

2024/25

1 JULY 2024 – 30 JUNE 2025

ESG REPORT



Juhl A/S › Sofienlystvej 23 › 8340 Malling, Denmark › Central business registration no. 10 45 46 89

Juhl Svenska AB › Box 4084 › 203 11 Malmö, Sweden › Organization no. 55 69 00-97 89

FilTrade ApS › Sofienlystvej 23 › 8340 Malling, Denmark › Central business registration no. 24 23 69 78

JUHL



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Our path towards a greener future

At Juhl A/S, Juhl Svenska AB and FilTrade ApS we are committed to creating transparency and demonstrating our dedication to sustainability. This ESG report marks a significant step on our path towards a more sustainable future, where we have taken concrete steps to reduce our environmental impact and promote responsibility at all levels of our businesses.

Environmental initiatives

We have implemented a range of energy-saving solutions such as LED lighting and geothermal heating, resulting in more efficient operations and lower energy consumption. Additionally, we focus on waste separation and recycling, which helps us optimize our resource management and reduce our environmental footprint. Our machines designed for long lifespan counteract the short-term consumer culture and simultaneously create value over time, supporting our goal to promote increasingly sustainable solutions in the market.

Social and governmental measures

Inclusion and diversity are central values in our company. We actively work to promote a workplace that is open to all and collaborate with the local job center to create job opportunities for candidates from various backgrounds. Our social initiatives contribute to strengthening the cohesion among employees and promoting a workplace where everyone feels included and valued. At management level, sustainability is an important part of our strategy, and we work to integrate it into relevant decision-making processes.

We recognize that sustainability is a continuous journey, and there is still much work ahead. We are determined to continue our efforts to promote responsibility and sustainability in our daily operations. We look forward to sharing our progress with you and learning from the challenges we encounter on the path towards a greener future.



Our core values

- ✓ Openness
- ✓ Influence
- ✓ Professionality
- ✓ Credibility
- ✓ Development
- ✓ Profitability and efficiency
- ✓ Responsibility

Lisbeth Hansen Juhl
CEO at Juhl A/S
CEO at Juhl Svenska AB

Niels Flemming Juhl
CEO at FilTrade ApS
CTO at Juhl A/S
CTO at Juhl Svenska AB

Morten Frost
Sales Executive at Juhl A/S
Sales Executive at Juhl Svenska AB
Partner at FilTrade ApS

We guarantee the highest quality of systems for industrial decoration, marking and identification – based on over 90 years of experience

Our history

In 1933, Theodor Martin Juhl opened a paint shop in Aarhus, and since then, we have evolved to become a total supplier in Scandinavia within industrial decoration, marking and identification. We not only supply the Scandinavian market but also export to various European and Middle Eastern markets. Our history is characterized by innovation and dedication to quality, which has made us a trusted partner for many companies.

With a strong heritage from Theodor Martin Juhl, we have expanded our range and expertise over the years. From screen printing to pad printing, we have constantly invested in the latest technology to ensure optimal service and quality for our customers. Our commitment to technological development has enabled us to offer tailored solutions that meet the specific needs of each customer.

Our companies

Juhl A/S, Juhl Svenska AB and FilTrade ApS work together to offer the best service to our customers within the graphic industry, pharmaceuticals, electronics, packaging, glass, metal and plastics. We strive to deliver a "second-to-none service," which means that collaboration with the customer

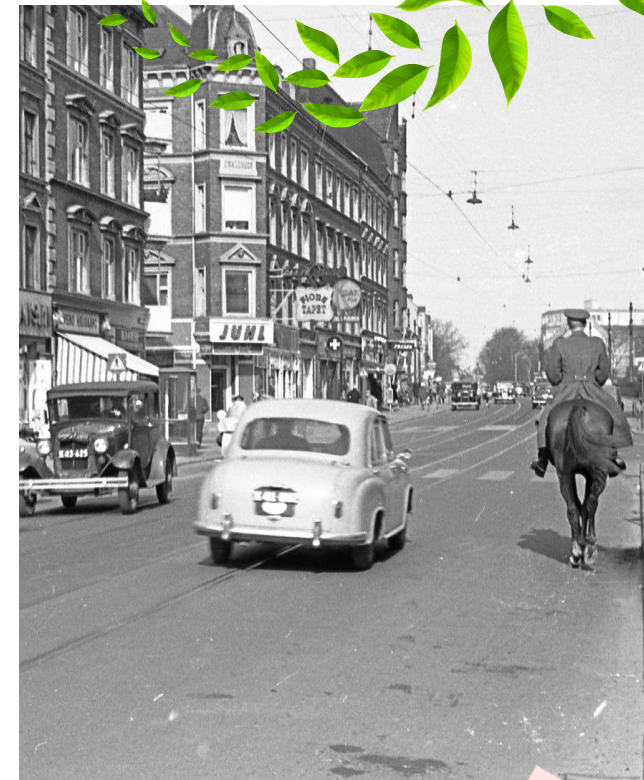
can vary from qualified technical advice to comprehensive tests of color prints on items provided by the customer.

As Scandinavia's strongest information center within industrial decoration, marking and identification, we are proud of our ability to combine in-depth knowledge with practical experience. This enables us to deliver solutions that not only meet today's requirements but are also future-proof.

Our commitment

We constantly invest in the latest technology and believe that educating our customers in the use of our products helps create the optimal result for the collaboration. Our goal is to continue developing as Scandinavia's strongest information center within our field. We believe in the value of partnership and collaboration, where we work closely with our customers to ensure that each solution is perfectly tailored to their needs.

Our commitment to sustainability and innovation drives us towards constant improvement. We see the future as an opportunity for further growth and development, where we will continue to be a leading player within our industry.

**JUHL****FilTrade®**
Væb +
Teknologi

Our services – Juhl A/S and Juhl Svenska AB

At Juhl A/S and Juhl Svenska AB, we offer a wide range of services within industrial decoration, marking and identification. Our competencies range from screen printing and pad printing to digital and textile printing, enabling us to meet various needs across industries.

Our products are designed to support both large and small projects and deliver reliability and efficiency regardless of scope. One of our products is, for example, printed 384,000 times per hour worldwide, demonstrating our dedication to delivering effective and practical solutions.

Screen printing

We offer screen printing solutions for a wide range of materials for both large and small companies. Our range includes printing machines from leading manufacturers such as Atma, RokuPrint and SPS Technoscreen as well as drying ovens from Beltron. We also supply a wide range of consumables such as printing ink, mesh, polyester film, squeegees, stencil materials and specialized tape.

Our screen printing machines are designed to deliver precise prints, making them a reliable choice for companies seeking quality and efficiency in their production processes.

Pad printing and laser marking

At Juhl A/S and Juhl Svenska AB, we offer advanced solutions within pad printing, including standard machines, automation and rotary pad printing systems. Our equipment from Tampoprint ensures high precision and efficiency in the printing process.

For laser marking, we offer systems that combine precision and versatility for a wide range of industrial applications. Our solutions enable both deep engravings and high-contrast markings, making them ideal for everything from product individualization to decorative purposes. With the possibility of customized solutions, the systems can be adapted to specific needs and deliver reliable performance even in the most demanding environments.

Digital printing

Digital printing represents a modern approach to printing that combines speed with versatility. At Juhl A/S and Juhl Svenska AB, we offer solutions within both Direct To Garment (DTG) and Direct To Film (DTF), allowing us to meet various needs within textile and film printing. Our equipment supports a wide range of applications, enabling companies to tailor their production to specific requirements.

Textile printing

Within textile printing, we offer solutions that cover all needs for printing on a wide range of textiles. We deliver advanced equipment that ensures sharp, precise and durable prints on various materials. Our range includes both machines and consumables designed to maintain high quality throughout the printing process. We focus on delivering solutions that ensure long-lasting durability and visual clarity in textile printing.

Machine service

At Juhl A/S and Juhl Svenska AB, we offer comprehensive service solutions that ensure optimal operation and long lifespan for your machines. With our service agreement, customers receive assistance with installation, maintenance and repair of equipment, ensuring efficiency in production. We also deliver specialized services such as frame tensioning and development of special colors that can be tailored to the customer's specific needs. Additionally, we arrange courses and seminars to educate our customers in the latest technology and best practices within machine service.



Our services – FilTrade ApS

At FilTrade ApS, we are dedicated to delivering customized solutions within precision-woven filter materials. Our expertise spans multiple industries where we ensure high quality and efficiency in each solution. We work closely with our customers to understand their specific needs and deliver products that meet the highest standards.

Food industry

We offer filtration solutions for the food industry that ensure cleanliness and safety in production. Our products are developed to meet the high hygiene and quality requirements in the industry, making them ideal for use in food processes. We focus on delivering materials that can withstand the challenges that food production entails, including the requirements for food safety and regulation. Our solutions help optimize production lines and ensure that the final products meet all necessary standards.

Pharma

Within the pharmaceutical industry, we deliver filter materials that support the production of medical products with high precision. Our solutions are designed to meet the strict regulations in the pharma sector, guaranteeing safety and efficiency in the production process. Normally, manufacturers of equipment such as centrifuges have a very limited selection of filter materials. FilTrade ApS, on the other hand, has access to several thousand different filter materials, making it possible to optimize the filtration process to the best achievable.

Medico and health

FilTrade ApS has achieved the position as Denmark's leading supplier of filter components for medical devices and equipment through continuous development and customer focus. We consistently meet the strict requirements for cleanliness, traceability and uniformity set by the medical sector. All our products are manufactured in certified ISO 7 cleanrooms to meet the industry's standards and requirements for biocompatibility. We offer customer-tailored solutions with the necessary certifications, including filters for infusion and transfusion sets, arterial filters, blood filters for oxygenators and diagnostic strips. Our SAATicare materials are ideal for diagnostic applications thanks to a patented hydrophilic treatment.

Other process industries

FilTrade ApS has extensive experience as a supplier and partner within pharmacy, chemical industry, mining and environmental technology. We offer filter materials for both dry filtration and wet separation that meet the strict requirements in production processes. Our customer-tailored solutions ensure high quality and efficiency – with broad knowledge of different types of filter machines. We deliver, among other things, filter belts for vacuum belt filters, filter bags for centrifuges and sieve frames for vibrating sieves, enabling us to meet specific needs in various industries.



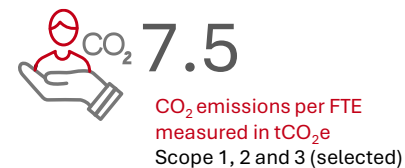
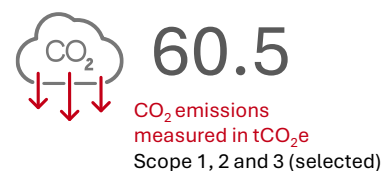
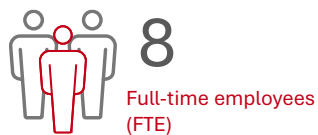
Selected ESG key figures

At Juhl A/S, Juhl Svenska AB and FilTrade ApS, we are proud to share our progress and work on our path towards a more sustainable business. Our ESG report presents selected key figures that reflect our efforts within environmental (E), social (S) and governmental (G) areas.

We measure both environmental, social and governmental key figures to get a comprehensive picture of our sustainability efforts. By analyzing these key figures, we can identify areas where we have made progress as well as areas where there is potential for further improvements.

Our ESG report also provides insight into the social aspects of our company, including gender diversity and community engagement. We strive to create a workplace where there is room for everyone and where everyone meets happily at work.

Finally, we focus on governance key figures that ensure transparency and responsibility in our business practices.



Our employees

At Juhl A/S, Juhl Svenska AB and FilTrade ApS, our employees are the core of our success. We value inclusion and diversity, which is reflected in our hiring practices, where we have consciously created a diverse team with employees from different cultural and linguistic backgrounds.

For more than 25 years, we have collaborated with the job center to create job opportunities for citizens who need support to return to the labor market or maintain employment. Through this collaboration, we have contributed to creating inclusive and meaningful job opportunities that strengthen both the individual, the local labor market and us as companies.

Inclusion and diversity

We pragmatically handle any language barriers and adapt to ensure effective communication and collaboration. Our multilingual team works together across cultural differences, enriching our workplace with new perspectives. We see it as a strength that our employees bring different experiences and backgrounds to the table. It promotes innovation and creativity in our daily work.

Employee benefits

We provide bonuses based on the companies' performance and recognize long-term service with special rewards. We are also currently rethinking our offering of employee benefits to adapt them to current needs, ensuring that we can offer attractive conditions without compromising economic responsibility.

Social events

Social activities are an important part of our culture. We organize kick-off days and Christmas parties that bring employees together for team building, fun, community and professional learning. These events create stories and strengthen the team's cohesion.

Our kick-off events have historically focused on the strategy for the coming year, and over time, we have held several of them abroad. We have, among other places, been to Hamburg, Sicily, Malta and Mallorca.

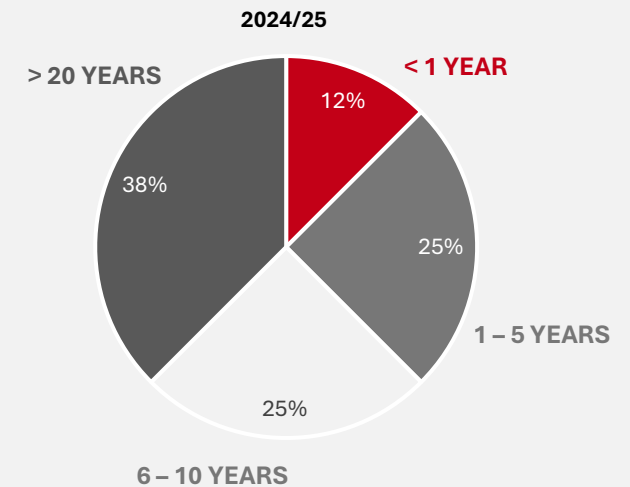
We also have sales meetings with social elements to promote collaboration and knowledge sharing in our sales group. Our social events are designed to be inclusive and engaging, helping to build strong relationships among employees.

Social responsibility

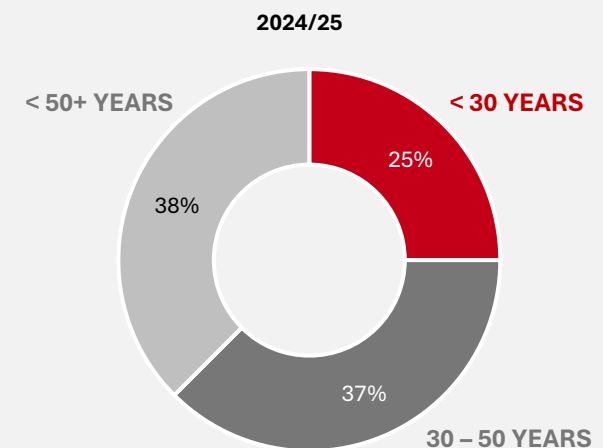
Juhl A/S, Juhl Svenska AB and FilTrade ApS engage in initiatives that promote social justice and increasingly sustainable development. We support a handball club and a movement for women's rights, among other things, reflecting our dedication to making a positive difference.

Our engagement is driven by a desire to contribute to projects that create value and promote a more just and sustainable world.

EMPLOYEE TENURE



AGE DISTRIBUTION



Machines with long lifespan and focus on sustainability

We are proud to offer machines designed to last for many years. This ensures stable production and contributes to a more sustainable future. Although our machines may have a higher acquisition price, the long lifespan helps create value over time, which differs from the typical consumer culture where products are often used briefly and then discarded.

We have also developed a five-year strategic plan focusing on promoting our machines with low CO₂ footprint in the market. Our goal is to offer solutions that combine economic benefits with environmental gains while meeting the requirements for long lifespan and sustainability. This reflects our commitment to contributing to a more sustainable future and supporting responsible development within the industry.

As Scandinavia's strongest information center within industrial decoration, marking and identification, we represent the world's leading manufacturers of printing inks and machines. Our complete knowledge of the printing process ensures customer solutions with value that support practices with a focus on sustainability.



Sustainability initiatives

At Juhl A/S, Juhl Svenska AB and FilTrade ApS, we focus on sustainability. We work to reduce our environmental impact and contribute to a more sustainable future through our daily activities and initiatives.

Current sustainability initiatives

- **Energy saving:** We have replaced all fluorescent tubes with LED lighting, reducing our energy consumption.
- **Geothermal heating:** Since 1985, we have used geothermal heating, contributing to our energy efficiency and reducing CO₂e emissions. The geothermal system utilizes the natural heat in the ground to heat our facilities with minimal environmental impact.
- **Waste separation:** We have implemented comprehensive waste separation systems, including special waste separation for metal and recycling of materials such as cardboard and combustible waste.
- **Handling of chemicals:** We ensure proper disposal of chemicals with UN codes by following strict rules for handling and collection.
- **Long lifespan:** We focus on selling machines with long lifespan that counteract consumer culture by offering durable solutions.
- **More sustainable textile printing ink:** We offer Wilflex™ Revive Bio textile printing ink, which contains at least 50% bio-based content and combines high performance with reduced fossil resource consumption. The ink maintains the same quality as traditional printing ink.
- **Certified printing ink:** We distribute several types of printing ink with OEKO TEX and GOTS certification, ensuring that the products meet strict chemical content requirements and are produced under more sustainable and socially responsible conditions.

- **Inclusion and diversity:** We are inclusive companies with a focus on diversity and have collaborated with the local job center for 25 years.
- **Social responsibility:** We support a handball club and a movement for women's rights, among other things. Our engagement is driven by the desire to contribute to initiatives that create value and promote a more just and sustainable world.

Future sustainability initiatives

- **Code of Conduct:** We strive to have a written Code of Conduct for our suppliers ready in 2025 to ensure responsible business practices and support our work with sustainability throughout the value chain. It will create transparency and clear expectations for our partners.
- **Focus on sustainability:** We plan to move from our current location on Sofienlystvej in Malling during the coming year, and therefore, maintenance of the place has not been in focus. However, when moving to the new address, we will prioritize sustainability and energy optimization, including energy-efficient solutions.
- **ESG days:** In the future, ESG will be a central focus area during our kick-off days, held one to two times a year. In this context, we will involve employees in the process and share updates on our work with sustainability, social initiatives and good corporate governance as well as how these initiatives support our strategic goals.





2024/25

ESG AND CLIMATE ACCOUNTS

Our ESG key figures and ratios

Environment – environmental data	Unit	2022/23	2023/24	2024/25
Scope 1 – direct emissions	tCO ₂ e	27.0	34.4	35.1
Scope 2 – indirect emissions	tCO ₂ e	7.9	6.6	4.0
Scope 3 – other indirect emissions (selected)	tCO ₂ e	20.1	12.5	21.3
Total tons of CO ₂ e emissions	tCO ₂ e	55.0	53.5	60.3
tCO ₂ e emissions per FTE	tCO ₂ e	7.9	7.6	7.5
Total energy consumption	MWh	69.1	61.9	54.8
Renewable energy share	%	12.0	9.8	9.8
Water consumption	m ³	142.4	32.5	33.8

Social – social data	Unit	2022/23	2023/24	2024/25
Full-time workforce	FTE	7	7	8
Gender diversity (% women)	%	29	29	25
Gender diversity in upper management (% women)	%	33	33	33
Employee turnover rate	%	14	0	0
Sickness absence	Days/FTE	1	1	1
Work-related injuries	Number	0	0	0
Apprentices and interns	Number	1	0	0
Training of employees	Hours	104	66	337
Customer retention	%	90	100	100

Governance – governmental data	Unit	2022/23	2023/24	2024/25
GDPR – frameworks for policies and processes established	Yes/no	Yes	Yes	Yes

In relation to governance – management – we have the following points to consider:

- In the future, the management will place increased emphasis on ESG and make it a central theme at our kick-off days, which are held once or twice a year. This will provide employees with the opportunity to be involved in our sustainability efforts and receive updates on our progress.
- This year, we are publishing our first ESG report and will act based on data and key figures.
- We have an overarching focus on responsible business practices, which can be read about on the previous pages.

CO₂e statement

Category	Unit	2022/23	tCO ₂ e	2023/24	tCO ₂ e	2024/25	tCO ₂ e	Distribution
Company cars – diesel	liter	7,696	19.6	8,767	22.3	8,545	21.7	36.0%
Company cars – gasoline	liter	3,445	7.5	5,573	12.1	6,159	13.3	22.1%
Total scope 1	tCO₂e		27.0		34.4		35	58.1%
Electricity from the grid (location-based)	kWh	69,119	7.9	61,913	6.6	54,805	4.0	6.6%
<i>Electricity from the grid (market-based)</i>	<i>kWh</i>	<i>69,119</i>	<i>29.9</i>	<i>61,913</i>	<i>30.9</i>	<i>54,805</i>	<i>27.3</i>	-
Total scope 2	tCO₂e		7.9		6.6		4.0	6.6%
Employee commuting by car – gasoline	km	29,424	5.8	33,172	6.6	31,516	6.2	10%
Employee commuting by bus	km	6,810	0.4	1,110	0.1	690	0.0	0%
Business trips – airplane	km	56,859	11.2	23,878	4.7	70,703	14.0	23%
Business trips – ferry	km	6,504	1.0	4,353	0.7	4,672	0.7	1%
Workwear	DKK	8,012	0.3	5,724	0.2	0	0.0	0%
Water consumption (wastewater)	m ³	142	1.3	33	0.3	34	0.3	0%
Waste								
– Small combustibles (combustion)	kg	3,365	0.0	1,280	0.0	620	0.0	0%
– Food waste (biogas production)	kg	350	0.0	268	0.0	220	0.0	0%
– Fluorescent tube (landfill)	kg	10	0.0	10	0.0	0	0.0	0%
– Aluminum (recycling)	kg	4,715	0.0	2,838	0.0	0	0.0	0%
– Cardboard (recycling)	kg	0	0.0	290	0.0	400	0.0	0%
– Residual colors (combustion)	kg	1,091	0.0	0	0.0	0	0.0	0%
Total scope 3 (selected emissions)	tCO₂e		20.1		12.5		21.3	35.3%
Total emissions	tCO₂e		55.0		53.5		60.3	100.0%
Key figure		2022/23	tCO₂e	2023/24	tCO₂e	2024/25	tCO₂e	
CO ₂ e emissions per FTE (full-time workforce), scope 1, 2 and 3	7 FTE	7.9	7 FTE	7.6	8 FTE	7.5		

Scope 1

Own fuel combustion, processes, production and transportation

58.1 %



Scope 2

Purchased electricity and heat

6.6 %



Scope 3 (selected)

Other indirect emissions in the value chain

35.3%



Where do our CO₂e emissions come from?

In 2024/25, our reported CO₂e emissions primarily consisted of fuel for our company cars, which accounted for 58 % of our total CO₂e emissions.

Our second largest emission was electricity, while our third largest emission was employee commuting by car to and from work. These emissions amounted to 4 tCO₂e 6 ton CO₂e.

Overall, scope 1 was our largest category, covering 58 % of the total reported CO₂e emissions. Our scope 1 emissions include fuel for our company cars.

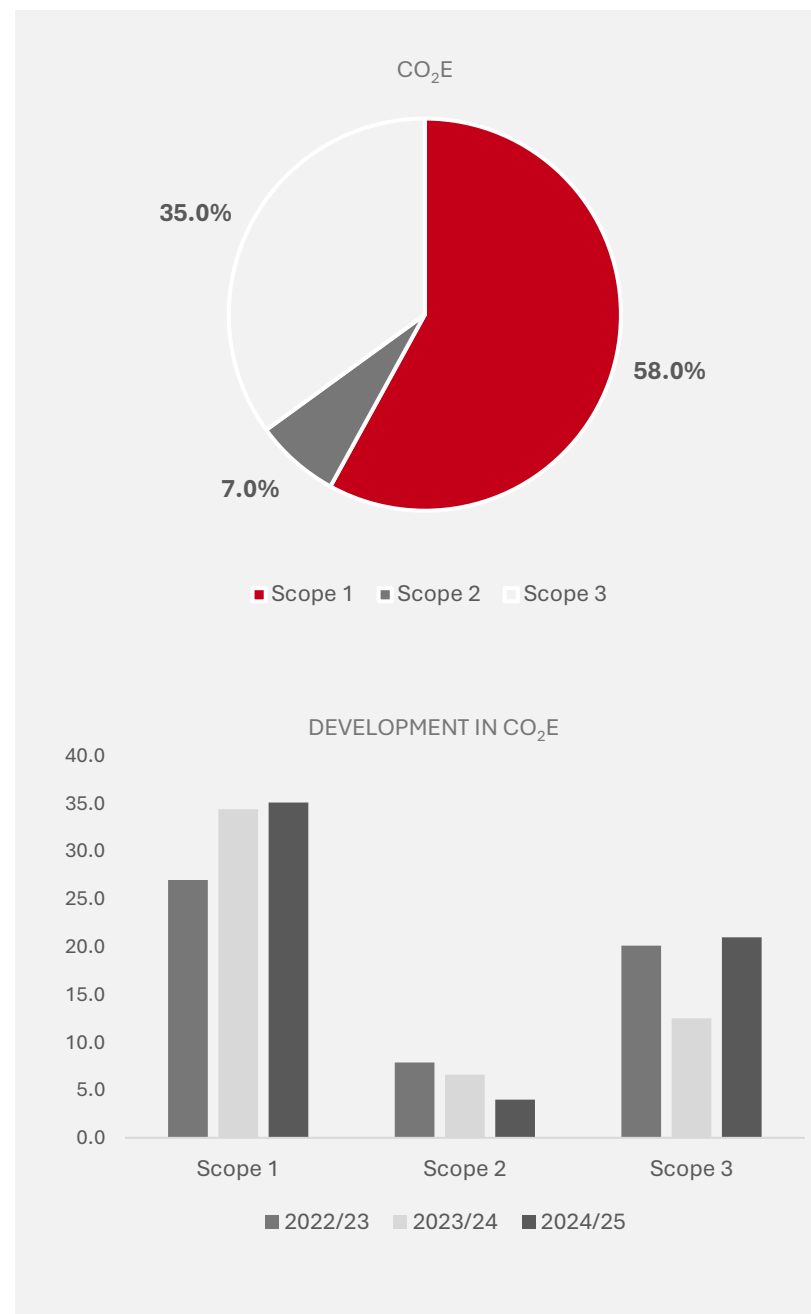
Development in CO₂e emissions

From 2022/23 to 2024/25, our CO₂e emissions in scope 1 increased, primarily due to the addition of another company car and the increase in customer visits we drove to.

From 2022/23 to 2023/24, our water consumption decreased by 76.8 %. Neither we nor our water supplier have been able to identify the cause of the decrease, but a possible explanation could be that there was a leak somewhere in our installations in 2022/23.

It is important to note that these results are only based on selected scope 3 emissions, and therefore, we do not have a complete climate account.

Juhl A/S, Juhl Svenska AB and FilTrade ApS continuously work to optimize resource consumption and find new initiatives that promote more sustainable development and reduce climate impact. This effort is an integral part of our strategy – both in daily operations and in our long-term planning.



2024/25

ACCOUNTING POLICIES

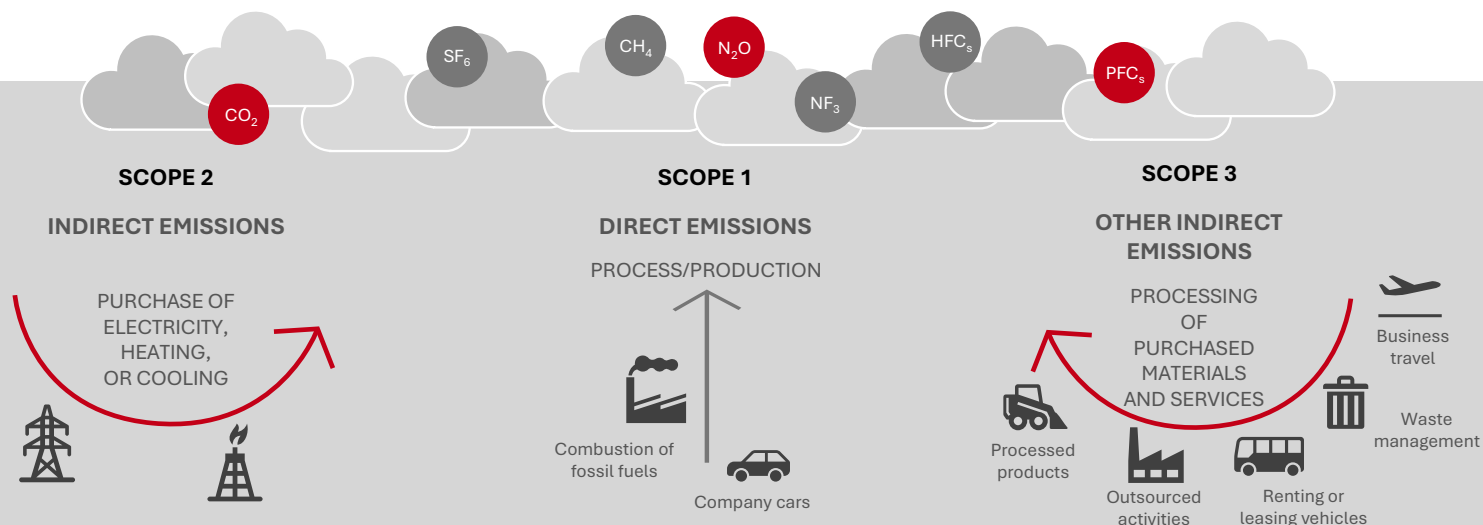


Method for climate accounts

Greenhouse Gas Protocol

In order to be able to calculate our CO₂e emissions in the environmental part of the ESG report, we use the internationally recognized and most widespread standard for preparing climate accounts: the GHG Protocol (GHGP).

The method is recommended by the EU Commission. The aim is for such reporting to appear as uniform as possible across all industries.



Scope 1 – direct emissions

Obligatory

Scope 1 contains all direct sources of CO₂e emissions.

This can, for example, be means of transport that are owned or rented.

This concerns all emissions that originate from activities that we own or have control of.

Scope 2 – indirect emissions

Obligatory

Scope 2 includes all emissions from suppliers who supply us with energy, including greenhouse gases, which originate from the production of the electricity, district heating and district cooling that we consume.

Scope 3 – all other indirect emissions in the value chain

Voluntary

Indirect CO₂e emissions that are not mentioned under scope 2 belong to scope 3.

This can include subcontractors or be in connection with employees' transport to and from work.

Database and the organizational boundary

CO₂e emission factors

The CO₂e emissions are calculated based on the GHGP, and the calculations are aligned with the Danish Business Authority's guidelines for calculating CO₂e.

CO₂ equivalents – CO₂e

To compare the greenhouse gases, all emissions are converted into so-called CO₂ equivalents (CO₂e).

It is a unit that describes the amount of CO₂ to which the emissions of various greenhouse gases correspond. The emission factors used are stated in the report.

Accounting practice

When calculating CO₂e, we used the emission factors provided by utility companies and emission factors from recognized databases, in line with the Danish Business Authority's guidance.

We used the most recent, published emission factors at the time of preparing the climate statement. If an emission factor was unknown at the time of preparing the climate statement, the previous year's emission factor was used, and we will make an adjustment to the climate statement when the new emission factor is published, per guidance in the GHGP.

All emissions and figures are shown gross, and no adjustments have been made for CO₂e compensation.

Consumption data

Consumption data is based on statements from suppliers and measuring units. Other data is based on extracts from our systems for time recording, payroll, HR and reimbursement of travel expenses, for example.

The organizational boundary

The climate accounts are a charting of the companies Juhl A/S, Juhl Svenska AB and FilTrade ApS.

The scope 1 and 3 statements apply to:

Juhl A/S, Central business registration no. 10 45 46 89

Juhl Svenska AB, organization no. 55 69 00-97 89

FilTrade ApS, Central business registration no. 24 23 69 78

The scope 2 statement of energy consumption applies to the addresses:

Juhl A/S, Sofienlystvej 23, 8340 Malling, Denmark

Juhl Svenska AB, Box 4084, 203 11 Malmö, Sweden

FilTrade ApS, Sofienlystvej 23, 8340 Malling, Denmark

Operational control

The organizational boundary of this report is determined by the operational control method.

Scope delimitation

The GHG Protocol stipulates that CO₂e emissions are calculated in scope 1, scope 2 and scope 3. In these climate accounts, CO₂e emissions are calculated as the calculated emissions from scope 1 and 2 and selected scope 3 emissions.

We have tried to include as many scope 3 emissions as practically possible.



Data definitions

Scope 1 – direct emissions

We own four company cars, primarily used for customer visits. Consumption is calculated based on suppliers' invoices.

Scope 2 – indirect emissions

Electricity and district heating are based on statements from suppliers and units of measurement.

Location-based CO₂e emissions reflect the average emission intensity on the grid where consumption is realized.

Market-based CO₂e emissions reflect emissions from electricity purchased through green certificates.

We utilize geothermal heating, which runs on electricity.

Scope 3 (selected emissions)

Employee commuting by car and bus is calculated based on the number of annual working days. Data is derived from the specific fuel types used by our employees and the respective emission factors.

Business travel is calculated based on the number of kilometers traveled, applying emission factors for flights and ferries, respectively.

Workwear is calculated in DKK and is based on suppliers' invoices.

Water consumption is calculated based on suppliers' invoices and measurement units.

Waste is calculated based on the supplier's invoices and measurement units.

Data for calculating the climate accounts

ESG key figures and ratios

- tCO₂e emissions per FTE: total reported CO₂e emissions / number of FTEs
- Total energy consumption: total fossil energy consumption in MWh + total nuclear energy consumption in MWh + total renewable energy consumption in MWh
- Renewable energy share: (renewable energy / total energy consumption) * 100
- Water consumption: sum of all water consumed, gross
- Full-time workforce: total ATP contribution / rate for a full-time employee
- Gender diversity in the organization (% women): (female employees + female temporary employees) / total number of employees * 100
- Gender diversity in upper management (% women): (female managers in senior management / total number of senior managers) * 100
- Employee turnover rate: (voluntary + involuntary leaving employees) / total number of employees * 100
- Sickness absence: number of sick days for FTEs / number of FTEs
- Work-related injuries: number of reported work-related injuries
- Apprentices and interns: average number of apprentices and interns
- Training of employees: number of hours spent on training of employees
- Customer retention: ((number of customers at the beginning of the financial year - customers lost during the financial year) / number of customers at the beginning of the financial year) * 100
- GDPR: frameworks for policies and processes are established

Consumption data is primarily provided by various suppliers. Other data, including the number of apprentices, is based on extracts from our systems for time recording, payroll, HR and quality assurance.



Emission factors

Consumption	kgCO ₂ e	Unit
Electricity from the grid (location-based)	0.11	kWh
<i>Electricity from the grid (market-based)</i>	0.45	kWh
Workwear	0.03	DKK
Water consumption (wastewater)	9.15	m ³
Waste		
– Small combustibles (combustion)	0.00	kg
– Food waste (biogas production)	0.01	kg
– Fluorescent tube (landfill)	0.08	kg
– Aluminum (recycling)	0.00	kg
– Cardboard (recycling)	0.00	kg
– Residual colors (combustion)	0.00	kg

Transportation	kgCO ₂ e	Unit
Company cars – diesel	2.54	liter
Company cars – gasoline	2.17	liter
Employee commuting by car – gasoline	0.20	km
Employee commuting by bus	0.06	km
Business trips – airplane	0.20	km
Business trips – ferry	0.16	km

Sources: The calculation of CO₂e is based on the emission factors provided by the utility companies and emission factors from recognized databases, according to the Danish Business Authority's guidelines. The latest published emission factors have been used. Danish Energy Agency, ENS, Emission factors for road transport (memo 2020), EXIOBASE v3.3.16b2 (v. 2020 with 2011 data), Final environmental declaration of 1 kWh electricity (Energinet, 2021). See also the section on data definitions.



Statement by management

The board of directors and the executive board have on this day's date processed and approved the consolidated ESG report, incl. selected ESG key figures and ratios, for Juhl A/S, Juhl Svenska AB and FilTrade ApS for the period 1 July 2024 to 30 June 2025.

The annual period follows the fiscal year.

The ESG key figures and ratios are selected from the ESG key figures and ratios publication published by FSR – Danish auditors, Finansforeningen/CFA Society Denmark and Nasdaq Copenhagen.

It is our opinion that the selected ESG key figures and ratios are the most important ones for Juhl A/S, Juhl Svenska AB and FilTrade ApS' environmental, social and governmental activities.

Malling, 22. May 2026

Juhl A/S

Executive board

Lisbeth Hansen Juhl, CEO

Board of directors

Niels Flemming Juhl, chairman

Carl Hansen Juhl

Morten Frost

Lisbeth Hansen Juhl

Juhl Svenska AB

Executive board

Lisbeth Hansen Juhl, CEO

Board of directors

Niels Flemming Juhl

Lisbeth Hansen Juhl

FilTrade ApS

Executive board

Niels Flemming Juhl, CEO

Auditor's report on preparation of consolidated ESG report, incl. selected ESG key figures and ratios

To the management of Juhl A/S, Juhl Svenska AB and FilTrade ApS

We have drawn up the consolidated ESG report, incl. selected ESG key figures and ratios, for Juhl A/S, Juhl Svenska AB and FilTrade ApS for the period 1 July 2024 to 30 June 2025 based on the companies' quantitative registrations and selected conversion factors and other information provided by the companies' management.

The consolidated ESG report includes an account, a report with the ESG key figures and ratios and applied accounting practices with, among other things, emission factors.

We carried out the task in accordance with ISRS 4410, The Preparing of Financial Information.

We used our professional expertise to assist the management in preparing and presenting the consolidated ESG report, incl. selected ESG key figures and ratios, in accordance with the accounting principles presented in the report.

We complied with relevant provisions in the Danish Act on Approved Auditors and Audit Firms and the International Ethics Standards Board for Accountants' international guidelines for the ethical conduct of auditors (IESBA Code), including principles of integrity, objectivity, professional competence and due diligence.

Management is responsible for the consolidated ESG report, incl. selected ESG key figures and ratios, 2024/25 as well as the accuracy and completeness of the information used for its compilation.

As the preparation of financial information is not a declaration with certainty, we are not obliged to verify the accuracy or completeness of the information provided to us by the companies' management for preparing the consolidated ESG report, incl. selected ESG key figures and ratios, 2024/25. We, therefore, issue no audit or review conclusion on whether the selected ESG key figures and ratios were prepared and presented in accordance with the accounting principles presented in the consolidated ESG report.

Horsens, 22. May 2026

Roesgaard

Godkendt Revisionspartnerselskab

Central business registration no. 37 54 31 28

Michael Mortensen

State Authorised Public Accountant

mne34108

Juhl A/S represents the world's leading manufacturers of inks and equipment. Our complete knowledge of the printing process ensures the customer solutions with value. We are Scandinavia's strongest information center within industrial decoration, marking and identification.





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Juhl Svenska AB › Box 4084 › 203 11 Malmö, Sweden › Organization no. 55 69 00-97 89
FilTrade ApS › Sofienlystvej 23 › 8340 Malling, Denmark › Central business registration no. 24 23 69 78

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