase of treasury shares                                       | -2,337              | -2,649              |
|      | Sale of treasury shares                                           | 2,882               | 2,648               |
|      | Dividend paid                                                     | -10,000             | -12,000             |
|      | Repayment of mortgage debt                                        | -4,680              | 0                   |
|      | Repayment of payables to credit institutions                      | -18,717             | 17,199              |
|      | Repayment of lease commitments                                    | -4,557              | 15,792              |
|      | Arrangement of payables to group enterprises                      | 1,535               | 0                   |
|      | Repayment of payables to group enterprises                        | 0                   | -283                |
|      | Repayment of payables to associates                               | 0                   | 204                 |
|      | Arrangement of other long-term payables                           | 5,800               | 0                   |
|      | Repayment of other long-term payables                             | -4,936              | 305                 |
|      | <b>Cash flows from financing activities</b>                       | <b>-35,010</b>      | <b>21,216</b>       |
|      | <b>Total cash flows for the year</b>                              | <b>-4,446</b>       | <b>5,795</b>        |
|      | Cash, beginning of year                                           | 11,043              | 5,248               |
|      | <b>Cash, end of year</b>                                          | <b>6,597</b>        | <b>11,043</b>       |
|      | Cash, end of year, comprises:                                     |                     |                     |
|      | Cash                                                              | 6,597               | 11,043              |
|      | <b>Total</b>                                                      | <b>6,597</b>        | <b>11,043</b>       |

## Notes

## 1. Subsequent events

No important events have occurred after the end of the financial year.

## 2. Special items

Special items are income and expenses that are special due to their size and nature. The following special items were recorded in the financial year:

|                                                             |                                           | Group               |                     | Parent              |                     |
|-------------------------------------------------------------|-------------------------------------------|---------------------|---------------------|---------------------|---------------------|
| Special items:                                              | Recognised in the<br>income statement in: | 2023/24<br>DKK '000 | 2022/23<br>DKK '000 | 2023/24<br>DKK '000 | 2022/23<br>DKK '000 |
| Gain on the disposal<br>of property, plant<br>and equipment | Other operating<br>income                 | 22                  | 5                   | 0                   | 0                   |
| Negative goodwill                                           | Other operating<br>income                 | 4,894               | 0                   | 0                   | 0                   |
| Loss on the disposal<br>of property, plant<br>and equipment | Other operating<br>expenses               | -809                | -194                | 0                   | 0                   |
| Fair value<br>adjustment of<br>earn-out payment             | Financial income                          | 4,561               | 0                   | 0                   | 0                   |
| Total                                                       |                                           | 8,668               | -189                | 0                   | 0                   |

Notes

|  | Group               |                     | Parent              |                     |
|--|---------------------|---------------------|---------------------|---------------------|
|  | 2023/24<br>DKK '000 | 2022/23<br>DKK '000 | 2023/24<br>DKK '000 | 2022/23<br>DKK '000 |
|  |                     |                     |                     |                     |

3. Turnover

Information about the distribution of turnover by activities and geographical markets is provided below. The segment information is prepared in accordance with the companys accounting policies and follows the companys internal financial management.

Turnover comprises the following activities:

|                     |         |         |   |   |
|---------------------|---------|---------|---|---|
| Micromechanics      | 84,643  | 101,404 | 0 | 0 |
| Mechanics           | 261,309 | 262,153 | 0 | 0 |
| Graphic Electronics | 296,349 | 235,045 | 0 | 0 |
| Cables              | 154,609 | 160,825 | 0 | 0 |
| Other               | 2,094   | 3,446   | 0 | 0 |
| Total               | 799,004 | 762,873 | 0 | 0 |

Turnover comprises the following geographical markets:

|                 |         |         |   |   |
|-----------------|---------|---------|---|---|
| Denmark         | 296,893 | 247,274 | 0 | 0 |
| Other countries | 502,111 | 515,599 | 0 | 0 |
| Total           | 799,004 | 762,873 | 0 | 0 |

Notes

|  | Group               |                     | Parent              |                     |
|--|---------------------|---------------------|---------------------|---------------------|
|  | 2023/24<br>DKK '000 | 2022/23<br>DKK '000 | 2023/24<br>DKK '000 | 2022/23<br>DKK '000 |
|  |                     |                     |                     |                     |

4. Staff costs

|                             |         |         |   |   |
|-----------------------------|---------|---------|---|---|
| Wages and salaries          | 261,794 | 240,730 | 0 | 0 |
| Pensions                    | 24,210  | 18,020  | 0 | 0 |
| Other social security costs | 2,516   | 1,895   | 0 | 0 |
| Other staff costs           | 10,987  | 9,441   | 0 | 0 |
| Total                       | 299,507 | 270,086 | 0 | 0 |

|                                             |     |     |   |   |
|---------------------------------------------|-----|-----|---|---|
| Average number of employees during the year | 706 | 693 | 0 | 0 |
|---------------------------------------------|-----|-----|---|---|

Remuneration for the management:

|                                            |       |       |   |   |
|--------------------------------------------|-------|-------|---|---|
| Salaries for the Executive Board           | 4,939 | 3,540 | 0 | 0 |
| Pension for the Executive Board            | 452   | 236   | 0 | 0 |
| Total remuneration for the Executive Board | 5,391 | 3,776 | 0 | 0 |

|                                         |     |     |   |   |
|-----------------------------------------|-----|-----|---|---|
| Remuneration for the Board of Directors | 360 | 360 | 0 | 0 |
|-----------------------------------------|-----|-----|---|---|

|                                                             |       |       |   |   |
|-------------------------------------------------------------|-------|-------|---|---|
| Remuneration for the Executive Board and Board of Directors | 5,751 | 4,136 | 0 | 0 |
|-------------------------------------------------------------|-------|-------|---|---|

5. Fees to auditors appointed by the general meeting

|                                             |     |     |    |    |
|---------------------------------------------|-----|-----|----|----|
| Statutory audit of the financial statements | 751 | 770 | 14 | 15 |
| Tax advice                                  | 23  | 0   | 0  | 0  |
| Other services                              | 144 | 111 | 0  | 0  |
| Total                                       | 918 | 881 | 14 | 15 |

Notes

|                                                                                                                    | Group               |                     | Parent              |                     |
|--------------------------------------------------------------------------------------------------------------------|---------------------|---------------------|---------------------|---------------------|
|                                                                                                                    | 2023/24<br>DKK '000 | 2022/23<br>DKK '000 | 2023/24<br>DKK '000 | 2022/23<br>DKK '000 |
| <b>6. Depreciation, amortisation and impairments losses of intangible assets and property, plant and equipment</b> |                     |                     |                     |                     |
| Amortisation of intangible assets                                                                                  | 7,834               | 5,425               | 0                   | 0                   |
| Depreciation of property, plant and equipment                                                                      | 34,408              | 32,387              | 0                   | 0                   |
| Total                                                                                                              | 42,242              | 37,812              | 0                   | 0                   |

**7. Income from equity investments in group enterprises**

|                                              |   |   |       |        |
|----------------------------------------------|---|---|-------|--------|
| Share of profit or loss of group enterprises | 0 | 0 | 8,699 | 26,153 |
|----------------------------------------------|---|---|-------|--------|

**8. Financial income**

|                             |       |    |   |     |
|-----------------------------|-------|----|---|-----|
| Interest, group enterprises | 0     | 0  | 3 | 441 |
| Other financial income      | 6,995 | 72 | 1 | 0   |
| Total                       | 6,995 | 72 | 4 | 441 |

**9. Financial expenses**

|                             |        |       |     |   |
|-----------------------------|--------|-------|-----|---|
| Interest, group enterprises | 0      | 0     | 236 | 0 |
| Other financial expenses    | 18,702 | 9,827 | 0   | 0 |
| Total                       | 18,702 | 9,827 | 236 | 0 |

Notes

|                                                | Group               |                     | Parent              |                     |
|------------------------------------------------|---------------------|---------------------|---------------------|---------------------|
|                                                | 2023/24<br>DKK '000 | 2022/23<br>DKK '000 | 2023/24<br>DKK '000 | 2022/23<br>DKK '000 |
| <b>10. Tax on profit for the year</b>          |                     |                     |                     |                     |
| Current tax for the year                       | 2,623               | 8,090               | -61                 | 88                  |
| Adjustment of deferred tax for the year        | 2,098               | 1,386               | 0                   | 0                   |
| Adjustment of tax in respect of previous years | -107                | 0                   | 0                   | 0                   |
| Total                                          | 4,614               | 9,476               | -61                 | 88                  |

**11. Proposed appropriation account**

|                                                            |        |        |        |        |
|------------------------------------------------------------|--------|--------|--------|--------|
| Reserve for net revaluation according to the equity method | 0      | 0      | 8,699  | 26,153 |
| Proposed dividend for the financial year                   | 5,000  | 10,000 | 5,000  | 10,000 |
| Non-controlling interests                                  | -1,034 | 41     | 0      | 0      |
| Retained earnings                                          | 3,482  | 16,466 | -5,217 | -9,687 |
| Total                                                      | 7,448  | 26,507 | 8,482  | 26,466 |

**12. Intangible assets**

|                     |          |
|---------------------|----------|
| Figures in DKK '000 | Goodwill |
|---------------------|----------|

Group:

|                                                                |         |
|----------------------------------------------------------------|---------|
| Cost as at 01.10.23                                            | 76,879  |
| Foreign currency translation adjustment of foreign enterprises | 91      |
| Additions during the year                                      | 10,725  |
| Cost as at 30.09.24                                            | 87,695  |
| Amortisation and impairment losses as at 01.10.23              | -8,557  |
| Foreign currency translation adjustment of foreign enterprises | -68     |
| Amortisation during the year                                   | -7,832  |
| Amortisation and impairment losses as at 30.09.24              | -16,457 |
| Carrying amount as at 30.09.24                                 | 71,238  |

Notes

13. Property, plant and equipment

| Figures in DKK '000                                                  | Land and buildings | Leasehold improvements | Plant and machinery | Other fixtures and fittings, tools and equipment | Property, plant and equipment under construction |
|----------------------------------------------------------------------|--------------------|------------------------|---------------------|--------------------------------------------------|--------------------------------------------------|
| Group:                                                               |                    |                        |                     |                                                  |                                                  |
| Cost as at 01.10.23                                                  | 286,609            | 3,386                  | 515,537             | 65,063                                           | 9,133                                            |
| Foreign currency translation adjustment of foreign enterprises       | 518                | 0                      | 301                 | 7                                                | 0                                                |
| Additions during the year                                            | 4,110              | 132                    | 25,127              | 2,613                                            | 10,952                                           |
| Disposals during the year                                            | 0                  | -496                   | -12,758             | -2,253                                           | -9,133                                           |
| Transfers during the year to/from other items                        | 0                  | 105                    | -47,560             | 47,455                                           | 0                                                |
| Cost as at 30.09.24                                                  | 291,237            | 3,127                  | 480,647             | 112,885                                          | 10,952                                           |
| Depreciation and impairment losses as at 01.10.23                    | -39,225            | -1,276                 | -343,909            | -52,259                                          | 0                                                |
| Foreign currency translation adjustment of foreign enterprises       | -54                | 0                      | -237                | -7                                               | 0                                                |
| Depreciation during the year                                         | -3,214             | -301                   | -21,936             | -8,767                                           | 0                                                |
| Reversal of depreciation of and impairment losses on disposed assets | 0                  | 496                    | 10,257              | 2,742                                            | 0                                                |
| Transfers during the year to/from other items                        | 0                  | -766                   | 33,268              | -32,502                                          | 0                                                |
| Depreciation and impairment losses as at 30.09.24                    | -42,493            | -1,847                 | -322,557            | -90,793                                          | 0                                                |
| Carrying amount as at 30.09.24                                       | 248,744            | 1,280                  | 158,090             | 22,092                                           | 10,952                                           |

Notes

14. Equity investments in group enterprises

| Figures in DKK '000                                                                                   | Equity investments in group enterprises |
|-------------------------------------------------------------------------------------------------------|-----------------------------------------|
| Parent:                                                                                               |                                         |
| Cost as at 01.10.23                                                                                   | 145,000                                 |
| Cost as at 30.09.24                                                                                   | 145,000                                 |
| Revaluations as at 01.10.23                                                                           | 141,839                                 |
| Foreign currency translation adjustment of foreign enterprises                                        | 2,025                                   |
| Net profit/loss from equity investments                                                               | 8,699                                   |
| Revaluations as at 30.09.24                                                                           | 152,563                                 |
| Carrying amount as at 30.09.24                                                                        | 297,563                                 |
| Positive balances ascertainable on initial recognition of equity investments measured at equity value | 0                                       |
| Name and registered office:                                                                           | Ownership interest                      |
| Subsidiaries:                                                                                         |                                         |
| Mekoprint Properties A/S, Rebild                                                                      | 100%                                    |
| Mekoprint A/S, Rebild                                                                                 | 100%                                    |
| Mekoprint Sp. z.o.o., Polen                                                                           | 100%                                    |
| Mekoprint Hong Kong Ltd., Hong Kong                                                                   | 100%                                    |
| Mekoprint Cables Sp. z.o.o., Polen                                                                    | 100%                                    |
| Mekoprint Ukraine LLC, Ukraine                                                                        | 100%                                    |
| Mekoprint Microturn Holding A/S, Rebild                                                               | 67%                                     |
| Mekoprint Seritronic Sales ApS, Rebild                                                                | 100%                                    |
| Mekoprint Seritronic A/S, Rebild                                                                      | 100%                                    |
| microturn A/S, Fredensborg                                                                            | 67%                                     |
| Mikkelsen Electronics d.o.o., Niš, Serbien                                                            | 100%                                    |

Notes

15. Other non-current financial assets

| Figures in DKK '000                                            | Deposits |
|----------------------------------------------------------------|----------|
| Group:                                                         |          |
| Cost as at 01.10.23                                            | 1,178    |
| Foreign currency translation adjustment of foreign enterprises | -3       |
| Additions during the year                                      | 232      |
| Cost as at 30.09.24                                            | 1,407    |
| Carrying amount as at 30.09.24                                 | 1,407    |

|                   | Group                |                      | Parent               |                      |
|-------------------|----------------------|----------------------|----------------------|----------------------|
|                   | 30.09.24<br>DKK '000 | 30.09.23<br>DKK '000 | 30.09.24<br>DKK '000 | 30.09.23<br>DKK '000 |
| 16. Prepayments   |                      |                      |                      |                      |
| Other prepayments | 5,239                | 6,799                | 0                    | 0                    |

17. Share capital

The share capital consists of:

|               | Quantity | Total nominal<br>value DKK'000 |
|---------------|----------|--------------------------------|
| Share capital | 500      | 5,000                          |

Notes

|                                                              | Group                |                      | Parent               |                      |
|--------------------------------------------------------------|----------------------|----------------------|----------------------|----------------------|
|                                                              | 30.09.24<br>DKK '000 | 30.09.23<br>DKK '000 | 30.09.24<br>DKK '000 | 30.09.23<br>DKK '000 |
| 18. Non-controlling interests                                |                      |                      |                      |                      |
| Non-controlling interests, beginning of year                 | 11,000               | 10,959               | 0                    | 0                    |
| Net profit/loss for the year (distribution of<br>net profit) | -1,034               | 41                   | 0                    | 0                    |
| Total                                                        | 9,966                | 11,000               | 0                    | 0                    |

19. Deferred tax

|                                                                 |        |        |   |   |
|-----------------------------------------------------------------|--------|--------|---|---|
| Deferred tax as at 01.10.23                                     | 53,043 | 51,672 | 0 | 0 |
| Additions relating to mergers and<br>acquisition of enterprises | 0      | -15    | 0 | 0 |
| Deferred tax recognised in the income<br>statement              | 2,098  | 1,386  | 0 | 0 |
| Deferred tax as at 30.09.24                                     | 55,141 | 53,043 | 0 | 0 |

20. Long-term payables

| Figures in DKK '000                   | Repayment<br>first year | Outstanding<br>debt after 5<br>years | Total<br>payables at<br>30.09.24 | Total<br>payables at<br>30.09.23 |
|---------------------------------------|-------------------------|--------------------------------------|----------------------------------|----------------------------------|
| Group:                                |                         |                                      |                                  |                                  |
| Mortgage debt                         | 5,028                   | 60,285                               | 86,529                           | 91,208                           |
| Payables to other credit institutions | 18,300                  | 1,745                                | 60,588                           | 56,253                           |
| Lease commitments                     | 16,249                  | 8,756                                | 74,815                           | 79,372                           |
| Payables to associates                | 0                       | 0                                    | 0                                | 3,715                            |
| Other payables                        | 2,285                   | 13,133                               | 43,625                           | 39,046                           |
| Total                                 | 41,862                  | 83,919                               | 265,557                          | 269,594                          |

21. Contingent liabilities

Group:

Lease commitments

The group has lease commitments with an annual lease of DKK 10,219k. There is a term of notice of up to 12 month of DKK 7,585k and more than 12 month of DKK 13,963k.

Parent:

Recourse guarantee commitments

The company has placed a guarantee to credit institution Nordania Finans in Mekoprint A/S' payments concerning lease agreements with outstanding balance DKK 67,784k at 30.09.24.

The company has placed a guarantee to credit institution Nykredit in Mekoprint Properties A/S with outstanding balance DKK 86,529k at 30.09.24.

Other contingent liabilities

The company is taxed jointly with the other Danish companies in the group and has joint, several and unlimited liability for income taxes and any obligations to withhold tax at source on interest, royalties and dividends for the jointly taxed companies. The liability also includes any subsequent corrections to the calculated tax liability as a consequence of changes made to the jointly taxable income etc.

22. Charges and security

Group:

Land and buildings with a carrying amount of DKK 242,776k have been provided as security for mortgage debt of DKK 86,529k.

The following companies in the group Mekoprint Seritronic A/S and Mekoprint Seritronic Sales ApS has provided a company charge of DKK 21,500k as security for debt to credit institutions. As at 30.09.24, the company charge comprises the following assets with the following carrying amounts:

- Goodwill and intellectual property rights, DKK 8,605k
- Other plant, fixtures and fittings, tools and equipment, DKK 2,588k
- Inventories, DKK 20,840k
- Trade receivables, DKK 19,216k

Parent:

The company has placed an unlimited warranty to Danske Bank for Mekoprint A/S and Mekoprint Properties A/S.

23. Related parties

| Controlling influence | Basis of influence |
|-----------------------|--------------------|
| Samek ApS, Rebild     | Capital owner      |

Related party transactions are not disclosed, as all transactions are entered into in the ordinary course of business at arms' length.

Remuneration for the management is specified in note 4. Staff costs.

|                                                                                                          | Group               |                     |
|----------------------------------------------------------------------------------------------------------|---------------------|---------------------|
|                                                                                                          | 2023/24<br>DKK '000 | 2022/23<br>DKK '000 |
| <b>24. Adjustments for the cash flow statement</b>                                                       |                     |                     |
| Other operating income                                                                                   | -4,917              | 0                   |
| Depreciation, amortisation and impairments losses of intangible assets and property, plant and equipment | 42,052              | 37,812              |
| Other operating expenses                                                                                 | 809                 | 194                 |
| Financial income                                                                                         | -6,995              | -71                 |
| Financial expenses                                                                                       | 18,702              | 9,825               |
| Tax on profit or loss for the year                                                                       | 4,614               | 9,477               |
| Other adjustments                                                                                        | 4,483               | 0                   |
| Total                                                                                                    | 58,748              | 57,237              |

25. Accounting policies

GENERAL

The annual report is presented in accordance with the provisions of the Danish Financial Statements Act for large groups and enterprises in reporting class C.

The accounting policies have been applied consistently with previous years.

Basis of recognition and measurement

Income is recognised in the income statement as earned, including value adjustments of financial assets and liabilities. All expenses, including depreciation, amortisation, impairment losses and write-downs, are also recognised in the income statement.

Assets are recognised in the balance sheet when it is probable that future economic benefits will flow to the company, and the value of such assets can be measured reliably. Liabilities are recognised in the balance sheet when it is probable that future economic benefits will flow from the company, and the value of such liabilities can be measured reliably. On initial recognition, assets and liabilities are measured at cost. Subsequently, assets and liabilities are measured as described for each item below.

On recognition and measurement, account is taken of foreseeable losses and risks arising before the date at which the annual report is presented and proving or disproving matters arising on or before the balance sheet date.

CONSOLIDATED FINANCIAL STATEMENTS

The consolidated financial statements comprise the parent and its subsidiaries in which the parent directly or indirectly holds more than 50% of the voting rights or by way of agreements exercises control. Enterprises in which the group holds equity investments, between 20% and 50% of the voting rights and in which it has significant interest but not control, are considered associates.

All financial statements used for consolidation are prepared in accordance with the accounting policies of the group.

The consolidated financial statements consolidate the financial statements of the parent and its subsidiaries by adding together items of a uniform nature, eliminating intercompany income and expenditure, equity investments, intercompany balances and dividends as well as gains and losses resulting from transactions between the consolidated enterprises to the extent that the underlying assets and liabilities are not realised.

25. Accounting policies - continued -

Except for the subsidiary Mekoprint Ukraine LLC and Mikkelsen Electronics d.o.o., Niš, all consolidated subsidiaries have the same balance sheet date as the parent. The balance sheet date of Mekoprint Ukraine LLC and Mikkelsen Electronics d.o.o., Niš is 31 December. Between the two balance sheet dates, no significant events have occurred that have affected the subsidiary's assets, liabilities, financial position or net profit/loss for the year.

Non-controlling interests

The financial items of the subsidiaries are recognised in full in the consolidated financial statements. The non-controlling interests' proportionate share of the subsidiaries' equity is classified as a part of consolidated equity. The subsidiaries' results are distributed proportionately to non-controlling interests and the parent's equity interest.

Purchase and sale of non-controlling interests in a subsidiary which do not result in changes in control of the subsidiary are treated in the consolidated financial statements as equity transactions, and the difference between the consideration and the carrying amount is allocated to the parent's equity interest.

BUSINESS COMBINATIONS

Newly acquired or newly founded enterprises are recognised as from the date of acquisition and the date of foundation, respectively. The date of acquisition is the date at which control of the enterprise is obtained. Divested or discontinued enterprises are recognised until the date of divestment or discontinuation. The date of discontinuation is the date at which control of the enterprise passes to a third party.

Acquired enterprises are recognised in accordance with the acquisition method, according to which the identifiable assets and liabilities of the newly acquired enterprises are measured at fair value at the date of acquisition.

The cost of the equity investments in the acquired enterprises is offset against the proportionate share of the fair value of the enterprises' net assets at the acquisition date.

On acquisition of subsidiaries, goodwill is recognised on a proportionate basis based on the actual ownership interest in the acquired equity investments.

The goodwill (positive difference) determined at the date of acquisition is recognised under intangible assets to the extent that an existing enterprise (activity) is acquired. Where the acquisition is effected by the acquisition of equity investments in another enterprise, goodwill is recognised under intangible assets in the consolidated financial statements and under equity investments in subsidiaries in the parent's balance sheet. For negative goodwill (negative difference), a reassessment is made of the fair

25. Accounting policies - continued -

values determined for the net assets acquired and the purchase price of the enterprise. Negative goodwill that is attributable to contingent liabilities at the date of acquisition is recognised under deferred income in the balance sheet to the extent that an existing enterprise (activity) is acquired. Where the acquisition is effected by the acquisition of equity investments in another enterprise, negative goodwill is recognised under deferred income in the consolidated financial statements and under equity investments in subsidiaries in the parent's balance sheet and is reduced as these liabilities are realised. Any remaining negative difference (negative goodwill) is recognised as income in other operating income in the income statement at the date of acquisition. Goodwill and negative goodwill from acquired enterprises is adjusted until 12 months after the acquisition date.

CURRENCY

The annual report is presented in Danish kroner (DKK).

On initial recognition, transactions denominated in foreign currencies are translated using the exchange rates applicable at the transaction date. Exchange rate differences between the exchange rate applicable at the transaction date and the exchange rate at the date of payment are recognised in the income statement as a financial item. Receivables, payables and other monetary items denominated in foreign currencies are translated using the exchange rates applicable at the balance sheet date. The difference between the exchange rate applicable at the balance sheet date and at the date at which the receivable or payable arose or was recognised in the latest annual report is recognised under financial income or expenses in the income statement. Fixed assets, inventories and other non-monetary assets acquired in foreign currencies are translated using historical exchange rates.

On recognition of independent foreign entities, the income statements are translated at the exchange rates applicable at the transaction date or approximate average exchange rates. The balance sheet items are translated using the exchange rates applicable at the balance sheet date. Foreign currency translation adjustments arising from the translation of equity at the beginning of the year using the exchange rates applicable at the balance sheet date and from the translation of income statements from average exchange rates to the exchange rates applicable at the balance sheet date are recognised directly in equity under the reserve for net revaluation according to the equity method in respect of investments measured according to the equity method, and otherwise under the foreign currency translation reserve.

Translation adjustments of intercompany balances with independent foreign entities, measured using the equity method and where the balance is considered to be part of the overall investment, are recognised directly in equity under the foreign currency translation reserve. On the divestment of foreign entities, accumulated exchange differences are recognised in the income statement.

25. Accounting policies - continued -

LEASES

Leases relating to assets where the company has substantially all the risks and benefits incidental to the ownership of the asset (finance leases) are recognised in the balance sheet. On initial recognition, assets held under finance leases and related lease commitments are measured at the lower of the fair value of the leased asset and the present value of future lease payments. Subsequently, assets held under finance leases are treated like other similar assets.

Lease commitments relating to assets held under finance leases are recognised in the balance sheet as payables. Subsequent to initial recognition, lease commitments are measured at amortised cost according to which the interest element of the lease payment is recognised in the income statement over the lease term.

Lease payments relating to operating leases are recognised in the income statement on a straight-line basis over the lease term.

GRANTS

Grants are recognised when there is reasonable certainty that the grant conditions have been met and that the grant will be received.

Grants to cover expenses incurred are recognised on a proportionate basis in the income statement over the period in which the expenses eligible for grants are expensed. Grants are recognised under other operating income.

INCOME STATEMENT

Turnover

Income from the sale of goods is recognised in the income statement if delivery has taken place and the risk has passed to the buyer before the end of the financial year and where the selling price can be determined reliably and is expected to be paid. Turnover is measured at fair value and is determined exclusive of VAT and other taxes collected on behalf of third parties and less discounts.

Income from the rental of properties is recognised in the income statement for the relevant period. Turnover is measured at fair value and determined exclusive of VAT and discounts.

25. Accounting policies - continued -

Change in inventories of finished goods and work in progress

Change in inventories of finished goods and work in progress comprises adjustments in inventories of finished goods and work in progress for the year, including write-downs of inventories of finished goods and work in progress to the extent that these do not exceed normal write-downs.

Other operating income

Other operating income comprises income of a secondary nature in relation to the enterprise's activities, including rental income, negative goodwill and gains on the sale of intangible assets and property, plant and equipment.

Costs of raw materials and consumables

Costs of raw materials and consumables comprise raw materials and consumables used for the year as well as any changes in inventories, including any inventory wastage.

Write-downs of inventories of raw materials and consumables are also recognised under raw materials and consumables to the extent that these do not exceed normal write-downs.

Other external expenses

Other external expenses comprise other variable costs, production costs, selling costs, vehicle expenses, cost of premises and administrative expenses as well as other capacity costs, including bad debts to the extent that these do not exceed normal write-downs.

Staff costs

Staff costs comprise wages and salaries as well as other staff-related costs.

Depreciation, amortisation and impairment losses

The depreciation and amortisation of intangible assets and property, plant and equipment aim at systematic depreciation and amortisation over the expected useful lives of the assets. Assets are depreciated and amortised according to the straight-line method based on the following expected useful lives and residual values:

25. Accounting policies - continued -

|                                                         | Useful<br>lives,<br>years | Residual<br>value,<br>per cent |
|---------------------------------------------------------|---------------------------|--------------------------------|
| Goodwill                                                | 5-10                      | 0                              |
| Buildings                                               | 20-40                     | 60                             |
| Leasehold improvements                                  | 3-10                      | 0                              |
| Plant and machinery                                     | 7-20                      | 0-15                           |
| Other plant, fixtures and fittings, tools and equipment | 3-10                      | 0-15                           |

Goodwill is amortised over 5-10 years. The useful life has been determined in consideration of the expected future net earnings of the enterprise or activity to which the goodwill relates.

Land is not depreciated.

The basis of depreciation and amortisation is the cost of the asset less the expected residual value at the end of the useful life. Moreover, the basis of depreciation and amortisation is reduced by any impairment losses. The useful life and residual value are determined when the asset is ready for use and reassessed annually.

Intangible assets and property, plant and equipment are impaired in accordance with the accounting policies referred to in the ‘Impairment losses on fixed assets’ section.

Other operating expenses

Other operating expenses comprise costs of a secondary nature in relation to the enterprise’s activities, including losses on the sale of intangible assets and property, plant and equipment.

Income from equity investments in group enterprises

For equity investments in subsidiaries that in the parent are measured using the equity method, the share of the enterprises’ profit or loss is recognised in the income statement after elimination of unrealised intercompany profits and losses and less any goodwill amortisation and impairment losses.

Income from equity investments in equity investments in subsidiaries also comprises gains and losses on the sale of equity investments.

Other net financials

Interest income and interest expenses, the interest element of finance lease payments, foreign exchange gains and losses on transactions denominated in foreign currencies etc. are recognised in other net financials.

25. Accounting policies - continued -

Amortisation of capital losses and borrowing costs relating to financial liabilities is recognised on an ongoing basis as financial expenses.

Tax on profit/loss for the year

The current and deferred tax for the year is recognised in the income statement as tax on the profit/loss for the year with the portion attributable to the profit/loss for the year, and directly in equity with the portion attributable to amounts recognised directly in equity.

The company is jointly taxed with Danish consolidated enterprises.

In connection with the settlement of joint taxation contributions, the current Danish income tax is allocated between the jointly taxed enterprises in proportion to their taxable incomes. This means that enterprises with a tax loss receive joint taxation contributions from enterprises which have been able to use this loss to reduce their own taxable profit.

BALANCE SHEET

Intangible assets

Goodwill

Goodwill is measured in the balance sheet at cost less accumulated amortisation and impairment losses.

Goodwill is amortised using the straight-line method based on useful lives, which are stated in the ‘Depreciation, amortisation and impairment losses’ section.

Gains or losses on the disposal of intangible assets are determined as the difference between the selling price, if any, less selling costs and the carrying amount at the date of disposal.

Property, plant and equipment

Property, plant and equipment comprise land and buildings, leasehold improvements, plant and machinery as well as other fixtures and fittings, tools and equipment.

Property, plant and equipment are measured in the balance sheet at cost less accumulated depreciation and impairment losses.

Cost comprises the purchase price and expenses resulting directly from the purchase until the asset is ready for use. Interest on loans arranged to finance production is not included in the cost.

25. Accounting policies - continued -

The total cost of an asset is decomposed into separate components that are depreciated separately if the useful lives of the individual components vary.

Property, plant and equipment are depreciated using the straight-line method based on useful lives and residual values, which are stated in the 'Depreciation, amortisation and impairment losses' section.

*Property, plant and equipment under construction*

Property, plant and equipment under construction are measured at cost. Costs incurred on property, plant and equipment under construction are transferred to the relevant asset category when the asset is ready for use.

*Gains and losses on the disposal of property, plant and equipment*

Gains and losses on the disposal of property, plant and equipment are determined as the difference between the selling price, if any, less selling costs and the carrying amount at the date of disposal less any costs of disposal.

Equity investments in group enterprises

Equity investments in subsidiaries are recognised and measured according to the equity method in the balance sheet of the parent. For equity investments in subsidiaries, the equity method is considered a measurement method.

Accounting policies for the acquisition of subsidiaries are stated in the 'Business combinations' section.

On initial recognition, equity investments measured according to the equity method are measured at cost. Transaction costs directly attributable to the acquisition are recognised in the cost of equity investments. However, transaction costs on the acquisition of subsidiaries are recognised in the income statement in the consolidated financial statements at the date incurred. Where the cost on acquisition of equity investments includes a contingent purchase consideration, this consideration is measured at fair value at the date of acquisition. Subsequent value adjustment of contingent purchase consideration at fair value is recognised in the cost of acquired equity investments. For subsidiaries, subsequent value adjustment of contingent purchase consideration at fair value is recognised in the income statement in the consolidated financial statements.

On subsequent recognition and measurement of equity investments according to the equity method, equity investments are measured at the proportionate share of the enterprises' equity value, determined according to the accounting policies of the parent, adjusted for the remaining value of goodwill and gains and losses on transactions with the enterprises in question. Equity investments, where information for recognition according to the equity method is not known, are measured at cost.

25. Accounting policies - continued -

Goodwill recognised under equity investments is amortised according to the straight-line method based on an individual assessment of the useful life of the asset. The useful life of goodwill has been determined at 10 years for equity investments in subsidiaries. The useful life has been determined in consideration of the expected future net earnings of the enterprise to which the goodwill relates.

Gains or losses on disposal of equity investments are determined as the difference between the disposal consideration and the carrying amount of net assets at the time of sale, including non-amortised goodwill, as well as the expected costs of divestment or discontinuation. Gains and losses are recognised in the income statement under income from equity investments.

Impairment losses on fixed assets

The carrying amount of fixed assets which are not measured at fair value is assessed annually for indications of impairment over and above what is reflected in depreciation and amortisation.

If the companys realised return on an asset or a group of assets is lower than expected, this is considered an indication of impairment.

If there are indications of impairment, an impairment test is conducted of individual assets or groups of assets.

The assets or groups of assets are impaired to the lower of recoverable amount and carrying amount.

The higher of net selling price and value in use is used as the recoverable amount. The value in use is determined as the present value of expected net cash flows from the use of the asset or group of assets as well as expected net cash flows from the sale of the asset or group of assets after the expiry of their useful lives.

Impairment losses are reversed when the reasons for the impairment no longer exist. Impairment losses on goodwill are not reversed, unless goodwill is included in the carrying amount of equity investments.

Inventories

Inventories are measured at cost calculated according to the FIFO-method. Inventories are written down to the lower of cost and net realisable value.

The cost of raw materials and consumables as well as goods for resale is determined as purchase prices plus expenses resulting directly from the purchase.

25. Accounting policies - continued -

The cost of manufactured finished goods and work in progress is determined as the value of direct material and labour costs. Interest on loans arranged to finance production is not included in the cost.

The net realisable value of inventories is determined as the selling price less costs of completion and costs necessary to make the sale and is determined taking into account marketability, obsolescence and the expected development in the selling price.

Receivables

Receivables are measured at amortised cost, which usually corresponds to the nominal value, less write-downs for bad debts.

Write-downs for bad debts are determined based on an individual assessment of each receivable if there is no objective evidence of individual impairment of a receivable.

Deposits recognised under assets comprise deposits paid to the lessor under leases entered into by the company.

Prepayments

Prepayments recognised under assets comprise costs incurred in respect of subsequent financial years.

Cash

Cash includes deposits in bank accounts.

Equity

The proposed dividend for the financial year is recognised as a separate item in equity.

The net revaluation of equity investments measured according to the equity method is recognized in the financial statements of the parent in the net revaluation reserve in equity according to the equity method to the extent that the carrying amount exceeds the cost.

Unrealised foreign currency gains and losses from the translation of the net investment in independent foreign entities are recognised in equity under the foreign currency translation reserve. The reserve is dissolved when the independent foreign entities are disposed of.

25. Accounting policies - continued -

Current and deferred tax

Current tax payable and receivable is recognised in the balance sheet as tax computed on the basis of the taxable income for the year, adjusted for tax paid on account.

Joint taxation contributions payable and receivable are recognised as income tax under receivables or payables in the balance sheet.

Deferred tax liabilities and tax assets are recognised on the basis of all temporary differences between the carrying amounts and tax bases of assets and liabilities. However, deferred tax is not recognised on temporary differences relating to goodwill which is non-amortisable for tax purposes and other items where temporary differences, except for acquisitions, have arisen at the date of acquisition without affecting the net profit or loss for the year or the taxable income. In cases where the tax value can be determined according to different taxation rules, deferred tax is measured on the basis of management's intended use of the asset or settlement of the liability.

Deferred tax assets are recognised, following an assessment, at the expected realisable value through offsetting against deferred tax liabilities within the same tax jurisdiction or elimination in tax on future earnings.

Deferred tax is measured on the basis of the tax rules and at the tax rates in the respective countries which, according to the legislation in force at the balance sheet date, will be applicable when the deferred tax is expected to crystallise as current tax.

Payables

Long-term payables are measured at cost at the time of contracting such liabilities (raising of the loan). The payables are subsequently measured at amortised cost where capital losses and loan expenses are recognised in the income statement as a financial expense over the term of the payable on the basis of the calculated effective interest rate in force at the time of contracting the liability.

Short-term financial payables are measured at amortised cost, normally corresponding to the nominal value of such payables. Other short-term payables are measured at net realisable value.

Prepayments received from customers

Prepayments received from customers comprise amounts received from customers prior to the time and date of delivery of the agreed product or completion of the agreed service.

25. Accounting policies - continued -

CASH FLOW STATEMENT

The cash flow statement is prepared using the indirect method, showing cash flows from operating, investing and financing activities as well as cash and cash equivalents at the beginning and end of the year.

Cash flows from operating activities comprise the net profit or loss for the year, adjusted for non-cash operating items, income tax paid and changes in working capital.

Cash flows from investing activities comprise payments in connection with the acquisition and divestment of companies and financial assets as well as the purchase, development, improvement and sale of intangible assets and property, plant and equipment.

Cash flows from financing activities comprise changes in the parent's share capital and associated costs and financing from and dividends paid to shareholders as well as the arrangement and repayment of long-term payables. Cash flows from financing activities also comprise finance lease payments.

Cash and cash equivalents at the beginning and end of the year comprise cash.

Referring to section 86(4) of the Danish Financial Statements Act a cash flow statement has not been prepared for the parent as the parent is included in the consolidated cash flow statement.

Ratios definitions

|                                  |                                                                                                                       |
|----------------------------------|-----------------------------------------------------------------------------------------------------------------------|
| Return on equity:                | <div>Profit/loss for the year x 100</div> <div>Average equity</div>                                                   |
| Return on invested capital:      | <div>EBITA x 100</div> <div>Avg. invested capital excl. goodwill</div>                                                |
| EBITA:                           | Operating profit plus amortisation and impairment losses on goodwill.                                                 |
| Invested capital excl. goodwill: | Sum of intangible operating assets and property, plant and equipment (excl. goodwill) as well as net working capital. |
| Profit margin:                   | <div>Operating profit/loss x 100</div> <div>Turnover</div>                                                            |
| Asset turnover:                  | <div>Turnover</div> <div>Avg. total assets</div>                                                                      |
| Solvency ratio:                  | <div>Equity, end of year x 100</div> <div>Total assets</div>                                                          |

# Thank you to all stakeholders

Mekoprint is a reflection of the quality of work and relations between people inside and outside of the company.

We would like to thank everyone involved in our mutual efforts to improve our ways of working together and deliver higher value to all stakeholders. This is our purpose on behalf of all of us:

Leading new ways™

towards better business and a brighter future