



## ESG Report - Nortec-Cannon A/S (2025/2026)

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### General Company Information:

**Company Name:** Nortec-Cannon A/S  
Bakkegaardsvej 308  
DK-3050 Humlebæk  
Denmark

**VAT No.:** DK26482070

**Legal Form:** Public Limited Company (A/S)

**NACE Code:** 466400 – Wholesale of other machinery and equipment

**Total Assets 2024/2025:** DKK 11.285.257,-

**Number of Employees:** 7

**Basis for Reporting:** This report has been prepared on a voluntary basis. Nortec-Cannon A/S is not subject to mandatory ESG reporting requirements.

At Nortec-Cannon A/S, we view ESG (Environmental, Social, Governance) as a natural and integrated part of our business operations. Although we are a small company with seven employees, we work systematically and purposefully with ESG to strengthen our daily operations, our relationships with customers and suppliers and our contribution to society.

ESG is anchored at management level, with Agnete Bach appointed as ESG Manager.

We report annually on our progress and work with concrete targets within environmental, social, and governance areas.

Alignment with the UN Sustainable Development Goals.

Our ESG efforts support the following UN Sustainable Development Goals (SDGs):

- Goal 3 – Good Health and Well-being.
- Goal 8 – Decent Work and Economic Growth.
- Goal 12 – Responsible Consumption and Production.
- Goal 13 – Climate Action.



## About Nortec-Cannon A/S:

Nortec-Cannon A/S supplies and services specialized production equipment with a primary focus on the plastics industry. For more than 50 years, we have represented the Italian **Cannon Group**, building a strong market position based on technical expertise and long-term partnerships. Today, we specialize in production equipment for the plastics industry, polyurethane solutions, thermoforming equipment, metering and dosing machines.

We are committed to sustainability as an integrated part of our operations, supplier partnerships, and corporate governance practices.

## Actions, Policies and Initiatives for the Transition to a More Sustainable Economy:

Area	The company has a specific policy / initiative in place	The policy / initiative is publicly available	The policy / initiative includes targets or future initiatives
Climate Change (see Appendix 1)	YES	YES	YES
Pollution (see Appendix 1)	YES	YES	YES
Circular Economy (see Appendix 1)	YES	YES	YES
Own Workforce	YES	YES	YES
Workers in the Value Chain (see Appendix 2)	YES	YES	YES
Affected Communities (see Appendix 2)	YES	YES	YES
Consumers and End-Users (see Appendix 3)	YES	YES	YES
Business Conduct (Code of Conduct) (see Appendix 3)	YES	YES	YES

## Environment:

Objective: Reduce CO<sub>2</sub> emissions and promote a circular economy throughout the value chain.

Focus Area	Initiative	KPI / Status
Climate Accounting	Preparation of carbon accounting and reduction plan covering electricity, heating, and transport.	First report to be completed by 31 October 2026.
Recycling	Implementation of a new waste sorting system.	Recycling rate to increase from 75% to 95%.
Green Transport	Evaluation of electric and hybrid vehicle options.	Action plan to be finalised Q1 2027.
Supplier Requirements	Code of Conduct distributed to all suppliers.	80% signed by 31 October 2026.

## Social – Responsibility and Well-being:

Objective: Create inclusive and well-being-oriented working conditions and strengthen customer satisfaction.

Focus Area	Initiative	KPI / Status
Employee Well-being	Monthly 1:1 meetings, annual Workplace Assessment (APV) and annual Performance & Development Reviews (MUS).	APV and meetings documented and registered.
Competence Development	Individual development plans for all employees. Enneagram profile assessment completed for all employees.	100% completed by 31 October 2025. Completed September 2025.
Customer Satisfaction	Annual customer satisfaction survey conducted.	>80% satisfaction rate.
Inclusion	Company values formally defined and communicated.	Finalised by 1 September 2025. Completed August 2025.
Community & Engagement	Company family event in Q3 2025.	Participation rate and feedback measured. Completed August 2025 – 100% participation.



## Governance – Leadership and Accountability:

Objective: Promote transparency, ethical conduct, and responsible data management.

Focus Area	Initiative	KPI / Status
ESG Responsibility	Agnete Bach appointed as ESG Manager.	✓
Reporting	Annual ESG report submitted to the Board of Directors and customers.	First report to be completed by 31 October 2026.
GDPR Compliance	Review of data processing procedures.	Compliance checklist implemented and applied.
Code of Conduct	Minimum 80% of suppliers committed to the Code of Conduct.	Status update by 31 October 2026.

## Alignment with the UN Sustainable Development Goals:

SDG	Focus Area	Nortec-Cannon's Contribution
3	Good Health and Well-being	Safe working environment, regular employee dialogues, company events, Enneagram profiles.
4	Quality Education	Development and continuing education plans for employees.
5	Gender Equality	Equal treatment in development and performance reviews.
8	Decent Work and Economic Growth	Competence development and new hires.
9	Industry, Innovation and Infrastructure	Development of PU/CNC solutions.
12	Responsible Consumption and Production	Waste sorting and supplier requirements.
13	Climate Action	CO <sub>2</sub> reduction initiatives and green transport evaluation.



## Own Workforce – General Characteristics

Contract Type	Number of Employees
Temporary Employment	1
Permanent Employment	6
<b>Total Number of Employees</b>	<b>7</b>

Gender	Number of Employees
Male	6
Female	1
Other	0
Not Registered	0
<b>Total Number of Employees</b>	<b>7</b>

Country Where Employment Contract Is Concluded	Number of Employees
Denmark	7
<b>Total Number of Employees</b>	<b>7</b>

Year	Number of Women at Management Level
2025	1

## Employee Turnover 2024/2025:

Number of employees who left during the reporting year:	<b>3</b>
Average number of employees during the reporting year:	<b>1</b>
Employee turnover rate:	<b>300%</b>

Two of the three departures were due to the retirement of the two former Managing Directors as part of a generational transition.



### Own Workforce – Health and Safety:

Recorded Workplace Accidents	Year 2024/2025
Numbers	0
Frequency	0

Work-Related Fatalities	Year 2024/2025
0	0

### Own Workforce – Human Rights Policies and Processes:

Area	Policy in Place
Child Labour	YES
Forced Labour	YES
Human Trafficking	YES
Discrimination	YES
Safety / Accident Prevention	YES

For further details, see Appendix 3 – Code of Conduct.

### Own Workforce – Severe Human Rights Incidents:

Area	Incidents Reported
Child Labour	NO
Forced Labour	NO
Human Trafficking	NO
Discrimination	NO

### Own Workforce – Remuneration, Collective Agreements and Training:

Area	
At Nortec-Cannon A/S, all employees receive wages that are at least in line with the applicable statutory or collectively agreed minimum wage level.	YES

There is no pay gap between male and female employees.



<b>Collective Bargaining Agreement</b>	<b>Year 2025</b>
Percentage of Employees Covered by Collective Agreement.	0%

<b>Average training hours per employee</b>	<b>Year 2025</b>
Male Employees	33
Female Employees	23
Others	0

**Business Conduct – Corruption and Bribery:  
Number of Convictions and Fines Related to Corruption and Bribery**

<b>Number of Convictions</b>	<b>Total Amount of Fines</b>
0	0

**Exclusion from EU Reference Benchmarks:**

<b>Exceedance of EU Benchmarks in Alignment with the Paris Agreement</b>	
<b>Activity</b>	<b>The Company Exceeds the Threshold</b>
Hard Coal and Lignite	NO
Oil Fuels	NO
Gas-Based Fuels	NO
Electricity Generation with High Greenhouse Gas Intensity	NO



## Strategy: Business Model and Sustainability-Related Initiatives

**Description of Significant Product and/or Service Groups Nortec-Cannon A/S operates within the following key product and service areas:**

- Technical consulting.
- Installation and maintenance.
- Spare parts and rapid response from our warehouse in Humlebæk.
- Service agreements with a strong focus on customer satisfaction.

**Description of Significant Markets Nortec-Cannon A/S primarily operates within:**

- Business-to-Business (B2B).

**Description of Nortec-Cannon's Primary Business Relationships:**

**Suppliers:**

<b>Cannon:</b>	PU dosing systems, mixing heads, and turnkey solutions.
<b>Hovmand:</b>	PU and polyurethane machinery with a focus on occupational safety and environmental considerations.
<b>Manni &amp; Jigs:</b>	Insulation lines and components (profiles and spacers).
<b>Fluid Research:</b>	Low-pressure systems for precise mixing and dosing.
<b>Forma:</b>	Thermoforming machines.
<b>C.A.M.I.:</b>	Mixing head service and maintenance.
<b>Polytec:</b>	Elastomer machinery.

**Customer Segments:**

- Manufacturing companies within polyurethane (PU) and composites.
- Wind turbine, bicycle, and submarine production.
- Construction industry and contractors.
- OEM industry and specialised production.
- Refrigeration industry.

## Appendix 1 – CARBON ACCOUNTING 2024/2025

Activity	Scope	Quantity	Unit	Emission Factor (kg CO <sub>2</sub> e/unit)	Emissions (kg CO <sub>2</sub> e)
Diesel for Company Vehicles	1	6,013.21	litres	2.66	15995,1386
Petrol for Company Vehicles	1	0	litres	2.66	0
Natural Gas for Heating	1	0	kWh	0.204	0
Electricity Consumption (grid purchase)	2	11,036	kWh	0.233	2571,388
Purchased Machinery (transport)	3	0	units	500	0
Flights for Service Assignments	3	0	km	0.13	0
Waste Management	3	4,720	kg	0.05	236
Water Consumption	3	–	m <sup>3</sup>	0.344	0

### Explanation of Columns:

<b>Activities:</b>	Sources of CO <sub>2</sub> e emissions (e.g., transport, energy consumption, purchased goods).
<b>Scope 1:</b>	Direct emissions from owned or controlled sources (e.g., company vehicles, gas heating).
<b>Scope 2:</b>	Indirect emissions from purchased energy.
<b>Scope 3:</b>	Other indirect emissions (e.g., procurement, flights, waste).
<b>Emission Factor:</b>	CO <sub>2</sub> e per unit, based on recognised sources such as the Danish Energy Agency or IPCC.
<b>Emissions:</b>	Calculated as Quantity × Emission Factor.

### Environmental Targets:

- Increase recycling rate from **75% to 95% by 2026**.
- Develop a transition plan for electric/hybrid service vehicles in 2026.
- Implement Supplier Code of Conduct across all business partners.



## Appendix 2

### Environment:

- Carbon accounting to be prepared in 2025 (Scope 1–2).
- Increase recycling rate from 75% to 95% by 2026.
- Develop a transition plan for electric/hybrid service vehicles in 2026.
- Supplier Code of Conduct distributed to all business partners.

### Social (People & Well-being):

- Monthly 1:1 meetings and annual Workplace Assessment (APV) and Performance & Development Reviews (MUS).
- Competence development plan for all employees.
- Customer satisfaction measurement >70%.
- Focus on inclusion and community (company events, communication of company values).
- Tutor/mentor programme for students.

### Governance (Leadership & Accountability):

- ESG Manager appointed (Agnete Bach).
- First ESG report finalised by 1 February 2026 (completed September 2025).
- GDPR review in Q4 2025.
- Ethical supplier requirements implemented.

### Looking Ahead

We view ESG as an ongoing process that evolves alongside our company.

The next steps include finalising the carbon accounting in September 2025, implementing the Code of Conduct with suppliers, and publishing our first full ESG report as of 1 February 2026.



## **APPENDIX 3 - Nortec-Cannon A/S – Code of Conduct for Suppliers**

At Nortec-Cannon A/S, we are committed to conducting business in a responsible and sustainable manner. Therefore, we set clear expectations for ourselves and for our suppliers to comply with the following principles.

This Code of Conduct applies to all suppliers and business partners.

### **1. Compliance with Laws and Ethical Conduct**

- Compliance with all applicable laws and regulations, including environmental, labour, and competition laws.
- Zero tolerance for corruption, bribery, or anti-competitive agreements.

### **2. Human Rights and Working Conditions**

- No child labour or forced labour.
- Fair and safe working conditions, including working hours and wages in accordance with legal requirements.
- Equality and inclusion – no discrimination based on gender, age, religion, nationality, or other personal characteristics.

### **3. Environment and Sustainability**

- Compliance with environmental legislation and standards.
- Minimise waste, resource consumption, and negative environmental impact.
- Contribute to Nortec-Cannon A/S climate targets through energy efficiency and responsible production practices.

### **4. Occupational Health and Safety**

- Ensure a healthy and safe working environment for all employees.
- Prevent workplace accidents and ensure the use of necessary protective equipment and training.

### **5. Integrity and Transparency**

- Honest and accurate communication and reporting.
- Transparency regarding documentation and potential audits conducted by Nortec-Cannon A/S.

### **6. Monitoring and Consequences**

- Nortec-Cannon A/S reserves the right to follow up on compliance with these requirements.
- In the event of material breaches of this Code of Conduct, the business relationship may be terminated.

We expect all suppliers to formally acknowledge this Code of Conduct and to actively work towards compliance with these principles.

**Date:** \_\_\_\_\_

**Supplier Name and Signature:** \_\_\_\_\_