

ALCUMATIC A/S



ESG REPORT 2024/2025



ALCUMATIC A/S

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INTRODUCTION

Who we are

ALCUMATIC A/S is a modern manufacturing company that brings decades of expertise in pressure die casting, machining, and surface treatment to our current and future customers, supported by a commitment to responsible and sustainable operations.

ESG Work

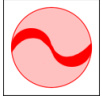
Our work with ESG has always been a natural part of how we approach environmental and occupational health matters, although we have not previously prepared a dedicated ESG report. Even though companies of our size are not yet required to report on ESG, we have chosen to prepare this report to evaluate and strengthen our competencies and opportunities within ESG, clarify our ambitions and objectives, and—most importantly—gain deeper insight into our potential for improvement.

This report is our first ESG report, structured according to the ESG framework: Environmental (E), Social (S), and Governance (G).

The purpose of this ESG report is to identify opportunities for optimization and concrete initiatives within the ESG framework. The overall benefit is sustainable operations and increased competitiveness.

ALCUMATIC A/S - FACTS

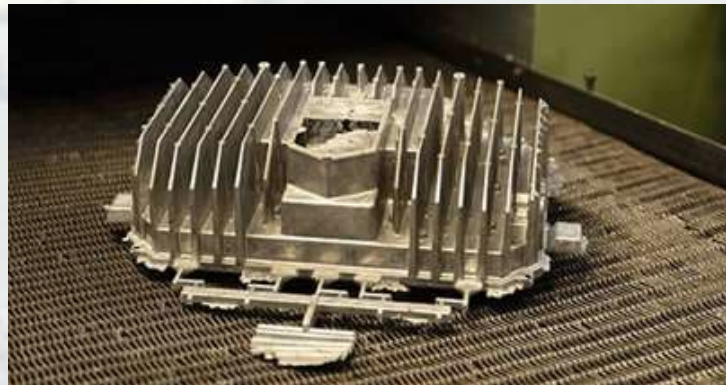
Average full-time equivalent (FTE) employees	39 <i>allocated across the dicasting-section, machining section, Painting-section and administrative functions.</i>
Net revenue	30 mio DKK
Total assets	16 mio DKK
Facility floor area	5.057 m ²
Address	Rønsdam 4, Ragebøl 6400 Sønderborg
Industry sector	A subcontractor primarily supplying the electronics industry.
Services	Heatsinks and other aluminium die-cast components Machining and assembly Coating (powder coating and wet painting)
Certifications	ISO 9001:2015 ISO 14001:2015
ESG reporting period	2024/2025 (Accounting period: 1 October to 30 September)
NACE-code	DB07 / NACE Rev. 2: 24.53



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Diecasting machine OLK1002



Raw Die-cast lamp part with integrated cooling fins



Cast, CNC-machined, and powder-coated



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ESG – KEY FIGURES

KPIs	units	2023/2024 (base-year)*	2024/2025	note
ENVIRONMENTAL				
CO2e emissions Scope 1	T CO2e	289,19	306,48	21,77% of the total emissions
CO2e emissions Scope 2	T CO2e	203,38	181,49	12,89% of the total emissions
CO2e emissions Scope 3	T CO2e	651,94	919,64	65,33% of the total emissions
Out of scope	T CO2e	-868,39	-404,68	Among other factors, due to recycling effects
Total GHG emissions	T CO2e	1.144,51	1.407,61	Including procurement from the main supplier and transport for 2024/2025
Carbon intensity	T CO2e per mio DKK	37,9	23,46	
CO2e pr bygningsareal	T CO2e	0,23	0,28	
CO2e pr ansat	T CO2e	29,6	35,19	
SOCIAL RESPONSIBILITY				
Supplier CoC	Yes/No		yes	Suppliers are selected based on our assurance that they comply with the Code of Conduct.
Occupational Health and Safety Policy	Yes/No		yes	Focus has been placed on preventing harassment, and a policy has been established in this area. In addition, training is provided in the use of chemical handling services and the use of safety equipment.
GOVERNANCE				
Code of Conduct	Yes/No		Yes	Guidelines on compliance with the Code of Conduct and proper ethical conduct
Whistleblower	Number of reports	0	0	The National Whistleblower Scheme – employees have the option to submit reports directly to this scheme

*Environmental declaration has been applied

* For the base year, calculations only include the impact from aluminium/zinc purchases and energy consumption



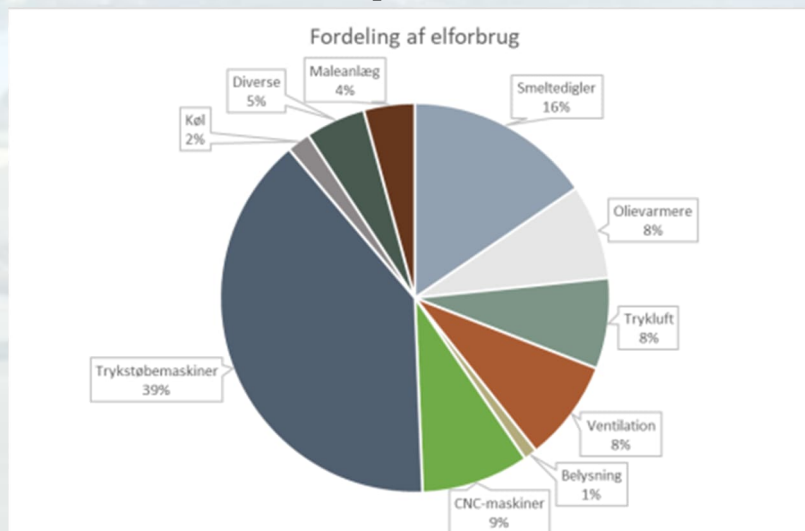
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ENVIRONMENTAL (E)

Energy consumption

Energy management is a central part of our efforts to reduce energy consumption. An energy audit was carried out in August–September 2024, resulting in an action plan that we are now working to implement..

The total annual energy consumption in 2023/2024 amounted to 4,533,733 kWh, distributed across electricity for processes, natural gas for space heating, natural gas for processes, and transport. Electricity accounts for 60% of the total consumption..



Opportunities for optimization

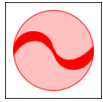
Energy audit summary			
Options	Energy savings per year		
	Energy type	kWh/year	CO ₂ reduction
1 Speed control of cooling tower fans	Electricity	16.216	1,7
2 Cooling circuit flow control	Electricity	10.135	1,1
3 Recovery of waste heat from compressed air	Natural Gas	108.710	21,7
4 summer standby heat consumption	Natural Gas	14.247	2,8
5 Recovery of waste heat from wet-paint ventilation	Natural Gas	170.677	34,1
6 Recovery of waste heat from powder-coating ventilation	Natural Gas	164.000	32,7
7 industrial heat pump	Natural Gas	215.978	50,1
8 Solar PV system	Electricity	237.827	24,7
9 Energy monitoring system	Electricity and Natural gas	-	-
Overall savings		937.790	168,9

These opportunities have been included in the action plan, and we are continuing to work on solutions in collaboration with our suppliers, energy consultants, and Project Zero, which has initiated an EU project scheduled for completion in September 2026



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CO₂ emissions inventory for 2024/2025 using Klimakompasset

Key findings

The company's total CO₂e emissions are shown in Table 1. The CO₂e emissions are stated in tonnes of CO₂ equivalents, and the table shows the emissions distributed across scope 1, 2 and 3 in accordance with the GHG Protocol. Emissions outside the scopes are not included in accordance with the GHG Protocol and are therefore not part of the total.

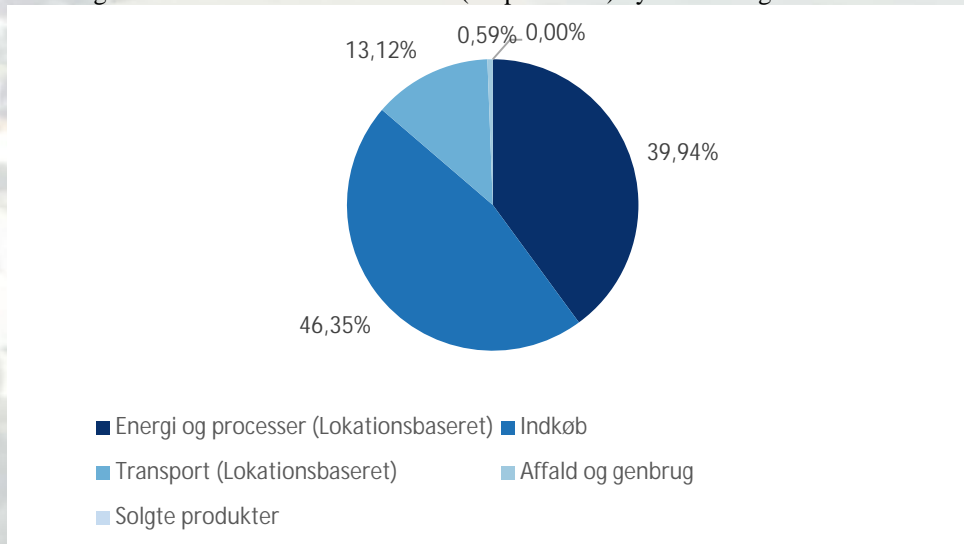
Tabel 1: Overview of the company's total CO ₂ e emissions		
Scope	Ton CO ₂ e	Share of emissions
Scope 1	306,48	21,77%
Scope 2 (Location based)	181,49	12,89%
Scope 3	919,64	65,33%
Total (Location based)	1.407,61	100,00%
Total (Market based)	2.597,56	100,00%

Key Figures

This table presents the calculated key figures, if data has been entered under Master Data for the number of full-time employees, net turnover, and total area.

Key indicator calculations (location-based)	Tonnes CO ₂ e
CO ₂ e emissions per employee	35,19
CO ₂ e per million DKK revenue	23,46
CO ₂ e per m ²	0,28

Percentage distribution of CO₂e emissions (scope 1+2+3) by main categories for 2024/2025





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Material inputs

Our largest suppliers of raw materials (aluminium) are located in Norway and Sweden, where the energy mix is primarily based on hydropower and wind energy. As a result, the CO₂ impact is significantly lower than if the materials had been produced in other parts of the world.

The environmental impact of other materials is partially included in this report, and we expect to incorporate the remaining key materials within the next 2–3 years.

Resource recovery and waste management

- Aluminium waste and offcuts are collected, recycled, and reintroduced into the material cycle
- Approximately 2% of the wastewater is recovered and converted into heat energy
- All packaging is fully recyclable
- Products at end-of-life can be remelted and fully recycled.

Initiatives

- We participate in the environmental best-practice group within Gronet (the Southern Jutland Business Network).
- Reducing the electricity intensity per kilogram of aluminium produced

Key focus areas for 2025/2026

- Reduction of aluminium waste by means of error/scrap analyses
- Circular economy, assessment and possible initiation of potential in the energy audit report
 - ❖ In connection with participation in Climate-ready Manufacturing Company, we have been offered to participate in the project Circular Economy in Climate-Ready, which is carried out by the Confederation of Danish Industry and Transition. Of course, we have confirmed that we are happy to participate in this. This process is well in line with the project with Project Zero – see above.
The project will start in January 2026 and end in April 2026.

Transport

Transport to and from customers and suppliers is mainly carried out by external carriers.

In this report, we have only included the load on transport on the largest carrier and our own van, which we use for delivery/collection of smaller shipments.

In addition, the employees' transport to and from work is included from 2023/2024 without considering any sporadic carpooling and absence.



SOCIAL (S)

Employees

ALCUMATIC's employees are mainly unskilled – but trained. Of course, there are also skilled machinists and managers with a management education.

All new employees are trained through peer-to-peer training and are given the opportunity to get to know the job and become better.

There is a great diversity of nationalities in our staff – both employees from Germany, Lithuania, Romania, Ukraine, Moldova, Poland and Sri Lanka.

The company makes room for differences – both cultural and competence differences.

Employees and well-being

Our employees are the foundation of the company's development and quality.

In 2024/2025, we have had a special focus on retaining employees.

Key figures

Theme	2023/2024	2024/2025	Development
Number of full-time employees	38,7	40	+3%
Employee turnover	20%	16%	Improvement
Sickness absence (average)	2,86%	5,52%	Deterioration - due to serious illness
Long-term illness	1%	4%	Deterioration
New employees leave <12 months	44%	38%	Improvement

Initiatives in 2024/2025

- No accidents at work
- Using temporary employment agencies to find good employees
- Of those on long-term sick leave, an average of 2 out of 3 have returned to work.

Employees who are absent due to serious illness are given the opportunity to work reduced hours if they wish.

Key focus areas for 2025/2026

- *Onboarding program for new employees is launched*
- *Implementation of well-being surveys at the WPA*



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Competence development

Competence development is crucial for both quality and retention.

- All employees have had access to subject-relevant courses
- 46 days of training in total – 24% more than the previous year
- Focus on IT skills, cyber security and working environment

Key focus areas for 2025/2026

- *Conversations 1:1 about development, wishes for courses, well-being etc.*
- *Investing in Cyber Security Optimization*
- *Safety culture*

Diversity and inclusion

As an SME, we work purposefully, but pragmatically, with diversity and equal opportunities.

Status 2024/2025

1. 20% women, 80% men
2. 20% women in management
 - Age range:
 - <=30 years - 16%
 - <=40 years - 24%
 - <=50 years - 14%
 - <=60 years - 28%
 - > 60 years – 18%
 - Average seniority 9.8 years

Occupational health and safety

A safe working environment is a prerequisite for our operations.

Results 2024/2025

- 0 accidents at work with absence
- 1 employee has completed a health and safety course

Initiatives in 2024/2025

- Flexible working hours for employees with special needs
- Room for employees with different skills and cultural differences
- Safety and environmental check min every quarter.

Key focus areas for 2025/2026

- Use of interns and continued retention of employees



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Community involvement

As a local SME, we want to contribute to our local area.

Initiatives in 2024/2025

- Participation in South Jutland business networks (GroNet)
- Member of Project Zero in Sønderborg and the Growth Council

Human rights and suppliers

Although we are a small company, we work systematically with responsible supplier management.

Key focus areas for 2025/2026

- Code of Conduct from all significant suppliers
- Focus on working conditions, wages and no child labour



MANAGEMENT (G)

Management structure and responsibilities

The company is managed by a CEO and a Board of Directors consisting of three members, one of whom is independent. The company is privately owned and has strong local roots. The Board meets four times a year and is responsible for strategy, financial oversight, and overall risk management. Management provides ongoing reporting on operational matters, including material ESG-related risks and opportunities.

Risk management, quality and environmental management

As a small company, we work with a simple but systematic approach to risk management. Once a year, management conducts a risk assessment that includes financial conditions, supply chain, working environment, data protection and environmental impacts.

In addition, we have systems with external advisors for:

- Handling risk assessment on products with and without hazardous ingredients used in production, thereby ensuring optimal risk management.
- Handling and assessing relevant laws, regulations and executive orders and thereby ensuring legal compliance

To secure the company's business partners, insurance has been taken out with a recognized company so that any breakage and/or damage can be compensated.

We are **ISO 14001 certified**, which obliges us to work according to a structured environmental management system. This includes:

- Identification and assessment of significant environmental impacts.
- setting environmental targets and action plans for continuous improvement.
- Documentation of processes and results
- Compliance with applicable environmental legislation
- conducting internal audits and annual management evaluations

In addition, we are **ISO 9001 certified**, which ensures a systematic approach to quality and customer satisfaction. The certification means that we:

- Works according to documented processes and procedures
- Measuring and following up on customer satisfaction
- handles deviations and suggestions for improvement in a structured way
- Conducts internal audits and management evaluations
- Works continuously on improvements to our quality management system

The two management systems are integrated into our management structure and contribute to transparency, risk management and continuous improvement across the company.



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Ethics and anti-corruption

We have a concise employee handbook with descriptions of policies that all employees are introduced to upon hiring. The Director is responsible for handling any policy breaches and ensuring the updating of guidelines.

The company's business model is based on a high ethical standard.

Transparency and reporting

We expect to report annually on our ESG efforts and work continuously to improve the database. Our ISO certifications support the quality, traceability and reliability of both environmental and quality data. The reporting reflects proportionality in relation to our size, but at the same time provides a clear picture of our responsible business practices.

Supplier management

We primarily work with Danish local and regional suppliers and set requirements for compliance with applicable legislation and basic ethical standards.

As part of our ISO 14001 and ISO 9001 commitments, we assess suppliers' environmental and quality conditions when appropriate. New suppliers go through a simple risk assessment based on industry, geography and previous experience.



CONCLUSION

This ESG report marks an important step in our efforts to integrate environmental, social and governance responsibility into our business operations. As a small company, we are aware that our resources are limited — but our ambitions are not. We aim to make a positive contribution to our surroundings, create a healthy and safe workplace, and operate the business in a way that is both economically sustainable and ethically sound.

Working on ESG is an ongoing process, and the report reflects both the progress we have already made and the areas where we can continue to improve. In the coming year, we will focus in particular on:

- strengthening our data collection and documentation processes
- reducing our environmental impact through specific, measurable initiatives
- enhancing our internal policies and capabilities to support responsible and sustainable operations
- strengthening the engagement of our employees and partners in our ESG efforts

We view ESG as an opportunity to create value – not only for the company, but also for our customers, employees, and the local community of which we are a part. We will continue to work transparently and with clear direction, and we look forward to sharing our progress in next year's report.

Thank you to all employees, customers and partners who contribute to our journey towards a more sustainable and responsible future.