ESG 2025

Precision cleaning by

ANMASI



Table of content

p. 3 - Director’s Statement

p. 4 - **Generel information**

p. 5 - From idea to international company

p. 6 - Basis for reporting

p. 7 - How we approached the work

p. 8 - Our values, focus and strategy

p. 9 - Policies and future initiatives

p. 10 - Environment Matters (E)

p. 11 - Our climate accounting

p. 12 - Energy consumption and emissions

p. 13 - Environment and water management

p. 14 - Biodiversity

p. 15 - Resource consumption, circular economy and waste management

p. 16 - Social Responsibility (S)

p. 17 - Employee well-being

p. 18 - Development of skills and competencies

p. 19 - Young people at ANMASI

p. 20 - Safety and health

p. 21 - Governance (G)

p. 22 - Governance

p. 23 - Ethics and responsible practices

Director’s statement

Dear Readers,

At ANMASI A/S, we are proud to present our second ESG report for the 2025 reporting year. The year has been characterised by focused efforts to strengthen our approach to ESG, particularly in relation to the collection, structuring and reporting of data. This provides us with an increasingly solid foundation for reducing our environmental footprint while strengthening our social and governance initiatives going forward. The foundation we are currently building stems from a genuine ambition to operate ANMASI A/S in a more responsible manner and with greater transparency towards our stakeholders. At the same time, we are experiencing growing demand from both customers and business partners for documentation of our ESG initiatives – a development we see as a natural and positive part of our responsibility as a company.

This year’s ESG work began with a series of workshops involving both employees and management. These individuals know ANMASI A/S best and play a crucial role in turning ambitions into practice. Based on the topics discussed and the challenges identified, we have established concrete, measurable and realistic objectives that will guide our work in 2026.

In 2025, it became clear that ANMASI A/S has succeeded in building a highly competent and strong workforce. This has been clearly reflected in our financial and business results for the year. Our employees are a key driving force behind the value we create – both for the company and for our customers. Our focus on creating the best possible framework for our employees will continue into 2026. During the coming year, we plan to strengthen several initiatives within our social efforts, ensuring that our workplace remains a place where people thrive, develop and contribute their full potential.

From a management perspective, we can therefore look back on 2025 with great pride and satisfaction. The results have been achieved through strong collaboration and a high level of commitment throughout the organisation, providing us with a solid foundation for continued development. We look forward to continued growth and to developing innovative solutions that create real value and support our customers’ needs. In 2026, we will continue our efforts to optimise and streamline our internal processes. At the same time, we will strengthen our position in international markets and maintain our focus on creating a welcoming and inclusive workplace where people thrive and where we take responsibility for both each other and the environment we are part of.



Jan Hedeby Sørensen
CEO & CO-founder of ANMASI Group

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ANMASI

E S G

GENEREL INFORMATION

E S G

From idea to international company

Our history and development

ANMASI A/S is a family-owned company based in Grindsted. The company's history dates back to 1989, when our CEO and Co-founder, Jan Hedeby Sørensen, produced his first spray washer on his family farm near Billund. ANMASI A/S, as we know it today, was founded in 2012 by Jan and his eldest son, Anders, with the ambition of becoming the industry's preferred partner for environmentally responsible washing solutions.

In 2014, Mathias, the middle son, joined the company and took responsibility for production, service and installations. In 2015, ANMASI A/S expanded its product portfolio with filtration solutions and chemical products in order to offer customers more complete solutions. This development continued in 2022, when we began producing evaporation systems following the acquisition of Envotherm.

The integration of evaporation technology into our product portfolio marked an important step towards creating more circular solutions for our customers. With this technology, ANMASI A/S can now help companies reuse process water from washing systems while separating harmful substances that would otherwise be discharged into wastewater.

As a result, these solutions contribute both to reducing water consumption and to minimising the environmental impact of industrial washing processes. The continued growth and development led to the youngest daughter, Sine, joining the company in 2025.

International Expansion

ANMASI A/S has evolved into an international company with customers worldwide and sales offices in the Nordic countries and Germany. This expansion has enabled us to deliver our innovative and environmentally focused solutions to a broader customer base, strengthening our position as a leading player in the industry.

Today, ANMASI Group consists of three production companies – ANMASI A/S, FILCO ApS and the Envotherm Solution brand – as well as sales offices in Germany (ANMASI GmbH) and Sweden (ANMASI AB). The group has a total workforce of 32, of which 21 are at ANMASI A/S and Envotherm, 7 at FILCO, and 4 in our German and Swedish offices.

This report, however, covers only the business activities of ANMASI A/S in Denmark.

Basis for reporting

A/S
Legal Structure

21
Employees

Certifications related to ESG:
ISO 9001

NACE-sector Classification Code:
466400
Wholesale of machinery and equipment

Parent Company:
ANMASI A/S Danmark
Adress: Thorsvej 240, 7200 Grindsted
Geolocation:
55.752087, 8.982654

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Basis for reporting

We have chosen to prepare our ESG report in accordance with the basic module of the voluntary SME standard for non-listed companies (VSME). However, we have also included elements from the extended module where relevant and where data was available. Although ANMASI A/S is not required to report, we chose in 2024 to begin ESG reporting.

Our decision to report voluntarily reflects a commitment to openness and transparency regarding our organisation – both in areas where we perform well and in areas where there is room for improvement. We view these challenges as opportunities to become an even better and more responsible company in the future.

The report has been prepared on an individual basis, meaning that it covers only ANMASI A/S and does not include subsidiaries.

It should be noted, however, that the Envotherm Solution brand falls under ANMASI A/S and is therefore included in this report, as its activities are part of ANMASI A/S. This ESG report covers solely the activities of ANMASI A/S in Grindsted and does not include the subsidiary FILCO or the sales offices in Germany and Sweden.

Our reporting year follows the calendar year 2025 and covers the period from 1 January to 31 December. Our baseline year was established in 2024, when we reported on ESG for the first time.

For competitive reasons, the reporting requirement regarding revenue has been omitted, and consequently, CO_2 intensity is not reported. However, our balance sheet total for 2025 can be stated as DKK 37.1 million.



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How we approached the work

In 2025, we chose to approach the reporting process somewhat differently than in 2024. After the first year, it became clear that we wanted to explore the area more deeply and use reporting as a more strategic tool. Therefore, in 2025, we sought more external guidance and worked to integrate new competencies more strongly within the organisation.

As part of this effort, we appointed an ESG officer and conducted a series of internal workshops. The process has been both strategic and idea-generating, leading to new initiatives, opportunities and suggestions for improvement. To ensure broad engagement across the organisation and foster a sense of ownership, we held a workshop with seven employees, each representing their area of expertise. Everyone contributed valuable perspectives, initiatives and ideas on how ANMASI can strengthen its ESG efforts going forward.

Methodological Considerations and Limitations

The experiences from 2024, when we took our first steps, provided us with valuable insights into what worked well and where we faced challenges. The data underlying this report is primarily based on internal systems as well as publicly available data and information.

Throughout 2025, we have become increasingly aware of the need to collect and structure our data in a more systematic way. We have applied this learning in the 2025 report, which therefore covers more areas and is more transparent. Nevertheless, some information is still missing, as it has not yet been possible to collect all data. Any gaps in data will be addressed in the relevant sections. The process has, however, provided us with a clear understanding of the areas we need to improve ahead of the next report.

The environmental data in this report focuses on Scope 1 and Scope 2 emissions. Our climate accounting has been conducted in accordance with the international Greenhouse Gas Protocol (GHG). Using the Danish Business Authority's standardized tool, Klimakompasset, we have calculated our CO_2 emissions within these scopes. Any gaps in the data underlying the climate accounting will also be highlighted in the relevant sections.



E S G

Our values, focus and strategy

Our culture and values

Integrity, honesty and collaboration are the values that form the foundation of our culture and guide the way we communicate, both internally and externally. Today, ANMASI has evolved into a modern and innovative company with a strong focus on responsibility and solid relationships. Our committed employees are at the heart of the company, and together we create washing, filtration and evaporation solutions every day with the customer at the center.

In recent years, the industry has made significant progress – with increased focus on energy optimisation, innovation and efficiency. This has paved the way for more resource-saving washing solutions, and we look forward to continuing the development of washing, filtration, and wastewater solutions in the years to come.

Mission: *"Our mission is to deliver resource-saving solutions for the treatment of process liquids and the washing of components – with a focus on cleanliness, quality, and operational efficiency, enabling our customers to achieve optimal production processes."*

Vision: *"We strive to be the preferred partner for companies seeking innovative washing and process solutions, where technology, service, and trusted relationships create lasting value."*

Our strategic prioriries

Across our companies, we operate based on a shared strategy that ensures continuous development and growth:

- **Innovation and Product Development:** We continuously develop and improve our solutions through both acquisitions and in-house production. At the same time, we work daily on product development to create more energy-efficient and resource-saving solutions.
- **Efficiency and Investment:** We invest in our project organisation and production capacity to optimism our processes.
- **Growth Through Service:** We expand our business by offering value-adding services to our customers. This includes both monthly and annual service agreements, during which the customer's machines are thoroughly inspected. Among other things, water, chemicals, filters, and other critical parameters are checked to ensure optimal operation and longevity.
- **Environmental Focus and Responsible Operations:** We continuously work to reduce our environmental impact by implementing resource-saving solutions in our daily operations and business model.



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Policies and future initiatives

Quality policy

ANMASI has an internal quality policy, which is an integral part of the company's ISO 9001 certification. The policy provides the foundation for systematic quality management and continuous improvement of products and processes. Specific quality objectives have been established and are regularly monitored. These objectives support ANMASI's ambition to deliver high-quality products and ensure consistent and satisfying customer experiences.

Environmental policy

ANMASI's environmental policy is closely linked to the company's overall strategy and is based on the principle of integrating environmental considerations across the entire value chain. The focus is on developing and investing in products and technologies that reduce environmental impact for both the company and its customers.

Focused efforts are made to:

- Improve internal processes to minimize waste.
- Use environmentally friendly materials and packaging wherever possible.
- Collect and analyze data on the environmental impact of products to reduce the use of harmful chemicals.

Environmental considerations are a natural part of both employees' and management's daily work, whether in advising customers or in idea development.

Although the policy has not previously included specific future targets, a set of objectives for 2026 has been defined in connection with this ESG report and is now publicly presented through this report. ANMASI does not have a separate policy for the protection of water and marine resources, but active initiatives are being carried out in this area.

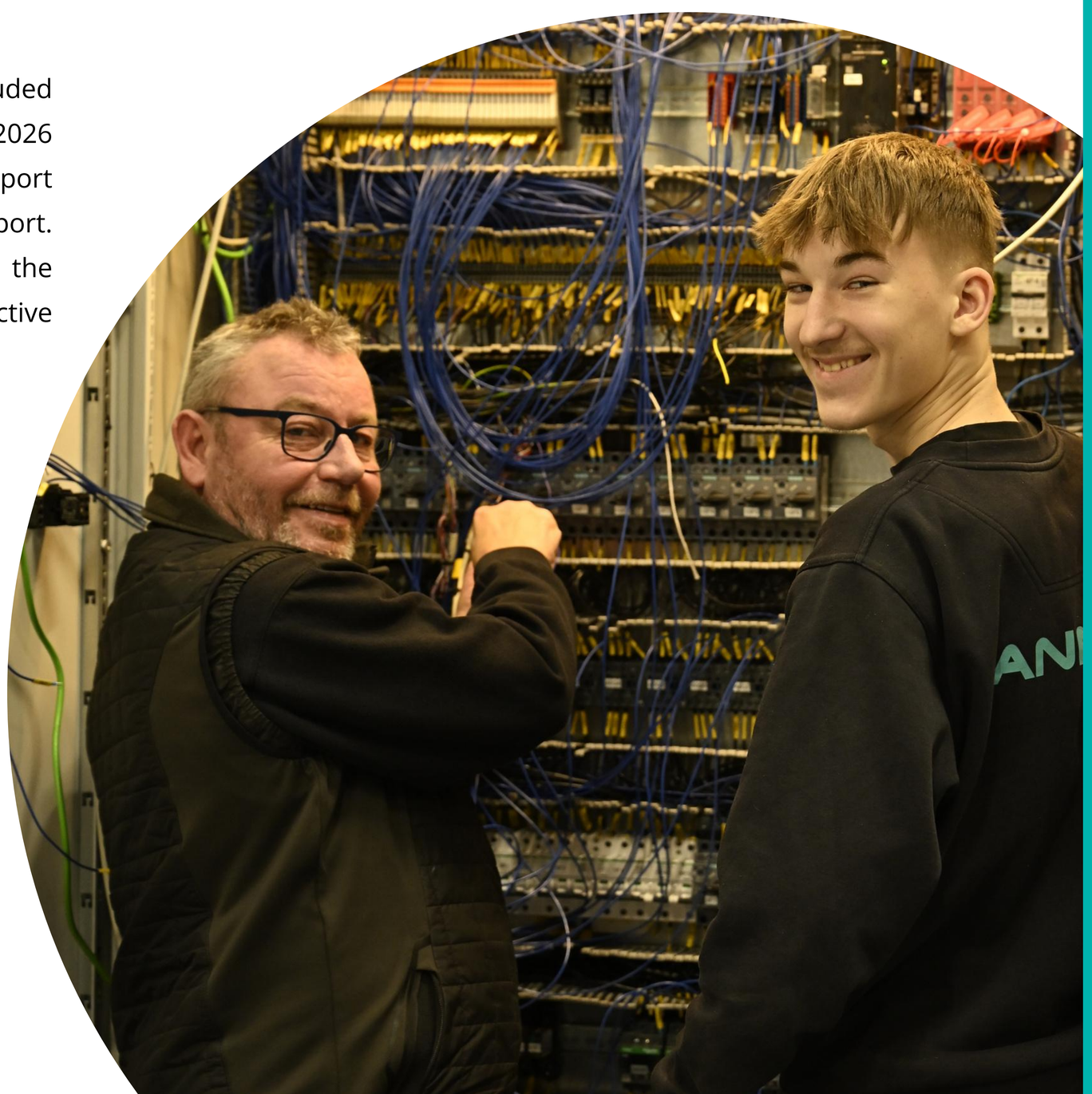
In connection with the establishment of our own wastewater treatment plant and environmental approval for the treatment of contaminated wastewater, the objective is that by 2028 the company will be able to conduct plant testing without using virgin water – relying solely on treated and recycled water, either internally or from customers.

Human Resources policy

ANMASI has an internal HR policy and employee handbook based on the company's values of integrity and honesty. The policy supports a work environment where employees are treated with respect and where open dialogue ensures that challenges and requests are handled constructively. The same values are reflected in interactions with customers, where all employees are expected to demonstrate professionalism, trustworthiness, and respect. Through this culture, ANMASI fosters a positive work environment and a strong foundation for long-term customer relationships.

Objectives for 2026

- Objective to achieve ISO 14001 certification in 2026.
- Expand the environmental policy towards 2027, specifying additional activities and targets.



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ENVIRONMENT MATTERS (E)

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Our climate accounting

We have prepared a climate account in accordance with the Greenhouse Gas Protocol (GHG) using the Danish Business Authority's tool, Klimakompasset. The use of Klimakompasset ensures a structured and transparent calculation method. Emissions are divided into three main categories:

- **Scope 1**: Direct emissions from sources owned or controlled by the company.
- **Scope 2**: Indirect emissions from the purchase of energy, such as electricity, heat, steam, and cooling.
- **Scope 3**: Other indirect emissions in the value chain, including emissions from both upstream and downstream activities.

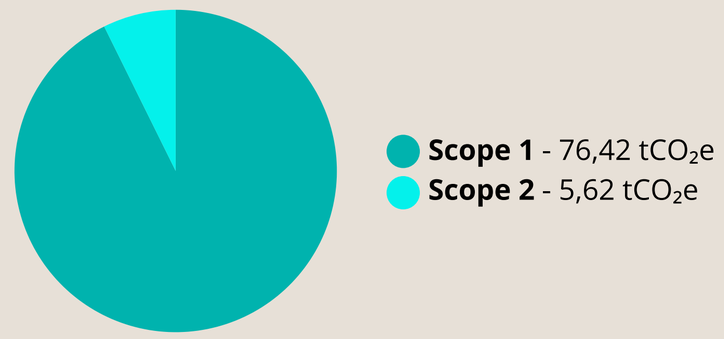
For the 2025 reporting year, ANMASI has chosen to report only on Scope 1 and Scope 2 emissions. As part of our ongoing development, the objective is to expand reporting from 2026 to include 2–3 significant activity areas within Scope 3.

The calculations have been carried out using an activity-based approach, based on actual data from our resource consumption. This method ensures that the calculations accurately reflect our activities, providing a solid foundation for future reduction measures and targets.

Our scope 1 & 2 Emissions

	2024	2025
Scope 1	51,07 tCO_2e	76,42 tCO_2e
Scope 2 (Location-based)	4,70 tCO_2e	5,62 tCO_2e
Scope 2 (Market-based)	29,03 tCO_2e	0 tCO_2e
Total (Location-based)	**55,77 tCO_2e**	**82,04 tCO_2e**
Total (Market-based)	**51,07 tCO_2e**	**76,42 tCO_2e**

Location-based



I alt - 82,04 tCO_2e

Precision cleaning by ANMASI

Prior to preparing this climate account, we anticipated an increase in both energy and fuel consumption. This development is due to a strategic decision to integrate the subsidiary Envotherm as a brand under ANMASI A/S. The merger means that all of Envotherm's activities, including production, administration, and sales, are now included in ANMASI's overall reporting. As a result, the climate account provides a more accurate reflection of our total group activities.

The combination of integrating Envotherm's activities and increased turnover is reflected in a rise in total emissions for 2025. On a location-based basis, emissions increased from 55.77 tCO_2e in 2024 to 82.04 tCO_2e in 2025, corresponding to an increase of 47.1%.

It should be noted, however, that in 2025 we purchased electricity exclusively from renewable energy sources, documented through guarantees of origin. This means that the market-based calculation of Scope 2 emissions shows a 100% reduction from 2024 to 2025.

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The Primary Sources of Our Energy Consumption and Emissions

Our Energy Consumption

Our energy consumption is primarily used for production operations, where it powers machinery, welding equipment, lighting, and other production processes. In addition, a portion of the energy is used to heat production halls and administrative areas.

Today, our energy needs are covered by renewable energy through purchased electricity with guarantees of origin for green power, as well as self-produced electricity from our solar panels. However, we are aware that guarantees of origin have limitations, as the electricity we actually use comes from the collective grid, which consists of a mix of fossil and renewable energy sources. Therefore, we will explore opportunities to increase our own solar power production in the future. Finally, parts of the production hall are heated with natural gas, which is a non-renewable energy source.

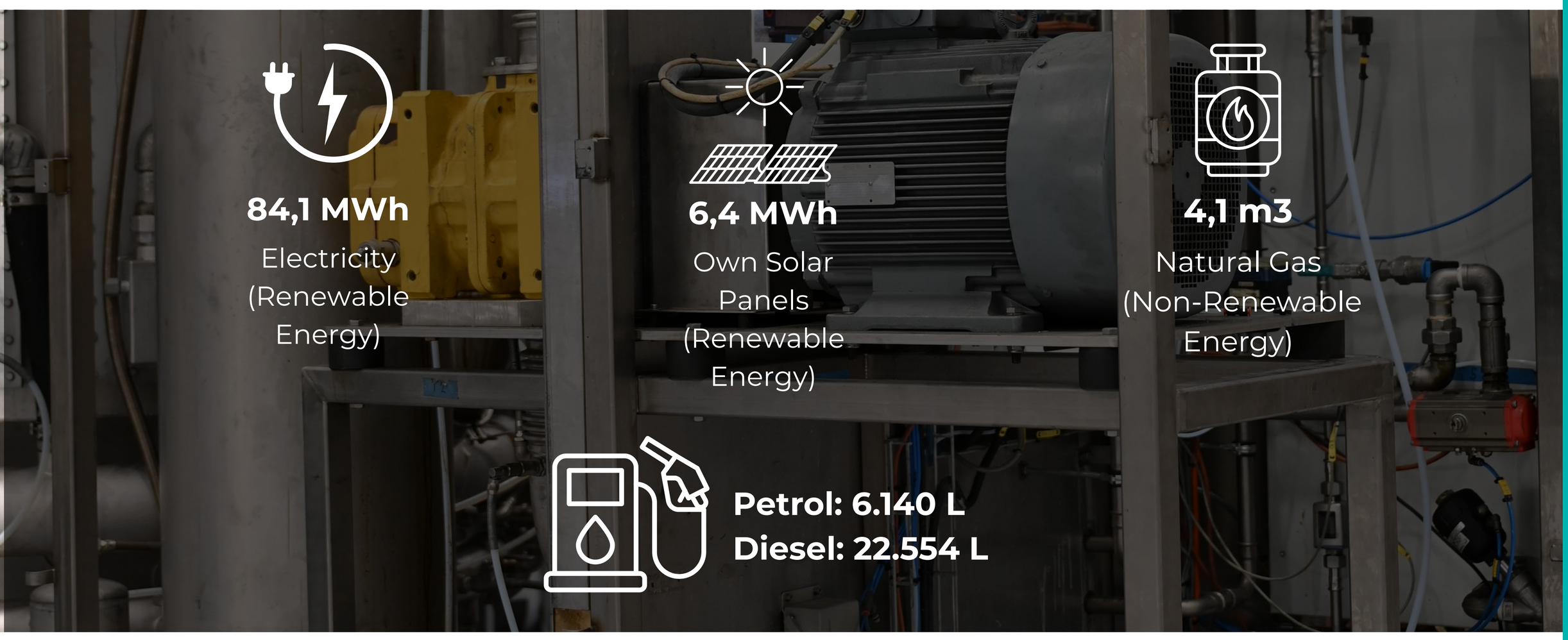
Fuel Consumption and Transport

In addition to our energy consumption, we have a relatively high use of petrol and diesel for our vehicles. Our fuel consumption comes from company cars, which include 3 passenger cars and 5 vans. These are primarily used for customer visits as well as service and maintenance related to our service agreements.

Furthermore, we travel to customers and partners in Denmark and other European countries to perform service and repairs. Vehicle transport is often necessary in these cases, as equipment, spare parts, and tools need to be transported. In 2025, we installed a charging station on our premises, allowing employees, customers, and other visitors to charge their hybrid and electric vehicles. It is a clear objective for 2026 that company cars will, wherever possible, be replaced with hybrid or electric vehicles.

Objectives for 2026

- Install additional solar panels and establish battery storage to increase the share of self-produced renewable energy.
- Increase the proportion of hybrid and electric vehicles among company cars.
- Purchase guarantees of origin for biogas.



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Environment and water management

Pollution & Water

Pollution is a central focus area in ANMASI's work and an integral part of our core business. On a daily basis, both internally and in collaboration with our customers, we work to reduce water pollution and ensure more responsible wastewater management. In 2025, ANMASI reported a net water consumption of 0 m^3, as both our water intake and discharge amounted to 415.7 m^3. As part of this effort, ANMASI obtained environmental approval in 2025 for the establishment and operation of a facility for treating waste- and oil-contaminated wastewater. The approval covers the treatment of contaminated wastewater, including wash water from the metal industry, which is classified as hazardous waste due to the presence of water-based degreasing agents, heavy metals, plant-based oils or similar substances.
In 2025, ANMASI disposed of 28,000 liters of residual material separated during the treatment of customers' wastewater. This residual material represents the fraction that cannot be released as treated wastewater. Since this was a start-up period, the volume is expected to increase in 2026 as we treat larger amounts of wastewater for our customers.

The establishment of the Envotherm wastewater treatment plant enables us to treat our own wastewater from testing activities while also offering treatment services for customers with smaller volumes, where it is not economically viable to set up their own treatment plants. ANMASI has been granted permission to discharge up to 800 m^3 of distillate from the evaporation plant, most of which is expected to be reused as wash water in our existing testing activities. This significantly reduces the consumption of newly sourced freshwater in our own production, and no contaminated wastewater is released into the municipal sewer system. Therefore, in 2026, we expect our water intake to decrease, while water discharge increases.

To ensure compliance with applicable environmental requirements, treated wastewater is monitored before any potential discharge into the public sewer system.

In addition, random samples are continuously taken for analysis to document compliance with these conditions, including testing for PFAS-24.

The Secret Behind Envotherm Technology

The Envotherm system makes it possible to reuse between 90 and 98% of wastewater. The secret lies in the heat exchanger technology, which not only optimizes energy consumption but forms the foundation of the entire process. By reusing the outgoing steam to heat incoming wastewater, a significant reduction in energy use is achieved. This technology enables energy savings of up to 66% compared to conventional wastewater treatment systems.

Objectives for 2026

- Reduce the consumption of newly sourced water for testing activities by reusing treated wastewater from customers.



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Biodiversity

Biodiversity Potential

We are located in an industrial area, with a total building footprint of 2,493 m^2. The surrounding areas currently do not actively contribute to biodiversity. The green spaces are primarily maintained through regular lawn mowing, but we see significant potential to better utilize the area to support the local ecosystem.

To promote biodiversity, we aim to convert parts of the grassed areas into plantings with shrubs and wildflowers, which can attract various insects and thereby strengthen the local ecosystem. Although these initiatives may seem small in the larger context, they will have a positive impact in an otherwise heavily industrialized area. In 2026, we plan to launch the first measures with the goal of establishing a biodiversity project that actively supports flora and fauna on our premises.

Objectives for 2026

- Initiation of a biodiversity project aimed at increasing local biodiversity and contributing to a greener surrounding environment.

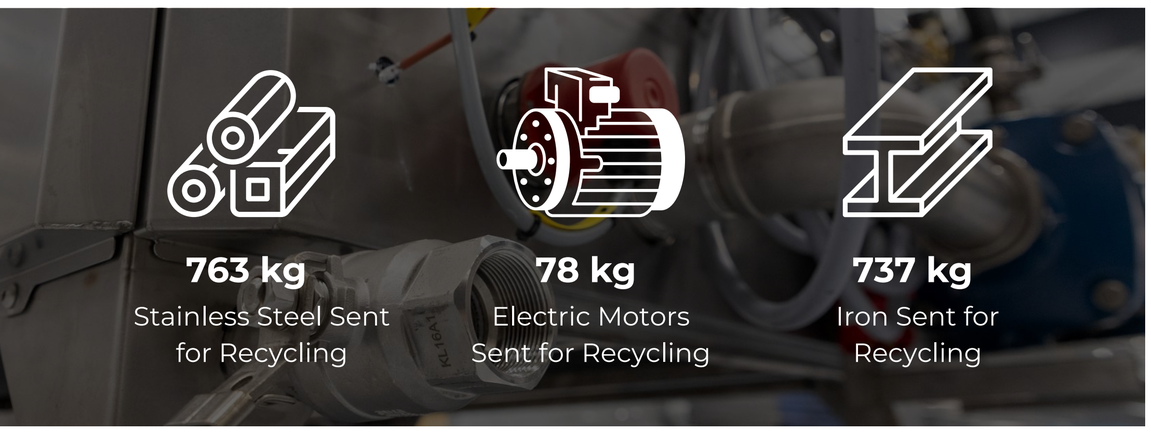


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Resource Use, Circular Economy, and Waste Management

Waste Management & Circularity

In addition to complying with the statutory requirements from the Danish Environmental Protection Agency regarding the sorting of commercial waste into ten categories (food, paper, cardboard, metal, glass, plastic, cartons, residual waste, hazardous waste, and textiles), we also sort our cardboard so that intact and usable boxes received are reused when we ship products ourselves. This reduces waste and decreases the need to purchase new packaging materials. Furthermore, we sort our metallic materials more systematically into categories such as stainless steel, iron, electric motors, and cables, which are separated into containers. This ensures optimal material utilization and allows for responsible recycling. This year thus establishes the baseline for reporting on steel and metallic materials.



Our Approach and Products

ANMASI designs, develops, and manufactures all our systems in Denmark and Europe, with the exception of our small ultrasonic tanks. We have chosen this approach to keep our supply chain close to our markets. This helps reduce the environmental impact of transportation while also supporting jobs and growth in Denmark and across Europe. In addition, it allows us to maintain close relationships with our partners and customers, making us more flexible and adaptable. Our products are designed with a focus on long service life and the possibility of repair. We use durable materials to ensure that, with proper service and maintenance, the machines can operate for decades. Furthermore, we regularly buy back used systems from our customers or accept them as trade-ins, after which they are repaired and resold. In this way, we contribute to a circular economy and extend the lifespan of the systems.

Energy Optimisation Creates Opportunities

Over the past year, we have worked purposefully to enhance the design of our spray washers. A particular focus area has been the front door and the Beltline, which, through an extensive transformation, now contribute to significantly improved energy optimisation and efficiency. With the new construction, the machines are able to continuously monitor the processes, ensuring a more responsible use of resources.

This development enables more precise and consistent energy monitoring of the processes, leading to significant savings in operating time as well as reduced consumption of chemicals and water.
Although energy monitoring is already a standard feature in the majority of our systems, the latest improvements demonstrate how we continuously develop our technology to create even greater transparency and efficiency. By providing users with precise insight into the consumption of electricity, water, and chemicals, we not only support more responsible operation but also offer a valuable decision-making tool for optimising processes. In this way, we help our customers reduce both operating costs and environmental impact – without compromising on quality.

Future Opportunities

VWe are currently exploring ways to utilise the surplus energy generated in our systems. When the systems are emptied, hot water is discharged. Depending on the machine, this water can reach temperatures between 60–100 degrees Celsius.
We are working to recover the energy contained in this water and reuse it in other processes, both at our customers' facilities and within our own production.

Waste Generated (Tonnes) in 2025	
Non-Hazardous Waste (t)	4,7 t
Hazardous Waste Collected for Recycling or Reuse Preparation	28 t
Total Waste for Recycling and Reuse	88.8%
Total Waste Generated	32,7 t

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SOCIAL RESPONSIBILITY (S)

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Employee well-being

Our Culture and Work Community

Our employees describe the culture at ANMASI as friendly, informal, and a place with a positive atmosphere, where people thrive and there is room for workshop humor. They also highlight the flexibility and trust that characterise daily collaboration. There is great appreciation for the ability, in roles where it is possible, to plan and structure one's own working hours. This reflects our core value of freedom with responsibility, which is an important part of how we work and lead.

We have a simple organisational structure that ensures short decision-making paths and close communication across departments. Every week, all employees gather for a joint meeting where updates on cross-functional projects are shared, experiences exchanged, and feedback from management and customers is provided. This ongoing knowledge sharing is crucial to our ability to work efficiently in cross-functional teams and to create solutions that meet our customers' needs.

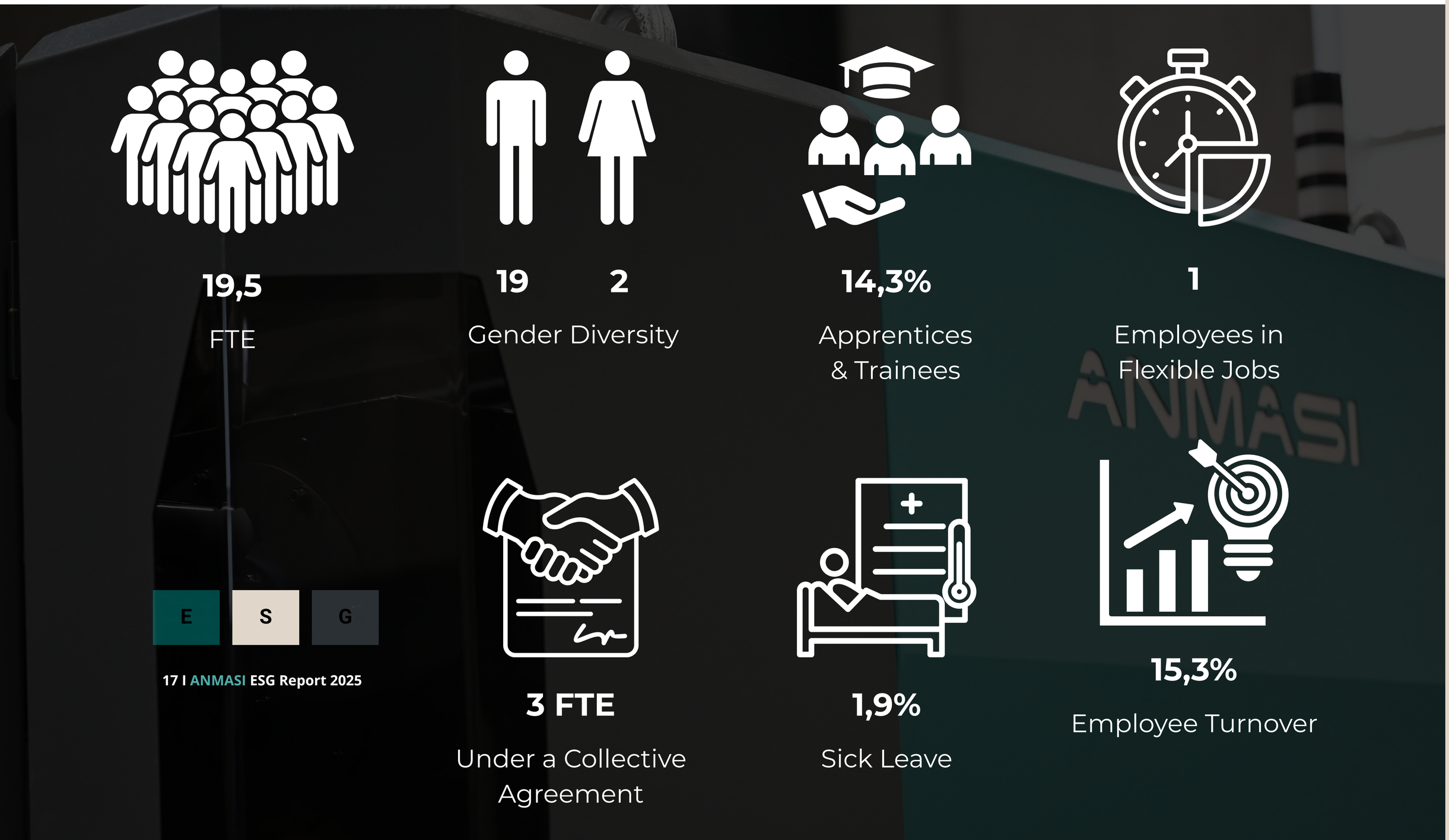
Collective Agreements

Whether employees wish to be covered by a collective agreement is entirely up to them. The majority choose to structure their own terms, often using existing agreements or guidelines from the Confederation of Danish Industry and similar organisations as a reference. All employees at ANMASI are permanent staff.

Our Team and Competencies

ANMASI is today composed of a dedicated team of employees with a wide range of skills and professional backgrounds. The organisation includes everything from electricians, programmers, and technical designers to stainless steel specialists, sales staff, service personnel, and finance managers. This diversity of expertise is a strength that enables us to develop and deliver high-quality solutions.

It is no secret that in certain areas we still face challenges in attracting qualified personnel. To address this, ANMASI will place special focus in 2026 on upskilling and further training our existing workforce. The goal is to ensure a broader competency base and reduce dependence on individual key employees. At the same time, we are actively working to create an inclusive and attractive work environment that both retains current employees and attracts new talent. This involves a continued focus on wellbeing, diversity, and development opportunities across the organisation. Finally, we are aware that our industry has historically had low female representation – a challenge we acknowledge and are committed to changing.



Development of skills and competencies

Wellbeing and Competency Plans

At ANMASI, we place great emphasis on creating a healthy balance between work and private life, as this is a key prerequisite for both wellbeing and high job satisfaction. We aim to offer flexible working arrangements that take into account each employee's personal circumstances and needs. To ensure that employees continue to experience flexibility and a healthy work-life balance, ANMASI holds annual performance and development meetings (PDMs) with all employees. The purpose of these meetings is to support the company's goal of increasing internal wellbeing and engagement.

During these meetings, employees' wishes regarding further training are also discussed. Going forward, individual development plans will be created for each employee. These plans are intended to provide a clearer overview of training opportunities and to identify needs for internal workshops and skills development. It is the company's objective that all managers and employees participate in at least one training day per year.

The next step will be for ANMASI to introduce an anonymous employee wellbeing survey as a supplement to the PDMs. The survey will provide more measurable data, offering a broader and more nuanced picture of wellbeing across the organisation. The aim is to establish a solid data foundation that enables year-on-year comparisons, allowing the company to monitor developments in employee wellbeing over time.

Objectives for 2026

- All managers and employees are to participate in at least one training day per year.
- An annual employee wellbeing survey will provide a basis for measurable data.



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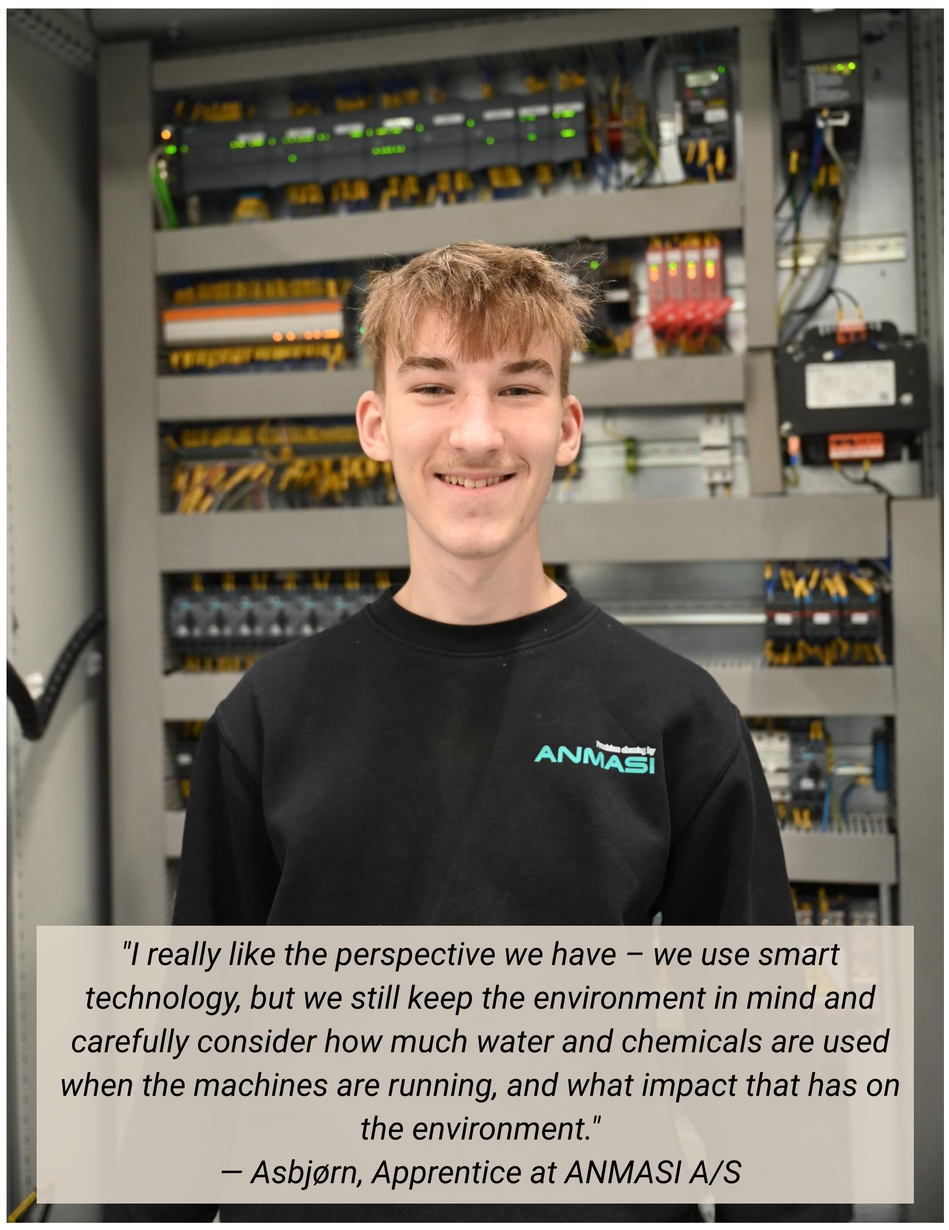
Young people at ANMASI

Attracting Young People to the Industry

At ANMASI, we place great emphasis on being a workplace where young people can thrive and develop. Each year, we take in a number of apprentices and trainees, who bring new perspectives and energy to the organisation.

Our apprentices and trainees are assigned to one of our experienced employees, who acts as a mentor and provides guidance, support, and professional direction throughout the program. In addition, we offer our apprentices and trainees the opportunity to participate in the local apprentice and trainee network organised by Billund Business. Here, they can build relationships with other young people in the area, take part in professional events, and engage in social activities. In this way, we aim to support both professional and personal development while also contributing to strengthening the local business community.

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"I really like the perspective we have – we use smart technology, but we still keep the environment in mind and carefully consider how much water and chemicals are used when the machines are running, and what impact that has on the environment."
— Asbjørn, Apprentice at ANMASI A/S

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Apprentices & Trainees

In 2024, ANMASI had one apprentice and one office trainee. We hope that the positive development in 2025 will continue into 2026, and that we can maintain the number of apprentices and trainees or attract one to two additional participants.

	2024	2025
Apprentices & Trainees	2	3

Hear It from Asbjørn Himself

I chose to apply as an apprentice at ANMASI when I was moving on from Basic Course 2 and wanted to put the experience I had gained during the course into practice. I heard about ANMASI through my uncle, who used to work as a delivery driver for the company. It seemed like the perfect fit, as I wanted to find a place that was technically oriented, with a focus on machines and exciting processes that could be automated.

Getting started and adapting to the new perspective on automatic machines was a bit challenging, as it is much more advanced than what I worked with during the basic course. However, I was welcomed warmly and have settled in well with the team. During my time here, I have gained a clear impression that there is a strong sense of teamwork across departments. The team has many years of experience, which they are happy to share with me, and this makes me confident that I can become a skilled journeyman one day by completing my apprenticeship here.

Objectives for 2026

- The goal is to maintain the current number of apprentices and trainees or to attract one to two additional participants.

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Safety and health

Safe Environment for Employees and Customers

At ANMASI, we place great emphasis on the health and safety of both our employees and customers, both in daily operations and during visits to our facilities. To support employee wellbeing, we offer various schemes such as health programs, massage, and lunch arrangements. The health program is funded by ANMASI, although it is partially taxable. It includes services such as physiotherapy, chiropractic care, psychological support, dietary consultation, and more.

Office staff have access to height-adjustable desks and ergonomic equipment to meet individual needs and reduce repetitive working positions. If there is a need for equipment that we do not yet provide, employees can request it. Our new premises feature large open areas, good indoor air quality, and natural light. In anticipation of staff expansion, the office space will be extended in 2026. Finally, we conduct the legally required workplace assessments (APV) annually, which are continuously reviewed and followed up on to ensure a safe and optimal working environment.

In the production area, clear guidelines are in place for the use of personal protective equipment (PPE) by our staff. For visitors, we established in 2025 a clearly marked station in the testing area with goggles, vests, and safety shoes, so everyone can select the necessary PPE during their visit. Even though customers do not handle water, chemicals, or similar substances during visits or FAT tests, we ensure that their safety is never compromised and that all safety measures are in place.

All employees regularly participate in first aid and fire safety courses, which, starting in 2025, are held every two years in the first quarter. It was also decided in 2025 that at the beginning of each year, and upon hiring new employees, there will be a mandatory review of safety procedures and the location of protective equipment.

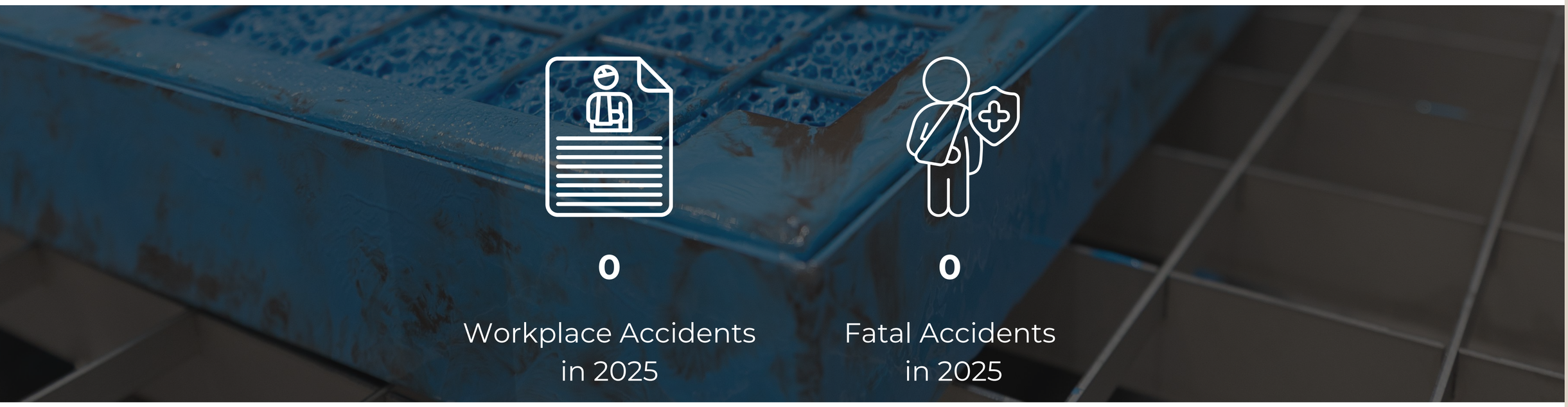
This ensures that everyone is familiar with the location of the defibrillator, emergency wash stations, and other safety measures. In addition, we have installed further signage outlining safety procedures to ensure that all employees and visitors can clearly follow the applicable guidelines.

We always adhere to the necessary procedures and report incidents in accordance with applicable regulations. We continuously work to improve working conditions and take employee input seriously to prevent unnecessary incidents. It is essential for ANMASI that our employees can work safely and securely, with the necessary protective equipment and tools readily available. Historically, ANMASI has never experienced serious accidents or fatalities, which we attribute to our ongoing focus on health and safety. In both 2024 and 2025, we recorded zero workplace accidents.

Our Evaporation Area

The operation of the wastewater treatment facility is also organised with a focus on occupational safety and accident prevention. During the evaporation of wastewater, minor air nuisances may occur in the hall, but these are effectively mitigated through filtration and a ventilation system that ensures a healthy indoor environment. Preventive measures have also been implemented to minimize the risk of leaks and spills during chemical refilling and wastewater handling. Employees working with chemicals or present in the hall with the wastewater system are thoroughly trained in safe handling procedures and are familiar with the use of oil collection trays and other emergency response equipment.

	2024	2025
Workplace Accidents	0	0
Fatal Accidents	0	0



GOVERNANCE (G)

E S G

Governance

Integrity and Responsible Corporate Governance

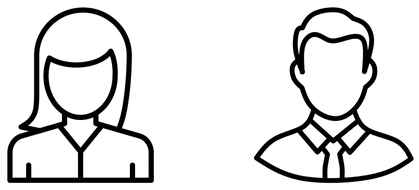
For ANMASI, responsibility is about far more than simply complying with laws, regulations, and standards, or implementing systems, procedures, and control mechanisms that ensure a streamlined approach. It is about doing the right thing—even when it is not expected.

We have a strong corporate culture built on honesty, integrity, and accountability. These values have shaped the company's leadership since the director founded the business in the 1980s and continue to form the foundation of how we operate today. This work is ongoing and far from complete. In 2026, ANMASI plans to review and improve several of its policies, including the occupational health and safety policy, with a focus on ensuring a diverse and respectful work environment that maintains high employee satisfaction.

Top Management Body

The highest governance body consists of four partners, one of whom is female, while the remaining members are male. In 2024, the highest governance body was composed entirely of men. The role of the leadership team is to set direction and ensure that our values, mission, and vision are translated into concrete actions, so that employees experience them as more than just words. Each partner has a clearly defined area of responsibility, and visible leadership is actively practiced to avoid confusion about whom to approach regarding different tasks. This requires clear communication, ensuring that employees always know who is responsible for each area and who to contact with challenges in their daily work.

Composition of the Top Management



1
Female

3
Male

Internal Process Optimization

Before a washing, filtration, or evaporation system is installed at a customer site, it goes through a series of internal and external processes. Naturally, this involves many employees and work procedures, which can create challenges such as miscommunication and bottlenecks within the organisation.

We have therefore worked purposefully to strengthen our processes. This has been achieved by fostering a culture of continuous improvement, based on ongoing minor and major adjustments to daily workflows, with the aim of increasing internal efficiency. The goal has been to create a more systematic and consistent approach to our processes. While we have not yet fully standardised all workflows, significant progress has been made, and continuous improvement remains a focus.

Concrete initiatives include documenting workflows and developing templates and forms, which make it easier for new employees to quickly familiarise themselves with unfamiliar processes. In addition, we hold weekly cross-departmental meetings to ensure coordination, knowledge sharing, and more efficient task execution, as well as to prevent misunderstandings.

A well-functioning improvement culture requires open dialogue and continuous feedback from employees. Therefore, employees are actively encouraged to identify and communicate opportunities for improvement, as well as highlight inefficient workflows or bottlenecks. After major projects, evaluations are conducted where both successes and challenges are discussed. This ensures that experiences are translated into concrete improvements, contributing to more effective and robust workflows going forward

Objectives for 2026

- Continued focus on optimizing and standardizing internal processes to increase efficiency and quality.
- Holding both ongoing and annual meetings dedicated to the optimization of internal processes.

Ethics and responsible practices

Responsible Supplier Practices

ANMASI takes a clear stand against any form of child labor, forced labor, human trafficking, discrimination, or other unacceptable working conditions. Within the company's own operations, no such cases have ever been recorded, nor do we have knowledge of such practices occurring further down our value chain.

To ensure that this remains the case, in 2026 we will review and expand our Code of Conduct. The goal is to include more suppliers and strengthen our due diligence processes. In this way, we further activate dialogue and ensure that our partners adhere to the same values and standards that guide our own operations. Should we become aware of critical issues within the value chain, we will take the situation seriously and impose clear requirements on the suppliers concerned to ensure that our ethical standards are upheld.

Business Ethics and Anti-Corruption

ANMASI has a zero-tolerance policy towards bribery and corruption in all business activities. We have never been involved in cases that have resulted in judgments or fines related to corruption or bribery.

Objectives for 2026

- Further develop our Code of Conduct for suppliers



0

Court Cases & Fines



E S G

Overview
Objectives for 2026

Objectives for 2026 (Environmental)

- Achieve ISO 14001 certification in 2026.
- Expand the environmental policy towards 2027 to include more activities and specific targets.
- Install additional solar panels and implement battery storage to increase the share of self-produced renewable energy.
- Increase the proportion of hybrid and electric vehicles in the company fleet.
- Purchase bio-gas origin guarantees.
- Reduce the consumption of newly sourced water for testing activities by reusing treated wastewater from customers.
- Launch a biodiversity project to enhance local natural diversity and contribute to a greener surrounding environment.

Objectives for 2026 (Social)

- Ensure all managers and employees participate in at least one training day per year.
- Conduct an annual employee wellbeing survey to generate measurable data.
- Maintain the current number of apprentices and trainees or attract one to two additional participants.

Objectives for 2026 (Governance)

- Continue focusing on optimizing and standardizing internal processes to increase efficiency and quality.
- Hold both ongoing and annual meetings dedicated to the optimization of internal processes.
- Further develop our Code of Conduct for suppliers.

E S G

Data Overview and VSME Index

Environmental Aspects	2024	2025
B3 - Energy and Greenhouse Gas Emissions		
Energy Consumption (Renewable Energy with Guarantees of Origin)	-	84,09 Mwh
Energy Consumption (Self-Generated from Solar Panels)	-	6,4 Mwh
Scope 1	51,07 tCO_2e	76,42 tCO_2e
Scope 2 (location-based)	4,70 tCO_2e	5,62 tCO_2e
B6 - Water		
Water Withdrawal	-	415,7 m^3
B7- Resource Use, Circular Economy and Waste		
Non-Hazardous Waste	-	4.7 t
Amount Sent for Recycling or Reuse	-	88.8%
Hazardous Waste Collected for Recycling or Preparation for Reuse	-	28 t
Total Amount of Waste	-	32,7 t
Social Responsibility	**2024**	**2025**
B8 -General Characteristics of the Workforce		
Number of Employees	-	19,5 FTE
Male	-	19 HC
Female	-	2 HC
Sick Leave		1,9 pct.
Employee Turnover		15,3 pct.
B9 - Workforce Health and Safety		
Workplace Accidents	-	0
Workplace Fatalities	-	0
B10 - Workforce Compensation, Collective Agreements and Training & Education		
Employees are compensated in accordance with or above the minimum wage (as stipulated	Yes	Yes
Share of Employees Covered by Collective Agreements	-	15,4 pct.
Average Training Hours (Female Employees)	-	19 Hours
Average Training Hours (Male Employees)		5,3 Hours
Governance	**2024**	**2025**
B11 - Court Cases and Fines Related to Corruption and Bribery		
Court Judgments and Fines	0	0
C9 -Gender Diversity in Management		
Male	3	3
Female	0	1

VSME Index

Data Point	Side
B1 - Basis for Reporting	Page 5-8
B2 - Practices, Policies, and Future Initiatives for Transitioning to a More Sustainable Economy	Page 9
B3 - Energy and Greenhouse Gas Emissions	Page 11-12
B4 - Air, Water and Soil Pollution	Page 13
B5 - Biodiversity	Page 14
B6 - Water	Page 13
B7- Resource Use, Circular Economy and Waste	Page 15
B8 - General Characteristics of the Workforce	Page 17
B9 - Workforce Health and Safety	Page 20
B10 - Workforce Compensation, Collective Agreements and Training & Education	Page 17-19
B11 - Court Cases and Fines Related to Corruption and Bribery	Page 23
C9 - Gender Diversity in the Management Body	Page 22

E S G

Precision cleaning by

ANMASI