

Contour



CONTOUR DESIGN NORDIC A/S

SUSTAINABILITY REPORT 2025

Reporting in accordance with the VSME Standard

Reporting period: Calendar year 2025 (January 1 – December 31, 2025)

Published: June 2026

Contour Design Nordic A/S – Nyropsgade 43, 1. 1602 – Copenhagen V – Denmark

About this report

This Sustainability Report 2025 has been prepared by Contour in accordance with the VSME Standard (Voluntary Reporting Standard for Small and Medium Enterprises) published by EFRAG. The report covers the calendar year 2025 (January 1 – December 31, 2025) and applies to all operations and majority-owned entities within the Contour group, including the wholly-owned subsidiary Contour Design Nordic A/S. We have also included the newly acquired group Contour Active Keys, their facility, operations and products in to our reporting structure this year. Their part of the emissions cover the time period where they have been apart of the Contour Group from June 2025 to end of the year 2025.

The report follows the VSME Basic Module and selected topics from the Comprehensive Module, as determined by our Double Materiality Assessment. GHG inventory data has been prepared in line with the GHG Protocol Corporate Accounting and Reporting Standard. Our results have been verified by our partners the Footprint Firm in continued collaboration of lowering company carbon footprint and reaching our reduction targets. Product-level carbon footprint data is based on Life Cycle Assessment (LCA) methodology following ISO 14067 and ISO 14044 using SimaPro and the EcolInvent database.

This report is approved by the Contour Design Nordic A/S Board of Directors and serves as the company's non-financial reporting disclosure for fiscal year 2025. Where applicable, comparative figures for 2023 and 2024 are included to enable year-over-year tracking.



Contour A/S was acquired by Polaris Private Equity in 2022. This report includes a dedicated chapter (Chapter 8) tracking key performance indicators across 2023, 2024, and 2025 in support of post-merger integration reporting requirements.

Executive summary

Contour Design Nordic A/S is a workplace health company. We design and sell ergonomic input devices that help professional computer users work without pain and in 2025 we took a significant step forward by acquiring the brand Active Key, adding hygienic keyboards and mice for healthcare and regulated industries to our portfolio.

This is our third annual sustainability report since the Polaris Private Equity acquisition, and the story of 2025 is one of growth, integration, and continued improvement in what we consider our most important climate metric: the carbon embedded in each product we make. Our average product carbon footprint fell for the third consecutive year, from 8.86 kg CO₂e per unit in 2023 to 7.89 in 2025, even as we grew production volume and expanded our reporting boundary to include the Active Keys Brand for the first time.

Our total reported emissions increased in 2025, primarily because of that boundary expansion, a shift in product mix toward higher-carbon units, and the full resumption of international business travel. We present those numbers transparently and in full. But the underlying trajectory; less carbon per product, year after year, is the metric that reflects the actual direction of our business.

This report is prepared in accordance with the EFRAG VSME Standard and covers calendar year 2025.

2025 at a Glance

| Climate | People | Governance & Supply Chain |
|--|---|--|
| 3,406 tCO₂e Total GHG footprint | 107 employees Across 7 countries | 100% CMRT response All 23 Tier 1 suppliers responded (up from 82% in 2024) |
| 7.89 kg CO₂e/unit Avg. product carbon footprint – 3rd consecutive year of improvement | 50% women in management Gender-balanced leadership team | First HEG audit Pilot audit completed on site at new acquire Active Key. |
| 54% air / 46% sea Freight CO ₂ e split – shifting towards sea | 85% completion rate Compliance training (Cyberpilot) | Full Human rights audit on all entities. Audit completed May 2025 |

Our most material sustainability topic remains Scope 3.1, the embedded carbon in manufactured products, which accounts for 76% of total reported emissions. This is material in both directions: it is where our greatest environmental impact sits, and it is increasingly a factor in customer procurement decisions, tender requirements, and our ability to position Contour Active Key products in regulated healthcare markets. Reducing it requires continued product design innovation, supplier engagement, and modal shift in freight. All three are active priorities for 2026.

Statement from Leadership

When we look back at 2025, we see a company in motion. We are growing, integrating, and becoming more rigorous about how we measure our impact and contribute positively to the world.

The integration of Contour Active Key was the most significant strategic event of the year. Bringing a healthcare-focused brand into the Contour group is not simply a revenue play. It reflects a genuine conviction that the principles behind our core business, designing products that protect human health, are applicable far beyond the office desktop space. Clinical environments need input devices that meet the highest hygiene standards. Contour Active Key delivers that. Combining this with our established expertise in ergonomics creates something we believe is genuinely differentiated.

On climate, we want to be direct: our total reported footprint grew in 2025. At 3,406 tCO₂e, it is 19% higher than 2024. We will not hide behind boundary changes or accounting adjustments to soften that number. The primary drivers were real: we produced more units, our teams travelled internationally again after several years of reduced activity, and the Contour Active Key integration added new facilities to our Scope 1 boundary. All of these are manageable and are being managed.

What gives us genuine confidence is the trend in product carbon intensity. For the third consecutive year, our average product carbon footprint fell from 8.86 kg CO₂e per unit in 2023 to 8.29 in 2024, and to 7.89 in 2025. This 11% reduction over three years happened while we grew production volume. We plan to apply that same rigor to the Contour Active Key product range in 2026. Supply chain transparency was a genuine highlight. We achieved a 100% response rate on Conflict Minerals Reporting Templates from all 23 of our Tier 1 suppliers. Three years ago that figure was 37%. The improvement reflects patient, persistent engagement and a conviction that our obligations do not stop at our factory gate. We have also been reassessing our entities with our newly developed H&QMS system this year. The findings were constructive and the corrective actions are in progress.

Looking into 2026, our priorities are clear. We will complete the LCA assessment of the Contour Active Key product range, deepen our freight decarbonization efforts, particularly the shift from air to sea, and prepare for the potential applicability of CSRD mandatory reporting as the regulatory environment evolves. We are building the infrastructure now so that disclosure becomes insight and can be applied towards the whole organization.

We are grateful to our colleagues, our suppliers, our customers, and our owners at Polaris Private Equity for the trust they place in us. This report is our account of how we are stewarding that trust.



Lars Christian Lund

CEO, Contour Design Nordic A/S
Copenhagen, Denmark — May 2026

A handwritten signature in black ink that reads "Lars Lund". The signature is written in a cursive style and is positioned above a solid blue horizontal line.



Marianne Iversen

CFO, Contour Design Nordic A/S
Copenhagen, Denmark — May 2026

A handwritten signature in black ink that reads "Marianne Iversen". The signature is written in a cursive style and is positioned above a solid blue horizontal line.

Contour makes the world a healthier place to work

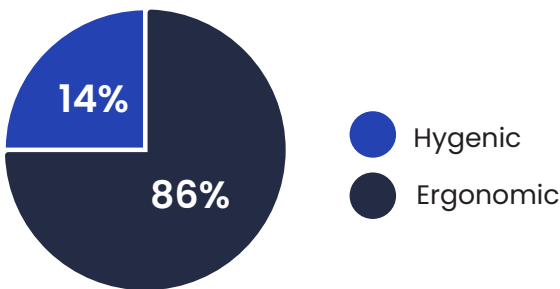


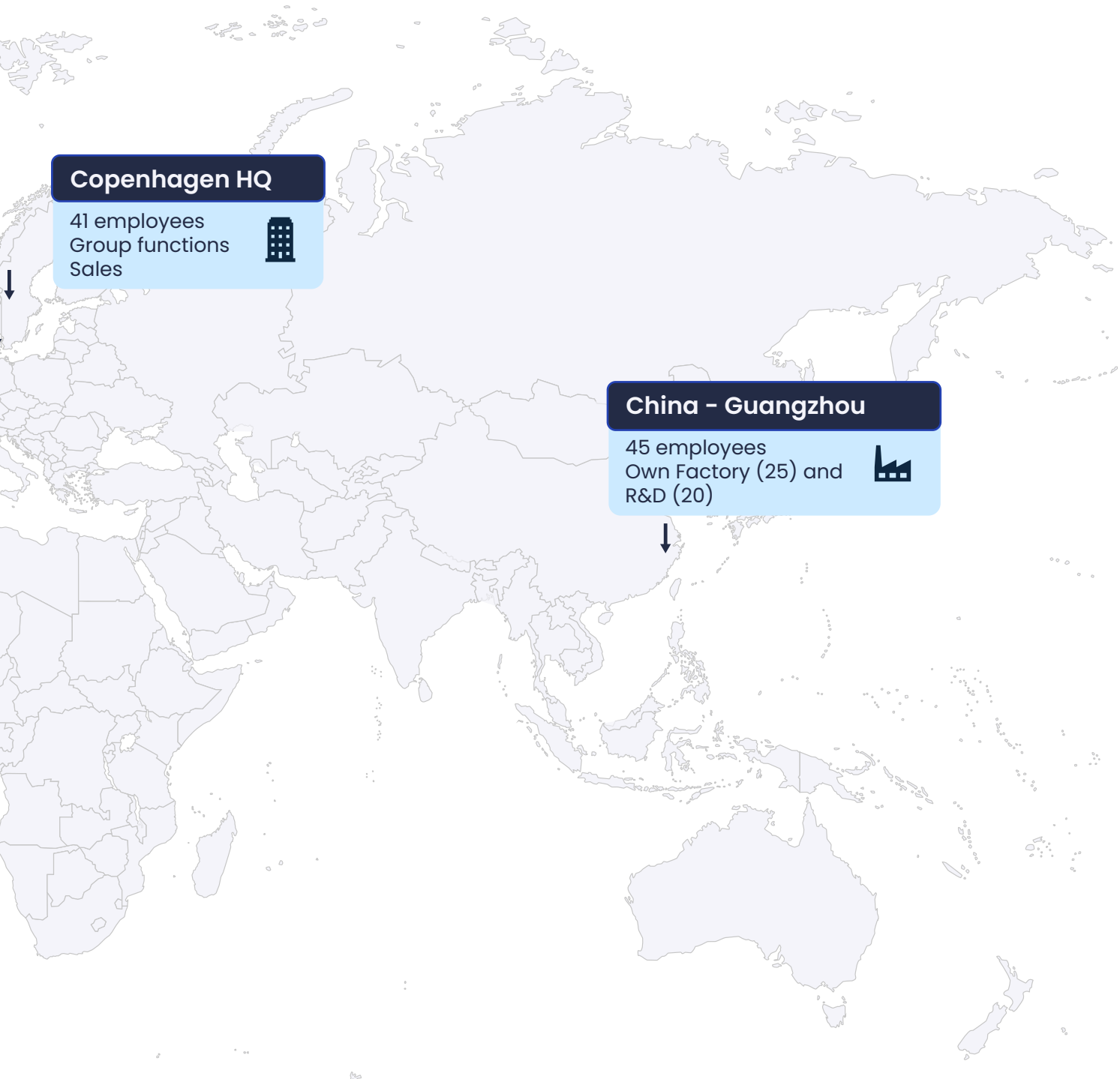
Revenue by division

Contour Design develops ergonomic computer accessories for office, creative, and home work environments.

With more than 30 years of experience, the company focuses on supporting comfortable and sustainable computer interaction during extended periods of use, combining product development with dedicated ergonomics research.

Through its Contour Active Key brand, the company also serves healthcare, industrial, and hygiene-critical professional settings with specialized hygienic and washable peripherals.





More than 200.000 units sold yearly



More than 20 years of experience preventing work related musculoskeletal disorders (MSDI)



Sales through ergo- and IT resellers and our website

Our purpose and strategic framework

Why we exist

Every year, millions lose workdays to the same preventable causes: repetitive strain from poorly designed workstations, and infections spread through shared equipment. The cost shows up in sick leave and reduced output, costing businesses and society billions.

Contour addresses both. Our ergonomic solutions reduce physical strain before it becomes chronic pain. Our hygienic input devices tackle contamination where it's most likely to spread – shared keyboards and mice. Together, they give organizations a single, coherent answer to workplace health – keeping people healthy, present, and productive.

500M sick days

lost to Musculoskeletal disorders (MSDs) annually. Equal to removing Germany's workforce for a year.

~2% of EU GDP

lost to workplace pain. Equal to annual cost of running ALL public hospitals in EU.

136M infections

in healthcare settings globally each year.

90,000 deaths

in EU each year due to infections in healthcare settings. 50% of them are preventable.

Our strategy

VISION

How we achieve it

To make the world a healthier place to work

MISSION

What we aspire to

We create ergonomic and hygienic solutions that help people and businesses thrive

Why people choose Contour



Increased wellbeing



Reduced sick leave



Improved productivity



World-class design founded on sustainability

1. Our Business

Contour is a Copenhagen-headquartered workplace health company with 30 years of pioneering heritage. We are on a mission to make the world a healthier place to work – through products that reduce physical strain, prevent injury, and support sustainable work practices across professional environments.

We invented the RollerMouse and have since helped millions of professionals work without pain. Our product portfolio includes the RollerMouse family and the UniMouse, widely recognized for their ergonomic performance, together with our keyboards and accessories. In 2025, we launched Contour Touch and the Balance Keyboard, ergonomic introduction products designed to reach users earlier in their health journey and broaden our market.

In May 2025, Contour acquired the Active Key business from Cherry SE, a recognized supplier of hygienic and washable keyboards and mice for the medical, industrial, and point-of-sale sectors. The acquisition combines clinically-backed ergonomics with hygienic peripherals, a platform no direct competitor can match. It strengthens our presence in the German market and broadens our addressable market into healthcare, laboratories, and hygiene-critical professional settings. The majority of the Active Keys team continued with the Group, operating from Germany with established distribution channels across European healthcare customers.

We are a team of approximately 107 people across Europe and the United States. Manufacturing operations are located in Guangzhou and the Zhuhai area, China. We sell through distributors and wholesalers across North America and multiple European markets.

Key Business Facts – 2025

| Metric | 2025 |
|-----------------------------|--|
| Headquarters | Copenhagen V, Denmark |
| Employees (total group) | 107 |
| Key markets | USA, Denmark, Germany, UK, Nordics |
| Primary products | RollerMouse Red Plus, Balance Keyboard, Contour Touch, UniMouse, Contour Active Key hygienic devices |
| Manufacturing location | Guangzhou, China (Contour, wholly-owned) |
| Active Keys GmbH operations | Germany (acquired May 2025 from Cherry SE) |
| Financial data | Available in our annual report on www.cvr.dk |

2. Our Sustainability Approach

2.1 Governance and Board Oversight

The Contour Board of Directors maintains oversight of sustainability strategy and performance, meeting at least four times per year. Financial results and the Group's development are shared with the Board at least monthly. Material sustainability risks and KPIs are reviewed annually as part of the strategic planning cycle. Day-to-day sustainability management is delegated to our head of sustainability and compliance and their team.

No audit committee has been established, reflecting the modest size and complexity of the organization. The Board of Directors and executive management share overall responsibility for risk management and internal controls.

In 2025, the Group announced a change in executive leadership, with a new CEO assuming the role on 1 December 2025. In Q1 2025, a new member joined the Board of Directors. By end of 2025 the Board comprised five members.

Since the Polaris Private Equity acquisition in 2022, Contour reports selected sustainability KPIs to Polaris on a regular basis, enabling portfolio-level ESG monitoring. These KPIs are tracked in the dedicated Polaris chapter of this report (Chapter 8).

2.2 Management Review – 2025 KPI Dashboard

The following management review table provides an integrated overview of Contour's key sustainability performance indicators for 2025, with comparatives for 2023 and 2024.

| KPI Area | Indicator | Unit | 2023 | 2024 | 2025 | Trend | Notes |
|----------|-----------------------------------|---------------------------|----------|----------|----------|--------|----------------|
| GHG | Scope 1 emissions | tCO ₂ e | 52.78 | 31.85 | 41.46 | ↑ +30% | LFL +14%* |
| GHG | Scope 2 (location-based) | tCO ₂ e | 48.16 | 43.49 | 56.24 | ↑ +29% | |
| GHG | Scope 2 (market-based) | tCO ₂ e | 73.88 | 63.31 | 74.60 | ↑ +18% | |
| GHG | Scope 1+2 (location-based) | tCO ₂ e | 100.94 | 75.34 | 97.70 | ↑ +30% | LFL +23%* |
| GHG | Scope 3 (all reported) | tCO ₂ e | 2,247.98 | 2,787.87 | 3,308.68 | ↑ +19% | |
| GHG | Total reported GHG | tCO ₂ e | 2,348.92 | 2,863.21 | 3,406.38 | ↑ +19% | |
| GHG | EBITDA carbon intensity (total) | g CO ₂ e/DKK | 32.53 | 40.85 | 48.35 | ↑ | See note |
| GHG | Avg. product CF (inventory-based) | kg CO ₂ e/unit | – | 8.29 | 7.89 | ↓ –5% | Positive trend |

| KPI Area | Indicator | Unit | 2023 | 2024 | 2025 | Trend | Notes |
|----------|---------------------------------|-----------|--------|----------|----------|--------|-------------------------|
| Freight | Scope 3.4 upstream freight | tCO2e | 319.89 | 288.84 | 341.48 | ↑ +18% | |
| Freight | Air vs sea freight split (CO2e) | % | 60/40 | 60/40 | 54/46 | ↓ Air | Improving |
| People | Total employees | headcount | 112 | 101 | 107 | ↑ | Inc. Contour Active Key |
| People | Women – total employment | % | 57.1% | 56.4% | 54.2% | → | |
| People | Women – management | % | 37.5% | 42.9% | 50.0% | ↑ | Target met |
| People | Women – Board | % | 0% | 0% | 0% | → | [Action planned] |
| People | Total attrition rate | % | 18.8% | 27.7% ** | 15.0%*** | ↓ | Improvement |
| People | Voluntary attrition | # | 11 | 12 | 2 | ↓↓ | Strong retention |
| Supply | CMRT response rate | % | 36.8% | 82.1% | 100% | ↑↑ | Milestone |
| Supply | Suppliers audited (HEG) | # | – | – | 1 | | 2025 pilot |
| Supply | Suppliers audited (HEG) | # | – | – | 1 | | 2025 pilot |

* Like-for-like (LFL) Scope 1 comparatives adjust for two employees added to the 2025 reporting scope (one Country Representative, Sweden; one Account Manager, France) and one removed (one Country Manager, Germany – transferred to Contour Active Key entity). The restated 2024 LFL Scope 1 baseline is 35.25 tCO2e; 2025 is 40.32 tCO2e (+14%).

** The 2024 turnover rate was primarily driven by voluntary attrition among blue-collar manufacturing staff at the Guangzhou facility, reflecting normal fluctuation patterns in production workforce.

*** In 2025, turnover in the office-based workforce was influenced by a strategic reorganization of the Marketing function, which resulted in several employees not completing their trial periods. Neither year reflects broader structural instability in the permanent workforce.

2.3 Stakeholder Engagement

Contour engages with a broad set of stakeholders whose interests are considered in our sustainability strategy. Our key stakeholder groups and engagement mechanisms are:

| Stakeholder Group | Key Topics | Engagement Method |
|--------------------------|--|---|
| Customers (B2B) | Product ergonomics, carbon footprint, packaging, WEEE compliance | Customer surveys, sustainability datasheets, key account meetings |
| Employees | Working conditions, career development, health & safety, flexible work | Annual engagement survey, monthly team meetings, OHS team |
| Suppliers (T1) | Environmental performance, conflict minerals, social compliance | CMRT, supplier audits, code of conduct |
| Polaris Private Equity | ESG KPIs, financial performance, strategy | Annual board reporting, annual ESG review |
| Regulators & authorities | Product compliance, WEEE, chemical safety (RoHS/REACH) | Regulatory monitoring, third-party compliance testing |
| Industry bodies | Ergonomics standards, eco-design, supply chain transparency | Membership in industry associations |

2.4 Double Materiality Assessment (DMA)

Contour conducted a Double Materiality Assessment (DMA) in 2024 not released to the public due to omnibus changes in the reporting directive. This year we are aligned with EFRAG VSME guidance. The DMA evaluates sustainability topics from both an impact materiality perspective (our effects on people and the environment) and a financial materiality perspective (sustainability-related risks and opportunities that may affect our financial performance).

The following topics were assessed and prioritized:

| Topic | Impact Material | Financially Material | Assessment |
|---------------------------------|-------------------|----------------------|---|
| Climate change mitigation (GHG) | YES – HIGH | YES – HIGH | Primary material topic. Scope 3.1 (product manufacturing) is the dominant driver. |
| Climate change adaptation | MEDIUM | MEDIUM | Physical climate risks relevant to supply chain (China factory) and logistics. Rising temperatures and more rain fall. |
| Circular economy & waste | MEDIUM | LOW | WEEE compliance is managed. Packaging reduction is an active improvement area for our Active Key business. |
| Pollution prevention | LOW | LOW | Non-material. QMS controls at factory. No toxic inputs in direct value chain. WEEE managed. |
| Water & marine resources | LOW | LOW | Non-material for office/design operations. Factory water managed by facility operator. |
| Biodiversity & ecosystems | LOW | LOW | Non-material. No significant land use or ecosystem dependencies identified. Packaging sourced from FSC certified suppliers. |
| Own workforce | HIGH | MEDIUM | Employee wellbeing, gender equity, safe working conditions are material. Contours main assets are our knowledge workers, Factory capacity, and IPs. |
| Value chain workers | MEDIUM | MEDIUM | Factory audit results, supplier social compliance. |
| Affected communities | LOW | LOW | No significant community impact identified. |
| Business conduct | MEDIUM | MEDIUM | Anti-corruption, conflict minerals, supply chain transparency. |

Based on the DMA findings, this report focuses in depth on: Climate Change Mitigation (GHG emissions), Own Workforce (social), Supply Chain Due Diligence (conflict minerals and audit), and Business Conduct. Other topics are reported at a summary level.

3. Environment

3.1 Climate Change Mitigation

3.1.1 Policy and Strategy

Contour is committed to measuring, managing, and reducing its carbon footprint across all scopes of emission. We conduct an annual GHG inventory following the GHG Protocol Corporate Accounting and Reporting Standard, covering Scope 1, 2, and all relevant Scope 3 categories. Our product-level LCA methodology follows ISO 14067 and ISO 14044, using SimaPro modelling with the EcolInvent database.

We are committed to the Science Based Targets initiative (SBTi) framework and are working towards formalizing our target submission of lowering our Scope 1+2 emissions with 40% from our baseline target 2022. Our internal strategic climate priorities are: (1) reducing product carbon intensity through design and material innovation; (2) shifting freight from air to sea where operationally feasible; (3) managing Scope 1 heating emissions through energy efficiency improvements; and (4) engaging suppliers on emissions transparency.

Reducing product carbon intensity is increasingly both an environmental and commercial priority. B2B customers in healthcare and corporate procurement regularly request Product Environmental Reports (PERs) and carbon data in tender specifications. As sustainability data becomes integrated into e-invoicing frameworks, our GHG inventory and LCA methodology position Contour to meet these requirements ahead of the curve.

3.1.2 GHG Inventory Results – 2025

Total reported GHG emissions in 2025 were 3,406. Total reported GHG emissions in 2025 were 3,406.38 tCO₂e, an increase of 19% compared to 2024. Three factors explain this increase. First, the inclusion of Contour Active Key for the first time adds emissions across vehicle fleet, facilities, production (Scope 3.1), and employee commuting. Second, the product mix shifted toward higher-carbon products, most notably RollerMouse Red Plus, driving a 15% increase in Scope 3.1 to 2,596 tCO₂e. Third, several new product launches required time-sensitive air freight, which accounted for 45% of Scope 3.4 emissions despite representing only 2% of freight volume by tonne-kilometre.

| Emission Scope / Category | 2023 (tCO ₂ e) | 2024 (tCO ₂ e) | 2025 (tCO ₂ e) | Δ vs 2024 |
|---|---------------------------|---------------------------|---------------------------|---------------------|
| Scope 1 – Stationary combustion (heating) | 17.62 | 20.66* | 26.77 | +30% |
| Scope 1 – Mobile combustion (vehicles) | 35.15 | 11.19* | 14.69 | +31% |
| SCOPE 1 TOTAL | 52.78 | 31.85 | 41.46 | +30% (LFL: +14%) |
| Scope 2 – Location-based | 48.16 | 43.49 | 56.24 | +29% |
| Scope 2 – Market-based | 73.88 | 63.31 | 74.60 | +18% |
| SCOPE 1+2 TOTAL (location-based) | 100.94 | 75.34 | 97.70 | +30% (LFL: +23%) |
| Scope 3.1 – Purchased goods & services (LCA) | 1,666.70 | 2,259.85 | 2,596.02 | +15% |
| Scope 3.2 – Capital goods | 60.72 | 20.65 | 35.56 | +72% |
| Scope 3.3 – Fuel & energy-related activities | 23.05 | 11.07 | 17.29 | +56% |
| Scope 3.4 – Upstream transport & distribution | 319.89 | 288.84 | 341.48 | +18% |

| Emission Scope / Category | 2023 (tCO2e) | 2024 (tCO2e) | 2025 (tCO2e) | Δ vs 2024 |
|---|--------------|--------------|--------------|-----------|
| Scope 3.5 – Waste generated in operations | 2.85 | 4.07 | 2.89 | -29% |
| Scope 3.6 – Business travel | 106.57 | 146.40 | 252.79 | +73% |
| Scope 3.7 – Employee commuting | 48.16 | 46.52 | 45.90 | -1% |
| Scope 3.11 – Use of sold products | 14.68 | 9.65 | 15.99 | +66% |
| Scope 3.12 – End-of-life treatment | 5.36 | 0.82 | 0.76 | -7% |
| SCOPE 3 TOTAL (reported categories) | 2,247.98 | 2,787.87 | 3,308.68 | +19% |
| TOTAL REPORTED GHG EMISSIONS | 2,348.92 | 2,863.21 | 3,406.38 | +19% |

* Note: The 2024 stationary/mobile sub-split has been restated to reflect the validated GHG inventory. The previously published 2024 report contained a category transposition. Total Scope 1 for 2024 (31.85 tCO2e) is unchanged.

3.1.3 Scope 1 Analysis – Like-for-Like

Published Scope 1 emissions increased +30% from 31.85 tCO2e (2024) to 41.46 tCO2e (2025). However, this figure is affected by two boundary changes: one Country Representative (Sweden) and one Account Manager (France) were added to the 2025 reporting scope, while one Country Manager (Germany) was transferred to the Contour Active Key and removed from the Contour perimeter.

On a like-for-like basis (LFL), restating 2024 to include the two additional employees, the 2024 LFL Scope 1 baseline is 35.25 tCO2e. The 2025 LFL Scope 1 is 40.32 tCO2e, representing a +14% LFL increase. The primary driver of this underlying increase is propane heating at the US office in New Hampshire based on a new calculation method including invoices covering all facilities in US, which increased approximately 30% due to an extended heating season.



3.1.4 Scope 3.1 – Product Carbon Footprint

Scope 3.1 (purchased goods and services) represents the largest single emission category at 2,596.02 tCO₂e, comprising 76% of total Scope 3 and 76% of all reported emissions. This category covers the full LCA-based emissions associated with manufacturing our products, from raw material extraction through factory gate at the shipping center in Guangzhou.

The increase of +15% from 2,259.85 tCO₂e (2024) to 2,596.02 tCO₂e (2025) reflects a combination of higher production volume and product mix effects – particularly the RollerMouse Red Plus, which carries a higher per-unit carbon footprint than lighter models due to its component complexity.

Average product carbon footprint (inventory-based, production units only) continued its downward trend: 8.86 kg CO₂e/unit in 2023, 8.29 in 2024, and 7.89 in 2025. This declining intensity reflects ongoing product design improvements and manufacturing efficiency gains at our Guangzhou facility, and represents a positive decoupling of carbon from production volume growth. In 2025, LCA calculations were extended to the newly launched Contour Touch and Balance Keyboard, and six Active Keys product families were included in the LCA scope for 2026 modelling, with an average product carbon footprint of 4.98 kg CO₂e per unit from a Cradle to factory warehouse gate scenario. This methodology provides a more accurate and data-driven foundation for Scope 3.1 than spend and material weights based estimation.



Average product carbon footprint trend: 2023: 8.86 kg CO₂e/unit – 2024: 8.29 – 2025: 7.89 kg CO₂e/unit. Continued year-on-year improvement despite volume growth.

3.1.5 Scope 3.4 – Upstream Freight

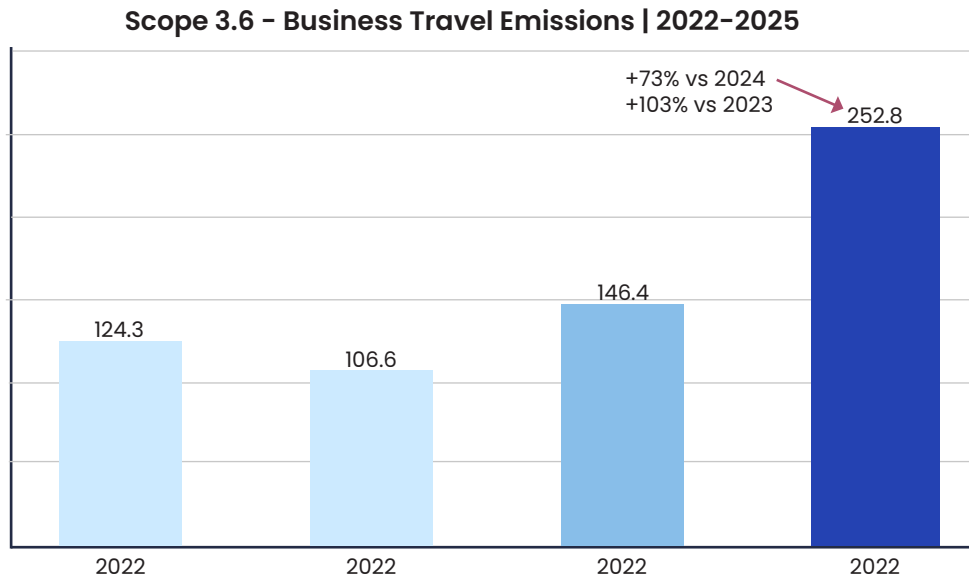
Upstream freight (Scope 3.4) increased +18% to 341.48 tCO₂e in 2025 (2024: 288.84 tCO₂e). Despite the volume increase, we improved our freight carbon efficiency: the share of inbound freight emissions attributable to air transport decreased from approximately 60% in 2024 to 54% in 2025.

By transport mode, air freight accounts for approximately 2% of total tonne-kilometres but 54% of freight CO₂e, reflecting the 52× higher emission factor of air transport versus sea (1.03455 vs 0.01977 kg CO₂e/t·km). The NORDIC & CSE region reduced air freight by 65%, reflecting improved planning and lead time management. Contour US (CDU) increased air freight by 54%, driven primarily by new product launches where factory-to-market lead times required air shipments.

Three primary drivers of the 2025 Scope 3.4 increase: (1) Higher overall production volume; (2) Air freight required for the new product launch to meet retail commitments; (3) Contour Active Key initial inbound logistics as the entity was onboarded into our freight tracking.

3.1.6 Scope 3.6 – Business Travel

Business travel increased substantially to 252.79 tCO₂e (+73% vs 2024: 146.40 tCO₂e). This increase reflects the full resumption of international operations: executive travel between Denmark and the US, trade fair participation, and new supplier visits in Asia. Additionally, the Contour Active Key integration required additional travel between Copenhagen and Contour Active Key' partners and our office in Auerbach Germany.

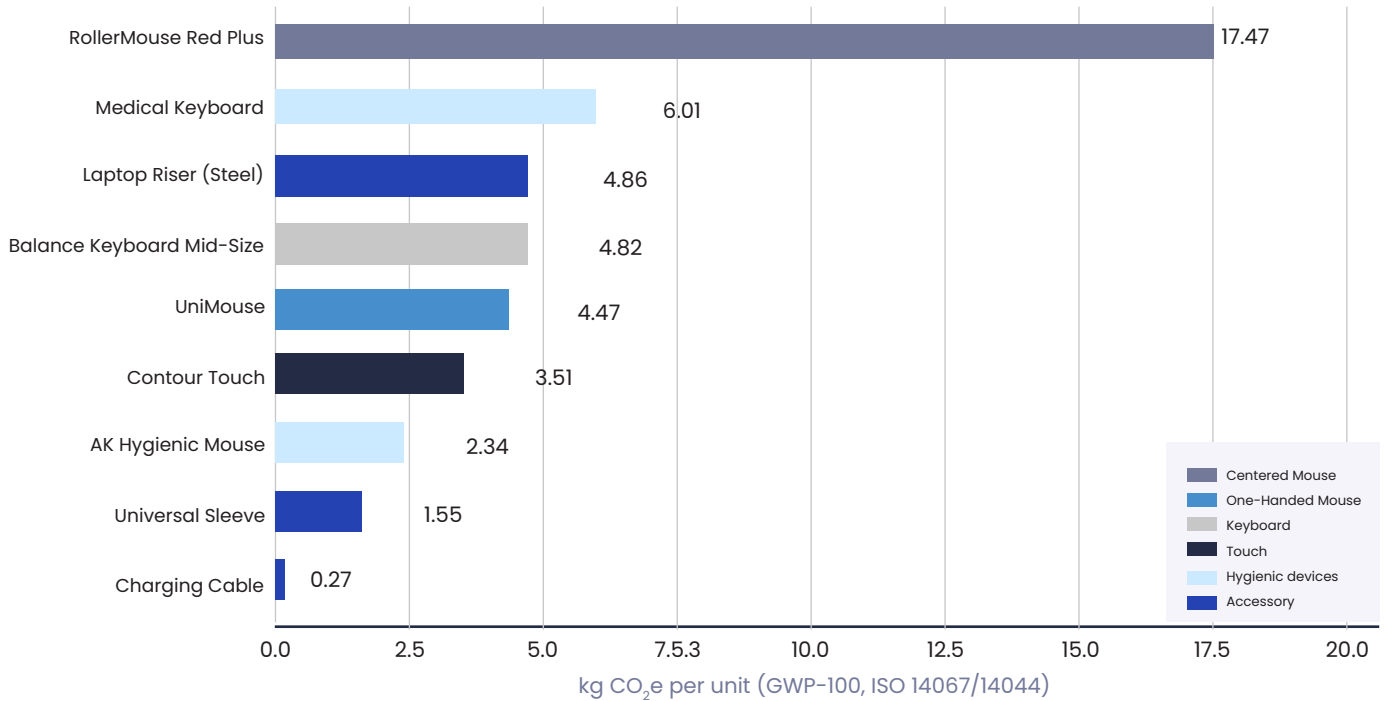


3.1.7 Carbon Intensity

We report GHG intensity relative to adjusted EBITDA and production volume. With adjusted EBITDA of DKK 70,464,732 in 2025, our total carbon intensity was 48.35 g CO₂e per DKK EBITDA, up from 40.85 g CO₂e/DKK in 2024. This increase reflects the growth in absolute emissions outpacing EBITDA growth, primarily due to the volume-driven Scope 3.1 increase and the Scope 3.6 business travel surge.

| Intensity Metric | 2023 | 2024 | 2025 |
|--|-------|-------|-------|
| Total GHG / Adjusted EBITDA (g CO ₂ e/DKK) | 32.53 | 40.85 | 48.35 |
| Scope 1 intensity (g CO ₂ e/DKK EBITDA) | 0.76 | 0.47 | 0.59 |
| Scope 2 intensity (g CO ₂ e/DKK EBITDA) | 0.70 | 0.65 | 0.80 |
| Scope 3 intensity (g CO ₂ e/DKK EBITDA) | 31.07 | 39.73 | 46.96 |
| Average product CF – inventory-based (kg CO ₂ e/unit) | 8.86 | 8.29 | 7.89 |

Product Carbon Footprint – Selected Products | Scope 3.1 | 2025



Source note (bottom): Source: Contour A/S GHG Inventory 2025 (validated). LCA methodology: ISO 14067 / ISO 14044, SimaPro / Ecoinvent. Weighted averages shown where multiple variants exist.

3.2 Climate Change Risks and Opportunities

Contour has identified the following climate-related risks and opportunities through our DMA process and enterprise risk review:

| Category | Risk / Opportunity | Type | Time Horizon | Financial Relevance |
|-------------------------|--|------------|-----------------|--|
| Transition risk | Increasing carbon pricing in Denmark and EU affecting operating costs | Regulatory | Medium (3–7 yr) | Low-medium. Scope 1+2 exposure limited (~97.7 tCO ₂ e) |
| Transition risk | Customer requirements for low-carbon product declarations | Market | Short (0–3 yr) | Medium. B2B customers increasingly request PERs and carbon data |
| Transition risk | Stricter eco-design and product sustainability regulations (ESPR) | Regulatory | Medium | Medium. New product development cost |
| Transition risk | Air freight carbon costs / SAF premium | Market | Short-medium | Low. Air freight share declining; new routing plans |
| Physical risk – chronic | Supply disruption at Guangzhou or Hong Kong facilities from climate extremes (flood, heat) | Physical | Long (7+ yr) | Medium. Single factory exposure; business continuity planning in place |

| Category | Risk / Opportunity | Type | Time Horizon | Financial Relevance |
|-----------------------|---|----------|--------------|--|
| Physical risk – acute | Extreme weather disruption to trans-Pacific shipping lanes | Physical | Short–medium | Medium. Sea freight dominates Contour’s supply chain |
| Opportunity | Growing demand for ergonomic products supporting healthy remote work | Market | Short | Medium-high. Core to Contour’s growth thesis |
| Opportunity | Reducing product carbon intensity as competitive differentiator | Market | Short–medium | Medium. Customers in healthcare and corporate sectors are carbon-conscious |
| Opportunity | Contour Active Key hygienic products in healthcare – sustainability positioning | Market | Medium | Medium. Healthcare procurement increasingly values sustainability |

3.3 Climate Change Adaptation

Contour’s direct operations are primarily office-based (Denmark, Germany, & USA), with manufacturing located at our wholly-owned factory in Guangzhou, China. Our physical climate exposure is therefore concentrated in the supply chain rather than direct operations.

We have identified the following adaptation considerations: (1) Flooding and extreme heat risk at the Guangzhou facility, we work with facility management to maintain business continuity plans and have alternative sourcing arrangements for critical components; (2) Sea freight disruption risk from extreme weather events affecting trans-Pacific routes, we maintain safety stock buffers and have tested dual-sourcing for key component categories; (3) Energy cost volatility in Denmark from weather-dependent renewable energy pricing.

Climate adaptation is monitored as part of our enterprise risk management process. We do not currently face material physical climate risks at our direct operations but will reassess as physical risk data for our supply chain region improves.

3.4 Pollution Prevention and Control

Based on our Double Materiality Assessment, pollution prevention and control was assessed as non-material for Contour. Our assessment rationale:

- We operate a Quality Management System (QMS) at our Guangzhou factory that includes waste management controls, hazardous substance tracking, and environmental compliance monitoring.
- We do not use toxic substances or hazardous chemicals in our direct product manufacturing value chain. Our products are RoHS and REACH compliant, with third-party testing conducted by accredited laboratories.
- End-of-life product management is covered by our WEEE registration in all applicable EU member states. We engage certified e-waste recycling partners.
- Office operations in Denmark, Germany and the US do not involve significant pollution risks.

Existing controls are considered adequate to manage pollution risks at the current level of operations. We will reassess materiality as Contour Active Key operations are fully integrated, given the slightly different manufacturing process profile for hygienic product components.

3.5 Circular Economy and Waste

Contour takes a life cycle approach to product design, and circularity considerations are increasingly embedded in our product development process. Key activities in 2025:

- **Packaging:** We continued our program to reduce plastic in primary and secondary packaging. Our new products launched Contour Touch and Balance keyboard Full size where made under the circular design requirements, meaning user replaceable batteries, high PCR content, and No plastics in the packaging. These innovative measures are now taken into account in our transition of the Active Key brand towards Contour standards.
- **Product durability:** Contour products are designed for extended service life. Our RollerMouse product range carries a 2-3 year warranty depending on the area, and we supply spare parts for a minimum of 5 years after end-of-production. We have replaceable wrist-rests and the all parts in contact with skin can be easily cleaned for second user scenarios.
- **WEEE compliance:** We are registered as a producer under WEEE regulations in Denmark, Germany, the Netherlands, France, Sweden, Norway, and the UK. In 2025.
- **End-of-life LCA:** Scope 3.12 (end-of-life treatment) was 0.76 tCO₂e in 2025, representing a further reduction from 0.82 tCO₂e in 2024, reflecting improved recycling rates.
- **Repair and refurbishment:** We are exploring a refurbishment program for the Danish market in 2026, to extend product life and reduce returns-to-recycling and longer product life.

4. Social – Own Workforce

4.1 Workforce Overview

Contour employed 107 people at December 31, 2025, with an average of approximately 102 FTE across the year following the Active Keys GmbH integration. The Group’s workforce is distributed across Europe (headquarters 49), the United States (13 employees), China including production (45 employees), and further offices across Germany, the UK, Sweden, France, and Norway. Approximately 54.3% of total employees are female.

| Workforce Metric | 2023 | 2024 | 2025 |
|----------------------------|-------------|-------------|-------------|
| Total employees | 112 | 101 | 107 |
| Women – total employment | 64 (57.1%) | 57 (56.4%) | 58 (54.2%) |
| Women – management | 3/8 (37.5%) | 3/7 (42.9%) | 3/6 (50.0%) |
| Women – Board of Directors | 0/4 (0%) | 0/5 (0%) | 0/5 (0%) |
| Voluntary attrition | 11 | 12 | 2 |
| Involuntary attrition | 10 | 16 | 14 |
| Total attrition rate | 18.8% | 27.7% | 15.0% |

Women represent 50% of our management team in 2025, a milestone reflecting our commitment to inclusive leadership. The Board composition did not change in 2025; we recognize this as an area requiring active attention and have included board gender diversity as a priority for the next governance review.

Total attrition decreased substantially to 15.0% in 2025, with only 2 voluntary departures – the lowest voluntary attrition in the past three years. This reflects improved employee engagement and the stabilising effect of the Contour Active Key integration, which brought new roles and career development pathways.

4.2 Health, Safety and Wellbeing

Contour’s core mission, “to make the world a healthier place to work”, is fundamentally aligned with employee health. We apply ergonomic standards to our own office environments and provide all employees with ergonomic equipment as standard.

We had no workplace accidents resulting in lost time in 2025. Remote and hybrid working arrangements continue for most office staff, which has contributed to improved work-life balance indicators in our employee engagement survey.

Our China factory maintains its own health and safety management system, with regular audits by our operations team and the local government inspections. No major safety incidents were recorded at the Guangzhou facility in 2025.

4.3 Talent Development and Retention

The strong voluntary retention in 2025 (only 2 voluntary departures) reflects our investment in employee wellbeing and a positive working culture. We believe that talent retention is not solely driven by formal development programs, but equally by creating an environment where employees feel valued, heard and supported in their day-to-day working lives.

We operate an open-door policy when it comes to working from home, giving employees the autonomy and flexibility to structure their work in a way that suits their individual circumstances. This flexibility is a cornerstone of our approach to employee satisfaction and work-life balance.

We are committed to providing a physically healthy working environment. All office employees have access to ergonomically designed workstations, ensuring that their physical wellbeing is supported throughout the working day.

We are firm believers that every employee's perspective matters. To ensure all voices are heard, we conduct regular anonymous Pulse Checks across the entire organisation, giving employees a safe and confidential channel to share their experiences, concerns and ideas. This is complemented by suggestion boxes, which provide an additional avenue for ongoing feedback. The insights gathered through these initiatives directly inform how we develop our workplace culture and policies going forward.

5. Supply Chain Due Diligence

5.1 Conflict Minerals (CMRT)

Contour requires all Tier 1 manufacturers to complete a Conflict Minerals Reporting Template (CMRT) and, where applicable, a Cobalt Supply Chain Survey. In 2025, we sent CMRTs to all 23 active Tier 1 suppliers and received responses from all 23, a 100% response rate, representing a major improvement from 82% in 2024 and 37% in 2023.



100% CMRT response rate achieved in 2025 for the first time. All 23 Tier 1 supplier CMRTs received and reviewed.

| Metric | 2023 | 2024 | 2025 |
|--------------------------------|-------|-------|------|
| CMRTs sent to T1 manufacturers | 57 | 28 | 23 |
| Responses received | 21 | 23 | 23 |
| Response rate | 36.8% | 82.1% | 100% |

The reduction in total suppliers from 57 to 23 reflects a deliberate supplier consolidation program, where we transitioned to fewer, more strategic manufacturing partners. This has simplified CMRT collection and deepened our knowledge of each supplier's conflict minerals sourcing.

5.2 Human Rights, Environmental and Governance (HEG) Audit

Contour is maintaining a HEG audit structure for the whole entity through a Human rights platform called SEE impacts. The below table shows the average impacts and checks in the latest year covering HQ, CN, US, and DE (Active Key). The audit covered environmental practices, social and labour conditions, and governance controls.

Results:

| Audit Category | Checks Conducted | No Impact / Mitigated | Potential Impact | Actual Impact | % Issues Identified |
|-----------------|------------------|-----------------------|------------------|---------------|----------------------|
| Environmental | 23 | 20 | 0 | 3 | 13% |
| Social / Labour | 46 | 33 | 13 | 0 | 28% (potential only) |
| Governance | 19 | 16 | 0 | 3 | 16% |
| TOTAL | 88 | 69 | 13 | 6 | – |

Corrective action plans have been agreed and will be verified at a follow-up audit in H2 2026. The 13 social potential impacts related to working hour recording practices. no confirmed violations were identified, but we have requested enhanced documentation from the supplier. The 3 governance actual impacts related to internal document control procedures, which have been corrected.

6. Business Conduct

Contour maintains a suite of published policies covering all areas of business conduct. These include a Code of Conduct for employees and a separate Code of Conduct for business relationships, both requiring signature from all employees and Tier 1 suppliers respectively as a condition of engagement. Supporting policies include a Gender Equality Policy, Biodiversity Policy, Anti-Bribery and Corruption Policy, Whistleblower Policy, Due Diligence Policy, Diversity and Inclusion Policy, and a Privacy Policy in line with GDPR.

The Anti-Bribery and Corruption Policy prohibits all forms of bribery or corruption, direct or indirect, including improper inducements, misuse of company assets, conflicts of interest, and falsification of information. Contour maintains a gift registry to ensure transparency of gifting between stakeholders, employees, and partners. A whistleblower mechanism is available on the public website allowing any stakeholder to report suspected irregularities in the value chain.

No incidents of corruption, bribery, or material regulatory non-compliance were recorded in 2025. Our whistleblower channel, established in line with Danish law requirements, received no reports in 2025. We are registered with relevant industry bodies for ergonomics and computer peripherals, and we do not engage in lobbying activities. Political donations are not permitted under our Code of Conduct.

7. Results and Future Expectations

Management carefully monitors uncertainties arising from the global macro- and geopolitical environment, including potential supply chain disruptions. Geographical expansion and value chain optimization remain priorities for 2026, though B2B market dynamics and uncertain macroeconomic conditions create some uncertainty around the pace of growth.

Factoring in a full year impact of the Active Keys business, management expects earnings in 2026 to be between 5% and 7% higher than in 2025. Continued focus on inventory optimization, supply chain planning, and fixed cost control is expected to support profitability. 2025 was a year of operational growth, Contour Active Key integration, and continued sustainability maturation at Contour. We our Contour manufacturing operations achieved a 100% CMRT response rate and saw women reach 50% of our management team.

Our total carbon footprint increased to 3,406 tCO₂e (+19%), primarily driven by volume growth in Scope 3.1, a sharp recovery in business travel (Scope 3.6), and higher Scope 1 heating from expanded operations. We would see a reduction in scope 3.1 emissions when the lower carbon footprint products Contour Touch and Balance Keyboard Full-size begin to gain traction in the market. Against this, the average product carbon footprint continued to decline to 7.89 kg CO₂e/unit, a positive underlying efficiency signal.

Key priorities for 2026 are:

- Formalize our SBTi target submission, with near-term targets covering Scope 1+2 including Active Key and a long-term scope 3 reduction commitment.
- Apply LCA methodology to Contour Active Key product range to establish a baseline carbon footprint for hygienic keyboards and mice.
- Expand HEG audit coverage onsite at all entities for SDDD reporting.
- Progress product redesign for Contour Active Key portfolio to incorporate sustainable materials and reduce energy consumption during use (Scope 3.11).
- Improve freight modal shift, target to reduce air freight's share of CO₂e from 54% to below 50% by end 2026.
- Address Board gender diversity in the next governance review cycle.

8. Polaris Equity Related KPIs – YoY Tracking Since Merger

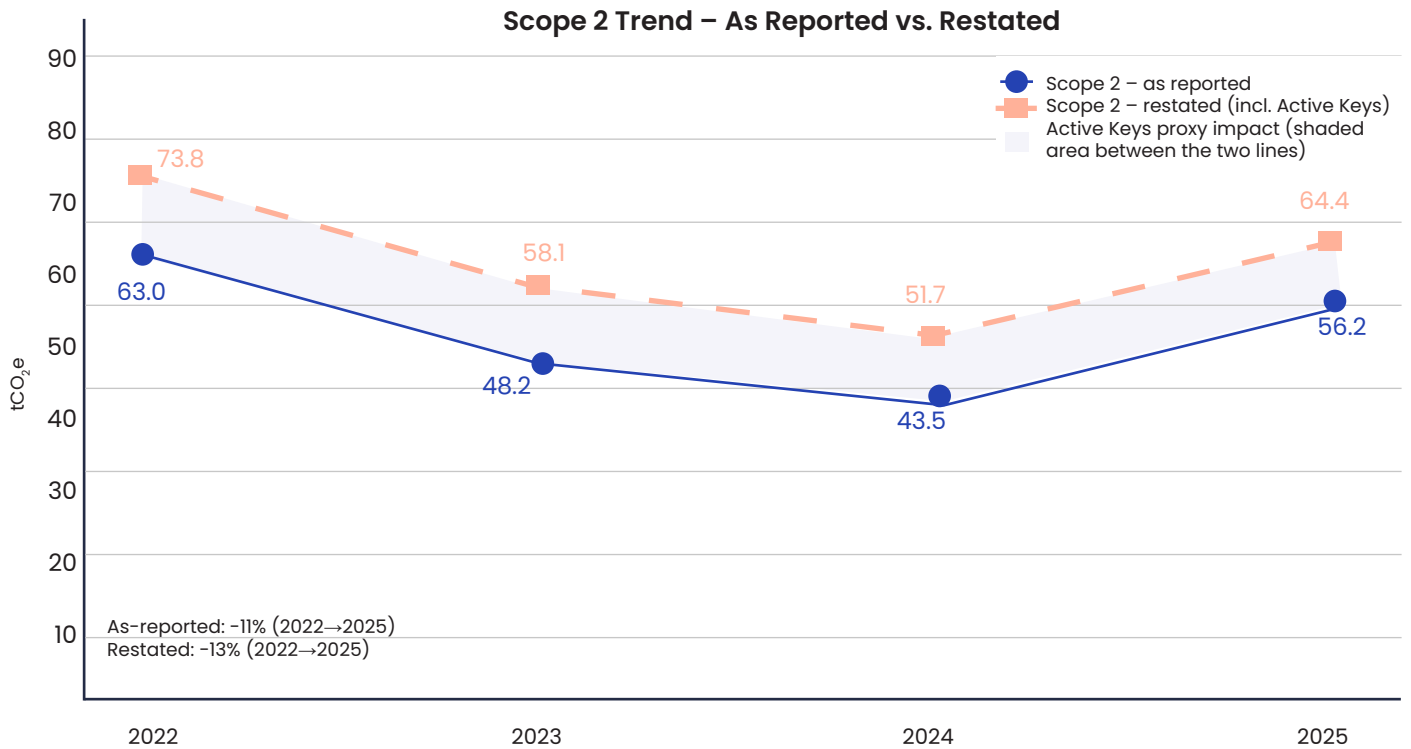
This chapter presents key performance indicators tracked since the Polaris Private Equity acquisition of Contour A/S in 2022. Data is presented for 2023, 2024, and 2025. Where 2022 data is available and meaningful, it is included for reference.

8.1 Financial Performance

Find the latest annual report available on www.CVR.dk using the Contour CVR number 27651240.

8.2 Climate and Energy KPIs

| KPI | Unit | 2023 | 2024 | 2025 | Trend |
|--|--------------|----------|----------|----------|--------------|
| Scope 1 emissions | tCO2e | 52.78 | 31.85 | 41.46 | ↑ (+14% LFL) |
| Scope 2 – location-based | tCO2e | 48.16 | 43.49 | 56.24 | ↑ +29% |
| Scope 2 – market-based | tCO2e | 73.88 | 63.31 | 74.60 | ↑ +18% |
| Scope 3 total (reported) | tCO2e | 2,247.98 | 2,787.87 | 3,308.68 | ↑ +19% |
| Total GHG emissions (reported) | tCO2e | 2,348.92 | 2,863.21 | 3,406.38 | ↑ +19% |
| GHG intensity – total / EBITDA | g CO2e/DKK | 32.53 | 40.85 | 48.35 | ↑ |
| GHG intensity – Scope 1 / EBITDA | g CO2e/DKK | 0.76 | 0.47 | 0.59 | ↑ (vol.) |
| GHG intensity – Scope 2 / EBITDA | g CO2e/DKK | 0.70 | 0.65 | 0.80 | ↑ |
| GHG intensity – Scope 3 / EBITDA | g CO2e/DKK | 31.07 | 39.73 | 46.96 | ↑ |
| Avg. product carbon footprint (inv.-based) | kg CO2e/unit | 8.86 | 8.29 | 7.89 | ↓ Improving |
| Upstream freight (S3.4) | tCO2e | 319.89 | 288.84 | 341.48 | ↑ +18% |
| Air freight share of freight CO2e | % | ~60% | ~60% | ~54% | ↓ Improving |



8.3 Social and People KPIs

| KPI | Unit | 2023 | 2024 | 2025 | Trend |
|----------------------------|------|-------|-------|-------|------------------------|
| Total headcount | # | 112 | 101 | 107 | ↑ (Contour Active Key) |
| Women – total employment | % | 57.1% | 56.4% | 54.2% | → |
| Women – management | % | 37.5% | 42.9% | 50.0% | ↑ Target met |
| Women – Board of Directors | % | 0% | 0% | 0% | → Action needed |
| Total attrition rate | % | 18.8% | 27.7% | 15.0% | ↓ Improved |
| Voluntary attrition | # | 11 | 12 | 2 | ↓↓ Strong retention |
| Involuntary attrition | # | 10 | 16 | 14 | ↓ |
| Lost-time injury rate | # | 0 | 0 | 0 | ✓ No incidents |

8.4 Supply Chain and Governance KPIs

| KPI | Unit | 2023 | 2024 | 2025 | Trend |
|-----------------------------------|------|-------|-------|------|-----------------|
| CMRT response rate (T1 suppliers) | % | 36.8% | 82.1% | 100% | ↑↑ Milestone |
| T1 suppliers (active) | # | 57 | 28 | 23 | ↓ Consolidation |
| HEG factory audits conducted | # | 0 | 0 | - | ↑ Pilot in 2026 |
| Code of Conduct incidents | # | 0 | 0 | 0 | ✓ |
| Whistleblower reports | # | 0 | 0 | 0 | ✓ |
| WEEE registrations active | # | 8 | 8 | 8 | - |

Appendix A: Full GHG Inventory Data

A.1 GHG Inventory – All Scopes (tCO₂e)

| Category | Method / EF Source | 2023 | 2024 | 2025 |
|--|----------------------------------|----------|----------|----------|
| SCOPE 1 | | | | |
| Stationary combustion (heating – propane, gas) | DEFRA 2025, EIA.gov | 17.62 | 20.66 | 26.77 |
| Mobile combustion (company vehicles) | DEFRA 2025 | 35.15 | 11.19 | 14.69 |
| Fugitive emissions (refrigerants) | GHG Protocol | 0.00 | 0.00 | 0.00 |
| SCOPE 1 TOTAL | | 52.78 | 31.85 | 41.46 |
| SCOPE 2 | | | | |
| Location-based electricity | IEA, EPA, national grid factors | 48.16 | 43.49 | 56.24 |
| Market-based electricity | Residual mix / supplier-specific | 73.88 | 63.31 | 74.60 |
| SCOPE 2 TOTAL (location-based) | | 48.16 | 43.49 | 56.24 |
| SCOPE 3 (UPSTREAM) | | | | |
| 3.1 Purchased goods & services (product LCA) | ISO 14067, SimaPro / Ecolvent | 1,666.70 | 2,259.85 | 2,596.02 |
| 3.2 Capital goods | DEFRA spend-based | 60.72 | 20.65 | 35.56 |
| 3.3 Fuel & energy-related activities | DEFRA average data | 23.05 | 11.07 | 17.29 |
| 3.4 Upstream transport & distribution | Distance-based, DEFRA | 319.89 | 288.84 | 341.48 |
| 3.5 Waste generated in operations | DEFRA waste-type specific | 2.85 | 4.07 | 2.89 |
| 3.6 Business travel | Distance-based, DEFRA | 106.57 | 146.40 | 252.79 |
| 3.7 Employee commuting | Distance-based, DEFRA | 48.16 | 46.52 | 45.90 |
| SCOPE 3 (DOWNSTREAM) | | | | |
| 3.11 Use of sold products | Energy-consuming products, IEA | 14.68 | 9.65 | 15.99 |
| 3.12 End-of-life treatment | Activity-based, DEFRA | 5.36 | 0.82 | 0.76 |
| SCOPE 3 TOTAL (reported) | | 2,247.98 | 2,787.87 | 3,308.68 |
| TOTAL REPORTED GHG | | 2,348.92 | 2,863.21 | 3,406.38 |

Notes: (1) Scope 2 total shown as location-based for aggregation purposes, in line with GHG Protocol dual-reporting. (2) Scope 3 categories 3.8, 3.9, 3.10, 3.13, 3.14, and 3.15 are not applicable to Contour's operations and are excluded. (3) DEFRA 2025 emission factors used for all fuel combustion, business travel, waste, and capital goods categories. (4) All figures are reported in metric tonnes CO2 equivalent (tCO2e), including CO2, CH4, N2O, HFCs where applicable.

A.2 Emission Factors Used

| Category | Emission Factor | Source | Unit |
|---------------------------------|--|------------|--------------|
| Petrol / gasoline (Scope 1) | 2.06916 kg CO2e/litre | DEFRA 2025 | kgCO2e/L |
| Diesel (Scope 1) | 2.57082 kg CO2e/litre | DEFRA 2025 | kgCO2e/L |
| Propane / LPG (Scope 1 heating) | 1.55493 kg CO2e/litre | DEFRA 2025 | kgCO2e/L |
| Natural gas (Scope 1 heating) | 0.20271 kg CO2e/kWh | DEFRA 2025 | kgCO2e/kWh |
| Air freight (Scope 3.4) | 1.03455 kg CO2e/t-km | DEFRA 2025 | kgCO2e/t-km |
| Sea freight (Scope 3.4) | 0.01977 kg CO2e/t-km | DEFRA 2025 | kgCO2e/t-km |
| Long-haul air (Scope 3.6) | 0.08515 kg CO2e/ passenger-km | DEFRA 2025 | kgCO2e/pkm |
| Product LCA (Scope 3.1) | ISO 14067, SimaPro / EcoInvent 3.10 | LCA study | kg CO2e/unit |

The ratio of air to sea freight emission factors is approximately 52:1 (air: 1.03455 vs sea: 0.01977 kg CO2e/t-km). This explains why air freight, representing only ~2% of total tonne-kilometres, accounts for approximately 54% of Scope 3.4 CO2e.

Appendix B: VSME Content Index

The following table maps this report’s content to the VSME Standard (EFRAG, 2024).

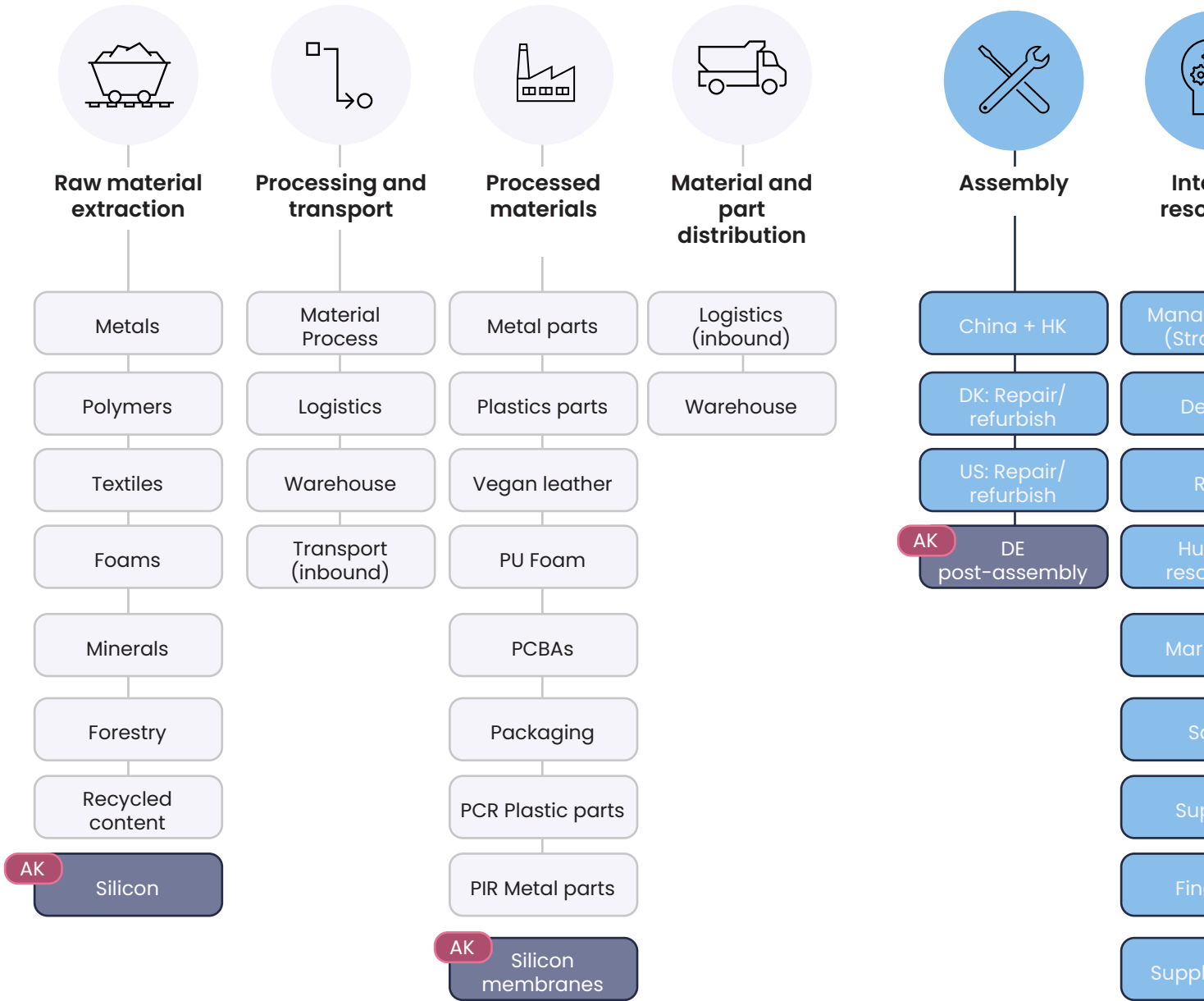
| VSME Disclosure | Topic | Covered in Report |
|----------------------------------|--|----------------------------|
| B1 – General information | Business model, value chain, strategy | Chapters 1, 2, 7 |
| B2 – Environmental policies | Environmental management approach | Chapters 3.1–3.5 |
| B3 – Own workforce | Employment, diversity, health & safety | Chapter 4 |
| B4 – Value chain workers | Supply chain social compliance | Chapter 5 |
| B5 – Community engagement | Affected stakeholders | Chapter 2.3 |
| B6 – Business conduct | Anti-corruption, conflict minerals | Chapters 5.1, 6 |
| C1 – Climate change mitigation | GHG inventory, targets, risks | Chapter 3.1, Appendix A |
| C2 – Climate change adaptation | Physical risks, adaptation measures | Chapter 3.3 |
| C3 – Water & marine resources | Water consumption | Chapter 3.4 (non-material) |
| C4 – Biodiversity | Biodiversity impact | Chapter 3.4 (non-material) |
| C5 – Circular economy | Product end-of-life, packaging, WEEE | Chapter 3.5 |
| C6 – Own workers (detailed) | Detailed workforce metrics | Chapter 4, Appendix |
| C7 – Supply chain due diligence | CMRT, HEG audit | Chapter 5 |
| C8 – Business conduct (detailed) | Anti-corruption programme | Chapter 6 |

| Abbreviation | Full Term |
|--------------------|--|
| AK | Active Keys |
| CDP | Carbon Disclosure Project |
| CDG | Contour Design Group |
| CDU | Contour Design US |
| CMRT | Conflict Minerals Reporting Template |
| CO ₂ e | Carbon Dioxide Equivalent |
| CSR | Corporate Social Responsibility |
| CSRD | Corporate Sustainability Reporting Directive |
| DMA | Double Materiality Assessment |
| DXA | Device-independent pixel unit (document measurement) |
| EBITDA | Earnings Before Interest, Taxes, Depreciation and Amortisation |
| EFRAG | European Financial Reporting Advisory Group |
| ESG | Environmental, Social and Governance |
| ESRS | European Sustainability Reporting Standards |
| FTE | Full-Time Equivalent |
| GDPR | General Data Protection Regulation |
| GHG | Greenhouse Gas |
| GWP-100 | Global Warming Potential over 100 years |
| HEG | Human, Environmental and Governance (audit framework) |
| ISO | International Organisation for Standardisation |
| KPI | Key Performance Indicator |
| LCA | Life Cycle Assessment |
| LFL | Like-for-Like |
| NFM | Non-Financial Matters |
| PE | Private Equity |
| REACH | Registration, Evaluation, Authorisation and Restriction of Chemicals |
| RoHS | Restriction of Hazardous Substances |
| RSI | Repetitive Strain Injury |
| SBTi | Science Based Targets initiative |
| SDG | Sustainable Development Goal |
| SKU | Stock Keeping Unit |
| SME | Small and Medium Enterprise |
| tCO ₂ e | Tonnes of Carbon Dioxide Equivalent |
| UNGP | United Nations Guiding Principles on Business and Human Rights |
| VSME | Voluntary Sustainability Reporting Standard for SMEs |
| WEEE | Waste Electrical and Electronic Equipment |
| WWF | World Wide Fund for Nature |
| ÅRL | Årsregnskabsloven (Danish Financial Statements Act) |

Contour value chain mapping

ESRS E1 – UPSTREAM

ESRS S1+S2 OPERATIONS

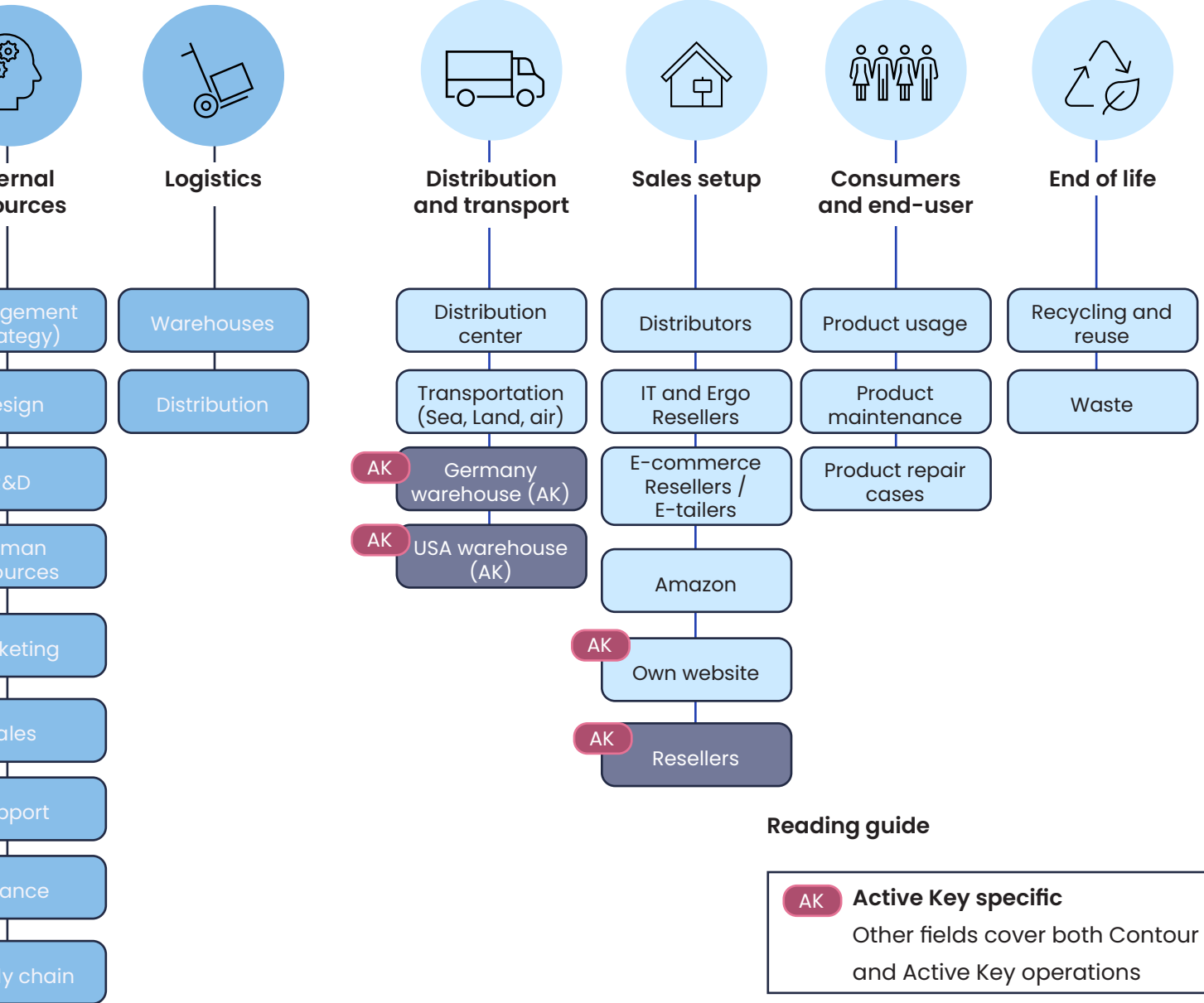


Key observations from the value chain mapping:

- Scope 3.1 (purchased goods) originates in the upstream zone – raw materials, component manufacturing, and Scope 3).
- Contour Active Key adds a parallel upstream chain based on medical-grade silicone, antimicrobial plastics, and other specialized materials.
- Own operations are largely shared between Contour and Contour Active Key: management, design, sales, HR, and logistics.
- Downstream, Contour Active Key reaches healthcare distributors, hospital procurement bodies, pharmaceuticals, and other key drivers rather than ergonomics alone.
- The circular economy loop (repair/refurbish capability in Denmark and the US, WEEE compliance, and planned recycling initiatives) is a key focus.

+S4 – OWN OPERATIONS

ESRS G1 – DOWNSTREAM



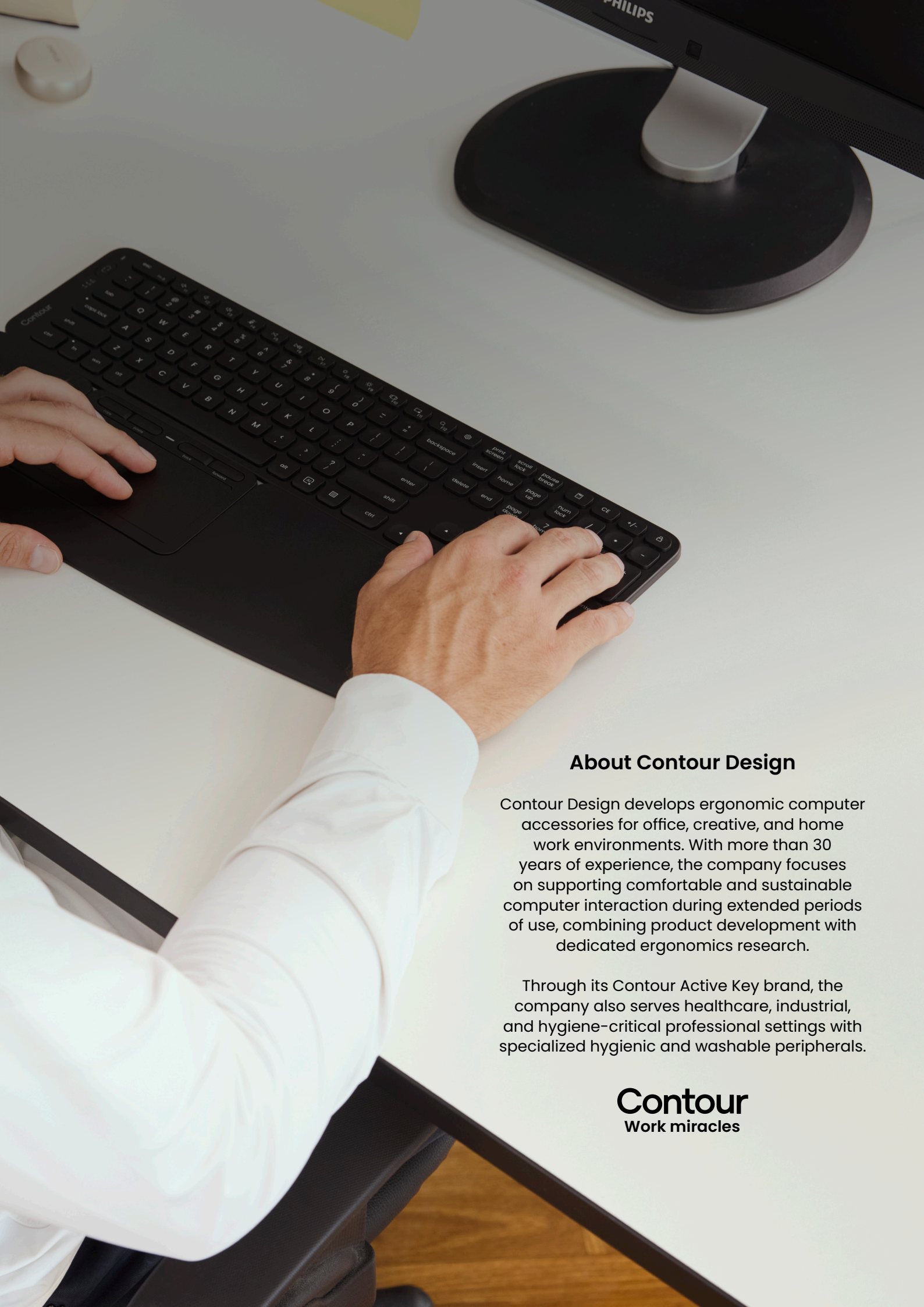
and final assembly at the Guangzhou factory. This is the largest single GHG category at 2,596 tCO₂e (76% of total

and stainless steel – materials with distinct sustainability profiles that will be LCA-assessed in 2026.

R, and logistics are integrated under the Contour group structure.

ical manufacturers, and food-processing facilities – sectors where contamination prevention is a primary value

and 2026 refurbishment pilot) is indicated at the own-operations / downstream boundary.



About Contour Design

Contour Design develops ergonomic computer accessories for office, creative, and home work environments. With more than 30 years of experience, the company focuses on supporting comfortable and sustainable computer interaction during extended periods of use, combining product development with dedicated ergonomics research.

Through its Contour Active Key brand, the company also serves healthcare, industrial, and hygiene-critical professional settings with specialized hygienic and washable peripherals.

Contour
Work miracles