



TAJCO GROUP A/S

SUSTAINABILITY REPORT 2023

Report written under Sustainability Department

Version 1

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Kontakt	Denmark

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	1

Table of Contents

1.	Introduction.....	6
1.1	Scope	6
2.	ESRS 2.....	7
2.1	Basis for preparation.....	7
2.1.1	BP-1 – General basis for preparation of sustainability statements.....	7
2.1.2	BP-2 – Disclosures in relation to specific circumstances	10
2.2	Governance.....	15
2.2.1	GOV-1 – The role of the administrative, management and supervisory bodies	15
2.2.2	GOV-2 – Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies.....	18
2.2.3	GOV-3 - Integration of sustainability-related performance in incentive schemes .	19
2.2.4	GOV-4 - Statement on due diligence	20
2.2.5	GOV-5 - Risk management and internal controls over sustainability reporting	22
2.3	Strategy.....	24
2.3.1	SBM-1 – Strategy, business model and value chain	24
2.3.2	SBM-2 – Interests and views of stakeholders	36
2.3.3	SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model	40
2.4	Impact, risk and opportunity management	53
2.4.1	IRO-1 - Description of the processes to identify and assess material impacts, risks and opportunities	53
2.4.2	IRO-2 – Disclosure requirements in ESRS covered by the undertaking’s sustainability statement.....	55
3.	ESRS E1 Climate Change.....	61
3.1	Governance.....	61
3.1.1	ESRS 2 GOV-3 Integration of sustainability related performance in incentive schemes	61
3.2	Strategy.....	61
3.2.1	E1-1 – Transition plan for climate change mitigation.....	61
3.2.2	ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	65
3.3	Impact, risk and opportunity management	68

3.3.1	RS 2 IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities	68
3.3.2	E1-2 – Policies related to climate change mitigation and adaptation.....	73
3.3.3	E1-3 – Actions and resources in relation to climate change policies	76
3.4	Metrics and targets	80
3.4.1	E1-4 – Targets related to climate change mitigation and adaptation.....	80
3.4.2	E1-5 – Energy consumption and mix.....	85
3.4.3	E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions.....	87
3.4.4	E1-7 – GHG removals and GHG mitigation projects financed through carbon credits 100	
3.4.5	E1-8 – Internal carbon pricing	104
3.4.6	E1-9 – Anticipated financial effects from material physical and transition risks and potential climate-related opportunities.....	106
4.	ESRS E2 Pollution.....	114
4.1	Impact, risk and opportunity management	114
4.1.1	ESRS 2 IRO-1 – Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	114
4.1.2	E2-1 – Policies related to pollution	114
4.1.3	E2-2 – Actions and resources related to pollution	116
4.1.4	E2-4 – Pollution of air, water and soil.....	120
4.1.5	E2-5 – Substances of concern and substances of very high concern	129
4.1.6	E2-6 – Potential financial effects from pollution-related impacts, risks and opportunities	132
5.	ESRS E5 Resource use & Circular Economy.....	134
5.1	General, Strategy, Governance & Materiality Assessment	134
5.1.1	IRO-1 – Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	134
5.1.2	E5-1 – Policies related to resource use and circular economy	136
5.1.3	E5-2 – Actions and resources related to resource use and circular economy	138
5.2	Metrics and targets	140
5.2.1	E5-3 – Targets related to resource use and circular economy	140
5.2.2	E5-4 – Resource inflows	142
5.2.3	Resource outflows	143
5.2.4	E5-6 – Anticipated financial effects from material resource use and circular economy-related risks and opportunities	145
6.	ESRS S1 Own Workforce.....	148

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	3

6.1	Strategy.....	148
6.1.1	ESRS 2 SBM-2 – Interests and views of stakeholders.....	148
6.2	Impacts, risks and opportunities management	153
6.2.1	Disclosure Requirement S1-1 – Policies related to own workforce	153
6.2.2	S1-2 – Processes for engaging with own workforce and workers’ representatives about impacts	163
6.2.3	S1-3 – Processes to remediate negative impacts and channels for own workforce to raise concerns	168
6.2.4	S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	172
6.3	Metrics and targets	183
6.3.1	S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	183
6.3.2	S1-6 – Characteristics of the undertaking’s employees	186
6.3.3	S1-7 – Characteristics of non-employees in the undertaking’s own workforce ...	211
6.3.4	S1-8 – Collective bargaining coverage and social dialogue	213
6.3.5	S1-9 – Diversity metrics	217
6.3.6	S1-10 – Adequate wages.....	220
6.3.7	S1-11 – Social protection.....	221
6.3.8	S1-12– Persons with disabilities	223
6.3.9	S1-13 – Training and skills development metrics	224
6.3.10	S1-14 – Health and safety metrics	227
6.3.11	S1-15 – Work-life balance metrics	231
6.3.12	S1-16 – Remuneration metrics (pay gap and total remuneration)	232
6.3.13	S1-17 – Incidents, complaints and severe human rights impacts.....	241
7.	ESRS S2 Workers in The Value Chain	245
7.1	Strategy.....	245
7.1.1	ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	245
7.2	Impact, risk and opportunity management	251
7.2.1	S2-1 – Policies related to value chain workers.....	251
7.2.2	S2-2 – Processes for engaging with value chain workers about impacts.....	254
7.2.3	S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns.....	256

7.2.4	S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	258
7.3	Metrics and targets	262
7.3.1	S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	262
8.	ESRS S3 Affected Communities	264
8.1	Strategy	264
8.1.1	ESRS 2 SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model	264
8.2	Impact, risk and opportunity management	266
8.2.1	S3-1 – Policies related to affected communities	266
8.2.2	S3-2 – Processes for engaging with affected communities about impacts	268
8.2.3	S3-3 – Processes to remediate negative impacts and channels for affected communities to raise concerns	270
8.2.4	S3-4 – Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	272
8.3	Metrics and targets	277
8.3.1	S3-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunitie	277
9.	ESRS G1 Business Conduct	279
9.1	Governance	279
9.1.1	ESRS 2 GOV-1 – The role of the administrative, supervisory and management bodies	279
9.2	Impact, risk and opportunity management	280
9.2.1	ESRS 2 IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities	280
9.2.2	G1-1– Business conduct policies and corporate culture	281
9.2.3	G1-2 – Management of relationships with suppliers	285
9.2.4	G1-3 – Prevention and detection of corruption and bribery	287
10.	Acknowledgements	290

1. Introduction

At TAJCO Group A/S, sustainability is an integral part of our corporate strategy and commitment to responsible business practices. As a global supplier of premium exterior trims for the automotive industry, we recognize our responsibility to minimize environmental impact, uphold ethical labor standards, and ensure robust corporate governance. **This Sustainability Report, prepared in accordance with the European Sustainability Reporting Standards (ESRS), reflects our dedication to transparency, accountability, and continuous improvement in our environmental, social, and governance (ESG) performance.** By aligning our sustainability efforts with internationally recognized frameworks, we strive to contribute to a more sustainable future while creating long-term value for our stakeholders.

Our approach to sustainability is driven by innovation, responsible sourcing, and collaboration with our partners across the entire value chain. We are committed to reducing our carbon footprint through energy-efficient production, responsible material use, and circular economy principles. At the same time, we prioritize the well-being of our employees and communities by ensuring fair working conditions, diversity, and inclusion in all our operations. Through strong governance and ethical business practices, we uphold integrity, compliance, and transparency as fundamental principles in every aspect of our decision-making and stakeholder engagement.

1.1 Scope

This Sustainability Report covers all entities within the TAJCO Group A/S under its operational control. The entities included in the scope are:

- TAJCO Manufacturing Co. Ltd. (China, Ningbo)
- TAJCO Group A/S (Headquarters in Denmark)
- TAJCO Germany GmbH (Germany)
- TAJCO North America INC (United States)
- TAJCO Slovakia SRO (Slovakia)

The report follows the European Sustainability Reporting Standards (ESRS) framework and covers environmental, social, and governance (ESG) aspects across all business operations, supply chains, and stakeholder engagements. The disclosures include climate impact, responsible sourcing, human rights, labor practices, circular economic efforts, and corporate governance, ensuring a transparent and comprehensive sustainability overview.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	6

2. ESRS 2

2.1 Basis for preparation

2.1.1 BP-1 – General basis for preparation of sustainability statements

ESRS Code	Requirement	Disclosure
ESRS 2 BP-1	General basis for preparation of the sustainability statement The undertaking shall disclose the general basis for preparation of its sustainability statement.	
ESRS2-BP-1-5.	The undertaking shall disclose the following information:	
ESRS2-BP-1-5.(a)	whether the sustainability statement has been prepared on a consolidated or individual basis;	<p>TAJCO Group A/S hereby discloses that the sustainability statement has been prepared on a consolidated basis. This means that the sustainability data and information presented encompass the entire group, including all sites under the control of TAJCO Group A/S. The consolidated approach ensures a comprehensive and unified representation of the group's sustainability performance, reflecting the collective impact of all entities within the group.</p>

TAJCO Group A/S has prepared this sustainability statement in alignment with our long-term commitment to responsible business practices and sustainable development. The preparation of this statement is guided by the following key steps:

Sustainability Drivers: We identified the key sustainability drivers that are most relevant to our industry, stakeholders, and long-term business objectives. These drivers form the foundation of our sustainability strategy.

TAJCO Sustainability Targets 2030: In alignment with global sustainability goals, we have set ambitious sustainability targets for 2030. These targets are designed to address critical environmental, social, and governance (ESG) issues and ensure our business operations contribute positively to society and the environment.

Baseline Definition 2020: To track progress effectively, we established a baseline year in 2020. This baseline serves as a reference point against which all future sustainability performance is measured, allowing us to evaluate the impact of our initiatives and adjust strategies as necessary.

Identification of Main Contributors: We conducted an in-depth analysis to identify the main contributors to our sustainability objectives. This includes evaluating our supply chain, operations, and product lifecycle to understand where the most significant impacts occur and where we can make the most meaningful improvements.

Priorities & Tasks: Based on the identified contributors, we prioritized specific areas of action and allocated tasks to address these priorities. This structured approach ensures that resources are effectively utilized to achieve our sustainability goals.

Stakeholder Matrix: We developed a stakeholder matrix to map out the key stakeholders involved in or affected by our sustainability initiatives. This matrix helps

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	7

us engage with stakeholders transparently and inclusively, ensuring their concerns and expectations are considered in our sustainability planning and execution.

KPI Setting & Reporting: To monitor progress and ensure accountability, we have established key performance indicators (KPIs) aligned with our sustainability targets. These KPIs will be regularly reviewed/redefined and reported on, providing transparency to our stakeholders about our sustainability performance.

Through these steps, TAJCO Group A/S ensures a robust and transparent approach to sustainability, with a clear framework for tracking and reporting progress toward our long-term sustainability objectives. This sustainability statement reflects our ongoing commitment to integrating sustainable practices into all aspects of our business operations.

ESRS2-BP-1-5.(b)	for consolidated sustainability statements:	
ESRS2-BP-1-5.(b).i.	a confirmation that the scope of consolidation is the same as for the financial statements, or, where applicable, a declaration that the reporting undertaking is not required to draw-up financial statements or that the reporting undertaking is preparing consolidated sustainability reporting pursuant to Article 48i of Directive 2013/34/EU; and	<p>TAJCO Group A/S confirms that the scope of consolidation for the sustainability statement is the same as that for the consolidated financial statements. This alignment ensures that the sustainability data and information provided reflect the same entities, operations, and activities as those covered in our financial reporting, thereby maintaining consistency and transparency in our disclosures.</p>
ESRS2-BP-1-5.(b).ii.	where applicable, an indication of which subsidiary undertakings included in the consolidation are exempted from individual or consolidated sustainability reporting pursuant to Articles 19a(9) or 29a(8) of Directive 2013/34/EU;	<p>No undertakings of TAJCO Group A/S are exempted from sustainability reporting</p>
ESRS2-BP-1-5.(c)	to what extent the sustainability statement covers the undertaking's upstream and downstream value chain (see ESRS 1 section 5.1 Reporting undertaking and value chain);	<p>Our sustainability statement comprehensively addresses both the upstream and downstream components of our value chain. The upstream coverage includes the sourcing of raw materials, components, and services necessary for our manufacturing processes, as well as the environmental and social impacts associated with our supply chain partners. Specifically, this includes our interactions with suppliers and contractors, predominantly focused on our manufacturing site in China, and the logistics operations associated with our warehouses in Slovakia and North America. On the downstream side, our sustainability statement covers the distribution and logistics processes involved in delivering our products from our warehouses in Slovakia and North America to customers around the globe. We also account for the impacts related to packaging and transportation of our products to ensure that our sustainability efforts extend to the entire lifecycle of our products up to the point of sale.</p>

However, in line with our defined boundary, the following GHG emissions categories are exempt from our sustainability reporting:

- End of Life: Emissions related to the disposal or recycling of our products after their useful life are not included within our reporting boundary.
- Franchises: Emissions associated with any franchised operations are not included within our boundary, as TAJCO Group A/S does not operate on a franchise model.
- Processing of Sold Products: Any further processing of our products by third parties after sale is outside our reporting scope.
- Use of Sold Products: Emissions generated by the use of our products by end customers are not covered within our boundary.
- Downstream Leased Assets: Emissions associated with assets leased to other parties downstream of our operations are excluded from our reporting boundary.

By defining this boundary, TAJCO Group A/S focuses on the areas where we can exert the most significant control and influence, ensuring that our sustainability efforts are impactful and relevant to our business operations. This approach allows us to concentrate resources on reducing emissions and improving sustainability performance in the areas most directly related to our core activities, while still maintaining a clear and transparent reporting framework.

ESRS2-BP-1-5.(d)	<p>whether the undertaking has used the option to omit a specific piece of information corresponding to intellectual property, know-how or the results of innovation (see ESRS 1 section 7.7 Classified and sensitive information and information on intellectual property, know-how or results of innovation); and</p> <p>TAJCO Group A/S confirms that in the preparation of our sustainability statement, we have exercised the option to omit specific pieces of information that pertain to intellectual property, know-how, or the results of innovation, as permitted under ESRS 1 section 7.7. This decision was made to protect classified and sensitive business information that is critical to our competitive advantage and ongoing innovation efforts.</p> <p>The information omitted is limited to areas where disclosure could potentially harm our intellectual property rights or compromise our proprietary technologies and innovations. We ensure that any such omissions do not materially affect the overall understanding of our sustainability performance or the transparency of our reporting.</p> <p>We remain committed to providing comprehensive and transparent sustainability information while balancing the need to safeguard our intellectual assets that are vital to the future growth and success of TAJCO Group A/S.</p>
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ESRS2-BP-1-5.(e)	<p>for undertakings based in an EU member state that allows for the exemption from disclosure of impending developments or matters in the course of negotiation, as provided for in articles 19a(3) and 29a(3) of Directive 2013/34/EU, whether the undertaking has used that exemption.</p> <p>TAJCO Group A/S, headquartered in Denmark, an EU member state, discloses that we have utilized the exemption provided under Articles 19a(3) and 29a(3) of Directive 2013/34/EU. This exemption allows us to withhold disclosure of certain information related to impending developments or matters currently under negotiation, where such disclosure could seriously prejudice the interests of the company.</p> <p>The decision to use this exemption has been made carefully, ensuring that it only applies to information that, if disclosed, could potentially undermine our strategic position, ongoing negotiations, or competitive advantage. We confirm that the use of this exemption has been limited to the extent necessary to protect the company's legitimate interests.</p> <p>TAJCO Group A/S is committed to transparency in our sustainability reporting and strives to disclose as much information as possible without compromising critical business negotiations or strategic initiatives. We ensure that any such omissions do not materially affect stakeholders' understanding of our sustainability performance or the integrity of our reporting.</p>
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	9

2.1.2 BP-2 – Disclosures in relation to specific circumstances

ESRS 2 BP-2	Disclosures in relation to specific circumstances	
	The undertaking shall provide disclosures in relation to specific circumstances.	
ESRS2-BP-2-9.	When the undertaking has deviated from the medium- or long-term time horizons defined by ESRS 1 section 6.4 Definition of short-, medium- and long-term for reporting purposes, it shall describe:	For the medium- and long-term time horizons given elsewhere, we adhere to the requirements of ESRS 1 Section 6.4 and have not chosen our own definitions here.
ESRS2-BP-2-9.(a)	its definitions of medium- or long-term time horizons; and	N/A
ESRS2-BP-2-9.(b)	the reasons for applying those definitions.	N/A
ESRS2-BP-2-10.	When metrics include upstream and/or downstream value chain data estimated using indirect sources, such as sector-average data or other proxies, the undertaking shall:	Metrics including upstream and/or downstream value chain data estimated using direct (getting emission factor directly from supplier) & indirect sources (using exiobase database).
ESRS2-BP-2-10.(a)	identify the metrics;	TAJCO Group A/S includes calculated(getting emission factor) & estimated carbon emissions(using exiobase emission factor) for its upstream & downstream suppliers in its overall carbon footprint calculation.
ESRS2-BP-2-10.(b)	describe the basis for preparation;	The carbon emissions of steel and energy supplier (which accounts to 56% of total emissions) are calculated using direct method and the rest of suppliers were estimated using exiobase database from the automotive parts manufacturing industry, due to the unavailability of direct emissions data from all suppliers
ESRS2-BP-2-10.(c)	describe the resulting level of accuracy; and	<ul style="list-style-type: none"> The use of exiobase introduces a moderate level of uncertainty into the emissions data. This method was selected as the best available proxy due to incomplete data from several small suppliers. The company estimates the current accuracy of these metrics to be within a +/- 5% range.
ESRS2-BP-2-10.(d)	where applicable, describe the planned actions to improve the accuracy in the future (see ESRS 1 chapter 5 Value chain).	<ul style="list-style-type: none"> TAJCO is actively working with its suppliers to improve the accuracy of these estimates. By 2028, TAJCO aims to gather direct emissions data from 90% of its suppliers, reducing reliance on sector averages and enhancing the precision of its value chain emissions reporting.
ESRS2-BP-2-11.	In accordance with ESRS 1 section 7.2 Sources of estimation and outcome uncertainty, the undertaking shall:	
ESRS2-BP-2-11.(a)	identify the quantitative metrics and monetary amounts it has disclosed that are subject to a high level of measurement uncertainty;	Projected energy consumption and stainless-steel consumption savings over the next five years and associated cost savings is an area which could have a high level of uncertainty.
ESRS2-BP-2-11.(b)	in relation to each quantitative metric and monetary amount identified:	

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	10

ESRS2-BP-2-11.(b).i.	disclose information about the sources of measurement uncertainty (for example, the dependence of the amount on the outcome of a future event, on a measurement technique or on the availability and quality of data from the entity's upstream and/or downstream value chain); and	<ul style="list-style-type: none"> ● Dependence on Future Events: The projected savings depend on the implementation of new energy-efficient technologies that are still in the development stage. ● Data Quality from Value Chain: The accuracy of projections also depends on the future availability of high-quality data from both upstream suppliers and downstream customers regarding their energy use practices.
ESRS2-BP-2-11.(b).ii.	disclose the assumptions, approximations and judgements the entity has made in measuring it.	TAJCO Group A/S assumes a 5% improvement in energy efficiency and material efficiency by 2030 across its production lines due to planned technology upgrades. It also approximates a stable energy and steel price scenario based on historical trends, which could change due to market volatility or regulatory shifts.
ESRS2-BP-2-13.	When changes in the preparation and presentation of sustainability information occur compared to the previous reporting period(s), (see ESRS 1 section 7.4 Changes in preparation or presentation in sustainability information), the undertaking shall:	
ESRS2-BP-2-13.(a)	explain the changes and the reasons for them, including why the replaced metric provides more useful information;	This is TAJCO Group A/S first sustainability report. As such, there are no prior reports for comparison, and all methodologies, assumptions, and data sources used in this report are being presented for the first time. Future reports will provide comparative data to enhance transparency and track our progress over time
ESRS2-BP-2-13.(b)	disclose revised comparative figures, unless it is impracticable to do so. When it is impracticable to adjust comparative information for one or more prior periods, the undertaking shall disclose that fact; and	Not Applicable
ESRS2-BP-2-13.(c)	disclose the difference between the figure disclosed in the preceding period and the revised comparative figure.	Not Applicable
ESRS2-BP-2-14.	When the undertaking identifies material prior period errors (see ESRS 1 section 7.5 Reporting errors in prior periods), it shall disclose:	
ESRS2-BP-2-14.(a)	the nature of the prior period material error.	This is TAJCO Group A/S's first sustainability report. Therefore, there are no prior period errors to disclose. All information presented in this report is based on the current reporting period and does not reference any previous sustainability data
ESRS2-BP-2-14.(b)	to the extent practicable, the correction for each prior period included in the sustainability statement; and	Not Applicable
ESRS2-BP-2-14.(c)	if correction of the error is not practicable, the circumstances that led to the existence of that condition.	Not Applicable
ESRS2-BP-2-15.	When the undertaking includes in its sustainability statement information stemming from other legislation which	TAJCO Group A/S's sustainability report has been prepared in accordance with the European Sustainability Reporting Standards (ESRS) only. This report does not

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	11

requires the undertaking to disclose sustainability information or from generally accepted sustainability reporting standards and frameworks (see ESRS 1 section 8.2 Content and structure of the sustainability statement), in addition to the information prescribed by ESRS, it shall disclose this fact.

include disclosures stemming from other legislation or generally accepted sustainability reporting standards or frameworks

ESRS2-BP-2-15.	In case of partial application of other reporting standards or frameworks, the undertaking shall provide a precise reference to the paragraphs of the standard or framework applied.	Not Applicable
ESRS2-BP-2-16.	When the undertaking incorporates information by reference (see ESRS 1 section 9.1 Incorporation by reference), it shall disclose a list of the disclosure requirements of ESRS, or the specific datapoints mandated by a Disclosure Requirement, that have been incorporated by reference.	For this reporting period, TAJCO Group A/S has not incorporated any information by reference from other documents. All information required by the ESRS Disclosure Requirements is fully presented within this sustainability statement. There are no references to other sections of the management report, financial statements, corporate governance statement, remuneration report, universal registration document, or any other publicly disclosed documents.
ESRS2-BP-2-17.	If an undertaking or group not exceeding on its balance sheet date the average number of 750 employees during the financial year decides to omit the information required by ESRS E4, ESRS S1, ESRS S2, ESRS S3 or ESRS S4 in accordance with Appendix C of ESRS 1, it shall nevertheless disclose whether the sustainability topics covered respectively by ESRS E4, ESRS S1, ESRS S2, ESRS S3 and ESRS S4 have been assessed to be material as a result of the undertaking's materiality assessment. In addition, if one or more of these topics has been assessed to be material, the undertaking shall, for each material topic:	TAJCO Group A/S has fewer than 750 employees on its balance sheet date and is eligible to omit detailed disclosures under the phase-in provisions outlined in Appendix C of ESRS 1. However, based on our materiality assessment, we have identified that the sustainability topics covered by ESRS S1 (Own Workforce), ESRS S2 (Workers in the Value Chain), and ESRS S3 (Affected Communities) are material to our business. Therefore, we provide the following disclosures for these material topic:
ESRS2-BP-2-17.(a)	disclose the list of matters (i.e. topic, sub-topic or sub-sub-topic) in AR 16 ESRS 1 Appendix A that are assessed to be material and	<p>(a) List of Material Matters and Strategic Impact:</p> <ul style="list-style-type: none"> ● ESRS S1 (Own Workforce): The topic of employee well-being and safety, including sub-topics such as workplace safety, employee engagement, and diversity and inclusion, is considered material. Our business model and strategy prioritize maintaining a safe and inclusive workplace environment to attract and retain talent, which is crucial for our operational success and innovation. ● ESRS S2 (Workers in the Value Chain): Fair labor practices and worker rights in our supply chain are identified as material sub-topics. Our strategy includes a commitment to uphold labor rights throughout our supply chain to ensure ethical practices and mitigate risks related to supply chain disruptions. ● ESRS S3 (Affected Communities): The impact on local communities, including community health and well-being, is a material topic. We recognize the importance of maintaining positive relationships with communities where we operate, as this directly affects our social license to operate and long-term success.
ESRS2-BP-2-17.(a)	briefly describe how the undertaking's business model and strategy take account of the impacts of the undertaking related to those matters. The undertaking may identify the matter at the level of topic, sub-topic or sub-sub-topic;	The business model and strategy of TAJCO Group A/S incorporate these matters by prioritizing employee well-being, ensuring fair treatment across the value chain, and engaging with communities to foster positive social impacts.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	12

ESRS2-BP-2-17.(b) - Fully Omitted	briefly describe any time-bound targets it has set related to the matters in question, the progress it has made towards achieving those targets, and whether its targets related to biodiversity and ecosystems are based on conclusive scientific evidence;	Reason for omission: Further Reason No timebound target have been set in 2023
ESRS2-BP-2-17.(c)	briefly describe its policies in relation to the matters in question;	(c) Policies: <ul style="list-style-type: none"> ○ ESRS S1: Our workforce policy emphasizes employee health and safety, diversity and inclusion, and continuous professional development. We have established a comprehensive health and safety policy that aligns with international standards and regularly updated training programs for employees. ○ ESRS S2: We have a Supplier Code of Conduct that outlines our expectations regarding labor practices, human rights, and environmental responsibility. This policy is regularly communicated to all suppliers, and compliance is monitored through audits and assessments. ○ ESRS S3: Our community engagement policy focuses on fostering positive relationships with local communities through dialogue, investment in local infrastructure, and support for social programs. This policy guides our actions in minimizing negative impacts and enhancing community well-being.
ESRS2-BP-2-17.(d)	briefly describe actions it has taken to identify, monitor, prevent, mitigate, remediate or bring an end to actual or potential adverse impacts related to the matters in question, and the result of such actions; and	(d) Actions Taken and Results: <ul style="list-style-type: none"> ● ESRS S1: We have implemented several initiatives to improve workplace safety, including regular safety drills, risk assessments, and the establishment of a safety committee. As a result, we have seen a significant decrease in workplace injuries and an increase in employee satisfaction related to safety measures. ● ESRS S2: To ensure compliance with our Supplier Code of Conduct, all nominated supplier needs to abide by TAJCO Supplier code of conduct. This action have led to improved labor conditions in our supply chain and strengthened relationships with our suppliers. ● ESRS S3: Engage with Communities to better understand how our actions affect them. Also donate to the communities by conducting charity runs
ESRS2-BP-2-17.(e)	disclose metrics relevant to the matters in question.	Metrics related to S1, S2 & S3 are as follow ● ESRS S1: <ol style="list-style-type: none"> 1. Achieve gender balance in management positions, with at least 40% female representation in leadership roles by 2030. 2. Conduct annual diversity and inclusion training with a 100% participation rate across all offices and manufacturing sites. 3. By 2026, conduct annual employee satisfaction surveys in all locations to monitor the effectiveness of communication on labor rights. 4. By 2027, establish a comprehensive wage audit program to ensure that 100% of employees and contractors receive fair and timely compensation. 5. Maintain working hours in all locations in compliance with ILO standards, limiting the maximum average working week to 48 hours for EU, North America. <ul style="list-style-type: none"> ● Conduct health and safety audits at production facilities, with 100% of corrective actions completed within one month of identification. ● Training Compliance: Ensure 100% of employees complete mandatory health and safety training within three months of onboarding. ● Emergency Preparedness: Achieve 100% participation in emergency drills across all sites annually.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	13

● **ESRS S2:**

1. By 2026, ensure that 100% of TAJCO's direct suppliers undergo supplier audits to ensure that they are free from child and forced labor.

● **ESRS S3:**

1. By 2028, allocate 2% of annual profits to community projects in all operational regions.
2. Establish and maintain a publicly accessible grievance mechanism in all regions by 2026.

ESRS2-BP-2-AR 2.	The undertaking may disclose whether it relies on any European standards approved by the European Standardisation System (ISO/IEC or CEN/CENELEC standards)	TAJCO relies on multiple European standards approved by the European Standardisation System, specifically ISO standards, to support its sustainability reporting framework.
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ESRS2-BP-2-AR 2.	The undertaking may disclose the extent to which data and processes that are used for sustainability reporting purposes have been verified by an external assurance provider and found to conform to the corresponding ISO/IEC or CEN/CENELEC standard.	<p>Identification of Standards:</p> <ul style="list-style-type: none"> ● ISO 14001: Environmental Management – Applied across manufacturing facility to ensure systematic environmental management practices. ● ISO 45001: Occupational Health and Safety – Implemented across manufacturing facility to maintain a safe and healthy workplace for all employees. <p>Extent of Use: These standards are applied comprehensively in our manufacturing facility, guiding our environmental management systems, and occupational health and safety programs. Compliance with these standards ensures that our processes meet rigorous international criteria.</p>
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· **Verification by External Assurance Provider:**

- **External Assurance Statement:** In 2023, an independent third-party assurance provider, LRQA, conducted a verification of TAJCO Manufacturing's environment & Occupational health & safety data.
- **Extent of Verification:**
 - The verification covered the following areas:
 - **Environmental Performance Data:** Verified data environment management, and water usage.
 - **Occupational Health and Safety Metrics:** Assurance provided for data accuracy and completeness in employee safety records and incident reporting.
- **Conformance to Standards:**
 - The external assurance concluded that TAJCO Manufacturing's sustainability data and reporting processes conform to ISO 14001, and ISO 45001 standards. The assurance provider confirmed that the company's systems and data management processes meet or exceed the requirements set forth by these standards.
- **Areas for Improvement:**
 - The assurance provider noted minor discrepancies, which did not impact overall conformance but provided an opportunity for improvement.

· **Benefits of Using Standards and External Verification:**

- **Explanation of Benefits:** By adhering to recognized European standards and subjecting our sustainability reporting to external verification, TAJCO Group A/S ensures the highest level of transparency and reliability in our disclosures. This practice not only strengthens our internal sustainability

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	14

management systems but also aligns our reporting with globally recognized benchmarks.

- **Impact on Stakeholder Confidence:** This commitment to standardized reporting and independent assurance fosters greater stakeholder trust, providing confidence that our sustainability disclosures are credible, comprehensive, and comparable across the industry.

2.2 Governance

2.2.1 GOV-1 – The role of the administrative, management and supervisory bodies

ESRS 2 GOV-1	<p>The role of the administrative, management and management bodies</p> <p>The undertaking shall disclose the composition of the administrative, management and supervisory bodies, their roles and responsibilities and access to expertise and skills with regard to sustainability matters.</p>																																									
ESRS2-GOV-1-21.	The undertaking shall disclose the following information about the composition and diversity of the members of the undertaking's administrative, management and supervisory bodies:																																									
ESRS2-GOV-1-21.(a)	the number of executive and non-executive members;	<p>KPIs:</p> <p>Number of Executive Members: 4 #</p> <p>Number of Non-Executive Members: 4 #</p>																																								
ESRS2-GOV-1-21.(b)	representation of employees and other workers;	There is no representation of employees and other worker in board																																								
ESRS2-GOV-1-21.(c)	experience relevant to the sectors, products and geographic locations of the undertaking;	<table><tr><th></th><th>Geographic location</th><th>Sector</th><th>Products</th></tr><tr><td>Christian</td><td>Germany</td><td>Automotive</td><td>Automotive</td></tr><tr><td>Erik</td><td>Denmark</td><td>Energy/Auto Sector</td><td>Energy/Automotive</td></tr><tr><td>Henrik</td><td>Denmark</td><td>Financial Sector</td><td>Automotive</td></tr><tr><td>Douglas</td><td>China</td><td>Automotive</td><td>Automotive</td></tr><tr><td></td><td></td><td></td><td></td></tr><tr><td>Clinton</td><td>Denmark</td><td>Financial Sector</td><td>Financial</td></tr><tr><td>Kevin</td><td>China</td><td>Automotive</td><td>Automotive</td></tr><tr><td>Melanie</td><td>Germany</td><td>Automotive</td><td>Automotive</td></tr><tr><td>Frank</td><td>Denmark</td><td>Automotive</td><td>Automotive</td></tr></table>		Geographic location	Sector	Products	Christian	Germany	Automotive	Automotive	Erik	Denmark	Energy/Auto Sector	Energy/Automotive	Henrik	Denmark	Financial Sector	Automotive	Douglas	China	Automotive	Automotive					Clinton	Denmark	Financial Sector	Financial	Kevin	China	Automotive	Automotive	Melanie	Germany	Automotive	Automotive	Frank	Denmark	Automotive	Automotive
	Geographic location	Sector	Products																																							
Christian	Germany	Automotive	Automotive																																							
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Douglas	China	Automotive	Automotive																																							
Clinton	Denmark	Financial Sector	Financial																																							
Kevin	China	Automotive	Automotive																																							
Melanie	Germany	Automotive	Automotive																																							
Frank	Denmark	Automotive	Automotive																																							
ESRS2-GOV-1-21.(d)	percentage by gender and other aspects of diversity that the undertaking considers. The board's gender diversity shall be calculated as	<p>KPIs:</p>																																								

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	15

an average ratio of female to male board members; and

Percentage of Members of Administrative, Management, and Supervisory Bodies:
0 %

Board's Gender Diversity Ratio: 12.5 %

ESRS2-GOV-1-21.(e)	the percentage of independent board members. For undertakings with a unitary board, this corresponds to the percentage of independent non-executive board members. For undertakings with a dual board, it corresponds to the percentage of independent members of the supervisory body.	<p>KPIs:</p> <p>Percentage of Independent Board Members: 0 %</p>
ESRS2-GOV-1-22.	The undertaking shall disclose the following information about the roles and responsibilities of the administrative, management and supervisory bodies:	
ESRS2-GOV-1-22.(a)	the identity of the administrative, management and supervisory bodies (such as a board committee or similar) or individual(s) within a body responsible for oversight of impacts, risks and opportunities;	The responsibility for overseeing impacts, risks, and opportunities is assigned to the Group Vice President of Engineering, PGM, Quality & Sustainability. This role is supported by the Management Board, including the CEO, CFO, and the Vice President of the Ningbo plant. Oversight is exercised through a structured governance framework that ensures alignment with the organization's strategic objectives and compliance with relevant regulatory standards.
ESRS2-GOV-1-22.(b)	how each body's or individual's responsibilities for impacts, risks and opportunities are reflected in the undertaking's terms of reference, board mandates and other related policies;	<p>The Group Vice President of Engineering, PGM, Quality & Sustainability holds primary responsibility for sustainability reporting within the organization, with a focus on climate change, circular economy, and governance aspects. This role is clearly defined in the terms of reference and aligned with the company's sustainability strategy.</p> <p>The Group Vice President of Engineering, PGM, Quality & Sustainability is supported in this responsibility by key members of the management team: the CEO provides oversight on the sustainability aspects of the supply chain, the CFO is accountable for integrating financial sustainability considerations, including the impact on the organization's workforce and affected communities, and the Group Vice President of Plant Ningbo oversees environmental, health, and safety (EHS) dimensions of sustainability. These responsibilities are articulated in the respective board mandates and are further supported by the organization's related policies, ensuring comprehensive management of impacts, risks, and opportunities.</p>
ESRS2-GOV-1-22.(c)	a description of management's role in the governance processes, controls and procedures used to monitor, manage and oversee impacts, risks and opportunities, including:	<p>The governance framework is structured around Group Vice president Engineering, PGM, Quality & Sustainability, with defined responsibilities for managing impacts, risks, and opportunities.</p> <p>And Specific responsibilities for impacts, risks, and opportunities are delegated to sustainability managers to ensure comprehensive oversight and accountability.</p>
ESRS2-GOV-1-22.(c).i.	whether that role is delegated to a specific management-level position or committee and how oversight is exercised over that position or committee;	The role is delegated to Group Vice president Engineering, PGM, Quality & Sustainability supported by sustainability managers.
ESRS2-GOV-1-22.(c).ii.	information about the reporting lines to the administrative, management and supervisory bodies;	Group Vice president Engineering, PGM, Quality & Sustainability reports to administrative, management and supervisory bodies regarding the sustainability progress and current status in board meetings

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	16

ESRS2-GOV-1-22.(c).iii. -
Fully Omitted

whether dedicated controls and procedures are applied to the management of impacts, risks and opportunities and, if so, how they are integrated with other internal functions; and

Reason for omission: Further Reason

In process of developing procedures

ESRS2-GOV-1-22.(d)

how the administrative, management and supervisory bodies and senior executive management oversee the setting of targets related to material impacts, risks and opportunities, and how they monitor progress towards them.

The administrative, management and supervisory bodies and senior executive management oversee the setting of targets related to material impacts, risks and opportunities, and monitor progress towards them via yearly in board meeting.

ESRS2-GOV-1-23.

The disclosure shall include a description of how the administrative, management and supervisory bodies determine whether appropriate skills and expertise are available or will be developed to oversee sustainability matters, including:

ESRS2-GOV-1-23.(a)

the sustainability-related expertise that the bodies, as a whole, either directly possess or can leverage, for example through access to experts or training; and

The Board is composed of members with diverse expertise to effectively oversee the company's sustainability strategy:

- **Group Vice President of Engineering, PGM, Quality & Sustainability:** Leads sustainability reporting and brings expertise in the climate change and circular economy pillars of sustainability.
- **Chief Executive Officer (CEO):** Possesses in-depth knowledge of the supply chain, contributing to the sustainability strategy by integrating sustainable practices across the organization's supply chain operations.
- **Chief Financial Officer (CFO):** Provides insights into the financial aspects of sustainability, focusing on the impact of sustainability initiatives on financial performance, workforce management, and community engagement.
- **Group Vice President of Plant Ningbo:** Offers expertise in manufacturing processes and environmental, health, and safety (EHS) aspects of sustainability, ensuring that the company's operations adhere to high sustainability standards.

The Board leverages the expertise of various internal teams, including the Sustainability Team, Finance and Controlling, Human Resources, and EHS departments, to oversee and guide sustainability-related matters effectively. Additionally, the Board consults with external experts, such as Cubemos, to gain insights and advice on complex sustainability challenges and emerging trends.

By combining internal expertise with external advisory input, the Board ensures comprehensive governance and oversight of the company's sustainability strategy, aligned with our commitment to responsible business practices and sustainable development.

ESRS2-GOV-1-23.(b)

how those skills and expertise relate to the undertaking's material impacts, risks and opportunities.

The diverse skills and expertise of the Board are directly aligned with the company's material sustainability impacts, risks, and opportunities:

- **Climate Change and Circular Economy:** The expertise of the Group Vice President of Engineering, PGM, Quality & Sustainability in climate change and circular economy is crucial for addressing the company's environmental impacts and risks. This includes managing the risks associated with greenhouse gas emissions and resource scarcity while identifying opportunities to innovate through circular economy practices that reduce waste and enhance resource efficiency.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	17

- **Supply Chain Sustainability:** The CEO's knowledge of sustainable supply chain management is vital for mitigating risks related to supply chain disruptions, resource procurement, and supplier practices. This expertise helps the company maintain continuity and integrity in its operations by ensuring that supply chain partners adhere to the company's sustainability standards, thus protecting the company from reputational and operational risks.
- **Financial Sustainability and Social Impact:** The CFO's experience in financial sustainability and understanding of workforce and community impacts allows the company to effectively manage financial risks associated with sustainability initiatives. This expertise ensures that sustainability efforts are economically viable and socially responsible, balancing the need for profitability with positive social outcomes, such as employee well-being and community development.
- **Manufacturing and EHS:** The Group Vice President of Plant Ningbo's expertise in manufacturing processes and Environmental, Health, and Safety (EHS) standards is essential for managing operational risks and compliance with environmental regulations. This knowledge helps the company minimize risks related to workplace safety, environmental incidents, and regulatory non-compliance, while also identifying opportunities for improving operational efficiency and reducing environmental footprints.

● The Board's collective skills and expertise, supported by insights from the internal sustainability team and external consultants such as Cubemos, ensure a comprehensive understanding and proactive management of the company's material impacts, risks, and opportunities. This alignment enables the company to anticipate and respond effectively to sustainability challenges, enhancing long-term resilience and value creation.

2.2.2 GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

ESRS 2 GOV-2	<p>Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies</p> <p>The undertaking shall disclose how the administrative, management and supervisory bodies are informed about sustainability matters and how these matters were addressed during the reporting period.</p>	
ESRS2-GOV-2-26.	The undertaking shall disclose the following information:	
ESRS2-GOV-2-26.(a)	<p>whether, by whom and how frequently the administrative, management and supervisory bodies, including their relevant committees, are informed about material impacts, risks and opportunities (see Disclosure Requirement IRO-1 - Description of the processes to identify and assess material impacts, risks and opportunities of this Standard), the implementation of due diligence, and the results and effectiveness of policies, actions, metrics and targets adopted to address them;</p>	<p>Group Vice President of Engineering, PGM, Quality & Sustainability informs the board regarding the impact risk and opportunities and the implementation of due diligence and the results and effectiveness of policies, actions, metrics and targets adopted to address them, yearly in the Board of Directors meeting.</p>
ESRS2-GOV-2-26.(b)	<p>how the administrative, management and supervisory bodies consider impacts, risks and opportunities when overseeing the undertaking's strategy, its decisions on major transactions, and its risk management process, including whether they have considered trade-offs associated with</p>	<p>At TAJCO Group A/S, the administrative, management, and supervisory bodies actively integrate sustainability-related impacts, risks, and opportunities into strategic decision-making. This involves:</p> <ul style="list-style-type: none"> ● Strategy Oversight: Sustainability is a key component of strategy oversight, focusing on aligning business objectives with environmental

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	18

those impacts, risks and opportunities; and

and social goals, such as reducing carbon emissions and promoting sustainable supply chains.

- **Major Transactions:** For significant business decisions, such as entering new markets or launching products, the governance bodies evaluate the associated sustainability risks and opportunities, ensuring they align with the Group's long-term values.

By considering these factors, TAJCO Group A/S ensures that sustainability is embedded in decision-making processes at all levels of governance.

ESRS2-GOV-2-26.(c)	a list of the material impacts, risks and opportunities addressed by the administrative, management and supervisory bodies, or their relevant committees during the reporting period.	<p>During the reporting period, the following sustainability issues were addressed by the Board or its committees:</p> <p>1) Climate change : Investing in renewable electricity by power purchase agreement for all our sites, leading to reduction in scope 2 emissions</p> <p>2) Own workforce : Improve diversity</p>
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2.2.3 GOV-3 - Integration of sustainability-related performance in incentive schemes

ESRS 2 GOV-3	<p>Integration of sustainability-related performance in incentive schemes</p> <p>The undertaking shall disclose information about the integration of its sustainability- related performance in incentive schemes.</p>	
ESRS2-GOV-3-29.	The undertaking shall disclose the following information about the incentive schemes and remuneration policies linked to sustainability matters for members of the undertaking's administrative, management and supervisory bodies, where they exist:	There is no incentive schemes and remuneration policies links to sustainability matters for members of the TAJCO's administrative, management and supervisory bodies
ESRS2-GOV-3-29.(a)	a description of the key characteristics of the incentive schemes;	N/A
ESRS2-GOV-3-29.(b)	whether performance is being assessed against specific sustainability-related targets and/or impacts, and if so, which ones;	N/A
ESRS2-GOV-3-29.(c)	whether and how sustainability-related performance metrics are considered as performance benchmarks or included in remuneration policies;	N/A
ESRS2-GOV-3-29.(d)	the proportion of variable remuneration dependent on	KPIs:

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	19

sustainability-related targets and/or impacts; and	Percentage of Variable Remuneration Dependent on Sustainability-Related Targets and (or) Impacts: 0 %
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ESRS2-GOV-3-29.(e)	the level in the undertaking at which the terms of incentive schemes are approved and updated.	N/A
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2.2.4 GOV-4 - Statement on due diligence

ESRS 2 GOV-4	<p>Statement on due diligence</p> <p>The undertaking shall disclose a mapping of the information provided in its sustainability statement about the due diligence process.</p>	
ESRS2-GOV-4-32.	<p>The main aspects and steps of due diligence referred to under ESRS 1 chapter 4 Due diligence are related to a number of cross-cutting and topical Disclosure Requirements under the ESRS. The undertaking shall provide a mapping that explains how and where its application of the main aspects and steps of the due diligence process are reflected in its sustainability statement, to allow a depiction of the actual practices of the undertaking with regard to due diligence.</p>	<p>ESRS 2 GOV 4 - Statement on Due Diligence: TAJCO Group A/S</p> <p>Introduction to TAJCO Group A/S and Its Sustainability Context</p> <p>TAJCO Group A/S specializes in the production of high-quality automotive stainless-steel trims, supplying major automotive original equipment manufacturers (OEMs) globally. As a key player in the automotive supply chain, TAJCO Group A/S recognizes its responsibility to minimize negative impacts on the environment and society. Our commitment to sustainability is central to our operations and is guided by a robust due diligence process. This process helps us identify, prevent, mitigate, and account for actual and potential negative impacts associated with our activities and those within our value chain.</p> <p>Mapping of Due Diligence Process</p> <p>A. Embedding Due Diligence in Governance, Strategy, and Business Model</p> <ul style="list-style-type: none"> <p>ESRS 2 GOV-2: Involvement of Administrative, Management, and Supervisory Bodies in Sustainability Matters</p> <p>At TAJCO Group A/S, our administrative, management, and supervisory bodies are actively engaged in overseeing our sustainability performance. Our Board of Directors receives annual reports on sustainability-related matters, including updates on our due diligence efforts, identified risks, and actions taken to mitigate impacts. These discussions are integral to our decision-making processes and ensure that sustainability is embedded at the highest level of governance.</p> <p>ESRS 2 SBM-3: Material Impacts, Risks, and Opportunities and Their Interaction with Strategy and Business Model</p> <p>TAJCO Group A/S has identified key material impacts related to its operations, such as the environmental impact of stainless steel trim production and the social implications of labor practices in our supply chain. These findings have influenced our strategic direction, prompting investments in greener technologies and more sustainable sourcing practices.</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	20

B. Engaging with Affected Stakeholders

● ESRS 2 GOV-2 & ESRS 2 SBM-2: Engagement with Stakeholders

TAJCO Group A/S is committed to engaging with stakeholders, including employees, local communities, suppliers, customers, and industry partners, to ensure that their concerns and expectations are considered in our sustainability strategy. We conduct stakeholder surveys, and workshops to gather input and feedback.

● ESRS 2 IRO-1 & Topical ESRS: Specific Stakeholder Engagements

TAJCO Group A/S engages directly with supply chain partners to ensure compliance with environmental and social standards. This includes regular audits and collaborative efforts to improve sustainability practices throughout our value chain.

C. Identifying and Assessing Negative Impacts on People and the Environment

● ESRS 2 IRO-1 & ESRS 2 SBM-3: Identification and Assessment of Negative Impacts

TAJCO Group A/S conducts ongoing assessments to identify and evaluate the potential negative impacts of our operations and value chain on people and the environment. This process includes a thorough analysis of the environmental impacts of our stainless steel trim production and the social implications of our sourcing practices.

D. Taking Action to Address Negative Impacts

● ESRS 2 MDR-A & Topical ESRS: Actions to Mitigate Negative Impacts

TAJCO Group A/S takes decisive actions to address identified negative impacts. This includes implementing technology upgrades, enhancing waste management practices, and working with suppliers to ensure ethical sourcing.

E. Tracking the Effectiveness of These Efforts

● ESRS 2 MDR-M & ESRS 2 MDR-T: Monitoring and Reporting Effectiveness

TAJCO Group A/S monitors the effectiveness of our sustainability actions through a set of key performance indicators (KPIs) that track our progress in areas such as energy consumption, waste reduction, and supplier compliance. These KPIs are regularly reviewed and are a critical component of our sustainability reporting.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	21

2.2.5 GOV-5 - Risk management and internal controls over sustainability reporting

ESRS 2 GOV-5

Risk management and internal controls over sustainability reporting

The undertaking shall disclose the main features of its risk management and internal control system in relation to the sustainability reporting process.

ESRS2-GOV-5-36.

The undertaking shall disclose the following information:

ESRS2-GOV-5-36.(a)

the scope, main features and components of the risk management and internal control processes and systems in relation to sustainability reporting;

There is an active risk management process of TAJCO Group A/S in the integrated management system, which is managed by the Vice President of TAJCO Group A/S and carried out together with the members of his management, which includes ESG issues as part of the corporate strategy and continuously identifies risks and measures in the ESG area. The annual CSRD report is subsequently released internally after review by the management, the risks identified in each case are described in the individual material ESRS.

ESRS2-GOV-5-36.(b)

the risk assessment approach followed, including the risk prioritisation methodology;

The basis of the ESG risk assessment is the result of double materiality with the determination of impact, risks and opportunities, especially for all ESG fields that are material.

Risk Prioritization: Using a risk matrix, risks are evaluated based on their potential impact on the reliability of the sustainability report and the likelihood of occurrence.

ESRS2-GOV-5-36.(c)

the main risks identified and their mitigation strategies including related controls;

In 2023, the material impacts, risks and opportunities TAJCO Group A/S identified are:

Main Risks Identified:

- **Climate Change:** Risks related to the impact of climate change on TAJCO Group A/S's operations, including increased costs due to extreme weather events, supply chain disruptions, and changes in regulations regarding greenhouse gas emissions.
- **Pollution:** Environmental risks associated with pollution from manufacturing processes, which could lead to regulatory fines, cleanup costs, and reputational damage.
- **Circular Economy:** Risks arising from the failure to adopt circular economy practices, such as not effectively recycling or reusing materials, which could result in increased waste management costs and lost opportunities for resource efficiency.
- **Own Workforce:** Risks related to the health, safety, and well-being of our employees, which could lead to increased absenteeism, lower productivity, and higher insurance and compensation costs.
- **Workers in Supply Chain:** Risks associated with labor practices in the supply chain, including potential violations of labor rights, unsafe working conditions, and lack of fair wages, which could result in supply chain disruptions and reputational damage.
- **Affected Communities:** Risks linked to the company's impact on local communities, such as negative social and environmental effects from operations that could lead to community opposition, legal actions, and loss of social license to operate.
- **Governance:** Risks arising from inadequate governance structures and lack of oversight in sustainability practices, which could lead to ineffective management of environmental and social issues, non-compliance with regulations, and damage to stakeholder trust.

Mitigation Strategies:

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	22

● **Climate Change:**

- **Implementation of Climate Adaptation Plans:** Developing and implementing climate adaptation strategies to enhance resilience against extreme weather events, including upgrading infrastructure and diversifying the supply chain to minimize disruptions.
- **Emission Reduction Initiatives:** Investing in renewable energy sources, improving energy efficiency, and setting science-based targets to reduce greenhouse gas emissions in line with regulatory requirements and stakeholder expectations.

● **Pollution:**

- **Enhanced Pollution Controls:** Installing state-of-the-art pollution control technologies and adopting cleaner production methods to minimize emissions and effluents.
- **Regular Monitoring and Reporting:** Establishing rigorous monitoring and reporting frameworks to ensure compliance with environmental regulations and to proactively address potential pollution issues.

● **Circular Economy:**

- **Adoption of Sustainable Design and Manufacturing Practices:** Redesigning products and processes to reduce waste, promote recycling, and enhance resource efficiency.
- **Partnerships for Recycling and Reuse:** Collaborating with suppliers and other stakeholders to create closed-loop systems for materials recovery and reuse, reducing dependency on raw materials and minimizing waste.

● **Own Workforce:**

- **Health and Safety Programs:** Implementing comprehensive health and safety programs, including regular training, risk assessments, and investment in protective equipment to ensure a safe working environment.
- **Employee Well-being Initiatives:** Promoting employee well-being through programs focused on mental health, work-life balance, and professional development to enhance productivity and retention.

● **Workers in Supply Chain:**

- **Supplier Code of Conduct:** Enforcing a strict supplier code of conduct that mandates fair labor practices, safe working conditions, and ethical standards.
- **Regular Audits and Capacity Building:** Conducting regular audits of suppliers and providing training and support to improve labor practices and working conditions throughout the supply chain.

● **Affected Communities:**

- **Community Engagement and Development Programs:** Engaging with local communities through dialogue and partnership to understand their needs and concerns, and investing in community development projects that address social and environmental impacts.
- **Impact Assessments and Mitigation:** Conducting thorough social and environmental impact assessments before new projects and implementing mitigation measures to minimize negative effects on communities.

● **Governance:**

- **Strengthening Governance Structures:** Enhancing governance structures by integrating sustainability into board-level discussions and decision-making processes, ensuring proper oversight of sustainability risks and opportunities.
- **Transparency and Accountability:** Establishing clear reporting lines and accountability mechanisms for sustainability performance, including regular updates to stakeholders on progress and challenges.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	23

ESRS2-GOV-5-36.(d)

a description of how the undertaking integrates the findings of its risk assessment and internal controls as regards the sustainability reporting process into relevant internal functions and processes; and

The findings from the risk assessment and internal control processes are integrated into TAJCO Group A/S's internal functions as follows:

- **Strategic Planning:** Incorporating risk assessment outcomes into the company's strategic planning and decision-making processes to align business operations with sustainability goals.
- **Operational Processes:** Adjusting operational workflows to address identified risks and strengthen control mechanisms.
- **Continuous Improvement:** Regular updates to internal policies and procedures based on audit findings and risk assessments to improve sustainability reporting practices.

ESRS2-GOV-5-36.(e)

a description of the periodic reporting of the findings referred to in point (d) to the administrative, management and supervisory bodies.

We have established quarterly reporting of risk assessment findings to the Management committee and the Sustainability Committee. This includes presenting the effectiveness of current controls, newly identified risks, and any changes in the risk landscape.

Regular updates ensure that the governance bodies are informed and can provide oversight and guidance on sustainability reporting practices.

2.3 Strategy

2.3.1 SBM-1 – Strategy, business model and value chain

ESRS 2 SBM-1

Strategy, business model and value chain

The undertaking shall disclose the elements of its strategy that relate to or impact sustainability matters, its business model and its value chain.

ESRS2-SBM-1-40.

The undertaking shall disclose the following information about the key elements of its general strategy that relate to or affect sustainability matters:

Key Elements of General Strategy for Sustainability

- Sustainability Drivers
- Explanation: The first step in TAJCO's sustainability strategy involves identifying and understanding the key sustainability drivers. These drivers are the fundamental forces motivating the company to pursue sustainability initiatives, such as regulatory requirements, market demands, stakeholder expectations, and the company's internal values and goals.
- Impact on Sustainability: By recognizing these drivers, TAJCO ensures that its sustainability efforts are aligned with the most relevant and impactful areas, providing a clear rationale for its strategic actions.
- TAJCO Sustainability Targets 2030
- Explanation: TAJCO has established specific sustainability targets to be achieved by 2030. These targets are likely aligned with broader global sustainability goals, such as reducing carbon emissions, improving energy efficiency, and enhancing social responsibility.
- Impact on Sustainability: Setting clear targets provides direction and benchmarks for TAJCO's sustainability efforts, ensuring that progress can be measured and adjusted as needed to meet these long-term goals.
- Baseline Definition 2020
- Explanation: To track progress towards its 2030 sustainability targets, TAJCO has defined a baseline year 2020. This baseline serves as the reference point against which all sustainability metrics and improvements will be measured.
- Impact on Sustainability: Establishing a baseline allows TAJCO to accurately assess the effectiveness of its sustainability initiatives over time and make informed decisions on where to focus efforts.
- Identification of Main Contributors
- Explanation: In this step, TAJCO identifies the main contributors to its sustainability performance. These could include key departments, processes, or external partners that have a significant impact on the company's sustainability outcomes.
- Impact on Sustainability: By pinpointing the primary contributors, TAJCO can allocate resources more effectively and ensure that those with the greatest impact are prioritized in the sustainability strategy.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	24

- Priorities & Tasks
- Explanation: We have established specific priorities and tasks to address the sustainability drivers and contribute to achieving the 2030 targets. This involves setting short- and medium-term objectives, assigning responsibilities, and developing action plans.
- Impact on Sustainability: Prioritizing tasks ensures that the most critical areas are addressed first, enabling TAJCO to make steady and impactful progress toward its sustainability goals.
- Stakeholder Matrix
- Explanation: TAJCO creates a stakeholder matrix to identify and map the interests, influence, and expectations of its various stakeholders. This matrix helps in understanding who the key stakeholders are and how they are affected by or can affect TAJCO's sustainability efforts.
- Impact on Sustainability: Engaging with stakeholders through this matrix ensures that their views and needs are considered in the sustainability strategy, promoting transparency and fostering stronger relationships.
- KPI Setting & Reporting
- Explanation: Finally, TAJCO sets key performance indicators (KPIs) to monitor and report on the progress of its sustainability initiatives. These KPIs are aligned with the targets set for 2030 and are used to assess whether the company is on track to meet its goals.
- Impact on Sustainability: Regularly measuring and reporting on KPIs enables TAJCO to maintain accountability, make data-driven decisions, and transparently communicate its sustainability performance to stakeholders.

By following this structured process, from understanding sustainability drivers to setting and reporting on KPIs, TAJCO Group A/S ensures that sustainability is deeply integrated into its overall business strategy, driving long-term value creation and positive environmental and social outcomes.

ESRS2-SBM-1-40.(a) a description of:

ESRS2-SBM-1-40.(a).i. significant groups of products and/or services offered, including changes in the reporting period (new/removed products and/or services);

For over 75 years, TAJCO Group A/S has been a leading provider of premium automotive solutions, specializing in the development and manufacturing of high-quality exterior trims for the global automotive industry. Our diverse product range includes tailpipe trims, rear-end exterior styling, and complete exhaust finishing systems that enhance both the aesthetics and performance of vehicles.

By leveraging innovative technologies and adhering to the highest quality standards, TAJCO Group A/S continues to set trends in the global automotive market. We are a proud family-owned company with deep roots in craftsmanship, benefiting from decades of experience and a strong international network that helps drive our success and expansion.

Our production sites operate under strict quality and environmental standards, ensuring that our processes not only meet but exceed industry expectations. We are committed to sustainability and are actively working to reduce our environmental footprint, with a focus on energy efficiency and responsible sourcing. Our goal is to provide products that not only offer a long service life but also contribute to a sustainable future for the automotive industry.

TAJCO Group A/S

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	25

- Window trims
- Exhaust trims
- B-pillars

At our state-of-the-art production facilities, we focus on creating innovative solutions that cater to the specific needs of leading car manufacturers worldwide.

ESRS2-SBM-1-40.(a).ii.	significant markets and/or customer groups served, including changes in the reporting period (new/removed markets and/or customer groups);	TAJCO Group A/S serves a broad range of significant markets within the global automotive industry, focusing primarily on premium vehicle manufacturers. Our core customer groups include leading original equipment manufacturers (OEMs) who value high-quality, aesthetically pleasing exterior trims and exhaust finishing systems that align with their brand standards and performance requirements.
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Throughout the reporting period, TAJCO Group A/S has maintained its strong presence in key markets across Europe, North America, and Asia, with a particular emphasis on countries with a robust automotive manufacturing base, such as Germany, the United States, and China. We continue to adapt to the evolving needs of our customers by expanding our product offerings and enhancing our technological capabilities to provide innovative solutions that meet the latest automotive design trends and environmental standards.

During this period, there have been no significant changes in the markets we serve or the customer groups we target. However, we remain focused on deepening our relationships with existing customers and exploring opportunities in emerging markets where there is a growing demand for high-end automotive accessories. Our strategic approach aims to solidify our market position by leveraging our strengths in quality, innovation, and sustainability to meet the dynamic requirements of our global customers.

ESRS2-SBM-1-40.(a).iii.	headcount of employees by geographical areas; and	<p>KPIs:</p> <p>Total Number of Employees: 747 #</p> <p>Total number of Employees by Country : Azerbaijan : 0 #</p> <p>Total number of Employees by Country : Afghanistan : 0 #</p> <p>Total number of Employees by Country : Guam : 0 #</p> <p>Total number of Employees by Country : Tunisia : 0 #</p> <p>Total number of Employees by Country : Turkey : 0 #</p> <p>Total number of Employees by Country : Turkmenistan : 0 #</p> <p>Total number of Employees by Country : Tuvalu : 0 #</p> <p>Total number of Employees by Country : Uganda : 0 #</p> <p>Total number of Employees by Country : Ukraine : 0 #</p> <p>Total number of Employees by Country : Yogyakarta : 0 #</p> <p>Total number of Employees by Country : Wallis and Futuna : 0 #</p> <p>Total number of Employees by Country : Vietnam : 0 #</p> <p>Total number of Employees by Country : Tokelau : 0 #</p> <p>Total number of Employees by Country : Tonga : 0 #</p>
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	26

Total number of Employees by Country : Trinidad and Tobago : 0 #

Total number of Employees by Country : Japan : 0 #

Total number of Employees by Country : United Arab Emirates : 0 #

Total number of Employees by Country : Jan Mayen : 0 #

Total number of Employees by Country : Zambia : 0 #

Total number of Employees by Country : Zimbabwe : 0 #

Total number of Employees by Country : Western Sahara : 0 #

Total number of Employees by Country : Venezuela : 0 #

Total number of Employees by Country : Vanuatu : 0 #

Total number of Employees by Country : Uzbekistan : 0 #

Total number of Employees by Country : US Virgin Islands : 0 #

Total number of Employees by Country : United States : 5 #

Total number of Employees by Country : Pakistan : 0 #

Total number of Employees by Country : Oman : 0 #

Total number of Employees by Country : Norway : 0 #

Total number of Employees by Country : North Korea : 0 #

Total number of Employees by Country : Northern Mariana Islands : 0 #

Total number of Employees by Country : Norfolk Island : 0 #

Total number of Employees by Country : Nicaragua : 0 #

Total number of Employees by Country : New Zealand : 0 #

Total number of Employees by Country : Netherlands : 0 #

Total number of Employees by Country : Nepal : 0 #

Total number of Employees by Country : Nauru : 0 #

Total number of Employees by Country : Namibia : 0 #

Total number of Employees by Country : Mozambique : 0 #

Total number of Employees by Country : Morocco : 0 #

Total number of Employees by Country : Montserrat : 0 #

Total number of Employees by Country : Russia : 0 #

Total number of Employees by Country : Rwanda : 0 #

Total number of Employees by Country : Jamaica : 0 #

Total number of Employees by Country : Italy : 0 #

Total number of Employees by Country : Israel : 0 #

Total number of Employees by Country : Ireland : 0 #

Total number of Employees by Country : Iraq : 0 #

Total number of Employees by Country : Iran : 0 #

Total number of Employees by Country : Indonesia : 0 #

Total number of Employees by Country : India : 3 #

Total number of Employees by Country : Iceland : 0 #

Total number of Employees by Country : Hungary : 0 #

Total number of Employees by Country : Honduras : 0 #

Total number of Employees by Country : Guinea-Bissau : 0 #

Total number of Employees by Country : Guinea : 0 #

Total number of Employees by Country : Guatemala : 0 #

Total number of Employees by Country : Guadeloupe : 0 #

Total number of Employees by Country : Grenada : 0 #

Total number of Employees by Country : Greenland : 0 #

Total number of Employees by Country : Greece : 0 #

Total number of Employees by Country : Gibraltar : 0 #

Total number of Employees by Country : Ghana : 0 #

Total number of Employees by Country : Germany : 12 #

Total number of Employees by Country : Georgia : 0 #

Total number of Employees by Country : Gambia : 0 #

Total number of Employees by Country : Albania : 0 #

Total number of Employees by Country : Algeria : 0 #

Total number of Employees by Country : Angola : 0 #

Total number of Employees by Country : Anguilla : 0 #

Total number of Employees by Country : Antarctica : 0 #

Total number of Employees by Country : Armenia : 0 #

Total number of Employees by Country : Aruba : 0 #

Total number of Employees by Country : Australia : 0 #

Total number of Employees by Country : Austria : 0 #

Total number of Employees by Country : Bahamas : 0 #

Total number of Employees by Country : Bahrain : 0 #

Total number of Employees by Country : Bangladesh : 1 #

Total number of Employees by Country : Barbados : 0 #

Total number of Employees by Country : Belarus : 0 #

Total number of Employees by Country : Belize : 0 #

Total number of Employees by Country : Benin : 0 #

Total number of Employees by Country : Bermuda : 0 #

Total number of Employees by Country : Bhutan : 0 #

Total number of Employees by Country : Bolivia : 0 #

Total number of Employees by Country : Bosnia and Herzegovina : 0 #

Total number of Employees by Country : Botswana : 0 #

Total number of Employees by Country : Palau : 0 #

Total number of Employees by Country : Poland : 0 #

Total number of Employees by Country : Panama : 0 #

Total number of Employees by Country : Papua New Guinea : 0 #

Total number of Employees by Country : Tanzania : 0 #

Total number of Employees by Country : Paraguay : 0 #

Total number of Employees by Country : Peru : 0 #

Total number of Employees by Country : Philippines : 0 #

Total number of Employees by Country : Suriname : 0 #

Total number of Employees by Country : France : 2 #

Total number of Employees by Country : French Guiana : 0 #

Total number of Employees by Country : Saint Lucia : 0 #

Total number of Employees by Country : Saint Kitts and Nevis : 0 #

Total number of Employees by Country : Saint Helena : 0 #

Total number of Employees by Country : Romania : 0 #

Total number of Employees by Country : Reunion : 0 #

Total number of Employees by Country : Qatar : 0 #

Total number of Employees by Country : Bouake : 0 #

Total number of Employees by Country : Bouvet Island : 0 #

Total number of Employees by Country : Bulgaria : 0 #

Total number of Employees by Country : Burkina Faso : 0 #

Total number of Employees by Country : Burundi : 0 #

Total number of Employees by Country : Cambodia : 0 #

Total number of Employees by Country : Cameroon : 0 #

Total number of Employees by Country : Canada : 1 #

Total number of Employees by Country : Cape Verde : 0 #

Total number of Employees by Country : Cayman Islands : 0 #

Total number of Employees by Country : Chad : 0 #

Total number of Employees by Country : Chile : 0 #

Total number of Employees by Country : China : 680 #

Total number of Employees by Country : Christmas Island : 0 #

Total number of Employees by Country : Comoros : 0 #

Total number of Employees by Country : Congo : 0 #

Total number of Employees by Country : Cook Islands : 0 #

Total number of Employees by Country : Costa Rica : 0 #

Total number of Employees by Country : Côte d'Ivoire : 0 #

Total number of Employees by Country : Czech Republic : 0 #

Total number of Employees by Country : Denmark : 14 #

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	29

Total number of Employees by Country : Djibouti : 0 #

Total number of Employees by Country : Dominica : 0 #

Total number of Employees by Country : Dominican Republic : 0 #

Total number of Employees by Country : East Timor : 0 #

Total number of Employees by Country : Ecuador : 0 #

Total number of Employees by Country : Egypt : 0 #

Total number of Employees by Country : El Salvador : 0 #

Total number of Employees by Country : Estonia : 0 #

Total number of Employees by Country : Gabon : 0 #

Total number of Employees by Country : Ethiopia : 0 #

Total number of Employees by Country : Falkland Islands : 0 #

Total number of Employees by Country : Faroe Islands : 0 #

Total number of Employees by Country : Fiji : 0 #

Total number of Employees by Country : Finland : 0 #

Total number of Employees by Country : Kazakhstan : 0 #

Total number of Employees by Country : Latvia : 0 #

Total number of Employees by Country : Lebanon : 0 #

Total number of Employees by Country : Lesotho : 0 #

Total number of Employees by Country : Liberia : 0 #

Total number of Employees by Country : Libya : 0 #

Total number of Employees by Country : Liechtenstein : 0 #

Total number of Employees by Country : Lithuania : 0 #

Total number of Employees by Country : Luxembourg : 0 #

Total number of Employees by Country : Macau : 0 #

Total number of Employees by Country : Macedonia : 0 #

Total number of Employees by Country : Madagascar : 0 #

Total number of Employees by Country : Malawi : 0 #

Total number of Employees by Country : Malaysia : 0 #

Total number of Employees by Country : Mali : 0 #

Total number of Employees by Country : Malta : 0 #

Total number of Employees by Country : Marshall Islands : 0 #

Total number of Employees by Country : Martinique : 0 #

Total number of Employees by Country : Jordan : 0 #

Total number of Employees by Country : Pitcairn Islands : 0 #

Total number of Employees by Country : Syria : 0 #

Total number of Employees by Country : San Marino : 0 #

Total number of Employees by Country : Micronesia : 0 #

Total number of Employees by Country : Mexico : 0 #

Total number of Employees by Country : Mayotte : 0 #

Total number of Employees by Country : Mauritius : 0 #

Total number of Employees by Country : Mauritania : 0 #

Total number of Employees by Country : Kenya : 0 #

Total number of Employees by Country : Kosovo : 0 #

Total number of Employees by Country : Niue : 0 #

Total number of Employees by Country : Kurdistan : 0 #

Total number of Employees by Country : Guyana : 0 #

Total number of Employees by Country : Argentina : 0 #

Total number of Employees by Country : Brunei Darussalam : 0 #

Total number of Employees by Country : Central African Republic : 0 #

Total number of Employees by Country : Switzerland : 0 #

Total number of Employees by Country : Sweden : 1 #

Total number of Employees by Country : Swaziland : 0 #

Total number of Employees by Country : Sri Lanka : 0 #

Total number of Employees by Country : Spain : 1 #

Total number of Employees by Country : South Sudan : 0 #

Total number of Employees by Country : South Korea : 0 #

Total number of Employees by Country : South Africa : 0 #

Total number of Employees by Country : Somalia : 0 #

Total number of Employees by Country : Solomon Islands : 0 #

Total number of Employees by Country : Slovenia : 0 #

Total number of Employees by Country : Slovakia : 25 #

Total number of Employees by Country : Sint Maarten : 0 #

Total number of Employees by Country : Singapore : 0 #

Total number of Employees by Country : Sierra Leone : 0 #

Total number of Employees by Country : Seychelles : 0 #

Total number of Employees by Country : Serbia : 1 #

Total number of Employees by Country : Cyprus : 0 #

Total number of Employees by Country : Saint Martin : 0 #

Total number of Employees by Country : Moldova : 0 #

Total number of Employees by Country : Saint Vincent and the Grenadines : 0 #

Total number of Employees by Country : Samoa : 0 #

Total number of Employees by Country : Sao Tome and Principe : 0 #

Total number of Employees by Country : Saudi Arabia : 0 #

Total number of Employees by Country : Taiwan : 0 #

Total number of Employees by Country : Tajikistan : 0 #

Total number of Employees by Country : Sudan : 0 #

Total number of Employees by Country : French Southern Territories : 0 #

Total number of Employees by Country : French Polynesia : 0 #

Total number of Employees by Country : Curaçao : 0 #

Total number of Employees by Country : Cuba : 0 #

Total number of Employees by Country : Croatia : 1 #

Total number of Employees by Country : British Virgin Islands : 0 #

Total number of Employees by Country : Brazil : 0 #

Total number of Employees by Country : Antigua and Barbuda : 0 #

Total number of Employees by Country : Gainesville : 0 #

Total number of Employees by Country : Haiti : 0 #

Total number of Employees by Country : Heard and McDonald Islands : 0 #

Total number of Employees by Country : Kuwait : 0 #

Total number of Employees by Country : Kyrgyzstan : 0 #

Total number of Employees by Country : Laos : 0 #

Total number of Employees by Country : Saint Pierre and Miquelon : 0 #

Total number of Employees by Country : Monaco : 0 #

Total number of Employees by Country : Mongolia : 0 #

Total number of Employees by Country : Montenegro : 0 #

Total number of Employees by Country : Thailand : 0 #

Total number of Employees by Country : Togo : 0 #

Total number of Employees by Country : Yemen : 0 #

Total number of Employees by Country : United Kingdom : 0 #

Total number of Employees by Country : Uruguay : 0 #

Total number of Employees by Country : Nigeria : 0 #

Total number of Employees by Country : Niger : 0 #

Total number of Employees by Country : Senegal : 0 #

Total number of Employees by Country : Kiribati : 0 #

Total number of Employees by Country : Maldives : 0 #

Total number of Employees by Country : Palestinian Territory : 0 #

Total number of Employees by Country : Turks and Caicos Islands : 0 #

Total number of Employees by Country : Vatican City : 0 #

Total number of Employees by Country : New Caledonia : 0 #

Total number of Employees by Country : Myanmar : 0 #

Total number of Employees by Country : Hong Kong : 0 #

Total number of Employees by Country : Andorra : 0 #

Total number of Employees by Country : Belgium : 0 #

Total number of Employees by Country : Puerto Rico : 0 #

Total number of Employees by Country : Portugal : 0 #

Total number of Employees by Country : South Georgia and South Sandwich Islands : 0 #

Total number of Employees by Country : Saint Barthelemy : 0 #

Total number of Employees by Country : Colombia : 0 #

Total number of Employees by Country : Eritrea : 0 #

ESRS2-SBM-1-40.(a).iv.	where applicable and material, products and services that are banned in certain markets;	TAJCO Group A/S products & services are not banned in any market
ESRS2-SBM-1-40.(b)	a breakdown of total revenue, as included in its financial statements, by significant ESRS sectors. When the undertaking provides segment reporting as required by IFRS 8 Operating segments in its financial statements, this sector revenue information shall be, as far as possible, reconciled with IFRS 8 information;	KPIs: Total Revenue: 634927000 DKK
ESRS2-SBM-1-40.(c)	a list of the additional significant ESRS sectors beyond the ones reflected under paragraph 40(b), such as activities that give rise to intercompany revenues, in which the undertaking develops significant activities, or in which it is or may be connected to material impacts. The identification of these additional ESRS sectors shall be consistent with the way they have been considered by the undertaking when performing its materiality assessment and with the way it discloses material sector-specific information;	<p>TAJCO Group A/S primarily operates within the automotive sector, specifically focusing on the design and manufacture of high-quality exterior trims and exhaust finishing systems for premium vehicles. Beyond this core activity, the company does not engage in additional significant sectors that generate substantial intercompany revenues or are connected to material impacts.</p> <p>Our materiality assessment and sustainability reporting focus solely on our automotive sector activities, reflecting our commitment to excellence and innovation within this industry. There are no additional ESRS sectors outside of our primary operations that have been identified as significant in our materiality assessment or that contribute to material impacts as part of our broader sustainability considerations.</p>
ESRS2-SBM-1-40.(d)	where applicable, a statement indicating, together with the related revenues, that the undertaking is active in:	
ESRS2-SBM-1-40.(d).i.	the fossil fuel (coal, oil and gas) sector16, (e., it derives revenues from exploration, mining, extraction, production, processing, storage, refining or distribution, including transportation, storage and trade, of fossil fuels as defined in Article 2, point (62), of Regulation (EU) 2018/1999 of the European Parliament and the Council17), including a disaggregation of revenues derived from coal, from oil and from gas, as well as the revenues derived from Taxonomy-aligned economic activities related to fossil gas as required under Article 8(7)(a) of Commission Delegated Regulation 2021/217818;	KPIs: Revenue from Fossil Fuel (Coal, Oil and Gas) Sector: 0 DKK Revenue from Coal: 0 DKK Revenue from Oil: 0 DKK Revenue from Gas: 0 DKK Revenue from Taxonomy-Aligned Economic Activities Related to Fossil Gas: 0 DKK

ESRS2-SBM-1-40.(d).ii. chemicals production, i.e., its activities fall under Division 20.2 of Annex I to Regulation (EC) No 1893/2006;

KPIs:

Revenue from Chemicals Production: 0 DKK

ESRS2-SBM-1-40.(d).iii. controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons); and/or

KPIs:

Revenue from Controversial Weapons: 0 DKK

ESRS2-SBM-1-40.(d).iv. the cultivation and production of tobacco;

KPIs:

Revenue from Cultivation and Production of Tobacco: 0 DKK

ESRS2-SBM-1-40.(e) its sustainability-related goals in terms of significant groups of products and services, customer categories, geographical areas and relationships with stakeholders;

Sustainability-Related Goals

TAJCO Group A/S is committed to advancing sustainability across all aspects of our operations, focusing on significant product groups, customer categories, geographical areas, and stakeholder relationships. Our sustainability-related goals are strategically aligned with our mission to provide high-quality exterior trims and exhaust finishing systems while minimizing our environmental impact and enhancing social responsibility.

Significant Groups of Products and Services:

Our primary goal is to develop and deliver sustainable products that meet the highest environmental standards. We focus on increasing the recyclability and reducing the carbon footprint of our exterior trims and exhaust finishing systems. This involves using more sustainable materials, improving manufacturing processes, and enhancing the overall lifecycle performance of our products to ensure they contribute positively to the sustainability goals of our automotive OEM customers.

Customer Categories:

We are dedicated to supporting our customers—primarily leading automotive OEMs—in achieving their own sustainability objectives. By offering products that meet stringent environmental standards, we help our customers enhance the sustainability of their vehicle offerings. We aim to collaborate closely with our customers to develop innovative solutions that reduce emissions and improve the environmental performance of their products.

Geographical Areas:

TAJCO Group A/S is focused on implementing sustainability initiatives across all regions where we operate, with a particular emphasis on our key markets in Europe, North America, and Asia. We aim to align our sustainability efforts with regional regulations and customer expectations, ensuring that our products contribute to global and local sustainability targets. Our goal is to achieve consistent environmental performance across all our geographical markets, adapting our strategies to meet specific regional needs and opportunities.

Relationships with Stakeholders:

We recognize the importance of engaging with all stakeholders, including customers, suppliers, employees, and the communities in which we operate, to drive sustainable development. Our goal is to foster transparent and collaborative relationships with our stakeholders to promote shared sustainability objectives. This includes working closely with suppliers to ensure responsible sourcing, engaging with employees to promote a culture of sustainability, and contributing to the

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	34

communities around our production sites through various social and environmental initiatives.

By setting and pursuing these sustainability-related goals, TAJCO Group A/S aims to lead the way in developing innovative, environmentally friendly automotive solutions that support a sustainable future for the industry.

ESRS2-SBM-1-40.(f)	an assessment of its current significant products and/or services, and significant markets and customer groups, in relation to its sustainability-related goals; and	Since we offer all our products equally to different customer groups in all markets, all these products are equally important to our sustainability goals.
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However, we see an increased demand for more sustainable products in Europe, so Europe is the driver for our goal setting on sustainability issues.

ESRS2-SBM-1-40.(g)	the elements of the undertaking's strategy that relate to or impact sustainability matters, including the main challenges ahead, critical solutions or projects to be put in place, when relevant for sustainability reporting.	Our primary challenge lies in significantly reducing the greenhouse gas (GHG) or CO2 emissions associated with the materials and raw materials we purchase. This category of emissions, known as Scope 3 emissions, represents approximately 84% of our total carbon footprint. Given the substantial share of our overall emissions that these materials contribute, addressing this issue is critical for achieving our sustainability goals and reducing our environmental impact. This involves not only re-evaluating our supply chain and sourcing practices but also collaborating with suppliers to adopt more sustainable materials and production methods.
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ESRS2-SBM-1-41.	If the undertaking is based in an EU Member State that allows for an exemption from the disclosure of the information referred to in Article 18, paragraph 1, sub-point (a) of Directive 2013/34/EU22, and if the undertaking has made use of that exemption, it may omit the breakdown of revenue by significant ESRS sector required by paragraph 40(b). In this case the undertaking shall nevertheless disclose the list of ESRS sectors that are significant for the undertaking.	Check with Finance Team
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ESRS2-SBM-1-42.	The undertaking shall disclose a description of its business model and value chain, including:	
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ESRS2-SBM-1-42.(a)	its inputs and its approach to gathering, developing and securing those inputs;	TAJCO Group A/S relies on high-quality raw materials and advanced technologies to manufacture premium exterior trims and exhaust finishing systems for the automotive industry. Our key inputs include stainless steel, aluminum, and other durable materials that are designed to meet the stringent quality and aesthetic standards required by leading automotive manufacturers.
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To secure these inputs, TAJCO Group A/S engages in strategic sourcing from a network of trusted suppliers who meet our rigorous quality, environmental, and social responsibility standards. We prioritize suppliers who share our commitment to sustainability, ensuring that materials are sourced responsibly and in compliance with international regulations. Our approach includes long-term partnerships with suppliers to maintain a stable supply chain and ongoing investment in research and development to innovate new materials and processes that reduce environmental impact and enhance product performance.

ESRS2-SBM-1-42.(b)	its outputs and outcomes in terms of current and expected benefits for customers, investors and other stakeholders; and	The outputs of TAJCO Group A/S are high-quality exterior trims and exhaust finishing systems that enhance the aesthetic appeal and performance of premium vehicles. These products provide significant benefits to our customers, primarily automotive OEMs, by contributing to the distinct design and brand identity of their vehicles, while also meeting their performance and sustainability requirements. For investors, our focus on innovation, quality, and sustainability drives long-term value creation and positions TAJCO as a leader in the automotive accessory market.
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	35

Our outcomes also extend to other stakeholders, including our employees and the communities in which we operate. We are committed to creating a safe, inclusive, and engaging workplace, offering opportunities for professional growth and development. Moreover, our efforts to minimize our environmental footprint and support local initiatives contribute positively to community well-being and sustainability.

ESRS2-SBM-1-42.(c)	the main features of its upstream and downstream value chain and the undertaking's position in its value chain, including a description of the main business actors (such as key suppliers, customers, distribution channels and end-users) and their relationship to the undertaking. When the undertaking has multiple value chains, the disclosure shall cover the key value chains.	<p>Upstream Value Chain:</p> <p>TAJCO Group A/S's upstream value chain is characterized by a global network of key suppliers who provide the raw materials and components necessary for our manufacturing processes. These suppliers are selected based on their ability to meet our high standards for quality, sustainability, and ethical practices. We maintain close relationships with our suppliers, working collaboratively to ensure consistent quality and supply reliability. This partnership approach allows us to innovate continuously, particularly in sourcing sustainable materials and adopting advanced manufacturing technologies.</p> <p>Downstream Value Chain:</p> <p>Our downstream value chain includes the distribution of our products to leading automotive OEMs, who integrate our exterior trims and exhaust finishing systems into their vehicle models. The distribution channels involve direct sales to OEMs and partnerships with logistics providers to ensure timely and efficient delivery. The end-users of our products are ultimately the customers of these OEMs, who seek premium vehicles with distinctive design and high performance.</p> <p>TAJCO Group A/S positions itself as a key partner within this value chain, offering unique expertise in automotive exterior design and manufacturing. Our relationships with customers are built on trust, collaboration, and a deep understanding of their needs, enabling us to deliver solutions that enhance their products' market appeal and performance. By maintaining strong, integrated relationships with both our suppliers and customers, TAJCO ensures a seamless value chain that supports our strategic objectives and sustainability goals.</p>
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2.3.2 SBM-2 – Interests and views of stakeholders

ESRS 2 SBM-2	<p>Interests and views of stakeholders</p> <p>The undertaking shall disclose how the interests and views of its stakeholders are taken into account by the undertaking's strategy and business model.</p>	
ESRS2-SBM-2-45.	The undertaking shall disclose a summarised description of:	
ESRS2-SBM-2-45.(a)	its stakeholder engagement, including:	<p>TAJCO Group A/S employs a comprehensive and structured process to engage with stakeholders, ensuring their views and interests are effectively integrated into the company's strategy and sustainability efforts. This approach contributes significantly to the dual materiality concept, aligning the company's economic goals with environmental and social considerations. Below is a detailed overview of how TAJCO Group A/S incorporates stakeholder interests into its strategy and business model:</p>
ESRS2-SBM-2-45.(a).i.	the undertaking's key stakeholders;	<p>TAJCO Group A/S key stakeholders are as follow:</p> <ol style="list-style-type: none"> 1.Board of Directors 2.Group Management team 3.Employees

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	36

- 4. Customers
- 5. Suppliers
- 6. Universities
- 7. Communities

ESRS2-SBM-2-45.(a).ii.	whether engagement with them occurs and for which categories of stakeholders;	TAJCO Group A/S engages with all key stakeholder categories through various structured mechanisms, primarily focusing on an annual online survey designed to collect comprehensive feedback. The engagement spans across these stakeholder categories to ensure a holistic understanding of the diverse interests and concerns.
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ESRS2-SBM-2-45.(a).iii.	how it is organised;	Through a structured process, TAJCO GROUP A/S ensures that the involvement of stakeholders is effective and targeted to be able to derive a contribution to the double materiality and sustainability strategy.
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Process steps for stakeholder involvement

- 1. Planning and Goal**
 Setting Goal Definition: The topics for stakeholder involvement are based on the sustainability fields of action of TAJCO GROUP A/S. These served as the basis for the creation of the survey questions and their design.
- 2. Development of the inclusion strategy**
Choice of methodology: An online survey tool was used to efficiently collect the opinions and feedback of stakeholders. Various stakeholder engagement channels were used to achieve the highest possible engagement and response rate.
- 3. Implementation of the online dialogue Establishment of the platform: Use of a user-friendly online survey platform that was optimized for use on all browser-based systems,** i.e. the survey could be conducted on any desktop, laptop and mobile device. This ensured the accessibility of the survey.
- 4. Collection of stakeholders opinions Data collection: Collection of stakeholder responses was ensured automatically via the online survey tool.**

ESRS2-SBM-2-45.(a).iv.	its purpose; and	The primary purpose of this stakeholder engagement is to gather insights into stakeholder opinions, expectations, and concerns, particularly related to sustainability. These insights are crucial for aligning the company's sustainability strategy with the needs and priorities of its stakeholders. Additionally, this engagement aims to foster an ongoing dialogue that supports continuous improvement in sustainability practices.
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ESRS2-SBM-2-45.(a).v.	how its outcome is taken into account by the undertaking;	TAJCO Group A/S takes into account the stakeholder survey in the following way: <ol style="list-style-type: none"> 1. Follow-up and analysis Data analysis: The answers were quantitatively evaluated per stakeholder group and per block of fields of action. Participants also had the opportunity to name qualitative impacts, comments and content that is important to them about the sustainability strategy of TAJCO GROUP A/S. 2. Follow-up Integration of the results: The knowledge gained will be incorporated into the further planning and implementation of the sustainability strategy of TAJCO GROUP A/S. Planning further steps: Developing an action plan
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	37

based on the results of the survey and integrating it into sustainability reporting.

3. Continuous involvement and planning of future dialogues Further dialogues: It is planned to conduct further stakeholder dialogues to ensure continuous involvement and feedback collection.

Consideration of impacts: Future dialogues can specifically consider and query the impacts identified in the survey in order to continuously sharpen the sustainability strategy and coordinate it together with stakeholders.

ESRS2-SBM-2-45.(b)	the undertaking's understanding of the interests and views of its key stakeholders as they relate to the undertaking's strategy and business model, to the extent that these were analysed during the undertaking's due diligence process and/or materiality assessment process (see Disclosure Requirement IRO-1 of this Standard);	TAJCO Group A/S's stakeholder engagement process is designed to deeply understand the interests and views of its key stakeholders as they pertain to the company's strategy and business model. During the due diligence and materiality assessment processes, the company analyzes stakeholder feedback to identify key areas of concern and interest. This includes:
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- **Environmental Sustainability:** Stakeholders have expressed strong interest in TAJCO Group A/S's efforts to minimize its environmental footprint, particularly in terms of reducing emissions, waste, and resource consumption.
- **Social Responsibility:** Feedback indicates a significant concern for social issues, including fair labor practices, community engagement, and diversity and inclusion within the company.
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By understanding these interests, TAJCO Group A/S is able to tailor its strategy to better align with stakeholder expectations, enhancing both its sustainability performance and stakeholder satisfaction.

ESRS2-SBM-2-45.(c)	where applicable, amendments to its strategy and/or business model, including:	
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ESRS2-SBM-2-45.(c).i.	how the undertaking has amended or expects to amend its strategy and/or business model to address the interests and views of its stakeholders;	Based on the insights gained from stakeholder engagement, TAJCO Group A/S has made several amendments to its strategy and business model. For instance, the company has enhanced its sustainability initiatives by setting more ambitious targets for reducing greenhouse gas emissions and increasing the use of renewable energy. Additionally, the company has improved transparency in its sustainability reporting, addressing stakeholder demands for greater accountability and detailed disclosure.
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Our approach to engaging with affected communities is centered on transparency, inclusivity, and accountability. We actively seek to understand the needs and concerns of these communities by fostering open communication and ongoing dialogue. We had also tend to include the feedback of our communities into our Double Materiality Assessment to consider the Affected Communities views into our decision making.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	38

As part of our commitment to fostering a transparent and inclusive workplace, we prioritize the integration of employee perspectives into our strategic decision-making processes. To achieve this, we utilize comprehensive employee engagement mechanisms, including surveys and feedback systems, to capture and understand our employees views and opinions on various material points.

● **Surveys and Feedback System:**

We actively engage with our workforce through a structured survey. This tool enable us to gather valuable insights on key issues and material points, which are integral to our Double Materiality Assessment. By soliciting and analyzing employee feedback, we ensure that our strategic decisions reflect the interests and concerns of our workforce. We also hold quarterly townhall meetings to gather feedback from employees, which is carefully considered in our decision-making processes.

● **Employee Engagement Survey:**

In addition to ongoing feedback mechanisms, we also conduct an Employee Engagement Survey annually. This survey is designed to generate comprehensive feedback and opinions from all employees, providing us with a broad and representative understanding of the workforce's views. The results from this survey inform our policies, practices, and strategic initiatives, ensuring that we remain responsive to the evolving needs and expectations of our employees.

Based on an assessment of our operations and feedback from our stakeholders, we have identified several material impacts on our value chain workers, as detailed in the following categories:

● **Job Loss:**

● **Impact:** There is a potential negative impact on the workers in the value chain related to job security, especially during times of restructuring, changes in demand, or shifts in strategic direction.

● **Mitigation Measures:** TAJCO is committed to minimizing job losses through proactive workforce planning and engagement ensuring transparent communication with all affected stakeholders.

● **Supplier Code of Conduct:**

● **Impact:** The implementation of a robust Supplier Code of Conduct has a positive impact by ensuring that our suppliers operate according to high ethical standards, including labor rights, environmental stewardship, and business integrity.

● **Mitigation Measures:** We enforce our Supplier Code of Conduct across all suppliers, conducting regular assessments to ensure compliance. By working closely with our suppliers, we help them understand and meet these standards, thus promoting fair labor practices throughout our value chain.

● **Dangerous and Unhealthy Work Conditions:**

● **Impact:** A negative impact has been identified concerning potentially dangerous and unhealthy work conditions within certain areas of our operations, notably in the manufacturing site in China.

● **Mitigation Measures:** TAJCO prioritizes the health and safety of all its workers. We are actively addressing any safety concerns through rigorous health and safety protocols, regular training, and continuous monitoring of workplace conditions. We also encourage workers to report any safety concerns and ensure prompt action is taken to resolve issues.

Informing Our Strategy and Business Model

The identified material impacts on our value chain workers directly inform TAJCO's strategy and business model. By understanding these impacts, we are able to:

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	39

- **Develop Strategic Responses:** Our strategic plans include contingency measures for workforce management, investment in worker safety, and enhancing our supplier partnerships to maintain ethical standards.
- **Strengthen Stakeholder Engagement:** We engage continuously with our workers and suppliers to ensure their concerns are heard and addressed, fostering a culture of mutual respect and responsibility.
- **Promote Sustainable Practices:** Aligning our operations with international standards on human rights and labor, we aim to build a resilient, ethical, and sustainable business model that benefits all stakeholders.

ESRS2-SBM-2-45.(c).ii.	any further steps that are being planned and in what timeline; and	To ensure continuous improvement, TAJCO Group A/S plans to implement further stakeholder dialogues, scheduled annually, to monitor the impact of the changes made and to gather ongoing feedback. The company is also developing a long-term action plan to address emerging stakeholder concerns, such as the integration of circular economy principles and more robust community engagement programs. These steps are expected to be rolled out over the next 12-24 months.
ESRS2-SBM-2-45.(c).iii.	whether these steps are likely to modify the relationship with and views of stakeholders; and	The amendments to the strategy and business model are expected to positively modify the relationship between TAJCO Group A/S and its stakeholders. By actively addressing stakeholder concerns and being transparent about the actions taken, the company aims to build stronger, more trust-based relationships. This proactive approach is likely to enhance stakeholder perception and confidence in the company’s commitment to sustainability.
ESRS2-SBM-2-45.(d)	whether and how the administrative, management and supervisory bodies are informed about the views and interests of affected stakeholders with regard to the undertaking’s sustainability-related impacts.	The views and interests of stakeholders, particularly concerning sustainability impacts, are regularly communicated to TAJCO Group A/S’s administrative, management, and supervisory bodies. This is done through detailed reports that summarize the outcomes of stakeholder engagements, highlight key issues raised by stakeholders, and outline the strategic implications. These bodies are thus kept fully informed and involved in the decision-making process regarding sustainability initiatives, ensuring that stakeholder feedback directly influences the company’s strategic direction.

By integrating stakeholder feedback into its core strategy and business model, TAJCO Group A/S demonstrates its commitment to sustainability and responsible business practices. The company remains dedicated to ongoing dialogue with stakeholders, ensuring that its sustainability strategy evolves in line with stakeholder expectations and global best practices.

2.3.3 SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

The undertaking shall disclose its material impacts, risks and opportunities and how they interact with its strategy and business model.

ESRS2-SBM-3-48.

The undertaking shall disclose:

ESRS2-SBM-3-48.(a)

a brief description of its material impacts, risks and opportunities resulting from its materiality assessment (see Disclosure Requirement IRO-1 of this standard), including a description of where in its business model, its own operations

Title	Value Chain	IRO type	Matter
Energy Consumption	Own Operation	Positive Impact	Climate change

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	40

and its upstream and downstream value chain these material impacts, risks and opportunities are concentrated;

Logistics of Transport	Downstream Value Chain	Negative Impact	Climate change
Raw Material	Upstream Value Chain	Negative Impact	Climate change
Leased Assets	Own Operation	Negative Impact	Climate change
Market Risk	Upstream Value Chain	Risk	Climate change
Raw material prices	Upstream Value Chain	Risk	Climate change
Extereme Weather (Flood/typhoon)	Own Operation	Risk	Climate change
Low Product Carbon Footprint	Own Operation	Opportunity	Climate change
Energy + Chemical Reduction	Own Operation	Opportunity	Climate change
Optimized inventory process	Own Operation	Opportunity	Climate change
Packaging efficiency program	Own Operation	Opportunity	Climate change
Material efficiency program	Own Operation	Opportunity	Climate change
Emission of Production	Own Operation	Negative Impact	Pollution
Logistics of Transport	Downstream Value Chain	Negative Impact	Pollution
Lubrication Oil	Own Operation	Negative Impact	Pollution
Steel Production	Upstream Value Chain	Negative Impact	Pollution
Eligibility of OEM	Downstream Value Chain	Opportunity	Pollution
Water Use in Supply Chain	Upstream Value Chain	Negative Impact	Water Consumption
Use of Chemicals	Own Operation	Negative Impact	Circular economy
Material efficiency	Own Operation	Opportunity	Circular economy
Material of product	Upstream Value Chain	Opportunity	Circular economy
Alternative material for production	Upstream Value Chain	Opportunity	Circular economy
2 Shift Model	Own Operation	Negative Impact	Own Workforce
Health in Work environment	Own Operation	Negative Impact	Own Workforce
High Work Intensity	Own Operation	Negative Impact	Own Workforce
Fear of job security	Own Operation	Negative Impact	Own Workforce

Personal Development program	Own Operation	Positive Impact	Own Workforce
Salaries	Own Operation	Positive Impact	Own Workforce
Canteen Services	Own Operation	Positive Impact	Own Workforce
Benefits: More Holidays	Own Operation	Positive Impact	Own Workforce
Legislation of automation	Own Operation	Opportunity	Own Workforce
Job Loss	Upstream Value Chain	Negative Impact	Worker in Value Chain
Supplier code of Conduct	Upstream Value Chain	Positive Impact	Worker in Value Chain
Dangerous & Unhealthy Work environment	Upstream Value Chain	Negative Impact	Worker in Value Chain
Wage inflation	Upstream Value Chain	Risk	Worker in Value Chain
Insourcing value of the chain	Upstream Value Chain	Opportunity	Worker in Value Chain
Emission(Air , water , soil)	Own Operation	Negative Impact	Affected Communities
Relocation of plant away	Own Operation	Risk	Affected Communities
Business chance in case of expand locally	Own Operation	Opportunity	Affected Communities
Code of conduct	Own Operation	Positive Impact	Business Conduct
Regular compliance training	Own Operation	Positive Impact	Business Conduct
Whistleblower portal	Own Operation	Positive Impact	Business Conduct
Corporate Culture	Own Operation	Positive Impact	Business Conduct
Employee Satisfaction	Own Operation	Positive Impact	Business Conduct

ESRS2-SBM-3-48.(b) the current and anticipated effects of its material impacts, risks and opportunities on its business model, value chain, strategy and decision-making, and how it has responded or plans to respond to these effects, including any changes it has made or plans to make to its strategy or business model as part of its actions to address particular material impacts or risks, or to pursue particular material opportunities;

Overview:

TAJCO Group A/S recognizes that material impacts, risks, and opportunities related to climate change, pollution, water consumption, circular economy, workforce, and business conduct significantly influence its business model, value chain, and overall strategy. The company has actively integrated sustainability considerations into its strategic decision-making processes and operational planning, ensuring alignment with long-term value creation and regulatory compliance.

Climate Change:

Current Effects:

Climate change is a critical factor influencing TAJCO's business model, especially in terms of energy consumption, logistics, raw material sourcing, and operational resilience. The company's production and supply chain activities are susceptible to

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	42

the risks associated with market fluctuations in energy prices, extreme weather events, and the environmental footprint of its operations.

- **Energy Consumption:** TAJCO's focus on energy efficiency has resulted in reduced operational costs and improved sustainability outcomes. The positive impact is already visible in operational improvements, where energy consumption optimization is contributing to reduced greenhouse gas emissions.
- **Logistics and Transport:** The negative impact of emissions from transport logistics is affecting downstream operations. Increased focus on reducing transport emissions has led to a re-evaluation of logistics providers and an exploration of alternative transportation methods with a lower carbon footprint.

Anticipated Effects:

As the global push for decarbonization intensifies, TAJCO anticipates stricter regulatory pressures and heightened consumer demand for sustainable products. Supply chain disruptions due to extreme weather are also anticipated, potentially impacting production schedules and costs.

Strategic Response:

TAJCO is incorporating climate resilience into its long-term strategy. Key actions include:

- **Energy Efficiency Investments:** Continued investment in renewable energy and energy-efficient technologies in production facilities.
- **Sustainable Logistics Partnerships:** Establishing partnerships with logistics providers that offer low-emission transportation options.
- **Supplier Diversification:** Engaging with suppliers who are committed to reducing their carbon footprint and shifting to sustainable raw materials sourcing.

Pollution:

Current Effects:

TAJCO's production processes and downstream logistics contribute to pollution, primarily through emissions related to transportation, industrial activities, and the use of chemicals. This has increased environmental compliance costs and reputational risks.

Anticipated Effects:

Tightening environmental regulations related to pollution control are expected to increase operational costs and necessitate further investment in pollution reduction technologies.

Strategic Response:

TAJCO is proactively mitigating the negative impacts of pollution by:

- **Reducing Emissions from Production:** Implementing cleaner production technologies to reduce the pollution footprint.
- **Optimized Transport Routes:** Optimizing logistics routes to reduce pollution and emissions related to transportation.

Circular Economy:

Current Effects:

TAJCO has identified significant opportunities in embracing the circular economy by improving material efficiency, reducing waste, and adopting alternative materials in its production processes. This not only enhances its sustainability profile but also reduces costs associated with raw material procurement and waste management.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	43

Anticipated Effects:

As consumers and regulatory bodies increasingly emphasize sustainability, TAJCO expects the demand for circular products and services to rise, providing a competitive advantage to companies that successfully adopt circular economy principles.

Strategic Response:

- **Material Efficiency Programs:** TAJCO has implemented programs to optimize the use of raw materials, minimize waste, and promote recycling within its operations.
- **Sourcing Alternative Materials:** The company is exploring alternative materials that reduce its reliance on virgin resources and contribute to the circular economy.

Own Workforce

Current Effects:

TAJCO faces several workforce-related challenges, including high work intensity, job security concerns, and health and safety risks in certain operational environments. These issues negatively impact employee morale, retention, and productivity.

Anticipated Effects:

If not addressed, these issues could result in higher turnover rates, loss of skilled labor, and increased operational risks due to health and safety incidents. Additionally, as automation increases in the industry, there may be an increase in job loss concerns.

Strategic Response:

TAJCO has made workforce well-being a priority in its decision-making by:

- **Improved Working Conditions:** Strengthening health and safety standards across all production facilities and addressing concerns related to work intensity and shift work.
- **Employee Development Programs:** Expanding personal development programs to improve job satisfaction and provide career advancement opportunities.
- **Automation Strategy:** While automation presents opportunities, TAJCO is mindful of the need to manage workforce transition carefully by providing reskilling and upskilling programs.

Affected Communities:

Current Effects:

TAJCO's operations, particularly emissions and plant relocations, have direct impacts on the surrounding communities. Emissions from production processes, if not well managed, affect local air and water quality, posing risks to community health and safety.

Anticipated Effects:

Increased regulatory scrutiny and community expectations will likely require TAJCO to further minimize its environmental impact, especially in regions with vulnerable ecosystems and communities.

Strategic Response:

TAJCO is taking steps to:

- **Reduce Emissions:** Implement emission reduction programs that focus on minimizing air, water, and soil pollution in local communities.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	44

- **Community Engagement:** Engage proactively with affected communities to ensure transparency and address any concerns related to environmental impacts.



Business Conduct:

Current Effects:

TAJCO recognizes the importance of business conduct, including employee satisfaction, corporate culture, and compliance. Whistleblower protections, code of conduct policies, and compliance training are in place to uphold ethical business practices.

Anticipated Effects:

As regulatory environments evolve and societal expectations around corporate governance increase, TAJCO anticipates heightened scrutiny on business conduct, particularly in areas of transparency and employee rights.

Strategic Response:

TAJCO is actively promoting a positive corporate culture by:

- **Ethical Governance Practices:** Ensuring that its code of conduct is regularly updated to reflect the highest ethical standards and providing employees with platforms like whistleblower portals to report unethical behavior.
- **Compliance Training:** Continuously updating and expanding compliance training programs to ensure that all employees are aware of and adhere to regulatory and internal governance requirements.

ESRS2-SBM-3-48.(c) with reference to the undertaking's material impacts:

ESRS2-SBM-3-48.(c).i. how the undertaking's material negative and positive impacts affect (or, in the case of potential impacts, are likely to affect) people or the environment;

Positive Impacts:

- **Energy Efficiency and Carbon Reduction Initiatives:**
 - **Effect on the Environment:** TAJCO's efforts to reduce energy consumption and adopt energy-efficient technologies across its operations positively impact the environment by reducing greenhouse gas emissions, contributing to climate change mitigation. These initiatives help in lowering the company's carbon footprint, promoting a healthier atmosphere.
 - **Effect on People:** Lower emissions contribute to better air quality in surrounding communities, improving overall health outcomes, particularly in regions where TAJCO operates manufacturing plants.
- **Material Efficiency and Circular Economy Practices:**
 - **Effect on the Environment:** TAJCO's initiatives to improve material efficiency and promote the use of alternative, recyclable materials help reduce waste generation and the consumption of non-renewable resources. This supports broader environmental goals of reducing resource depletion and waste in landfills.
 - **Effect on People:** Communities in areas where waste from production could have ended up in landfills benefit from cleaner environments. These initiatives reduce the long-term environmental degradation associated with waste disposal.
- **Personal Development Programs for Employees:**
 - **Effect on People:** The company's personal development programs positively impact employees by enhancing job satisfaction, skill development, and career advancement opportunities. These programs improve employee well-being, foster a positive corporate culture, and promote retention.

Negative Impacts:

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	45

● **Pollution from Production and Transport:**

- **Effect on the Environment:** TAJCO's production processes and logistics contribute to air and water pollution, particularly through emissions from manufacturing facilities and transportation. This pollution poses risks to local ecosystems, contributing to climate change and biodiversity loss.
- **Effect on People:** Communities near production sites or along transportation routes may experience poor air quality and associated health risks, such as respiratory issues, due to emissions from TAJCO's operations.

● **Use of Chemicals in Production:**

- **Effect on the Environment:** The use of non-recyclable chemicals in TAJCO's production processes negatively affects ecosystems through potential contamination of water and soil if not managed properly. These chemicals contribute to long-term environmental damage.
- **Effect on People:** Exposure to hazardous chemicals, especially for workers, poses health risks, including long-term occupational health concerns.

ESRS2-SBM-3-48.(c).ii. whether and how the impacts originate from or are connected to the undertaking's strategy and business model;

Connection to Strategy and Business Models

● **Origin of Impacts:**

- TAJCO Group A/S has identified that the shift towards Electric Vehicles by automotive industries has caused lower volumes of its main product category i.e. Exhaust trim. Exhaust trims manufacturing and sales, a key component of its strategy, has impacted its workforce size because of the decrease in volumes of products.

● **Connection to Business Strategy:**

- The business strategy focuses on expanding product portfolios of exterior trim business and usage of alternative low carbon footprint material for all the future products. This strategic shift directly connects to the workforce impacts, necessitating new competencies and a reevaluation of existing roles.

Informing and Adapting Strategy and Business Models

The identified need for newly required skills on new product categories and its processes developed a need to conduct a comprehensive employee training. This has significantly led to upskilling of existing employees in understanding new product category and its relevant processes.

The following outlines whether and how the identified impacts on value chain workers originate from or are connected to our undertaking's strategy and business model, and how these impacts inform and contribute to adapting our strategy and business model:

Originating from or Connected to the Undertaking's Strategy and Business Model

The actual and potential impacts on our value chain workers, as identified in our materiality assessment, are closely tied to TAJCO's strategy and business model in the following ways:

- Job Loss:

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	46

- Connection to Strategy and Business Model: Job loss within our value chain may originate from strategic decisions related to cost management, automation, or shifts in market demand. As part of our global strategy, optimizing operations for efficiency can sometimes lead to restructuring or downsizing, particularly in our manufacturing and distribution processes.
- Mitigation Strategy: To address this, TAJCO is committed to a strategy of sustainable growth that emphasizes job creation and retention. We ensure that workforce changes are managed responsibly, with a focus on retraining and upskilling employees to align with new strategic directions.
- Supplier Code of Conduct:
- Connection to Strategy and Business Model: Our commitment to a Supplier Code of Conduct is central to our business model, which prioritizes ethical sourcing and supplier relationships. By enforcing strict standards, we aim to ensure that all suppliers uphold the rights of their workers and adhere to labor laws and ethical practices.
- Mitigation Strategy: This approach requires continuous monitoring and collaboration with suppliers to improve their practices. Our business model adapts by integrating sustainability and human rights into our supply chain management, reinforcing our commitment to ethical operations and enhancing the resilience and integrity of our supply chain.
- Dangerous and Unhealthy Work Conditions:
- Connection to Strategy and Business Model: The presence of potentially dangerous and unhealthy work conditions, particularly at our manufacturing site in China, can stem from operational practices aimed at maximizing productivity and minimizing costs. These practices, if not managed correctly, may inadvertently lead to compromised safety standards.
- Mitigation Strategy: In response, TAJCO has incorporated stringent health and safety protocols into our operational strategy. Our business model now includes regular safety audits, conducting mandatory worker training programs. By doing so, we aim to mitigate risks and ensure a safe working environment, which is a cornerstone of our operational strategy.

Informing and Contributing to Adapting the Undertaking's Strategy and Business Model

The insights gained from assessing these impacts play a critical role in informing and adapting TAJCO's strategy and business model. Here's how:

- Incorporating Stakeholder Feedback: The feedback and concerns raised by our value chain workers are systematically reviewed and incorporated into strategic planning. This ongoing dialogue helps us understand the real-world implications of our business decisions on workers and allows us to make informed adjustments to our strategy.
- Enhancing Risk Management: Understanding the potential impacts on value chain workers enables TAJCO to enhance its risk management processes. By identifying areas of concern, such as job security and workplace safety, we can proactively address these risks through targeted strategies and preventive measures.
- Driving Continuous Improvement: Our commitment to human rights and worker welfare drives continuous improvement in our business model. This includes updating our Supplier Code of Conduct, investing in safer working environments, and developing more robust worker support programs. These improvements not only mitigate negative impacts but also enhance the overall sustainability and ethical standards of our operations.
- Aligning with Global Standards: By addressing the impacts on value chain workers, TAJCO aligns its strategy with global standards on human rights and labor practices. This alignment supports our long-term sustainability goals and enhances our reputation as a socially responsible company, which is vital for our business success in a global marketplace.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	47

TAJCO Group A/S recognizes that the impacts on value chain workers are deeply connected to our strategic choices and business model.

Connection to the Undertaking’s Strategy and Business Models

Our business strategy and operations are closely connected to the impacts on affected communities, particularly in regions where we maintain manufacturing and operational facilities. The potential impacts may arise from various aspects of our activities, such as our supply chain, environmental footprint, and labor practices. We understand that our decisions on resource allocation, production processes, and market expansion can directly or indirectly affect local communities, especially in terms of:

- **Environmental Impact:** In regions where we operate, such as our manufacturing site in China, we assess the potential environmental consequences, including pollution, resource depletion, and habitat disruption.
- **Social and Economic Influence:** Our operations, particularly employment practices and community engagement, can affect the local economy, social well-being, and quality of life for affected communities.

Informing and Adapting the Undertaking’s Strategy and Business Model

The insights gathered through the identification of actual and potential impacts on affected communities directly inform the adaptation of our strategy and business model. Specifically:

- **Environmental and Social Risk Management:** We incorporate the results of environmental and social impact assessments into our decision-making processes. This ensures that our business model includes strategies to minimize ecological disruption and support community resilience.
- **Ethical Supply Chain Practices:** By evaluating the impact of our global supply chain on local communities, we are committed to adapting our procurement strategies to ensure fair labor conditions, human rights compliance, and responsible sourcing, particularly in areas where community vulnerabilities exist.
- **Local Community Engagement:** Our strategy is shaped by our understanding of community needs and expectations. We adjust our operations by investing in local community programs, promoting sustainable development, and ensuring that our activities contribute positively to local social and economic development.

ESRS2-SBM-3-48.(c).iii. the reasonably expected time horizons of the impacts; and

- **Short-Term (1-2 years):**
 - Positive impacts from energy efficiency initiatives and employee development programs are expected to be visible in the near term. The shift to energy-efficient operations and skill development efforts will continue to show incremental improvements in operational performance and employee satisfaction.
 - Negative impacts from pollution and emissions are expected to persist in the short term, particularly from existing manufacturing and logistics operations. However, the gradual implementation of cleaner technologies will begin to mitigate some of these effects.

● **Medium-Term (3-5 years):**

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	48

- The full realization of positive impacts from material efficiency programs and circular economy initiatives is anticipated within 3-5 years. As TAJCO integrates alternative materials and improves waste management, significant environmental benefits will become more apparent.
- Medium-term risks from chemical use and water consumption will continue to be managed through strategic sourcing and supply chain initiatives. By this timeframe, TAJCO's efforts to engage with upstream suppliers and adopt greener production practices are expected to show meaningful reductions in negative environmental impacts.

● **Long-Term (5+ years):**

- In the long term, TAJCO's energy reduction strategies and circular economy efforts are expected to yield substantial environmental and economic benefits. By this stage, the company aims to achieve a significantly reduced carbon footprint and position itself as a leader in sustainable manufacturing.
- Long-term negative impacts related to water consumption and pollution will likely be mitigated through continued investments in cleaner technologies and sustainable sourcing practices, though these challenges may persist due to external factors such as climate change.

ESRS2-SBM-3-48.(c).iv.

whether the undertaking is involved with the material impacts through its activities or because of its business relationships, describing the nature of the activities or business relationships concerned;

● **Involvement Through Own Activities:**

- **Energy Consumption, Pollution, and Chemical Use:** TAJCO is directly responsible for the energy it consumes, the emissions from its production facilities, and the chemicals used in its manufacturing processes. These activities originate within the company's operations and have direct consequences on both the environment and nearby communities.
- **Employee Well-Being and Development:** TAJCO is also directly involved in improving its workforce's well-being through personal development programs, job security initiatives, and workplace safety measures. These activities are core to the company's HR and operational strategies.

● **Involvement Through Business Relationships:**

- **Water Consumption in the Supply Chain:** TAJCO's material impacts related to water consumption originate from its relationships with upstream suppliers. Although the company does not directly control water use in its supply chain, it acknowledges that its sourcing choices and supplier engagement strategies play a significant role in managing this impact.
- **Raw Material Sourcing and Circular Economy:** TAJCO's positive impact in terms of using sustainable materials and promoting circular economy practices is also connected to its business relationships with suppliers who provide raw materials. These suppliers are critical partners in helping TAJCO achieve its sustainability goals.
- **Pollution in Logistics:** TAJCO is involved in pollution from logistics activities through its downstream transportation partners. Although the company does not operate these logistics services, it influences the impact by selecting and working with transportation providers that align with its sustainability standards.

ESRS2-SBM-3-48.(d)

the current financial effects of the undertaking's material risks and opportunities on its financial position, financial performance and cash flows and the material risks and opportunities for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements;

The relationship between material risks and opportunities arising from impacts and dependencies on TAJCO Group A/S's workforce and its strategy and business model can be explained as follows:

Relationship between Material Risks and Opportunities on Workforce and Strategy/Business Model

● **Material Risks:**

- Impact of Industry Shift to Electric Vehicles (EVs): The shift towards EVs in the automotive industry has led to a decreased demand for traditional exhaust trims, which has been a key product for TAJCO Group A/S.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	49

- Workforce Impact: This reduction in demand has directly impacted the size and structure of the workforce involved in exhaust trim manufacturing, leading to potential job losses or reassignments.
- **Material Opportunities:**
- Expansion into Exterior Trims and Sustainable Materials: The company's strategic response involves expanding its product portfolio to include exterior trims and focusing on using low carbon footprint materials for all future products.
- Workforce Opportunities: This strategic expansion requires new skills and competencies within the workforce, presenting opportunities for employee upskilling and career development.
-

Connection to Strategy and Business Model

Strategy Adaptation:

- **Responding to Market Changes:**
- Strategic Realignment: TAJCO Group A/S is adapting its strategy to respond to the decline in demand for exhaust trims by diversifying its product offerings and focusing on sustainable materials.
- Workforce Competency Development: This strategic shift necessitates the acquisition of new skills among the workforce, leading to comprehensive training programs and potential restructuring of roles.
- **Sustainability Focus:**
- Business Model Adjustment: The inclusion of low carbon footprint materials aligns with broader industry trends towards sustainability, enhancing the company's competitive position.
- Employee Engagement: Through continuous internal communication on sustainability initiatives and new product developments, engaging employees simultaneously in providing their feedbacks and opinions can improve job satisfaction and retention, aligning workforce goals with the company's strategic objectives.

Relationship Between Material Risks and Opportunities and TAJCO's Strategy and Business Model

- Material Risks from Impacts on Value Chain Workers:
- The material risks related to our impacts on value chain workers primarily stem from factors such as job security, working conditions, and compliance with labor standards. These risks can have significant implications for our business in several ways:
- Operational Disruptions: Poor working conditions or job insecurity can lead to high turnover rates, reduced worker morale, and potential strikes or labor disputes, which can disrupt our operations, particularly in our manufacturing site in China. This risk directly impacts our ability to maintain consistent production levels and meet market demands.
- Reputation and Compliance Risks: Failure to adhere to international labor standards and human rights norms can damage our reputation and lead to legal and regulatory penalties. As a company committed to ethical practices, non-compliance presents a significant risk to our brand and market position.

Connection to Strategy and Business Model: To mitigate these risks, TAJCO has integrated comprehensive labor and human rights policies into its strategy and business model. This includes mandatory supplier assessment, employee engagement initiatives, and investments in workplace safety and training. By aligning our strategy with these risk mitigation measures, we ensure that our business model remains robust against these potential disruptions.

- Material Opportunities from Positive Impacts and Dependencies on Value Chain Workers:

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	50

- Conversely, there are also material opportunities arising from our positive impacts and dependencies on value chain workers, such as:
- **Enhanced Productivity and Innovation:** A motivated and well-supported workforce can lead to higher productivity, innovation, and overall business performance. By fostering a positive work environment and investing in employee development, TAJCO can leverage its human capital to drive competitive advantage and growth.
- **Strengthened Supplier Relationships:** By enforcing a robust Supplier Code of Conduct and supporting suppliers in meeting high labor standards, TAJCO can build stronger, more resilient relationships with its suppliers. This can lead to more reliable supply chains and the potential for collaborative innovation and efficiency improvements.

Connection to Strategy and Business Model: TAJCO's strategy includes initiatives aimed at employee welfare and supplier engagement, recognizing that these efforts contribute to long-term business sustainability

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- **Emissions (Air, Water, Soil) in China - Negative Impact:**
 - **Impact on Strategy and Business Model:** The emissions generated by our manufacturing operations in China have a negative environmental impact on local communities. Recognizing this as a material risk, we have integrated sustainability measures into our strategy to reduce air, water, and soil pollution. This includes investing in cleaner technologies, adopting more efficient production processes, and complying with stringent environmental regulations. We are committed to continuously evaluating and mitigating the environmental impact of our operations, which also aligns with our corporate responsibility to respect the rights of affected communities.
 - **Relocation of the E6 Plant - Risk:**
 - **Impact on Strategy and Business Model:** The relocation of the E6 plant presents various implications for the local communities affected by this move. As part of our risk management approach, we have carefully assessed the social and economic consequences of the plant's relocation. Our strategy includes a comprehensive plan to mitigate any disruption to local employment, ensure responsible transitions, and minimize negative impacts on the local economy. This also includes ongoing engagement with stakeholders to address concerns and ensure transparency throughout the process.
 - **Business Opportunities in New Communities:**
 - **Impact on Strategy and Business Model:** The establishment of new business units by TAJCO offers significant opportunities for affected communities, particularly in terms of job creation and economic growth. These opportunities are strategically aligned with our long-term business objectives to expand operations sustainably and responsibly. Our approach focuses on generating positive social impact by fostering local employment, engaging with local suppliers, and contributing to community development initiatives.

KPIs:

Current Financial Impact of Material Risks and Opportunities: 4916882 DKK

ESRS2-SBM-3-48.(e)

the anticipated financial effects of the undertaking's material risks and opportunities on its financial position, financial performance and cash flows over the short-, medium- and long-

KPIs:

Anticipated Financial Impact of Material Risks and Opportunities: 1856033 DKK

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	51

term, including the reasonably expected time horizons for those effects. This shall include how the undertaking expects its financial position, financial performance and cash flows to change over the short, medium- and long-term, given its strategy to manage risks and opportunities, taking into consideration:

ESRS2-SBM-3-48.(e).i. - Fully Omitted	its investment and disposal plans (for example, capital expenditure, major acquisitions and divestments, joint ventures, business transformation, innovation, new business areas and asset retirements), including plans the undertaking is not contractually committed to; and	Reason for omission: Business Strategies The new business development projects are confidential
ESRS2-SBM-3-48.(e).ii. - Fully Omitted	its planned sources of funding to implement its strategy.	Reason for omission: Business Strategies New business development projects are confidential
ESRS2-SBM-3-48.(f)	information about the resilience of the undertaking's strategy and business model regarding its capacity to address its material impacts and risks and to take advantage of its material opportunities. The undertaking shall disclose a qualitative and, when applicable, a quantitative analysis of the resilience, including how the analysis was conducted and the time horizons that were applied as defined in ESRS 1 (see ESRS 1 chapter 6 Time horizons). When providing quantitative information, the undertaking may disclose single amounts or ranges;	<p>· Resilience of Strategy and Business Model</p> <p>TAJCO Group A/S recognizes the transformative shifts in the automotive industry driven by decarbonization, electrification, and regulatory pressure to reduce emissions. The company's strategy is to adapt its product portfolio to align with these trends by investing in low carbon footprint materials, electric vehicle (EV)-compatible components, and sustainable manufacturing processes.</p> <p>Our business model emphasizes innovation and collaboration with leading OEMs (Original Equipment Manufacturers) to remain a preferred partner in the evolving mobility landscape. We aim to contribute positively to the transition towards low-emission transportation while ensuring long-term growth and profitability.</p> <p>· Qualitative Analysis</p> <p>The company conducted a resilience assessment leveraging scenario analysis aligned with the European Union's Fit for 55 package and the Paris Agreement. Key risks identified include:</p> <ul style="list-style-type: none">● Regulatory Risks: Increased costs associated with stricter environmental regulations, particularly in emissions-intensive manufacturing processes.● Market Risks: Reduced demand for internal combustion engine (ICE) vehicles and related components.● Supply Chain Risks: Disruptions caused by material shortages, particularly in metals. <p>Opportunities include:</p> <ul style="list-style-type: none">● Increased demand for low carbon footprint components compatible with EVs.● Expansion of product offerings into sustainable trims made from recycled or bio-based materials.● Partnerships with EV-focused automakers for co-development of decorative and functional trims. <p>To address these risks and seize opportunities, the company has committed to reducing its carbon footprint by 55% by 2030 compared to 2020 level</p> <p>● Time Horizons:</p> <ul style="list-style-type: none">○ Short-term (2023–2025): Focus on improving energy efficiency in manufacturing and pilot projects for sustainable trims.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	52

- ☐ Medium-term (2026–2035): Scale production of EV-compatible components and achieve sustainability targets.
- ☐ Long-term (2036–2050): Full alignment with carbon neutrality and circular economy principles.

ESRS2-SBM-3-48.(g)	changes to the material impacts, risks and opportunities compared to the previous reporting period; and	As this is TAJCO First sustainability report, there is no previous report to compared to.
ESRS2-SBM-3-48.(h)	a specification of those impacts, risks and opportunities that are covered by ESRS Disclosure Requirements as opposed to those covered by the undertaking using additional entity-specific disclosures.	In accordance with the European Sustainability Reporting Standards (ESRS) , TAJCO Group A/S reports its material impacts, risks, and opportunities (IROs) as required by the ESRS standards. There are no additional entity specific disclosure covered by TAJCO

2.4 Impact, risk and opportunity management

2.4.1 IRO-1 - Description of the processes to identify and assess material impacts, risks and opportunities

ESRS 2 IRO-1	<p>Description of the processes to identify and assess material impacts, risks and opportunities</p> <p>The undertaking shall disclose its process to identify its impacts, risks and opportunities and to assess which ones are material.</p>	
ESRS2-IRO-1-53.	The undertaking shall disclose the following information:	
ESRS2-IRO-1-53.(a)	a description of the methodologies and assumptions applied in the described process;	The methodologies we apply for identifying and assessing material impacts, risks, and opportunities are based on qualitative and quantitative analysis. We use a combination of stakeholder engagement, expert consultation, industry best practices, and data analytics to ensure that our assessments are both comprehensive and accurate. We rely on various data sources, including internal operational data, industry benchmarks, and sustainability indices, to inform our assumptions. The process is guided by the double materiality principle as defined in ESRS 1, which incorporates both financial and non-financial factors.
ESRS2-IRO-1-53.(b)	an overview of the process to identify, assess, prioritise and monitor the undertaking's potential and actual impacts on people and the environment, informed by the undertaking's due diligence process, including an explanation of whether and how the process:	<p>Process to Identify, Assess, Prioritize, and Monitor Impacts on People and the Environment</p> <ul style="list-style-type: none"> ● i. Specific Focus Areas: The process is tailored to focus on specific activities and geographies that pose heightened risks, particularly in our supply chain and manufacturing operations. Key areas include emissions, resource usage, and labor conditions across global operations. ● ii. Business Relationships: We assess impacts not only from our own operations but also from our value chain, including suppliers and business partners. TAJCO is involved in ensuring responsible sourcing and production, paying special attention to labor rights and environmental impact throughout our value chain. ● iii. Stakeholder Consultation: Our process includes consultation with both internal and external stakeholders. Affected communities, employees, and external experts are engaged to understand the broader impact of our operations and to provide insights into potential risks and opportunities. ● iv. Prioritization of Impacts: We prioritize negative impacts based on severity and likelihood, focusing on areas such as CO2 emissions, resource depletion, and human rights concerns. Positive impacts, such as innovation in sustainable product design and manufacturing efficiency

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	53

improvements, are also assessed based on their scale, scope, and likelihood.

ESRS2-IRO-1-53.(b).i. - Fully Omitted	<p>focuses on specific activities, business relationships, geographies or other factors that give rise to heightened risk of adverse impacts;</p>	Reason for omission: Already Reported
ESRS2-IRO-1-53.(b).ii. - Fully Omitted	<p>considers the impacts with which the undertaking is involved through its own operations or as a result of its business relationships;</p>	Reason for omission: Already Reported
ESRS2-IRO-1-53.(b).iii. - Fully Omitted	<p>includes consultation with affected stakeholders to understand how they may be impacted and with external experts;</p>	Reason for omission: Already Reported
ESRS2-IRO-1-53.(b).iv. - Fully Omitted	<p>prioritises negative impacts based on their relative severity and likelihood, (see ESRS 1 section 3.4 Impact materiality) and, if applicable, positive impacts on their relative scale, scope and likelihood, and determines which sustainability matters are material for reporting purposes, including the qualitative or quantitative thresholds and other criteria used as prescribed by ESRS 1 section 3.4 Impact materiality;</p>	Reason for omission: Already Reported
ESRS2-IRO-1-53.(c)	<p>an overview of the process used to identify, assess, prioritise and monitor risks and opportunities that have or may have financial effects. The disclosure shall include:</p>	
ESRS2-IRO-1-53.(c).i.	<p>how the undertaking has considered the connections of its impacts and dependencies with the risks and opportunities that may arise from those impacts and dependencies;</p>	<p>Connections between Impacts and Financial Risks/Opportunities: We consider how our environmental and social impacts, including resource dependencies and regulatory shifts, connect to financial risks and opportunities. For example, potential regulatory changes around emissions and waste management are assessed for their financial implications.</p>
ESRS2-IRO-1-53.(c).ii.	<p>how the undertaking assesses the likelihood, magnitude, and nature of effects of the identified risk and opportunities (such as the qualitative or quantitative thresholds and other criteria used as prescribed by ESRS 1 section 3.3 Financial materiality);</p>	<p>Assessing Risks and Opportunities: TAJCO evaluates risks and opportunities using both qualitative and quantitative thresholds. The likelihood, magnitude, and nature of risks are assessed using internal and external data sources, including financial forecasts and sustainability-related metrics.</p>
ESRS2-IRO-1-53.(c).iii.	<p>how the undertaking prioritises sustainability-related risks relative to other types of risks, including its use of risk-assessment tools;</p>	<p>Prioritization of Sustainability-Related Risks: Sustainability risks are integrated into our enterprise risk management (ERM) system, where they are evaluated alongside other operational and strategic risks. We use risk assessment tools, such as scenario analysis and impact likelihood matrices, to prioritize sustainability-related risks.</p>
ESRS2-IRO-1-53.(d)	<p>a description of the decision-making process and the related internal control procedures;</p>	<p>The decision-making process regarding sustainability impacts and risks is overseen by the executive leadership team, with input from the sustainability and risk management committees. Internal control procedures are in place to ensure that sustainability risks and opportunities are monitored and addressed in a timely and efficient manner. Decisions are made based on risk assessments, aligned with the company's strategic goals.</p>

ESRS2-IRO-1-53.(e)	the extent to which and how the process to identify, assess and manage impacts and risks is integrated into the undertaking's overall risk management process and used to evaluate the undertaking's overall risk profile and risk management processes;	Sustainability risks are fully integrated into TAJCO's overall risk management framework. This integration enables us to evaluate our risk profile comprehensively.. The risk management team collaborates with the sustainability department to ensure a cohesive approach to risk identification, assessment, and management.
ESRS2-IRO-1-53.(f)	the extent to which and how the process to identify, assess and manage opportunities is integrated into the undertaking's overall management process where applicable;	Opportunities identified through our sustainability assessment, such as energy efficiency improvements or product innovation, are integrated into TAJCO's overall management process. These opportunities are reviewed by both operational and strategic teams to assess their potential contribution to business growth and operational efficiency.
ESRS2-IRO-1-53.(g)	the input parameters it uses (for example, data sources, the scope of operations covered and the detail used in assumptions); and	We utilize a variety of data sources, including internal data on energy usage, emissions, and waste, as well as external benchmarking data from sustainability indices and industry reports. These inputs inform our materiality assessments, and the scope of operations covered includes our global manufacturing and supply chain activities. Assumptions are based on the latest available science and industry standards
ESRS2-IRO-1-53.(h)	whether and how the process has changed compared to the prior reporting period, when the process was modified for the last time and future revision dates of the materiality assessment.	The materiality assessment for done for the first time in 2023, therefore the process were set up for the first time.

2.4.2 IRO-2 – Disclosure requirements in ESRS covered by the undertaking's sustainability statement

ESRS 2 IRO-2 Disclosure requirements in ESRS covered by the undertaking's sustainability statement

The undertaking shall report on the Disclosure Requirements complied with in its sustainability statements.

ESRS2-IRO-2-56.	The undertaking shall include a list of the Disclosure Requirements complied with in preparing the sustainability statement, following the outcome of the materiality assessment (see ESRS 1 chapter 3), including the page numbers and/or paragraphs where the related disclosures are located in the sustainability statement. This may be presented as a content index.	Disclosure Requirement		Page/Paragraph in Sustainability Statement
		ESRS E1 Climate Change		Page 15-18, Paragraphs 50-63
		ESRS E2 Pollution		Page 30-32, Paragraphs 110-120
		ESRS E3 Water and Marine Resources		Page 33-35, Paragraphs 130-140
		ESRS E4 Biodiversity and Ecosystems		Not Applicable
		ESRS E5 Resource Use and Circular Economy		Page 36-38, Paragraphs 150-160
		ESRS S1 Own Workforce		Page 20-22, Paragraphs 70-85
		ESRS S2 Workers in the Value Chain		Page 23-24, Paragraphs 86-95
		ESRS S3 Affected Communities		Page 25-27, Paragraphs 96-110
		ESRS S4 Consumers and End-users		Page 28-29, Paragraphs 111-120
		ESRS G1 Governance, Risk Management, and Internal Control		Page 40-42, Paragraphs 170-185
ESRS2-IRO-2-56.	The undertaking shall also include a table of all the datapoints that derive from other EU legislation as listed in Appendix B of this standard, indicating	Disclosure Requirement	Page/Paragraph in Sustainability Statement	Materiality Status

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	55

where they can be found in the sustainability statement and including those that the undertaking has assessed as not material, in which case the undertaking shall indicate "Not material" in the table in accordance with ESRS 1 paragraph 35.

ESRS E1 Climate Change	Page 15-18, Paragraphs 50-63	Material
ESRS E2 Pollution	Page 30-32, Paragraphs 110-120	Material
ESRS E3 Water and Marine Resources	Page 33-35, Paragraphs 130-140	Non-Material
ESRS E4 Biodiversity and Ecosystems	Not Applicable	Not Material
ESRS E5 Resource Use and Circular Economy	Page 36-38, Paragraphs 150-160	Material
ESRS S1 Own Workforce	Page 20-22, Paragraphs 70-85	Material
ESRS S2 Workers in the Value Chain	Page 23-24, Paragraphs 86-95	Material
ESRS S3 Affected Communities	Page 25-27, Paragraphs 96-110	Material
ESRS S4 Consumers and End-users	Page 28-29, Paragraphs 111-120	Non-Material
ESRS G1 Governance, Risk Management, and Internal Control	Page 40-42, Paragraphs 170-185	Material

ESRS2-IRO-2-57.	If the undertaking concludes that climate change is not material and therefore omits all disclosure requirements in ESRS E1 Climate change, it shall disclose a detailed explanation of the conclusions of its materiality assessment with regard to climate change (see ESRS 2 IRO-2 Disclosure Requirements in ESRS covered by the undertaking's sustainability statement), including a forward-looking analysis of the conditions that could lead the undertaking to conclude that climate change is material in the future.	Climate change is material to TAJCO Group A/S
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ESRS2-IRO-2-58.	If the undertaking concludes that a topic other than climate change is not material and therefore omits all the Disclosure Requirements in the corresponding topical ESRS, it may provide a brief explanation of the conclusions of its materiality assessment for that topic (ESRS E2 Pollution).	ESRS E2 Pollution is a material topic for TAJCO Group A/S
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ESRS2-IRO-2-58.	If the undertaking concludes that a topic other than climate change is not material and therefore omits all the Disclosure Requirements in the corresponding topical ESRS, it may provide a brief explanation of the conclusions of its materiality assessment for that topic (ESRS E3 Water and marine resources).	Non Material topic for TAJCO Group A/S <div> <div>●</div> Water and marine recourses <ul style="list-style-type: none"> Impact materiality: Low Financial materiality: Low </div>
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Our water consumption is significantly lower, which has a positive impact on water and marine resources. Furthermore, our manufacturing facility is not located in a region with water scarcity, which further reduces the impact on both materialities. The topic water and marine resources is not a material issue for us from both impact and financial point of view

ESRS2-IRO-2-58.	If the undertaking concludes that a topic other than climate change is not material and therefore omits all the Disclosure Requirements in the corresponding topical ESRS, it may provide a brief explanation of the conclusions of its materiality assessment for that topic (ESRS E4 Biodiversity and ecosystems).	<p>Non Material topics for TAJCO Group A/S</p> <p>2. Biodiversity and Ecosystem</p> <ul style="list-style-type: none"> Impact materiality: Low Financial materiality: Low <p>Our manufacturing site is not located in an area that is affected by biodiversity or ecosystem issues. As a result, we have been assigned a low score in terms of impact and financial materiality. The topic of biodiversity and ecosystems is not a material issue for us from both impact and financial point of view.</p>
ESRS2-IRO-2-58.	If the undertaking concludes that a topic other than climate change is not material and therefore omits all the Disclosure Requirements in the corresponding topical ESRS, it may provide a brief explanation of the conclusions of its materiality assessment for that topic (ESRS E5 Circular economy).	<p>ESRS E5 Circular economy is a material topic for TAJCO Group A/S</p>
ESRS2-IRO-2-58.	If the undertaking concludes that a topic other than climate change is not material and therefore omits all the Disclosure Requirements in the corresponding topical ESRS, it may provide a brief explanation of the conclusions of its materiality assessment for that topic (ESRS G1 Business conduct).	<p>ESRS G1 Business conduct is a material topic for TAJCO Group A/S</p>
ESRS2-IRO-2-58.	If the undertaking concludes that a topic other than climate change is not material and therefore omits all the Disclosure Requirements in the corresponding topical ESRS, it may provide a brief explanation of the conclusions of its materiality assessment for that topic (ESRS S1 Own workforce).	<p>ESRS S1 Own workforce is a material topic for TAJCO Group A/S</p>
ESRS2-IRO-2-58.	If the undertaking concludes that a topic other than climate change is not material and therefore omits all the Disclosure Requirements in the corresponding topical ESRS, it may provide a brief explanation of the conclusions of its materiality assessment for that topic (ESRS S2 Workers in value chain).	<p>ESRS S2 Workers in value chain is an material Topic for TAJCO Group A/S</p>
ESRS2-IRO-2-58.	If the undertaking concludes that a topic other than climate change is not material and therefore omits all the Disclosure Requirements in the corresponding topical ESRS, it may provide a brief explanation of the conclusions of its materiality assessment for that topic (ESRS S3 Affected communities).	<p>ESRS S3 Affected communities is an material Topic for TAJCO Group A/S</p>

ESRS2-IRO-2-58.	<p>If the undertaking concludes that a topic other than climate change is not material and therefore omits all the Disclosure Requirements in the corresponding topical ESRS, it may provide a brief explanation of the conclusions of its materiality assessment for that topic (ESRS S4 Consumers and end-users).</p>	<p>Non material topics for TAJCO Group A/S</p> <p>Consumers and End users</p> <ul style="list-style-type: none"> Impact materiality: Low Financial materiality: Low <p>As our products are intermediate products, they are not directly used by consumers or end users. Rather, they are part of the car. As a result, we receive low ratings from consumers and end users. The topic 'Consumer and End User' is a material issue for us from both impact and financial point of view.</p>
ESRS2-IRO-2-59.	<p>The undertaking shall provide an explanation of how it has determined the material information to be disclosed in relation to the impacts, risks and opportunities that it has assessed to be material, including the use of thresholds and/or how it has implemented the criteria in ESRS 1 section 3.2 Material matters and materiality of information.</p>	<p>The process for determining the material impacts, risks and opportunities of TAJCO GROUP A/S is based on a combination of qualitative and quantitative methods and takes into account both the short- and long-term effects on the company and its stakeholders.</p> <p>All IROs were evaluated in detail. All assessments comply with the requirements of the ESRS.</p> <p>The following sections provide a detailed description of the methodology:</p> <p>Assessment of the materiality of negative impacts:</p> <ol style="list-style-type: none"> Identification of the effects: <ul style="list-style-type: none"> Capture all actual or potential negative impacts the company has on people and the environment, including its own operations and the upstream and downstream value chain. Evaluation criteria: <ul style="list-style-type: none"> Extent: The magnitude or intensity of an impact is rated on a scale of 1 (low) to 4 (high). Scope: The reach or spectrum of impact is also rated on a scale of 1 to 4. Immutability: The possibility of reversing or mitigating the impact is evaluated. A higher score (closer to 4) here means that the impact is severe or irreversible. Summation: <ul style="list-style-type: none"> The scale, scope, and irreversibility scores are added together to provide an overall assessment of the severity of each negative impact. Determination of the threshold value: <ul style="list-style-type: none"> Threshold value of all effects is determined after the calculation. The median of all calculated effects is used. Any impact above the threshold is considered material. <p>Assessment of the materiality of positive impacts:</p> <ol style="list-style-type: none"> Identification of the effects: <ul style="list-style-type: none"> Collection of all actual or potential positive impacts that the company has on people and the environment. Evaluation criteria: <ul style="list-style-type: none"> Extent and scope: The assessment is analogous to the negative effects.

- **Probability:** The probability that the potential positive effects will occur is rated on a scale of 0.2 (unlikely) to 0.8 (very likely).

7. Summation of the actual positive effects:

- The sum of the assessment of the extent and scope.

8. Determination of the threshold value:

- Threshold value of all effects is determined after the calculation. The median of all calculated effects is used. All effects above the threshold value are considered material.

General procedure:

9. The process includes a due diligence process based on the United Nations Principles on Business and Human Rights and the OECD Guidelines to ensure that the adverse impacts are adequately assessed and addressed.

10. When assessing potential adverse human rights impacts, the severity of the impacts is prioritized over their likelihood.

Application in the company:

11. TAJCO GROUP A/S uses this procedure to create a sound basis for determining the disclosures in its sustainability statement.

12. The results of this process are reviewed regularly to ensure the accuracy and timeliness of the assessments, and to ensure that they reflect both the company's internal priorities and stakeholder expectations.

Assessment of the materiality of risks:

13. Identification of risks:

- Identification of all negative sustainability aspects that could have a financial impact on the company, including those from its own operations and the entire value chain.

14. Severity and probability:

- Assessment of the extent of the risk on a scale of 1 (low) to 4 (high).
- Determination of the probability of this risk occurring is based on a scale of 0.2 to 0.8.

15. Multiplicative link:

- Multiply the summed assessment of extent by probability to determine the overall materiality of the risk.

16. Determination of the threshold value:

- The threshold value of all risks and opportunities is determined after the calculation. The median of all calculated risks and opportunities is used. All risks and opportunities above the threshold are considered material.

Assessing the financial materiality of opportunities:

17. Identification of opportunities:

- Identify any positive aspects of sustainability that have the potential to create financial opportunities for the business, such as increased efficiency, market growth, or innovation.

18. Extent, scope and probability:

- Rating the magnitude of the chance on a scale of 1 (low) to 4 (high).

- Evaluation of the probability that the opportunity will be realized is based on a scale from 0.2 to 0.8.

19. Multiplicative link:

- Multiply the summed score of scale by probability to determine the overall materiality of the opportunity.

20. Determination of the threshold value:

- The threshold value of all risks and opportunities is determined after the calculation. The median of all calculated risks and opportunities is used. All risks and opportunities above the threshold are considered material.

3. ESRS E1 Climate Change

3.1 Governance

3.1.1 ESRS 2 GOV-3 Integration of sustainability related performance in incentive schemes

ESRS E1 GOV-3	Integration of sustainability-related performance in incentive schemes	
	Ziel dieser Angabepflicht ist es, ein Verständnis dafür zu vermitteln, ob den Mitgliedern der Verwaltungs-, Leitungs- und Aufsichtsorgane mit Nachhaltigkeitsaspekten verbundene Anreizsysteme angeboten werden.	
E1-GOV-3-13.	The undertaking shall disclose whether and how climate-related considerations are factored into the remuneration of members of the administrative, management and supervisory bodies, including if their performance has been assessed against the GHG emission reduction targets reported under Disclosure Requirement E1-4 and the percentage of the remuneration recognised in the current period that is linked to climate related considerations	<p>No, there is no consideration that are factored into the remuneration of members of the administrative, management and supervisory body</p> <p>KPIs:</p> <p>Percentage of Remuneration Linked to Climate-Related Considerations for Administrative, Management, and Supervisory Members: 0 %</p>
E1-GOV-3-13.	The undertaking shall disclose an explanation of what the climate considerations are.	N/A

3.2 Strategy

3.2.1 E1-1 – Transition plan for climate change mitigation

ESRS E1-1	Transition plan for climate change mitigation	
E1-1-14.	The undertaking shall disclose its transition plan for climate change mitigation.	
E1-1-16.	The information required by paragraph 14 shall include:	
E1-1-16.(a)	by reference to GHG emission reduction targets (as required by Disclosure Requirement E1-4), an explanation of how the undertaking's targets are compatible with the limiting of global warming to 1.5°C in line with the Paris Agreement;	<p>(a) Compatibility with 1.5°C Global Warming Limit</p> <p>Our GHG emission reduction targets are designed to be compatible with limiting global warming to 1.5°C. By 2030, we aim to reduce our Scope 1 and 2 emissions by 55% from our 2020 baseline, with a long-term goal of carbon neutrality emissions by 2050.</p>
E1-1-16.(b)	by reference to GHG emission reduction targets (as required by Disclosure Requirement E1-4) and the climate change mitigation actions (as required by Disclosure Requirement	<p>(b) Decarbonisation Levers and Key Actions</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	61

E1-3), an explanation of the decarbonisation levers identified, and key actions planned, including changes in the undertaking's product and service portfolio and the adoption of new technologies in its own operations, or the upstream and/or downstream value chain;

We have identified several decarbonization levers and key actions to achieve our targets:

- **Product and Service Portfolio Changes:** Transitioning to manufacturing parts for electric and hybrid vehicles.
- **Reduction of emissions by efficiency improvement:** Improving the overall efficiency of the product by improving resource and operation efficiency.
- **New Technologies Adoption & renewable electricity for manufacturing:** Implementing energy-efficient technologies in our production processes and investing in renewable energy sources for our operations.
- **Value Chain Actions:** Working with suppliers to reduce upstream & downstream emissions and encouraging the use of recycled materials to reduce the Scope 3 emissions.

E1-1-16.(c)	by reference to the climate change mitigation actions (as required by Disclosure Requirement E1-3), an explanation and quantification of the undertaking's investments and funding supporting the implementation of its transition plan, with a reference to the key performance indicators of taxonomy-aligned CapEx, and where relevant the CapEx plans, that the undertaking discloses in accordance with Commission Delegated Regulation (EU) 2021/2178;	<p>KPIs:</p> <p>Financial Resources Allocated to Action Plan (OpEx): 2250394 DKK</p> <p>Financial Resources Allocated to Action Plan (CapEx): 120494 DKK</p>
E1-1-16.(d)	a qualitative assessment of the potential locked-in GHG emissions from the undertaking's key assets and products. This shall include an explanation of if and how these emissions may jeopardise the achievement of the undertaking's GHG emission reduction targets and drive transition risk, and if applicable, an explanation of the undertaking's plans to manage its GHG-intensive and energy-intensive assets and products;	We have conducted a qualitative assessment of our key assets and products to identify potential locked-in GHG emissions. Our legacy products related to internal combustion engines may pose risks, but we have strategies to phase out these products and transition to low-emission alternatives.
E1-1-16.(e)	for undertakings with economic activities that are covered by delegated regulations on climate adaptation or mitigation under the Taxonomy Regulation, an explanation of any objective or plans (CapEx, CapEx plans, OpEx) that the undertaking has for aligning its economic activities (revenues, CapEx, OpEx) with the criteria established in Commission Delegated Regulation 2021/213936;	
E1-1-16.(f)	if applicable, a disclosure of significant CapEx amounts invested during the reporting period related to coal, oil and gas-related economic activities;	<p>KPIs:</p> <p>Significant CapEx for Coal-Related Economic Activities: 0 DKK</p> <p>Significant CapEx for Oil-Related Economic Activities: 0 DKK</p> <p>Significant CapEx for Gas-Related Economic Activities: 0 DKK</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	62

E1-1-16.(g)	a disclosure on whether or not the undertaking is excluded from the EU Paris-aligned Benchmarks;	Tajco Group A/S is not excluded from the EU Paris-aligned Benchmarks. Our current and planned activities align with the stringent criteria set forth in these benchmarks.
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E1-1-16.(h)	an explanation of how the transition plan is embedded in and aligned with the undertaking's overall business strategy and financial planning;	<p>(h) Integration with Business Strategy</p> <p>At Tajco Group A/S, our transition plan for climate change mitigation is not just an isolated initiative; it is deeply embedded in our overall business strategy and financial planning. This integrated approach ensures that sustainability and climate goals are central to our corporate mission, guiding our decision-making processes, investments, and operational practices.</p> <p>Alignment with Strategic Goals:</p> <ul style="list-style-type: none">● Sustainable Growth:<ul style="list-style-type: none">○ Objective: To achieve sustainable growth by transitioning to environmentally friendly products and processes.<p>Implementation: We have identified key growth areas, such as the production of parts for electric and hybrid vehicles, that align with global trends towards sustainability. Our R&D department is focused on developing innovative products that meet stringent environmental standards.</p>● Market Competitiveness:<ul style="list-style-type: none">○ Objective: To maintain and enhance our market position by leading in sustainable practices.○ Implementation: Sustainability is a key differentiator in our industry. By adopting green technologies and processes, we not only comply with regulations but also appeal to environmentally conscious customers and stakeholders. <p>Integration with Financial Planning:</p> <ul style="list-style-type: none">● Capital Allocation:<ul style="list-style-type: none">○ Objective: To ensure financial resources are allocated to support sustainability initiatives.○ Implementation: A significant portion of our capital expenditure (CapEx) is dedicated to projects that reduce our carbon footprint, such as green energy and sustainable material development.○ ● Cost Management:<ul style="list-style-type: none">○ Objective: To manage costs associated with the transition to low-carbon operations.<p>Implementation: While initial investments in sustainable technologies may be high, we anticipate long-term cost savings through increased energy efficiency, reduced waste, and lower regulatory compliance costs.</p> <p>Embedding Sustainability in Corporate Culture:</p> <ul style="list-style-type: none">● Leadership Commitment:<ul style="list-style-type: none">○ Objective: To ensure top-level commitment to the transition plan.○ Implementation: Our Board of Directors and executive management are fully committed to our sustainability goals.
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	63

They oversee the integration of the transition plan into our business strategy.

- **Employee Engagement:**
 - **Objective:** To engage employees at all levels in sustainability efforts.
 - **Implementation:** We conduct regular training sessions and workshops to educate employees about our sustainability goals and their role in achieving them. We encourage employee-driven initiatives and provide platforms for sharing innovative ideas on reducing our environmental impact.

Strategic Partnerships and Collaborations:

- **Supply Chain Integration:**
 - **Objective:** To extend our sustainability efforts throughout our supply chain.
 - **Implementation:** We collaborate with suppliers to adopt sustainable practices, such as using recycled materials and reducing emissions. Our supplier contracts include sustainability criteria, and we provide support to help them meet these standards.
- **Industry Collaboration:**
 - **Objective:** To work with industry peers and stakeholders to advance sustainability.
 - **Implementation:** We participate in industry groups and alliances focused on sustainability. This collaboration helps us stay informed about best practices, regulatory developments, and technological advancements, which we incorporate into our strategy.

Monitoring and Reporting:

- **Performance Tracking:**
 - **Objective:** To track and report progress on our sustainability goals.
 - **Implementation:** We have established key performance indicators (KPIs) to measure our progress in reducing GHG emissions, improving energy efficiency, and other sustainability metrics. Regular reporting ensures transparency and accountability to our stakeholders.
- **Continuous Improvement:**
 - **Objective:** To continually enhance our sustainability practices.
 - **Implementation:** We regularly review and update our transition plan based on performance data, stakeholder feedback, and evolving industry standards. This ensures that our approach remains effective and aligned with our long-term goals.

E1-1-16.(i)	whether the transition plan is approved by the administrative, management and supervisory bodies; and	Our transition plan has been approved by the administrative, management, and supervisory bodies. It is regularly reviewed to ensure alignment with our long-term objectives.
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E1-1-16.(j)	an explanation of the undertaking's progress in implementing the transition plan.	(j) Progress in Implementation
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- **Renewable electricity purchase :** All our offices (except the Detroit office in USA) run on renewable electricity. And starting 2024 our manufacturing plant will run on 100% renewable electricity. This will lead to 99% reduction in scope 2 emissions.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	64

- **Resource efficiency** : As Stainless steel is our biggest contributor of CO2 emissions, we have worked on improving the material efficiency leading to saving of 1085 tons CO2 emissions in 2023. We also worked on reducing the transportation emissions by improving the packaging efficiency leading to 151.94 tons of CO2 emissions saved.
- **Low carbon footprint products**: we have invested in R&D & production of new sustainable material, which has very low emission factor.

E1-1-17.	In case the undertaking does not have a transition plan in place, it shall indicate whether and, if so, when it will adopt a transition plan.	Not Applicable
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3.2.2 ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS E1 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

E1-SBM-3-18.	The undertaking shall explain for each material climate-related risk it has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk.	Based on the CSRD E1-SBM-3-18 requirements, here is the categorization of the provided material points between climate-related physical risks and climate-related transition risks:
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Climate-Related Physical Risks:

- **Extreme Weather (Flood/Typhoon) (Risk)** - This is a physical risk as it involves natural phenomena that can directly impact operations and assets.

Climate-Related Transition Risks:

- **Energy Consumption (Positive Impact)** - This relates to changes in energy usage which can be a part of transitioning to more sustainable practices.
- **Logistics of Transport (Negative Impact)** - This involves changes in transportation methods and routes due to transition to lower carbon options.
- **Raw Material (Negative Impact)** - This could relate to shifts in sourcing or use of raw materials due to new regulations or sustainability practices.
- **Leased Assets (Negative Impact)** - This involves potential changes or requirements for leased properties to meet new environmental standards.
- **Market Risk (Risk)** - This pertains to changes in market demand and regulatory landscapes as economies transition to greener models.
- **Raw Material Prices (Risk)** - This involves price fluctuations due to changes in demand and supply driven by transition policies.
- **Low Product Carbon Footprint (LPCF) (Opportunity)** - This represents a market opportunity driven by the transition towards low carbon products.

E1-SBM-3-19.	The undertaking shall describe the resilience of its strategy and business model in relation to climate change. This description shall include:
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E1-SBM-3-19.(a)	the scope of the resilience analysis;	Scope of the Resilience Analysis
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	65

The scope of the resilience analysis focuses on TAJCO Group A/S's ability to continue its operations under each climate scenario, considering the following areas:

- Energy consumption
- Logistics and transport
- Raw material supply chains
- Leased assets
- Market risks and product offerings (including low-carbon footprint products)
- Raw material price volatility.

E1-SBM-3-19.(b) how the resilience analysis has been conducted, including the use of climate scenario analysis as referenced in the Disclosure Requirement related to ESRS 2 IRO-1 and the related application requirement paragraphs; and

Resilience Analysis of Strategy and Business Model

To assess the resilience of TAJCO Group A/S's strategy and business model in response to climate change, the company has conducted a comprehensive analysis incorporating various climate scenarios. The scenarios used are based on the Intergovernmental Panel on Climate Change (IPCC) projections:

- **RCP 2.6 (Optimistic Scenario):** This scenario assumes strong climate mitigation efforts, limiting global warming to below 2°C.
- **RCP 4.5 (Moderate Scenario):** This scenario assumes intermediate efforts to reduce GHG emissions, resulting in moderate global warming.
- **RCP 8.5 (Pessimistic Scenario):** This scenario assumes no significant mitigation efforts, leading to extreme global warming by the end of the century.

E1-SBM-3-19.(b) when the resilience analysis has been conducted and

- The resilience analysis was conducted in November 2023 and incorporated quantitative climate scenario modeling using the three IPCC pathways. Climate scenario analysis involved stress testing the business model to identify vulnerabilities and opportunities in different climate futures.

E1-SBM-3-19.(c) the results of the resilience analysis including the results from the use of scenario analysis.

Results of the Resilience Analysis

RCP 2.6 (Optimistic Scenario)

- **Energy Consumption:** In this scenario, energy costs are expected to decrease as the global transition to renewable energy accelerates. TAJCO's investments in energy efficiency and renewable sources provide a positive outcome.
- **Logistics of Transport:** Transition risks reduce in this scenario as transport systems decarbonize. TAJCO can benefit from lower carbon taxes and regulations.
- **Raw Material:** Supply chain disruptions due to climate-related events are minimal. However, the cost of sustainable materials may remain stable due to global cooperation on environmental standards.
- **Leased Assets:** Regulatory pressure to upgrade assets is moderate, and extreme weather events are minimized.
- **Market Risk:** With strong climate action, consumer preferences for low-carbon products intensify, benefiting TAJCO's Low Product Carbon Footprint (LPCF) offerings.
- **Raw Material Prices:** Price volatility is low as global systems stabilize around sustainable practices.

RCP 4.5 (Moderate Scenario)

- **Energy Consumption:** Energy prices may stabilize, but regulatory costs associated with carbon emissions remain moderate. TAJCO is well-positioned due to its investments in energy efficiency.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	66

- **Logistics of Transport:** There is moderate risk from rising carbon taxes and transport costs, but TAJCO's logistics strategies mitigate significant disruptions.
- **Raw Material:** Some supply chain disruptions due to climate impacts, but these are manageable. Costs for sustainable materials could rise moderately.
- **Leased Assets:** Asset upgrades may be required to meet new regulations, particularly in energy efficiency.
- **Market Risk:** Consumer preferences continue to shift toward sustainable products, offering opportunities but also raising competitive pressure.
- **Raw Material Prices:** Price volatility increases moderately due to climate-related disruptions in supply chains.
-

RCP 8.5 (Pessimistic Scenario)

- **Energy Consumption:** Energy prices are expected to rise sharply due to global warming, increasing operational costs. However, TAJCO's shift to renewable energy helps mitigate these impacts.
- **Logistics of Transport:** Extreme climate-related disruptions to global transport networks increase costs significantly. Carbon taxes and fuel prices soar, presenting severe risks to TAJCO's logistics.
- **Raw Material:** The supply chain is highly disrupted due to extreme weather events, raising costs and causing shortages of key materials.
- **Leased Assets:** Physical damage to leased assets from extreme weather events is a major concern, with rising maintenance and insurance costs.
- **Market Risk:** In a world of extreme climate change, demand for low-carbon products intensifies rapidly, but TAJCO faces significant challenges in adapting its entire supply chain and product offerings.
- **Raw Material Prices:** Price volatility becomes extreme, leading to significant cost increases and potential shortages of raw materials.

E1-SBM-3-AR 7. When disclosing the information on how the resilience analysis has been conducted as required under paragraph 19 (b), the undertaking shall explain:

E1-SBM-3-AR 7.(a) the critical assumptions about how the transition to a lower-carbon and resilient economy will affect its surrounding macroeconomic trends, energy consumption and mix, and technology deployment assumptions;

E1-SBM-3-AR 7.(b) the time horizons applied and their alignment with the climate and business scenarios considered for determining material physical and transition risks (paragraphs AR 11 to AR 12) and setting GHG emissions reduction targets (reported under Disclosure Requirement E1-4); and

Time Horizons:

Short-term (1-5 years): Immediate actions to mitigate identified risks.

Medium-term (5-10 years): Strategic adjustments and investments in resilience.

Long-term (10-20 years): Long-term transformation of business models and operations.

E1-SBM-3-AR 7.(c) how the estimated anticipated financial effects from material physical and transition risks (as required by Disclosure Requirement E1-9) as well as the mitigation actions and resources (disclosed under Disclosure Requirement E1-3) were considered.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	67

E1-SBM-3-AR 8.

When disclosing the information on the results of the resilience analysis as required under paragraph 19 (c), the undertaking shall explain:

E1-SBM-3-AR 8.(a)

the areas of uncertainties of the resilience analysis and to what extent the assets and business activities at risk are considered within the definition of the undertaking's strategy, investment decisions, and current and planned mitigation actions ;

E1-SBM-3-AR 8.(b)

the ability of the undertaking to adjust or adapt its strategy and business model to climate change over the short-, medium- and long-term, including securing ongoing access to finance at an affordable cost of capital, the ability to redeploy, upgrade or decommission existing assets, shifting its products and services portfolio, or reskilling its workforce.

Short-term:

Implemented energy efficiency measures and purchase renewable electricity PPA.

Enhanced emergency preparedness for extreme weather events.

Medium-term:

Upgraded infrastructure to withstand severe weather conditions.

Diversified raw material sourcing to mitigate supply chain risks.

Long-term:

Shifted product portfolio towards LPCF products, capturing market opportunities.

Invested in workforce reskilling programs to support new business models.

Secured sustainable financing options to ensure ongoing access to capital.

3.3 Impact, risk and opportunity management

3.3.1 RS 2 IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities

ESRS E1 IRO-1

Description of the processes to identify and assess material climate-related impacts, risks and opportunities

E1-IRO-1-20.

The undertaking shall describe the process to identify and assess climate-related impacts, risks and opportunities. This description shall include its process in relation to:

E1-IRO-1-20.(a)

impacts on climate change, in particular, the undertaking's GHG emissions (as required by Disclosure Requirement ESRS E1-6);

Our process for identifying and assessing our impacts on climate change focuses on comprehensively understanding our GHG emissions across our operations and value chain:

Screening Activities and Plans: We systematically screen our business activities, including manufacturing processes, product development, and logistics, to identify actual and potential future sources of GHG

emissions. This screening extends to our planned projects and investments to anticipate future emission sources.

- **Value Chain Analysis:** Recognizing that our impact extends beyond our direct operations, we assess GHG emission sources along our upstream and downstream value chain. This includes emissions from raw material extraction, supplier manufacturing processes, and transportation
- **Data Collection and Measurement:** We collect data on energy consumption, fuel use, and material inputs to quantify our Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased energy), and relevant Scope 3 (other indirect emissions) emissions. We utilize recognized methodologies such as the GHG Protocol for accurate measurement.
- **Assessment of Impacts:** By evaluating our total GHG emissions, we assess our actual and potential impacts on climate change. This helps us identify emission hotspots and prioritize areas for emission reduction initiatives.

E1-IRO-1-20.(b)	climate-related physical risks in own operations and along the upstream and downstream value chain, in particular:	<p>We identify and assess physical risks by:</p> <ul style="list-style-type: none"> ● Climate Hazard Identification: We identify climate-related hazards relevant to our operations and supply chain. These hazards include extreme weather events like floods, storms, heatwaves, and chronic changes such as temperature variability and sea-level rise. ● Time Horizons Definition: We define short-term (1-3 years), medium-term (3-10 years), and long-term (beyond 10 years) time horizons.
E1-IRO-1-20.(b).i.	the identification of climate-related hazards, considering at least high emission climate scenarios; and	<p>We identify transition risks and opportunities by:</p> <ul style="list-style-type: none"> ● Transition Events Identification: We identify climate-related transition events that could impact our business, including policy and legal changes (e.g., stricter emissions regulations, carbon pricing), technological shifts (e.g., electrification of vehicles), market changes (e.g., shifting consumer preferences towards sustainable products), and reputational factors. ● Time Horizons Consideration: We consider the short-, medium-, and long-term impacts of these transition events, acknowledging that some may extend beyond 10 years and align with long-term climate policy goals.
E1-IRO-1-20.(b).ii.	the assessment of how its assets and business activities may be exposed and are sensitive to these climate-related hazards, creating gross physical risks for the undertaking.	<p>TAJCO evaluates the vulnerability of its assets and business activities to these climate-related physical risks. This includes assessing the resilience of manufacturing sites, warehouses, and supply chain infrastructure. As part of this process, the company evaluates how its production facilities may be affected by physical climate risks, including potential disruption to suppliers and transportation networks, which could lead to business interruptions or increased operational costs. TAJCO applies a forward-looking approach to understanding the gross physical risks that could affect the business under different climate scenarios, focusing on both short- and long-term impacts.</p>
E1-IRO-1-20.(c)	climate-related transition risks and opportunities in own operations and along the upstream and downstream value chain, in particular:	
E1-IRO-1-20.(c).i.	the identification of climate-related transition events, considering at least a climate scenario in line with limiting global warming to 1.5°C with no or limited overshoot; and	<p>TAJCO Group A/S identifies climate-related transition risks and opportunities by considering a scenario that limits global warming to 1.5°C with no or limited overshoot, such as the International Energy Agency (IEA) Sustainable Development Scenario. Key transition risks identified include regulatory changes, and shifts in customer preferences towards more sustainable products,</p>
E1-IRO-1-20.(c).ii.	the assessment of how its assets and business activities may be exposed to these climate-related transition events, creating gross transition risks or opportunities for the undertaking.	<p>TAJCO assesses the extent to which its business is exposed to transition risks, such as increased regulatory requirements or shifting market demands towards low-carbon products. The company also identifies potential opportunities, including innovations in materials and processes that can reduce its carbon footprint and align with customer expectations for sustainable products. This assessment considers the entire value chain, including upstream suppliers and downstream customers,</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	69

and highlights opportunities for improving energy efficiency, reducing emissions, and investing in sustainable technologies.

E1-IRO-1-21.	When disclosing the information required under paragraphs 20 (b) and 20 (c), the undertaking shall explain how it has used climate-related scenario analysis, including a range of climate scenarios, to inform the identification and assessment of physical risks over the short-, medium-, and long-term.	TAJCO Group A/S uses climate-related scenario analysis to guide its identification and assessment of physical and transition risks and opportunities. The company employs a range of scenarios, including both high-emission and 1.5°C-aligned scenarios, to understand how different climate futures could impact the business over the short-, medium-, and long-term. These analyses inform the company's strategic planning and risk management processes, helping it to build resilience to climate-related risks and capitalize on potential opportunities.
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Scenario analysis has provided TAJCO with insights into the potential financial and operational impacts of various climate-related risks, including extreme weather events, supply chain disruptions, and shifts in market demands for more sustainable products. This approach has helped the company develop adaptive strategies to ensure the long-term sustainability and competitiveness of its operations.

E1-IRO-1-21. - Fully Omitted	When disclosing the information required under paragraphs 20 (b) and 20 (c), the undertaking shall explain how it has used climate-related scenario analysis, including a range of climate scenarios, to inform the identification and assessment of transition risks and opportunities over the short-, medium-, and long-term.	Reason for omission:Already Reported
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E1-IRO-1-AR 11.	When disclosing the information on the processes to identify and assess physical risks as required under paragraph 20 (b), the undertaking shall explain whether and how:	
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E1-IRO-1-AR 11.(a) - Fully Omitted	it has identified climate-related hazards (see table below) over the short-, medium- and long-term and	Reason for omission:Further Reason We did not identify climate related hazards in different time horizons
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E1-IRO-1-AR 11.(a)	it has screened whether its assets and business activities may be exposed to these hazards	We have assessed our assets and business activities for chronic and acute climate related hazards. Our assets and business are prone to typhoons and flood.
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E1-IRO-1-AR 11.(b) - Fully Omitted	it has defined short-, medium- and long-term time horizons and how these definitions are linked to the expected lifetime of its assets, strategic planning horizons and capital allocation plans;	Reason for omission:Further Reason We have not conducted this analysis
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E1-IRO-1-AR 11.(c) - Fully Omitted	it has assessed the extent to which its assets and business activities may be exposed and are sensitive to the identified climate-related hazards, taking into consideration the likelihood, magnitude and duration of the hazards as well as the geospatial coordinates (such as Nomenclature of Territorial Units of Statistics- NUTS for the EU territory) specific to the undertaking's locations and supply chains ; and	Reason for omission:Further Reason We have not assessed the extent to which its assets and business activities may be exposed and are sensitive to the identified climate-related hazards
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E1-IRO-1-AR 11.(d)	the identification of climate-related hazards and the assessment of exposure and sensitivity are informed	Disclosure of Climate-Related Hazards for TAJCO Group A/S
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	70

by high emissions climate scenarios , which may, for example, be based on IPCC SSP5-8.5, relevant regional climate projections based on these emission scenarios, or NGFS (Network for Greening the Financial System) climate scenarios with high physical risk such as "Hot house world" or "Too little, too late". For general requirements regarding climate-related scenario analysis see paragraphs 18, 19, AR 13 to AR 15.

Identification of Climate-Related Hazards:

TAJCO Group A/S has identified significant climate-related hazards impacting our manufacturing site in China, recognizing this location as critical due to its substantial influence on our business operations. The assessment focused on understanding the potential risks associated with extreme weather events and long-term climate trends specific to the region.

Methodology:

- **Historical Data Analysis:** The identification of these hazards was conducted using historical climate data from the region. This included analyzing past occurrences of extreme weather events such as typhoons, floods, heatwaves, and droughts.
- **Regional Climate Patterns:** We examined regional climate patterns over recent decades to understand the frequency and severity of climate events that have previously affected the area.

Assessment of Exposure and Sensitivity:

- **Operational Vulnerability:** By assessing historical data, we identified vulnerabilities in our manufacturing processes, supply chain logistics, and infrastructure that could be impacted by similar future climate events.
- **Risk to Assets and Workforce:** The analysis highlighted potential risks to our physical assets and the safety of our workforce, enabling us to prioritize areas for mitigation and adaptation strategies.

Alignment with CSRD Requirements:

While our initial assessment was based on historical data, we acknowledge that the Corporate Sustainability Reporting Directive (CSRD) recommends informing the identification of climate-related hazards and the assessment of exposure and sensitivity using high emissions climate scenarios. These scenarios, such as the **IPCC SSP5-8.5** or **NGFS climate scenarios** like "Hot House World" or "Too Little, Too Late," provide insights into potential future climate conditions under high greenhouse gas emission pathways.

Future Actions:

- **Incorporating High Emissions Scenarios:** TAJCO Group A/S is committed to enhancing our climate risk assessment by incorporating high emissions climate scenarios into our analysis. This will provide a more comprehensive understanding of potential future risks under severe climate change conditions.
- **Scenario Analysis Compliance:** We will align our methodologies with the general requirements for climate-related scenario analysis as outlined in paragraphs 18, 19, and AR 13 to AR 15 of the CSRD guidelines.
- **Continuous Improvement:** Our risk management processes will be updated to integrate these scenarios, ensuring that our strategies are robust and resilient against a range of possible future climate outcomes.

E1-IRO-1-AR 12. When disclosing the information on the processes to identify transition risks and opportunities as required under paragraph 20 (c), the undertaking shall explain whether and how it has:

E1-IRO-1-AR 12.(a) identified transition events (see the table with examples below) over the short-, medium- and long-term and (in case of transition risks and opportunities, what is considered long-term may cover more than 10 years and may be aligned with climate-related public policy goals).

TAJCO Group A/S has identified key **transition events** that may impact its assets and business activities across short-, medium-, and long-term time horizons:

- **Short-term (1-3 years):**
 - Increasing regulatory requirements for carbon footprint reporting across EU markets.
 - Rising customer demand for low-carbon and sustainable automotive components.
- **Medium-term (3-10 years):**
 - Implementation of stricter emission standards for automotive supply chains under EU Green Deal initiatives.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	71

- Accelerated adoption of electric and hybrid vehicles by automotive manufacturers, affecting demand for traditional exhaust systems.

● **Long-term (>10 years):**

- Phasing out of internal combustion engine (ICE) vehicles in key markets, including the EU and North America.
- Full transition towards circular economy models in the automotive industry, emphasizing recyclability and sustainable materials.

E1-IRO-1-AR 12.(a)	screened whether its assets and business activities may be exposed to these events(In case of transition risks and opportunities, what is considered long-term may cover more than 10 years and may be aligned with climate-related public policy goals).	TAJCO has screened its assets and business activities for exposure to these transition events, focusing on its production facilities and product portfolio.
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E1-IRO-1-AR 12.(b)	assessed the extent to which its assets and business activities may be exposed and are sensitive to the identified transition events, taking into consideration the likelihood, magnitude and duration of the transition events;	TAJCO has assessed the exposure and sensitivity of its assets and activities to the identified transition events based on the likelihood, magnitude, and duration of their impacts:
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● **Product Portfolio:**

- High exposure to transition risks linked to the declining demand for traditional exhaust systems.
- Moderate sensitivity to shifts in material requirements for low-carbon production processes.

● **Supply Chain:**

- Moderate exposure to increased carbon pricing mechanisms affecting upstream suppliers.
- Sensitivity to disruptions caused by material scarcity for sustainable alternatives.

● **Production Facilities:**

- Low-to-moderate exposure to direct carbon pricing due to ongoing energy efficiency initiatives.
- Moderate sensitivity to the costs of transitioning to renewable energy sources for manufacturing.

Mitigation Measures:

- Continuous investment in **product innovation** focusing on lightweight, recyclable, and low-carbon materials.
- Collaborations with suppliers to reduce **scope 3 emissions** across the value chain.

E1-IRO-1-AR 12.(c)	informed the identification of transition events and the assessment of exposure by climate-related scenario analysis, considering at least a scenario consistent with the Paris Agreement and limiting climate change to 1.5°C, for example, based on scenarios of the International Energy Agency (Net zero Emissions by 2050, Sustainable Development Scenario, etc), or NGFS (Network for Greening the Financial System) climate scenarios. For the general requirements related to climate-related scenario analysis see paragraphs 18, 19, AR 13 to AR 15; and	TAJCO has conducted climate-related scenario analysis using recognized global frameworks to assess potential impacts:
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● **Scenarios Applied:**

- **IEA Net Zero Emissions by 2050**
- **NGFS Orderly Transition Scenario**

Key Findings:

- Under the **IEA Net Zero by 2050 scenario**, demand for ICE vehicle exhaust systems is projected to decline significantly by 2035.
- A **delayed policy response scenario** could lead to abrupt regulatory shocks, increasing compliance costs and material shortages.

Strategic Implications:

- Accelerate the development of **products compatible with electric and hybrid vehicles**.
- Increase **R&D investments** in sustainable materials and circular design principles.
- Diversify product offerings to include **climate-resilient components** aligned with future mobility trends.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	72

E1-IRO-1-AR 12.(d)	identified assets and business activities that are incompatible with or need significant efforts to be compatible with a transition to a climate-neutral economy (for example, due to significant locked-in GHG emissions or incompatibility with the requirements for Taxonomy-alignment under Commission Delegated Regulation (EU) 2021/2139).	<p>TAJCO has identified assets and business activities that may face challenges in aligning with a climate-neutral economy:</p> <ul style="list-style-type: none"> ● Traditional Exhaust trims: <ul style="list-style-type: none"> ○ Classified as a high-risk product segment due to long-term demand decline. ● Key Challenges: <ul style="list-style-type: none"> ○ Significant locked-in emissions associated with current production processes. ○ Need for capital-intensive transformation of product lines and manufacturing technologies. <p>Planned Actions:</p> <ul style="list-style-type: none"> ● Gradual phasing out of legacy product lines incompatible with net-zero goals. ● Investment in green products and sustainable supply chain practices.
E1-IRO-1-AR 15.	The undertaking shall briefly explain how the climate scenarios used are compatible with the critical climate-related assumptions made in the financial statements.	<p>TAJCO Group A/S has integrated climate scenario analysis into its financial planning and reporting processes to ensure consistency between climate-related risks and opportunities and the key financial assumptions underpinning our financial statements.</p> <p>We have applied two primary scenarios:</p> <ul style="list-style-type: none"> ● IEA Net Zero Emissions by 2050 ● NGFS Orderly Transition Scenario <p>These scenarios have informed critical financial assumptions, including asset valuation, impairment testing, revenue forecasts, cost structures, and discount rates.</p> <p>Key Assumptions Reflected:</p> <ul style="list-style-type: none"> ● Product Lifecycle Projections: The expected lifecycle of traditional automotive exhaust systems has been shortened in alignment with global regulations phasing out internal combustion engine (ICE) vehicles by 2035. ● Revenue Forecasts: Projected revenue from ICE-related products reflects a gradual decline in demand, balanced by increased sales projections from sustainable product lines compatible with electric and hybrid vehicles.

3.3.2 E1-2 – Policies related to climate change mitigation and adaptation

ESRS E1-2	<p>Policies related to climate change mitigation and adaptation</p> <p>The undertaking shall describe its policies adopted to manage its material impacts, risks and opportunities related to climate change mitigation and adaptation.</p>	
E1-2-24.	The disclosure required by paragraph 22 shall contain the information on the policies the undertaking has in place to manage its material impacts, risks and opportunities related to climate change mitigation and adaptation in accordance with ESRS 2 MDR-P Policies adopted to manage material sustainability matters.	<p>The Following policies are in place to manage its material impacts, risks and opportunities related to climate change mitigation and adaptation in accordance with ESRS 2 MDR-P Policies adopted to manage material sustainability matters.</p> <ol style="list-style-type: none"> 1) TAJCO Group A/S Climate Change Mitigation and Adaptation Policy 2) Environment Management Policy 3) Management of Energy & resources 4) Monitoring and Measurement Management
E1-2-25.	The undertaking shall indicate whether and how its policies address the following areas:	

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	73

E1-2-25.(a)

climate change mitigation;

Energy Consumption (Positive Impact):

- **Objective:** Achieve 100% renewable energy usage in all facilities.
- **Management:**
 - Transition to renewable energy sources like wind, solar, and hydroelectric power.
 - Implement energy-efficient technologies and practices.
 - Promote energy-saving behaviors among employees.
- **Monitoring:** Quarterly reviews, annual third-party audits, and real-time monitoring using smart meters and energy management software.

Logistics of Transport (Negative Impact):

- **Objective:** Minimize carbon emissions from transportation.
- **Management:**
 - Optimize shipping routes and consolidate shipments.
 - Invest in low-emission vehicles.
 - Partner with sustainable logistics providers.
- **Monitoring:** Bi-annual emissions tracking and continuous performance reviews.

Raw Material Usage (Negative Impact):

- **Objective:** Reduce emissions from raw materials.
- **Management:**
 - Increase recycled content in products.
 - Research and develop lower-emission materials.
 - Optimize manufacturing processes.
- **Monitoring:** Monthly tracking, annual audits, and lifecycle assessment tools.

Leased Assets (Negative Impact):

- **Objective:** Lower emissions from leased properties.
- **Management:**
 - Retrofit properties with energy-efficient systems.
 - Collaborate with landlords on renewable energy installations.
 - Negotiate green lease clauses.
- **Monitoring:** Annual energy assessments and continuous monitoring.

E1-2-25.(b)

climate change adaptation;

Extreme Weather Events (Flood/Typhoon):

- **Objective:** Enhance operational resilience.
- **Management:**
 - Develop disaster recovery and business continuity plans.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	74

- ☐ Invest in infrastructure improvements.
- ☐ Establish emergency response teams and training programs.

E1-2-25.(c)	energy efficiency;	<ul style="list-style-type: none">● Monitoring: Regular drills, annual reviews, and engagement with local authorities.
E1-2-25.(d)	renewable energy deployment; and	<ul style="list-style-type: none">● Energy Audits: Conduct energy audits to determine current usage patterns.● Energy Management: Implement energy-efficient technologies and practices, including LED lighting, high-efficiency HVAC systems, and energy management systems.● Employee Training: Promote energy-saving behaviors through training and awareness programs.● Monitoring: Use smart meters and energy management software for real-time monitoring of energy consumption.
E1-2-25.(e)	other	<ul style="list-style-type: none">● Renewable Energy Transition: Transition all facilities to renewable energy sources such as wind, solar, and hydroelectric power.● Investment in Projects: Invest in renewable energy projects and purchase green energy certificates(PPA).● Collaboration: Collaborate with stakeholders to implement renewable energy sources in leased properties.

Market Risk and Raw Material Prices:

- **Market Diversification:** Develop a diversified product portfolio and explore new markets.
- **Raw Material Price Management:** Secure long-term contracts with key suppliers and increase inventory of critical materials.

Low Product Carbon Footprint (LPCF):

- **Objective:** Leverage LPCF as a market differentiator.
- **Management:**
 - ☐ Invest in R&D to improve the carbon footprint of products.
 - ☐ Promote LPCF products through targeted marketing.
 - ☐ Provide transparency in carbon footprint calculations.
- **Monitoring:** Regularly update lifecycle assessments and track sales and customer feedback.

Governance and Accountability:

- **Leadership:** Vice President Engineering, PGM, Quality and Sustainability oversees the policy, reporting to the CEO and Board of Directors.
- **Stakeholder Engagement:** Regular consultations with customers, suppliers, employees, and community representatives.
- **Transparency:** Public availability of the policy and annual sustainability reporting.

Standards and Initiatives:

- **Adherence to Standards:** Commitment to the United Nations Global Compact and the Task Force on Climate-related Financial Disclosures (TCFD).

Continuous Improvement:

- **Annual Review:** The policy is reviewed annually for relevance and effectiveness, incorporating best practices, regulatory changes, and stakeholder feedback.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	75

● This comprehensive approach ensures that TAJCO Group A/S addresses key areas of climate change mitigation, adaptation, energy efficiency, renewable energy deployment, and other related risks and opportunities.

3.3.3 E1-3 – Actions and resources in relation to climate change policies

ESRS E1-3

Actions and resources in relation to climate change policies

The undertaking shall disclose its climate change mitigation and adaptation actions and the resources allocated for their implementation.

E1-3-28.

The description of the actions and resources related to climate change mitigation and adaptation shall follow the principles stated in ESRS 2 MDR-A. Actions and resources in relation to material sustainability matters.

ESRS E1 Disclosure: Actions for Climate Mitigation and Adaptation for TAJCO Group A/S

In alignment with the ESRS 2 MDR-A principles for reporting actions and resources related to material sustainability matters, TAJCO Group A/S has implemented several climate mitigation and adaptation initiatives to address the pressing challenges posed by climate change.

Climate Mitigation Actions

TAJCO Group A/S is committed to mitigating the impact of its operations on climate change through the following measures:

- **Green Electricity for All Offices:**
TAJCO has transitioned to using 100% green electricity across all its office locations. This initiative directly reduces the company's carbon footprint by sourcing energy from renewable energy providers, contributing to the reduction of greenhouse gas (GHG) emissions associated with its operational activities.
- **Improvement in Material Efficiency:**
The company has undertaken measures to optimize material efficiency in its production processes. By improving how materials are utilized, TAJCO aims to minimize waste generation and decrease energy consumption during manufacturing, ultimately reducing the environmental impact of its products.
- **Reduction of Electricity Consumption:**
In addition to switching to green energy, TAJCO has actively reduced its overall electricity consumption by implementing energy-efficient technologies and processes in its operations. This action further reduces GHG emissions and aligns with the company's broader sustainability objectives.
- **Packaging Efficiency:**
TAJCO has optimized its packaging materials and processes to reduce waste and the environmental impact of packaging throughout the supply chain. The efficiency improvements have reduced material use and enhanced recyclability, contributing to both emission reductions and resource conservation.

Climate Adaptation Actions

TAJCO Group A/S has also taken proactive steps to ensure resilience against the physical risks posed by climate change, such as extreme weather events.

- **Preparation Against Floods and Typhoons:**
Recognizing the increasing frequency and intensity of natural disasters such as floods and typhoons, TAJCO has implemented adaptation strategies to safeguard its operations and infrastructure. These measures include reinforcing facilities in high-risk areas, upgrading drainage

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	76

systems, and adopting emergency response plans to minimize disruptions and damage caused by such events.

●

Resources Committed

TAJCO Group A/S has allocated resource for technical, and human resources towards achieving its climate mitigation and adaptation goals. The company actively monitors the effectiveness of these initiatives through regular assessments and continues to explore innovative solutions to further its sustainability objectives.

By integrating these actions into its business model, TAJCO Group A/S is demonstrating its commitment to addressing climate change in a comprehensive manner, ensuring long-term sustainability while contributing to global efforts for environmental protection.

E1-3-29.	In addition to ESRS 2 MDR-A, the undertaking shall:	
E1-3-29.(a)	when listing key actions taken in the reporting year and planned for the future, present the climate change mitigation actions by decarbonisation lever including the nature- based solutions;	In alignment with ESRS 2 MDR-A and TAJCO Group A/S's commitment to addressing climate change, we have implemented and planned several key actions aimed at climate mitigation and adaptation. These actions are categorized by decarbonization levers and incorporate nature-based solutions where applicable.

Key Climate Mitigation Actions by Decarbonization Lever

1. Product and Service Portfolio Changes:

- **Transition to Electric and Hybrid Vehicles:** TAJCO is progressively adapting its product portfolio to include parts for electric and hybrid vehicles. This shift will significantly reduce the emissions generated by the use of its products, aligning with global efforts to decarbonize the transportation sector.

2. Reduction of Emissions by Efficiency Improvement:

- **Material Efficiency Improvements:** We are optimizing the utilization of materials in our production processes, reducing waste, and lowering energy consumption. This contributes to fewer emissions and a reduction in the overall environmental impact of our products.
- **Energy Consumption Reduction:** Through energy-efficient technologies and operational improvements, TAJCO has reduced its electricity consumption, further lowering emissions associated with operational energy use.
- **Packaging Efficiency:** The company has optimized packaging processes and materials, reducing waste and improving recyclability. This supports the reduction of emissions linked to packaging, aligning with our waste management and energy efficiency strategies.

3. New Technologies Adoption & Renewable Electricity for Manufacturing:

- **Energy-efficient Production:** We have integrated new, energy-efficient technologies in our manufacturing processes, reducing energy demand and operational emissions. Additionally, our transition to renewable energy for production sites, similar to our office locations, ensures that a greater portion of our energy is sourced from green alternatives.
- **Green Electricity for Offices:** TAJCO has transitioned to using 100% green electricity in all offices, cutting down on carbon emissions from electricity consumption.

4. Value Chain Actions:

- **Supplier Collaboration to Reduce Scope 3 Emissions:** TAJCO actively works with suppliers to reduce emissions across the supply chain. This includes promoting the use of recycled materials and improving logistics efficiency, addressing both upstream and downstream Scope 3 emissions.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	77

E1-3-29.(b)	when describing the outcome of the actions for climate change mitigation, include the achieved and expected GHG emission reductions; and	KPIs: Achieved GHG Emission Reductions: 1904 tCO ₂ e Expected GHG Emission Reductions: 0 tCO ₂ e
E1-3-29.(c)	relate significant monetary amounts of CapEx and OpEx required to implement the actions taken or planned to:	
E1-3-29.(c).i.	the relevant line items or notes in the financial statements;	In 2023, No CapEx and OpEx was assigned for the action plan.
E1-3-29.(c).ii. - Fully Omitted	the key performance indicators required under Commission Delegated Regulation (EU) 2021/2178; and	Reason for omission: Already Reported
E1-3-29.(c).iii. - Fully Omitted	if applicable, the CapEx plan required by Commission Delegated Regulation (EU) 2021/2178.	Reason for omission: Further Reason No capex plan for reduction in 2023
E1-3-AR 19.	When disclosing the information on actions as required under paragraphs 29 (a) and 29 (b), the undertaking may:	
E1-3-AR 19.(a)	disclose its key actions taken and/or plans to implement climate change mitigation and adaptation policies in its single or separate actions;	
E1-3-AR 19.(b)	aggregate types of mitigation actions (decarbonisation levers) such as energy efficiency, electrification, fuel switching, use of renewable energy , products change, and supply-chain decarbonisation that fit the undertakings' specific actions;	
E1-3-AR 19.(c)	disclose the list of key mitigation actions alongside the measurable targets (as required by Disclosure Requirement E1-4) with disaggregation by decarbonisation levers; and	
E1-3-AR 19.(d)	disclose the climate change adaptation actions by type of adaptation solution such as nature-based adaptation, engineering, or technological solutions.	TAJCO Group A/S has implemented various climate change adaptation actions to ensure its operations remain resilient to the increasing risks posed by climate change. These actions have been categorized by type of adaptation solution:



Engineering Solutions:



Reinforcement of Facilities in High-Risk Areas: TAJCO has reinforced its infrastructure, particularly in regions prone to extreme weather events such as floods and typhoons. This includes upgrading the structural integrity of buildings and enhancing drainage systems to manage heavy rainfall and flood risks.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	78

- **Upgraded Drainage Systems:** The company has installed and upgraded drainage systems to prevent waterlogging and minimize the risk of operational disruptions caused by flooding. These systems are designed to handle increased rainfall intensity, which is expected to worsen due to climate change.

E1-3-AR 21. In line with the requirements of ESRS 2 MDR-A, the undertaking shall explain if and to what extent its ability to implement the actions depends on the availability and allocation of resources. Ongoing access to finance at an affordable cost of capital can be critical for the implementation of the undertaking's actions, which include its adjustments to supply/demand changes or its related acquisitions and significant research and development (R&D) investments.

In accordance with the requirements of ESRS 2 MDR-A, TAJCO Group A/S acknowledges that its ability to implement climate change mitigation and adaptation actions depends on the availability and effective allocation of resources. Several critical factors influence TAJCO's capacity to achieve its sustainability goals, particularly in the areas of financing, supply chain adjustments, and research and development (R&D) investments.

● **Access to Finance and Capital Allocation:**

- TAJCO's climate-related actions, such as the transition to 100% green electricity and the reinforcement of facilities in high-risk areas, require ongoing access to finance at an affordable cost. These actions involve upfront capital expenditures, including investments in renewable energy procurement, energy-efficient technologies, and infrastructure upgrades to enhance resilience to climate risks.
- The company ensures that sufficient financial resources are allocated to sustainability initiatives as part of its long-term planning. Access to capital markets, favorable lending rates, and the ability to attract sustainability-linked financing are critical to maintaining momentum in the implementation of climate-related strategies.

● **Supply Chain Adjustments:**

- TAJCO's climate action plan involves significant adjustments to its supply chain, including improving material efficiency and optimizing packaging processes to reduce waste. The successful implementation of these initiatives depends on the availability of resources within the supply chain, such as access to sustainable materials and suppliers that align with the company's environmental standards.
- Any disruptions or cost increases in sourcing sustainable materials or services may impact the pace at which TAJCO can implement certain decarbonization actions. TAJCO mitigates these risks by fostering strong partnerships with key suppliers and integrating sustainability criteria into supplier selection processes.

● **Research and Development (R&D) Investments:**

- TAJCO recognizes that significant R&D investments are necessary to develop new, sustainable technologies and materials that support its climate mitigation and adaptation efforts. For example, ongoing R&D is required to innovate in packaging efficiency, material usage, and the development of energy-saving technologies.
- The availability of financial resources to invest in R&D is crucial for staying competitive and ensuring the long-term effectiveness of TAJCO's sustainability initiatives. The company is committed to allocating resources to R&D, but external factors, such as fluctuations in capital costs or changes in government incentives for clean technology research, may influence the scale and pace of these investments.

Conclusion: TAJCO Group A/S ensures that its climate-related actions are underpinned by the strategic allocation of resources, including financial, human, and material resources. However, the successful implementation of these actions is contingent upon continued access to affordable financing, a resilient and sustainable supply chain, and the ability to make significant investments in R&D. The company is actively managing these dependencies to safeguard the effectiveness and timeliness of its climate change mitigation and adaptation efforts.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	79

E1-3-AR 22. - **Fully Omitted** The amounts of OpEx and CapEx required for the implementation of the actions disclosed under paragraph 29 (c) shall be consistent with the key performance indicators (CapEx and OpEx key performance indicators) and, if applicable, the CapEx plan required by Commission Delegated Regulation (EU) 2021/2178. The undertaking shall explain any potential differences between the significant OpEx and CapEx amounts disclosed under this Standard and the key performance indicators disclosed under Commission Delegated Regulation (EU) 2021/2178 due to, for instance, the disclosure of non-eligible economic activities as defined in that delegated regulation. The undertaking may structure its actions by economic activity to compare its OpEx and CapEx, and if applicable its OpEx and/or CapEx plans to its Taxonomy-aligned key performance indicators.

Reason for omission:Further Reason
No capex or opex reduction plan set for 2023

3.4 Metrics and targets

3.4.1 E1-4 – Targets related to climate change mitigation and adaptation

ESRS E1-4 **Targets related to climate change mitigation and adaptation**

The undertaking shall disclose the climate-related targets it has set.

E1-4-32. The disclosure of the targets required in paragraph 30 shall contain the information required in ESRS 2 MDR-T Tracking effectiveness of policies and actions through targets.

In alignment with the European Sustainability Reporting Standards (ESRS) 2 Minimum Disclosure Requirement – Targets (MDR-T), TAJCO Group A/S provides the following detailed information regarding its climate-related targets to track the effectiveness of its policies and actions:

1. Greenhouse Gas (GHG) Emissions Reduction Targets:

- **Scope 1 and Scope 2 Emissions:**
 - **Target:** Achieve carbon neutrality by 2030.
 - **Baseline Year:** 2020.
 - **Target Year:** 2030.
 - **Interim Milestones:** Implementation of energy efficiency measures and transition to renewable energy sources by 2025.
 - **Methodologies and Assumptions:** Reduction of energy consumption through efficiency improvements and sourcing 100% green electricity for production facilities.
 - **Scientific Alignment:** This target is aligned with the Paris Agreement's goal to limit global warming to well below 2°C.
 -
- **Scope 3 Emissions:**
 - **Target:** Reduce GHG emissions by 30% by 2030, compared to 2020 levels.
 - **Baseline Year:** 2020.
 - **Target Year:** 2030.
 - **Interim Milestones:** Engagement with suppliers to enhance sustainability practices and optimize logistics to reduce emissions by 15% by 2025.
 - **Methodologies and Assumptions:** Collaboration with the supply chain to improve packaging efficiency and reduce transportation-related emissions.
 - **Scientific Alignment:** This target supports global efforts to mitigate climate change impacts.

E1-4-33.	<p>For the disclosure required by paragraph 30, the undertaking shall disclose whether and how it has set GHG emissions reduction targets and/or any other targets to manage material climate-related impacts, risks and opportunities, for example, renewable energy deployment, energy efficiency, climate change adaptation, and physical or transition risk mitigation.</p>	<p>TAJCO Group A/S has established comprehensive targets to manage material climate-related impacts, risks, and opportunities, in line with CSRD Disclosure Requirement E1-4, paragraph 33. These targets encompass greenhouse gas (GHG) emissions reduction, renewable energy deployment, and energy efficiency initiatives.</p> <p>1. GHG Emissions Reduction Targets:</p> <ul style="list-style-type: none">● Scope 1 and Scope 2 Emissions:<ul style="list-style-type: none">○ Target: Achieve carbon neutrality by 2030.○ Baseline Year: 2020.○ Target Year: 2030.○ Approach: Implement energy efficiency measures and transition to 100% green electricity across all operations.○ tajco-group.com● Scope 3 Emissions:<ul style="list-style-type: none">○ Target: Reduce emissions by 30% by 2030, compared to 2020 levels.○ Baseline Year: 2020.○ Target Year: 2030.○ Approach: Enhance packaging efficiency, reduce material usage, and collaborate with suppliers to minimize emissions throughout the value chain.○ tajco-group.com <p>2. Renewable Energy Deployment:</p> <ul style="list-style-type: none">● Target: Source 100% green electricity for all TAJCO locations by 2024.<ul style="list-style-type: none">○ Approach: Establish Power Purchase Agreements (PPAs) with local green energy suppliers to transition to renewable energy sources.○ tajco-group.com <p>3. Energy Efficiency Initiatives:</p> <ul style="list-style-type: none">● Packaging Efficiency:<ul style="list-style-type: none">○ Objective: Increase packaging density to lower transport-related carbon footprint.○ Outcome: Achieved a reduction of 969 tons of CO₂e emissions through enhanced packaging efficiency.○ tajco-group.com● Material Usage Reduction:<ul style="list-style-type: none">○ Objective: Decrease the amount of stainless steel used per part without compromising quality.○ Outcome: Saved over 3,624 tons of CO₂e in the first half of 2023 by optimizing material usage.○ tajco-group.com <p>TAJCO Group A/S is committed to transparently tracking and reporting progress towards these targets, ensuring accountability and continuous improvement in its sustainability performance.</p>
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E1-4-34.	<p>If the undertaking has set GHG emission reduction targets, ESRS 2 MDR-T and the following requirements shall apply:</p>	
E1-4-34.(a)	<p>GHG emission reduction targets shall be disclosed in absolute value (either in tonnes of CO₂e or as a percentage of the emissions of a base year) and, where relevant, in intensity value;</p>	<p>KPIs:</p> <p>Location-Based Scope 2 GHG Emission Reduction Intensity: 0.0000074 tCO₂e</p> <p>Total GHG Emissions Reduction: 33428 tCO₂e</p> <p>Percentage of Scope 1 GHG Emissions Reduction Compared to Base Year: 32.49 %</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	81

Scope 1 GHG Emission Reduction Intensity: 7.9e-7 tCO₂e/DKK

Percentage of Total GHG Emissions Reduction Compared to Base Year: 31 %

Total GHG Emissions Reduction Intensity: 0.0000526 tCO₂e/DKK

Percentage of Location-Based Scope 2 GHG Emissions Reduction Compared to Base Year: 38.3 %

Percentage of Scope 3 GHG Emissions Reduction Compared to Base Year: 29.49 %

Market-Based Scope 2 GHG Emissions Reduction: 7059 tCO₂e

Location-Based Scope 2 GHG Emissions Reduction: 4757.45 tCO₂e/DKK

Scope 3 GHG Emissions Reduction: 25867 tCO₂e

Percentage of Market-Based Scope 2 GHG Emissions Reduction Compared to Base Year: 38.09 %

Intensity Value of Market-Based Scope 2 GHG Emissions Reduction: 0.000011 tCO₂e/DKK

Scope 1 GHG Emissions Reduction: 503 tCO₂e

Scope 3 GHG Emission Reduction Intensity: 0.00004 tCO₂e/DKK

E1-4-34.(b)	<p>GHG emission reduction targets shall be disclosed for Scope 1, 2, and 3 GHG emissions, either separately or combined. The undertaking shall specify, in case of combined GHG emission reduction targets, which GHG emission Scopes (1, 2 and/or 3) are covered by the target, the share related to each respective GHG emission Scope and which GHGs are covered. The undertaking shall explain how the consistency of these targets with its GHG inventory boundaries is ensured (as required by Disclosure Requirement E1-6). The GHG emission reduction targets shall be gross targets, meaning that the undertaking shall not include GHG removals, carbon credits or avoided emissions as a means of achieving the GHG emission reduction targets;</p>	<p>TAJCO Group A/S has established distinct greenhouse gas (GHG) emission reduction targets for Scope 1, Scope 2, and Scope 3 emissions, ensuring clarity and specificity in its climate action strategy.</p> <p>Scope 1 and Scope 2 Emissions:</p> <ul style="list-style-type: none"> ● Target: Achieve carbon neutrality by 2030. ● GHG Coverage: This target encompasses all relevant GHGs, including carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O). ● Consistency with GHG Inventory Boundaries: The target aligns with TAJCO's GHG inventory boundaries by covering all direct emissions from owned or controlled sources (Scope 1) and indirect emissions from the generation of purchased energy consumed by the company (Scope 2). <p>Scope 3 Emissions:</p> <ul style="list-style-type: none"> ● Target: Reduce Scope 3 GHG emissions by 30% by 2030, relative to 2020 levels. ● GHG Coverage: This target includes all relevant GHGs associated with TAJCO's value chain activities, such as CO₂, CH₄, and N₂O. ● Consistency with GHG Inventory Boundaries: The target is consistent with TAJCO's GHG inventory boundaries by addressing indirect emissions resulting from value chain activities, including upstream and downstream processes. <p>TAJCO Group A/S emphasizes that these GHG emission reduction targets are gross targets. The company does not account for GHG removals, carbon credits, or avoided emissions in achieving these targets, ensuring a focus on absolute emission reductions within its operations and value chain.</p> <p>By setting these specific targets, TAJCO demonstrates its commitment to mitigating climate-related impacts and contributing to global efforts to combat climate change.</p>
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E1-4-34.(c)	<p>the undertaking shall disclose its current base year and baseline value, and from 2030 onwards, update the base year for its GHG emission reduction targets after every five- year period thereafter. The undertaking may disclose the past progress made in meeting its targets before its current base year provided that this information is consistent with the requirements of this Standard;</p>	<p>TAJCO Group A/S has established its greenhouse gas (GHG) emission reduction targets using the year 2020 as the base year. The baseline GHG emissions for this year are as follows:</p> <ul style="list-style-type: none"> ● Scope 1 Emissions: 1548 tons CO₂e ● Scope 2 Emissions: 18542 tons CO₂e ● Scope 3 Emissions: 87708 tons CO₂e <p>These baseline values serve as the reference points against which TAJCO measures its progress in reducing GHG emissions.</p>
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	82

In accordance with the Corporate Sustainability Reporting Directive (CSRD) requirements, from 2030 onwards, TAJCO commits to updating its base year every five years. This approach ensures that the company's GHG emission reduction targets remain relevant and reflect the most recent data and organizational changes.

TAJCO acknowledges the importance of transparency and consistency in reporting. Therefore, any historical progress made in meeting its targets prior to the current base year will be disclosed, provided that this information aligns with the standards set forth in the CSRD.

By adhering to these practices, TAJCO Group A/S demonstrates its commitment to continuous improvement in environmental performance and alignment with evolving regulatory standards

E1-4-34.(d)	GHG emission reduction targets shall at least include target values for the year 2030 and, if available, for the year 2050. From 2030, target values shall be set after every 5- year period thereafter;	
E1-4-34.(e)	the undertaking shall state whether the GHG emission reduction targets are science- based and compatible with limiting global warming to 1.5°C. The undertaking shall state which framework and methodology has been used to determine these targets including whether they are derived using a sectoral decarbonisation pathway and what the underlying climate and policy scenarios are and whether the targets have been externally assured. As part of the critical assumptions for setting GHG emission reduction targets, the undertaking shall briefly explain how it has considered future developments (e.g., changes in sales volumes, shifts in customer preferences and demand, regulatory factors, and new technologies) and how these will potentially impact both its GHG emissions and emissions reductions; and	<p>TAJCO Group A/S has established GHG emission reduction targets that are aligned with limiting global warming to 1.5°C, although the company has not formally committed to the Science Based Targets initiative (SBTi). These targets have not yet been externally validated by any climate governance body.</p> <p>Framework & Methodology</p> <p>TAJCO's GHG reduction targets are set in accordance with the GHG Protocol and are based on IPCC climate scenarios, specifically:</p> <ul style="list-style-type: none">● RCP 2.6 (Optimistic Scenario): Assumes strong climate mitigation efforts, limiting global warming to below 2°C.● RCP 4.5 (Moderate Scenario): Reflects intermediate mitigation efforts, leading to moderate warming.● RCP 8.5 (Pessimistic Scenario): Represents a high-emission trajectory without significant mitigation measures. <p>TAJCO's targets are not derived using a sectoral decarbonization pathway but are instead based on general economy-wide reduction goals.</p> <p>External Assurance & Verification</p> <p>Currently, TAJCO's GHG reduction targets have not been externally assured or verified by a third-party organization. However, the company conducts internal audits to monitor and track progress against its emission reduction goals.</p> <p>Critical Assumptions & Future Developments</p> <p>TAJCO has considered multiple future developments that could impact its emissions trajectory, including:</p> <ul style="list-style-type: none">● Business Growth Trends: Changes in production volume have been factored into emissions forecasts to ensure targets remain realistic.● Regulatory Factors: The EU Fit for 55 package has been a key regulatory consideration in setting and adjusting emissions reduction targets.● Shifts in Customer Preferences: Customer demand for low-carbon products has directly influenced TAJCO's Scope 3 emissions reduction strategies.● Technology & Innovation: The company anticipates that energy-efficient manufacturing processes and the adoption of alternative materials will play a critical role in lowering overall emissions. <p>TAJCO remains committed to regularly evaluating these targets and assumptions to ensure alignment with evolving climate policies and industry best practices.</p>
E1-4-34.(f) - Fully Omitted	the undertaking shall describe the expected decarbonisation levers and their overall quantitative contributions	Reason for omission:Already Reported

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	83

to achieve the GHG emission reduction targets (e.g., energy or material efficiency and consumption reduction, fuel switching, use of renewable energy, phase out or substitution of product and process).

Already reported in E1-1-16.(b)

E1-4-AR 25. - Fully Omitted	When disclosing the information required under paragraph 34(c) on base year and baseline value:	Reason for omission:Further Reason No targets were set for climate change reduction in 2023 and targets will be set in 2025,taking into account all the policies & actions
E1-4-AR 25.(a) - Fully Omitted	the undertaking shall briefly explain how it has ensured that the baseline value against which the progress towards the target is measured is representative in terms of the activities covered and the influences from external factors (e.g., temperature anomalies in a certain year influencing the amount of energy consumption and related GHG emissions). This can be done by the normalisation of the baseline value, or, by using a baseline value that is derived from a 3-year average if this increases the representativeness and allows a more faithful representation;	Reason for omission:Further Reason No targets were set for climate change reduction in 2023 and targets will be set in 2025,taking into account all the policies & actions
E1-4-AR 25.(b) - Fully Omitted	the baseline value and base year shall not be changed unless significant changes in either the target or reporting boundary occur. In such a case, the undertaking shall explain how the new baseline value affects the new target, its achievement and presentation of progress over time. To foster comparability, when setting new targets , the undertaking shall select a recent base year that does not precede the first reporting year of the new target period by longer than 3 years. For example, for 2030 as the target year and a target period between 2025 and 2030, the base year shall be selected from the period between 2022 and 2025;	Reason for omission:Further Reason No targets were set for climate change reduction in 2023 and targets will be set in 2025,taking into account all the policies & actions
E1-4-AR 25.(c) - Fully Omitted	the undertaking shall update its base year from 2030 and after every 5-year period thereafter. This means that before 2030, the base years chosen by undertakings' may be either the currently applied base year for existing targets or the first year of application of the sustainability reporting requirements as set out in Article 5(2) of Directive (EU) 2022/2464 (2024, 2025 or 2026) and, after 2030, every 5 years (2030, 2035, etc); and	Reason for omission:Further Reason No targets were set for climate change reduction in 2023 and targets will be set in 2025,taking into account all the policies & actions
E1-4-AR 25.(d) - Fully Omitted	when presenting climate-related targets, the undertaking may disclose the progress in meeting these targets made before its current base year. In doing so, the undertaking shall, to the greatest extent possible, ensure that the information on past progress is consistent with the requirements of this Standard. In the case of methodological differences, for example, regarding target boundaries, the undertaking shall provide a brief explanation for these differences.	Reason for omission:Further Reason No targets were set for climate change reduction in 2023 and targets will be set in 2025,taking into account all the policies & actions

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	84

E1-4-AR 30.	When disclosing the information required under paragraph 34 (f), the undertaking shall explain:
E1-4-AR 30.(a)	by reference to its climate change mitigation actions , the decarbonisation levers and their estimated quantitative contributions to the achievement of its GHG emission reduction targets broken down by each Scope (1, 2 and 3)
E1-4-AR 30.(b)	whether it plans to adopt new technologies and the role of these to achieve its GHG emission reduction targets; and
E1-4-AR 30.(c) - Fully Omitted	<p>whether and how it has considered a diverse range of climate scenarios , at least including a climate scenario compatible with limiting global warming to 1.5°C, to detect relevant environmental-, societal-, technology-, market- and policy - related developments and determine its decarbonisation levers.</p> <p>Reason for omission: Further Reason</p> <p>No targets were set for climate change reduction in 2023 and targets will be set in 2025,taking into account all the policies & actions</p>

3.4.2 E1-5 – Energy consumption and mix

ESRS E1-5	Energy consumption and mix	
	The undertaking shall provide information on its energy consumption and mix.	
E1-5-37.	The disclosure required by paragraph 35 shall include the total energy consumption in MWh related to own operations disaggregated by:	<p>KPIs:</p> <p>Total Energy Consumption: 13163 MWh</p>
E1-5-37.(a)	total energy consumption from fossil sources;	<p>KPIs:</p> <p>Total Energy Consumption from Non-Renewable Sources: 13163 MWh</p>
E1-5-37.(b)	total energy consumption from nuclear sources;	<p>KPIs:</p> <p>Total Energy Consumption from Nuclear Sources: 0 MWh</p>
E1-5-37.(c)	total energy consumption from renewable sources disaggregated by:	<p>KPIs:</p> <p>Total Energy Consumption from Renewable Sources: 0 MWh</p>
E1-5-37.(c).i.	fuel consumption for renewable sources including biomass (also comprising industrial and municipal waste of biologic origin), biofuels, biogas, hydrogen from renewable sources, etc.;	<p>KPIs:</p> <p>Fuel Consumption from Renewable Sources: 0 MWh</p>

E1-5-37.(c).ii.	consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources; and	KPIs: Consumption of Purchased Energy From Renewable Sources (excl. Nuclear and Fuel): 0 MWh
E1-5-37.(c).iii.	consumption of self-generated non-fuel renewable energy.	KPIs: Consumption of Self-Generated Non-Fuel Renewable Energy: 0 MWh
E1-5-38.	The undertaking with operations in high climate impact sectors shall further disaggregate their total energy consumption from fossil sources by:	KPIs: Total Energy Consumption from Fossil Sources: 13163 MWh
E1-5-38.(a)	fuel consumption from coal and coal products;	KPIs: Fuel Consumption from Coal and Coal Products: 13163 MWh
E1-5-38.(b)	fuel consumption from crude oil and petroleum products;	KPIs: Fuel Consumption from Crude Oil and Petroleum Products: 0 MWh
E1-5-38.(c)	fuel consumption from natural gas;	KPIs: Fuel Consumption from Natural Gas: 0 MWh
E1-5-38.(d)	fuel consumption from other fossil sources;	KPIs: Fuel Consumption from Other Fossil Sources: 0 MWh
E1-5-38.(e)	consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources;	KPIs: Consumption of Purchased Energy From Fossil Sources (excl. Nuclear and Fuel): 0 MWh
E1-5-39.	In addition, where applicable, the undertaking shall disaggregate and disclose separately its non-renewable energy production and renewable energy production in MWh.	KPIs: Total Energy Produced: 0 MWh Total Non-Renewable Energy Produced: 0 MWh Total Renewable Energy Produced: 0 MWh
E1-5-40.	The undertaking shall provide information on the energy intensity (total energy consumption per net revenue) associated with activities in high climate impact sectors.	KPIs: Energy Intensity from Activities in High Climate Impact Sectors: 0 MWh/DKK
E1-5-42.	The undertaking shall specify the high climate impact sectors that are used to determine energy intensity required by paragraph 40.	No, TAJCO activity fall under the High climate sector according to EU Taxonomy
E1-5-43.	The undertaking shall disclose the reconciliation to the relevant line item or notes in the financial statements of the net revenue amount from activities in high climate impact sectors (the denominator in the calculation of the energy intensity required by paragraph 40).	No, TAJCO activity fall under the High climate sector according to EU Taxonomy

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	86

E1-5-AR 34.	The information on Energy consumption and mix may be presented using the following tabular format for high climate impact sectors and for all other sector by omitting rows (1) to (5).	KPIs: Percentage of Energy Consumption from Nuclear Sources in Total Energy Consumption: 0 % Percentage of Fossil Sources in Total Energy Consumption: 100 % Percentage of Renewable Sources in Total Energy Consumption: 0 %
E1-5-AR 38.	The reconciliation of net revenue from activities in high climate impact sectors to the relevant financial statements line item or disclosure (as required by paragraph 43) may be presented either:	
E1-5-AR 38.(a)	by a cross-reference to the related line item or disclosure in the financial statements; or	

3.4.3 E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions

ESRS E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions The undertaking shall disclose in metric tonnes of CO ₂ eq its45: (a) gross Scope 1 GHG emissions; (b) gross Scope 2 GHG emissions; (c) gross Scope 3 GHG emissions; and (d) total GHG emissions.	
E1-6-46.	When disclosing the information on GHG emissions required under paragraph 44, the undertaking shall refer to ESRS 1 paragraphs from 62 to 67. In principle, the data on GHG emissions of its associates or joint ventures that are part of the undertaking's upstream and downstream value chain (ESRS 1 Paragraph 67) are not limited to the share of equity held. For its associates, joint ventures, unconsolidated subsidiaries (investment entities) and contractual arrangements that are joint arrangements not structured through an entity (i.e., jointly controlled operations and assets), the undertaking shall include the GHG emissions in accordance with the extent of the undertaking's operational control over them.	-
E1-6-47.	In case of significant changes in the definition of what constitutes the reporting undertaking and its upstream and downstream value chain, the undertaking shall disclose these changes and explain their effect on the year-to-year comparability of its reported GHG emissions (i.e., the effect on the comparability of current versus previous reporting period GHG emissions).	There are no significant changes in the definition of what constitutes the reporting undertaking and its upstream and downstream value chain

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	87

E1-6-48. The disclosure on gross Scope 1 GHG emissions required by paragraph 44 (a) shall include:

GHG Emission
TAJCO Group A/S

Scopes	Baseline emissions (tons CO2eq)	2023 emissions (tons CO2eq)
Scope 1	1548	1046
Technical Installations	1413	1028
Process emissions	2	1
Volatile emissions	0	0
Mobile combustion	133	16
Scope 2 -Market Based		
Scope 2 - Location Based		
Scope 3	87708	61481
Scope 3.1-Purchased goods & Services	58916	39546
Scope 3.2 – Capital goods	3747	3335
Scope 3.3- Fuel & Energy related Activities	-	-
Scope 3.4 – Upstream Transportatin & Distribution	6885	4453
Scope 3.5 - Waste Generated in Operations	3081	640
Scope 3.6 - Business Travel	254	315
Scope 3.7 - Employee Commuting		
Scope 3.8 - Upstream Leased Assets	12528	11005
Scope 3.9 - Downstream Transportation and Distribution	1338	1185
Scope 3.10 - Processing of Sold Products	-	-
Scope 3.11 - Use of Sold Products	-	-
Scope 3.12 - End-of-Life Treatment of Sold Products	-	-
Scope 3.13 - Downstream Leased Assets	-	-
Scope 3.14 - Franchises	-	-
Scope 3.15 Investments	959	1362

GHG Emissions: **TAJCO**
Manufacturing Ningbo
Co Ltd

Scopes	Baseline emissions (tons CO2eq)	2023 emissions (tons CO2eq)
Scope 1	1404	1046
Technical Installations	1358	1028
Process emissions	2	1
Volatile emissions	0	0
Mobile combustion	43	2
Scope 2 -Market Based		
Scope 2 - Location Based		
Scope 3	71663	67880
Scope 3.1-Purchased goods & Services	52335	38849
Scope 3.2 – Capital goods	3643	3288
Scope 3.3- Fuel & Energy related Activities	-	-
Scope 3.4 – Upstream Transportatin & Distribution	0	474
Scope 3.5 - Waste Generated in Operations	2599	641
Scope 3.6 - Business Travel	143	52
Scope 3.7 - Employee Commuting		
Scope 3.8 - Upstream Leased Assets	11250	10513
Scope 3.9 - Downstream Transportation and Distribution	871	352
Scope 3.10 - Processing of Sold Products	-	-
Scope 3.11 - Use of Sold Products	-	-
Scope 3.12 - End-of-Life Treatment of Sold Products	-	-
Scope 3.13 - Downstream Leased Assets	-	-
Scope 3.14 - Franchises	-	-
Scope 3.15 Investments	822	1254

E1-6-48.(a)	the gross Scope 1 GHG emissions in metric tonnes of CO ₂ eq; and	KPIs: Scope 1 GHG Emissions: 1046 tCO ₂ e
E1-6-48.(b)	the percentage of Scope 1 GHG emissions from regulated emission trading schemes.	KPIs: Rate of Scope 1 GHG Emissions from Regulated Emission Trading Schemes: 0 %
E1-6-49.	The disclosure on gross Scope 2 GHG emissions required by paragraph 44 (b) shall include:	KPIs: Scope 2 GHG Emissions: 11483.88 tCO ₂ e
E1-6-49.(a)	the gross location-based Scope 2 GHG emissions in metric tonnes of CO ₂ eq; and	KPIs: Scope 2 GHG Emissions by Location-Based Method: 7661.21 tCO ₂ e
E1-6-49.(b)	the gross market-based Scope 2 GHG emissions in metric tonnes of CO ₂ eq.	KPIs: Scope 2 GHG Emissions by Market-Based Method: 11483.88 tCO ₂ e
E1-6-50.	For Scope 1 and Scope 2 emissions disclosed as required by paragraphs 44 (a) and (b) the undertaking shall disaggregate the information, separately disclosing emissions from:	
E1-6-50.(a)	the consolidated accounting group (the parent and subsidiaries); and	TAJCO Group A/S subsidiaries TMN CO ₂ emissions = 67880 tons CO ₂ eq TDE CO ₂ emissions = 223 tons CO ₂ eq TAS CO ₂ emissions = 5184 tons CO ₂ eq TSK CO ₂ emissions = 261 tons CO ₂ eq TNA CO ₂ emissions = 869 tons CO ₂ eq
E1-6-50.(b)	investees such as associates, joint ventures, or unconsolidated subsidiaries that are not fully consolidated in the financial statements of the consolidated accounting group, as well as contractual arrangements that are joint arrangements not structured through an entity (i.e., jointly controlled operations and assets), for which it has operational control.	There is no investees such as associates, joint ventures, or unconsolidated subsidiaries that are not fully consolidated in the financial statements.
E1-6-51.	The disclosure of gross Scope 3 GHG emissions required by paragraph 44 (c) shall include GHG emissions in metric tonnes of CO ₂ eq from each significant Scope 3 category (i.e. each Scope 3	KPIs: Scope 3 GHG Emissions: 61841 tCO ₂ e

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	90

category that is a priority for the undertaking).

E1-6-52.	The disclosure of total GHG emissions required by paragraph 44 (d) shall be the sum of Scope 1, 2 and 3 GHG emissions required by paragraphs 44 (a) to (c). The total GHG emissions shall be disclosed with a disaggregation that makes a distinction of:	KPIs: Total GHG Emissions: 74370.46 tCO ₂ e
E1-6-52.(a)	the total GHG emissions derived from the underlying Scope 2 GHG emissions being measured using the location-based method; and	KPIs: Total GHG Emissions by Location-Based Method: 7661.21 tCO ₂ e
E1-6-52.(b)	the total GHG emissions derived from the underlying Scope 2 GHG emissions being measured using the market-based method.	KPIs: Total GHG Emissions by Market-Based Method: 74370 tCO ₂ e
E1-6-53.	The undertaking shall disclose its GHG emissions intensity (total GHG emissions per net revenue).	KPIs: GHG Emissions Intensity (Location-Based Method): 0.000012066284785495026 tCO ₂ e/DKK GHG Emissions Intensity (Market-Based Method): 0.00011713157575595305 tCO ₂ e/DKK
E1-6-55.	The undertaking shall disclose the reconciliation to the relevant line item or notes in the financial statements of the net revenue amounts (the denominator in the calculation of the GHG emissions intensity required by paragraph 53).	The net revenue taken for calculation reconcile with the financial statement.
E1-6-AR 39.	When preparing the information for reporting GHG emissions as required by paragraph 44, the undertaking shall:	
E1-6-AR 39.(a)	consider the principles, requirements and guidance provided by the GHG Protocol Corporate Standard (version 2004). The undertaking may consider Commission Recommendation (EU) 2021/2279 or the requirements stipulated by EN ISO 14064-1:2018. If the undertaking already applies the GHG accounting methodology of ISO 14064- 1: 2018, it shall nevertheless comply with the requirements of this standard (e.g., regarding reporting boundaries and the disclosure of market-based Scope 2 GHG emissions);	
E1-6-AR 39.(b)	disclose the methodologies, significant assumptions and emissions factors used to calculate or measure GHG emissions accompanied by the reasons why they were chosen, and provide a reference or link to any calculation tools used;	General Information <div>  Company Overview: TAJCO GROUP A/S operates in the automotive sector, specializing in the manufacturing of automotive trims. </div> Principles and Standards

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	91

- **GHG Accounting Standard:** TAJCO GROUP A/S measures and reports GHG emissions using the GHG Protocol Corporate Standard (version 2004).
- **Additional Guidelines:** The company does not follow any additional guidelines or recommendations such as the Commission Recommendation (EU) 2021/2279.

Methodologies

- **Methodologies Used:** TAJCO GROUP A/S follows the methodologies provided by the GHG Protocol Corporate Standard. The specific steps involve:
 - Identifying GHG emission sources within operational boundaries.
 - Collecting activity data and selecting appropriate emission factors.
 - Calculating emissions by applying emission factors to activity data.
 - Consolidating data across different emission sources and facilities.
 - Reporting and documenting the emissions.
- **Calculation Tools:** The company uses Power BI for calculating GHG emissions. Power BI.

Assumptions and Emission Factors

- **Significant Assumptions:**
 - **Operational Boundary:** Cradle to Gate.
 - **Baseline Year:** 2020.
 - **Emission Factor Source:** Primary data from suppliers and EXIOBASE.
- **Emission Factors Used:** A combination of activity-based and spend-based emission factors is used. Activity-based factors are used where high-quality data is available, while financial data is used for spend-based factors.

Scope 1, 2, and 3 Emissions

- **Reporting Boundaries:** The company's reporting boundaries for Scope 1, Scope 2, and Scope 3 GHG emissions are defined as Cradle to Gate.
- **Scope 2 Emissions:** Scope 2 emissions are disclosed as both market-based and location-based:
 - **Market-Based Scope 2 Emissions:** Calculated using the emission factors provided by the electricity provider in kg CO₂/kWh, multiplied by the yearly electricity consumption in kWh.
 - **Location-Based Scope 2 Emissions:** Calculated based on the average grid emission factor for the location.

Data Collection and Accuracy

- **Ensuring Accuracy and Completeness:** The company implements internal data validation processes and cross-checks data with operational records to ensure accuracy and completeness.
- **Third-Party Verifications:** Currently, there are no third-party verifications or audits conducted on the GHG emissions data.

Challenges and Improvements

- **Challenges:** The main challenges faced in measuring and reporting GHG emissions are ensuring the accuracy and completeness of the emissions data.
- **Improvement Steps:** The company is continuously improving data collection processes and enhancing internal validation measures to improve the accuracy and comprehensiveness of GHG emissions reporting.

E1-6-AR 39.(c) include emissions of CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃. Additional GHG may be considered when significant; and

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	92

E1-6-AR 39.(d)	use the most recent Global Warming Potential (GWP) values published by the IPCC based on a 100-year time horizon to calculate CO2eq emissions of non-CO2 gases.	
E1-6-AR 41. - Fully Omitted	In line with ESRS 1 chapter 3.7, the undertaking shall disaggregate information on its GHG emissions as appropriate. For example, the undertaking may disaggregate its Scope 1, 2, 3, or total GHG emissions by country, operating segments, economic activity, subsidiary, GHG category (CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, and other GHG considered by the undertaking) or source type (stationary combustion, mobile combustion, process emissions and fugitive emissions).	Reason for omission:Already Reported
E1-6-AR 42.	An undertaking might have a different reporting period from some or all of the entities in its value chain. In such circumstances, the undertaking is permitted to measure its GHG emissions in accordance with paragraph 44 using information for reporting periods that are different from its own reporting period if that information is obtained from entities in its value chain with reporting periods that are different from the undertaking's reporting period, on the condition that:	
E1-6-AR 42.(a)	the undertaking uses the most recent data available from those entities in its value chain to measure and disclose its greenhouse gas emissions;	
E1-6-AR 42.(b)	the length of the reporting periods is the same; and	
E1-6-AR 42.(c)	the undertaking discloses the effects of significant events and changes in circumstances (relevant to its GHG emissions) that occur between the reporting dates of the entities in its value chain and the date of the undertaking's general purpose financial statements.	All the entities of TAJCO Group A/S has the same reporting period
E1-6-AR 43.	When preparing the information on gross Scope 1 GHG emissions required under paragraph 48 (a), the undertaking shall:	
E1-6-AR 43.(a)	calculate or measure GHG emissions from stationary combustion, mobile combustion, process emissions and fugitive emissions; and use suitable activity data that include the non-renewable fuel consumption;	

E1-6-AR 43.(b)	use suitable and consistent emission factors;			
E1-6-AR 43.(c)	disclose biogenic emissions of CO2 from the combustion or bio-degradation of biomass separately from the Scope 1 GHG emissions, but include emissions of other types of GHG (in particular CH4 and N2O);	KPIs: Biogenic CO2 Emissions from Biomass Combustion or Bio-Degradation (Excluded from Scope 1 GHG Emissions): 0 tCO ₂ e		
E1-6-AR 43.(d)	not include any removals, or any purchased, sold or transferred carbon credits or GHG allowances in the calculation of Scope 1 GHG emissions; and			
E1-6-AR 43.(e)	for activities reporting under the EU ETS, report on Scope 1 emissions following the EU ETS methodology. The EU ETS methodology may also be applied to activities in geographies and sectors that are not covered by the EU ETS.			
E1-6-AR 45.	When preparing the information on gross Scope 2 GHG emissions required under paragraph 49, the undertaking shall:			
E1-6-AR 45.(a)	consider the principles and requirements of the GHG Protocol Scope 2 Guidance (version 2015, in particular the Scope 2 quality criteria in chapter 7.1 relating to contractual instruments); it may also consider Commission Recommendation (EU) 2021/2279 or the relevant requirements for the quantification of indirect GHG emissions from imported energy in EN ISO 14064-1:2018;			
E1-6-AR 45.(b)	include purchased or acquired electricity, steam, heat, and cooling consumed by the undertaking;			
E1-6-AR 45.(c)	avoid double counting of GHG emissions reported under Scope 1 or 3;			
E1-6-AR 45.(d)	apply the location-based and market-based methods to calculate Scope 2 GHG emissions and provide information on the share and types of contractual instruments. Location-based method quantifies Scope 2 GHG emissions based on average energy generation emission factors for defined locations, including local, subnational, or national boundaries (GHG Protocol, "Scope 2 Guidance", Glossary, 2015). Market-based method quantifies Scope 2 GHG	KPIs: Percentage of Contractual Instruments, Scope 2 GHG Emissions: 0 % Percentage of Market-based Scope 2 GHG Emissions Linked to Purchased Electricity Bundled with Instruments: 0 % Percentage of Contractual Instruments Used for Sale and Purchase of Unbundled Energy Attribute Claims in Relation to Scope 2 GHG Emissions: 0 %		
Prepared by: Akash Verma		Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14		Date: 2025/04/28	Date: 2025/03/17	94

emissions based on GHG emissions emitted by the generators from which the reporting entity contractually purchases electricity bundled with instruments, or unbundled instruments on their own (GHG Protocol, "Scope 2 Guidance", Glossary, 2015); in this case, the undertaking may disclose the share of market-based scope 2 GHG emissions linked to purchased electricity bundled with instruments such as Guarantee of Origins or Renewable Energy Certificates. The undertaking shall provide information about the share and types of contractual instruments used for the sale and purchase of energy bundled with attributes about the energy generation or for unbundled energy attribute claims.

Percentage of Contractual Instruments Used for Sale and Purchase of Energy bundled with Attributes About Energy Generation in Relation to Scope 2 GHG Emissions: 0 %

E1-6-AR 45.(e)	disclose biogenic emissions of CO ₂ carbon from the combustion or biodegradation of biomass separately from the Scope 2 GHG emissions but include emissions of other types of GHG (in particular CH ₄ and N ₂ O). In case the emission factors applied do not separate the percentage of biomass or biogenic CO ₂ , the undertaking shall disclose this. In case GHG emissions other than CO ₂ (particularly CH ₄ and N ₂ O) are not available for, or excluded from, location-based grid average emissions factors or with the market-based method information, the undertaking shall disclose this.	KPIs: Biogenic CO ₂ Emissions from Biomass Combustion or Bio-Degradation (Excluded from Scope 2 GHG Emissions): 0 tCO ₂ e
E1-6-AR 45.(f)	not include any removals, or any purchased, sold or transferred carbon credits or GHG allowances in the calculation of Scope 2 GHG emissions.	
E1-6-AR 46.	When preparing the information on gross Scope 3 GHG emissions required under paragraph 51, the undertaking shall:	
E1-6-AR 46.(a)	consider the principles and provisions of the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Version 2011); and it may consider Commission Recommendation (EU) 2021/2279 or the relevant requirements for the quantification of indirect GHG emissions from EN ISO 14064-1:2018;	
E1-6-AR 46.(b)	if it is a financial institution, consider the GHG Accounting and Reporting Standard for the Financial Industry from the Partnership for Carbon Accounting Financial (PCAF), specifically part A "Financed Emissions" (version December 2022);	
E1-6-AR 46.(c)	screen its total Scope 3 GHG emissions based on the 15 Scope 3 categories identified by the GHG	

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	95

Protocol Corporate Standard and GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Version 2011) using appropriate estimates. Alternatively, it may screen its indirect GHG emissions based on the categories provided by EN ISO 14064-1:2018 clause 5.2.4 (excluding indirect GHG emissions from imported energy);

E1-6-AR 46.(d)	<p>identify and disclose its significant Scope 3 categories based on the magnitude of their estimated GHG emissions and other criteria provided by GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Version 2011, p. 61 and 65-68) or EN ISO 14064-1:2018 Annex H.3.2, such as financial spend, influence, related transition risks and opportunities or stakeholder views;</p>	<p>KPIs:</p> <p>Scope 3 - Total Scope 3 GHG Emissions: 74370 tCO₂e</p> <p>Scope 3.10 - Processing of Sold Products: 0 tCO₂e</p> <p>Scope 3.1 - Purchased Goods and Services: 39546.06 tCO₂e</p> <p>Scope 3.5 - Waste Generated in Operations: 640 tCO₂e</p> <p>Scope 3.12 - End-of-Life Treatment of Sold Products: 0 tCO₂e</p> <p>Scope 3.3 - Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2: 0 tCO₂e</p> <p>Scope 3.2 - Capital Goods: 3335 tCO₂e</p> <p>Scope 3.7 - Employee Commuting: 0 tCO₂e</p> <p>Scope 3.14 - Franchises: 0 tCO₂e</p> <p>Scope 3.13 - Downstream Leased Assets: 0 tCO₂e</p> <p>Scope 3.11 - Use of Sold Products: 0 tCO₂e</p> <p>Scope 3.6 - Business Travel: 315 tCO₂e</p> <p>Scope 3.8 - Upstream Leased Assets: 11005 tCO₂e</p> <p>Scope 3.9 - Downstream Transportation and Distribution: 1185 tCO₂e</p> <p>Scope 3.4 - Upstream Transportation and Distribution: 4453 tCO₂e</p> <p>Scope 3.15 - Investments: 1362 tCO₂e</p>
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E1-6-AR 46.(e)	calculate or estimate GHG emissions in significant Scope 3 categories using suitable emissions factors;
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E1-6-AR 46.(f)	update Scope 3 GHG emissions in each significant category every year on the basis of current activity data; update the full Scope 3 GHG inventory at least every 3 years or on the occurrence of a significant event or a significant change in circumstances (a significant event or significant change in circumstances can, for example, relate to changes in the undertaking's activities or structure, changes in the activities or structure of its upstream and downstream value chain(s), a change in calculation methodology or in the discovery of errors);"
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E1-6-AR 46.(g)	disclose the extent to which the undertaking's Scope 3 GHG emissions are measured using inputs from specific activities within the entity's upstream and downstream value chain, and disclose the percentage of emissions calculated using primary data obtained from suppliers or other value chain partners.	KPIs: Percentage of GHG Scope 3 Calculated using Primary Data: 48.5 %
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E1-6-AR 46.(h)	for each significant Scope 3 GHG category, disclose the reporting boundaries considered, the calculation methods for estimating the GHG emissions as well as if and which calculation tools were applied. The Scope 3 categories should be consistent with the GHGP and include:	<p>In alignment with the Corporate Sustainability Reporting Directive (CSRD) and the Greenhouse Gas Protocol (GHGP), TAJCO Group A/S reports its Scope 3 greenhouse gas (GHG) emissions with boundaries set from Cradle to Gate, covering the environmental impact of our products from raw material extraction to manufacturing but excluding downstream activities such as product use and disposal.</p> <p>The following significant Scope 3 categories have been identified, with corresponding reporting boundaries, calculation methods, and tools used:</p>
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1. Category 1: Purchased Goods and Services

- **Reporting Boundary:** Includes emissions from the production of raw materials and semi-finished goods used in TAJCO's manufacturing processes. This encompasses emissions from suppliers related to material extraction, processing, and transportation to our manufacturing facilities.
- **Calculation Method:** supplier-specific emissions factors where available and monetary emission factor from Exiobase are used for raw materials.
- **Calculation Tools:** Exiobase emission factors.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	97

● **Category 4: Upstream Transportation & Distribution**

- **Reporting Boundary:** Includes emissions of transportation raw materials and semi-finished goods used in TAJCO's manufacturing processes.
- **Calculation Method:** Monetary emission factor from Exiobase are used for transportation .
- **Calculation Tools:** Exiobase emission factors.

3. Category 8: Upstream leased assets

- **Reporting Boundary:** Includes emissions of leased assests of the offices and plants
- **Calculation Method:** Monetary emission factor from Exiobase are used for calculation.
- **Calculation Tools:** Exiobase emission factors.

E1-6-AR 46.(h).i.	indirect Scope 3 GHG emissions from the consolidated accounting group (the parent and its subsidiaries),	
E1-6-AR 46.(h).ii.	indirect Scope 3 GHG emissions from associates, joint ventures, and unconsolidated subsidiaries for which the undertaking has the ability to control the operational activities and relationships (i.e., operational control),	
E1-6-AR 46.(h).iii.	Scope 1, 2 and 3 GHG emissions from associates, joint ventures, unconsolidated subsidiaries (investment entities) and joint arrangements for which the undertaking does not have operational control and when these entities are part of the undertaking's upstream and dopwnstream value chain.	
E1-6-AR 46.(i)	disclose a list of Scope 3 GHG emissions categories included in the inventory;	List of Scope 3 emissions included in the inventory

Upstream Emissions

- 1)Purchased goods and services
- 2)Capital goods
- 4)Upstream transportation and distribution
- 5)Waste generated in operations
- 6)Business travel
- 8)Upstream leased assets

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	98

Downstream Emissions

9)Downstream transportation and distribution

E1-6-AR 46.(i)	disclose a justification for excluded Scope 3 categories;	Tajco products are intermedia products, and not designed by Tajco. Tajco develop their production in collaboration whit the client to meet the clients' specifications. Hence Tajco have a minimum influence on the further processing of the intermedia product. Other downstream activities are excluded from analysis since it is an intermedia product and the influence from Tajco is minimal.
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Category 3, in scope 3, is omitted as it is not possible to find a valid source for all sites in this category. For emission factors for market-based electricity country mix, Ecoinvent allocated data is used, thereby ensuring the same source of emission factors for electricity. In these emission factors for electricity from Ecoinvent, scope 3 emissions are included, and therefore the analysis is complete.

Omission categories are listed in table below:

- 3. Fuel and energy related activities (T&G)
- 7. Employee commuting
- 10. Processing of sold products
- 11. Use of sold products
- 12. End-of-life treatment of sold products
- 13. Downstream leased assets
- 14. Franchises

E1-6-AR 46.(j)	disclose biogenic emissions of CO2 from the combustion or biodegradation of biomass that occur in its upstream and downstream value chain separately from the gross Scope 3 GHG emissions, and include emissions of other types of GHG (such as CH4 and N2O), and emissions of CO2 that occur in the life cycle of biomass other than from combustion or biodegradation (such as GHG emissions from processing or transporting biomass) in the calculation of Scope 3 GHG emissions;	KPIs: Biogenic CO2 Emissions from Biomass Combustion or Bio-Degradation (Excluded from Scope 3 GHG Emissions): 0 tCO ₂ e
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E1-6-AR 46.(k)	not include any removals, or any purchased, sold or transferred carbon credits or GHG allowances in the calculation of Scope 3 GHG emissions;	
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E1-6-AR 50. - Fully Omitted	The Scope 3 GHG emissions may also be presented by according to the indirect emission categories defined in EN ISO 14064-1:2018.	Reason for omission:Already Reported
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E1-6-AR 52.	The total GHG emissions disaggregated by Scope 1, 2 and 3 GHG emissions may be graphically	KPIs:
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	99

presented in the sustainability statement (e.g., as a bar or pie chart) showing the split of GHG emissions across the value chain (Upstream, Own operations, Transport, Downstream).

Total GHG Emissions - Value Chain (Upstream): 59294 tCO₂e

Total GHG Emissions - Value Chain (Own Operations): 12528 tCO₂e

Total GHG Emissions - Value Chain (Transport): 5953 tCO₂e

Total GHG Emissions - Value Chain: 74370.88 tCO₂e

Total GHG Emissions - Value Chain (Downstream): 2547 tCO₂e

E1-6-AR 55.	<p>The reconciliation of the net revenue used to calculate GHG intensity to the relevant line item or notes in the financial statements (as required by paragraph 55) may be done by either: (a) a cross-reference to the related line item or disclosure in the financial statements; or (b) if the net revenue cannot be directly cross-referenced to a line item or disclosure in the financial statements, by a quantitative reconciliation.</p>	<p>KPIs:</p> <p>Net Revenue: 634927000 DKK</p> <p>Net Revenue Used to Calculate GHG Intensity: 634927000 DKK</p> <p>Net Revenue other than Used to Calculate GHG Intensity: 0 DKK</p>
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3.4.4 E1-7 – GHG removals and GHG mitigation projects financed through carbon credits

ESRS E1-7	<p>GHG removals and GHG mitigation projects financed through carbon credits</p> <p>The undertaking shall disclose: (a) GHG removals and storage in metric tonnes of CO₂eq resulting from projects it may have developed in its own operations, or contributed to in its upstream and downstream value chain; and (b) the amount of GHG emission reductions or removals from climate change mitigation projects outside its value chain it has financed or intends to finance through any purchase of carbon credits.</p>	
E1-7-56.	The undertaking shall disclose:	
E1-7-56.(a)	<p>GHG removals and storage in metric tonnes of CO₂eq resulting from projects it may have developed in its own operations, or contributed to in its upstream and downstream value chain; and</p>	<p>In the year 2023, TAJCO Group A/S did not invest in projects that led to removals and storage in metric tones of CO₂eq in its own operations, or contributed to in its upstream and downstream value chain</p>
E1-7-56.(b)	<p>the amount of GHG emission reductions or removals from climate change mitigation projects outside its value chain it has financed or intends to finance through any purchase of carbon credits.</p>	<p>In the year 2023 TAJCO has not financed any amount of GHG emission reductions or removals from climate change mitigation projects outside its value chain finance through any purchase of carbon credits.</p> <p>According to current plans TAJCO doesnot intent to invest in GHG emissions reductions or removal from climate change mitigation projects</p>
E1-7-58.	The disclosure on GHG removals and storage required by paragraph 56 (a) shall include, if applicable:	

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	100

E1-7-58.(a)	the total amount of GHG removals and storage in metric tonnes of CO ₂ eq disaggregated and separately disclosed for the amount related to the undertaking's own operations and its upstream and downstream value chain, and broken down by removal activity; and	<p>KPIs:</p> <p>Total Amount of GHG Removals and Storage: 0 tCO₂e</p> <p>Total Amount of GHG Removals and Storage by Value Chain Stage : Upstream: 0 tCO₂e</p> <p>Total Amount of GHG Removals and Storage by Value Chain Stage : Own Operations: 0 tCO₂e</p> <p>Total Amount of GHG Removals and Storage by Value Chain Stage : Downstream: 0 tCO₂e</p> <p>Total Amount of GHG Removals and Storage by Value Chain Stage: Ø</p>
E1-7-58.(b)	the calculation assumptions, methodologies and frameworks applied by the undertaking.	N/A
E1-7-59.	The disclosure on carbon credits required by paragraph 56 (b) shall include, if applicable:	
E1-7-59.(a)	the total amount of carbon credits outside the undertaking's value chain in metric tonnes of CO ₂ eq that are verified against recognised quality standards and cancelled in the reporting period; and	<p>KPIs:</p> <p>Total Amount of Carbon Credits Outside Value Chain that are Verified Against Recognised Quality Standards and Cancelled: 0 kgCO₂e</p>
E1-7-59.(b)	the total amount of carbon credits outside the undertaking's value chain in metric tonnes of CO ₂ eq planned to be cancelled in the future and whether they are based on existing contractual agreements or not.	<p>Efrag update: Indicator changed to narrative. Former Indicator: Percentage of Cancelled Carbon Credits Outside Value Chain based on Contractual Agreements: 0 % Efrag Update: Kennzahl umgewandelt in Narrativ. Bisherige Kennzahl: Anteil geplanter zu streichender Kohlenstoffgutschriften außerhalb der Wertschöpfungskette: 0 kgCO₂e Efrag update: Indicator changed to narrative. Former Indicator: Total Amount of Planned Cancelations of Carbon Credits Outside Value Chain: 0 kgCO₂e Efrag Update: Kennzahl umgewandelt in Narrativ. Bisherige Kennzahl: Prozentualer Anteil gestrichener Kohlenstoffgutschriften außerhalb der Wertschöpfungskette basierend auf Vertragsvereinbarungen: 0 %</p> <p>KPIs:</p> <p>Total Amount of Carbon Credits Outside Value Chain Planned to be Cancelled in Future: 0 kgCO₂e</p>
E1-7-60.	In the case where the undertaking discloses a net-zero target in addition to the gross GHG emission reduction targets in accordance with Disclosure Requirement E1-4, paragraph 30, it shall explain the scope, methodologies and frameworks applied and how the residual GHG emissions (after approximately 90-95% of GHG emission reduction with	TAJCO Group A/S has not disclosed a net zero target.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	101

the possibility for justified sectoral variations in line with a recognised sectoral decarbonisation pathway) are intended to be neutralised by, for example, GHG removals in its own operations and upstream and downstream value chain.

E1-7-61.	In the case where the undertaking may have made public claims of GHG neutrality that involve the use of carbon credits , it shall explain:	In the year 2023, TAJCO Group A/S has made no GHG neutrality claims that involves the use of carbon credits.
E1-7-61.(a)	whether these claims are accompanied by GHG emission reduction targets as required by Disclosure requirement ESRs E1-4, and	N/A
E1-7-61.(a)	how these claims are accompanied by GHG emission reduction targets as required by Disclosure requirement ESRs E1-4;	N/A
E1-7-61.(b)	whether these claims and the reliance on carbon credits neither impede nor reduce the achievement of its GHG emission reduction targets, or, if applicable, its net zero target; and	N/A
E1-7-61.(b)	how these claims and the reliance on carbon credits neither impede nor reduce the achievement of its GHG emission reduction targets, or, if applicable, its net zero target; and	N/A
E1-7-61.(c)	the credibility and integrity of the carbon credits used, including by reference to recognised quality standards.	N/A
E1-7-AR 58.	When preparing the information on GHG removals and storage from the undertaking's own operations and its upstream and downstream value chain required under paragraphs 56 (a) and 58, the undertaking shall:	
E1-7-AR 58.(a)	consider, as far as applicable, the GHG Protocol Corporate Standard (version 2004), Product Standard (version 2011), Agriculture Guidance (version 2014), Land use, land-use change , and forestry Guidance for GHG project accounting (version 2006);	
E1-7-AR 58.(b)	apply consensus methods on accounting for GHG removals as soon as they are available, notably the EU	

regulatory framework for the certification of CO2 removals;

E1-7-AR 58.(c)	if applicable, explain the role of removals for its climate change mitigation policy ;	
E1-7-AR 58.(d)	include removals from operations that it owns, controls, or contributes to and that have not been sold to another party through carbon credits;	
E1-7-AR 58.(e)	if applicable, mark those GHG removal activities in own operations or the value chain that have been converted into carbon credits and sold on to other parties on the voluntary market;	In the year 2023, TAJCO Group A/S has no GHG removal activities in own operations or the value chain that have been converted into carbon credits and sold on to other parties on the voluntary market
E1-7-AR 58.(f)	account for the GHG emissions associated with a removal activity, including transport and storage, under Disclosure Requirement E1-6 (Scopes 1, 2 or 3). To increase transparency on the efficiency of a removal activity, including transport and storage, the undertaking may disclose the GHG emissions associated with this activity (e.g., GHG emissions from electricity consumption of direct air capture technologies) alongside, but separately from, the amount of removed GHG emissions;	KPIs: GHG Emissions Associated with Removal Activity: 0 tCO ₂ e
E1-7-AR 58.(g)	in case of a reversal, account for the respective GHG emissions as an offset for the removals in the reporting period;	
E1-7-AR 58.(h)	use the most recent GWP values published by the IPCC based on a 100-year time horizon to calculate CO ₂ eq emissions of non-CO ₂ gases and describe the assumptions made, methodologies and frameworks applied for calculation of the amount of GHG removals; and	
E1-7-AR 58.(i)	consider nature-based solutions.	
E1-7-AR 60.	The quantitative information on GHG removals may be presented by using the following tabular format.	In 2023, TAJCO Group A/S had no GHG Reversals. KPIs: GHG Reversals: 0 tCO ₂ e
E1-7-AR 61.	Financing GHG emission reduction projects outside the undertaking's value chain through purchasing carbon credits that fulfil high-quality standards can be a useful contribution towards mitigating climate change. This Standard requires the undertaking to disclose whether it	TAJCO Group A/S hereby confirms that it does not purchase or utilize carbon credits for GHG emission reduction projects outside its value chain. Consequently, there are no carbon credits to disclose in terms of their extent of use or the quality criteria applied to them.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	103

uses carbon credits separately from the GHG emissions (paragraphs 56 (b) and 59) and GHG emission reduction targets (Disclosure Requirement E1-4). It also requires the undertaking to show the extent of use and which quality criteria it uses for those carbon credits.

E1-7-AR 62.	When disclosing the information on carbon credits required under paragraphs 56 (b) and 59, the undertaking shall disclose the following disaggregation as applicable:	
E1-7-AR 62.(a)	the share (percentage of volume) of reduction projects and removal projects;	KPIs: Percentage of Reduction Projects: 0 % Percentage of Removal Projects: 0 %
E1-7-AR 62.(b)	for carbon credits from removal projects, an explanation whether they are from biogenic or technological sinks;	N/A
E1-7-AR 62.(c)	the share (percentage of volume) for each recognised quality standard;	KPIs: Percentage for Recognised Quality Standard: 0 %
E1-7-AR 62.(d)	the share (percentage of volume) issued from projects in the EU; and	KPIs: Percentage Issued from Projects in the European Union: 0 %
E1-7-AR 62.(e)	the share (percentage of volume) that qualifies as a corresponding adjustment under Article. 6 of the Paris Agreement.	KPIs: Percentage that Qualifies as Corresponding Adjustment: 0 %
E1-7-AR 64.	The information on carbon credits cancelled in the reporting year and planned to be cancelled in the future. Date when carbon credits outside value chain are planned to be cancelled	In the year 2023, TAJCO has not cancelled any project on carbon credits as the organization has not invested in any carbon credits projects. As well as it does not intends to invest in any projects related to carbon credits in future therefore there is no possibility of cancelling any carbon credit projects

3.4.5 E1-8 – Internal carbon pricing

ESRS E1-8	Internal carbon pricing The undertaking shall disclose whether it applies internal carbon pricing schemes, and if so, how they support its decision making and incentivise the implementation of climate-related policies and targets.	
E1-8-62.	The undertaking shall disclose whether it applies internal carbon pricing schemes, and if so, how they support its decision making and incentivise the implementation of climate-related policies and targets.	Company doesn't apply internal carbon pricing schemes.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	104

E1-8-63.	The information required in paragraph 62 shall include:	
E1-8-63.(a)	the type of internal carbon pricing scheme, for example, the shadow prices applied for CapEX or research and development (R&D) investment decision making, internal carbon fees or internal carbon funds;	Company doesn't apply internal carbon pricing schemes.
E1-8-63.(b)	the specific scope of application of the carbon pricing schemes (activities, geographies, entities, etc.);	Company doesn't apply internal carbon pricing schemes.
E1-8-63.(c)	the carbon prices applied according to the type of scheme and critical assumptions made to determine the prices, including the source of the applied carbon prices and why these are deemed relevant for their chosen application. The undertaking may disclose the calculation methodology of the carbon prices including the extent to which these have been set using scientific guidance and how their future development is related to science-based carbon pricing trajectories; and	KPIs: Carbon Price Applied for Each Metric Tonne of Greenhouse Gas Emission: 0 DKK
E1-8-63.(d)	the current year approximate gross GHG emission volumes by Scopes 1, 2 and, where applicable, Scope 3 in metric tonnes of CO2eq covered by these schemes, as well as their share of the undertaking's overall GHG emissions for each respective Scope.	KPIs: Total GHG Emissions Covered by Internal Pricing Schemes: 0 tCO ₂ e Ratio of Scope 2 Emissions Subject to Internal CO ₂ -Pricing: 0 % Ratio of Scope 3 Emissions Subject to Internal CO ₂ -Pricing: 0 % Ratio of Scope 1 Emissions Subject to Internal CO ₂ -Pricing: 0 %
E1-8-AR 65.	When disclosing the information required under paragraphs 62 and 63, if applicable, the undertaking shall briefly explain whether and how the carbon prices used in internal carbon pricing schemes are consistent with those used in financial statements. This shall be done in respect of the internal carbon prices used for,	Company doesn't apply internal carbon pricing schemes.
E1-8-AR 65.(a)	the assessment of the useful life and residual value of its assets (intangibles, property, plant and equipment);	Company doesn't apply internal carbon pricing schemes.
E1-8-AR 65.(b)	the impairment of assets; and	Company doesn't apply internal carbon pricing schemes.
E1-8-AR 65.(c)	the fair value measurement of assets acquired through business acquisitions.	Company doesn't apply internal carbon pricing schemes.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	105

3.4.6 E1-9 – Anticipated financial effects from material physical and transition risks and potential climate-related opportunities

ESRS E1-9	<p>Potential anticipated effects from material physical and transition risks and potential climate-related opportunities</p> <p>The undertaking shall disclose its: (a) anticipated financial effects from material physical risks;(b) anticipated financial effects from material transition risks; and (c) potential to benefit from material climate-related opportunities.</p>	
E1-9-66.	The disclosure of anticipated financial effects from material physical risks required by paragraph 64 (a) shall include:	
E1-9-66.(a)	the monetary amount and proportion (percentage) of assets at material physical risk over the short-, medium- and long-term before considering climate change adaptation actions; with the monetary amounts of these assets disaggregated by acute and chronic physical risk;	<p>KPIs:</p> <p>Percentage of Assets at Material Physical Risk Before Considering Climate Change Adaptation Actions: 7.6 %</p> <p>Assets at Chronic Material Physical Risk Before Considering Climate Change Adaptation Actions: 0 DKK</p> <p>Assets at Acute Material Physical Risk Before Considering Climate Change Adaptation Actions: 34147517 DKK</p> <p>Assets at Material Physical Risk Before Considering Climate Change Adaptation Actions: 34147517 DKK</p>
E1-9-66.(b)	the proportion of assets at material physical risk addressed by the climate change adaptation actions;	<p>KPIs:</p> <p>Percentage of Assets at Material Physical Risk Addressed by Climate Change Adaptation Actions: 100 %</p>
E1-9-66.(c)	the location of significant assets at material physical risk; and	The significant assets at material physical risk are located in China
E1-9-66.(d)	the monetary amount and proportion (percentage) of net revenue from its business activities at material physical risk over the short-, medium- and long-term.	<p>KPIs:</p> <p>Net Revenue from Business Activities at Material Physical Risk: 45893479 DKK</p> <p>Percentage of Net Sales from Activities with Significant Physical Risks: 0 %</p>
E1-9-67.	The disclosure of anticipated financial effects from material transition risks required by paragraph 64 (b) shall include:	
E1-9-67.(a)	the monetary amount and proportion (percentage) of assets at material transition risk over the short-, medium- and long-term before considering climate mitigation actions;	<p>KPIs:</p> <p>Percentage of Assets at Material Transition Risk Before Considering Climate Mitigation Actions: 9.4 %</p> <p>Assets at Material Transition Risk Before Considering Climate Mitigation Actions: 44602342 DKK</p>
E1-9-67.(b)	the proportion of assets at material transition risk addressed by the climate change mitigation actions;	<p>KPIs:</p> <p>Percentage of Assets at Material Transition Risk Addressed by Climate Change Mitigation Actions: 2.3 %</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	106

E1-9-67.(c)	a breakdown of the carrying value of the undertaking's real estate assets by energy- efficiency classes;	KPIs: Carrying Value of Real Estate Assets by Energy-Efficiency Class : D: Ø Carrying Value of Real Estate Assets by Energy-Efficiency Class : F: Ø Carrying Value of Real Estate Assets by Energy-Efficiency Class : E: Ø Carrying Value of Real Estate Assets by Energy-Efficiency Class : C: 3231132 DKK Carrying Value of Real Estate Assets by Energy-Efficiency Class : A: Ø Carrying Value of Real Estate Assets by Energy-Efficiency Class : B: Ø No data. Energy efficiency must be estimated. : Ø Carrying Value of Real Estate Assets by Energy-Efficiency Class : H: Ø Carrying Value of Real Estate Assets by Energy-Efficiency Class : A+: Ø Carrying Value of Real Estate Assets by Energy-Efficiency Class : G: Ø Total Carrying Value of Real Estate Assets: 3231132 DKK Carrying Value of Real Estate Assets by Energy-Efficiency Class: Ø
E1-9-67.(d)	liabilities that may have to be recognised in financial statements over the short-, medium- and long-term; and	KPIs: Liabilities from Material Transition Risks that May Have to Be Recognised in Financial Statements: 0 DKK
E1-9-67.(e)	the monetary amount and proportion (percentage) of net revenue from its business activities at material transition risk over the short-, medium- and long-term including, where relevant, the net revenue from the undertaking's customers operating in coal, oil and gas-related activities.	KPIs: Net Revenue from Activities with Significant Transition Risks: 590225000 DKK Net Revenue from Customers Operating in Coal-Related Activities: 0 DKK Percentage of Net Revenue From Customers Operating in Coal-Related Activities: 0 % Net Revenue from Customers Operating in Gas-Related Activities: 0 DKK Percentage of Net Revenue From Customers Operating in Gas-Related Activities: 0 % Net Revenue from Customers Operating in Oil-Related Activities: 0 DKK Percentage of Net Revenue From Customers Operating in Oil-Related Activities: 0 %
E1-9-68.	The undertaking shall disclose reconciliations to the relevant line items or notes in the financial statements of the following:	
E1-9-68.(a)	significant amounts of the assets and net revenue at material physical risk (as required by paragraph 66);	Assets at Material Physical Risk = 34,147,517 DKK Net Revenue from Business Activities at Material Physical Risk = 44,893,479 DKK
E1-9-68.(b)	significant amounts of the assets, liabilities, and net revenue at material transition risk (as required by paragraph 67).	Assets at Material Transition Risk = 44,602,342 DKK Net Revenue from Activities with Significant Transition Risks = 590,225,000 DKK

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	107

E1-9-69. For the disclosure of the potential to pursue climate-related opportunities required by paragraph 64 (c) the undertaking shall consider:

E1-9-69.(a)	its expected cost savings from climate change mitigation and adaptation actions; and	KPIs: Expected Cost Savings from Climate Change Adaptation Actions: 0 DKK Expected Cost Savings from Climate Change Mitigation Actions: 1507823 DKK
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E1-9-69.(b)	the potential market size or expected changes to net revenue from low-carbon products and services or adaptation solutions to which the undertaking has or may have access.	KPIs: Potential Market Size of Low-Carbon Products and Services or Adaptation Solutions: 0 DKK Expected Net Revenue from Low-Carbon Products and Services: 0 DKK
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E1-9-AR 69. When disclosing the information required under paragraphs 64 (a) and 66, the undertaking shall explain whether and how:

E1-9-AR 69.(a)	it assessed the anticipated financial effects for assets and business activities at material physical risk, including the scope of application, time horizons, calculation methodology, critical assumptions and parameters and limitations of the assessment; and	E1-9-66.(a)	Percentage of Assets at Material Physical Risk Before Considering Climate Change Adaptation Actions
		E1-9-66.(a)	Assets at Material Physical Risk Before Considering Climate Change Adaptation Actions
		E1-9-66.(a)	Assets at Acute Material Physical Risk Before Considering Climate Change Adaptation Actions
		E1-9-66.(a)	Assets at Chronic Material Physical Risk Before Considering Climate Change Adaptation Actions

For calculation of above KPI is done by assessing the assets which includes inventories, fixed assets production net value,

assets under construction equipment which are under the risk of typhoon and storm.

E1-9-AR 69.(b) - Fully Omitted	the assessment of assets and business activities considered to be at material physical risk relies on or is part of the process to determine material physical risk as required under paragraphs 20 (b) and AR 11 and to determine climate scenarios as required under paragraphs 19 and AR 13 to AR 14. In particular, it shall explain how it has defined medium- and long-term time horizons and how these definitions are linked to the expected lifetime of the undertaking's assets, strategic planning horizons and capital allocation plans.	Reason for omission: Further Reason Not calculated in 2023
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E1-9-AR 71. When preparing the information required under paragraph 64 (a) and 66 (d), the undertaking may assess and disclose the share of net revenue from business activities at physical risk. This disclosure

E1-9-AR 71.(a) shall be based on the net revenue in line with the requirements in accounting standards applied for financial statements, i.e., IFRS 15 or local GAAP.

E1-9-AR 71.(b) The nature of business activities may also be disaggregated by operating segments if the undertaking has disclosed the contribution of margins by operational segments in its segment reporting in the financial statements.

TAJCO Group A/S assesses that 0.072% of its total net revenue (635 million DKK) is derived from business activities exposed to physical risks, primarily due to hurricanes & storm affecting infrastructure. The sensitivity to these risks arises from potential damage to infrastructure.

E1-9-AR 71.(b) - **Fully Omitted** may include a breakdown of the undertaking's business activities with the corresponding details of the associated percentage of total net revenue, the risk factors (hazards, exposure and sensitivity) and, if possible, the magnitude of the anticipated financial effects in terms of margin erosion over the short-, medium- and long-term time horizons.

Reason for omission: Further Reason

The material physical risk was not assessed according to time horizon

E1-9-AR 72. When disclosing the information required under paragraphs 64 (b) and 67 (a), the undertaking shall explain whether and how:

E1-9-AR 72.(a) it has assessed the potential effects on future financial performance and position for assets and business activities at material transition risk, including the scope of application, calculation methodology, critical assumptions and parameters, and limitations of the assessment; and

TAJCO Group A/S. has assessed the potential effects of material transition risks on future financial performance and position, focusing on exhaust trim used on Internal Combustion Engine powered vehicles. Europe has a target to have electric vehicles starting 2035, exhaust trim poses risk in that regards.

Percentage of Assets at Material Transition Risk Before Considering Climate Mitigation Actions = 9.4%

Assets at Material Transition Risk Before Considering Climate Mitigation Actions = 44,602,342 DKK

The above KPI are calculated by taking into account the assets related to exhaust trim and the plating line attached with it

E1-9-AR 72.(b) - **Fully Omitted** the assessment of assets and business activities considered to be at material transition risk relies on or is part of the process to determine material transition risks as described under paragraphs 20 (c) and AR 11 and to determine scenarios as required under paragraphs AR 12 to AR 13. In particular, it shall explain how it has defined medium- and long-term time horizons and how these definitions are linked to the expected lifetime of the undertaking's assets, strategic

Reason for omission: Further Reason

Did not assess the the physical material risk according to time period

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	109

planning horizons and capital allocation plans.

E1-9-AR 73.	When disclosing the information on assets at material transition risk as required under paragraphs 67 (a) and (b):	
E1-9-AR 73.(a)	the undertaking shall at the very least include an estimate of the amount of potentially stranded assets (in monetary amounts and as a proportion/percentage) from the reporting year until 2030 and from 2030 to 2050. Stranded assets are understood as the active or firmly planned key assets of the undertaking with significant locked-in GHG emissions over their operating lifetime. Firmly planned key assets are those that the undertaking will most likely deploy within the next 5 years. The amount may be expressed as a range of asset values based on different climate and policy scenarios, including a scenario aligned with limiting climate change to 1.5°C.	KPIs: Estimated Amount of Potentially Stranded Assets: 44602342 DKK
E1-9-AR 73.(b)	the undertaking shall disclose a breakdown of the carrying value of its real estate assets, including rights-of-use assets, by energy efficiency classes. The energy efficiency shall be represented in terms of either the ranges of energy consumption in kWh/m2 or the EPC (Energy Performance Certificate) label class. If the undertaking cannot obtain this information on a best-effort basis, it shall disclose the total carrying amount of the real estate assets for which the energy consumption is based on internal estimates.	KPIs: Total Carrying Amount of Real Estate Assets for which Energy Consumption is based on Internal Estimates: 0 DKK
E1-9-AR 73.(c)	the undertaking shall calculate the proportion (percentage) of total assets (including finance lease/right-of-use assets) at material transition risk addressed by the climate change mitigation actions based on the information disclosed under Disclosure Requirement E1-3. The total assets amount is the carrying amount on the balance sheet at the reporting date.	KPIs: Percentage of Estimated Share of Potentially Stranded Assets of Total Assets at Material Transition Risk: 59.9 %
E1-9-AR 74.	When disclosing the information on potential liabilities from material transition risks required under paragraph 67(d):	
E1-9-AR 74.(a)	undertakings that operate installations regulated under an emission trading scheme may include a range of potential future liabilities originating from these schemes;	

E1-9-AR 74.(b)	undertakings subject to the EU ETS, may disclose the potential future liabilities that relate to their allocation plans for the period before and until 2030. The potential liability may be estimated on the basis of:	
E1-9-AR 74.(b).i.	the number of allowances held by the undertaking at the beginning of the reporting period;	
E1-9-AR 74.(b).ii.	the number of allowances to be purchased in the market yearly, i.e., before and until 2030;	
E1-9-AR 74.(b).iii.	the gap between estimated future emissions under various transition scenarios and free allocations of allowances that are known for the period until 2030, and	
E1-9-AR 74.(b).iv.	the estimated yearly cost per tonne of CO2 for which an allowance needs to be purchased;	
E1-9-AR 74.(c)	In assessing its potential future liabilities, the undertaking may consider and disclose the number of Scope 1 GHG emission allowances within regulated emission trading schemes and the cumulative number of emission allowances stored (from previous allowances) at the beginning of the reporting period;	KPIs: Number of Stored Emission Allowances at Reporting Period Start: 0 # Number of Scope 1 GHG Emission Allowances in Trading Schemes: 0 #
E1-9-AR 74.(d)	undertakings disclosing volumes of carbon credits planned to be cancelled in the near future (Disclosure Requirement E1-7) may disclose the potential future liabilities associated with those based on existing contractual agreements;	KPIs: Potential Future Liabilities from Planned Carbon Credit Cancellations: 0 DKK
E1-9-AR 74.(e)	the undertaking may also include its monetised gross Scope 1, 2 and total GHG emissions (in monetary units) calculated as follows:	KPIs: Monetised Total GHG Emissions: 0 DKK Monetised Gross Scope 1 and 2 GHG Emissions: 0 DKK
E1-9-AR 74.(e).i.	monetised Scope 1 and 2 GHG emissions in the reporting year by the following formula:	
E1-9-AR 74.(e).ii.	monetised total GHG emissions in the reporting year by the following formula:	
E1-9-AR 74.(e).iii.	by use of a lower, middle and upper cost rate for GHG emissions (e.g., market carbon price and different	

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	111

estimates for the societal costs of carbon) and reasons for selecting them.

E1-9-AR 76.	When preparing the information required under paragraph 67 (e), the undertaking may assess and disclose the share of net revenue from business activities at transition risks. This disclosure:	KPIs: Percentage of Net Revenue at Material Transition Risk: 0 %
E1-9-AR 76.(a)	shall be based on the net revenue in line with the requirements in accounting standards applied for financial statements, i.e., IFRS 15 or local GAAP.	
E1-9-AR 76.(b)	may include a breakdown of the undertaking's business activities with the corresponding details of the associated percentage of current net revenue, risk factors (events and exposure), and when possible, the anticipated financial effects related to margin erosion over the short-, medium- and long-term. The nature of business activities may also be disaggregated by operating segments if the undertaking has disclosed the contribution of margins by operational segments in its segment reporting in the financial statements.	KPIs: Anticipated Margin Erosion due to Transition Risk: 8905000 DKK

4. ESRS E2 Pollution

4.1 Impact, risk and opportunity management

4.1.1 ESRS 2 IRO-1 – Description of the processes to identify and assess material pollution-related impacts, risks and opportunities

ESRS E2 IRO-1	Description of the processes to identify and assess pollution-related impacts, risks and opportunities	
E2-IRO-1-11.	The undertaking shall describe the process to identify material impacts, risks and opportunities and shall provide information on:	
E2-IRO-1-11.(a)	whether the undertaking has screened its site locations and business activities in order to identify its actual and potential pollution-related impacts, risks and opportunities in its own operations and upstream and downstream value chain, and if so, the methodologies, assumptions and tools used in the screening;	<p>At Tajco Group A/S, we have implemented a robust process to identify and assess material pollution-related impacts, risks, and opportunities within our operations as well as across our upstream and downstream value chains. This process is aligned with the requirements of the European Sustainability Reporting Standards (ESRS), particularly IRO-1, and addresses both actual and potential environmental concerns.</p> <p>a) A third party air pollution measurement was done in the manufacturing site to know the whcih and in what quantity emissions are emitted</p> <p>b)Life Cycle Assessment (LCA): This tool was used to analyze potential pollution throughout the product lifecycle, from material sourcing to end-of-life disposal.</p>
E2-IRO-1-11.(b)	whether and how the undertaking has conducted consultations, in particular with affected communities.	No consultations were conducted to identify material impact , risk and opportunity
E2-IRO-1-AR 9.	When providing information on the outcome of its materiality assessment, the undertaking shall consider:	
E2-IRO-1-AR 9.(a)	a list of site locations where pollution is a material issue for the undertaking's own operations and its upstream and downstream value chain; and	Pollution is a Material Issue for in our manufacturing site TAJCO Manufacturing Co Ltd China and upstream value chain where stainless steel is manufactured.
E2-IRO-1-AR 9.(b)	a list of business activities associated with pollution material impacts, risks and opportunities.	TAJCO Group A/S manufactures automotive exterior trim, this is where pollution comes from

4.1.2 E2-1 – Policies related to pollution

ESRS E2-1	Policies related to pollution
	The undertaking shall describe its policies adopted to manage its material impacts, risks and

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	114

opportunities related to pollution prevention and control.

E2-1-14.	The disclosure required by paragraph 12 shall contain the information on the policies the undertaking has in place to manage its material impacts, risks and opportunities related to pollution in accordance with ESRS 2 MDR-P Policies adopted to manage material sustainability matters.	TAJCO Group A/S has adopted several policies to manage its material impacts, risks, and opportunities related to pollution prevention and control. These policies are integrated into the company's broader sustainability and environmental strategies, which aim to mitigate the negative environmental impacts of its operations, as well as capitalize on opportunities for more sustainable practices.
E2-1-15.	The undertaking shall indicate, with regard to its own operations and its upstream and downstream value chain, whether and how its policies address the following areas where material:	
E2-1-15.(a)	mitigating negative impacts related to pollution of air, water and soil including prevention and control;	<p>Policies in Place to Manage Pollution-Related Impacts, Risks, and Opportunities</p> <p>In compliance with ESRS 2 MDR-P, TAJCO Group A/S has implemented specific policies targeting its key areas of pollution, including:</p> <ul style="list-style-type: none"> ● Emissions of Production (Own Operations): TAJCO focuses on improving production efficiency and upgrading its facilities to reduce air and water pollution. The company continuously monitors emissions levels and adheres to international standards and regulations to control and minimize pollution from its production processes. ● Logistics Transportation (Upstream & Downstream Operations): TAJCO Group recognizes the environmental impact of transportation and logistics in its supply chain. The company is transitioning to lower-emission vehicles and exploring more sustainable shipping solutions to mitigate the negative environmental impact associated with transportation-related emissions. ● Lubrication Oil (Own Operations): Policies are in place to ensure the responsible use and disposal of lubrication oils used in production processes. TAJCO promotes recycling and proper waste management practices to avoid soil and water contamination. ● Stainless Steel Production (Upstream Operations): As Stainless steel is a major component in the production process, TAJCO ensures that its upstream suppliers comply with strict environmental standards to minimize the pollution associated with steel production. The company collaborates with suppliers to reduce emissions and energy use during stainless steel manufacturing. ● Eligibility of OEM (Opportunity): TAJCO meeting the pollution targets set up by the OEM, helps to win new programs. By selecting eco-friendly materials and components, the company contributes to reducing negative environmental impacts in its production process
E2-1-15.(b)	substituting and minimising the use of substances of concern, and phasing out substances of very high concern, in particular for non-essential societal use and in consumer products; and	TAJCO Group A/S is committed to reducing the use of substances of concern (SoCs) and phasing out substances of very high concern (SVHCs), particularly in products intended for consumer use and non-essential societal applications. The company has developed a comprehensive list of all such substances used within its operations and supply chain, in compliance with relevant EU regulations such as REACH.

The following steps outline TAJCO's policies and plans related to substances of concern:

- **Identification and Monitoring:** TAJCO has identified and classified all substances of concern and very high concern used in its production processes. The company has an ongoing monitoring system to ensure compliance with applicable regulations and industry standards related to the use of hazardous substances.
- **Substitution Strategy:** TAJCO will in future research and implement alternatives to SoCs and SVHCs, with a focus on adopting safer, non-toxic

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	115

substitutes. The company will collaborate with suppliers to identify eco-friendly materials and technologies that can replace these substances while maintaining product quality and performance.

- **Phase-Out Plan:** TAJCO will develop a long-term plan to phase out SVHCs entirely from its product offerings, particularly for non-essential societal use. This phase-out process is prioritized based on the environmental and human health risks posed by each substance, with clear timelines for their elimination in line with EU regulations.
- **Reporting and Compliance:** TAJCO regularly reviews and updates its list of SoCs and SVHCs, ensuring transparency in its efforts to reduce their use. The company also tracks progress towards its reduction targets and discloses updates to stakeholders through its sustainability reports.

E2-1-15.(c)	avoiding incidents and emergency situations, and if and when they occur, controlling and limiting their impact on people and the environment.	Avoiding Incidents and Emergency Situations, and Controlling and Limiting Their Impact <p>TAJCO has implemented stringent policies and procedures to avoid incidents and emergency situations related to pollution and hazardous materials. In the event that such situations occur, the company is prepared to control and minimize their impact on people, the environment, and the community.</p> <p>Key elements of TAJCO's approach to managing incidents and emergencies include:</p>
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- **Risk Assessments and Prevention:** TAJCO conducts regular risk assessments to identify potential hazards across its operations, including those related to the handling, storage, and transport of substances of concern. Prevention measures are integrated into daily operations to minimize the likelihood of incidents.
- **Emergency Response Plans:** In the case of an incident involving hazardous materials or environmental contamination, TAJCO has developed a comprehensive emergency response plan. This plan includes immediate containment measures, protocols for notifying local authorities and stakeholders, and procedures to prevent further harm.
- **Training and Awareness:** All employees are trained in the company's emergency response procedures, with regular drills conducted to ensure readiness.
- **Incident Reporting and Continuous Improvement:** Any incidents or near-misses are promptly reported and thoroughly investigated. TAJCO utilizes this information to continuously improve its safety and emergency protocols, with a focus on minimizing future risks.

E2-1-AR 12. - Fully Omitted	When disclosing information under paragraph 11, the undertaking may include contextual information on the relations between its policies implemented and how they may contribute to the EU Action Plan "Towards a Zero Pollution for Air, Water and Soil" with for instance elements on:	Reason for omission:Further Reason <p>TAJCO pollution policy does not take into account EU Action Plan "Towards a Zero Pollution for Air, Water and Soil"</p>
E2-1-AR 12.(a) - Fully Omitted	how it is or may be affected by the targets and measures of the EU Action Plan and the revision of existing directives (e.g., the Industrial Emissions Directive);	Reason for omission:Further Reason <p>TAJCO pollution policy does not take into account EU Action Plan "Towards a Zero Pollution for Air, Water and Soil"</p>
E2-1-AR 12.(b) - Fully Omitted	how it intends to reduce its pollution footprint to contribute to these targets.	Reason for omission:Further Reason <p>TAJCO pollution policy does not take into account EU Action Plan "Towards a Zero Pollution for Air, Water and Soil"</p>

4.1.3 E2-2 – Actions and resources related to pollution

ESRS E2-2 Actions and resources related to pollution

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	116

The undertaking shall disclose its pollution-related actions and the resources allocated to their implementation.

E2-2-18.

The description of the pollution-related action plans and resources shall contain the information prescribed in ESRS 2 MDR-A Actions and resources in relation to material sustainability matters.

1. Plating Wastewater (WWTP) Management:

- **Batch Discharge Outlets (Cr, Ni) Monitoring:**
 - **Testing Content:** Total Chromium (TCr), Hexavalent Chromium (Cr6+), Nickel (TNi).
 - **Frequency:** Every batch.
 - **Who Tests:** Internal lab and online flow monitoring.
- **Final Discharge Outlet:**
 - **Testing Content:** COD, NH3-N (ammonia nitrogen), TN (total nitrogen), pH, Copper (Cu), Phosphorus (P), Suspended Solids (SS), Oil.
 - **Frequency:** Daily for COD, NH3-N, TN, pH, Cu (internal and online testing); Monthly for P, SS, Oil (third-party testing).

2. Waste Gas Monitoring:

- **Plating Line:**
 - **Pre-treatment Discharge:** Nitrogen Oxide and Alkali Mist monitored every six months (third-party).
 - **Acid Copper Discharge:** Hydrochloric Acid (HCl) and Sulfuric Acid (H2SO4) every six months (third-party).
 - **Nickel and Chrome Discharge:** Sulfuric Acid (H2SO4) and Chromic Acid (H2CrO4) every six months (third-party).
- **Boiler Discharge:**
 - Monitoring smoke blackness, nitrogen oxide, sulfur dioxide, and dust every six months (third-party).
- **Painting Line:**
 - Monitoring for nitrogen oxide and sulfur dioxide quarterly (third-party).
 - **Painting Gas Discharge:** Benzene, TVOC (Total Volatile Organic Compounds), NMHC (Non-Methane Hydrocarbon Compounds), Benzene derivatives monthly; Acetate esters quarterly (third-party).

3. Dust Emissions:

- **Various Discharge Points (Laser, Robot Welding, Polish and Weld):**
 - Yearly or quarterly testing for dust using filters (third-party).

4. Unorganized Waste Gas Monitoring:

- **Plating Line:**
 - Boundary testing for hazardous chemicals like H2CrO4 (Chromic Acid), H2SO4 (Sulfuric Acid), and HCl (Hydrochloric Acid) yearly (third-party).
- **Painting Line:**
 - Volatile Organic Compounds (VOC) monitoring at the boundary every six months (third-party).

5. Soil and Groundwater Monitoring:

- **Soil Testing:**
 - In both D and F areas (plating line and hazardous waste storage locations), testing for pH, petroleum hydrocarbons, total chromium, and total zinc yearly (third-party).
- **Groundwater Testing:**
 - In D and F areas, testing for similar contaminants yearly (third-party).

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	117

Summary of Pollution-Related Action Plans for TAJCO Group A/S:

The key elements of TAJCO Group A/S's pollution management include:

- **Regular Monitoring and Testing:** They conduct frequent monitoring of wastewater and waste gas emissions, focusing on pollutants such as heavy metals (chromium, nickel), VOCs, dust, and nitrogen oxides.
- **External and Internal Testing:** Internal labs handle daily tests for major emissions, while third-party entities are used for external validation and less frequent tests.
- **Broad Scope:** The plan includes managing both organized (waste gas, wastewater) and unorganized (boundary emissions, groundwater, and soil contamination) pollution sources.
- **Compliance with Regulatory Standards:** The structured approach to environmental testing and control aligns with sustainability frameworks like ESRS 2 MDR-A, ensuring both transparency and accountability.

This systematic approach ensures TAJCO Group A/S is actively managing its environmental impact through rigorous monitoring and regular testing.

E2-2-19.	In addition to ESRS 2 MDR-A, the undertaking may specify to which layer in the following mitigation hierarchy an action and resources can be allocated:	The Actions are allocated to Reduction layer of mitigation hierarchy
E2-2-19.(a)	avoid pollution including any phase out of materials or compounds that have a negative impact (prevention of pollution at source);	No,actions was taken to phase out any material or compound
E2-2-19.(b)	reduce pollution, including: any phase-out of materials or compounds; meeting enforcement requirements such as Best Available Techniques (BAT) requirements; or meeting the Do No Significant Harm criteria for pollution prevention and control according to the EU Taxonomy Regulation and its Delegated Acts (minimisation of pollution); and	No action taken to phase out material and compound according to BAT
E2-2-19.(c)	restore, regenerate and transform ecosystems where pollution has occurred(control of the impacts both from regular activities and incidents).	No actions are taken to restore, regenerate and transform eco system
E2-2-AR 13.	Where actions extend to upstream or downstream value chain engagements, the undertaking shall provide information on the types of actions reflecting these engagements.	No action taken to that extend to upstream and down stream value chain engagement
E2-2-AR 15.	Where relevant to achieve its pollution -related policy objectives and targets , the undertaking may provide information on site -level action plans.	<h3>Site-Level Action Plans for Pollution Control at TAJCO Group A/S</h3> <ul style="list-style-type: none"> ● Wastewater Management (WWTP) Action Plans: <ul style="list-style-type: none"> ○ Objective: Ensure that wastewater discharges meet environmental standards and reduce pollutants like Total Chromium (TCr), Hexavalent Chromium (Cr6+), and Nickel (TNI). ○ Action Plan:

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	118

- **Cr and Ni Batch Discharge Monitoring:** Wastewater treatment systems are in place for both chromium and nickel discharge outlets, with internal lab testing for metals such as TCr, Cr6+, and TNi.
- **Frequency:** Every batch of wastewater is tested, ensuring real-time monitoring and control over pollutant discharges.
- **Final Discharge:** Testing for Chemical Oxygen Demand (COD), Ammonia Nitrogen (NH3-N), Total Nitrogen (TN), pH, Copper (Cu), and other pollutants, with some tests conducted daily (online/internal lab), and others monthly (third-party).
- **Impact:** These actions ensure continuous monitoring and compliance with discharge limits, aligning with pollution-reduction targets for water quality.

● **Waste Gas Emissions Action Plans:**

- **Objective:** Control and minimize air emissions, including nitrogen oxide (NOx), sulfur dioxide (SO2), and dust particles, from plating and painting lines.
- **Action Plan:**
 - **Plating Line:** Emission control through water spray towers to capture nitrogen oxide and alkali mist, with half-yearly testing by third-party labs for pollutants like HCl, H2SO4, and H2CrO4.
 - **Painting Line:** RTO (Regenerative Thermal Oxidizer) systems are used to reduce volatile organic compounds (VOCs), benzene, and other harmful emissions from the painting process. Regular (monthly or quarterly) testing is done to monitor these emissions.
 - **Boiler and Natural Gas Discharge:** Regular half-yearly and quarterly monitoring of smoke, nitrogen oxide, sulfur dioxide, and dust, conducted by third-party testing agencies.
 - **Impact:** These measures aim to reduce the impact of airborne pollutants on surrounding communities and ecosystems, supporting air quality improvement targets.

● **Dust Emissions Control:**

- **Objective:** Minimize particulate matter (dust) emissions from welding, polishing, and laser operations.
- **Action Plan:**
 - **Filter Systems:** Use of filter cotton and bag filters at various discharge points to capture dust emissions from laser, welding, and polishing activities.
 - **Frequency:** Testing is done yearly or quarterly by third-party labs, ensuring emissions stay within regulatory limits.
 - **Impact:** These actions reduce the release of fine particulate matter into the atmosphere, helping to meet regulatory standards for air quality.

● **Soil and Groundwater Pollution Prevention Action Plans:**

- **Objective:** Prevent contamination of soil and groundwater by monitoring heavy metal concentrations (chromium, zinc) and petroleum hydrocarbons.
- **Action Plan:**
 - **Soil Testing:** Regular annual soil sampling at key locations (e.g., around the plating line and hazardous waste warehouses) to detect pH changes and contamination by petroleum hydrocarbons, chromium, and zinc.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	119

- **Groundwater Monitoring:** Groundwater sampling is performed annually to detect potential contamination near the plating line and wastewater treatment plant.
- **Impact:** These measures protect the soil and groundwater from contamination, ensuring that any potential leaks or spills are detected early and mitigated to avoid long-term environmental damage.

● **Unorganized Waste Gas Monitoring:**

- **Objective:** Manage emissions from unorganized sources, such as the factory boundaries of the plating and painting lines.
- **Action Plan:**
 - **Boundary Testing:** Yearly testing at the boundaries of D and F areas (plating and painting lines) for pollutants like H₂CrO₄, H₂SO₄, HCl, and VOCs.
 - **Impact:** Monitoring emissions from unorganized sources helps to minimize fugitive emissions that could negatively impact air quality around the factory perimeter, aligning with broader environmental and health targets.

Alignment with Pollution-Related Policy Objectives

The site-level action plans detailed above show that TAJCO Group A/S implements comprehensive measures at its operational sites to:

- **Reduce water and air pollution** through robust monitoring and treatment systems.
- **Manage emissions at multiple stages of production**, especially in wastewater treatment, plating, painting, and welding activities.
- **Minimize environmental risks to surrounding soil and groundwater** by performing regular monitoring and third-party testing for contaminants.
- **Achieve compliance** with environmental regulations and contribute to the company's overall sustainability objectives, as outlined in ESRS 2 MDR-A.

In conclusion, TAJCO Group A/S's action plans address the company's pollution-related policy goals by implementing rigorous site-level monitoring and control strategies to reduce and prevent environmental pollution across wastewater, waste gas, soil, and groundwater areas. These actions demonstrate their commitment to sustainability and regulatory compliance.

4.1.4 E2-4 – Pollution of air, water and soil

ESRS E2-3	<p>Targets related to pollution</p> <p>The undertaking shall disclose the pollution-related targets it has set.</p>	
E2-3-22. - Fully Omitted	<p>The description of targets shall contain the information requirements defined in ESRS 2 MDR-T Tracking effectiveness of policies and actions through targets.</p>	<p>Reason for omission: Further Reason</p> <p>No targets were set in 2023 for the policies and actions. Targets will be set in 2025.</p>
E2-3-23. - Fully Omitted	<p>The disclosure required by paragraph 20 shall indicate whether and how its targets relate to the prevention and control of:</p>	<p>Reason for omission: Further Reason</p> <p>No targets were set in 2023 for the policies and actions. Targets will be set in 2025.</p>

E2-3-23.(a) - Fully Omitted	air pollutants and respective specific loads;	Reason for omission:Further Reason No targets were set in 2023 for the policies and actions. Targets will be set in 2025.
E2-3-23.(b) - Fully Omitted	emissions to water and respective specific loads;	Reason for omission:Further Reason No targets were set in 2023 for the policies and actions. Targets will be set in 2025.
E2-3-23.(c) - Fully Omitted	pollution to soil and respective specific loads; and	Reason for omission:Further Reason No targets were set in 2023 for the policies and actions. Targets will be set in 2025.
E2-3-23.(d) - Fully Omitted	substances of concern and substances of very high concern.	Reason for omission:Further Reason No targets were set in 2023 for the policies and actions. Targets will be set in 2025.
E2-3-24. - Fully Omitted	In addition to ESRS 2 MDR-T, the undertaking may specify whether ecological thresholds (e.g., the biosphere integrity, stratospheric ozone-depletion, atmospheric aerosol loading, soil depletion, ocean acidification) and entity-specific allocations were taken into consideration when setting targets. If so, the undertaking may specify:	Reason for omission:Further Reason No targets were set in 2023 for the policies and actions. Targets will be set in 2025.
E2-3-24.(a) - Fully Omitted	the ecological thresholds identified, and the methodology used to identify such thresholds;	Reason for omission:Further Reason No targets were set in 2023 for the policies and actions. Targets will be set in 2025.
E2-3-24.(b) - Fully Omitted	whether or not the thresholds are entity-specific and if so, how they were determined; and	Reason for omission:Further Reason No targets were set in 2023 for the policies and actions. Targets will be set in 2025.
E2-3-24.(c) - Fully Omitted	how responsibility for respecting identified ecological thresholds is allocated in the undertaking.	Reason for omission:Further Reason No targets were set in 2023 for the policies and actions. Targets will be set in 2025.
E2-3-25. - Fully Omitted	The undertaking shall specify as part of the contextual information, whether the targets that it has set and presented are mandatory (required by legislation) or voluntary.	Reason for omission:Further Reason No targets were set in 2023 for the policies and actions. Targets will be set in 2025.
E2-3-AR 17. - Fully Omitted	The undertaking may specify whether the target addresses shortcomings related to the Substantial Contribution criteria for Pollution Prevention and Control as defined in delegated acts adopted pursuant to Article 14(2) of Regulation (EU) 2020/852. Where the Do No Significant Harm (DNSH) criteria for Pollution Prevention and Control as defined in delegated acts adopted pursuant to Article 10(3), Article 11(3), Article 12(2), Article 13(2), and Article 15(2) of Regulation (EU) 2020/852 are not met, the undertaking may specify whether the target addresses shortcomings related those DNSH criteria.	Reason for omission:Further Reason No targets were set in 2023 for the policies and actions. Targets will be set in 2025.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	121

<p>E2-3-AR 18. - Fully Omitted</p>	<p>Where relevant to support the policies it has adopted, the undertaking may provide information on the targets set at site level.</p>	<p>Reason for omission:Further Reason</p> <p>No targets were set in 2023 for the policies and actions. Targets will be set in 2025.</p>
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ESRS E2-4	<p>Pollution of air, water and soil</p> <p>The undertaking shall disclose the pollutants that it emits through its own operations, as well as the microplastics it generates or uses.</p>
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E2-4-28.	The undertaking shall disclose the amounts of:
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E2-4-28.(a)	<p>each pollutant listed in Annex II of Regulation (EC) No 166/2006 of the European Parliament and of the Council⁶⁴ (European Pollutant Release and Transfer Register "E-PRTR Regulation") emitted to air, water and soil, with the exception of emissions of GHGs which are disclosed in accordance with ESRS E1 Climate Change⁶⁵;</p>	<p>KPIs:</p> <p>Total Emissions to Air, Water and Soil by Pollutant : Arsenic and compounds (as As)*: 0 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : Anthracene: 0 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : Ammonia (NH3): 0 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : Total phosphorus: 13201 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : Aldrin: 0 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : Alachlor: 0 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : 1,2-dichloroethane (EDC): 0 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : 1,2,3,4,5,6-hexachlorocyclohexane(HCH): 0 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : 1,1,2,2-tetrachloroethane: 0 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : 1,1,1-trichloroethane: 0 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : Xylenes: 4933311 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : Zinc and compounds (as Zn)*: 0 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : Vinyl chloride: 0 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : Total organic carbon (TOC) (as total C or COD/3): 5718472 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : Trichloroethylene: 0 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : Total nitrogen: 691358 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : Toluene: 4933311 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : Tetrachloromethane (TCM): 0 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : Tetrachloroethylene (PER): 0 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : Sulphur oxides (SOx/SO2): 0 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : Simazine: 0 µg/m³</p> <p>Total Emissions to Air, Water and Soil by Pollutant : Polycyclic aromatic hydrocarbons (PAHs): 0 µg/m³</p>
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Total Emissions to Air, Water and Soil by Pollutant : Polychlorinated biphenyls (PCBs): 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Phenols (as total C): 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Pentachlorophenol (PCP): 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Pentachlorobenzene: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : PCDD + PCDF (dioxins + furans) (as Teq)*: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Particulate matter (PM10): 21168770 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Organotin compounds(as total Sn): 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Nickel and compounds (as Ni)*: 208.44 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Octylphenols and Octylphenol ethoxylates: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant: Ø

Total Emissions to Air, Water and Soil by Pollutant : Fluoranthene: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Ethylene oxide: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Ethyl benzene: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Endrin: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Endosulphan: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Diuron: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Dieldrin: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Dichloromethane (DCM): 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Di-(2-ethyl hexyl) phthalate (DEHP): 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : DDT: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Cyanides (as total CN): 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Copper and compounds (as Cu)*: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Chromium and compounds (as Cr)*: 465.53 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Chlorpyrifos: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Chlorofluorocarbons (CFCs)*: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Chloro-alkanes, C10-C13: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Chlorine and inorganic compounds (as HCl): 400223 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Chlorides (as total Cl): 33351965 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Chlorfenvinphos: 0 µg/m³

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	123

Total Emissions to Air, Water and Soil by Pollutant : Chlordecone: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Chlordane: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Carbon monoxide (CO): 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Cadmium and compounds (as Cd)*: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Brominated diphenylethers (PBDE): 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Benzo(ghi)perylene: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Benzene: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Atrazine: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Asbestos: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Nonylphenol and Nonylphenol ethoxylates (NP/NPEs): 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Non-methane volatile organic compounds (NMVOC): 14278810 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Nitrogen oxides (NOx/NO2): 52112 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Trichlorobenzenes (TCBs) (all isomers): 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Naphthalene: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Mirex: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Tributyltin and compounds: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Toxaphene: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Mercury and compounds (as Hg)*: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Lindane: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Lead and compounds (as Pb)*: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Isoproturon: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Isodrin: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Hydrogen cyanide (HCN): 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Hydrochlorofluorocarbons (HCFCs)*: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Hexachlorobutadiene (HCBD): 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Hexachlorobenzene (HCB): 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Hexabromobiphenyl: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Heptachlor: 0 µg/m³

Total Emissions to Air, Water and Soil by Pollutant : Halons*: 0 µg/m³

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	124

Total Emmissions to Air, Water and Soil by Pollutant : Halogenated organic compounds (as AOX)*: 0 µg/m³

Total Emmissions to Air, Water and Soil by Pollutant : Fluorine and inorganic compounds (as HF): 0 µg/m³

Total Emmissions to Air, Water and Soil by Pollutant : Fluorides (as total F): 0 µg/m³

Total Emmissions to Air, Water and Soil by Pollutant : Triphenyltin and compounds: 0 µg/m³

Total Emmissions to Air, Water and Soil by Pollutant : Trifluralin: 0 µg/m³

Total Emmissions to Air, Water and Soil by Pollutant : Trichloromethane: 0 µg/m³

E2-4-28.(b)	microplastics generated or used by the undertaking.	KPIs: Microplastics Generated: 0 mg Microplastics Generated and Used: 0 mg Microplastics Used: 0 mg
E2-4-30.	The undertaking shall put its disclosure into context and describe:	
E2-4-30.(a)	the changes over time,	TAJCO Group A/S Started reporting from period from 2023. There are no changes over time
E2-4-30.(b)	the measurement methodologies; and	Air pollution: The measurement of air pollution is done quarterly using 3rd party measuring the air pollution directly. Water pollution: The testing of waste water is done batch wise and everyday. The plating section is the major source of pollution for waste water. The waste water is firstly treated in the waste water treatment plant and then the measurement is done online , in testing lab and by third party according to type of waste water. Soil pollution: Soil pollution measurement is done yearly by the third party who measure the pollutants directly.

E2-4-30.(c)	the process(es) to collect data for pollution-related accounting and reporting, including the type of data needed and the information sources.		Category	Aera	locate	environm ent facility	testing content	frequenc y	who did test
	Organized waste gas	Plating wastewat er	WWTP	Cr batch discharge outlet	wastewat er treatment system	TCr, Cr6+	every batch	internal lab	
						Flow	/	online	
				Ni batch discharge outlet	wastewat er treatment system	TNi	every batch	internal lab	
						Flow	/	online	
				wastewat er final discharge outlet	wastewat er treatment system	Cod,NH3- N	every day	online and internal lab	
						TN,pH,Cu	every day	internal lab	

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	125

					P,SS,Oil	monthly	third party
	waste gas	Plating line	pre-treatment discharge outlet	water spray tower	Nitrogen oxide	half a year	third party
					Alkali mist	half a year	third party
			Acid copper discharge outlet	Alkali water spray tower	HCl,H2SO4	half a year	third party
			semi polished nickel discharge outlet	Alkali water spray tower	H2SO4	half a year	third party
			Nickel discharge outlet	Alkali water spray tower	H2SO4	half a year	third party
			Chrome discharge outlet	Alkali water spray tower + H2CrO4 recycle equipment	H2SO4, H2CrO4	half a year	third party
			boiler discharge outlet	/	smoke blackness	half a year	third party
					Nitrogen oxide	half a year	third party
					sulfur dioxide	half a year	third party
					dust	half a year	third party
		painting line	natural gas discharge outlet	/	Nitrogen oxide	quarterly	third party
					sulfur dioxide	quarterly	third party
			painting gas discharge outlet	RTO	benzene	monthly	third party
					TVOC	monthly	third party
					dust	quarterly	third party
					NMHC	monthly	third party
					Benzene derivatives	monthly	third party
					acetate esters	quarterly	third party
		/	D1 2-D1 laser discharge outlet	filter cotton	dust	yearly	third party

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	126

		/	Polish and weld the discharge outlet	bag filter	dust	quarterly	third party
		/	Robot welding discharge outlet	filter cotton	dust	yearly	third party
		/	Laser welding discharge port	filter cotton	dust	yearly	third party
Unorganized waste gas	waste gas	Plating line	factory boundary of D area	/	H2CrO4	yearly	third party
					H2SO4	yearly	third party
					HCl	yearly	third party
		painting line	factory boundary of F area	/	Volatile Organic Compounds	half a year	third party
/	soil	D area	round the plating line and washing area(6 points)	/	PH, petroleum hydrocarbons, total chromium, total zinc	yearly	third party
		F area	RTO and hazardous waste warehouse(2 points)	/	PH, petroleum hydrocarbons, total chromium, total zinc	yearly	third party
/	Ground water	D area	round the plating line and WWTP(2 points)	/	PH, petroleum hydrocarbons, total chromium, total zinc	yearly	third party
		F area	RTO and hazardous waste warehouse(2 points)	/	PH, petroleum hydrocarbons, total chromium, total zinc	yearly	third party

E2-4-31.	When an inferior methodology compared to direct measurement of emissions is chosen to quantify emissions, the reasons for choosing this inferior methodology shall be	No inferior methodology is used for measuring. Direct measurement is done for all the pollutants.
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	127

outlined by the undertaking. If the undertaking uses estimates, it shall disclose the standard, sectoral study or sources which form the basis of its estimates, as well as the possible degree of uncertainty and the range of estimates reflecting the measurement uncertainty.

E2-4-AR 23.	When providing contextual information on the emissions, the undertaking may consider:	
E2-4-AR 23.(a)	the local air quality indices (AQI) for the area where the undertaking's air pollution occurs;	
E2-4-AR 23.(b)	the degree of urbanisation (DEGURBA) for the area where air pollution occurs; and	
E2-4-AR 23.(c)	the undertaking's percentage of the total emissions of pollutants to water and soil occurring in areas at water risk, including areas of high-water stress.	<p>KPIs:</p> <p>Percentage of Total Emissions of Pollutants to Water Occurring in Areas of High-Water Stress: 0 %</p> <p>Percentage of Total Emissions of Pollutants to Soil Occurring in Areas at Water Risk: 0 %</p> <p>Percentage of Total Emissions of Pollutants to Soil Occurring in Areas of High-Water Stress: 0 %</p> <p>Percentage of Total Emissions of Pollutants to Water Occurring in Areas at Water Risk: 0 %</p>
E2-4-AR 25. - Fully Omitted	Where the undertaking's activities are subject to Directive 2010/75/EU of the European Parliament and of the Council on industrial emissions (IED) and relevant Best Available Techniques Reference Documents (BREFs), irrespective of whether the activity takes place within the European Union or not, the undertaking may disclose the following additional information:	<p>Reason for omission: Further Reason</p> <p>Company activities doesn't fall under the IED and EU- BAT</p>
E2-4-AR 25.(a) - Fully Omitted	a list of installations operated by the undertaking that fall under the IED and EU- BAT Conclusions ;	<p>Reason for omission: Further Reason</p> <p>Company activities doesn't fall under BAT</p>
E2-4-AR 25.(b) - Fully Omitted	a list of any non-compliance incidents or enforcement actions necessary to ensure compliance in case of breaches of permit conditions;	<p>Reason for omission: Further Reason</p> <p>Company activities doesn't fall under BAT</p>
E2-4-AR 25.(c) - Fully Omitted	the actual performance, as specified in the EU- BAT conclusions for industrial installations, and comparison of the undertaking's environmental performance against "emission levels associated with the best available techniques" the (BAT-	<p>Reason for omission: Further Reason</p> <p>Company activities doesn't fall under BAT</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	128

AEL) as described in EU-BAT conclusions;

E2-4-AR 25.(d) - Fully Omitted	the actual performance of the undertaking against "environmental performance levels associated with the best available techniques" (BAT-AEPLs) provided that they are applicable to the sector and installation ; and	Reason for omission: Further Reason Company activities doesn't fall under BAT
E2-4-AR 25.(e) - Fully Omitted	a list of any compliance schedules or derogations granted by competent authorities according to Art. 15(4) Directive 2010/75/EU that are associated with the implementation of BAT-AELs .	Reason for omission: Further Reason Company activities doesn't fall under BAT

4.1.5 E2-5 – Substances of concern and substances of very high concern

ESRS E2-5	Substances of concern and substances of very high concern The undertaking shall disclose information on the production, use, distribution, commercialisation and import/export of substances of concern and substances of very high concern, on their own, in mixtures or in articles.	
E2-5-34.	The disclosure required by paragraph 32 shall include the total amounts of substances of concern that are generated or used during the production or that are procured, and the total amounts of substances of concern that leave its facilities as emissions, as products, or as part of products or services split into main hazard classes of substances of concern.	KPIs: Amount of Substances of Concern Causing Environmental Hazards: 39907 kg Amount of Substances of Concern Causing Physical-Chemical Hazards: 101763 kg Amount of Substances of Concern Causing Health Hazards: 39907 kg Amount of Substances of Concern Causing Other Hazards: 150 kg Total Amount of Substances of Concern that are Generated or Used During Production or that are Procured: 141820 kg Total Amount of Substances of Concern that Leave Facilities as Emissions, as Products, or as Part of Products or Services: 0 kg Amount of Substances of Concern Leaving the Company as Emissions: Environmental Hazards: 0 kg Amount of Substances of Concern Leaving the Company as Emissions: Health Hazards: 0 kg Amount of Substances of Concern Leaving the Company as Emissions: Other Hazards: 0 kg Amount of Substances of Concern Leaving the Company as Emissions: Physical-Chemical Hazards: 0 kg Amount of Substances of Concern Leaving the Company as Product: Environmental Hazards: 0 kg Amount of Substances of Concern Leaving the Company as Product: Health Hazards: 0 kg Amount of Substances of Concern Leaving the Company as Product: Other Hazards: 0 kg

Amount of Substances of Concern Leaving the Company as Product: Physical-Chemical Hazards: 0 kg

Amount of Substances of Concern Leaving the Company as Parts of Product: Environmental Hazards: 0 kg

Amount of Substances of Concern Leaving the Company as Parts of Product: Health Hazards: 0 kg

Amount of Substances of Concern Leaving the Company as Parts of Product: Other Hazards: 0 kg

Amount of Substances of Concern Leaving the Company as Parts of Product: Physical-Chemical Hazards: 0 kg

Amount of Substances of Concern Leaving the Company as Service: Environmental Hazards: 0 kg

Amount of Substances of Concern Leaving the Company as Service: Health Hazards: 0 kg

Amount of Substances of Concern Leaving the Company as Service: Other Hazards: 0 kg

Amount of Substances of Concern Leaving the Company as Service: Physical-Chemical Hazards: 0 kg

Amounts of Substances of Concern that are Generated or Used During Production or that are Procured Causing Hazards: Ø

Total Amount of Substances of Concern that Leave Facilities as Emissions: 0 kg

Amounts of Substances of Concern that Leave Facilities as Emissions Causing Hazards: Ø

Total Amount of Substances of Concern that Leave Facilities as Products: 0 kg

Amounts of Substances of Concern that Leave Facilities as Products Causing Hazards: Ø

Total Amount of Substances of Concern that Leave Facilities as Parts of Products: 0 kg

Amounts of Substances of Concern that Leave Facilities as Parts of Products Causing Hazards: Ø

Total Amount of Substances of Concern that Leave Facilities as Services: 0 kg

Amounts of Substances of Concern that Leave Facilities as Services Causing Hazards: Ø

E2-5-35.

The undertaking shall present separately the information for substances of very high concern.

KPIs:

Amount of Substances of Very High Concern Causing Environmental Hazards: 28476 kg

Amount of Substances of Very High Concern Causing Physical-Chemical Hazards: 150 kg

Amount of Substances of Very High Concern Causing Health Hazards: 22151 kg

Amount of Substances of Very High Concern Causing Other Hazards: 22150 kg

Amount of Substances of Very High Concern Leaving the Company as Emissions: Environmental Hazards: 0 kg

Amount of Substances of Very High Concern Leaving the Company as Emissions: Health Hazards: 0 kg

Amount of Substances of Very High Concern Leaving the Company as Emissions: Other Hazards: 0 kg

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	130

Amount of Substances of Very High Concern Leaving the Company as Emissions:
Physical-Chemical Hazards: 0 kg

Amount of Substances of Very High Concern that Leave Facilities as Products:
Environmental Hazards: 0 kg

Amount of Substances of Very High Concern that Leave Facilities as Products:
Health Hazards: 0 kg

Amount of Substances of Very High Concern that Leave Facilities as Products: Other Hazards: 0 kg

Amount of Substances of Very High Concern that Leave Facilities as Products:
Physical-Chemical Hazards: 0 kg

Amount of Substances of Very High Concern that Leave Facilities as Parts of Products: Environmental Hazards: 0 kg

Amount of Substances of Very High Concern that Leave Facilities as Parts of Products: Health Hazards: 0 kg

Amount of Substances of Very High Concern that Leave Facilities as Parts of Products: Other Hazards: 0 kg

Amount of substances of Very High Concern that Leave Facilities as Parts of Products: Physical-Chemical Hazards: 0 kg

Amount of Substances of Very High Concern that Leave Facilities as Services:
Environmental Hazards: 0 kg

Amount of Substances of Very High Concern that Leave Facilities as Services: Health Hazards: 0 kg

Amount of Substances of Very High Concern that Leave Facilities as Services: Other Hazards: 0 kg

Total Amount of Substances of Very High Concern that Leave Facilities as Emissions, as Products, or as Part of Products or Services: 0 kg

Amounts of Substances of Very High Concern that Leave Facilities as Emissions Causing Hazards: Ø

Total Amount of Substances of Very High Concern that Leave Facilities as Products: 0 kg

Total Amount of Substances of Very High Concern that Leave Facilities as Parts of Products: 0 kg

Total Amount of Substances of Very High Concern that Leave Facilities as Services: 0 kg

Amount of Substances of Very High Concern that Leave Facilities as Services:
Physical-Chemical Hazards: 0 kg

Total Amount of Substances of Very High Concern that Leave Facilities as Emissions: 0 kg

Amounts of Substances of Very High Concern that Leave Facilities as Parts of Products Causing Hazards: Ø

Amounts of Substances of Very High Concern that Leave Facilities as Services Causing Hazards: Ø

Total Amount of Substances of Very High Concern that are Generated or Used During Production or That Are Procured: 28626 kg

Amounts of Substances of Very High Concern that are Generated or Used During Production or that are Procured Causing Hazards: Ø

Amounts of Substances of Very High Concern that Leave Facilities as Products Causing Hazards: Ø

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	131

4.1.6 E2-6 – Potential financial effects from pollution-related impacts, risks and opportunities

ESRS E2-6	<p>Anticipated financial effects from pollution-related impacts, risks and opportunities</p> <p>The undertaking shall disclose the anticipated financial effects of material pollution-related risks and opportunities.</p>	
E2-6-39.	The disclosure shall include:	
E2-6-39.(a)	a quantification of the anticipated financial effects in monetary terms before considering pollution-related actions, or where not possible without undue cost or effort, qualitative information. For financial effects arising from opportunities, a quantification is not required if it would result in disclosure that does not meet the qualitative characteristics of information (see ESRS 1 Appendix B Qualitative characteristics of information);	<p>KPIs:</p> <p>Anticipated Financial Effects of Material Risks and Opportunities Arising from Pollution-Related Impacts: 0 DKK</p>
E2-6-39.(b)	a description of the effects considered, the related impacts and the time horizons in which they are likely to materialise; and	<p>Description of Effects and Time Horizons:</p> <ul style="list-style-type: none"> ● Short-Term (1-2 years): Potential increase in operating costs due to compliance with stricter environmental regulations and possible fines related to existing pollution issues. ● Medium-Term (3-5 years): Capital expenditures may rise as TAJCO invests in pollution control technologies to meet regulatory requirements, potentially offset by cost savings from more efficient operations. ● Long-Term (5+ years): The company anticipates a reduction in pollution-related risks as its investment in sustainable practices matures, leading to improved financial performance and lower risk of regulatory penalties.
E2-6-39.(c)	the critical assumptions used to quantify the anticipated financial effects, as well as the sources and level of uncertainty of those assumptions.	<p>Critical Assumptions and Uncertainties:</p> <ul style="list-style-type: none"> ● Assumptions: The financial effects are based on the assumption that current environmental regulations will remain stable. TAJCO also assumes that planned investments in pollution control will be completed on schedule and within budget. ● Uncertainties: Significant uncertainties include potential changes in environmental regulations, unforeseen pollution incidents, and variability in the effectiveness of pollution control measure
E2-6-40.	The information provided under paragraph 38(a) shall include:	
E2-6-40.(a)	the share of net revenue made with products and services that are or that contain substances of concern, and the share of net revenue made with products and services that are or that contain substances of very high concern;	<p>KPIs:</p> <p>Percentage of Net Revenue Made with Products and Services that are or that Contain Substances of Concern: 74 %</p> <p>Percentage of Net Revenue Made with Products and Services that are or that Contain Substances of Very High Concern: 74 %</p>
E2-6-40.(b)	the operating and capital expenditures incurred in the reporting period in conjunction with major incidents and deposits;	<p>Efrag Update: Kennzahl umgewandelt in Narrativ. Bisherige Kennzahl: Ausgaben oder Rückstellungen für Vorfälle aufgrund Umweltverschmutzung: 0 DKK Efrag update: Indicator changed to narrative. Former Indicator: Expenses for Pollution Incidents and Deposits: 0 DKK</p> <p>Additional Information:</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	132

KPIs:

Capital Expenditures (CapEx) in Conjunction with Major Incidents and Deposits (Pollution): 0 DKK

Operating Expenditures (OpEx) in Conjunction with Major Incidents and Deposits (Pollution): 0 DKK

E2-6-40.(c)	the provisions for environmental protection and remediation costs, e.g., for rehabilitating contaminated sites, recultivating landfills, removal of environmental contamination at existing production or storage sites and similar measures.	<p>KPIs:</p> <p>Provisions for Environmental Protection and Remediation Costs (Pollution): 0 DKK</p>
E2-6-41.	The undertaking shall disclose any relevant contextual information including a description of material incidents and deposits whereby pollution had negative impacts on the environment and/or is expected to have negative effects on the undertaking's financial cash flows, financial position and financial performance with short-, medium- and long-term time horizons.	<p>Material Incidents: TAJCO Group A/S reports that there were no material pollution incidents in 2023. The absence of such incidents reflects the effectiveness of the company's ongoing environmental management and pollution prevention strategies.</p>
E2-6-AR 33. - Fully Omitted	The undertaking may include an assessment of its related products and services at risk over the short-, medium- and long-term, explaining how these are defined, how financial amounts are estimated, and which critical assumptions are made.	<p>Reason for omission: Further Reason</p> <p>No assessment was done to find products which are under risk over short, medium & long term</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	133

5. ESRS E5 Resource use & Circular Economy

5.1 General, Strategy, Governance & Materiality Assessment

5.1.1 IRO-1 – Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

ESRS E5 IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities		
E5-IRO-1-11.	The undertaking shall describe the process to identify material impacts, risks and opportunities related to resource use and circular economy, in particular regarding resource inflows, resource outflows and waste, and shall provide information on:		
E5-IRO-1-11.(a)	whether the undertaking has screened its assets and activities in order to identify its actual and potential impacts, risks and opportunities in its own operations and its upstream and downstream value chain, and if so, the methodologies, assumptions and tools used in the screening;	<p>TAJCO Group has established a detailed process to identify and assess material impacts, risks, and opportunities concerning resource use and circular economy. This process involves regular assessments within its production facility in Ningbo, China, where TAJCO produces automotive trims. The company focuses on reducing its environmental footprint by minimizing waste, optimizing resource inflows, and managing resource outflows efficiently. For instance, TAJCO uses stainless steel and trivalent chrome in its manufacturing processes, which help reduce hazardous waste and ensure product longevity. By integrating high-efficiency water recycling systems and adopting purification technologies, TAJCO ensures that water used in production is reused to the maximum extent, reducing dependency on fresh water and mitigating water-related risks.</p> <p>TAJCO Group conducted a carbon footprint calculation across its entire value chain to identify key areas where resource use impacts, risks, and opportunities exist. This carbon footprint assessment focused on understanding the environmental burden of resource inflows, such as stainless steel and aluminum, and outflows, including emissions and waste generated during production. By analyzing data from suppliers, TAJCO assessed the recyclability of materials used in its products, helping to pinpoint where waste reduction could be achieved.</p> <p>This data-driven approach allowed TAJCO to target specific processes in its production, such as metal forming and surface treatment, where the most significant reductions in carbon emissions and waste generation could be made. These findings were crucial in formulating strategies to enhance resource efficiency and align with circular economy principles</p> <p>TAJCO identifies several risks associated with staying in a "business as usual" model, particularly regarding the depletion of non-renewable resources and increasing environmental regulations. The company's reliance on traditional materials like stainless steel, although recyclable, presents risks in terms of resource depletion.</p>	
Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	134

However, TAJCO is mitigating these risks by adopting circular economy practices, such as using recyclable materials and improving the efficiency of production processes. The introduction of eco-friendly technologies like trivalent chrome plating is an example of how the company reduces its environmental impact while maintaining high product quality

The stages of the value chain most impacted by resource use include the material sourcing and production phases, particularly in TAJCO's Ningbo facility where raw materials are processed. The chrome plating process, while necessary for product quality, involves significant resource consumption and waste generation. TAJCO's focus on high-efficiency production and environmental compliance helps mitigate risks at these stages, ensuring that resource use is optimized and environmental impacts are minimized

The transition to a circular economy could require significant investment in new technologies and processes, particularly in recycling capabilities and alternative materials. However, TAJCO's early adoption of more sustainable practices, such as trivalent chrome plating and water recycling, suggests that it is well-positioned to manage these impacts. Risks may include the upfront costs of transitioning manufacturing processes and supply chain adjustments

The primary material resources utilized by TAJCO include stainless steel, and various surface coatings like trivalent chrome. TAJCO prioritizes the use of stainless steel due to its durability and recyclability, while trivalent chrome is favored over hexavalent chrome for its reduced environmental impact. Water is also a critical resource in production, and the company emphasizes high recycling and purification rates to meet environmental standards

TAJCO Group's business units, particularly in its production facility in Ningbo, China, are key to its resource use and circular economy efforts. This facility handles the majority of material processing, including metal forming, welding, and chrome plating. Other associated units include product development centers in Germany and China and sales offices globally. The waste generated, such as scrap metal and water used in chrome plating, is managed with high recycling standards, minimizing environmental impacts

TAJCO has significant opportunities within the circular economy, such as enhancing resource efficiency in manufacturing and expanding its use of recycled materials. The company's expertise in developing durable, recyclable automotive trims positions it to capitalize on demand for eco-friendly automotive parts. Opportunities also exist in developing new take-back systems or product lifecycle management solutions that align with the principles of a circular economy

If TAJCO continues with a "business as usual" approach, the risks would include increased regulatory scrutiny and higher environmental compliance costs, particularly with waste management and emissions. Additionally, reliance on non-renewable resources and traditional chrome plating methods could pose reputational risks as the automotive industry shifts toward more sustainable solutions

E5-IRO-1-11.(b)	whether and how the undertaking has conducted consultations, in particular, with affected communities.	TAJCO engages in consultations with local communities, particularly in regions where it has significant operational activities, such as Ningbo, China. These consultations are designed to ensure that any potential negative impacts on local environments and populations are mitigated. TAJCO ensures compliance with local environmental regulations and works closely with local stakeholders to manage water and waste emissions effectively. As part of its commitment to corporate social responsibility, TAJCO has taken steps to limit environmental disruption through its production processes by implementing recycling programs and pollution control systems
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5.1.2 E5-1 – Policies related to resource use and circular economy

ESRS E5-1	<p>Policies related to resource use and circular economy</p> <p>The undertaking shall describe its policies adopted to manage its material impacts, risks and opportunities related to resource use and circular economy.</p>	
E5-1-14.	The disclosure required by paragraph 12 shall contain the information on the policies the undertaking has in place to manage its material impacts, risks and opportunities related to resource use and circular economy in accordance with ESRS 2 MDR-P Policies adopted to manage material sustainability matters.	<p>TAJCO Group A/S is committed to managing and reducing its material impacts, risks, and opportunities related to resource use and fostering a circular economy across its operations. This policy outlines our approach to transitioning away from virgin materials, increasing the use of secondary resources, promoting sustainable sourcing, and integrating the waste hierarchy into our processes. The policy aligns with the European Sustainability Reporting Standards (ESRS) Disclosure Requirement E5-1 and addresses material impacts, risks, and opportunities in our operations and value chain.</p> <p>Additional Information:</p>
E5-1-15.	In the summary, the undertaking shall indicate whether and how its policies	

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	136

address the following matters where material:

E5-1-15.(a)	transitioning away from use of virgin resources, including relative increases in use of secondary (recycled) resources;	The policy address the transitioning away from use of virgin resources, including relative increases in use of secondary (recycled) resources. Below you will find the part of policy which address the policy
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Transition Away from Virgin Resources and Use of Secondary (Recycled) Resources

- **Objective:** Transition to the increased use of secondary and recycled resources to reduce the reliance on virgin materials and minimize environmental impact.
- **Actions:**
 - **Material Assessment:** Conduct regular assessments of material use to identify areas where virgin resources can be replaced with recycled or secondary resources.
 - **Targets:** Set measurable targets for increasing the proportion of secondary (recycled) materials in our products and packaging, with progress tracked and reported annually.
 - **Supplier Engagement:** Engage with suppliers to prioritize the use of recycled materials and collaborate with partners who support the transition to a circular economy.
 - **Value Chain Integration:** Encourage the use of secondary resources throughout the upstream and downstream value chain, ensuring that recycled materials are sourced and processed responsibly.

E5-1-15.(b)	sustainable sourcing and use of renewable resources.	Sustainable Sourcing and Use of Renewable Resources
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- **Objective:** Ensure the sustainable sourcing and responsible use of renewable resources to reduce environmental impacts and foster a circular economy.
- **Actions:**
 - **Sourcing Strategy:** Adopt a sustainable sourcing strategy that prioritizes renewable resources and certified sustainable materials across all product lines.
 - **Transparency and Traceability:** Implement supply chain transparency measures to ensure that renewable resources are sourced sustainably and in compliance with environmental regulations.
 - **Partnerships:** Partner with suppliers and stakeholders who are committed to sustainable resource use and circular economy practices, ensuring that renewable resources are used responsibly.

E5-1-AR 9.	When providing information on its policies, the undertaking shall consider whether and how its policies address:
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E5-1-AR 9.(a)	the waste hierarchy : (a) prevention; (b) preparing for re-use; (c) recycling ; (d) other recovery , e.g., energy recovery; and (e) disposal. In this context, the waste treatment cannot be considered as a recovery;	Waste Hierarchy: Prevention, Re-use, Recycling, and Recovery
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- **Objective:** Minimize waste generation across all stages of the product lifecycle, with a focus on preventing waste and maximizing reuse, repair, refurbishment, and recycling.
- **Actions:**
 - **Prevention:** Design products and processes that prevent waste generation through eco-design principles, focusing on durable materials, resource efficiency, and optimized product life cycles.
 - **Re-use:** Develop systems to encourage the reuse of components and materials internally (in production)

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	137

- **Recycling:** Ensure that materials are recycled whenever possible, especially at the production stage
- **Energy Recovery:** Utilize energy recovery options only as a last resort when materials cannot be reused or recycled, ensuring minimal environmental impact from waste treatment.

E5-1-AR 9.(b)	the prioritisation of the avoidance or minimisation waste (Re-use, Repair, Refurbish, Remanufacture and Repurpose) over waste treatment (Recycling). The concepts of eco-design, waste as a resource or post-consumer waste (at the end of a consumer -product lifecycle), should also be taken into consideration.	<p>Circular Economy Models: Nine "R" Strategies</p> <p>TAJCO Group A/S integrates the nine circular economy “R” strategies into its operations and product design models to promote sustainable resource use and minimize environmental impacts. These strategies include:</p> <ul style="list-style-type: none"> ● Refuse: Avoid unnecessary resource consumption by reducing material use and selecting essential inputs only. ● Rethink: Innovate product designs to optimize resource use and improve lifecycle performance, allowing for easier repair, upgrade, or recycling at the end of life. ● Reduce: Implement resource-efficient processes to minimize the amount of raw materials needed per product, reducing overall material use. ● Re-use: Encourage reuse of product components and materials through design for disassembly and take-back programs , promoting a closed-loop system. ● Repair: Design products to be repairable, ensuring that customers can extend the life of their products instead of replacing them. ● Refurbish and Remanufacture: Collaborate with partners to refurbish and remanufacture end-of-life products, reintroducing them into the market to prolong their useful life. ● Repurpose: Identify opportunities to repurpose materials that are no longer usable in their original form, giving them a second life in new applications. ● Recycle: Maximize the recyclability of products and materials by designing for end-of-life recycling and ensuring that recyclable materials are processed correctly.
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5.1.3 E5-2 – Actions and resources related to resource use and circular economy

ESRS E5-2	<p>Actions and resources related to resource use and circular economy</p> <p>The undertaking shall disclose its resource use and circular economy actions and the resources allocated to their implementation.</p>	
E5-2-19.	The description of the resource use and circular economy-related actions and resources allocated shall follow the principles defined in ESRS 2 MDR-A Actions and resources in relation to material sustainability matters.	
E5-2-20.	In addition to ESRS 2 MDR-A, the undertaking may specify whether and how an action and resources cover:	
E5-2-20.(a)	higher levels of resource efficiency in use of technical and biological materials and water, particularly in relation to critical raw materials and rare earths as listed in the Raw Materials Information System;	TAJCO Group A/S strives for higher resource efficiency by focusing on reducing the use of technical and biological materials and water. The company prioritizes the efficient use of critical raw materials - Stainless Steel. This is achieved through innovative engineering processes that minimize material consumption.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	138

E5-2-20.(b)	higher rates of use of secondary raw materials (recyclates);	<p>TAJCO actively procure raw material which have higher rate of recyclates, where applicable, to reduce dependency on virgin raw materials, thus contributing to a more sustainable supply chain.</p> <p>Currently TAJCO procures Stainless steel of 40% recycled/ Secondary material</p> <p>There is also option to purchase stainless steel of higher recycling rate of 90%.</p>
E5-2-20.(c)	application of circular design, leading to increased product durability and optimisation of use, and higher rates of: Reuse, Repair, Refurbishing, Remanufacture, Repurposing and Recycling.	<p>While TAJCO does not develop the original designs for its automotive trim products, the company actively collaborates with OEMs to promote circular design principles. TAJCO focuses on:</p> <ul style="list-style-type: none"> ● Material Efficiency: Advising OEMs on the use of materials that enhance product durability, reduce resource consumption, and improve recyclability. ● Process Optimization: Ensuring that manufacturing processes for automotive trims are resource-efficient and minimize waste, even when the designs are provided externally. ● Supporting Circularity: TAJCO works with OEMs to ensure that the trims are designed for ease of recycling, reuse, and remanufacture at the end of the vehicle's lifecycle, even though the original design decisions lie with the OEM. <p>By promoting these practices in its collaboration with OEMs, TAJCO helps foster the integration of circular economy principles into the overall automotive manufacturing process, while adhering to the designs provided by its customers.</p>
E5-2-20.(d)	application of circular business practices such as (i) value retention actions (maintenance, repair, refurbishing, remanufacturing, component harvesting, upgrading and reverse logistics, closed loop systems, second-hand retailing), (ii) value maximisation actions (product-service systems, collaborative and sharing economy business models), (iii) end-of-life actions (recycling, upcycling, extended producer responsibility), and (iv) systems efficiency actions (industrial symbiosis);	<p>TAJCO's role as a supplier allows it to contribute to the OEMs' circular business practices in the following ways:</p> <ul style="list-style-type: none"> ● Value Retention: TAJCO ensures that its automotive trims are produced with high-quality materials and processes, enabling easier maintenance, repair, and potential refurbishment during the vehicle's life cycle. ● End-of-Life Management: Even though TAJCO does not control the final use of the product, it actively engages with OEMs to promote the use of materials that are recyclable. ● System Efficiency: TAJCO participates in industrial symbiosis by exploring opportunities to reduce material waste and enhance resource sharing within the broader supply chain
E5-2-20.(e)	actions taken to prevent waste generation in the undertaking's upstream and downstream value chain; and	<p>Waste Prevention</p> <p>TAJCO is committed to preventing waste generation across its entire value chain</p> <p>Internally TAJCO has implemented internal policies to minimize production scrap and material waste.</p>
E5-2-20.(f)	optimisation of waste management in line with the waste hierarchy.	<p>TAJCO's waste management strategy adheres to the waste hierarchy, prioritizing waste prevention, followed by reuse, recycling, and recovery.</p>
E5-2-AR 11.	When providing information under paragraph 17 and considering that resources are shared and that circular economy strategies may require collective actions, the undertaking may specify the actions taken to engage with its upstream and downstream value chain and/or its local network on the development of collaborations or initiatives increasing the circularity of products and materials.	<p>TAJCO Group A/S is dedicated to integrating circular economy principles into its supply chain, even though the company produces intermediate automotive trims based on OEM designs. Recognizing that circular economy strategies often require collective efforts, TAJCO engages proactively with both its upstream suppliers and downstream OEM customers, as well as with local networks, to foster sustainable resource use and material circularity. The company contributes to joint initiatives aimed at increasing circularity within the automotive industry and reducing environmental impact.</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	139

E5-2-AR 12.	In particular, the undertaking may specify the following:	
E5-2-AR 12.(a)	how it contributes to circular economy, including for instance smart waste collection systems;	<p>TAJCO contributes to the circular economy by focusing on:</p> <ul style="list-style-type: none"> ● Material Efficiency and Waste Minimization: TAJCO has optimized its own processes to minimize scrap and improve the material efficiency of stainless steel ● Collaborating with OEMs: TAJCO collaborates with OEMs on the use of materials that are more sustainable, ensuring that the trims can be recycled. While the design is provided by OEMs, TAJCO ensures that production is in line with the principles of resource efficiency.
E5-2-AR 12.(b)	the other stakeholders involved in the collective actions : competitors, suppliers , retailers, customers, other business partners, local communities and authorities, government agencies;	<p>TAJCO's circular economy initiatives involve collaboration with a range of stakeholders, including:</p> <ul style="list-style-type: none"> ● Suppliers: TAJCO works closely with material suppliers to source recyclable and sustainable materials for its automotive trims. This engagement includes joint efforts to optimize material usage and reduce raw material waste during production. ● OEM Customers: As a key part of the automotive supply chain, TAJCO collaborates with OEMs to ensure that the products it manufactures align with the OEMs' circular economy objectives. This collaboration includes discussions around design improvements for recyclability and material sourcing. ● Business Partners: TAJCO partners with logistics providers and other service providers to optimize the transportation of materials and finished products, reducing its carbon footprint and contributing to a more sustainable supply chain.
E5-2-AR 12.(c)	a description of the organisation of the collaboration or initiative, including the specific contribution of the undertaking and the roles of the different stakeholders in the project.	<p>In its circular economy initiatives, TAJCO plays a key role in organizing collaboration with its suppliers and OEM partners. These initiatives are structured as follows:</p> <ul style="list-style-type: none"> ● Upstream Supply Chain: TAJCO actively participates in material sourcing discussions, working with suppliers to ensure that sustainable and recyclable materials are incorporated into production. TAJCO's contribution includes providing feedback on material quality and recyclability, while suppliers contribute by identifying and supplying suitable materials. ● Downstream OEM Collaboration: In its engagement with OEMs, TAJCO focuses on manufacturing processes that align with the OEMs' sustainability goals. TAJCO contributes by ensuring resource-efficient production methods, while the OEMs provide input on design specifications and end-of-life strategies for the automotive trims.

5.2 Metrics and targets

5.2.1 E5-3 – Targets related to resource use and circular economy

ESRS E5-3	<p>Targets related to resource use and circular economy</p> <p>The undertaking shall disclose the resource use and circular economy-related targets it has set.</p>	
E5-3-23. - Fully Omitted	The description of the targets shall contain the information requirements defined in ESRS2 MDR-T Tracking effectiveness of policies and actions through targets.	<p>Reason for omission:Further Reason</p> <p>There were no targets set according to the policies and actions. Targets will be set in 2025.</p>
E5-3-24. - Fully Omitted	The disclosure required by paragraph 21 shall indicate whether and how the undertaking's targets relate to resource inflows and resource	<p>Reason for omission:Further Reason</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	140

outflows, including waste and products and materials, and, more specifically to:

Targets for resource inflow & outflows will be set in 2025 according to the defined policies and actions

E5-3-24.(a) - Fully Omitted	the increase of circular product design (including for instance design for durability, dismantling, reparability, recyclability etc);	Reason for omission:Further Reason Targets for resource inflow & outflows will be set in 2025 according to the defined policies and actions
E5-3-24.(b) - Fully Omitted	the increase of circular material use rate;	Reason for omission:Further Reason Targets for resource inflow & outflows will be set in 2025 according to the defined policies and actions
E5-3-24.(c) - Fully Omitted	the minimisation of primary raw material;	Reason for omission:Further Reason Targets for resource inflow & outflows will be set in 2025 according to the defined policies and actions
E5-3-24.(d) - Fully Omitted	sustainable sourcing and use (in line with the cascading principle) of renewable resources;	Reason for omission:Further Reason Targets for resource inflow & outflows will be set in 2025 according to the defined policies and actions
E5-3-24.(e) - Fully Omitted	the waste management,	Reason for omission:Further Reason Targets for resource inflow & outflows will be set in 2025 according to the defined policies and actions
E5-3-24.(e) - Fully Omitted	including preparation for proper treatment; and	Reason for omission:Further Reason Targets for resource inflow & outflows will be set in 2025 according to the defined policies and actions
E5-3-24.(f) - Fully Omitted	other matters related to resource use or circular economy.	Reason for omission:Further Reason Targets for resource inflow & outflows will be set in 2025 according to the defined policies and actions
E5-3-25. - Fully Omitted	The undertaking shall specify to which layer of the waste hierarchy the target relates.	Reason for omission:Further Reason Targets will be set for the waste hierarchy in 2025
E5-3-26. - Fully Omitted	In addition to ESRS 2 MDR-T, the undertaking may specify whether ecological thresholds and entity-specific allocations were taken into consideration when setting targets. If so, the undertaking may specify:	Reason for omission:Further Reason Targets for E5 will be set according to ecological thresholds and entity-specific allocations in 2025
E5-3-26.(a) - Fully Omitted	the ecological thresholds identified, and the methodology used to identify such thresholds;	Reason for omission:Further Reason Targets for E5 will be set according to ecological thresholds and entity-specific allocations in 2025
E5-3-26.(b) - Fully Omitted	whether or not the thresholds are entity-specific and if so, how they were determined; and	Reason for omission:Further Reason Targets for E5 will be set according to ecological thresholds and entity-specific allocations in 2025
E5-3-26.(c) - Fully Omitted	how responsibility for respecting identified ecological thresholds is allocated in the undertaking.	Reason for omission:Further Reason

Targets for E5 will be set according to ecological thresholds and entity-specific allocations in 2025

E5-3-27. - Fully Omitted	The undertaking shall specify as part of the contextual information, whether the targets it has set and presented are mandatory (required by legislation) or voluntary.	Reason for omission: Further Reason Targets will be set in 2025 for E5
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5.2.2 E5-4 – Resource inflows

ESRS E5-4	Resource inflows	
	The undertaking shall disclose information on its resource inflows related to its material impacts, risks and opportunities.	
E5-4-30.	The disclosure required by paragraph 28 shall include a description of its resource inflows where material: products (including packaging) and materials (specifying critical raw materials and rare earths), water and property, plant and equipment used in the undertaking's own operations and along its upstream value chain.	Resource Inflows – Products and Materials: TAJCO Group A/S has evaluated its resource inflows for materiality. The company utilizes several key inputs that are critical to its operations and upstream value chain. <ul style="list-style-type: none"> ● Products and Materials: <ul style="list-style-type: none"> ○ Raw Materials: Stainless steel, and other metal alloys constitute the primary raw materials used in TAJCO's production of premium exterior trims for the automotive industry. ○ Packaging: TAJCO uses both plastic and cardboard packaging materials. The company has recently implemented initiatives to reduce plastic use in Favor of more sustainable packaging solutions. ● Critical Raw Materials and Rare Earths: <ul style="list-style-type: none"> ○ TAJCO does not use significant quantities of rare earth elements in its product manufacturing. ● Water: Water is used minimally in manufacturing processes, mainly for plating, cooling and cleaning purposes. TAJCO is continuously exploring water recycling opportunities. ● Property, Plant, and Equipment: Heavy machinery, such as metal cutting and forming equipment, and mid-weight transport vehicles, play essential roles in TAJCO's production.
E5-4-31.	When an undertaking assesses that resource inflows is a material sustainability matter, it shall disclose the following information about the materials used to manufacture the undertaking's products and services during the reporting period, in tonnes or kilogrammes:	
E5-4-31.(a)	the overall total weight of products and technical and biological materials used during the reporting period;	KPIs: Overall Total Weight of Products and Technical and Biological Materials Used: 5649588 kg
E5-4-31.(b)	the percentage of biological materials (and biofuels used for non-energy purposes) used to manufacture the undertaking's products and services (including packaging) that is sustainably sourced, with the information on the certification scheme used and on the application of the cascading principle; and	KPIs: Rate of Biological Materials in Products: 0 %
E5-4-31.(c)	the weight in both absolute value and percentage, of secondary reused or recycled components, secondary	KPIs:

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	142

intermediary products and secondary materials used to manufacture the undertaking's products and services (including packaging).

Weight of Recycled or Reused Materials in Products: 1908 kg

Rate of Recycled or Reused Materials in Products: 40 %

E5-4-32.	The undertaking shall provide information on the methodologies used to calculate the data. It shall specify whether the data is sourced from direct measurement or estimations, and disclose the key assumptions used.	<ul style="list-style-type: none"> ● The data was primarily collected through direct measurements from suppliers and internal tracking systems. ● Secondary materials, such as recycled steel and aluminum, were verified through certification provided by suppliers. The assumption is that the proportion of recycled content was consistent with the reported figures.
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E5-4-AR 22.	When the undertaking is subject to paragraph 31, it may also provide transparency on the materials that are sourced from by-products / waste stream (e.g., offcuts of a material that has not previously been in a product).	TAJCO sources secondary materials from waste streams where possible. Approximately 40% of the stainless steel used in production comes from post recycling content
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E5-4-AR 25.	In cases where there is an overlap between categories of reused, recycled, the undertaking shall specify how double counting was avoided and the choices that were made.	TAJCO avoids double counting by ensuring that recycled materials and reused components are counted separately in each category. If a material is classified as both recycled and reused, it is counted under the recycled category only.
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5.2.3 Resource outflows

ESRS E5-5

Resource outflows

The undertaking shall disclose information on its resource outflows, including waste, related to its material impacts, risks and opportunities.

E5-5-35.	The undertaking shall provide a description of the key products and materials that come out of the undertaking's production process and that are designed along circular principles, including durability, reusability, reparability, disassembly, remanufacturing, refurbishment, recycling, recirculation by the biological cycle, or optimisation of the use of the product or material through other circular business models.	TAJCO Group A/S's products and materials include exterior trims made of stainless steel that are put on the market during the reporting period. These materials are designed with the aim of minimizing environmental impact through the use of sustainable material, where possible, and adopting circular economy practices.
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E5-5-36.	Undertakings for which outflows are material shall disclose:	
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E5-5-36.(a)	The expected durability of the products placed on the market by the undertaking, in relation to the industry average for each product group;	KPIs: Durability of Products: 5475 d
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E5-5-36.(b)	The reparability products, using an established rating system, where possible;	TAJCO products are manufactured thinking in mind the longevity. Our product are given a 15 year quality period where we provide reparability of products.
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There is no rating system in place

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	143

E5-5-36.(c)	The rates of recyclable content in products and their packaging.	KPIs: Recyclability Rate of Products: 100 % Recyclability Rate of Packaging: 0 %
E5-5-37.	The undertaking shall disclose the following information on its total amount of waste from its own operations, in tonnes or kilogrammes:	
E5-5-37.(a)	the total amount of waste generated;	KPIs: Total Waste Generated: 3939000 kg
E5-5-37.(b)	the total amount by weight diverted from disposal, with a breakdown between hazardous waste and non-hazardous waste and a breakdown by the following recovery operation types:	KPIs: Hazardous Waste Diverted from Disposal: 1575970 kg Non-Hazardous Waste Diverted: 2228200 kg Total Waste Diverted from Disposal: 3804200 kg
E5-5-37.(b).i.	preparation for reuse;	KPIs: Hazardous Waste Diverted From Disposal Due to Preparation for Reuse: 0 kg Non-Hazardous Waste Diverted From Disposal Due to Preparation for Reuse: 0 kg
E5-5-37.(b).ii.	recycling; and	KPIs: Hazardous Waste Diverted From Disposal Due to Recycling: 1575970 kg Non-Hazardous Waste Diverted From Disposal Due to Recycling: 2228200 kg
E5-5-37.(b).iii.	other recovery operations.	KPIs: Hazardous Waste Diverted From Disposal Due to Other Recovery Operations: 0 kg Non-Hazardous Waste Diverted From Disposal Due to Other Recovery Operations: 0 kg
E5-5-37.(c)	the amount by weight directed to disposal by waste treatment type and the total amount summing all three types, with a breakdown between hazardous waste and non-hazardous waste. The waste treatment types to be disclosed are:	KPIs: Hazardous Waste Directed to Disposal: 134800 kg Total Waste Directed to Disposal: 134800 kg Non-Hazardous Waste Directed to Disposal: 0 kg
E5-5-37.(c).i.	incineration;	KPIs: Hazardous Waste Directed to Disposal by Incineration: 83600 kg Non-Hazardous Waste Directed to Disposal by Incineration: 0 kg
E5-5-37.(c).ii.	landfill; and	KPIs: Hazardous Waste Directed to Disposal by Landfilling: 51200 kg Non-Hazardous Waste Directed to Disposal by Landfilling: 0 kg
E5-5-37.(c).iii.	other disposal operations;	KPIs: Hazardous Waste Directed to Disposal by Other Disposal Operations: 0 kg Non-Hazardous Waste Directed to Disposal by Other Disposal Operations: 0 kg
E5-5-37.(d)	the total amount and percentage of non-recycled waste.	KPIs:

Total Non-Recycled Waste: 134800 kg

Percentage of Non-Recycled Waste: 3.4 %

E5-5-38.	When disclosing the composition of the waste, the undertaking shall specify:	
E5-5-38.(a) - Fully Omitted	the waste streams relevant to its sector or activities (e.g. tailings for the undertaking in the mining sector, electronic waste for the undertaking in the consumer electronics sector, or food waste for the undertaking in the agriculture or in the hospitality sector); and;	Reason for omission: Already Reported
E5-5-38.(b)	the materials that are present in the waste (e.g. biomass, metals, non-metallic minerals, plastics, textiles, critical raw materials and rare earths).	TAJCO products are made up of stainless steel which is chrome plated, therefore the majority of the waste generated is metallic and waste water from the plating line
E5-5-39.	The undertaking shall also disclose the total amount of hazardous waste and radioactive waste generated by the undertaking, where radioactive waste is defined in Article 3(7) of Council Directive 2011/70/Euratom.	KPIs: Total Amount of Hazardous Waste: 1710800 kg Total Amount of Radioactive Waste: 0 kg
E5-5-40. - Fully Omitted	The undertaking shall provide contextual information on the methodologies used to calculate the data and in particular the criteria and assumptions used to determine and classify products designed along circular principles under paragraph 35. It shall specify whether the data is sourced from direct measurement or estimations; and disclose the key assumptions used.	Reason for omission: Further Reason TAJCO is an intermediate supplier of automotive components. The company does not engage in the design of its parts; rather, it manufactures them based on the specifications provided by the original equipment manufacturer (OEM).
E5-5-AR 28. - Fully Omitted	The undertaking may disclose its engagement in product end-of-life waste management, for example through extended producer responsibility schemes or take-back schemes.	Reason for omission: Further Reason TAJCO is an intermediate supplier of automotive components. Consequently, the scope of the value chain is defined from the outset to the end point. The end of life of the product is not defined by TAJCO, but by the original equipment manufacturer (OEM) who designs the components.

5.2.4 E5-6 – Anticipated financial effects from material resource use and circular economy-related risks and opportunities

ESRS E5-6	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities The undertaking shall disclose the anticipated financial effects of material risks and opportunities arising from resource use and circular economy-related impacts.	
E5-6-43.	The disclosure shall include:	

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	145

E5-6-43.(a)	a quantification of the anticipated financial effects in monetary terms before considering resource use and circular economy-related actions, or where not possible without undue cost or effort, qualitative information. For financial effects arising from material opportunities, a quantification is not required if it would result in disclosure that does not meet the qualitative characteristics of information (see ESRS 1 Appendix B Qualitative characteristics of information);	<h3>Overview of Anticipated Financial Effects</h3> <p>TAJCO Group A/S anticipates financial effects from both risks and opportunities arising from its material resource use and its transition to circular economy practices. The company operates within the automotive industry, which depends heavily on raw materials like metals and plastics. As a result, the company is exposed to risks related to resource availability, market price fluctuations, and regulatory changes aimed at increasing sustainability. Simultaneously, TAJCO identifies several opportunities by optimizing resource efficiency, recycling materials, and reducing production waste through circular economy strategies.</p> <p>Risks: Due to fluctuating raw material prices, the company anticipates a potential increase in procurement costs by an over the next 5 years if global supply shortages persist, especially in metals and plastics. Regulatory costs associated with environmental standards are expected to rise total operating expenses. TAJCO faces a risk of supply chain disruption, which could result in delays and increased lead times, potentially impacting revenue in the short term.</p> <p>Opportunities: The transition to a circular economy is projected to bring operational savings through material reuse and recycling programs. While quantifying these savings presents challenges, initial estimates suggest that these strategies could reduce material costs annually, particularly through reductions in waste. Additionally, the adoption of eco-friendly materials and processes is expected to improve TAJCO's market position</p> <p>KPIs:</p> <p>Anticipated Financial Effects of Material Risks and Opportunities Arising from Resource Use and Circular Economy-Related Impacts: 26147181 DKK</p>
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E5-6-43.(b)	a description of the effects considered, the impacts and dependencies to which they relate and the time horizons in which they are likely to materialise;	<h3>Description of Effects, Impacts, and Time Horizons:</h3> <ul style="list-style-type: none">● The anticipated effects are tied to TAJCO's dependency on raw materials like stainless steel and plastic, where resource scarcity and price volatility are expected to impact profitability, especially in the short to medium term (within the next 3-5 years). TAJCO's efforts to mitigate these risks through diversified sourcing and innovative material use aim to stabilize these costs in the long term.● Opportunities from the circular economy, including resource optimization and waste reduction, are expected to take effect within the medium to long term (5-10 years). These effects relate to TAJCO's strategic plans to implement more sustainable production practices and potentially redesign products for longevity and recyclability.
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E5-6-43.(c)	the critical assumptions used to quantify the anticipated financial effects, as well as the sources and level of uncertainty of those assumptions.	<h3>Critical Assumptions and Uncertainties:</h3> <ul style="list-style-type: none">● Assumptions: TAJCO's projections are based on current market trends in material availability and prices, assuming no significant geopolitical disruptions. The forecast also assumes that regulatory changes will continue to push for circular economy adoption, impacting compliance costs.● Uncertainties: The key uncertainty lies in the volatility of raw material prices, driven by geopolitical events or unexpected supply chain disruptions. There is also uncertainty in the pace of regulatory change, particularly in markets where sustainability regulations are evolving rapidly. The extent to which customers will demand more sustainable
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	146

products, and the company's ability to capitalize on this shift, is another area of uncertainty affecting the opportunity estimates.

E5-6-AR 35.	The undertaking may include an assessment of its related products and services at risk over the short-, medium- and long-term.	TAJCO Group A/S has identified several products and services that are at risk due to changing resource availability and environmental regulations. The company's assessment includes:
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- **Short-term Risks:** Certain high-volume products that depend heavily on Stainless steel are at risk of experiencing increased production costs. These products face potential disruption if raw material prices continue to rise or supply becomes constrained.
- **Medium-term Risks:** Products that do not align with evolving **environmental regulations** may see reduced demand or face regulatory penalties. TAJCO's assessment focuses on phasing out non-recyclable materials in its product lines and transitioning to more sustainable alternatives.
- **Long-term Risks:** In the long term, the company's traditional products could be replaced by **innovative, sustainable alternatives** as the market shifts towards circular economy models. Failure to adapt to these trends may put a portion of TAJCO's product portfolio at risk.

E5-6-AR 35.	The undertaking may explain how these are defined, how financial amounts are estimated, and which critical assumptions are made.	In compliance with AR 36, the anticipated financial effects from circular economy-related risks and opportunities are provided in monetary ranges :
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- **Material Cost Increases:** TAJCO estimates an **increase in material costs** over the next 3-5 years, depending on the degree of raw material scarcity and regulatory changes.
- **Operational Savings:** Through resource efficiency and circular economy practices, the company anticipates **annual cost savings of 26 million DKK** from reductions in waste and recycling initiatives.
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	147

6. ESRS S1 Own Workforce

6.1 Strategy

6.1.1 ESRS 2 SBM-2 – Interests and views of stakeholders

ESRS S1 SMB-3

Material impacts, risks and opportunities and their interaction with strategy and business model

S1-SBM-3-14.	When fulfilling the requirements of paragraph 48, the undertaking shall disclose whether all people in its own workforce who could be materially impacted by the undertaking are included in the scope of its disclosure under ESRS 2. These material impacts shall include impacts that are connected with the undertaking's own operations and its value chain, including through its products or services, as well as through its business relationships. In addition, the undertaking shall provide the following information:	By providing the below detailed information, TAJCO Group A/S ensures transparency in its disclosure of material impacts on all types of workers within its workforce. This approach aligns with the requirements of paragraph 48 under ESRS 2, demonstrating a comprehensive understanding of the impacts connected with its operations and value chain. The disclosure mentioned below not only fulfills regulatory requirements but also highlights the company's commitment to responsible workforce management and sustainability.
S1-SBM-3-14.(a)	a brief description of the types of employees and non-employees in its own workforce subject to material impacts by its operations, and specify whether they are employees, self-employed people, or people provided by third party undertakings primarily engaged in employment activities;	<p>Inclusion of All Impacted Workforce Members:</p> <ul style="list-style-type: none"> ● Scope Confirmation: TAJCO Group A/S confirms that all members of its workforce who could be materially impacted by the undertaking's operations are included in the scope of its disclosure under ESRS 2. This includes impacts arising from the company's own operations, its value chain, its products or services, and its business relationships. <p>Description of Workforce Types:</p> <ul style="list-style-type: none"> ● Employees: TAJCO Group A/S directly employs a diverse workforce that includes manufacturing staff, IT and Administrative team members, project management team, research and development teams, and sales professionals. These employees are primarily engaged in the production, support, and promotion of the company's products and services. ● Impacts: Employees are subject to material impacts such as changes in job roles, skill requirements, and job security due to the strategic shift towards exterior trims and sustainable materials. ● Non-employees: TAJCO Group A/S also utilizes workers provided by third-party employment agencies, primarily for roles in temporary or seasonal manufacturing positions. ● Impacts: These workers may face material impacts related to job security and working conditions, especially as the company adapts its operations to meet new strategic objectives.
S1-SBM-3-14.(b)	in the case of material negative impacts, whether they are either (i) widespread or systemic in contexts where the undertaking operates (for example, child labour or forced labour	<p>1. Inclusion of All Impacted Workforce Members:</p> <ul style="list-style-type: none"> ● Scope Confirmation: TAJCO Group A/S confirms that all individuals in its workforce who could be materially impacted by the company's

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	148

or compulsory labour in specific countries or regions outside the EU), or (ii) related to individual incidents (for example, an industrial accident or an oil spill);

operations are included in the scope of its disclosure under ESRS 2. This includes employees as well as non-employees provided by third-party undertakings, with impacts arising from the company's own operations, value chain, products or services, and business relationships.

2. Nature of Material Negative Impacts:

- **Widespread or Systemic Impacts:** TAJCO Group A/S has identified no risks of forced labor within its supply chain. These systemic issues are being addressed through stringent Supplier Code of Conduct to improve labor conditions.
- **Action Taken:** Supplier Code of Conduct in place to ensure no forced labor practices are undertaken and ensure compliance with international labor standards.

Impacts Related to Individual Incidents:

TAJCO Group A/S has not been majorly impacted by any big incidents causing fatalities of individuals. We aim to continue implementing new safety protocols, and providing additional safety training to all employees to prevent any future incidents.

S1-SBM-3-14.(c)

in the case of material positive impacts, a brief description of the activities that result in the positive impacts, the types of employees and non-employees in its own workforce that are positively affected or could be positively affected; the undertaking may also disclose whether the positive impacts occur in specific countries or regions;

TAJCO Group A/S acknowledges the importance of disclosing all material impacts that could affect the people within its workforce as per the requirements of paragraph 48 under ESRS 2.

Inclusion of Workforce in Scope of Disclosure

TAJCO Group A/S confirms that the scope of this disclosure includes all people in its workforce who could be materially impacted by the company's operations, including employees and non-employees.

Material Positive Impacts

TAJCO Group A/S has identified several material positive impacts associated with its operations:

- **Workforce Development and Skill Enhancement:**

Activities: The company invests in continuous training and development programs across all its locations to enhance the skills and career prospects of its employees.

Affected Workforce: This positively affects both employees and contractors, particularly in manufacturing and technical roles.

Geographical Impact: These positive impacts are more evident in our manufacturing site in China, where specialized training programs have significantly improved workforce capabilities.

- **Employee Well-being and Safety:**

Activities: TAJCO Group A/S has implemented robust health and safety programs, ensuring safe working conditions across all sites.

Affected Workforce: All employees, particularly those in the manufacturing sector, benefit from these safety measures.

Geographical Impact: The impact is most significant at our manufacturing site in China where stringent safety protocols have been enforced.

- **Diversity and Inclusion Initiatives:**

Activities: The company promotes diversity and inclusion across its global operations, with specific programs aimed at increasing workforce diversity.

Affected Workforce: Employees in all regions.

Geographical Impact: Positive impacts are particularly noted in our offices in Europe and North America, where diversity initiatives have led to increased representation of diverse groups in leadership roles.

TAJCO Group A/S may provide further disclosure on positive impacts specific to certain countries or regions as these initiatives continue to develop.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	149

Through this disclosure, TAJCO Group A/S demonstrates its commitment to transparency and the responsible management of its workforce, ensuring that all materially impacted individuals are included within the scope of our sustainability reporting.

S1-SBM-3-14.(d)
any material risks and opportunities for the undertaking arising from impacts and dependencies on its own workforce;

Material Impacts Connected to Operations and Value Chain

TAJCO Group A/S recognizes that our operations and value chain can have significant impacts on our workforce. These impacts are evaluated not only within our own operations but also across our entire value chain, including the production and distribution of our automotive components, as well as through our business relationships with suppliers, partners, and customers.

Material Risks and Opportunities

● Material Risks:

Operational Disruptions: Any disruptions at our manufacturing site in China, such as those caused by labor unrest, health and safety issues, or regulatory changes, could materially affect our production capabilities and, consequently, our workforce.

Compliance and Regulatory Risks: As an international company, we are subject to varying labor laws and regulations in the countries where we operate. Non-compliance with these laws could lead to legal penalties, damage to our reputation, and adverse impacts on our workforce.

Supply Chain Vulnerabilities: Dependence on global supply chains may expose our workforce to risks such as job insecurity and fluctuating work conditions due to supply chain disruptions or shifts in sourcing strategies.

● Material Opportunities:

Workforce Development: By investing in the training and development of our employee workforce, particularly in emerging markets like China, we can enhance productivity, employee satisfaction, and retention, leading to a more resilient and skilled workforce.

Sustainable Practices: Emphasizing sustainability in our operations and value chain can create opportunities for our workforce, such as roles focused on environmental responsibility, which can attract talent and improve our brand reputation.

Technological Advancements: Adoption of advanced manufacturing technologies and digital solutions across our sites can create opportunities for upskilling our workforce, leading to greater efficiency and innovation in our production processes.

In conclusion, TAJCO Group A/S remains committed to ensuring that all material impacts on our workforce are thoroughly evaluated and disclosed. We continuously monitor and manage risks while seeking opportunities to enhance the well-being and capabilities of our employees across all regions where we operate.

S1-SBM-3-14.(e)
any material impacts on its own workforce that may arise from transition plans for reducing negative impacts on the environment and achieving greener and climate- neutral operations, including information on the impacts on own workforce caused by the undertaking's plans and actions to reduce carbon emissions in line with international agreements. Impacts, risks and opportunities include restructuring and employment loss as well as opportunities arising from job creation and reskilling or upskilling;

Material Impacts on Workforce

TAJCO Group A/S acknowledges the potential material impacts on its workforce that may arise from its transition plans aimed at reducing negative environmental impacts and achieving greener, climate-neutral operations. In line with international agreements, TAJCO is committed to reducing its carbon emissions and has developed plans and actions to support this goal. These initiatives may lead to minimal workforce-related impacts due to lower Operation-related emissions of TAJCO.

● Restructuring:

The company recognizes that certain operations may need to be restructured as part of its transition to more sustainable practices. This restructuring could potentially lead to employment losses in specific areas where operations are either scaled down or shifted towards more sustainable methods.

● Job Creation Opportunities:

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	150

TAJCO anticipates that the transition to greener operations will also create new job opportunities within the company. These opportunities may arise in areas such as sustainable manufacturing, product development of environmentally friendly products, and other green initiatives that the company plans to implement.

To mitigate the impact of job transitions and to prepare the workforce for future demands, TAJCO is committed to investing in reskilling and upskilling own employees. We aim to equip our employees with the necessary skills to transition into new roles created by our sustainability initiatives, ensuring that our workforce remains adaptable and competitive in a rapidly changing industry.

TAJCO is actively managing the risks associated with these transitions by maintaining open lines of communication with its workforce. The company is dedicated to ensuring that employees are informed and involved in the transition process through internal communication website.

S1-SBM-3-14.(f)	operations at significant risk of incidents of forced labour or compulsory labour ⁹⁴ either in terms of:	
S1-SBM-3-14.(f).i.	type of operation (such as manufacturing plant); or	<p>Material Impacts on Workforce:</p> <p>TAJCO Group A/S does considers potential material impacts on its own workforce, particularly in relation to the risk of forced labor or compulsory labor, especially for the manufacturing site in China.</p> <p>Mitigation Measures:</p> <p>To address and mitigate these risks, TAJCO Group A/S has instituted a comprehensive set of policies and practices, including:</p> <ul style="list-style-type: none"> ● Supplier Code of Conduct: All suppliers and partners are required to adhere to our Supplier Code of Conduct, which explicitly prohibits any form of forced or compulsory labor. ● Employee Training: We provide training and resources to our workforce to raise awareness of human rights issues and to encourage the reporting of any concerns related to forced labor.
S1-SBM-3-14.(f).ii.	countries or geographic areas with operations considered at risk;	<p>TAJCO Group A/S does considers potential material impacts on its own workforce especially for its manufacturing site in China.</p> <p>Mitigation Measures:</p> <p>To address and mitigate these risks, TAJCO Group A/S has instituted a comprehensive set of policies through Code of conduct:</p> <ul style="list-style-type: none"> ● Supplier Code of Conduct: All suppliers and partners are required to adhere to our Supplier Code of Conduct, which explicitly prohibits any form of forced or compulsory labor.
S1-SBM-3-14.(g)	operations at significant risk of incidents of child labour either in terms of:	
S1-SBM-3-14.(g).i.	type of operation (such as manufacturing plant); or	<p>Child Labour Risk Assessment:</p> <p>TAJCO conducts a thorough assessment during recruitment of employees at any of the sites globally to identify any significant risks related to child labor. Based on our evaluation, we have determined that the following operations are considered to be at significant risk:</p> <p>Manufacturing Plant in China: Given the location and the nature of the manufacturing industry, this site could be identified as an operation at significant risk</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	151

of child labor incidents. There were no incidents reported until date at any of the TAJCO sites. We have implemented strict monitoring and compliance measures to mitigate these risks, including supplier engagement process and adherence to international labor standards through our Supplier Code of Conduct.

TAJCO Group A/S remains committed to continuous monitoring and improvement of our labor practices, ensuring that we uphold the highest ethical standards across all regions where we operate. We will continue to work diligently to prevent any form of child labor within our operations and value chain, and we are dedicated to maintaining transparency through ongoing disclosure in alignment with ESRS 2 requirements.

S1-SBM-3-14.(g).ii.	countries or geographic areas with operations considered at risk.	TAJCO Group A/S does considers possibility of potential Child Labor incidents especially for its manufacturing site in China.
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Mitigation Measures:

To address and mitigate these risks, TAJCO Group A/S has instituted a comprehensive set of policies through Code of conduct:

Supplier Code of Conduct: All suppliers and partners are required to adhere to our Supplier Code of Conduct, which explicitly prohibits Child labor risks.

S1-SBM-3-15.	In describing the main types of people in its own workforce who are or could be negatively affected, based on the materiality assessment set out in ESRS 2 IRO 1, the undertaking shall disclose whether and how it has developed an understanding of how people with particular characteristics, those working in particular contexts, or those undertaking particular activities may be at greater risk of harm.	<h3>Workforce Characteristics and Contexts at Greater Risk</h3> <p>Through our Double Materiality Assessment, we have identified specific characteristics, contexts, and activities within our diverse workforce that may put certain employees at greater risk of harm. The following outlines our understanding of these risks and the measures we are taking to address them:</p> <h4>Health in the Work Environment:</h4> <ul style="list-style-type: none"> ● At-risk Groups: Employees involved in manufacturing operations in China, particularly those working in environments with potential exposure to hazardous materials, high noise levels, or physically demanding tasks, are identified as being at higher risk of work-related health issues. ● Understanding and Mitigation: We have implemented rigorous health and safety protocols, regular health checks, and mandatory safety training to ensure that our workforce is protected from potential health risks. Additionally, we continually monitor the work environment and make necessary adjustments to mitigate any emerging risks. <h4>High Work Intensity:</h4> <ul style="list-style-type: none"> ● At-risk Groups: Employees in roles with high productivity demands, such as those in manufacturing in China, as well as those in management positions across all locations, may experience high work intensity that could lead to burnout or stress-related health issues. ● Understanding and Mitigation: We have introduced measures such as work-life balance, flexible working hours for Offices in EU and North America, peer-to-peer communication, as well as having one-on-one sessions with managers. Our aim is to ensure that employees have the support they need to manage their workloads effectively without compromising their well-being. <h4>Fear of Job Security:</h4> <ul style="list-style-type: none"> ● At-risk Groups: Employees in locations or roles subject to market fluctuations, such as those in manufacturing in China and administrative roles in Europe, might face uncertainties regarding job security, particularly in times of economic instability or organizational restructuring. ● Understanding and Mitigation: We have established clear communication channels to provide transparency around business decisions that may impact job security. Additionally, we offer retraining and upskilling opportunities to enhance employees' career prospects within the company, thereby reducing fear and uncertainty about their employment future.
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Ongoing Commitment

TAJCO Group A/S remains dedicated to fostering an environment where all employees, regardless of their role, location, or context, can work safely and with confidence in their job security. Our approach to understanding and mitigating risks is an ongoing process, and we will continue to refine our strategies to protect our workforce as we grow and evolve.

This disclosure reflects our commitment to not only meeting regulatory requirements but also to prioritizing the well-being of our employees globally. We believe that by addressing these potential risks proactively, we contribute to a more sustainable and supportive work environment for all.

S1-SBM-3-16. The undertaking shall disclose which, if any, of its material risks and opportunities arising from impacts and dependencies on people in its own workforce relate to specific groups of people (for example, particular age groups, or people working in a particular factory or country) rather than to all of its own workforce (for example, a general pay cut, or training offered to all people in its own workforce).

Specific Group Disclosure: Health in the Work Environment

We wish to disclose that the risks and opportunities related to health in the work environment (IRO - Health) are specifically applicable to our manufacturing site in China. This disclosure pertains exclusively to our manual workers who are directly involved in operations that expose them to potential hazards and risks. These manual workers face unique challenges due to their direct contact with hazardous materials, machinery, and processes inherent to manufacturing.

TAJCO Group A/S is actively addressing these risks by implementing targeted health and safety protocols, providing safety training, and ensuring that appropriate protective measures are in place to mitigate any potential harm. The health and well-being of this specific group of employees remain a top priority for the company, and we are continually evaluating and improving our practices to ensure a safe working environment.

This disclosure does not apply to the entirety of TAJCO Group A/S's workforce but is focused on the identified group of manual workers at our Chinese manufacturing site, where the nature of their work necessitates special attention to health-related risks.

6.2 Impacts, risks and opportunities management

6.2.1 Disclosure Requirement S1-1 – Policies related to own workforce

ESRS S1-1 Policies related to own workforce

The undertaking shall describe its policies adopted to manage its material impacts on its own workforce, as well as associated material risks and opportunities.

S1-1-19. The disclosure required by paragraph 17 shall contain the information on the undertaking's policies to manage its material impacts, risks and opportunities related to its own workforce in accordance with ESRS 2 MDR-P Policies adopted to manage material sustainability matters.

TAJCO Group A/S is committed to fostering a sustainable and responsible work environment across all our global locations. Our approach is guided by the principles outlined in the European Sustainability Reporting Standards (ESRS) and specifically adheres to the requirements of ESRS 2 MDR-P, concerning the management of material impacts, risks, and opportunities related to our workforce.

Workforce Management Policies

We aim to redesign our existing policies to address and manage the sustainability impacts, risks, and opportunities associated with our workforce. Our current existing policies are consistent across all our locations, considering local legal requirements, cultural contexts, and specific operational needs.



Health and Safety

We prioritize the health and safety of our employees through comprehensive safety protocols, regular training, and continuous improvement of our safety measures. We aim to minimize workplace injuries and ensure a safe working environment for all.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	153

employees, with particular attention to our manufacturing site in China, where operational risks are higher.

● Employee Well-being and Engagement

TAJCO Group promotes a positive work environment by supporting employee well-being and engagement. Regular employee surveys are conducted to gauge satisfaction and identify areas for improvement.

● Diversity and Inclusion

We ensure that all employees, regardless of gender, ethnicity, age, or background, have equal opportunities for employment and advancement. We are committed to fostering a workplace culture that respects and values diversity, recognizing it as a key driver of innovation and success.

● Fair Labor Practices

We adhere to fair labor practices, including compliance with all applicable labor laws and regulations. Our commitment includes ensuring fair wages, reasonable working hours, and the prevention of forced or child labor in all our operations, particularly within our manufacturing site in China.

● Training and Development

TAJCO Group invests in the continuous professional development of our workforce. We provide regular training programs to enhance skills, knowledge, and leadership capabilities, ensuring our employees are equipped to meet the evolving demands of the automotive industry.

S1-1-19.

In addition, the undertaking shall specify if such policies cover specific groups within its own workforce or all of its own workforce.

● Health and Safety

We prioritize the health and safety of our employees through comprehensive safety protocols, regular training, and continuous improvement of our safety measures. We aim to minimize workplace injuries and ensure a safe working environment for all employees, with particular attention to our manufacturing site in China, where operational risks are higher. This policy covers all employees across all locations.

● Employee Well-being and Engagement

TAJCO Group promotes a positive work environment by supporting employee well-being and engagement. We provide resources for mental health, work-life balance initiatives, and opportunities for professional development. Regular employee surveys are conducted to gauge satisfaction and identify areas for improvement. This policy applies to all employees but may include tailored programs for specific groups, such as managers or new hires, depending on their unique needs.

● Diversity and Inclusion

Our diversity and inclusion policy ensures that all employees, regardless of gender, ethnicity, age, or background, have equal opportunities for employment and advancement. We are committed to fostering a workplace culture that respects and values diversity, recognizing it as a key driver of innovation and success. This policy applies to all employees without exception.

● Fair Labor Practices

We adhere to fair labor practices, including compliance with all applicable labor laws and regulations. Our commitment includes ensuring fair wages, reasonable working hours, and the prevention of forced or child labor in all our operations, particularly within our manufacturing site in China. This policy covers all employees, with particular focus on ensuring compliance in high-risk areas such as manufacturing.

● Training and Development

TAJCO Group invests in the continuous professional development of our workforce. We provide regular training programs to enhance skills, knowledge, and leadership capabilities, ensuring our employees are equipped to meet the evolving demands of the automotive industry. Training programs are available to all employees, with specific tracks designed for various roles such as leadership, technical skills, and new employee orientation.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	154

<p>S1-1-20.</p>	<p>The undertaking shall describe its human rights policy commitments that are relevant to its own workforce, including those processes and mechanisms to monitor compliance with the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises. In its disclosure it shall focus on those matters that are material in relation to, as well as its general approach to:</p>	<p>This disclosure outlines our human rights policy commitments, the processes and mechanisms we have in place to monitor compliance, and our approach to respecting the human rights and labor rights of our workforce.</p>
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<p>S1-1-20.(a)</p>	<p>respect for the human rights, including labour rights, of people in its own workforce;</p>	<p>Human Rights Policy Commitments</p> <ul style="list-style-type: none"> ● Respect for Human Rights: TAJCO Group A/S is committed to respecting the human rights of all our employees, as articulated in the UN Guiding Principles on Business and Human Rights. We recognize our responsibility to avoid infringing on the rights of others and to address any adverse human rights impacts with which we are involved. This commitment is embedded in our corporate values and operational policies across all locations. ● Upholding Labour Rights: We adhere strictly to the ILO Declaration on Fundamental Principles and Rights at Work, which includes the elimination of forced or compulsory labor, the abolition of child labor, the elimination of discrimination in respect of employment and occupation, and the respect for freedom of association and the right to collective bargaining. These principles are integrated into our labor policies and practices globally, with particular emphasis on compliance within our manufacturing operations in China. ● Compliance with the OECD Guidelines for Multinational Enterprises: TAJCO Group A/S follows the OECD Guidelines for Multinational Enterprises, ensuring that our business operations are conducted responsibly, transparently, and with respect for the rights of all employees. This includes conducting due diligence to identify, prevent, and mitigate adverse human rights impacts associated with our operations.
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Monitoring and Audits

- ISO 45001 Compliance: We have implemented ISO 45001 standards for our manufacturing site. This standard helps us to be assured of the compliance with respect to Labor and human rights.
- TAJCO Group A/S conducts regular internal audits and third-party assessments to ensure compliance with our human rights and labor rights commitments. These audits cover all aspects of our operations.

Grievance Mechanisms

We provide accessible and confidential grievance mechanisms for our employees to report any concerns or violations related to human rights or labor practices. These mechanisms are in place across all our locations and are designed to ensure that all complaints are addressed promptly, fairly, and transparently.

Training and Awareness

We conduct training programs for our management teams and employees to raise awareness about human rights, labor rights, and our company's specific commitments.

<p>S1-1-20.(b)</p>	<p>engagement with people in its own workforce; and</p>	<p>Engagement with Workforce</p>
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	155

● Employee Engagement and Communication

TAJCO Group is committed to open and transparent communication with our workforce. We regularly engage with our employees through surveys, town hall meetings, and direct feedback channels to understand their concerns and ensure their voices are heard in decision-making processes.

● Continuous Improvement

We continuously seek to improve our human rights policies and practices based on feedback from our employees and other stakeholders. This includes regular reviews of our policies, engagement in multi-stakeholder initiatives, and collaboration with external experts to stay aligned with evolving human rights standards.

S1-1-20.(c)	measures to provide and/or enable remedy for human rights impacts.	Measures to Provide and/or Enable Remedy for human rights impact
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● Grievance Mechanisms and Complaint Resolution

TAJCO Group has established accessible and transparent grievance mechanisms that allow employees to report human rights violations or concerns confidentially. These mechanisms are available to all employees across our global operations, including our manufacturing site in China and offices in Germany, Slovakia, and North America. Employees can submit grievances through various channels to HR representatives. The grievance process is designed to be straightforward and non-retaliatory, ensuring that all complaints are taken seriously and addressed promptly.

● Investigation and Corrective Action

Upon receiving a complaint, TAJCO Group conducts a thorough investigation to determine the validity of the claim and the underlying causes. This process involves engaging relevant stakeholders, including the affected employees, and reviewing any available evidence. If a human rights violation is confirmed, we take immediate corrective action to remedy the situation. This may include disciplinary measures against those responsible, changes in workplace practices, and providing compensation or other forms of restitution to the affected employees.

S1-1-21.	The undertaking shall disclose whether and how its policies with regard to its own workforce are aligned with relevant internationally recognised instruments, including the UN Guiding Principles on Business and Human Rights.	TAJCO Group currently complies with ISO 45001 standard for its manufacturing site in China. TAJCO Group shall disclose the alignment with other relevant international recognized standards such as UN guiding principles on Human Rights after critically reviewing the existing policies and making necessary changes if required.
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S1-1-22.	The undertaking shall state whether its policies in relation to its own workforce explicitly address trafficking in human beings, forced labour or compulsory labour and child labour.	Policies Explicitly Addressing Trafficking, Forced Labor, and Child Labor
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TAJCO Group A/S explicitly condemns and prohibits any form of trafficking in human beings, Forced Labor and Child Labor within our operations or supply chains. We are committed to ensuring that our workforce is not subject to any practices associated with human trafficking, including recruitment, transportation, or harboring of persons for exploitative purposes. Our recruitment processes are designed to prevent trafficking by ensuring that all employees are hired through ethical channels, with clear and fair terms of employment. We work closely with our suppliers to ensure they share our commitment to preventing human trafficking, requiring adherence to our Supplier Code of Conduct.

S1-1-23.	The undertaking shall state whether it has a workplace accident prevention policy or management system.	TAJCO Group A/S is committed to ensuring the safety and well-being of our employees across all our global operations. As part of this commitment, we have implemented a comprehensive workplace accident prevention policy and management system designed to minimize the risk of accidents and promote a safe working environment.
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	156

Workplace Accident Prevention Policy

Policy Overview:

TAJCO Group A/S has established a workplace accident prevention policy that applies mainly to our manufacturing site in China. This policy outlines our commitment to preventing workplace accidents through proactive measures, continuous improvement, and compliance with relevant health and safety regulations.

Key Components of the Policy:

- **Risk Assessment:** We conduct regular risk assessments to identify potential hazards in the workplace. This involves evaluating the work environment, equipment, and processes to determine areas where accidents could occur and implementing measures to mitigate these risks.
- **Safety Training:** All employees receive regular training on workplace safety, including the proper use of equipment, emergency procedures, and the importance of reporting hazards. Specialized training is provided to employees in high-risk roles, particularly at our manufacturing site.
- **Safety Equipment and Protective Gear:** We ensure that all necessary safety equipment and protective gear are available to our employees and that they are trained in its correct use. This includes providing personal protective equipment (PPE) and ensuring that safety standards are maintained in all operational areas.
- **Emergency Preparedness:** Our policy includes clear procedures for emergency situations, such as fire, chemical spills, or other incidents that could result in accidents. Employees are trained in these procedures, and regular drills are conducted to ensure preparedness.
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Workplace Accident Prevention Management System

TAJCO Group A/S has implemented a management system to oversee the execution of our workplace accident prevention policy. This system is designed to ensure ongoing compliance with safety standards, continuous monitoring of workplace conditions, and prompt response to any safety concerns. We have established a formal process for reporting and investigating workplace accidents. All incidents, regardless of severity, are documented and investigated to identify root causes and implement corrective actions. This process is crucial for preventing the recurrence of similar incidents in the future.

Compliance and Certification

TAJCO Group A/S ensures that our workplace safety management system is compliant with international standards such as ISO 45001 (Occupational Health and Safety Management Systems). We also ensure compliance with local health and safety regulations in all countries where we operate.

S1-1-24.	The undertaking shall disclose:
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S1-1-24.(a)	whether it has specific policies aimed at the elimination of discrimination, including harassment, promoting equal opportunities and other ways to advance diversity and inclusion;	<h3>Diversity and Inclusion Policy</h3> <p>TAJCO Group A/S recognizes the value of a diverse workforce and is committed to fostering an inclusive environment where all employees feel valued and respected. Our diversity and inclusion policy outlines our commitment to promoting diversity in all its forms, including gender, ethnicity, age, cultural background, and more. We actively promote diversity through targeted recruitment efforts, employee resource groups, and diversity training programs. Our leadership team is held accountable for advancing diversity and inclusion within their teams, and we regularly measure and report on our progress in these areas.</p>
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	157

S1-1-24.(b)	whether the following grounds for discrimination are specifically covered in the policy: racial and ethnic origin, colour, sex, sexual orientation, gender identity, disability, age, religion, political opinion, national extraction or social origin, or other forms of discrimination covered by Union regulation and national law;	<p>TAJCO Group A/S is committed to maintaining a workplace that is free from discrimination and harassment, in line with both international standards and relevant Union regulations and national laws.</p>
S1-1-24.(c)	whether the undertaking has specific policy commitments related to inclusion or positive action for people from groups at particular risk of vulnerability in its own workforce and, if so, what these commitments are; and	<p>TAJCO Group A/S is dedicated to fostering an inclusive and supportive work environment for all employees including those from groups that are at a higher risk of vulnerability.</p> <p>Specific Policy Commitments for Vulnerable Groups</p> <ul style="list-style-type: none"> ● Commitment to Gender Equality ● Policy Commitment: TAJCO Group A/S has a strong commitment to promoting gender equality within our workforce. This includes taking positive action to support women in the workplace, particularly in areas where they may be underrepresented, such as leadership roles or technical positions. ● Positive Action: Our gender equality initiatives include targeted recruitment efforts to increase the representation of women in various roles, mentorship programs for female employees, and measures to ensure equal pay for equal work. We also support work-life balance through family-friendly policies, such as parental leave and flexible working hours, to help employees manage their personal and professional responsibilities. ● Support for Immigrants ● Policy Commitment: TAJCO Group A/S is committed to creating an inclusive environment for immigrant employees. We recognize that they may face unique challenges, and we are dedicated to supporting their integration and success within our company. ● Positive Action: We provide language support programs and other cultural programs to help our immigrant employees adapt to the workplace.
S1-1-24.(d)	whether and how these policies are implemented through specific procedures to ensure discrimination is prevented, mitigated and acted upon once detected, as well as to advance diversity and inclusion in general.	<p>TAJCO Group A/S is committed to ensuring that our policies aimed at preventing discrimination, promoting diversity, and advancing inclusion are effectively implemented across all our operations.</p>

Prevention of Discrimination

- Training and Awareness Programs:
- TAJCO Group A/S conducts mandatory training sessions for all employees on topics related to anti-discrimination, unconscious bias, and cultural sensitivity. These programs are designed to raise awareness of the different forms of discrimination, educate employees on the importance of diversity and inclusion, and equip them with the knowledge to identify and prevent discriminatory behavior.
- Policy Communication: We ensure that all employees are fully informed of our anti-discrimination policies through clear communication channels, including employee handbooks, onboarding sessions, and regular internal communications. These policies are also accessible through our intranet and are regularly reinforced through ongoing training and updates.
- Inclusive Recruitment Practices:
- TAJCO Group A/S has implemented recruitment procedures that actively promote diversity and prevent discrimination in hiring. This includes using diverse candidate pools, standardized interview processes, and bias mitigation techniques to ensure that all candidates are evaluated fairly based on their qualifications and experience.

Mitigation of Discrimination Risks

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	158

- Monitoring and Audits:
- We conduct annual ISO 45001 audit of our manufacturing site, which comprise of our most number of employees, to identify any potential risks of discrimination.
- Risk Assessment:
- TAJCO Group A/S performs periodic risk assessments to identify areas within the organization where discrimination may occur.

Action Upon Detection of Discrimination

- Grievance Mechanisms:
- TAJCO Group A/S has established confidential and accessible grievance mechanisms that allow employees to report incidents of discrimination or harassment without fear of retaliation. These mechanisms include hotlines, online reporting tools, and direct contact with HR representatives.
- Investigation and Remediation:
- When a discrimination complaint is received, we promptly initiate a thorough investigation led by trained HR professionals. The investigation process includes interviewing involved parties, reviewing relevant documentation, and ensuring impartiality. Based on the findings, appropriate remedial actions are taken, which may include disciplinary measures, training, or policy changes.

S1-1-AR 10.	<p>The undertaking shall consider whether explanations of significant changes to the policies adopted during the reporting year (for example, new expectations for foreign subsidiaries, new or additional approaches to due diligence and remedy) provide contextual information for users and may disclose such explanations. This includes policies and commitments of the undertaking to prevent or mitigate the risks and negative impacts on people in its own workforce of reducing carbon emissions and transitioning to greener and climate-neutral operations as well as to provide opportunities for the workforce such as job creation and upskilling, including explicit commitments to a 'just transition'.</p>	<p>For the next reporting year, TAJCO Group A/S aims to undertake significant updates to its policies, particularly in response to our ongoing commitment to sustainability, reducing carbon emissions, and transitioning to greener and climate-neutral operations. These changes are part of our broader strategy to ensure that our workforce is supported through this transition, aligning with our commitment to a 'just transition' that mitigates risks and negative impacts while also providing new opportunities for our employees.</p>
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S1-1-AR 14.	<p>The undertaking may provide an illustration of the types of communication of its policies to those individuals, group of individuals or entities for whom they are relevant, either because they are expected to implement them (for example, the undertaking's employees, contractors and suppliers), or because they have a direct interest in their implementation (for example, people in its own workforce, investors). It may disclose communication tools and channels (for example, flyers, newsletters, dedicated websites, social media, face to face interactions, workers' representatives), aimed at ensuring that the policy is accessible and that different audiences understand its implications. The undertaking may also explain how it identifies and removes potential barriers for dissemination, such as through translation into relevant languages or the use of graphic depictions.</p>	<p>TAJCO Group A/S recognizes the importance of effectively communicating our policies to all relevant stakeholders, including employees, contractors, suppliers, and investors. Ensuring that these policies are well understood and accessible is critical to their successful implementation and to fostering a culture of compliance and engagement.</p>
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Communication Tools and Channels

- **Internal Communications for Employees**
- Employee Handbooks and Policy Manuals:
- All employees receive a comprehensive employee handbook and access to policy manuals, which detail our policies on topics such as anti-discrimination, workplace safety, and diversity and inclusion. These documents are updated regularly and are made available in both digital and print formats.
- Intranet and Dedicated Websites:
- TAJCO Group A/S maintains an internal intranet site where employees can easily access all relevant policies, guidelines, and updates. The

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	159

intranet is organized to allow employees to quickly find information related to their roles and responsibilities. Additionally, we have dedicated websites that host training materials.

- Newsletters and Email Updates:
- Regular newsletters and email updates are sent to all employees, highlighting key policy changes, upcoming training sessions, and reminders about existing policies. These communications are designed to keep policies top-of-mind and ensure that employees are aware of their responsibilities.

- **Communication with Contractors and Suppliers**

- Supplier Code of Conduct:
- TAJCO Group A/S provides all suppliers and contractors with a Supplier Code of Conduct that outlines our expectations regarding compliance with our policies, including those related to labor standards, environmental practices, and human rights. This document is distributed at the outset of any business relationship and is reviewed annually.
- Contractual Agreements:
- All contracts with suppliers and contractors include clauses that explicitly reference our existing policies and mandatory governmental regulations. These agreements are legally binding and are accompanied by clear communication about the implications of non-compliance.

- **Communication with Investors and Other Stakeholders**

- TAJCO Group A/S includes detailed information about our policies in the annual reports which are distributed to investors, analysts, and other stakeholders. These reports provide transparency about our commitment to ethical practices and include data on the implementation and impact of our policies.

- **Removing Barriers to Dissemination**

- Translation and Localization: To ensure that our policies are accessible to all employees, contractors, and suppliers, we translate key documents into the relevant languages spoken in the regions where we operate. This includes translating policies into languages such as Mandarin for our operations in China, German for our offices in Germany.

S1-1-AR 17. The undertaking may disclose whether it:

S1-1-AR 17.(a)

has policies and procedures which make qualifications, skills and experience the basis for the recruitment, placement, training and advancement at all levels, while accounting for the fact that some individuals may have more difficulty than others to acquire such qualifications, skills and experience;

TAJCO Group A/S is committed to ensuring that our recruitment, placement, training, and advancement practices are based on the qualifications, skills, and experience of individuals at all levels of the organization. We recognize that some individuals may face challenges in acquiring these qualifications, skills, and experience, and we have few actions to address these challenges and promote equitable opportunities for all employees.

- **Merit-Based Recruitment and Placement**

- TAJCO Group A/S's recruitment and placement policies prioritize the qualifications, skills, and experience of candidates as the primary criteria for hiring decisions. We aim to match the right talent with the right roles to ensure that our workforce is equipped to meet the demands of our business.
- Our recruitment process includes a thorough evaluation of candidates' qualifications, skills, and experience through structured interviews, skills assessments, and reference checks. We use standardized criteria to ensure that all candidates are evaluated fairly and consistently.
- **Support for Individuals Facing Barriers to Acquisition of Skills and Experience**
- We acknowledge that some individuals may face greater challenges in acquiring the necessary qualifications, skills, and experience due to

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	160

factors such as socio-economic background or any other barriers. TAJCO Group A/S is committed to providing support to help these individuals overcome these challenges and access opportunities within our organization.

- To support individuals facing barriers, we have initiatives such as internship programs and partnerships with educational institutions that provide training and skill-building opportunities. These programs are designed to help individuals gain the experience and qualifications needed to succeed in their roles.
- **Training and Development**
- TAJCO Group A/S is dedicated to the continuous professional development of our employees. We provide training and development opportunities that are accessible to all employees, regardless of their current level of qualifications or experience.
- We offer a wide range of training programs, including on-the-job training, e-learning courses, and leadership development programs. Employees are encouraged to pursue professional development opportunities that align with their career goals.
- **Equitable Advancement Opportunities**
- TAJCO Group A/S ensures that advancement within the company is based on merit, with promotions and career progression opportunities being determined by an individual's performance, skills, and experience. We also recognize the importance of providing support to employees who may need additional help in developing these attributes.
- Our promotion processes are transparent and based on objective criteria, including performance reviews, skills assessments, and leadership potential. To support equitable advancement, we have peer-to-manager meetings, development plans for employees who may require additional support to progress in their careers.

S1-1-AR 17.(b)	assigns responsibility at top management level for equal treatment and opportunities in employment, issue clear company-wide policies and procedures to guide equal employment practices, and link advancement to desired performance in this area;	TAJCO Group A/S has a dedicated Sustainability team responsible for overseeing all ESG-related activities, with direct reporting to the Group Vice President.
S1-1-AR 17.(c)	provides staff training on non-discrimination policies and practices, with a particular focus on middle and upper management to raise awareness and address resolution strategies for preventing and addressing systemic and incidental discrimination;	TAJCO Group A/S is committed to fostering an inclusive workplace where discrimination is not tolerated. To achieve this, we provide comprehensive training on our non-discrimination policies and practices, with a particular focus on equipping middle and upper management with the knowledge and tools necessary to prevent and address both systemic and incidental discrimination.
S1-1-AR 17.(d)	makes adjustments to the physical environment to ensure health and safety for workers, customers and other visitors with disabilities;	TAJCO Group A/S is committed to ensuring that our facilities are accessible and safe for all individuals, including employees, customers, and visitors with disabilities.

Adjustments to the Physical Environment

- Accessible Entrances and Exits
- TAJCO Group A/S has ensured that all of our buildings are equipped with accessible entrances and exits. This includes the installation of ramps, automatic doors, and wide entryways that can accommodate wheelchairs and other mobility devices. Signage is clearly marked to guide individuals to the most accessible routes within our facilities.
- Accessible Restrooms
- Our facilities include restrooms that are specifically designed to be accessible to people with disabilities. These restrooms feature wider doorways, grab bars, lower sinks, and emergency call buttons to ensure that individuals with mobility challenges can use them safely and independently.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	161

S1-1-AR 17.(e)

evaluates whether job requirements have been defined in a way that could systematically disadvantage certain groups;

TAJCO Group A/S is committed to fostering an inclusive workplace where all employees, regardless of their background, have equal opportunities for employment and advancement. As part of our commitment to diversity and inclusion, we regularly evaluate our job requirements to ensure that they are fair, unbiased, and do not systematically disadvantage certain groups.

- **Evaluation of Job Requirements**
- Review and Analysis of Job Descriptions: TAJCO Group A/S conducts regular reviews and analyses of job descriptions and requirements to identify and eliminate any language, criteria, or qualifications that may unintentionally disadvantage certain groups, such as women, ethnic minorities, older workers, or individuals with disabilities.
- **Regular Training for Hiring Managers**
- Training Programs: TAJCO Group A/S provides regular training for hiring managers on how to define job requirements in a way that is inclusive and does not disadvantage certain groups. This training covers best practices for writing job descriptions, selecting criteria, and conducting interviews in a way that promotes fairness and equity.

S1-1-AR 17.(f)

keeps up-to-date records on recruitment, training and promotion that provide a transparent view of opportunities for employees and their progression within the undertaking;

TAJCO Group A/S is committed to maintaining transparency and fairness in the opportunities provided to our employees, particularly in areas such as recruitment, training, and promotion. To support this commitment, we keep up-to-date records that offer a clear and transparent view of employee opportunities and their progression within the company.

- **Keeping Up-to-Date Records**
- Transparency in Hiring:
- TAJCO Group A/S maintains detailed records of all recruitment activities, including job postings, candidate applications, interview processes, and final hiring decisions. These records are systematically organized and include data on the demographics of applicants, the selection criteria used, and the outcomes of each recruitment process.
- Tracking Diversity in Recruitment:
- We track and analyze recruitment data to ensure that our hiring practices are inclusive and that we are attracting a diverse pool of candidates. This helps us identify any potential biases in the recruitment process and make necessary adjustments to promote diversity and equal opportunity.

- **Training Records**
- We maintain comprehensive records of all training programs attended by employees. These records include information on the types of training completed, the duration of the training, the skills acquired, and the certification or qualifications obtained.

- **Promotion Records**
- We keep detailed records of promotion decisions, including the criteria used for promotions, the pool of candidates considered, and the rationale for selecting the promoted individual. This transparency ensures that promotions are based on merit and performance, rather than subjective factors.

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- **Access to records:**
- Employees at TAJCO Group A/S have access to their own training and promotion records through our internal HR systems. This transparency allows employees to track their career development and understand the opportunities available to them within the company.

S1-1-AR 17.(g)

puts in place grievance procedures to address complaints, handle appeals and provide recourse for employees (especially in the context of negotiations and collective agreements) when discrimination is identified, and is alert to formal structures and informal cultural issues

TAJCO Group A/S is committed to maintaining a workplace where all employees feel safe, respected, and empowered to raise concerns without fear of retaliation. To uphold this commitment, we have implemented our grievance procedures designed to address complaints, handle appeals, and provide recourse for employees, particularly in the context of cases of discrimination.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	162

that can prevent employees from raising concerns and grievances; and

Grievance Reporting Mechanisms

- Confidential Reporting Channels:
- TAJCO Group A/S provides multiple confidential channels for employees to report grievances, including complaints related to discrimination, harassment, or violations of collective agreements. These channels include a dedicated hotline, email, online reporting tools, and direct access to HR representatives.
- Accessibility of Grievance Procedures:
- The grievance procedures are clearly outlined in employee handbooks, posted on the company intranet, and communicated during onboarding and regular training sessions.

S1-1-AR 17.(h)	has programs to promote access to skills development.	<p>TAJCO Group A/S is committed to the continuous professional growth and development of our workforce. As part of our broader commitment to employee well-being and organizational excellence, we have implemented several programs designed to promote access to skills development.</p> <p>TAJCO Group A/S has Personal Development Plan (PDP) aimed at enhancing the skills and competencies of our employees. This program provides access to a wide range of training opportunities, including both technical and soft skills, to support career growth and personal development.</p>
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6.2.2 S1-2 – Processes for engaging with own workforce and workers' representatives about impacts

ESRS S1-2	<p>Processes for engaging with own workers and workers' representatives about impacts</p> <p>The undertaking shall disclose its general processes for engaging with people in its own workforce and workers' representatives about actual and potential impacts on its own workforce.</p>	
S1-2-27.	The undertaking shall disclose whether and how the perspectives of its own workforce inform its decisions or activities aimed at managing the actual and potential impacts on its own workforce. This shall include, where relevant, an explanation of:	TAJCO Group A/S is committed to ensuring that the perspectives of our workforce are integral to our decision-making processes, particularly in managing actual and potential impacts on our employees.
S1-2-27.(a)	whether engagement occurs directly with the undertaking's own workforce or workers' representatives;	<p>TAJCO Group A/S engages with our workforce through both direct interaction with employees and through workers' representatives. The specific mechanisms include:</p> <ul style="list-style-type: none"> ● Direct Engagement with Employees ● Employee Engagement Surveys: We conduct regular surveys and provide digital platforms for employees to express their views, concerns, and suggestions directly to management. These tools are used across all our locations, including our headquarters in Denmark, our manufacturing site in China, and our offices in Germany, Slovakia, and North America. ● Town Hall Meetings: Regular town hall meetings are organized where employees can communicate directly with senior management. These meetings facilitate open dialogue and ensure that employee perspectives are taken into account in decision-making. ● Engagement with Workers' Representatives ● Collective Bargaining: On manufacturing site, we engage in collective bargaining with unions, ensuring that workforce perspectives are formally considered in key decisions that affect employment conditions.
S1-2-27.(b)	the stage(s) at which engagement occurs, the type of engagement and frequency of the engagement;	<ul style="list-style-type: none"> ● Stages of Workforce Engagement

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	163

Stage: Before identifying impacts, risks and opportunities (IROs), material data points, and formulating new policies.

Engagement Type: Surveys and Feedback Sessions.

Frequency: Quarterly as well as annually, with additional sessions as needed.

Details: Employees are invited to participate in structured feedback sessions where they can share their views on existing IROs. This early-stage engagement ensures that workforce concerns are integrated into the Double Materiality Assessment.

● Types of Workforce Engagement

● Surveys and Questionnaires:

Distributed digitally, the tool gathers anonymous feedback on a wide range of topics, from workplace safety to job satisfaction and potential concerns about sustainability.

● Focus Groups and Workshops:

Details: Small group sessions involving employees from various departments to discuss specific topics in depth. These are particularly valuable during the planning and review stages of identifying IROs.

● One-on-One Meetings:

Details: Managers across all locations regularly hold individual meetings with employees to discuss personal concerns, career development, and any specific issues related to company policies.

● Frequency of Engagement

● **Ongoing Engagement:** Some engagement activities, such as one-on-one meetings, are available on a continuous basis, allowing for real-time feedback.

● **Scheduled Engagement:** Formal surveys, focus groups, to identify and review IROs, occurs annually.

S1-2-27.(c)	the function and the most senior role within the undertaking that has operational responsibility for ensuring that this engagement happens and that the results inform the undertaking's approach;	The primary function responsible for ensuring workforce engagement within TAJCO Group A/S is the Human Resources (HR) Department, which operates in coordination with regional HR teams and non-employee representation bodies across our various locations. The HR Senior Manager holds the most senior role within the company with operational responsibility for ensuring that workforce engagement occurs effectively.
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S1-2-27.(d)	where applicable, a Global Framework Agreement or other agreements that the undertaking has with workers' representatives related to the respect of human rights of its own workforce, including an explanation of how the agreement enables the undertaking to gain insight into the perspectives of its own workforce; and	At TAJCO Group A/S, we are committed to incorporating the perspectives of our workforce into our decision-making processes, particularly concerning the management of actual and potential impacts on our employees. We recognize the importance of understanding and respecting the rights and concerns of our workforce across all our global operations.
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Collective Agreement at TAJCO Manufacturing Ningbo Ltd. in China:

In China, our manufacturing site operates under a collective agreement as per the government standard requirements. This agreement is in place to ensure compliance with local labor laws and to uphold the rights of our workforce in this region.

The collective agreement in China is designed to safeguard the rights of workers, including those related to wages, working hours, health and safety, and other employment conditions. It serves as a formal mechanism through which employees can voice their concerns and have them addressed within the framework of Chinese labor laws.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	164

How the Collective Agreement Enables Insight into Workforce Perspectives

● Formal Communication Channels:

The collective agreement establishes formal communication channels between the management of TAJCO Manufacturing in China and the workers' representatives. This ensures that the perspectives of the workforce are regularly communicated to the management.

● Regular Meetings:

Under the terms of the agreement, regular meetings are held between the company's management and workers' representatives to discuss issues related to labor conditions, workplace safety, and other concerns. These meetings provide an important platform for non-employees to express their views and for management to respond appropriately.

S1-2-27.(e)

where applicable, how the undertaking assesses the effectiveness of its engagement with its own workforce, including, where relevant, any agreements or outcomes that result.

TAJCO Group A/S employs certain methods to assess the effectiveness of its engagement with the workforce. These assessments are designed to measure how well our engagement strategies capture the concerns and needs of our employees and how effectively these insights are integrated into our decisions and policies.

● Employee Engagement Surveys:

Frequency: Annually, with additional surveys as needed following significant changes or initiatives.

Content: These surveys include questions specifically designed to gauge employees' perceptions of their engagement with the company, the responsiveness of management to their concerns, and their overall satisfaction with the outcomes of these engagements.

Outcomes: Survey results are analyzed to identify trends, strengths, and areas for improvement. If survey results indicate dissatisfaction or a lack of effective engagement, targeted actions are implemented to address these issues.

● Feedback from non-Employee representation committees:

Employee representation committees provide regular feedback on the effectiveness of engagement mechanisms, including any collective agreements. These committees act as a direct link between workers and management, ensuring that concerns are not only heard but acted upon.

Outcomes of Effective Engagement

- Improved Employee Relations: Successful engagement has led to better communication and trust between management and employees, resulting in a more harmonious workplace.
- Policy Adjustments: Insights gained from engagement activities have directly informed changes in company policies, particularly those related to workplace safety, employee benefits, and working conditions.
- Enhanced Compliance: In China, adherence to the collective agreement has ensured that TAJCO remains compliant with local labor laws and standards, while also addressing employee concerns in a structured manner.
- Increased Employee Satisfaction: Regular assessments and adjustments have led to increased employee satisfaction, as evidenced by improved survey results and lower grievance rates.

S1-2-28.

Where applicable, the undertaking shall disclose the steps it takes to gain insight into the perspectives of people in its own workforce who may be particularly vulnerable to impacts and/or marginalised (for example, women, migrants, people with disabilities).

We plan to consider having different steps or procedures for the inclusion of the perspectives of people who fall under vulnerability groups. At present, TAJCO Group A/S conducts Employee Engagement Surveys and address the voices of the employees with critical topics.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	165

S1-2-29.	It may disclose a timeframe in which it aims to have such a process in place.	TAJCO aims to develop a more structured and comprehensive engagement framework post commissioning of its new manufacturing site in Mexico. At present, TAJCO Group A/S conducts Employee Engagement Surveys and address the voices of the employees with critical topics.
S1-2-29.	If the undertaking cannot disclose the above required information because it has not adopted a general process to engage with its own workforce, it shall disclose this to be the case.	At present, TAJCO Group A/S continue to conduct Employee Engagement Surveys and address the voices of all the employees with critical topics.
S1-2-AR 25.	The undertaking may also disclose the following information in relation to paragraph 24 on diversity:	
S1-2-AR 25.(a)	how it engages with at-risk or persons in vulnerable situations (for example whether it takes specific approaches and gives special attention to potential barriers);	<p>Specific Approaches to Engage with At-Risk or Vulnerable Employees</p> <ul style="list-style-type: none"> ● Identification of At-Risk Groups: ● Content: TAJCO has taken steps to identify groups within our workforce who may be considered at risk or in vulnerable situations. This includes women, particularly in male-dominated roles, migrant workers who may face language or cultural barriers, and employees with disabilities who may require specific accommodations. ● Outcome: This identification allows us to tailor our engagement strategies to meet the specific needs of these groups. ● Targeted Engagement Strategies: ● Employee Engagement Survey: ● Content: We conduct Employee Engagement Survey designed to even address the concerns and experiences of at-risk or vulnerable employees. These surveys are structured to create a safe and open environment where employees can freely express their views and concerns. ● Outcome: The feedback collected from these engagements informs our policies and practices, also ensuring that they are inclusive and sensitive to the needs of vulnerable employees. ● One-on-One Consultations: ● Content: There are even one-on-one consultations with designated managers for employees who may feel uncomfortable speaking out in group settings. These consultations provide a confidential space for discussing personal challenges and potential barriers they face at work. ● Outcome: Personalized support can be provided based on the specific needs identified during these consultations. ● Special Attention to Potential Barriers: ● Language and Cultural Support for Migrant Workers: ● Content: For migrant workers, we provide monetary support for language assistance program to help them integrate into the workplace. We also offer translation services for key communications and documents to ensure that language barriers do not hinder their participation in workplace activities. ● Outcome: These efforts help migrant workers better understand their rights and responsibilities, and facilitate smoother communication with management and colleagues.
S1-2-AR 25.(b)	how it takes into account potential barriers to engagement with people in its workforce (for example, language and cultural differences, gender and power imbalances, divisions within a community or group);	<p>Strategies to Address Potential Barriers to Engagement</p> <ul style="list-style-type: none"> ● Language and Cultural Differences: ● Multilingual Communication: ● Content: To overcome language barriers, particularly in regions like our manufacturing site in China where the workforce may speak different languages, TAJCO provides key communications in multiple languages. This includes translated documents, multilingual signage, and the availability of interpreters during meetings and training sessions.

- Outcome: Ensuring that all employees can understand and access important information allows for better engagement and participation in company activities.
- Cultural Sensitivity Training:
- Content: We offer cultural sensitivity training for both management and employees to foster a more inclusive work environment. This training helps build awareness and understanding of different cultural norms, practices, and communication styles within our diverse workforce.
- Outcome: By promoting cultural awareness, we create a more respectful and cohesive workplace where employees from different backgrounds feel valued and included.

● **Gender and Power Imbalances:**

TAJCO is committed to inclusive decision-making by ensuring that women are represented in leadership roles and decision-making forums. We actively encourage the participation of women in discussions that affect their work and career progress. This approach helps to mitigate gender imbalances and ensures that the perspectives of women are considered in company policies and decisions.

S1-2-AR 25.(c) how it provides people in its workforce with information that is understandable and accessible through appropriate communication channels;

Multilingual Communication:

● Translated Materials:

Content: To accommodate the diverse linguistic needs of our workforce, TAJCO provides key documents, such as company policies, safety guidelines, and important announcements, in multiple languages. This is especially important in regions like our manufacturing site in China, where employees may speak different languages.

Outcome: By offering materials in multiple languages, we ensure that all employees can fully understand the information being communicated, regardless of their native language.

● Digital Platforms:

Content: TAJCO utilizes digital platforms such as company intranets, emails, and mobile apps to disseminate information quickly and efficiently. These platforms are designed to be user-friendly and accessible from various devices, ensuring that employees can access important information at any time.

S1-2-AR 25.(d) - **Partially Omitted** any conflicting interests that have arisen among its workforce and how the undertaking has resolved these conflicting interests; and

Reason for omission: Further Reason

We haven't yet come across any such major conflicts that has disrupted our Operations

S1-2-AR 25.(e) how it seeks to respect the human rights of all stakeholders engaged, for example, their rights to privacy, freedom of expression, and peaceful assembly and protest.

Respecting the Right to Privacy

- Data Protection and Privacy Policies:
- Content: TAJCO has implemented comprehensive data protection and privacy policies in line with international standards such as the General Data Protection Regulation (GDPR). These policies govern the collection, use, and storage of personal data for all stakeholders, ensuring that their privacy is protected.
- Outcome: All personal data collected from employees, customers, and other stakeholders are handled with the utmost care, and access to sensitive information is strictly controlled. Regular audits and training ensure that our practices remain compliant with evolving privacy regulations.
- Confidentiality Agreements:
- Content: We require confidentiality agreements for employees, contractors, and partners who have access to sensitive information. This helps protect the privacy of all involved and ensures that information is not shared inappropriately.
- Outcome: These agreements reinforce our commitment to privacy and help maintain trust among our stakeholders.

Respecting the Right to Freedom of Expression

- Open Communication Channels:

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	167

- Content: TAJCO fosters a culture of open communication, where employees and other stakeholders are encouraged to express their opinions, concerns, and suggestions without fear of retribution. This is facilitated through regular meetings, feedback surveys, and dedicated communication platforms.
- Outcome: By promoting freedom of expression, we ensure that all voices are heard and considered in our decision-making processes, leading to more inclusive and well-informed outcomes.
- Whistleblower Protection:
- Content: We have established a whistleblower policy that allows employees and other stakeholders to report unethical behavior or violations of rights anonymously. This policy includes protections against retaliation, ensuring that individuals can speak up without fear of negative consequences.
- Outcome: The whistleblower protection system helps safeguard the rights of those who may otherwise feel vulnerable, and it ensures that issues are addressed transparently and fairly.

S1-2-AR 26.	The undertaking may also report information about the effectiveness of processes for engaging with its own workforce from previous reporting periods. This applies in cases where the undertaking has assessed the effectiveness of these processes or derived lessons during the current reporting period. Processes used to track effectiveness can include internal or external auditing or verification, impact assessments, measurement systems, stakeholder feedback, grievance mechanisms, external performance ratings, and benchmarking.	<p>TAJCO Group A/S is committed to continuously improving our workforce engagement processes</p> <ul style="list-style-type: none"> ● External Performance Ratings and Benchmarking: ● Content: We assess the effectiveness of our engagement processes through external performance ratings and benchmarking against industry standards. Independent assessments by third-party organizations like Ecovadis provide an objective measure of our performance. ● Outcome: External benchmarking has shown that TAJCO's workforce engagement practices are on a certain level with industry standards, particularly in areas that include Labor and Human Rights. However, benchmarking also highlighted opportunities for improvement to enhance reporting and communication. ● Grievance Mechanisms: ● Content: TAJCO's grievance mechanisms are a critical component of our workforce engagement strategy. We track the number, nature, and resolution of grievances to assess how effectively we are addressing employee concerns. Regular reviews of grievance data help identify recurring issues and areas for improvement. ● Outcome: Analysis of grievance data has shown a decrease in the number of unresolved issues and a higher rate of satisfactory resolutions over recent reporting periods. This improvement is attributed to better training for managers on conflict resolution and a more robust system for tracking grievances from submission to resolution.
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6.2.3 S1-3 – Processes to remediate negative impacts and channels for own workforce to raise concerns

ESRS S1-3	<p>Processes to remediate negative impacts and channels for own workers to raise concerns</p> <p>The undertaking shall describe the processes it has in place to provide for or cooperate in the remediation of negative impacts on people in its own workforce that the undertaking is connected with, as well as channels available to its own workforce to raise concerns and have them addressed.</p>	
S1-3-32.	The undertaking shall describe the processes in place to cover the matters defined within paragraph 2 of the Objective section by disclosing the following information:	
S1-3-32.(a)	its general approach to and processes for providing or contributing to remedy where it has caused or contributed to a material negative impact on people in its own workforce, including whether and how the undertaking	<ul style="list-style-type: none"> ● TAJCO Group A/S is dedicated to creating a safe, supportive, and fair working environment for all employees across our global operations. We recognize that, despite our best efforts, situations may arise where our operations could cause or contribute to a material negative impact on our workforce.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	168

assesses that the remedy provided is effective;

- We maintain a proactive approach to identifying and assessing potential and actual negative impacts on our workforce. This is achieved through regular health and safety audits, employee surveys, and open communication channels that encourage reporting of concerns related to the work environment and job security.
- We utilize these mechanisms to monitor and evaluate issues related to health in the work environment, such as occupational safety, workplace stress, and overall employee well-being.

S1-3-32.(b)

any specific channels it has in place for its own workforce to raise their concerns or needs directly with the undertaking and have them addressed, including whether these are established by the undertaking itself and/or through participation in third-party mechanisms;

Whistleblower System: TAJCO Group A/S has whistleblower service that provide employees with an additional, secure platform to report serious concerns anonymously. This service is available to all employees and is particularly important for those who may feel uncomfortable using internal channels.

Employee Engagement Survey:

We conduct annual employee surveys to gauge the work environment and identify potential areas of concern. These surveys are anonymous and provide employees with the opportunity to voice their concerns or suggest improvements without fear of reprisal.

S1-3-32.(c)

whether or not the undertaking has a grievance/complaints handling mechanism related to employee matters; and

- Employees can file grievances or complaints through various channels, including direct communication with HR, dedicated grievance hotlines, online reporting platforms, and anonymous suggestion boxes. These channels are accessible to all employees across our global locations
- The grievance process is designed to ensure the confidentiality of the employee's identity and the details of their complaint. We maintain strict confidentiality throughout the process to protect employees from any form of retaliation or discrimination.
- When employees perceive any infringement on their personal interests or unfair treatment, they can give feedback according to the following procedures:
 - The employee submits oral complaint to direct leader
 - The direct leader gives an oral reply in three working days, and arranges an interview
 - If disagreed, the employee submits written complaints to line manager. Line Manager gives an oral reply in five working days, and arranges an interview
 - If disagreed, the employee submits written complaints to leader's leader or HR department. Leader's leader or HR department gives a written reply in seven working days and arranges an interview.
 - The employee submits written complaints to VP or above level. VP or above level gives the final reply in ten working days, and arranges an interview.
 - The case of complaint is closed

S1-3-32.(d)

the processes through which the undertaking supports the availability of such channels in the workplace of its own workforce; and

Processes Supporting the Availability of Channels

- Awareness and Training Programs:
- Employee Onboarding: As part of our onboarding process, all new employees are provided with detailed information about the available channels for raising concerns. This includes an overview of the internal reporting mechanisms, third-party services, and how to access them.
- Ongoing Training: We conduct regular training sessions for all employees to reinforce awareness of these channels. These sessions include information on how to use the channels, the types of concerns that can be raised, and the confidentiality and non-retaliation policies that protect employees who use these channels.
- Communication and Accessibility:
- Multilingual Resources: To accommodate our diverse workforce, all information related to the available channels is provided in multiple languages. This ensures that every employee, regardless of their language proficiency, can fully understand how to access and use these channels. Employees can access the reporting channels through our intranet and mobile applications, making it convenient for them to raise concerns at any time, regardless of their physical location.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	169

S1-3-32.(e)

how it tracks and monitors issues raised and addressed, and, how it ensures the effectiveness of the channels, including through the involvement of stakeholders who are intended users.

Tracking and Monitoring Issues

- **Whistleblower Channel:**
- Centralized Case Management System: All reports submitted through the Whistleblower channel are logged in a centralized case management system. This system ensures that every issue is tracked from the moment it is reported through to its resolution, with detailed records of all actions taken.
- Confidentiality and Anonymity: The system guarantees the confidentiality and anonymity of whistleblowers, ensuring that employees feel safe to report issues without fear of retaliation.
- **Employee Engagement Surveys:**
- Survey Analytics Platform: Responses from Employee Engagement Surveys are collected and analyzed using a dedicated analytics platform. This platform tracks trends, identifies areas of concern, and highlights positive feedback.
- Benchmarking and Trends Analysis: The data is benchmarked against previous survey results and industry standards to identify trends over time. This helps us to monitor the effectiveness of initiatives implemented in response to past surveys.
- Feedback Loop: Survey results are shared with relevant departments and management teams to ensure that the feedback is acted upon. Action plans are developed and tracked to address identified issues, with progress monitored regularly.

Ensuring the effectiveness of these channels

TAJCO Group A/S ensures the effectiveness of these channels through regular feedback received in One-on-One meetings or through Employee Engagement Surveys again.

S1-3-33.

The undertaking shall disclose whether and how it assesses that people in its own workforce are aware of, and trust, these structures or processes as a way to raise their concerns or needs and have them addressed.

Assessing Workforce Awareness and Trust

- Awareness Questions: Our Employee Engagement Surveys include specific questions designed to assess the level of awareness employees have about the available channels for raising concerns, such as the Whistleblower program and other internal reporting mechanisms. These questions help us gauge how well information about these channels is communicated and understood across the organization.
- Internal communication: We provide regular internal communication through our intranet communication page
- One-on-One Interviews: In addition to focus groups, we hold one-on-one interviews with a representative sample of employees. These interviews allow for more candid discussions about the trustworthiness and accessibility of the reporting mechanisms.
-

Ensuring Trust and Awareness

Actionable Insights: Moving ahead, we plan to collect data through surveys, focus groups, interviews, and third-party audits to identify trends, strengths, and areas for improvement. Based on these insights, we will plan to implement targeted actions to enhance both awareness and trust.

Transparency in Communication: We are committed to transparency in how we communicate the outcomes of issues raised through these channels. By sharing success stories, case studies, and improvements made as a result of employee feedback (while maintaining confidentiality), we build trust and reinforce the reliability of the channels.

Continuous Improvement: We regularly update our communication strategies, training programs, and the channels themselves based on feedback and assessment results. This ongoing improvement ensures that the channels remain relevant, accessible, and trusted by our workforce.

S1-3-33.

In addition, the undertaking shall disclose whether it has policies in place regarding the protection of

Tajco has non-retaliation policy for site in North America:

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	170

individuals that use them, including workers' representatives, against retaliation. If such information has been disclosed in accordance with ESRS G1-1, the undertaking may refer to that information.

The policy of Tajco not only prohibits harassment and discrimination but also STRICTLY PROHIBITS any retaliation against an individual who has registered a complaint under this policy or who has cooperated in the investigation of a complaint made regarding this policy. If anyone participating in an investigation or involved in opposition activity is subject to retaliation, he or she is required to promptly report the retaliation to one of these individuals who is not involved in the violation: his/her supervisor, Human Resources department, or any officer of the Company. The Company can only protect an employee from retaliation if it becomes aware of the employee's opposition to harassment or discrimination or aware of the retaliation that is occurring.

Any individual who has been determined to have retaliated against another individual for utilizing the complaint procedure or cooperating in the investigation of a complaint will be subject to appropriate discipline up to and including termination of employment.

We aim to add the same for all our remaining sites.

S1-3-34.	If the undertaking cannot disclose the above required information because it has not adopted a channel for raising concerns and/or does not support the availability of such a channel in the workplace for its own workforce, it shall disclose this to be the case.	We need to update our policies for few cases identified such as in case of addition of non-retaliation policy for sites in China and Europe.
S1-3-34.	It may disclose a timeframe in which it aims to have such a channel in place.	TAJCO Group A/S aim to update its Social Policies by end of 2025.

S1-3-AR29.	Third party mechanisms could include those operated by the government, NGOs, industry associations and other collaborative initiatives. The undertaking may disclose whether these are accessible to all of its own workforce (or workers' representatives or, in their absence, individuals or organisations acting on their behalf or who are otherwise in a position to be aware of negative impacts).	Government-Operated Mechanisms: <ul style="list-style-type: none"> ● Labor Dispute Mediation Committees: In China, employees have access to labor dispute mediation committees operated by the government. These committees offer a platform for workers to raise concerns related to employment conditions, disputes, and other workplace issues. These mechanisms are accessible to all employees, including workers' representatives, and serve as an official channel for resolving disputes. ● Local Labor Bureaus: Employees at our China site can also approach local labor bureaus, which are responsible for enforcing labor laws and regulations. These bureaus provide avenues for reporting violations of labor rights, health and safety concerns, and other workplace issues.
S1-3-AR30.	The undertaking shall consider whether and how people in its own workforce that may be affected and their workers' representatives are able to access channels at the level of the undertaking they are employed by, or contracted to work for, in relation to each material impact. Relevant channels may include hotlines, trade unions (where people in the workforce are unionised) or works councils, or other grievance mechanisms operated by the relevant undertaking or by a third party.	<ul style="list-style-type: none"> ● Direct Reporting to Management and HR: Employees are encouraged to directly report any concerns or material impacts to their immediate supervisors, managers, or Human Resources (HR) departments. This channel is designed to be approachable and responsive, ensuring that employees feel supported in raising issues. ● Trade Unions: In regions where our workforce is unionized, trade unions play a crucial role in representing workers' concerns. Employees who are members of a trade union can access union-led grievance mechanisms, which are designed to address material impacts such as unfair labor practices, wage disputes, or working conditions. ● External Whistleblower Programs: We participate in third-party whistleblower programs that provide employees with an independent channel to report serious concerns anonymously. These programs are particularly important in regions where internal reporting may be perceived as less secure or where employees may feel more comfortable using an external service. ● Multilingual Support: All reporting channels, whether internal or third-party, are supported by multilingual resources to ensure that language is not a barrier to accessing these channels.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	171

6.2.4 S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

ESRS S1-4

Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

The undertaking shall disclose how it takes action to address material negative and positive impacts, and to manage material risks and pursue material opportunities related to its own workforce, and the effectiveness of those actions.

S1-4-37.

The undertaking shall provide a summarised description of the action plans and resources to manage its material impacts, risks, and opportunities related to its own workforce in accordance with ESRS 2 MDR-A Actions and resources in relation to material sustainability matters.

TAJCO Group A/S, headquartered in Denmark, with a manufacturing site in China and offices in Germany, Slovakia, and North America, is committed to managing its material impacts, risks, and opportunities concerning its workforce, in alignment with the European Sustainability Reporting Standards (ESRS 2 MDR-A). Our action plans and resources are aimed at addressing the identified impacts, mitigating risks, and leveraging opportunities to enhance our workforce environment and practices.

Material Impacts and Risks:

- **2 Shift Model (12 hours of work):** We have two-shift model only for the manufacturing site in China. As per the labor laws of China, a two-shift model is legal as long as it complies with the maximum working hours and overtime regulations.
- **Health in Work Environment:** The work environment in our manufacturing site in China presents challenges, including noise and health risks. We regularly ensure that the safety standards are maintained and occupational hazards are reduced. This involves regular health assessments and training programs to ensure a safe workplace.
- **High Work Intensity:** We acknowledge the concern among employees regarding high work intensity. To mitigate this risk, we look to promoting a culture of work-life balance. Our action plan includes majorly one-on-one sessions with the line manager to discuss issues for mitigating the workload stress.
- **Fear of Job Security:** The fear of job replacement or obsolescence due to technological advancements is a notable concern. We are committed to transparent communication and continuous skill development through our personal development programs. Our strategy focuses on reskilling and upskilling employees to prepare them for evolving roles within the company.

Opportunities and Positive Impacts:

- **Personal Development Program:** We offer programs to foster the continuous development of our employees, emphasizing career growth and professional advancement. By investing in training and educational opportunities, we ensure that our workforce remains skilled and adaptable to changes in the automotive industry.
- **Salaries:** We provide competitive salaries that are above average, with risk-adjusted wages to reflect the conditions of our various locations. This approach helps us attract and retain top talent across our global offices.
- **Canteen Services:** We offer complimentary meals to our employees at the manufacturing site, enhancing their well-being and fostering a positive work environment.
- **Benefit - More Holiday:** We provide a generous holiday allowance, particularly for employees in China, supporting a healthy work-life balance and enhancing overall job satisfaction.
- **Legislation of Automation (Opportunity):** The shift towards automation presents an opportunity for TAJCO Group to enhance operational efficiency while potentially reducing the need for extensive manual labor. We are actively exploring automation technologies that align with our commitment to sustainability and ethical labor practices, ensuring that any transition is managed in a way that benefits our workforce.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	172

Conclusion:

TAJCO Group A/S is dedicated to proactively managing the impacts, risks, and opportunities associated with our workforce. Our comprehensive action plans and allocation of resources underscore our commitment to sustainability, employee well-being, and continuous improvement in our operations. We will continue to monitor these areas closely, engaging with our employees and stakeholders to ensure a responsible and responsive approach to workforce management.

S1-4-38. In relation to the material impacts related to its own workforce, the undertaking shall describe:

S1-4-38.(a) actions taken, planned or underway to prevent or mitigate material negative impacts on its own workforce;

TAJCO Group A/S Disclosure on Actions to Prevent or Mitigate Material Negative Impacts on Workforce:

TAJCO Group A/S is committed to addressing the material negative impacts on our workforce, as identified in our recent assessment. To ensure a safe, supportive, and equitable work environment across our global operations in Denmark, China, Germany, Slovakia, and North America, we have developed and implemented a series of targeted actions to prevent or mitigate these impacts. Below is a description of the actions taken, planned, or currently underway:

● Health in Work Environment:

Action plan:

Driving comprehensive Health and Safety Program: This include regular health check-ups, mandatory safety training, and the introduction of ergonomic tools and equipment to reduce workplace injuries and health risks.

Regular Audits and Compliance Checks: We conduct regular health and safety audits to ensure compliance with local and international standards. Any identified risks are promptly addressed with corrective actions.

● High work intensity:

Action plan:

We encourage a culture of work-life balance by implementing policies such as flexible work hours and remote working options where feasible. Regular check-ins with employees are conducted to ensure they feel supported

● Fear of Job Security:

Actions plan:

Transparent Communication: We have implemented clear and transparent communication strategies regarding the company's direction and technological advancements. Employees are regularly informed about business developments that may affect their job security

Career Development Opportunities: We continuously provide opportunities for career advancement through personal development programs. Employees are encouraged to pursue training and educational opportunities to enhance their skills and career prospects within the company.

S1-4-38.(b) whether and how it has taken action to provide or enable remedy in relation to an actual material impact;

TAJCO Group A/S recognizes the importance of addressing actual material impacts on our workforce and is committed to taking necessary actions to provide or enable remedy where such impacts have occurred.

● Remedy for Extended Working Hours under the 2 Shift Model (12 Hours of Work):

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	173

- Provision of Additional Rest Breaks: Until the full shift reduction could be implemented, we introduced additional rest breaks during shifts to reduce fatigue and allow employees time to recover, ensuring their well-being while maintaining operational continuity
- Health and Safety Improvements in Work Environment:
- Health Monitoring and Medical Support: We conducted health assessments for employees in the affected areas and provided medical support to those who experienced health impacts. This included offering free medical check-ups, treatments, and counseling services where necessary.
- Mitigation of High Work Intensity:
- Immediate Workload Adjustments: To address the negative impact of high work intensity, we promptly adjusted workloads and reallocated tasks among teams to ensure a more balanced distribution of work. This action was taken to reduce stress and prevent burnout among employees.
- Addressing fear of job security:
- Reassurance through Communication: After recognizing the anxiety among employees regarding potential job loss due to automation and restructuring, we conducted company-wide meetings to reassure employees about job security. Transparent communication about the company's strategic direction and job retention efforts was emphasized.

S1-4-38.(c) any additional actions or initiatives it has in place with the primary purpose of delivering positive impacts for its own workforce; and

Career Development and Learning Opportunities

Employee Learning and Development Programs: We have developed robust training and development programs to support continuous learning and professional growth. These programs include technical training, leadership development courses, as well as language classes.

Employee Recognition and Engagement Programs

Recognition and Reward Programs: We have implemented various recognition and reward programs to acknowledge the hard work and dedication of our employees. These programs include employee of the month awards, peer recognition platforms, and performance-based incentives.

Employee Engagement Surveys: Regular employee engagement surveys are conducted to gather feedback on workplace satisfaction and identify areas for improvement. This feedback is used to refine our programs and initiatives to better meet employee needs.

Team-Building Activities: We organize regular team-building activities and social events to strengthen teamwork, collaboration, and a sense of community among employees.

Enhanced Employee Benefits and Compensation Packages

Competitive Compensation and Benefits: We regularly review and enhance our compensation and benefits packages to ensure they remain competitive and reflective of our employees' needs. This includes comprehensive healthcare benefits, retirement savings plans, and performance-based bonuses.

Inclusive and Supportive Workplace Culture

Diversity and Inclusion Initiatives: TAJCO Group is committed to creating an inclusive workplace where all employees feel valued and respected. We have established diversity and inclusion initiatives aimed at fostering a culture of equality, respect, and collaboration.

S1-4-38.(d) how it tracks and assesses the effectiveness of these actions and initiatives in delivering outcomes for its own workforce.

Regular Employee Engagement Surveys: We conduct comprehensive employee engagement surveys every year to gather feedback directly from employees regarding their experiences, satisfaction, and perception of the workplace environment. These surveys include specific questions about the effectiveness of our well-being programs, training and development opportunities, diversity initiatives, and other workforce-related actions.

Regular Health and Safety Audits: To ensure the effectiveness of our health and safety initiatives, we conduct regular audits and inspections of our facilities, particularly in high-risk areas such as our manufacturing site in China. These audits

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	174

evaluate compliance with safety standards and the effectiveness of implemented safety measures.

Establishment of Workforce KPIs: We have established specific KPIs related to workforce well-being, diversity and inclusion, employee retention, and professional development. These KPIs are aligned with our strategic objectives and are regularly monitored to assess the impact of our actions and initiatives.

S1-4-39.

In relation to paragraph 36, the undertaking shall describe the processes through which it identifies what action is needed and appropriate in response to a particular actual or potential negative impact on its own workforce.

● **Stakeholder Engagement and Consultation**
Description:

Engagement with Employees and Representatives: We actively engage with employees and their representatives (such as labor unions, employee committees, and health and safety representatives) to gather insights and feedback on workplace conditions and potential risks.

Process:

Employee Surveys: Regular surveys are conducted to understand employees' concerns, perceptions, and experiences related to actual or potential negative impacts. This direct feedback is crucial for identifying areas where intervention is needed.

● **Continuous Monitoring and Feedback Loops**
Description:

Ongoing Monitoring of Workforce Conditions: We continuously monitor workforce conditions to detect any emerging risks or negative impacts early. This includes tracking key performance indicators (KPIs) related to employee turnover, health incidents, and engagement levels.

Process:

Regular Reviews: Feedback from employees and data from monitoring efforts are reviewed regularly by senior management and relevant departments. This ensures that any identified risks are addressed promptly and that preventive measures are in place to mitigate potential impacts.

● **Incident Reporting and Investigation**
Description:

Robust Incident Reporting: We have implemented a robust incident reporting mechanism that allows employees to report any adverse events, safety incidents, or other concerns confidentially and without fear of retaliation.

Process:

Immediate Reporting and Documentation: Employees can report incidents through multiple channels, including an anonymous hotline, online reporting tools, and direct communication with supervisors or HR. All reports are documented and reviewed promptly.

Thorough Investigation: Upon receiving an incident report, a dedicated investigation team is assembled to thoroughly investigate the circumstances surrounding the incident.

Root Cause Analysis: A root cause analysis is conducted to determine the underlying factors contributing to the incident. This analysis helps identify not only immediate causes but also systemic issues that may need to be addressed.

● **Review and Continuous Improvement**
Description:

Periodic Review of Processes: We regularly review our risk assessment and response processes to ensure they remain effective and responsive to changing conditions. This includes evaluating the outcomes of actions taken and refining our approach based on lessons learned.

Process:

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	175

Internal Audits and Evaluations: Internal audits are conducted periodically to assess the effectiveness of our processes for identifying and addressing negative impacts. These audits help ensure compliance with internal policies and external regulations.

Employee Feedback and Continuous Improvement: We actively seek feedback from employees on the effectiveness of our actions and processes. This feedback is used to make continuous improvements and ensure that our processes remain aligned with employee needs and expectations.

S1-4-40.	In relation to material risks and opportunities, the undertaking shall describe:
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S1-4-40.(a)	what action is planned or underway to mitigate material risks for the undertaking arising from its impacts and dependencies on its own workforce and how it tracks effectiveness in practice; and
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● **Health in Work Environment - Negative Impact**

Planned Actions:

- Implementing stricter health and safety protocols.
- Regular health check-ups to address occupational health concerns proactively.

Actions Underway:

Ongoing Health and Safety Audits: We are conducting regular health and safety audits to identify risks and implement corrective measures swiftly. These audits include employee feedback to ensure that the improvements meet their needs.

● **High Work Intensity - Negative Impact**

Planned Actions:

Workload Management: Implementing workload management strategies to balance work intensity across the workforce. This includes setting realistic performance targets and providing adequate resources to prevent overwork.

Actions Underway:

Monitoring Work Intensity Levels: We are actively monitoring work intensity through employee surveys to identify high-stress periods or departments that require immediate intervention.

● **Fear of Job Security - Negative Impact**

Planned Actions:

Transparent Communication Policies: Enhancing communication around job security and company strategy to reduce anxiety and uncertainty among employees. Regular updates and open forums will be conducted to address employee concerns directly.

Actions Underway:

Career Development Opportunities: We are expanding internal career development programs and offering more opportunities for employees to learn new skills and advance within the company.

Tracking Effectiveness in Practice

- Key Performance Indicators (KPIs) and Metrics
- We have established KPIs such as employee turnover rates, employee satisfaction scores to monitor the effectiveness of our actions.
- Tracking Method:
- Regular Monitoring: KPIs are monitored on a monthly and quarterly basis to track trends and identify areas where interventions are needed.
- Annual Reviews: Comprehensive annual reviews are conducted to assess the overall effectiveness of the strategies implemented and to make necessary adjustments.
- Employee Feedback Mechanisms

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	176

- Description:
- Employee surveys and suggestion boxes are used to collect feedback on the effectiveness of actions taken to mitigate risks.
- Tracking Method:
- Analysis of Feedback Data: Regular analysis of employee feedback helps in understanding the workforce's perception of the actions and identifying areas for improvement.
- Engagement Scores: Changes in employee engagement scores are tracked to measure the impact of actions on overall employee morale and satisfaction.
- Health and Safety Metrics
- Description:
- We track health and safety incidents, near misses, and compliance with safety standards to assess the impact of our initiatives aimed at improving the work environment.
- Tracking Method:
- Incident Reporting System: All incidents are recorded and regular reports are generated to identify trends and evaluate the effectiveness of safety measures.
- Audit Results: Outcomes from regular safety audits are reviewed to measure compliance and the effectiveness of health and safety improvements.

S1-4-40.(b)	what action is planned or underway to pursue material opportunities for the undertaking in relation to its own workforce.	Cross-Functional Teams for Innovation: Cross-functional teams are being established to focus on innovation and the integration of automation technologies. These teams include employees from various departments, fostering collaboration and diverse perspectives in driving technological advancements
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S1-4-41.	<p>The undertaking shall disclose whether and how it ensures that its own practices do not cause or contribute to material negative impacts on own workforce, including, where relevant, its practices in relation to procurement, sales and data use. This may include disclosing what approach is taken when tensions arise between the prevention or mitigation of material negative impacts and other business pressures.</p>	<p>TAJCO Group A/S is committed to ensuring that our business practices do not cause or contribute to material negative impacts on our own workforce. This commitment extends to all aspects of our operations, including procurement, sales, and data use. Below, we describe our approach to preventing or mitigating potential negative impacts, particularly when tensions arise between these efforts and other business pressures.</p> <p>1. Ensuring Ethical Practices in Procurement</p> <p>Supplier Code of Conduct: TAJCO Group A/S requires all suppliers to adhere to a Supplier Code of Conduct that mandates fair labor practices, respect for human rights, and compliance with environmental standards. This code includes specific provisions to prevent practices that could negatively impact our workforce, such as unfair labor conditions or inadequate safety measures</p> <p>2. Sales Practices and Workforce Well-being</p> <p>Fair Sales Targets and Performance Metrics: TAJCO Group A/S sets realistic and fair sales targets to prevent undue pressure on sales staff, which can lead to stress, burnout, or unethical behavior. Sales performance is monitored through a balanced scorecard approach that considers various factors, including customer satisfaction and employee well-being, not just sales figures.</p> <p>3. Data Use and Privacy Practices</p> <p>Strict Data Privacy Policies: TAJCO Group A/S has implemented strict data privacy policies to protect employee information. These policies comply with international standards and regulations, such as GDPR, and ensure that employee data is used only for legitimate business purposes and with appropriate safeguards in place.</p> <p>4. Preventing and Mitigating Material Negative Impacts</p> <p>Employee Feedback Mechanisms: TAJCO Group A/S has established multiple channels for employees to provide feedback on workplace conditions and practices. These channels include anonymous surveys, suggestion boxes, and open forums, allowing us to address concerns proactively and prevent negative impacts.</p>
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	177

TAJCO Group A/S is dedicated to ensuring that our business practices do not cause or contribute to material negative impacts on our workforce.

S1-4-43.	The undertaking shall disclose what resources are allocated to the management of its material impacts, with information that allows users to gain an understanding of how the material impacts are managed.	Currently, we plan to optimize our existing resources to better address all material impacts on our workforce. We aim to leverage our feedback mechanisms and surveys more effectively to gain a deeper understanding of employee concerns and to respond to them promptly and efficiently.
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TAJCO Group A/S is dedicated to managing the material impacts related to its workforce effectively. To achieve this, we plan to use our existing resources more efficiently, focusing on optimizing our current capabilities and processes to better address the needs and concerns of our employees.

- Efficient Use of Existing Resources
- Enhanced Utilization of Feedback Mechanisms: We plan to utilize our existing feedback mechanisms, such as employee surveys, focus groups, and suggestion boxes, more effectively. By refining these tools, we aim to gain deeper insights into employee concerns regarding issues such as work hours, health and safety, job security, and work intensity. Our goal is to use this feedback to develop targeted action plans that directly address these concerns.
- Strengthening Internal Communication: We are focusing on improving internal communication channels to ensure that employees are well-informed about the resources available to them, including health and safety measures, personal development opportunities, and support services. This involves better use of our internal communication platforms to regularly update and engage with employees on matters that impact their work and well-being.
- Efficient Management of Financial Resources:
- Reallocating Budget for Key Initiatives: Instead of increasing our budget, we are reallocating existing funds more strategically to areas where they will have the greatest impact. For instance, by redirecting funds towards more critical training programs and well-being initiatives, we aim to improve employee satisfaction and productivity without the need for additional financial outlay.
- Enhancing Data Use for Decision Making:
- Regular Review and Adjustment: By regularly reviewing the data collected through our feedback mechanisms and adjusting our strategies accordingly, we aim to create a more responsive and adaptive management process. This continuous improvement approach ensures that resources are allocated effectively and that our workforce management strategies remain aligned with employee needs.
- Improving Feedback Mechanisms and Surveys
- Increasing Engagement in Feedback Processes:
- Targeted Communication Campaigns: We are launching targeted communication campaigns to encourage more employees to participate in feedback processes. By explaining the importance of their input and how it directly impacts decision-making, we aim to increase engagement and gather more comprehensive data.
- Effective Response to Employee Concerns:
- Timely Action on Feedback: We are committed to acting on feedback more promptly to show employees that their concerns are heard and addressed. This includes setting up rapid response teams within HR and management to evaluate feedback and implement necessary changes quickly.
- Transparent Reporting: We plan to provide regular updates to employees on the actions taken in response to their feedback. This transparency helps build trust and demonstrates our commitment to improving the workplace based on their input.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	178

TAJCO Group A/S is focused on using our existing resources more efficiently to manage the material impacts on our workforce. By enhancing our feedback mechanisms, optimizing current financial and human resources, and leveraging data more effectively, we aim to address employee concerns in a timely and efficient manner. Our ongoing efforts are designed to foster a positive work environment that supports employee well-being and aligns with our strategic business goals.

S1-4-AR 33. It may take time to understand negative impacts and how the undertaking may be involved with them through its own workforce, as well as to identify appropriate responses and put them into practice). Therefore, the undertaking may disclose:

S1-4-AR 33.(a) its general and specific approaches to addressing material negative impacts;

General Approaches to Addressing Material Negative Impacts

- Continuous Monitoring and Assessment:
- Regular Feedback Mechanisms: We utilize a variety of feedback mechanisms, including employee surveys, anonymous suggestion boxes, to continuously monitor employee sentiments and identify potential negative impacts. This ongoing feedback loop allows us to detect issues early and understand their scope and severity.
- Risk Assessments: TAJCO Group conducts regular risk assessments across all our locations to evaluate potential negative impacts on employee health, safety, and well-being. These assessments are crucial for identifying systemic issues and areas that require immediate attention
- Data-Driven Decision Making:
- Utilizing Data Analytics: We leverage data analytics to analyze trends in employee feedback, turnover rates, absenteeism, and productivity metrics. This helps us pinpoint underlying issues and prioritize areas for improvement. Data-driven insights guide our decision-making process to ensure targeted and effective interventions.
- Benchmarking: We compare our practices and performance against industry standards and best practices to identify gaps and opportunities for improvement. This benchmarking helps us stay competitive and align with global standards for workforce management.
- Inclusive Stakeholder Engagement:
- Employee Involvement: We actively involve employees in discussions about workplace conditions and potential improvements. This engagement ensures that our responses are informed by those directly impacted and helps foster a culture of trust and transparency.
- Commitment to Continuous Improvement:
- Regular Review of Policies and Practices: We regularly review and update our policies and practices to ensure they remain relevant and effective in addressing negative impacts. This iterative process allows us to adapt to changing circumstances and continuously improve our workforce management strategies.

S1-4-AR 33.(b) its initiatives aimed at contributing to additional material positive impacts;

- **Personal Development and Career Growth**
- Initiatives:
- Comprehensive Learning and Development: We support our employees in providing necessary learning and development offerings to enhance their technical skills, soft skills and language skills for personal and professional growth, thus also ensuring they have the skills and knowledge needed to advance within the company.
- Personal Development Plan: Each employee is encouraged to create an Personal Development Plan in collaboration with their manager. These plans outline specific career goals and the steps needed to achieve them, providing a clear path for career advancement and continuous learning.
- **Employee Recognition and Rewards**
- Initiatives:
- Performance-Based Incentives: Our compensation strategy includes performance-based incentives that reward employees for their contributions to the company's success. These incentives are designed

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	179

to motivate employees to perform at their best and align their efforts with the company's strategic goals.

- **Fostering a Diverse and Inclusive Workplace**
- Initiatives:
- Diversity and Inclusion Training: We provide regular training sessions on diversity and inclusion to all employees, promoting awareness and understanding of different perspectives and fostering a more inclusive workplace culture.
- **Stakeholder engagement**
- Sustainability Initiatives: TAJCO Group is committed to sustainability and has launched several initiatives to reduce our environmental impact. Employees are encouraged to participate in these efforts, contributing to a sense of shared responsibility and pride in the company's values.

S1-4-AR 33.(c)	how far it has progressed in its efforts during the reporting period; and	TAJCO Group A/S is in the pilot phase for few programs such as Personal Development Plan (PDP) for all employees. We are currently monitoring our most of the initiatives and plan to make changes accordingly until the next reporting.
S1-4-AR 33.(d)	its aims for continued improvement.	<p>TAJCO Group A/S is committed to fostering a positive work environment that supports the well-being, growth, and satisfaction of our employees. Building on the progress made during the reporting period, we have set several aims for continued improvement in managing the material impacts on our workforce. Our goal is to ensure that our workplace remains inclusive, supportive, and aligned with both our employees' needs and our strategic business objectives. Below are our key aims for continued improvement:</p> <ul style="list-style-type: none"> ● Review and Enhance Benefits Offerings: We will regularly review and adjust our benefits offerings to ensure they remain competitive and aligned with the evolving needs of our workforce. ● Broaden Learning and Development Programs: We aim to expand our learning and development programs by introducing more specialized training tailored to emerging industry trends and technologies, such as digital transformation, sustainability practices, and advanced manufacturing techniques. ● Set and Monitor DEI Goals: We will establish clear DEI goals and metrics to track progress and ensure accountability. ● Promote a Culture of Open Communication: We aim to promote a culture of open communication where employees feel comfortable sharing their ideas, feedback, and concerns. This includes enhancing our internal communication platforms and regularly hosting town halls and Q&A sessions with leadership. ● Increase Frequency of Engagement Surveys: To better understand employee sentiment and areas for improvement, we plan to increase the frequency of our engagement surveys and feedback mechanisms. By obtaining real-time insights, we can address concerns more proactively and enhance overall engagement. ● Develop More Personalized Recognition Programs: We aim to develop more personalized recognition programs that cater to individual preferences and contributions. This could include spot awards, peer-nominated recognitions, and tailored rewards that align with employees' interests and motivations.

S1-4-AR 35.	Given that material negative impacts affecting its own workforce that have occurred during the reporting period may also be connected with other entities or operations outside its direct control, the undertaking may disclose whether and how it seeks to use its leverage in its business relationships to manage those impacts. This may include using commercial leverage (for example, enforcing contractual requirements with business relationships or implementing incentives), other forms of leverage within the relationship (such as providing training or capacity-building on workers' rights to entities with which the undertaking has a business relationship) or collaborative leverage with peers or other actors (such as initiatives aimed at responsible	<p>Based on the information you provided, TAJCO leverages its influence over other entities primarily through two mechanisms:</p> <p>Supplier Code of Conduct: This document likely outlines the expectations TAJCO has for its suppliers in terms of ethical behavior, labor standards, environmental practices, and other important aspects. By enforcing a supplier code of conduct, TAJCO ensures that its suppliers adhere to certain standards that align with TAJCO's values and operational requirements. This form of leverage can help manage and mitigate negative impacts by setting clear expectations and potentially including consequences for non-compliance.</p> <p>Collective Agreements for Contract Workers: These agreements suggest that TAJCO engages with contract workers through negotiated terms that could involve unions or worker representatives. Collective agreements often cover aspects such as wages, working conditions, benefits, and job security. This can be a form of</p>
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	180

recruitment or ensuring workers receive an adequate wage).

leverage as it formalizes the conditions under which contract workers are employed, ensuring that these workers are treated fairly and that their rights are respected.

By utilizing these two methods, TAJCO can influence both its direct workforce and those indirectly connected through its supply chain or contracted labor. This approach helps the company manage and mitigate risks associated with labor practices and ensures alignment with its ethical standards and business goals.

S1-4-AR 36.	When the undertaking discloses its participation in an industry or multi-stakeholder initiative as part of its actions to address material negative impacts, the undertaking may disclose how the initiative, and its own involvement, is aiming to address the material impact concerned. It may report under ESRS S1-5 the relevant targets set by the initiative and progress towards them.	<p>Multi-Stakeholder Initiatives</p> <ul style="list-style-type: none"> ● Digitalization Maturity Level Assessment: ● The Digitalization Maturity Level Assessment was a multi-stakeholder initiative designed to understand TAJCO's digital capabilities. This initiative involved collaboration among various stakeholders to assess the current digital maturity levels and develop strategies to address gaps. The primary goal was to support stakeholders in navigating digital transformation while minimizing potential impacts on its workforce, operational efficiency, and competitive positioning.
S1-4-AR 40.	With regard to initiatives or processes whose primary aim is to deliver positive impacts for people in the undertaking's own workforce that are based on their needs, and with regard to progress in the implementation of such initiatives or processes, the undertaking may disclose:	
S1-4-AR 40.(a)	information about whether and how people in its own workforce and workers' representatives play a role in decisions regarding the design and implementation of these programmes or processes; and	<p>TAJCO Group A/S is committed to fostering a positive and inclusive work environment across all our locations, including our headquarters in Denmark, our manufacturing site in China, and our offices in Germany, Slovakia, and North America. We recognize the importance of initiatives and processes designed to enhance the well-being and development of our workforce.</p> <p>To ensure that these initiatives are aligned with the needs of our employees, TAJCO Group A/S actively involves people from our own workforce, along with workers' representatives, in the decision-making process regarding the design and implementation of programs aimed at delivering positive impacts. This participatory approach includes consultations, feedback sessions, and collaborative workshops where employees are encouraged to share their insights and suggestions.</p> <p>Through these engagements, we seek to ensure that our initiatives are not only relevant and impactful but also reflective of the diverse needs and expectations of our workforce. We continuously monitor and assess the progress of these initiatives to adapt and improve them based on ongoing feedback from our employees and representatives. This inclusive strategy underlines our commitment to transparency, employee engagement, and the continuous improvement of our workplace environment.</p>
S1-4-AR 40.(b)	information about the intended or achieved positive outcomes for the undertaking's own workforce of these programmes or processes.	<p>Intended Positive Outcomes:</p> <p>The primary goals of our programs and initiatives include:</p> <ul style="list-style-type: none"> ● Enhanced Employee Well-being: We aim to promote a healthy work environment through wellness programs, and access to free health checkups. ● Professional Development and Growth: We strive to provide opportunities for continuous learning and development through training sessions, workshops, and career advancement programs, ensuring that our employees can achieve their full potential. ● Inclusive Workplace Culture: By fostering a culture of diversity and inclusion, we aim to create a workplace where all employees feel valued and respected, irrespective of their background or role within the company. ● Improved Employee Engagement: We focus on increasing employee engagement through regular communication, feedback mechanisms, and participation in decision-making processes, thereby ensuring that our employees are actively involved in shaping their work environment.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	181

S1-4-AR 41.	<p>The undertaking may explain whether any such initiatives are designed also to support the achievement of one or more Sustainable Development Goals. For example, an undertaking committing to SDG 8 to “promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all” may be actively working towards eliminating forced labour or compulsory labour or supporting higher levels of productivity on activities in developing countries through technological upgrades and training of local labour, which can benefit both the specific people in its own workforce targeted by the actions , and also their local communities.</p>	<p>TAJCO Group A/S aims to achieve SDG goals in near future. However, at present we have not committed or aligned our progress to any of the SDG goals.</p>
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S1-4-AR 43.	<p>If the undertaking has taken measures to mitigate negative impacts on its own workforce that arise from the transition to a greener, climate-neutral economy, such as training and reskilling, employment guarantees, and in the case of downscaling or mass dismissal, measures such as job counselling, coaching, intra-company placements and early retirement plans, the undertaking shall disclose those measures. This includes measures to comply with prevailing regulation. The undertaking may highlight present and/or expected external developments that influence whether dependencies turn into risks . This includes consideration of impacts that may arise from the transition to greener and climate-neutral operations.</p>	<p>Compliance with Prevailing Regulation: TAJCO Group A/S is committed to complying with all relevant regulations regarding labor rights and environmental standards during our transition to greener operations. This includes adhering to regulations on occupational health and safety and environmental sustainability. We continuously monitor and update our practices to ensure compliance with evolving legal requirements.</p>
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S1-4-AR 48.	<p>When disclosing the resources allocated to the management of material impacts, the undertaking may explain which internal functions are involved in managing the impacts and what types of action they take to address negative and advance positive impacts.</p>	<p>Internal Functions Involved in Managing Material Impacts:</p> <p>Sustainability Department:</p> <p>Role: This department is responsible for developing and implementing our sustainability strategy, ensuring that our operations comply with environmental regulations, and minimizing our environmental footprint.</p> <p>Actions Taken:</p> <p>Sustainability Initiatives: The department leads initiatives to reduce emissions, waste, and energy consumption, directly impacting our environmental footprint and ensuring a greener workplace.</p> <p>Compliance Monitoring: It ensures compliance with environmental regulations and standards, thereby managing risks associated with non-compliance and advancing positive environmental impacts.</p> <p>Operations and Manufacturing Department:</p> <p>Role: This department oversees the day-to-day management of our manufacturing site in China and other operational locations. It ensures that sustainability practices are integrated into production processes.</p> <p>Actions Taken:</p> <p>Efficiency Improvements: It focuses on optimizing manufacturing processes to minimize waste and energy consumption, thereby reducing the company’s carbon footprint.</p> <p>Human Resources (HR) and Communications Department:</p>
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Role: The HR department plays a central role in managing the impacts on our workforce. It is responsible for developing and implementing policies and programs that address employee well-being, training, reskilling, and workforce transitions. Communication department is responsible for communicating the company's initiatives and progress to both internal and external stakeholders.

Actions Taken:

Stakeholder Engagement: The department engages with employees, stakeholders, and the public to share updates on our sustainability initiatives and workforce support programs, fostering transparency and trust.

Internal Communication: It ensures that all employees are informed about the available resources, training programs, and support measures, promoting awareness and participation.

6.3 Metrics and targets

6.3.1 S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

ESRS S1-5	<p>Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities</p> <p>The undertaking shall disclose the time-bound and outcome-oriented targets it may have set related to: (a) reducing negative impacts on its own workforce; and/or (b) advancing positive impacts on its own workforce; and/or (c) managing material risks and opportunities related to its own workforce.</p>	
S1-5-46.	<p>The summarised description of the targets set to manage its material impacts, risks and opportunities related to the undertaking's own workforce shall contain the information requirements defined in ESRS 2 MDR-T.</p>	<ul style="list-style-type: none"> ● Here's a summarized description of the targets set to manage TAJCO Group A/S's material impacts, risks, and opportunities related to its workforce, in line with the requirements defined in ESRS 2 MDR-T: ● Target: Enhancing Health and Safety in the Workplace <ul style="list-style-type: none"> ○ Objective: To address concerns regarding the health risks associated with the current work environment, including noise and other factors. ○ Key Actions: <ul style="list-style-type: none"> ■ Introduce regular workplace assessments and employee feedback mechanisms to identify and resolve health and safety issues. ○ Expected Outcomes: Achieve zero incidents related to health and safety by 2025. ● Target: Reducing Work Intensity and Managing Workload <ul style="list-style-type: none"> ○ Objective: To reduce the negative impact of high work intensity and alleviate employees' concerns about workload. ○ Key Actions: <ul style="list-style-type: none"> ■ Promote a culture of regular breaks and wellness initiatives to support mental and physical health. ○ Expected Outcomes: Decrease reports of excessive workload stress by 20% and enhance productivity through better workload management. ● Target: Ensuring Job Security Amidst Organizational Changes <ul style="list-style-type: none"> ○ Objective: To address employees' fears about job security, particularly concerns over being replaced or made obsolete.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	183

- **Key Actions:**
 - Communicate transparently about organizational changes and provide job security guarantees where possible.
- **Expected Outcomes:** Reduce the percentage of employees expressing job insecurity to below 10%.
- **Target: Supporting Continuous Employee Development**
 - **Objective:** To advance the positive impact of personal development programs aimed at employee growth and career progression.
 - **Key Actions:**
 - Expand personal development initiatives to cover more skill areas and include leadership training.
 - Regularly review and update development programs based on employee feedback and emerging industry trends.
 - **Expected Outcomes:** Achieve an increase of 50% in participation rate in personal development programs by 2025
- **Target: Maintaining Competitive Compensation and Benefits**
 - **Objective:** To sustain the positive impact of competitive salaries and benefits, ensuring wages remain above average and adjusted for risk.
 - **Key Actions:**
 - Conduct regular market salary reviews to ensure compensation packages are competitive.
 - **Expected Outcomes:** Maintain employee retention rates above 90% annually
- **Target: Enhancing Employee Benefits and Welfare**
 - **Objective:** To maximize the positive impact of canteen services and holiday benefits, improving overall employee welfare.
 - **Key Actions:**
 - Continue offering free meals to employees and explore options to expand this benefit.
 - Review holiday policies to ensure they meet employees' needs and consider increasing holiday allowances where possible.
 - **Expected Outcomes:** Increase employee satisfaction with welfare benefits.
- **Target: Leveraging Opportunities from Automation Legislation**
 - **Objective:** To capitalize on the opportunity presented by the legislation of automation, using it to upskill the workforce and improve operational efficiency.
 - **Key Actions:**
 - Develop and implement a strategic plan for automation that includes employee training and involvement in decision-making processes.
 - Ensure compliance with all relevant automation legislation while maximizing benefits for workforce productivity and engagement.
 - **Expected Outcomes:** Achieve full compliance with automation legislation by 2025 and ensure all employees receive training related to new automated processes.

Monitoring and Reporting on Progress

TAJCO Group A/S will regularly monitor the progress towards these targets and report transparently on outcomes and adjustments needed to meet the evolving needs of the workforce and comply with ESRS 2 requirements. This ongoing process ensures that our strategies remain effective and aligned with our commitment to sustainable development and employee well-being.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	184

S1-5-47. The undertaking shall disclose the process for setting the targets, including whether and how the undertaking engaged directly with its own workforce or workers' representatives in:

S1-5-47.(a)	setting any such targets;	Stakeholder Collaboration: We organize workshops or meetings that bring together respective stakeholder members to collaboratively develop targets. During these workshops, participants discuss the potential impacts of different targets, assess their feasibility, and prioritize them based on the workforce's needs and organizational goals.
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S1-5-47.(b)	tracking the undertaking's performance against them; and	Regular Performance Review Meetings: TAJCO Group A/S holds regular meetings with workers' representatives and key members of the workforce to review progress toward the established targets. During these meetings, data on key performance indicators (KPIs) related to each target is presented and discussed openly. Employees and their representatives are given the opportunity to ask questions, provide feedback, and suggest any necessary adjustments or interventions to stay on track. Performance Dashboards: We have implemented internal performance dashboards that are accessible to all employees. These dashboards provide real-time updates on progress towards our targets, allowing employees to track performance and understand how their efforts contribute to the company's overall goals.
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S1-5-47.(c) - Fully Omitted	identifying any lessons or improvements as a result of the undertaking's performance.	Reason for omission: Further Reason As the CSRD KPI targets will be set for the very first time, any lessons learned or improvements will be disclosed from 2025.
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S1-5-AR 49.	When disclosing information about targets in accordance with paragraph 46, the undertaking may disclose:	
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S1-5-AR 49.(a)	the intended outcomes to be achieved in the lives of a certain number of people in its own workforce ;	Enhanced Health and Safety Conditions Target: Implement comprehensive health and safety improvements to address risks such as noise and physical strain in the workplace. Intended Outcome: Improve health and safety conditions for all employees at our manufacturing site by reducing workplace incidents related to health risks to Zero by 2025. This initiative aims to create a safer, healthier work environment that supports employee well-being and reduces absenteeism due to work-related illnesses or injuries.
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We look to assess more outcomes and disclose them from Year 2025 onwards.

S1-5-AR 49.(b)	the stability of the targets over time in terms of definitions and methodologies to enable comparability over time; and/or	
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Stability of Targets Over Time

- Consistent Definitions and Frameworks:
- Standardized Definitions: TAJCO Group A/S uses standardized definitions for all key terms related to our targets, such as "work-life balance," "health and safety improvements," "reskilling and upskilling," and "job security." These definitions are aligned with industry best practices and international guidelines to ensure clarity and consistency across all reporting periods.
- Framework Alignment: Our targets are developed in alignment with recognized frameworks such as the European Sustainability Reporting Standards (ESRS) and other relevant labor and environmental standards. By adhering to these frameworks, we ensure that our targets are grounded

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	185

in robust, widely accepted criteria, enhancing their stability and comparability.

- Methodologies for Setting and Tracking Targets:
- Clear Methodologies: The methodologies used to set and track our targets are documented and consistently applied over time. This includes the criteria for selecting key performance indicators (KPIs), the methods for collecting and analyzing data, and the processes for engaging with our workforce and their representatives. These methodologies are reviewed periodically to ensure they remain relevant and effective, but any changes are carefully managed to maintain comparability.
- Commitment to Long-Term Targets:
- Long-Term Focus: Many of our targets are set with a long-term focus, reflecting our commitment to sustained improvement in key areas such as employee well-being, job security, and sustainability practices. By maintaining a long-term perspective, we ensure that our targets remain relevant and provide a clear benchmark for measuring progress over multiple reporting periods.

S1-5-AR 49.(c)	the standards or commitments which the targets are based on (for instance codes of conduct, sourcing policies, global frameworks, or industry codes).	TAJCO Group A/S sets targets related to managing material impacts, risks, and opportunities for our workforce based on a variety of established standards and commitments such as ESRS, ISO 14001, ISO 45001. These standards guide our approach to sustainability, employee well-being, and ethical conduct, ensuring that our targets are aligned with best practices and reflect our commitment to corporate responsibility.
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6.3.2 S1-6 – Characteristics of the undertaking's employees

Group Wide Data

ESRS Code	KPI	Group Level Data 2023
S1-6-50.(a)	Total Number of Employees	747
S1-6-50.(a)	Total Number of Employees by Gender	
	Male	469
	Female	278
	No Indication	0
	Other	0
S1-6-50.(b).i.	Total Number of Permanent Employees	613
S1-6-50.(b).i.	Number of Permanent Employees by Gender	
	Male	371
	Female	242
	No Indication	0
	Other	0
S1-6-50.(b).ii.	Total Number of Temporary Employees	134
S1-6-50.(b).ii.	Number of Temporary Employees by Gender	
	Male	98
	Female	36
	No Indication	0
	Other	0

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	186

S1-6-50.(b).iii.	Number of Non-guaranteed Hours Employees	0
S1-6-50.(b).iii.	Number of Non-guaranteed Hours Employees by Gender	
	Male	0
	Female	0
	No Indication	0
	Other	0
S1-6-50.(c)	Rate of Employee Turnover	19%
S1-6-50.(c)	Total Number of Employees Who Have Left	153
S1-6-52.(a)	Total Number of Full-Time Employees	747
S1-6-52.(b)	Total Number of Part-Time Employees	0

Breakdown by facility

TAJCO Manufacturing Co. Ltd.

ESRS Code	KPI Name	TMN Data 2023
S1-6-50.(a)	Total Number of Employees	682
S1-6-50.(a)	Total Number of Employees by Gender	
	Male	431
	Female	251
	No Indication	0
	Other	0
S1-6-50.(b).i.	Total Number of Permanent Employees	559

S1-6-50.(b).i.	Number of Permanent Employees by Gender	
	Male	336
	Female	223
	No Indication	0
	Other	0
S1-6-50.(b).ii.	Total Number of Temporary Employees	123
S1-6-50.(b).ii.	Number of Temporary Employees by Gender	
	Male	95
	Female	28
	No Indication	0
	Other	0
S1-6-50.(b).iii.	Number of Non-guaranteed Hours Employees	0
S1-6-50.(b).iii.	Number of Non-guaranteed Hours Employees by Gender	
	Male	0
	Female	0
	No Indication	0
	Other	0

S1-6-50.(c)	Rate of Employee Turnover	23%
S1-6-50.(c)	Total Number of Employees Who Have Left	141
S1-6-52.(a)	Total Number of Full-Time Employees	682
S1-6-52.(b)	Total Number of Part-Time Employees	0

ESRS S1-6	<p>Characteristics of the undertaking's employees</p> <p>The undertaking shall describe key characteristics of employees in its own workforce.</p>	
S1-6-50.	In addition to the information required by paragraph 40(a)iii of ESRS 2 General Disclosures, the undertaking shall disclose:	
S1-6-50.(a)	the total number of employees by head count, and breakdowns by gender and by country for countries in which the undertaking has 50 or more employees representing at least 10% of its total number of employees;	<p>KPIs:</p> <p>Total number of Employees by Country : East Timor : 0 #</p> <p>Total number of Employees by Country : Ecuador : 0 #</p> <p>Total number of Employees by Country : Egypt : 0 #</p> <p>Total number of Employees by Country : El Salvador : 0 #</p> <p>Total number of Employees by Country : Eritrea : 0 #</p> <p>Total number of Employees by Country : Estonia : 0 #</p> <p>Total number of Employees by Country : Ethiopia : 0 #</p> <p>Total number of Employees by Country : Falkland Islands : 0 #</p> <p>Total number of Employees by Country : Faroe Islands : 0 #</p> <p>Total number of Employees by Country : Fiji : 0 #</p> <p>Total number of Employees by Country : Finland : 0 #</p>

Total number of Employees by Country : France : 2 #

Total number of Employees by Country : French Guiana : 0 #

Total number of Employees by Country : French Polynesia : 0 #

Total number of Employees by Country : French Southern Territories : 0 #

Total number of Employees by Country : Gabon : 0 #

Total number of Employees by Country : Puerto Rico : 0 #

Total number of Employees by Country : Qatar : 0 #

Total number of Employees by Country : Reunion : 0 #

Total number of Employees by Country : Romania : 0 #

Total number of Employees by Country : Saint Barthelemy : 0 #

Total number of Employees by Country : Saint Helena : 0 #

Total number of Employees by Country : Saint Kitts and Nevis : 0 #

Total number of Employees by Country : Saint Lucia : 0 #

Total number of Employees by Country : Bouvet Island : 0 #

Total number of Employees by Country : Brazil : 0 #

Total number of Employees by Country : Brunei Darussalam : 0 #

Total number of Employees by Country : Bulgaria : 0 #

Total number of Employees by Country : Burkina Faso : 0 #

Total number of Employees by Country : Burundi : 0 #

Total number of Employees by Country : Cambodia : 0 #

Total number of Employees by Country : Cameroon : 0 #

Total number of Employees by Country : Canada : 1 #

Total number of Employees by Country : Cape Verde : 0 #

Total number of Employees by Country : Cayman Islands : 0 #

Total number of Employees by Country : Central African Republic : 0 #

Total number of Employees by Country : Chad : 0 #

Total number of Employees by Country : Chile : 0 #

Total number of Employees by Country : China : 680 #

Total number of Employees by Country : Christmas Island : 0 #

Total number of Employees by Country : Colombia : 0 #

Total number of Employees by Country : Comoros : 0 #

Total number of Employees by Country : Congo : 0 #

Total number of Employees by Country : Cook Islands : 0 #

Total number of Employees by Country : Costa Rica : 0 #

Total number of Employees by Country : Croatia : 1 #

Total number of Employees by Country : Cuba : 0 #

Total number of Employees by Country : Cyprus : 0 #

Total number of Employees by Country : Czech Republic : 0 #

Total number of Employees by Country : Côte d'Ivoire : 0 #

Total number of Employees by Country : Denmark : 14 #

Total number of Employees by Country : Djibouti : 0 #

Total number of Employees by Country : Dominica : 0 #

Total number of Employees by Country : Dominican Republic : 0 #

Total number of Employees by Country : Afghanistan : 0 #

Total number of Employees by Country : Albania : 0 #

Total number of Employees by Country : Algeria : 0 #

Total number of Employees by Country : Andorra : 0 #

Total number of Employees by Country : Angola : 0 #

Total number of Employees by Country : Anguilla : 0 #

Total number of Employees by Country : Antarctica : 0 #

Total number of Employees by Country : Antigua and Barbuda : 0 #

Total number of Employees by Country : Argentina : 0 #

Total number of Employees by Country : Armenia : 0 #

Total number of Employees by Country : Aruba : 0 #

Total number of Employees by Country : Australia : 0 #

Total number of Employees by Country : Austria : 0 #

Total number of Employees by Country : Azerbaijan : 0 #

Total number of Employees by Country : Bahamas : 0 #

Total number of Employees by Country : Bahrain : 0 #

Total number of Employees by Country : Bangladesh : 1 #

Total number of Employees by Country : Barbados : 0 #

Total number of Employees by Country : Belarus : 0 #

Total number of Employees by Country : Belgium : 0 #

Total number of Employees by Country : Belize : 0 #

Total number of Employees by Country : Benin : 0 #

Total number of Employees by Country : Bermuda : 0 #

Total number of Employees by Country : Bhutan : 0 #

Total number of Employees by Country : Bolivia : 0 #

Total number of Employees by Country : Bosnia and Herzegovina : 0 #

Total number of Employees by Country : Botswana : 0 #

Total number of Employees by Country : Gainesville : 0 #

Total number of Employees by Country : Gambia : 0 #

Total number of Employees by Country : Georgia : 0 #

Total number of Employees by Country : Germany : 12 #

Total Number of Employees: 747 #

Total Number of Employees by Country: Ø

Total Number of Employees by Gender: Ø

Total number of Employees by Country : Italy : 0 #

Total number of Employees by Country : Moldova : 0 #

Total number of Employees by Country : Gibraltar : 0 #

Total number of Employees by Country : Greece : 0 #

Total number of Employees by Country : Greenland : 0 #

Total number of Employees by Country : Grenada : 0 #

Total number of Employees by Country : Guadeloupe : 0 #

Total number of Employees by Country : Guam : 0 #

Total number of Employees by Country : Guinea : 0 #

Total number of Employees by Country : Guinea-Bissau : 0 #

Total number of Employees by Country : Guyana : 0 #

Total number of Employees by Country : Haiti : 0 #

Total number of Employees by Country : Heard and McDonald Islands : 0 #

Total number of Employees by Country : Honduras : 0 #

Total number of Employees by Country : Hong Kong : 0 #

Total number of Employees by Country : Hungary : 0 #

Total number of Employees by Country : Iceland : 0 #

Total number of Employees by Country : India : 3 #

Total number of Employees by Country : Indonesia : 0 #

Total number of Employees by Country : Iran : 0 #

Total number of Employees by Country : Iraq : 0 #

Total number of Employees by Country : Ireland : 0 #

Total number of Employees by Country : Israel : 0 #

Total number of Employees by Country : Palau : 0 #

Total number of Employees by Country : Papua New Guinea : 0 #

Total number of Employees by Country : Paraguay : 0 #

Total number of Employees by Country : Peru : 0 #

Total number of Employees by Country : Philippines : 0 #

Total number of Employees by Country : Pitcairn Islands : 0 #

Total number of Employees by Country : Poland : 0 #

Total number of Employees by Country : Portugal : 0 #

Total number of Employees by Country : Saint Vincent and the Grenadines : 0 #

Total number of Employees by Country : Samoa : 0 #

Total number of Employees by Country : San Marino : 0 #

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	192

Total number of Employees by Country : Sao Tome and Principe : 0 #

Total number of Employees by Country : Saudi Arabia : 0 #

Total number of Employees by Country : Senegal : 0 #

Total number of Employees by Country : Serbia : 1 #

Total number of Employees by Country : Sierra Leone : 0 #

Total number of Employees by Country : Singapore : 0 #

Total number of Employees by Country : Sint Maarten : 0 #

Total number of Employees by Country : Slovakia : 25 #

Total number of Employees by Country : Slovenia : 0 #

Total number of Employees by Country : Solomon Islands : 0 #

Total number of Employees by Country : Somalia : 0 #

Total number of Employees by Country : South Africa : 0 #

Total number of Employees by Country : South Georgia and South Sandwich Islands : 0 #

Total number of Employees by Country : South Korea : 0 #

Total number of Employees by Country : South Sudan : 0 #

Total number of Employees by Country : Spain : 1 #

Total number of Employees by Country : Sri Lanka : 0 #

Total number of Employees by Country : Sudan : 0 #

Total number of Employees by Country : Suriname : 0 #

Total number of Employees by Country : Swaziland : 0 #

Total number of Employees by Country : Sweden : 1 #

Total number of Employees by Country : Syria : 0 #

Total number of Employees by Country : Taiwan : 0 #

Total number of Employees by Country : Tajikistan : 0 #

Total number of Employees by Country : Tanzania : 0 #

Total number of Employees by Country : Jan Mayen : 0 #

Total number of Employees by Country : Japan : 0 #

Total number of Employees by Country : Jordan : 0 #

Total number of Employees by Country : Kazakhstan : 0 #

Total number of Employees by Country : Kenya : 0 #

Total number of Employees by Country : Kiribati : 0 #

Total number of Employees by Country : Kosovo : 0 #

Total number of Employees by Country : Kurdistan : 0 #

Total number of Employees by Country : Kuwait : 0 #

Total number of Employees by Country : Kyrgyzstan : 0 #

Total number of Employees by Country : Laos : 0 #

Total number of Employees by Country : Lebanon : 0 #

Total number of Employees by Country : Lesotho : 0 #

Total number of Employees by Country : Liberia : 0 #

Total number of Employees by Country : Libya : 0 #

Total number of Employees by Country : Liechtenstein : 0 #

Total number of Employees by Country : Lithuania : 0 #

Total number of Employees by Country : Luxembourg : 0 #

Total number of Employees by Country : Macau : 0 #

Total number of Employees by Country : Macedonia : 0 #

Total number of Employees by Country : Madagascar : 0 #

Total number of Employees by Country : Malawi : 0 #

Total number of Employees by Country : Malaysia : 0 #

Total number of Employees by Country : Maldives : 0 #

Total number of Employees by Country : Mali : 0 #

Total number of Employees by Country : Malta : 0 #

Total number of Employees by Country : Martinique : 0 #

Total number of Employees by Country : Mauritania : 0 #

Total number of Employees by Country : Mauritius : 0 #

Total number of Employees by Country : Mayotte : 0 #

Total number of Employees by Country : Mexico : 0 #

Total number of Employees by Country : Micronesia : 0 #

Total number of Employees by Country : Monaco : 0 #

Total number of Employees by Country : Mongolia : 0 #

Total number of Employees by Country : Montenegro : 0 #

Total number of Employees by Country : Palestinian Territory : 0 #

Total number of Employees by Country : Saint Pierre and Miquelon : 0 #

Total number of Employees by Country : Thailand : 0 #

Total number of Employees by Country : Togo : 0 #

Total number of Employees by Country : Tokelau : 0 #

Total number of Employees by Country : Tonga : 0 #

Total number of Employees by Country : Trinidad and Tobago : 0 #

Total number of Employees by Country : Tunisia : 0 #

Total number of Employees by Country : Turkey : 0 #

Total number of Employees by Country : Turkmenistan : 0 #

Total number of Employees by Country : Tuvalu : 0 #

Total number of Employees by Country : Uganda : 0 #

Total number of Employees by Country : Ukraine : 0 #

Total number of Employees by Country : United Arab Emirates : 0 #

Total number of Employees by Country : United Kingdom : 0 #

Total number of Employees by Country : Uruguay : 0 #

Total number of Employees by Country : Wallis and Futuna : 0 #

Total number of Employees by Country : Western Sahara : 0 #

Total number of Employees by Country : Yemen : 0 #

Total number of Employees by Country : Yogyakarta : 0 #

Total number of Employees by Country : Zambia : 0 #

Total number of Employees by Country : Zimbabwe : 0 #

Total number of Employees by Country : Morocco : 0 #

Total number of Employees by Country : Mozambique : 0 #

Total number of Employees by Country : Myanmar : 0 #

Total number of Employees by Country : Namibia : 0 #

Total number of Employees by Country : Nauru : 0 #

Total number of Employees by Country : Netherlands : 0 #

Total number of Employees by Country : New Caledonia : 0 #

Total number of Employees by Country : New Zealand : 0 #

Total number of Employees by Country : Nicaragua : 0 #

Total number of Employees by Country : Niger : 0 #

Total number of Employees by Country : Nigeria : 0 #

Total number of Employees by Country : Niue : 0 #

Total number of Employees by Country : Norfolk Island : 0 #

Total number of Employees by Country : North Korea : 0 #

Total number of Employees by Country : Northern Mariana Islands : 0 #

Total number of Employees by Country : Norway : 0 #

Total number of Employees by Country : Oman : 0 #

Total number of Employees by Country : Russia : 0 #

Total number of Employees by Country : Rwanda : 0 #

Total number of Employees by Country : United States : 5 #

Total number of Employees by Country : US Virgin Islands : 0 #

Total number of Employees by Country : Uzbekistan : 0 #

Total number of Employees by Country : Vanuatu : 0 #

Total number of Employees by Country : Vatican City : 0 #

Total number of Employees by Country : Venezuela : 0 #

Total number of Employees by Country : Vietnam : 0 #

Total number of Employees by Gender : Other: 0 #

Total number of Employees by Gender : Male: 469 #

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	195

Total number of Employees by Gender : No indication: 0 #

Total number of Employees by Gender : Female: 278 #

Total number of Employees by Country : Bouake : 0 #

Total number of Employees by Country : British Virgin Islands : 0 #

Total number of Employees by Country : Curaçao : 0 #

Total number of Employees by Country : Ghana : 0 #

Total number of Employees by Country : Guatemala : 0 #

Total number of Employees by Country : Jamaica : 0 #

Total number of Employees by Country : Latvia : 0 #

Total number of Employees by Country : Marshall Islands : 0 #

Total number of Employees by Country : Montserrat : 0 #

Total number of Employees by Country : Nepal : 0 #

Total number of Employees by Country : Pakistan : 0 #

Total number of Employees by Country : Panama : 0 #

Total number of Employees by Country : Saint Martin : 0 #

Total number of Employees by Country : Seychelles : 0 #

Total number of Employees by Country : Switzerland : 0 #

Total number of Employees by Country : Turks and Caicos Islands : 0 #

S1-6-50.(b) the total number by head count or full time equivalent (FTE) of:

S1-6-50.(b).i. permanent employees, and breakdown by gender;

KPIs:

Number of Permanent Employees by Gender : Female: 242 #

Total Number of Permanent Employees: 613 #

Number of Permanent Employees by Gender: Ø

Number of Permanent Employees by Gender : No indication: Ø

Number of Permanent Employees by Gender : Male: 371 #

Number of Permanent Employees by Gender : Other: Ø

S1-6-50.(b).ii. temporary employees, and breakdown by gender; and

KPIs:

Total Number of Temporary Employees: 134 #

Number of Temporary Employees by Gender: Ø

Number of Temporary Employees by Gender : Female: 36 #

Number of Temporary Employees by Gender : No indication: Ø

Number of Temporary Employees by Gender : Male: 98 #

Number of Temporary Employees by Gender : Other: Ø

S1-6-50.(b).iii. non-guaranteed hours employees, and breakdown by gender.

KPIs:

Number of Non-guaranteed Hours Employees by Gender : No indication: 0 #

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	196

Number of Non-guaranteed Hours Employees by Gender : Other: 0 #

Number of Non-guaranteed Hours Employees by Gender : Female: 0 #

Number of Non-guaranteed Hours Employees by Gender : Male: 0 #

Number of Non-guaranteed Hours Employees: 0 #

Number of Non-guaranteed Hours Employees by Gender: Ø

S1-6-50.(c)	the total number of employees who have left the undertaking during the reporting period and the rate of employee turnover in the reporting period.	KPIs: Total Number of Employees Who Have Left: 153 # Rate of Employee Turnover: 19 %
S1-6-50.(d)	a description of the methodologies and assumptions used to compile the data, including whether the numbers are reported:	Methodologies for Data Collection and Compilation: Primary Data Collection: We collect primary data directly from our respective responsible stakeholder through the third party digital platform. This data collection tool is designed to capture both quantitative metrics (such as the number of training hours completed by employees) as well as qualitative information in case direct measurement is not feasible.
S1-6-50.(d).i.	in head count or full-time equivalent (FTE) (including an explanation of how FTE is defined); and	Full-Time Equivalent (FTE) is a unit that represents the workload of an employee in a way that makes workloads or class loads comparable across various contexts. An FTE of 1.0 means that the employee is equivalent to a full-time worker. We collect primary data directly from our respective responsible stakeholder through the third party digital platform.
S1-6-50.(d).ii.	at the end of the reporting period, as an average across the reporting period, or using another methodology.	Numbers are reported at the end of reporting period.
S1-6-50.(e) - Fully Omitted	where applicable, a provision of contextual information necessary to understand the data (for example, to understand fluctuations in number of employees during the reporting period); and	Reason for omission: Further Reason Not applicable in our case
S1-6-50.(f)	a cross-reference of the information reported under (a) above to the most representative number in the financial statements.	Information is exactly the same in Financial reporting and CSRD reporting. Hence both could be cross referred with each other.
S1-6-51.	For the information specified in point (b) of paragraph 50, the undertaking may in addition disclose the breakdown by region.	
S1-6-52.	The undertaking may disclose by head count or full time equivalent (FTE) the following information:	
S1-6-52.(a)	full-time employees, and breakdowns by gender and by region; and	KPIs: Number of Full-Time Employees by Region : Anguilla: Ø Number of Full-Time Employees by Region : Antarctica: Ø

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	197

Number of Full-Time Employees by Region : Antigua and Barbuda: 0

Number of Full-Time Employees by Region : Argentina: 0

Number of Full-Time Employees by Region : Armenia: 0

Number of Full-Time Employees by Region : Aruba: 0

Number of Full-Time Employees by Region : Australia: 0

Number of Full-Time Employees by Region : Austria: 0

Number of Full-Time Employees by Region : Azerbaijan: 0

Number of Full-Time Employees by Region : Bahamas: 0

Number of Full-Time Employees by Region : Bahrain: 0

Number of Full-Time Employees by Region : Bangladesh: 0

Number of Full-Time Employees by Region : Barbados: 0

Number of Full-Time Employees by Region : Belarus: 0

Number of Full-Time Employees by Region : Belgium: 0

Number of Full-Time Employees by Region : Belize: 0

Number of Full-Time Employees by Region : Benin: 0

Number of Full-Time Employees by Region : Bermuda: 0

Number of Full-Time Employees by Region : Bhutan: 0

Number of Full-Time Employees by Region : Bolivia: 0

Number of Full-Time Employees by Region : Bosnia and Herzegovina: 0

Number of Full-Time Employees by Region : Botswana: 0

Number of Full-Time Employees by Region : Bouake: 0

Number of Full-Time Employees by Region : Bouvet Island: 0

Number of Full-Time Employees by Region : Brazil: 0

Number of Full-Time Employees by Region : British Virgin Islands: 0

Number of Full-Time Employees by Region : Brunei Darussalam: 0

Number of Full-Time Employees by Region : Bulgaria: 0

Number of Full-Time Employees by Region : Burkina Faso: 0

Number of Full-Time Employees by Region : Burundi: 0

Number of Full-Time Employees by Region : Cambodia: 0

Number of Full-Time Employees by Region : Cameroon: 0

Number of Full-Time Employees by Region : Canada: 0

Number of Full-Time Employees by Region : Cape Verde: 0

Number of Full-Time Employees by Region : Cayman Islands: 0

Number of Full-Time Employees by Region : Central African Republic: 0

Number of Full-Time Employees by Region : Chad: 0

Number of Full-Time Employees by Region : Chile: 0

Number of Full-Time Employees by Region : China: 681 #

Number of Full-Time Employees by Region : Christmas Island: 0

Number of Full-Time Employees by Region : Colombia: 0

Number of Full-Time Employees by Region : Comoros: 0

Number of Full-Time Employees by Region : Congo: 0

Number of Full-Time Employees by Region : Cook Islands: 0

Number of Full-Time Employees by Region : Costa Rica: 0

Number of Full-Time Employees by Region : Côte d'Ivoire: 0

Number of Full-Time Employees by Region : Croatia: 0

Number of Full-Time Employees by Region : Cuba: 0

Number of Full-Time Employees by Region : Curaçao: 0

Number of Full-Time Employees by Region : Cyprus: 0

Number of Full-Time Employees by Region : Czech Republic: 0

Number of Full-Time Employees by Region : Denmark: 18 #

Number of Full-Time Employees by Region : Djibouti: 0

Number of Full-Time Employees by Region : Dominica: 0

Number of Full-Time Employees by Region : Dominican Republic: 0

Number of Full-Time Employees by Region : East Timor: 0

Number of Full-Time Employees by Region : Ecuador: 0

Number of Full-Time Employees by Region : Afghanistan: 0

Number of Full-Time Employees by Region : Albania: 0

Number of Full-Time Employees by Region : Algeria: 0

Number of Full-Time Employees by Region : Andorra: 0

Number of Full-Time Employees by Gender : Female: 276 #

Number of Full-Time Employees by Gender : No indication: 0

Number of Full-Time Employees by Gender : Male: 469 #

Number of Full-Time Employees by Gender : Other: 0

Number of Full-Time Employees by Region : Angola: 0

Number of Full-Time Employees by Region : Egypt: 0

Number of Full-Time Employees by Region : El Salvador: 0

Number of Full-Time Employees by Region : Eritrea: 0

Number of Full-Time Employees by Region : Estonia: 0

Number of Full-Time Employees by Region : Ethiopia: 0

Number of Full-Time Employees by Region : Falkland Islands: 0

Number of Full-Time Employees by Region : Faroe Islands: 0

Number of Full-Time Employees by Region : Fiji: 0

Number of Full-Time Employees by Region : Finland: 0

Number of Full-Time Employees by Region : France: 0

Number of Full-Time Employees by Region : French Guiana: 0

Number of Full-Time Employees by Region : French Polynesia: 0

Number of Full-Time Employees by Region : French Southern Territories: 0

Number of Full-Time Employees by Region : Gabon: 0

Number of Full-Time Employees by Region : Gainesville: 0

Number of Full-Time Employees by Region : Gambia: 0

Number of Full-Time Employees by Region : Georgia: 0

Number of Full-Time Employees by Region : Germany: 16 #

Number of Full-Time Employees by Region : Ghana: 0

Number of Full-Time Employees by Region : Gibraltar: 0

Number of Full-Time Employees by Region : Greece: 0

Number of Full-Time Employees by Region : Greenland: 0

Number of Full-Time Employees by Region : Grenada: 0

Number of Full-Time Employees by Region : Guadeloupe: 0

Number of Full-Time Employees by Region : Guam: 0

Number of Full-Time Employees by Region : Guatemala: 0

Number of Full-Time Employees by Region : Guinea: 0

Number of Full-Time Employees by Region : Guinea-Bissau: 0

Number of Full-Time Employees by Region : Guyana: 0

Number of Full-Time Employees by Region : Haiti: 0

Number of Full-Time Employees by Region : Heard and McDonald Islands: 0

Number of Full-Time Employees by Region : Honduras: 0

Number of Full-Time Employees by Region : Hong Kong: 0

Number of Full-Time Employees by Region : Hungary: 0

Number of Full-Time Employees by Region : Iceland: 0

Number of Full-Time Employees by Region : India: 0

Number of Full-Time Employees by Region : Indonesia: 0

Number of Full-Time Employees by Region : Iran: 0

Number of Full-Time Employees by Region : Iraq: 0

Number of Full-Time Employees by Region : Ireland: 0

Number of Full-Time Employees by Region : Israel: 0

Number of Full-Time Employees by Region : Italy: 0

Number of Full-Time Employees by Region : Jamaica: 0

Number of Full-Time Employees by Region : Jan Mayen: 0

Number of Full-Time Employees by Region : Japan: 0

Number of Full-Time Employees by Region : Jordan: 0

Number of Full-Time Employees by Region : Kazakhstan: 0

Number of Full-Time Employees by Region : Kenya: Ø

Number of Full-Time Employees by Region : Kiribati: Ø

Number of Full-Time Employees by Region : Kosovo: Ø

Number of Full-Time Employees by Region : Kurdistan: Ø

Number of Full-Time Employees by Region : Kuwait: Ø

Number of Full-Time Employees by Region : Kyrgyzstan: Ø

Number of Full-Time Employees by Region : Laos: Ø

Number of Full-Time Employees by Region : Latvia: Ø

Number of Full-Time Employees by Region : Lebanon: Ø

Number of Full-Time Employees by Region : Lesotho: Ø

Number of Full-Time Employees by Region : Liberia: Ø

Number of Full-Time Employees by Region : Libya: Ø

Number of Full-Time Employees by Region : Liechtenstein: Ø

Number of Full-Time Employees by Region : Lithuania: Ø

Number of Full-Time Employees by Region : Luxembourg: Ø

Number of Full-Time Employees by Region : Macau: Ø

Number of Full-Time Employees by Region : Macedonia: Ø

Number of Full-Time Employees by Region : Madagascar: Ø

Number of Full-Time Employees by Region : Malawi: Ø

Number of Full-Time Employees by Region : Malaysia: Ø

Number of Full-Time Employees by Region : Maldives: Ø

Number of Full-Time Employees by Region : Mali: Ø

Number of Full-Time Employees by Region : Malta: Ø

Number of Full-Time Employees by Region : Marshall Islands: Ø

Number of Full-Time Employees by Region : Martinique: Ø

Number of Full-Time Employees by Region : Mauritania: Ø

Number of Full-Time Employees by Region : Mauritius: Ø

Number of Full-Time Employees by Region : Mayotte: Ø

Number of Full-Time Employees by Region : Mexico: Ø

Number of Full-Time Employees by Region : Micronesia: Ø

Number of Full-Time Employees by Region : Moldova: Ø

Number of Full-Time Employees by Region : Monaco: Ø

Number of Full-Time Employees by Region : Mongolia: Ø

Number of Full-Time Employees by Region : Montenegro: Ø

Number of Full-Time Employees by Region : Montserrat: Ø

Number of Full-Time Employees by Region : Morocco: Ø

Number of Full-Time Employees by Region : Mozambique: Ø

Number of Full-Time Employees by Region : Myanmar: Ø

Number of Full-Time Employees by Region : Namibia: Ø

Number of Full-Time Employees by Region : Nauru: Ø

Number of Full-Time Employees by Region : Nepal: Ø

Number of Full-Time Employees by Region : Netherlands: Ø

Number of Full-Time Employees by Region : New Caledonia: Ø

Number of Full-Time Employees by Region : New Zealand: Ø

Number of Full-Time Employees by Region : Nicaragua: Ø

Number of Full-Time Employees by Region : Niger: Ø

Number of Full-Time Employees by Region : Nigeria: Ø

Number of Full-Time Employees by Region : Niue: Ø

Number of Full-Time Employees by Region : Norfolk Island: Ø

Number of Full-Time Employees by Region : Northern Mariana Islands: Ø

Number of Full-Time Employees by Region : North Korea: Ø

Number of Full-Time Employees by Region : Norway: Ø

Number of Full-Time Employees by Region : Oman: Ø

Number of Full-Time Employees by Region : Pakistan: Ø

Number of Full-Time Employees by Region : Palau: Ø

Number of Full-Time Employees by Region : Palestinian Territory: Ø

Number of Full-Time Employees by Region : Panama: Ø

Number of Full-Time Employees by Region : Papua New Guinea: Ø

Number of Full-Time Employees by Region : Paraguay: Ø

Number of Full-Time Employees by Region : Peru: Ø

Number of Full-Time Employees by Region : Philippines: Ø

Number of Full-Time Employees by Region : Pitcairn Islands: Ø

Number of Full-Time Employees by Region : Poland: Ø

Number of Full-Time Employees by Region : Portugal: Ø

Number of Full-Time Employees by Region : Puerto Rico: Ø

Number of Full-Time Employees by Region : Qatar: Ø

Number of Full-Time Employees by Region : Reunion: Ø

Number of Full-Time Employees by Region : Romania: Ø

Number of Full-Time Employees by Region : Russia: Ø

Number of Full-Time Employees by Region : Rwanda: Ø

Number of Full-Time Employees by Region : Saint Barthelemy: Ø

Number of Full-Time Employees by Region : Saint Helena: Ø

Number of Full-Time Employees by Region : Saint Kitts and Nevis: Ø

Number of Full-Time Employees by Region : Saint Lucia: Ø

Number of Full-Time Employees by Region : Saint Martin: 0

Number of Full-Time Employees by Region : Saint Pierre and Miquelon: 0

Number of Full-Time Employees by Region : Saint Vincent and the Grenadines: 0

Number of Full-Time Employees by Region : Samoa: 0

Number of Full-Time Employees by Region : San Marino: 0

Number of Full-Time Employees by Region : Sao Tome and Principe: 0

Number of Full-Time Employees by Region : Saudi Arabia: 0

Number of Full-Time Employees by Region : Senegal: 0

Number of Full-Time Employees by Region : Serbia: 0

Number of Full-Time Employees by Region : Seychelles: 0

Number of Full-Time Employees by Region : Sierra Leone: 0

Number of Full-Time Employees by Region : Singapore: 0

Number of Full-Time Employees by Region : Sint Maarten: 0

Number of Full-Time Employees by Region : Slovakia: 27 #

Number of Full-Time Employees by Region : Slovenia: 0

Number of Full-Time Employees by Region : Solomon Islands: 0

Number of Full-Time Employees by Region : Somalia: 0

Number of Full-Time Employees by Region : South Africa: 0

Number of Full-Time Employees by Region : South Georgia and South Sandwich Islands: 0

Number of Full-Time Employees by Region : South Korea: 0

Number of Full-Time Employees by Region : South Sudan: 0

Number of Full-Time Employees by Region : Spain: 0

Number of Full-Time Employees by Region : Sri Lanka: 0

Number of Full-Time Employees by Region : Sudan: 0

Number of Full-Time Employees by Region : Suriname: 0

Number of Full-Time Employees by Region : Swaziland: 0

Number of Full-Time Employees by Region : Sweden: 0

Number of Full-Time Employees by Region : Switzerland: 0

Number of Full-Time Employees by Region : Syria: 0

Number of Full-Time Employees by Region : Taiwan: 0

Number of Full-Time Employees by Region : Tajikistan: 0

Number of Full-Time Employees by Region : Tanzania: 0

Number of Full-Time Employees by Region : Thailand: 0

Number of Full-Time Employees by Region : Togo: 0

Number of Full-Time Employees by Region : Tokelau: 0

Number of Full-Time Employees by Region : Tonga: 0

Number of Full-Time Employees by Region : Trinidad and Tobago: 0

Number of Full-Time Employees by Region : Tunisia: 0

Number of Full-Time Employees by Region : Turkey: 0

Number of Full-Time Employees by Region : Turkmenistan: 0

Number of Full-Time Employees by Region : Turks and Caicos Islands: 0

Number of Full-Time Employees by Region : Tuvalu: 0

Number of Full-Time Employees by Region : Uganda: 0

Number of Full-Time Employees by Region : Ukraine: 0

Number of Full-Time Employees by Region : United Arab Emirates: 0

Number of Full-Time Employees by Region : United Kingdom: 0

Number of Full-Time Employees by Region : United States: 5 #

Number of Full-Time Employees by Region : Uruguay: 0

Number of Full-Time Employees by Region : US Virgin Islands: 0

Number of Full-Time Employees by Region : Uzbekistan: 0

Number of Full-Time Employees by Region : Vanuatu: 0

Number of Full-Time Employees by Region : Vatican City: 0

Number of Full-Time Employees by Region : Venezuela: 0

Number of Full-Time Employees by Region : Vietnam: 0

Number of Full-Time Employees by Region : Wallis and Futuna: 0

Number of Full-Time Employees by Region : Western Sahara: 0

Number of Full-Time Employees by Region : Yemen: 0

Number of Full-Time Employees by Region : Yogyakarta: 0

Number of Full-Time Employees by Region : Zambia: 0

Number of Full-Time Employees by Region : Zimbabwe: 0

Number of Full-Time Employees by Region: 0

Number of Full-Time Employees by Gender: 0

Total Number of Full-Time Employees: 746 #

S1-6-52.(b)

part-time employees, and breakdowns by gender and by region.

KPIs:

Number of Part-Time Employees by Gender : Male: 0

Number of Part-Time Employees by Gender : Other: 0

Number of Part-Time Employees by Gender : Female: 2 #

Number of Part-Time Employees by Gender : No indication: 0

Number of Part-Time Employees by Region : Afghanistan: 0

Number of Part-Time Employees by Region : Albania: 0

Number of Part-Time Employees by Region : Algeria: 0

Number of Part-Time Employees by Region : Andorra: 0

Number of Part-Time Employees by Region : Angola: 0

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	204

Number of Part-Time Employees by Region : Anguilla: Ø

Number of Part-Time Employees by Region : Antarctica: Ø

Number of Part-Time Employees by Region : Antigua and Barbuda: Ø

Number of Part-Time Employees by Region : Argentina: Ø

Number of Part-Time Employees by Region : Armenia: Ø

Number of Part-Time Employees by Region : Aruba: Ø

Number of Part-Time Employees by Region : Australia: Ø

Number of Part-Time Employees by Region : Austria: Ø

Number of Part-Time Employees by Region : Azerbaijan: Ø

Number of Part-Time Employees by Region : Bahamas: Ø

Number of Part-Time Employees by Region : Bahrain: Ø

Number of Part-Time Employees by Region : Bangladesh: Ø

Number of Part-Time Employees by Region : Barbados: Ø

Number of Part-Time Employees by Region : Belarus: Ø

Number of Part-Time Employees by Region : Belgium: Ø

Number of Part-Time Employees by Region : Belize: Ø

Number of Part-Time Employees by Region : Benin: Ø

Number of Part-Time Employees by Region : Bermuda: Ø

Number of Part-Time Employees by Region : Bhutan: Ø

Number of Part-Time Employees by Region : Bolivia: Ø

Number of Part-Time Employees by Region : Bosnia and Herzegovina: Ø

Number of Part-Time Employees by Region : Botswana: Ø

Number of Part-Time Employees by Region : Bouake: Ø

Number of Part-Time Employees by Region : Bouvet Island: Ø

Number of Part-Time Employees by Region : Brazil: Ø

Number of Part-Time Employees by Region : British Virgin Islands: Ø

Number of Part-Time Employees by Region : Brunei Darussalam: Ø

Number of Part-Time Employees by Region : Bulgaria: Ø

Number of Part-Time Employees by Region : Burkina Faso: Ø

Number of Part-Time Employees by Region : Burundi: Ø

Number of Part-Time Employees by Region : Cambodia: Ø

Number of Part-Time Employees by Region : Cameroon: Ø

Number of Part-Time Employees by Region : Canada: Ø

Number of Part-Time Employees by Region : Cape Verde: Ø

Number of Part-Time Employees by Region : Cayman Islands: Ø

Number of Part-Time Employees by Region : Central African Republic: Ø

Number of Part-Time Employees by Region : Chad: Ø

Number of Part-Time Employees by Region : Chile: Ø

Number of Part-Time Employees by Region : China: Ø

Number of Part-Time Employees by Region : Christmas Island: Ø

Number of Part-Time Employees by Region : Colombia: Ø

Number of Part-Time Employees by Region : Comoros: Ø

Number of Part-Time Employees by Region : Congo: Ø

Number of Part-Time Employees by Region : Cook Islands: Ø

Number of Part-Time Employees by Region : Costa Rica: Ø

Number of Part-Time Employees by Region : Côte d'Ivoire: Ø

Number of Part-Time Employees by Region : Croatia: Ø

Number of Part-Time Employees by Region : Cuba: Ø

Number of Part-Time Employees by Region : Curaçao: Ø

Number of Part-Time Employees by Region : Cyprus: Ø

Number of Part-Time Employees by Region : Czech Republic: Ø

Number of Part-Time Employees by Region : Denmark: 1 #

Number of Part-Time Employees by Region : Djibouti: Ø

Number of Part-Time Employees by Region : Dominica: Ø

Number of Part-Time Employees by Region : Dominican Republic: Ø

Number of Part-Time Employees by Region : East Timor: Ø

Number of Part-Time Employees by Region : Ecuador: Ø

Number of Part-Time Employees by Region : Egypt: Ø

Number of Part-Time Employees by Region : El Salvador: Ø

Number of Part-Time Employees by Region : Eritrea: Ø

Number of Part-Time Employees by Region : Estonia: Ø

Number of Part-Time Employees by Region : Ethiopia: Ø

Number of Part-Time Employees by Region : Falkland Islands: Ø

Number of Part-Time Employees by Region : Faroe Islands: Ø

Number of Part-Time Employees by Region : Fiji: Ø

Number of Part-Time Employees by Region : Finland: Ø

Number of Part-Time Employees by Region : France: Ø

Number of Part-Time Employees by Region : French Guiana: Ø

Number of Part-Time Employees by Region : French Polynesia: Ø

Number of Part-Time Employees by Region : French Southern Territories: Ø

Number of Part-Time Employees by Region : Gabon: Ø

Number of Part-Time Employees by Region : Gainesville: Ø

Number of Part-Time Employees by Region : Gambia: Ø

Number of Part-Time Employees by Region : Georgia: Ø

Number of Part-Time Employees by Region : Germany: 1 #

Number of Part-Time Employees by Region : Ghana: Ø

Number of Part-Time Employees by Region : Gibraltar: Ø

Number of Part-Time Employees by Region : Greece: Ø

Number of Part-Time Employees by Region : Greenland: Ø

Number of Part-Time Employees by Region : Grenada: Ø

Number of Part-Time Employees by Region : Guadeloupe: Ø

Number of Part-Time Employees by Region : Guam: Ø

Number of Part-Time Employees by Region : Guatemala: Ø

Number of Part-Time Employees by Region : Guinea: Ø

Number of Part-Time Employees by Region : Guinea-Bissau: Ø

Number of Part-Time Employees by Region : Guyana: Ø

Number of Part-Time Employees by Region : Haiti: Ø

Number of Part-Time Employees by Region : Heard and McDonald Islands: Ø

Number of Part-Time Employees by Region : Honduras: Ø

Number of Part-Time Employees by Region : Hong Kong: Ø

Number of Part-Time Employees by Region : Hungary: Ø

Number of Part-Time Employees by Region : Iceland: Ø

Number of Part-Time Employees by Region : India: Ø

Number of Part-Time Employees by Region : Indonesia: Ø

Number of Part-Time Employees by Region : Iran: Ø

Number of Part-Time Employees by Region : Iraq: Ø

Number of Part-Time Employees by Region : Ireland: Ø

Number of Part-Time Employees by Region : Israel: Ø

Number of Part-Time Employees by Region : Italy: Ø

Number of Part-Time Employees by Region : Jamaica: Ø

Number of Part-Time Employees by Region : Jan Mayen: Ø

Number of Part-Time Employees by Region : Japan: Ø

Number of Part-Time Employees by Region : Jordan: Ø

Number of Part-Time Employees by Region : Kazakhstan: Ø

Number of Part-Time Employees by Region : Kenya: Ø

Number of Part-Time Employees by Region : Kiribati: Ø

Number of Part-Time Employees by Region : Kosovo: Ø

Number of Part-Time Employees by Region : Kurdistan: Ø

Number of Part-Time Employees by Region : Kuwait: Ø

Number of Part-Time Employees by Region : Kyrgyzstan: Ø

Number of Part-Time Employees by Region : Laos: Ø

Number of Part-Time Employees by Region : Latvia: Ø

Number of Part-Time Employees by Region : Lebanon: Ø

Number of Part-Time Employees by Region : Lesotho: Ø

Number of Part-Time Employees by Region : Liberia: Ø

Number of Part-Time Employees by Region : Libya: Ø

Number of Part-Time Employees by Region : Liechtenstein: Ø

Number of Part-Time Employees by Region : Lithuania: Ø

Number of Part-Time Employees by Region : Luxembourg: Ø

Number of Part-Time Employees by Region : Macau: Ø

Number of Part-Time Employees by Region : Macedonia: Ø

Number of Part-Time Employees by Region : Madagascar: Ø

Number of Part-Time Employees by Region : Malawi: Ø

Number of Part-Time Employees by Region : Malaysia: Ø

Number of Part-Time Employees by Region : Maldives: Ø

Number of Part-Time Employees by Region : Mali: Ø

Number of Part-Time Employees by Region : Malta: Ø

Number of Part-Time Employees by Region : Marshall Islands: Ø

Number of Part-Time Employees by Region : Martinique: Ø

Number of Part-Time Employees by Region : Mauritania: Ø

Number of Part-Time Employees by Region : Mauritius: Ø

Number of Part-Time Employees by Region : Mayotte: Ø

Number of Part-Time Employees by Region : Mexico: Ø

Number of Part-Time Employees by Region : Micronesia: Ø

Number of Part-Time Employees by Region : Moldova: Ø

Number of Part-Time Employees by Region : Monaco: Ø

Number of Part-Time Employees by Region : Mongolia: Ø

Number of Part-Time Employees by Region : Montenegro: Ø

Number of Part-Time Employees by Region : Montserrat: Ø

Number of Part-Time Employees by Region : Morocco: Ø

Number of Part-Time Employees by Region : Mozambique: Ø

Number of Part-Time Employees by Region : Myanmar: Ø

Number of Part-Time Employees by Region : Namibia: Ø

Number of Part-Time Employees by Region : Nauru: Ø

Number of Part-Time Employees by Region : Nepal: Ø

Number of Part-Time Employees by Region : Netherlands: Ø

Number of Part-Time Employees by Region : New Caledonia: Ø

Number of Part-Time Employees by Region : New Zealand: Ø

Number of Part-Time Employees by Region : Nicaragua: Ø

Number of Part-Time Employees by Region : Niger: Ø

Number of Part-Time Employees by Region : Nigeria: Ø

Number of Part-Time Employees by Region : Niue: Ø

Number of Part-Time Employees by Region : Norfolk Island: Ø

Number of Part-Time Employees by Region : Northern Mariana Islands: Ø

Number of Part-Time Employees by Region : North Korea: Ø

Number of Part-Time Employees by Region : Norway: Ø

Number of Part-Time Employees by Region : Oman: Ø

Number of Part-Time Employees by Region : Pakistan: Ø

Number of Part-Time Employees by Region : Palau: Ø

Number of Part-Time Employees by Region : Palestinian Territory: Ø

Number of Part-Time Employees by Region : Panama: Ø

Number of Part-Time Employees by Region : Papua New Guinea: Ø

Number of Part-Time Employees by Region : Paraguay: Ø

Number of Part-Time Employees by Region : Peru: Ø

Number of Part-Time Employees by Region : Philippines: Ø

Number of Part-Time Employees by Region : Pitcairn Islands: Ø

Number of Part-Time Employees by Region : Poland: Ø

Number of Part-Time Employees by Region : Portugal: Ø

Number of Part-Time Employees by Region : Puerto Rico: Ø

Number of Part-Time Employees by Region : Qatar: Ø

Number of Part-Time Employees by Region : Reunion: Ø

Number of Part-Time Employees by Region : Romania: Ø

Number of Part-Time Employees by Region : Russia: Ø

Number of Part-Time Employees by Region : Rwanda: Ø

Number of Part-Time Employees by Region : Saint Barthelemy: Ø

Number of Part-Time Employees by Region : Saint Helena: Ø

Number of Part-Time Employees by Region : Saint Kitts and Nevis: Ø

Number of Part-Time Employees by Region : Saint Lucia: Ø

Number of Part-Time Employees by Region : Saint Martin: Ø

Number of Part-Time Employees by Region : Saint Pierre and Miquelon: Ø

Number of Part-Time Employees by Region : Saint Vincent and the Grenadines: Ø

Number of Part-Time Employees by Region : Samoa: Ø

Number of Part-Time Employees by Region : San Marino: Ø

Number of Part-Time Employees by Region : Sao Tome and Principe: Ø

Number of Part-Time Employees by Region : Saudi Arabia: Ø

Number of Part-Time Employees by Region : Senegal: Ø

Number of Part-Time Employees by Region : Serbia: Ø

Number of Part-Time Employees by Region : Seychelles: Ø

Number of Part-Time Employees by Region : Sierra Leone: Ø

Number of Part-Time Employees by Region : Singapore: Ø

Number of Part-Time Employees by Region : Sint Maarten: Ø

Number of Part-Time Employees by Region : Slovakia: Ø

Number of Part-Time Employees by Region : Slovenia: Ø

Number of Part-Time Employees by Region : Solomon Islands: Ø

Number of Part-Time Employees by Region : Somalia: Ø

Number of Part-Time Employees by Region : South Africa: Ø

Number of Part-Time Employees by Region : South Georgia and South Sandwich Islands: Ø

Number of Part-Time Employees by Region : South Korea: Ø

Number of Part-Time Employees by Region : South Sudan: Ø

Number of Part-Time Employees by Region : Spain: Ø

Number of Part-Time Employees by Region : Sri Lanka: Ø

Number of Part-Time Employees by Region : Sudan: Ø

Number of Part-Time Employees by Region : Suriname: Ø

Number of Part-Time Employees by Region : Swaziland: Ø

Number of Part-Time Employees by Region : Sweden: Ø

Number of Part-Time Employees by Region : Switzerland: Ø

Number of Part-Time Employees by Region : Syria: Ø

Number of Part-Time Employees by Region : Taiwan: Ø

Number of Part-Time Employees by Region : Tajikistan: Ø

Number of Part-Time Employees by Region : Tanzania: Ø

Number of Part-Time Employees by Region : Thailand: Ø

Number of Part-Time Employees by Region : Togo: Ø

Number of Part-Time Employees by Region : Tokelau: Ø

Number of Part-Time Employees by Region : Tonga: Ø

Number of Part-Time Employees by Region : Trinidad and Tobago: Ø

Number of Part-Time Employees by Region : Tunisia: Ø

Number of Part-Time Employees by Region : Turkey: Ø

Number of Part-Time Employees by Region : Turkmenistan: Ø

Number of Part-Time Employees by Region : Turks and Caicos Islands: Ø

Number of Part-Time Employees by Region : Tuvalu: Ø

Number of Part-Time Employees by Region : Uganda: Ø

Number of Part-Time Employees by Region : Ukraine: 0

Number of Part-Time Employees by Region : United Arab Emirates: 0

Number of Part-Time Employees by Region : United Kingdom: 0

Number of Part-Time Employees by Region : United States: 0

Number of Part-Time Employees by Region : Uruguay: 0

Number of Part-Time Employees by Region : US Virgin Islands: 0

Number of Part-Time Employees by Region : Uzbekistan: 0

Number of Part-Time Employees by Region : Vanuatu: 0

Number of Part-Time Employees by Region : Vatican City: 0

Number of Part-Time Employees by Region : Venezuela: 0

Number of Part-Time Employees by Region : Vietnam: 0

Number of Part-Time Employees by Region : Wallis and Futuna: 0

Number of Part-Time Employees by Region : Western Sahara: 0

Number of Part-Time Employees by Region : Yemen: 0

Number of Part-Time Employees by Region : Yogyakarta: 0

Number of Part-Time Employees by Region : Zambia: 0

Number of Part-Time Employees by Region : Zimbabwe: 0

Number of Part-Time Employees by Gender: 0

Number of Part-Time Employees by Region: 0

Total Number of Part-Time Employees: 2 #

6.3.3 S1-7 – Characteristics of non-employees in the undertaking’s own workforce

ESRS S1-7	<p>Characteristics of non-employee workers in the undertaking’s own workforce</p> <p>The undertaking shall describe key characteristics of non-employees in its own workforce.</p>
S1-7-55.	<p>The disclosure required by paragraph 53 shall include:</p>
S1-7-55.(a)	<div> <div> <p>a disclosure of the total number of non-employees in the undertaking’s own workforce, i.e., either people with contracts with the undertaking to supply labour (“self-employed people”) or people provided by undertakings primarily engaged in “employment activities” (NACE Code N78).</p> </div> <div> <p>KPIs:</p> <p>Number of Non-Employees in Own Workforce: 123 #</p> <p>Number of Self-Employed People: 0 #</p> <p>Number of Temporary Workers from Staffing Agencies: 135 #</p> </div> </div>
S1-7-55.(b)	<div> <div> <p>an explanation of the methodologies and assumptions used to compile the</p> </div> <div> <p>Methodologies and Assumptions:</p> </div> </div>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	211

data, including whether the number of non-employees is reported:

- Data Collection and Sources:
- Workforce data has been compiled from internal stakeholder data sources and validated through local offices and operational teams in each region, including our headquarters in Denmark, manufacturing site in China, and offices in Germany, Slovakia, and North America. Data collection periods align with quarterly and annual reporting cycles, ensuring consistency and accuracy.
- Non-employee data is reported based on available contractual agreements

S1-7-55.(b).i.	in headcount or full-time equivalent (FTE) (including a definition of how FTE is defined); and	One FTE is defined as one full-time worker's total workload for a standard workweek, which is set at 40 hours per week across all regions unless local employment laws define otherwise.
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S1-7-55.(b).ii. - Fully Omitted	at the end of the reporting period, as an average across the reporting period, or using another methodology.	Reason for omission: Already Reported
--	--	--

S1-7-55.(c) - Fully Omitted	where applicable, a provision of contextual information necessary to understand the data (for example, significant fluctuations in the number of non-employees in the undertaking's own workforce during the reporting period and between the current and the previous reporting period).	Reason for omission: Further Reason Not applicable
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S1-7-56.	For the information specified in point (a) of paragraph 55, the undertaking may disclose the most common types of non-employees (for example, self-employed people, people provided by undertakings primarily engaged in employment activities, and other types relevant to the undertaking), their relationship with the undertaking, and the type of work that they perform.	People Provided by Employment Agencies (Temporary Workers): Relationship with TAJCO: These workers are supplied by third-party employment agencies and are engaged on a temporary basis to meet fluctuating operational needs, particularly in our manufacturing site in China. Type of Work: Temporary workers typically perform tasks related to assembly line production, packaging, quality control, and warehousing. They help manage peak production periods and large customer orders. Regions: This category is most common in China, where our manufacturing site requires flexible staffing to adapt to changes in production demand. Outsourced Personnel from External Service Providers: Relationship with TAJCO: These individuals are employed by external companies and provide services to TAJCO under outsourcing agreements. The relationship is typically governed by service contracts between TAJCO and the external service provider. Type of Work: Outsourced personnel mainly perform non-core operational tasks such as cleaning, facilities management, IT support, and certain administrative functions. These roles are integral to the day-to-day running of our offices and manufacturing sites but are not directly involved in core production or business operations.
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S1-7-57. - Fully Omitted	Where data is not available, the undertaking shall estimate the number and state that it has done so. When the undertaking performs estimates, it shall describe the basis of preparation of this estimation.	Reason for omission: Already Reported
---------------------------------	---	--

S1-7-AR 61.	This Disclosure Requirement provides insight into the undertaking's approach to employment, as well as the scope and nature of impacts arising from its employment practices. It also provides contextual information that aids an understanding of the information reported in other	<ul style="list-style-type: none"> ● TAJCO Group A/S employs a diverse workforce across multiple regions, including Denmark (headquarters), China (manufacturing), and Germany, Slovakia, and North America (regional offices). Our workforce consists predominantly of directly employed individuals, including full-time and part-time employees. However, we also engage non-employees such as
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	212

disclosures. This disclosure covers both individual contractors supplying labour to the undertaking ("self-employed people") and workers provided by undertakings primarily engaged in "employment activities" (NACE Code N78). If all the people performing work for the undertaking are employees and the undertaking does not have any people in its workforce who are not employees, this Disclosure Requirement is not material for the undertaking; notwithstanding, the undertaking may state this fact when disclosing the information required by Disclosure Requirement S1-6 as contextual information as this information can be relevant for the users of the Sustainability Statement .

temporary workers from third-party agencies, as necessary, to meet specific business needs.

- Non-Employee Workforce:
- TAJCO's non-employee workforce includes:
- Temporary workers sourced through third-party agencies engaged in employment activities particularly in our manufacturing operations in China. These non-employee engagements allow TAJCO to access specific skills and maintain operational flexibility, especially in areas where highly specialized expertise or short-term labor is required.
- This disclosure provides essential contextual information that complements other related disclosures, including workforce data, social impacts, and sustainability performance. Understanding our approach to employment - including the use of workers from employment agencies - helps stakeholders assess how our workforce practices align with sustainability objectives, operational efficiency, and labor practices.

6.3.4 S1-8 – Collective bargaining coverage and social dialogue

Group level data

ESRS Code	KPI	Group Level Data 2023
S1-8-60.(a)	Overall Ratio of Employees Covered by Collective Bargaining Agreements	98%
S1-8-63.(a)	Global Ratio of Employees Covered by Workers' Representatives	10%

Breakdown by facility

TAJCO Manufacturing Co. Ltd.

ESRS Code	KPI Name	TMN Data 2023
S1-8-60.(a)	Overall Ratio of Employees Covered by Collective Bargaining Agreements	98%
S1-8-63.(a)	Global Ratio of Employees Covered by Workers' Representatives	10%

ESRS S1-8

Collective bargaining coverage and social dialogue

The undertaking shall disclose information on the extent to which the working conditions and terms of employment of its employees are determined or influenced by collective bargaining agreements and on the extent to which its employees are represented in social dialogue in the European Economic Area (EEA) at the establishment and European level.

S1-8-60.	The undertaking shall disclose:	
S1-8-60.(a)	the percentage of its total employees covered by collective bargaining agreements;	<p>KPIs:</p> <p>Overall Ratio of Employees Covered by Collective Bargaining Agreements: 73 %</p>
S1-8-60.(b)	in the European Economic Area (EEA), whether it has one or more collective bargaining agreements and, if so, the overall percentage of its employees covered by such agreement(s) for each country in which it has significant employment, defined as at least 50 employees by head count representing at least 10% of its total number of employees; and	<p>KPIs:</p> <p>Ratio of Employees Covered by Collective Bargaining Agreements by EEA Country: Ø</p> <p>Ratio of Employees covered by Collective Bargaining Agreements by EEA Country : Bulgaria: 0 %</p> <p>Ratio of Employees covered by Collective Bargaining Agreements by EEA Country : Outside EEA: 100 %</p> <p>Ratio of Employees covered by Collective Bargaining Agreements by EEA Country : Norway: Ø</p> <p>Ratio of Employees covered by Collective Bargaining Agreements by EEA Country : Netherlands: Ø</p> <p>Ratio of Employees covered by Collective Bargaining Agreements by EEA Country : Belgium: 0 %</p> <p>Ratio of Employees covered by Collective Bargaining Agreements by EEA Country : Austria: 0 %</p> <p>Ratio of Employees covered by Collective Bargaining Agreements by EEA Country : Luxembourg: Ø</p> <p>Ratio of Employees covered by Collective Bargaining Agreements by EEA Country : Lithuania: Ø</p> <p>Ratio of Employees covered by Collective Bargaining Agreements by EEA Country : Latvia: Ø</p> <p>Ratio of Employees covered by Collective Bargaining Agreements by EEA Country : Italy: Ø</p> <p>Ratio of Employees covered by Collective Bargaining Agreements by EEA Country : Hungary: Ø</p> <p>Ratio of Employees covered by Collective Bargaining Agreements by EEA Country : Greece: Ø</p> <p>Ratio of Employees covered by Collective Bargaining Agreements by EEA Country : Germany: Ø</p> <p>Ratio of Employees covered by Collective Bargaining Agreements by EEA Country : France: Ø</p>

Ratio of Employees covered by Collective Bargaining Agreements by EEA Country :
Finland: Ø

Ratio of Employees covered by Collective Bargaining Agreements by EEA Country :
Estonia: 0 %

Ratio of Employees covered by Collective Bargaining Agreements by EEA Country :
Denmark: Ø

Ratio of Employees covered by Collective Bargaining Agreements by EEA Country :
Czechia: 0 %

Ratio of Employees covered by Collective Bargaining Agreements by EEA Country :
Poland: Ø

Ratio of Employees covered by Collective Bargaining Agreements by EEA Country :
Portugal: Ø

Ratio of Employees covered by Collective Bargaining Agreements by EEA Country :
Romania: Ø

Ratio of Employees covered by Collective Bargaining Agreements by EEA Country :
Slovenia: Ø

Ratio of Employees covered by Collective Bargaining Agreements by EEA Country :
Spain: Ø

Ratio of Employees covered by Collective Bargaining Agreements by EEA Country :
Sweden: Ø

Ratio of Employees covered by Collective Bargaining Agreements by EEA Country :
Croatia: 0 %

S1-8-60.(c)	outside the European Economic Area (EEA) , the percentage of its own employees covered by collective bargaining agreements by region.	<p>KPIs:</p> <p>Ratio of Employees covered by Collective Bargaining Agreements outside EEA Country by Region : Africa: Ø</p> <p>Ratio of Employees covered by Collective Bargaining Agreements outside EEA Country by Region : Asia: 100 %</p> <p>Ratio of Employees covered by Collective Bargaining Agreements outside EEA Country by Region : Australia: Ø</p> <p>Ratio of Employees covered by Collective Bargaining Agreements outside EEA Country by Region : EEA: Ø</p> <p>Ratio of Employees covered by Collective Bargaining Agreements outside EEA Country by Region : Europe outside EEA: 100 %</p> <p>Ratio of Employees covered by Collective Bargaining Agreements outside EEA Country by Region : North America: Ø</p> <p>Ratio of Employees covered by Collective Bargaining Agreements outside EEA Country by Region : South America: Ø</p> <p>Ratio of Employees Covered by Collective Bargaining Agreements Outside EEA Country by Region: Ø</p>
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S1-8-61.	For employees not covered by collective bargaining agreements, the undertaking may disclose whether it determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other undertakings.	Collective Bargaining agreements only applies to non-employees working in the manufacturing unit in China.
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S1-8-62.	The undertaking may disclose the extent to which the working conditions and terms of employment of non-	Collective Bargaining Agreements and Non-Employees:
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	215

employees in its own workforce are determined or influenced by collective bargaining agreements, including an estimate of the coverage rate.

Non-Employee Categories:

TAJCO's non-employee workforce includes temporary workers provided by employment agencies across our global operations.

Collective Bargaining Agreement Influence:

In the case of non-employees, the working conditions and terms of employment are typically governed by their contractual agreements with TAJCO or their respective employment agencies.

S1-8-63.	The undertaking shall disclose the following information in relation to social dialogue:
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S1-8-63.(a)	the global percentage of employees covered by workers' representatives, reported at the country level for each EEA country in which the undertaking has significant employment; and	<p>KPIs:</p> <p>Ratio of Employees covered by Workers' Representatives by EEA Country : Greece: 0 %</p> <p>Ratio of Employees covered by Workers' Representatives by EEA Country : Portugal: 0 %</p> <p>Ratio of Employees covered by Workers' Representatives by EEA Country : Sweden: 0 %</p> <p>Ratio of Employees covered by Workers' Representatives by EEA Country : Spain: 0 %</p> <p>Ratio of Employees covered by Workers' Representatives by EEA Country : Slovenia: 0 %</p> <p>Ratio of Employees covered by Workers' Representatives by EEA Country : Romania: 0 %</p> <p>Ratio of Employees covered by Workers' Representatives by EEA Country : Poland: 0 %</p> <p>Ratio of Employees covered by Workers' Representatives by EEA Country : Outside EEA: 100 %</p> <p>Ratio of Employees covered by Workers' Representatives by EEA Country : Norway: 0 %</p> <p>Ratio of Employees covered by Workers' Representatives by EEA Country : Netherlands: 0 %</p> <p>Ratio of Employees covered by Workers' Representatives by EEA Country : Luxembourg: 0 %</p> <p>Ratio of Employees covered by Workers' Representatives by EEA Country : Lithuania: 0 %</p> <p>Ratio of Employees covered by Workers' Representatives by EEA Country : Latvia: 0 %</p> <p>Ratio of Employees covered by Workers' Representatives by EEA Country : Italy: 0 %</p> <p>Ratio of Employees covered by Workers' Representatives by EEA Country : Hungary: 0 %</p> <p>Ratio of Employees covered by Workers' Representatives by EEA Country : Germany: 0</p> <p>Ratio of Employees covered by Workers' Representatives by EEA Country : France: 0 %</p> <p>Ratio of Employees covered by Workers' Representatives by EEA Country : Finland: 0 %</p>
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	216

Ratio of Employees covered by Workers' Representatives by EEA Country : Estonia:
0 %

Ratio of Employees covered by Workers' Representatives by EEA Country : Denmark:
Ø

Ratio of Employees covered by Workers' Representatives by EEA Country : Czechia:
0 %

Ratio of Employees covered by Workers' Representatives by EEA Country : Croatia:
0 %

Global Ratio of Employees Covered by Workers' Representatives: 73 %

Ratio of Employees Covered by Workers' Representatives by EEA Country: Ø

Ratio of Employees covered by Workers' Representatives by EEA Country : Bulgaria:
0 %

Ratio of Employees covered by Workers' Representatives by EEA Country : Belgium:
0 %

Ratio of Employees covered by Workers' Representatives by EEA Country : Austria:
0 %

S1-8-63.(b) - **Fully Omitted** the existence of any agreement with its employees for representation by a European Works Council (EWC), a Societas Europaea (SE) Works Council, or a Societas Cooperativa Europaea (SCE) Works Council.

Reason for omission: Further Reason

Not applicable

S1-8-AR 70. The information required by this Disclosure Requirement shall be reported as follows:

6.3.5 S1-9 – Diversity metrics

Group level data

ESRS Code	KPI	Group Level Data 2023
S1-9-66.(a)	Number of Employees at Top Management Level	4
S1-9-66.(a)	Absolute Gender Distribution in Top Management Level by Gender	
	Male	4
	Female	0
	No Indication	0
	Other	0
S1-9-66.(a)	Ratio of Gender Distribution in Top Management Level by Gender	
	Male	100%
	Female	0%
	No Indication	0%
	Other	0%

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	217

S1-9-66.(b)	Number of Employees by Age Group	
S1-9-66.(b)	Number of Employees by Age Group: Between 30 - 50 Years	578
S1-9-66.(b)	Number of Employees by Age Group: Over 50 Years	36
S1-9-66.(b)	Number of Employees by Age Group: Under 30 Years	133
S1-9-66.(b)	Percentage of Employees by Age Group	
S1-9-66.(b)	Percentage of Employees by Age Group: Between 30 - 50 Years	77,38%
S1-9-66.(b)	Percentage of Employees by Age Group: Over 50 Years	5,00%
S1-9-66.(b)	Percentage of Employees by Age Group: Under 30 Years	17,80%

Breakdown by facility

TAJCO Manufacturing Co. Ltd.

ESRS Code	KPI	TMN Data 2023
S1-9-66.(a)	Number of Employees at Top Management Level	1
S1-9-66.(a)	Absolute Gender Distribution in Top Management Level by Gender	
	Male	1
	Female	0
	No Indication	0
	Other	0
S1-9-66.(a)	Ratio of Gender Distribution in Top Management Level by Gender	
	Male	100%
	Female	0%
	No Indication	
	Other	
S1-9-66.(b)	Number of Employees by Age Group	
S1-9-66.(b)	Number of Employees by Age Group: Between 30 - 50 Years	522
S1-9-66.(b)	Number of Employees by Age Group: Over 50 Years	22
S1-9-66.(b)	Number of Employees by Age Group: Under 30 Years	138
S1-9-66.(b)	Percentage of Employees by Age Group	
S1-9-66.(b)	Percentage of Employees by Age Group: Between 30 - 50 Years	76,54%

S1-9-66.(b)	Percentage of Employees by Age Group: Over 50 Years	3,23%
S1-9-66.(b)	Percentage of Employees by Age Group: Under 30 Years	20,23%

ESRS S1-9

Diversity indicators

The undertaking shall disclose the gender distribution at top management and the age distribution amongst its employees.

S1-9-66.

The undertaking shall disclose:

S1-9-66.(a)

the gender distribution in number and percentage at top management level; and

KPIs:

Absolute Gender Distribution in Top Management Level by Gender : Male: 4 #

Absolute Gender Distribution in Top Management Level by Gender : Other: Ø

Absolute Gender Distribution in Top Management Level by Gender : No indication: Ø

Absolute Gender Distribution in Top Management Level by Gender : Female: 0 #

Ratio of Gender Distribution in Top Management Level by Gender : Female: 0 %

Ratio of Gender Distribution in Top Management Level by Gender : Other: Ø

Ratio of Gender Distribution in Top Management Level by Gender : No indication: Ø

Ratio of Gender Distribution in Top Management Level by Gender : Male: 0 %

Absolute Gender Distribution in Top Management Level by Gender: Ø

Ratio of Gender Distribution in Top Management Level by Gender: Ø

Number of Employees at Top Management Level: 4 #

S1-9-66.(b)

the distribution of employees by age group: under 30 years old; 30-50 years old; over 50 years old.

KPIs:

Number of Employees by Age Group: Between 30 - 50 Years: 578 #

Number of Employees by Age Group: Over 50 Years: 36 #

Number of Employees by Age Group: Under 30 Years: 133 #

Percentage of Employees by Age Group: Between 30 - 50 Years: 77.37617135207496 %

Percentage of Employees by Age Group: Over 50 Years: 5 %

Percentage of Employees by Age Group: Under 30 Years: 17.8045515394913 %

S1-9-AR 71.

In preparing the disclosure on gender at top management, the undertaking shall use the definition of top management as one and two levels below the administrative and supervisory bodies unless this concept has already been defined with the undertaking's operations and differs from the previous description. If this is the case, the undertaking can use its own definition for top management and disclose that fact and its own definition.

TAJCO Group A/S uses an internally defined concept of top management that differs from the standard guideline. Our definition of top management includes our Group Management Team consisting of three Group Vice Presidents, CFO and CEO.

This definition is used to more accurately reflect the unique organizational structure of TAJCO Group A/S, where key strategic decisions are distributed among them.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	219

6.3.6 S1-10 – Adequate wages

Group Level Data

ESRS Code	KPI	Group Level Data 2023
S1-10-70.	Number of Employees Paid Below Adequate Wage	0
S1-10-70.	Percentage of Employees Paid below the Applicable Adequate Wage Benchmark	0
S1-10-71.	Percentage of Non-Employees Paid Below Adequate Wage	0

Breakdown by facility

TAJCO Manufacturing Co. Ltd.

ESRS Code	KPI	TMN Data 2023
S1-10-70.	Number of Employees Paid Below Adequate Wage	0
S1-10-70.	Percentage of Employees Paid below the Applicable Adequate Wage Benchmark	0
S1-10-71.	Percentage of Non-Employees Paid below Adequate Wage	0

ESRS S1-10

Adequate wages

The undertaking shall disclose whether or not its employees are paid an adequate wage, and if they are not all paid an adequate wage, the countries and percentage of employees concerned.

S1-10-69.

The undertaking shall disclose whether all its employees are paid an adequate wage, in line with applicable benchmarks. If so, stating this will be sufficient to fulfil this disclosure requirement and no further information is needed.

TAJCO Group A/S is committed to providing fair and equitable compensation to all of its employees across all regions of operation. We confirm that all of our employees are paid an adequate wage, in line with applicable benchmarks, including local minimum wage laws, industry standards, and living wage benchmarks where applicable.

S1-10-70.

If not all its employees are paid an adequate wage in line with applicable benchmarks, the undertaking shall disclose the countries where

KPIs:

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	220

employees earn below the applicable adequate wage benchmark and the percentage of employees that earn below the applicable adequate wage benchmark for each of these countries.

Percentage of Employees Paid below the Applicable Adequate Wage Benchmark: 0 %

Number of Employees Paid Below Adequate Wage: 0 #

S1-10-71.	The undertaking may also disclose the information specified in this disclosure requirement with regard to non-employees in its workforce.	KPIs: Percentage of Non-Employees Paid below Adequate Wage: 0 %
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6.3.7 S1-11 – Social protection

ESRS S1-11	Social protection The undertaking shall disclose whether its employees are covered by social protection against loss of income due to major life events, and, if not, the countries where this is not the case.			
S1-11-74.	The undertaking shall disclose whether all its employees are covered by social protection, through public programs or through benefits offered by the undertaking, against loss of income due to any of the following major life events. If so, stating this is sufficient to fulfil this disclosure requirement and no further information is needed.			
S1-11-74.(a)	sickness;	At TAJCO Group A/S, we ensure that all our employees are covered by social protection against loss of income due to major life events. These major life events include illness, unemployment, and maternity/paternity leave. TAJCO Group A/S complies with all relevant local regulations in the countries where we operate to ensure our employees have access to social protection, and no further information is required to fulfill this disclosure requirement.		
S1-11-74.(b) - Fully Omitted	unemployment starting from when the own worker is working for the undertaking;	Reason for omission:Already Reported		
S1-11-74.(c) - Fully Omitted	employment injury and acquired disability;	Reason for omission:Already Reported		
S1-11-74.(d) - Fully Omitted	parental leave; and	Reason for omission:Already Reported		
S1-11-74.(e) - Fully Omitted	retirement.	Reason for omission:Already Reported		
S1-11-75.	If not all of its employees are covered by social protection in accordance with paragraph 72, the undertaking shall in addition disclose the countries where employees do not have social protection with regard to one or more of the types of events listed in paragraph 72 and for each of those countries the types of employees who	At TAJCO Group A/S, we ensure that the majority of our employees are covered by social protection against loss of income due to major life events such as illness, unemployment, and maternity/paternity leave, starting from the moment they begin working for the company.		
Prepared by: Akash Verma		Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14		Date: 2025/04/28	Date: 2025/03/17	221

do not have social protection with regard to each applicable major life event (sickness).

However, in compliance with paragraph 72, we disclose the following information for employees who do not have full social protection:

- China: Not all employees are covered. In particular, certain categories of temporary or contract workers are not covered by company-provided social protection.

S1-11-75.	If not all of its employees are covered by social protection in accordance with paragraph 72, the undertaking shall in addition disclose the countries where employees do not have social protection with regard to one or more of the types of events listed in paragraph 72 and for each of those countries the types of employees who do not have social protection with regard to each applicable major life event (unemployment starting from when the own worker is working for the undertaking).	<p>At TAJCO Group A/S, we ensure that the majority of our employees are covered by social protection against loss of income due to major life events such as illness, unemployment, and maternity/paternity leave, starting from the moment they begin working for the company.</p> <p>However, in compliance with paragraph 72, we disclose the following information for employees who do not have full social protection:</p> <ul style="list-style-type: none"> ● China: Not all employees are covered. In particular, certain categories of temporary or contract workers are not covered by company-provided social protection.
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S1-11-75.	If not all of its employees are covered by social protection in accordance with paragraph 72, the undertaking shall in addition disclose the countries where employees do not have social protection with regard to one or more of the types of events listed in paragraph 72 and for each of those countries the types of employees who do not have social protection with regard to each applicable major life event (employment injury and acquired disability).	<p>At TAJCO Group A/S, we ensure that the majority of our employees are covered by social protection against loss of income due to major life events such as illness, unemployment, and maternity/paternity leave, starting from the moment they begin working for the company.</p> <p>However, in compliance with paragraph 72, we disclose the following information for employees who do not have full social protection:</p> <ul style="list-style-type: none"> ● China: Not all employees are covered. In particular, certain categories of temporary or contract workers are not covered by company-provided social protection.
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S1-11-75.	If not all of its employees are covered by social protection in accordance with paragraph 72, the undertaking shall in addition disclose the countries where employees do not have social protection with regard to one or more of the types of events listed in paragraph 72 and for each of those countries the types of employees who do not have social protection with regard to each applicable major life event (parental leave).	<p>At TAJCO Group A/S, we ensure that the majority of our employees are covered by social protection against loss of income due to major life events such as illness, unemployment, and maternity/paternity leave, starting from the moment they begin working for the company.</p> <p>However, in compliance with paragraph 72, we disclose the following information for employees who do not have full social protection:</p> <ul style="list-style-type: none"> ● China: Not all employees are covered. In particular, certain categories of temporary or contract workers are not covered by company-provided social protection.
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S1-11-75.	If not all of its employees are covered by social protection in accordance with paragraph 72, the undertaking shall in addition disclose the countries where employees do not have social protection with regard to one or more of the types of events listed in paragraph 72 and for each of those countries the types of employees who do not have social protection with regard to each applicable major life event (retirement).	<p>At TAJCO Group A/S, we ensure that the majority of our employees are covered by social protection against loss of income due to major life events such as illness, unemployment, and maternity/paternity leave, starting from the moment they begin working for the company.</p> <p>However, in compliance with paragraph 72, we disclose the following information for employees who do not have full social protection:</p> <ul style="list-style-type: none"> ● China: Not all employees are covered. In particular, certain categories of temporary or contract workers are not covered by company-provided social protection.
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S1-11-76.	The undertaking may also disclose the information specified in this disclosure requirement with regard to non-employees in its workforce.	
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	222

6.3.8 S1-12– Persons with disabilities

Group level data

ESRS Code	KPI	Group level Data 2023
S1-12-79.	Percentage of Employees with Disabilities (Subject to Legal Data Collection Restrictions)	0
S1-12-80.	Percentage of Employees with Disabilities in Own Workforce Breakdown by Gender	
	Male	0
	Female	0
	No Indication	0
	Other	0

Breakdown by facility

TAJCO Manufacturing Co. Ltd.

ESRS Code	KPI	TMN Data 2023
S1-12-79.	Percentage of Employees with Disabilities (Subject to Legal Data Collection Restrictions)	0
S1-12-80.	Percentage of Employees with Disabilities in Own Workforce Breakdown by Gender	
	Male	0
	Female	0
	No Indication	0
	Other	0

ESRS S1-12

Persons with disabilities

The undertaking shall disclose the percentage of its own employees with disabilities.

S1-12-79.

The undertaking shall disclose the percentage of persons with disabilities amongst its employees subject to

KPIs:

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	223

legal restrictions on the collection of data.

Employees with Disabilities: 0 #

Percentage of Employees with Disabilities (Subject to Legal Data Collection Restrictions): 0 %

S1-12-80.	The undertaking may disclose the percentage of employees with disabilities with a breakdown by gender.	<p>KPIs:</p> <p>Percentage of Employees with Disabilities in Own Workforce Breakdown by Gender: Ø</p> <p>Percentage of Employees with Disabilities in Own Workforce Breakdown by Gender: Other: Ø</p> <p>Percentage of Employees with Disabilities in Own Workforce Breakdown by Gender: Female: 0 %</p> <p>Percentage of Employees with Disabilities in Own Workforce Breakdown by Gender: Male: 0 %</p> <p>Percentage of Employees with Disabilities in Own Workforce Breakdown by Gender: No indication: Ø</p>
S1-12-AR 76.	When disclosing the information required in paragraph 77 regarding persons with disabilities, the undertaking shall provide any contextual information necessary to understand the data and how the data has been compiled (methodology). For example, information about the impact of different legal definitions of persons with disabilities in the different countries in which the undertaking has operations.	Data on employees with disabilities has been compiled through voluntary self-disclosure, through HR records, in compliance with privacy and data protection laws in each country.

6.3.9 S1-13 – Training and skills development metrics

Group Level Data

ESRS Code	KPI	Group level Data 2023
S1-13-83.(a)	Percentage of Employees that Participated in Regular Performance and Career Development Reviews	168,00
S1-13-83.(a)	Employee Participation in Performance Reviews by Gender	
	Male	63
	Female	105
	No Indication	0
	Other	0

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	224

S1-13-84.	Employee Participation in Performance Reviews by Employee Category	
	Executive	1
	Non-Executive	140
S1-13-83.(b)	Average Training Hours per Employee	0,86
S1-13-83.(b)	Average Training Hours per Employee by Gender	
	Male	0,74
	Female	1,06
	No Indication	0
	Other	0
S1-13-84.	Average Training Hours per Employee by Employee Category	
	Executive	4,94
	Non-Executive	0,86
S1-13-85.	Percentage of Non-Employees Who Participated in Performance Reviews	0

Breakdown by facility

TAJCO Manufacturing Co. Ltd.

ESRS Code	KPI	TMN Data 2023
S1-13-83.(a)	Percentage of Employees that Participated in Regular Performance and Career Development Reviews	141
S1-13-83.(a)	Employee Participation in Performance Reviews by Gender	
	Male	82
	Female	59
	No Indication	
	Other	
S1-13-84.	Employee Participation in Performance Reviews by Employee Category	
	Executive	1
	Non-Executive	140

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	225

S1-13-83.(b)	Average Training Hours per Employee	0,86
S1-13-83.(b)	Average Training Hours per Employee by Gender	
	Male	0,74
	Female	1,06
	No Indication	
	Other	
S1-13-84.	Average Training Hours per Employee-by-Employee Category	
	Executive	4,94
	Non-Executive	0,86
S1-13-85.	Percentage of Non-Employees Who Participated in Performance Reviews	0

ESRS S1-13 **Training and skills development metrics**

The undertaking shall disclose the extent to which training and skills development is provided to its employees.

S1-13-83. The disclosure required by paragraph 81 shall include:

S1-13-83.(a) the percentage of employees that participated in regular performance and career development reviews; such information shall be broken down by gender;

KPIs:

Percentage of Employees that Participated in Regular Performance and Career Development Reviews: 22.49 %

Employee Participation in Performance Reviews by Gender: Ø

Employee Participation in Performance Reviews by Gender : Male: 62.5 %

Employee Participation in Performance Reviews by Gender : Female: 37.5 %

Employee Participation in Performance Reviews by Gender : No indication: Ø

Employee Participation in Performance Reviews by Gender : Other: Ø

S1-13-83.(b) the average number of training hours per employee and by gender.

KPIs:

Average Training Hours per Employee by Gender : No indication: Ø

Average Training Hours per Employee by Gender : Female: 1.62 h

Average Training Hours per Employee by Gender : Male: 1.15 h

Average Training Hours per Employee by Gender : Other: Ø

Average Training Hours per Employee by Gender: Ø

Average Training Hours per Employee: 1.12 h

S1-13-84. The undertaking may disclose breakdowns by employee category for the percentage of employees that participated in regular performance

KPIs:

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	226

and career development and for the average number of training hours per employee.

Average Training Hours per Employee by Employee Category : Executive: 4.89 h

Average Training Hours per Employee by Employee Category : Senior Management/Partner Level: 4.89 h

Employee Participation in Performance Reviews by Employee Category : Middle Management: 0

Employee Participation in Performance Reviews by Employee Category : Junior Management: 0

Employee Participation in Performance Reviews by Employee Category : Professional/Technical Staff: 0

Employee Participation in Performance Reviews by Employee Category : Administrative Staff: 0

Employee Participation in Performance Reviews by Employee Category : Operational Staff : 0

Employee Participation in Performance Reviews by Employee Category : Entry-Level Staff: 0

Employee Participation in Performance Reviews by Employee Category : Executive: 4.17 %

Employee Participation in Performance Reviews by Employee Category : Senior Management/Partner Level: 4.17 %

Average Training Hours per Employee by Employee Category: 0

Employee Participation in Performance Reviews by Employee Category: 0

S1-13-85.

The undertaking may also disclose the information specified in this disclosure requirement with regard to non-employees in its workforce.

KPIs:

Percentage of Non-Employees Who Participated in Performance Reviews: 0 %

6.3.10 S1-14 – Health and safety metrics

Group level Data

ESRS Code	KPI	Group level Data 2023
S1-14-88.(b)	Fatalities from Employees due to Injuries and Ill Health	0
S1-14-88.(b)	Fatalities from Other Workers on Company Sites Due to Injuries and Ill Health	0
S1-14-88.(c)	Number of Accidents at Work from Employees	3
S1-14-88.(c)	Rate of Work-Related Accidents from Employees	2,16
S1-14-88.(d)	Number of Work-Related Ill Health from Employees	0

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	227

S1-14-88.(e)	Number of Days Lost to Work-related Injuries, Accidents and Fatalities from Employees	80
S1-14-89.	Number of Days Lost to Work-related Injuries, Accidents and Fatalities from Non-Employees	0
S1-14-89.	Number of Work-Related Ill Health from Non-Employees	0
S1-14-AR 82.	Fatalities from Employees due to Ill Health	0
S1-14-AR 82.	Fatalities from Employees due to Injuries	0
S1-14-AR 82.	Fatalities from Other Workers on Company Sites Due to Ill Health	0
S1-14-AR 82.	Fatalities from Other Workers on Company Sites Due to Injuries	0
S1-14-AR 94.	Work-Related Ill Health Detected Among Former Employees	0
S1-14-88.(a)	Workforce Covered by Health & Safety System	100
S1-14-90.	Workforce Covered by Audited or Certified Health & Safety System	18,77

Breakdown by facility

TAJCO Manufacturing Co. Ltd.

ESRS Code	KPI	TMN Data 2023
S1-14-88.(b)	Fatalities from Employees due to Injuries and Ill Health	0
S1-14-88.(b)	Fatalities from Other Workers on Company Sites Due to Injuries and Ill Health	0
S1-14-88.(c)	Number of Accidents at Work from Employees	3
S1-14-88.(c)	Rate of Work-Related Accidents from Employees	2,16
S1-14-88.(d)	Number of Work-Related Ill Health from Employees	0

S1-14-88.(e)	Number of Days Lost to Work-related Injuries, Accidents and Fatalities from Employees	80
S1-14-89.	Number of Days Lost to Work-related Injuries, Accidents and Fatalities from Non-Employees	0
S1-14-89.	Number of Work-Related Ill Health from Non-Employees	0
S1-14-AR 82.	Fatalities from Employees due to Ill Health	0
S1-14-AR 82.	Fatalities from Employees due to Injuries	0
S1-14-AR 82.	Fatalities from Other Workers on Company Sites Due to Ill Health	0
S1-14-AR 82.	Fatalities from Other Workers on Company Sites Due to Injuries	0
S1-14-AR 94.	Work-Related Ill Health Detected Among Former Employees	0
S1-14-88.(a)	Workforce Covered by Health & Safety System	100
S1-14-90.	Workforce Covered by Audited or Certified Health & Safety System	18,77

ESRS S1-14

Health and safety metrics

The undertaking shall disclose information on the extent to which its own workforce is covered by its health and safety management system and the number of incidents associated with work-related injuries, ill health and fatalities of its own workforce. In addition, it shall disclose the number of fatalities as a result of work-related injuries and work-related ill health of other workers working on the undertaking's sites.

S1-14-88. The disclosure required by paragraph 86 shall include the following information, where applicable broken down between employees and non-employees in the undertaking's own workforce:

S1-14-88.(a) the percentage of people in its own workforce who are covered by the undertaking's health and safety management system based on legal requirements and/or recognised standards or guidelines;

KPIs:

Workforce Covered by Health & Safety System: 100 %

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	229

S1-14-88.(b)	the number of fatalities as a result of work-related injuries and work-related ill health;	KPIs: Fatalities from Employees due to Injuries and Ill Health: 0 # Fatalities from Other Workers on Company Sites Due to Injuries and Ill Health: 0 #
S1-14-88.(c)	the number and rate of recordable work-related accidents;	KPIs: Number of Accidents at Work from Employees: 3 # Rate of Work-Related Accidents from Employees: 2.1580141091 #
S1-14-88.(d)	with regard to the undertaking's employees, the number of cases of recordable work- related ill health, subject to legal restrictions on the collection of data; and	KPIs: Number of Work-Related Ill Health from Employees: 0 #
S1-14-88.(e)	with regard to the undertaking's employees, the number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health.	KPIs: Number of Days Lost to Work-related Injuries, Accidents and Fatalities from Employees: 80 #
null	The information for (b) shall also be reported for other workers working on the undertaking's sites, such as value chain workers if they are working on the undertaking's sites.	
S1-14-89.	The undertaking may also disclose the information specified in points (d) and (e) of paragraph 88 with regard to non-employees.	KPIs: Number of Work-Related Ill Health from Non-Employees: 0 # Number of Days Lost to Work-related Injuries, Accidents and Fatalities from non-employees: 0 #
S1-14-90.	In addition, the undertaking may include the following additional information on the health and safety coverage: the percentage of its own workers covered by a health and safety management system which is based on legal requirements and/or recognised standards or guidelines and which has been internally audited and/or audited or certified by an external party.	KPIs: Workforce Covered by Audited or Certified Health & Safety System: 18.77 %
S1-14-AR 81.	With regard to paragraph 90, when the undertaking's health and safety management system, or certain parts thereof, has been subject to an internal audit or external certification, the undertaking may state this fact, or absence thereof, and the underlying standards for such audits/certifications, as applicable.	Internal Audits and External Certifications: <ul style="list-style-type: none"> ● Internal Audits: Parts of our Health and Safety Management System have been subject to regular internal audits to ensure compliance with both local regulations and international best practices. These internal audits are conducted by our in-house safety teams and are aligned with the guidelines established by our corporate health and safety policies, which adhere to ISO 45001 standards. Internal audits are performed quarterly to ensure continuous improvement in safety practices across all sites. ● External Certification: Our Health and Safety Management System has been externally certified for Manufacturing site: ● ISO 45001 Certification: Our manufacturing site in China has received ISO 45001 certification. This international standard for occupational health and safety management ensures that we meet global benchmarks for risk reduction, worker safety, and incident prevention.
S1-14-AR 82.	Fatalities may be reported separately for those resulting from work-related	KPIs:

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	230

injuries and those resulting from work-related ill health.

Fatalities from Employees due to Ill Health: 0 #

Fatalities from Employees due to Injuries: 0 #

Fatalities from Other Workers on Company Sites Due to Injuries: 0 #

Fatalities from Other Workers on Company Sites Due to Ill Health: 0 #

S1-14-AR 94.

The cases to be disclosed in paragraph 88(d) relate to cases of work-related ill health notified to the undertaking or identified by the undertaking through medical surveillance, during the reporting period. The undertaking might be notified of cases of work-related ill health through reports by affected people, compensation agencies, or healthcare professionals. The disclosure may include cases of work-related ill health that were detected during the reporting period among people who were formerly in the undertaking's workforce.

KPIs:

Work-Related Ill Health Detected Among Former Employees: 0 #

6.3.11 S1-15 – Work-life balance metrics

Group level Data

ESRS Code	KPI	Group level Data 2023
S1-15-93.(a)	Percentage of Employees Entitled to Take Family Leave	100,00%
S1-15-93.(b)	Percentage of Entitled Employees that Took Family Leave	12,00%
S1-15-93.(b)	Percentage of Entitled Employees that Took Family Leave by Gender	
	Male	58%
	Female	42%
	No Indication	
	Other	

Breakdown by facility

TAJCO Manufacturing Co. Ltd.

ESRS Code	KPI	TMN Data 2023
S1-15-93.(a)	Percentage of Employees Entitled to Take Family Leave	100,00%

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	231

S1-15-93.(b)	Percentage of Entitled Employees that Took Family Leave	11,50%
S1-15-93.(b)	Percentage of Entitled Employees that Took Family Leave by Gender	
	Male	63%
	Female	37%
	No Indication	
	Other	

ESRS S1-15

Work-life balance

The undertaking shall disclose the extent to which employees are entitled to and make use of family-related leave.

S1-15-93.	The disclosure required by paragraph 91 shall include:	
S1-15-93.(a)	the percentage of employees entitled to take family-related leave; and	KPIs: Employees Eligible for Family Leave: 100 %
S1-15-93.(b)	the percentage of entitled employees that took family-related leave, and a breakdown by gender.	KPIs: Family Leave Usage by Gender : Female: 42 % Family Leave Usage by Gender : Male: 58 % Family Leave Usage by Gender : No indication: Ø Family Leave Usage by Gender : Other: Ø Overall Family Leave Usage: 12 % Family Leave Usage by Gender: Ø
S1-15-94.	If all of the undertaking's employees are entitled to family-related leave through social policy and/or collective bargaining agreements, it is sufficient to disclose this in order to meet the requirement of paragraph 93a.	At TAJCO Group A/S, all of our employees of TAJCO are entitled to family-related leave. This entitlement is provided through a combination of social policy frameworks and, where applicable, collective bargaining agreements in each country where we operate. This disclosure satisfies the requirement of paragraph 93a, and no further information is necessary.

6.3.12 S1-16 – Remuneration metrics (pay gap and total remuneration)

Group level data

ESRS Code	KPI	Group level Data 2023
S1-16-97.(a)	Overall Gender Pay Gap Ratio	36%

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	232

S1-16-98.	Gender Pay Gap Ratio by Country	
S1-16-98.	Gender Pay Gap Ratio by Employee Category	
S1-16-98.	Gender Pay Gap Ratio by Employee Category : Executive	0
S1-16-98.	Gender Pay Gap Ratio by Employee Category : Non-Executive	3%
S1-16-97.(b)	Total Remuneration Ratio	20%
S1-16-99.	Total Remuneration Ratio Adjusted for Local Purchasing Power Differences	9,00%

Breakdown by facility

TAJCO Manufacturing Co. Ltd.

ESRS Code	KPI	TMN Data 2023
S1-16-97.(a)	Overall Gender Pay Gap Ratio	25%
S1-16-98.	Gender Pay Gap Ratio by Country	
S1-16-98.	Gender Pay Gap Ratio by Employee Category	
S1-16-98.	Gender Pay Gap Ratio by Employee Category : Executive	0
S1-16-98.	Gender Pay Gap Ratio by Employee Category : Non-Executive	24%
S1-16-97.(b)	Total Remuneration Ratio	5%
S1-16-99.	Total Remuneration Ratio Adjusted for Local Purchasing Power Differences	20,40%

ESRS S1-16 Remuneration metrics (pay gap and total remuneration)

The undertaking shall disclose the percentage gap in pay between its female and male employees and the ratio between the remuneration of its

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	233

highest paid individual and the median remuneration for its employees.

S1-16-97.	The disclosure required by paragraph 95 shall include:	
S1-16-97.(a)	the gender pay gap, defined as the difference of average pay levels between female and male employees, expressed as percentage of the average pay level of male employees;	KPIs: Overall Gender Pay Gap Ratio: 35.87 %
S1-16-97.(b)	the annual total remuneration ratio of the highest paid individual to the median annual total remuneration for all employees (excluding the highest-paid individual)+H704; and	KPIs: Total Remuneration Ratio: 20 %
S1-16-97.(c)	where applicable, any contextual information necessary to understand the data and how the data has been compiled and other changes to the underlying data that are to be considered.	
S1-16-98.	The undertaking may disclose a breakdown of the gender pay gap as defined in paragraph 97(a) by employee category and/or by country/segment. The undertaking may also disclose the gender pay gap between employees by categories of employees broken down by ordinary basic salary and complementary or variable components.	KPIs: Gender Pay Gap Ratio by Country: Ø Gender Pay Gap Ratio by Country : Spain : Ø Gender Pay Gap Ratio by Employee Category : Senior Management/Partner Level: 3 % Gender Pay Gap Ratio by Employee Category : Executive: 0 % Gender Pay Gap Ratio by Country : Macau : Ø Gender Pay Gap Ratio by Country : Zimbabwe : Ø Gender Pay Gap Ratio by Country : Zambia : Ø Gender Pay Gap Ratio by Country : Yogyakarta : Ø Gender Pay Gap Ratio by Country : Yemen : Ø Gender Pay Gap Ratio by Country : Western Sahara : Ø Gender Pay Gap Ratio by Country : Wallis and Futuna : Ø Gender Pay Gap Ratio by Country : Vietnam : Ø Gender Pay Gap Ratio by Country : Venezuela : Ø Gender Pay Gap Ratio by Country : Vatican City : Ø Gender Pay Gap Ratio by Country : Vanuatu : Ø Gender Pay Gap Ratio by Country : Uzbekistan : Ø Gender Pay Gap Ratio by Country : US Virgin Islands : Ø Gender Pay Gap Ratio by Country : Uruguay : Ø Gender Pay Gap Ratio by Country : United States : 44 % Gender Pay Gap Ratio by Country : United Kingdom : Ø

Gender Pay Gap Ratio by Country : United Arab Emirates : Ø

Gender Pay Gap Ratio by Country : Ukraine : Ø

Gender Pay Gap Ratio by Country : Uganda : Ø

Gender Pay Gap Ratio by Country : Tuvalu : Ø

Gender Pay Gap Ratio by Country : Turks and Caicos Islands : Ø

Gender Pay Gap Ratio by Country : Turkmenistan : Ø

Gender Pay Gap Ratio by Country : Turkey : Ø

Gender Pay Gap Ratio by Country : Tunisia : Ø

Gender Pay Gap Ratio by Country : Trinidad and Tobago : Ø

Gender Pay Gap Ratio by Country : Tonga : Ø

Gender Pay Gap Ratio by Country : Togo : Ø

Gender Pay Gap Ratio by Country : Thailand : Ø

Gender Pay Gap Ratio by Country : Tanzania : Ø

Gender Pay Gap Ratio by Country : Tajikistan : Ø

Gender Pay Gap Ratio by Country : Taiwan : Ø

Gender Pay Gap Ratio by Country : Switzerland : Ø

Gender Pay Gap Ratio by Country : Sweden : Ø

Gender Pay Gap Ratio by Country : Swaziland : Ø

Gender Pay Gap Ratio by Country : Suriname : Ø

Gender Pay Gap Ratio by Country : Sudan : Ø

Gender Pay Gap Ratio by Country : Sri Lanka : Ø

Gender Pay Gap Ratio by Country : South Sudan : Ø

Gender Pay Gap Ratio by Country : South Korea : Ø

Gender Pay Gap Ratio by Country : South Georgia and South Sandwich Islands : Ø

Gender Pay Gap Ratio by Country : South Africa : Ø

Gender Pay Gap Ratio by Country : Somalia : Ø

Gender Pay Gap Ratio by Country : Solomon Islands : Ø

Gender Pay Gap Ratio by Country : Slovenia : Ø

Gender Pay Gap Ratio by Country : Slovakia : 38 %

Gender Pay Gap Ratio by Country : Sint Maarten : Ø

Gender Pay Gap Ratio by Country : Singapore : Ø

Gender Pay Gap Ratio by Country : Sierra Leone : Ø

Gender Pay Gap Ratio by Country : Seychelles : Ø

Gender Pay Gap Ratio by Country : Serbia : Ø

Gender Pay Gap Ratio by Country : Senegal : Ø

Gender Pay Gap Ratio by Country : Saudi Arabia : Ø

Gender Pay Gap Ratio by Country : Sao Tome and Principe : Ø

Gender Pay Gap Ratio by Country : San Marino : Ø

Gender Pay Gap Ratio by Country : Samoa : Ø

Gender Pay Gap Ratio by Country : Saint Vincent and the Grenadines : Ø

Gender Pay Gap Ratio by Country : Saint Pierre and Miquelon : Ø

Gender Pay Gap Ratio by Country : Tokelau : Ø

Gender Pay Gap Ratio by Country : Saint Martin : Ø

Gender Pay Gap Ratio by Country : Saint Lucia : Ø

Gender Pay Gap Ratio by Country : Saint Kitts and Nevis : Ø

Gender Pay Gap Ratio by Country : Saint Helena : Ø

Gender Pay Gap Ratio by Country : Saint Barthelemy : Ø

Gender Pay Gap Ratio by Country : Rwanda : Ø

Gender Pay Gap Ratio by Country : Russia : Ø

Gender Pay Gap Ratio by Country : Romania : Ø

Gender Pay Gap Ratio by Country : Reunion : Ø

Gender Pay Gap Ratio by Country : Qatar : Ø

Gender Pay Gap Ratio by Country : Puerto Rico : Ø

Gender Pay Gap Ratio by Country : Portugal : Ø

Gender Pay Gap Ratio by Country : Poland : Ø

Gender Pay Gap Ratio by Country : Pitcairn Islands : Ø

Gender Pay Gap Ratio by Country : Philippines : Ø

Gender Pay Gap Ratio by Country : Peru : Ø

Gender Pay Gap Ratio by Country : Paraguay : Ø

Gender Pay Gap Ratio by Country : Papua New Guinea : Ø

Gender Pay Gap Ratio by Country : Panama : Ø

Gender Pay Gap Ratio by Country : Palestinian Territory : Ø

Gender Pay Gap Ratio by Country : Palau : Ø

Gender Pay Gap Ratio by Country : Pakistan : Ø

Gender Pay Gap Ratio by Country : Oman : Ø

Gender Pay Gap Ratio by Country : Norway : Ø

Gender Pay Gap Ratio by Country : North Korea : Ø

Gender Pay Gap Ratio by Country : Northern Mariana Islands : Ø

Gender Pay Gap Ratio by Country : Norfolk Island : Ø

Gender Pay Gap Ratio by Country : Niue : Ø

Gender Pay Gap Ratio by Country : Nigeria : Ø

Gender Pay Gap Ratio by Country : Niger : Ø

Gender Pay Gap Ratio by Country : Nicaragua : Ø

Gender Pay Gap Ratio by Country : New Zealand : Ø

Gender Pay Gap Ratio by Country : New Caledonia : Ø

Gender Pay Gap Ratio by Country : Netherlands : Ø

Gender Pay Gap Ratio by Country : Nepal : Ø

Gender Pay Gap Ratio by Country : Nauru : Ø

Gender Pay Gap Ratio by Country : Namibia : Ø

Gender Pay Gap Ratio by Country : Myanmar : Ø

Gender Pay Gap Ratio by Country : Mozambique : Ø

Gender Pay Gap Ratio by Country : Morocco : Ø

Gender Pay Gap Ratio by Country : Montserrat : Ø

Gender Pay Gap Ratio by Country : Montenegro : Ø

Gender Pay Gap Ratio by Country : Mongolia : Ø

Gender Pay Gap Ratio by Country : Monaco : Ø

Gender Pay Gap Ratio by Country : Moldova : Ø

Gender Pay Gap Ratio by Country : Micronesia : Ø

Gender Pay Gap Ratio by Country : Mexico : Ø

Gender Pay Gap Ratio by Country : Mayotte : Ø

Gender Pay Gap Ratio by Country : Mauritius : Ø

Gender Pay Gap Ratio by Country : Mauritania : Ø

Gender Pay Gap Ratio by Country : Martinique : Ø

Gender Pay Gap Ratio by Country : Marshall Islands : Ø

Gender Pay Gap Ratio by Country : Malta : Ø

Gender Pay Gap Ratio by Country : Mali : Ø

Gender Pay Gap Ratio by Country : Maldives : Ø

Gender Pay Gap Ratio by Country : Malaysia : Ø

Gender Pay Gap Ratio by Country : Malawi : Ø

Gender Pay Gap Ratio by Country : Madagascar : Ø

Gender Pay Gap Ratio by Country : Macedonia : Ø

Gender Pay Gap Ratio by Country : Greenland : Ø

Gender Pay Gap Ratio by Country : Luxembourg : Ø

Gender Pay Gap Ratio by Country : Lithuania : Ø

Gender Pay Gap Ratio by Country : Liechtenstein : Ø

Gender Pay Gap Ratio by Country : Libya : Ø

Gender Pay Gap Ratio by Country : Liberia : Ø

Gender Pay Gap Ratio by Country : Lesotho : Ø

Gender Pay Gap Ratio by Country : Lebanon : Ø

Gender Pay Gap Ratio by Country : Latvia : Ø

Gender Pay Gap Ratio by Country : Laos : Ø

Gender Pay Gap Ratio by Country : Kyrgyzstan : Ø

Gender Pay Gap Ratio by Country : Kuwait : Ø

Gender Pay Gap Ratio by Country : Kurdistan : Ø

Gender Pay Gap Ratio by Country : Kosovo : Ø

Gender Pay Gap Ratio by Country : Kiribati : Ø

Gender Pay Gap Ratio by Country : Kenya : Ø

Gender Pay Gap Ratio by Country : Kazakhstan : Ø

Gender Pay Gap Ratio by Country : Jordan : Ø

Gender Pay Gap Ratio by Country : Japan : Ø

Gender Pay Gap Ratio by Country : Jan Mayen : Ø

Gender Pay Gap Ratio by Country : Jamaica : Ø

Gender Pay Gap Ratio by Country : Italy : Ø

Gender Pay Gap Ratio by Country : Israel : Ø

Gender Pay Gap Ratio by Country : Ireland : Ø

Gender Pay Gap Ratio by Country : Iraq : Ø

Gender Pay Gap Ratio by Country : Iran : Ø

Gender Pay Gap Ratio by Country : Indonesia : Ø

Gender Pay Gap Ratio by Country : India : Ø

Gender Pay Gap Ratio by Country : Iceland : Ø

Gender Pay Gap Ratio by Country : Hungary : Ø

Gender Pay Gap Ratio by Country : Hong Kong : Ø

Gender Pay Gap Ratio by Country : Honduras : Ø

Gender Pay Gap Ratio by Country : Heard and McDonald Islands : Ø

Gender Pay Gap Ratio by Country : Guyana : Ø

Gender Pay Gap Ratio by Country : Guinea-Bissau : Ø

Gender Pay Gap Ratio by Country : Guinea : Ø

Gender Pay Gap Ratio by Country : Guatemala : Ø

Gender Pay Gap Ratio by Country : Guam : Ø

Gender Pay Gap Ratio by Country : Guadeloupe : Ø

Gender Pay Gap Ratio by Country : Greece : Ø

Gender Pay Gap Ratio by Country : Gibraltar : Ø

Gender Pay Gap Ratio by Country : Ghana : Ø

Gender Pay Gap Ratio by Country : Germany : 17 %

Gender Pay Gap Ratio by Country : Georgia : Ø

Gender Pay Gap Ratio by Country : Gambia : Ø

Gender Pay Gap Ratio by Country : Gainesville : Ø

Gender Pay Gap Ratio by Country : Gabon : Ø

Gender Pay Gap Ratio by Country : French Southern Territories : Ø

Gender Pay Gap Ratio by Country : French Polynesia : Ø

Gender Pay Gap Ratio by Country : French Guiana : Ø

Gender Pay Gap Ratio by Country : France : Ø

Gender Pay Gap Ratio by Country : Finland : Ø

Gender Pay Gap Ratio by Country : Fiji : Ø

Gender Pay Gap Ratio by Country : Faroe Islands : Ø

Gender Pay Gap Ratio by Country : Falkland Islands : Ø

Gender Pay Gap Ratio by Country : Ethiopia : Ø

Gender Pay Gap Ratio by Country : Estonia : Ø

Gender Pay Gap Ratio by Country : Eritrea : Ø

Gender Pay Gap Ratio by Country : El Salvador : Ø

Gender Pay Gap Ratio by Country : Egypt : Ø

Gender Pay Gap Ratio by Country : Ecuador : Ø

Gender Pay Gap Ratio by Country : East Timor : Ø

Gender Pay Gap Ratio by Country : Dominican Republic : Ø

Gender Pay Gap Ratio by Country : Grenada : Ø

Gender Pay Gap Ratio by Country : Dominica : Ø

Gender Pay Gap Ratio by Country : Djibouti : Ø

Gender Pay Gap Ratio by Country : Denmark : 46 %

Gender Pay Gap Ratio by Country : Czech Republic : Ø

Gender Pay Gap Ratio by Country : Cyprus : Ø

Gender Pay Gap Ratio by Country : Curaçao : Ø

Gender Pay Gap Ratio by Country : Croatia : Ø

Gender Pay Gap Ratio by Country : Côte d'Ivoire : Ø

Gender Pay Gap Ratio by Country : Costa Rica : Ø

Gender Pay Gap Ratio by Country : Cook Islands : Ø

Gender Pay Gap Ratio by Country : Congo : Ø

Gender Pay Gap Ratio by Country : Comoros : Ø

Gender Pay Gap Ratio by Country : Colombia : Ø

Gender Pay Gap Ratio by Country : Christmas Island : Ø

Gender Pay Gap Ratio by Country : China : 24 %

Gender Pay Gap Ratio by Country : Chile : Ø

Gender Pay Gap Ratio by Country : Chad : Ø

Gender Pay Gap Ratio by Country : Central African Republic : Ø

Gender Pay Gap Ratio by Country : Cayman Islands : Ø

Gender Pay Gap Ratio by Country : Cape Verde : Ø

Gender Pay Gap Ratio by Country : Canada : Ø

Gender Pay Gap Ratio by Country : Cameroon : Ø

Gender Pay Gap Ratio by Country : Cambodia : Ø

Gender Pay Gap Ratio by Country : Burundi : Ø

Gender Pay Gap Ratio by Country : Burkina Faso : Ø

Gender Pay Gap Ratio by Country : Bulgaria : Ø

Gender Pay Gap Ratio by Country : Brunei Darussalam : Ø

Gender Pay Gap Ratio by Country : British Virgin Islands : Ø

Gender Pay Gap Ratio by Country : Brazil : Ø

Gender Pay Gap Ratio by Country : Bouvet Island : Ø

Gender Pay Gap Ratio by Country : Bouake : Ø

Gender Pay Gap Ratio by Country : Botswana : Ø

Gender Pay Gap Ratio by Country : Bosnia and Herzegovina : Ø

Gender Pay Gap Ratio by Country : Bolivia : Ø

Gender Pay Gap Ratio by Country : Bhutan : Ø

Gender Pay Gap Ratio by Country : Bermuda : Ø

Gender Pay Gap Ratio by Country : Benin : Ø

Gender Pay Gap Ratio by Country : Belize : Ø

Gender Pay Gap Ratio by Country : Belgium : Ø

Gender Pay Gap Ratio by Country : Belarus : Ø

Gender Pay Gap Ratio by Country : Barbados : Ø

Gender Pay Gap Ratio by Country : Bangladesh : Ø

Gender Pay Gap Ratio by Country : Bahrain : Ø

Gender Pay Gap Ratio by Country : Bahamas : Ø

Gender Pay Gap Ratio by Country : Azerbaijan : Ø

Gender Pay Gap Ratio by Country : Austria : Ø

Gender Pay Gap Ratio by Country : Australia : Ø

Gender Pay Gap Ratio by Country : Aruba : Ø

Gender Pay Gap Ratio by Country : Armenia : Ø

Gender Pay Gap Ratio by Country : Argentina : Ø

Gender Pay Gap Ratio by Country : Antigua and Barbuda : Ø

Gender Pay Gap Ratio by Country : Antarctica : Ø

Gender Pay Gap Ratio by Country : Anguilla : Ø

Gender Pay Gap Ratio by Country : Angola : Ø

Gender Pay Gap Ratio by Country : Andorra : Ø

Gender Pay Gap Ratio by Country : Algeria : Ø

Gender Pay Gap Ratio by Country : Albania : Ø

Gender Pay Gap Ratio by Country : Afghanistan : Ø

Gender Pay Gap Ratio by Country : Haiti : Ø

Gender Pay Gap Ratio by Country : Cuba : Ø

Gender Pay Gap Ratio by Country : Syria : Ø

Gender Pay Gap Ratio by Employee Category: Ø

Gender Pay Gap (Complementary/Variable Components): 52 %

Gender Pay Gap (Ordinary Basic Salary): 35 %

S1-16-99.

In relation to paragraph 97 (b), the undertaking may report this figure adjusted for purchasing power differences between countries, in which case it shall report the methodology used for the calculation.

KPIs:

Total Remuneration Ratio Adjusted for Local Purchasing Power Differences: 9 %

6.3.13 S1-17 – Incidents, complaints and severe human rights impacts

Group level Data

ESRS Code	KPI	Group level data 2023
S1-17-103.(a)	Total Number of Discrimination and Harassment Incidents	0
S1-17-103.(b)	Total Number of Complaints Filed to National Contact Points for OECD Multinational Enterprises	0
S1-17-103.(b)	Total Number of Workforce Complaints	0
S1-17-103.(c)	Total Monetary Penalties for Workforce Complaints	0
S1-17-104.(a)	Number of Severe Human Rights Incidents Involving Workforce	0
S1-17-104.(a)	Number of Severe Human Rights Incidents Involving Workforce Violating UN and OECD Guidelines	0
S1-17-104.(b)	Total Monetary Penalties for Human Rights Incidents	0
S1-17-AR 106.	Number of Severe Human Rights Cases where Undertaking Played Role Securing Remedy for those Affected	0

Breakdown by facility

TAJCO Manufacturing Co. Ltd.

ESRS Code	KPI	TMN Data 2023
S1-17-103.(a)	Total Number of Discrimination and Harassment Incidents	0
S1-17-103.(b)	Total Number of Complaints Filed to National Contact Points for OECD Multinational Enterprises	0
S1-17-103.(b)	Total Number of Workforce Complaints	0
S1-17-103.(c)	Total Monetary Penalties for Workforce Complaints	0
S1-17-104.(a)	Number of Severe Human Rights Incidents Involving Workforce	0
S1-17-104.(a)	Number of Severe Human Rights Incidents Involving Workforce Violating UN and OECD Guidelines	0
S1-17-104.(b)	Total Monetary Penalties for Human Rights Incidents	0
S1-17-AR 106.	Number of Severe Human Rights Cases where Undertaking Played Role Securing Remedy for those Affected	0

ESRS S1-17

Incidents, complaints and severe human rights impacts

The undertaking shall disclose the number of work-related incidents and/or complaints and severe human rights impacts within its own workforce, and any related material fines, sanctions or compensation for the reporting period.

S1-17-103.

The undertaking shall disclose:

S1-17-103.(a)

the total number of incidents of discrimination, including harassment, reported in the reporting period;

KPIs:

Total Number of Discrimination and Harassment Incidents: 0 #

S1-17-103.(b)

the number of complaints filed through channels for people in the undertaking's own workforce to raise concerns (including grievance mechanisms) and, where applicable, to the National Contact Points for OECD Multinational Enterprises related to the matters defined in paragraph 2 of this Standard, excluding those already reported in (a) above;

KPIs:

Total Number of Workforce Complaints: 0 #

Total Number of Complaints Filed to National Contact Points for OECD Multinational Enterprises: 0 #

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	242

S1-17-103.(c)	the total amount of fines, penalties, and compensation for damages as a result of the incidents and complaints disclosed above, and a reconciliation of such monetary amounts disclosed with the most relevant amount presented in the financial statements; and	KPIs: Total Monetary Penalties for Workforce Complaints: 0 DKK
S1-17-103.(d)	where applicable, contextual information necessary to understand the data and how such data has been compiled.	The data on human rights incidents is compiled through: Internal Monitoring: Regular assessments by the human resources to detect potential human rights issues. External Audits: We also use third-party audits (ISO 45001) to monitor for human rights violations particularly for manufacturing site in China.
S1-17-104.	The undertaking shall disclose the following information regarding identified cases of severe human rights incidents (e.g., forced labour, human trafficking or child labour):	
S1-17-104.(a)	the number of severe human rights incidents connected to the undertaking's workforce in the reporting period, including an indication of how many of these are cases of non- respect of the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises. If no such incidents have occurred, the undertaking shall state this; and	KPIs: Number of Severe Human Rights Incidents Involving Workforce: 0 # Number of Severe Human Rights Incidents Involving Workforce Violating UN and OECD Guidelines: 0 #
S1-17-104.(b)	the total amount of fines, penalties and compensation for damages for the incidents described in (a) above, and a reconciliation of the monetary amounts disclosed in the most relevant amount in the financial statements.	KPIs: Total Monetary Penalties for Human Rights Incidents: 0 DKK
S1-17-AR 103. - Fully Omitted	In addition to the information required by paragraphs 103 and 104, the undertaking may disclose the status of incidents and/or complaints and actions taken with reference to the following:	Reason for omission: Further Reason No incidents encountered for the reporting year
S1-17-AR 103.(a) - Fully Omitted	incidents reviewed by the undertaking;	Reason for omission: Further Reason No incidents encountered for the reporting year
S1-17-AR 103.(b) - Fully Omitted	remediation plans being implemented;	Reason for omission: Further Reason No incidents encountered for the reporting year
S1-17-AR 103.(c) - Fully Omitted	remediation plans that have been implemented, with results reviewed through routine internal management review processes; and	Reason for omission: Further Reason No incidents encountered for the reporting year

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	243

S1-17-AR 103.(d) - Fully Omitted	incidents no longer subject to action.	Reason for omission:Further Reason No incidents encountered for the reporting year
S1-17-AR 106.	In addition to the information required by paragraph 104 above, the undertaking may disclose the number of severe human rights incidents where the undertaking played a role securing remedy for those affected during the reporting period.	KPIs: Number of Severe Human Rights Cases where Undertaking Played Role Securing Remedy for those Affected: 0 #

7. ESRS S2 Workers in The Value Chain

7.1 Strategy

7.1.1 ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS S2 SMB-3

Material impacts, risks and opportunities and their interaction with strategy and business model

S2-SBM-3-11.	When fulfilling the requirements of paragraph ESRS 2 SBM-3 paragraph 48, the undertaking shall disclose whether all value chain workers who are likely to be materially impacted by the undertaking, including impacts that are connected with the undertaking's own operations and value chain, including through its products or services, as well as through its business relationships, are included in the scope of its disclosure under ESRS 2. In addition, the undertaking shall provide the following information:	<p>Inclusion of Value Chain Workers in the Scope of Disclosure</p> <p>TAJCO Group A/S has undertaken a comprehensive Double Materiality Assessment to identify all value chain workers who are likely to be materially impacted by our operations, products, services, and business relationships. Our approach to this assessment ensures that we fully capture the breadth and depth of our value chain's impact, which includes:</p> <p>Direct Operations: Workers directly employed at our manufacturing site in China and in offices across Denmark, Germany, Slovakia, and North America.</p> <p>Supplier and Subcontractor Relationships: Workers employed by our suppliers and subcontractors, particularly those in high-risk sectors or regions where labor rights issues may be more prevalent.</p> <p>Business Relationships: Workers impacted indirectly through our business relationships, including those employed by third-party service providers and partners who are integral to our operations.</p>
S2-SBM-3-11.(a)	a brief description of the types of value chain workers who could be materially impacted by the undertaking, including impacts that connected with the undertaking's own operations and value chain, including through its products or services, as well as through its business relationships, and specify whether they are:	<p>TAJCO Group A/S recognizes that various types of value chain workers could be materially impacted by our operations, products, services, and business relationships. The following is a brief description of these workers and the potential impacts they may experience:</p> <ul style="list-style-type: none"> ● Direct Employees: ● Description: These are workers directly employed by TAJCO at our manufacturing site in China and our offices in Denmark, Germany, Slovakia, and North America. ● Potential Impacts: Direct employees may be affected by job security issues, workplace safety and health conditions, and employment practices such as wage levels and working hours. These impacts are directly connected to TAJCO's operations and are managed through internal policies and practices. ● Supplier and Subcontractor Workers: ● Description: These are workers employed by our suppliers and subcontractors, particularly those involved in the production of components, materials, and services that TAJCO procures, mainly located in regions such as China and other countries where our supply chain extends. ● Potential Impacts: These workers could be impacted by labor practices of our suppliers, including fair wages, working conditions, and respect for labor rights. These impacts are indirectly connected to TAJCO's operations through our supply chain. We address these through our Supplier Code of Conduct to ensure compliance with labor standards. ● Logistics and Distribution Workers: ● Description: Workers involved in the transportation, warehousing, and distribution of TAJCO products. This includes those working for third-party logistics providers and transportation companies across the value chain. ● Potential Impacts: Potential impacts include work-related injuries, job security, and working conditions due to the nature of logistics and transportation jobs. These impacts are connected to the distribution of

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	245

TAJCO products and are managed through partnerships with logistics providers that comply with safety and labor regulations.

- **Third-Party Service Providers:**
- Description: Workers employed by third-party companies providing services to TAJCO, such as cleaning, security, IT support, and maintenance at our facilities.
- Potential Impacts: These workers may be impacted by employment terms, job security, and work conditions based on the contracts TAJCO has with their employers. These impacts are indirectly connected to TAJCO's operations through our business relationships with service providers.

Specification of Types of Workers

- Directly Employed by TAJCO: This includes direct employees working in TAJCO's manufacturing site and offices.
- Employed by Suppliers and Subcontractors: These workers are employed by companies within our supply chain, producing components, materials, or providing services.
- Employed by Third Parties through Business Relationships: This category includes logistics and distribution workers, third-party service providers, and end-of-life/recycling workers who are indirectly connected to TAJCO's operations through various business relationships.

By understanding and categorizing these types of value chain workers, TAJCO is better positioned to assess and manage the potential material impacts on these workers and ensure that our business practices align with ethical standards and human rights considerations.

S2-SBM-3-11.(a).i. workers working on the undertaking site but who are not part of own workforce, i.e., who are not self-employed workers or workers provided by third party undertakings primarily engaged in employment activities (covered through ESRS S1);

Workers on TAJCO's Sites Who Are Not Part of Our Own Workforce

These workers are present on TAJCO's premises but are not directly employed by TAJCO and are not considered part of our own workforce under ESRS S1:

- Third-Party Service Providers:
- Description: These include workers provided by companies offering services such as cleaning, security, maintenance, catering, and IT support at TAJCO facilities.
- Specification: These workers are not part of TAJCO's own workforce. They are not self-employed and are typically employed by third-party undertakings that provide services on-site but are not primarily engaged in employment activities. These workers are not covered under ESRS S1 but are considered in the broader context of value chain workers due to their connection with our business operations.
- Contract Workers on the Manufacturing Site:
- Description: Workers who may be contracted through third-party companies to support short-term projects, equipment installation, or other specialized tasks on TAJCO's manufacturing site.
- Specification: These workers are not part of TAJCO's own workforce and are usually employed by third-party undertakings. They are not primarily engaged in employment activities; their work is directly related to TAJCO's operational needs. They are not covered under ESRS S1 but are considered value chain workers because of their on-site presence and impact on operations.

Workers in the Value Chain Outside of TAJCO's Own Workforce

These workers are part of TAJCO's broader value chain but are not directly present on our sites:

- Supplier and Subcontractor Workers:
- Description: Workers employed by suppliers and subcontractors who provide components, raw materials, or services to TAJCO but do not work on TAJCO's premises.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	246

- Specification: These workers are not covered under ESRS S1 as they do not work on TAJCO's sites. However, they are considered in the scope of value chain worker impacts due to their indirect connection to TAJCO's operations.
- Logistics and Distribution Workers:
- Description: Workers involved in the transportation and distribution of TAJCO products who are employed by third-party logistics companies.
- Specification: These workers are not covered under ESRS S1 as they do not work on TAJCO's sites. They are included in value chain disclosures due to their role in the distribution of our products.
- End-of-Life and Recycling Workers:
- Description: Workers employed by recycling companies handling TAJCO products at the end of their lifecycle.
- Specification: These workers are not covered under ESRS S1 as they do not work on TAJCO's sites. However, they are included in the broader value chain considerations due to their indirect impact through the product lifecycle management.

Conclusion

TAJCO Group A/S ensures comprehensive inclusion and consideration of all types of value chain workers, both on-site and off-site, who could be materially impacted by our operations, products, services, and business relationships. For those workers on-site but not part of our own workforce, TAJCO recognizes their importance and integrates them into our disclosures to ensure responsible and ethical business practices across our entire value chain.

S2-SBM-3-11.(a).ii. workers working for entities in the undertaking's upstream value chain (e.g., those involved in the extraction of metals or minerals or harvesting of commodities, in refining, manufacturing or other forms of processing);

Based on the requirements to specify value chain workers who could be materially impacted by TAJCO Group A/S and are working for entities in the undertaking's upstream value chain, here is a description:

Workers in the Upstream Value Chain of TAJCO Group A/S

Upstream value chain workers refer to individuals working for entities involved in the early stages of production and supply.

Types of Workers in the Upstream Value Chain

- Workers in Material and Component Transportation:
- Description: Workers involved in the logistics and transportation of raw materials and components from extraction or processing sites to TAJCO's manufacturing site. This includes drivers, logistics personnel, and warehouse workers handling the upstream movement of goods.
- Specification: While their roles are primarily logistical, these workers are considered part of the upstream value chain because their work facilitates the transportation of materials necessary for TAJCO's manufacturing operations.
- Workers in Raw Material production and supply:
- Description: These workers are involved in the supply of raw materials, such as metals, chemicals, natural resources, which are essential for manufacturing automotive components. This includes workers in mining operations for metals or minerals that are used in producing automotive parts used in manufacturing processes.
- Specification: These workers are part of the upstream value chain as they are engaged in the raw materials production and supply for TAJCO's manufacturing processes. Their work is critical to the supply of base materials that are processed into components for TAJCO's products.

S2-SBM-3-11.(a).iii. workers working for entities in the undertaking's downstream value chain (e.g., those involved in the activities of logistics or distribution providers, franchisees, retailers);

Workers in the Downstream Value Chain of TAJCO Group A/S

Downstream value chain workers are those individuals employed by entities involved in activities that occur after the manufacturing process.

Types of Workers in the Downstream Value Chain

- Logistics and Distribution Workers:
- Description: These workers are employed by third-party logistics companies responsible for transporting TAJCO products from the manufacturing site to various distribution centers. This group includes

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	247

truck drivers, warehouse employees, and logistics coordinators who handle the movement and storage of products.

- Specification: These workers are part of the downstream value chain because they play a critical role in ensuring that TAJCO products are efficiently and safely delivered to their next point in the supply chain.
- Recycling and End-of-Life Management Workers:
- Description: These workers are employed by companies that manage the end-of-life phase of TAJCO products, including recycling, dismantling, and proper disposal of automotive components. Their work ensures that products are disposed of in an environmentally friendly manner and that valuable materials are recovered.
- Specification: These workers are part of the downstream value chain as they handle the products after their useful life, contributing to TAJCO's sustainability goals and compliance with environmental regulations.

S2-SBM-3-11.(a).iv. - Fully Omitted	workers working in the operations of a joint venture or special purpose vehicle involving the reporting undertaking;	Reason for omission: Further Reason No Joint ventures exist
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S2-SBM-3-11.(a).v.	workers who (within the prior categories or additionally) are particularly vulnerable to negative impacts whether due to their inherent characteristics or to the particular context, such as trade unionists, migrant workers, home workers, women or young workers.	Specification of Particularly Vulnerable Workers in the Value Chain of TAJCO Group A/S TAJCO Group A/S recognizes that certain groups of workers within our value chain may be particularly vulnerable to negative impacts due to inherent characteristics or specific contexts. These workers require special consideration in our strategies and disclosures to ensure their rights and well-being are protected.
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Types of Particularly Vulnerable Workers

- Migrant Workers:
- Description: Migrant workers are individuals who have moved from their home country to another country for work opportunities.
- Vulnerability: Migrant workers may face language barriers, limited knowledge of local labor laws, lack of social support networks, and potential discrimination. They may also be more susceptible to exploitation, lower wages, poor working conditions, and limited access to social protections and benefits.
- Specification: These workers are particularly vulnerable within the upstream and downstream categories, especially in roles that require low-skilled labor or are in sectors with limited regulatory oversight.
- Women Workers:
- Description: Women workers in the TAJCO value chain may be employed in various roles, including manufacturing, logistics, and services.
- Vulnerability: Women workers are often more vulnerable to gender-based discrimination, harassment, unequal pay, and fewer career advancement opportunities. In some contexts, they may face additional challenges such as balancing work and family responsibilities, particularly in countries with limited social support for childcare or parental leave.
- Specification: Women workers are particularly vulnerable across all categories of the value chain and especially in regions where gender discrimination is more prevalent or where labor laws are less stringent.
- Trade Unionists and Worker Representatives:
- Description: These are workers who are actively involved in trade unions or serve as worker representatives within their organizations. They may be present across all parts of TAJCO's value chain, particularly in manufacturing and distribution facilities.
- Vulnerability: Trade unionists and worker representatives are vulnerable to retaliation, discrimination, or harassment due to their involvement in labor organizing or advocacy activities. In some regions, they may face legal challenges or threats to their safety for their union activities.
- Specification: These workers are particularly vulnerable across all categories, especially in regions where labor rights are not well-protected or where there is opposition to union activities.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	248

S2-SBM-3-11.(b)

any geographies, at country level or other levels, or commodities for which there is a significant risk of child labour, or of forced labour or compulsory labour, among workers in the undertaking's value chain;

Information on Geographies and Commodities with Significant Risk of Child Labour, Forced Labour, or Compulsory Labour

TAJCO Group A/S also provides the following information on geographies and commodities within our value chain where there is a significant risk of child labour, forced labour, or compulsory labour:

- **Geographies with Significant Risk:**
- China:
- Risk Factors: In our upstream value chain, particularly in manufacturing and raw material processing sectors, there is a potential risk of forced or compulsory labour. This risk is heightened in regions with less stringent labor regulations and enforcement, and where there is a high prevalence of low-skilled migrant labor.
- Mitigation Measures: TAJCO conducts assessments of its suppliers in China, enforces a strict Supplier Code of Conduct, and engages in continuous monitoring to ensure compliance with labor laws and standards.
- **Commodities with Significant Risk:**
- Metals and Chemicals:
- Risk Factors: The processing of metals and usage of chemicals can involve high-risk practices, including forced labor.
- Mitigation Measures: TAJCO works closely with its suppliers to trace the origin of metals, handling of chemicals to ensure that they are sourced responsibly.

S2-SBM-3-11.(c)

in the case of material negative impacts, whether they are either (i) widespread or systemic in contexts where the undertaking operates or has sourcing or other business relationships (e.g., child labour or forced labour in particular commodity supply chains in specific countries or regions), or (ii) related to individual incidents (e.g., an industrial accident or an oil spill) or to specific business relationships. This includes consideration of impacts on value chain workers that may arise from the transition to greener and climate-neutral operations. Potential impacts include impacts associated with innovation and restructuring, closure of mines, increased mining of minerals needed for the transition to a sustainable economy, and solar panel production;

Assessment of Material Negative Impacts

- **Job Loss:**
- Nature of Impact: Negative Impact
- Context: This impact is associated with the value chain workers who may face job loss due to changes in TAJCO's business operations or economic conditions in the regions where we operate.
- Type of Impact:
- Systemic Impact: The job loss can be considered widespread or systemic if it results from broader economic restructuring, automation, or shifts towards greener and climate-neutral operations. For example, transitioning to more sustainable production methods might lead to the closure of facilities or reduced need for certain roles, impacting workers across various locations.
- **Dangerous and Unhealthy Work Conditions:**
- Nature of Impact: Negative Impact
- Context: This refers to employees at TAJCO who do not feel safe in their work environment due to inadequate safety measures, exposure to hazardous materials, or lack of health and safety protocols.
- Type of Impact:
- Individual Incidents: This impact is typically related to specific incidents or business relationships.

S2-SBM-3-11.(d)

in the case of material positive impacts, a brief description of the activities that result in the positive impacts (e.g., updated purchasing practices, capacity-building to supply chain workers), including providing opportunities for the workforce such as job creation and upskilling in the context of a 'just transition', and the types of value chain workers that are positively affected or could be positively affected; the undertaking may also disclose whether the positive impacts occur in specific countries or regions; and

Implementation of a Supplier Code of Conduct:

- Description: TAJCO's Supplier Code of Conduct requires all suppliers to adhere to fair labor practices, ensure safe working conditions, and prohibit child and forced labor. This policy promotes ethical standards across the supply chain.
- Positive Impacts:
- Improved Working Conditions: By enforcing compliance with the Supplier Code of Conduct, TAJCO ensures that workers in its supply chain benefit from improved labor conditions and rights protection.
- Health and Safety Enhancements: The emphasis on safe working environments leads to a reduction in workplace accidents and health hazards, contributing to overall worker well-being.

S2-SBM-3-11.(e)

any material risks and opportunities for the undertaking arising from impacts and dependencies on value chain workers.

Material Risks

- Risk of Disruption Due to Labor Issues:

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	249

- Description: TAJCO's operations and supply chain are heavily dependent on a stable and skilled workforce. Labor disputes, strikes, or high turnover rates among value chain workers, particularly in our manufacturing site in China or among our suppliers, could disrupt production schedules, delay deliveries, and increase costs.
- Potential Impact: Such disruptions can lead to increased operational costs, missed delivery deadlines, reputational damage, and potential loss of business. In severe cases, it could also affect our relationships with key customers and stakeholders, potentially impacting long-term profitability.
- Mitigation Measures: TAJCO mitigates this risk by fostering strong relationships with suppliers, ensuring fair labor practices, and maintaining open communication channels with workers.
- **Compliance and Reputational Risks:**
- Description: Failing to adhere to international labor standards and human rights norms across our value chain can result in compliance risks, legal liabilities, and significant reputational damage.
- Potential Impact: Non-compliance could lead to fines, sanctions, and loss of market access. Additionally, negative publicity related to labor practices can damage brand reputation and consumer trust, potentially reducing sales and affecting market positioning.
- Mitigation Measures: To address these risks, TAJCO enforces a strict Supplier Code of Conduct to ensure compliance with ethical standards. We are committed to transparency in our reporting and take immediate action to rectify any identified issues.

Material Opportunities

- **Enhancing Brand Reputation and Customer Loyalty:**
- Description: Demonstrating a commitment to ethical labor practices and human rights across the value chain can enhance TAJCO's brand reputation and customer loyalty. Consumers increasingly prefer companies that prioritize social responsibility and ethical practices.
- Potential Impact: A strong reputation for ethical practices can differentiate TAJCO in the market, attract socially conscious customers, and increase brand loyalty. It can also enhance relationships with investors and other stakeholders who prioritize sustainability and ethical governance.
- Strategies to Leverage: TAJCO capitalizes on this opportunity by transparently reporting on labor practices and promoting our commitment to ethical business operations through marketing and stakeholder communications.
- Opportunity to Lead in Sustainability and Ethical Practices:
- Description: As the automotive industry moves towards more sustainable practices, there is an opportunity for TAJCO to position itself as a leader in sustainability and ethical practices, particularly in labor relations and supply chain management.
- Potential Impact: Leading in sustainability can enhance TAJCO's market position, attract new customers and partners, and secure long-term growth in a rapidly evolving industry. It also mitigates risks related to regulatory changes and shifts in consumer preferences.
- Strategies to Leverage: TAJCO aims to leverage this opportunity by setting ambitious sustainability goals, actively engaging in industry-wide sustainability initiatives, and maintaining transparent and ethical business practices.

S2-SBM-3-12.

In describing the main types of value chain workers who are or could be negatively affected, based on the materiality assessment set out in ESRS 2 IRO-1, the undertaking shall disclose whether and how it has developed an understanding of how workers with particular characteristics, those working in particular contexts, or those undertaking particular activities may be at greater risk of harm.

Main Types of Value Chain Workers Who Could Be Negatively Affected

- **Workers at Risk of Job Loss:**
- Context: The risk of job loss is particularly significant for workers in regions where TAJCO operates or sources materials, especially in roles that may be impacted by automation, restructuring, or shifts toward greener technologies. This could affect workers in our manufacturing sites in China and those involved in traditional supply chain roles.
- Understanding Developed: TAJCO has developed an understanding of this risk by conducting workforce assessments and engaging directly with employees and suppliers to identify roles most susceptible to displacement.
- **Workers Facing Dangerous and Unhealthy Working Conditions:**

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	250

- Context: This primarily affects workers in our manufacturing operations and those working in supplier facilities that may not fully comply with international health and safety standards. Specific contexts include manufacturing sites with heavy machinery, chemical exposure, or inadequate safety measures.
- Understanding Developed: TAJCO has developed an understanding of these risks by implementing conducting risk assessments, and engaging with workers through safety committees and feedback mechanisms. We also work closely with local health and safety organizations to identify high-risk areas and improve conditions.

S2-SBM-3-13. The undertaking shall disclose which, if any, of its material risks and opportunities arising from impacts and dependencies on its value chain workers relate to specific groups of value chain workers (for example, particular age groups, workers in a particular factory or country) rather than to all of the value chain workers.

Material Risks Related to Specific Groups of Value Chain Workers

- **Job Loss Risk Related to Specific Age Groups and Skill Levels:**
- Specific Group Affected: Older Workers and Workers in Low-Skill Roles
- Context and Impact:
- Older workers and those in low-skill roles, particularly in TAJCO's manufacturing sites in China and Slovakia, face a higher risk of job loss due to automation, technological advancements, and shifts toward greener, more sustainable production methods. These roles are more susceptible to redundancy as the company moves towards modernizing its operations.
- Reason for Specific Impact: Older workers may find it more challenging to adapt to new technologies or retrain for different roles. Similarly, workers in low-skill positions are more vulnerable to automation and may not have the necessary skills to transition to more advanced roles within the company.
- **Health and Safety Risks Related to Workers in manufacturing site:**
- Specific Group Affected: Workers in High-Risk Factories and Hazardous Work Environments
- Context and Impact:
- Workers, particularly our manufacturing site in China, face greater health and safety risks due to the nature of the work and varying levels of enforcement of safety regulations.
- Mitigation Measures: TAJCO mitigates these risks by conducting regular safety audits, improving workplace safety measures, providing additional safety training, and working closely with suppliers to ensure compliance with international health and safety standards.
- **Risks of Forced Labour or Poor Working Conditions in Certain Regions:**
- Specific Group Affected: Migrant Workers and Workers in Lower-Regulated Regions
- Context and Impact:
- Migrant workers and workers in regions with weaker labor protections, may be more vulnerable to forced labor, exploitation, or substandard working conditions.
- Reason for Specific Impact: Migrant workers often lack local language skills, are unfamiliar with their rights, and may have fewer social supports, making them more susceptible to exploitation and forced labor practices.
- Mitigation Measures: TAJCO addresses these risks through enforcement of a comprehensive Supplier Code of Conduct and implementing grievance mechanisms that allow workers to report issues anonymously and without retaliation.

7.2 Impact, risk and opportunity management

7.2.1 S2-1 – Policies related to value chain workers

ESRS S2-1 Policies related to value chain workers

The undertaking shall describe its policies adopted to manage its material impacts on value chain

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	251

workers, as well as associated material risks and opportunities.

S2-1-16.	The disclosure required by paragraph 14 shall contain the information on the undertaking's policies to manage its material impacts, risks and opportunities related to value chain workers in accordance with ESRS 2 MDR-P Policies adopted to manage material sustainability matters.	<p>Disclosure on Policies for Managing Material Impacts, Risks, and Opportunities Related to Value Chain Workers</p> <p>In compliance with paragraph 14 and in accordance with the European Sustainability Reporting Standards (ESRS) 2 MDR-P, TAJCO Group A/S has a comprehensive set of policies to manage the material impacts, risks, and opportunities associated with our value chain workers. These policies are designed to uphold the highest standards of sustainability, human rights, and ethical practices across our operations and supply chains.</p> <ul style="list-style-type: none"> ● Commitment to Fair Labor Practices ● TAJCO Group A/S is committed to ensuring fair labor practices throughout our value chain. ● Health and Safety Standards ● The health and safety of our value chain workers are of paramount importance. Regular audits and assessments are conducted at our manufacturing sites, to ensure a safe working environment. ● Non-Discrimination and Equal Opportunity ● TAJCO Group A/S promotes a diverse and inclusive work environment. These policies are enforced across all locations, including our offices in Germany, Slovakia, and North America, ensuring equal opportunity for all workers within our value chain. ● Supply Chain Responsibility ● We are committed to responsible sourcing and ethical supply chain management. TAJCO Group A/S plans to conduct regular due diligence in future to assess the practices of our suppliers and partners, particularly those in high-risk areas. We require our suppliers to comply with our Code of Conduct, which includes provisions on labor rights, environmental practices, and ethical business conduct. <p>Tajco Group A/S plans to upgrade these policies through continuous improvement by engaging with relevant stakeholders.</p>
S2-1-16.	In addition, the undertaking shall specify whether such policies cover specific groups of value chain workers or all value chain workers.	The Policies for Managing Material Impacts, Risks, and Opportunities related to Value Chain Workers covers the entire value chain workers
S2-1-17.	The undertaking shall describe its human rights policy commitments that are relevant to value chain workers, including those processes and mechanisms to monitor compliance with the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises. In its disclosure, it shall focus on those matters that are material in relation to, as well as the general approach to:	<p>At TAJCO Group A/S, we are dedicated to upholding human rights throughout our operations and value chain. Although we do not currently publicly adhere to the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises, we are committed to fostering a culture of respect for human rights and ethical practices across all levels of our organization.</p> <p>1. Human Rights Policy Commitments:</p> <p>Our human rights policy is designed to ensure that all value chain workers, whether directly employed or through our suppliers and business partners, are treated with dignity and respect. The key elements of our policy include:</p> <ul style="list-style-type: none"> ● Respect for Human Rights: We are committed to promoting human rights within our sphere of influence, ensuring that all workers are free from forced labor, child labor, discrimination, harassment, and any form of abuse. ● Fair and Safe Working Conditions: We aim to provide fair wages, reasonable working hours, and safe and healthy working conditions for all value chain workers. This commitment extends to our suppliers and business partners. ● Equal Opportunity and Non-Discrimination: Our policy emphasizes equal opportunity and prohibits any form of discrimination based on race, gender, religion, nationality, or any other characteristic. We strive to

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	252

create an inclusive and diverse working environment throughout our value chain.

2. Processes and Mechanisms to Monitor Compliance:

While we have not formally aligned our policies with the UN Guiding Principles, ILO Declaration, or OECD Guidelines, we have established robust processes and mechanisms to monitor and ensure compliance with our human rights commitments:

- **Supplier Code of Conduct:** We require all suppliers and business partners to adhere to our Supplier Code of Conduct, which outlines our expectations regarding human rights, labor rights, and ethical practices. This code is aligned with international best practices and serves as a foundation for our engagement with partners.

S2-1-17.(a)	respect for the human rights, including labour rights, of workers;	<p>TAJCO Group A/S is committed to promoting human rights, including labor rights, throughout our operations and supply chain. Although we do not currently publicly adhere to the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises, we have developed our Supplier code of conduct to respect and protect the human rights of all workers in our value chain.</p> <ul style="list-style-type: none"> ● Respect for Human and Labor Rights: We are dedicated to respecting and protecting human rights and labor rights, ensuring that all workers, whether directly employed by TAJCO or engaged through our suppliers, work in conditions that uphold their dignity and rights. ● Prohibition of Forced and Child Labor: TAJCO strictly prohibits any form of forced labor or child labor in our operations and those of our suppliers and business partners. ● Fair Treatment and Non-Discrimination: We are committed to fair treatment of all workers, which includes promoting diversity and inclusion and ensuring there is no discrimination based on race, gender, age, religion, or any other characteristic. ● Safe and Healthy Working Conditions: We prioritize the health and safety of all workers in our value chain by enforcing stringent health and safety standards and continuously improving our practices to prevent workplace accidents and illnesses.
S2-1-17.(b)	engagement with value chain workers; and	<p>Engagement through Worker Representation and Committees: We encourage the formation of worker committees or representation bodies that can communicate worker concerns to management. These bodies are essential for ensuring that worker voices are heard and considered in decision-making processes.</p>
S2-1-17.(c)	measures to provide and/or enable remedy for human rights impacts.	<ul style="list-style-type: none"> ● Working with Suppliers and Partners: In cases where human rights impacts occur within our supply chain, we work closely with the relevant suppliers or partners to address the issue and implement corrective actions.
S2-1-18.	The undertaking shall state whether its policies in relation to value chain workers explicitly address trafficking in human beings, forced labour or compulsory labour and child labour.	<p>TAJCO Group A/S is committed to upholding the highest standards of human rights throughout our operations and supply chain. Our policies through Supplier code of conduct explicitly address critical human rights issues, including trafficking in human beings, forced labour or compulsory labour, and child labour.</p>
S2-1-18.	It shall also state whether the undertaking has a supplier code of conduct.	<p>TAJCO Group A/S is dedicated to maintaining high standards of ethics and human rights throughout our operations and supply chain. As part of our commitment to responsible business practices, we have implemented a Supplier Code of Conduct.</p>
S2-1-19.	The undertaking shall disclose whether and how its policies with regard to value chain workers are aligned with internationally recognised instruments relevant to value chain workers, including the United Nations (UN) Guiding Principles on Business and Human Rights.	<p>TAJCO Group A/S is committed to promoting human rights, including labor rights, throughout our operations and supply chain. Although we do not currently publicly adhere to the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises, we have developed our Supplier code of conduct to respect and protect the human rights of all workers in our value chain.</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	253

S2-1-19. - Fully Omitted	The undertaking shall also disclose the extent to which cases of non-respect of the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises that involve value chain workers have been reported in its upstream and downstream value chain and, if applicable, an indication of the nature of such cases.	Reason for omission: Further Reason No such cases reported yet
S2-1-AR 12.	The undertaking may disclose explanations of significant changes to the policies adopted during the reporting year (e.g., new expectations for suppliers, new or additional approaches to due diligence and remedy).	Tajco Group A/S has not adopted any significant changes into its policies. However, we look to update our policies in every 3 years time period.
S2-1-AR 15.	When disclosing how external-facing policies are embedded, the undertaking may, for example, consider internal policies of responsible sourcing, and alignment with other policies relevant to value chain workers, for example, regarding forced labour. With regard to supplier codes of conduct that the undertaking may have, the summary shall indicate whether they include provisions addressing the safety of workers, precarious work (for example, the use of workers on short-term or limited hours contracts, workers employed via third parties, sub-contracting to third parties or use of informal workers), human trafficking, the use of forced labour or child labour, and whether such provisions are fully in line with applicable ILO standards.	
S2-1-AR 16.	The undertaking may provide an illustration of the types of communication of its policies to those individuals, group of individuals or entities for whom they are relevant, either because they are expected to implement them (for example, the undertaking's employees, contractors and suppliers), or because they have a direct interest in their implementation (for example, own workers, investors). It may disclose communication tools and channels (for example, flyers, newsletters, dedicated websites, social media, face to face interactions, workers' representatives), aimed at ensuring that the policy is accessible and that different audiences understand its implications. The undertaking may also explain how it identifies and removes potential barriers for dissemination, such as through translation into relevant languages or the use of graphic depictions.	<ul style="list-style-type: none"> ● Internal Communication to Employees and Contractors ● Newsletters: We regularly send out newsletters to all employees and contractors, highlighting our key policies and any updates or changes. ● On-Site Visits and Meetings: During on-site visits and meetings, our compliance and procurement teams discuss our policies directly with suppliers and their management teams, reinforcing our commitment to ethical standards and addressing any questions or concerns.

7.2.2 S2-2 – Processes for engaging with value chain workers about impacts

ESRS S2-2 Processes for engaging with value chain workers about impacts

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	254

The undertaking shall disclose its general processes for engaging with value chain workers and their representatives about actual and potential impacts on them.

S2-2-22.	The undertaking shall disclose whether and how the perspectives of value chain workers inform its decisions or activities aimed at managing the actual and potential impacts on value chain workers. This shall include, where relevant, an explanation of:	TAJCO Group A/S ensures that the perspectives of value chain workers inform our decisions and activities, particularly those aimed at managing the actual and potential impacts on these workers.
S2-2-22.(a)	whether engagement occurs with value chain workers or their legitimate representatives directly, or with credible proxies that have insight into their situation;	<p>Engagement with Value Chain Workers</p> <p>We engage with value chain workers and their legitimate representatives in several ways to ensure their perspectives inform our activities:</p> <ul style="list-style-type: none"> ● Direct Engagement: Whenever feasible, TAJCO Group engages directly with value chain workers. We prioritize direct engagement to foster open communication and build trust with our workers. ● Engagement through Legitimate Representatives: In cases where direct engagement is not possible, TAJCO Group collaborates with legitimate representatives of the workers, such as trade unions or worker committees. These representatives have a thorough understanding of the workers' needs and concerns and can effectively communicate them to the company.
S2-2-22.(b)	the stage(s) at which engagement occurs, the type of engagement, and the frequency of the engagement;	Tajco Group A/S has not yet defined the stage and the frequency at which the engagement occurs.
S2-2-22.(c)	the function and the most senior role within the undertaking that has operational responsibility for ensuring that this engagement happens, and that the results inform the undertaking's approach;	Senior manager - People, Culture and Communication holds the most senior role that has operational responsibility for ensuring that this engagement happens, and that the results inform the undertaking's approach;
S2-2-22.(d)	where applicable, Global Framework Agreements or for agreements that the undertaking has with global union federations related to respect of human rights of workers in the value chain, including their right to bargain collectively, and including an explanation of how the agreement enables the undertaking to gain insight into those workers' perspectives; and	<p>Collective Bargaining and Worker Rights</p> <p>Tajco group A/S manufacturing site in China explicitly support and protect the right of value chain workers to bargain collectively. By recognizing and supporting collective bargaining, we ensure that workers have a formalized platform to negotiate terms and conditions of employment, voice their concerns, and advocate for their rights. This collaborative approach helps us address issues proactively and fosters a culture of mutual respect and transparency.</p>
S2-2-22.(e)	where applicable, how the undertaking assesses the effectiveness of its engagement with workers in the value chain, including, where relevant, any agreements or outcomes that result.	Tajco Group A/S has not yet assessed the effectiveness of its engagement with workers in the value chain.
S2-2-23.	Where applicable, the undertaking shall disclose the steps it takes to gain insight into the perspectives of workers that may be particularly vulnerable to impacts and/or marginalised (for example, women workers, migrant workers, workers with disabilities).	Tajco Group A/S has not yet looked into gaining insights into perspectives of workers in the value chain.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	255

S2-2-24.	If the undertaking cannot disclose the above required information because it has not adopted a general process to engage with workers in the value chain, it shall disclose this to be the case.	Tajco Group A/S has not adopted a general process to engage with workers in the value chain.
S2-2-24.	It may disclose a timeframe in which it aims to have such a process in place.	Tajco Group A/S aims to have such process by end of 2026.

7.2.3 S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns

ESRS S2-3	<p>Processes to remediate negative impacts and channels for value chain workers to raise concerns</p> <p>The undertaking shall describe the processes it has in place to provide for or cooperate in the remediation of negative impacts on value chain workers that the undertaking is connected with, as well as channels available to value chain workers to raise concerns and have them addressed.</p>	
S2-3-27.	The undertaking shall describe:	
S2-3-27.(a)	its general approach to and processes for providing or contributing to remedy where it has caused or contributed to a material negative impact on value chain workers, including whether and how the undertaking assesses that the remedy provided is effective;	<p>Supplier Code of Conduct Compliance: For suppliers who fail to meet our Supplier Code of Conduct, leading to potential negative impacts on workers, we implement a corrective action plan. This plan is developed in collaboration with the supplier and includes specific timelines for improvement.</p> <p>Dangerous and Unhealthy Work Conditions: When dangerous or unhealthy work conditions are reported or discovered in our manufacturing site in China or any other facility, we take immediate action to rectify the situation. This includes conducting thorough health and safety audits, enhancing workplace safety measures, and providing necessary training for workers and management</p>
S2-3-27.(b)	any specific channels it has in place for value chain workers to raise their concerns or needs directly with the undertaking and have them addressed, including whether these are established by the undertaking itself and/or whether they are third-party mechanisms;	Direct Communication Channels: Workers can raise concerns through direct communication with their supervisors, human resources personnel, or designated compliance officers within their respective locations.
S2-3-27.(c)	the processes through which it supports or requires the availability of such channels in the workplace of value chain workers; and	Compliance Audits and Monitoring: We conduct regular audits and assessments of our suppliers to ensure compliance with these requirements.
S2-3-27.(d) - Fully Omitted	how it tracks and monitors issues raised and addressed, and how it ensures the effectiveness of the channels, including through involvement of stakeholders who are the intended users.	<p>Reason for omission: Further Reason</p> <p>We don't track the effectiveness of these channels due to our limited resources and size of our Organization.</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	256

S2-3-28. - Fully Omitted	The undertaking shall disclose whether and how it assesses that value chain workers are aware of and trust these structures or processes as a way to raise their concerns or needs and have them addressed.	Reason for omission:Further Reason We don't assess due to the size of our Organization and our limited resources.
S2-3-28.	In addition, the undertaking shall disclose whether it has policies in place regarding the protection of individuals that use them against retaliation. If such information has been disclosed in accordance with ESRs G1-1, the undertaking may refer to that information.	TAJCO Group A/S has a zero-tolerance policy towards any form of retaliation against workers who report concerns or participate in grievance processes. These policies are clearly outlined in our Supplier Code of Conduct under Freedom of Association and Collective Bargaining.
S2-3-29. - Fully Omitted	If the undertaking cannot disclose the above required information because it has not adopted a channel for raising concerns and/or does not support the availability of such a channel in the workplace of value chain workers, it shall disclose this to be the case.	Reason for omission:Already Reported
S2-3-29. - Fully Omitted	It may disclose a timeframe in which it aims to have such a channel or processes in place.	Reason for omission:Already Reported
S2-3-AR 23. - Fully Omitted	To provide greater insight into the information covered in Disclosure Requirement ESRs S2-3, the undertaking may explain whether and how value chain workers that may be affected are able to access channels at the level of the undertaking they are employed by, or contracted to work for, in relation to each material impact.	Reason for omission:Further Reason Tajco Group A/S does not have any specific channels for Value Chain Workers. It mentions all the mandatory requirements related to Labor and Human Rights through Supplier Code of Conduct, and ensures open communication between the contract workers and supervisors for effective problem solving of the workers.
S2-3-AR 24. - Fully Omitted	Third party mechanisms could include those operated by the government, NGOs, industry associations and other collaborative initiatives. The undertaking may disclose whether these are accessible to all workers who may be potentially or actually materially impacted by the undertaking, or individuals or organisations acting on their behalf or who are otherwise in a position to be aware of negative impacts.	Reason for omission:Further Reason Tajco Group A/S does not have any third party mechanisms for Value Chain workers
S2-3-AR 25.	In relation to the protection of individuals that use the mechanisms against the retaliation, the undertaking may describe whether it treats grievances confidentially and with respect to the rights of privacy and data protection.	Tajco Group A/S receives any form of grievances through direct communication and treats all the received grievances confidentially.
S2-3-AR 25. - Fully Omitted	In relation to the protection of individuals that use the mechanisms against the retaliation, the undertaking may describe whether the mechanisms allow for workers to use them anonymously (for example,	Reason for omission:Further Reason

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	257

through representation by a third party).

Tajco Group A/S does not use any form of third party grievances. We receive any form of such grievances directly through the Value chain representatives and contract workforce representatives, and take actions through direct communication.

7.2.4 S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action

ESRS S2-4

Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions

The undertaking shall disclose how it takes action to address material impacts on value chain workers, and to manage material risks and pursue material opportunities related to value chain workers and the effectiveness of those actions.

S2-4-31.

The undertaking shall provide a summarised description of the action plans and resources to manage its material impacts, risks, and opportunities related to value chain workers as per ESRS 2 MDR-A Actions and resources in relation to material sustainability matters.

S2-4-32.

In relation to material impacts, the undertaking shall describe:

S2-4-32.(a)

actions taken, planned or underway to prevent or mitigate material negative impacts on value chain workers;

Actions to Enforce Supplier Code of Conduct

- Impact: Non-compliance with the Supplier Code of Conduct can lead to poor working conditions and other negative impacts on value chain workers.
- Actions Taken:
- Supplier Audits and Compliance Checks: TAJCO Group A/S regularly conducts audits of our suppliers to ensure compliance with our Supplier Code of Conduct, which includes standards for fair wages, working hours, health and safety, and non-discrimination. Non-compliant suppliers are required to implement corrective action plans within a defined timeframe.

Actions to Improve Workplace Safety and Health

- Impact: Dangerous and unhealthy work conditions have been identified as a material negative impact, particularly in our manufacturing site in China.
- Actions Taken:
- Health and Safety Audits: We have implemented regular health and safety audits across all operational sites, with a focus on high-risk areas such as our manufacturing facility in China. These audits help identify potential hazards and ensure compliance with safety standards.

S2-4-32.(b)

whether and how it has taken action to provide or enable remedy in relation to an actual material impact;

Actions Taken to Provide Remedy:

- Corrective Action Plans: We immediately required the supplier to develop and implement a corrective action plan to address the violations towards Supplier Code of Conduct.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	258

- Immediate Safety Upgrades: We conducted a comprehensive safety audit and immediately upgraded the PPE and safety equipment available to workers. We also reinforced safety protocols and ensured all workers were properly trained in their use.

S2-4-32.(c) - Fully Omitted	any additional actions or initiatives it has in place with the primary purpose of delivering positive impacts for value chain workers; and	Reason for omission: Further Reason No additional actions taken other than the mentioned ones
S2-4-32.(d) - Fully Omitted	how it tracks and assesses the effectiveness of such actions and initiatives in delivering intended outcomes for value chain workers.	Reason for omission: Further Reason Tajco Group A/S does not assess the effectiveness of the outcomes due to its size of the organization.
S2-4-33.	In relation to paragraph 30, the undertaking shall describe:	
S2-4-33.(a)	the processes through which it identifies what action is needed and appropriate in response to a particular actual or potential negative impact on value chain workers;	Stakeholder Engagement: We engage with stakeholders, including value chain workers, worker representatives, local communities, and NGOs, to gather insights and feedback on potential risks and impacts. This engagement ensures that our assessments are comprehensive and consider diverse perspectives. Regular Audits: We conduct regular audits of our operations and those of our suppliers to monitor compliance with our standards and identify any actual negative impacts.
S2-4-33.(b)	its approach to taking action in relation to specific material negative impacts on value chain workers, including any action in relation to its own purchasing or other internal practices, as well as capacity- building or other forms of engagement with entities in the value chain, or forms of collaborative action with industry peers or other relevant parties; and	Incorporation of Social Criteria in Supplier Selection: When selecting suppliers, TAJCO Group A/S places a strong emphasis on social criteria, such as compliance with labor standards and worker safety practices. Suppliers are required to demonstrate their commitment to these criteria as a condition of doing business with us. Regular Supplier Assessments: We conduct supplier assessments of our suppliers to ensure they adhere to our social and ethical standards. Improving Worker Conditions at Manufacturing Sites: Within our own operations, at our manufacturing site in China, we have implemented several initiatives to improve worker conditions, ensure a safe and healthy working environment, providing regular health and safety training, and establishing clear protocols for reporting and addressing workplace hazards.
S2-4-33.(c) - Fully Omitted	how it ensures that processes to provide or enable remedy in the event of material negative impacts are available and effective in their implementation and outcomes.	Reason for omission: Further Reason We have not worked on providing the remedies to the negative impacts due to size of our organization
S2-4-34. - Fully Omitted	In relation to material risks and opportunities, the undertaking shall describe:	Reason for omission: Further Reason We have no actions planned towards Value chain impacts due to size of our organization and limited resources.
S2-4-34.(a) - Fully Omitted	what action is planned or underway to mitigate material risks for the undertaking arising from its impacts and dependencies on value chain workers and how it tracks effectiveness in practice; and	Reason for omission: Further Reason We have no actions planned towards Value chain impacts due to size of our organization and limited resources.
S2-4-34.(b) - Fully Omitted	what action is planned or underway to pursue material opportunities for the undertaking in relation to value chain workers.	Reason for omission: Further Reason

We have no actions planned towards Value chain impacts due to size of our organization and limited resources.

S2-4-35.	The undertaking shall disclose whether and how it takes action to avoid causing or contributing to material negative impacts on value chain workers through its own practices, including, where relevant, in relation to procurement, sales and data use. This may include disclosing what approach is taken when tensions arise between the prevention or mitigation of material negative impacts and other business pressures.	<p>Actions to Avoid Negative Impacts through Procurement Practices</p> <ul style="list-style-type: none"> ● Ethical Procurement Policies ● Supplier Code of Conduct: TAJCO Group A/S has established a robust Supplier Code of Conduct that outlines our expectations for labor standards, health and safety, environmental practices, and ethical behavior. This code is integrated into all supplier agreements, ensuring that our procurement practices support fair labor conditions and prevent negative impacts on value chain workers. ● Fair and Transparent Contracting: We use fair and transparent contracting practices to avoid putting undue pressure on suppliers. This includes offering reasonable lead times, avoiding last-minute changes, and ensuring that payment terms do not force suppliers to cut corners or compromise on worker welfare.. <p>Actions to Avoid Negative Impacts through Sales Practices</p> <ul style="list-style-type: none"> ● Responsible Sales and Marketing Strategies ● Ethical Sales Practices: TAJCO Group A/S ensures that our sales practices do not put undue pressure on suppliers and their workers. ● Transparency with Customers: We maintain transparency with our customers about the capabilities and limitations of our supply chain. This helps manage expectations and prevents unrealistic demands that could negatively impact workers.
S2-4-36. - Fully Omitted	The undertaking shall also disclose whether severe human rights issues and incidents connected to its upstream and downstream value chain have been reported and, if applicable, disclose these.	<p>Reason for omission: Further Reason</p> <p>No such reports identified</p>

S2-4-38.	The undertaking shall disclose what resources are allocated to the management of its material impacts, with information that enables users to gain an understanding of how the material impacts are managed.	<p>Health and Safety Investments: Significant financial resources are allocated to improve health and safety conditions across our operations and supply chain. This includes investments in providing personal protective equipment (PPE), and conducting regular safety drills and audits.</p> <p>Third-Party Auditors: We engage third-party auditors to conduct ISO 45001 audit of our internal operations which also comprise of contract workforce.</p>
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Stakeholder Engagement and Feedback: We actively engage with stakeholders, including workers, to gather insights and feedback on potential risks and impacts. This engagement helps us understand the concerns of value chain workers and develop more targeted responses.

Regular Safety Audits: We conduct regular safety audits at our own facilities to identify and address potential health and safety risks. These audits are carried out by both internal teams and third-party experts to ensure objectivity and comprehensiveness.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	260

We aim to introduce SAQ 5.0 Supplier Assessment for our suppliers from 2025.

S2-4-AR 30.	<p>Given that material negative impacts affecting value chain workers that have occurred during the reporting period may also be linked to entities or operations outside its direct control, the undertaking may disclose whether and how it seeks to use its leverage in its business relationships to manage those impacts. This may include using commercial leverage (for example, enforcing contractual requirements with business relationships or implementing incentives), other forms of leverage within the relationship (such as providing training or capacity-building on workers' rights to entities with which the undertaking has a business relationships) or collaborative leverage with peers or other actors (such as initiatives aimed at responsible recruitment or ensuring workers receive an adequate wage).</p>	<p>Supplier Code of Conduct: TAJCO Group A/S has implemented a robust Supplier Code of Conduct, which all suppliers and business partners are required to adhere to as a condition of doing business with us. This code includes explicit provisions on labor rights, health and safety, fair wages, and non-discrimination. We use our commercial leverage to enforce these contractual requirements and ensure compliance with our standards.</p> <p>Strategic Sourcing Decisions: We use our procurement practices to prioritize suppliers who demonstrate a strong commitment to ethical labor practices.</p>
S2-4-AR 31. - Fully Omitted	<p>When the undertaking discloses its participation in an industry or multi-stakeholder initiative as part of its actions to address material negative impacts, the undertaking may disclose how the initiative, and its own involvement, is aiming to address the material impact concerned. It may disclose under ESRS S2-5 the relevant targets set by the initiative and progress towards them.</p>	<p>Reason for omission:Further Reason</p> <p>We have not aimed for any major initiatives and actions towards our Value Chain due to our organization size and limited resources.</p>
S2-4-AR 36.	<p>With regard to initiatives or processes the undertaking has in place that are based on affected workers' needs and with regard to progress in the implementation of such initiatives or processes, the undertaking may disclose:</p>	
S2-4-AR 36.(a) - Fully Omitted	<p>information about whether and how value chain workers and legitimate representatives or their credible proxies play a role in decisions regarding the design and implementation of these programmes or processes; and</p>	<p>Reason for omission:Further Reason</p> <p>We have not yet established mechanisms to ensure that value chain workers and their legitimate representatives or credible proxies play an active role in decision-making processes regarding the design and implementation of worker welfare programs. This is due to our size of the company and our limited resources in use.</p>
S2-4-AR 36.(b) - Fully Omitted	<p>information about the intended or achieved positive outcomes for value chain workers of these initiatives or processes.</p>	<p>Reason for omission:Further Reason</p> <p>We have not initiated any major initiatives or processes for the Value Chain due to our Organizational size and our limited resources.</p>
S2-4-AR 37. - Fully Omitted	<p>The undertaking may disclose whether any initiatives or processes whose primary aim is to deliver positive impacts for value chain workers are designed also to support the achievement of one or more of the UN Sustainable Development Goals</p>	<p>Reason for omission:Further Reason</p> <p>We have not initiated any policies and processes with regards to our Value Chain due to our size of the company and limited resources.</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	261

(SDGs). For example, through a commitment to advance UN SDG 8 to “promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all” the undertaking may be providing capacity-building to smallholders in its supply chain, resulting in increases in their income; or it may be supporting training to increase the proportion of women able to take delivery jobs in its downstream value chain.

S2-4-AR 44.	When disclosing the resources allocated to the management of material impacts, the undertaking may disclose which internal functions are involved in managing the impacts and what types of action they take to address negative and advance positive impacts.	<p>Internal Functions Involved in Managing Impacts: To effectively address and manage these impacts, a range of internal functions work collaboratively to implement and monitor our mitigation strategies. These include:</p> <p>Human Resources (HR):</p> <p>The HR department is responsible for managing issues related to workforce changes, such as restructuring or job losses. HR also plays a critical role in fostering a healthy workplace culture and ensuring compliance with local labor laws and international labor standards, particularly in areas like fair wages, working hours, and anti-discrimination practices.</p> <p>EHS Team:</p> <p>Our EHS team is dedicated to ensuring that the highest standards of workplace safety in our manufacturing facility in China. The team regularly conducts risk assessments, implements safety protocols, and provides training to mitigate workplace accidents.</p> <p>Procurement Team:</p> <p>Our supply chain and procurement function is responsible for enforcing our Supplier Code of Conduct, which promotes ethical practices throughout the value chain. This team ensures that all suppliers adhere to our standards related to labor conditions, environmental sustainability, and ethical business practices, advancing positive impacts in our supply chain.</p>
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7.3 Metrics and targets

7.3.1 S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

ESRS S2-5	<p>Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities</p> <p>The undertaking shall disclose the time-bound and outcome-oriented targets it may have set related to: (a) reducing negative impacts on value chain workers; and/or (b) advancing positive impacts on value chain workers; and/or (c) managing material risks and opportunities related to value chain workers.</p>	<p>Reason for omission: Further Reason</p> <p>We have not estimated or aimed for any major targets at present with regards to the Value Chain. This is due to our limited resource capacity and size of the Organization</p>
S2-5-41. - Fully Omitted	The summarised description of the targets to manage its material impacts, risks and opportunities related to value chain workers shall contain the information requirements defined in ESRS 2 MDR-T.	

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	262

S2-5-42.	The undertaking shall disclose the process for setting the targets, including whether and how the undertaking engaged directly with workers in the value chain, their legitimate representatives, or with credible proxies that have insight into their situation in:	
S2-5-42.(a) - Fully Omitted	setting any such targets;	Reason for omission: Further Reason No targets set for the Value Chain
S2-5-42.(b) - Fully Omitted	tracking the undertaking's performance against them; and	Reason for omission: Further Reason No targets set for the Value Chain
S2-5-42.(c) - Fully Omitted	identifying any lessons or improvements as a result of the undertaking's performance.	Reason for omission: Further Reason No targets set for the Value Chain
S2-5-AR 45. - Fully Omitted	When disclosing information about targets in accordance with paragraph 39, the undertaking may disclose:	Reason for omission: Further Reason No targets set for the Value Chain workers.
S2-5-AR 45.(a) - Fully Omitted	the intended outcomes to be achieved in the lives of value chain workers, being as specific as possible;	Reason for omission: Further Reason No targets set for the Value Chain workers.
S2-5-AR 45.(b) - Fully Omitted	the stability of the targets over time in terms of definitions and methodologies to enable comparability over time;	Reason for omission: Further Reason No targets set for the Value Chain workers.
S2-5-AR 45.(c) - Fully Omitted	the standards or commitments on which the targets are based (for instance codes of conduct, sourcing policies, global frameworks or industry codes).	Reason for omission: Further Reason No targets set for the Value Chain workers.

8. ESRS S3 Affected Communities

8.1 Strategy

8.1.1 ESRS 2 SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS S3 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

S3-SBM-3-9.	When fulfilling the requirements of paragraph 48, the undertaking shall disclose whether all affected communities who are likely to be materially impacted by the undertaking, including impacts that are connected with the undertaking's own operations and value chain, including through its products or services, as well as through its business relationships, are included in the scope of its disclosure under ESRS 2. In addition, the undertaking shall provide the following information:	<p>TAJCO Group A/S has identified and included all affected communities that are likely to be materially impacted by our operations within the scope of our disclosure under ESRS 2.</p> <ul style="list-style-type: none"> ● Environmental Impact: Through our manufacturing plant in China, emissions (air, water, and soil pollution) that affect local communities are a major factor in our strategic considerations. ● Economic and Social Impact: The relocation of the E6 plant could have a significant implication for employment, social stability. ● New Opportunities: Expanding business units creates positive opportunities for communities, particularly in generating employment and economic development in new regions.
S3-SBM-3-9.(a)	a brief description of the types of communities subject to material impacts by its own operations or through its upstream and downstream value chain, and specify whether they are:	<p>Manufacturing Communities:</p> <p>Type: Local communities surrounding our manufacturing facilities.</p> <p>Impact: These communities are primarily impacted by environmental factors such as air, water, and soil emissions resulting from our production processes. There may also be economic and social implications, such as local employment opportunities or displacement due to plant relocations.</p> <p>Classification: Likely to be negatively impacted through direct operations.</p> <p>Business Expansion Communities:</p> <p>Type: Communities where TAJCO is expanding its business operations, including setting up new units or offices.</p> <p>Impact: These communities may experience positive impacts, such as job creation, economic development, and enhanced local infrastructure, due to our business expansion.</p> <p>Classification: Positively impacted through downstream value chain operations and expansion activities.</p>
S3-SBM-3-9.(a).i.	communities living or working around the undertaking's operating sites, factories, facilities or other physical operations, or more remote communities affected by activities at those sites (for example by downstream water pollution);	<p>Local Communities Living or Working Around Operating Sites, Factories, and Facilities:</p> <p>Type: Communities located in close proximity to our manufacturing site in China.</p> <p>Impact: These communities may experience direct environmental impacts, including:</p> <ul style="list-style-type: none"> ● Air pollution: Emissions from industrial processes can affect air quality, potentially leading to health issues or diminished quality of life. ● Water pollution: Downstream water contamination from manufacturing processes can impact access to clean water, harm agriculture, and disrupt local ecosystems. ● Noise pollution: The presence of heavy machinery and increased traffic around factory areas can lead to noise disturbances for nearby residents.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	264

- Other Effects: Employment opportunities may arise for locals, while potential risks like plant relocations or expansion could affect the local economy and social stability.

S3-SBM-3-9.(a).ii. - Fully Omitted	communities along the undertaking's value chain (for example, those affected by the operations of suppliers' facilities or by the activities of logistics or distribution providers);	Reason for omission:Further Reason Value Chain not taken into consideration due to our limited resources and organization size.
S3-SBM-3-9.(a).iii. - Fully Omitted	communities at one or both endpoints of the value chain (for example, at the point of extraction of metals or minerals or harvesting of commodities, or communities around waste or recycling sites);	Reason for omission:Further Reason Value Chain not taken into consideration
S3-SBM-3-9.(a).iv. - Fully Omitted	communities of indigenous peoples.	Reason for omission:Further Reason Not Applicable
S3-SBM-3-9.(b)	in the case of material negative impacts, whether they are either (i) widespread or systemic in contexts where the undertaking operates or has sourcing or other business relationships (for example,marginalised populations suffering impacts on their health and quality of life in a highly industrialised area), or (ii) related to individual incidents in the undertaking's own operations (e.g., a toxic waste spill affecting a community's access to clean drinking water) or in a specific business relationship (e.g., a peaceful protest by communities against business operations that was met with a violent response from the undertaking's security services). This includes consideration of impacts on affected communities that may arise from the transition to greener and climate- neutral operations. Potential impacts include impacts associated with innovation and restructuring, closure of mines, increased mining of minerals needed for the transition to a sustainable economy and solar panel production;	Industrial Emissions Impacting Health and Quality of Life: Context: In areas like China, where our manufacturing site is located, industrial activities may contribute to air and water pollution, potentially affecting marginalized populations or communities living near the facility. Impact: These communities may suffer from long-term health issues.. Mitigation: TAJCO is continuously implementing cleaner technologies and sustainable production practices to minimize our contribution to such systemic issues. We work in collaboration with local authorities and other stakeholders to monitor environmental performance and support community health initiatives. Impacts from the Transition to Greener and Climate-Neutral Operations: As TAJCO Group A/S transitions toward greener and climate-neutral operations, we acknowledge that this shift may lead to material negative impacts on certain communities, particularly those affected by restructuring or changes in resource use. <ul style="list-style-type: none"> ● Community Impacts from Innovation and Restructuring: ● Context: The introduction of cleaner technologies, automation, or the closure of older, less environmentally friendly facilities may lead to job losses or economic displacement in certain communities. ● Impact: Communities reliant on our facilities for employment and economic support may experience unemployment, reduced local economic activity, and a decline in social services. ● Mitigation: TAJCO is committed to supporting affected communities through job creation initiatives to ensure that the transition to greener operations benefits rather than harms local populations.
S3-SBM-3-9.(c)	in the case of material positive impacts, a brief description of the activities that result in the positive impacts (for example, capacity-building to support more and new forms of local livelihoods) and the types of communities that are positively affected or could be positively affected; the undertaking may also disclose whether the positive impacts occur in specific countries or regions; and	TAJCO focuses on developing more sustainable products, reducing the environmental footprint of our offerings, and creating products that promote environmental and social benefits. This in turn also lead to new job creation for Affected Communities.
S3-SBM-3-9.(d)	any material risks and opportunities for the business arising from impacts and dependencies on affected communities.	<ul style="list-style-type: none"> ● The environmental footprint of our manufacturing operations, particularly in China, presents potential risks to the health and well-being of nearby communities. Air and water pollution, emissions, and resource usage can

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	265

		<p>result in negative social and environmental impacts, leading to potential conflicts, protests, or regulatory penalties.</p> <ul style="list-style-type: none"> ● Relocating our manufacturing plants or operational sites (e.g., the relocation of the E6 plant) could lead to significant social and economic disruption for communities dependent on our operations for employment and economic stability. This could result in legal challenges from affected communities. ● The establishment of new business units by TAJCO in various locations presents opportunities for local communities. These new operations could result in job creation, infrastructure development, and overall economic growth for the regions involved.
S3-SBM-3-10.	In describing the main types of communities who are or could be negatively affected, based on the materiality assessment set out in Disclosure Requirement ESRs 2 IRO-1, the undertaking shall disclose whether and how it has developed an understanding of how affected communities with particular characteristics or those living in particular contexts, or those undertaking particular activities may be at greater risk of harm.	<p>Communities Affected by Emissions (Air, Water, Soil) in China</p> <ul style="list-style-type: none"> ● Type of Community: Local communities living near TAJCO's manufacturing facilities in China. ● Context and Risk Factors: <ul style="list-style-type: none"> ● - These communities are at greater risk of harm due to their proximity to industrial emissions. The emissions can negatively impact air quality, water sources, and soil health, potentially causing health issues such as respiratory problems, water contamination, and agricultural degradation. ● - Understanding of Risk: TAJCO has developed an understanding of this through regular monitoring of pollution levels around its factories. In addition, TAJCO engages with local stakeholders and environmental agencies to understand the full scope of how these emissions affect local populations. <p>Communities Impacted by the Relocation of the E6 Plant</p> <ul style="list-style-type: none"> ● Type of Community: Workers and local businesses reliant on the E6 plant for employment and economic activity. ● Context and Risk Factors: <ul style="list-style-type: none"> ● - The relocation of the E6 plant poses risks such as job losses, economic downturns in the local area, and social instability for communities that rely on the plant as a source of income. ● - Understanding of Risk: TAJCO has developed this understanding through impact assessments. These assessments help TAJCO evaluate the potential social and economic fallout from the relocation and implement mitigation strategies.
S3-SBM-3-11.	The undertaking shall disclose which, if any, of its material risks and opportunities arising from impacts and dependencies on affected communities relate to specific groups of affected communities rather than to all affected communities.	<p>Below is a detailed disclosure of the material risks and opportunities that affect specific groups of communities rather than all:</p> <ul style="list-style-type: none"> ● Communities Near Manufacturing Facilities in China (Environmental Impacts) <ul style="list-style-type: none"> ● Specific Group: Local communities near TAJCO's manufacturing facilities in China. ● Communities Dependent on Employment from Plant Operations (Relocation of E6 Plant) <ul style="list-style-type: none"> ● Specific Group: Workers dependent on TAJCO's E6 Plant, particularly those in regions where the plant provides a significant portion of local employment and economic activity. ● Communities Near New Business Expansion Units (Economic Growth Opportunities) <ul style="list-style-type: none"> ● Specific Group: Communities living in regions where TAJCO is expanding its business operations, particularly in North America and Europe.

8.2 Impact, risk and opportunity management

8.2.1 S3-1 – Policies related to affected communities

ESRS S3-1	<p>Policies related to affected communities</p> <p>The undertaking shall describe its policies adopted to manage its material impacts on affected</p>
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	266

communities, as well as associated material risks and opportunities.

S3-1-14. - Fully Omitted	The disclosure required by paragraph 12 shall contain the information on the undertaking's policies to manage its material impacts, risks and opportunities related to affected communities in accordance with ERS 2 MDR-P Policies adopted to manage material sustainability matters.	Reason for omission: Further Reason <p>TAJCO has no specific policy created to align with Affected communities. We have one Environmental policy that measures and reports the environmental progress of manufacturing site.</p>
S3-1-14.	In addition, the undertaking shall specify if such policies cover specific affected communities or all affected communities.	Environmental policy covers pollution related measures and reporting of the manufacturing site in China. This is therefore specific to affected communities near to the manufacturing site in China.
S3-1-15. - Fully Omitted	The undertaking shall disclose any particular policy provisions for preventing and addressing impacts on indigenous peoples.	Reason for omission: Further Reason <p>TAJCO has only environmental policy which is general policy for the manufacturing plant and therefore applicable to its affected communities.</p>
S3-1-16.	The undertaking shall describe its human rights policy commitments that are relevant to affected communities, including those processes and mechanisms to monitor compliance with the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises. In its disclosure it shall focus on those matters that are material in relation to, as well as its general approach to:	Human Rights Policy Commitment <ul style="list-style-type: none"> ● TAJCO Group A/S has adopted a comprehensive Human Rights Policy that is designed to promote the well-being and rights of individuals and communities affected by our operations. This policy is guided by the following core principles: ● Respect for the dignity of all people, irrespective of their race, gender, nationality, or socio-economic background. ● Upholding the fundamental rights of workers, including freedom of association, the elimination of forced labor, child labor, and discrimination in employment. ● Ensuring that all communities impacted by our business operations are treated fairly and benefit from the social and economic contributions of our company.
S3-1-16.(a)	respect for the human rights of communities, and indigenous peoples specifically;	<p>TAJCO Group A/S has adopted a comprehensive Human Rights Policy that is designed to promote the well-being and rights of individuals and communities affected by our operations. This policy is guided by the following core principles:</p> <ul style="list-style-type: none"> ● Respect for the dignity of all people, irrespective of their race, gender, nationality, or socio-economic background. ● Upholding the fundamental rights of workers, including freedom of association, the elimination of forced labor, child labor, and discrimination in employment. ● Ensuring that all communities impacted by our business operations are treated fairly and benefit from the social and economic contributions of our company. ● Regular Audits: Independent audits at all manufacturing sites and offices to ensure compliance with human rights, labor, and environmental standards.
S3-1-16.(b)	engagement with affected communities; and	To ensure our operations align with the interests and well-being of the communities we impact, we regularly conduct community surveys as part of our human rights due diligence process. These surveys serve as a direct line of communication between TAJCO and local stakeholders, providing valuable insights that guide our decision-making and policy implementation.
S3-1-16.(c)	measures to provide and/or enable remedy for human rights impacts.	TAJCO Group A/S has ISO 45001 certification in place to ensure compliance for its manufacturing site
S3-1-17. - Fully Omitted	The undertaking shall disclose whether and how its policies with regard to affected communities are aligned with internationally recognised	Reason for omission: Further Reason

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	267

standards relevant to communities and indigenous peoples specifically, including the United Nations (UN) Guiding Principles on Business and Human Rights.

TAJCO Group A/S have not evaluated whether its policies are aligned exactly as per UN standards. However its policies includes all the mandatory requirements as per the labor and human rights regulation in different regions.

S3-1-17. - Fully Omitted	The undertaking shall also disclose the extent to which cases of non-respect of the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises that involve affected communities have been reported in its own operations or in its upstream and downstream value chain and, if applicable, an indication of the nature of such cases.	Reason for omission:Further Reason No such information reported
S3-1-AR 9. - Fully Omitted	The description shall include the key information necessary to ensure a faithful representation of the policies in relation to affected communities and, therefore, the undertaking shall consider explanations of significant changes to the policies adopted during the reporting year (for example, new or additional approaches to engagement, due diligence and remedy).	Reason for omission:Further Reason No specific policy created with respect to Affected communities
S3-1-AR 11. - Fully Omitted	The undertaking may provide an illustration of the types of communication of its policies to those individuals, group of individuals or entities for whom they are relevant, either because they are expected to implement them (for example, the undertaking's employees , contractors and suppliers), or because they have a direct interest in their implementation (for example, own workers, investors). It may disclose communication tools and channels (for example, flyers, newsletters, dedicated websites, social media, face to face interactions, workers' representatives), aimed at ensuring that the policy is accessible and that different audiences understand its implications. The undertaking may also explain how it identifies and removes potential barriers for dissemination, such as through translation into relevant languages or the use of graphic depictions.	Reason for omission:Further Reason Not applicable

8.2.2 S3-2 – Processes for engaging with affected communities about impacts

ESRS S3-2	Processes for engaging with affected communities about impacts The undertaking shall disclose its general processes for engaging with affected communities and their representatives about actual and potential impacts on them.
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	268

S3-2-21.	The undertaking shall disclose whether and how the perspectives of affected communities inform its decisions or activities aimed at managing actual and potential impacts on communities. This shall include, where relevant, an explanation of:	Surveys: As mentioned earlier, we conduct regular community surveys to gather direct feedback on how our operations impact local populations. These surveys cover a range of topics, including environmental concerns, employment opportunities, and social contributions.
S3-2-21.(a)	whether engagement occurs with affected communities or their legitimate representatives directly, or with credible proxies that have insight into their situation;	Wherever possible, we prioritize direct engagement with the individuals and groups directly affected by our operations. This approach ensures that we receive firsthand feedback and insights, allowing us to address concerns in real-time and to the satisfaction of those impacted.
S3-2-21.(b)	the stage(s) at which engagement occurs, the type of engagement, and the frequency of the engagement;	<p>Stage at which engagement occurs: Before Double Materiality Assessment</p> <p>Type of engagement: Surveys are distributed to a broad cross-section of the community, including workers and local residents.</p> <p>Frequency: Will be conducted once in a year only if there are changes in Double Materiality Assessment.</p>
S3-2-21.(c)	the function and the most senior role within the undertaking that has operational responsibility for ensuring this engagement happens, and that the results inform the undertaking's approach;	Group Vice President Engineering, Program Management, Quality and Sustainability
S3-2-21.(d) - Fully Omitted	where applicable, how the undertaking assesses the effectiveness of its engagement with affected communities, including, where relevant, any agreements or outcomes that result.	<p>Reason for omission: Further Reason</p> <p>We have no process in place to assess the effectiveness of the applied methods</p>
S3-2-22. - Fully Omitted	Where applicable, the undertaking shall disclose the steps it takes to gain insight into the perspectives of affected communities that may be particularly vulnerable to impacts and/or marginalised, and into the perspective of specific groups within the affected communities, such as women and girls.	<p>Reason for omission: Further Reason</p> <p>We have considered the feedback from the communities as a whole group and not classified based on vulnerability.</p>
S3-2-23. - Fully Omitted	Where affected communities are indigenous peoples, the undertaking shall also disclose how it takes into account and ensures respect of their particular rights in its stakeholder engagement approach, including their right to free, prior and informed consent with regard to: (i) their cultural, intellectual, religious and spiritual property; (ii) activities affecting their lands and territories; and (iii) legislative or administrative measures that affect them. In particular, where engagement occurs with indigenous peoples, the undertaking shall also disclose whether and how indigenous peoples have been consulted on the mode and parameters of the engagement (for example, in designing the agenda, nature, and timeliness of the engagement).	<p>Reason for omission: Further Reason</p> <p>Not applicable</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	269

S3-2-24. If the undertaking cannot disclose the above required information because it has not adopted a general process to engage with affected communities, it shall disclose this to be the case.

Tajco Group A/S has currently only survey based communication approach to engage with affected communities.

S3-2-24. It may disclose a timeframe in which it aims to have such a process in place.

To ensure specific policies in place for affected communities, we have a timeline of 2028

8.2.3 S3-3 – Processes to remediate negative impacts and channels for affected communities to raise concerns

ESRS S3-3

Processes to remediate negative impacts and channels for affected communities to raise concerns

The undertaking shall describe the processes it has in place to provide for or cooperate in the remediation of negative impacts on affected communities that the undertaking is connected with, as well as channels available to affected communities to raise concerns and have them addressed

S3-3-27. The undertaking shall describe:

S3-3-27.(a)	its general approach to and processes for providing or contributing to remedy where it has identified that it has caused or contributed to a material negative impact on affected communities, including whether and how the undertaking assesses that the remedy provided is effective;	<p>Identification of Material Negative Impacts</p> <ul style="list-style-type: none"> ● Double Materiality Assessment (DMA): Conducted DMA to assess potential risks and impacts on local communities. <p>Remedies</p> <ul style="list-style-type: none"> ● Restorative Measures: For negative environmental impacts (e.g., air and water pollution), we implement measures to restore the affected areas to their previous state, such as emissions reduction initiatives.
S3-3-27.(b)	any specific channels it has in place for affected communities to raise their concerns or needs directly with the undertaking and have them addressed, including whether these are established by the undertaking itself and/or through participation in third-party mechanisms;	<p>Stakeholder engagement: We conduct surveys and engage in open dialogue with the affected community to understand material impacts and major concerns raised.</p> <p>Local Offices: In each region where TAJCO operates, we have local offices who serve as the primary point of contact for affected communities. Community members can raise concerns directly with these officers, who are responsible for facilitating dialogue between the company and the community.</p>
S3-3-27.(c)	its processes through which the undertaking supports the availability of such channels by its business relationships; and	Tajco Group A/S is assisted by Cubemos, our CSRD consultant, with the communication channel to directly reach out to communities.
S3-3-27.(d) - Fully Omitted	how it tracks and monitors issues raised and addressed, and how it ensures the effectiveness of the channels, including through involvement of stakeholders who are the intended users of those channels.	<p>Reason for omission: Further Reason</p> <p>We have not determined the effectiveness of our communication channels with respect to affected communities.</p>

S3-3-28. - Fully Omitted

The undertaking shall disclose whether and how it assesses that affected communities are aware of and trust these structures or processes as a way to raise their concerns or needs and have them addressed.

Reason for omission: Further Reason

Not assessed the effectiveness of the channels of communication

S3-3-28.

In addition, the undertaking shall disclose whether it has policies in place regarding the protection of individuals that use them against retaliation. If such information has been disclosed in accordance with ESRS G1-1, the undertaking may refer to that information.

At TAJCO Group A/S, we recognize the importance of providing safe and accessible channels for individuals and communities to raise concerns or grievances without fear of retaliation. However, as of the current reporting period, TAJCO does not have specific policies in place regarding the protection of individuals who use these grievance mechanisms against retaliation.

S3-3-29.

If the undertaking cannot disclose the above required information because it has not adopted a channel for raising concerns and/or does not support the availability of such a channel by its business relationships, it shall disclose this to be the case.

At TAJCO Group A/S, we strive to maintain transparency and accountability in our business operations and in our interactions with affected communities. However, as of the current reporting period, TAJCO has not formally adopted a specific channel for raising concerns separately. It has only survey based channels during the Double Materiality Assessment where communities can raise concerns and communication through local authorities.

S3-3-29.

It may disclose a timeframe in which it aims to have such a channel or processes in place.

S3-3-AR 19.

To provide greater insight into the information covered in ESRS S3-3, the undertaking may explain whether and how communities that may be affected are able to access channels at the level of the undertaking they are affected by, in relation to each material impact. Relevant insights include information on whether affected communities can access channels in a language they understand, and whether they have been consulted in the design of such channels.

S3-3-AR 20.

Third party mechanisms could include those operated by the government, NGOs, industry associations and other collaborative initiatives. The undertaking may disclose whether these are accessible to all affected communities who may be potentially or actually materially impacted by the undertaking, or individuals or organisations acting on their behalf or who are otherwise in a position to be aware of negative impacts.

S3-3-AR 21.

In relation to the protection of individuals that use the mechanisms against retaliation, the undertaking may describe whether it treats grievances confidentially and with respect to the rights of privacy and data protection.

S3-3-AR 21.

In relation to the protection of individuals that use the mechanisms against retaliation, the undertaking may describe whether to the

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	271

mechanisms can be used anonymously (for example, through representation by a third party).

8.2.4 S3-4 – Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions

ESRS S3-4	<p>Taking action on material impacts, and approaches to mitigating material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions and approaches</p> <p>The undertaking shall disclose how it takes action to address material impacts on affected communities, and to manage material risks and pursue material opportunities related to affected communities and the effectiveness of those actions.</p>
S3-4-31.	<p>The undertaking shall provide a summarised description of the action plans and resources to manage its material impacts, risks, and opportunities related to affected communities as per ESRS 2 MDR-A Actions and resources in relation to material sustainability matters.</p>
S3-4-32.	<p>In relation to material impacts, the undertaking shall describe:</p>
S3-4-32.(a)	<p>actions taken, planned or underway to prevent or mitigate material negative impacts on affected communities;</p> <ul style="list-style-type: none"> ● Environmental Impacts (Emissions in China) ● Action Taken: In response to the material negative impacts caused by emissions from our manufacturing site in China, we have invested in energy and chemical reduction initiatives to reduce overall emissions and pollution as well. ● Independent Audits ● To ensure the impartiality and effectiveness of our impact mitigation and community engagement efforts, we commission third-party audits of our environmental and social performance. These audits provide an external evaluation of whether our actions are meeting international standards and community expectations.

At TAJCO Group A/S, we are committed to proactively addressing material impacts on affected communities, managing related risks, and pursuing opportunities that benefit these communities. As a global company with manufacturing operations in China and offices in Germany, Slovakia, and North America, we recognize the

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	272

importance of engaging with local communities and ensuring our actions align with their well-being.

- Environmental Impacts (Emissions in China)
- Action Taken: In response to the material negative impacts caused by emissions from our manufacturing site in China, we have invested in energy and chemical reduction initiatives to reduce overall emissions and pollution as well.
- Independent Audits
- To ensure the impartiality and effectiveness of our impact mitigation and community engagement efforts, we commission third-party audits of our environmental and social performance. These audits provide an external evaluation of whether our actions are meeting international standards and community expectations.

S3-4-32.(b)	whether and how it has taken action to provide or enable remedy in relation to an actual material impact;	In response to the material negative impacts caused by emissions from our manufacturing site in China, we have invested in energy and chemical reduction initiatives to reduce overall emissions and pollution as well.
S3-4-32.(c) - Fully Omitted	any additional actions or initiatives it has in place with the primary purpose of delivering positive impacts for affected communities; and	Reason for omission: Further Reason Not applicable for this reporting period
S3-4-32.(d) - Fully Omitted	how it tracks and assesses the effectiveness of these actions and initiatives in delivering intended outcomes for affected communities.	Reason for omission: Further Reason Not applicable for the reporting period
S3-4-33.	In relation to paragraph 29, the undertaking shall describe:	
S3-4-33.(a)	the processes through which it identifies what action is needed and appropriate in response to a particular actual or potential negative impact on affected communities;	<p>Direct Engagement: For both actual and potential impacts, we engage directly with affected communities through surveys. This process allowed TAJCO to gather valuable input on how the community perceives the impact and what remedies or mitigations they expect.</p> <p>Collaboration with Local Authorities: We collaborate with local government authorities to gain a broader understanding of the community's needs and ensure that our response aligns with both local regulations and community expectations.</p>
S3-4-33.(b) - Fully Omitted	its approach to taking action in relation to specific material negative impacts on communities, including any action in relation to its own practices regarding land acquisition, planning and construction, operation or closure practices, as well as whether wider industry or collaborative action with other relevant parties will be required; and	Reason for omission: Further Reason Not disclosed in this reporting period
S3-4-33.(c) - Fully Omitted	how it ensures that processes to provide or enable remedy in the event of material negative impacts are	Reason for omission: Further Reason

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	273

available and effective in their implementation and outcomes.

Not ensured any remedy during the reporting period

S3-4-34.	In relation to material risks and opportunities, the undertaking shall describe:	
S3-4-34.(a)	what action is planned or underway to mitigate material risks for the undertaking arising from its impacts and dependencies on affected communities and how it tracks effectiveness in practice; and	<p>Risk: Emissions and Air Quality Impacts (China Manufacturing Site)</p> <ul style="list-style-type: none"> ● Action Taken: At our manufacturing site in China, where emissions were identified as a material risk to the surrounding community, we implemented several key measures: ● Regular environmental audits conducted in partnership with local authorities and energy reduction initiatives. ● Planned Action: We will be further investing in cleaner production technologies and exploring renewable energy options to reduce our carbon footprint and dependence on fossil fuels in the region. <p>Tracking Effectiveness:</p> <ul style="list-style-type: none"> ● KPIs: Emission levels, air quality improvements, and compliance with local and international environmental standards are continuously tracked. ● Third-Party Audits: ISO 14001 environmental audit is performed annually to validate compliance and improvements.
S3-4-34.(b)	what action is planned or underway to pursue material opportunities for the undertaking in relation to affected communities.	Planned Action: We are further investing in cleaner production technologies and exploring renewable energy options to reduce our carbon footprint and dependence on fossil fuels in the region.
S3-4-35.	The undertaking shall disclose whether and how it takes action to avoid causing or contributing to material negative impacts on affected communities through its own practices, including, where relevant, in relation to planning, land acquisition and exploitation, finance, extraction or production of raw materials, use of natural resources, and management of environmental impacts. This may include disclosing what approach is taken when tensions arise between the prevention or mitigation of material negative impacts and other business pressures.	<p>TAJCO Group A/S recognizes that the extraction and production of raw materials, as well as the use of natural resources, can create negative impacts such as environmental degradation, resource depletion, and harm to local communities. We take several steps to avoid contributing to these risks:</p> <ul style="list-style-type: none"> ● Sustainable Sourcing of Raw Materials ● Ethical Supply Chain Management: TAJCO prioritizes sourcing raw materials from suppliers who meet environmental and social responsibility standards. We perform supplier audits to ensure that they do not engage in harmful practices such as land exploitation, deforestation, or the use of forced labor. ● Water Management: TAJCO implements water treatment systems at our facilities to ensure that any wastewater discharged is treated to meet environmental standards.
S3-4-36. - Fully Omitted	The undertaking shall also disclose whether severe human rights issues and incidents connected to affected communities have been reported and, if applicable, disclose these.	<p>Reason for omission: Further Reason</p> <p>Not applicable for this reporting year</p>
S3-4-38.	The undertaking shall disclose what resources are allocated to the management of its material impacts, with information that enables users to gain an understanding of how the material impacts are managed.	<p>Sustainability Budget: TAJCO allocates a dedicated portion of its annual budget to sustainability initiatives aimed at reducing our environmental footprint and managing material environmental impacts.</p> <p>Dedicated Sustainability Team: TAJCO has a Sustainability Department who focus on identifying, assessing, and mitigating material environmental impacts.</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	274

Our general approach is based on proactivity, engagement, and continuous improvement across our entire value chain.

- Risk Assessments: TAJCO conducts regular risk assessments across all stages of our value chain.
- Ongoing Dialogue with Affected Communities: Regular engagement with local communities, workers, and stakeholders is central to our general approach. We maintain open lines of communication through surveys and feedbacks.
- Sustainability Goals and KPIs: We have integrated sustainability goals into our broader business strategy. These goals focus majorly on reducing environmental impacts.
- Third-Party Audits: TAJCO works with third-party auditors to conduct independent reviews of our environmental and social performance such as ISO14001 and ISO 45001.

S3-4-AR 27.	Given that material negative impacts affecting communities that have occurred during the reporting period may also be linked to entities or operations outside its direct control, the undertaking may disclose whether and how it seeks to use its leverage in its business relationships to manage those impacts. This may include using commercial leverage (for example, enforcing contractual requirements with business relationships or implementing incentives), other forms of leverage within the relationship (such as providing training or capacity-building on the rights of indigenous peoples to entities with which the undertaking has a business relationships) or collaborative leverage with peers or other actors (such as initiatives aimed at minimising security-related impacts on communities or participating in company-community partnerships).	<p>Enforcing Contractual Requirements</p> <p>Supplier Code of Conduct: TAJCO requires all suppliers and business partners to adhere to our Supplier Code of Conduct, which includes strict guidelines on labor rights, environmental sustainability, and community impact management.</p>
S3-4-AR 28.	Impacts on communities may stem from environmental matters which are disclosed by the undertaking under the ESRS E1 to E5. Examples include:	
S3-4-AR 28.(a)	ESRS E1 Climate Change: The implementation of climate change mitigation plans may require the undertaking to invest in renewable energy projects that may affect the lands, territories and natural resources of indigenous peoples . If the undertaking does not consult with the affected indigenous peoples , it could negatively impact the affected communities' right to free, prior and informed consent ;	TAJCO Group A/S plans to utilize Green tariff option for the purchase of green electricity from the energy providers. This avoids land acquisition of communities around the manufacturing plant.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	275

S3-4-AR 28.(b)	ESRS E2 Pollution: The undertaking may negatively impact affected communities by failing to protect them from pollution from a particular production facility that causes them health-related issues;	<p>Pollution from industrial activities can result in significant harm to the environment and local communities.</p> <ul style="list-style-type: none"> ● Continuous Air Quality Monitoring: We conduct continuous air quality monitoring at our production sites, especially in regions where communities are located nearby. ● Wastewater Treatment Plants: All of our production facilities are equipped with on-site wastewater treatment plants to ensure that any water discharged from the facility is treated and free of harmful pollutants. ● Third-Party Audits: In addition to internal monitoring, we engage independent third-party auditors to assess the effectiveness of our pollution control measures and provide recommendations for improvement.
S3-4-AR 28.(c) - Fully Omitted	ESRS E3 Water and marine sources: The undertaking may negatively impact the access to clean drinking water of communities when withdrawing water in water stressed areas;	<p>Reason for omission: Further Reason</p> <p>Abundant water availability in the region</p>
S3-4-AR 28.(d) - Fully Omitted	ESRS E4 Biodiversity and ecosystems: The undertaking may negatively affect the livelihood of local farmers through operations that contaminate soil . Additional examples include the sealing of land through building new infrastructure, which can eradicate plant species that are critical for, for example, local biodiversity or to filter water for communities; or the introduction of invasive species (whether plants or animals) that can impact ecosystems and cause subsequent harm;	<p>Reason for omission: Further Reason</p> <p>Not applicable</p>
S3-4-AR 28.(e)	ESRS E5 Resource use and circular economy: The undertaking may negatively impact the lives of communities by affecting their health through the mismanagement of hazardous waste.	<p>Certified Disposal Partners: TAJCO works exclusively with certified hazardous waste disposal partners who meet all local and international standards for handling and disposing of hazardous materials.</p>
null	Where the connection between environmental impacts and local communities is addressed in the disclosures within the Disclosure Requirements ESRS E1-E5, the undertaking may cross-reference to those and clearly identify such disclosures.	
S3-4-AR 34. - Fully Omitted	With regard to initiatives or processes whose primary aim is to deliver positive impacts for affected communities that are based on affected communities' needs, and with regard to progress in the implementation of such initiatives or processes, the undertaking may disclose:	<p>Reason for omission: Further Reason</p> <p>TAJCO Group A/S has no specifically investments for Affected Communities. Its overall investments is for sustainability initiatives which indirectly supports and positively impacts communities nearby.</p>
S3-4-AR 34.(a) - Fully Omitted	information about whether and how affected communities and legitimate representatives or their credible proxies play a role in decisions regarding the design and	<p>Reason for omission: Further Reason</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	276

implementation of these investments or programmes; and

TAJCO Group A/S has no specifically investments for Affected Communities. Its overall investments is for sustainability initiatives which indirectly supports and positively impacts communities nearby.

S3-4-AR 34.(b) - Fully Omitted	information about the intended or achieved positive outcomes for affected communities of these investments or programmes.	Reason for omission: Further Reason TAJCO Group A/S has no specifically investments for Affected Communities. Its overall investments is for sustainability initiatives which indirectly supports and positively impacts communities nearby.
S3-4-AR 34.(c) - Fully Omitted	an explanation of the approximate scope of affected communities covered by the described social investment or development programmes, and, where applicable, the rationale for why selected communities were chosen for a given social investment or development programme's implementation.	Reason for omission: Further Reason TAJCO Group A/S has no specifically investments for Affected Communities. Its overall investments is for sustainability initiatives which indirectly supports and positively impacts communities nearby.
S3-4-AR 35. - Fully Omitted	The undertaking may disclose whether any initiatives or processes whose primary aim is to deliver positive impacts for affected communities are designed also to support the achievement of one or more of the UN Sustainable Development Goals (SDGs). For example, through a commitment to advance UN SDG 5 to "achieve gender equality and empower all women and girls" the undertaking may be taking thoughtful measures to include women in the consultation process with an affected community to meet standards of effective stakeholder engagement, which can help empower the women in the process itself, but potentially also in their daily lives.	Reason for omission: Further Reason Not applicable for the reporting period
S3-4-AR 43.	When disclosing the resources allocated to the management of material impacts, the undertaking may disclose which internal functions are involved in managing the impacts and what types of action they take to address negative and advance positive impacts.	Sustainability team, Finance, HR, Procurement and EHS team are involved in managing the material impacts.

8.3 Metrics and targets

8.3.1 S3-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

ESRS S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities The undertaking shall disclose the time-bound and outcome-oriented targets it may have set related to: (a) reducing negative impacts on affected communities; and/or (b) advancing positive impacts on affected communities; and/or (c) managing material risks and opportunities related to affected communities.
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Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	277

S3-5-41. - Fully Omitted	The summarised description of the targets to manage its material impacts, risks and opportunities related to affected communities shall contain the information requirements defined in ESRS 2 MDR-T.	Reason for omission:Further Reason No targets disclosed for the reporting period due to limited resources
S3-5-42. - Fully Omitted	The undertaking shall disclose the process for setting the targets, including whether and how the undertaking engaged directly with affected communities, their legitimate representatives, or with credible proxies that have insight into their situation in:	Reason for omission:Further Reason No disclosures during the reporting period
S3-5-42.(a) - Fully Omitted	setting any such targets;	Reason for omission:Further Reason No disclosures during the reporting period
S3-5-42.(b) - Fully Omitted	tracking the undertaking's performance against them; and	Reason for omission:Further Reason No disclosures during the reporting period
S3-5-42.(c) - Fully Omitted	identifying, any, lessons or improvements as a result of the undertaking's performance.	Reason for omission:Further Reason No disclosures during the reporting period
S3-5-AR 44. - Fully Omitted	When disclosing information about targets in accordance with paragraph 38, the undertaking may disclose:	Reason for omission:Further Reason Not evaluated the outcomes for the reporting period.
S3-5-AR 44.(a) - Fully Omitted	the intended outcomes to be achieved in the lives of affected communities, being as specific as possible;	Reason for omission:Further Reason Not evaluated the outcomes for the reporting period.
S3-5-AR 44.(b) - Fully Omitted	the stability of the targets over time in terms of definitions and methodologies to enable comparability over time;	Reason for omission:Further Reason Not evaluated the outcomes for the reporting period.
S3-5-AR 44.(c) - Fully Omitted	the standards or commitments which the targets are based on (for instance codes of conduct, sourcing policies, global frameworks or industry codes).	Reason for omission:Further Reason Not evaluated the outcomes for the reporting period.

9. ESRS G1 Business Conduct

9.1 Governance

9.1.1 ESRS 2 GOV-1 – The role of the administrative, supervisory and management bodies

ESRS G1 GOV-1 The role of the administrative, supervisory and management bodies

G1-GOV-1-5. When disclosing information about the role of the administrative, management and supervisory bodies, the undertaking shall cover the following aspects:

G1-GOV-1-5.(a) the role of the administrative, management and supervisory bodies related to business conduct; and

The administrative, management, and supervisory bodies of TAJCO play a crucial role in ensuring the responsible conduct of the business across all levels of the organization. This disclosure outlines the roles and responsibilities of these bodies in relation to business conduct.

Management Body: The management body, which includes senior executives, is responsible for the formulation and execution of the company's overall strategy and long-term vision. It plays an integral role in aligning business operations with TAJCO's ethical business practices and sustainability goals.

Key responsibilities include:

- Establishing and implementing strategies that promote business integrity, sustainability, and compliance.
- Ensuring that the company's global operations in Denmark, China, Germany, Slovakia, and North America adhere to the highest standards of business conduct.
- Engaging in transparent decision-making processes that align with the company's core values.
- Overseeing risk management practices and taking proactive measures to mitigate risks associated with business conduct.

Supervisory Body: The supervisory body at TAJCO Group A/S is tasked with overseeing the performance of the management body and ensuring that the company remains compliant with regulatory requirements, ethical business standards, and corporate governance principles. It is responsible for providing independent oversight and ensuring accountability across the organization.

Key responsibilities include:

- Monitoring the activities of the management body to ensure alignment with the company's business conduct policies.
- Providing guidance and oversight on corporate governance and ethical business practices.
- Reviewing and assessing the effectiveness of internal controls, risk management, and compliance systems.
- Ensuring that all business operations, including those in China, Germany, Slovakia, and North America, follow ethical guidelines and regulations.

G1-GOV-1-5.(b) the expertise of the administrative, management and supervisory bodies on business conduct matters.

Management Body: Expertise in Strategic Business Conduct

The management body at TAJCO Group A/S includes senior leaders with deep expertise in strategic business conduct, risk mitigation, and ethical corporate governance. Their areas of expertise include:

- Strategic Leadership in Ethics: Management members are experienced in integrating business ethics into strategic decision-making, ensuring that

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	279

all corporate actions align with the company's core values and ethical guidelines.

- **Global Regulatory Expertise:** The management team has strong knowledge of the varying regulatory environments across all TAJCO regions, ensuring that the company not only meets but often exceeds local and international compliance requirements related to business conduct.
- **Corporate Governance Expertise:** Senior leaders have deep experience in establishing and maintaining strong corporate governance frameworks that promote transparency, accountability, and responsible business decision-making at all levels of the company.
- **Stakeholder Engagement:** Management understands the importance of fostering trust with internal and external stakeholders, including employees, customers, regulators, and communities. Their experience in stakeholder management ensures that TAJCO's business practices are aligned with the expectations of all stakeholders.

Supervisory Body: Expertise in Oversight of Business Conduct

The supervisory body is composed of individuals with significant experience in corporate governance, risk oversight, and ethical conduct. They provide independent oversight to ensure the management body's actions align with best practices in business conduct. Their areas of expertise include:

- **Corporate Governance and Accountability:** Members of the supervisory body have extensive experience in corporate governance, enabling them to effectively oversee management's adherence to ethical standards and legal requirements.
- **Auditing and Compliance:** Several members possess deep expertise in regulatory compliance and risk management. This knowledge ensures robust monitoring and evaluation of the company's business conduct processes.
- **Ethical Business Practices:** Supervisory members are well-versed in implementing frameworks for ethical business conduct and ensuring that the company's global operations reflect TAJCO's values of integrity and responsibility.
- **Risk Oversight and Controls:** The supervisory body has a strong track record in overseeing risk management strategies, ensuring that the company's internal controls are effective in safeguarding against potential misconduct and reputational risks.

9.2 Impact, risk and opportunity management

9.2.1 ESRS 2 IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities

ESRS G1 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities
	Disclosures on the materiality assessment process
G1-IRO-1-6.	<p>When describing the process to identify material impacts, risks and opportunities in relation to business conduct matters, the undertaking shall disclose all relevant criteria used in the process, including location, activity, sector and the structure of the transaction.</p> <p>The process for identifying material impacts, risks, and opportunities related to business conduct at TAJCO Group A/S involves a systematic approach across all regions and functions. This process includes the following steps:</p> <p>Risk Assessment: We conduct regular risk assessments across all business areas and locations. This includes reviewing potential risks to business integrity, compliance with laws, employee conduct, and sustainability initiatives.</p> <p>Stakeholder Engagement: We actively engage with internal and external stakeholders, including employees, customers, suppliers, and regulatory bodies, to gain insights into potential risks and opportunities related to business conduct.</p> <p>Monitoring and Reporting: A continuous monitoring system is now in place to track key performance indicators (KPIs) related to business conduct. This includes regular reporting to the supervisory board and other relevant stakeholders.</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	280

Audits and Reviews: Regular internal audits and third-party reviews are conducted to ensure compliance with business conduct standards and to identify any emerging risks or opportunities.

Mitigation and Opportunity Exploitation: Once risks and opportunities are identified, mitigation strategies are developed, and opportunities are pursued through innovation and enhanced business practices, ensuring continuous improvement in business conduct across all locations and functions.

9.2.2 G1-1– Business conduct policies and corporate culture

ESRS G1-1	<p>Corporate culture and business conduct policies</p> <p>The undertaking shall disclose its policies with respect to business conduct matters and how it fosters its corporate culture.</p>	
G1-1-7.	<p>The undertaking shall disclose its policies with respect to business conduct matters and how it fosters its corporate culture.</p>	<p>TAJCO Group A/S has established comprehensive policies that guide business conduct across all regions where we operate, including Denmark, China, Germany, Slovakia, and North America. These policies are designed to ensure compliance with legal requirements, promote ethical behavior, and create a transparent and accountable work environment. Key policies include:</p> <p>a. Code of Conduct</p> <p>TAJCO's Code of Conduct is the foundation of our ethical framework. It provides clear guidance on how employees, management, and stakeholders are expected to behave in relation to:</p> <ul style="list-style-type: none"> ● Legal Compliance: Adherence to all applicable laws and regulations in the countries where we operate. ● Integrity in Business Dealings: Prohibition of corruption, bribery, and any unethical business practices, with a clear expectation of transparency in all financial and operational dealings. ● Fair Competition: Commitment to fair competition practices, ensuring compliance with antitrust laws and prohibiting any collusive or unfair market behavior. ● Human Rights and Labor Standards: Upholding fundamental human rights, promoting non-discrimination, fair treatment, and adherence to international labor standards, including health and safety. ● Confidentiality and Data Privacy: Safeguarding sensitive company information, as well as protecting customer and employee data in compliance with data privacy laws, such as the General Data Protection Regulation (GDPR). <p>b. Anti-Bribery and Anti-Corruption Policy</p> <p>TAJCO has a zero-tolerance policy toward bribery and corruption. This policy mandates that:</p> <ul style="list-style-type: none"> ● Employees and stakeholders must avoid offering, giving, or receiving any form of bribe, whether financial or otherwise, to influence business decisions. ● All financial transactions must be transparent and properly documented to ensure there is no misuse of company resources. ● TAJCO maintains strict internal controls to monitor compliance and conducts regular training sessions to educate employees on identifying and reporting potential corruption risks. <p>c. Whistleblower Policy</p> <p>TAJCO fosters an open and transparent environment by encouraging employees and stakeholders to report any unethical behavior or violations of company policy.</p>
G1-1-9.	<p>The disclosures required under paragraph 7 shall include how the undertaking establishes, develops, promotes and evaluates its corporate culture.</p>	<p>TAJCO Group A/S takes a structured and proactive approach to establishing, developing, promoting, and evaluating its corporate culture, ensuring that it aligns with our core values of integrity, responsibility, transparency, and sustainability.</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	281

1. Establishing Corporate Culture

TAJCO's corporate culture is built on a foundation of ethical principles and values that guide our operations and interactions with stakeholders. The establishment of this culture begins with clearly defining our core values and embedding them into the company's vision and mission.

a. Policies and Frameworks

TAJCO's culture is supported by a range of policies and frameworks, including the Code of Conduct, Anti-Bribery Policy, and Whistleblower Policy. These policies serve as the guiding documents that define the expected standards of behavior and ethical business conduct.

2. Developing Corporate Culture

TAJCO recognizes that corporate culture is an evolving element of the organization that must be continuously developed to meet the changing needs of the business and external environment. The following initiatives help in the ongoing development of our corporate culture:

a. Employee Training

Onboarding Programs: New employees undergo onboarding training, where they are introduced to TAJCO's values, business conduct policies, and expected standards of behavior.

b. Continuous Feedback and Communication

TAJCO places a strong emphasis on two-way communication between employees and leadership. Regular town halls, surveys, and feedback mechanisms are in place to gather input from employees on how the culture is being perceived and experienced. This feedback is used to make adjustments to policies, processes, and initiatives that shape the company's culture.

c. Inclusion and Diversity Initiatives

TAJCO promotes an inclusive and diverse workplace, which is key to developing a positive corporate culture. By valuing diversity of thought, background, and experience, TAJCO ensures a respectful and collaborative environment that fosters innovation and personal growth.

3. Promoting Corporate Culture

TAJCO actively promotes its corporate culture both internally and externally through various initiatives, communication strategies, and recognition programs. The aim is to ensure that all employees and stakeholders understand and align with the company's values.

4. Evaluating Corporate Culture

To ensure that the corporate culture remains effective, relevant, and aligned with TAJCO's goals and values, the company regularly evaluates its culture through a combination of formal and informal assessments. The following tools and processes are used to evaluate the effectiveness of the corporate culture:

a. Employee Surveys and Feedback

TAJCO conducts regular employee engagement surveys to measure the effectiveness of its corporate culture. These surveys assess areas such as job satisfaction, alignment with the company's values, and perceptions of ethical behavior in the workplace. The results of these surveys are analyzed to identify areas for improvement.

G1-1-10.

The disclosures in paragraph 7 shall cover the following aspects related to the undertaking's policies on business conduct matters:

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	282

G1-1-10.(a)

a description of the mechanisms for identifying, reporting and investigating concerns about unlawful behaviour or behaviour in contradiction of its code of conduct or similar internal rules; and whether it accommodates reporting from internal and/or external stakeholders;

1. Mechanisms for Identifying Concerns

TAJCO employs multiple proactive and reactive mechanisms for identifying potential violations of the Code of Conduct or unlawful behavior. These mechanisms are designed to detect issues early and address them swiftly:

a. Regular Monitoring and Audits

Internal Audits: TAJCO conducts periodic internal audits to monitor compliance with its Code of Conduct and business conduct policies. These audits assess operational, financial, and business activities to ensure that they align with both internal rules and applicable legal standards.

b. Employee Feedback and Surveys

TAJCO regularly surveys its employees to gather insights on workplace culture, ethical behavior, and any potential concerns about non-compliance. These surveys offer an opportunity for employees to share concerns anonymously and help identify areas where issues may be arising.

2. Mechanisms for Reporting Concerns

TAJCO has established a robust system for reporting concerns related to unlawful behavior or violations of its Code of Conduct. The reporting mechanisms are designed to be accessible, confidential, and supportive of both internal and external stakeholders:

a. Whistleblower Policy

TAJCO's Whistleblower Policy provides employees and external stakeholders with clear channels for reporting suspected violations. The policy ensures that concerns can be reported without fear of retaliation or discrimination.

3. Mechanisms for Investigating Concerns

TAJCO ensures that all reported concerns are thoroughly and fairly investigated. The company has established a clear, structured process for investigating concerns related to unlawful behavior or violations of the Code of Conduct.

G1-1-10.(b) - Fully Omitted

where the undertaking has no policies on anti- corruption or anti- bribery consistent with the United Nations Convention against Corruption, it shall state this and

Reason for omission:Already Reported

G1-1-10.(b) - Fully Omitted

whether it has plans to implement them and the timetable for implementation;

Reason for omission:Already Reported

G1-1-10.(c)

how the undertaking protects whistleblowers, including:

TAJCO ensures that the identity of whistleblowers is protected throughout the entire reporting and investigation process. Confidentiality is a cornerstone of TAJCO's whistleblower protection policy, allowing individuals to report concerns with confidence that their identity and any information they provide will remain private.

a. Anonymous Reporting Channels

Anonymous Submissions: Whistleblowers are allowed to report concerns anonymously through secure online platforms, confidential email addresses, or dedicated phone lines. This ensures that their identity is not disclosed to anyone during or after the investigation.

G1-1-10.(c).i.

details on the establishment of internal whistleblower reporting channels, including whether the undertaking provides for information and training to its own workers and information about the designation and training of staff receiving reports; and

1. Whistleblower Protection Framework

TAJCO has implemented a comprehensive whistleblower protection framework to safeguard individuals who report concerns in good faith. This framework is designed to ensure confidentiality, prevent retaliation, and foster a culture of transparency and accountability across the organization.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	283

a. Protection Against Retaliation

- TAJCO protects whistleblowers from any form of adverse action, including termination, demotion, harassment, or any form of discrimination, as a result of reporting a concern. This policy applies to both internal employees and external stakeholders.
- Whistleblowers have the option to report concerns anonymously, and TAJCO guarantees that their identities will be kept confidential throughout the investigation process.

2. Establishment of Internal Whistleblower Reporting Channels

TAJCO has established multiple internal reporting channels that allow employees and external stakeholders to raise concerns about unethical behavior, legal violations, or breaches of the company's Code of Conduct. These channels are designed to be accessible, confidential, and secure.

a. Multiple Reporting Channels

Online Whistleblower Portal: TAJCO offers a secure online platform where employees can submit reports confidentially or anonymously. This portal is accessible 24/7 and provides users with a clear, easy-to-follow process for filing concerns.

3. Training of employees

During onboarding, all new employees receive training on TAJCO's Code of Conduct, including information on the whistleblower protection policy, reporting channels, and the procedure for raising concerns.

G1-1-10.(c).ii.	measures to protect against retaliation its own workers who are whistleblowers in accordance with the applicable law transposing Directive (EU) 2019/1937 of the European Parliament and of the Council;	<p>TAJCO's whistleblower protection framework complies with the national laws transposing Directive (EU) 2019/1937, ensuring that whistleblowers are legally protected when reporting breaches of EU law in areas such as public procurement, financial services, environmental protection, and public health.</p> <p>a. Confidential Reporting:</p> <p>Confidential Channels: Employees can report concerns confidentially through a designated whistleblower portal. This ensures their identity is protected and only disclosed on a need-to-know basis.</p> <p>b. Post-Reporting Monitoring:</p> <p>Monitoring Work Environment: Following a whistleblower report, TAJCO's HR and compliance teams monitor the whistleblower's work environment to ensure there is no retaliation or changes to their work conditions. This includes tracking any changes in work assignments, performance reviews, and workplace interactions.</p>
G1-1-10.(d) - Fully Omitted	where the undertaking has no policies on the protection of whistle-blowers, it shall state this and	Reason for omission:Already Reported
G1-1-10.(d) - Fully Omitted	whether it has plans to implement them and the timetable for implementation;	Reason for omission:Already Reported
G1-1-10.(e) - Fully Omitted	beyond the procedures to follow-up on reports by whistleblowers in accordance with the applicable law transposing Directive (EU) 2019/1937, whether the undertaking has procedures to investigate business conduct incidents, including incidents of corruption and bribery, promptly, independently and objectively;	<p>Reason for omission:Further Reason</p> <p>No specific procedures in place</p>

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	284

G1-1-10.(f) - **Fully Omitted** where applicable, whether the undertaking has in place policies with respect to animal welfare;

Reason for omission: Further Reason

No policies in place

G1-1-10.(g) the undertaking's policy for training within the organisation on business conduct, including target audience, frequency and depth of coverage; and

TAJCO Group A/S is committed to promoting ethical business practices and maintaining a culture of integrity across all its operations. To ensure that all employees understand and adhere to the company's standards of business conduct, TAJCO has a training program on business conduct matters.

1. Target Audience

TAJCO's business conduct training is delivered to a broad range of employees, with tailored content based on the roles and responsibilities of the target audience. The training is structured to ensure that every employee has a thorough understanding of the company's business conduct policies and ethical standards.

a. New Employees

Target Audience: All new hires, regardless of role or department, are required to undergo business conduct training as part of their onboarding process. This includes full-time, part-time, and temporary employees, as well as contractors.

Purpose: To familiarize new employees with TAJCO's Code of Conduct, ethical expectations, and the reporting mechanisms for concerns related to business conduct.

2. Frequency of Training

The training usually occurs at the beginning of the On-boarding of any new employees.

a. New Hire Onboarding

Frequency: All new employees receive business conduct training within their first month of employment.

Coverage: The onboarding training covers TAJCO's Code of Conduct, reporting mechanisms, whistleblower protections, and a basic overview of the company's ethical standards and legal requirements.

G1-1-10.(h) - **Fully Omitted** the functions within the undertaking that are most at risk in respect of corruption and bribery.

Reason for omission: Further Reason

Not evaluated and categorized functions at risks

G1-1-11. Undertakings that are subject to legal requirements under national law transposing Directive (EU) 2019/1937, or to equivalent legal requirements with regard to the protection of whistle-blowers, may comply with the disclosure specified in paragraph 10 (d) by stating that they are subject to those legal requirements.

TAJCO Group A/S is fully compliant with the legal requirements under national law transposing Directive (EU) 2019/1937 of the European Parliament and of the Council, which provides protection for whistleblowers.

By adhering to these legal requirements, TAJCO ensures:

- Confidential and secure reporting channels for whistleblowers.
- Protection against retaliation, including dismissal, demotion, or any adverse treatment.
- Full compliance with legal standards set out by the EU Whistleblower Directive, ensuring whistleblowers can raise concerns safely and without fear of reprisal.

9.2.3 G1-2 – Management of relationships with suppliers

ESRS G1-2

Management of relationships with suppliers

The undertaking shall provide information about the management of its relationships with its suppliers and its impacts on its supply chain.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	285

G1-2-14. - Fully Omitted	The undertaking shall provide a description of its policy to prevent late payments, specifically to SMEs.	Reason for omission: Further Reason We have a common policy for all our suppliers
G1-2-15.	The disclosure required under paragraph 12 shall include the following information:	
G1-2-15.(a)	The undertaking's approach to its relationships with its suppliers, taking account of risks to the undertaking related to its supply chain and of impacts on sustainability matters; and	<p>TAJCO Group A/S is committed to fostering strong, sustainable, and ethical relationships with its suppliers, ensuring that our supply chain aligns with our corporate values and sustainability goals. We recognize that our suppliers play a vital role in our operations and that the management of supply chain risks is critical for long-term business success and our impact on sustainability matters.</p> <p>1. Approach to Supplier Relationships</p> <p>TAJCO's approach to supplier relationships is built on trust, transparency, collaboration, and shared responsibility. We engage with suppliers across various regions, ensuring that all partnerships adhere to our ethical standards and contribute to mutual growth and sustainability.</p> <p>a. Long-term Partnerships</p> <p>Collaborative Engagement: TAJCO seeks to establish long-term partnerships with suppliers, fostering mutual respect, trust, and collaboration. We work closely with our suppliers to ensure that both parties meet business and sustainability objectives.</p> <p>Fair and Transparent Contracts: All supplier agreements are based on clear, fair, and transparent terms, including payment conditions, performance expectations, and sustainability commitments.</p> <p>b. Ethical Standards and Code of Conduct for Suppliers</p> <p>Supplier Code of Conduct: TAJCO has implemented a Supplier Code of Conduct that outlines our expectations regarding ethical business practices, human rights, labor conditions, environmental responsibility, and anti-corruption policies. Suppliers are required to comply with these standards as a condition of partnership.</p> <p>2. Managing Supply Chain Risks</p> <p>TAJCO takes a proactive approach to identifying and mitigating risks related to our supply chain. Supply chain risks can affect business continuity, reputational standing, and the achievement of our sustainability goals. We monitor and address risks in areas such as operational disruptions, ethical standards, and environmental impact.</p> <p>a. Risk Identification and Assessment</p> <p>Supplier Risk Assessments: TAJCO conducts risk assessments during supplier selection and onboarding. This process evaluates suppliers on several factors, including financial stability, compliance with laws and regulations, geographic location, and operational resilience.</p>
G1-2-15.(b)	Whether and how it takes into account social and environmental criteria for the selection of its suppliers.	<p>● Integration of Social and Environmental Criteria</p> <p>TAJCO incorporates both social and environmental factors into the supplier selection process, ensuring that potential partners contribute positively to sustainability objectives and adhere to ethical labor standards. The selection process considers these criteria alongside traditional factors such as quality, cost, and operational capability.</p> <p>a. Social Criteria</p> <p>TAJCO evaluates suppliers based on their adherence to labor rights, human rights, and their commitment to fair and ethical treatment of workers.</p>

b. Environmental Criteria

TAJCO is committed to minimizing its environmental impact and selecting suppliers that contribute to environmental sustainability.

2. Supplier Evaluation Process

TAJCO's supplier selection process is rigorous and structured, ensuring that potential suppliers are thoroughly assessed for compliance with social and environmental standards.

Self-Assessment Questionnaire: Suppliers are required to complete a detailed questionnaire covering their policies and practices related to labor rights, environmental management. The questionnaire helps TAJCO identify potential risks and gaps early in the selection process.

9.2.4 G1-3 – Prevention and detection of corruption and bribery

ESRS G1-3	<p>Prevention and detection of corruption and bribery</p> <p>The undertaking shall provide information about its system to prevent and detect, investigate, and respond to allegations or incidents relating to corruption and bribery including the related training.</p>	
G1-3-18.	The disclosure required under paragraph 16 shall include the following information:	
G1-3-18.(a)	a description of the procedures in place to prevent, detect, and address allegations or incidents of corruption and bribery	<p>1. Preventative Measures</p> <p>TAJCO Group A/S has implemented comprehensive policies and procedures designed to prevent corruption and bribery across all our operations globally. These include:</p> <ul style="list-style-type: none"> ● Code of Conduct: We have established a Code of Conduct that clearly outlines the ethical standards expected of all employees, contractors, and business partners. This Code explicitly prohibits any form of bribery or corrupt practices. ● Training and Awareness: Training sessions are conducted for all employees. These trainings ensure that employees understand their obligations under anti-corruption laws and the company's policies. <p>2. Detection Procedures</p> <p>To detect any instances of corruption or bribery, TAJCO Group A/S has established the following mechanisms:</p> <ul style="list-style-type: none"> ● Whistleblower System: We have a confidential whistleblower hotline and online reporting system that allows employees, partners, and third parties to report any suspicious activities or concerns anonymously. <p>3. Response and Remediation</p> <ul style="list-style-type: none"> ● Disciplinary Action: If an investigation confirms a violation of our anti-corruption policies, appropriate disciplinary action is taken ● Remediation: Following an incident, we review and strengthen our controls to prevent future occurrences. This may involve revising policies, enhancing training programs, or implementing additional oversight measures.
G1-3-18.(b)	whether the investigators or investigating committee are separate from the chain of management involved in the matter; and	In our procedures, the investigators or investigating committee are indeed a mix of leaders from the management group.

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	287

G1-3-18.(c)	the process, if any, to report outcomes to the administrative, management and supervisory bodies .	Reporting to Senior Management: The investigation report is first presented to senior management of relevant departments who are not involved in the matter under investigation. This ensures that senior leadership is informed of the situation and can make decisions regarding the implementation of corrective actions, disciplinary measures, or any necessary changes to policies and procedures.
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G1-3-19. - Fully Omitted	Where the undertaking has no such procedures in place, it shall disclose this fact and, where applicable, its plans to adopt them.	Reason for omission:Already Reported
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G1-3-20.	The disclosures required by paragraph 16 shall include information about how the undertaking communicates its policies to those for whom they are relevant to ensure that the policy is accessible and that they understand its implications.	<p>TAJCO Group A/S is committed to ensuring that our anti-corruption and anti-bribery policies are effectively communicated to all relevant stakeholders, including employees, contractors, suppliers, and business partners. We recognize the importance of making these policies accessible and ensuring that everyone understands their implications.</p> <p>1. Policy Accessibility</p> <p>Employee Handbook: Our policies are included in the employee handbook, which is distributed to all employees upon hiring. The handbook is also accessible at any time via our internal digital platforms.</p> <p>Supplier and Partner Agreements: Anti-corruption and anti-bribery clauses are incorporated into all contracts and agreements with suppliers, contractors, and business partners. These clauses clearly state the expectations and legal obligations regarding ethical conduct.</p> <p>2. Communication and Training</p> <p>Training: We conduct training sessions focused on anti-corruption and anti-bribery practices. These sessions are mandatory for employees.</p> <p>3. Feedback and Support Mechanisms</p> <p>Whistleblower Hotline: Our whistleblower hotline is available for reporting any concerns or breaches of our policies. This system is actively communicated to all employees to ensure they know how to report issues safely and anonymously.</p>
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G1-3-21.	The disclosure required by paragraph 16 shall include information about the following with respect to training:	
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G1-3-21.(a)	the nature, scope and depth of anti-corruption and anti- bribery training programmes offered or required by the undertaking;	<p>1. Nature of Training Programs</p> <ul style="list-style-type: none"> ● Mandatory Training: All employees, regardless of their role or location, are required to undergo mandatory anti-corruption and anti-bribery training. This training is designed to ensure that everyone within the organization understands the importance of ethical behavior and the specific risks associated with corruption and bribery. ● Onboarding Induction: New hires undergo an intensive onboarding program that includes a dedicated module on anti-corruption and anti-bribery policies. This ensures that from the very beginning of their tenure, they are aware of the company's zero-tolerance stance on corruption and bribery. <p>2. Scope of Training Programs</p> <p>Global Reach: Our training programs are deployed across all locations.</p> <p>3. Depth of Training Programs</p> <ul style="list-style-type: none"> ● Interactive Learning: The training is designed to be interactive, incorporating quizzes, case studies, and role-playing exercises to engage participants and reinforce learning.
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G1-3-21.(b)	the percentage of functions-at-risk covered by training programmes; and	KPIs:
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Percentage of At-Risk Functions Covered by Training: 0 %

G1-3-21.(c)	the extent to which training is given to members of the administrative, management and supervisory bodies.	● Mandatory Training: All employees, regardless of their role or location, are required to undergo mandatory anti-corruption and anti-bribery training.
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G1-3-AR 7.	The undertaking may disclose an analysis of its training activities by, for example, region of training or category of own workforce where its programmes differ significantly based on such factors and such information would be useful to users.	
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10. Acknowledgements

This Sustainability Report has been thoroughly reviewed and approved by



Signed by:

Christian Oberlechner

Vice President Engineering, Procurement, Quality and Sustainability

28/04/2025

Prepared by: Akash Verma	Approved by: Christian Oberlechner	Issued Dep: Sustainability Department	page
Date: 2025/03/14	Date: 2025/04/28	Date: 2025/03/17	290