

## **MED Group A/S - ESG Policy**

### **From CSR to ESG - With Purpose**

At MED Group A/S, acting responsibly has always been part of how we work. Our responsibility efforts were previously guided by CSR principles. These principles continue to influence the way we work, now strengthened through the ESG framework.

Transparency, responsibility, and long-term thinking help us build a resilient company in a sector where trust and reliability matter. ESG is not a box to tick; it is a commitment to remain relevant, responsible and respected.

### **Purpose and Scope**




The purpose of this ESG Policy is to define how MED Group integrates Environmental, Social and Governance (ESG) principles into decision-making, operations, partnerships, and compliance processes across all entities within the Group.

This policy applies to MED Group, including its subsidiaries, as well as joint ventures, project organizations and strategic partnerships.

MED Group operates in the defence and security sector, serving governmental, institutional and industrial clients. As a trusted supplier and partner, MED Group is committed to acting responsibly, transparently and with integrity in accordance with applicable laws, export-control requirements, and international standards.

### **ESG Strategy and Risk Approach**

We review ESG-related risks once a year or when there are significant changes in our business. These reviews look at:

-  Our environmental footprint and the impact of our supply chain.
-  Employee well-being, diversity, and social conditions (including veterans).
-  Compliance, export controls, and ethical business conduct.

Some of these risks change quickly, especially in our sector, so we keep an eye on developments throughout the year.

This helps us make informed decisions, plan ahead, and improve where needed. It also helps us identify opportunities that strengthen MED Group and the way we operate.

## **E - Environment**

While MED Groups main focus is not manufacturing, our operations still leave an environmental footprint, and we want to manage it responsibly. Our focus is therefore on reducing the impact of our own activities and collaborating with partners who share similar values.



### **Our commitments**

#### **Operations**

- 🌐 Reduce waste and energy use, including a yearly 5% reduction in combustible waste.
- 🌐 Monitor and reduce air travel emissions through a travel agency, using annual CO<sub>2</sub> reporting.
- 🌐 Use digital workflows to limit paper, transport, and resource consumption.
- 🌐 Ensure at least 70% of key suppliers work with documented environmental initiatives.
- 🌐 As an ISO 14001-certified company, implement environmental measures such as beehives, EV chargers, and footprint monitoring.

#### **Suppliers and Partners**

- 🔗 Encourage suppliers to follow recognized environmental standards.
- 🔗 Include environmental criteria in procurement and partner evaluations.



## Awareness

- ⌚ Increase knowledge and awareness of environmental considerations among employees.
- ⌚ Support a culture where sustainable choices are part of everyday work.

## S - Social

People are central to MED Group - our employees, the communities we are part of, and the veterans we support. Our social efforts reflect who we are as a company.

### Employee Well-being and Development

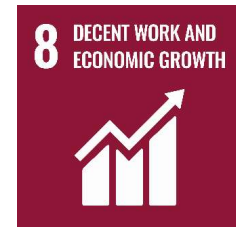
We work actively to maintain a safe, inclusive, and positive workplace through:

- 👥 Host shared social activities, gatherings, and events that strengthen team cohesion and workplace culture.
- 👥 Offer first-aid training, internal job-shadowing, and mentoring to support employee development and collaboration.
- 👥 Use recognized personality profiling systems to form effective working groups and enhance communication across departments.
- 👥 Hold well-being seminars to support engagement, strengthen cooperation, and promote a healthy work environment.

### Local Community and Education

We aim to support the next generation and our local environment through:

- 📖 A trainee program that opens doors to our industry.
- 📖 Collaboration with local schools and learning institutions.
- 📖 Inclusive recruitment practices and broader outreach.



- 🏛️ A long-term ambition to establish a MED Group Foundation to support local projects.

## **Veterans and Social Reintegration**

Supporting veterans is an important part of MED Group's identity. We do this through:

- 🏛️ Support veteran initiatives including the Veterans Fund, Engage Festival, Copenhagen Guardians, Veteranskytterne and Veterans Project Greenland.
- 🏛️ Collaborate with local veteran coordinators to strengthen reintegration, community activities and support networks.
- 🏛️ Donate honey from our on-site beehives to the VeteranHaven's shop, supporting veteran-led community initiatives.
- 🏛️ Partner with organizations assisting PTSD-affected veterans and families, including Veterankaffe and related support programs.
- 🏛️ Recognize veterans across military, police, rescue and medical services etc. through clear guidelines in our Veteran Policy.



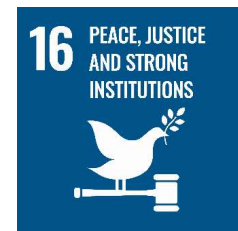
## **G – Governance**

Good governance ensures that we act with integrity and comply with the rules and standards expected of us.

### **Our commitments**

#### **Ethics and Conduct**

- ⚖️ Uphold our Code of Conduct and maintain a high standard for ethical behaviour.
- ⚖️ Prevent corruption and strengthen awareness of responsible communication.
- ⚖️ Provide confidential channels for employees to raise concerns.



## Compliance and Security

- ♥ Follow export control regulations, security classifications, and defence-sector requirements.
- ♥ Carry out regular compliance reviews.

## ESG Responsibility

- ♻️ ESG is anchored in MED Group's leadership.
- ♻️ The steering group<sup>1</sup> meets regularly to follow our progress, discuss risks and improvement areas.
- ♻️ ESG is included in the company's strategic planning.

## Transparency

- 🔗 Keep employees informed about our ESG priorities and development.
- 🔗 Encourage openness and responsible reporting.

## Monitoring and Evaluation

We evaluate our ESG performance through structured monitoring, clear indicators and continuous stakeholder dialogue across MED Group.

- ▮ Review ESG progress annually, including trainee program development, community involvement and veteran support initiatives.
- ▮ Monitor early ESG indicators such as energy use, employee well-being, supplier practices and diversity.
- ▮ Collect feedback from employees and stakeholders through dialogue and engagement.

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<sup>1</sup> CEO MED A/S, CFCO MED Group A/S & CTO MED A/S

- Develop measurable ESG targets as MED Group grows, keeping processes simple, practical and effective.
- Maintain a safe and healthy work environment by adhering to ISO 45001 occupational health and safety standards.

### **Policy Review**

The ESG policy is reviewed once a year to ensure it reflects MED Group's strategy, industry developments, and stakeholder expectations.

The ESG steering group is responsible for managing this process.

### **Closing Statement**

ESG helps MED Group stay prepared for the future. It makes us stronger, supports our relationships, and reflects our values as a company.

Through this policy, we confirm our commitment to responsible business and to contributing positively to the people and communities around us. These values have always been a part of who we are, and ESG simply helps us hold onto them as we grow.