

CSR Report
2025



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Alumeco Holding's CSR Report 2025 pertains, unless otherwise specified, to the entirety of Alumeco Holding and constitutes the obligatory disclosure concerning social responsibility, following in the wake of Alumeco Holding's annual report as per Section 99a of the Annual Accounts Act.

Alumeco Holding encompasses Alumeco ApS, Aluwind ApS and all subsidiary companies. The present report addresses the fiscal year of Alumeco Holding from 1 January, 2025, to 31 December, 2025.



Foreword

ESG is moving fast, and 2025 has been no different from previous years. We spent the first part of the year preparing for the EU CSRD directive, and then the last part pivoting to voluntary reporting.

In Alumeco Holding, we have taken this as an opportunity to review and rethink our ESG efforts and make a new game plan.

And we are proud of the progress we have made in 2025. We have established a long-term ESG roadmap extending towards 2050, supported by indicative milestones for 2030 and 2035.

Most importantly, our work with CSRD has helped us to streamline our data collection and, not least, our ESG structure. And even though reporting is now voluntary, it is no less relevant.

ESG is a project that requires the entire value chain to work together, and our role as a wholesaler is as important as ever. As the core link between suppliers and customers, our role is to be able to provide as much data as possible to serve all types of customers. That is how we remain competitive.

This is especially true in connection with CBAM, which entered into force on 1 January 2026. As an importer, we handle all reporting and procurement of CBAM certificates, and hopefully our customers will not even notice the change.

CBAM is also one of the reasons why more and more metal production is being pulled back to Europe these years:

First it was war and sanctions, now it is trade war and unpredictability. But even though prices fluctuate more than usual, and even though the country of origin may change on your purchases, we remain optimistic about the future. Europe has the capacity and capabilities to produce metal and steel in large quantities, and the markets must adapt to a new reality.

In 2025 we have once again strengthened our reporting and compliance work, while at the same time running a healthy business. This is not least due to good cooperation with suppliers, customers and other business partners.

In this report, you can read about how we have succeeded in this and what our final plan looks like.

Enjoy your reading!

Patrick Meessen
Alumeco Holding CEO

Alumeco Holding

Alumeco Holding consists of 22 companies in 13 countries. The companies encompass two business areas grouped under Alumeco and Aluwind, respectively. Alumeco is the wholesale distributor, while Aluwind is the group's wind turbine business.



Alumeco ApS was established in Denmark as a wholesaler firm in 1983. Since then, Alumeco has evolved from a local Danish firm to a major international trading company selling aluminium, copper, brass, bronze and stainless steel to the metal-consuming industry.

The headquarters of Alumeco ApS, located in Odense (Denmark), employs 250 persons and has about 45,000 m² of office and warehouse buildings, the latter comprising the central warehouse for most of the firm. Alumeco's other large central warehouse is in Coswig (Germany) and is 17,000 m² in size.

All in all, Alumeco employs 600 people in 13 countries. The companies in Germany, the Netherlands, Sweden, Finland, Poland and Lithuania each have their own warehouse locations.

- **Aluminium, copper, brass, bronze and stainless steel**
- **Wholesale business (standard products)**
- **Customer-specific solutions**
- **Construction**



Aluwind ApS was founded as an independent order-producing firm in 2009 and has since established firms in China (2011), Poland (2016) and Turkey (2025)

With a total of 400 employees, Aluwind supplies components to the world's leading wind turbine producers. Aluwind has its own production and warehousing locations.

- **Components for on- and offshore wind turbines**
- **Components for wind turbine foundations**
- **Assembly kits including third party components**

Strong company through 40 years

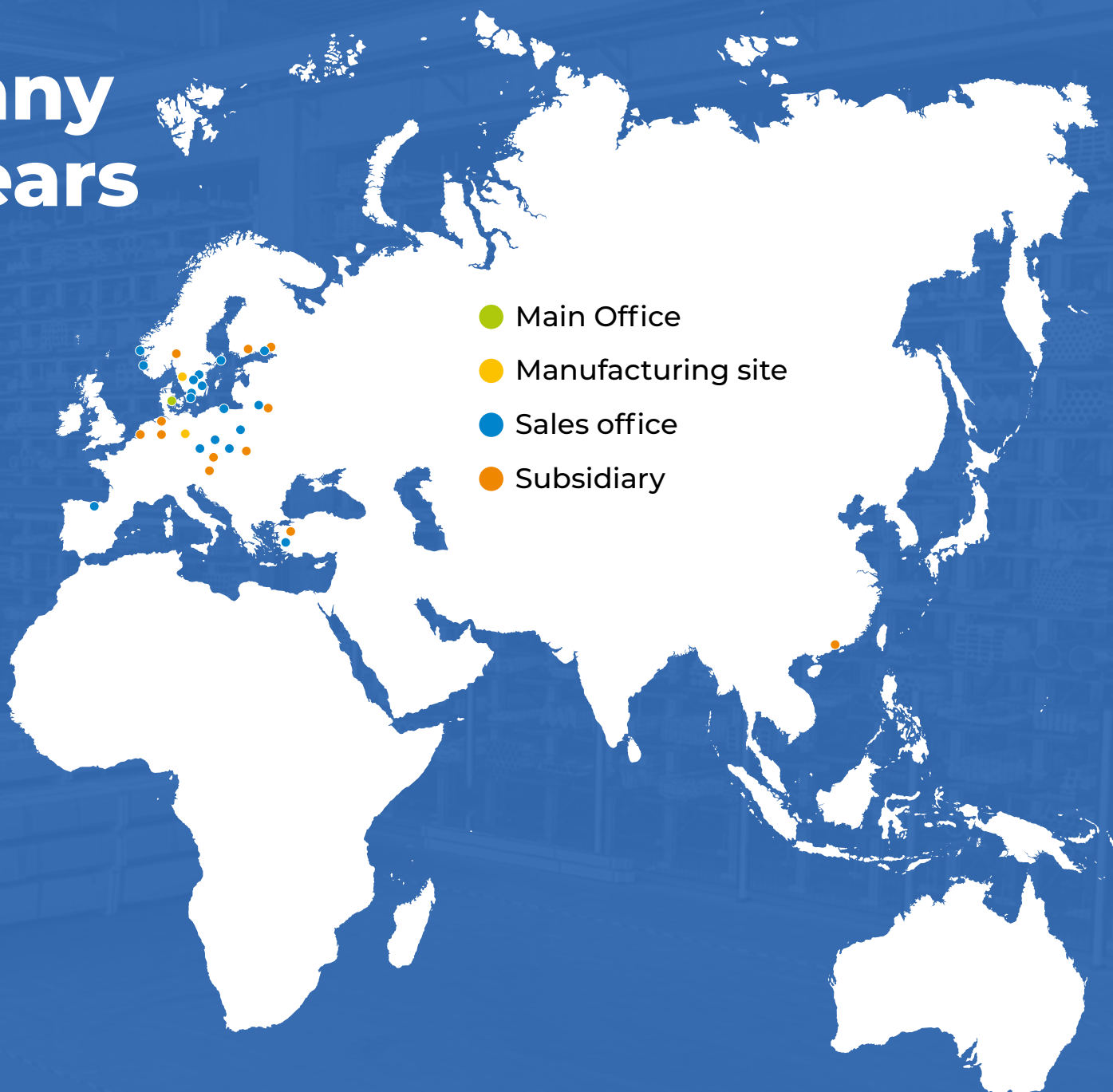
Over 40 years, Alumeco Holding has built a strong, international firm based on highly capable employees and effective business operations.

We are known for our extensive knowledge and competent advice regarding aluminium, copper, brass, bronze and stainless steel.

As a global supplier and collaborating partner, and by virtue of our many subsidiaries in Europe and China, we have developed a broad international network.

We have continually invested in the firm's physical infrastructure, so that we now have the largest aluminium inventory in Northern Europe, with our own coil center and three fully automatic high-rack storage systems.

Aluwind also has its own full-scale production facility.



ESG in Alumeco Holding

Our ESG work seeks to create value for customers, suppliers, employees and the society in which we operate.

We endeavour to make it easier for our customers to choose those products and solutions that contribute to their ESG goals. Our approach reflects the core values that we have pursued for more than 40 years:

Business efficiency, customer focus and dedication

ESG has been a pillar of our business strategy since 2019 and is anchored in our policies and management systems. Our ESG work is based on the most essential priorities and is guided by analyses, policies, targets and ongoing follow-up.

Climate and Environment

Affordable and clean energy

SIGNIFICANT RISKS

Alumeco is part of an industry with a significant climate impact. The production of metals is resource- and energy-intensive, and our goal is to reduce both our own footprint and to influence the value chain before and after us.

POLICY

Our climate work is inspired by the objectives of the Paris Agreement and supports a long-term ambition to contribute to a lower-carbon future.

In our own operations, we are working towards phasing out all direct emissions from fossil fuels by 2035 at the latest. These goals are regularly reviewed and translated into specific local decarbonization plans for each of our subsidiaries.

The work is anchored in our environmental policy and environmental management system (ISO 14001).

We have mainly taken the following measures:

- Increased energy efficiency in buildings, warehouse operations and equipment
- Electrification and transition to less fossil-intensive solutions where technically and economically feasible
- Increased use of renewable energy sources.

ACTIONS AND RESULTS

We continually work to reduce energy consumption and increase the share of renewable sources across our subsidiaries. Improved data collection creates the basis for targeted efforts.

FUTURE IMPROVEMENTS

Local decarbonization plans are regularly updated in line with technological and market developments. We work continually to reduce direct emissions in line with the 2035 target.



Responsible consumption and production

SIGNIFICANT RISKS

Primary production of metals is coal and energy intensive. The scrap generated by our production processes results in unnecessary smelting and a higher climate footprint in the value chain.

POLICY

We work continually to maximize resource efficiency in order to reduce scrap, excess packaging and waste and thereby minimize waste and unnecessary climate footprint. We are working towards zero waste to landfill (ZWTL) and prioritize efficient use where possible.

ACTIONS AND RESULTS

The scrap percentage for profile and plate cutting has decreased by 3.5%, from 17.9% (average from the reference years 2019–2021) to 14.4% in 2025. We are continually working to expand our range of products with a lower climate footprint, such as materials produced with renewable energy sources or with a high content of recycled scrap.

FUTURE IMPROVEMENTS

We are approaching a level where further scrap reduction has limited effect. In the future, we intend to expand our focus towards packaging and other waste streams and to promote more circular solutions in collaboration with our suppliers and local partners.



Climate action

SIGNIFICANT RISKS

Scope 3 accounts for around 99% of our CO₂e emissions. As a wholesaler, we rely on influencing the value chain and using our market position to promote greener choices among our suppliers and customers.

POLICY

Our long-term ambition is to continue reducing emissions from our own operations and to improve transparency across the value chain.

As the greater part of the climate footprint lies in the value chain, we also prioritize cooperation with our suppliers and customers as well as improving data quality and documentation.

ACTIONS AND RESULTS

Our work with suppliers and customers includes the following:

- Supplier dialogue with a focus on documentation, including EPDs and suppliers' own climate targets
- Stepwise development of supplier engagement in line with data access and market development
- Support for customers' ESG work through access to comparable data.

FUTURE IMPROVEMENTS

We will continue to strengthen data quality and supplier engagement. We work continually to expand our range of products with documented lower climate footprints and to increase the share of products with standardized product documentation.



CO₂ Emissions

The table below shows the trend in **Alumeco's** CO₂ emissions (Odense + Coswig) from the baseline year 2023 until the latest data.

The emissions are measured in tonnes CO₂.

2023 has been set as our new baseline, because that year marks a shift towards more accurate data sources.

Year	2023	2024
Scope 1	718	687
Scope 2	1903	1708
Scope 1+2	2621	2395

The table below shows the trend in **Aluwind's** CO₂ emissions (Wrocław + Jiangmen) from the baseline year 2023 until the latest data.

The emissions are measured in tonnes CO₂.

2023 has been set as our new baseline, because that year marks a shift towards more accurate data sources.

Year	2023	2024
Scope 1	22	17
Scope 2	2265	2254
Scope 1+2	2287	2271

Social Responsibility

SIGNIFICANT RISKS

It is a risk for society and for us as a company when people encounter challenges in entering or returning to the labour market, e.g. due to reduced work capacity, unemployment or lack of work experience. Without sufficient effort, we risk losing or wasting know-how and capable employees

POLICY

When an employee has limited work capacity due to illness, injury or age, we offer a range of temporary or permanent work adjustments in order to retain the employee.

We cooperate with educational institutions and offer internship/apprenticeship courses for those in training/education. We also offer internships to people trying to find their footing on the job market.

ACTIONS AND RESULTS

We have had an ongoing collaboration with local job centres and educational institutions, and we actively participate in educational fairs.

We offer student jobs, internships and traineeships. In 2025, we have taken on trainees as much as possible throughout the year. Aluwind in China also offers internship opportunities for university students.

In order to improve work/life balance and reduce the risk of stress, we offer flexible working hours and work from home in parts of the company as well as health-promoting initiatives.

In 2025, 118 out of 250 employees in Odense participated in a voluntary health examination. The overall picture showed a generally high level of health and well-being among the employees.

FUTURE IMPROVEMENTS

We will continue and develop our collaboration with job centres and educational institutions. We are continually working to create a safe, healthy and inclusive workplace and will continue to offer social events that strengthen a sense of community among employees.



Employee Integration

SIGNIFICANT RISKS

Our employees are an important resource and crucial to our market position. It is essential that we integrate our new employees effectively in order to attract, retain and develop the most competent employees.

POLICY

As part of our Corporate HR Policy, all salaried employees must carry out an annual review and accept our Employee Code of Conduct. This process aims to ensure that no employee suffers or commits human rights violations, harassment or discrimination based on gender, race, colour, religion, political or sexual orientation, social or ethnic background, age or disability.

Alumeco Holding endeavours to combat discriminatory practices and to promote a diverse labour market.

We aim to reduce bias in recruitment processes by using inclusive language and striving for gender and age neutrality in our job announcements.

ACTIONS AND RESULTS

All new employees undergo an onboarding program that is continually updated. In the past year, evaluations show that 91% of new employees felt comfortable in their department after the onboarding process. In some cases, employees are assigned a 'buddy' with more seniority in the firm in order to ease the integration process.

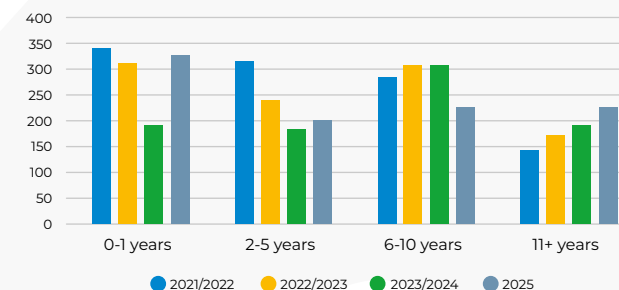
During 2025, we began implementing a new HR system in all Alumeco and Aluwind companies. The system brings together recruitment, onboarding, time registration and absenteeism on a single platform, ensuring efficient management of employee data in accordance with local data protection and compliance requirements.

We continue to focus on those employees with high absenteeism, and we are working to bring employees back to the workplace in the most effective way, including the offer of reduced working hours and re-adjustment of work tasks.

FUTURE IMPROVEMENTS

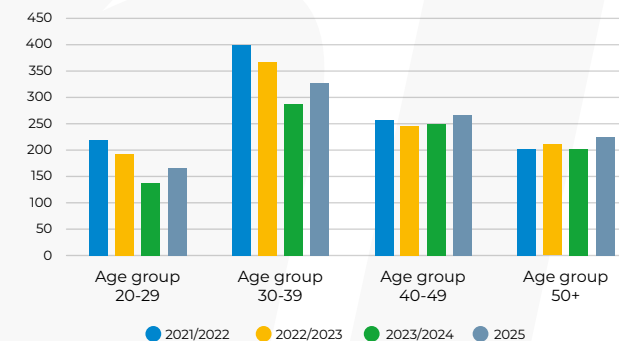
The implementation of the new HR system will continue in 2026 with roll-out in all our subsidiaries. We will also continue twice-yearly onboarding orientations in Odense for new employees in foreign subsidiaries and expand the use of the buddy scheme.

SENIORITY DISTRIBUTION:



The progression of tenure demonstrates a high degree of retention of skills and experience.

AGE DISTRIBUTION:



The age distribution within Alumeco Holding indicates that our initiatives concerning occupational health and personal development cater to employees of all ages.

Safety and working environment

We are ISO 45001 certified at all central locations in Alumeco and Aluwind.

SIGNIFICANT RISKS

Warehouse and production work involves the risk of physical injuries and accidents at work, which can potentially lead to absenteeism, liability for compensation and a negative impact on the working environment.

POLICY

In addition to current legislation, we work based on ISO 45001 with a focus on several areas: basic safety training for all employees, HSE officers in all relevant companies, minimization of occupational accidents through root cause analysis and preventive measures, regular workplace assessments, and registration and retraining in safety protocols.

ACTIONS AND RESULTS

In 2025, Alumeco in Odense has focused on safety and ergonomics. All operators have completed additional safety training, ergonomic mats have been installed in production sites, and the handling of soft profiles has been improved.

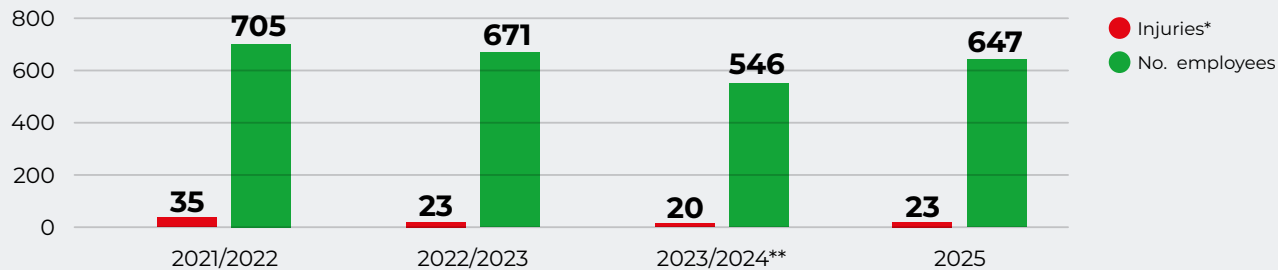
The workplace assessment (APV) in Q1 2025 achieved a 91% response rate for salaried employees and 95% for hourly employees.

By end 2025, Aluwind in China had achieved over 600 days without lost-time accidents.

FUTURE IMPROVEMENTS

We will continue to encourage all employees to report safety issues so that potential work-related injuries can be prevented. In addition, APV assessments will be carried out at selected subsidiaries.

WORK-RELATED ACCIDENTS



* Data is collected from the relevant health and safety committees in Odense, Coswig, Wrocław/Izmir and Jiangmen.

** 2023/2024 covers 18 months due to change of fiscal year.



CSR and Partnerships

Alumeco Holding complies with applicable legislation and refrains from all forms of corruption, bribery and abuse of power.

We respect internationally recognized human rights and work actively to avoid violations in both our own operations and the value chain.

We strive to be a responsible and trustworthy partner with high integrity towards stakeholders and society.

SIGNIFICANT RISKS

As an international company, we are exposed to a range of risks related to corruption and human rights violations, especially in the supply chain, where working conditions and rights may vary.

We work systematically to identify and assess risks when taking on new suppliers, including the risk of forced and child labour, discrimination and inadequate working conditions.

POLICY

Employees with contact to business partners are required to follow our anti-corruption policy.

Respect for human rights is integrated into our Supplier Code of Conduct, which all suppliers must sign.

The code requires, among other things, respect for fundamental rights, a ban on child and forced labour, decent

working conditions and non-discrimination.

The policies establish a clear framework for responsible behaviour in the entire value chain.

ACTIONS AND RESULTS

We continually update our policies in line with the risk picture and actively work with due diligence of suppliers with a focus on human rights and business ethics.

Once a year, employees whose function involves interaction with business partners must confirm that they have read and accepted our anti-corruption policy and have familiarized themselves with the company's other corporate policies.

In 2025, as in previous years, there were no reports of corruption or significant violations of human rights in our own operations nor among our direct suppliers.

FUTURE IMPROVEMENTS

We are continuously strengthening our efforts through stricter screening of customers and suppliers, including in relation to sanctions and compliance with international standards.

In the future, we will increase our focus on risk-based due diligence and strengthen transparency and monitoring of potential human rights issues in the value chain.



Whistleblower Scheme

In 2022, Alumeco Holding introduced a whistleblower scheme.

What

Through the whistleblower scheme, you can freely report concerns and reasoned suspected irregularities or violations of rules, laws, procedures or Code of Conduct.

Who

The reporting can pertain to Alumeco or Aluwind's employees, management, board, suppliers, and similar entities. Anyone, both internally and externally, can report a suspicion or concern through the scheme.

Where

The whistleblower scheme is freely accessible on the website <https://whistleblowersoftware.com/secure/alumeco>

The scheme is managed by an external party, which forwards relevant reports to a group of senior managers within Alumeco.



Results:

In 2025, we received one submission to our whistleblower program. The suspicion could not be confirmed

Data Security

SIGNIFICANT RISKS

With the increased use of digital media both in personal and business contexts, digital crime is on the rise in forms such as phishing attacks and various types of social engineering. Additionally, there has been a rise in attempts at invoice fraud, where changes are made to account details on invoices, leading to payments being made to perpetrators' accounts.

We see that security breaches in companies are typically caused by the negligence of one or more users.

POLICY

All companies in Alumeco Holding rely on well-functioning IT systems and infrastructure where data availability, integrity, and confidentiality are essential to serving our customers.

We continuously work on developing and updating policies that ensure all employees are equipped to address emerging challenges. Additionally, we create policies and guidelines with tools that help employees identify irregularities and attempts at criminal activities.

ACTIONS & RESULTS

To prevent security breaches, we collaborate with external IT security experts to continually map the current threat landscape and define prioritised actions to mitigate risks.

These measures focus on safeguarding IT systems against cyber attacks and increasing user awareness about cyber and information security.

During the past year, we have invested in new training tools in order to give employees a better understanding of data security and cyber security.

To ensure business continuity, we work with business continuity plans (BCP) and train relevant employees and systems to sustain operations in the event of irregularities and incidents.



FUTURE IMPROVEMENTS

We anticipate that the risk of cyber attacks will increase in the future. Therefore, we are continuing and enhancing our ongoing efforts in terms of security concerning our systems and our employees.

This applies especially to new employees but also to maintaining security awareness among existing employees. We will conduct relevant awareness training throughout the Group annually and more frequently as needed. Additionally, selected employees will receive increased instruction, training, and certifications within the field to ensure sufficient specialised knowledge and attention to the subject.





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