SUSTAINABILITY REPORT **2025**

50 Years

klimaoprema

an Amelicor Group company

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CEO Message

As we present our 2025 Sustainability Report - our fourth consecutive report and a year in which Klimaoprema proudly celebrates its 50th anniversary - I am honoured to reflect on a journey built on knowledge, resilience, innovation, and long-term commitment to quality and reliability.

From our beginnings in 1975 to becoming part of the Amelicor Group, Klimaoprema has grown into a recognized technology and manufacturing company delivering advanced HVAC systems, cleanroom solutions, and complex engineering projects across a wide range of industries. Throughout these five decades, one thing has remained constant - our people have always been the foundation of our development.

The expertise, dedication, and collaboration of our employees have shaped the company we are today. Their knowledge, adaptability, and commitment to continuous improvement enabled Klimaoprema to grow, evolve, and successfully respond to changing market demands over the years. Creating a safe, stable, and supportive working environment therefore remains one of our key priorities, together with maintaining a culture based on responsibility, respect, and long-term cooperation.

As we continue this journey, sustainability remains an important part of the way we think about future development. Operating in an increasingly complex environment marked by climate challenges, technological transformation, and evolving stakeholder expectations, we remain focused on responsible growth, operational resilience, energy efficiency, and transparent business practices. The detailed activities and efforts undertaken during 2025 are presented throughout this report.

The year 2025 was also marked by significant changes and uncertainty related to ESG and sustainability reporting requirements across the European Union. Although Klimaoprema is currently not formally subject to mandatory CSRD reporting obligations, we have chosen to continue publishing Sustainability Reports in the spirit of transparency, accountability, and our commitment to sustainable business practices.

Finally, I would like to sincerely thank our employees, customers, suppliers, and partners for their trust, cooperation, and contribution to Klimaoprema's development throughout the past 50 years. I would also like to express special gratitude to our owners for their long-term vision and support, which enabled the company's continued growth and transformation.

The legacy of the past five decades carries a clear responsibility - to continue building a resilient, innovative, and sustainable company prepared for the challenges and opportunities of the future.

Sincerely,
Sergio Galošić

CEO, Klimaoprema d.o.o.

KLIMAOPREMA AT A GLANCE

The year 2025 marks a historic milestone for Klimaoprema as we proudly celebrate 50 years since our founding. Our journey began in 1975 in a small workshop with just 12 employees producing ventilation grilles for the local market. Today, half a century later, we have grown into a recognized technology and manufacturing company and a regional leader in the design and production of advanced **HVAC systems** and **Cleanroom Solutions.**

Driven by innovation and advanced technologies, Klimaoprema now employs more than 700 professionals and delivers comprehensive HVAC and cleanroom solutions worldwide. Our expertise spans highly demanding industries, including pharmaceuticals, healthcare, microelectronics, and advanced manufacturing, where we create safe, controlled, and energy-efficient environments that support critical processes, high hygiene standards, and operational reliability while contributing to improved quality of life.

In addition to celebrating our 50th anniversary, 2025 was also marked by important milestones related to the long-term development of our production capacities. The Gradna (Samobor) production facility, originally established as a 4,500 m² site, has developed over the years in line with the company's technological and operational growth, while the Nova Gradiška production facility represents an important part of our HVAC and cleanroom manufacturing capabilities.

Today, our modern, semi-automated production facilities cover more than 43,000 m², providing the capacity and technological capabilities required to support high standards of quality, efficiency, and reliability.

Over five decades, Klimaoprema has grown into a recognized technology and manufacturing company delivering advanced HVAC systems, cleanroom solutions, and complex engineering projects across a wide range of industries. In 2025, Klimaoprema became part of the Amelicor Group.

Our Vision

To be a global and leading technology partner in advancing the quality of life and human health.

Our Mission

By building on our legacy and applying new technologies, with a passionate approach and commitment to excellence, we create solutions for a better future.

With a strong legacy behind us and a clear direction ahead, Klimaoprema continues to evolve as a resilient, innovative, and sustainable company -ready to meet the challenges of the future while creating long-term value for its stakeholders.

Locations Headquarters: Gradna 78A, 10430 Samobor - Croatia

Operational sites:

- Gradna 78a, 10430 Samobor,
- Franje Tuđmana 14b, 10431 Brezje (Sveta Nedelja)
- Industrijski Park 19, 35400 Nova Gradiška

Membership:

- UN Global Compact
- Croatian AI Association
- Croatian Chamber of Economy
- Centre for Digital Built Croatia
- Croatian Employers' Association
- Croatian Chamber of Electrical Engineers
- Croatian Chamber of Mechanical Engineers
- Croatian Chamber of Civil Engineers

Production plants:

- Nova Gradiška, Croatia
- Samobor, Croatia

Companies:

- Klimaoprema d.o.o. Croatia
- Klimaoprema d.o.o. Serbia
- Klimaoprema d.o.o. Bosnia and Herzegovina
- Klimaoprema d.o.o. Slovenia
- LLC Klimaoprema Russia
- Klimaoprema Hungary Kft
- Klimaoprema AD Republic of North Macedonia
- Branch office: Klimaoprema United Arab Emirates

Certificates (coverage – all operational sites Nova Gradiška/Gradna, Samobor/Sveta Nedelja)

- ISO 9001
- ISO 45001
- ISO 14001
- ISO 50001

Our journey through the last 50 years

1975

- Founding of Klimaoprema
- **12** employees working in a leased facility

1983

- Relocation to a new **600 m²** site in Samobor and expansion of the product range to cleanroom products

1995/98

- Beginning of the investment cycle

2005

- Relocation to a newly constructed **4.500 m²** factory in Gradna (Samobor) and commencement of CR panel production; 100 employees
- Establishment of KO Serbia

2008

- Construction of an additional **3.000 m²**; total of **160** employees
- Establishment of KO BIH

2012

- Construction of a high-bay warehouse; total of **200** employees

2013

- Establishment of a design office for cleanroom engineering

2015

- **40th** anniversary; **250** employees
- Construction of a new **6.000 m²** factory in Nova Gradiška

2016/17

- Establishment of KO Hungary
- Establishment of KO Russia

2018

- Establishment of Klimaoprema Middle East (UAE) and KO Slovenia

2019

- **460** employees; total of **45.000 m²** of production, storage and office space at two locations (Samobor and Nova Gradiška)

2021

- Establishment of the Amelicor Group

2022

- Establishment of KO North Macedonia
- Publication of the first Sustainability Report

2023

- Initiation of Klimaoprema ownership transfer to the Amelicor Group
- Publication of the second Sustainability Report

2024

- Opening of a new design office in Split
- Change of ownership structure and legal form (transition from a joint-stock company (d.d.) to a limited liability company (d.o.o.))
- Publication of the third Sustainability Report

2025

- **50th** anniversary; More than **700** employees across **5** locations, operating worldwide, with a strong position in HVAC and cleanroom solutions.

Our presence in the world

Our company operates internationally, providing products and services across a range of markets, with Europe remaining our primary market and accounting for the majority of business activities. In addition to a strong presence across EU member states, we also cooperate with markets outside the European Union, including the United Kingdom, Switzerland, Norway, Serbia, Bosnia and Herzegovina, Montenegro, North Macedonia, Kosovo, Albania, Kuwait, and Niger. Through this global network, we ensure our solutions meet the unique demands of various industries, maintaining a strong international presence.

Some of our key business partners include renowned companies such as Novartis, Lonza, JGL, Pliva, Belupo, Bionorica, Pfizer, GSK, Braun, Bosch, Sandoz, Teva, Hamapharm, Lonstroff, Takeda, Northvolt, France Air, Sanofi, Gedeon Richter, Yasenka, Dechra, AirTrust, Micro Matic, and RRT Cleanrooms. These partnerships highlight our commitment to quality and innovation, fostering long-term collaborations across the globe.

Business Model, Value Creation and Technology

HVAC PRODUCTS

Design, production and service of Ventilation & Air-Conditioning

- Heat recuperation units
- Fire protection
- Air distribution
- Air treatment
- Airflow regulation
- Kitchen ventilation
- Sound attenuators

CLEANROOM PRODUCTS

Design, production and service of cleanroom equipment

- Ceiling grid
- Stainless steel furniture
- Weighing booths
- Doors
- Cleanroom filtration
- Pass-through boxes and showers
- Panel system
- Microbiological safety cabinets
- Laminar flow devices

CLEANROOM PROJECTS

Design, Procurement, Production, Installation, EHS and Validation of cleanroom projects

- Cleanroom Design and Engineering in pharmaceutical, medical, electronic and other industries
- Procurement management and contracting
- Production, assembly, quality control and packaging
- Infrastructure installation and EHS Management
- Commissioning, qualifcation and validation

HVAC

In the HVAC segment, Klimaoprema specializes in the design, development, production, and servicing of advanced ventilation and air-conditioning systems, delivering solutions that ensure optimal indoor environmental quality, energy efficiency, and operational reliability.

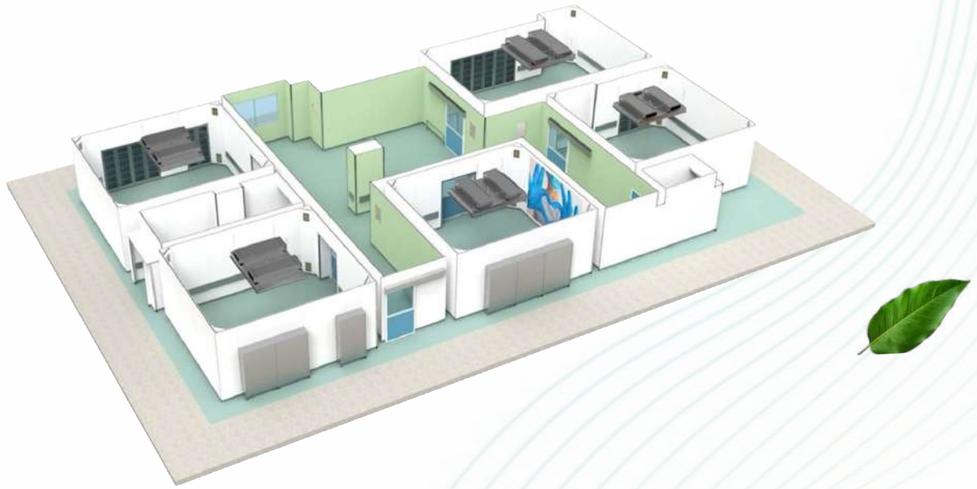
Our portfolio includes air treatment and air distribution systems, heat recovery units, fire protection solutions, airflow regulation devices, kitchen ventilation systems, and sound attenuators. These products are designed to meet the highest technical and safety standards, supporting a wide range of applications-from industrial and pharmaceutical facilities to commercial and public buildings.

Cleanroom solutions

Klimaoprema's Cleanroom Solutions segment delivers integrated cleanroom systems for industries requiring controlled environments, including pharmaceuticals, biotechnology, healthcare, and microelectronics. Our end-to-end approach covers concept development, engineering, production, installation, commissioning, qualification, and validation, ensuring full compliance with international standards.

In addition to project execution, we design and manufacture a wide range of cleanroom equipment and systems, including panel systems, doors, filtration units, laminar flow systems, pass-through chambers, microbiological safety cabinets, and specialized stainless steel furniture.

By combining technical expertise, customization, and strict quality control, we provide scalable and reliable solutions that support operational efficiency, contamination control, and long-term performance.



Engaging with our stakeholders: How we communicate and deliver value

Klimaoprema builds long-term relationships with its stakeholders through transparent communication, continuous dialogue, and responsible business practices. Our key stakeholders include clients, suppliers, employees, educational institutions, and local communities.

We engage through regular meetings, business interactions, surveys, conferences, fairs, and feedback channels, enabling us to better understand stakeholder expectations and continuously improve our operations.

Our client portfolio includes leading global companies across industries requiring advanced HVAC and cleanroom solutions. At the same time, we maintain long-term partnerships with suppliers, support employee development and safe working conditions, collaborate with educational institutions, and contribute to the local communities in which we operate.

Our approach is guided by transparency, ethical business conduct, and long-term value creation, supported by internal policies including the Code of Conduct, Human Rights Policy, Supplier Code of Conduct, and Anti-Bribery and Corruption Policy.

	Clients	Suppliers	Employees	Educational institutional	Community
Stakeholders expectation	• Transparent & ethical business practices • Sustainable operations & supply chain • Product quality • Service quality • Value for money	• Long term cooperation • Partnership approach • Ethical & fair business practices • Sustainable supply chain approach	• Well-being & Work-life balance • Fair remuneration (compensation and Benefits) • Corporate culture & appreciation • Empowerment & Development of employees • Clear communication channels management	• Employment/ mentoring of students • R&D projects between research and Industry • Promotion of new technologies • Joint cooperation on labor market needs (technical curriculum)	• Philanthropy employment from community
Engagement approach	• Engagement surveys • B2B meetings • Fairs • Contract Agreements • Client audits • Joint cooperation on specific projects • Social media	• Business meetings • Visits • Social media	• Internal surveys • Communication activities through internal social network and newspaper • Daily, weekly and monthly meetings • Team buildings and similar events	• Conferences • Meetings • Joint projects/ knowledge transfer • Educational fairs	• One-to-one meeting with local stakeholders • Regular meetings with Major(s)
Our initiatives	• Development of new products (R&D) • Continue efforts towards developing sustainable and environmentally friendly production solutions • Investment in new technologies & software • Regular review/feedback analyses from clients • (Further) work on cyber security and data privacy protection	• Development of Supplier Code of Conduct • Further work on partnership approach with main suppliers • Effective corporate governance policies	• Human resources policies and procedures that support employees expectations • Promotion of good corporate culture & team spirit • Competitive salary and benefits • Development of career & talent management • Enhance internal communication & feedback culture • Provide channels for employees to safely voice their concerns • Perform annual employee engagement surveys and performance assessments	• Sharing best practices and research • Participating in joint projects • Student internships	• Participation in local events, local employment initiatives

UN Sustainable Development Goals

Klimaoprema supports all the Sustainable Development Goals (SDG) and we have identified seven where we contribute most.

SDG 3 - Good health and well-being

We remain committed to providing a safe and healthy working environment for all employees. Our occupational health and safety practices are aligned with ISO 45001:2018, supporting regular audits, risk prevention, and continuous improvement of workplace safety standards.

In 2025, we recorded 9 work-related injuries across 1.278.459 hours worked, while continuing to strengthen safety awareness, employee education, and preventive activities throughout the organization.

In addition to occupational safety, we continued to promote employee well-being through initiatives focused on physical and mental health, including Health Month activities, Multisport benefits, additional health insurance, and awareness programs related to nutrition, stress management, and preventive healthcare.

We remain focused on creating a supportive, safe, and healthy working environment where employees feel protected, valued, and engaged.

SDG 4 - Quality education

Education and continuous learning remain important drivers of innovation, competitiveness, and long-term sustainability. The approach focuses on leadership development, technical expertise, and cross-functional knowledge sharing across the organization.

In 2025, employees completed 21.820 hours of training, supporting both professional and personal development.

Cooperation with universities and vocational institutions also continued through practical training and internship programs. During the year, 18 apprentices, 4 university interns, and 8 students through student work arrangements participated in development activities, while 3 students transitioned into full-time employment after graduation.

SDG 7 - Affordable and clean energy

Renewable energy remains an important part of Klimaoprema's energy transition approach. Electricity consumed at operational sites is partially sourced from on-site photovoltaic power plants and supported through the use of Guarantees of Origin (GoO).

In 2025, total electricity consumption amounted to 2.659.438 kWh, of which approximately 24% was generated from our own solar power systems installed at the Nova Gradiška and Gradna sites.

Energy management activities continue to be supported through ISO 50001:2018 and ISO 14001:2015 certified management systems, enabling continuous monitoring of energy consumption, implementation of efficiency measures, and improvement of resource management practices.

SDG 8 - Decent work and economic growth

In 2025, the company employed 771 employees, with the majority employed under permanent and full-time contracts, supporting long-term employment stability.

Family-friendly policies and employee support measures continued during the year, including parental support programs, flexible working arrangements where applicable, and benefits related to health, well-being, and work-life balance.

Through continued investment in employee development, workplace conditions, and organizational stability, Klimaoprema supports sustainable business growth and long-term workforce resilience.

SDG 9 - Industry, innovation, and infrastructure

We contribute to SDG 9 by continuously investing in modern manufacturing processes, engineering expertise, and sustainable product development within the HVAC and cleanroom sectors. Through ongoing process optimization and digitalization initiatives, we aim to improve operational efficiency, reduce material waste, and strengthen the long-term resilience of our production activities.

Our products support the development of reliable and energy-efficient infrastructure, particularly in industries requiring controlled environments and high technical standards.

In addition, we continue to strengthen innovation through engineering development, product quality improvements, and investments in technologies that support energy efficiency, environmental performance, and responsible industrial growth.

SDG 12 - Responsible consumption and production

Waste management and responsible use of materials are part of our operational environmental management approach. In 2025, a total of 27 waste streams were managed across operational sites.

Total waste generated amounted to 1.630 tonnes, reflecting increased production volumes during the year. Most waste was directed to recovery and recycling processes, while only 3.31% of total waste was disposed of in landfill. Recycling activities accounted for 69.85% of total waste management methods, with an additional 24.85% directed to other recovery operations.

Metal waste remained the largest waste stream and continued to be directed to recycling and recovery processes.

SDG 13 - Climate action

In line with the Paris Agreement, we remain committed to reducing Scope 1 and 2 greenhouse gas emissions by 2030. In 2025, total GHG emissions amounted to 1.055.2 tCO_2e, representing a 14.8% reduction compared to the baseline year.

The continued use of renewable energy sources, including solar energy, virtual Power Purchase Agreements (vPPA), and Guarantees of Origin (GoO), played a key role in emission reductions.

We continuously monitor energy consumption and emissions, set measurable targets, and invest in sustainable technologies. Our approach ensures steady progress toward climate goals while maintaining operational efficiency and long-term environmental responsibility.

SUSTAINABLE DEVELOPMENT GOALS

Our Sustainability Framework

Back in 2023, Klimaoprema established its ESG Committee and carried out a comprehensive materiality assessment aligned with GRI requirements and supported by industry benchmarking. Through this process, we identified the key sustainability topics that today form the backbone of Klimaoprema's ESG Strategy 2030.

This Report presents the Strategy overview, while detailed information on the materiality assessment process and identified topics can be found in the 2023 and 2024 Sustainability Reports.

Sustainability goals by 2030:

Decarbonized operations

- Reduce scope 1 and 2 GHG emissions by 42% by 2030: align reduction targets with the SBTi modelling to significantly cut greenhouse gas emissions from our direct operations and energy consumption.
- Decrease transport emissions: transition our vehicle fleet to electric and hybrid models to lower carbon emissions associated with transportation.
- Deploy renewable energy sources: implement renewable energy solutions at our manufacturing sites to reduce reliance on fossil fuels and decrease overall carbon footprint.
- Adopt low-carbon production technologies: invest in and transition to production technologies that produce fewer carbon emissions, ensuring more sustainable manufacturing processes.

Sustainable production

- Integrate Life Cycle Assessment (LCA) into Product Documentation: ensure product documentation includes comprehensive LCA data to assess and minimize environmental impact.
- Reduce waste and achieve Zero Waste to Landfill by 2030: implement strategies and practices to eliminate waste from production activities.
- Minimize environmental impact of products: utilize sustainable materials and optimized production processes to reduce the negative environmental footprint of our products.

Our People – Our Responsibility

- Vision of Zero Injuries: commit to creating a completely safe workplace by implementing stringent safety protocols and fostering a culture of health and safety, with the ultimate goal of eliminating all workplace injuries.
- Becoming an Employer of Choice: strive to be recognized as an ideal workplace by offering competitive benefits, promoting a positive work-life balance, providing opportunities for career growth, and maintaining a supportive and inclusive work environment.

Responsible governance

- Ensuring a responsible supply chain: commit to ethical sourcing and responsible practices throughout our supply chain, ensuring that all partners adhere to our high standards for environmental and social responsibility.
- Promoting ethical and transparent business practices: uphold the highest standards of integrity and transparency in all business operations, ensuring compliance with legal and ethical guidelines.
- Prioritizing data security: implement data protection measures to safeguard sensitive information, ensuring the privacy and security of our shareholders' data.

CLIMATE CHANGE AND ENVIRONMENTAL PROTECTION

Climate change and environmental degradation remain key challenges for the HVAC and cleanroom engineering industry, including our operations. Our manufacturing processes are energy- and resource-intensive, which can contribute to resource depletion and environmental impacts such as emissions to air and waste generation affecting ecosystems and communities.

Environmental risks, including natural disasters and resource scarcity, have the potential to disrupt our supply chain and operations, leading to increased costs and operational challenges. In addition, extreme weather events such as heatwaves, strong winds, and heavy precipitation may impact infrastructure resilience and working conditions.

As a manufacturing company operating in this sector, we recognize the importance of proactively addressing these challenges. We continue to integrate climate change and environmental considerations into our business approach, with a focus on reducing environmental impact and strengthening operational resilience. By investing in sustainable practices and technologies, we support innovation and aim to maintain our position in the market for environmentally conscious HVAC and cleanroom solutions.

A key component of our approach is the integration of renewable energy into our production processes. Increasing the use of renewable energy reduces our dependence on conventional energy sources and contributes to lowering our overall environmental footprint. At the same time, it supports our commitment to developing and delivering more sustainable products, as renewable energy sources are associated with lower greenhouse gas emissions.

Climate change and environmental protection remain material topics for our company, representing both risks and opportunities. By systematically addressing these topics, we strengthen our resilience, support sustainable value creation, and contribute to the transition towards a more sustainable industry.

Key data for 2025

- Total Scope 1 & 2 GHG emissions amounted to **1088.0 tCO_2e**
- Compared to the baseline period, total Scope 1 & 2 emissions decreased by **-12.12%**
- **2** on-site photovoltaic plants in operation
- Renewable energy certificates purchased for operational facilities, vPPA contract
- **6** electric vehicle charging stations installed
- Fleet includes **4** electric and **17** hybrid vehicles

Energy consumption within the organization

Energy consumption remains a central element of our sustainability strategy, closely linked to both climate change mitigation and operational efficiency. Our operations rely primarily on electricity, natural gas, and fuel, which are essential for manufacturing processes but also represent a significant environmental impact.

We continue to manage energy consumption through a structured approach based on our Environmental and Energy Management Systems, certified under ISO 50001:2018 and ISO 14001:2015 across all operational sites. These frameworks ensure a consistent methodology for monitoring, managing, and improving energy performance, while supporting compliance with regulatory requirements and internal policies.

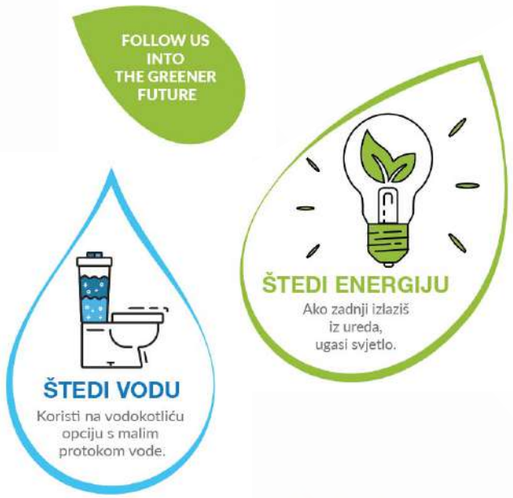
Energy consumption is systematically monitored across all production and administrative locations through a centralized monthly reporting system, enabling detailed analysis and informed decision-making.

While overall energy consumption trends are influenced by production volumes and business growth, we remain focused on improving energy efficiency through process optimization, equipment modernization, and increased use of renewable energy sources.

Energy Performance Indicators (EPIs), established in 2021, continue to play a key role in tracking performance. These indicators, based on electricity, natural gas, water, and fuel consumption relative to production activity, provide transparency and enable continuous improvement across operations.

Governance and responsibilities

Energy management is embedded within our organizational structure and governed through the Integrated Management System. Responsibility for energy performance lies with the dedicated Energy Management Team, which oversees implementation of policies, monitoring systems, and improvement initiatives. Detailed information on our energy management approach, governance structure, and Energy Performance Indicators is available in previous Sustainability Reports.



FOLLOW US INTO THE GREENER FUTURE

Energy sources and total consumption

Energy consumption within Klimaoprema is primarily driven by manufacturing activities and operational requirements across our facilities in Croatia, including production sites in Samobor/Gradna and Nova Gradiška, as well as administrative locations. Our energy profile reflects the nature of our business, which relies on a combination of electricity, natural gas, and transport fuels.

Our primary energy sources include natural gas, electricity, and fuels used in transport and internal logistics. Natural gas remains a key energy source, supporting production processes-particularly at the Nova Gradiška facility-as well as heating across our operational sites. Electricity is used extensively across production and administrative activities, while diesel, LPG, and gasoline are used for forklifts, internal transport, and the corporate vehicle fleet.

Compared to 2024, total energy consumption recorded a moderate increase, primarily driven by higher production volumes and the continued expansion of technological and operational capacities.

Increased use of automated systems, digital solutions, and electrically powered equipment contributed to higher electricity demand, while increased production volumes and a higher share of orders requiring gas-intensive technological processes contributed to increased natural gas consumption. Intensified logistics and material handling activities also influenced fuel consumption patterns. Despite this increase, the company remains focused on improving energy efficiency, optimizing resource use, and reducing long-term environmental impact.

Employees continue to support sustainability and energy efficiency efforts through everyday operational practices, internal initiatives, and targeted training activities. In 2025, employees participated in energy-saving initiatives and additional ISO 50001-related training, while workplace improvements continued through operational efficiency measures and the gradual replacement of lighting with energy-efficient LED systems.

Fuel consumption, per fuel types used Operational sites and administrative offices	**Consumption (kWh) 2025**
Natural gas	**3.586.522**
Diesel	**60.280**
Gasoline (transport)	**1.865.397**
LPG	**35.200**
Electricity from the grid (non-renewable)	**2.027.749**
Renewable electricity (production on site)	**631.690**
IN TOTAL	**8.206.838**

Energy consumption figures exclude branch offices located outside Croatia. These offices operate within leased premises, where electricity usage is negligible, as the costs are typically incorporated into the monthly lease payments. Additionally, no production operations occur outside Croatia.

Methodology and conversion factors

Data for this report was obtained from internal metering and monitoring systems, including direct readings for natural gas, electricity, and fuel consumption. However, it is important to note that the operational boundaries applied for energy tracking and reporting differ from those used for greenhouse gas (GHG) emissions calculations.

For energy reporting, we include total energy consumption across all operational sites in Croatia, irrespective of ownership structure-this includes both owned facilities and those under operational or financial lease. In contrast, GHG emissions are calculated based only on energy consumption related to owned assets and financial leases, in line with the equity share approach.

As a result, energy consumption figures and GHG emissions data are not directly comparable and should be interpreted separately within the respective methodological frameworks.

Conversion factors used in the GHG emissions calculations were sourced from standard industry references and publicly available online resources. These factors are based on accepted norms and standards to ensure consistency and accuracy across different energy sources.

Klimaoprema on site photovoltaic plants	
Solar energy generated [kWh]	**821.266**
Solar energy supplied to the grid [kWh]	**189.576**
Solar energy self consumed [kWh]	**631.690**

In 2025, a total of **2.659.438 kWh** of electric energy was consumed across all our operational facilities (Samobor/Gradna, Sveta Nedjelja, Nova Gradiška). Of this, nearly **24%** was generated from our own solar power systems installed at the Nova Gradiška and Gradna sites and used within our operations.

Klimaoprema Profile Electricity Operational sites	
Energy supplied from the grid [kWh]	2.027.749
Solar energy selfconsumed [kWh]	631.690
TOTAL energy consumption [kWh]	**2.659.438**

Greenhouse gas emissions

In 2023, we set a Sustainability target to reduce greenhouse gas (GHG) emissions by 42% by 2030 compared to our baseline emissions (average of 2020–2022). While these targets have not been formally validated by the Science Based Targets initiative (SBTi), they are aligned with SBTi decarbonization methodology and best practices.

During 2023 and 2024, we continued implementing activities supporting these targets, including the installation of two on-site photovoltaic power plants and the procurement of renewable electricity through a one-year virtual Power Purchase Agreement (vPPA). In parallel, we secured a long-term Guarantees of Origin (GoO) agreement with KOER, Croatia's first virtual power plant, ensuring certified renewable electricity supply through 2029.

As a result, in 2025, 100% of the electricity consumed at our operational sites (excluding leased office spaces) originated from renewable energy sources.

Although total Scope 1 and 2 greenhouse gas emissions increased compared to 2024 (16.12%), emissions remained below the baseline period (average 2020–2022), resulting in an overall reduction of 12.12% against the baseline.

The increase compared to the previous year was primarily influenced by higher natural gas consumption related to increased production volumes and a larger share of orders requiring technological processes that rely on natural gas as a primary energy source. At this stage, these specific production processes cannot be fully substituted with alternative technologies without significant operational limitations.

While certain alternative technologies could partially reduce natural gas consumption, their implementation would require substantial financial investments as well as additional infrastructure that is currently not fully available at the location where the company operates, including limitations related to external public infrastructure. In addition, currently available alternatives would not provide the same level of production efficiency and processing speed required by existing operational demands.

As a result, emissions related to gas-intensive production processes are expected to remain one of the key decarbonization challenges for the company in the coming years. Despite these limitations, Klimaoprema continues to focus on improving energy efficiency, increasing the share of renewable energy, optimizing operational processes, and identifying long-term opportunities for further emissions reduction.

One of the key contributors to long-term emission reduction continues to be the use of renewable electricity at operational sites (excluding leased office spaces), reducing emissions related to electricity consumption and dependence on fossil fuels. In addition to electricity generated from on-site photovoltaic systems, Guarantees of Origin (GoO) were purchased for the remaining share of electricity consumption, supporting the company's transition towards renewable energy sources and lower-carbon operations. Consequently, reported Scope 2 emissions under the market-based approach are zero.

Transport activities also continue to represent a relevant share of total emissions. The gradual transition of the vehicle fleet through the introduction of electric and hybrid vehicles, together with optimization of transport-related activities, contributes to reducing mobility-related emissions. At the same time, changes in fleet structure and leasing models may affect emission calculations under the applied equity share methodology, as certain leased vehicles are no longer included in reported emissions.

	Baseline (tCO_2eq)	2023 (tCO_2eq)	2024 (tCO_2eq)	2025 (tCO_2eq)
Scope 1 (Direct emissions (e.g. emissions from stationary and mobile sources, including own vehicle fleet)	983.9	972.1	937.0	1.088.0
Scope 2 (Indirect emissions (e.g. electricity)	299.2	289.0	0.0	0.0
Total	**1.238.1**	**1.261.1**	**937.0**	**1.088.0**

Compared to the baseline period (average 2020–2022), our total GHG emissions in 2025 remained 150.1 tCO_2e (12.12%) lower.

Scope 2 emissions are calculated and reported in accordance with the GHG Protocol Corporate Standard and Scope 2 Guidance, using both the market-based and location-based approaches.

Scope 2 emissions presented in the table are calculated using the market-based approach. For 2025, market-based Scope 2 emissions amounted to 0.0 tCO_2e, reflecting the use of Guarantees of Origin for electricity purchased from the grid.

Under the location-based approach, Scope 2 emissions associated with 2.027,749 MWh of grid-supplied electricity amounted to approximately 295,4 tCO_2e. The location-based calculation uses the Croatian average electricity consumption emission factor of 145.699141 kg CO_2e/MWh

The comparisons below translate this reduction relative to the baseline period into real-world equivalents, helping illustrate the long-term impact of our efficiency improvements and decarbonization initiatives.

32
cars
Average passenger cars off the road for one year

25
homes
Homes powered annually

94
flights
Round-trip transatlantic flights avoided

500
trees
Young trees over three decades

~56.200
liters of diesel
Diesel fuel avoided one year

~6.7
LED bulbs
LED bulbs powered for one year

MATERIAL & PRODUCTS

As we continue advancing our sustainability strategy, the products we develop and the materials we integrate into our operations remain key factors in managing our environmental footprint.

As a manufacturer operating in the HVAC and cleanroom industry, we are aware that material selection and resource consumption directly influence both environmental performance and the long-term resilience of our business. Our approach to material management is guided by applicable industry standards, technical product requirements, and a commitment to responsible manufacturing practices. This includes prioritizing materials that support product quality and operational efficiency while reducing the use of hazardous substances wherever feasible.

Key data for 2025

+9.9%

Increase in total waste generation in line with higer production volumes

1.121 tonnes

Metal scrap sold for recovery and reuse as secondary raw material

3.31%

Landfill waste share

~1.000 kg/year

Estimated annual savings achieved by replacing nitrogen with compressed air in laser cutting process

Materials used in production	2025
Metal sheets	5.052.833 kg
Aluminum	141.256 kg
Silicate board	442.360 kg
Mineral stone wool	30.500 kg
Powder for powder coating	24.640 kg
Semi-manufactured goods/parts that are part of the final product	**2025**
HEPA filters	885 pcs
Seals	169.804 m
Actuators	124.000 pcs
Packaging materials	**2025**
Plastic	122.004 kg
Cardboard	64.488 kg
Wood pallets	140.495 kg
Styrofoam	5.156 kg
Associated process materials	**2025**
Grease oil	710 l
Nitrogen	110.368 kg

Our production processes are continuously developed with a strong focus on material efficiency, operational optimization, and waste reduction. Following our manufacturing principles, we regularly improve production layouts and workflows to reduce overproduction, unnecessary material handling, and process inefficiencies. Material selection is based on technical performance, durability, and compliance with applicable environmental and quality requirements.

Metal materials, primarily sheet metal and aluminium, continue to represent the largest share of our material consumption. Metal surplus generated during manufacturing is systematically separated and transferred to authorized recycling partners, supporting circular resource management practices.

Our manufacturing activities begin with detailed planning, engineering, and product design, followed by careful material selection in accordance with technical and customer requirements. Production processes include precision sheet-metal fabrication, where materials are cut, bent, and formed into product components. Assembly activities integrate key functional elements such as fans, filters, dampers, and sound attenuators.

Specific products and systems require welding and sealing solutions, including adhesives, to ensure airtightness, structural stability, and compliance with fire protection and ventilation requirements. Surface treatment processes, including powder coating, are applied where necessary to improve corrosion resistance, durability, fire performance, and hygiene standards required for controlled and cleanroom environments.

Prior to delivery, products undergo final inspections and verification procedures to confirm compliance with applicable technical, safety, and customer specifications. Fire-related products are additionally subject to extensive performance and safety testing to verify compliance with airflow, fire resistance, and contamination control requirements.

To ensure safe transportation and product protection, packaging materials such as cardboard, plastic foil, styrofoam, and wooden pallets are used depending on the product type and transport requirements.

1. Material selection and use:

- The selection of materials is primarily driven by their durability, performance, and compliance with industry standards. Our main material categories include:
    1. **Sheet metal and aluminium**: These form the majority of our resources inventory, with a focus on their recyclability and mechanical properties.
    2. **Silicate board, mineral stone wool, and powder for powder coating**: These materials are selected for their suitability in the HVAC and cleanroom applications.
- While some of our raw materials contain a percentage of recycled content, we are still working on database development that would allow us to fully differentiate between virgin and recycled content. Currently, due to incomplete data, we report all materials as virgin.
- We are working on reducing our environmental footprint by recycling metal waste generated during production. This surplus metal is sold to specialized companies for recycling.

2. Sustainable production:

- Key milestones in 2025 included significant organizational efforts related to the development of lower-carbon products based on green aluminium and steel sheets. During the year, we worked closely with suppliers to source and test different recycled material solutions, with the expectation of entering serial production of selected green products during 2026.

3. Packaging:

- In 2025, we continued transitioning part of our packaging solutions from polystyrene to honeycomb cardboard packaging. During the year, approximately 1.500 kg of polystyrene was replaced through the delivery of approximately 9 Diffbox products using cardboard honeycomb panels, supporting the reduction of plastic-based packaging materials while maintaining the required level of product protection

4. Supply Chain

- Our materials are sourced from a diverse supply chain, with the majority provided by EU-based suppliers. Approximately **90%** of our suppliers are based in the EU/EEA, which supports our commitment to sustainability by ensuring compliance with stringent environmental and ethical standards. Local sourcing is prioritized where possible and justifiable. Less than **10%** of our total spending is directed outside the EU/EEA.

5. Life cycle analysis:

- As part of our long-term sustainability approach, we continue advancing the integration of Life Cycle Assessment (LCA) principles into product development and documentation. A key milestone in this journey was the publication of Environmental Product Declarations (EPDs) for selected products, including fire dampers and cleanroom panels, providing transparent and verified information on their environmental impacts across the product life cycle.

The Conflict Minerals Regulation was determined not to be directly applicable to Klimaoprema, as the company does not import tin, tantalum, tungsten, or gold (3TG minerals). While certain purchased metal-based materials may potentially contain trace amounts of these minerals within the broader supply chain, no such cases have been identified to date.

Waste

Waste management and the use of secondary materials remain part of our environmental management approach and support broader circular economy principles. Through recycling activities and responsible resource use, we aim to reduce the environmental impact of our operations and improve overall material efficiency.

Our most significant waste-related impacts continue to arise from activities within our production facilities, where various waste streams are generated. These include metal waste, mixed construction waste, paper and cardboard packaging, as well as smaller quantities of hazardous waste such as filters, rags, and paints.

Waste management

Waste management across all operational sites is organized through defined procedures and in compliance with applicable legislation. Waste streams are separated, monitored, and handled by authorized external partners, while all waste data is recorded through the waste management system and reported to the relevant authorities.

In 2025, total waste generation increased compared to the previous year, primarily due to higher production volumes. Most waste continues to be directed to recycling and recovery processes, while only a smaller share is disposed of in landfill. Metal waste remains the largest waste stream and is sold to authorized companies for further processing and reuse as secondary raw material. Paper, cardboard, plastic, glass, and wood waste are also separated and sent for recycling where possible.

Our waste management approach remains focused on proper waste segregation, compliance with legal requirements, and cooperation with certified waste management partners, supporting responsible resource use and circular economy practices.

Waste type	2025
Hazardous and non-hazardous	**kg**
Electrical and electronic waste	745
Glass for recycling	2.015
Household deposited	53.760
Other types of toxic waste	32.356
Other types of waste	287.965
Paper and cardboard for recycling	105.183
Plastic waste for recycling	20.098
Wood waste for recycling	7.360
Total	**509.482**
Waste metal for recycling	1.121.314
Total waste + metal	**1.630.796**

Management of metal scrap and compliance with legal regulations

Metal scrap generated during production is sold for further use and recycling within metal-processing industries, supporting circular economy principles. However, under the applicable Croatian regulatory framework, such material is still formally classified as waste and must be transferred to authorized companies for further processing.

Although the material is effectively reused, the regulatory conditions required for its classification as a by-product are currently not fully met. Despite this administrative classification, the material continues to be reintegrated into industrial use through authorized recycling and recovery channels.

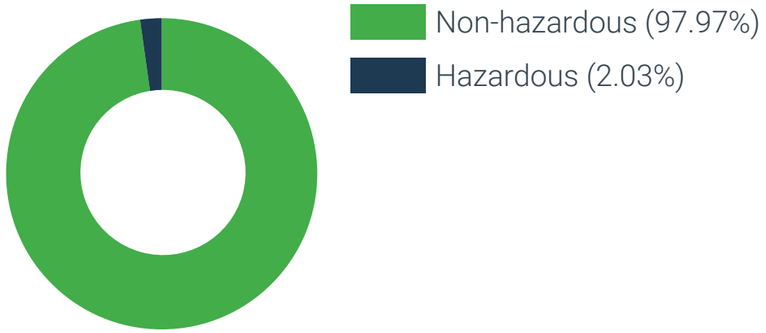
Waste type	
Hazardous and non-hazardous	**kg**
Electrical and electronic waste	745
Glass for recycling	2.015
Household deposited	53.760
Other types of toxic waste	32.356
Other types of waste	287.965
Paper and cardboard for recycling	105.183
Plastic waste for recycling	20.098
Waste metal for recycling	1.121.314
Wood waste for recycling	7.360
Grand Total	**1.630.796**

Waste type	
Hazardous	**kg**
Electrical and electronic waste	745
Other types of toxic waste	32.356
Total	**33.101**

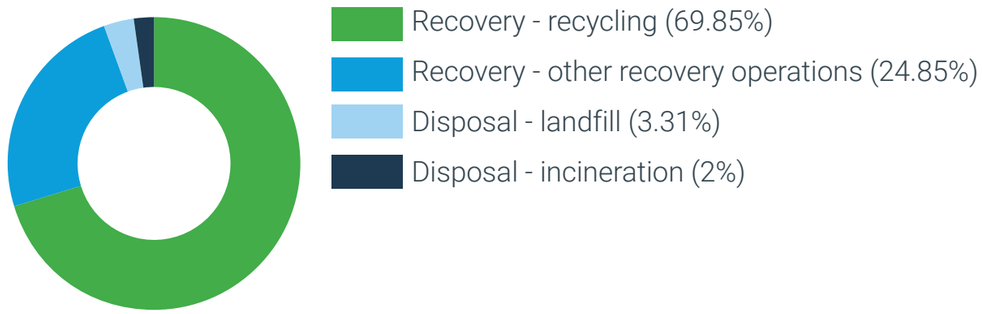
Waste type	
Non-hazardous	**kg**
Glass for recycling	2.015
Household deposited	53.760
Other types of waste	287.965
Paper and cardboard for recycling	105.183
Plastic waste for recycling	20.098
Waste metal for recycling	1.121.314
Wood waste for recycling	7.360
Total	**1.597.695**

Waste management methods	
Hazardous and non-hazardous	**kg**
Disposal - landfill	53.960
Recovery - other recovery operations	405.178
Disposal - incineration	32.576
Recovery - recycling	1.139.082
Grand Total	**1.630.796**

Waste type



Waste managment methods



Water

Klimaoprema does not engage in water-intensive production activities. Although water resources are not considered material to our operations, we continue to monitor and publicly report our water consumption as part of our commitment to transparency and responsible resource management.

Water consumption within our operations remains limited and is primarily associated with sanitary and drinking purposes. Process water is used only in a small segment of the plastification production line, where it operates within a closed-loop system. In this process, water is continuously recirculated and supplemented with fresh water as needed, ensuring efficient use of resources.

Any residues generated from the cleaning of water tanks are classified as hazardous waste and are handled by authorized waste management companies in accordance with applicable regulations.

In 2025, total water consumption from public water supply amounted to **5.079 m³**, distributed across our operational locations as follows:

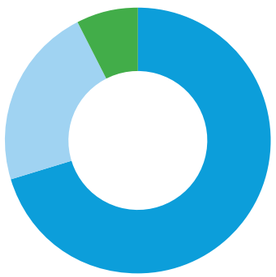
Our production sites are not located in areas of high biodiversity value, nor in or near protected areas, and therefore our water use does not pose a significant risk to sensitive ecosystems.

Overall, our approach to water management reflects the low intensity of water use in our operations, combined with a focus on efficiency, regulatory compliance, and responsible handling of process-related residues.

- Gradna: **1.122 m³**
- Nova Gradiška: **3.574 m³**
- Sveta Nedelja: **383 m³**

Total Water Consumption in 2025
5.079 m³

Distribution of total consumption



OUR PEOPLE - OUR RESPONSIBILITY

Our employees remain one of the key drivers of Klimaoprema's long-term development, operational reliability, and technological expertise. In a dynamic and rapidly changing business environment, the knowledge, engagement, and collaboration of our people enable us to maintain high quality standards, support innovation, and respond to evolving market demands.

We remain committed to providing a safe, inclusive, and supportive working environment that promotes employee well-being, professional development, and long-term organizational resilience.

Key data for 2025

- **771** employees across the Klimaoprema Group
- **21.820** training hours delivered
- **9** work-related injuries across **1.28 million** hours worked
- Leadership Academy expanded to management and production leadership teams
- New internal HSE e-learning platform introduced
- Continued focus on diversity, inclusion, equal opportunities and long-term talent development
- **55** employees used maternity, parental, or paternity leave rights
- **25** newborn allowances granted during 2025

HEALTH & SAFETY

Providing a safe and healthy working environment remains a core operational priority at Klimaoprema. Our occupational health and safety approach is based on prevention, risk management, employee involvement, and continuous improvement across all operational activities.

Occupational health and safety management is implemented in accordance with ISO 45001:2018, supporting systematic risk prevention, regulatory compliance, and the continuous improvement of workplace safety standards.

Employee participation remains an important part of our safety approach. The **near-miss reporting** system introduced in previous years continues to be actively used, enabling employees to report potential hazards and unsafe situations.

Previously implemented solutions, such as **automated vending machines for personal protective equipment (PPE),** remain in use and ensure continuous availability of safety equipment while supporting more efficient resource management.

In addition, **collective accident insurance** for all employees remains in place, providing an additional level of employee protection and support.

In 2025, employee HSE training was further standardized through the introduction of an **internal online training system** managed by the Health, Safety and Environment (HSE) Department.

Work-related injuries

In 2025, we recorded **9** work-related injuries over a total of **1.278.459** hours worked. The company continues to monitor incidents, analyze root causes, and implement corrective and preventive measures aimed at reducing workplace risks and strengthening safe working practices across all operations.

2025 Safety Statistics

+7.04
LTIF (Lost Time Injury Frequency Rate)

1.41
LTCR (Lost Time Case Rate)

1.278.459
Total hours worked

9
Total work-related injuries

502
Total lost workdays

0
Regulatory or inspection notices received

0
Fatalities

Lost Time Injury Frequency Rates (LTIFR) are calculated based on one million hours worked. Data on incidents and workhours represents the employed workforce.

People

At Klimaoprema, people remain central to our long-term success and organizational resilience. Alongside technology and operational excellence, collaboration, trust, and knowledge sharing play an important role in strengthening our culture and supporting sustainable business growth.

We continue to invest in employee development, leadership capabilities, and organizational culture, with the ambition of building an engaging, inclusive, and resilient workplace environment.

Our long-term ambition remains clear - to be recognized as an **Employer of Choice**.

This means continuously investing in a strong organizational culture, promoting a positive and inclusive working environment, and supporting leadership development at all levels. Through meaningful employee benefits and a focus on well-being, engagement, and professional growth, we aim to attract, develop, and retain talented individuals who contribute to our long-term sustainability and success.

Workforce breakdown

For reporting purposes, the workforce is categorized into five main employee groups reflecting organizational structure, operational responsibilities, and business functions: senior management, middle management, technical personnel, production and construction personnel, and administrative personnel.

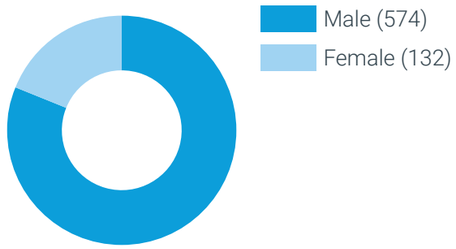
Workforce balance across gender

	Gender		
Position	**Male**	**Female**	**Total**
Senior management	25	1	**26**
Middle management	26	6	**32**
Administrative personel	25	67	**92**
Technical personel	119	21	**140**
Production and construction personel	428	53	**481**
Total KO Group	**623**	**148**	**771**

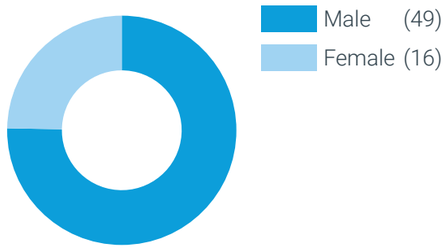
Workforce by country include gender

	Gender		
Country	**Male**	**Female**	**Total**
KO d.o.o. Croatia	602	137	**739**
KO Bosnia and Herzegovina	1	0	**1**
KO Hungary	2	2	**4**
KO Slovenia	1	2	**3**
KO Russia	3	2	**5**
KO Macedonia	1	0	**1**
KO Serbia	13	5	**18**
Total	**623**	**148**	**771**

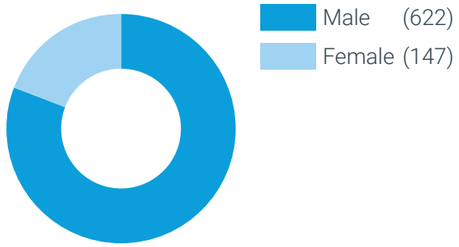
Permanent Employees



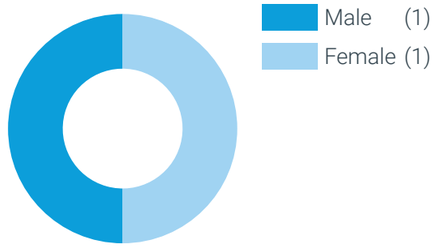
Temporary employees



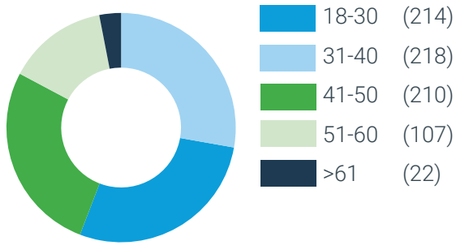
Full-time employees



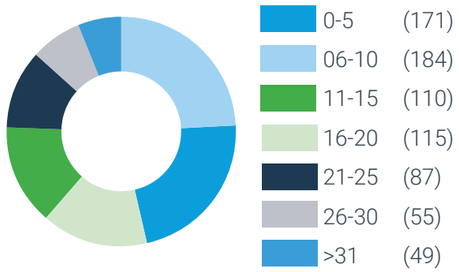
Part-time employess



Age structure



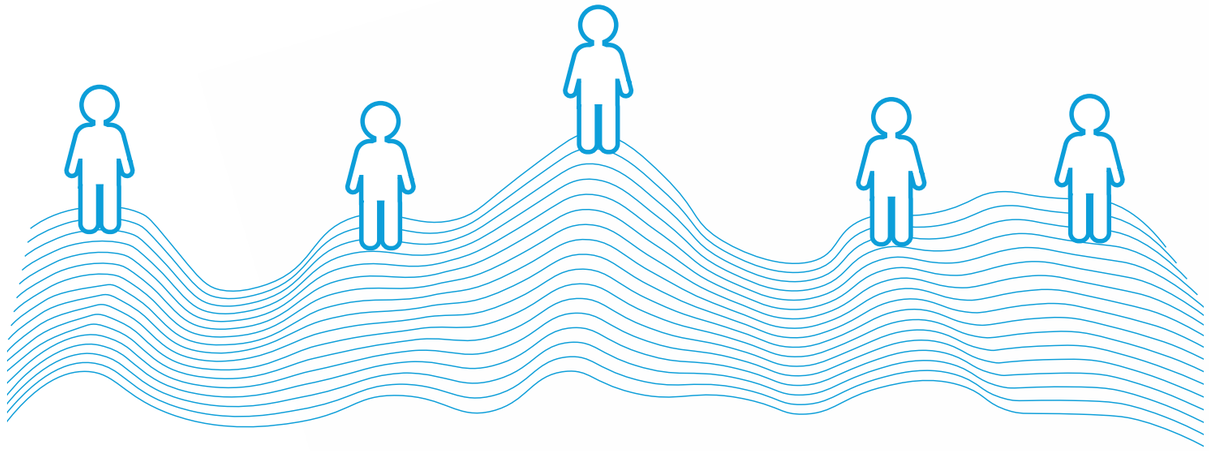
Length of service



Fluctuation

2025 was characterized by continued organizational evolution, operational adjustments, and further alignment within the Amelicor Group structure. As part of this process, workforce movements reflect not only external hiring and departures, but also internal reallocations across Group entities.

During the year, a number of employees were reassigned to other companies within the Amelicor Group, supporting the optimization of organizational structure and strengthening synergies across business units. While these internal transitions contribute to overall employee movement statistics, they do not represent a loss of talent at the Group level.



As of December 31, 2025, Klimaoprema d.o.o. reported:

- **140 new hires**
- **169 total employee exits,** including:
  - ⇨ **113 departures by mutual agreement or other reasons**
  - ⇨ **56 transfers to other companies within the Group**

Based on an average headcount of 755 employees during 2025, the formal turnover rate amounted to 22%. When excluding internal transfers within the Group, the adjusted turnover rate was 15%, providing a more accurate reflection of actual employee retention.

Female representation at Klimaoprema has historically been low, reflecting the male-dominated nature of our industry and the predominantly male-oriented curricula of our key recruitment pools (Civil and Mechanical Engineering faculties).

Recognizing the distinct strengths women contribute to the workplace - particularly through empathetic, inclusive, and communicative leadership - we continued to support an inclusive and respectful working environment through equal opportunity principles, fair employment practices, and activities aimed at supporting employee well-being and professional development.

Key initiatives are:

- Use of gender-targeted language in job postings, addressing women first
- Inclusive visuals featuring women in roles traditionally perceived as male-dominated
- Amplified external communications highlighting the contributions of women across a wide range of professional functions
- Recognition of female colleagues through internal communications and during awareness days such as International Women's Day and Breast Cancer Awareness Day
- Active participation in external industry events, with colleagues representing the company at forums such as Women in Construction and Women in Sustainability
- Supportive maternity transition program offering new mothers a one-month period of working at 50% capacity while receiving full salary upon returning from leave

Organizational culture survey

Following the baseline organizational culture and values assessment conducted in 2024, activities during 2025 focused on further development and alignment of organizational culture across the company. Survey results were analyzed and presented across organizational units, enabling targeted discussions and identification of improvement areas at local team levels.

In addition, top management participated in personalized 360-degree assessments focused on alignment with company values, leadership behaviours, and organizational expectations. Further development initiatives are planned for 2026 to support continuous improvement and long-term cultural development.

New hire engagement – OnBONDing Days

Employee integration and engagement remained a priority in 2025 through the continuation of OnBONDing Days.These events were organized twice during the year and included employees who joined the company across different periods, fostering networking, knowledge exchange, and a sense of belonging.

The initiative reflects the company's commitment to creating a supportive onboarding experience and strengthening organizational cohesion in a growing and evolving workforce.

Our employees and family members

Respecting the needs of modern families, we ensure that all employees-regardless of gender-have access to legally guaranteed parental and paternity rights, supported by internal policies and organizational practices.

To support employees during important family milestones, previously introduced measures remain in place, including:

- an additional day of paid leave for parents whose children are starting the first grade of primary school,
- the possibility for new mothers to work part-time (4 hours per day) for one month upon returning from maternity leave, while receiving full salary compensation, supporting a smooth and financially stable reintegration into the workplace,
- the option for employees to request adjusted working hours, particularly for parents of young children, enabling better alignment between professional and family responsibilities,
- introduction of a one-time newborn allowance, with **25 allowances** granted during 2025,
- **gifts for employees' children** up to **15 years of age** per child, including Easter and Christmas benefits, reinforcing our role as a family-oriented employer.

In 2025, a total of **55 employees** exercised their right to **maternity or parental leave**, including:

8

mothers using maternity and extended parental leave

21

21 fathers utilizing parental leave entitlements

26

employees going to paternity leave (early involvement of fathers in childcare)

Benefits

Our comprehensive benefits program is designed to support the physical, mental, social, and financial well-being of all employees, while fostering engagement, inclusivity, and long-term professional development.

Health & well-being

- **Multisport Card:** The Multisport Card remains an important benefit, with an average of **64 active users per month**, supporting physical activity and a healthy lifestyle among employees.
- **Month of Health:** Building on the previously introduced program, Health Month continues to serve as a key platform for raising awareness on physical and mental well-being, including topics such as nutrition, preventive care, and workplace health.
- **Free voluntary health insurance:** All employees continue to benefit from supplementary health insurance, ensuring broader access to healthcare services.
- **Group personal accident insurance:** Coverage remains in place for all employees during working hours and commutes, reinforcing our commitment to safety and protection.

Financial security and recognition

- **Bonuses (Easter, Christmas & summer):** Financial support during key periods of the year continues to contribute to employee well-being and financial stability.
- **Voluntary pension scheme (3rd Pillar):** In 2025, **95 employees** participated in the voluntary pension scheme, supporting long-term financial planning.
- **Commuting reimbursement & family separation allowance:** Continued support for employees commuting or working away from home.
- **Solidarity support:** In 2025, financial assistance was provided in cases of extended sick leave) and loss of close family members, reinforcing our culture of care and support.
- **Jubilee awards:** Recognition of long-term service continued, celebrating employee loyalty and contribution across different service milestones.

Support for employees and families

- **Children's gifts:** Gifts were provided for **419 children up to 15 years of age**
- **Newborn allowance (new in 2025):** A one-time benefit providing additional support during early parenthood.
- **Parental support measures:** Existing benefits remain in place, including a day off for parents of first-grade children, extended parental and paternity leave options, and flexible working arrangements for parents.
- **Internal events and community initiatives:** Throughout the year, we organized various activities promoting employee engagement and well-being, including events such as Women's Day, Pink October, Movember, and internal gatherings marking important milestones, including the company's 50th anniversary.

Learning & early career development

- **Educational support:** Continued investment in employee learning through internal and external training programs.
- **Educational Center of Knowledge (ECZ):** In 2025, the process was revised and standardized, improving training planning, tracking, and overall effectiveness.
- **Student & apprentice programs:**
  - ⇨ **18 apprentices** participated in practical training programs
  - ⇨ **4 university students** completed internships
  - ⇨ **8 students** were engaged through student work arrangements
  - ⇨ **3 students** transitioned into full-time employment after completing their studies

Workplace flexibility and inclusion

- **Flexible working arrangements:** Continue to be available where applicable, supporting work-life balance and individual productivity.
- **Gradual return from maternity leave:** The transition program for new mothers remains in place, allowing a one-month period of 50% working hours with full salary compensation.

Through the continuous development of our benefits program, we aim to create a supportive, inclusive, and motivating work environment that responds to the diverse needs of our employees while strengthening long-term engagement and organizational resilience.

Internal events in 2025

Employee engagement was further supported through a wide range of internal events and initiatives:

- **OnBONDing events:** Organized twice during the year, these events supported the integration of new employees through structured onboarding, networking, and familiarization with company culture.

- **Women's Day & Pink October:** Marked across all locations through symbolic activities and awareness initiatives focused on health and well-being.

- **Movember:** Awareness initiative aimed at promoting men's health through internal engagement activities.

- **Wings for Life World Run:** Around 30 employees participated in this global charity event, promoting teamwork and social responsibility.

- **Cultural and social events:** Including Theatre Day (company-sponsored performance), Valentine's Day (Cinestar vouchers), and internal gatherings supporting employee connection and well-being.

- **"Naj radnik" – Employee of the Year Awards:** In 2025, **7 employees** across different locations were recognized for their outstanding contributions, reinforcing a culture of appreciation.

- **50th anniversary celebration:** A company-wide event was organized to mark this important milestone, bringing together employees across all locations and strengthening a shared sense of identity and achievement.

Diversity and legal compliance

Klimaoprema remains committed to ensuring compliance with applicable regulations while promoting inclusion and equal opportunities across the organization.

- **Disability employment quota compliance:**
  - ⇨ Obligatory quota: **22 employees**
  - ⇨ Directly employed: **8 employees**
  - ⇨ Remaining quota: fulfilled through financial contribution following the expiration of a contractual arrangement with a partner organization during the year.

This approach ensures full compliance with legal requirements while the company continues to explore opportunities to strengthen inclusion practices in the future.

Training & education

Training and education remain a key pillar of our sustainability and people strategy, supporting both individual growth and organizational resilience.

General training	No of Hours	No of participants	Average
Total number of training hours (KO Group)	21.820.50	196	111.33
Total number of hours (male)	17.990.69	168	107.09
Total number of hours (female)	3.829.81	28	136.78

Additional training on internal SOP	No of Hours
Process & production related SOP	188
Internal academy (soft subjects)	13

Leadership development

The Leadership Academy – "Ameliorated Leaders" continued in 2025, expanding to additional groups with a focus on department-level managers.

The program combines internal and external training activities covering topics such as leadership responsibilities, communication, decision-making, and team management, supporting consistent leadership development across the organization.

Cross-functional learning and organizational awareness

As part of our commitment to strengthening internal collaboration, we continued to organize "Get to Know Us" sessions under the Internal Knowledge Academy. These sessions enable different departments to present their roles, processes, and priorities to the wider organization.

In 2025, selected divisions-including People & Culture, Production Technology Development, and Digital Transformation-were presented, contributing to improved organizational understanding, stronger collaboration, and greater alignment across business functions.

Early career development and talent pipeline

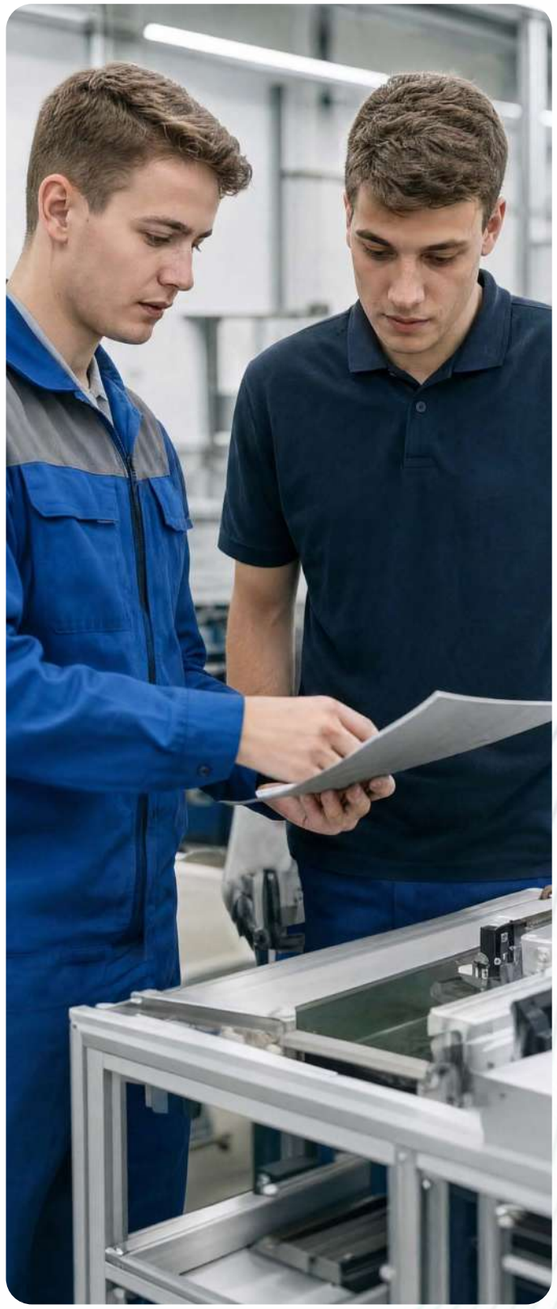
Supporting early career development remains an important part of our long-term talent strategy.

In 2025:

- **18 students** participated in apprenticeship programs,
- **4 university students** completed structured internships,
- **8 students** were engaged through student work arrangements,
- **3 students** transitioned into full-time employment following graduation.

In addition, a new internal guideline regulating student and pupil internships was introduced, further standardizing the structure, responsibilities, and quality of practical training programs.

The company also continued active participation in career fairs and cooperation with educational institutions, supporting long-term talent attraction and strengthening relationships with key recruitment pipelines.



Continuous development approach

Practical, on-the-job learning continues to be an important part of employee development at Klimaoprema. Structured onboarding, mentorship for engineering roles, and hands-on training in production support knowledge transfer and employee readiness.

We also continued to invest in safety-related training, including first aid and emergency response activities. Through formal training programs, internal knowledge sharing, and leadership development initiatives, we continue to support the development of employee competencies across the organization.

Internal communication and feedback channels

In 2025, we continued to improve internal communication and employee feedback channels.

A new SharePoint communication channel was introduced, enabling employees to directly contact the Director of Business Processes and Corporate Sustainability and the Director of People and Culture regarding questions, concerns, or suggestions.

Health and safety-related issues continue to be addressed through the Near Miss application and direct communication with the HSE Department.

In addition, the Supply Chain Department introduced a structured process for submitting employee improvement proposals related to productivity, 5S, quality, corporate culture, and health & safety. Submitted ideas are reviewed monthly, with selected proposals implemented in production operations.

SUPPLY CHAIN DEPARTMENT

1. SUBMIT
Employees submit ideas through a standardized submission form.

→

2. REVIEW
Proposals are reviewed monthly by the Supply Chain team.

→

3. SELECT
Selected proposals are approved for implementation.

→

4. IMPLEMENT
Solutions are implemented in production operations.

RESPONSIBLE GOVERNANCE

Klimaoprema's governance approach is aligned with the broader framework of the Amelicor Group, ensuring a consistent system of management, oversight, and control across all operational companies.

Our governance framework is based on principles of integrity, transparency, accountability, and responsible decision-making, supporting regulatory compliance and the management of environmental, social, and ethical risks.

Group-level policies and frameworks define responsibilities, expected standards of behaviour, and key governance mechanisms across the organization. These policies are available to employees and relevant stakeholders through the Amelicor Group website: https://amelicor.group/.

Key data for 2025

- Governance activities continued to be aligned with the broader Amelicor Group governance framework, supporting a consistent approach to ethics, compliance, and responsible business conduct across Group companies.
- During 2025, significant efforts were dedicated to the implementation and integration of newly established Group-level governance policies into daily operations.
- Confidential and anonymous reporting remained available through the Concern Line, supporting responsible reporting practices and protection against retaliation.
- Data protection and responsible IT use continued to be supported through internal IT policies and cybersecurity activities.
- Klimaoprema received a special recognition from the Croatian Chamber of Economy – Zagreb for 50 years of successful operations and contribution to industry development.

UN Global Compact

In 2023, we joined the United Nations Global Compact, committing to align our operations and strategies with its ten universally accepted principles in the areas of human rights, labor, environment, and anti-corruption.

As part of this commitment, we regularly submit our Communication on Progress (CoP), supporting transparency, accountability, and continuous improvement across the organization.

We actively work on embedding these principles into our day-to-day operations, corporate culture, and decision-making processes, ensuring that responsible business practices are consistently applied across the organization.

Fair, responsible and ethical governance

Klimaoprema remains committed to maintaining a fair, transparent, and ethical working environment based on the principles of responsible business conduct, integrity, and accountability. Governance practices are supported through internal policies, procedures, reporting mechanisms, and Group-level governance frameworks aligned with the broader Amelicor Group approach.

Employees and external stakeholders have access to confidential and anonymous reporting channels through the Concern Line, supporting responsible reporting of ethical, compliance, workplace, and EHS-related concerns in accordance with applicable legal and internal requirement.

Klimaoprema governance policies and procedures

As part of its governance framework, Klimaoprema applies a number of company-level policies and procedures supporting ethical business conduct, compliance, employee protection, responsible supply chain management, and information security.

These include:

- Supplier Code of Conduct
- Whistleblowing Rulebook
- Employee Dignity Protection Procedure
- IT Acceptable Use Policy / IT Behaviour Rulebook
- Anti-Bribery and Corruption Policy
- Concern Line reporting mechanism

These documents define expectations related to ethical conduct, anti-corruption principles, reporting of irregularities, protection of employee dignity, responsible use of IT systems, and responsible cooperation across the supply chain.

During 2025, significant efforts were dedicated to further strengthening and harmonizing governance practices across the Amelicor Group. As part of this process, Klimaoprema continued aligning its operations with newly established Group-level governance policies and frameworks, supporting a more consistent approach to ethics, compliance, human rights, and workplace conduct across all Group companies.

Although the policies are formally published at the Amelicor Group level, their implementation and integration into daily operations represented an important focus area during 2025.

The applied Group-level policies include:

- Employee Code of Conduct
- Human Rights Policy
- Non-Discrimination, Harassment and Mobbing Policy
- ESH Policy

The Group-level framework supports principles related to human rights, equal treatment, workplace inclusion, ethical business conduct, protection against discrimination and harassment, and responsible behaviour across the organization and value chain.

Concern Line and whistleblower protection

The Concern Line is publicly available through the company website and enables confidential or anonymous reporting of potential misconduct, compliance concerns, workplace issues, human rights concerns, or unethical behaviour by employees and external stakeholders, including suppliers and partners.

Whistleblower protection procedures are implemented in accordance with applicable legislation and internal rules, ensuring confidentiality, protection against retaliation, and fair handling of reported concerns.

Data protection and cybersecurity

Data protection and responsible use of IT systems are supported through internal IT policies and procedures, including the IT Acceptable Use Policy / IT Behaviour Rulebook. In 2024, mandatory cybersecurity awareness training was conducted for employees as part of efforts to strengthen responsible digital behaviour and information security awareness across the organization.

The company also continued activities related to the development and strengthening of cybersecurity measures, with further improvements and implementation activities planned in the coming years.

NUMBERS:

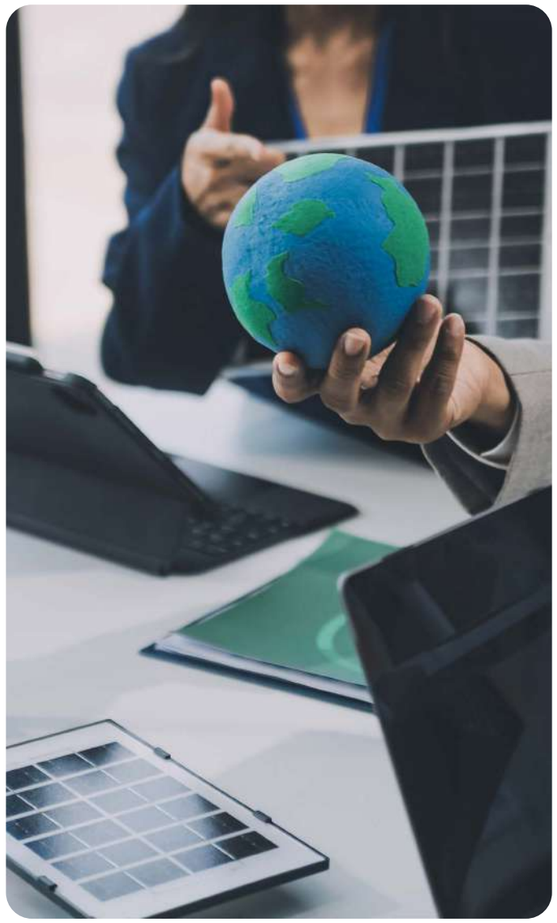
Anti-corruption:	
Number of confirmed corruption incidents	0
Number of received concerns by internal or external stakeholders	0
Anti-competitive behaviour:	
Legal proceedings due to anti-competitive conduct and breaches of cartel and monopoly law	0
Environmental compliance, monetary fines due to non-compliance with environmental laws and regulations	0
Non-monetary sanctions due to non-compliance with environmental laws and regulations	0
Considerable monetary fines due to the non-compliance with laws and/or regulations in the social and economic area	0
Non-monetary sanctions due to the non-compliance with laws and/or regulations in the social and economic area	0
Number of incidents related to data protection breaches	0
Complaints from regulatory bodies	0
Complaints on child / involuntary labour	0
Complaints on discriminatory behaviour	1

We do not offer donations, favors, or any other support to political parties or individual politicians, and we remain strictly non-partisan in all our activities.

Sustainability governance

Sustainability and ESG-related activities at Klimaoprema are coordinated by the Director of Business Processes and Corporate Sustainability, who reports directly to the Board and is responsible for overseeing the company's sustainability strategy and related initiatives. The ESG governance structure is further supported through the ESG Committee, a cross-functional body consisting of senior management representatives and experts from key business areas.

The ESG Committee meets regularly to monitor sustainability-related activities, support transparency, and oversee the implementation of ESG initiatives across the organization. Its members represent a broad range of functions, including production, engineering, research and development, environmental and occupational health and safety, finance, human resources, marketing, and supply chain management.



Governance Structure and Oversight

The Board of Directors is the highest governance body responsible for the overall management and strategic development of Klimaoprema.

Board Members:

- Sergio Galošić, President of the Board and Chief Executive Officer (M)
- Nikola Mustapić, Member of the Board (M)

Board members are appointed based on their professional qualifications, experience, integrity, and alignment with company values, with a mandate period of four years. Their performance is reviewed annually by the Board of Advisors, considering company performance, organizational culture, employee satisfaction, and overall contribution to the business.

The responsibilities and authority of the Board are defined by applicable corporate legislation, internal bylaws, and company policies. In accordance with the Code of Conduct, Board members are required to avoid conflicts of interest and refrain from decision-making influenced by personal interests. Management contracts also include confidentiality and non-compete obligations.

The Board of Directors oversees key sustainability-related topics, including environmental management, regulatory compliance, occupational health and safety, risk management, and corporate governance. Risks and opportunities, including environmental, technological, economic, political, and social factors, are regularly assessed through the Integrated Management System. Regulatory compliance and changes in applicable legislation are monitored continuously and formally reviewed at least twice per year.

Employees may raise concerns through established communication channels, while management is responsible for reviewing, addressing, and following up on reported matters where necessary.

The remuneration framework for top management includes fixed compensation and performance-based elements linked to annual business objectives and key performance indicators (KPIs).

Workers Union - open social dialogue within the Klimaoprema

Klimaoprema's workers union goes back to 2000, with 102 employees being current members of the worker union. No collective agreement is signed, but we established and maintain the regular meetings between our Board and Worker Union (minimum twice a year). Employee representatives were regularly informed and involved in making important social decisions and material rights.

About the report

This report is the 4th Sustainability report published by Klimaoprema. The reporting period is fiscal year 01/01/2025– 31/12/2025. Sustainability Report 2025 was reviewed and approved by the Klimaoprema Board. This report was not externally assured.

Klimaoprema reported with reference to GRI Standards, Core option. The present report covers the entire Klimaoprema Group organisation and matches the scope of consolidation used for financial information. Companies included are Klimaoprema d.d. Croatia, Klimaoprema d.o.o. Serbia, Klimaoprema d.o.o. Bosnia and Herzegovina, Klimaoprema d.o.o. Slovenia, OOO Klimaoprema Russia, Klimaoprema Hungary Kft., and branch offices Klimaoprema United Arab Emirates, Klimaoprema Republic of North Macedonia.

For all questions regarding the Klimaoprema Sustainability Report 2025 and our on-going efforts in this area, please contact our Director of business processes and corporate sustainability, Jelena Festini at jelena.festini@amelicor.group.

GRI content index

Statement of use	Klimaoprema has reported with reference to GRI Standards for the period 1st of January 2025 to 31st of December 2025
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION pg	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	7			
	2-2 Entities included in the organization's sustainability reporting	59			
	2-3 Reporting period, frequency and contact point	59			
	2-4 Restatements of information	n/a			
	2-5 External assurance	59			
	2-6 Activities, value chain and other business relationships	10-15			
	2-7 Employees	40-41			
	2-8 Workers who are not employees	-	-	Information unavailable/ incomplete	Data not available. Klimaoprema needs to implement methodes for measurement.
	2-9 Governance structure and composition	58			
	2-10 Nomination and selection of the highest governance body	58			
	2-11 Chair of the highest governance body	58			
	2-12 Role of the highest governance body in overseeing the management of impacts	57-58			
	2-13 Delegation of responsibility for managing impacts	57-58			
	2-14 Role of the highest governance body in sustainability reporting	57			
	2-15 Conflicts of interest	53-56, 58			
	2-16 Communication of critical concerns	53-56, 58			
	2-17 Collective knowledge of the highest governance body	58			
	2-18 Evaluation of the performance of the highest governance body	57-58			
	2-19 Remuneration policies	-		Confidentiality constraints	Employees' employment contracts, including remuneration clauses within, are protected as confidential information and their public disclosure is restricted accordingly.
	2-20 Process to determine remuneration	-		Confidentiality constraints	Employees' employment contracts, including remuneration clauses within, are protected as confidential information and their public disclosure is restricted accordingly.
	2-21 Annual total compensation ratio	-		Confidentiality constraints	Employees' employment contracts, including remuneration clauses within, are protected as confidential information and their public disclosure is restricted accordingly.
	2-22 Statement on sustainable development strategy	4-5			
	2-23 Policy commitments	53-56			
	2-24 Embedding policy commitments	53-56			

GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	-			
	2-26 Mechanisms for seeking advice and raising concerns	53-56			
	2-27 Compliance with laws and regulations	58			
	2-28 Membership associations	7			
	2-29 Approach to stakeholder engagement	14-15			
	2-30 Collective bargaining agreements	58			
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	3-2 List of material topics	18-19			
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GRI 301: Materials 2016	301-1 Materials used by weight or volume	28-29			
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GRI 303: Water 2018	303-5 Water consumption	36			
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GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	26-27			
	305-2 Energy indirect (Scope 2) GHG emissions	26-27			
Waste					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	32-35			
	306-2 Management of significant waste-related impacts	32-35			
	306-3 Waste generated	32-35			
	306-4 Waste diverted from disposal	32-35			
	306-5 Waste directed to disposal	32-35			
Employment					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	40-42	Data presented for Klimaoprema d.o.o.	Information unavailable/ incomplete	The data collection process needs to be enhanced
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	46-47	Data presented for Klimaoprema d.o.o.	Information unavailable/ incomplete	The data collection process needs to be enhanced
	401-3 Parental leave	44-45	Data presented for Klimaoprema d.o.o.	Information unavailable/ incomplete	The data collection process needs to be enhanced
Occupational health and safety					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	38-39			
	403-4 Worker participation, consultation, and communication on occupational health and safety	38-39,52			
	403-6 Promotion of worker health	46			
	403-9 Work-related injuries	38-39	Data on work-related injuries for non-employees	Information unavailable/ incomplete	Data not available. Klimaoprema needs to implement methodes for measurement.
Training and education					
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	50-51			

klimaoprema

an Amelicor Group company

50 Years

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