OUR RESPONSIBILITY 2024

Mirit Glas

Marielundvej 37B, 1
DK-2730 Herlev
+45 4494 4449

Industriparken 12,
Skrydstrup
DK-6500 Vojens
+45 7454 2555

www.miritglas.com
CVR-nr. 31170508

CONTENT

OUR RESPONSIBILITY

It is with great pleasure that we present our second sustainability report, which now covers both our environmental and social responsibilities.

Last year, we published our first report focusing on environmental data. With this year's report, we take an important step forward; we build upon it and create continuity in the reporting, making it possible to track our progress from year one to year two. This provides us – and you – with a better foundation to assess how we improve and where we can take action.

New this year is the social dimension, where we have collected data and, using the GROW™ model, calculated the value of our social bottom line. The social bottom line is "the benefit we as a company contribute to society by employing apprentices, trainees, and people on the fringes of the labor market".

With both environmental (E) and social (S) data included in this year's report, we are now close to having full ESG reporting. The governance part (G) is not yet included in the report, but it is naturally something we are considering for the future.

We hope you will welcome the report and use it as an entry point to understand our work on sustainability

Kind regards
Jens Milbrat
Managing director, Mirit Glas A/S

"It is common sense to work with sustainability"

MISSION
We must take responsibility for our shared planet by integrating sustainability as a natural part of our culture and everyday life.

VISION
We must optimize resource utilization, whether it is energy, waste, water, or human resources.

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INTRODUCTION TO MIRIT GLASS

Mirit Glas A/S provides glass solutions for various industries, such as medical and research, marine and offshore, lighting and design, machinery industry, and more. The different types of glass products are manufactured with a focus on high quality and innovative solutions, ensuring the glass types can withstand, for example, impact and pressure, heat, scratches, and chemicals.

Mirit Glas is a 100% privately owned company founded in 1953 as Denmark's first glass tempering plant. Today, we have our headquarters in Herlev and production facilities in Vojens. We understand that flexibility and high service levels are important, both in the design of the order and in delivery times. Together with our customers, we develop the best solutions, ensuring that our customers receive the products they need.

We work with a wide range of different glass types, from 0.1 mm to 40 mm in thickness. In addition, we offer glass tubes, glass rods, as well as many different dimensions and types of glass.
Our production is flexible, as we have the capacity to handle both large series and small batches, which makes us see ourselves as a valuable partner for all types of customers.

We are ISO-certified according to ISO9001, the international standard for quality management.

Since 2020, we have been actively working on our environmental and social responsibilities. We initiated a project together with Haderslev Business Council to make the Global Goals part of everyday goals. This work set us on a path to focus purposefully on our environmental and social responsibilities.

Today, when we work with the environment and our CO_2 emissions, we do so because we want to establish a better data foundation for the strategic decisions we must make regarding our operations and production efficiency. We need to be able to work with reduction targets and, for example, waste management based on informed grounds.
At the same time, we also want to increase our focus further back in our supply chain and ideally increase the amount of recycled glass in our purchasing.
Our responsibility also includes our social responsibility. We have worked on our working environment to avoid repetitive and monotonous tasks, and we always have various people involved in some form of job training, work assessment or internship.

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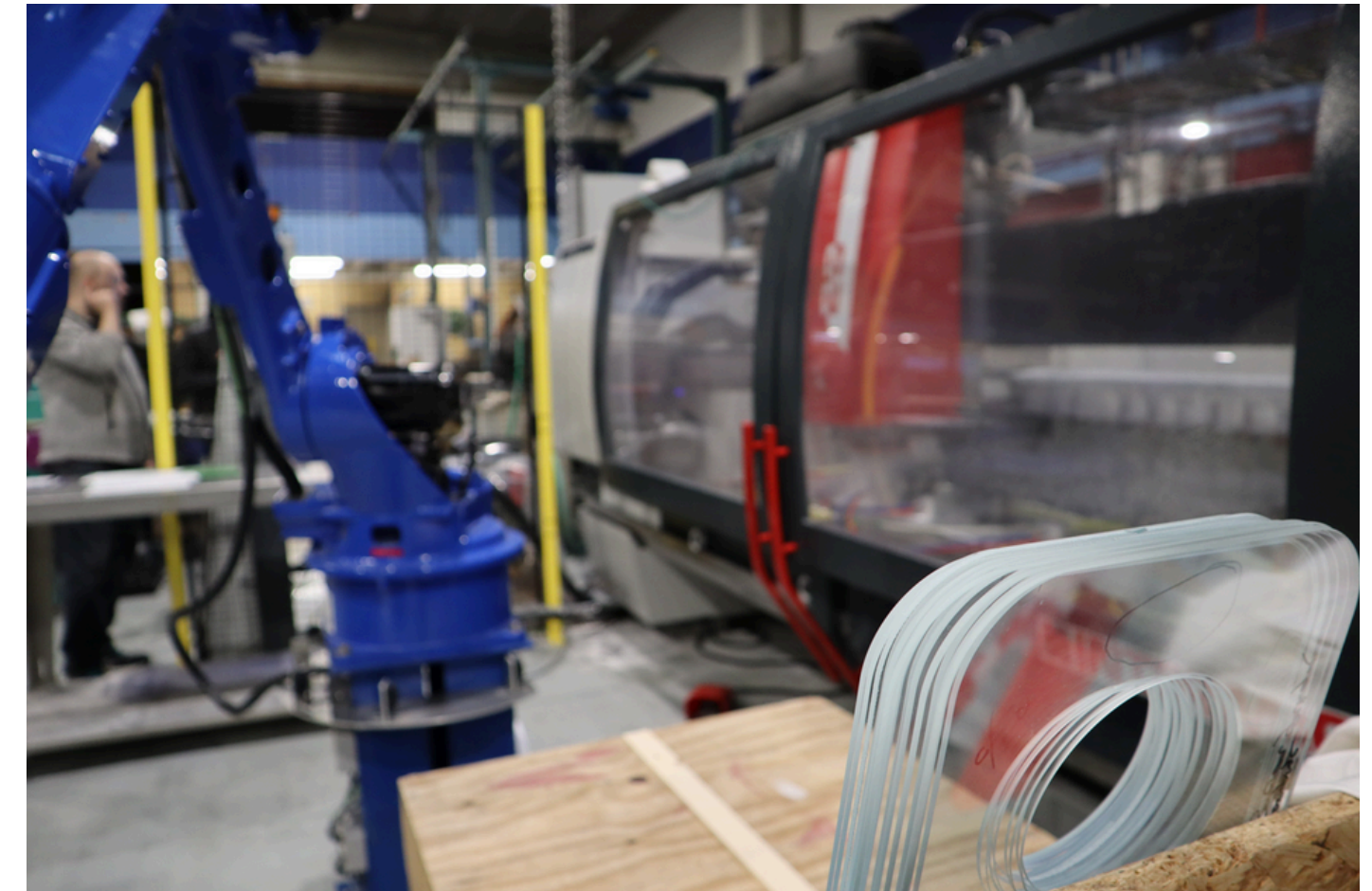
BASIS FOR PREPARATION

This report has been prepared based on data collected from our company. All climate figures have been calculated using Klimakompasset, based on the GHG Protocol.
The climate accounting covers the office in Herlev and the production facilities in Vojens. The accounting boundary is set at delivery to the customer. We have not included any processes after delivery or the use of our products by the customer.
This is our second comprehensive report, covering the entire company and including items in Scope 1, 2, and 3.

We have followed Klimakompasset's categorization into the following main categories:
- Energy and processes
- Procurement
- Transport
- Waste & recycling

Emission data in the 2024 climate report is from 2023.

Climate data has been collected through our accounting department, and all relevant accounts have been reviewed regarding their classification in Klimakompasset. We have a significant amount of secondary data, where monetary units have been entered instead of the actual quantities of various materials.

Data concerning our employees has been obtained from our payroll system and constitutes primary data.

The report is prepared on an individual basis, meaning it covers Mirit Glas A/S with CVR no.: 31170508.

Definitions

CO_2e stands for carbon dioxide equivalents. CO_2 emissions are measured and reported as CO_2e under three different types of emissions, referred to as Scope 1, 2, and 3.

Scope 1 refers to the direct emissions from activities that we control ourselves. These are emissions from our own vehicles and facilities for heat and energy production, such as natural gas plants.

Scope 2 refers to the indirect emissions from purchased energy, including electricity and district heating. These emissions occur elsewhere, for example, at the local combined heat and power plant or district heating facility.

Scope 3 includes all indirect emissions from our value chain and usually represents the largest share of the company's emissions.

Outside the scopes, there may be positive and negative emissions that should not be included in the overall result according to the GHG Protocol. These typically include waste management as well as, for example, the share of biofuel in various types of fuels.

OUR GOALS

| Area	Activity	Goal 2025-2028
Data quality	Analysis of suppliers and specific knowledge about what each delivers and in what quantities.	More primary data (+20%) and more information about the content of what we receive. More years of data, so we can better compare the years with each other regarding changes in emission data as well as the product mix. Overall, we need to consolidate and standardize our data.
Waste Management	We need to work on our waste. We must find sorting solutions and recipients who can ensure that we can measure our waste to a much greater extent.	High transparency regarding sorting and waste agreements, enabling us to measure the amount of waste and ensure that a larger proportion is recycled. We would like to gain more knowledge about the quantity of sand waste and its potential subsequent uses.
Transportation	A critical review of our transportation must be conducted through dialogue with our carriers.	The goal is 80% primary data.
Energy	Installation of solar panels (2024)	We aim to reduce our energy consumption by approximately 30%.

As this is our first report to include social data, we have not yet set targets for this area. Going forward, it will be a focus to develop goals related to our social responsibility. Our biggest task will be to validate and consolidate especially our climate data. This also means that we will not set specific reduction targets for our CO_2 emissions, except for energy, as we have installed solar panels in mid-2024 and therefore expect to reduce our electricity consumption from the grid by approximately 30%.
Additionally, waste management is a priority, aiming to improve our waste sorting and ensure a high rate of recycling thereafter.

OVERVIEW

Our total result for 2024 amounts to 459 tons of CO_2e. In comparison, our total emissions in 2023 were 754* tons of CO_2e.

In the 2023 report, a portion of the material consumption was counted twice. Additionally, there are other factors contributing to the difference, specifically regarding our purchased electricity, which has decreased, but due to changes in the emission factor used in the calculation, it shows an increase of 21%.
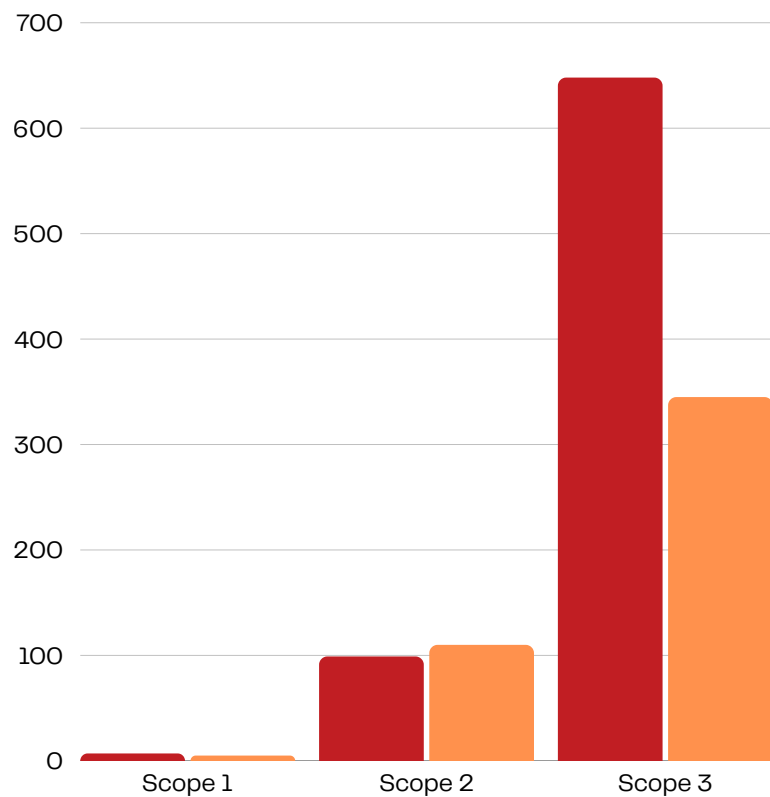
Greenhouse gas emissions / Tons of CO_2e	Year 2023	Year 2024
Scope 1	7	5
Scope 2	99	110
Scope 3	648*	345
Total CO_2e emissions	754	459
Outside the scopes	-3	-15
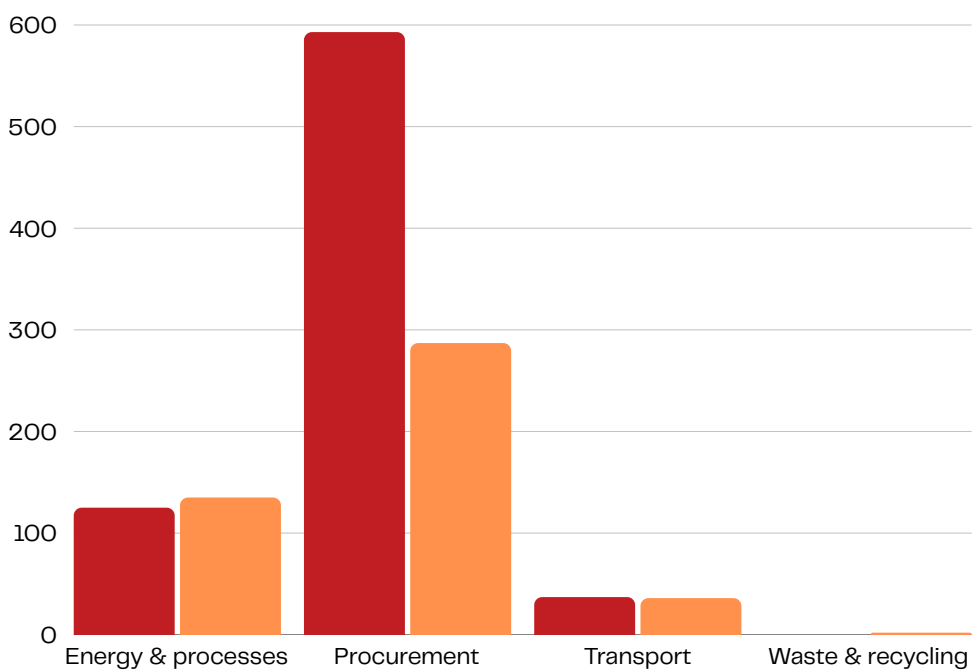
Greenhouse gas emissions / Tons of CO_2e	Year 2023	Year 2024
Energy and Processes	125	135
Purchasing	593*	287
Transportation	37	36
Waste and Recycling	0	2

Purchasing still accounts for by far the largest share, despite a significant reduction in CO_2 emissions. We have worked on some concrete initiatives related to our waste, which have given us a better overview of our waste, broken down by different fractions.

A large part of the explanation for the lower CO_2 emissions in 2024 is due to changes in emission factors, which have reduced our total CO_2 emissions.

In general, the product mix — that is, the different types of glass our customers purchase — has a major impact on the emissions we will have in each year. Depending on the type of glass and the processing involved, there will be differences both in electricity consumption and in the various items within our procurement.

We have chosen not to adjust the final 2023 climate accounts regarding the difference in emission factors.

*Adjusted by 19 tons due to double counting in 2023.

TOTAL ENERGY CONSUMPTION

Our electricity consumption accounts for 28.27% of our total CO_2e emissions. Glass processing is an energy-intensive process, and there can also be significant variation in the product mix we produce from year to year, which can cause fluctuations in consumption.

Although we installed solar panels in the second half of 2024, our overall electricity consumption has increased. However, we drew approximately 9% less electricity from the grid in 2024 compared to 2023.

Despite the solar panel installation, our CO_2 footprint has increased. This is primarily due to changes in emission factors, which rose by about 21% compared to the previous year. The solar panels contributed approximately 14% of our electricity consumption, which aligns well with our expectations for the solar installation.

In 2025, we will switch to purchasing only green electricity, which will have a positive impact on our CO_2 emissions moving forward.

Natural gas is used for heating (Scope 1) of the production facilities. Natural gas is a fossil fuel and a limited resource. However, it has a lower climate impact compared to oil and coal, which makes it a more acceptable option for heating.

In 2022, we conducted a trial to shut off the natural gas supply and instead utilize the process heat from production combined with a heat pump for heating. However, this was not sufficient to provide adequate heating, so natural gas is still used as a supplement.
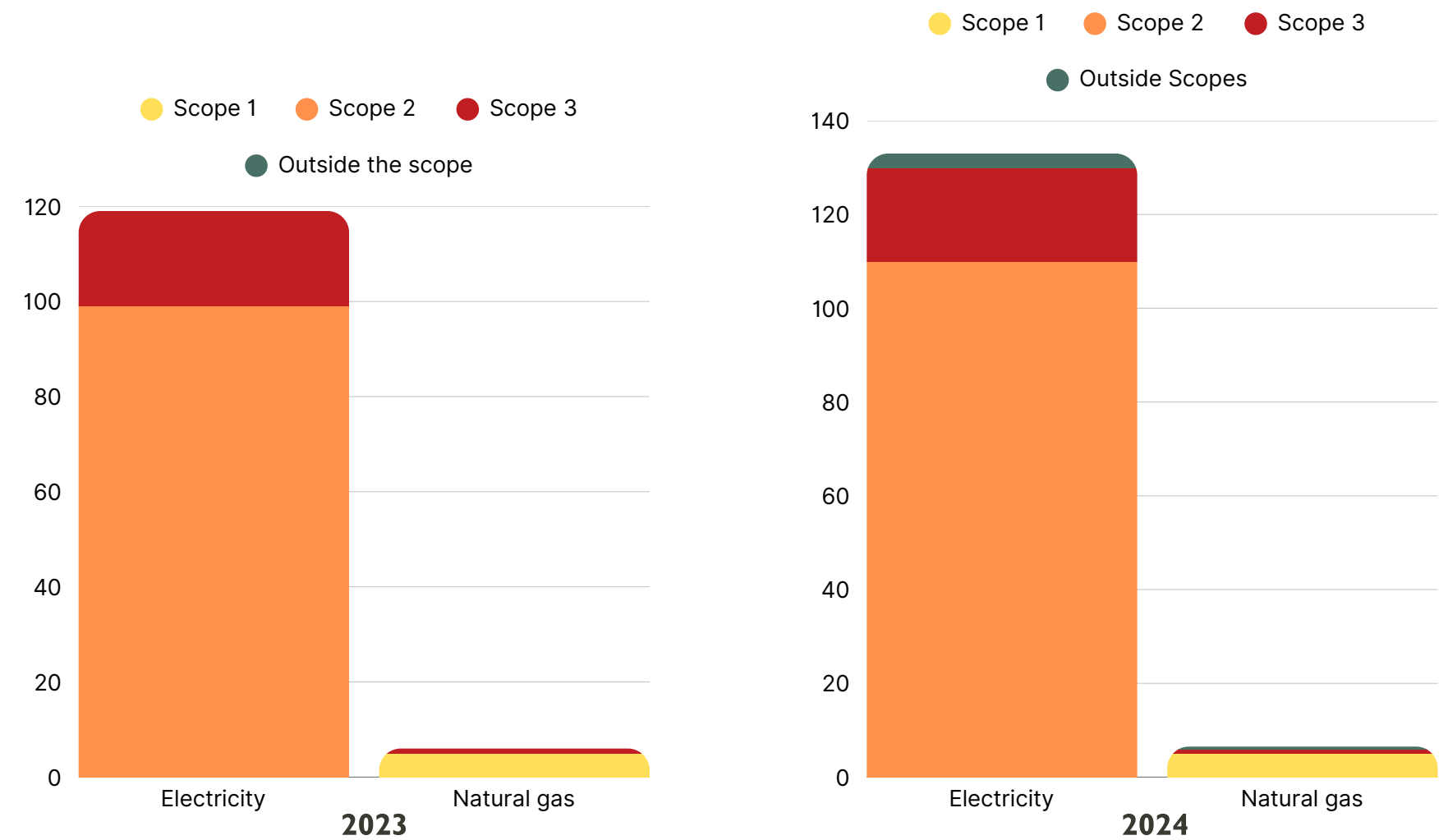
2023

2024

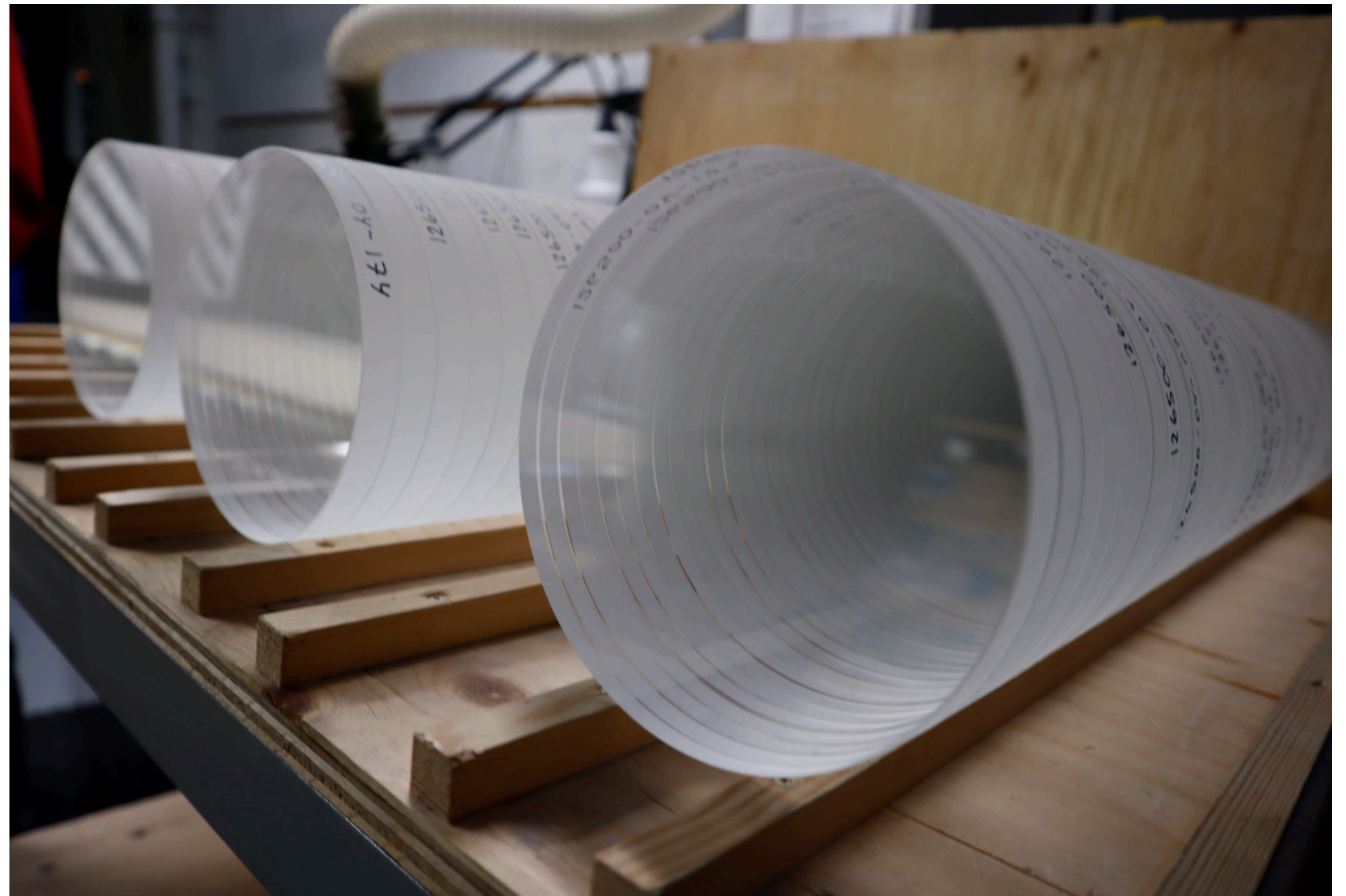| Energy consumption		
	2023	**2024**
Electricity	241.315 KWh	219.943 KWh
Solar panels	0	31.226 KWh
Natural gas	2.270 m3	2.270 m3
Total CO₂e	124,67 Ton	135,12 Ton

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EFFICIENCY BAROMETER

With this efficiency barometer, we aim to measure how effectively we utilize the CO_2 we emit in relation to selected activity parameters A, B, C, and D.
On all of our chosen indicators, we have improved our emissions performance.
The development of this efficiency barometer shows the efficiency of our production and resource consumption.
This means that we can achieve improvements on selected parameters even if our total emissions may increase. The efficiency barometer will serve as our internal tool to reduce resource consumption and, consequently, CO_2 emissions.

| Index	2023	2024
Total CO_2 Scope 1, 2 and 3 (excluding recycled waste)	100	59
Emission Reference A	100	42
Emission Reference B	100	84
Emission Reference C	100	53
Emission Reference D	100	65

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LARGEST EMISSION SOURCES

Regarding our largest emission sources, our electricity consumption and our procurement of glass are where we emit the most CO_2. This is as expected given our production facilities and the processing of glass for our customers.

In the coming years, we will also be looking much more closely into our data to work with the differences both in emission factors and in the product mix in our production. This can and will lead to variations from year to year in our electricity consumption, as well as in the need to purchase different types of glass and, for example, the use of external processing.

With respect to the leasing of machinery, the demand has remained almost unchanged from 2023 to 2024—it is the same machines we have in place. However, the emission factor used in the calculation has changed from 0.0680 tons CO_2 to 0.0408 tons CO_2, representing a decrease of 44%. If we adjust for this, the CO_2 emissions would be virtually the same.
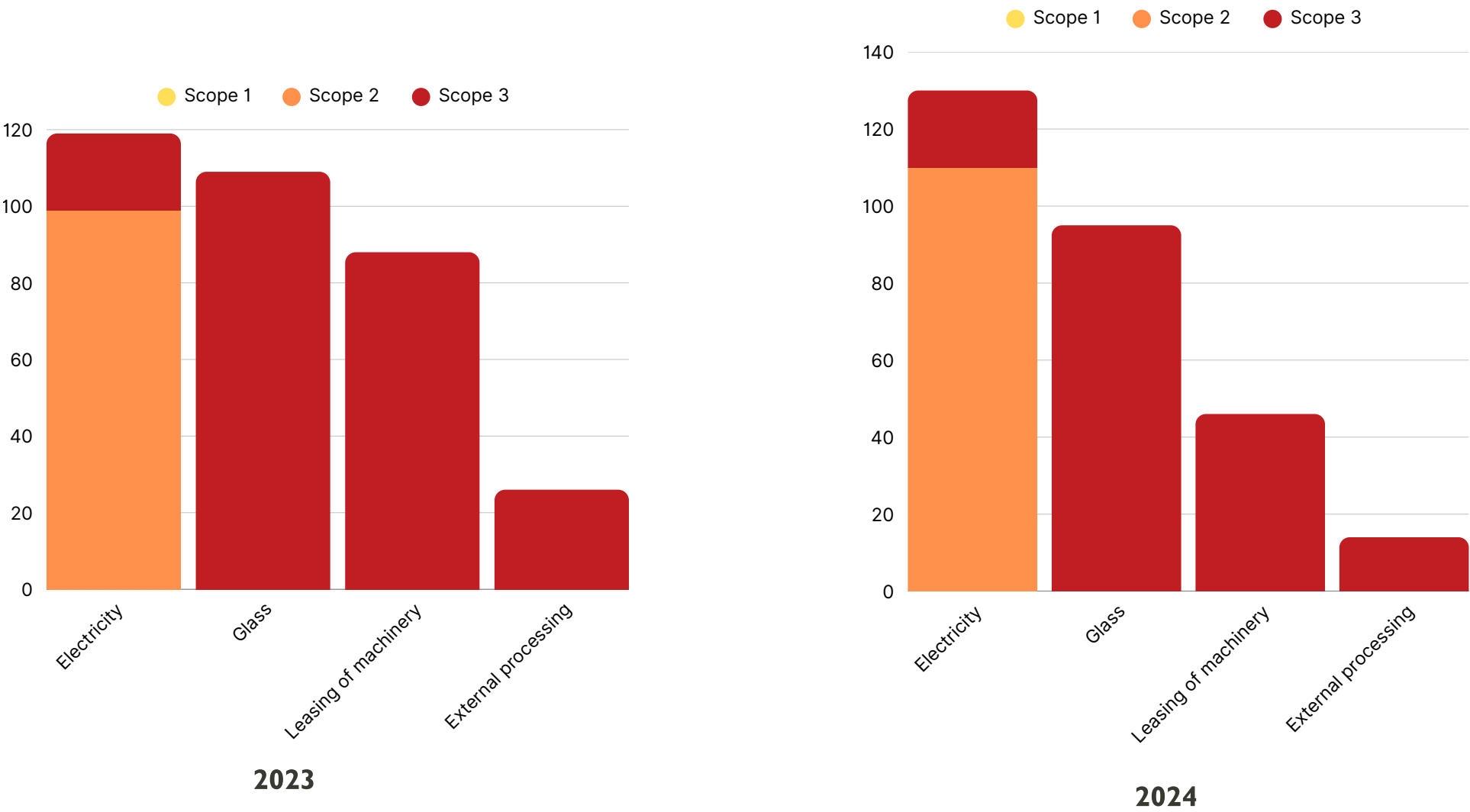
2023

2024

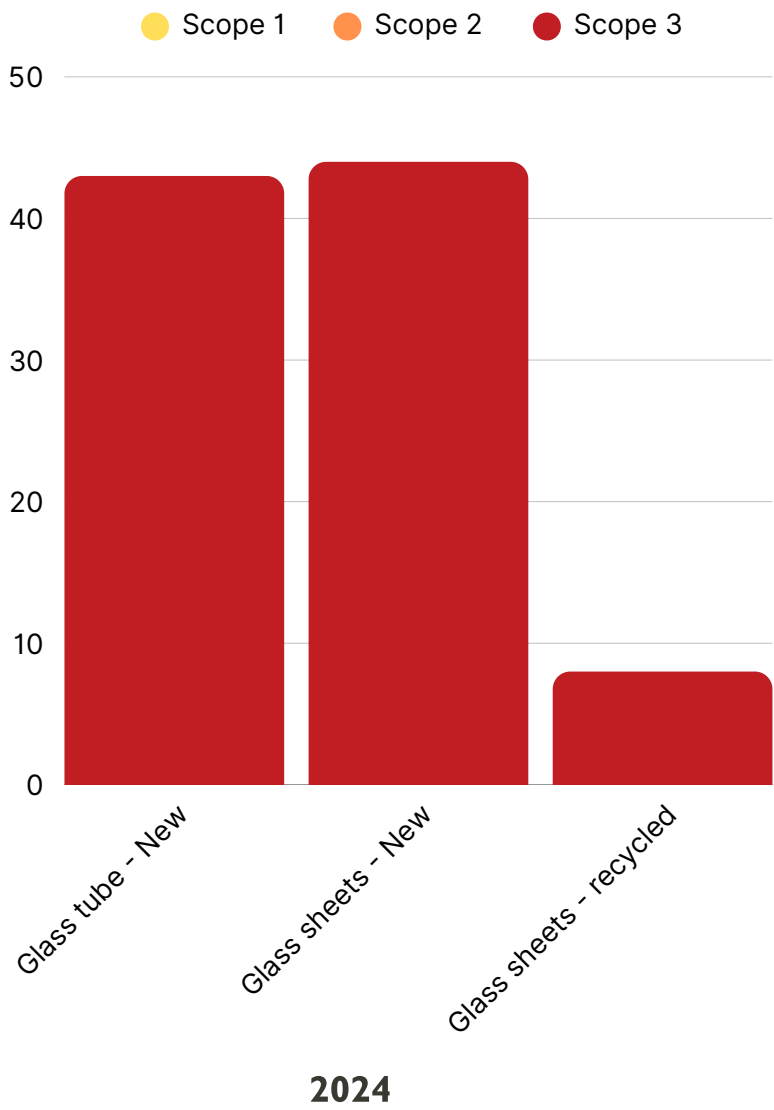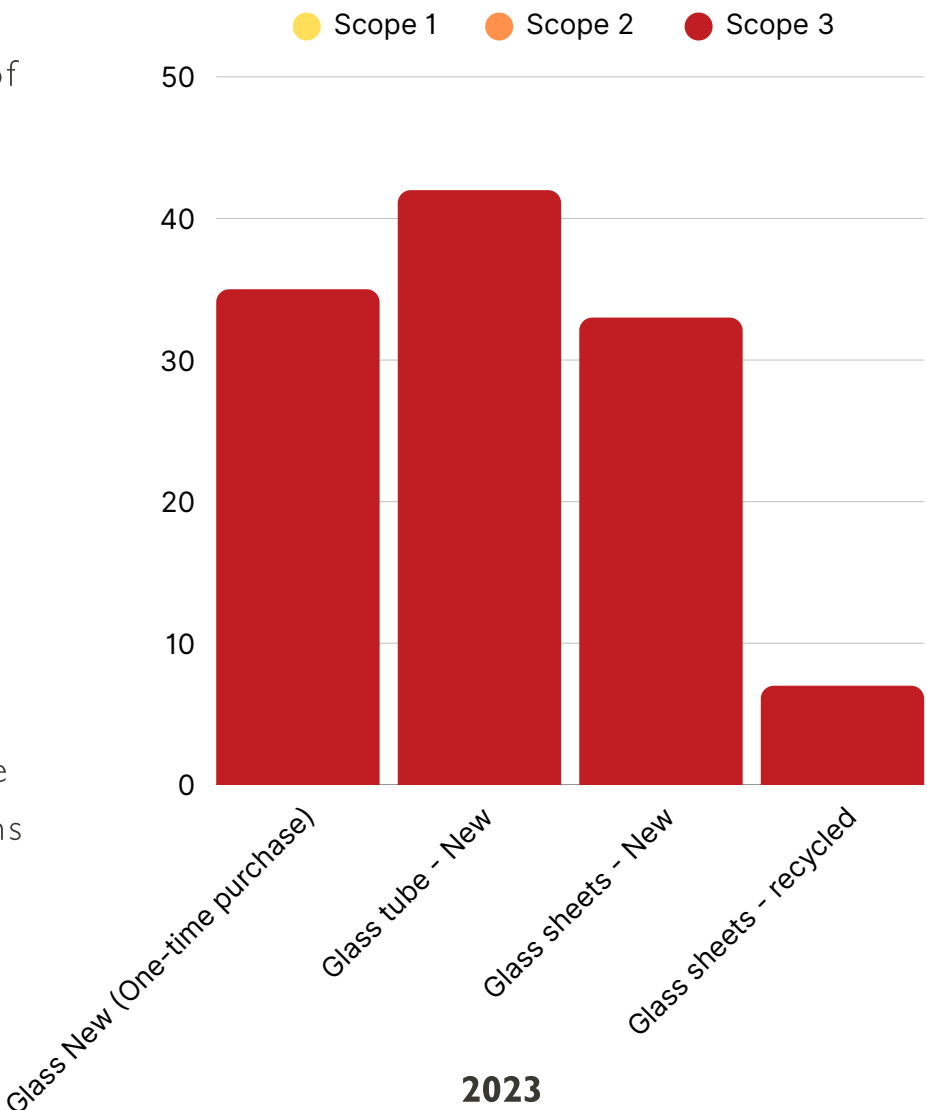| Largest Emission Sources / Tons CO₂e	Year 2023	Year 2024
Electricity	119	130
Glass	109	95
Leasing of machinery	88	46
External processing	26	14

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GLASS

We process glass according to our customers' requirements, which is why the purchase of raw glass accounts for almost 20% of our total emissions.

Glass is produced by heating sand, which is then mixed with lime, soda, or other similar additives, depending on the intended use of the glass. Glass is not just glass – there are many different types with specific properties. At Mirit Glas, we use both flat glass and glass tubes, which are processed using various techniques, including grinding, tempering, bending, laminating, screen printing, and cutting.
When there is a need for special treatments – for example, glass coating – we purchase these services from external partners. This is also reflected in the overview of our main emission sources.

Glass is an amazing material; when sorted correctly, it can be recycled indefinitely. At the same time, glass is almost indestructible, meaning it remains glass even after various forms of reuse or recycling.

In our data collection, we have inquired with our suppliers about the amount of recycled glass in the purchased materials. Overall, the reported amount of recycled glass accounts for just under 7%. However, some suppliers have informed us that their use of recycled glass is around 22%. We expect the actual use of recycled glass to be significantly higher than the data currently available to us — which is why this remains a priority area. We want to gain a better understanding of the data from our suppliers and their subcontractors.

2023

2024

Emission from glass purchases / Tons CO2e	Year 2023	Year 2024
New glass	109*	87
Recycled Glass	7	8

*In 2023, we had a large glass purchase that was not repeated in 2024, which alone accounted for nearly 35 tons of CO2e.
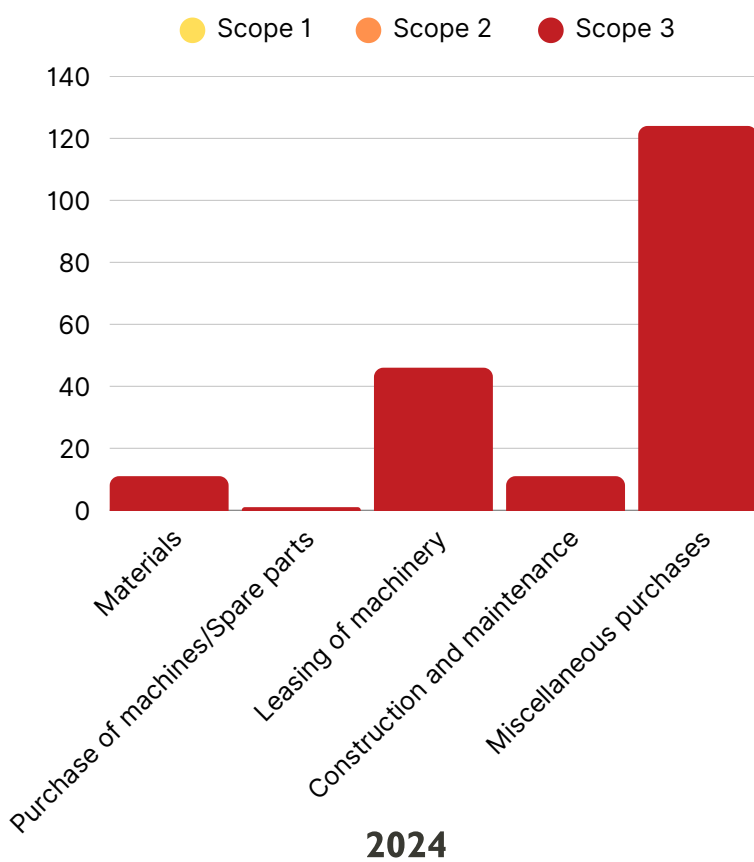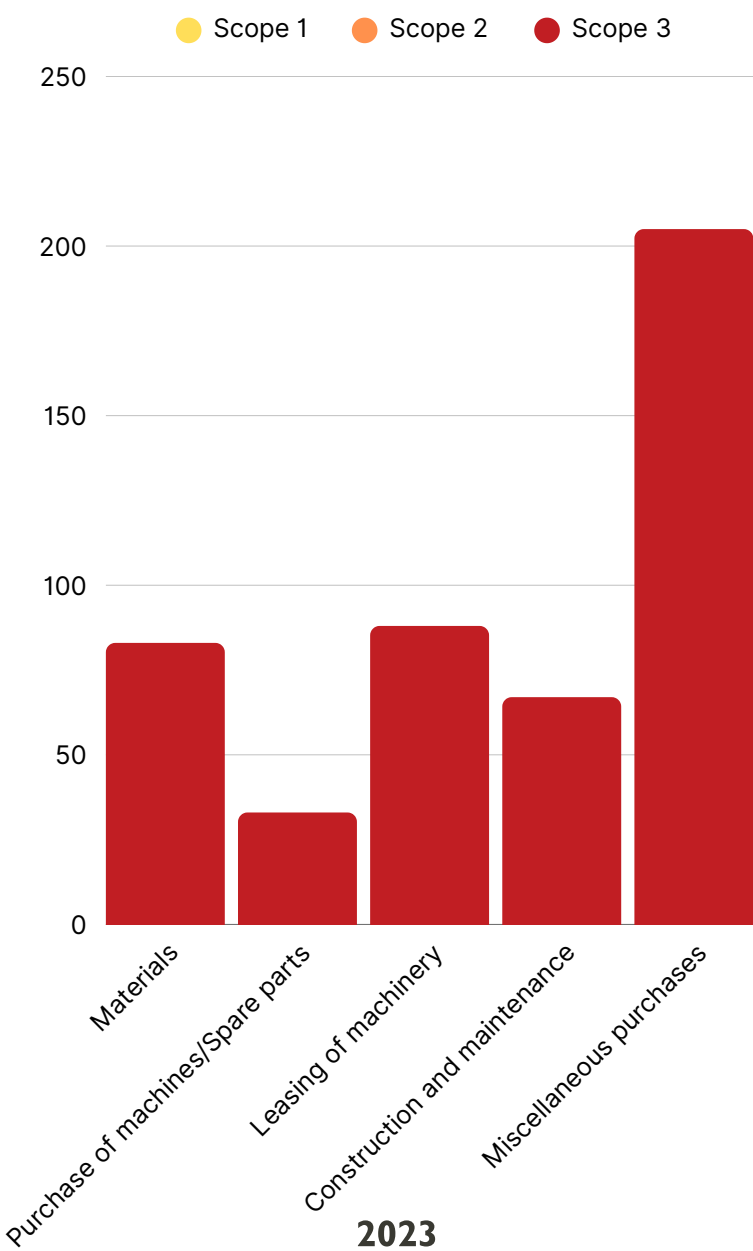
PURCHASING

Besides glass, we also purchase other materials, products, and services necessary to produce our goods and operate our business in general. Our material purchases cover both materials directly used in the production of our products and other types of materials such as cleaning agents and wiping paper. Glass is not included in this category.

The total emissions from the purchase of products and services amount to 192.19 tons CO_2e. This means that our procurement has changed significantly compared to last year, with a CO_2 reduction of approximately 60%. This decrease is not due to deliberate reductions but is caused by both changes in emission factors and our product mix.
The category of construction and maintenance also includes costs for machine maintenance. Both the categories of machinery/spare parts purchases and construction and maintenance are areas where we want to gain more detailed data.

The miscellaneous purchases category includes items that are not directly related to our production, such as various services, office supplies, employee activities, hotels, IT services, and marketing. Most of the data in this category are not primary data, meaning that they are monetary entries based on purchase amounts (DKK) rather than specific data on the exact product/material and quantity purchased.

When collecting data, we have focused mainly on the purchase of glass and we will, in the coming years, work on ensuring higher data quality for a broader range of our purchases. In total, we have 94 data points related to purchased materials, products, and services, of which only about 3% are primary data. Approximately 60% of the data points are services such as marketing, consulting, machine and equipment servicing, IT and software, and rent. We do not expect to set reduction targets for these categories as they are essential for running our business operations

2023

2024

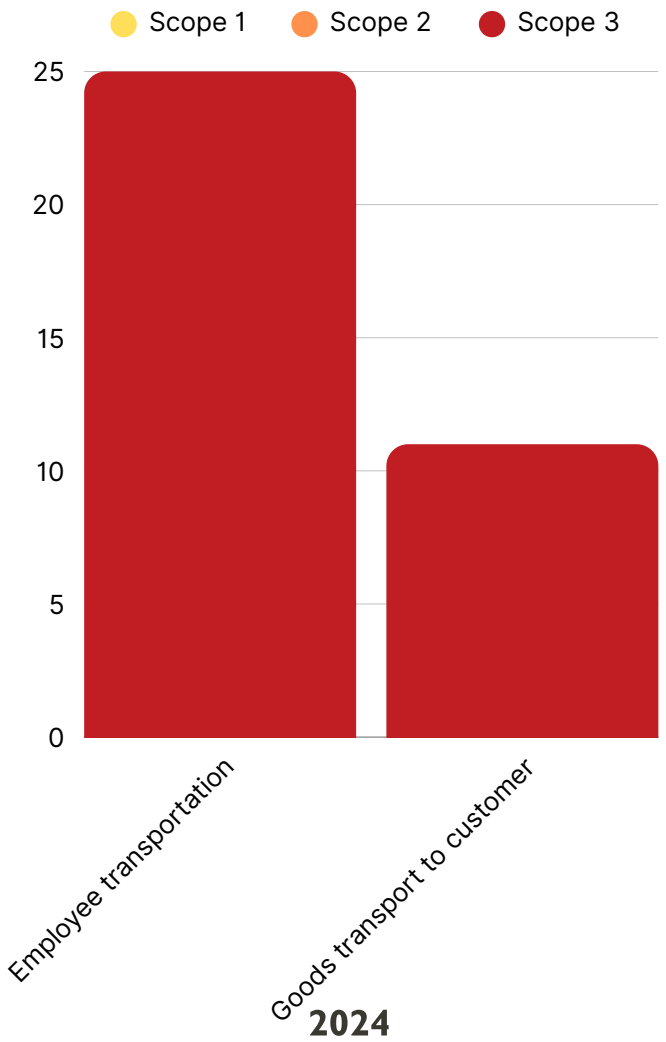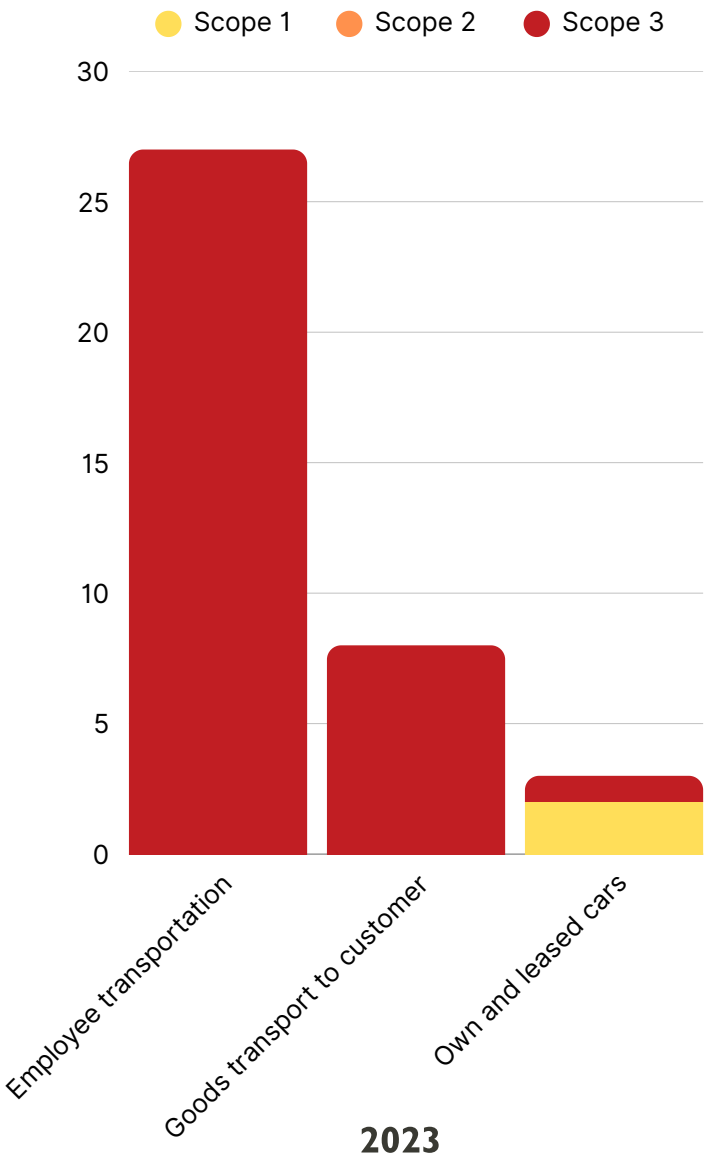| Purchases/Ton CO2e	Year 2023	Year 2024
Materials and products for production	83	11
Purchase of machinery/spare parts	33	1
Leasing of machinery	88	46
Construction and maintenance	67	11
Miscellaneous purchases	205	124

TRANSPORTATION

Our transport emissions account for 7.73% of our total emissions. We have included outbound transport, meaning transportation to our customers.

We have chosen not to make assumptions about inbound transport. One of our goals for the coming years' reports is to ensure greater transparency regarding both inbound and outbound transport. In this report, approximately 25% of the data are secondary.

Employee transport, which mainly consists of commuting to the production facility in Vojens, reflects that our location in Vojens is in a more remote part of Denmark ("udkantsdanmark"), where commutes are typically longer than in larger cities and public transportation options are limited.

2023 — Scope 1 | Scope 2 | Scope 3

2024 — Scope 1 | Scope 2 | Scope 3

| Transport/ Ton CO2e	Year 2023	Year 2024
Employee transportation	27	25
Own and leased cars	2	0
Transport to customer (Outbound)	8	11

WASTE

In total, we delivered 56,050kg of waste in 2024, of which 21,760kg was sent for recycling. This means that nearly 40% of our waste is recycled. Compared to 2023, we have recorded more waste, which is due to more specific waste agreements that allow us to track waste differently than in 2023. For example, the sand from the water jet cutter (VS) was not included in 2023 because we did not know the amount collected.

Currently, the sand is sent to landfill, which we want to change by turning the sand into a resource.
Although we recycle a large portion of our waste, the benefits do not accrue to us, and therefore the figures for emissions are reported outside the scopes.

Our waste mainly consists of production waste such as glass, metal, wood, plastic, and cardboard/paper.
Most of the cardboard/paper waste, for example, is reused internally as packaging material for deliveries to customers.
Moving forward, we will work on improving our waste management, focusing more on waste prevention and reuse. We have, among other initiatives, entered into a collaboration with MADE, LINX, and the Danish Technological Institute to find solutions for laminated glass and masonite boards.
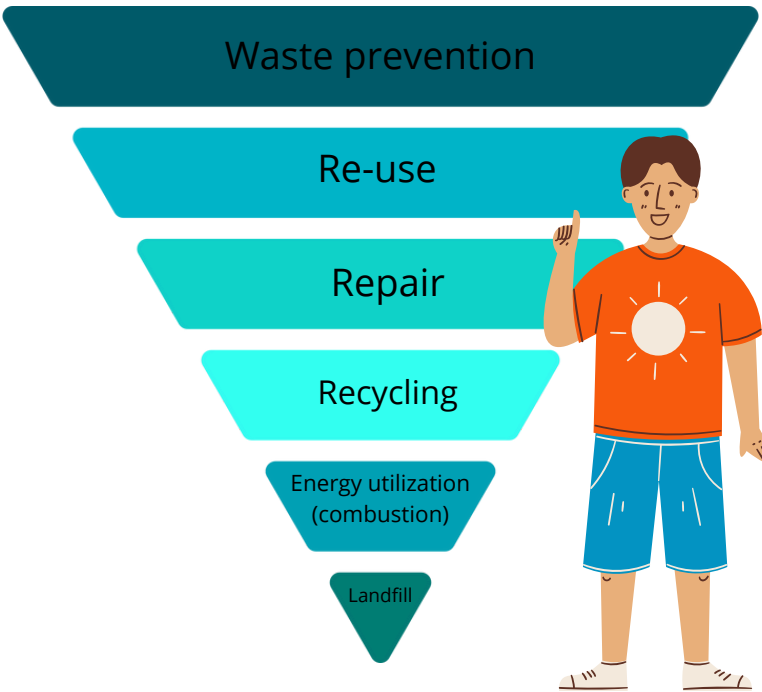
Total annual waste volume – distributed for 2023 & 2024			
Waste type	Total waste volume - 2023/2024	Waste sent for recycling - 2023/2024	Waste sent for disposal - 2023/2024
General waste	13.750 kg./ 12.130 kg	0 kg	13.750 kg./ 12.130 kg (incineration)
Laminated glass	1.580 kg./ 840 kg	0 kg	1.580 kg./ 840 kg (incineration)
Glass	22.040 kg./ 20.700 kg	22.040 kg./ 20.700 kg.	0 kg. / 0 kg.
VS sand	N/A / 21.320 kg	0 kg.	21.320 kg (landfill)
Cardboard	N/A / 900 kg.	900 kg.	0 kg.
Plastic	N/A / 160 kg.	160 kg.	0 kg.

Greenhouse gas emissions / Tons CO2e	Year 2023	Year 2024
General waste	1,70	1,52
Laminated glass	0,93	0,50
Glass	-6,88	-20,70
VS sand	N/A	1,63
Cardboard	N/A	-0,89
Paper	N/A	-0,28
Total CO$_2$e emissions outside scopes	-4,24	-19,85
Total CO2e emissions – Scope 3	0	1,63

OUR EMPLOYEES

Our employees are our most important asset; without them, we would not be able to produce and sell our products. Success is something we create together, and we have a strong focus on our employees.

The production consists of different teams that both plan their day and ensure that problems and challenges are solved throughout the day. It is important to us that each employee has responsibility in relation to the work tasks and generally in relation to the team. Cooperation within the team is just as important as professionalism; we must be able to help and support each other. Therefore, the teams also participate in job interviews when we are hiring new employees.

We work with annual performance reviews (MUS) as well as annual wellbeing surveys. In connection with our Sustainable Development Goals project, a suggestion box was set up where all suggestions are welcome, whether they concern efficiency improvements, solutions to challenges in production, or proposals for social activities.

We all take joint responsibility both for our working environment as well as for the climate and material consumption. What is common sense is usually also both economically and sustainably responsible; we think things through together.

Contract type	Number of employees
Temporary employment/Substitute position	0
Permanent employment	24 people
Part-time employees	5 people
Total number of employees	29 people

HEALTH, SAFETY AND EDUCATION

As an industrial production company, safety is an important element in our daily work. We work with heavy lifting, large machines, automation, and high heat. This means that we must constantly ensure our working environment. We conduct regular safety inspections and have, among other things, invested in robots to avoid repetitive tasks that can cause inappropriate wear and tear on our employees.
We have lifting cranes for heavy products and ventilation systems to ensure good indoor air quality.

Education is an important area for us, both for our apprentices and all other employees. We encourage education and courses, and especially in recent years there has been a focus on "green" courses. Employees also participate in various courses on communication, conflict management and collaboration, wellbeing, and personal profiles and traits.
We continuously run awareness courses consisting of mandatory video sessions where our employees, for example, learn about IT security and hacking attacks. The course ends with an exam that must be passed.

No serious accidents occurred in 2024, but we had one minor accident due to mishandling that resulted in one day of absence.

Occupational accidents	Year 2024
Number	1

Work-related deaths	Year 2024
As a result of an occupational injury/accident	0
As a result of work-related ill health	0

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Grow™

INDBERETTET SAMFUNDSMÆSSIG VÆRDI I DEN SOCIALE BÆREDYGTIGHEDSBEREGNER

8 DECENT WORK AND ECONOMIC GROWTH

MIRIT GLAS A/S
HAR MED 7 SOCIALE ANSÆTTELSER I 2024 SKABT FØLGENDE VÆRDI FOR SAMFUNDET:

	I ALT PR. ÅR
SOCIAL BUNDLINJE	**1.574.346 KR.**
STAT	1.080.148 KR.
REGION	47.221 KR.
KOMMUNE	446.977 KR.

DEN SOCIALE BÆREDYGTIGHEDSBEREGNER ESTIMERER DEN MINIMUMSGEVINST, SOM VIRKSOMHEDEN BIDRAGER TIL SAMFUNDET MED, NÅR DE ANSÆTTER PERSONER FRA KANTEN AF ARBEJDSMARKEDET. BEREGNINGEN ER GODKENDT AF REVISIONSFIRMAET DELOITTE.

We have used GROW™ to calculate our social bottom line — i.e., the benefit we as a company contribute to society when we hire employees who have difficulty establishing themselves in working life or who, for other reasons, struggle in a regular work environment. It is part of our company and our values to be inclusive and to contribute what we can in relation to our social responsibility.

In 2023, we received the award as Social Company of the Year in Haderslev Municipality for our special effort to retain employees or integrate citizens who need inclusiveness and extra support to gain a foothold in the labor market.

Today, just over 24% of our workforce are social employment positions, which we are actually quite proud of.

Social employment	2024
Adult apprentices - 3 years	2 pers.
Flex job worker	4 pers.
Employee from benefit	1 pers.
Total number of employees	29 pers.

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GLOBAL GOALS TO EVERYDAY GOALS

In 2020, we launched a project about the Global Goals, a project that also marked the beginning of a more focused approach to working with sustainability and green transition. When we started, we worked with 11 goals; today, we concentrate on three Global Goals.

Global Goal 3: Good Health and Well-being
- Prevention of wear and tear caused by repetitive work
- Providing resources for dependencies such as drugs, smoking, and alcohol
- Well-being days / well-being surveys
- Focus on good indoor climate

Global Goal 8: Decent Work and Economic Growth
- Adult apprentices, job clarification programs, flex job workers, interns
- Socially responsible workplace, with inclusiveness and a focus on everyone's well-being

Global Goal 12: Responsible Consumption and Production
- Phasing out/substituting various types of chemicals in production
- Process optimization
- Minimization of waste
- Focus on waste sorting
- Reuse of packaging materials for customer shipments

Today, the Global Goals are an integrated part of how we think about and work with our company.

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CALCULATION METHOD AND REFERENCES

The climate account has been prepared based on the Greenhouse Gas Protocol (GHG Protocol), and all collected data has been entered into Klimakompasset.

The climate account is based on data collected internally by Mirit Glas, as well as directly from our suppliers. We have reviewed all our purchased goods, both those used in production and materials or other items used for operating our business.

We have used all data, meaning nothing has been excluded; however, we have a significant amount of secondary and thus generic data where it has not been possible to fully determine the quantity and material of the purchased items. We have nevertheless chosen to include this in Klimakompasset by entering an amount and addressing the categorization.

Our upcoming goal is clearly to optimize the data and ensure the highest possible precision in the data. Approximately 20% of the total number of data points are primary data. All data is documented and follows our financial bookkeeping and categorization. Electricity, water, and heating (natural gas) data are obtained from annual statements from the respective utility companies.

Activities data X **Emission factor** = **CO_2e-emission**

Secondary data

Monetary units
- Dkr. per. product
- Dkr. per. supplier
- Dkr. per. purchasing category

- Based on general tables about CO_2e / Dkr.
- Based on LCA-databases CO_2e / kg

Primary data

Physical units
- Kg per. product
- Kg per. product category

- Kg CO_2e /Dkr./supplier
- Kg CO_2e /kg/product category
- Kg CO_2e /kg/product
- Kg CO_2e /kWh

Increased precision

Screening
Using the Climate Compass' built-in emission factors
- **Quick start**
- **Priorities data collection**
- **Analyse possible actions**

Accurate climate accounting
Supplement with supplier-specific emission factors
- **Use it for supplier assessment and purchasing management**
- **Follow-up on reduction targets**

Klimakompasset (Erhvervsstyrelsen) is used as the calculation tool for preparing the climate data, and only emission data from Klimakompasset has been used.
The calculation year is 2024 – emission data is from 2023.
Social data is obtained from our internal payroll systems and reflects the year 2024.
Additionally, we have used GROW™ to calculate our social bottom line using data about our employees and their employment conditions.
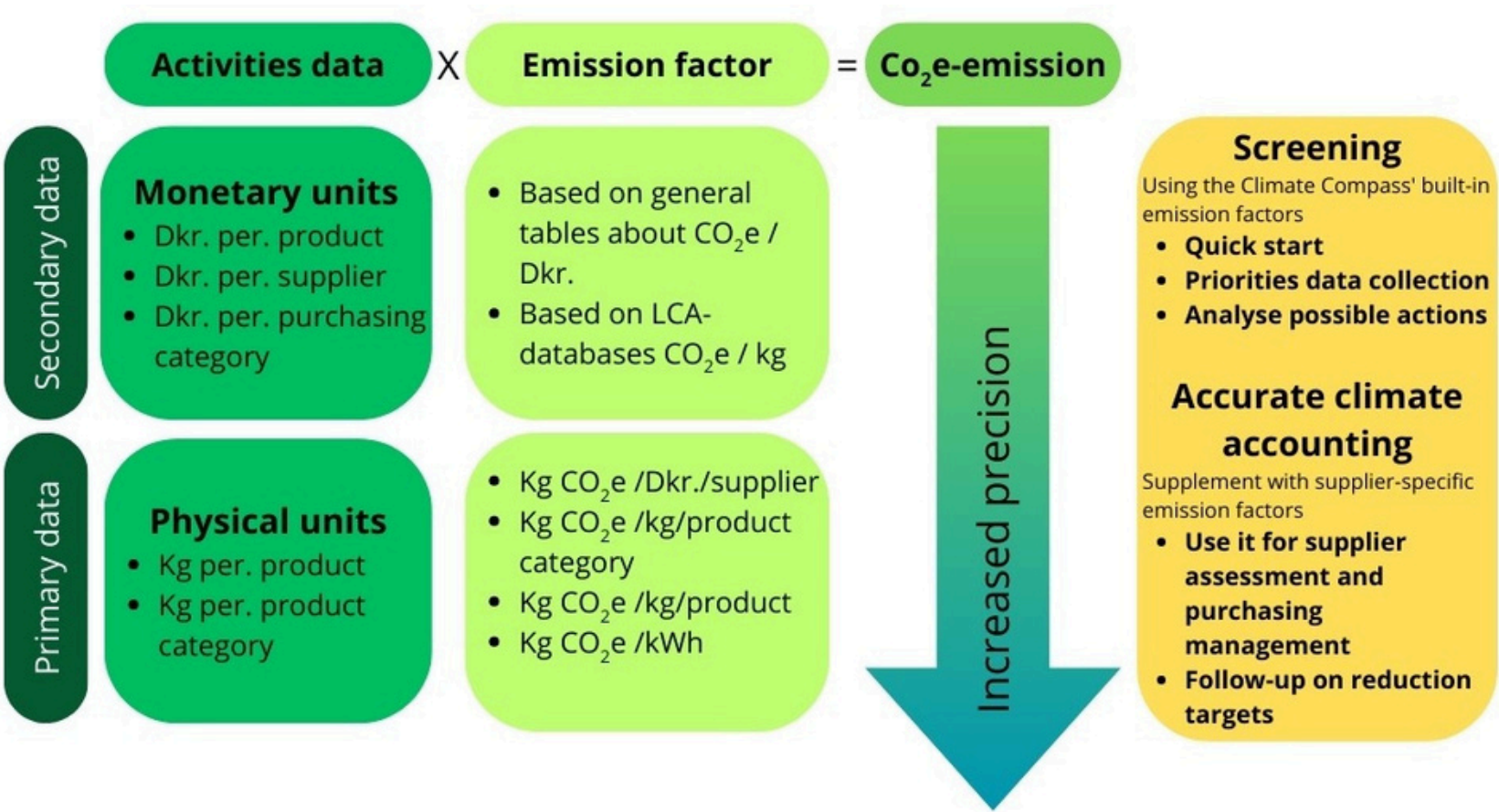
THANK YOU FOR
READING ALONG

July 2025

Mirit Glas