mekoprint

ESG

report

Mekoprint's Sustainability Forum is celebrating EcoVadis Gold Rating 2025. From left: Inge-Marie K. Tang Donsig, Purchase Manager & Sustainability Coordinator; Alex Laursen, Business Development Director; Isabella Glad Wiberg, Sales & Customer Supporter; Mads Abildgård Nielsen, Senior Quality & Compliance Engineer; Ghita Bech, Group QHSE; Daniel Capion Poulsen, Group Sustainability Data Specialist; Steen Pedersen, Engineering Technician; and Morten Kjær, Sales Director.

"

We've worked hard to improve both our energy consumption and internal policies, and that work is now being recognised. It's fantastic to see our shared persistence paying off!

Ghita Bech,
Group QHSE, Mekoprint

Think forward - Act now

For over 70 years, Mekoprint has been driven by innovation and continuous improvement. In 1999, we became the first Danish company to achieve triple-ISO certification in quality, environment, and safety. Since then, we've steadily raised the bar - from our first green accounts in 2007 to joining the UN Global Compact in 2017 and aligning with five selected Sustainable Development Goals.

Today, sustainability is a fully integrated part of our strategy and operations — and it shows. In 2025, Mekoprint achieved an EcoVadis Gold rating, placing us in the top 1% of our industry and top 5% of all rated companies globally - marking a regain of the Gold rating previously achieved in both 2019 and 2020. We are now neutralising all our CO_2 emissions on scope 1-2 and will launch CO_2 calculation of all Mekoprint manufactured parts within the financial year 2025/26.

Our ESG performance is not just evaluated by external auditors - it's embedded in how we are leading new ways – towards better business and a brighter future.

Our ESG responsibilities are fully integrated into our strategy, with the Mekoprint Management Team holding overall accountability. From left to right: Morten Lundgreen, Division Director Graphic Electronics; Tina Rysgaard Vennevold, COO; Lars Laungaard Rasmussen, Division Director Cables; Bjarke Sandgaard, Division Director Micromechanics; Henrik Buss, IT Director, Søren Holmboe, Division Director Mechanics; Torben Jensen, CFO; Anders Kold, CEO; and Alex Laursen, Business Development Director.

About this report

This ESG report covers the entire Mekoprint Group, including all subsidiaries under Mekoprint Holding A/S. The reporting period corresponds to the Group's financial year: 1 October 2024 – 30 September 2025.

This report is prepared in accordance with the Greenhouse Gas Protocol for climate reporting and fulfils the requirements of Section 99a of the Danish Financial Statements Act on corporate social responsibility (CSR).

Following the updated CSRD thresholds introduced through the 2024 Omnibus amendments, Mekoprint currently does not fall within the scope of the Corporate Sustainability Reporting Directive (CSRD). At this stage, it remains uncertain if, and when, Mekoprint may become subject to the directive. Nonetheless, we continue to strengthen data quality, governance structures, and overall transparency to ensure readiness should the directive become applicable in the future.

All ESG data included in this report is subject to an annual consistency review performed by our external auditor, Beierholm. This review assesses whether the ESG information is consistent with the disclosures in the management report, thereby supporting reliability and transparency.

Content

CEO Statement

At Mekoprint, we see sustainability as a strategic responsibility and a driver of innovation and long-term competitiveness. Even though we are not currently subject to any new mandatory sustainability reporting requirements, we remain committed to aligning with recognised international expectations and best practices. We believe this creates value for our customers, employees, and society.

Our ambition is to be a leading partner in sustainable development and production – from early product design to supply chain optimisation – while continuously reducing our environmental impact. We aim to:

- Achieve CO_2 neutrality at scope 1–2 level by 2025
- Reduce scope 3 emissions in close cooperation with customers and suppliers
- Maintain our EcoVadis Gold Rating
- Strengthen our role as a proactive ESG advisor – particularly around CO_2 reduction

A recent example is the launch and ongoing development of our CO_2 component calculator, which enables more transparent product-level climate impact assessments – a tool we believe will become increasingly valuable in our customer dialogues.

Our approach is pragmatic but ambitious: ESG must be integrated into how we think, how we operate, and how we grow. We invite our partners and stakeholders to join us on this journey.

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

Anders Kold, CEO, Mekoprint

Since 2020/21, Mekoprint has reduced its Scope 1 and 2 greenhouse gas emissions by 38% relative to turnover development, which is well below the SBTi requirement.

ESG highlights 2024/2025

7% reduction in domestic waste since 2023/24 **E**	**2.3% incident rate** down from 2.9% in 2023/24 **S**	**42 Net Promoter Score (NPS)** up from 35 previous year **G**
9% reduction in hazardous waste since 2023/24 **E**	**3.8% sick leave** down from 4.2% in 2023/24 **S**	**74% of governance recommendations** followed for public listed companies **G**
38% reduction in Scope 1 & 2 emissions since 2020/21 **E**	**4.8% of the Danish workforce** are apprentices **S**	**80% suppliers** signed Supplier Code of Conduct up from 54% in 2023/24 **G**
95% eco-friendly packaging up from 93% in 2023/24 **E**	**51/49 gender diversity** across the Mekoprint Group **S**	**Sustainable Supplier Assessment** conducted for all suppliers delivering goods worth over EUR 20.000 **G**

Mekoprint in brief

We are Mekoprint

We co-develop and manufacture electronic, mechanical, and electromechanical solutions tailored for some of the most demanding industries. With over 70 years of experience, we're constantly working to be one step ahead of change and technological advancements. We offer a broad range of specialised component categories with one common goal: To help our customers create the products of tomorrow.

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 more sustainable ways to make our mark. And we do so on a rock-solid foundation of long-term partnerships and deeply rooted values.

At Mekoprint, we believe in partnerships built on respect and commitment, where our approach is to truly understand our customers' needs. We form a tailored team working side by side that collaborates closely to develop customised mechanical, electronic, and electromechanical solutions to keep:

leading new ways - towards better business and a brighter future.

1954
leading new ways since

+770
employees

+35
nationalities

+1.500
active customers

Global reach - local responsibility

Mekoprint operates an international production network with 11 sites in Denmark, Poland, Ukraine, and Serbia, supported by trusted partners in Asia. This setup ensures close collaboration with customers across 51 countries and enables efficient, competitive, and scalable production close to key markets. With 59% of revenue generated outside Denmark, Mekoprint combines global reach with strong local roots and a consistent focus on quality and reliability.

11 production sites

customers in **51** countries

59% international export / **41%** domestic
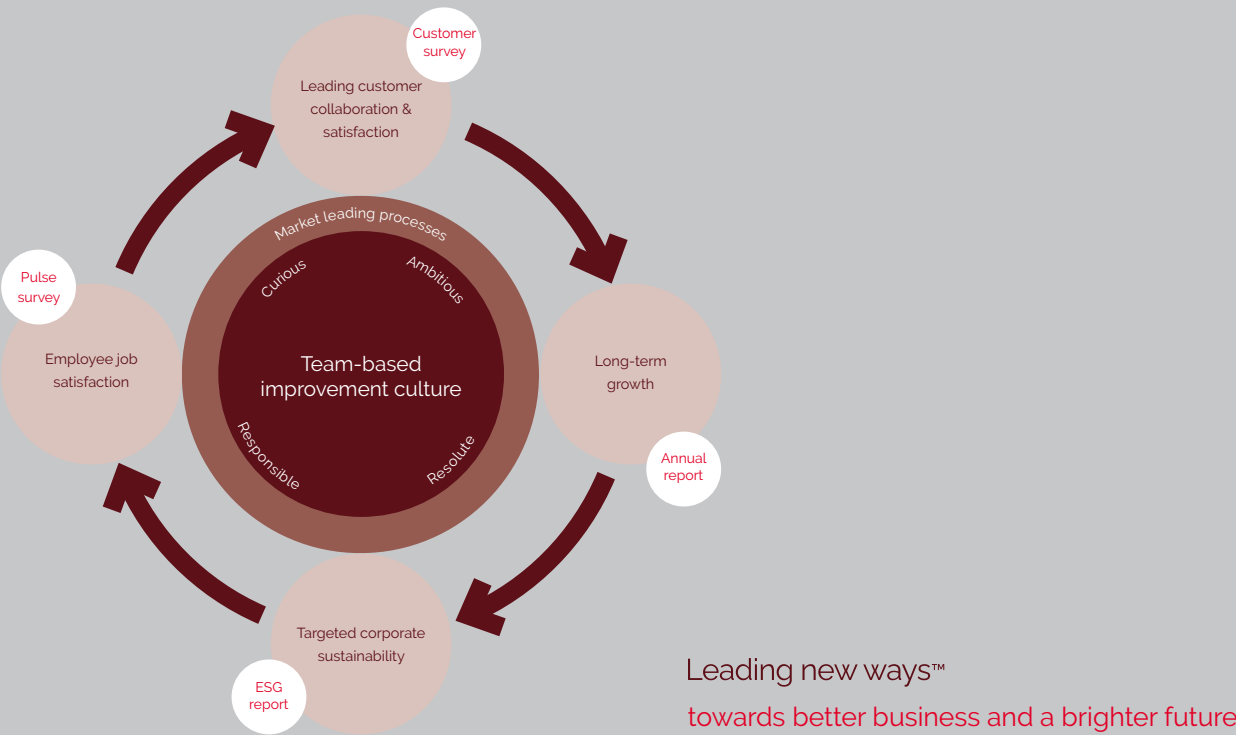
Business model and the fourfold bottom line

At Mekoprint, our business model is built around a group of four independent divisions and related business units, each with a high level of specialisation and market focus. This structure allows for agility and close customer collaboration while maintaining selected synergies and shared best practices across the Mekoprint Group.

The Group operates under shared company values, brand expectations and administrative processes that support the flexible closeness to the market normally found in smaller companies – combined with the strength and professionalism of a larger organisation. At the core of our business model lies a balanced development of the fourfold bottom line, which reflects Mekoprint's ambition to create lasting value for all main stakeholder groups: customers, employees, society, and shareholders

The fourfold bottom lines of Mekoprint are defined and measured as follows:

- **Customer value** – measured through an annual customer satisfaction survey and driven by collaborative product and process optimisation
- **Sustainable growth** – achieved through responsible operations and a balanced short-term vs. long-term ambitious approach to investments, initiatives and profitability
- **Corporate responsibility** – described in 17 ethical standards and focused with targeted ESG initiatives and transparent reporting
- **Employee satisfaction** – supported by a safe working environment and a high level of team and management collaboration measured in a quarterly-annual pulse survey

The model illustrates how we work holistically with sustainable value creation, deeply rooted in our four core values: Curious, Ambitious, Resolute, and Responsible. These values are brought to life through a strong team-based improvement culture and common goals across all processes and the four bottom lines.

Leading new ways™

towards better business and a brighter future

Responsible value chain partner

Mekoprint plays a key role in the value chain for technical components and solutions – from raw material suppliers to industrial customers – with applications in critical sectors such as defence, healthcare, energy, and industry.

As a subcontractor, Mekoprint contributes to the responsible and efficient transformation of materials into high-quality components used across society. We focus on close collaboration with customers and suppliers to ensure that materials, processes, and innovations support both performance and sustainability goals, and to promote transparency and responsibility throughout the value chain.

Our sustainability responsibility spans the entire value chain - from sourcing to production and end-of-life considerations:

Procurement & supplier management

- All suppliers and production partners must sign and comply with Mekoprint's Partner Code of Conduct
- Compliance is assessed annually, focusing on ISO certifications, ESG targets and environmental requirements.
- Emphasis on responsible sourcing, traceability, and reduction of upstream Scope 3 emissions in the value chain

In-house production

- Own production sites in Denmark and Eastern Europe, with partner production in Asia
- Actively working towards CO_2 neutrality in Scope 1 and 2 by 2025
- Certified QHSE management system (ISO 9001, 14001, 45001)
- Ongoing process improvements to reduce energy and material consumption

End-of-life & recycling

- Waste handling, sorting, and disposal are structured into 46 separate fractions
- Aligned with sustainable development goals and technological advancements to promote use of environmentally friendly materials
- Supports waste reduction and the circular economy
- Continuous efforts to minimise production waste and rejects, aiming to reduce total waste over time

Materiality and ESG focus areas

Key insights and outcomes

In 2023, Mekoprint carried out a detailed double materiality assessment to determine which ESG topics are most critical to the company's long-term sustainability and its impact on people and the environment. The assessment mapped ESG topics based on two dimensions: financial materiality – how external sustainability factors affect Mekoprint's ability to create value – and impact materiality – how Mekoprint's operations impact people and the environment. Even though Mekoprint is not currently subject to mandatory double materiality requirements, international guidelines recommend that such assessments are reviewed at least 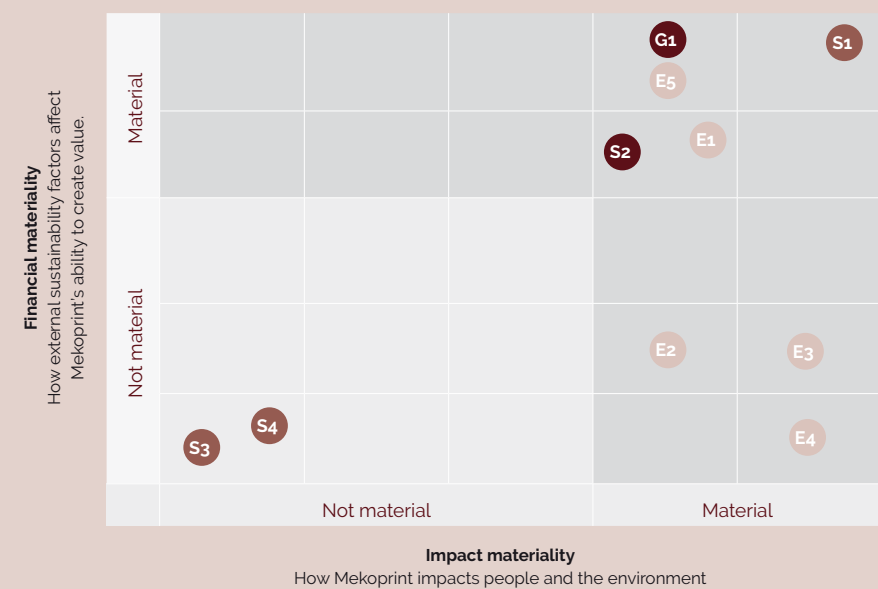annually. As our core activities, business model and operating context have remained largely unchanged since the 2023 assessment, Mekoprint has evaluated that the double materiality analysis continues to provide an accurate and relevant picture of the ESG topics considered material for this reporting year.

The resulting matrix (see graphic below) highlights priority areas where both dimensions converge. Notably, the own workforce (S1) stands out as a top priority, scoring highest in both financial and impact materiality, followed closely by business conduct (G1) and climate change (E1). Resource use and circular economy (E5), and workers in the value chain (S2) also rank highly, confirming their significance for Mekoprint's sustainability agenda.

This materiality assessment has enabled Mekoprint to clearly prioritise ESG focus areas, ensuring resource allocation and strategic initiatives target the most critical topics to stakeholders and business success.

Impact materiality
How Mekoprint impacts people and the environment

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.

ESG gap assessment and actions

In parallel, a comprehensive ESG gap assessment benchmarked Mekoprint's current maturity against emerging regulatory requirements. The assessment highlighted areas for improvement and as a result, we have initiated concrete actions to close key gaps - with a primary focus on creating value for our customers, business operations, and the sustainable development of our production setup.

Key findings and resulting actions include:

- **Resource efficiency:** Initiatives to reduce resource consumption and increase circularity in production processes.
- **Data management:** Implementation of systematic data collection and documentation across the group to enhance transparency and decision-making.
- **Value chain responsibility:** Initiatives are being developed to enhance procedures and oversight of working conditions for employees outside the EU, addressing social risks identified in our materiality assessment.
- **Emissions management:** Calculation of Scope 3 emissions by purchase category to identify key impact areas and develop targeted reduction strategies.
- **Ethics and governance:** Strengthening ESG risk management and compliance through our Partner Code of Conduct and third-party assessments.

Together, these assessments form a solid foundation for Mekoprint's ESG strategy, enabling the company to focus efforts where they matter most – delivering measurable sustainability improvements while meeting evolving stakeholder expectations and regulatory demands.

ESG Governance

Strong governance is fundamental to Mekoprint's ESG approach. Our structure ensures that sustainability is embedded in strategic decision-making, risk management, and day-to-day operations. Through clear roles, formalised systems, and external validation, we maintain transparency and accountability while driving continuous improvement in all aspects of our business.

➡ Regulatory compliance
Mekoprint's governance framework ensures full alignment with current and emerging ESG regulations, including CSRD. Building on our double materiality and ESG gap assessments, we have established clear governance processes for data quality, internal controls, and external assurance. This structure enables transparent, compliant, and decision-relevant ESG reporting across the group.

➡ External ESG assessments
To ensure transparency and credibility, Mekoprint undergoes annual third-party ESG evaluations by both EcoVadis and IntegrityNext. These independent assessments provide external validation of our sustainability practices and governance systems, supporting continuous improvement and alignment with international standards.

➡ QHSE Management
Our QHSE management system is certified in accordance with ISO 9001, ISO 14001, and ISO 45001. These systems provide a structured framework for managing quality, environmental impact, and occupational health and safety – forming the foundation of our work with sustainability and corporate responsibility.

➡ Responsible supply chain
We set clear expectations for our suppliers, who are required to comply with our Partner Code of Conduct as well as applicable environmental, human rights, and ethical standards. Supplier compliance is continuously assessed, with a strong focus on certifications and improvements that support our shared sustainability objectives.

➡ Continuous improvement and transparency
Mekoprint ensure high-quality ESG reporting through systematic data collection, internal controls, and external validation. All ESG metrics are subject to an annual consistency review performed by our external auditor, Beierholm, ensuring reliability and transparency. We are committed to continuously improving our processes, increasing transparency, and strengthening stakeholder dialogue to drive long-term value creation.

ESG Governance structure

Mekoprint's strategic sustainability efforts are anchored by the Board of Directors and Executive Management, ensuring that sustainability is integrated throughout the entire organisation. All management levels are actively involved in both strategy development and performance follow-up.

In 2023, we established a cross-functional Sustainability Forum focused on driving sustainable development across the company. The forum works with process optimisation, resource efficiency, energy improvements, substitution of environmentally harmful materials, transition to renewable energy, sustainable packaging, and mapping CO_2 emissions at component level.

This governance model fosters knowledge-sharing and collaboration across divisions and production technologies, strengthening alignment and progress across the business.

Governance roles

Board of directors	Executive management	Sustainability forum
Responsible for the overall strategic direction, with a focus on sustainable growth and risk management.	Owns the development and implementation of sustainability goals, including progress tracking and corrective actions.	Drives knowledge-sharing and implementation of sustainability initiatives across the organisation.

> " Working with ESG is comprehensive and involves numerous benchmarks that we continuously evaluate and optimise. With the Sustainability Forum, we have brought this work closer to everyday operations, where it has the greatest impact.
>
> Alex Laursen, Business Development Director, Mekoprint

ESG strategy and roadmap

ESG strategy

Mekoprint's ESG strategy is a key part of our long-term ambition to be recognised by customers as their preferred partner for sustainable development and production. In the near term, our focus is on ESG transparency, continuous improvement, and supporting customers through proactive advisory services - with a particular emphasis on CO_2 reduction.

Our efforts concentrate on embedding ESG into core business processes – from product development and supply chain collaboration to internal standards, reporting, and stakeholder engagement. By staying ahead of evolving expectations and market demands, we position ESG as a strategic lever for long-term innovation, competitiveness, and impact.

Our ESG strategy is built on three pillars that guide our direction and priorities:

1	**2**	**3**
Documented front-runner	**Short-term CO₂ focus**	**Long-term collaboration**
Establishing strong ESG foundations through certifications, global commitments, and third-party evaluations to ensure compliance, credibility, and transparency.	Neutralised CO_2 emissions (Scope 1 & 2) by 2025 through targeted energy investments, improved CO_2 data quality, renewable energy sourcing, tree-planting, and CO_2 certificates to offset remaining emissions from fossil fuel-based heating.	Driving long-term impact by reducing material usage, increasing use of recycled and low-carbon materials, optimising logistics, and supporting circular product design.

Key progress 2024/25

To support our ESG strategy and 2030 ambition, we achieved several important milestones during the 2024/25 financial year:

- Reduced Scope 1–2 CO_2 emissions by more than 10% relative to Turnover, preparing for the 2025 year-end carbon-neutral target.
- Completed Scope 3 CO_2 calculations across the entire Mekoprint Group.
- Integrated CO_2 data into our ERP system for mechanical and cable components, enabling product-level impact transparency.
- Completed a comprehensive ESG gap assessment as part of our roadmap towards CSRD readiness and long-term ESG maturity.
- Achieved an EcoVadis Gold rating, regaining the rating from 2019 and 2020.

These actions reflect our commitment to turning strategy into measurable outcomes and demonstrate how ESG is embedded in our daily operations and partnerships.

Strategic key priorities 2025/26

To translate our ESG strategy and strategic pillars into measurable action, Mekoprint will focus on three key priorities in 2025/26.

Reducing climate impact
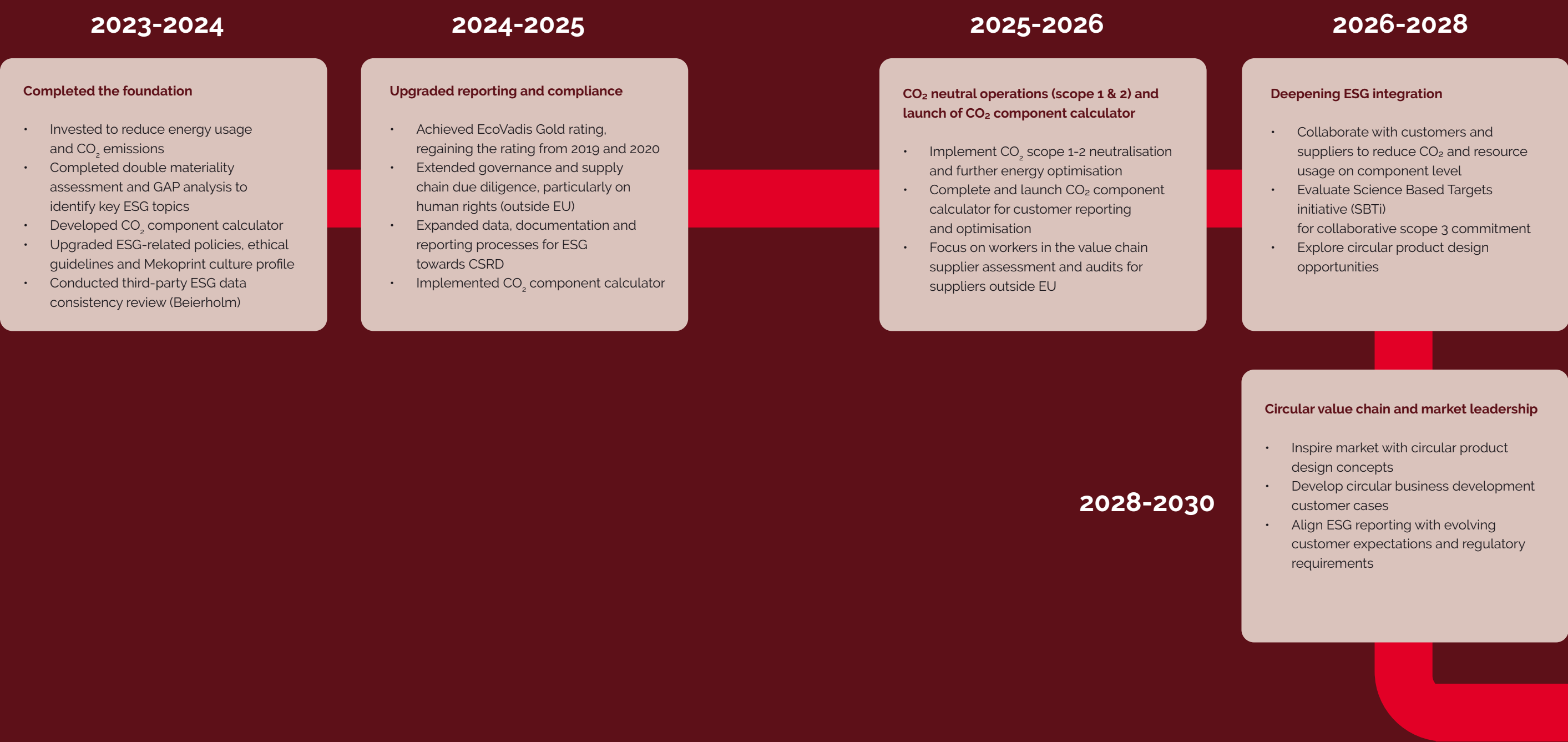Mekoprint is approaching CO_2 neutrality for its operations (Scope 1 & 2) in 2025. We have already implemented numerous initiatives to reduce emissions and will continue to focus on monitoring, energy efficiency, and daily operational improvements. While some sites still rely on energy sources such as gas and district heating that cannot yet be fully converted, remaining emissions will be neutralised through certified CO_2-offset projects until full conversion is achieved.

Strengthening value chain responsibility
Mekoprint will continue to strengthen transparency, accountability, and responsible business conduct throughout its supply chain — with a particular focus on suppliers outside the EU. We will focus on supplier assessment and audits, strengthen collaboration with external partners, and integrate social responsibility criteria more systematically into procurement and quality management processes.

Expanding CO₂ component calculator
Data-driven tools are key to smarter, more sustainable decisions. Mekoprint will expand its digital CO_2 component calculator to cover additional product categories, providing broader visibility into climate impacts across the value chain. The upgraded system will provide CO_2 data for increased awareness, strengthen internal compliance, support customer documentation needs, and form a solid foundation for future reduction initiatives and product-level sustainability dialogue.

ESG Roadmap

Mekoprint's ESG roadmap towards 2030 outlines the key milestones on our journey to become a leading sustainable development and production partner. The roadmap builds on a solid foundation of the CSRD-related double materiality assessment, expected customer needs, external audits, and targeted climate action – progressing towards an increasingly sustainable, circular value chain.

2023-2024

Completed the foundation

- Invested to reduce energy usage and CO_2 emissions
- Completed double materiality assessment and GAP analysis to identify key ESG topics
- Developed CO_2 component calculator
- Upgraded ESG-related policies, ethical guidelines and Mekoprint culture profile
- Conducted third-party ESG data consistency review (Beierholm)

2024-2025

Upgraded reporting and compliance

- Achieved EcoVadis Gold rating, regaining the rating from 2019 and 2020
- Extended governance and supply chain due diligence, particularly on human rights (outside EU)
- Expanded data, documentation and reporting processes for ESG towards CSRD
- Implemented CO_2 component calculator

2025-2026

CO_2 neutral operations (scope 1 & 2) and launch of CO_2 component calculator

- Implement CO_2 scope 1-2 neutralisation and further energy optimisation
- Complete and launch CO_2 component calculator for customer reporting and optimisation
- Focus on workers in the value chain supplier assessment and audits for suppliers outside EU

2026-2028

Deepening ESG integration

- Collaborate with customers and suppliers to reduce CO_2 and resource usage on component level
- Evaluate Science Based Targets initiative (SBTi) for collaborative scope 3 commitment
- Explore circular product design opportunities

2028-2030

Circular value chain and market leadership

- Inspire market with circular product design concepts
- Develop circular business development customer cases
- Align ESG reporting with evolving customer expectations and regulatory requirements

Environmental responsibility
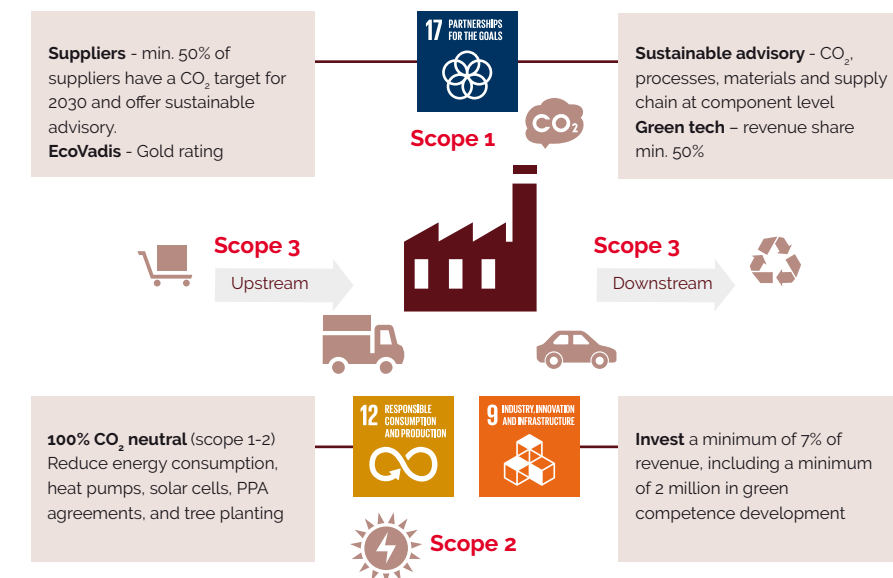
Environmental focus

Environmental sustainability is a strategic priority at Mekoprint. Through targeted investments and continuous improvements, we are reducing emissions, increasing renewable energy use, and optimising resource use. Our ambition is to turn commitments into measurable results and strengthen Mekoprint's role as a proactive sustainability partner.

Operational footprint

A central element of our sustainability strategy is the reduction of our environmental footprint. Through focused initiatives across our operations and supply chain, we are committed to lowering emissions, improving energy efficiency, and accelerating the transition to renewable energy sources.

Mekoprint's scope 1-3 overview

The figure below illustrates Mekoprint's climate impact across direct operations (Scope 1), purchased energy (Scope 2), and the broader value chain (Scope 3). It highlights the key focus areas and targets, showing how our efforts contribute to our ESG strategy and the UN Sustainable Development Goals.

Suppliers - min. 50% of suppliers have a CO_2 target for 2030 and offer sustainable advisory.
EcoVadis - Gold rating

Sustainable advisory - CO_2, processes, materials and supply chain at component level
Green tech – revenue share min. 50%

Scope 1

Scope 3 Upstream

Scope 3 Downstream

100% CO_2 neutral (scope 1-2) Reduce energy consumption, heat pumps, solar cells, PPA agreements, and tree planting

Invest a minimum of 7% of revenue, including a minimum of 2 million in green competence development

Scope 2

Upstream emissions
Refer to indirect CO_2 emissions generated before Mekoprint's own production — for example from suppliers, production of raw materials, purchased goods and services, and inbound transportation.

Downstream emissions
Refer to indirect CO_2 emissions generated after Mekoprint's production — for example from distribution of products to customers, product use, and end-of-life treatment or recycling.

Reducing our operational footprint (Scope 1 & 2)

Since 2020/21, Mekoprint has reduced its Scope 1 and 2 greenhouse gas emissions by 38% relative to the turnover development, which is well below SBTi requirement. In 2024/25, we achieved more than 10% relative reduction in Scope 1 and 2 emissions compared to the previous year 2023/24.

This progress is driven by a combination of initiatives, including electrification of heating systems in production facilities (replacing gas with electric heat pumps), optimisation of energy use in ventilation and heating systems, sourcing renewable electricity across all Danish and Polish production sites, investments in solar installations at multiple sites in Denmark and Poland, and the purchase of recognised Energy Attribute Certificates (EACs), also known as Guarantees of Origin (GoOs), for residual electricity consumption. Complementary measures, such as tree planting projects, further support our efforts to lower emissions.

As part of our Climate Action Plan, Mekoprint completed a comprehensive carbon footprint analysis for Scope 1 and 2 at the end of 2024. Conducted by Nordic Green Solution A/S in accordance with Danish Law no. 669 of 11/06/2024, the analysis identified major reduction opportunities – including three projects converting gas heating systems to electric heat pumps, with one project expected to reduce approximately 200 tonnes CO_2 per year and implemented in 2025.

Third-party energy audits are continuously conducted at most of our operational facilities to identify further energy-saving potential, sustain momentum, and optimise performance. Mekoprint has implemented these measures in a cost-neutral way, maintaining competitiveness.

> "
> We must make it as easy as possible for our customers to become more sustainable in collaboration with us. To make this realistic, we cannot increase prices but must find new ways to optimise our overall resource consumption and thereby increase competitiveness.
>
> Anders Kald, CEO, Mekoprint

Solar panels at Mekoprint's factory in Aalborg, Denmark, contribute to CO_2 neutrality

Scope 1 & 2 – key actions

Electrification of production facilities (from gas to electric heat pumps)

Implemented 100% wind power based electricity use with EAC purchases as of October 2025

Solar panel installations at multiple sites

Energy optimisation in ventilation, heating, and high-energy machinery

Transition to electric/hybrid vehicles and installation of EV chargers

LED lighting upgrades and employee energy awareness initiatives

Tree planting projects of +30.000 trees to offset emissions

Our value chain emissions (Scope 3)
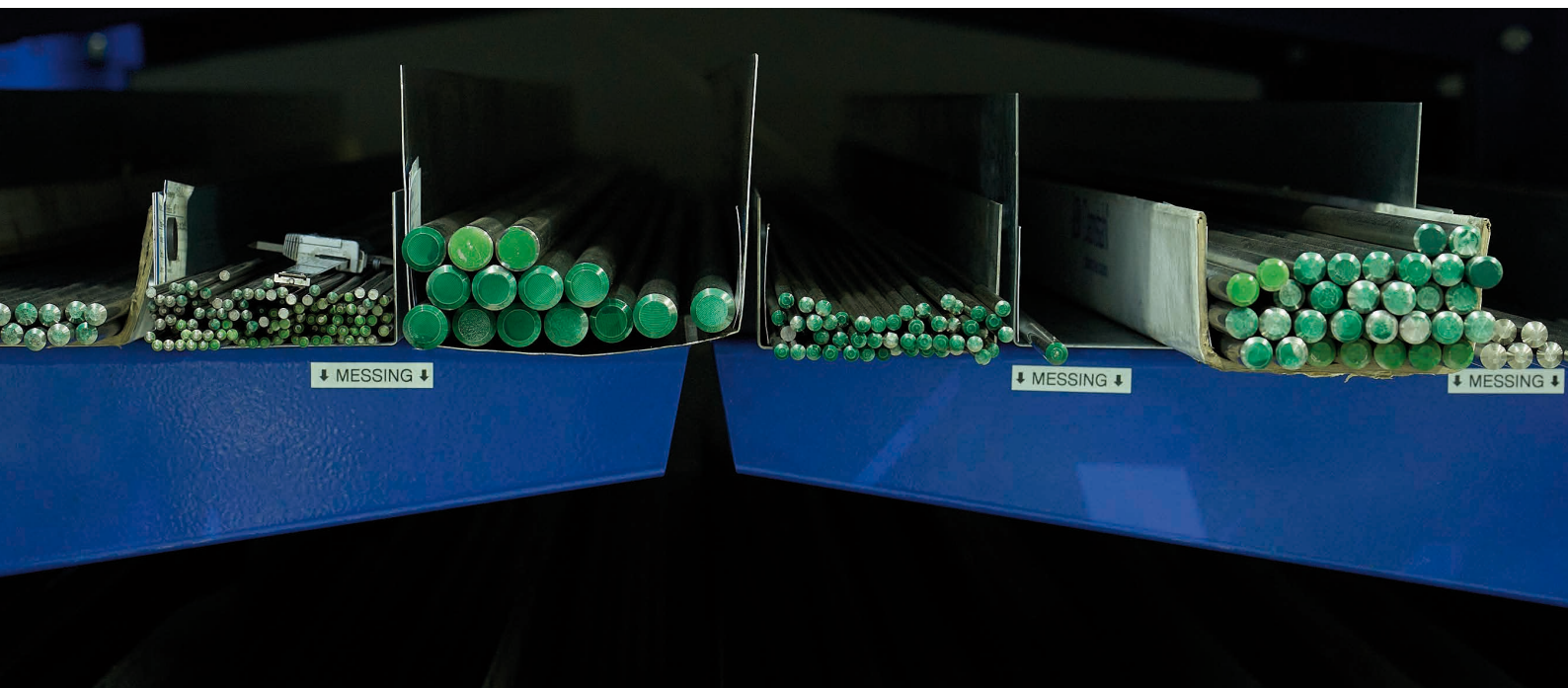
Mapping Scope 3 emissions

In 2024, Mekoprint completed its first comprehensive mapping of Scope 3 emissions, establishing a clear baseline for future reduction efforts. Following the Greenhouse Gas Protocol, all 15 Scope 3 categories were assessed using both spend- and activity-based data from 2023 onwards. Eight categories were identified as material:

Material Scope 3 categories
- Purchased goods and services
- Capital goods
- Upstream transportation and distribution
- Waste generated in operations
- Business travel
- Employee commuting
- Downstream transportation and distribution
- Downstream leased assets

This analysis revealed that the majority of our carbon footprint - approximately 78% - comes from upstream activities, primarily the use of raw materials such as metals and plastics.

Other notable categories include upstream transportation, purchased goods and services, and waste generation. These insights reinforce the need for early collaboration with customers, where material choices and design decisions can significantly influence Scope 3 reductions.

Leading sustainability through collaboration

Mekoprint takes an active leadership role in accelerating the green transition. Rather than treating sustainability as an afterthought, we encourage it to be the first topic addressed in customer collaborations – starting from the discovery and ideation phases. By integrating circular materials and sustainability goals at the earliest stages, we guide customers toward informed, data-driven decisions and foster a shared responsibility mindset, helping collectively reduce emissions across the value chain.

Key focus areas in the revised product development sequence:

1 Circular materials
Embedding sustainable and recyclable materials from the start reduces environmental impact.

2 Economic ambitions
Setting realistic economic objectives ensures sustainable solutions remain competitive and viable.

3 Quality and process approach
Efficient processes and high-quality standards guarantee products meet customer expectations.

4 Visual and functional requirements
Design and functionality are considered last, ensuring products meet user needs and remain both functional and sustainable.

Through transparent CO_2 data, evaluation of alternative materials, and close collaboration with customers and suppliers, we strive to be a leading sustainable partner — driving innovation and positive change from the very start of product development through to production.
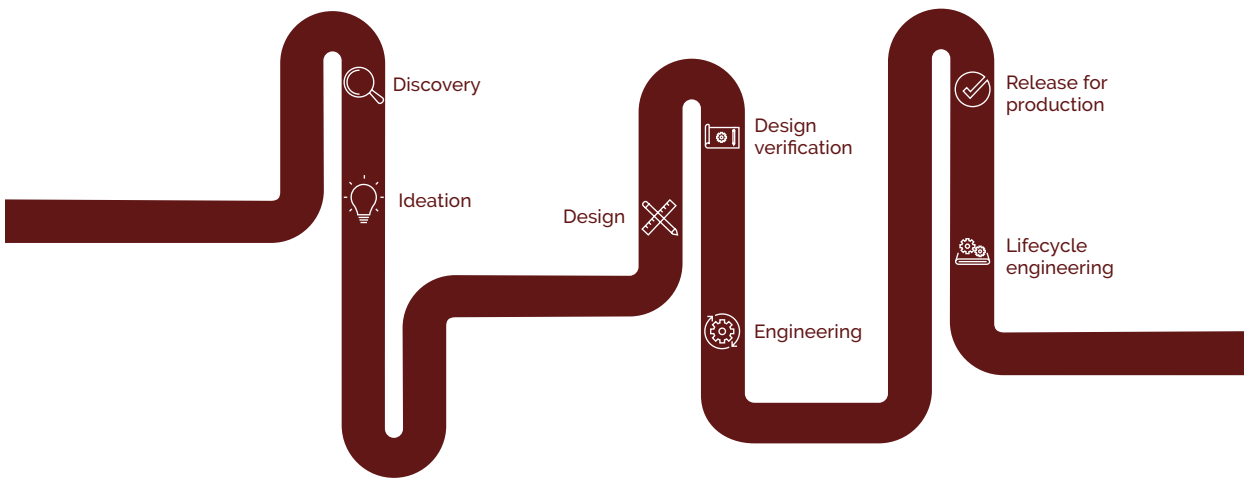
Figure: Sustainability is being integrated throughout the development process, starting from Discovery and Ideation phases, where circular materials and CO_2 reduction are prioritised. This approach ensures proactive collaboration with customers, leading to innovative and responsible solutions at every stage.

Discovery · Ideation · Design · Design verification · Engineering · Release for production · Lifecycle engineering

Case

Data-driven CO_2 reduction with LINAK: 180 tonnes saved annually

Mekoprint and LINAK, a global leader in electric linear actuator systems, have collaborated for more than 25 years on the high-volume production of metal motor housings. In 2024/25, the partnership took a new step with a joint focus on further resource and climate optimisation.

Through Mekoprint's CO_2 component calculator, the footprint of the metal housing was analysed across material consumption, production processes, packaging and energy use. The data revealed clear CO_2 optimisation impact by reducing material scrap further in the production process and using carbon neutral electricity from Mekoprint solar panels and external wind power. This reinforced the importance of continued collaboration on optimisation to reduce resource and Scope 3 emissions in practice across the supply chain.

How the improvement was achieved

- CO_2 component calculator used to analyse raw material and production impact
- Identification of optimisation potential in coil width and stamping layout
- Implementation in Mekoprint's dedicated high-volume production cell
- Use of 100% CO_2-neutral electricity effective from 1 October 2025

> **Mekoprint's CO_2 component calculator**
> Mekoprint has developed an advanced CO_2 calculator that enables detailed carbon footprint assessments at component level. The tool compares different material choices, production methods and transport scenarios, giving customers a data-driven foundation for optimising both existing and new products. The calculator is implemented in metal components and will be rolled out across other product areas by the end of 2025/26.

Clear impact in high-volume production

Through close collaboration, Mekoprint and LINAK implemented a revised stamping setup optimised for material efficiency, and Mekoprint has transitioned to CO_2-neutral energy usage. The result is a 5.34% reduction in CO_2 emissions per unit, primarily achieved by reducing material width and improving the stamping layout in the coil-based process.

With a very high annual volume, this optimisation leads to a substantial real-world impact.
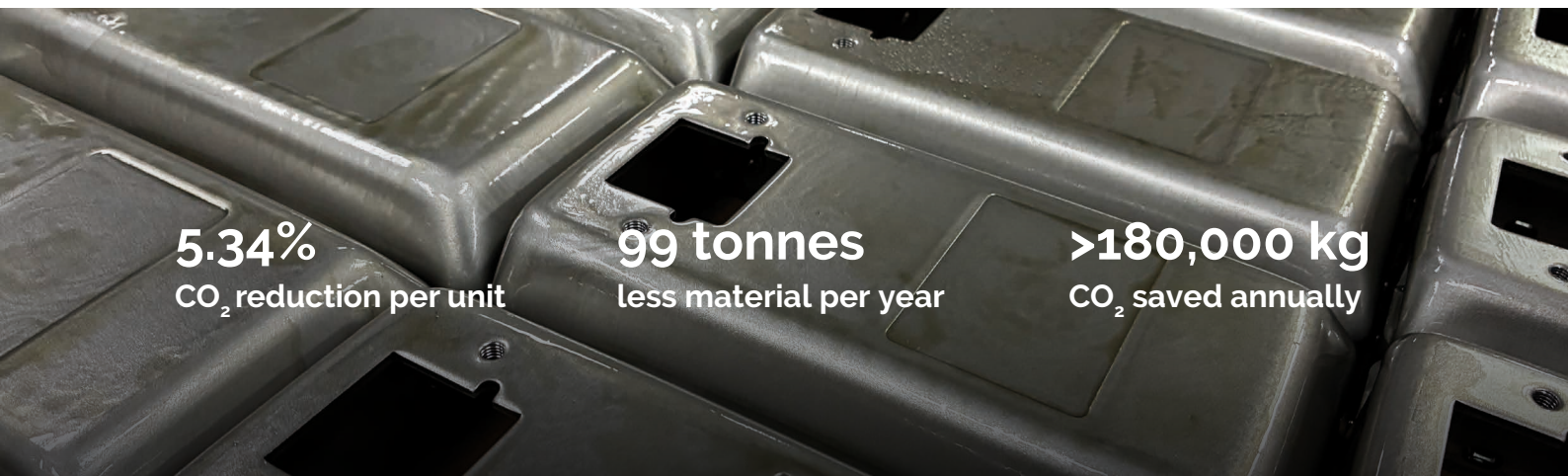
Impact highlights

- 5.34% CO_2 reduction per unit
- 96 tonnes less raw material used annually
- More than 180,000 kg CO_2 saved per year
- Lower unit cost through reduced material consumption

The results demonstrate how continuous optimisation and integration of sustainability considerations can deliver meaningful Scope 3 reductions while maintaining competitive high-volume production.

" CO_2 reduction with our suppliers is a high priority for Linak and Mekoprint is very proactive in their support and contribution to this. We share the same approach with sustainability improvements that also develop our competitive advantage.

Finn Lausten,
Purchasing Director, Linak

" With a dedicated production cell for LINAK, we have the flexibility to continuously refine the setup - particularly by reducing material waste and improving overall efficiency.

Henrik Jørgensen,
Key Account Manager, Mekoprint

5.34%
CO_2 reduction per unit

99 tonnes
less material per year

>180,000 kg
CO_2 saved annually

> ## The purchase of electricity from both wind power and solar energy is a key step in our journey towards CO₂ neutrality by 2025, enabling us to reduce our own emissions while helping customers make more sustainable choices.
>
> Alex Laursen, Business Development Director, Mekoprint

Focus areas and progress reporting

Focus area	Target	2024/25	2023/24	2022/23	2021/22	2020/21	Comment	KPI definition
Electricity vs. Turnover* (MWh)	Reduce 20% from 2020/21 to 2024/25	7,572	6,994	6,835	7,944	7,127	Target reached two years ahead of time.	Annual electricity MWh divided by Annual Turnover
MWh/DKK million		8.6	8.7	9.3	10.9	12.5		
Heating vs. Turnover* (MWh)	Reduce 50% from 2020/21 vs. Turnover in 2024/25	3,953	5,629	5,839	7,260	7,078	Target reached in particular with heat pumps & ventilation optimisation	Annual Heating** MWh divided by Annual Turnover.
MWh/DKK million		4.5	7.0	7.9	10.0	12.4		
CO₂ emission scope 1-2 (tonnes)	Target is annual reduction below SBTi requirement***	2,130	2,013	1,946	2,533	2,253	Relative CO₂ reduction is below SBTi requirement since 2020/21	All scope 1-2 CO₂ Emissions divided by Annual Turnover
CO₂ /DKK million		2.4	2.7	2.6	3.5	3.9		
CO₂ neutralisation scope 1-2 (tonnes)	100% CO₂ neutral by the end of 2025	194	138	152	28	28	Neutralisation by forest plantation and external sale of excess solar energy	Neutralised tonnes CO₂ divided by total tonnes CO₂ emission scope 1-2
		9.1%	6.5%	7.8%	1.1%	1.2%		
CO₂ emission scope 3 (tonnes)	Target to be defined in categories in 2025/26	31,9132	110	114	105	22	Scope 3 data for previous years include only own transportation, while 2024/25 reporting has been expanded to include Categories 1, 2, 4, 6, 7, 9 and 13	Sum of CO₂ Emissions from Scope 3 Category 1, 2, 4, 6 ,7, 9 & 13 from accounting year 2024/25
Water consumption (m3)	Reduce 20% from 2020/21 to 2024/25 relative to Turnover	18,326	16,136	16,966	17,452	14,821	Target reached 1 year in advance, but remains a focus area	Total 1,000 m3 water consumption divided by Turnover in period.
m3/DKK million		20.7	20.2	23.0	24.0	26.0		
Reduced production scrap	25% reduction from 2% in 2020/21 to 1.5% of Turnover in 2024/25	1.9%	1.7%	2.1%	1.8%	2.1%	Target not reached due to issues in high -volume areas in particular. Remains a focus area.	Total cost of scrap from all production processes divided by Turnover in period.
Hazardous waste (tonnes)	To be defined relative to process Turnover Decrease YoY	259	285	253	360	373	Continued significant annual drop from 579 tonnes in 2018/19	Total weight measured at waste collection
Food waste (kg)	20% reduction from 2021/22 to 2024/25	19,913	18,415	15,585	16,140	Not registrated	Increased focus area to reach target in 2026/27	Total weight measured at waste collection
Domestic waste (remaining non recyclable) (kg)	20% reduction from 2021/22 to 2024/25 relative to Turnover	308,565	301,220	300,105	307,690	Not registrated	Residual from other waste streams	Total weight measured at waste collection
Kg/DKK million		349	376	407	423			
Environmentally friendly packaging	99% environmentally friendly by 2024/25	95%	93%	92%	91%	90%	Remains a focus area to reach target by 2030.	Total purchase cost of packaging from environmentally friendly material

*   Related to Mekoprint Group Turnover of DKK 885 million excl. new subsidiary companies Microturn and Seritronic to be included
**   Heating includes Natural Gas, District Heating
***   SBTi is an abbreviation for "Science Based Targets initiative".

Principles, commitments and standards

To ensure that our environmental efforts are both ambitious and accountable, Mekoprint adheres to a set of internal environmental principles and aligns with leading international environmental agreements and frameworks.

We reduce energy consumption and CO_2 emissions
We combat climate change by improving energy efficiency, increasing renewable energy use, and targeting CO_2 neutrality in our operations by 2025.

We minimise pollution of air, water and soil
Our ISO 14001-certified processes include regular audits and monitoring to ensure we meet or exceed legal and environmental standards.

We optimise water consumption and recycling
We aim to reduce water usage and continuously improve recycling of both processed water and cleaning agents at our facilities.

We minimise and sort waste for recycling
Waste streams are sorted in more than 46 fractions to increase recycling rates, and we collaborate with certified waste handlers to improve circularity.

We promote the use of environmentally friendly materials
We work with customers and suppliers to choose materials with lower climate impact, and we encourage the development of circular product designs.

Environmental Frameworks, Initiatives and Commitments followed by Mekoprint:

- UN Sustainable Development Goals (SDGs)
- UN Climate Initiative and the Paris Agreement
- EU Waste Framework Directive (2008/98/EC)
- Regulation (EU) 2019/1021 on Persistent Organic Pollutants (POPs)
- Stockholm Convention on POPs
- ISO 14001:2015 – Environmental Management System
- EcoVadis sustainability rating since 2019
- IntegrityNext – Supplier risk and compliance evaluation

Our environmental responsibility focuses on three of the 17 Sustainable Development Goals (SDGs):

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE **12 RESPONSIBLE CONSUMPTION AND PRODUCTION** **17 PARTNERSHIPS FOR THE GOALS**

Mekoprint's Micromechanics division has achieved a Gold-level reThink certification from Ragn Sells for its high recycling rate and circular resource approach.

"Mekoprint is a role model for other companies because the company has a genuine desire to contribute to the green transition. Mekoprint does this by, among other things, being aware of what can be recycled and reused.

Pia Johansen, Environmental Consultant, Ragn-Sells

Social responsibility

Social focus

At Mekoprint, sustainability begins with people. We aim to build a workplace culture defined by safety, respect, and equal opportunity - where everyone can contribute, grow, and feel valued. By combining data-driven employee engagement, leadership development, and diversity initiatives, we translate our social commitments into measurable impact across the organisation.

Workplace safety

Employee health and safety are fundamental to Mekoprint's culture and operations. We are committed to ensuring that every employee returns home safely each day and remains as healthy as they arrive, both mentally and physically.

Our approach to safety is anchored in our certified management system under ISO 45001, implemented across the Group since 1999. The system enables us to systematically prevent workplace injuries, promote well-being, and drive continuous improvement across all production sites.

In recent years, Mekoprint has maintained an exceptionally low incident rate, reaching 2.3% in 2024/25 - a decrease from 2.9% in 2023/24. This achievement reflects clear procedures, robust systems, and thorough onboarding - but most importantly, a culture where prevention and mutual responsibility are deeply embedded.

How we work with safety in practice:

Continuous risk assessment
Regular identification and reduction of risks through structured workplace evaluations and safety audits.

Incident and near-miss reporting
Open reporting culture encouraging employees to share both accidents and near-misses in a no-blame environment that supports quick learning and prevention.

Training and awareness
Ongoing training and dialogue ensure that safety is always top of mind across management and employees.

Employee involvement
Employees participate actively in safety committees and local initiatives, contributing to a culture of ownership and shared responsibility.

We will continue to prioritise safety improvements as an integral part of our sustainability journey. A safe workplace is a sustainable workplace.

Employee engagement

Attracting, retaining and engaging talented employees is critical to our long-term success. At Mekoprint, we work continuously to foster a strong, value-based culture built on mutual respect, openness and development opportunities. We believe engaged employees are key to innovation, customer satisfaction, and operational excellence.

Long-term focus on employee satisfaction

Mekoprint has worked systematically with employee engagement for more than a decade. Our primary engagement metric is the Employee Net Promoter Score (eNPS), measured through quarterly surveys across all sites. The eNPS method provides a clear indicator of employee loyalty and willingness to recommend Mekoprint as a workplace.

In 2024/25, the eNPS score were:

- 61% in Denmark, meaning that 61% of Danish employees would recommend Mekoprint as an employer to others, which is above industry benchmarks.
- 13% internationally, meaning that 13% of employees outside Denmark would recommend Mekoprint as an employer to others. This represents a significant decrease from 60% the previous year. The primary reason is the onboarding of more than 100 new colleagues in Cables Serbia following the acquisition of Mikkelsen Electronics' activities after their bankruptcy. As a result, 2024/25 has been a period marked by uncertainty, which is now transitioning into stability and clear progress in 2025/26.

Our strategic goal is to achieve and maintain top-percentile engagement scores:

- eNPS 55% in Denmark – achieved again in 2024/25 (Top 5% benchmark)
- eNPS 50% internationally – expected to be reached in 2025/26 (Top 10% benchmark)

Culture of openness and dialogue

We actively promote a culture in which employees feel safe and empowered to share their views. This is measured several times a year, and in 2024/25 new questions were introduced in the pulse survey. In the most recent 2024/25 survey, the average score was 87% for employees' sense of safety in expressing concerns about the working environment and potential health issues. This reflects clear communication about the importance of every employee's voice, supported by regular pulse surveys throughout the year to encourage unfiltered dialogue and enable follow-up on concerns and ideas. However, as our target is 95%, we will continue to prioritise and strengthen our efforts in this area.

" As a Production & People Manager, I am responsible for maintaining and actively contributing to our collaboration culture. This includes monthly team-building sessions with the leaders, where we discuss well-being and share ideas.

Tina Christensen, Production & People Manager, Mekoprint

Diversity and inclusion

A diverse and inclusive workforce contributes to better decision-making, a stronger work environment, and enhanced organisational performance. Diversity has long been part of Mekoprint's culture, where individual differences in gender, nationality, perspectives, and experiences are valued and embraced across all levels of the organisation. We also meet employees where they are, whether they are starting their first job, reentering the labour market after illness, or facing challenges such as refugee status or disability.

Gender diversity across all levels

Mekoprint actively works to increase gender balance in both leadership and the overall workforce.

In 2024/25:

- Women represented 28% of all managers, down from 41% the year before due to organisational changes in the Mekoprint Cables division during the period.
- The overall workforce gender diversity is 51% female and 49% male.

Our work on gender balance is supported by our Group-wide diversity policies and commitments, including the Gender Diversity Pledge referenced in the Governance section.

Human rights and workers in the value chain

Respect for human rights is a fundamental part of Mekoprint's social responsibility. We are committed to ensuring fair, safe, and inclusive working conditions - both within our own organisation and across our global value chain. Guided by international principles and transparent governance, we work continuously to uphold ethical standards and promote responsible business conduct everywhere we operate.

Human rights in our own operations

Within our own operations, we strive to uphold the highest standards of integrity, fairness, and workplace safety. These commitments are detailed in our Human Rights and Labour Policy, approved by the Board of Directors and Executive Management and valid for alle employees across the Mekoprint Group.

Key internal commitments include:

- **Non-discrimination:** Equal treatment regardless of gender, age, ethnicity, religion, disability, or sexual orientation
- **Freedom of expression and association:** Employees may organise freely and without retaliation
- **Safe working conditions:** Guaranteed through our ISO 45001-certified system
- **Living wages:** Salaries are above national minimum standards and aligned with international guidelines on living wages
- **No forced or child labour:** Strict zero-tolerance policy
- **Protection from harassment:** Safeguards against physical, verbal, and psychological abuse

All employment decisions are based solely on lawful, non-discriminatory criteria. Employees have access to support in the event of illness and are entitled to fair and transparent conditions regarding working hours, sick leave, vacation and parental leave.

Employee well-being is monitored through quarterly PULSE surveys, facilitated through an external provider (Catalyst Engage), ensuring anonymous feedback and continuous improvement. In addition, all employees have access to our anonymous SpeakUp Whistleblower Channel to report any concerns regarding human rights violations or misconduct.

Human rights in the value chain

As a global company with complex supply chains, Mekoprint recognises our responsibility to conduct thorough due diligence on human rights and labour conditions among our suppliers and partners.

Our expectations are defined in the Mekoprint Partner Code of Conduct, which all key suppliers are required to acknowledge and comply with.

This includes clear standards on:

- Human rights and fair labour practices
- Environmental responsibility
- Anti-corruption, bribery and business ethics
- Legal compliance at both local and international levels

We proactively assess suppliers through a structured ESG risk management approach, including:

- **IntegrityNext platform:** Screening of key suppliers for ESG risks, including forced labour, human rights compliance, and anti-corruption.
- **EcoVadis assessments:** Where relevant, we leverage third-party sustainability evaluations to track supplier performance.
- **Ongoing supplier dialogue:** Collaboration and corrective actions in the case of non-compliance.
- Supplier audits and assessments: Conducted where risk or criticality is identified.

Looking ahead, we will continue to enhance our human rights due diligence by expanding supplier assessments, strengthening follow-up processes, and increasing engagement with suppliers in higher-risk regions. We are also working to integrate social responsibility requirements more consistently into procurement and quality management, ensuring that our expectations are reflected throughout the entire value chain.

Case

Supporting education and local communities in Ukraine

During the fiscal year, Mekoprint partnered with Chernyakhiv Lyceum No. 1, a local school near our production site in Zhytomyr, Ukraine. The collaboration aimed to support the local community while providing students with insights into modern manufacturing and potential career paths. The project carried special significance, as several of our Ukrainian colleagues were former students at the school.

The initiative included renovating the school's gym floor ahead of the traditional "Knowledge Day" celebration on 1 September. In addition, students were invited to visit Mekoprint's production site to explore modern manufacturing and learn about potential career paths in an international company.

> **"**
> Seeing former students now part of the Mekoprint team and actively contributing to this initiative has been truly inspiring. It's a wonderful example of giving back to the community while connecting education and industry.
>
> Volodymyr Khomyk, Plant Manager, Mekoprint Ukraine

Impact in practice
- Renovated and donated the school's gym floor
- Hosted educational visits at Mekoprint's Ukrainian site
- Delivered career inspiration sessions with Mekoprint employees

Our commitment

This initiative reflects Mekoprint's commitment to social responsibility, connecting local communities with industry and supporting the development of future generations. By fostering educational opportunities and career inspiration, Mekoprint helps students explore potential paths in manufacturing, innovation, and international business.

Mekoprint's social engagement program

Mekoprint actively identifies opportunities to support local communities, with a special long-term focus on the development of children and young people. We are increasingly collaborating locally to provide insights into career opportunities in an industrial company and inspire young people to consider manufacturing as a potential career path. In addition, we support local initiatives through volunteers who dedicate their time and expertise to help children and young people with special needs.

During the fiscal year 2024/25, Mekoprint donated a total of DKK 160.000 to youth sponsorships, distributed across several projects:

- Unicef (donation based on 2024/25 NPS survey)
- Support for Chernyakhiv Lyceum No. 1, Ukraine (renovation of gym facility)
- Ønskeland, Denmark (recovery retreats for chronically ill children and their families)
- AaB Youth Academy sponsorship, Denmark (local football team)

These initiatives demonstrate our ongoing commitment to supporting young people, fostering education, and strengthening local communities.

> " Since I started my apprenticeship, I have been inspired by colleagues and their willingness to explore new working methods. With shared desire to improve and learn, we create both a more enjoyable everyday life and enhance our professional skills.
>
> Kristian Schmidt Kolind, Tool Technical, Mekoprint

Focus areas and progress reporting

Focus area	Target	2024/25	2023/24	2022/23	2021/22	2020/21	Comment	KPI definition
Employee (#)	N/A	778	706	693	665	618		Average number of "Full Time Employees" (FTE) during the year
Employee turnover (%)	Maximum 15%	17.14%	11.8%	13.4%	14.2%	8.7%	Increase primarily related to lay-offs due to reduced customer need in first half of 2024/25 and factory closure in Cables Denmark	Number of people leaving a job at Mekoprint divided by the average number of "Full Time Employees" in the year
Sick leave (%)	Maximum 4%	3.8%	4.2%	3.2%	4.1%	4.1%	Continued focus on healthy work environment and habits to reduce sick leave	Total number of sick days divided by total number of working days for all employees during a year
Employee satisfaction (%)	Denmark eNPS 55% in 2024/25	61%	76%	78%	71%	62%	Decrease is a focus area but within normal range	Total amount of positive ratings subtracted with all negative ratings and then divided by total number of survey participants
Employee survey (eNPS)*	International eNPS 50 in 2024/25	13%	60%	51%	15%	26%	Drop is a focus area for significant improvement in 2025/26	
Openness to speak (%) Employee survey*	95% in 2024/25	87%	92%	95%	88%	-	New survey tool with different question and scale in 2024/25, but target remains 95%.	Total average 1-10 score divided by 10 before 2024/25 and average percentage from 1-7 scale in 2024/25
Incident rate (%) All employees	Yearly reduction	2.3%	2.9%	5.0%	-	-	Positive improvement due to continuous focus on safety	Total number of incidents divided by the average number of people in the year
Gender diversit y (%) All employees	No target currently needed	51/49	66/34	54/46	50/50	52/48	Change in gender diversity related to organisational changes	Female/male distribution of total number of employees
Gender diversity Management positions	Minimum 40% female managers by end of 2026	28%	41%	32%	28%	28%		Average female managers out of Mekoprint total
Average hours of training per Full Time Employee (FTE)	To be defined in 2025/26	15	13	13	-	-	Continued focus area for all employees	Total number of training hours divided by FTE
Education share (%) of DK employees**	5% of DK FTE in 2024/25	4.8%	4.7%	4.0%	-	-	Continued focus area to reach target	Number of apprenticeships in Denmark divided by FTE in Denmark
External youth sponsorships (DKK '000)	Minimum of 150 (1,000 DKK) yearly	160	150	150	250	150	Increased focus on local initiatives by factories	Sum of all company sponsorships

*　Related to Mekoprint A/S and subsidiaries in Poland, Ukraine and Serbia (Mekoprint Seritronic and Mekoprint Microturn are awaiting migration to Mekoprint IT).
**　Related to Mekoprint A/S operations in Denmark

Principles, commitments and standards

To ensure that our social efforts are both responsible and impactful, Mekoprint adheres to a set of internal social principles and aligns with internationally recognised labour, human rights, and diversity standards and frameworks, as outlined in the Mekoprint Code of Conduct Culture Profile.

Our 5 Social Guidelines:

We ensure a safe and healthy work environment
We maintain high safety standards through our ISO 45001-certified system, continuous risk assessments, and a strong safety culture that empowers all employees to take action.

We promote employee well-being and engagement
We conduct regular eNPS surveys to ensure open dialogue and continuously strengthen job satisfaction, leadership quality, and collaboration.

We support equal opportunities and inclusion
Mekoprint is committed to diversity and equal rights regardless of gender, age, background, or beliefs. We have clear targets for gender diversity and support a respectful, inclusive work culture.

We support in case of illness and prevent stress
We support employees during illness and work to prevent stress by ensuring a safe work environment. Sick absence interviews are held for absences longer than two weeks to help find solutions and promote wellbeing.

We invest in learning, youth, and future skills
Through apprenticeships, internal training, and sponsorship of youth education, we contribute to talent development and long-term societal impact.

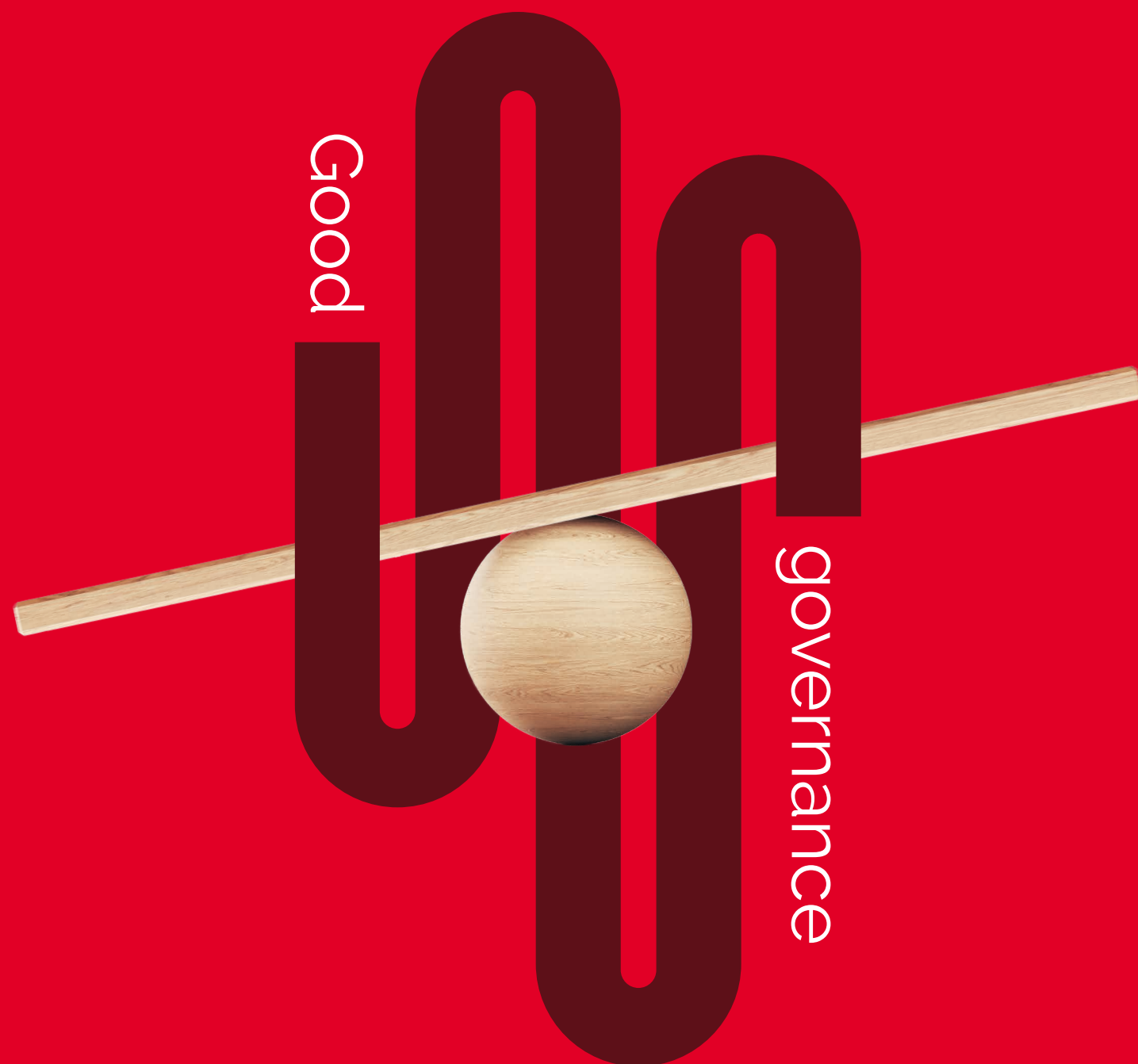**Social Frameworks, Initiatives & Commitments followed by Mekoprint:**

- UN Sustainable Development Goals (SDGs)
- UN Global Compact (principles on human and labour rights)
- UN Guiding Principles on Business and Human Rights (UNGPs)
- Universal Declaration of Human Rights (UDHR)
- ILO Core Conventions
- OECD Guidelines for Multinational Enterprises
- Modern Slavery Act 2015 (UK)
- Danish Industry's Gender Diversity Pledge
- ISO 45001 – Occupational Health and Safety Management Systems
- Mekoprint Human Rights Policy
- EcoVadis CSR Rating
- IntegrityNext – Supplier Risk and Compliance Assessment

Our social responsibility is particularly linked to the following SDGs:

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

"
I find that collaboration is a completely natural part of our daily life, where the general attitude is that we achieve the best results together."

Nikolaj Rossing, Design Engineer, Mekoprint

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Good governance

Governance focus

At Mekoprint, strong governance underpins sustainable growth. It ensures that ethical principles are embedded in business practices through clear structures, transparent processes, and data-driven risk management. Our certified management systems and responsible leadership culture foster accountability across all levels — strengthening trust with customers, employees, and partners.

Good business conduct and ethical governance

Mekoprint's governance framework is based on well-defined roles and procedures within our ISO 9001:2015-certified Management System. The Board of Directors oversees implementation through an annual cycle of risk assessments, strategic reviews, and action planning.

Since 2012, Mekoprint has maintained an internal and external Code of Conduct guiding interactions with employees, suppliers, and other stakeholders. Updated in 2023/24 with 17 revised Ethical Guidelines, the Code reinforces alignment between our culture, values, and ESG expectations.

As part of our commitment to ethical business practices, Mekoprint Group implements a zero-tolerance approach to corruption and bribery. All employees, suppliers, customers, and third-party representatives are expected to act with integrity and comply with applicable anti-corruption laws. During the 2024/25 financial year, no cases of corruption or bribery were reported. Any irregularities can be reported through the normal chain of command or via the confidential SpeakUp whistleblower channel.

Governance at Mekoprint ensures credible management and sustainable development of the company through clear frameworks and controls across countries, locations, and customer areas. The Board of Directors maintains corporate governance in line with external guidelines, safeguarding the interests of investors and other stakeholders. This involves evaluating and following up on strategic and business risks, management decision-making, and the accuracy of financial reporting.

Cybersecurity and NIS2 governance

In 2025, Mekoprint strengthened its governance framework for data and information security through a structured programme to comply with the EU NIS2 directive, which sets higher standards for cybersecurity and risk management. The Board of Directors has completed a NIS2-aligned cybersecurity training course, marking the formal start of governance in this area. Policies and responsibilities are being defined to ensure clear accountability and continuous compliance monitoring.

Whistleblower and SpeakUp

To ensure transparency and accountability, Mekoprint has maintained a dedicated whistleblower system since 2011. The system is available to all employees and external stakeholders, providing a secure and anonymous channel for reporting concerns related to unethical or unlawful behavior. Reports are handled by an independent third party to protect confidentiality and ensure impartial follow-up. This supports a culture where everyone can speak up without fear of retaliation - a key element in upholding our ethical standards and stakeholder trust.

For the financial year 2024/25 there has been zero reports.

Responsible supply chain and due diligence

As an extension of our ethical governance framework, Mekoprint actively monitors supplier responsibility and transparency through structured policies and third-party assessments.

Supplier Code of Conduct
All contracted suppliers are required to sign and adhere to the Mekoprint Partner Code of Conduct, which is reviewed annually. The Code was revised in 2024 to reflect updated ESG expectations and our ethical guidelines. This helps ensure that our supply chain aligns with our values on environmental, social, and governance performance.

Supplier engagement and due diligence
In 2024/25, 80% of suppliers had signed the Mekoprint Partner Code of Conduct – up from 53% the previous year, with a target of 90% by 2024/25. We also conducted a structured Supplier Assessment for all vendors delivering goods worth over EUR 20,000, evaluating sustainability practices and potential risk areas.

Third-party evaluation and ratings
To benchmark and strengthen our ESG performance, Mekoprint undergoes an annual assessment by EcoVadis. As previously stated, in 2024/25 we achieved an advanced score of 79 and were awarded a Gold Medal – a reflection of our continued improvement and strong governance standards.

Integrated management systems
Our supplier governance is embedded in a certified QHSE system (ISO 9001, 14001, 45001), enabling systematic audits, documentation, and follow-up across environment, quality, health and safety.

Gender diversity and board composition

Although Mekoprint is no longer legally required to report on gender composition under the former Section 99b of the Danish Financial Statements Act, we have chosen to continue doing so. This reflects our commitment to transparency and our expectation that diversity data will become an increasing focus under future EU regulation. We therefore continue to set targets and pursue initiatives to support a balanced gender composition within Mekoprint.

Diversity and inclusion are integral to Mekoprint's culture and long-term competitiveness. We believe that a diverse leadership composition contributes to stronger decision-making, innovation, and an inclusive working environment. Across the Group, individual differences in gender, nationality, experience, and perspective are valued as key drivers of progress and performance.

Mekoprint is a signatory to the Gender Diversity Pledge by the Confederation of Danish Industry, committing to 16 principles to enhance gender equality and aiming for a 40/60 balance by 2030.

As of the end of 2024/25, Mekoprint's Board of Directors consisted entirely of male members (0% women). In line with statutory requirements for companies with boards of three or more members, Mekoprint has set a target of achieving at least 25% female representation by 2026/27. This target is considered realistic given the current composition and renewal cycle of the Board.

Beyond the Board of Directors, Mekoprint also aims to maintain balanced gender representation across management levels. In 2024/25, women represented 28% of all managers, compared to 41% in the previous year. This change is primarily related to organisational changes in Mekoprint Cables Poland which has led to a significant increase in male managers.

To promote broader gender balance, Mekoprint continues to:

- Integrate diversity considerations into board and leadership recruitment processes
- Ensure transparency in evaluation and selection criteria
- Monitor progress annually in our ESG reporting

The following policies support our objective of balanced gender diversity:

- All qualified applicants are evaluated solely on their professional merits, without regard to gender, age, ethnicity, religion, disability, sexual orientation, or other personal characteristics.
- Wherever possible, recruitment processes aim to include at least two candidates of any underrepresented gender, with a target that 50% of the candidate pool represents that group.

Board of Directors (supreme governing body)	2023/24	2024/25
Total number of members	4	4
Underrepresented %	0%	0%
Underrepresented target %	25%	25%
Year to fulfil target	2026/27	2026/27

Mekoprint Management team (other management level)	2023/24	2024/25
Total number of members	9	9
Underrepresented %	22%	22%
Underrepresented target %	33.3%	33.3%
Year to fulfil target	2026/27	2026/27

Case

Project ESG in value chain

Mekoprint is strengthening its value chain governance by turning ESG requirements into a competitive advantage. In collaboration with the Confederation of Danish Industry and the Danish Industry Foundation, Mekoprint participates in the ESG in Value Chains project, aimed at increasing transparency and accountability throughout its global supplier network.

Project activities and insights

In November 2024, representatives from Mekoprint travelled to Taiwan and China together with colleagues from Danish Industry to meet selected suppliers and evaluate their ESG practices onsite.

Key insights from the visits included:

- Growing ESG awareness, with suppliers demonstrating willingness to improve, although many initiatives remain ad-hoc and not yet fully embedded in management systems.
- Social responsibility gaps, especially concerning migrant workers and CSR programmes, where suppliers need clearer guidance and more systematic follow-up.
- Challenges in data collection, reflecting supplier size and product complexity, although overall supplier-related risks remain low.
- Regional variations, particularly in Thailand and China, where social and environmental risks require heightened attention and collaboration with experienced partners.

Mekoprint Hong Kong sourcing office. From left to right: Lam Yat Long, Operations & Project Manager; Søren Kold, General Manager Mekoprint Hong Kong and Molly Yuxiang Bao, Customer Service & Logistic Coordinator, and Alexis Yau, Design & Project Engineer (not pictured)

Governance actions under way

Mekoprint has initiated several governance measures to strengthen ESG integration across its supply chain:

- Mapping of the 200 largest suppliers on a maturity scale to identify where dialogue, guidance, or capacity-building is needed.
- Collaboration with external partners, enabling suppliers to access training, tools and third-party verification.
- Integration of supplier assessments and audits into procurement and quality management processes, ensuring that ESG performance is part of business-critical decision-making.

Recommendations for strengthening ESG collaboration with Asian suppliers

Drawing on more than 15 years of sourcing experience in Asia and close cooperation with Danish Industry, Mekoprint has identified three recommendations for building stronger ESG partnerships:
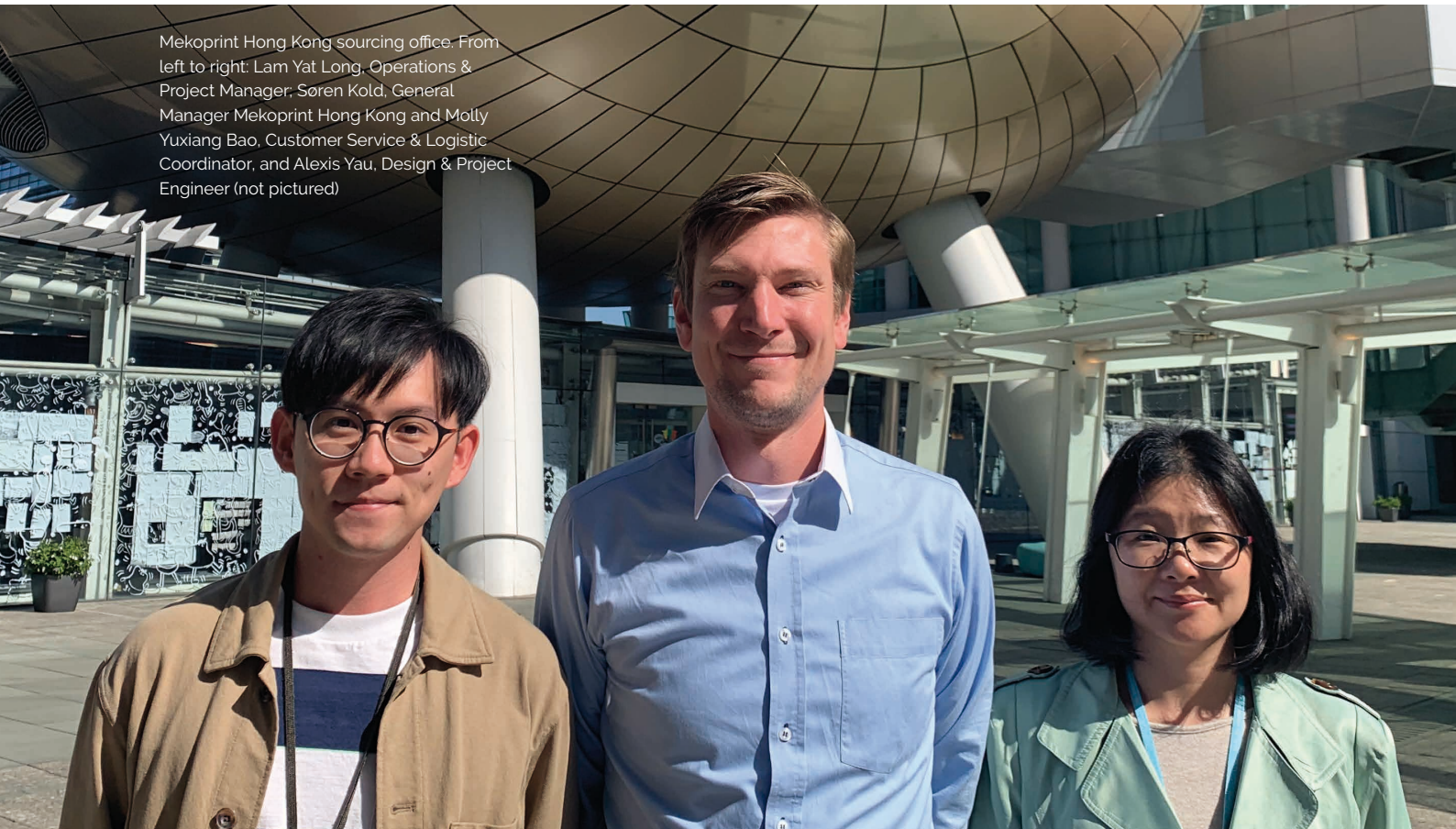
Embed ESG in every supplier dialogue
Systematically include ESG topics in meetings, follow-ups and decision processes to ensure continuous progress.

Invest in long-term partnerships
Stable and trust-based relationships create better conditions for shared ESG objectives and long-term improvements.

Tailor expectations
Assess supplier maturity and provide targeted support through tools such as maturity models, codes of conduct and certification guidance.

> " It is no longer sufficient to demonstrate that we control our own impacts - our suppliers must also meet sustainability requirements. Governance in the value chain is a strategic priority. We need to embed ESG into every supplier conversation – not just as a compliance checkbox, but as a genuine part of our partnership.
>
> Søren Kold, General Manager, Mekoprint Hong Kong

> The improvement of our NPS score from 35 to 42 demonstrates clear progress in strengthening customer satisfaction. It brings us closer to our strategic target of 50 and reflects the value of our long-term customer partnerships.

Morten Kjær, Sales Director, Mekoprint

Focus areas and progress reporting

Focus area	Target	2024/25	2023/24	2022/23	2021/22	2020/21	Comment	KPI definition
Leadership quality (%)*	90%	78%	90%	87%	86%	85%	New survey tool, questions and scale introduced in 2024/25, so historic numbers cannot be compared. The 90% target is being evaluated after the first survey.	Average Pulse Survey response on 1-10 rating divided by 9
Governance recommendations followed (%) (Listed companies)	75%	74%	75%	70%	68%	63%	29 relevant recommendations followed out of 39 recommendations in total for Public listed companies	Number of recommendations followed divided by total number of recommendations by Goodgovernance.dk
Board meeting attendance (%)	90%	94%	94%	100%	100%	100%	Board metings in Mekoprint Holding A/S. 1 board member is absent at 1 meeting in 2024/25	Total number of participants at 4 annual meetings divided by total full participant number
Whistleblower (#)	0	0	1	0	0	0		Number of whistleblower cases
Supplier Code of conduct signature (%)**	90% in 2024/25	80%	54%	31%	–	–	Supplier follow-up in progress to reach target	Percentage of suppliers with Annual Purchases > €20k who have signed the Mekoprint Code of Conduct
Customer satisfaction (NPS)	50	42	35	46	37	49	Important progress due to improved customer experience of engineering support, customer service, product quality & delivery	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 and Serbia (Mekoprint Seritronic and Mekoprint Microturn are awaiting migration to Mekoprint IT).

** Related to Mekoprint A/S and its subsidiaries in Poland and Ukraine, excluding Serbia (Mekoprint Seritronic and Mekoprint Microturn).

Principles, commitments and standards

To promote transparency, ethical leadership and responsible business conduct, Mekoprint follows a set of governance principles and international compliance standards. These ensure that we act with integrity in everything from strategic decision-making to daily operations – across our own organisation and in collaboration with partners.

Our 7 Governance Guidelines:

We follow legislation and governance best practices
We comply with all relevant laws and external governance recommendations. Managers are responsible for staying up to date and reporting compliance timely.

We use management systems and a team-based culture
We apply ISO-certified management systems supported by local and national legislation and a shared improvement-culture driven by Mekoprint's core values.

We ensure suppliers follow our guidelines
We expect suppliers to meet our standards. All major suppliers are assessed annually and must commit to our Supplier Code of Conduct.

We promote freedom of speech and confidentiality
Freedom of expression is respected at Mekoprint, provided it aligns with national legislation and reflects personal - not company - opinions.

We protect information with data ethics and guidelines
We ensure GDPR compliance and IT security through robust internal guidelines and regular assessments.

We reject money laundering, corruption, bribery and conflicts of interest
We have zero tolerance for corruption, bribery, and insider trading. Conflicts of interest are avoided through transparent, independent oversight.

We speak up about violations
We encourage all to report violations via our anonymous whistleblower system, ensuring compliance with ethical and legal standards.

Governance frameworks, initiatives and commitments followed by Mekoprint:

- UN Global Compact (aligned principles)
- Danish Financial Statements Act §§ 99a, 99b & 107d
- EU Whistleblower Directive (2019/1937/EU)
- EcoVadis (Gold-rated in 2024)
- IntegrityNext (supplier risk screening)
- Mekoprint Code of Conduct
- Mekoprint Supplier Code of Conduct

- Mekoprint Anti-Corruption and Bribery Policy
- Mekoprint Data Ethics Policy
- Mekoprint Human Rights Policy
- Mekoprint Tax Policy
- Board diversity commitments (Gender Diversity Pledge by Danish Industry)

" We take a long-term approach to corporate responsibility as a natural part of our culture and strategy. ESG isn't about compliance enforced by raised fingers – it's about defining what we stand for.

Anders Kold, CEO, Mekoprint

Mekoprint Executive Management Team. From left to right: Anders Kold, CEO; Tina Rysgaard Vennevold, COO; Torben Jensen, CFO

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Leading new ways™