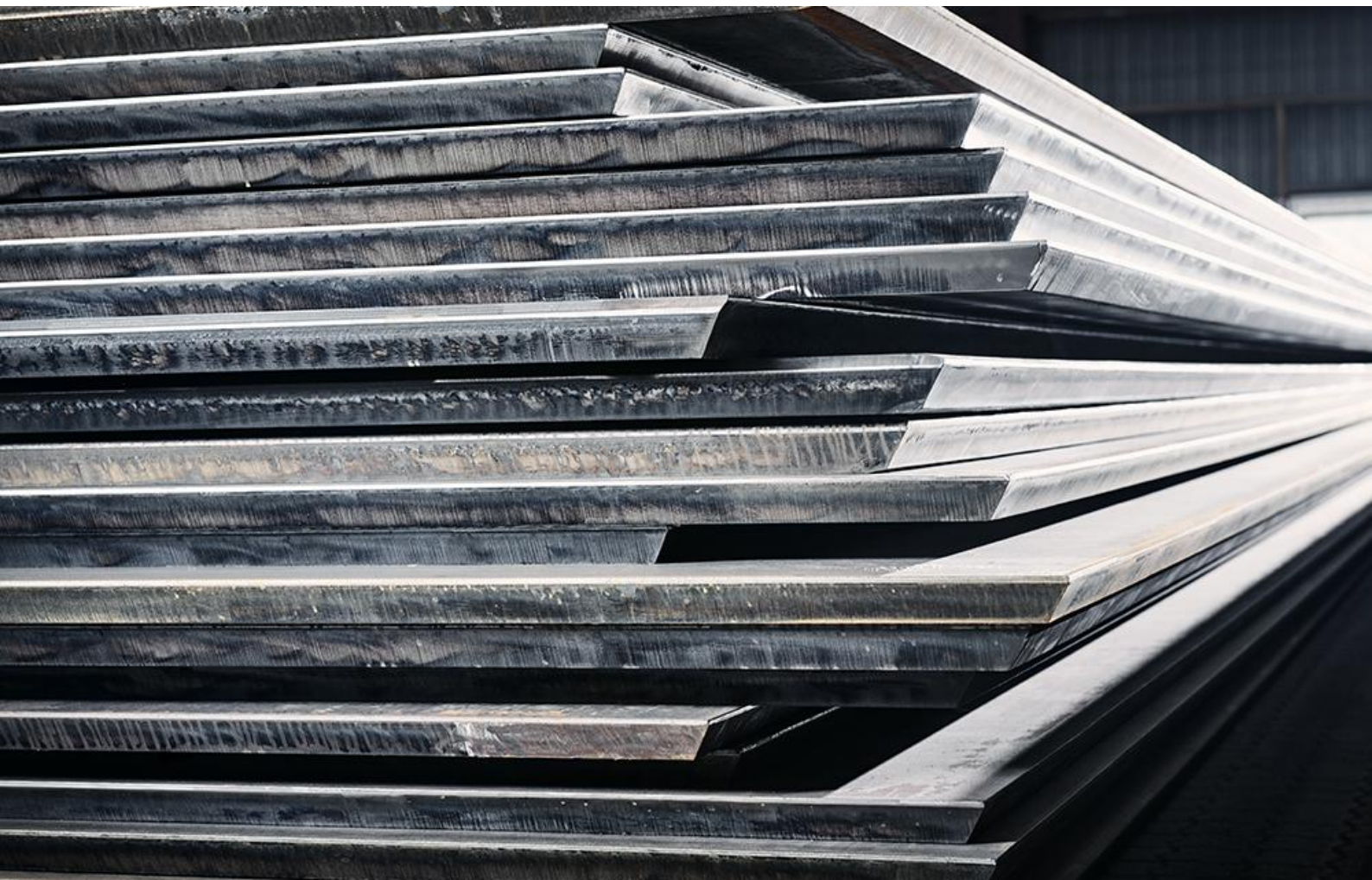




ImpactReport™

HRS A/S

CVR 63098817



Introduction to the Company

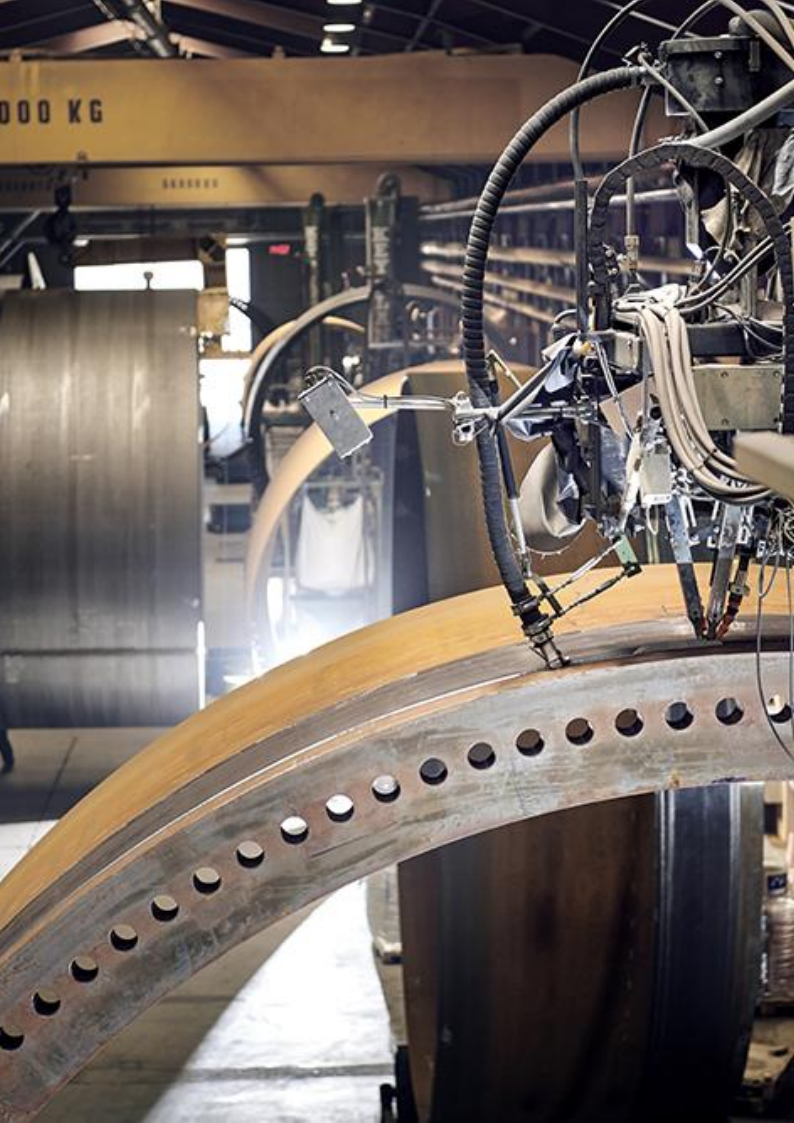
At HRS A/S, sustainability has for several years been a strategic focus area and an integral part of the company's development and operations. The company is environmentally certified, uses green electricity, and actively works with the company's own production of renewable energy.

Continuous and systematic efforts are made to reduce energy consumption and environmental impact through investments in energy-efficient solutions, optimization of technical installations, and the development of production and work processes. These initiatives include, among other things, energy-efficient operations, improved resource efficiency, and the use of technologies that support more sustainable production.

This report covers the company's activities across locations and business areas and provides an overall picture of how sustainability is addressed in practice.

The report primarily covers scope 1 and 2, as well as selected areas within scope 3.

Jim Jensen
Managing Director



Energy Consumption & Efficiency

We have a particular focus on reducing our energy consumption, as production is energy-intensive and a significant source of environmental impact. Our efforts to improve energy efficiency take place both through technological investments and the ongoing optimization of our work processes.

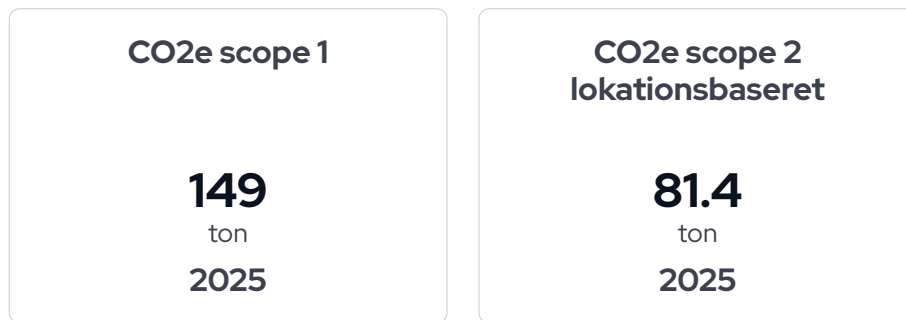


The installation of solar panels and the exclusive use of green electricity have reduced our dependence on non-renewable energy sources. At the same time, we have lowered energy consumption through concrete initiatives such as LED lighting, upgrading of compressors, and improved building insulation.

We will continue to prioritize energy-efficient solutions in our investments and closely monitor developments in order to reduce both our costs and our climate footprint.

CO₂ & Climate

At HRS A/S, we work systematically to reduce our climate footprint and in 2025 we mapped our emissions within both scope 1 and 2. Our scope 1 emissions (primarily from company vehicles and own operations) amounted to 149 tonnes of CO₂e, while scope 2 (energy for electricity and heating) was 81,4 tonnes of CO₂e thanks to the use of green electricity.



Transport is a significant source of our total CO₂e emissions. We have examined the possibility of replacing our company vehicles with electric alternatives but have assessed that, at present, this is neither a practical nor sustainable solution. Our vehicles are often heavily loaded and used for assignments far from charging options – for example, on the Great Belt Bridge – and several employees drive directly from home, which further complicates charging logistics.

We are closely monitoring market developments and will reconsider the possibility of electric vans when technology and charging infrastructure are better suited to our working conditions. In the meantime, we are optimizing in other areas – such as route planning, maintenance, and awareness of fuel consumption – to reduce our daily CO₂ footprint.



Resource Efficiency & Waste Management

At HRS A/S, we have a strong focus on resource efficiency and proper waste management. We work purposefully to minimize our environmental impact through conscious material choices, clear sorting systems, and employee training.



In 2025, we generated a total of 101 tonnes of waste. In addition 13 tonnes were hazardous waste. The amount that could not be recycled was only 0.13 tonnes, meaning that over 99% of our waste was prepared for recycling. This is the result of our systematic approach to sorting, reuse, and material awareness.

All employees receive training in waste management and environmental awareness, and we experience a high level of engagement and responsibility across the organization. This means that employees often help identify improvement opportunities and bring forward ideas that strengthen our sustainable practices.

We continuously prioritize optimizing our material use and packaging management, and we recycle wherever possible – both internally in production and through our waste management partners.

Pollution & Environmental Impact

At HRS, we generally have a low environmental impact in relation to water, air, and soil. Our water consumption is primarily sanitary, and we monitor it continuously across all departments. Should abnormal fluctuations occur, they are quickly identified and addressed in dialogue with management.



We have clear procedures and practices to avoid unintended discharges, and all legally required discharges take place under permit and control – for example, 200 liters to the sewer in accordance with permit conditions.

We work systematically to reduce risks of environmental impact and continuously assess our use of materials and substances. All three departments review environmental data and objectives annually as part of the overall management evaluation.



Employee Rights & Occupational Health and Safety

At HRS A/S, we place high priority on a healthy and safe working environment. Our Occupational Health and Safety Organization (AMO) is well-functioning and covers all three sites. It works systematically with both physical and psychosocial working conditions through regular meetings, action plans, and close dialogue between management and employees.

Sygefravær

0.14

7.5h-Days/FTE

2025

Arbejdsulykker pr. 100 ansatte

5.16

per 100 full-time employees

2025

We maintain a strong focus on prevention and safety. All employees receive training and relevant instruction, and ongoing internal training in health and safety is conducted – particularly during onboarding of new employees and when work tasks change. In addition, well-being, collaboration, and openness are highly valued in everyday work.

In 2025, the company recorded 7 occupational accidents, corresponding to 5,16 accidents per 100 employees, based on an average of 143 employees. We work purposefully with prevention and learning from near-miss incidents to reduce the risk of future accidents.

We continuously collect data on sick leave and analyze it together with other health and safety data. The final absence figures for 2025 are not yet available but will be included in the overall evaluation during the annual health and safety review and management evaluation at all sites.



Training & Apprenticeships

At HRS, we place high priority on learning and development – both to ensure a competent and up-to-date workforce and to attract new employees to the industry. We currently have 8 apprentices and trainees in the company and aim to actively contribute to educating the next generation of skilled workers.



On average, we register 14 hours of further training per employee annually, with variation between genders: 16 hours for women and 8 hours for men. This primarily reflects formal external training.

In addition, a significant part of learning at HRS takes place through peer-to-peer training, practical experience, and knowledge sharing in daily work, which is not necessarily recorded as training hours. We often invite specialists and technical experts from machine manufacturers to train our employees directly in equipment and production machinery – a practice that ensures strong technical understanding and rapid application of new knowledge in practice.

Our approach is to develop both the individual employee and the company as a whole – with a focus on upskilling, practical experience, and a strong professional environment.

Ligebehandling & inklusion

At HRS A/S, there is room for everyone. We place great emphasis on creating a workplace where all employees – regardless of gender, age, religion, background, or type of employment – are treated equally and with respect. We employ full-time staff, part-time staff, and flex job employees, and we do not discriminate in recruitment or daily management.

**Lønfor­skel mellem
kvindelige og mandlige
medarbejdere**

6.98

%

2025

**Antal indrapporterede
tilfælde af
diskrimination og
chikane**

0.00

2025

We actively work with inclusion and development, for example by taking in apprentices and trainees and offering further training to both men and women. Salaries are determined objectively and fairly, and equal pay is ensured across the organization. There is no pay gap between women and men in the same job roles. Development and well-being are addressed, among other things, through annual performance and development reviews (MUS).

Our board of directors consists of four men and one woman. This composition does not reflect a focus on gender, but rather on ensuring the right competencies and experience for the tasks at hand. We continuously assess how we can best support diversity – both in management and among employees.

Overall, employee satisfaction is high, and staff turnover is low, which we see as a sign that our approach works in practice. However, we do face challenges in recruiting qualified labor for certain production positions, which reflects a broader shortage in the industry – not our recruitment practices.



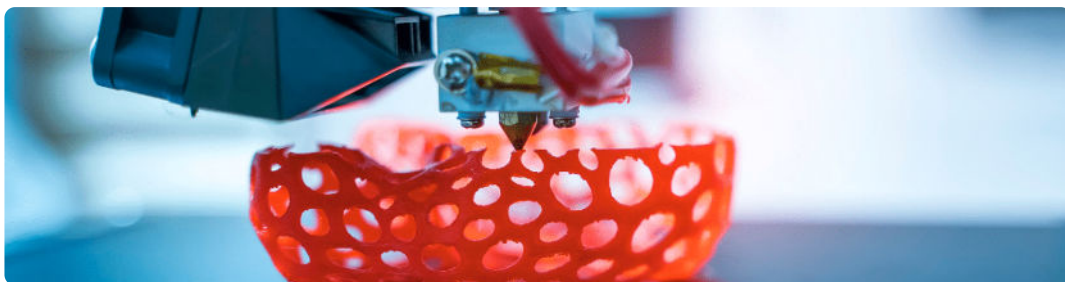
Local Community

At HRS A/S, we value strong collaboration with the local communities surrounding our facilities in Kalundborg, Korsør, and Slagelse. We aim to contribute positively and be present as a workplace, partner, and neighbor.

We are happy to make our facilities available for networking meetings and local events, and we also take on smaller tasks for private citizens – for example, producing a splash guard, a custom boat panel, or other small projects where we can apply our machinery and expertise for the benefit of the community. In this way, we demonstrate that we can handle large projects for companies such as NOVO, the Danish Defence, and the Storebælt Bridge – while also being accessible and helpful locally.

We comply with applicable environmental legislation and have internal systems that ensure any complaints or inquiries from citizens and stakeholders are addressed promptly and constructively. None of our facilities have received complaints from the local community.

Many of the initiatives described in this sustainability report – such as reduced energy consumption, waste management, upskilling, and social responsibility – also have a positive impact on the communities we are part of. We see this as a natural part of running a modern and responsible business.



Responsible Procurement

At HRS A/S, we take a systematic and responsible approach to procurement and supplier management. As a company certified for both environmental and quality standards, we require our suppliers and partners to comply with applicable legislation, occupational health and safety regulations, and environmental standards.

We primarily work with Danish suppliers and focus on the origin and traceability of materials. Transport and logistics are considered as part of our sustainability efforts, and we prioritize suppliers who can demonstrate responsible operations.

Our management system ensures that supplier information is continuously updated and that documented follow-up takes place. We maintain ongoing dialogue with our suppliers and monitor both quality and delivery reliability as part of our customer satisfaction measurements and internal evaluations.

We recognize that our choice of suppliers has both social and environmental impacts, and we therefore continuously work to ensure a responsible and transparent value chain.

Business Ethics

At HRS A/S, we have a strong set of values and a clear commitment to integrity and responsible business practices. We work purposefully to build and maintain trustworthy, long-term relationships with employees, customers, suppliers, and local communities – based on integrity, respect, and mutual understanding.

**Antal bekræftede
tilfælde af korruption**

0.00

2025

**Antal bekræftede
tilfælde af bestikkelse**

0.00

2025

We have no confirmed cases of corruption or bribery, and there is a shared understanding of the company's values and code of conduct throughout the organization. Our leadership and employees are aware of how to act responsibly – both internally and in collaboration with external partners.

We have developed a Code of Conduct, which is used in our dialogue with suppliers and partners to clearly communicate our expectations regarding integrity, responsibility, and sustainability. In addition, we have established a whistleblower system, providing both employees and partners with the opportunity to confidentially report any concerns or breaches of rules and ethics.

HRS A/S strives to meet the needs and expectations of stakeholders wherever possible and reasonable – always guided by ethical principles and sustainability.



UN Sustainable Development Goals

HRS A/S has not officially selected specific UN Sustainable Development Goals as strategic priorities, but many of our actions and initiatives actively contribute to achieving several of the goals.

Through our efforts in occupational health and safety, equality and inclusion, education, and energy efficiency, we work in line with goals such as #3 Good Health and Well-Being, #4 Quality Education, #8 Decent Work and Economic Growth, and #12 Responsible Consumption and Production. Our environmental certification, green energy solutions, and systematic management of waste and resources also contribute to #13 Climate Action.

We see sustainability as an integrated part of our business operations, and we will continue to explore how the UN Sustainable Development Goals can be applied more actively and visibly in our strategic work.



Health and Wellbeing

We must ensure a healthy life for everyone and promote well-being for all age groups



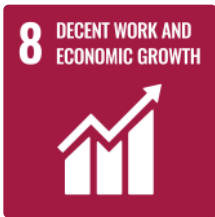
Quality education

We must ensure everyone has equal access to quality education and promote everyone's opportunities for lifelong learning



Gender Equality

We must achieve gender equality and strengthen the rights and opportunities of women and girls



Decent Jobs and Economic Growth

We should promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all

**Industry, Innovation and Infrastructure**

We must build robust infrastructure, promote inclusive and sustainable industrialization, and support innovation

**Responsible Consumption and Production**

We need to ensure sustainable consumption and production

**Climate initiative**

We must act quickly to combat climate change and its consequences

First Sustainability Report – A Learning Process

This report is the company's second sustainability report. The first report was initiated in the autumn of 2025 and provided valuable insights into the work with data, structure, and reporting.

The period between the first and second reports has been relatively short, and the work is therefore still in a development phase with a focus on strengthening the data foundation, consistency, and processes.

In the second report, increased systematization of data collection has been implemented, improving the basis for calculations and assessments.

We continue to review how our data is recorded, stored, and used, as well as which information should be structured differently in the future to ensure both accuracy and accessibility.

At the same time, the reporting process has led to important reflections and concrete action points—both in relation to responsibility and data ownership, and in ensuring a clear and visual presentation of our sustainability efforts. This provides a strong foundation for management dialogue, use in ISO audits, and input to the annual management review.

We view the report as a tool for creating visible commitment and progress, but also as an expression of sustainability as a journey of development. Not everything is perfect from the outset, and the most important aspects are taking responsibility, learning from the process, and continuously improving both initiatives and documentation.

Conclusion

This sustainability report provides an insight into how HRS A/S works with environmental, social, and ethical responsibility as a natural part of the company's operations. We focus on continuous improvements, documentation, and dialogue – both internally and externally – and actively work to create a sustainable balance between business, people, and the environment.

Many of our initiatives already contribute to the UN Sustainable Development Goals, and going forward we will work to make this connection even clearer in our strategic efforts. Today, HRS is a company with solid values, high professional standards, and deep roots in the local communities we are part of – and we see sustainability as a shared responsibility that we are proud to take on.

Over the coming period, we will further develop our scope 3 initiatives and work to ensure that they are included in future sustainability reports.

Overview of Data

This is an overview of all the data used in the report. All data added to the report will automatically be displayed here.

	2024	2025
Amount of hazardous waste generated	8.52 ton	13.0 ton
Amount of waste generated	67.9 ton	101 ton
Amount of waste prepared for recycling	67.9 ton	99.4 ton
Average number of hours female employees have received training	16.0	14.0
Average number of hours male employees have received training	8.00	14.0
Average number of hours per year employees receive training	12.0	14.0
CO2e scope 1	141 ton	149 ton
CO2e scope 2 location-based	0.05 ton	81.4 ton
Confirmed cases of bribery	0.00	0.00
Confirmed cases of corruption	0.00	0.00
Energy consumption	4,358,221 MJ	4,491,367 MJ

	2024	2025
Energy consumption from fossil sources	272,052 MJ	78,624 MJ
Energy consumption from renewable sources	419,584 MJ	391,752 MJ
Global Goals	SDG 9; SDG 8; SDG 5; SDG 4; SDG 3; SDG 13; SDG 12	SDG 9; SDG 8; SDG 5; SDG 4; SDG 3; SDG 13; SDG 12
Number of reported cases of discrimination and harassment	0.00	0.00
Pay gap between male and female employees	2.29 %	6.98 %
Percentage of waste disposed of without recycling	0.08 %	0.13 %
Sick leave	8.96 7.5h-Days/FTE	0.14 7.5h-Days/FTE
The number of apprentices in the company.	8.00	8.00
Water consumption	898 m ³	859 m ³
Work-related accidents per 100 employees	8.16 per 100 full-time employees	5.16 per 100 full-time employees

Comments on the report

The report is not verified by an independent third party. Although we have made efforts to ensure that the content of the report is accurate, there is no guarantee regarding its accuracy and/or completeness, and we therefore disclaim any liability for any damage or loss that may arise from actions taken based on the report.