PR electronics VSME report 2025/2026



TEMPERATURE | I.S. INTERFACES | COMMUNICATION INTERFACES | MULTIFUNCTIONAL | ISOLATION | DISPLAY

PR electronics

CEO letter

”We are doing this not out of obligation, but because it aligns with our principles and long-term objectives”

OUR COMMITMENT TO RESPONSIBLE BUSINESS

At PR electronics, responsible business supports long-term resilience. This VSME sustainability report sets out our current performance, the priorities identified through our Double Materiality Assessment, and the areas where we still need to improve. It also provides a baseline against which stakeholders can assess our progress.

BEYOND COMPLIANCE

Although the 2025 CSRD Omnibus update placed us outside the scope of mandatory reporting, we have chosen to continue reporting under the VSME framework. We do so to provide customers, employees, partners, and owners with a consistent account of our material sustainability impacts, risks, opportunities, actions, and results.

EMBEDDING SUSTAINABILITY IN OPERATIONS

During the year, we refined our sustainability priorities through the Double Materiality Assessment, strengthened the processes used to collect and review sustainability data, and established a clearer basis for reporting environmental, social, and governance performance. These steps helps us focus resources on the impacts, risks, and opportunities that are most relevant to our business and stakeholders.

A STRUCTURED APPROACH THROUGH DOUBLE MATERIALITY

Our Double Materiality Assessment, aligned with CSRD principles, identifies the environmental, social, and governance topics of which PR electronics has the most significant impacts, risks, and opportunities. Its results determine the priorities, disclosures, and initiatives presented in this report and will be reviewed when material changes occur in our business, regulation, markets, or stakeholder expectations.

OUR AMBITION AND DIRECTION

Our priorities are to reduce energy use and greenhouse gas emissions, improve the use and recovery of materials, maintain strong ethical standards, and protect the safety and development of our employees. We will report our performance against the priorities and explain where results fall short of our ambitions.

ENGAGEMENT AND SHARED RESPONSIBILITY

We recognize that our responsibility extends beyond our own operations and we are also mindful that expectations from customers, partners, and society continue to evolve. In response, we remain committed to open dialogue and collaboration, recognizing that progress in sustainability is achieved through shared responsibility and continuous improvement.

TRANSPARENCY AND PROGRESS

This report represents an important tool in that journey. It provides insight into where we stand today, the progress we are making, and the areas where further efforts are required. We see this transparency as essential for building trust and driving meaningful change.

A CONTINUOUS JOURNEY

While we have made progress, we recognize that our journey is ongoing. The challenges we face are complex, and there is still much work to be done. Our commitment is therefore not defined by a single report, but by our willingness to continuously improve and adapt.

ACKNOWLEDGEMENT

I would like to thank our employees, customers, and partners for their continued engagement and support. Together, we will continue to move forward and contribute to a more sustainable future.

Sincerely,

Simon Bisbo
Chief Executive Officer



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Vision, mission and values at PR electronics

PR electronics´ vision, mission, and values form an important part of the company´s corporate culture and governance foundation. They support decision-making, strengthen internal alignment, and help ensure that business activities are carried out in a consistent, responsible, and value-driven manner.

VISION

Exceed market growth and be an *innovative* signal conditioning supplier for the process automation industry.

MISSION

To champion highly reliable and easily accessible signal conditioning devices at every process lifecycle stage that maximize and simplify uptime, safety, and productivity through driven value selling and exceptional service across diverse applications in the process industry.

VALUES

Together with PR electronics Vison and Mission, our Values are the foundation for PR electronics unique culture. The PR Values are the most constant characteristics of PR electronics. Our values are what bind us together as one company:

One Company



- We act as one company through global collaboration across all teams
- We create excellent results through teamwork, trust and open dialogue
- We are united in our global thinking

Customer focus



- We meet and strive to exceed our customer´s expectations
- We assume the responsibility of fulfilling our commitments
- We contribute to optimizing the entire value chain

Innovation



- We design state-of-the art products and customer experiences
- We challenge the status quo and evolve the way we do business

Quality



- Quality is in our DNA. It infuses the way we collaborate and the expectations we put toward ourselves and our suppliers/partners
- We are proud to provide quality products on time, every time

Well-Being

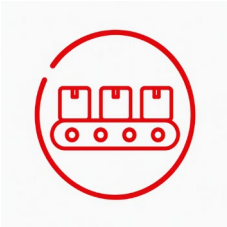


- Continuously planning for the organization´s sustainable growth and wellbeing
- We foster a safe and motivating work environment through ongoing development

Key Figures 2025/2026



9
Sales subsidiaries



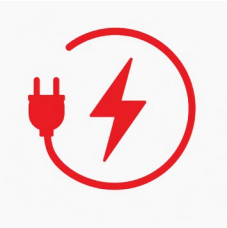
672,514
Products produced



390 t
CO_2e in Scope 1 & 2 (location-based)



8,271 t
CO_2e in Scope 3



2,058 MWh
Energy consumption



93.8 %
Wind-powered electricity*



77.6 %
Recycled waste



232
Full-time employees



28 %
Women



72 %
Men



4
In supported employment



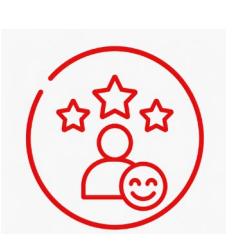
13
Workplace injuries



19.9 h
On training per employee



83.3 % 16.7 %
In management



91.5 %
Customer satisfaction

*PR electronics sources electricity from wind power through our agreement with Ørsted, supporting renewable energy generation in Denmark.

PR electronics history

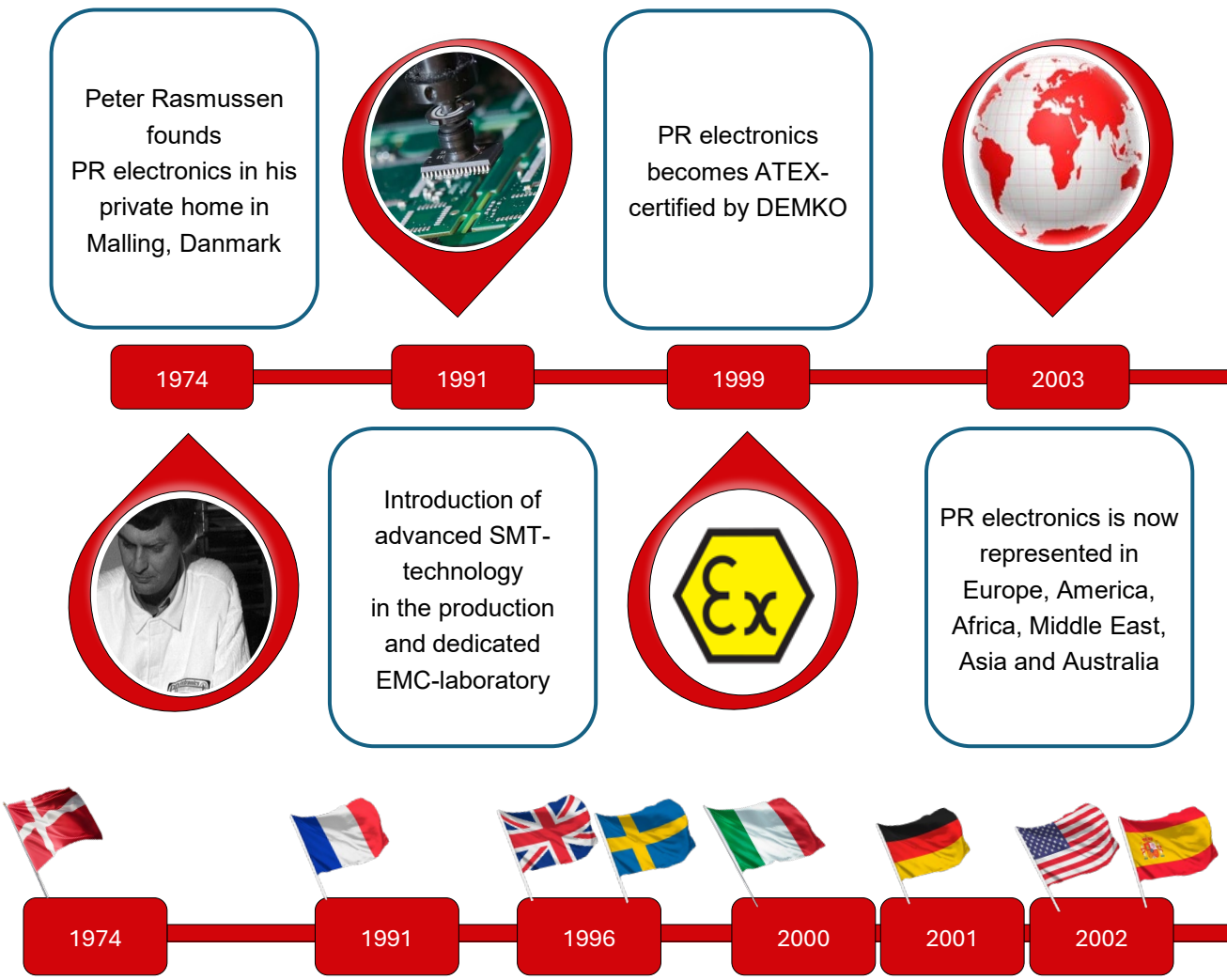
50 years of excellence in signal conditioning

Founding

PR electronics was founded in 1974 in Denmark by Peter Rasmussen. From the beginning, the company focused on developing reliable signal conditioning solutions for industrial applications. The strong technical foundation and close customer focus shaped the company´s early identity and market position.

Growth

Over the years, PR electronics expanded from a Danish company into an international business with customers across multiple regions. This growth was supported by a broader sales presence, partnerships, and subsidiaries in key markets. As the company expanded, it strengthened its position as a specialized supplier to the process and industrial sectors.



Innovation

Innovation has been central to PR electronics throughout its history. The company has continuously developed new solutions in signal conditioning, temperature transmitters, and communication technology for industrial environments. At the same time, PR electronics has built a strong reputation for quality, compliance, and certified processes, supporting safe and reliable operations for customers worldwide.

Growth

Today, PR electronics is an international company headquartered in Denmark, serving customers globally with specialized industrial electronics solutions. The company combines decades of engineering experience with a continued focus on quality, innovation, and long-term development. Its history reflects a steady journey from entrepreneurial beginnings to a well-established global business.

2009

Kim Rasmussen succeeds his father, Peter Rasmussen, as CEO



2011



Inauguration of the expanded headquarters with upgraded facilities and increased production capacity

2012



2023

PR electronics is acquired by Kirk Kapital and AGIC Capital to support continued growth and future development



2024



Key business sector

& disclosure of general information (C1 § 47)

At PR electronics, we empower industries to operate smarter, safer, and more efficiently through advanced signal conditioning solutions. We design, develop, and manufacture high-performance technologies for the process and factory automation industries - helping our customers transform complex signals into reliable, actionable data.

Our portfolio combines precision, flexibility, and durability, covering key areas such as temperature measurement, multifunction solutions, signal isolation, display technologies, and intrinsically safe interfaces.

Every product is engineered to deliver consistent performance and long-term value in demanding industrial environments.

Driven by innovation and a strong commitment to quality, our ambition is to outperform market growth by being the preferred partner for reliable and intelligent signal conditioning solutions - supporting our customers in optimizing processes and achieving operational excellence.



General information (B1 § 24a-e)

This VSME report has been prepared in accordance with the Comprehensive Module, covering both the Basic and Comprehensive disclosure requirements. The report is presented on a consolidated basis and includes information from PR electronics and its subsidiaries. In accordance with the VSME provisions regarding classified or sensitive information, certain disclosures related to B4, B5, B6, C3 and C4 have been omitted where publication could compromise commercially sensitive information. In addition, information relating to topics assessed as not material in our Double Materiality Assessment (DMA) is not reported as these topics are considered outside the scope of our material sustainability impacts, risks and opportunities.

Legal form

- PR electronics Group Holding ApS

NACE sector classification codes

- C26.11.00 Manufacture of electronic components
- C26.51.00 Manufacture of instruments and equipment for measuring and navigation
- C46.64.00 Wholesale of other machinery and navigation

Size & balance sheet (in EUR)

263,241,000 EUR

Turnover (in EUR)

65,517,304 EUR

Number of employees in headcount of the FTE

232

Country of primary operations and location of significant assets

Denmark

Geolocation of sites owned, leased or managed

- PR electronics A/S, Lerbakken 10, 8410 Rønde, Denmark
- PR electronics SARL, 6-8 Joseph Nicéphore Niepce, 69740 Genas, France
- PR electronics AB, August Barks Gata 30B, 421 32 Västra Frölunda, Sweden
- PR electronics Ltd, Unit 1 Block B Sourthern Gate, PO19 8GR Chichester, United Kingdom
- PR electronics S.r.l. Via L. Aristo 19, 20091 Bresso (MI), Italy
- PR electronics GmbH, Im Erlengrund 26, 46149 Oberhausen, Germany
- PR electronics Inc. 651 W Washington Blvd., Suite 202, 60661 Chicago, Illinios, United States of America
- PR electronics S.L., Avda. Meridiana 354 9 B, 08027 Barcelona, Spain
- PR electronics Co., Ltd. Unit 305, No. 651 Yun Ling Road East, He Xing Building, Putou Districts, 200062 Shanghai, China
- PR electronics LLC, 4292 King Fahad Road, Office 102, Tower 2, Floor 1, Dammam Business Park Novotel, 32232 Dammam, Kingdom of Saudi Arabia



We are near you, all over the world

All manufacturing activities are centralized at our headquarters and production facility in Denmark, ensuring consistent quality, efficiency, and full control over our processes.

From this strong foundation, PR electronics operates globally, with sales activities spanning key markets across Europe, North America, Asia, and the Middle East - including subsidiaries in Denmark, France, Sweden, the United Kingdom, Italy, Germany, the United States, Spain, China, and the Kingdom of Saudi Arabia.

The sustainability reporting and Double Materiality Assessment (DMA) cover the relevant group entities representing the full scope of our operations and geographic presence. This ensures that all material subsidiaries and activities are included, providing a comprehensive and accurate view of our impacts, risks, and opportunities worldwide.

Our global presence enables us to stay close to our customers, understand local needs, and deliver tailored solutions across diverse markets.

Customers, partnerships & stakeholders

CUSTOMER SEGMENTS AND VALUE CHAIN PARTNERSHIPS

PR electronics serves a broad range of customer segments within the process automation industry, including end-users in manufacturing, machine builders, and sensor manufacturers. Our solutions are applied across diverse sectors such as energy, chemicals , marine, oil & gas, and water & wastewater management, supporting reliable and efficient industrial processes.



Our business model is supported by strong partnerships across the value chain. We collaborate closely with suppliers of PCBs, electronic components, customized parts, as well as providers of business applications and IT software.

At the same time, we work together with distributors, sales-partners, and other business partners to expand our market presence and ensure proximity to our customers.

STAKEHOLDER ENGAGEMENT AND DIALOGUE

Engagement with stakeholders is an essential part on how we operate and develop our business. We maintain ongoing dialogue with both internal and external stakeholders to ensure a broad and balanced understanding of needs, expectations, and development across our value chain. Internally, this includes structured engagement with Executive Management, daily management, and employees through meetings, workshops, and surveys, enabling continuous alignment and insight-driven decision-making.

Externally, while formally structured engagement has been limited in the current period, we maintain close day-to-day interaction with key stakeholders such as customers, partners, and investors. These ongoing relationships provide valuable insights into market developments and sustainability expectations, supporting our ability to adapt and respond effectively.

Stakeholder	Internal/External	Type of engagement
Daily management group	Internal	Direct engagement through workshops & meetings
Board of Directors	Internal	Through internal proxies: Executive Mgt with CEO as rep.
Executive mgt.	Internal	Direct engagement through workshops
Own Employees	Internal	Direct engagement through surveys
Potential New Employees	Internal	Through internal proxies: Desktop research (NGO Reports, Peers benchmarking, media reports)
Customers	External	Through internal proxies: Sales, GCS (Global Customer Support), Group Quality & CSR and Marketing
Certified Bodies	External	Through internal proxies: Approval Manager and Head of Group Quality & CSR
Global authorities & regulators	External	Through internal proxies: Group Quality & CSR and Approval Manager
Investors	External	Direct engagement through meetings
Strategic partners	External	Through internal proxies: Director of Strategic Sales Development and Group Quality & CSR
Strategic suppliers	External	Through internal proxies: Strategic Procurement and Group Quality & CSR



Key resources & dependencies

Our operations are built on a strong and reliable supply of high-quality raw materials, including electronic components, PCBs, and customized parts. These resources form the foundation of our advanced signal conditioning solutions.

Equally important is our highly skilled and committed workforce. Their expertise and dedication drive innovation, ensure consistent quality, and enable us to deliver solutions that meet the demanding requirements of our customers.

At PR electronics, we are committed to conducting business responsibly across our entire value chain. From sourcing and production to distribution and customer engagement, we uphold high social, ethical, and environmental standards - ensuring that our operations contribute positively to both our stakeholders and the wider society.

Value chain overview

At PR electronics, we have carried out a comprehensive mapping of our value chain to gain a clear understanding of sustainability impacts, risks, and opportunities across all stages of our operations. This mapping encompasses upstream activities, our own operations, and downstream processes, ensuring a holistic perspective that supports our DMA.

The overall structure of the value chain is illustrated in figure 1, providing a high-level overview supported by a more detailed analysis of key sub-activities, stakeholders, dependencies, resources, geographic presence, and relevant ESG topics.

Upstream activities focus on the sourcing of raw materials and key input, including electronic components, printed circuit boards (PCBs), and customized parts. Close collaboration with suppliers is essential to maintaining both the quality and sustainability of the materials used in our production.

Our core operations include the design, development, and manufacturing of signal conditioning solutions at our headquarters and production facility in Denmark. These activities are supported by essential internal functions such as finance, IT, marketing, and sales. All of which contribute to efficient and integrated operations.

Downstream, our value chain extends to a diverse customer base, including manufacturing end-users, machine builders, sensor manufacturers, as well as distributors and sales partners. This stage also covers distribution, product use, and end-of-life processes, where sustainability considerations remain an important focus.

By analyzing each stage of the value chain, we are able to identify material ESG topics and engage with relevant stakeholders. This enables us to priorities targeted initiatives and support transparent sustainability reporting across our global operations.

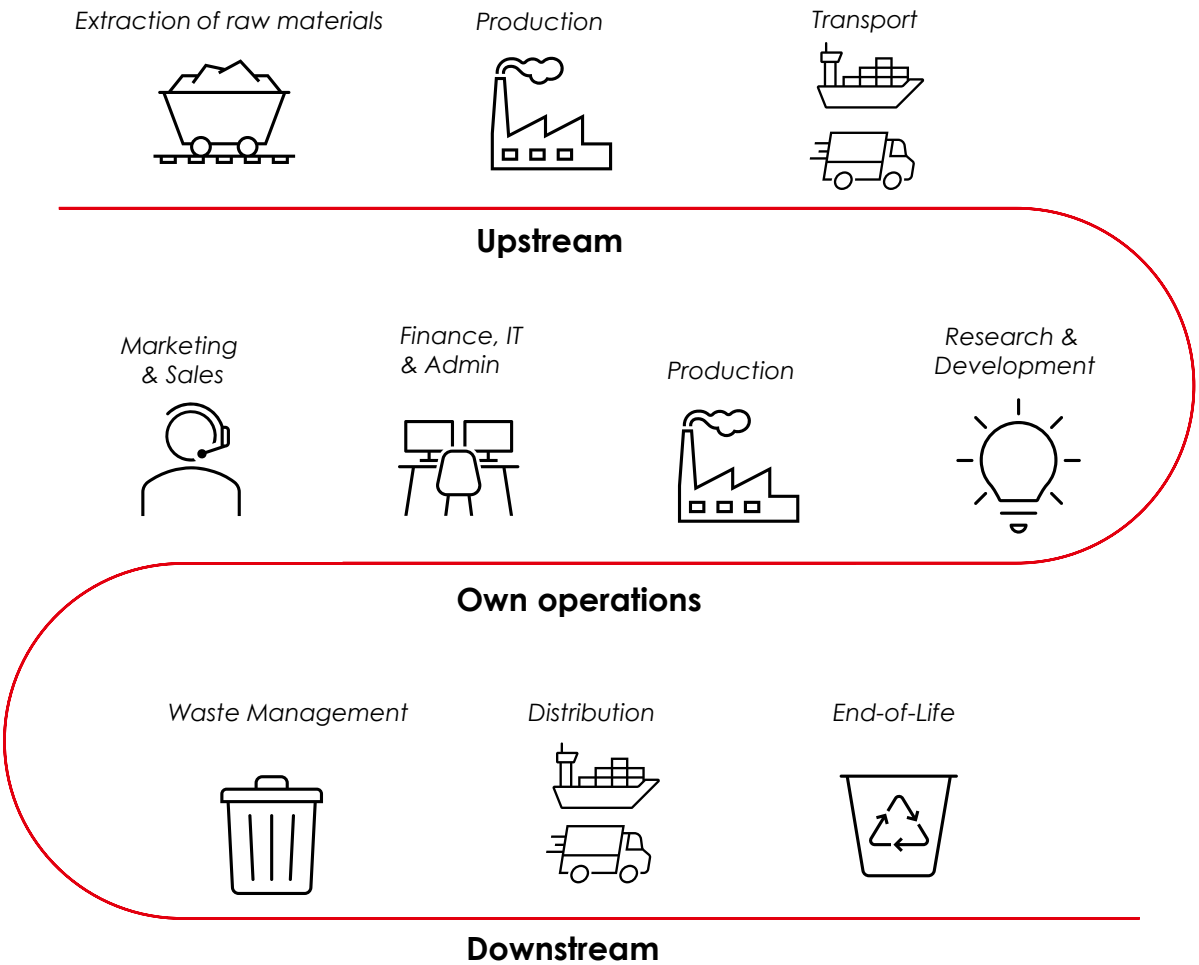


Figure 1: High-level mapping of PR electronics ´ value chain

Sustainability-related certifications & labels

(B1 §25)

Quality management DS/EN ISO 9001
The standard is based on a number of quality management principles including a strong customer focus, the motivation and implication of top management, the process approach and continual improvement.

ATEX. DEKRA 13ATEXQ0100
Production Quality Assurance Notification issued by DEKRA Certifications B.V.

UKEX. DEKRA 23UKQAN0110
UK Quality Assurance Notification issued by DEKRA Certification UK Ltd.

IECEx. NL/DEK/QAR13.0017
International electrotechnical commission system for certification to standards relating to equipment for use in explosive atmospheres (IECEx system).

Functional Safety Management System. PREI 070902 P0002 C02 - Safety integrity level (SIL)
PR electronics is one of the world's first electronics companies to obtain company certification according to IEC 61508 (functional safety). PR electronics offers a wide range of SIL2 fully certified products.

Environmental management DS/EN ISO 14001
Our production flow is based on a green production philosophy backed by approval from DNV according to the international standard of environmental management DS/EN ISO 14001.

IPC
Association connecting electronics industries.

Chemical compliance
In addition, we adhere to the following environmental directives:
WEEE, Packaging, Battery

Chemical compliance (RoHS3, REACH, IMO etc.)

EcoVadis

PR electronics has in February 2026 achieved a Bronze Sustainability Rating from EcoVadis, one of the world's largest and most trusted providers of business sustainability ratings, assessing over 130,000 companies worldwide.

Organizational structure & governance of sustainability reporting

Sustainability reporting at PR electronics is driven by a dedicated ESG core team composed of representatives from the Enhanced Executive Management Committee (EEMC), Group Quality & CSR, Finance, and Human Resources.

This cross-functional team ensures a coordinated and consistent approach to sustainability across the organization.

The ESG core team plays a central role in managing and advancing the reporting process. They lead the DMA, oversee the identification of material topics, and are responsible for the overall preparation of the VSME sustainability report.

This includes coordinating data collection across functions and collaborating with external advisors to support specialized activities and ensure high-quality reporting.

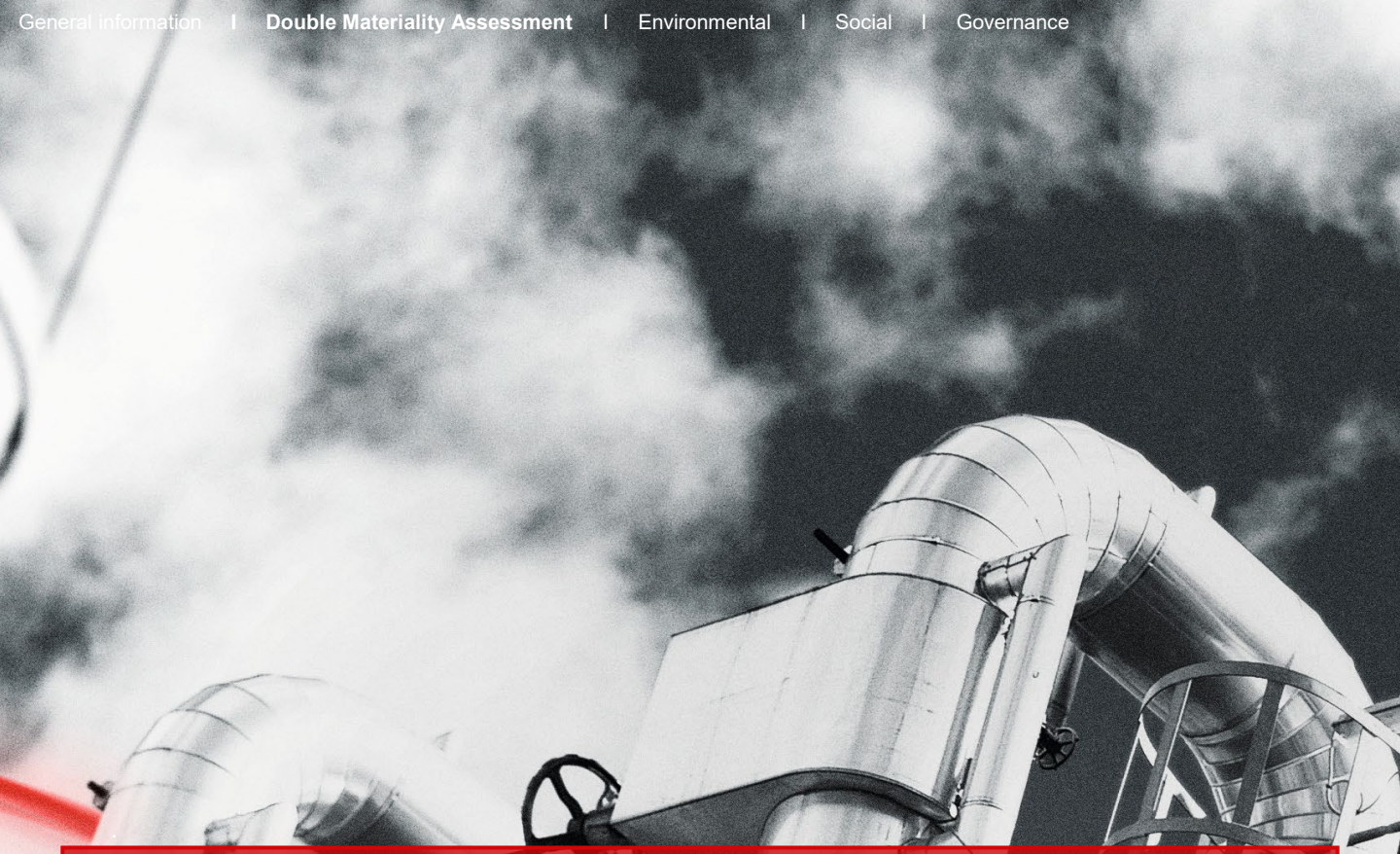
Executive involvement remains a key element of the governance structure. Senior management is actively engaged in reviewing and approving the outcomes of the DMA, ensuring alignment with the company's strategic priorities.

This governance setup supports the integration of sustainability into core business processes, strengthening accountability and anchoring ESG considerations across all levels of the organization.



Figure 2: ESG Organizational structure - diagram





Double Materiality Assessment (DMA)

At PR electronics, we apply a DMA to identify and prioritize the environmental, social, and governance (ESG) topics that are most relevant to our business and stakeholders. The DMA serves as the foundation for our sustainability strategy and reporting.
The assessment follows the principle of double materiality, considering both:

- **Impact materiality**: How PR electronics affects people and the environment through its activities, products, and value chain.
- **Financial materiality**: How sustainability-related matters may influence the company's financial performance, position, or future development.

To conduct the assessment, we first establish an understanding of our business model, value chain, strategy, and governance structure.

Relevant stakeholders, including employees, management, customers, suppliers, and business partners, are identified and engaged through ongoing dialogue and workshops.

Based on recognized sustainability frameworks, industry considerations, and stakeholder input, we identify relevant sustainability topics and assess associated impacts, risks, and opportunities (IROs) across our value chain.

Each IRO is evaluated according to its severity and likelihood from an impact perspective, and its potential financial effect and likelihood from a business perspective.

The assessment covers our entire value chain, including upstream supplier activities, our own operations, and downstream customer and end-of-life considerations. The results are reviewed and validated by management to ensure alignment with the company's strategy and governance framework.

The DMA helps PR electronics identify the ESG topics that are most material to the business and stakeholders. These topics guide our sustainability initiatives, policy development, risk management processes, and sustainability reporting. To ensure continued relevance, the assessment is reviewed and updated whenever necessary to reflect changes in regulations, market conditions, and stakeholder expectations.



Figure 3: PR electronics Double Materiality Assessment divided in ESG topic and materiality



Environmental

At PR electronics, our approach to environmental management is structured around a clear policy framework aligned with the key environmental topics defined in the VSME and ESRS standards (E1 & E5).

These policies guide our commitments, support strategic decision-making, and ensure a consistent and systematic approach to managing environmental impacts across our value chain.

Based on our DMA, PR electronics has identified Climate Change (E1) and Resource Use & Circular Economy (E5) as material environmental topics. These areas represent the most significant impacts, risks, and opportunities across our value chain and therefore form the basis of our environmental disclosures, targets, and initiatives.

Other environmental topics (E2-E4) have been assessed but are currently not considered material and are therefore described at a high-level.

2,058 MWh
Energy consumption

93.8 %
Wind-powered Electricity*

77.6 %
Recycled waste

390 t
CO_2e in Scope 1 & 2 (location-based)

8,271 t
CO_2e in Scope 3

672,514
Products produced

*PR electronics sources electricity from wind power through our agreement with Ørsted, supporting renewable energy generation in Denmark.

E1 – Climate change

Material IRO´s

- **Emissions from business travel, transportation & production**: Our business activities, including employee travel, upstream activities and transport in downstream activities contribute to GHG emission. The emissions negatively impact global climate change and pose a financial risk through potential carbon taxes or operational restrictions.

- **Energy consumption in manufacturing**: The energy consumed within our manufacturing facilities directly leads to GHG emission, contributing to our overall environmental footprint and impacting the global climate.

Policies (B2 §26b, C2 §48-49)

At PR electronics, our approach to addressing climate change and managing our environmental impact is anchored in a well-established policy framework. These policies define our commitments, guide strategic decision-making, and ensure a structured and consistent approach to environmental stewardship across our operations and value chain.

Our Climate Policy defines our commitment to mitigating climate change, with a particular focus on reducing energy consumption and associated CO_2 emissions. The policy outlines both our long-term ambition and the actions taken to achieve it, including the transition to district heating where feasible and the procurement of electricity from European wind energy sources covering 100 % of our annual electricity consumption at Headquarters and production.

Complementing this, our Corporate Environmental Policy provides the overarching framework for our environmental responsibilities. It commits us to maintaining an ISO 14001-certified environmental management system and ensures compliance with applicable national and international legislation, including WEEE, REACH, RoHS, IMO, and Conflict Minerals requirements. The policy further promotes responsible sourcing, prevention of pollution, and continuous monitoring and reduction of environmental impacts related to energy, waste, and chemicals. These efforts are supported by systematic follow ups, internal audits, and ongoing improvement initiatives.





Actions (C2 §48–49, B2 §26a+c)

Climate and environmental performance

At PR electronics, we are committed to minimizing our environmental impact and continuously improving our environmental performance. Our efforts focus on the areas where we can directly make the greatest impact, including energy consumption, product efficiency and greenhouse gas emissions.

Electricity from renewable sources

A key part of our environmental strategy is the use of wind-powered electricity at our headquarters and production facilities in Rønde, Denmark. Through our partnership with Ørsted, our annual electricity consumption is covered by wind energy, significantly reducing emissions associated with our operations and supporting the transition to renewable energy sources.

Energy-efficient products

Environmental considerations are integrated into our product development processes. We strive to design high-quality products with low energy consumption and long operational lifetimes, helping customers reduce energy use throughout the product lifecycle while supporting a more sustainable use of resources.

Continuous improvement

We continuously evaluate opportunities to further reduce our environmental footprint. Current areas of focus include transportation, business travel and logistics throughout our value chain, as well as initiatives that improve resource efficiency and support the reduction of greenhouse gas emissions across our operations.

Targets (B2 §26d, C2 §48–49, C3 §54)

Sustainability targets and commitments

PR electronics continues to develop and formalize long-term sustainability targets across the organization. As part of this process, a number of concrete initiatives have already been established to support the reduction of the company´s environmental impact.

Transition to an electric vehicle fleet

One of the key objectives is to replace the entire company fleet with electric vehicles by 2035. This target also includes the company´s internal forklift truck and is expected to eliminate direct greenhouse gas emissions from company-owned vehicles, making PR electronics Scope 1 neutral.

Energy efficiency and continuous improvements

In addition, PR electronics continuously implements process optimization initiatives with a focus on energy efficiency and resource consumption. As part of these efforts, existing lighting is being progressively replaced with LED technology, while energy use and operational processes are regularly reviewed to identify further improvement opportunities. PR electronics considers these initiatives important first steps towards a more structured sustainability target framework and the continued reduction of its environmental footprint.

Energy and greenhouse gas emissions (B3 §30, C2 §50-53)

Gross greenhouse gas (GHG) emissions 2025/2026 [B3 §30, whereas Scope 3 is from the comprehensive module]	tCO_2e
Scope 1 emission	249
Scope 2 emissions (market-based)	53
Scope 2 (location-based)	141
Scope 3 emissions	8,271
Total GHG emissions (market-based)	8,573
Total GHG emissions (location-based)	8,660

Accounting principles

All GHG emissions are reported in accordance with the GHG Protocol Guidance. The GHG accounting includes all of PR electronics' sites over which there exists operational control, for the financial year 2025/2026. All emission factors are sourced from reputable and reliable sources, including DEFRA, EXIOBASE, Klimakompasset, and industry-specific databases.

Scope 1 emissions

Includes emissions from fuel combustion. Emission factors are sourced from the most recent third-party data (e.g., UK Government GHG Conversion Factors). GHG removals, carbon credits, and avoided emissions are excluded.

Scope 2 emissions

Includes indirect GHG emissions from purchased electricity, heat and biogenic emissions. Emission factors are sourced from national grid averages and supplier-specific data where available. Scope 2 is reported using both the location-based and market-based methodology.

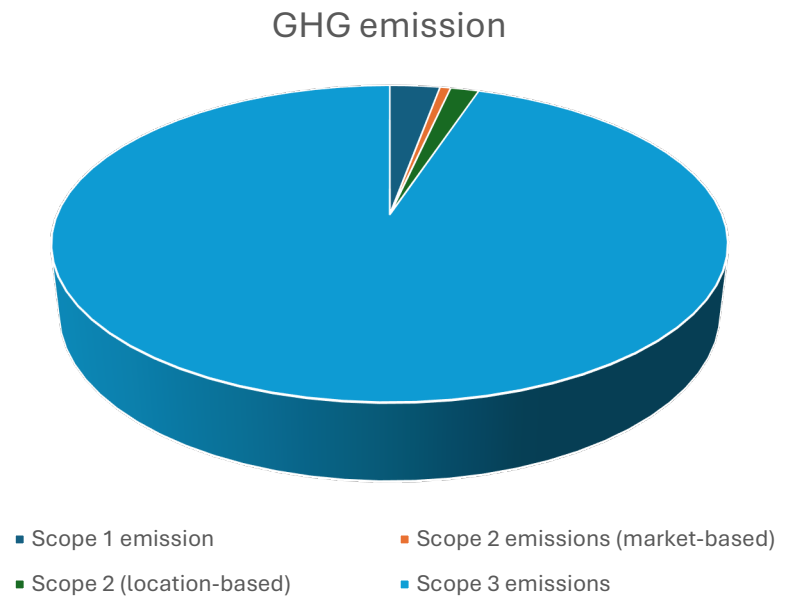


Figure 4: GHG emissions divided by Scope.

E1 – Climate Change (B3 §30, C2 §50-53)

Scope 3 emission categories [B3 §30, whereas Scope 3 is from the comprehensive module]	tCO_2e
Cat. 1: Purchased goods and services	3,239
Cat. 2: Capital goods	2,305
Cat. 3: Fuel and energy-related activities	98
Cat. 4: Upstream transportation and distribution	189
Cat. 5: Waste	0.35
Cat. 6: Business Travel	736
Cat. 7: Employee commuting	236
Cat. 9: Downstream transportation and distribution	1,467

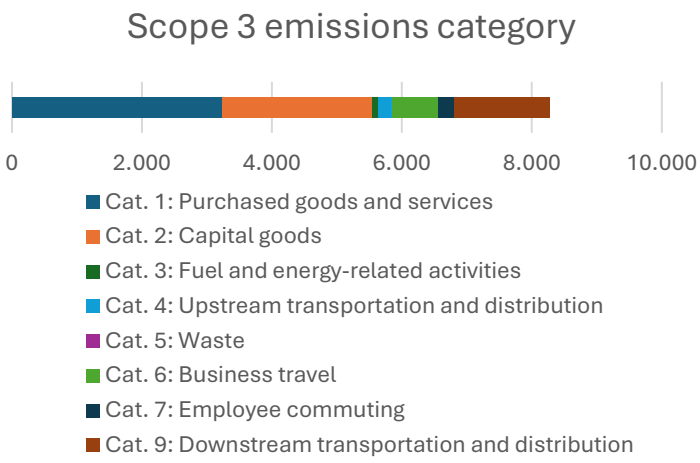


Figure 5: GHG emissions divided by Categories in Scope 3.

Accounting principles

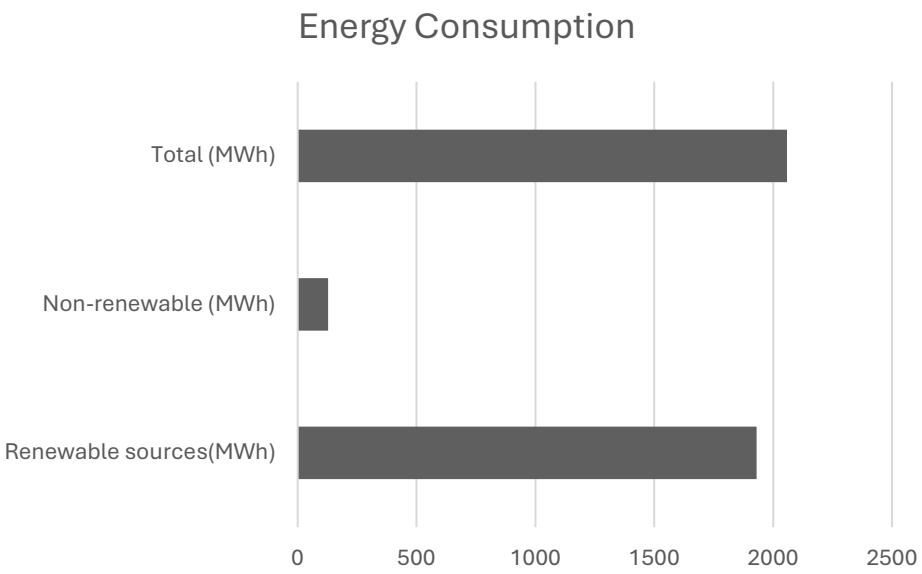
Scope 3 emissions

Includes indirect GHG emissions from our value chain. The below categories are relevant to PR electronics:

- *Category 1 Purchased goods and services*: Includes raw materials, marketing services, packaging, and IT/office consumables. Calculated using the average method, and using activity data where available, otherwise spend-based data.
- *Category 2 Capital goods*: Includes emissions from indirect investment expenditures in production utilities and equipment. Calculated using spend-based emissions factors, based on recorded investments for the financial year.
- *Category 3 Fuel and energy-related activities:* Includes emissions from fuel and energy-related activities not already included in Scope 1 and 2. Calculated using activity data, collected via fuel purchases, mileage records, digital portals, or annual statements. Where exact consumption data is unavailable (shared facilities), estimates are based on office area, using a country-specific grid mix where energy type is unknown.
- *Category 4 Upstream transportation and distribution:* Includes transport from suppliers to warehouses, production facilities, and intermediaries via road, sea, air, and rail. Calculated using spend-based data and transport invoices converted with average emission factors, as specific distance, mode, and weight data are unavailable.
- *Category 5 Waste*: Includes waste data from production and office activities. Calculated based on activity data sourced from waste reports provided by the waste management contractor, by multiplying waste quantities by appropriate emission factors for each waste type and treatment method. Where specific factors are unavailable, the closest available category is applied to ensure consistency.
- *Category 6 Business travel*: Includes emissions from employee business travel by air, rail, ferries, buses, and taxis. Calculated using activity and spend data from the expenses management platform, travel reports, and accounting systems. Hotel stays are estimated based on company policy maximum costs.
- *Category 7 Employee commuting*: Includes commuting data covering transport mode, fuel type, and distance, excluding company car users. Calculated based on an internal survey with a response rate of 88.44%. The collected data were extrapolated to represent all 173 employees without access to a company car.
- *Category 9 Downstream transportation and distribution*: Includes product transportation to customers, distributors, warehouses, and other downstream locations via road, sea, air, and rail. Calculated using spend data from external logistics services converted with average emission factors, as specific distance, load, and mode data are unavailable

Energy Consumption

Energy source	Renewable sources (MWh)	Non-renewable (MWh)	Total (MWh)
Electricity	1,930	128	2058

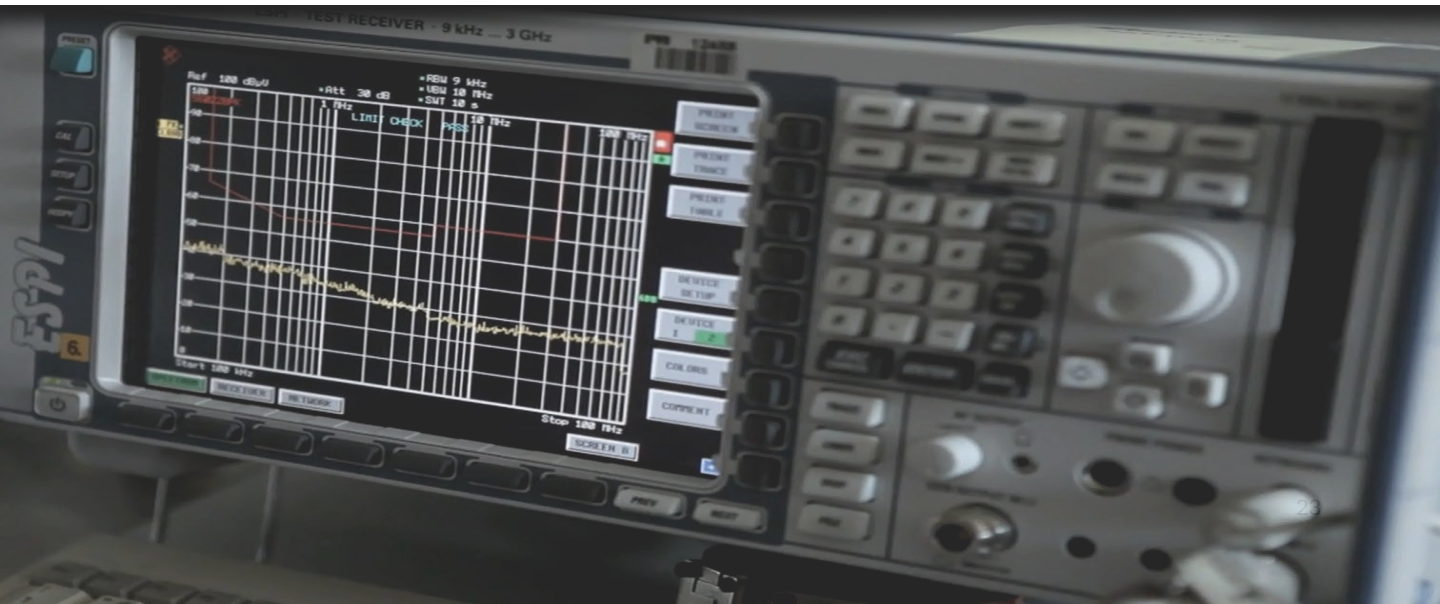


Greenhouse gas intensity (B3 § 31)

Accounting principles

Calculated by dividing the total gross greenhouse gas emissions (market-based) with the total revenue. Measured in emissions per mDKK.

Category	Value (tCO_2e/mEUR)
GHG Intensity	0.13



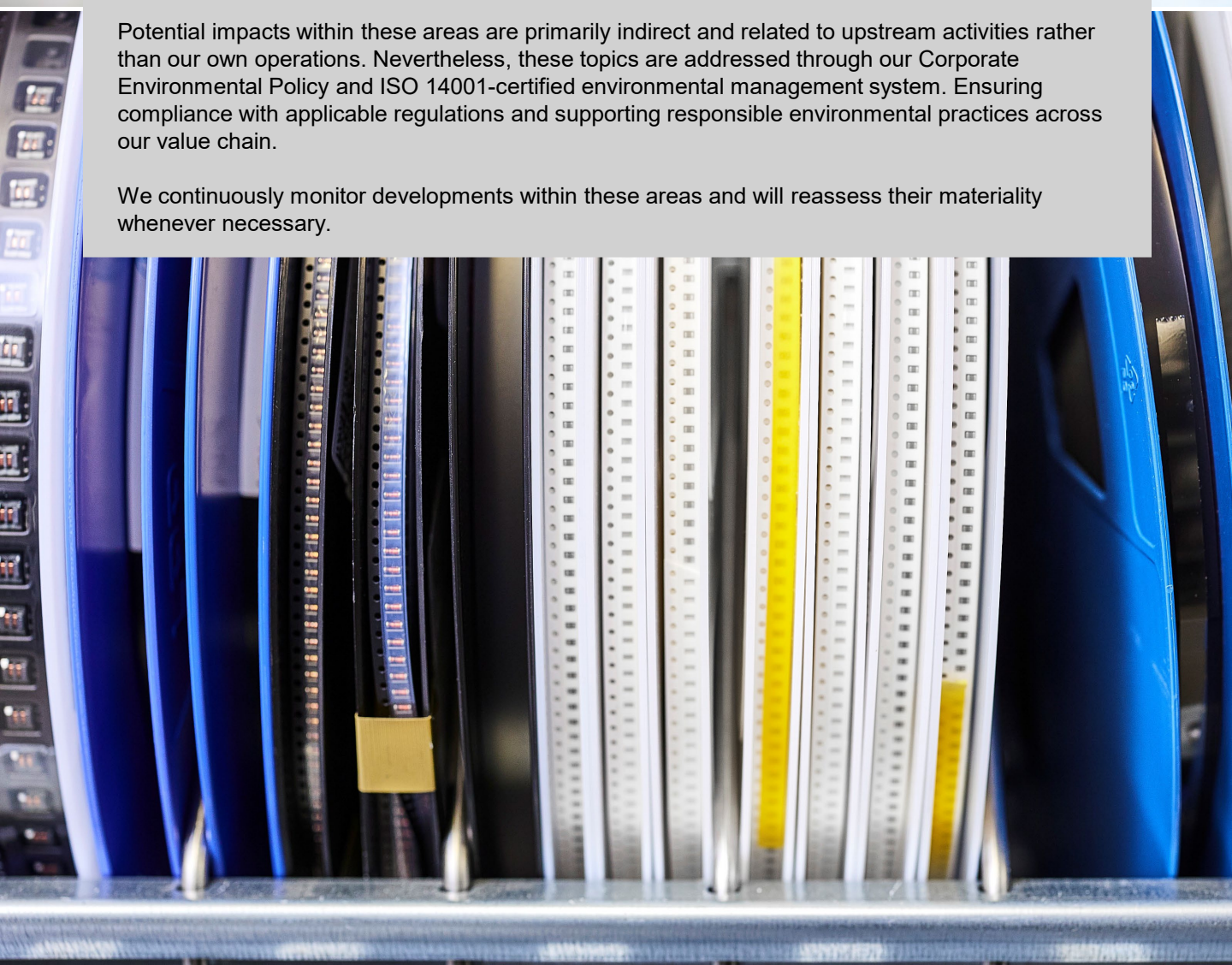


E2-E4 Pollution, Water, and Biodiversity (non-material topic)

The environmental topics Pollution (E2), Water and Marine Resources (E3), and Biodiversity and Ecosystems (E4) have been assessed as part of our DMA but are currently not considered material for PR electronics.

Potential impacts within these areas are primarily indirect and related to upstream activities rather than our own operations. Nevertheless, these topics are addressed through our Corporate Environmental Policy and ISO 14001-certified environmental management system. Ensuring compliance with applicable regulations and supporting responsible environmental practices across our value chain.

We continuously monitor developments within these areas and will reassess their materiality whenever necessary.



E5 – Resource use and circular economy

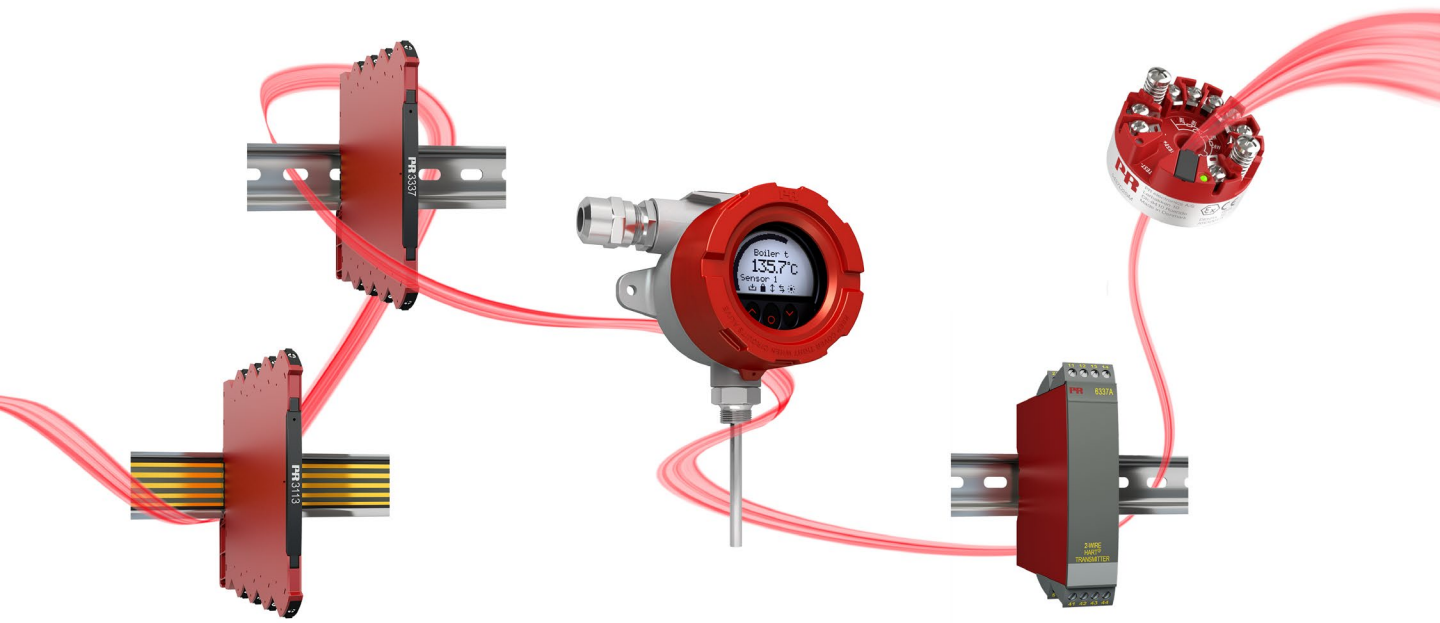
Material IRO´s

- Microplastics, virgin materials & resource depletion: Our reliance on virgin materials, tin, gold, tungsten, tantalum (3TGs), copper, and oil for plastics contributes to resource depletion and environmental degradation. Furthermore, potential improper handling and processing plastics, can lead to microplastic contamination, harming marine life, entering the food chain, and potentially causing public health concerns and increase regulatory scrutiny.

- Non-recyclable materials: The presence of non-recyclable materials in our products outflows contributes to resource loss and environmental harm, thereby limiting our progress towards a more circular economy.

- E-waste disposal: Improper disposal of e-waste can lead to environmental contamination, pass health risks, and result in the loss of valuable materials, undermining our efforts to create a circular economy.

+ Digitalization & automation: Investing in digitalized operations can significantly increase our productivity, reduce operational costs, minimize waste, and enhance data-driven decision-making. Conversely, a failure to embrace these technologies could leave us behind competitors who achieve greater efficiency at lower costs.







Policies (C2 §48-49, B2 §26b)

At PR electronics, our approach to resource use and circular economy is guided by a structured policy framework that promotes efficient use of materials, waste reduction, and responsible lifecycle management of our products. These policies define our commitments, guide decision-making, and ensure a consistent and systematic approach to minimizing resource consumption and environmental impact across our operations and value chain.

Resource efficiency and waste management are integral parts of our Corporate Environmental Policy and operational practices. We are committed to reducing resource consumption, minimizing waste, and continuously improving our environmental performance. This includes managing significant environmental aspects such as energy, waste, and materials, and supporting circular economy principles through product design, longevity, and responsible end-of-life handling.

Through our environmental management approach, we prioritize efficient design and production processes that minimize material consumption and support product longevity, reparability, and recyclability. This includes initiatives such as reducing scrap in production, improving sorting and recycling of waste fraction, and evaluating opportunities for reuse where feasible.

These efforts contribute to a more circular use of resources while reducing our overall environmental footprint.

Our Corporate Environmental Policy provides the overarching framework for responsible resource management. It commits us to compliance with relevant environmental legislation and standards and promotes continuous monitoring and reduction of resource consumption, including raw materials and packaging. The policy also ensures that waste, both hazardous and nonhazardous, is handled in accordance with applicable requirements.

Actions (C2 §48–49, B7 §37, B2 §26a+c)

Resource use and circularity

At PR electronics, we are committed to reducing resource consumption, minimizing waste, and supporting circular economy principles throughout our operations and product lifecycle. We continuously seek opportunities to improve material efficiency, increase recycling, and promote the responsible use of resources.

Waste management

Effective waste management is an important part of our environmental efforts. Through structured waste handling, employee engagement, and collaboration with specialized waste partners, we work to maximize recycling rates and ensure the responsible treatment of waste streams generated by our operations.

Product takeback and recycling

We recognize our responsibility for the environmental impact of our products throughout their lifecycle. Our takeback and recycling initiatives support the collection, recycling, refurbishment and recovery of end-of-life products. Helping to conserve resources and reduce waste.

Sustainable packaging

We continuously evaluate opportunities to improve the environmental performance of our packaging solution. By focusing on resource-efficient materials and reducing the use of unnecessary packaging, we aim to lower environmental impacts while maintaining product protection and quality during transport.

Targets (C2 §48–49, B2 §26d)

Transition to plastic-free product packaging

PR electronics is committed to further reducing the environmental impact of its products and packaging through material optimization and waste reduction initiatives. As part of this commitment, the company is transitioning all product packaging from plastic-based solutions to cardboard-based alternatives. The remaining plastic product packaging is expected to be fully phased out by the end of 2028.

Reduction of labels through laser engraving

PR electronics is also working to reduce material consumption by replacing adhesive product labels with direct laser marking. Laser engraving is already implemented on the 3000 series, and a newly acquired laser engraver will support the transition of the 4000, 6000, and 9000 series. By eliminating labels where possible, PR electronics aims to lower our resource use and further support our resource efficiency objectives.



Waste and recycling

Waste and recycling broken down by type 2025/2026 (B7 § 38a-b)

Areas	Total annual generation of waste [in kg]	Annual waste diverted to recycling or reuse [in kg]
Non-hazardous waste	**70,769**	**54,878**
Waste f/sorting	171	160
Food cartons	1,280	1,280
Wood	3,670	3,670
Glass incl. bottles	130	130
Incineration - small	15,880	0
Iron and metal	3,980	3,980
Pressed cardboard	19,860	19,860
Mixed electronics	8,940	8,940
Styrofoam	30	30
Paper & cardboard (mixed and shredded)	3,268	3,268
Organic waste	4,160	4,160
Plastic	9,170	9,170
Textile	140	140
Porcelain	90	90
Hazardous waste	**1,517**	**56**
Printer cartridges	30	30
Chemistry	1,390	0
Spray cans	26	26
Paint	71	0

Accounting principles

Waste
Waste generated from production and office activities, categorized by non-hazardous and hazardous materials, and broken down into waste type. Calculated based on activity data from waste management contractor reports. Measured in kg.

Recycled waste
Recycling rates are calculated as the proportion of total waste diverted from other waste handling methods through recycling or energy recovery. Measured in kg.



Social

The social pillar of ESG addresses PR electronics' impact on people across our operations and value chain. This includes our own workforce, workers in the value chain, affected communities, and consumers and end-users. The scope covers key topics such as working conditions, health and safety, human rights, diversity and equal treatment, supplier practices, and product responsibility.

232
Full-time employees

28 %
Women

72 %
Men

13
Workplace injuries

19.9 h
On training per employee

4
In supported employment

S1 – Own workforce

Material IRO´s

+ Diversity & inclusion: Fostering an inclusive environment by retaining employees with chronic health challenges enhances loyalty, preserves critical skills, and strengthens our supportive workplace culture.

+ Training & skill development: Investing in continuous employee training and skill development cultivates a positive work environment, boosts job satisfaction, and builds confident individuals who trust their capabilities and the company.

- Health & safety: Work-related incidents in our operations pose a significant risk, potentially causing injury, pain, and emotional distress, thereby negatively impacting employees´ health, safety, and overall well-being.

Policies (B2 §26b, C2 §48–49, C6 §61)

At PR electronics, our commitment to fostering a safe, healthy, and supportive working environment is underpinned by a robust and comprehensive framework of policies. These policies guide our actions, define expected behaviors, and ensure a consistent approach to employee well-being, safety, and development across the organization.

Our overarching Corporate Occupational Health & Safety Policy establishes our fundamental commitment to providing a safe and healthy workplace. This is complemented by a range of specific policies addressing critical areas such as Anti-Bullying and Anti-Stress, which explicitly state our intolerance for harassment and our proactive approach to preventing work-related stress, ensuring a respectful and mentally healthy environment. We also maintain clear policies regarding workplace conduct and specific working conditions, as well as our Alcohol and Drug Policy, Smoking Policy, Working Alone Policy, Senior Policy, and Travel and Driving policies, all designed to ensure safety, professionalism, and support for our employees.

Furthermore, our Code of Conduct outlines the principles of business ethics, labor standards, and human rights that apply directly to our employees. It mandates that all employees uphold personal dignity, privacy, and human rights, and prohibits discrimination, harassment, and any form of corruption, bribery, or conflict of interest. The Code reinforces our commitment to a safe and healthy physical and psychosocial environment and requires the provision of necessary protective equipment and training. It also includes a Whistleblower Program, enabling employees to report concerns safely and confidentially.
Together, these policies form the foundation of our efforts to cultivate a responsible, ethical, and safe workplace, supported by structured processes, internal audits, and continuous improvement initiatives.



Actions (C2 §48–49, B2 §26a+c)

Health, safety and employee development

At PR electronics, we are committed to providing a safe, healthy, and supportive working environment for all employees. Our approach is based on prevention, continuous improvement and employee involvement, with a focus on occupational health and safety, well-being and professional development.

Occupational health and safety

Health and safety are integrated into our daily operations through systematic risk assessments, preventive measures and ongoing monitoring of workplace conditions. We work proactively to identify, assess and mitigate risks, while promoting a strong safety culture across the organization.

Employee well-being

We support the physical and mental well-being of our employees through initiatives that promote healthy working conditions, work-life balance and access to relevant support and benefits. Our aim is to create an inclusive workplace where employees can thrive both professionally and personally.

Training and development

Continuous learning and competence development are important elements of our people strategy. Through training, education and knowledge-sharing initiatives, we support employees in developing the skills and expertise needed to meet current and future business requirements.



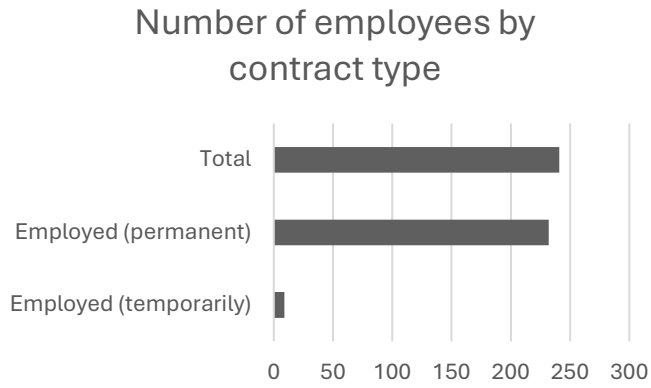
Targets (B2 §26d, C2 §48–49)

At PR electronics, we are committed to continuous improvement in our health and safety performance. We recognize the importance of quantifiable goals to drive progress and enhance accountability, ensuring a safe and healthy workplace for all employees. We have established the following specific targets for our health and safety performance:

- Reportable accidents: Our target is 0 reportable working accidents per year.
- Non reportable accidents: We aim for a maximum of 6 non reportable working accidents per year.
- Near miss / safety observation: We strive for a minimum of 12 near misses or safety observations per year. This target encourages proactive reporting of incidents where personnel were not harmed but could have been, or situations with a high risk of potential harm, enabling us to learn and prevent future incidents.

These targets reflect our dedication to fostering an even safer and healthier environment for our employees and will enable us to systematically track our progress and identify areas for further improvement

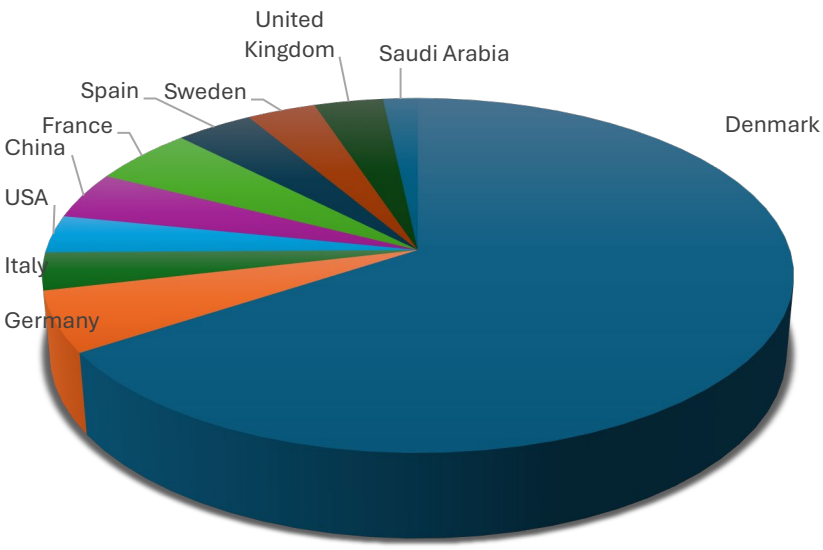
Number of employees by contract type (B8 §39a)	
Employed (temporarily)	9
Employed (permanent)	232
Total number of employees	241



Number of employees by gender (B8 §39b)	
Men	167
Women	65
Not registered	0
Total number of employees	232



Country of employment contract (B8 §39c)	
Denmark	154
Germany	13
Italy	8
USA	8
China	10
France	12
Spain	9
Sweden	8
United Kingdom	8
Saudi Arabia	4



S1 – Own workforce

Accounting principles

Characteristics of employees (B8, B10 §42 a-c; C5, C9)
Includes metrics for number and type of employees, by contract type, gender and country origin. The data is extracted from the consolidated HR system. Where data is unavailable, the local HR responsible provide the information. Employees by gender, contract type and country are measured in rounded number, employee turnover is measured in % and gender ratio is measured as a ratio of men to women. At PR electronics we aim to report on the gender pay gap in the nearest future. We are monitoring the Danish regulatory developments and will implement reporting once clear requirements are established.

Accidents and work-related deaths (B9)
Includes metrics for work-related accidents and fatalities as a result of work-related injuries and/or ill health. Based on data collected from the local HR responsible and confirmed with local sites. Number of accidents and deaths are measured in number, and rate of recordable accidents is measured as a ratio.

Average training hours per employees (B10 §42d)
Based on data from the consolidated HR system. Number of hours of trainings are estimated and divided by the total employee workforce employed during the reporting year. Measured in hours.

Adverse human rights incidents (C7)
Adverse human rights incidents are defined as actions or omissions that remove or reduce an individual's ability to enjoy their human rights and based on data collected from the local HR responsible and confirmed with local sites. Measured in number.



Metrics – general characteristics & health and safety (B8, B9, B10, C5 & C7)

Employee turnover (B8 § 40)	
Turnover rate	12.0 %
Accidents and work-related deaths (B9 § 41)	
No. of registered accidents at work	13
Rate of recordable work-related accidents	5.75
Work-related deaths as a result of work-related ill health	0
Minimum wage, pay gap & collective bargaining (B10 § 42a-c)	
Employee salary equal to minimum wage	100 %
Employees covered by a collective agreement	34 %
Average training hours per employee (B10 § 42d)	
Male employees	19.9
Female employees	19.9
Other	0
Gender ratio (C5 § 59, C9 §65)	
Entire company	72% men 28% women
Governance body	83.3% men 16.7 % women
Self-employed & temporary workers (C5 § 60)	
Self-employed	1
Temporary workers	9
Adverse human rights incident (C7 § 62)	
Own workforce	0
If applicable, describe the negative human rights incident	N/A

S2 – Workers in the value chain

Material IRO´s

- Health & safety: Work-related incidents within our value chain can cause physical injury, pain and emotional stress for workers, adversely impacting their health, safety, and overall well-being.

- Equal treatment & opportunities for all: Wages below living standards, non-violent harassment, and unequal treatment in the supply chain can lead to social unrest, harming workers´ well-being and destabilizing communities.

- Child labor: The presence of child labor in the upstream value chain exposes young individual to unsafe conditions, hinders their education, and negatively affects their physical and mental development, thereby limiting future opportunities and overall quality of life.

Policies (B2 §26b, C2 §48–49, C6 §61)

At PR electronics, we are committed to ensuring that human rights, fair labor practices, and safe working conditions are upheld throughout our entire value chain. Our expectations for suppliers, consultants, agents, sales representatives, distributors, and independent contractors are clearly articulated in our Code of Conduct, which applies to all parties acting on behalf of PR electronics.

This foundational document mandates adherence to all applicable laws and regulations and requires our business partners to respect personal dignity, privacy, and the rights of all individuals. It explicitly prohibits discrimination, harassment, and any form of child or forced labor. Furthermore, it outlines expectations for safe and healthy working conditions, including the provision of appropriate protective equipment and training, as well as compliance with applicable wage and working time regulations.

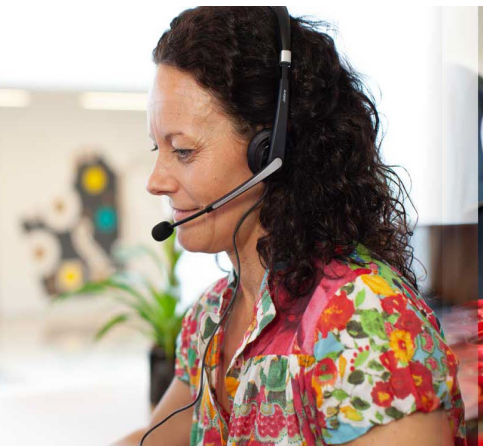
Through the implementation of our Code of Conduct and ongoing collaboration with business partners, we promote responsible business practices and seek to ensure that our commitment to ethical conduct, human rights, and worker well-being extends beyond our direct operations across our value chain.

Metrics – adverse human rights incidents in the value chain

(C7 § 62c)

Confirmed adverse human rights incidents in value chain 2025/2026

Categories	**Y/N**	**If applicable, describe the negative human rights incident**
Workers in the value chain	No	N/A







Actions (B2 §26a+c, C2 §48–49)

Responsible supply chain management

At PR electronics, we are committed to conducting business responsibly and promoting sustainable practices throughout our value chain. We work with suppliers and business partners who share our expectations regarding ethical business conduct, respect for human rights, responsible working conditions and environmental responsibility.

Supplier expectations

Our Code of Conduct communicates the standards we expect suppliers and business partners to uphold. These requirements cover areas such as human rights, labor standards, health and safety, business ethics and compliance with applicable laws and regulations.

Responsible sourcing

Responsible sourcing principles are integrated into our procurement processes. We work to identify and mitigate risks within our supply chain and support compliance with relevant product and material regulations, including conflict minerals requirements, REACH, RoHS and WEEE. Through these efforts we seek to promote transparency, responsible sourcing practices and sustainable supply chain management.

Supplier engagement and oversight

We maintain ongoing dialogue with suppliers and conduct assessments and audits as part of our supplier management processes. These activities support our understanding of supplier performance and help strengthen collaboration, continuous improvement and alignment with our expectations regarding quality, responsibility and compliance.

Targets (B2 §26d, C2 §48–49)

At PR electronics, we are committed to continuously strengthening our oversight and impact on human rights and labor practices within our value chain. While we currently do not have specific, quantifiable targets for all aspects of our value chain worker initiatives, we recognize the importance of measurable goals to drive further progress. We are actively working towards establishing more defined targets in the future. This includes developing a clearer and more robust process for conducting audits, particularly those focusing on human rights, labor standards, and working conditions. Furthermore, we are exploring other initiatives to enhance transparency and accountability, ensuring our commitment to ethical practices is systematically embedded and monitored throughout our supply chain.



S3 – Community engagement

Material IRO´s

+ Local employment: Our strategic choice to keep production in Denmark ensures sustained local employment and boosts the regional economy, contributing significantly to the welfare and social sustainability of our communities.

+ Supporting local community: Through active support for local education and sports, we empower individuals and strengthens community bonds, driving positive social impact and fostering well-being in our local areas

Policies (B2 §26b, C2 §48–49)

At PR electronics, our commitment to the communities in which we operate is a fundamental aspect of our corporate responsibility and broader sustainability approach. Our local community is primarily defined as Rønde/Aarhus, and the surrounding areas, where we strive to act as a responsible and engaged local employer.

We are dedicated to contributing positively to society by fostering economic vitality through local employment and talent development. Our engagement further extends to supporting educational development, particularly within Science, Technology, Engineering, and Mathematics (STEM), helping to strengthen future competencies and opportunities.

In addition, we actively support local sports and community initiatives through a structured sponsorship approach that prioritizes positive community impact, talent development, and employee engagement. These activities are supported by our broader commitment to responsible business conduct, as outlined in our Code of Conduct and stakeholder engagement practices.

Together, these efforts ensure that PR electronics contributes positively to the social well-being and development of the communities in which we operate, while maintaining strong and trust-based relationships with our stakeholders.

Metrics – adverse human rights incidents in affected communities (C7 § 62c)

Confirmed adverse human rights incidents in affected communities 2025/2026

Categories	Y/N	If applicable, describe the negative human rights incident
Affected communities	No	N/A



Actions (B2 §26a+c, C2 §48–49)

Community engagement and local development

At PR electronics, we are committed to contributing positively to the communities in which we operate. Through educational partnerships, local sponsorships and community initiatives, we aim to support local development, inspire future generations and strengthen community well-being.

STEM education and future talent development

We actively support Science, Technology, Engineering and Mathematics (STEM) education through collaboration with schools, universities and local organizations. By participating in educational activities, student visits and community projects, we seek to inspire young people to explore engineering and technology and help build a strong pipeline of future talent.

Local sponsorships and community support

We support local sports clubs, community organizations and development initiatives that create opportunities for children, young people and local communities. Our contributions may include sponsorships, equipment donations and support for projects that improve access to recreational and sporting activities.

Community partnerships and engagement

We engage with local stakeholders to identify initiatives where we can create meaningful value. Our approach focuses on supporting projects that contribute positively to the communities around us while strengthening relationships with employees, customers and other stakeholders. Community activities are reviewed regularly to ensure that our engagement remains relevant, impactful and aligned with local needs.

Targets (B2 §26d, C2 §48–49)

Presently, we do not set specific, quantifiable targets, such as a fixed monetary amount or a precise number of cases to be supported annually, for our community initiatives. Our primary goal is to support the local community every year through various engagements, adapting our contributions to the needs and opportunities that arise. At this moment, there are no plans to specify these contributions as formal, measurable targets. We believe this flexible approach allows us to respond effectively to emerging needs and foster genuine, impactful relationships within our community, rather than being constrained by predefined quantitative goals. We continuously evaluate the effectiveness and relevance of our support to ensure it aligns with our commitment to being a responsible corporate citizen.



S4 – Customers & end-users

Material IRO´s

+ Customers inquiries: With a robust process for customers to place inquiries via chat, phone, or mail contact (after-sales service), they gain the opportunity to be heard about their needs and wishes for the products. This fosters strong relationships, enhances product development, and ensures customer satisfaction.

Policies (B2 §26b, C2 §48–49)

At PR electronics, our commitment to understanding and responding to our customers' needs is a key priority and an integral part of our business approach. This commitment is embedded in our core values and supported by a structured framework of policies and management systems designed to ensure high-quality customer engagement and support.

Our After Sales Service Policy outlines our commitment to providing timely and professional customer support both before and after a purchase. It describes our global availability of skilled professionals and multiple contact channels, including email, chat, and telephone, ensuring that customers have accessible and direct communication and receive qualified technical support and guidance.

This is complemented by our adherence to ISO 9001 quality management principles, which establish a systematic approach to ensuring customer satisfaction. These processes include structured handling of customer feedback and inquiries, supporting continuous improvement of our products and services.

In addition, our Product Warranty Policy reflects our commitment to quality and reliability by offering a comprehensive five-year warranty on most products, covering defects related to construction, materials or production. This ensures that customers receive repair or replacement where necessary, reinforcing our commitment to delivering durable and dependable solutions.

Together, these policies ensure that PR electronics delivers high-quality products and reliable customer support, while maintaining transparency, trust, and long-term customer relationships.

Metrics – adverse human rights incidents amongst customers & end-users (C7 § 62c)

Confirmed adverse human rights incidents in amongst customers & end-users 2025/2026

Categories	Y/N	If applicable, describe the negative human rights incident
Customers & end-users	No	N/A

Actions (B2 §26a+c, C2 §48–49)

Customer engagement and satisfaction

At PR electronics, we are committed to building long-term relationships with our customers through reliable products, technical expertise and responsive support. We strive to understand customer needs and continuously improve our products and services based on customer feedback and market developments.

Customer support and technical expertise

We provide customers with access to technical support through dedicated sales and support teams. Our specialists assist customers with product selection, application guidance and technical inquiries, helping to ensure the safe and efficient use of our solutions.

Customer education and knowledge sharing

We support our customers through webinars, technical documentation, training materials and our online knowledge resources. These initiatives help customers apply our products effectively, increase technical understanding and address operational challenges.

Customer satisfaction management

We monitor customer satisfaction through structured feedback processes and customer surveys. Customer feedback is reviewed and followed up where relevant, supporting timely resolution of concerns and helping us identify opportunities for improvement. These activities contribute to maintaining strong customer relationships and supporting long-term customer satisfaction.

Targets (B2 §26d, C2 §48–49)

At PR electronics, maintaining a high level of customer satisfaction is a key strategic priority. Our Customer Satisfaction Index (CSI) score, measured through the Rambøll Survey Xact platform, is one of our nine strategic goals, with a target to sustain a score above 90. Additionally, we are committed to ensuring that 100% of negative customer feedback notifications are followed up within two weeks, enhancing our responsiveness and strengthening customer trust.





Governance

The Governance pillar addresses how PR electronics is managed and controlled, including our corporate culture, ethical business conduct, risk management practices, and internal controls. It ensures accountability, transparency, and responsible decision-making across our operations and value chain.

9
Sales subsidiaries

19.9 h
On training per employee

83.3 % 16.7 %
In management

G1 – Business conduct & cybersecurity

Material IRO´s

+ Corporate culture: Our distinct vision, mission, and values are fundamental to our identity, fostering internal cohesion, guiding all activities, and positively impacting employee engagement, loyalty, and overall workplace culture.

+ Protection of whistleblowers: A robust whistleblower system ensures safe, confidential reporting and fair treatment, empowering individuals to speak up without fear, thereby enhancing trust and safety within the company.

- Export compliance: Failure to ensure compliance with EU and US export regulations and sanction lists can lead to severe financial penalties, loss of customers, and significant reputational damage.

- Anti-corruption: Non-compliance with anti corruption laws poses a significant risk, potentially damaging our reputation and resulting in substantial financial losses.

- Cybersecurity: Inadequate cybersecurity measures could potentially expose us to critical risks including data breaches, legal liabilities, regulatory penalties, operational shutdowns, and long-term reputational damage, threatening market position and financial stability





Policies (B2 §26b, C2 §48–49)

At PR electronics, our integrity and sustained success are founded on a structured framework of policies that ensure ethical business conduct, robust compliance, and secure operations across our organization and value chain. These policies define our commitments, guide decision-making, and establish a consistent and transparent approach to governance, risk management, and business conduct.

Our corporate culture, shaped by our Vision, Mission, and Values, provides the foundation for responsible and ethical behavior across all activities. This is reinforced by our Code of Conduct, which establishes clear standards for business ethics and our unwavering stance against corruption, bribery, and conflicts of interest. The Code further ensures respect for applicable laws and international standards and applies to both employees and business partners. It is supported by our Whistleblower Program, which enables safe and confidential reporting of concerns and strengthens transparency and accountability within the organization.

To ensure compliance with applicable regulatory requirements, PR electronics has implemented an Internal Compliance Program (ICP) related to Export Control. This program is essential for mitigating risks and ensuring adherence to relevant EU and US regulations, including sanctions and export control requirements. Through this structured compliance framework, we safeguard responsible international trade practices and ensure that our operations align with legal obligations.

In addition, our Information Security Policy defines the principles and controls necessary to protect PR electronics' information assets. The policy ensures the confidentiality, integrity, and availability of data and is aligned with recognized international standards such as ISO/IEC 27001. This supports secure operations and protects against cybersecurity risks, thereby safeguarding both internal and external stakeholders.

Together, these policies form the foundation of our governance framework and are supported by established processes, internal controls, and continuous monitoring. This enables PR electronics to maintain a high level of integrity, transparency, and accountability in all aspects of our business conduct and operations.

Actions (B2 §26a+c, C2 §48–49)

Ethical business conduct and governance

At PR electronics, we are committed to conducting business ethically, responsibly and in compliance with applicable laws and regulations. Our governance practices support transparency, accountability and responsible decision-making across the organization.

Code of conduct and whistleblower protection

Our Code of Conduct sets out the principles and standards expected of all employees and business partners. The Code covers key topics including business ethics, anti-corruption, anti-bribery, conflicts of interest and compliance with applicable laws.

To support a culture of openness and integrity, we maintain a confidential whistleblower system operated by an independent third party. This enables employees and external stakeholders to report concerns regarding suspected misconduct, unethical behavior or violations of laws and policies.

Export control and trade compliance

We maintain procedures to ensure compliance with applicable export control laws, trade regulations and sanctions requirements. Relevant employees receive training and guidance on export compliance, and transactions are assessed through established screening and due diligence processes. These measures support responsible international trade and regulatory compliance.

Information security and cybersecurity

We are committed to protecting information assets, systems and business operations through a structured Information Security Management System (ISMS). Information security measures include risk assessments, security controls, monitoring activities and incidents management processes designed to protect the confidentiality, integrity and availability of information.

To support a strong security culture, employees receive regular awareness training and relevant security guidance. Our cybersecurity and information security practices are reviewed periodically to support compliance with applicable requirements and promote operational resilience.

Targets (B2 §26d, C2 §48–49)

At PR electronics, we are committed to upholding the highest standards of business conduct and ensuring robust information & cybersecurity. While specific, quantifiable performance targets for all aspects of these areas are not yet formally established, our focus is on maintaining rigorous processes and driving continuous improvement.

For Export compliance, we have clear process targets:

- Annual performance review and audits: We conduct an annual performance review and audit of our Internal Compliance Program (ICP), including spot checks on completed orders and the underlying screening processes.
- Spot checks: A minimum of 5 spot checks are performed annually on orders/deliveries to critical countries/markets and for selected Business Units/Distributors/Partners to ensure adherence to export regulations.

For anti-corruption, whistleblower protection, and cybersecurity, our current emphasis is on continuous enhancement of our policies and actions. We recognize the importance of measurable goals and are actively working towards defining and establishing more specific, quantifiable targets in the future. This will enable us to further track our progress, enhance accountability, and transparently communicate our performance in these critical areas.

Metrics – numbers of convictions and fines for violation of anti-corruption and anti-bribery laws (B11 § 43)

Categories	Quantity
Number of convictions	0
Fines incurred for violation of anti-corruption and antibribery laws (in million DKK)	0 DKK

Metrics – revenue from selected sectors (C8 § 63a-d)

Categories	Income (in DKK million)
Controversial weapons (anti-personnel mines, cluster bombs, chemical and biological weapons)	0 DKK
Cultivation and/or production of tobacco	0 DKK
Fossil fuels: Coal	0 DKK
Fossil fuels: Oil	0 DKK
Fossil fuels: Gas/Natural gas	0 DKK
Chemical production for the production of pesticides and other agrochemical products	0 DKK

Metrics – exclusion from EU benchmarks in line with the Paris Agreement (C8 § 64)

Categories	Exclusion from any EU reference benchmark that are aligned with the Paris Agreement
Hard coal and lignite (241a) 1% or more of the company´s revenue comes from the exploration, mining, extraction, distribution or refining of hard coal and lignite	No
Petroleum fuels (241b) 10% or more of the company´s revenue comes from the exploitation, extraction, distribution or refining of petroleum fuels	No
Gas-based fuels (241c) 50% or more of the company´s revenue comes from exploitation, extraction, production or distribution of gas-based fuels	No
High greenhouse gas intensity electricity generation (241d) 50% or more of the company´s revenue comes from the electricity generation with a greenhouse gas intensity of more than 100 g CO_2e/kWh	No

Thank you for reading

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