



FOM
TECHNOLOGIES

ESG REPORT

2023

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ABOUT THIS PUBLICATION

This report has not been audited as it is not a requirement for small companies as per current compliance legislation.

FOM Technologies' (hereafter also FOM) ESG Report 2023 relates to the financial year 2023. The report also forms part of the management commentary for the 2023 Annual Report regarding ESG.

The ESG report contains the statement of social responsibility according to The Danish Financial Statements Act (ÅRL) §99 a. FOM has voluntarily opted to report in compliance to ÅRL §99 a.

All the Key Performance Indicators (KPIs) mentioned in this ESG Report 2023 can be found in the ESG Statement at the end of the report.

LETTER FROM THE CEO

Dear Stakeholders,

I am pleased to present our very first ESG report for our financial year 2023, which is an expansion and continuation of the publication issued in Q1 2023 named “ESG Initiatives.” With our ESG Initiatives, we wanted to draw the first basic outlines within the ESG area, which has this year been extended to create the platform for our future ESG reports published along with the annual financial report.

At FOM Technologies, we believe in the transformative power of clean technology to drive positive change in the world. In an era where climate change poses a significant threat to our planet, it is our duty as a company to enable a green transition by leading by example. We understand that our operations have an impact on the environment, and we are determined to make that impact a positive one. Sustainability is not just a buzzword for us; it is at the core of everything we do.

Over the past year, we have achieved steady milestones on our journey towards a more sustainable future. We have continued to innovate and invest in innovative technologies that reduce carbon emissions, conserve natural resources, and promote energy efficiency. These efforts are not just about profits; they reflect our commitment to leaving the legacy of environmental stewardship.

Furthermore, we are proud to be responsible corporate citizens, and our ESG initiatives extend beyond environmental concerns. We are dedicated to interacting with our stakeholders, promoting diversity and inclusion, and ensuring the well-being of our employees. Our people are our most valuable asset; their dedication and passion drive our successful, equitable future.

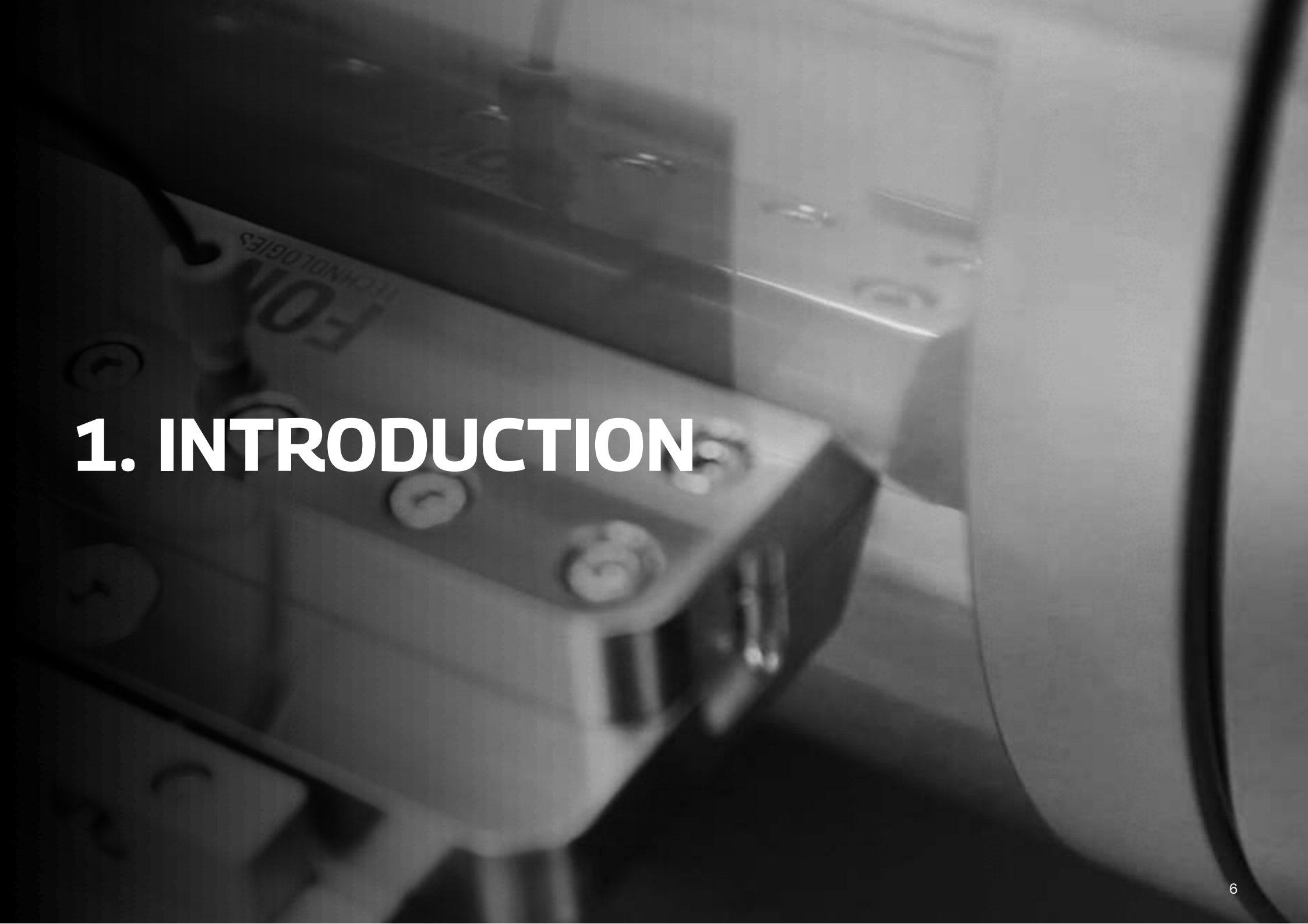
This ESG report represents our transparency and accountability in reporting our progress and areas where we can do better. We welcome your feedback, suggestions, and partnership as we move forward in the coming years. Input from customers, employees, and other stakeholders is invaluable in pursuing a more sustainable and responsible future.

Thank you for your ongoing support and trust in us. Together, we can make a meaningful difference and build a cleaner, brighter, and more sustainable world for future generations.

Sincerely,

Michael Stadi,
CEO of FOM Technologies A/S





1. INTRODUCTION

1.1 ESG Highlights 2023

AR | Financial highlights 2023

KEY FIGURES	2023	↑↓
Revenue	DKK 78,189,398	↑ DKK 24,327,489 ↑
Staff costs	DKK -21,976,303	↑ DKK -7,030,932 ↑
EBITDA	DKK 3,539,007	↑ DKK 465,829 ↑
Equity	DKK 73,146,595	↑ DKK 42,467,595 ↑

ESG | Data highlights 2023

The numbering of the below key figures refers to the enumerated KPI overview in the ESG Statement at the end of the publication.

#	KEY FIGURES	UNIT	2023	↑↓
2	Energy Intensity	GJ / DKK	0.6	n/a
8	CO ₂ Intensity	Ton CO ₂ e / DKK	0.1	n/a
11	Different nationalities	#	15	↑ 7 ↑
15	Gender diversity - whole organization	%	30	↑ 12.3 ↑
16	Gender pay gap	Ratio (X)	1.2	↑ 0.2 ↑
18	Employee satisfaction	1-10	7.6	↓ -0.1 ↓





1.2 Who We Are

We are FOM Technologies. FOM stands for **F**unctional **O**rganic **M**aterials.

We are a design and research-based company specializing in cutting-edge precision slot-die coating technology, equipment, and services. The company was founded in 2012 as a spin-out of the Technical University of Denmark (DTU), Risø, focusing on machinery for organic photovoltaics.

We have since 2012 focused on enabling and supporting our customers in creating an impact on various production processes with a strong focus on general reduction in material waste and the development of more eco-efficient products. We pride ourselves on providing high-quality hardware, user-friendly process control, and a researcher-focused design across all our products. Whether conducting fundamental research or establishing lab- and pilot-scale production, we aim to support our markets with a premium, precise, and scalable slot-die coating platform to elevate thin film research and production projects. More information on our target industries and application fields can be found in [1.3 Our Markets and Megatrends](#).

Our strategic ambition is to become the leading provider of slot-die coating technology for new energy materials.

FOM was listed on the NASDAQ First North Growth Market in Copenhagen in 2020.

Mission

To help professionals around the world to **discover, develop, and commercialize** new, innovative **functional materials**, through our **equipment, technology, and knowledge**.

Vision

To grow and develop into the **leading company** within **slot-die coating** for materials R&D, contributing to a **cleaner and more sustainable** world.

We are born global

Over the past 11 years, FOM Technologies has established a worldwide customer base.

We are a true “Born Global” company with most customers around the globe and only a few customers in Denmark.

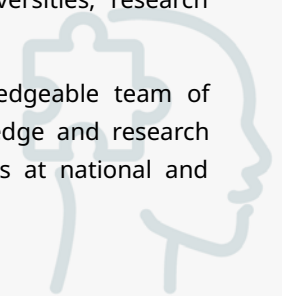
We currently have over 100 customers on 6 continents: Europe, North America, South America, Africa, Asia, and Oceania.



We are knowledge leaders

We enable clean energy R&D by bringing industry-grade coating solutions to the R&D environment of leading universities, research institutes, and corporate companies worldwide.

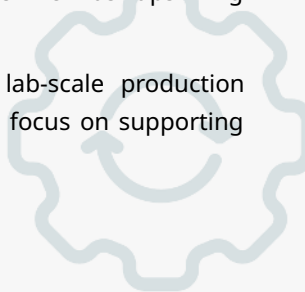
We pride ourselves on our passionate and knowledgeable team of several PhDs and postdocs who share their knowledge and research with the world through upskilling and leading talks at national and international conferences.



We offer innovation

Our offering includes technology research contributions, coating equipment, ultra-precision print heads, software, materials, and services, including repairs and maintenance, as well as upskilling through courses and training.

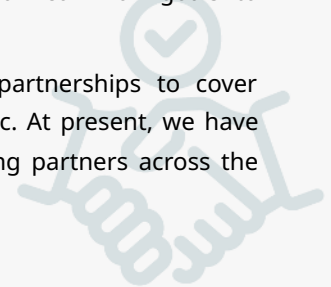
All of our efforts are aimed at research and lab-scale production industries utilizing functional materials, where we focus on supporting the solutions of tomorrow.



We partner for success

Our addressable market is vast and growing fast. That's why we have developed strong manufacturing partnerships built on the aspect of nearshoring and research collaborations built on common goals to sustain a global reach.

We have also established global distribution partnerships to cover markets in Europe, the Americas, and Asia-Pacific. At present, we have created valuable partnerships with 10 distributing partners across the globe.





1.3 Our Markets and Megatrends

The current target industries for slot-die coating technology cover a wide range of industries, the largest ones being energy storage and energy harvesting, which are within our core focus of global markets. Further, we focus on several industries where we see a value addition with slot-die coating, such as quantum energy, MedTech, and many more.

The overview on the following pages shows a short list of the different application areas for our knowledge, products, and services, followed by an introduction to megatrends in our markets as well as for slot-die coating specifically.



Batteries

Slot-die coating can be crucial in fabricating batteries, including lithium-ion batteries. It is used for coating electrodes with materials like cathode and anode slurries, contributing to the performance and longevity of batteries.

Fuel Cells

Slot-die coating can be used in the production of fuel cells, where it facilitates the precise deposition of catalyst layers and other materials critical for the performance of fuel cell components.

Power-to-X (PtX)

Slot-die coating can be used in PtX applications to deposit catalyst layers or functional materials onto electrodes in manufacturing electrochemical devices such as electrolyzers and fuel cells. The precise deposition is crucial for optimizing the efficiency and performance of PtX technologies that involve converting renewable energy into hydrogen or other valuable products.

Solar

In the solar energy industry, slot-die coating is employed for the deposition of thin films in the production of solar cells. It allows for precise coating of various layers, contributing to the efficiency and cost-effectiveness of solar cell manufacturing.

Thin-film PV

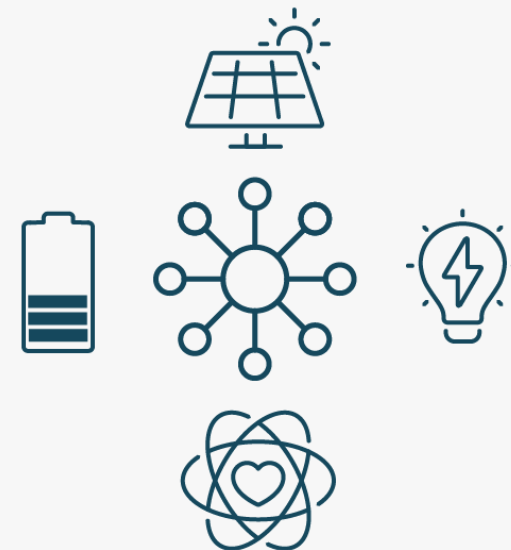
Slot-die coating can be crucial in manufacturing thin-film photovoltaic (PV) cells, an alternative to traditional silicon-based solar cells. Thin-film PV technology involves depositing very thin layers of semiconductor materials onto a substrate to generate electricity from sunlight.

Quantum

In quantum technology, slot-die coating deposits thin films of quantum materials, such as superconductors or semiconductors, onto substrates with exceptional precision. This precise coating facilitates manufacturing quantum devices and sensors, enabling quantum information processing and technology advancements.

MedTech

Slot-die coating in the MedTech industry involves applying precise coatings to medical devices and medicine, such as drug-delivery systems, drugs, and diagnostic components. This technique ensures uniform and controlled deposition of biocompatible materials, contributing to developing advanced biomedical devices with improved functionality and performance.



Global Market Megatrends

Powerful megatrends aligned with our sustainability agenda and long-term growth prospects in our markets.

Climate Action and Carbon Neutrality: Increased emphasis on climate action and achieving carbon neutrality. Governments, businesses, and organizations worldwide are setting targets to reduce greenhouse gas emissions, transition to renewable energy sources, and implement sustainable practices. Initiatives like the Paris Agreement are driving a global push toward decarbonization to mitigate the impacts of climate change.

Circular Economy and Sustainable Consumption: The transition toward a circular economy is another key megatrend for our industries. This involves minimizing waste, promoting recycling, and designing products focusing on longevity, reusability, and recyclability. Companies increasingly adopt circular economy principles, and consumers demand more sustainable products and services. The circular economy aims to reduce resource depletion, limit environmental impacts, and create a regenerative system for materials and resources.

Slot-die Coating Megatrends

Sustainability and Green Coatings: A major megatrend in the coating industry is the increasing focus on sustainability. This involves developing and adopting environmentally friendly solvents, reducing environmental impact, and using renewable or bio-based materials. Consumers and industries seek coatings that align with sustainable practices as environmental awareness grows.

Digitalization and Machine Learning Integration: Integrating digital technologies into coating processes is transforming the industry. Automation, real-time monitoring, and data analytics are used to optimize production efficiency, improve quality control, and enhance overall operational performance. Digitalization is crucial for smart manufacturing practices in the coating sector.

Advanced Functional Coatings and Nanotechnology: Developing coatings with advanced functionalities, coupled with the integration of nanotechnology, is a key megatrend. Functional coatings, such as self-healing coatings, anti-microbial coatings, and coatings with unique optical or electrical properties, are gaining prominence. Nanotechnology is being leveraged to enhance coating properties, providing improved adhesion, scratch resistance, and other performance characteristics.





1.4 ESG Governance

The responsibility for ESG is anchored in the Board of Directors and Executive Board of FOM Technologies. The Executive Board is responsible for implementing relevant policies and ensuring that corporate practices and working methods are aligned with the policies and recommendations for good corporate governance.

Birgitte Jespersen Skade, a member of the Board of Directors, is the board's designated member concerning sustainability and ESG advisory and governance. Michael Stadi, the CEO, is overall responsible for sustainability and ESG in the Executive Board, while operational tasks are delegated to relevant team members and staff as appropriate.

Our sustainability and ESG strategy is revised at a minimum of once a year as part of the Board of Directors' annual wheel. Our ESG risk management is an integrated part of the company's overall risk management.

Board of Directors

Executive Board

Senior Management

Staff

ESG Anchoring



ESG Contribution



1.5 Policies

At FOM Technologies, we are committed to transparent communication of company policies and governance measures. That is why we have focused early on establishing public and corporate policies to communicate our goals of setting high governance standards and to create a foundation for building trustful partnerships in the future.

During 2022 and 2023, the Board of Directors of FOM Technologies has adopted and revised the following ESG-related policies:

- [Anti-corruption and Anti-bribery Policy \(Appendix A\)](#)
- [Environmental Policy \(Appendix B\)](#)
- [Diversity, Equality, and Inclusion \(DEI\) Policy \(Appendix C\)](#)
- [Human Rights Policy \(Appendix D\)](#)
- [People and Social Policy \(Appendix E\)](#)
- [Unconscious Bias Policy \(Appendix F\)](#)

We have implemented our Unconscious Bias Policy (Appendix F) in our HR processes by mid-2023.

Our policies are reviewed annually by the Board of Directors and converted into strategy and action plans spearheaded by the Executive Board.





2. ESG PROCESS & STRATEGY

As a business, we support the UN Global Compact – the world's largest voluntary corporate sustainability initiative – and strive to become transparent in our measures to support all principles.

We support the Sustainable Development Goals and strive to contribute and positively impact wherever possible.

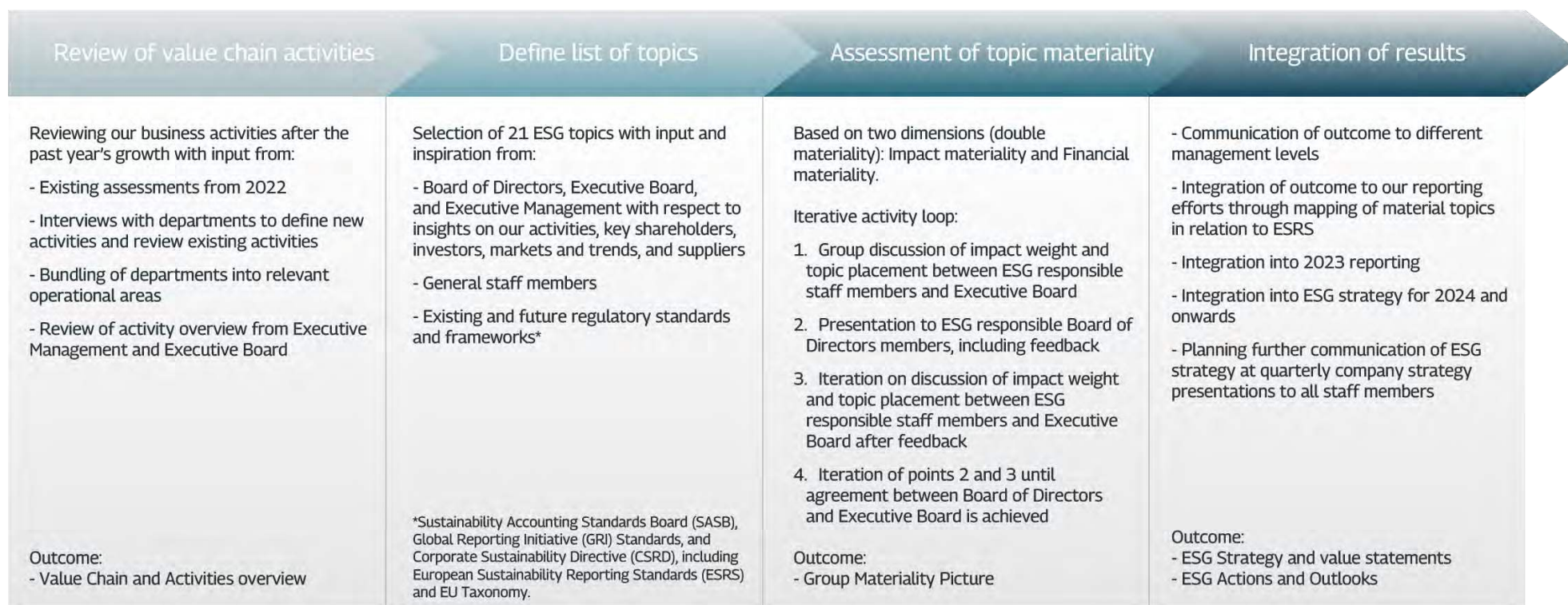
We support the utilization of relevant ESG reporting frameworks to improve comparability, and we aim to adhere to best practice guidelines for reporting in the EU until we are subject to legislation regarding this.

2.1 Our ESG Process

This section will take you through our process to review and identify our material topics related to ESG and how we utilize this to strategize and materialize the reporting journey ahead of us.

Our ESG process has been further documented during 2023 to provide transparency in our approach to managing our material topics related to ESG. By defining and grouping our material topics better in relation to the Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS), we aim to strengthen the alignment between our ESG goals and our operations while enabling further transparency in reporting to our stakeholders.

Below, our ESG process overview can be found.



2.1.1 Value Chain and Activities

At FOM we see that all of our activities, direct or indirect, define our impact on the world. In our sustainability reporting journey, we have consistently adopted a comprehensive approach to evaluating various material topics based on our activities. While this broader perspective initially demands more from us as a smaller organization, it's the most transparent way to recognize the true material impacts on global sustainability.

Within our value chain, we categorize activities into three key areas:

1. **Primary activities:** The internal day-to-day activities in FOM consist of the activity categories inbound/outbound logistics, product design, procurement management, quality assurance, sales and marketing, and service offerings.

2. **Supporting activities:** The activities that guide how we do things, comprising people and culture aspects, including human resource management, innovation opportunities, and general business administration, including financial accounting.

3. **External activities:** The external activities impacted by FOM concerning producing our equipment and using our products, services, and knowledge.

In combination, these three categories, along with their underlying activities, comprise our business activities. For each of the three categories, we have this year mapped the underlying activities in more detail to gain greater insights into our possible impact areas and material topics related to ESG.



2.1.2 Assessment of Topic Materiality

Based on the defined list of topics in step two of the process, we selected 21 ESG topics for evaluation based on insights and guidance derived from input from pertinent internal stakeholders and considerations of existing as well as future regulatory standards and frameworks.

Each topic underwent assessment or reviewed assessment along two dimensions:

Impact materiality: An ESG topic is deemed material if it relates to the tangible (current or potential) effects of FOM on people or the environment in the short, medium, or long term.

Financial materiality: An ESG topic is considered material if it triggers, or has the potential to trigger, significant financial implications for FOM, including risks or opportunities that could materially influence cash flows, development, performance, position, cost of capital, or access to finance in the short, medium, or long term.

Group Materiality

During 2023, we conducted a more structured review of our ESG double materiality assessment (DMA) to enhance our understanding of how we identify

and prioritize ESG-related topics. This year, we categorized our DMA into three groups based on the combination of weighted impact and financial materiality, aiming to gain insights into the grouped prioritization of our material topics.

The overview of [Group Materiality Picture](#) is displayed on the next page, categorizing the 21 topics into three distinct groups:

Highest-impact areas: 9 crucial strategic ESG topics where FOM must prioritize attention.

Critical enablers: 8 topics identified as pivotal success factors for facilitating progress on our ESG priorities.

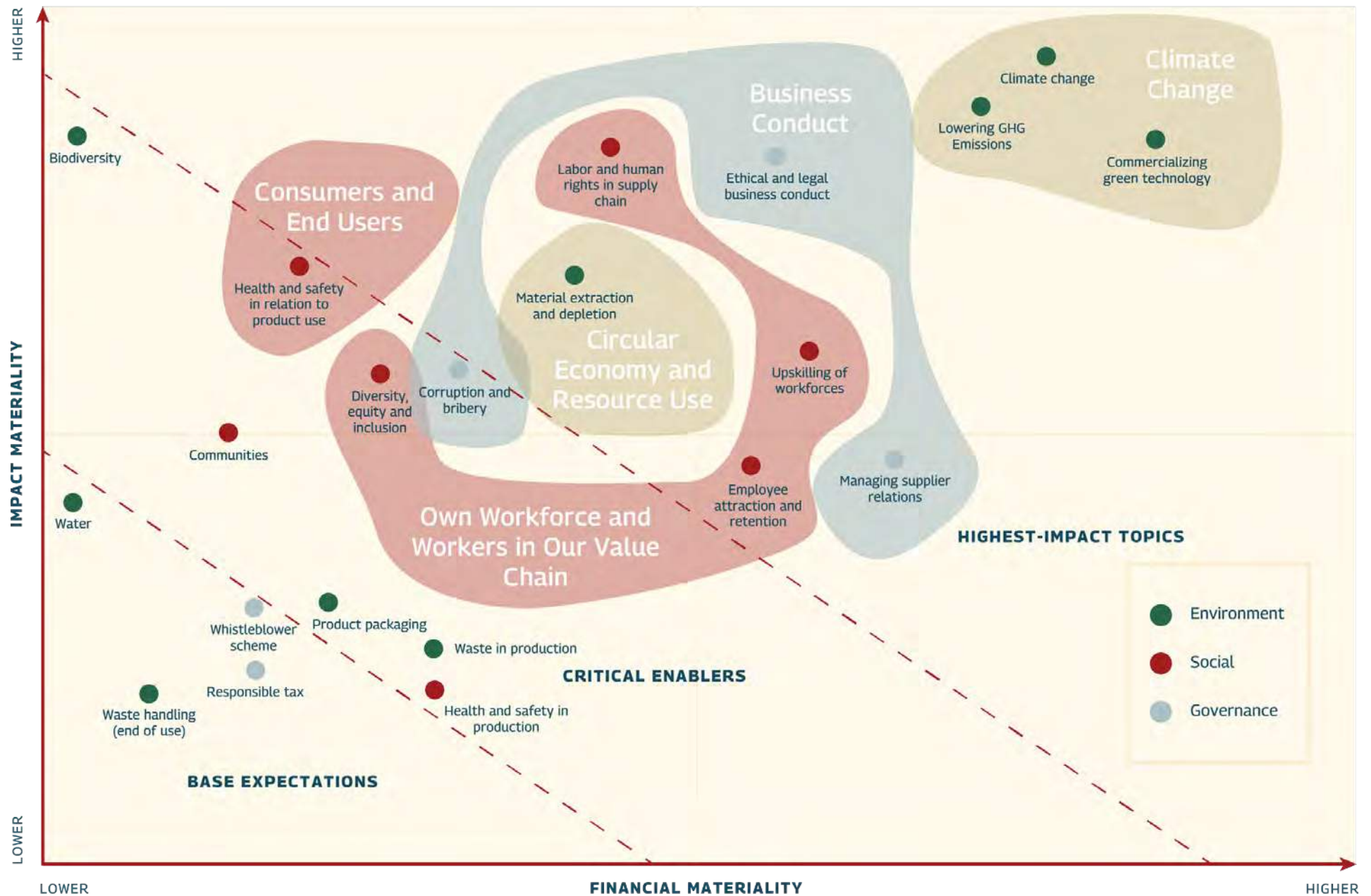
Base expectations: ESG topics requiring ongoing maintenance and performance monitoring.

Throughout this report, our main focus will be on transparent communication of our efforts and standpoints on the highest-impact areas, along with relevant elements of critical enablers. In total 12 out of the 21 displayed topics will be covered within this report. These 12 topics to be reported are grouped in categories in the [Group Materiality Picture](#), inspired by the ESRS.

As we progress in our reporting journey, we will be reviewing and building upon our presented DMA for continuous validation of our most material ESG topics.



2.1.3 Group Materiality Picture



2.2 Sustainable Development Goals (SDGs)

We are committed to contributing to the SDGs and working towards a greener future.



We focus on quality education through several initiatives. As our employees are our main asset, we continuously develop their skills to spur innovation and stay at the forefront. We find it important to create open access to our technology, share knowledge, and build the framework for a more educated future. We do this by disseminating knowledge through E-learning platforms, collaborating with research institutes and open universities to understand the sustainable possibilities for our technology better, and by providing training and educational services to ensure the upskilling of workforces in relation to slot-die coating.

Sub-target 4.4: By 2030, substantially increase the number of youth and adults with relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.



We focus on supporting the global demand for cheaper, cleaner, and more efficient energy. We first and foremost do this by supporting researchers and organizations worldwide in manufacturing and innovating on clean energy initiatives like solar cells and batteries with higher energy efficiency and lower use of materials in production. Concerning this, we have developed our line of machinery and equipment based on slot-die coating technology, which uses functional organic materials to support a wide range of research applications, such as energy harvesting, energy storage, and quantum technology, among others.

Sub-target 7. a: By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency, and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology.

Target 7.3: By 2030, double the global rate of improvement in energy efficiency.



With our production and distribution of slot-die coating equipment, we strive to ensure that our products and technology are produced under ethical and legal circumstances, are safe to use, and are used correctly. We focus on contributing to secure working environments in the production, research, and commercial industries utilizing slot-die coating technology. As a result, we view ourselves not only as manufacturers of slot-die coating machinery and equipment but also as specialists in our technology and product offerings to cover the educational and upskilling aspects of using or producing slot-die coating technology. In a FOM context, this SDG goes hand in hand with our contribution to SDG 4.

Sub-target 8.8: Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants and those in precarious employment.



We focus on promoting and supporting cleantech industries and scientific research and innovation globally. We do this throughout our entire value chain – from suppliers to markets. We work with small and largely acknowledged research institutes and corporations, providing them with the technological solutions needed for research and innovation. We invest in fostering innovation and entrepreneurship by providing scalable technology up to lab-scale production. More directly, this happens through our involvement in research projects within core fields, such as batteries, solar, and Power-to-X, related to optimizing and streamlining green energy initiatives. We further focus on internal development, continuously researching and testing our equipment to find more sustainable solutions.

Sub-target 9.4: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

Sub-target 9.5: Enhance scientific research and upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.



We focus on responsible consumption and production throughout our value chain. As a small to medium-sized enterprise (SME) with no in-house production, we want to ensure strong collaboration and a strengthened circularity through our value chain as early as possible to increase our positive impact on both production and consumption patterns. We strive to take responsibility for all activities related to the production and use of our equipment over time and to provide sustainable guidelines for our external collaborations.

Sub-target 12.2: By 2030, achieve the sustainable management and efficient use of natural resources.

Sub-target 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.



2.3 ESG Strategy

In 2023, we have taken further steps towards communicating our ESG Strategy. We have focused on our short-term strategy goals through our conducted double materiality assessment; these are mostly rooted in actions toward building a solid reporting and data foundation for ourselves. Our double materiality assessment and our focus SDGs primarily guide our long-term strategy until we have a more solid foundation to set our future goals. Through 2023, it has become clear that we need a larger data foundation to set measurable targets for our long-term strategic goals. This is especially evident in the value chain areas outside our organization, including our supply chain and markets.

The direct ambition of our current reporting and data collection efforts is to generate trustworthiness and transparency in current ESG insights along with general awareness of the sustainability agenda.

At FOM Technologies, we have combined the findings from our most material topics and focus SDGs to create the starting point for communicating our long-term strategy. This concludes three value statements we strive to live by throughout our ESG journey:

1) We pave the way for a sustainable future

Concerning Environment matters, we work for a greener future through what we do best. Our slot-die coating technology knowledge and equipment support research teams worldwide in developing functional materials for clean energy

purposes. It is of high importance to us that all other aspects of producing, delivering, and using our equipment are considered with the utmost respect to both people and our environment.

2) We advance people, our technology, and our communities

For Social sustainability matters, our focus is on striving to create a continuously more diverse, inclusive, and knowledgeable workspace for ourselves and the people in our value chain, including end-users. Priding ourselves on being knowledge leaders within our technological field, it is of high importance to us to ensure upskilling throughout our entire value chain for the technology that we develop, produce, make use of, and innovate on together.

3) We conduct ethical and legal business

In all Governance matters, we aim to conduct ethical and legal business. We focus on governing aspects related to labor and human rights throughout our value chain to ensure we enter into ethical collaborations. We further strive to push the sustainability agenda in our supply chain with a focus on governance structures and close partnerships to ensure that we and our partners grow sustainably.



2.4 ESG Actions and Outlooks

Action Highlights in 2023

- Updated our value chain assessment with new business initiatives and a more detailed view of activities throughout.
- Conducted a reviewed version of our double materiality assessment inspired by the double materiality principles.
- Conducted steps to communicate our ESG strategy to target a better organizational and external awareness of our commitments and values.
- Reviewed and updated relevant Policies in relation to ESG.

Outlook for ESG Actions in 2024

During 2024, we will continue to review our materiality assessment with inspiration from the double materiality principles to address our most material topics. We will herein emphasize understanding and assessing the topic of **biodiversity** more in-depth in relation to its financial materiality in a FOM context and consider the incorporation of **climate change** commitments to our focus SDGs. Besides being guided by changes from our assessments, our strategy elaboration will be put on hold to focus on creating a solid foundation for reporting and future target setting in direct and indirect impact areas.

We look forward to inviting you on our journey as we map and understand our impact on the environment and society.



An aerial, black and white photograph of a winding road through a dense forest. The road has white lane markings and a small white vehicle is visible in the distance. The forest is composed of many trees, creating a textured canopy.

3. ENVIRONMENT

At FOM Technologies, we are committed to running our business operations continually more sustainably. We strongly focus on the impact of climate change and reducing the excess use of resources, including a focus on responsible sourcing.

We will continue to seek areas and initiatives to promote more sustainable practices while simultaneously expanding reporting on impacts in our supply chain.

We support the Paris Agreement to reduce greenhouse gas emissions to net zero by 2050 and the Danish Government's climate goals to lower total greenhouse gas (GHG) emissions by 70% by 2030.

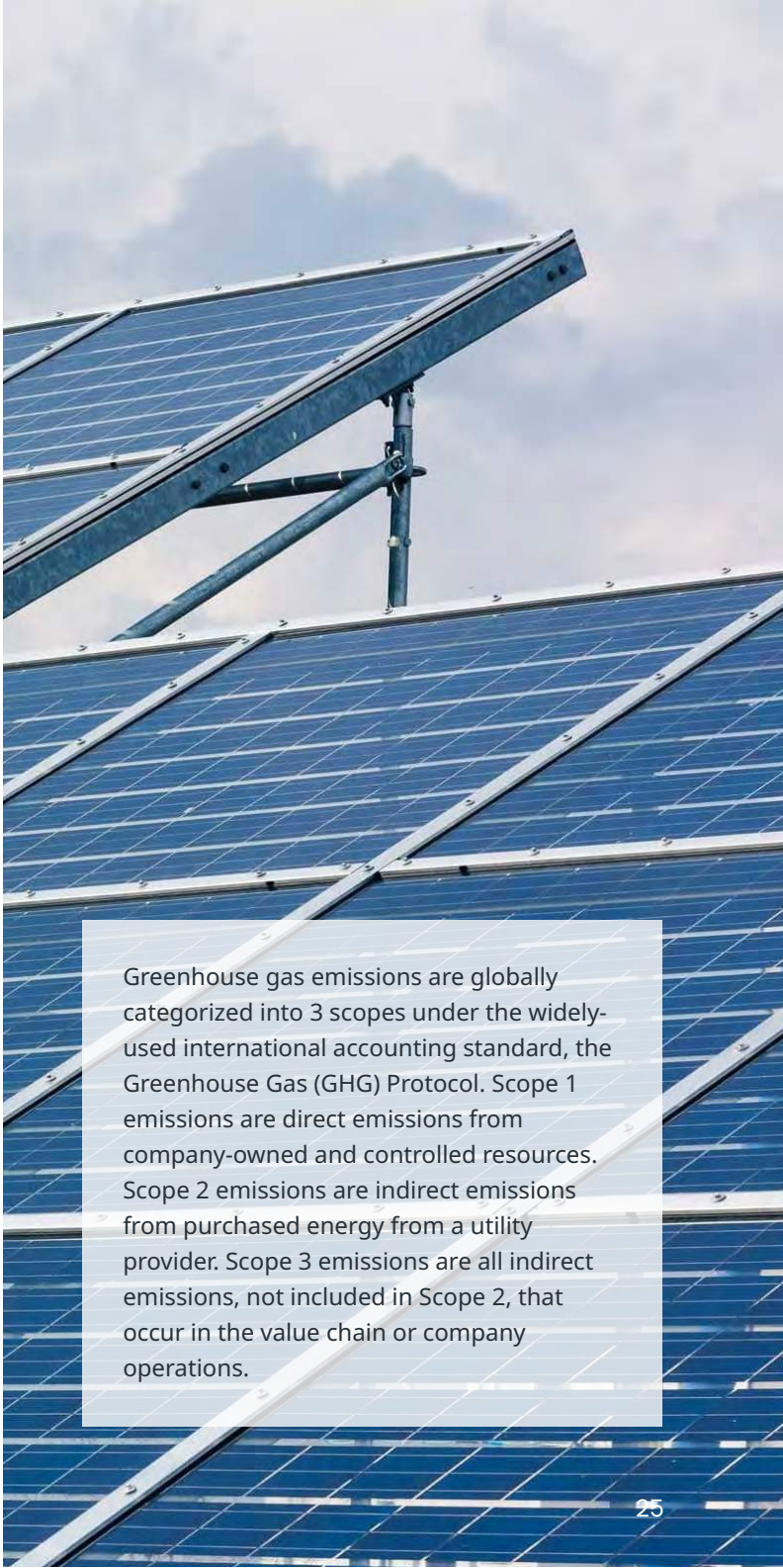
3.1 Impact, Risks, and Opportunities Related to the Environment

Global pledges toward achieving Net Zero and addressing other environmental concerns are catalyzing significant transitions and fostering a growing demand for innovative solutions within the markets we cater to. At FOM Technologies, we, therefore, have a unique opportunity to contribute to the transition towards more sustainable industries by delivering research contributions, equipment, and services for cleantech coating solutions to target the development of new, innovative, functional materials that can contribute to a cleaner and more sustainable future.

With our mission statement, we see a great long-term opportunity in supporting global agendas to minimize risks of resource depletion and pollution due to material extraction. As a company that develops and delivers technological equipment for markets currently also utilizing materials extracted from mineral deposits, we are aware that there is an inevitable risk that we are also contributing negatively to the same agendas. With the current global research and production trends that shape our industries' supply chain reliability, standard procedures, and market competitiveness, we are aware that these risks will not be eliminated overnight. Our focus in this area will be on mitigating our individual risks of contributing to a lower level of sustainable practices as we build on our awareness of these topics.

As we do not own any facilities or vehicles, and as we have outsourced the production and distribution of our equipment to be provided for a global market, the risks of our direct negative impact on the environment and climate related to GHG emissions (Scope 1) are not considered within this reporting scope. This has prompted us to widen the focus to our indirect GHG emissions (Scope 2 and 3) already early on in our reporting process to acknowledge our environmental impact and mitigate the risks that come with outsourcing, e.g., upstream and downstream production and logistics efforts, as well as user activities.

We have, during 2023, targeted our opportunity to gain more awareness of our environmental impact by pushing the sustainability agenda further in our supply chain. We have here focused on establishing a foundation for the upcoming gathering of data on the ESG measures related to our most material topics.



Greenhouse gas emissions are globally categorized into 3 scopes under the widely-used international accounting standard, the Greenhouse Gas (GHG) Protocol. Scope 1 emissions are direct emissions from company-owned and controlled resources. Scope 2 emissions are indirect emissions from purchased energy from a utility provider. Scope 3 emissions are all indirect emissions, not included in Scope 2, that occur in the value chain or company operations.



3.2 Climate Change

While we are a smaller company of 27 individuals, we recognize the importance of our role in global efforts to combat climate change. This becomes evident as research in functional materials through slot-die coating has the ability to positively contribute to climate change mitigation by enabling the development and commercialization of several energy-efficient and environmentally friendly technologies. Here, functional materials produced through slot-die coating, such as organic semiconductors for solar cells or light-emitting diodes (LEDs), can enhance energy efficiency, reduce greenhouse gas emissions, and promote renewable energy adoption. Additionally, slot-die coating technology offers scalability and a cost-effective manufacturing method for innovative functional materials, facilitating possibilities for more widespread deployment to accelerate the transition to a low-carbon economy.

Even though several opportunities for having a positive contribution to climate change are present, we view that we cannot avoid and mitigate the risks of having a negative impact on the climate without seeking to have a more in-depth understanding of our impact throughout our value chain. Our internal commitment to climate change concerns reducing our GHG emissions and commercializing green technology to support climate change adaptation. We recognize the importance of addressing material extraction and depletion, as these activities significantly impact climate change by contributing to emissions and altering ecosystems. Through our customers and research partnerships, we commit to having a strong focus on research contributions to support clean energy innovation and promote climate change mitigation activities.

As part of our ESG reporting journey, we are actively working to understand and reduce our specific GHG emissions and negative impact on the climate. In our strive to make meaningful contributions to climate change adaptation, our strategic approach is to aim at lowering our carbon footprint through targeted measures, such as adopting energy-efficient practices and implementing emission-reducing technologies.

While we are in the process of quantifying our impact through building our foundation for data collection, our dedication to contribute to building climate change resilience remains unwavering. By continuously seeking to align our business operations with global climate-friendly initiatives and exploring opportunities for emission and consumption reductions, as well as responsible sourcing, we aim to minimize our impact on climate change and contribute to a more sustainable future.

3.3 Commercializing Green Technology

As we continue to enhance our understanding of our environmental impact, we are dedicated to fostering transparency and actively addressing sustainability challenges. Leveraging our robust engineering capabilities and innovative approach, we aim to support our communities in their decarbonization and sustainability efforts. Specializing in slot-die coating technology, we are committed to delivering cutting-edge and sustainable infrastructure and processes. While we are in the process of fully comprehending our specific impact, our focus on sustainability remains steadfast as we aim to actively contribute to global environmental objectives.

3.3.1 Coating a More Sustainable Future

The global demand for renewable energy is on the rise, calling for sustainable solutions in production and storage to address climate change adaptability and resilience.

We believe that sustainable technology and innovations play a crucial role in addressing environmental challenges and shaping a sustainable future. Our core business focuses on delivering and supporting innovative cleantech coating solutions primarily for energy storage and harvesting globally.

While coating processes typically incur significant resource wastage, slot-die coating offers precision application and the potential to reduce environmental impact across various sectors. The technology's principles of efficient use of resources ensure thin and uniform coatings, minimizing consumption and waste. Additionally, its versatility allows for coating on diverse substrates, promoting recyclability and sustainable manufacturing practices.

At FOM Technologies, we aim to revolutionize the coating industry by prioritizing green energy research initiatives and resource efficiency through slot-die coating technology. With our unique products and expertise across industries, we empower researchers worldwide in advancing toward a renewable energy future — an agenda we take pride in being a part of.

3.3.2 Research and Innovation

One of our core missions is to develop knowledge within our field, focusing on input to cleantech and research communities and focusing on the development of functional and functional organic materials. We are currently part of 5 research projects with a total budget of around DKK 200 million: [PEPPERONI](#), [SuPerTandem](#), [Batmachine](#), [QualSurf](#), and a [Power-to-X](#) project. The research projects cover various fields in energy supply, including harvesting, storage, conversion, and quality control. We contribute our know-how and technology to these consortiums of universities, research institutes, and private companies. In 2023, we kept our focus on scientific knowledge dissemination, meaning that we have



been present at several conferences and talks within our core fields as we continue to amp up our collaborations with interest organizations focusing on a green energy future.

Slot-die coating technology is revolutionary within several fields, pushing our demand for innovation to new heights. As the application possibilities for slot-die coating are widening, the technology requires development to adapt equipment, software, and know-how to more sustainable application infrastructures. In this context, it is evident that we need to stay updated on the possibilities for combining slot-die coating with existing and emerging green technologies while developing and innovating on the current abilities of our core technology.

During 2023, we received the approval of the Danish Patent & Trademark authorities for the extraction of a process patent for research and optimization of industrial production of wafers used within the solar cell- and semiconductor industry, where our core technology slot-die coating is a part of the manufacturing process.



1
Patent acquired

A part in **5**
research projects

8
Conferences

Held **5** talks
in conferences

Potential Future Impact

At FOM Technologies, our commitment to a greener future is evident in our ongoing efforts within the Science & Learning team, which comprises 16% of our workforce. We continuously research and innovate how slot-die coating can positively contribute to different fields of interest. This year, we have, within the wafer and semiconductor industry, explored the potential of slot-die coating as an alternative to spin coating to reduce waste and environmental impact. Looking ahead, we foresee slot-die coating playing a pivotal role in the future of solar energy harvesting.



Slot-die Coating in the Wafer and Semiconductor Industry

This year, our team looked into whether slot-die coating could replace spin coating to reduce waste and environmental impact within the wafer and semiconductor industry. For the semiconductor industry, microchips, LED, and others, slot-die coating might be crucial to reducing waste and manufacturing environmental impact.

The environmental implications of the wastage generated during the spin coating process in photolithography are notable and contribute to several environmental concerns: chemical waste, resource depletion, energy consumption, and landfill usage.

Efforts are being made within the semiconductor industry to address these environmental concerns. Companies must develop ways to minimize wastage, optimize chemical usage, recycle or reclaim some materials, and explore alternative materials that might reduce negative environmental impacts like resource depletion. Overall, reducing the environmental impact of semiconductor manufacturing involves a combination of technological innovation, waste reduction strategies, and responsible disposal practices to mitigate the effects of high material wastage in processes like spin coating.

Or the industry can work towards adopting slot-die coating to manufacture a homogeneous wet film coating photoresist layer. Slot-die coating has the potential to minimize environmental concerns since, as opposed to spin-coating, all the solution leaving the slot-die head ends up in the wet film, and solution wastage is minimized.

Slot-die Coating in the Future of Solar Energy Harvesting

Solar cells, crucial for mitigating global CO₂ emissions, aim for a target of 70 TW of global photovoltaic (PV) generating capacity by 2050. The dominance of silicon technologies presently leads the industry, ensuring a reliable supply chain, standard procedures, and market competitiveness. Despite these strengths, the challenge lies in enhancing power conversion efficiency (PCE) without compromising cost efficiency.

Acknowledging the need for advancements, the industry recognizes new-generation materials, such as perovskites, which can be dissolved and coated onto silicon cells to form tandems, boosting sunlight-to-electricity conversion.

However, challenges in deposition methods make spin-coating impractical. The strategic choice of slot-die coating with its scalability, short cycle times, and compatibility with non-flat substrates, emerges as a promising solution for overcoming these challenges and advancing the solar cell field.





3.4 Lowering GHG Emissions

Climate change is intricately tied to GHG emissions, which contribute to the greenhouse effect, amplifying temperature fluctuations. Focusing on GHG emissions is vital for mitigating climate change's adverse effects and fostering a sustainable, resilient future. At FOM, we are on a journey to map and understand our impact on the climate through GHG emissions while striving to do our best to minimize this.

We do not own office facilities or company vehicles, so our reporting efforts on GHG emissions are limited to Scopes 2 and 3. This year, we have, for the first time, included data on our GHG emissions covering the upstream categories Fuel- and energy-related activities and Employee commuting, as well as the category Downstream transport and distribution.

3.4.1 Towards a Sustainable Office and Location (Scope 2 + 3)

In April 2023, we moved from our rented shared office space at Islands Brygge in Copenhagen to a rented headquarters in Kastrup, only one metro stop from Copenhagen Airport, right by the harbor and a minute away from the highway. The move puts us in a good location for shipping and inbound/outbound distribution of goods, as we are close to road, air, and sea freight opportunities with minimal transportation range. Renting our office space allows us to begin tracking and reporting internal environmental data, such as water consumption and energy use, as the data is no longer shared with other renting parties.

With the high rate of the emergence of new buildings and infrastructure in the capital of Denmark, the new office space is an investment in existing infrastructure, as the new headquarters building named Bryggergaarden holds more than 270 years of history in the Copenhagen street scene. Before moving to the new office location, we further invested in more consumption-saving solutions and upgrades to the building, such as installing sensor-driven LED lighting and water supply.

When entering the office rental agreement, we have joined in under the existing energy supply agreements, which have not been focused on supplies from renewable energy sources. As we continuously strive to make our office space more sustainable, we aim to negotiate the existing contracts and push towards being supplied by renewable energy sources. Looking into our GHG emissions within Scope 2, our types of energy consumed are electricity and heating, both of which stem from locally contracted supplies within our municipality area. Our heating is more specifically supplied by district heating.



We have outsourced the production of our equipment and access to training and research facilities to third parties and, therefore, don't have any in-house emissions or waste related to the production of and from our products. Besides the required power consumption for day-to-day office activities, we are responsible for electricity consumption for in-house testing of received goods and hold a showroom of power-supplied equipment for occasional showcasing.



Our new office

1 metro stop
from the airport

Right by the
harbour

1 minute
from the highway

Has more than **270**
years of history

3.4.2 Indirect Emissions (Scope 3)

The greatest part of our impact on GHG emissions is expected to lie within the indirect emissions related to Scope 3. With the outsourcing of most of our supply chain activities, we are increasingly focusing on mapping out our impact areas concerning climate change and underlying GHG emissions. With strengthened internal efforts to manage these activities, we have embarked on a more structured ESG journey in the second half of 2023. Within our supply chain, our starting point related to GHG emissions Scope 3 is to investigate the energy types and sources used within tier 1 to understand our opportunities to reduce the GHG footprint and, in general, opt for renewable energy sources in outsourced energy-consuming activities. Over the coming years, we will continuously work towards establishing a stronger reporting foundation for GHG emission sources in our supply chain.

Shipping of Goods

It is important that we establish awareness and transparency of our emissions in the transportation and distribution of goods area. Being an SME, we recognize that our ability to impact large shipping vendors can be limited. Therefore, our main focus for the near future will be to strive to opt for the most sustainable options available.

The decision to produce our equipment with partners within a relatively short travel distance from Copenhagen is viewed to have the benefit of limiting Scope 3 emissions related to the transportation of goods, as no long-haul flights are required for visits and delivery of goods to our office facility. Yet, it is acknowledged that we cater to a global market, making it important to seek out the most environmentally friendly solutions to distribute our goods.

We intend to create incentives for future improvements and do our best to minimize our negative impact on the environment through shipping and transporting goods.



Business and Travel

Client visits used to be an inevitable part of our work to ensure that equipment would be appropriately installed. Since the COVID-19 pandemic, we have developed a “plug-and-play” solution allowing our clients to set up equipment under our online supervision. In 2023, we have continued to use online supervision when possible, both in relation to installation and later maintenance and support.

Looking broader at how we seek to minimize our GHG emissions footprint for the services we provide, we are actively working towards bettering our E-learning solutions by developing an online training platform for customers to access through subscription. We continue to collaborate with open-access research institutes worldwide to provide wider global access to training and showcase our technology's abilities with minimal possible impact on emissions from traveling. During 2023, we have acquired our first US-based employee, who will assist us in covering the US markets related to training and upskilling, maintenance, and general service providings to ensure faster response time with minimized traveling distance.

Product Design for Lower Energy Consumption

For our current portfolio of slot-die coating equipment, we have embarked on a journey to understand the GHG footprint of our equipment in use, starting with the energy consumption of the equipment designed fully in-house. Based on initial theoretical investigations of the machines, we have gained the following insights:

- The main energy consumption theoretically stems from heating elements.
- The second highest energy consumption theoretically stems from motor-controlled movement.

With these preliminary findings we have evaluated our portfolio and discussed possibilities to better our environmental impact through product design. We are working on several projects focused on optimizing the energy consumption in relation to heating solutions on our equipment, evaluating our motor-controlled movement solutions to reduce energy consumption, and investigating how to reduce the number of phases in our electrical cabinet design aiming for the lowest possible energy use.

We are further involved in development and research projects requiring energy consumption measurements on developed equipment. Here, we are utilizing the knowledge we gain to look into possibilities for incorporating energy consumption measurements in the testing of our equipment.

3.5 Material Extraction and Depletion

Given that natural resources are limited, we hold the belief that every business carries the responsibility of utilizing them with care and safety. This involves responsibly sourcing, reducing consumption, and preventing pollution.

While slot-die coating technology can be said to enable precise application in surface coating processes across diverse industries, its widespread adoption presents considerations related to material extraction and depletion. Slot-die coating technology can present a mixed impact on this topic. On the positive side, it enables precise application of coatings, reducing the need for excessive use of raw materials and minimizing waste. This helps conserve resources and mitigate the environmental impact associated with material extraction. However, the production of slot-die coating equipment and functional materials requires the extraction and processing of raw materials, contributing to material depletion risks. The technology's overall impact on material extraction and depletion can depend on various factors including production practices, material sourcing, and user application practices.

In tackling material extraction and depletion challenges in a FOM context, we have, during 2023, taken steps to gain a better understanding of the relationship between slot-die coating and material extraction and depletion through internal research efforts. As our understanding becomes more comprehensive, we strive to establish a foundation for data collection of both material inflows and outflows in due time. Our current understanding is that we have the best preconditions to start our data foundation with the investigation of resource inflow impacts due to data transparency reasons.

Even though many of our end users operate under non-disclosure agreements, we will through the closest possible collaboration with relevant stakeholders, aim to identify the most sustainable material alternatives to promote responsible sourcing practices and new functional materials to mitigate risks of material depletion.



3.5.1 Increased Circularity Through Service Lifecycle Management

In 2023, we established a new business area called Service Lifecycle Management (SLM). The business area has, during this year, been ramped up from a business concept to a core department in FOM Technologies with a 400% increase in human resources, consisting of both production specialist competencies, service and maintenance competencies, and PhD research knowledge levels on slot-die coating technology and our equipment. The long-term environmental purpose of this business area is to enforce further responsibility for material extraction and end-of-use waste by targeting services related to extending the life and lifecycle of our product portfolio with a focus on increased circularity.

A milestone for our SLM team was reached in 2023 with the completion of a detailed service scope for repairs and refurbishments of one of our main product categories.

Further, we have taken the first steps to scope equipment evaluation to set the baseline for future lifecycle assessments of our products on a component level.



ENVIRONMENT

3.6 Actions, Performance, and Development

Action Highlights in 2023

- Participating in several potential high-impact research projects covering various fields in energy supply, including energy harvesting, storage, conversion, and quality control.
- Receiving a process patent for research and optimization of industrial production of wafers.
- Working on several projects focused on optimizing the energy consumption of our equipment in use.
- Focusing on communicating and defining requirements for environmental data collection in our supply chain, especially focused on GHG emissions and material sourcing practices

KPI Performance and Development 2023

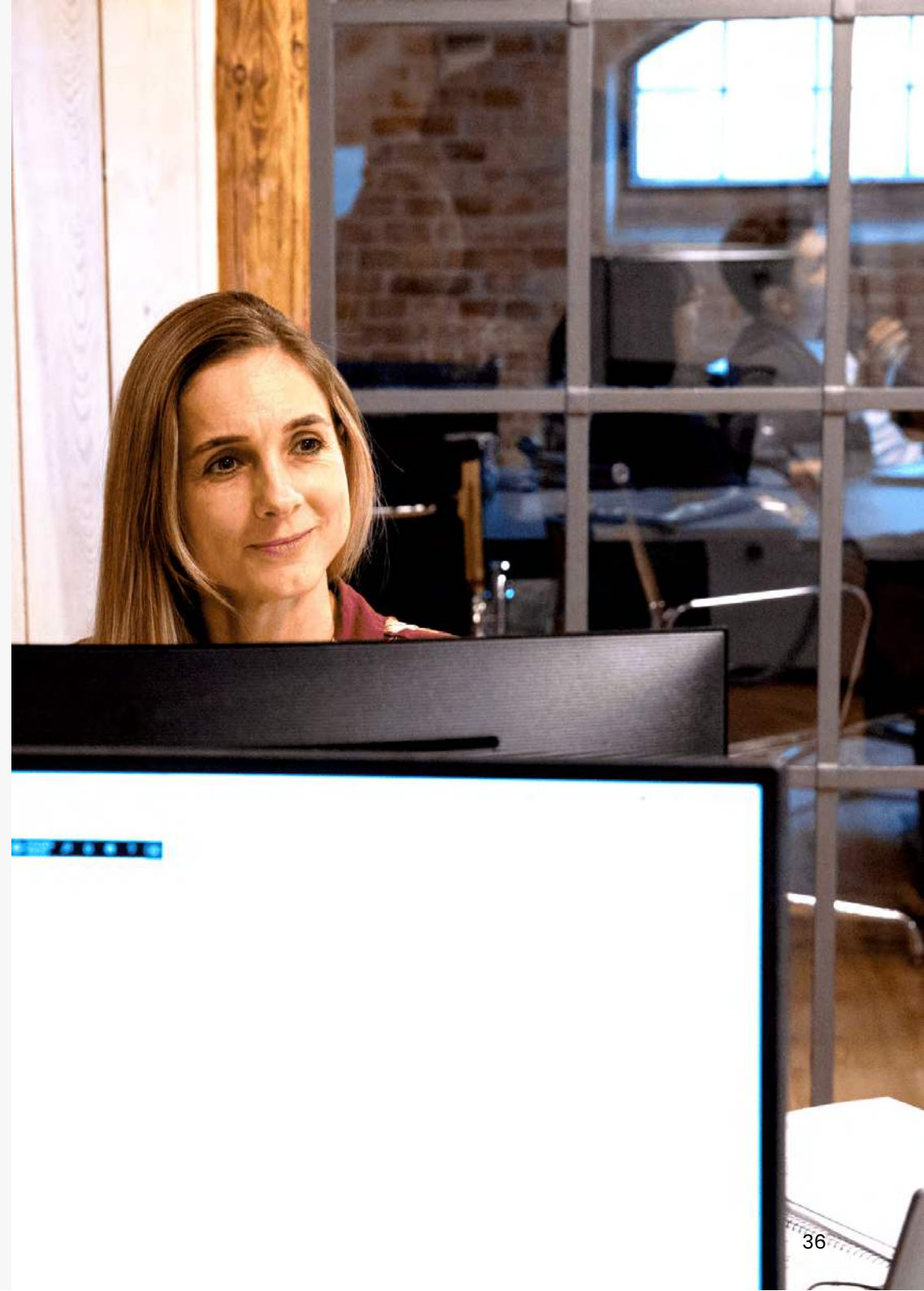
#	ENVIRONMENT KPIs	UNIT	TARGETS	2023	↑↓
1	Energy consumption	GJ	n/a	46.0	n/a
2	Energy Intensity (Total energy consumption / Revenue)	GJ / DKK	n/a	0.6	n/a
3	Water consumption	m ³	n/a	119.7	n/a
4	Water consumption / FTE	m ³ / FTE	n/a	4.4	n/a
5	Greenhouse gas emissions - Scope 1	Ton CO ₂ e	n/a	0.0	n/a
6	Greenhouse gas emissions - Scope 2	Ton CO ₂ e	n/a	1.6	n/a
7	Greenhouse gas emissions - Scope 3	Ton CO ₂ e	n/a	3.6	n/a
8	CO ₂ Intensity (Total CO ₂ e / Revenue)	Ton CO ₂ e / DKK	n/a	0.1	n/a
9	Ratio of energy consumption for office spaces from renewable energy	%	n/a	0.0	↓ -100 ↓

ENVIRONMENT

3.7 Initiatives and Plans

We Will in 2024

- Continue our contribution to high-impact potential research projects that we are included in.
- Continue our research efforts on where and how slot-die coating can positively contribute to a green transition.
- Look into opportunities for negotiating the existing energy supply contracts for our office space.
- Investigate our opportunities to reduce GHG emissions and opt for renewable energy sources in tier 1 of our supply chain.
- Further explore our opportunities to optimize the energy consumption of our equipment in use.
- Continue to focus on communicating and building upon our environmental data collection and reporting requirements in our supply chain.





4. SOCIAL

At FOM Technologies, we strive for the growth of our employees and to create a work environment where flexibility, development, and safety are at the forefront. We want to give not only our employees but also our suppliers, distributors, and customers the best possible opportunities for upskilling and growth.

We value an inspiring culture where leadership and motivation are key drivers to ensure our employees grow in their positions. We believe that attracting and retaining knowledgeable talent should be a core part of our operations.

Diversity, inclusion, and well-being at work are high priorities, and it is essential that a good working environment is an integrated part of our business.

4.1 Impact, Risks, and Opportunities Related to Social Conditions

Our employees are one of our biggest assets. They bring knowledge, cultural backgrounds, and passion to our business. Our employees are thus both our biggest internal opportunity and risk.

As the global talent pool of highly skilled people within slot-die coating is limited, we realize that the competition for attracting specialized talent goes beyond the Danish borders. Therefore, we must ensure that our work environment caters to a diverse range of international candidates and that inclusion is integral to our business. This is a focus as we want to develop and retain the talent we attract.

We see a great opportunity in combining SDGs 4 and 8 in order to ensure the upskilling of internal and external workforces to promote diverse educational aspects for safer and more inclusive work environments. We do this by educating ourselves as well as our customers and partnerships in both technology and social aspects.

With the outsourcing of a larger part of the activities in our value chain, it is imperative to us that safe work conditions and equal opportunities for development outcomes are present throughout our value chain.





4.2 Employee Attraction and Retention

As attracting and retaining talent is crucial for our growth prospects as a smaller organization, we focus on addressing our risks and opportunities in this area through several initiatives described throughout our Social section. From establishing more formal HR structures for growth and rewarding our employees – to understanding the factors that can impact our ability to be a more diverse, equal, and inclusive workplace and our focus on educating a more knowledgeable future. There are many aspects that play a role in how we are able to attract and retain the talent we need.

4.2.1 Establishing a Foundation for Growth

We have grown from 3 to 27 employees in less than five years. This is a huge jump.

The past years' growth spurt has pushed us to further structure our HR processes by formalizing our internal Employee Handbook to ensure transparency and communication of company policies to all employees. A new edition of the Employee Handbook was introduced in January 2023, and we have since updated it with relevant changes and additions every quarter. Any new additions to our Employee Handbook are announced and presented at our weekly gathered Friday meetings.

At the beginning of 2023, we acquired an HR Specialist to our pool of talents to take on further HR responsibility within the organization and structure our recruiting efforts. During the year, HR supported building a career hub on our website to disseminate our open positions further and grant access to knowledge about us as a company.

Moreover, in 2023, we established a Working Environment Committee consisting of one employee from our management team and one from our general staff. During the financial year 2023, our Working Environment Committee completed 75% of their training all together, focusing on health and safety matters within the organization. Our Working Environment Committee is expected to complete 100% of their training in 2024.



In 2023 we had..

10

New colleagues

15

Different
nationalities

7.6

Employee
satisfaction score

30%

Gender diversity in
the whole FOM

During 2023, we have experienced a rapid growth in our number of employees. This has also come with an increase in our employee turnover due to mis-hirings in the faster scaling process. To support that we continue to address the right factors to both attract and retain talent, we have continued to conduct



employee satisfaction surveys and Appraisal and Development Interviews (ADIs) with all employees to discuss results, performance, and how to potentially improve working conditions within the company.

4.2.2 Reward and Recognition

Recognizing and rewarding our colleagues in a fair and straightforward manner is crucial for retaining and motivating talent. We're committed to fair pay practices, ensuring that everyone gets a fair reward for their work and providing opportunities for everyone to take a share in our success. We see actions for rewarding and recognizing the efforts of our employees as crucial to building a motivating working and learning environment.

At FOM Technologies, we offer an annual bonus scheme based on our revenue, which is divided across all departments and employee groups with special recognition to those who made a substantial effort or difference in the current year. We further consider the individual employees' efforts in our ADIs to provide our employees with the opportunity to be promoted or take on more responsibility if this is a part of their wishes for personal growth. This is to ensure that our employees feel recognized when they have delivered a continuously good performance and to ensure that they feel supported in their educational and career journey in FOM.

4.3 Promoting Diversity, Equity, and Inclusion

We focus on enhancing diversity, equity, and inclusion at all organizational levels and in various roles to create an inclusive environment to retain our diverse talent. We are dedicated to understanding and addressing factors that may impede the progression of these factors at FOM and in our value chain in general.

We recognize that everyone holds personal biases, intentional or unintentional. Therefore, we work towards identifying these and aim to adopt policies that target, bring awareness to, and minimize bias in the best possible way to ensure that we promote a more inclusive and equal future.

4.3.1 Diversity to Create Better Results

At FOM Technologies, we believe that a diversified team creates better and more innovative results. We focus on the following areas to support diversity within our organization:

A diverse workforce: Gender, experience, education, nationality, age, and background are considered important parts of the diversity foundation for an engaging environment and in delivering business results.

Personal leadership styles: We encourage and promote unique leadership styles to create the best possible employee engagement.

Our team comprises individuals from 15 different nations, speaking various languages and embodying diverse perspectives. We embrace these differences and advocate for actions that foster an inclusive and supportive work environment. It's crucial that every member of the FOM team feels a sense of belonging, enabling them to be the best version of themselves. We understand that when colleagues feel included, valued, and encouraged to contribute meaningfully, FOM will thrive by attracting and retaining the diverse talent we need.

Diversity also goes beyond the realms of our employees. We recognize that we operate in heavily male-dominated fields. Looking at both our employees and our value chain, we want to make an impact on diversity. We realize that the diversity of entire fields won't change overnight, but we would like to do what we can by promoting a diversified workforce.

4.3.2 Creating an Inclusive Workplace

At FOM, inclusion means creating a culture where everyone is welcome. Our People and Social Policy ([Appendix D](#)), along with our internal Employee Handbook, guides how we interact. While recognizing that different approaches work for different people, our values and policies outline how colleagues should behave, promoting respect and understanding. Key to this approach is clear and honest



communication and setting the right example.

We recognize that priorities and ambition levels develop over time, and it is important for us to support the needs and interests of our employees in their various stages of life. We focus on the following initiatives to generate an inclusive workplace for everyone at all times throughout their life:

Work-life balance: We have opportunities to work remotely or from home when agreed upon with a manager.

Reduced or part-time working hours: We offer the possibility of reduced working hours, as well as changes to the work schedule and part-time working agreements.

Senior policy: We have a senior policy for employees over the age of 60, offering the possibility of entering into individual senior agreements as an alternative to early retirement.

4.3.3 Equity and Opportunities

We strive to provide equal employment opportunities and work to continuously address biases in our recruiting to put efforts into promoting a more equal future. We seek to hire, assist, and advance our employees based on their qualifications, skills, aptitude, and attitude. Discrimination, harassment, or retaliation is strictly prohibited, and we maintain a zero-tolerance policy.

We strive to create a work environment that provides all employees with development opportunities no matter their aptitude or skill set and promotes equal opportunities for development outcomes for all.

To enhance social equity in a FOM context, we have, besides our diversity and inclusion initiatives, this year focused on further addressing the following matters:

Income inequality: Addressing disparities in income distribution through activities and initiatives such as:

- *Skill development and training:* Investing in skill development and training programs to empower employees to enhance their capabilities and advance in their careers, thereby increasing their earning potential. More on these initiatives can be found in section [4.4 Upskilling of Workforces](#).
- *Employee benefits and support:* Providing benefit packages and support programs that address the needs of employees at all levels, including healthcare coverage and assistance programs, e.g., pension and pension investment schemes. During 2023, we hosted our insurance and pension consultants to give a presentation to all employees on their pension and health insurance benefits and how to utilize them.



Employment equity: Addressing equal employment opportunities and fair treatment in the workplace, including issues related to hiring practices through activities such as:

- *Awareness of unconscious bias:* In 2023, we have implemented our People and Social Policy ([Appendix D](#)) and an Unconscious Bias Policy ([Appendix F](#)) in our HR processes. We further upskilled our HR Specialist and CEO on awareness and unlearning of unconscious biases in hiring processes.

Access to Education: Promoting equitable access to educational opportunities for all employees through initiatives described in section [4.4 Upskilling of Workforces](#).





4.4 Upskilling of Workforces

We see the continuous development of competencies as essential to meeting business requirements, overcoming challenges, and remaining competitive, both now and in the future. We believe it is the company's responsibility to ensure that development opportunities are present and available for all our employees, and we view this as crucial to attract and retain talent internally as well as throughout our value chain.

4.4.1 Developing and Upskilling Our Employees

In 2023, we have laid the groundwork for an internal upskilling program called FOM Academy. The academy framework is built to ensure that all employees have adequate knowledge of our products, technology, and many application fields. The FOM Academy will begin in 2024 and covers different levels, from onboarding, which covers general knowledge of coating, to holding a black belt, where the candidate is expected to master coating application abilities. Each FOM employee regardless of their position, will receive the applicable onboarding level 1, depending on the depth of knowledge needed from the individual. Onboarding level 2 and onwards is applicable to job descriptions requiring the detailed outcome, or to employees who are interested in obtaining the knowledge for educational reasons. See the levels and outcome expectations in the next diagram.

FOM Academy

LEVEL 	OUTCOME 
Onboarding I	Supplier visits + introduction to coating with PhD researcher
All employees	
Onboarding II	Tech Talk product and technology insights + glossary exam on slot-die coating terms
White belt	Detailed products and services knowledge (obtained on specific equipment)
Red belt	Equipment installation and repair abilities (obtained on specific equipment)
Black belt	Coating application abilities (obtained on specific equipment across specific application fields)
Relevant or interested employees	



Training programs and results are evaluated at least once a year at the annual ADIs. Moreover, we support further relevant education and training of all employees. It is possible for all employees within the company to apply for financial support or allocation of work time for relevant courses and training.

4.4.2 Upskilling of Workforces Externally

We partner with leading institutions worldwide to provide wider access to training facilities and instructions. Our slot-die coating workshops provide new users with the opportunity to jump-start their knowledge with a hands-on introduction to all aspects of precise, continuous, and scalable thin-film production via slot-die coating. Experienced users will also benefit from a chance to sharpen their skills, fill knowledge gaps, and discuss their most pressing challenges with world-leading instructors during these training sessions.

For upskilling of external workforces during 2023, we offered three different training formats:

Technology demonstration: Entry-level training for those who want to know what slot-die coating is and see practical examples of FOM equipment.

Application testing: Specialized level upskilling and demonstration, where a FOM scientist teaches how to use a FOM machine to slot-die coat materials used in various application fields such as photovoltaics, batteries, or fuel cells.

Commissioned research: Advanced level workshop, where a FOM scientist helps improve your coating process. The coating specifications to be reviewed include coated area, wet film thickness, patch coating, and process repeatability, among others.

With our upcoming educational set-ups, we aim to offer more and better E-learning on all three upskilling levels listed above. We are aiming to have our first learning website go live in 2024.

4.5 Health and Safety in Relation to Product Use

We recognize the importance of providing products that are safe to both handle and use. Internally, we see this as a strict requirement for our future growth, not only for our customer segments but also for our reputation and brand image in the research industries and scaled and commercial productions. As a result of this recognition, we are invested in continuously improving our level of safety, quality, and compliance in relation to product development and product use.

Besides having our machinery CE marked, we are continuously working on implementing and outlining additional safety features and compliance checks throughout NPD and product design. We continuously update our operations manual with a focus on health and safety. During 2023, we have emphasized further risk assessments and outlined hazardous risks for our customers in our operations manuals.

In 2023, we added a Quality Assurance Specialist to the team to create further procedures for the quality testing of our equipment and to conduct Factory Acceptance Tests (FAT) of our machines. This is to take on further responsibility of covering risks in relation to quality, compliance, and safety measures and to leverage our opportunity to provide our users with the best possible equipment.

4.5.1 Prioritizing Customer Support

Even though the long-term environmental purpose of our Service Lifecycle Management (SLM) business area, as introduced in section [3.5.1 Increased Circularity Through Service Lifecycle Management](#), is to target services related to extending the life and lifecycle of our product portfolio, it has its roots in customer support and the understanding of our different user cases.

During 2023, the SLM team has chosen and started implementing a support ticket system for handling any incoming concerns, issues, or inquiries for assistance, information, or upskilling. The system will be fully implemented during Q1 of 2024. We view this branch of our organization as vital to support the health and safety aspects of using our products.

As our knowledge of short and long-term user cases and potential complications broadens, we look forward to sharing initiatives to further support our customers.



SOCIAL

4.6 Actions, Performance, and Development

Action Highlights in 2023

- Adding an HR Specialist to the FOM team.
- Establishing a Working Environment Committee and concluded 75% of training for them.
- Adopting and implementing a People and Social Policy ([Appendix D](#)) and an Unconscious Bias Policy ([Appendix F](#)).
- Upskilling for HR Specialist and CEO on awareness and unlearning of unconscious biases in HR processes.
- Building a Careers hub on our website.
- Creating a strategy for internal upskilling of employees through FOM Academy.
- Expanding on our global reach educational concept through an E-learning platform for a range of slot-die coating applications.
- Hiring a Quality Assurance Specialist to create further procedures for quality testing of our equipment.
- Begun implementing a ticketing system for handling support requests and complaints from our end users.

KPI Performance and Development 2023

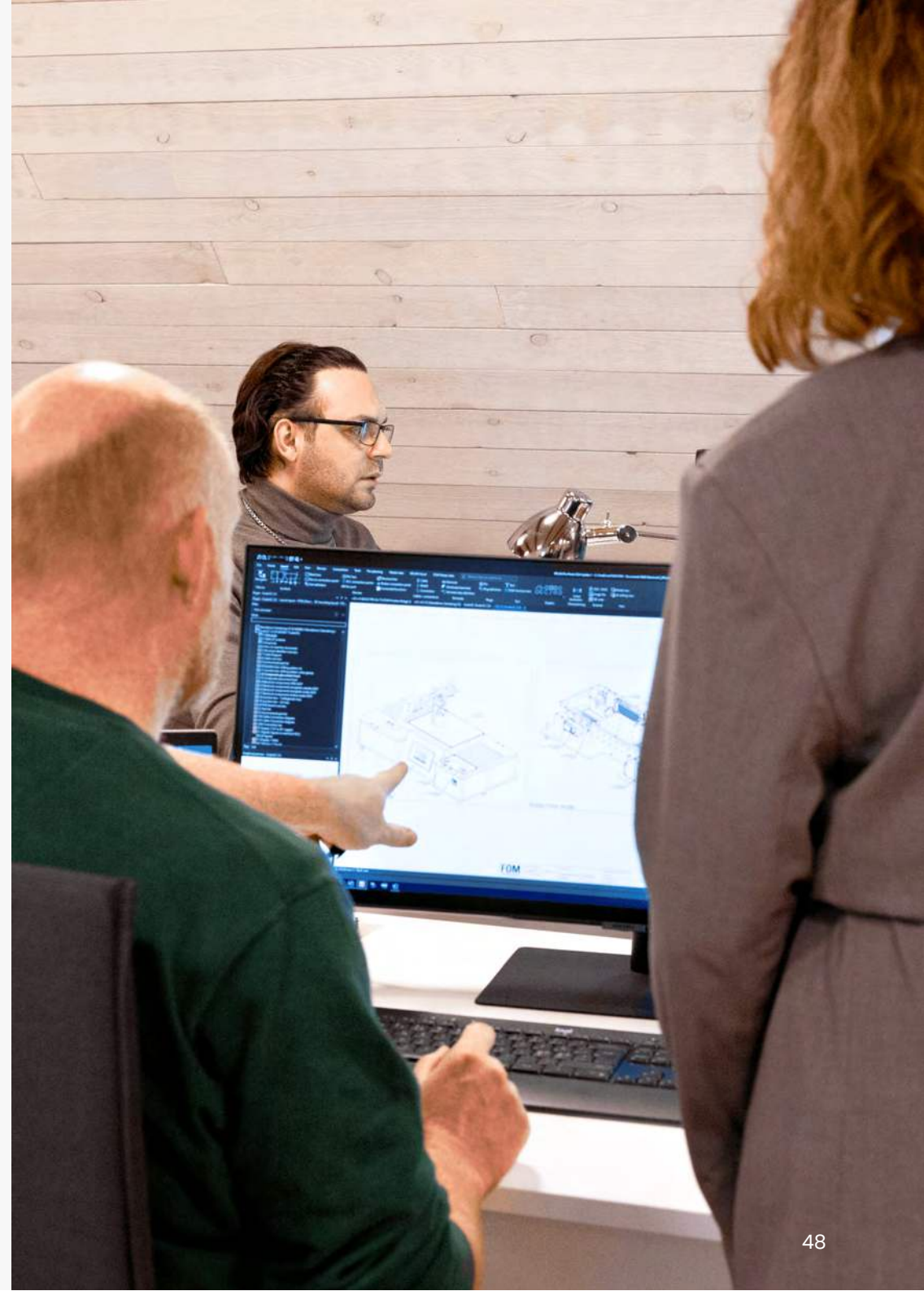
#	SOCIAL KPIs	UNIT	TARGETS	2023	↑↓
10	Total - Full-time employees (FTE)	#	n/a	27	↑ 10 ↑
11	Different nationalities	# out of FTE	n/a	15	↑ 7 ↑
12	Gender diversity - Executive Board	%	n/a	0,0	—
13	Gender diversity - Senior Management	%	>= 20,00	33.3	—
14	Gender diversity - Staff	%	>= 20,00	30.8	↑ 14.1 ↑
15	Gender diversity - Whole organization	%	>= 20,00	30.0	↑ 12.3 ↑
16	Gender pay gap	Ratio (X)	n/a	1.2	↑ 0.2 ↑
17	Employee sickness absence	Days/FTE	<= 8,00	4.4	↑ 1.9 ↑
18	Employee satisfaction	1-10	>= 6,50	7.6	↓ - 0.1 ↓
19	Employee turnover	%	<= 10,00	29.6	↑ 23.7 ↑

SOCIAL

4.7 Initiatives and Plans

We Will in 2024

- Develop and further adopt our People and Social Policy ([Appendix D](#)) for FOM employees.
- Adopt FOM Academy for internal upskilling fully.
- Look into possibilities to promote increased diversity in our value chain overall.
- Aim at launching an E-learning platform for upskilling of all customers within relevant industries.
- Complete training for our Working Environment Committee.
- Complete implementation of our ticketing system for handling support requests and complaints from our end users.





5. GOVERNANCE

FOM Technologies is committed to acting ethically and responsibly when dealing with suppliers, customers, and all other third parties.

We are committed to acting professionally, fairly, and with integrity in all business dealings and relationships wherever we operate.

Scaling our business, we aim to set the stage for our long-term success by focusing on doing the right things and doing things right.

5.1 Impacts, Risks, and Opportunities Related to Governance

Our main customers have historically been the academic world while we have also experienced an increased interest from the corporate world in recent years. This leads to new partnerships where the focus on responsible and ethical business conduct becomes even more important.

Having a global customer base, we realize that the level of corruption varies from country to country and that there is an inevitable risk of corruption and human rights violations related to our customers and sales activities. Though we have not experienced any cases of unethical use of our technology at this stage, we recognize that unethical behavior is an unavoidable risk when dealing with third parties.

To minimize the risk of violations of human rights, corruption, and bribery in our supply chain, we have chosen to only use direct main suppliers located relatively close to Copenhagen. This is to a large extent so we can have some certainty in terms of work environments, labor and human rights regulations, and values of the organizations.

Yet, getting a better grip on our various supply chains is crucial as we aim to handle risks and make strides in ESG. We are still taking the first steps to establish the foundation of ESG within our supply chain, but we realize the importance of understanding our supply chain deeply. Therefore we focus on transparency, efficiency, and accurate data and processes. It's not just a challenge but also an opportunity for us to manage risks, meet customer needs, and align our supply chain with our culture in a more hands-on way.

We see an opportunity to evaluate our partnerships throughout our entire value chain to set the framework for which collaborations we will enter with a focus on continuing to improve our level of sustainability and responsibility as a company.





5.2 Ethical and Legal Business Conduct

Adhering to ethical principles and maintaining integrity is a core aspect of our culture.

We are committed to conducting business in an ethical and honest manner and to implementing and enforcing systems that ensure misconduct is prevented. We strive to adhere to the highest possible standards of business conduct, which, as a minimum, includes compliance with Danish law and Danish tax regulations.

It is of great importance to us that our employees and partnerships of any kind share the commitment to a high degree of ethical business conduct in their operations.

5.2.1 Labor and Human Rights

We find violations of human rights to be reprehensible crimes. Actions that exploit workers or deprive them of legally entitled rights and benefits are entirely incompatible with our values and policies and are not accepted. At FOM Technologies, we are committed to respecting labor and human rights and acknowledging and complying with the requirements of the Universal Declaration of Human Rights to ensure that no part of the company is complicit with any human rights abuse. We endorse the vision of a world where everyone has access to decent work and can enjoy their universal human rights.

Our standpoint on this matter has been communicated in our Human Rights Policy ([Appendix B](#)), covering aspects like modern slavery, child labor, freedom of association, collective bargaining, social, mental, and physical well-being and safety, and disassociation from discrimination.

We expect all employees and partners to share the values in our standpoint from this policy. The policy requires suppliers, that do not engage in violation of human rights in any way. Further information on our efforts to establish governance in this area can be found in sections [5.2.3 Knowing Our Customers](#) and [5.3. Managing Supplier Relations](#).

5.2.2 Corruption and Bribery

FOM Technologies holds a zero-tolerance stance towards corruption and bribery. We have established an internal policy and procedures to address activities associated with bribery and corruption risks, requiring reporting of any suspicion through usual channels like HR, our own manager, and the Executive Board, or later through our new Whistleblower Scheme (2024). Our Anti-bribery and Anti-corruption Policy ([Appendix A](#)) consolidates our initial approach, covering aspects such as giving and receiving gifts and our view on appropriate hospitality.

We view it essential to communicate that each employee has a responsibility to ensure that FOM Technologies does not get involved in corruption or bribery of any kind. During our onboarding, we ensure that our employees familiarize themselves with the Company's Anti-corruption and Anti-bribery Policy ([Appendix A](#)), and



we require from our suppliers and general partners that they do not engage in violation of human rights in any way. Further information on our efforts to establish governance in this area can be found in sections [5.2.3 Knowing Our Customers](#) and [5.3. Managing Supplier Relations](#).

5.2.3 Knowing Our Customers

We expect our customers to adhere to the same ethical business conduct as we spearhead internally.

In 2023, we have continued our high focus on knowing our customers in connection to sales opportunities. This is specifically related to the risk of unethical use, country corruption level, etc. We have updated our Terms and Conditions for Sales, having signed agreements that the companies we conduct business with live up to the U.S. Export Regulations. We have also begun drafting updates to our Sales Terms to have signed agreements for anti-bribery, anti-corruption, and human rights.

We have made a conscious effort to hire a Sales Controller to further assess our customers individually before entering into any agreement. Based on the individual assessments, we have experienced cases where we have chosen not to enter into an agreement.

Our Board of Directors has, within the past year, implemented compliance guidelines for our handling of sales contracts and offers. The guidelines are based on peer review levels when handling any official sales documents. This is in part to ensure that no favoritism takes place among our customers and, in part, to minimize the risk of corruption and bribery in our sales activities.

5.2.4 Employee Handbook

Our internal Employee Handbook specifies the guidelines for how we act around and govern the different aspects of ethical and legal business conduct in our operations. The Handbook specifies guidelines and rules on data privacy and GDPR, our IT Policy and guidelines for AI use, adequate working hours, competition law, gift policy, parental leave, and more. We expect our employees to act and work according to the implemented Employee Handbook along with our published policies.

As we progress with our Employee Handbook, we strive to make more relevant matters of our guidelines and policies public to generate further transparency in relation to our ESG strategy and general values.



Whistleblower scheme

In 2023, we started establishing a whistleblower scheme and policy with the intent of, first and foremost, enabling our employees to report their concerns about any severe or unlawful irregularities confidentially and securely. The scheme will be handled by an external law firm supported by the Danish Data Protection Agency's whistleblowing system. With the establishment of the scheme, two trusted employees have been designated within the Board of Directors to govern all reported matters with respect to the protection of both the whistleblower and any reported persons.

We view the implementation of an internal whistleblower scheme as crucial for fostering a culture of transparency and accountability. It provides a confidential avenue for employees to report concerns, promoting early detection of potential issues and enabling swift corrective actions, ultimately safeguarding the company's integrity and reputation.

The whistleblower scheme and general whistleblower policy will be published in our internal Employee Handbook during Q1, 2024.

5.3 Managing Supplier Relations

Our supply chain plays a vital role in most of our ESG aspects. We believe in complying with legal requirements and behaving ethically to pave the way for a sustainable future, and we expect the same values from our suppliers. With regulations pushing for more supplier transparency and reporting and customers asking more about our supply chain, we're continuing on our journey of establishing our supply chain reporting foundation.

5.3.1 Introducing our Sustainability and ESG Agenda

With the addition of a Head of Supply Chain to our team. This person will be in charge of collecting data on ESG measures from our suppliers and sub-suppliers, such as GHG emissions, water usage, waste patterns, energy consumption, general supply chain mapping, and digitalization of our supply chain processes. This will happen through the establishment of an ESG data and reporting scheme, which has been in draft during 2023.

We are increasingly taking on more responsibility for the activities beyond our direct suppliers. During 2023, we have introduced and onboarded our suppliers in tier 1 to a Code of Conduct draft. Our goal is to apply written and signed Supplier Codes of Conduct during 2024, starting in tier 1 of our supply chain, to have signed agreements that no child labor or conflict materials are used in the making of FOM equipment and that our direct suppliers conduct business governance in proper, ethical ways. As we progress with our ESG data and reporting scheme, we aim to check up on the provided data and information through the implementation of relevant due diligence processes.

With our ESG journey starting with a strong focus on tier 1 or of the supply chain, we focus on establishing a foundation of guidelines and evaluations of relevant ESG measures down to tier 2 of our suppliers during the coming year. All of our direct suppliers have been onboarded to ESG reporting during 2023 and made aware that the data they will be required to provide has to be traceable and able to be confirmed. We have throughout put a strong emphasis on communicating the importance of ESG and the general sustainability agenda following the steps required to support transparent reporting on material topics.

We will look forward to inviting you on our journey as we gain a more clear vision of the structure of our reporting foundation and supplier management procedures related to ESG.



5.3.2 Responsible Procurement

Responsible procurement is a crucial element in conducting ethical business. We aim to collaborate with suppliers and other partners who share our values and are capable of, as well as interested in, contributing to our ESG initiatives across various domains. We acquire materials, components, and some finished goods from a diverse range of suppliers with the strategy of nearshoring. Yet, it is crucial for us to understand the scope and impact of our entire supply chain. Through establishing a solid foundation for collecting and utilizing pertinent information and data, we believe that we can bring positive changes and maximize our positive impact.

All production of our main equipment is nearshored to European partners, mainly in Denmark, Sweden, Poland, and Belgium. This has been a strategic decision as these countries are not only easily accessible from our headquarters but also have certain standards for environmental management, governance, and working conditions. We work with large, widely recognized component suppliers for our sourced components and equipment, trusting to some extent that they take responsibility for ensuring ethical and legal business conduct in their supply chains.

Our Board of Directors has, within the past year, implemented compliance guidelines for our handling of procurement and new supplier agreements. The guidelines are based on peer review levels when handling any order placements or signing supplier contracts. This is in part to ensure that we have the ability to check the suppliers based on financial, legal, and ethical risks and, in part, to minimize the risk of corruption and bribery taking place in our procurement activities.

5.3.3 Labor and Human Rights in Supply Chain

With the production of our main equipment being outsourced to selected suppliers relatively close to Denmark, we, to a larger extent, feel that we have some certainty in regulations in terms of work environments and human rights. Even though we only work with direct suppliers within the EU and the UK, one of our main social risks is identified as violations of human rights and workers' rights at the levels of our supply chain beyond tier 1.

As we continue our ESG journey within our supply chain, we are focused on establishing awareness and governance of compliance with labor and human rights throughout.



5.4 Board of Directors and Executive Board

To the right, a visual representation of the Board of Directors and Executive Board can be found.

Overall, the distribution of gender and nationalities across the Board of Directors and the Executive Board is 40% women, 60% men, and a total of one nationality.

It is noted that the governing organ has a higher level of gender diversity between women and men compared to the remaining organization, while the diversity in nationalities is significantly higher in the FOM organization as a whole compared to the governing organ.

In conclusion, we strive to improve the overall diversity in the governing organ as well as in the remaining organization as the company continues to grow.

5.4.1 Participation in Board Meetings

Since the foundation of FOM Technologies, the number of participants has always been counted at board meetings as a part of the documentation. The participation percentage at board meetings throughout 2023 has always been 100%, looking only at participation from both the Board of Directors and the Executive Board.

5.4.2 CEO vs. Employees Pay Gap

In FOM Technologies, the ratio for compensation of the CEO in comparison to the median employee salary is 2.1. In FOM, we have not set a target for this KPI as we see that the median salary across 27 employees can quickly skew up and down with a smaller number of employees. As the organization grows, we will strive to set a fair target for this KPI.

Board of Directors



Andreas Nielsen
Chairman of Board



Birgitte J. Skade
Board member



Karina Rothoff Brix
Board member

Executive Board



Michael Stadi
CEO



Martin Kiener
CIO

GOVERNANCE

5.5 Actions, Performance, and Development

Action Highlights in 2023

- Beginning establishment of a whistleblower scheme along with the protection of whistleblowers.
- Implementing new internal governance structures for compliance in sales and procurement areas.
- Establishing internal procedures to address activities associated with corruption and bribery risks.
- Systemizing our Terms and Conditions for Sales through a law firm, including updating Sales Terms to comply with U.S. Export Regulations.
- Drafting updates to our Sales Terms to have signed agreements for anti-bribery, anti-corruption, and human rights.
- Hiring a Sales Controller to assess individual sales agreements.
- Hiring a Head of Supply Chain who will be responsible for ESG matters within our supply chain.
- Introducing all of our tier 1 suppliers to ESG and ESG data collection in general.
- Drafting an ESG data and reporting scheme to communicate reporting requirements within our supply chain.
- Drafting Supplier Codes of Conduct along with introducing this to our tier 1 suppliers.

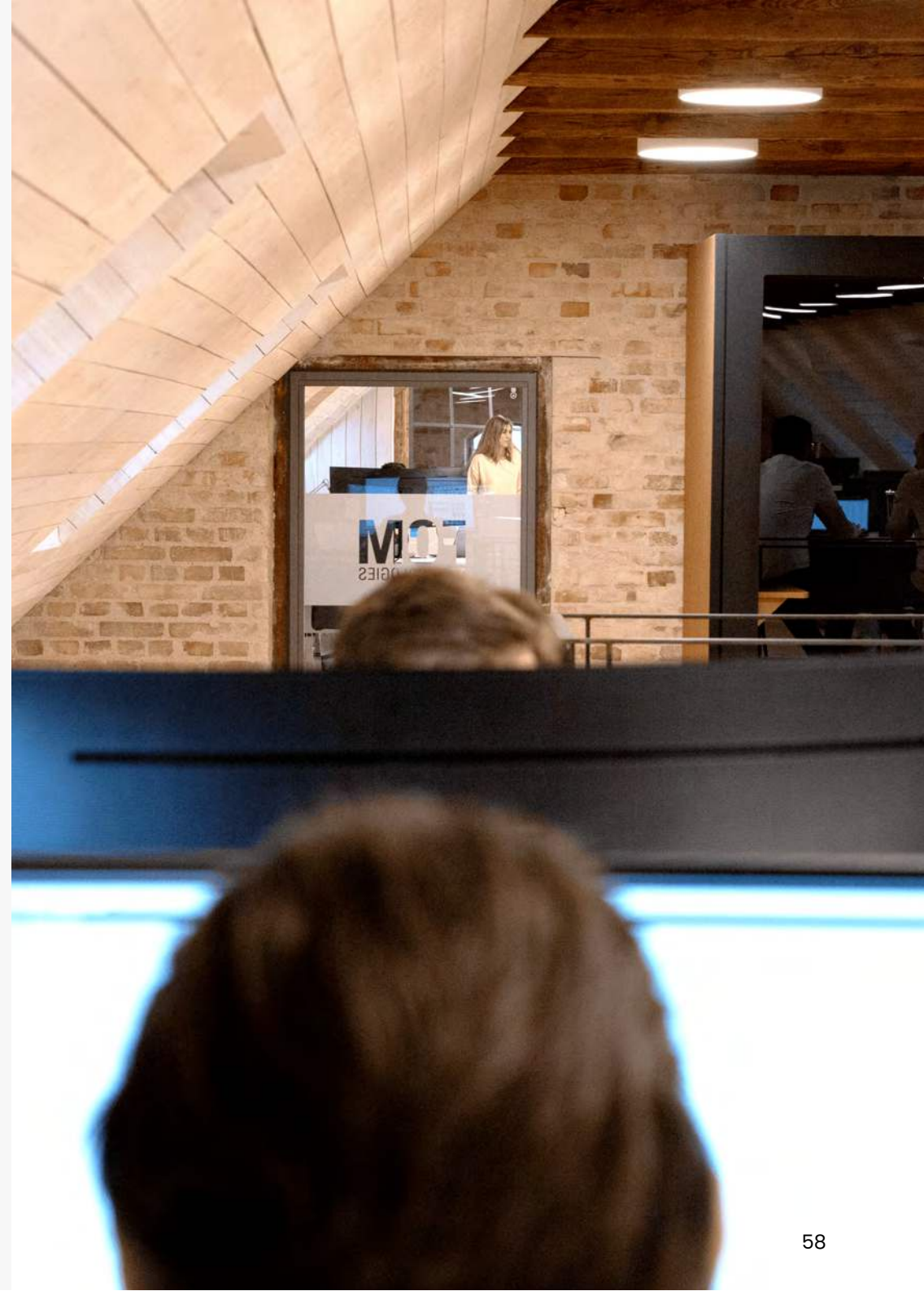


GOVERNANCE

5.6 Initiatives and Plans

We Will in 2024

- Complete our draft of updates to our Sales Terms on anti-bribery, anti-corruption, and human rights.
- Implement our whistleblower policy and scheme along with guidelines on the protection of whistleblowers.
- Look into implementing relevant internal governance structures for compliance in more departments.
- Strive to make more relevant matters of our guidelines and policies public for further transparency.
- Continue to onboard our suppliers in our ESG data and reporting scheme to communicate reporting requirements within our supply chain.
- Strive to apply written Supplier Codes of Conduct along in tier 1 of our supply chain.
- Look into relevant due diligence procedures to prepare for general data and reporting inputs from our supply chain.





6. EU TAXONOMY ELIGIBILITY

The EU Taxonomy regulation is a framework to classify “green” or “sustainable” activities. The EU Taxonomy is part of the European Union’s Green Deal and enables investors to understand whether the economic activities of companies are sustainable and to help them navigate the transition to a low-carbon economy.

As of 2023, FOM Technologies is not subject to the EU Taxonomy, but during the financial year 2023, we have started the process of investigating how we can adhere to the guidelines. Last year, we initially identified our eligible activities. We have identified that we do have eligible activities, as our core activities fall under the category “climate change adaptation” in the category “Professional, scientific and technical activities involving close to market research, development, and innovation.” Some of our research activities within this field could be eligible to fall under the category of “climate change mitigation” due to our participation in research projects with targets for achieving a Technology Readiness Level (TRL) of 7 by 2026.

As it has been established that we are eligible to report on the EU Taxonomy, we have started the process of understanding the different requirements for this, so we can prepare best possible for complying with this in due time.

7. ESG STATEMENT

Our ESG Statement is based on the ESG Key Figure Overview from NASDAQ, FSR, and CFA Society Denmark. Over the coming years, we will continue to build on these as we progress with our data collection and reporting.

#	ENVIRONMENT KPIs	UNIT	TARGETS	2023	2022	↑↓
1	Energy consumption	GJ	n/a	46.0	n/a	n/a
2	Energy Intensity (Total energy consumption / Revenue)	GJ / DKK	n/a	0.6	n/a	n/a
3	Water consumption	m ³	n/a	119.7	n/a	n/a
4	Water consumption / FTE	m ³ / FTE	n/a	4.4	n/a	n/a
5	Greenhouse gas emissions - Scope 1	Ton CO ₂ e	n/a	0.0	n/a	n/a
6	Greenhouse gas emissions - Scope 2 Contains Consumption of electricity	Ton CO ₂ e	n/a	1.6	n/a	n/a
7	Greenhouse gas emissions - Scope 3 Contains upstream categories: Fuel and energy-related activities and Employee commuting. Contains downstream category: Downstream transport and distribution.	Ton CO ₂ e	n/a	3.6	n/a	n/a
8	CO ₂ Intensity (Total CO ₂ e / Revenue)	Ton CO ₂ e / DKK	n/a	0.1	n/a	n/a
9	Ratio of energy consumption for office spaces from renewable energy	%	n/a	0.0	100* *According to the landlord at the time.	↓ -100 ↓

#	SOCIAL KPIs	UNIT	TARGETS	2023	2022	↑↓
10	Total - Full-time employees (FTE)	#	n/a	27	17	↑ 10 ↑
11	Different nationalities	# out of FTE	n/a	15	8	↑ 7 ↑
12	Gender Diversity - Executive Board	%	n/a	0.0	0.0	—
13	Gender Diversity - Senior Management	%	>= 20,00	33.3	33.3	—
14	Gender Diversity - Staff	%	>= 20,00	30.8	16.7	↑ 14.1 ↑
15	Gender Diversity - Whole organization	%	>= 20,00	30.0	17.7	↑ 12.3 ↑
16	Gender pay gap	Ratio (X)	n/a	1.2	1.0	↑ 0.2 ↑
17	Employee sickness absence	Days / FTE	<= 8,00	4.4	2.5	↑ 1.9 ↑
18	Employee satisfaction	1-10	>= 6,50	7.6	7.7	↓ -0.1 ↓
19	Employee turnover	%	>= 10,00	29.6	5.9	↑ 23.7 ↑

#	GOVERNANCE KPIs	UNIT	TARGETS	2023	2022	↑↓
20	Gender Diversity - Board of Directors	%	>= 33,33	66.7	66.7	—
21	Presence at board meetings	%	>= 75,00	100.0	100.0	—
22	CEO vs. Employees pay gap	Ratio (X)	n/a	2.1	1.8	↑ 0.3 ↑



8. NOTES TO ACCOUNTING STATEMENT AND ACCOUNTING PRINCIPLES

About this statement

The ESG data has been compiled to ensure a high degree of transparency between FOM Technologies and our stakeholders on Environment aspects, Social conditions, and Governance issues.

We have applied the accounting principles suggested in the Danish Business Authorities' ESG KPI catalog. Reporting of accounting principles is only applied on KPIs where we have been able to retrieve and report data for the financial year 2023.

1. Energy consumption

Calculated as the company's consumption of energy measured in GJ.

2. Energy Intensity (Total energy consumption / Revenue)

Calculated as the company's (total consumption of energy measured in GJ divided by Revenue)*100.000.

3. Water consumption

Calculated as the company's consumption of water measured in m³.

4. Water consumption / FTE

Calculated as the company's consumption of water measured in m³ divided by FTE.

5. Greenhouse gas emissions - Scope 1

Calculated using the public governmental site provided by the Danish Business Authorities, Klimakompasset.dk.

6. Greenhouse gas emissions - Scope 2

Scope 2 contains the Consumption of electricity, and it is calculated using the public governmental site provided by the Danish Business Authorities, Klimakompasset.dk.

7. Greenhouse gas emissions - Scope 3

Scope 3 contains the upstream categories: Fuel and energy-related activities and Employee

commuting, and the downstream category: Downstream transport and distribution. These are calculated using the public governmental site provided by the Danish Business Authorities, Klimakompasset.dk.

8. CO2 Intensity (Total CO2e / Revenue)

Calculated as the company's (total CO₂ emission divided by Revenue)*100.000.

9. Ratio from renewable energy

Calculated as the ratio of renewable energy as part of total energy consumption.

10. Total – Full-time employees (FTE)

Total FTEs have been calculated as the sum of full-time employees + full-time equivalents of temporary and part-time employees on average during the calendar year 2023.

11. Different nationalities

Calculated as the number of nationalities in the organization at the end of the calendar year 2023.

12. Gender Diversity – Executive Board

The gender diversity in the Executive Board has been calculated as (total number of women employees among the Executive Board ultimo 2023 / total number of employees in the Executive Board ultimo 2023)*100.

13. Gender Diversity - Senior Management

The gender diversity in Senior Management has been calculated as (total number of women employees among Senior Management ultimo 2023 / total number of employees in Senior Management ultimo 2023)*100.

14. Gender Diversity - Staff

The gender diversity in Staff has been calculated as (total number of women employees among Staff ultimo 2023 / total number of employees in Staff ultimo 2023)*100.

15. Gender Diversity – Of the whole organization

The gender diversity in the whole organization has been calculated as (total number of women employees among the whole organization ultimo 2023 / total number of employees in the whole organization ultimo 2023)*100.

16. Gender pay gap

The gender pay gap has been calculated as the median salary for all employed men divided by the median salary for all employed women.

17. Employee sickness absence

Employee sickness absence has been calculated as total hours of absence due to sickness divided by total working hours.

18. Employee satisfaction

Has been calculated as the average score 1-10 (1 lowest - 10 highest) of all Appraisal and Development Interviews (ADIs) in the calendar year 2023.

19. Employee turnover

Employee turnover in 2023 has been calculated as (voluntary + involuntary FTEs leaving / average number of FTEs)*100.

20. Gender Diversity – Board of Directors

The gender diversity in the Board of Directors has been calculated as (total women among the Board of Directors ultimo 2023 / total members of the Board of Directors ultimo 2023)*100.

21. Presence at board meetings

Presence at board meetings has been calculated as (total members of absence at all board meetings during the calendar year 2023 / total members present at all board meetings during the calendar year 2023)*100.

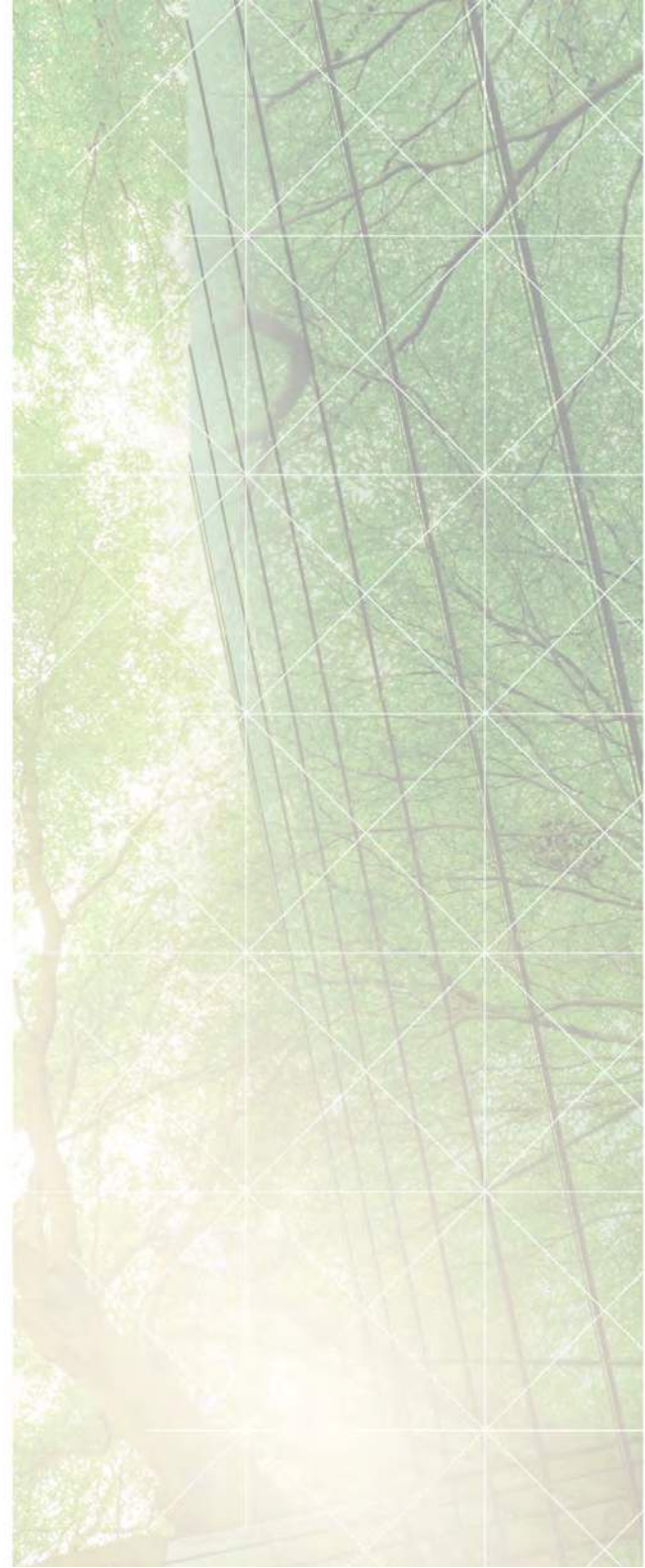
22. CEO vs. Employees pay gap

The CEO pay gap has been calculated as CEO compensation compared to the median salary of all employees for the calendar year 2023.

FOM

TECHNOLOGIES

Bryggergården 2-12, 2770 Kastrup,
Denmark | Company nr: DK 34715726



9. APPENDIX

[Appendix A - Anti-corruption and Anti-bribery Policy](#)

[Appendix B - Human Rights Policy](#)

[Appendix C - Environmental Policy](#)

[Appendix D - People and Social Policy](#)

[Appendix E - Diversity, Equality, and Inclusion Policy](#)

[Appendix F - Unconscious Bias Policy](#)



Appendix A - Anti-corruption and Anti-bribery Policy

This policy outlines FOM Technologies' zero-tolerance stance in relation to corruption and bribery.

The purpose is to ensure that FOM Technologies does not get involved in any kind of corruption or bribery at any point in time.

The Anti-corruption and Anti-bribery Policy applies to all employees and all functions in FOM Technologies.

The basic principles are as follows:

- FOM Technologies is committed to adhering to the highest standards of business conduct, which as a minimum includes compliance with the law
- FOM Technologies holds a 'zero-tolerance' stance towards bribery and corruption
- Each employee has a responsibility to ensure that FOM Technologies does not get involved in corruption or bribery of any kind
- FOM Technologies does not tolerate the offering, giving, solicitation, or acceptance of any bribe regardless of size:
 1. To or from any person or company, wherever they are situated and whether they are a public official, a private person, or a company
 2. By any individual employee, agent, third party, or other person acting on behalf of FOM Technologies
 3. To gain any commercial, contractual, or regulatory advantage for FOM Technologies in a way that is illegal or unethical
 4. To gain any personal advantage for the individual or anyone connected with the individual
- However, it is not the intention of FOM Technologies to prevent the following activities:
 1. Normal and appropriate hospitality
 2. The giving and receiving of ceremonial gifts or modest seasonal gifts
 3. Such hospitality or gifts must be in moderation, reasonable, and justifiable, and not place any expectation on the part of the giver to expect preferential treatment of any sort from the recipient or the recipients' employers or on the part of the recipient to reciprocate either in like or by performing, or failing to perform, any other task in return.
- Should any FOM Technologies employee hold suspicion of bribery or attempted bribery committed by or against an employee or other party acting on behalf of FOM Technologies, the employee must immediately report the suspicion to the Executive Management Team
- We enforce disciplinary action and/or dismiss any employee that breaches the Company's Anti-corruption and Anti-bribery Policy
- All FOM Technologies employees must ensure that they familiarize themselves with the Company's Anti-corruption and Anti-bribery Policy

Appendix B - Human Rights Policy

This policy outlines how FOM Technologies observes and respects globally recognized human rights. The purpose is to ensure that FOM Technologies acts as a responsible employer that respects human rights in all aspects of its business conduct.

The Human Rights Policy applies to all employees, all managers, and all functions in FOM Technologies.

The basic principles of the policy are:

- At FOM Technologies, we are committed to respecting human rights, and we work to prevent any kind of modern slavery or child labor in our business.
- FOM Technologies acknowledges and complies with the requirements of The Universal Declaration of Human Rights and ensures that no part of the company is complicit with any human rights abuses.
- We treat all employees with dignity and respect.
- We respect the rights of our employees to associate freely and engage in collective bargaining.
- The safety and well-being of our employees are paramount to us, and we regard the continual development of our employees' competencies and their social, mental, and physical well-being and safety to be of high importance.
- In all aspects, FOM Technologies respects and acknowledges cultural differences and disassociates itself from all discrimination based on race, religion, age, nationality, or sexual orientation.

FOM Technologies requires suppliers, that they do not engage in violation of human rights in any way.

Appendix C - Environmental Policy

This policy outlines how FOM Technologies strives to run its business operations in a continually more sustainable and environmentally friendly way.

The policy aims at ensuring that FOM Technologies' contributions to sustainable and environmentally friendly business practices are communicated and enacted.

The environmental policy applies to all employees and all functions in FOM Technologies.

FOM Technologies strives to enact and follow the principles below:

- FOM Technologies' primary business is to sell machines and equipment for material research.
- We are committed to running our business operations in a continually more sustainable way. The aim is to reduce the negative environmental impact of our business operations.
- We encourage all employees to act with environmental awareness in their daily business conduct.
- We are committed to reducing energy consumption and carbon emissions deriving from our own operations (Scope 1+2). We are aware that most of our environmental impact is indirect and relates to our value chain (Scope 3). We have deliberately embarked on nearshoring to limit transportation and secure high quality and production standards. We will address the environmental impact on the value chain in more detail in the coming years.
- We will calculate and report our carbon emissions according to the GHG Protocol Corporate Accounting and Reporting Standards. The completeness and accuracy of data will be gradually improved over time.

Appendix D - People and Social Policy

This policy outlines how FOM Technologies strives to act as a socially responsible employer. The People and Social Policy applies to all employees, all managers, and all functions in FOM Technologies.

As a science-based company, working closely together with some of the brightest minds in the world, we are highly dependent on our people and their highly specialized skill sets. Being a respected and attractive employer is thus of utmost importance to us. Our principles are built on our principles and corporate values and culture below:

FOM Technologies Principles, Values, and Culture:

- FOM Technologies is a workplace for all. We are committed to ensuring diversity in the workforce including employees with different nationalities, ethnicity, disabilities, age, and gender.
- We are committed to ensuring equal opportunities and a safe and healthy work environment for all employees.
- We have zero tolerance for harassment or assaults of any kind.
- We try to hire international-minded employees (8 different nationalities).
- We strive to attract, retain, and continually develop our employees.
- We believe continuous training and development is a must, and we encourage all employees to train and grow in their roles. We have lots to learn – both as a company and as individuals.
- We know that to accomplish this as a team, we need to work together and embrace knowledge-sharing.
- We admit mistakes and provide honest feedback to the team.
- We have a strong focus on high employee satisfaction.
- We follow up on employee satisfaction through regular surveys.
- We encourage a supportive and inclusive culture amongst the entire workforce.
- We maintain an open dialogue and communication with all employees to ensure a mutual understanding of objectives and to make sure everyone's voice is heard.
- Our corporate language is English.
- We employ many with niche competencies (e.g., Ph.D. in Nano-technology and Chemistry) for R/D. • We visualize and celebrate our successes.
- We prepare for meetings with agendas and action points and try to avoid unnecessary meetings.
- Our management principles are that we want to be the best in class within our field.
- We go to work with the purpose of creating a green and sustainable world (cf. Mission + Vision).

Appendix E - Diversity, Equality, and Inclusion Policy

FOM Technologies is committed to encouraging diversity, equality, and inclusion among our workforce, and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

The organization - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

This policy's purpose is to:

1. Provide equality, fairness, and respect for all in our employment, whether temporary, part-time, or full-time.

2. Not discriminate based on characteristics of but not limited to:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and parental leave
- Race (including color, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

3. Oppose and avoid all forms of unlawful discrimination. This includes in:

- Pay and benefits
- Terms and conditions of employment
- Dealing with grievances and discipline
- Dismissal
- Redundancy
- Parental leaves
- Requests for flexible working
- Selection for employment, promotion, training, or other developmental opportunities

The organization commits to:

1. Encourage diversity, equality, and inclusion in the workplace.
2. Creating a work environment free of bullying, harassment, victimization, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognized and valued. This commitment includes training managers and all other employees about their rights and responsibilities under the Diversity, Equality, and Inclusion Policy. Responsibilities include staff conducting themselves to help the organization provide equal opportunities in employment and prevent bullying, harassment, victimization, and unlawful discrimination. All staff should understand that they, as well as their employer, can be held liable for acts of bullying, harassment, victimization, and unlawful discrimination against fellow employees, customers, suppliers, and the public.
3. Taking seriously complaints of bullying, harassment, victimization, and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public, and any others during the organization's work activities. Such acts will be dealt with as misconduct under the organization's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice. Further, sexual harassment may amount to both employment rights and criminal matters, such as sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offense.
4. Make opportunities for training, development, and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilized to maximize the efficiency of the organization.
5. Make decisions concerning staff being based on merit (apart from any necessary and limited exemptions and exceptions allowed under the Equality Act).
6. Review employment practices and procedures when necessary to ensure fairness and update them and the policy to take account of changes in the law.
7. Monitor the makeup of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging diversity, equality, and inclusion, and in meeting the aims and commitments set out in the Diversity, Equality, and Inclusion Policy. Monitoring will also include assessing how the diversity, equality, and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Appendix F - Unconscious Bias Policy

At FOM Technologies, we recognize that all human beings bring their own unconscious biases to the table. We try our best to mitigate these unconscious biases by staying aware and disseminating information. We have taken the first steps toward uncovering and unlearning unconscious bias in the realm of gender by including and implementing this Unconscious Bias Policy in our Staff Handbook.

When recruiting, we seek candidates through different channels and media. The hiring committee typically consists of people from at least two different departments to make sure that screening of applications and resumés are seen from different perspectives. Furthermore, our HR Specialist participates in at least one interview per candidate focusing on minimizing potential biases and contributing with another perspective.

FOM Technologies always welcomes potential candidates, no matter any social or demographic circumstances.

We try to minimize unconscious bias among our current employees by giving them access to and letting them in on our policies hereon. We strive to create equal opportunities for all employees both in terms of opportunities related directly to responsibility and tasks at FOM Technologies, but also opportunities related to personal/private preferences which we as a company can support. This can include but is not limited to opportunities for all employees to gain relevant training and courses and receive financial support for these.