# Sustainability Report 2025/26


Nomeco
a PHOENIX company

# About this report

## What is the purpose and scope of this report?

This sustainability report provides an overview of Nomeco's sustainability initiatives and results for the financial year 2025/26. It describes how we work with sustainability across our organisation, value chain, and core business activities. The report supports transparency and accountability in our sustainability work.

The report covers data from the financial year 1 February 2025 to 31 January 2026, with selected comparative data from previous years to illustrate progress. It addresses topics identified as material through stakeholder engagement and materiality assessment.

Our work is guided by recognised frameworks, including the Ten Principles of the UN Global Compact and the UN Sustainable Development Goals (SDGs). We collaborate with customers, suppliers and other stakeholders to support sustainable progress.

This report is prepared in accordance with the Global Reporting Initiative (GRI) Universal Standards 2021 (Core option).

In addition, we reference the SDGs, ISO 26000 guidelines, the UN Global Compact, and the Greenhouse Gas (GHG) Protocol.

This report also serves as Nomeco's Communication on Progress (CoP) in support of the UN Global Compact. Further information about Nomeco's sustainability work is available at **www.nomeco.dk**. For questions regarding this report, please contact us at **info@nomeco.dk**.

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## How is this report structured?



# 1 Introduction

## What does this chapter cover?

This chapter introduces Nomeco, our role in the healthcare value chain, and how we work with sustainability across our organisation and core business. It includes a statement from the CEO and highlights key sustainability achievements.

It also provides an overview of our business, including our mission, values, and history, and outlines how sustainability is governed through clear responsibilities and decision-making processes.

# 1.1 CEO Statement

## What is our CEO's perspective on sustainability?

At Nomeco, sustainability is closely linked to the continuity and long-term success of our business. Sustainability is therefore not only a strategic priority, but an integrated part of how we create value for customers, partners, employees, and society. With this report, I am proud to present the progress achieved during FY2025/26.

During the year, Nomeco strengthened its sustainability foundation through a new sustainability policy and updated targets. We reduced plastic consumption, maintained a high recycling rate, advanced preparations for electric transport solutions, and continued sourcing electricity through renewable Power Purchase Agreements (PPAs). We also strengthened responsible business practices through supplier requirements, CDP reporting, and continued EcoVadis Platinum recognition.

These results reflect important progress, while also highlighting the work still ahead. Our ambition is to continue improving through partnerships, data-driven decisions, and practical initiatives that support a more resilient and responsible healthcare value chain.

During FY2025/26, we reassessed our commitment to the SDGs, with particular focus on SDG 3: Health and Well-being; SDG 8: Decent Work and Economic Growth; SDG 12: Responsible Consumption and Production; and SDG 17: Partnerships for the Goals.

Partnerships remain central to our approach. We work closely with customers, suppliers and other stakeholders across the value chain to share knowledge, develop joint solutions, and support a more sustainable healthcare sector. We also collaborate closely with the PHOENIX group and other PHOENIX group subsidiaries to reduce climate impact, strengthen responsible business practices, and support long-term value creation through aligned governance, targets, and sustainability initiatives.

I am proud of the progress achieved so far, while recognising that the sustainability transition is an ongoing journey that requires continued collaboration and commitment.

**Ken Rasmussen**
CEO Nomeco

# 1.2 About Nomeco

## Who are we and what is our role in the healthcare value chain?

Nomeco is a pharmaceutical distributor operating in the healthcare value chain, ensuring efficient and reliable distribution of medicines and healthcare products across Denmark, the Nordic countries, and the Baltics. We connect manufacturers, pharmacies, and healthcare providers, supporting access to essential treatments.

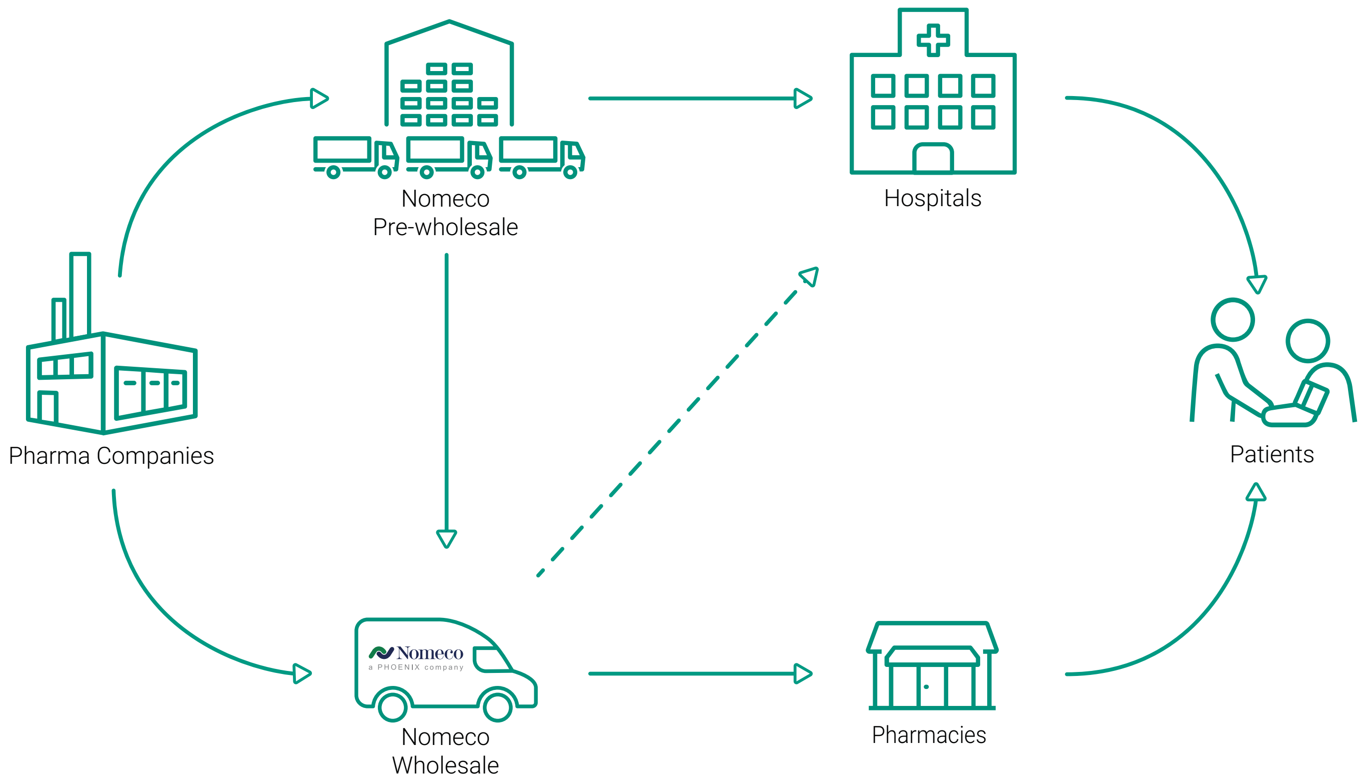
Our core business is built on high standards for quality, compliance, and patient safety. It is organised across three core areas.

- **Pre-wholesale (Healthcare Logistics):** We provide storage and distribution services on behalf of pharmaceutical companies, supporting deliveries to hospitals and other partners across Denmark, the Nordic countries, and the Baltics.
- **Wholesale**: We purchase medicines and other healthcare products from pharmaceutical companies and distribute them to pharmacies and hospitals in Denmark.
- **Specific Pharma**: Through our subsidiary, Specific Pharma, we provide access to medicines that are not commercially available or temporarily unavailable on the market, supporting patients with unmet medical needs, as well as medicines for special purposes, such as clinical trials or situations of drug shortages.

Our operations are supported by 992 employees across multiple locations in Denmark.

Our position in the healthcare value chain gives us both a responsibility and an opportunity to contribute to more sustainable healthcare. We work to reduce environmental impact, support responsible business practices, and collaborate with partners across the value chain.

Our work is guided by our mission: We deliver health. This defines how we operate and how we create value for customers, partners, and society.



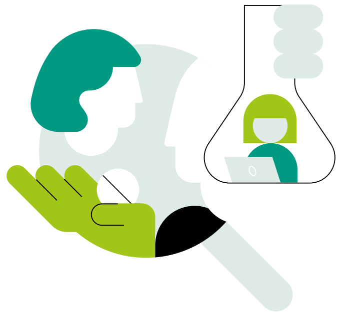

**Part of PHOENIX group**

Nomeco is part of the PHOENIX group, a family-owned company and one of Europe's leading pharmaceutical distributors and pharmacy operators. The group operates in 29 European countries and supports the distribution of medicines to pharmacies, hospitals, and healthcare providers across Europe.

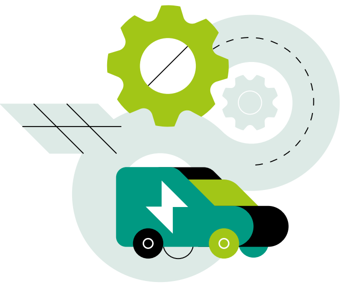
# 1.3 We Deliver Health

## How does our mission guide the way we create value?

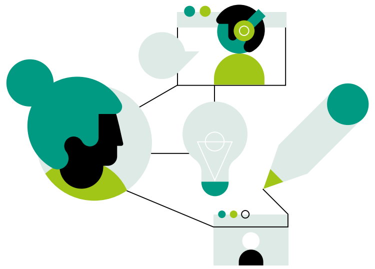
Our goal is to be the preferred partner in healthcare logistics, ensuring easy and direct access to health products — both within Denmark and across borders. We are guided by a clear mission: **We deliver health.**



**We focus on the customer**



**We operate efficiently**



**We think forward**

**We embrace collaboration**

**We create value**

**We are one team**

## NOMECO IN NUMBERS 2025/26

More than **200 million** units of medicine handled

**Denmark's largest** pharmaceutical wholesaler

**992** employees across multiple locations in Denmark

**4** distribution centers in Denmark

DKK **12.224** billion in revenue

# 1.4 The History of Nomeco

## How has Nomeco evolved over time?

**1882**

Danish pharmaceutical wholesaler **Bang & Tegner A/S** is established.

**1903**

Danish pharmaceutical wholesaler **Nordisk Droge & Kemikalie A/S** is established.

**1959**

Danish pharmaceutical wholesaler **Mecobenzon A/S** is established.

**1991**

**Nomeco A/S** is founded in Copenhagen from a merger between **No**rdisk Droge & Kemikalie A/S and **Meco**benzon A/S.

**1991**

**Nomeco A/S** was introduced on the **Copenhagen Stock Exchange** in 1991 with **Monberg & Thorsen Holding** as the main shareholder.


**1992**

**Bang & Tegner A/S** also merges with **Nomeco.**

**1998**

**Nomeco A/S** was sold to the largest Nordic pharmaceutical wholesaler, the **Finnish Tamro Group.**

**2012**

Tamro is acquired by the German **PHOENIX group**, the world's fifth largest pharmaceutical wholesaler; **Nomeco** is now a wholly owned subsidiary of PHOENIX.

# 1.5 Sustainability Highlights and Achievements

## What are our key sustainability achievements in FY2025/26?

New **sustainability policy** and updated **targets** in place

Plastic consumption reduced by
**33%**

**89%**
waste recovered across waste streams

Testing of **electric trucks** and **electric vans**

DKK **400,000**
received from the
**PHOENIX group Climate Fund**

PLATINUM Top 1%
ecovadis
Sustainability Rating
APR 2026
Third consecutive year

**EUDR & PPWR**
Preparation for the EU Deforestation Regulation (**EUDR**) and the EU Packaging and Packaging Waste Regulation (**PPWR**)

New
**Supplier Code of Conduct**
from PHOENIX group
Effective from 1 October 2025

**100%**
of our **electricity consumption** is covered through PPAs

# 1.6 Our Approach to Sustainability

## How do we approach sustainability at Nomeco?

Our approach to sustainability is closely linked to Nomeco's role in the healthcare value chain and our ambition to operate a resilient and responsible business.

As a pharmaceutical distributor, we contribute to ensuring access to essential medicines while working to reduce our environmental impact, support responsible business practices, and provide a safe and inclusive workplace. Sustainability is therefore an integrated part of our core operations and daily decision-making.

This approach is guided by a clear sustainability policy, which defines our priorities across environmental, social, and governance (ESG) areas and is underpinned by defined ambitions and targets.

Collaboration plays a key role in how we work with sustainability. We engage with suppliers, customers, and partners across the value chain, and work closely with our parent company PHOENIX group to support a more sustainable and resilient healthcare value chain.

Building on the initiatives and results presented in this report, we continue to strengthen our efforts across ESG areas.

Our sustainability work is anchored in defined governance structures and clear responsibilities, ensuring alignment with management priorities and overall business objectives.

The following chapter outlines how we identify our most material sustainability topics and how these form the basis for our strategy, priorities, and targets.

# 2 Sustainability Strategy, Framework & SDGs

## What does this chapter cover?

This chapter outlines Nomeco's sustainability strategy and the framework guiding our priorities and actions, including how we identify and prioritise key sustainability topics. It explains how stakeholder engagement and materiality assessment inform our priorities and how these are integrated into our business and value chain.

The chapter also outlines how our priorities are aligned with selected SDGs, highlights the role of partnerships, and presents our key memberships, commitments, and certifications supporting our sustainability approach.

# 2.1 Stakeholder Engagement and Materiality Assessment

## How do we identify and prioritise our sustainability topics?

Stakeholder engagement and materiality assessment are key elements in defining Nomeco's sustainability priorities and ensuring that our efforts are aligned with both business objectives and stakeholder expectations.

Our approach is based on an ongoing assessment of how our activities impact the environment and society, as well as how sustainability topics may influence our business. This enables us to prioritise the areas where Nomeco can have the greatest impact and where expectations from stakeholders are highest. As a pharmaceutical distributor, we also consider our role in ensuring access to healthcare and medicines.

We engage with both internal and external stakeholders, including employees, customers, suppliers, and partners. Through dialogue, collaboration, and regular feedback, we identify and continuously refine our understanding of the sustainability topics that are most relevant to our business and our stakeholders.

The outcome of this process forms the foundation of Nomeco's sustainability policy and defines the key areas where we focus our efforts and set targets. As outlined in our sustainability policy, our commitments are structured across ESG areas and supported by clear ambitions and measurable targets.

Based on this approach, Nomeco's material sustainability topics are grouped into three key areas that guide our sustainability strategy, priorities, and target setting, ensuring a clear and focused approach across the organisation.

E

**Environmental**
- Climate impact
- Energy consumption
- Resource use
- Waste management
- Environmental responsibility across the value chain

S

**Social**
- Employee health and safety
- Working conditions
- Diversity and inclusion
- Talent development
- Respect for human and labour rights
- Access to healthcare and medicines

G

**Governance**
- Responsible business conduct
- Compliance
- Data protection
- Product responsibility
- Responsible and ethical value chain

# 2.2 Sustainability Framework and Governance

## How do we work with sustainability across Nomeco?

Nomeco's sustainability work is guided by a defined sustainability policy, which sets the direction for our efforts across ESG areas. The policy translates our most material topics into clear priorities and areas of action.

Based on this framework, we have established a set of ambitions and targets that guide our work across key areas such as climate impact, responsible sourcing, employee well-being, and ethical business conduct. These targets are aligned with both our business priorities and relevant external frameworks and are continuously developed.

Our approach focuses on integrating sustainability into our core operations and business processes. This includes reducing emissions from our operations and transport, improving resource efficiency, strengthening responsible procurement practices, and ensuring a safe and inclusive working environment.

Implementation is driven through concrete initiatives across the organisation, supported by cross-functional collaboration and continuous follow-up. Sustainability considerations are increasingly embedded in decision-making processes, including investments, procurement, and operational improvements.

Collaboration across the value chain is a key enabler in delivering on our ambitions. We work closely with suppliers, customers, and partners to develop solutions that reduce environmental impact and strengthen responsible practices.

**Sustainability Governance**
Sustainability governance at Nomeco is anchored at management level, ensuring that sustainability is integrated into decision-making processes and aligned with overall business priorities.

The CEO holds overall responsibility for sustainability, supported by the Sustainability function, which is responsible for driving implementation, monitoring progress, and reporting on performance. Sustainability is embedded across the organisation, with clear roles and responsibilities supporting execution and continuous development of initiatives.

As part of the PHOENIX group, Nomeco aligns with relevant group-wide sustainability frameworks and commitments, while maintaining responsibility for local implementation, data collection, and performance.

# 2.3 Sustainability Priorities

## What are our key sustainability priorities?

Nomeco's sustainability priorities are defined based on our materiality assessment and translated into concrete areas of focus through our sustainability policy. Together, these priorities guide our efforts and ensure a clear and consistent approach to sustainability across the organisation.

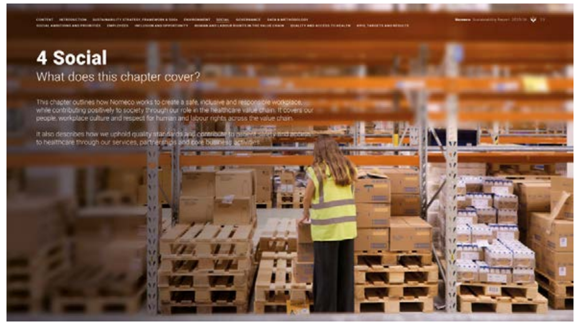
Our priorities are structured across ESG areas, reflecting where we have the greatest impact and where expectations from stakeholders are highest.

**Environmental**
We are committed to reducing our environmental impact across operations and the broader value chain. Our priorities focus on decarbonising our operations, improving resource efficiency, and reducing waste, while supporting the transition to more sustainable logistics solutions.

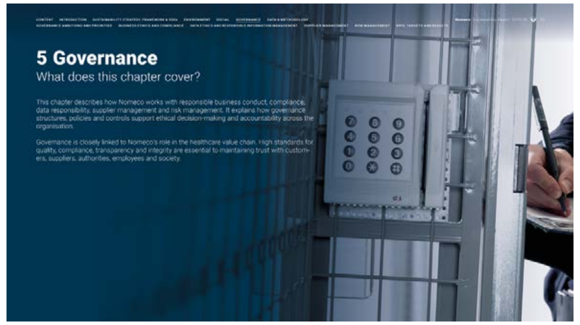
**Social**
We are committed to providing a safe, inclusive, and responsible workplace while contributing positively to society through our role in the healthcare value chain. Our priorities focus on human and labour rights, employee well-being and development, and responsible practices across our operations and value chain.

**Governance**
We are committed to conducting business in a responsible, ethical and transparent manner. Our priorities focus on ensuring compliance, preventing misconduct, and strengthening responsible practices across our operations and value chain.


Read more about our environmental ambitions and priorities in Chapter 3.




Read more about our social ambitions and priorities in Chapter 4.




Read more about our governance ambitions and priorities in Chapter 5.

# 2.4 SDG Alignment, Partnerships and Commitments

## How do we collaborate with external partners to drive sustainable impact and support the SDGs?

Nomeco works actively to support sustainable development through collaboration with external partners, recognised frameworks, and responsible business practices. As a company operating in the healthcare value chain, we believe that long-term progress depends on strong partnerships across the sector.

Our sustainability priorities are aligned with selected SDGs, with particular focus on SDG 3: Good Health and Well-being; SDG 8: Decent Work and Economic Growth; SDG 12: Responsible Consumption and Production; and SDG 17: Partnerships for the Goals.

Through our core business, we contribute to SDG 3 by helping ensure reliable access to medicines and healthcare products. We support SDG 8 by promoting a safe and inclusive workplace, employee development, and responsible growth. Our efforts within climate, waste, resource use, and responsible sourcing support SDG 12.

SDG 17 is a central enabler of our sustainability approach. We work closely with customers, suppliers, logistics partners, industry stakeholders, and our parent company PHOENIX group to share knowledge, develop joint solutions, and strengthen sustainability performance across the value chain. We believe partnerships are essential to reducing environmental impact, promoting responsible business conduct, and creating longterm value for both society and business.

Our external commitments also support transparency, accountability, and continuous improvement. During the year, Nomeco continued its engagement with recognised sustainability initiatives and assessments, including the UN Global Compact, EcoVadis, and CDP.

We also support the ambitions of the Paris Agreement and continue to integrate climate considerations into our operations and long-term development.

# 2.5 Partnerships in Practice

## How do partnerships create sustainable impact in practice?

### Pharmacy Partnerships

Through close collaboration with Danish pharmacies, Nomeco continues to strengthen knowledge-sharing and operational collaboration across the healthcare value chain. In September 2025, for example, Nomeco hosted a sustainability masterclass for pharmacies. Vendor Managed Inventory (VMI) solutions also continue to support stock accuracy, reduce waste, and strengthen supply security.

### STENA RECYCLING

Together with recycling partner STENA Recycling A/S, Nomeco continuously works to improve waste sorting and increase the share of waste prepared for recycling and reuse. The collaboration focuses on reducing residual waste and creating cleaner waste fractions through data insights, sorting analyses, and advisory services provided by STENA.

### returpen™

Through the returpen™ initiative, used injection pens are collected for recycling in collaboration with partners across the healthcare value chain. Since 2020, more than 5 million used pens have been collected through Danish pharmacies, helping recover valuable materials and supporting circular solutions in healthcare.

### Customer and Logistics Collaboration

Together with a pre-wholesale customer and a third-party transport provider, Nomeco is exploring electrification of selected distribution routes.
The collaboration focuses on establishing a $CO_2$ baseline and identifying opportunities for route optimisation and delivery frequency adjustments to support lower transport emissions.

### PHOENIX group Climate Fund

Through collaboration with PHOENIX group, Nomeco received support from the internal PHOENIX group Climate Fund to accelerate energy efficiency investments, including LED lighting upgrades.

### BOXON EST. 1932

Together with packaging partner Boxon, Nomeco continuously collaborates to reduce packaging impacts. This includes reducing plastic consumption through improved stretch film solutions, thereby lowering $CO_2$ emissions and improving warehouse efficiency.

# 3 Environment

## What does this chapter cover?

This chapter outlines Nomeco's environmental ambition and how we work to reduce emissions, improve efficiency, and support more sustainable operations across the business.

It also provides an overview of our climate performance, energy use, transport solutions, packaging practices, and waste management, supported by key data, targets, and results.

# 3.1 Environmental Ambitions and Priorities

## What are our environmental ambitions and priorities?

E Nomeco is committed to reducing the environmental impact of our operations and contributing to a more sustainable healthcare value chain. As a pharmaceutical distributor with nationwide operations, we recognise both our responsibility and our opportunity to drive progress through efficient operations, responsible sourcing, and collaboration with partners.

Our environmental commitments are anchored in Nomeco's Sustainability Policy and aligned with the UN Global Compact principles on Environment. As part of the PHOENIX group, Nomeco also supports relevant group-wide climate ambitions and targets.

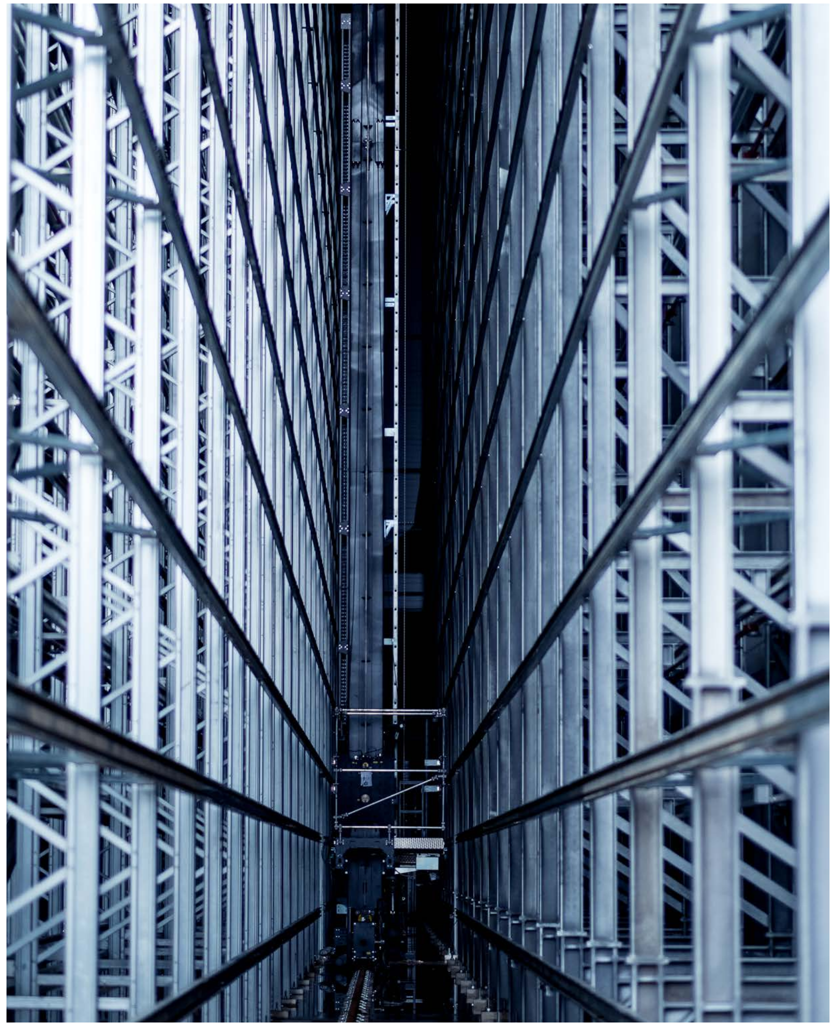
Our environmental work focuses on improving efficiency, reducing emissions, minimising waste, and using resources more responsibly. We continuously seek opportunities to strengthen environmental performance while maintaining the high level of quality and supply reliability required in healthcare logistics.

Progress is supported through continuous improvement and targeted investments, including selected initiatives financed through the PHOENIX group Climate Fund.

### Our key environmental priorities

- **Decarbonising operations through energy efficiency, renewable electricity, and fleet electrification.**
- **Reducing waste and packaging impacts while supporting circular and low-carbon solutions.**
- **Working with customers and suppliers to develop more sustainable logistics and packaging solutions.**
- **Strengthening responsible sourcing and supply chain transparency across selected material flows and suppliers.**

These priorities guide our environmental actions, investments, and performance management across Nomeco.



# 3.2 Climate and $CO_2$ Emissions

## How do we manage and reduce our climate impact?

Reducing climate impact is a key part of Nomeco's environmental ambition. We monitor greenhouse gas emissions across our operations and selected value chain activities to identify reduction opportunities, support decision-making, and track progress over time.

In FY2025/26, total reported emissions across Scope 1, Scope 2, and selected Scope 3 categories amounted to 647,964 $tCO_2e$. Of this, approximately 644,455 $tCO_2e$ related to Scope 3 Category 1: Purchased goods and services. FY2025/26 is the first year in which Nomeco includes Category 1 in its Scope 3 inventory. As Category 1 emissions are calculated using a spend-based approach, the increase in these emissions primarily reflects growth in the value of goods purchased in line with increased business activity.

Our reporting covers Scope 1, Scope 2, and relevant Scope 3 emissions in line with the reporting principles in the GHG Protocol.

**Scope 1** emissions primarily relate to fuel consumption from company-operated vehicles, refrigerants, and other direct sources.

**Scope 2** emissions arise from purchased electricity and district heating used across our sites.

**Scope 3** emissions include selected categories: purchased goods and services (category 1), fuel- and energy-related activities (category 3), upstream transportation and distribution (category 4), and business travel (category 6).

For Nomeco, transport-related emissions remain an important part of our climate footprint, reflecting nationwide distribution activities to customers across Denmark.

To reduce emissions, Nomeco focuses on improving operational efficiency, increasing the use of renewable electricity, supporting fleet electrification, and working with logistics partners to optimise transport flows.

Climate considerations are also increasingly integrated into investment planning and operational improvements across the business.

Electricity consumption continued to be covered through PPAs, supporting lower Scope 2 emissions. Combined Scope 1 and Scope 2 market-based emissions remained relatively stable, increasing by 1.2% compared with FY2024/25.

Our long-term ambitions include reducing emissions from our own operations and completing the transition of transportation to electric vehicles or Hydrotreated Vegetable Oil (HVO) renewable diesel by FY2030/31.

Key reduction initiatives relating to energy efficiency, fleet transition, and transport optimisation are described in **Chapter 3.3: Energy Consumption and Efficiency** and **Chapter 3.4: Transport and Distribution**.

Our environmental targets related to climate are presented in **Chapter 3.6: Environmental Targets**, and our environmental performance data are presented in **Chapter 6.3: Sustainability Performance**.

# 3.3 Energy Consumption and Efficiency

## How do we improve energy performance across our operations?

Energy use is a key environmental topic for Nomeco due to our nationwide operations, temperature-controlled logistics activities, and warehouse facilities. Improving energy efficiency helps reduce both environmental impact and operating costs, while supporting resilient and reliable healthcare logistics.

We monitor energy consumption across our sites, including electricity and district heating, to identify optimisation opportunities and track performance over time. In FY2025/26, total energy consumption amounted to 10,166 MWh, of which 7,708 MWh related to electricity and 2,458 MWh to district heating.

Energy intensity continued to improve during the year. Total energy consumption per billion DKK revenue was 830 MWh/bDKK, compared with 856 MWh/bDKK in FY2024/25 and 913 MWh/bDKK in FY2023/24.

Electricity consumption continued to be covered through PPAs, supporting lower Scope 2 emissions and contributing to Nomeco's climate ambitions. In FY2025/26, 100% of electricity consumption was covered through PPAs linked to renewable electricity sources. Total renewable energy consumption amounted to 9,752 MWh, including 2,044 MWh of renewable district heating. The renewable energy share increased from 91% in FY2023/24 to 93% in FY2024/25 and 96% in FY2025/26.

During the year, Nomeco continued efforts to improve the energy performance of buildings, equipment, and operations. This included optimisation of technical installations, lighting improvements, and ongoing focus on efficient day-to-day operations across sites.

Environmental improvements are also supported through targeted investments. During the year, Nomeco received DKK 400,000 in support from the PHOENIX group Climate Fund for upgrades of LED lighting. Looking ahead, planned FY2026/27 activities, also funded by the PHOENIX group Climate Fund, include further LED upgrades and an improved ventilation system at our site in Copenhagen.

Compared with FY2024/25, total energy consumption increased by 3.5%, mainly reflecting higher operational activity, while energy intensity improved by 3%.

Our environmental targets related to climate are presented in **Chapter 3.6: Environmental Targets**, and our environmental performance data are presented in **Chapter 6.3: Sustainability Performance**.

# 3.4 Transport and Distribution

## How do we make transport and distribution more sustainable?

Transport and distribution are essential to Nomeco's role in ensuring reliable access to medicines and healthcare products across Denmark through daily deliveries to pharmacies, hospitals, and other healthcare customers. These activities also represent an important part of our environmental footprint and remain a key focus area in our climate transition.

Nomeco's transport activities cover three main categories: a Nomeco-operated van fleet serving pharmacy customers across Denmark, transport activities operated by third-party logistics partners, including heavy-duty transport supporting broader distribution flows, and company cars used by employees.

The Nomeco-operated van fleet plays a central role in daily distribution activities. Approximately 60 vans deliver products from our warehouses to pharmacy customers across Denmark, covering around 4 million kilometres annually.

We work systematically to improve transport efficiency while maintaining the high delivery reliability, temperature control, and time-critical service levels required in medicine distribution. Through route optimisation, load planning, and close collaboration with logistics partners, we aim to increase vehicle utilisation, reduce unnecessary kilometres, and lower emissions per delivery.

During the year, Nomeco continued preparations for lower-emission transport solutions. This included assessment of electrification opportunities for the van fleet, dialogue with transport partners on the future use of electric trucks for heavy-duty transport, and a higher share of electric company cars, with 52% of company cars being electric at year-end.

Looking ahead, Nomeco plans to introduce two electric vans into the van fleet during FY2026/27.

Heavy transport remains one of the more complex decarbonisation areas due to vehicle availability, charging infrastructure, load capacity, and operational range. Nomeco therefore follows market developments closely and seeks to implement viable solutions as they mature. As part of this approach, planned FY2026/27 activities include pilot testing of electric trucks on selected distribution routes together with logistics partners.

Our long-term ambition is to transition transportation across the Nomeco-operated fleet and third-party transport to electric vehicles or HVO renewable diesel by FY2030/31, with an interim target of 50% by FY2027/28.

Our environmental targets related to climate and transport are presented in **Chapter 3.6: Environmental Targets**, and our environmental performance data are presented in **Chapter 6.3: Sustainability Performance**.

# 3.5 Packaging, Waste and Circularity

## How do we reduce waste and promote circular solutions?

As a nationwide distributor handling large volumes and daily deliveries, Nomeco uses significant amounts of packaging materials. Reducing waste and improving resource efficiency are therefore important parts of our environmental ambition. We work continuously to minimise waste through lower material consumption, optimisation of packaging specifications, stronger waste sorting practices, and more circular solutions across our operations and value chain.

We monitor waste generation and recycling performance across our sites to identify improvement opportunities and strengthen resource efficiency. In FY2025/26, total waste generation amounted to 890 tonnes, of which 791 tonnes were recovered through recycling or other recovery processes, corresponding to a recovery rate of approximately 89%.

Following the Danish extended producer responsibility requirements for packaging, Nomeco has established processes for collecting, monitoring, and registering packaging data. At the same time, we are preparing for the requirements of the PPWR, which will introduce new requirements aimed at reducing packaging waste and increasing circularity.

During the year, Nomeco continued efforts to reduce packaging impacts through collaboration with suppliers on smarter and more sustainable solutions. A long-standing example is our collaboration with Boxon, where initiatives such as thinner stretch film specifications have helped reduce plastic consumption while maintaining operational performance.

In addition, we continue to support circular initiatives and take-back solutions. One example is the returpen™ initiative for used injection pens. Launched in 2020, the initiative allows customers to return used pens at pharmacies, after which Nomeco manages collection and transport for further processing and recycling. Since 2020, returpen™ has collected more than 5 million used pens, helping recover valuable materials such as plastic and glass.

Nomeco also supports circular innovation in logistics equipment. Together with a supplier, we have introduced reusable temperature loggers used in medicine transport, replacing previous single-use solutions. Used loggers are collected through a take-back programme, refurbished, and reused while maintaining the same quality and precision.

We also work with suppliers to improve material choices, increase transparency, and support more responsible sourcing of packaging and other selected materials. Responsible sourcing also includes increasing transparency in selected raw material supply chains and preparing for upcoming requirements such as the EUDR.

Looking ahead, Nomeco will continue to identify opportunities to reduce packaging waste, increase recycling rates, and improve circularity across selected material flows.

Our environmental targets related to waste and packaging are presented in **Chapter 3.6: Environmental Targets**, and our environmental performance data are presented in **Chapter 6.3: Sustainability Performance**.

# 3.6 Environmental Targets

## What are our environmental targets?

### Climate and transport

- Reduce absolute Scope 1 and 2 GHG emissions by 37.8% by FY2030/31, compared with the FY2021/22 baseline, supporting the PHOENIX group target.
- Engage suppliers, customers, and other business partners in reducing value chain emissions, in alignment with the PHOENIX group's SBTi commitment and Scope 3 reduction targets.
- Transition own fleet and third-party transport to electric vehicles or HVO, reaching at least 50% by FY2027/28 and full transition by FY2030/31.

### Waste and packaging

- Achieve a minimum waste recovery rate of 95% across waste streams.
- Define and implement packaging reduction initiatives in collaboration with packaging suppliers.

### Collaboration

- Conduct two assessments annually to identify potential sustainability-related activities with customers, suppliers, and other business partners.
- Develop and pilot at least one sustainability-related activity annually with customers, suppliers, or other business partners, including initiatives related to packaging circularity and low-emission or electrified transport.

# 4 Social

## What does this chapter cover?

This chapter outlines how Nomeco works to create a safe, inclusive, and responsible workplace, while contributing positively to society through our role in the healthcare value chain. It covers our people, workplace culture, and respect for human and labour rights across the value chain.

It also describes how we uphold quality standards and contribute to patient safety and access to healthcare through our services, partnerships, and core business activities.

# 4.1 Social Ambitions and Priorities

## What are our social ambitions and priorities?

Nomeco is committed to creating a safe, inclusive, and responsible workplace, while contributing positively to society through our role in the healthcare value chain. As a pharmaceutical distributor, our work depends on skilled employees, reliable partners, and high standards for quality and patient safety.

Our social commitments are anchored in Nomeco's Sustainability Policy and aligned with the UN Global Compact principles on human rights and labour. As part of the PHOENIX group, we also support group-wide frameworks relating to responsible employment practices, human rights, and workplace responsibility.

### Our key social priorities

- **Providing good working conditions through fair wages, flexible working hours, freedom of association, social dialogue and a safe, discrimination-free workplace that supports physical and mental well-being.**
- **Supporting training and development through skills-building, career development, and annual development dialogues.**
- **Strengthening human rights due diligence through risk-based assessments and supplier engagement across the value chain.**
- **Contributing to patient safety and reliable access to medicines through high-quality services, responsible operations, and collaboration across the healthcare value chain.**

These priorities guide our social initiatives, performance management, and collaboration with employees, customers, suppliers, and other stakeholders.

# 4.2 Employees

## How do we support employee well-being, development and safety?


People are at the centre of Nomeco's business. We work to provide a workplace where employees can perform their tasks safely, develop their skills and contribute to a reliable healthcare value chain. Nomeco employs 992 employees and in FY2025/26, Nomeco recorded around 1.5 million working hours across the organisation.

A clear sign of our positive workplace culture is the high level of employee retention. On average, employees have been with Nomeco for 5.5 years, and 12% of our employees have been with the company for at least 15 years, reflecting long-term commitment, mutual trust, and a positive working environment.

We support employee well-being through health and safety processes, employee dialogue, and initiatives that promote both physical and mental health. This includes access to health insurance, preventive health initiatives, and support for reducing work-related stress. In FY2025/26, all employees had access to health insurance.

Training is also important to maintain quality, safety and compliance in our daily operations. Employees receive ongoing training relevant to their roles, including procedures connected to quality management, medicine handling, compliance, and responsible business conduct. In FY2025/26, all employees were provided with skills training.

We conduct employee satisfaction surveys and use dialogue with employees and representatives to identify improvement opportunities. All employees are represented through Nomeco's health and safety organisation, working councils, or similar employee representation structures.

In the latest employee satisfaction survey, 79% of employees participated, corresponding to approximately 700 employees. HR uses the results to support leaders in translating feedback into concrete improvement actions.

Health and safety is a key focus area for Nomeco. In FY2025/26, Nomeco recorded 27 work-related injuries, compared with 26 in FY2024/25. The work-related injury frequency rate remained relatively stable at 17.82, compared with 17.78 in FY2024/25, while the number of days lost decreased from 141 to 59. We use this data to guide continued preventive work across sites.

Further employee performance data are presented in **Chapter 6.3: Sustainability Performance.**

# 4.3 Inclusion and Opportunity

## How do we promote inclusion and equal opportunities?

Nomeco wants to be a workplace where people have the opportunity to develop regardless of gender, professional, or ethnic background. Inclusion and diversity are important to well-being, engagement, and the long-term strength of the organisation.

We work to support equal opportunities through leadership attention, employee development, and a focus on fair and respectful collaboration. Nomeco also supports the ambition to increase female representation in management and to build a leadership culture that reflects the organisation and the society of which we are part.

Development opportunities are available across the organisation through leadership programmes, professional training, and regular development dialogues. During FY2025/26, Nomeco also continued strengthening its leadership capabilities and organisational development to support employee growth, collaboration, and long-term business performance.

As part of its commitment to fair and transparent employment practices, Nomeco continued developing its job architecture and introducing common English job titles across the organisation. This work supports preparations for the implementation of the EU Pay Transparency Directive while contributing to more consistent and transparent HR processes across the PHOENIX group.

Our approach is practical and continuous. We focus on creating an inclusive workplace culture, strengthening dialogue across teams, and ensuring that development opportunities are based on competencies, motivation, and business needs.

In FY2025/26, women represented 40% of employees across the organisation, approximately the same as in FY2024/25. Women represented 22% (2 out of 9 members) of top executive positions, unchanged from the previous year, and 20% (1 out of 5 members) of the Board of Directors, compared with 0% in FY2024/25. Nomeco has set a target of 33% women on the Board of Directors by 2027.

Further employee performance data are presented in **Chapter 6.3: Sustainability Performance**.

# 4.4 Human and Labour Rights in the Value Chain

## How do we promote respect for human and labour rights across our value chain?

Nomeco is committed to respecting internationally recognised human rights in our own activities and business relationships. Respecting people throughout our value chain is an important part of maintaining trust and responsible business relationships. Our approach is guided by the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and PHOENIX group's policy framework on human rights.

In our own organisation, this includes focus on safe working conditions, freedom from discrimination, social dialogue, and respect for labour rights. In the value chain, we set expectations for responsible conduct through supplier requirements, assessments, and dialogue.

New suppliers are assessed according to our Supplier Code of Conduct, and suppliers are expected to comply with legal, ethical, social, and environmental standards. Where relevant, risk-based assessments and follow-up dialogue help us strengthen responsible practices over time.

As part of PHOENIX group, each country has appointed a local Human Rights Officer to strengthen the implementation of human rights. The Human Rights Officer supports internal awareness and acts as an expert contact point when questions or concerns arise in relation to human rights. Where supplier assessments indicate potential concerns related to human and labour rights in the supply chain, the Human Rights Officer is consulted to determine the best way forward.

In addition to local support from the Human Rights Officer, concerns can be reported through the PHOENIX group whistleblower system. Further information about our whistleblower arrangements is provided in **Chapter 5.2: Business Ethics and Compliance**.

Human rights due diligence is supported through supplier requirements, risk-based business partner assessments, and dialogue with suppliers and partners where relevant.

Further information about our supplier due diligence approach is provided in **Chapter 5.4: Supplier Management.**

# 4.5 Quality and Access to Health

## How do we support quality, patient safety and access to healthcare?

Nomeco's core contribution to society is to help ensure that medicines and healthcare products are available when they are needed. We do this through reliable distribution, high-quality standards, and close collaboration with pharmacies, hospitals, pharmaceutical companies, and other healthcare partners.

Ensuring that patients receive the right medicine, at the right time, and in the right condition is fundamental to Nomeco's role in the healthcare value chain. Quality is therefore integrated into every stage of our logistics and distribution activities and is a shared responsibility across the organisation. At Nomeco, we believe that quality means doing the right thing, even when no one is watching.

Quality and patient safety are central to our operations. Nomeco works in accordance with applicable requirements for Good Distribution Practice (GDP) and Good Manufacturing Practice (GMP) and maintains structured quality management processes, including procedures, training, documentation, and audits.

Our ISO 9001-certified Quality Management System (QMS) supports consistent quality across our operations by ensuring that documented procedures are maintained, regularly updated, and followed throughout the organisation.

Quality is a shared responsibility, and all employees are expected to follow applicable quality requirements and documented procedures in their daily work. Employees receive ongoing training relevant to their roles, helping to ensure compliance with quality requirements and the safe handling of medicines. Compliance with our quality standards is regularly verified through inspections by the Danish Medicines Agency and audits conducted by pharmaceutical companies.

Traceability is an important part of our responsibility. We maintain robust traceability processes to help prevent falsified medicines from entering the legal supply chain while ensuring that medicines are stored, handled, distributed, and tracked in accordance with applicable requirements.

# 5 Governance

## What does this chapter cover?

This chapter describes how Nomeco works with responsible business conduct, compliance, data responsibility, supplier management, and risk management. It explains how governance structures, policies, and controls support ethical decision-making and accountability across the organisation.

Governance is closely linked to Nomeco's role in the healthcare value chain. High standards for quality, compliance, transparency, and integrity are essential to maintaining trust with customers, suppliers, authorities, employees, and society.

# 5.1 Governance Ambitions and Priorities

## What are our governance ambitions and priorities?

For Nomeco, governance is not only a matter of formal compliance. It is a condition for maintaining a reliable medicine supply chain, protecting sensitive information, and ensuring that customers, suppliers, authorities, and employees can trust how we operate.

Nomeco's governance ambition is to operate with integrity, accountability, and transparency. We work to ensure that responsible business conduct is embedded in our policies, procedures, training, and daily decision-making.

As part of the PHOENIX group, Nomeco follows group-wide compliance frameworks and local requirements. Our governance commitments are anchored in Nomeco's Sustainability Policy and aligned with the UN Global Compact principle on anti-corruption.

### Our key governance priorities

- **Promoting anti-corruption, ethical business conduct, and legal compliance through policies, guidelines, training, and internal controls designed to prevent bribery, fraud, and unethical behaviour.**
- **Protecting personal and business-critical data while strengthening resilience, privacy, cybersecurity, and preparedness to respond to incidents and disruptions.**
- **Strengthening responsible sourcing and supply chain governance through clear supplier expectations, risk-based due diligence, and ongoing business partner engagement**
- **Ensuring confidential whistleblower and grievance mechanisms that support accountability, responsible reporting, and protection against retaliation or discrimination.**

These priorities guide our governance framework, risk management, and responsible business practices across Nomeco.

# 5.2 Business Ethics and Compliance

## How do we promote ethical business conduct and compliance?

Compliance is a key element of Nomeco's daily operations and partnerships. We are committed to responsible conduct and high standards for integrity, particularly in areas such as anti-corruption, competition law, sanctions, and ethical business behaviour.

All employees undergo anti-corruption and compliance training. The purpose is to ensure awareness of relevant rules, expected behaviour, and the responsibilities that follow from operating in a highly regulated healthcare sector. In FY2025/26, all employees received training on business ethics issues.

Nomeco and PHOENIX group provide reporting channels for employees, business partners, and third parties. Suspected or actual breaches of compliance rules can be reported confidentially, including anonymously through the whistleblower system, and cases are handled through established procedures.

In FY2025/26, 9 reports were submitted through the whistleblower procedure, compared to 10 in FY2024/25.
No cases of corruption or bribery were reported, unchanged from the previous year.

Further governance performance data are presented in **Chapter 6.3: Sustainability Performance.**

# 5.3 Data Ethics and Responsible Information Management

## How do we manage data responsibly?

Data responsibility is important to Nomeco because our operations depend on reliable information, secure systems, and trust from customers, partners, and employees. We handle business-critical and personal data with attention to confidentiality, integrity, and availability.

Our approach includes established procedures, employee awareness and, information security practices that support responsible data handling. We also work to protect systems and information used in quality, logistics, customer service, supplier collaboration, and reporting.

In FY2025/26, 100% of operational sites followed an information management system aligned with ISO 27001 or equivalent principles, and Nomeco recorded 0 confirmed information security incidents.

Responsible data management also includes protecting customer and third-party data. Strong data protection and reliable information handling are essential to maintaining trust, supporting compliance, and safeguarding quality and patient safety. It also supports operational resilience, helping ensure that medicines and healthcare products can be handled, tracked, and delivered safely and efficiently across the healthcare value chain.

Further governance performance data are presented in **Chapter 6.3: Sustainability Performance.**

# 5.4 Supplier Management

## How do we set expectations for suppliers and business partners?

Nomeco works with suppliers and business partners across the healthcare value chain. We set expectations for responsible business conduct through our Supplier Code of Conduct and supplier assessment processes.

Nomeco uses the Supplier Code of Conduct to set minimum expectations for ethical standards, health and safety, human and labour rights, anti-corruption, competition compliance, environmental responsibility, business partner dialogue, and data protection. Integrating sustainability considerations into supplier selection supports responsible sourcing and strengthens the link between procurement decisions, quality, and sustainability performance.

All new suppliers are assessed through the PHOENIX group Business Partner Due Diligence platform. Suppliers above the relevant purchasing threshold undergo screening to identify sustainability and compliance risks before business engagement.

In FY2025/26, 100% of targeted top 10 suppliers by spend had signed our Supplier Code of Conduct or had an equivalent code reviewed by Nomeco. In addition, 100% of new suppliers went through our supplier assessment process and signed our Supplier Code of Conduct or had an equivalent code reviewed by Nomeco.

We also use supplier dialogue to strengthen responsible procurement and identify opportunities for better environmental and social performance. We believe that long-term collaboration with suppliers is essential to delivering sustainable value across the healthcare value chain.

Nomeco seeks to build long-term relationships with suppliers based on transparency, dialogue, and shared responsibility. By working collaboratively with suppliers, we aim to strengthen responsible business practices and support continuous improvement across our value chain.

This approach also supports our commitment to SDG 17: Partnerships for the Goals. Read more about our SDG commitments in **Chapter 2.4: SDG Alignment, Partnerships and Commitments** and about our partnerships in practice in **Chapter 2.5: Partnerships in Practice**.

# 5.5 Risk Management

## How do we manage sustainability-related risks?

Nomeco manages risks through established governance, quality, compliance, and business processes. This includes risks related to regulatory requirements, value chain responsibility, human rights, environmental impact, information security, and operational continuity.

Sustainability-related risks are addressed through policies, assessments, audits, data monitoring, and dialogue with relevant stakeholders. As part of PHOENIX group, Nomeco also benefits from group-wide frameworks and expertise in areas such as compliance, human rights, and responsible procurement.

During FY2025/26, Nomeco also prepared for the EUDR by screening approximately 25,000 products and identifying around 200 products where Nomeco's role corresponds to that of a trader under the regulation. This work supports traceability and responsible sourcing.

Nomeco also continued preparations for the PPWR, assessing how the new requirements affect our different business activities and responsibilities across the value chain. This includes strengthening processes for packaging data, documentation, and compliance, while working with suppliers and business partners to support implementation of the new requirements.

Sustainability-related risk management also includes continued preparation for more structured reporting and data processes as PHOENIX group moves towards broader Corporate Sustainability Reporting Directive (CSRD) aligned reporting requirements.

Our risk management approach supports resilience in the healthcare value chain and helps ensure that sustainability considerations are integrated into decisions that affect operations, suppliers, and long-term business development.

# 6 Data & Methodology

## What does this chapter cover?

This chapter explains how Nomeco collects, calculates, and reports sustainability data. It outlines the reporting scope and boundaries, key data sources, calculation methods, and definitions used to support consistent and transparent reporting.

The chapter also presents Nomeco's sustainability performance across key environmental, social, and governance indicators, including comparative data from previous years where available.

# 6.1 Data Scope and Boundaries

## What is included in our sustainability reporting?

**Reporting Period**
Unless otherwise stated, all data covers the financial year 1 February 2025 to 31 January 2026 (FY2025/26). Where relevant, comparative data from previous financial years is included to illustrate trends and progress over time.

**Organisational Boundary**
Nomeco operates solely in Denmark. The report covers all Nomeco operations and sites, including the operations of its subsidiary Specific Pharma. Data is consolidated using the operational control approach, meaning that all sites and activities over which Nomeco has operational control are included.

The reporting boundary encompasses six sites:

- Four distribution centers with associated offices
- Two office locations in shared buildings

There were no significant changes to the organisational reporting boundary compared with FY2024/25. For reference, the boundary for environmental performance was expanded in FY2024/25 to include the two office locations, which had not been part of the FY2023/24 report. To ensure comparability, electricity data for these two office locations has been retrospectively added to FY2023/24, impacting the energy consumption and GHG emissions indicators.

For locations where Nomeco shares a building with other occupants, consumption is allocated based on distribution keys agreed with the relevant building owners.

**Exclusions**
No significant operational sites have been excluded from the reporting boundary. Where Nomeco occupies only part of a building, consumption is allocated based on distribution keys agreed with the relevant building owners.

**Data Collection and Quality**
Data has been collected from internal systems and reported by responsible functions across the organisation. Where primary data has not been available, estimates or recognised industry averages have been applied. Any such cases are noted in the relevant sections.

Unless otherwise stated, people-related data covers employees within the organisational boundary described above.

Data collection and calculation methodologies are applied consistently where possible to support comparability across reporting periods. Where methodologies or data sources have changed, this is disclosed in the relevant section.

# 6.1 Data Scope and Boundaries

## What is included in our sustainability reporting?

**Restatement of electricity consumption**
Electricity consumption for FY2024/25 has been restated from 7,677 MWh to 7,630 MWh to correct the allocation of electricity consumption at a shared office location, where total building consumption was previously included instead of Nomeco's allocated share. The adjustment corresponds to a reduction of 47 MWh (0.6%) and affects electricity consumption, energy intensity, and related GHG emissions.

**Restatement of historical Scope 2 data**
Scope 2 emissions for FY2023/24 and FY2024/25 have been restated to ensure consistency and comparability with the methodology applied for FY2025/26. Previously reported figures were based on generic emission factors. The restated figures apply geographically specific emission data, with electricity emission factors from Eloverblik, the Danish national electricity data hub, and local emission factors from the respective district heating networks.

Historical location-based electricity emissions have been recalculated using the same methodology as for FY2025/26. For historical district heating emissions, the FY2025/26 weighted average emission factor has been applied to total district heating consumption for FY2023/24 and FY2024/25.

For market-based emissions, historical electricity emissions have been restated to reflect that 100% of Nomeco's electricity consumption was covered by renewable electricity through PPAs. District heating is calculated using the same approach as for the location-based calculation, as Nomeco does not purchase specific contractual attributes or products for district heating.

| INDICATOR | UNIT | FY2023/24 | FY2024/25 |
|---|---|---|---|
| Previously reported Scope 2 location-based | $tCO_2e$ | 2,906 | 2,699 |
| Restated Scope 2 location-based | $tCO_2e$ | 556 | 468 |
| Previously reported Scope 2 market-based | $tCO_2e$ | 488 | 527 |
| Restated Scope 2 market-based | $tCO_2e$ | 78 | 73 |

The significant changes in historical Scope 2 emissions primarily reflect the refinement of the calculation methodology and should not be interpreted as equivalent reductions in underlying emissions performance.

**Restatement of Scope 3 emissions**
Scope 3 emissions for FY2023/24 and FY2024/25 have been restated to improve consistency and comparability across the reporting period. Historical emissions for the Scope 3 categories included in Nomeco's reporting have been recalculated using the methodology and emission factors applied for FY2025/26, based on available historical activity data and estimates where necessary.

The restatement reflects methodological improvements and corrections to historical calculations and provides a more consistent basis for year-on-year comparison.

# 6.2 Calculation Methods, Definitions, and Key Terms

## How do we calculate and define our sustainability indicators?

### ENVIRONMENT | ENERGY CONSUMPTION

**Total consumption of district heat**
District heating consumption data is sourced directly from the respective district heating companies and covers the full FY2025/26 reporting period.

For locations where Nomeco shares a meter with other occupants, consumption is allocated based on distribution keys agreed with the relevant building owners. All data is reported in MWh and is based on measured readings or invoices.

**Total consumption of electricity**
Electricity consumption data is sourced from Eloverblik, the Danish national electricity data hub. Data is collected at meter level and covers the full FY2025/26 reporting period.

For locations where Nomeco shares a meter with other occupants, consumption is allocated based on distribution keys agreed with the relevant building owners. All data is reported in MWh and is based on measured readings or invoices.

**Total energy consumption**
Total energy consumption is the sum of the total consumption of district heating and electricity. All data is reported in MWh.

**Energy intensity**
Energy intensity is calculated as total energy consumption (MWh) divided by net revenue in DKK billion (bDKK) for the FY2025/26 reporting period. Additional intensity metrics may be developed as the reporting framework matures.

**Total district heat from renewable sources**
The renewable energy share for district heating is based on the most recently available environmental declarations from the relevant district heating companies at the time of publication of this report (1 August 2026). All declarations are calculated using the 200% method for combined heat and power (CHP). For one location, the calculation method underlying the declaration could not be confirmed; consumption at this location amounts to less than 1% of total district heating consumption and has no material impact on the overall result.

Historical data have been calculated using a different methodology and is therefore not directly comparable with FY2025/26. All data is reported in MWh.

**Total electricity from renewable sources**
Nomeco sources 100% of its electricity from renewable energy through PPAs covering all electricity consumed during the reporting period. All data is reported in MWh.

**Total energy from renewable sources**
Total energy from renewable sources is the sum of the total district heat from renewable sources and the total electricity from renewable sources. All data is reported in MWh

**Renewable energy share**
Renewable energy share is calculated as total renewable energy consumption divided by total energy consumption, expressed as a percentage, for the FY2025/26 reporting period.

# 6.2 Calculation Methods, Definitions and Key Terms

How do we calculate and define our sustainability indicators?

## ENVIRONMENT | GHG EMISSIONS

**Total Scope 1 emissions**
Scope 1 emissions cover all direct greenhouse gas emissions from sources owned or controlled by Nomeco during the FY2025/26 reporting period, in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. This includes the following emission sources:

**Mobile combustion:** Mobile combustion covers fuel combustion from company-owned and leased vehicles, including passenger cars, plug-in hybrid vehicles, and vans. Fuel consumption data (litres) is provided by Nordania at vehicle level and compiled by Nomeco for the FY2025/26 reporting period. Emissions are calculated based on fuel consumption data recorded during the reporting period, using a fuel-based approach in accordance with the GHG Protocol Corporate Standard. Plug-in hybrid vehicles are reported on fuel consumption only, as the electricity consumption is reported separately under Scope 2. Emission factors are based on DBEIS Net Calorific Value (Net CV) conversion factors and reflect an average biofuel blend.

| FUEL TYPE | EMISSION FACTOR | UNIT |
|---|---|---|
| Diesel (average biofuel blend) | 0,00257082 | $tCO_2e/L$ |
| Petrol (average biofuel blend) | 0,00206916 | $tCO_2e/L$ |

**Fugitive emissions:** Unintentional releases of refrigerants from refrigeration and air conditioning equipment at Nomeco's facilities. Emissions are calculated based on refrigerant top-up data recorded through invoices from service suppliers during the reporting period. GWP100 values are sourced from the IPCC Sixth Assessment Report (AR6).

| RELEVANT REFRIGERANT | EMISSION FACTOR (IPCC AR6 GWP100) | UNIT |
|---|---|---|
| R290 (propane) | 0.003 | $tCO_2e/kg$ |
| R32 (HFC-32) | 0.771 | $tCO_2e/kg$ |

All emissions are reported in tonnes of $CO_2$ equivalents ($tCO_2e$).

**Total Scope 2 emissions (location-based)**
Scope 2 emissions cover indirect greenhouse gas emissions from purchased electricity and district heating consumed by Nomeco during the FY2025/26 reporting period, in accordance with the GHG Protocol Corporate Standard and Scope 2 Guidance.

**Electricity:** Electricity consumption is based primarily on meter-level data from Eloverblik, the Danish national electricity data hub. For locations where Nomeco shares a meter with other occupants, consumption is allocated based on distribution keys agreed with the relevant building owners. Location-based emissions are calculated using Energinet's Danish electricity declarations based on the 200% allocation method, matching actual consumption with the relevant time- and geographically specific emission factors for the Danish electricity grid. For one location where Nomeco does not own the electricity meter, emissions are estimated using the average emission intensity derived from Nomeco's Eloverblik data for FY2025/26. Consumption at this location represents less than 1% of total electricity consumption and has no material impact on the overall result.

# 6.2 Calculation Methods, Definitions and Key Terms

## How do we calculate and define our sustainability indicators?

### ENVIRONMENT | GHG EMISSIONS

**Transmission and distribution losses:** Emissions associated with transmission and distribution losses are excluded from Scope 2 and reported under Scope 3, Category 3 – Fuel- and energy-related activities.

**District heating:** District heating consumption is based on consumption data from the relevant district heating suppliers. Location-based emissions are calculated using local emission factors for the district heating networks supplying each location, based on the relevant suppliers' environmental or district heating declarations. The most recently available supplier declaration at the time of calculation is applied. The factors reflect the average emissions associated with heat supplied through the respective local district heating networks and are based on the 200% allocation method. This approach uses the most geographically specific available emission data for the energy system in which the consumption occurs. All emissions are reported in tonnes of $CO_2$ equivalents ($tCO_2e$).

**Total Scope 2 emissions (market-based)**
Scope 2 market-based emissions cover indirect greenhouse gas emissions from purchased electricity and district heating consumed by Nomeco during the FY2025/26 reporting period, in accordance with the GHG Protocol Corporate Standard and Scope 2 Guidance.

**Electricity:** Market-based emissions are calculated based on Nomeco's contractual electricity procurement. Nomeco sources 100% of its electricity from renewable wind energy through PPAs, supported by Guarantees of Origin. The corresponding market-based emission factor is 0 g $CO_2$/kWh.

**District heating:** District heating emissions are calculated based on consumption data from the respective district heating suppliers and the applicable local emission factors for each location. As Nomeco does not purchase specific contractual attributes or products for district heating, the same emission factors are applied for the market-based and location-based calculations. All emissions are reported in tonnes of $CO_2$ equivalents ($tCO_2e$).

**Total reported Scope 3 emissions**
Scope 3 emissions cover selected indirect greenhouse gas emissions occurring in Nomeco's value chain during the FY2025/26 reporting period, in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. The reported Scope 3 inventory is based on the emission sources currently included in Nomeco's reporting and will be further developed as data availability and calculation methodologies mature.

**Purchased goods and services (category 1):** Emissions from purchased goods and services include pharmaceuticals and other products purchased for resale by Nomeco.

Emissions are calculated using a spend-based approach based on cost of goods sold. A spend-based emission factor of 0.423 kg $CO_2e$/EUR for basic pharmaceutical products and preparations, derived from UK Government/DEFRA supply-chain emission multipliers, is applied.

# 6.2 Calculation Methods, Definitions and Key Terms

## How do we calculate and define our sustainability indicators?

### ENVIRONMENT | GHG EMISSIONS

**Fuel- and energy-related activities (category 3):** Emissions from fuel- and energy-related activities include upstream emissions associated with fuels consumed by Nomeco's own and leased vehicles and purchased electricity and district heating.

For diesel and petrol consumed by Nomeco's own and leased vehicles, emissions are calculated using a fuel-based approach based on fuel consumption data provided by Nordania. DBEIS well-to-tank (WTT) emission factors of 0.62409 kg $CO_2e$/litre for diesel and 0.60664 kg $CO_2e$/litre for petrol are applied.

For purchased electricity and district heating, upstream emissions are calculated based on energy consumption in MWh. An emission factor of 43.82 kg $CO_2e$/MWh is applied to electricity and 44.63 kg $CO_2e$/MWh to district heating, based on the PHOENIX group emission factor methodology.

**Outsourced transportation (category 4):** Emissions from outsourced transportation include transportation services provided by our two third-party logistics providers. Emissions are reported on a well-to-wheel (WTW) basis.

For provider one, emissions are calculated using a fuel-based approach based on actual diesel consumption reported by the transport provider. A DBEIS well-to-wheel (WTW) emission factor of 3.28564 kg $CO_2e$/litre is applied.

For provider two, emissions are based on supplier-reported total well-to-wheel (WTW) emissions, allocated based on the actual volume transported.

**Business travel (category 6):** Emissions from business travel include air and rail travel by Nomeco employees.

Emissions are calculated using a spend-based approach based on travel expenses recorded in Nomeco's financial system. Expenses related to air and rail travel are identified based on relevant travel accounts and transaction descriptions. PHOENIX group spend-based emission factors of 2.522303 kg $CO_2e$/EUR for air travel and 0.473612 kg $CO_2e$/EUR for rail travel are applied. All emissions are reported in tonnes of $CO_2$ equivalents ($tCO_2e$).

**Total GHG emissions**
Total GHG emissions are calculated as the sum of Scope 1 emissions, Scope 2 market-based emissions, and total reported Scope 3 emissions.
All emissions are reported in tonnes of $CO_2$ equivalents ($tCO_2e$).

# 6.2 Calculation Methods, Definitions and Key Terms

How do we calculate and define our sustainability indicators?

## ENVIRONMENT | WASTE

**Total non-hazardous waste generated**
Non-hazardous waste data is sourced primarily from Stena Recycling, Nomeco's waste management provider. Data is collected by waste fraction.

The data is supplemented by internally registered data on grease sludge, supported by supplier invoices. Volumes of grease sludge are converted from $m^3$ to tonnes using a density conversion factor of 900 kg/$m^3$.

**Total hazardous waste generated**
Hazardous waste data is sourced from Stena Recycling and supplemented by internally registered data on pharmaceutical waste sent for destruction and oil sludge, supported by supplier invoices. Volumes of oil sludge are converted from $m^3$ to tonnes using a density conversion factor of 850 kg/$m^3$.

**Total waste generated**
Total waste generated is calculated as the sum of non-hazardous and hazardous waste generated.
All data is reported in tonnes.

**Total waste recovered**
Waste recovered includes waste directed to recycling, reuse, other material recovery, bioenergy, and energy recovery through incineration, based on waste treatment data provided by Stena Recycling.
All data is reported in tonnes.

**Waste recovery rate**
Waste recovery rate is calculated as total waste recovered divided by total waste generated, expressed as a percentage. Waste sent to disposal is not considered recovered.

# 6.2 Calculation Methods, Definitions and Key Terms

How do we calculate and define our sustainability indicators?

## SOCIAL | HEALTH AND SAFETY

**Number of hours worked**
The number of hours worked is based on data from Nomeco's internal HR systems and includes all full-time and part-time employees. The reported hours include regular working hours, holiday, sickness absence, and overtime.

**Number of work-related injuries**
The number of work-related injuries is based on internally registered occupational injury data and includes all registered work-related injuries, both with and without resulting absence from work.
Number of days lost due to work-related injuries
The number of days lost is based on internally registered absence data and includes days of absence resulting from work-related injuries.

**Work-related injury frequency rate**
The work-related injury frequency rate is calculated as the number of registered work-related injuries divided by the total number of hours worked, multiplied by 1,000,000.

**Work-related injury severity rate**
The work-related injury severity rate is calculated as the number of days lost due to work-related injuries divided by the total number of hours worked, multiplied by 1,000.

## TRAINING

**Average training hours per employee**
Average training hours per employee are calculated based on training data recorded in Nomeco's internal HR system and include both physical and online training. Total registered training hours are divided by the total number of full-time and part-time employees.

# 6.2 Calculation Methods, Definitions and Key Terms

## How do we calculate and define our sustainability indicators?

### DIVERSITY AND INCLUSION

**Women in the organisation**
The share of women in the organisation is based on employee data from Nomeco's internal HR systems and is calculated as the number of female employees as a percentage of the total number of employees.

**Women in executive management**
The share of women in executive management is calculated as the number of women in top executive positions as a percentage of the total number of employees in these positions.

**Women on the Board of Directors**
The share of women on the Board of Directors is calculated as the number of female board members as a percentage of the total number of board members.

### ETHICS

**Whistleblower reports**
The number of whistleblower reports includes all reports received through Nomeco's whistleblower reporting channels during the reporting period.

**Confirmed corruption incidents**
The number of confirmed corruption incidents includes cases of corruption that were investigated and confirmed during the reporting period.

# 6.3 Sustainability Performance

## How did we perform in FY2025/26?

| ENVIRONMENT \| ENERGY CONSUMPTION | | | | |
|---|---|---|---|---|
| INDICATOR | UNIT | 2025/26 | 2024/25 | 2023/24 |
| Total consumption of district heat | MWh | 2,458 | 2,191 | 2,346 |
| Total consumption of electricity | MWh | 7,708 | 7,630 | 7,416 |
| **Total energy consumption** | **MWh** | **10,166** | **9,821** | **9,762** |
| Energy intensity | MWh/bDKK revenue | 830 | 856 | 913 |
| Total district heat from renewable sources* | MWh | 2,044 | 1,515 | 1,453 |
| Total electricity from renewable sources** | MWh | 7,708 | 7,630 | 7,416 |
| **Total energy from renewable sources** | **MWh** | **9,752** | **9,145** | **8,869** |
| Renewable energy share | % | 96% | 93% | 91% |

* In FY2025/26, 83% of district heat consumption was sourced from renewable energy, based on supplier documentation.
** Nomeco sources 100% of its electricity from renewable energy through PPAs covering all electricity consumed during the reporting period.

# 6.3 Sustainability Performance

## How did we perform in FY2025/26?

| ENVIRONMENT \| GHG EMISSIONS | | | | |
|---|---|---|---|---|
| INDICATOR | UNIT | 2025/26 | 2024/25 | 2023/24 |
| Total Scope 1 emissions | $tCO_2e$ | 1,342 | 1,334 | 1,413 |
| Total Scope 2 emissions (location-based)* | $tCO_2e$ | 526 | 468 | 556 |
| Total Scope 2 emissions (market-based)* | $tCO_2e$ | 82 | 73 | 78 |
| Total reported Scope 3 emissions** | $tCO_2e$ | 646,540 | 606,043 | 564,877 |
| **Total GHG emissions** | **$tCO_2e$** | **647,964** | **607,450** | **566,368** |

* Location-based reflects emissions based on the electricity grid mix, while market-based reflects emissions based on Nomeco’s electricity purchasing choices.

* Scope 3 emissions include the following reported categories: Category 1: Purchased goods and services; Category 3: Fuel- and energy-related activities; Category 4: Upstream transportation and distribution; and Category 6: Business travel.

# 6.3 Sustainability Performance

## How did we perform in FY2025/26?

| ENVIRONMENT \| WASTE | | | | |
|---|---|---|---|---|
| **INDICATOR** | **UNIT** | **2025/26** | **2024/25** | **2023/24** |
| Total non-hazardous waste generated | tonnes | 7,463 | 5,684 | 806,316 |
| Total hazardous waste generated | tonnes | 882,537 | 888,276 | 25,631 |
| **Total waste generated** | **tonnes** | **890,000** | **893,960** | **831,947** |
| Total waste recovered | tonnes | 791,487 | 764,536 | 737,342 |
| Waste recovery rate | % | 89% | 86% | 89% |

# 6.3 Sustainability Performance

## How did we perform in FY2025/26?

| SOCIAL \| HEALTH & SAFETY | | | | |
|---|---|---|---|---|
| **INDICATOR** | **UNIT** | **2025/26** | **2024/25** | **2023/24** |
| Number of hours worked | Hours | 1,515,456 | 1,462,558 | 1,450,144 |
| Number of work-related injuries* | Number | 27 | 26 | 21 |
| Number of days lost due to work-related injuries | Days | 59 | 141 | – |
| Work-related injury frequency rate** | Per million hours worked | 17.82 | 17.78 | 14.48 |
| Work-related injury severity rate** | Per 1,000 hours worked | 0.039 | 0.096 | – |
| **SOCIAL \| TRAINING** | | | | |
| Average training hours per employee | Hours | 7.1 | 7.4 | 5.2 |

*Continues on the next page.*

* No work-related fatalities were recorded during the three-year reporting period.
** Work-related injury frequency rate indicates how often work-related injuries occur, while the severity rate indicates their impact in terms of days lost.

# 6.3 Sustainability Performance

## How did we perform in FY2025/26?

| SOCIAL \| DIVERSITY AND INCLUSION | | | | |
|---|---|---|---|---|
| INDICATOR | UNIT | 2025/26 | 2024/25 | 2023/24 |
| Women in the organisation | % | 40 | 39 | 41 |
| Women in executive management | % | 22 | 22 | 22 |
| Women on the Board of Directors | % | 20 | 0 | 0 |
| Unadjusted gender pay gap* | % | 0.96 | -0.05 | 2.35 |

* The unadjusted gender pay gap compares average pay between women and men without adjusting for differences in roles, seniority, or other factors. A figure closer to zero indicates a smaller average pay difference.

# 6.3 Sustainability Performance

## How did we perform in FY2025/26?

| GOVERNANCE \| ETHICS | | | | |
|---|---|---|---|---|
| **INDICATOR** | **UNIT** | **2025/26** | **2024/25** | **2023/24** |
| Whistleblower reports | % | 9 | 10 | 9 |
| Confirmed corruption incidents | % | 0 | 0 | 0 |
| Confirmed information security incidents | % | 0 | 0 | 0 |