

Sustainable Development Report

MURO-CCR ApS

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Foreword

It is with great pleasure that we present MURO-CCR ApS' first ESG report. This report marks an important step in our journey towards a more sustainable, responsible and transparent company.

At MURO-CCR ApS, we work every day to develop advanced breathing systems for demanding environments. We know that our technology can make a difference, but we also have a responsibility to ensure our production, working conditions and business practices the highest standards.

For us, ESG is not just about compliance - it's about creating value for our employees, customers and partners. We want to run a business that is financially robust, environmentally sustainable and socially responsible.

This report provides an open and honest insight into our current ESG efforts, our goals and the steps we are taking towards a more sustainable future. We see this as the beginning of an ongoing process where we will improve, adapt and evolve with new challenges and opportunities.



Michael Holm
Chief Executive Officer

Introduction

At **MURO-CCR ApS**, we are driven by a strong belief that technology, innovation and responsibility must go hand in hand. As a company that develops advanced breathing systems for both technical diving and defense applications, we have a responsibility to ensure that our solutions not only meet the highest safety and quality standards, but also take into account environmental, social and ethical factors.

This **ESG report** marks our first step towards a more structured and strategic approach to sustainability. We have been working with quality management and product development for several years with a strong focus on durability, resource efficiency and minimal maintenance, but we now want to document our efforts and set concrete goals for our future work.

Our motivation for producing this report is twofold:

1. Responsible business practices - We want ensure that our production, supply chain and working conditions meet the highest environmental, social and governance (ESG) standards.

2. Compliance and transparency - As a supplier to the defense sector, it is crucial that we comply with international conventions and legislation, including labor clauses, environmental management and anti-corruption requirements.

We are currently in a **start-up phase** with our ESG work, where we have mapped our current practices and identified areas where we can improve. An important part of this process is our ongoing work with **ISO 9001 and ISO 14001 certifications**, which will help us strengthen our management systems and document our sustainability efforts.

Going forward, this report will serve as a **working tool** to guide our decision-making and ensure that we continuously improve our ESG performance.

We want to use it for:

- ✓ Creating transparency for our customers, partners and authorities
- ✓ Strengthen our internal sustainability processes and goals

- ✓ Document our progress and commitments to external stakeholders

We see this report as a **living process** that will evolve with our business. Based on the report's findings, we will continuously adapt our strategy and ensure that our technological solutions are not only **efficient and reliable**, but also developed with respect for people, the environment and ethical business practices.





1. Our company

About MURO-CCR ApS

Overview and key figures

 **Address:** Industrivej 15, 8830 Tjele, Denmark

 **NACE Industry:** 466400 Wholesale of other machinery and equipment

MURO-CCR ApS is a Danish engineering company specializing in the development and production of closed-circuit breathing systems (CCR) for both the defense sector and technical divers. Our solutions are designed for extreme environments where safety, durability and reliability are essential.

The company has production facilities in Præstø and a headquarters in Tjele, where the final assembly of products takes place.

N e g l e t a l



**Gross profit
in million
DKK.**

-3.185



**Profit before
tax in DKK
million.**

-4.894



**Number of
employees**

2



Growth

Start-up phase



About MURO-CCR

Ownership structure and organization

Michael Holm - Director (CEO)

- Responsible for overall company strategy, product development and partnerships

Board of Directors:

- **Michael Holm** - Chairman of the Board
- **Jan Erik Petersen** - Board member
- **Lars Møller Pedersen** - Board member

The board consists of **industry experts with strong networks in defense and diving technology.**

Ownership

MURO-CCR ApS was founded in 2022 by Michael Holm and Jan Erik Petersen, who both have many years of experience in automation, engineering and technical diving. The company has a strong link to the defense industry, ensuring high technical expertise and access to strategic partners in the industry.

MURO-CCR ApS is an independent company with no external investors or ownership changes in recent years.



Product and markets

MURO-CCR Rebreather

The MURO-CCR Rebreather is a closed-circuit rebreather (CCR) system designed for diving in depths from 0-100 meters.

The system is created for low magnetic signature, low acoustic signature and high robustness, making it ideal for military and technical diving operations.

Core features:

- ✓ **Carbon fiber housing** - Lightweight, strong construction
- ✓ **Titanium stand & components** - Corrosion resistant and robust
- ✓ **Modular design** - Adaptable to different mission types
- ✓ **Redundant power supply** - Two external battery sources for maximum safety
- ✓ **Automatic diluent valve (ADV) & manual oxygen/gas valves**
- ✓ **Main display (HUD) & multi-gas computer**

MURO-CCR Rebreather is tested and approved according to STANAG AEODP-07 and AMP-15 standards for low-magnetic and low-acoustic signature.

Accessories and Technical Support

In addition to rebreather systems, we offer a range of mission-customized accessory solutions, including:

- **Tactical harnesses and harnesses**
- **External gas supply systems**
- **Dive computers and safety modules**

Our technical support includes training, maintenance and upgrades for our customers.



International Presence

MURO-CCR ApS has a global customer portfolio and actively participates in international defense and diving conferences. The company has established strategic partnerships in:

- **NATO countries** - Supply of low-magnetic breathing systems for special units
- **Scandinavia** - Collaboration with technical diving communities and defense customers
- **Germany & UK** - Export MURO-CCR Rebreather to defense operations

MURO-CCR ApS is continuously working to expand its presence in the international market and participate in the development of future diving technology.



A diver in a dark blue wetsuit and mask is underwater, holding a large, black, ribbed robotic arm. The diver's head is visible in the upper right, and the arm extends towards the center. The background is a deep blue, slightly hazy underwater environment. On the left edge, there is a vertical strip of light-colored, textured material, possibly a rope or part of a structure.

2. Our sustainable development

Vision, ambition and goals

At MURO-CCR ApS, we are driven by a strong ambition to be a leading player in advanced breathing systems, not only in terms of technology and safety, but also in sustainability, responsible business and innovation. We believe that future defense and security technology must be developed with respect for the environment, ethical production and strong partnerships to ensure a more sustainable future.

Our Vision

"To develop the world's most advanced, sustainable and reliable breathing systems for technical divers and the defense sector - with technology that protects life and respects the planet."

We want to ensure that the MURO-CCR Rebreather becomes the preferred solution for professional dive teams, not only because of our technological innovation, but also because we develop and produce our systems in an ethical and environmentally responsible way.



10-year goal (2025-2035)

- Achieve ISO 14001 certification by 2026.
- Develop the next generation of energy-efficient and sustainable rebreathers by 2028.
- Collaboration with research institutions and the defense sector on developing more sustainable solutions
- Establish strategic partnerships with at least 5 international defense organizations by 2030.
- Expand our export market to the US, Asia and beyond NATO countries by 2035.
- Ensure 100% compliance with the UN Global Compact principles on anti-corruption, human rights and sustainability.

Our work with SDG 16

MURO-CCR ApS develops and manufactures breathing systems used by the defence sector, special forces and maritime security organizations. This relates to SDG 16 as their technology supports:

Strengthening national security and rescue efforts

- The MURO-CCR Rebreather is used in military and civilian rescue operations, contributing to stability and security in vulnerable areas.
- Low-magnetic and low-acoustic properties ensure military units can operate discreetly, which can reduce conflict and protect personnel in high-risk situations.

Combating illicit trade & maritime threats

- The technology supports anti-terrorism and demining operations, helping to prevent crime and protect critical infrastructure.
- By providing advanced technology to the defense industry, MURO-CCR ensures that legitimate institutions have access to security equipment that can prevent illegal activities in maritime environments.

Transparency and compliance in the defense industry

- Compliance with UN and EU sanctions and implementation of anti-corruption programs ensure that MURO-CCR operates ethically and responsibly.
- Documenting sustainability and ESG efforts contributes to transparency in the business.



Our work with SDG 17

To ensure sustainable development, strong partnerships are essential. MURO-CCR ApS has an international presence, and their collaboration with the defense industry, research communities and technology providers supports SDG 17 by:

Collaboration with public and private actors

- MURO-CCR works closely with NATO, special forces and maritime security units to develop the best possible technology for defense purposes.
- Partnerships with Danish and International suppliers ensure access to sustainable and innovative materials.

Knowledge sharing and technological innovation

- MURO-CCR participates in international defense fairs, technical seminars and innovation projects where new knowledge is shared.
- The company can contribute to research into environmentally friendly materials and energy-efficient solutions for use in extreme environments.

Strengthening sustainable supply chains

- The company can focus on choosing sustainable suppliers and ensure that production meets ethical and environmental standards.
- By requiring ESG compliance from subcontractors, MURO CCR contributes to a responsible global supply chain.



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**"Not everything that can be
counted counts, and not everything
that counts can be counted"**

Albert Einstein



3. Our ESG-B key figures

Our ESG-B key figures

GSS

Environment: Environment and climate



MURO-CCR ApS is in the process of building an environmental and climate report that will give us a comprehensive overview of our carbon footprint, energy consumption and resource use in both production and operations.

The purpose is to be able to measure and document our environmental impact so we can continuously set goals and improve our climate efforts. Our ambition is to have an operational climate report ready by 2025 as part of our work towards ISO 14001 certification.

MURO-CCR ApS has prepared a preliminary environmental and climate action plan, which forms the basis for our future work with sustainability.

The plan focuses on three key areas:

- Reducing the carbon footprint in production and transportation
- Optimize resource consumption by durable materials like titanium and carbon fiber
- Green power and energy efficiency at our production sites

The action plan will be updated and expanded as we implement our climate accounts and work towards ISO certification. Our goal is to have a fully integrated and measurable action plan in place by 2025.

Our ESG-B key figures

GSS Environment: Environment and climate

Our focus on sustainability starts with our products. MURO-CCR Rebreather is designed to have a long lifetime, minimal maintenance and low environmental impact.

We use carbon fiber and titanium, materials that both ensure durability and reduce resource consumption in the product lifecycle. In addition, we are in the process of implementing ISO 14001 certification, which will ensure a structured approach to our environmental impact and climate accounting.

In our production facilities, we are working transition to green energy, optimize our processes to minimize CO₂ emissions and reduce waste through smarter use of resources.

Our ambition is to deliver technology that is not only groundbreaking, but also developed with respect for the environment.

Measurement on environment (environment)

	BASELINE 2024	OBJECTIVES
Energy consumption (total)	26,397 Kwh	Kwh
Renewable energy (share)	100%	100%
Gas	2580 3M	M ³
Fuels	L	L
Water consumption	-	Collect data
Consumed water	-	Collect data
CO2e scope 1 (total)	-	Collect data
CO2e scope 2 (total)	2.14 t CO2e	Collect data
Waste (total)	-	Collect data
Hazardous waste	-	Collect data
Packaging	-	Collect data
Recyclable waste	-	Collect data
Recyclable waste (share)	-	Collect data

	The company has a concrete policy/initiative in this area (YES/NO)	Is the policy/action publicly available? (YES/NO)	Does the policy/action contain future objectives or initiatives? (YES/NO)
Climate change	NO	NO	NO
Pollution	NO	NO	NO
Water and Marine Resources	NO	NO	NO
Biodiversity and Ecosystems	NO	NO	NO
Circular economy	NO	NO	NO

Our ESG-B key figures

GSS

Social: People and society

Safety is a cornerstone of MURO-CCR's DNA - for our employees, our customers and society at large. Our products play a key role in rescue missions, defense operations and maritime safety missions where divers' lives depend on the reliability of technology. That's why we ensure our systems are tested to the highest standards, including STANAG AEODP-07 and AMP-15 for low magnetic and low acoustic signature.

We also take great responsibility for our employees and business partners. We work actively to create a safe and healthy working environment where we follow Danish and international labor standards.

We have a zero-tolerance policy towards forced and child labor in our supply chain and we require our suppliers to live up to the same ethical standards. We support local producers and partners to strengthen a responsible value chain that not only creates economic value but also ensures good working conditions.

Measurement on society (social)	BASELINE 2024
Number of employees (full time)	2
Number of part-time employees	1
Gender diversity in the organization	0%
Gender diversity in senior management	0%
Sick leave	5%
Accidents at work	0
Employee turnover	%
Employee satisfaction	%

	The company has a concrete policy/initiative in (YES/NO)	Is the policy/initiative publicly accessible? area (YES/NO)	Does the policy/action contain future objectives or initiatives? (YES/NO)
Own workforce	YES	NO	YES
Workers in the value chain	YES	NO	NO
Affected communities	NO	NO	NO
Consumers and end users	YES	YES	YES

Our ESG-B key figures

GSS

Governance: Leadership

As a company operating in the defense industry, we are subject to strict compliance and security standards. We have implemented a sanctions compliance process to ensure that we do not trade with sanctioned entities and we comply with all EU and UN export control regulations.

Transparency and ethics are crucial to us, and we are committed to ensuring that our business practices are in line with the UN Global Compact principles on anti-corruption, human rights and the environment.

To strengthen our governance, we have introduced a due diligence process for our suppliers. We also have a zero-tolerance policy towards corruption and bribery, and we actively work to ensure that our data management meets the highest security standards.

Reporting around leadership (general governance)	BASELINE	YEAR IMPLEMENTED
	2024	
Do you have a Code of Conduct?	Yes	2024
Do you create and publish an annual sustainability report?	Yes	2024
Is sustainability data part of your reporting to Authorities?	No, you can't.	
Do you focus on specific SDGs?	Yes, you can	2024
Do you set goals and report on progress towards the SDGs?	No, you can't.	
Do you work climate and economic risk management Consequences?	No, you can't.	
Do you have an ethics and anti-corruption policy?	Yes, you can	2024
Do you have a data protection policy?	Yes, you can	2022
Have you taken steps/actions to meet GDPR regulations?	Yes	2022
Do you have a Due Diligence process for accountability and sustainability?	Yes	2024

MURO-CCR ApS has implemented a sanctions compliance process that ensures that the company complies with applicable EU, UN and NATO sanctions regulations.

We continuously screen our suppliers and business partners against international sanctions lists to avoid trading with sanctioned entities or individuals. In addition, we work with clear internal procedures and collaborate with external advisors when necessary to ensure that our export and cooperation agreements comply with all relevant security of supply and international trade regulations.

Our ESG-B key figures

GSS

Governance: Leadership

Measuring leadership (governance)

Number of members in the board	3
Gender diversity on the board	0%
Attendance at board meetings (attendance)	100%
Number of external board members	33%
Number of employees covered by collective agreement	0%

Reporting on environmental governance

	BASELINE 2024	YEARS INTRODUCED
Do you have an environmental policy?	No, you can't.	
Do you have waste, water, energy and/or recycling policy?	No, you can't.	
Does the board monitor climate-related risks?	Yes, you can	2022
Does management monitor climate-related risks?	Yes, you can	2022
Do you have a climate impact reduction policy?	no	

Reporting around social governance

	BASELINE 2024	YEAR IMPLEMENTED
Can the CEO be the Chairman of the Board?	Yes, you can	2022
Is management formally rewarded for sustainability performance?	No, you can't.	
Do you have a policy to ensure human rights are respected?	Yes, you can	2024
Do you have a policy to prevent sexual harassment and discrimination?	No, you can't.	
Do you have a health and safety policy?	Yes, you can	2022
Do you have a policy to prevent child and forced labor?	Yes, you can	2024
Do you have an HR policy?	Yes, you can	2023

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"If we don't change direction, we'll end up where we're "

from "Growth and Sustainability" by Steen Hildebrandt.



4. Our perspective

Our perspective

This report marks an important step in MURO-CCR ApS' journey towards a more sustainable, responsible and transparent business model. Through the report, we have identified our current focus areas, but also the areas where we need to strengthen our efforts to ensure a more structured and targeted approach to ESG.

In the coming years, our focus will be on developing and implementing concrete actions that support our ESG goals. In particular, we will work with the following initiatives:

Future goals and concrete actions

- **ISO certifications** - We are working towards achieving ISO 9001 (quality management) and ISO 14001 (environmental management) to ensure that our processes meet international standards. This will create a more systematic approach to sustainability, quality and environmental considerations in our daily operations.
- **Environmental data collection** - To strengthen our environmental responsibility, we will develop environmental and climate accounting where

We measure and document our carbon footprint, energy consumption and packaging usage. This will give us a better understanding of our impact and help us set ambitious but realistic targets for reducing our environmental impact.

- **Improving supply chain responsibility** - We will tighten our requirements for suppliers by conducting due diligence analysis and requiring ESG documentation from our key partners. This will ensure that our supply chain meets ethical, social and environmental standards.
- **Strengthening compliance and governance** - We will continue to ensure that we comply with international sanction regulations, anti-corruption policies and human rights standards in our business. This includes an improved sanctions compliance process and continuous updating of our guidelines for responsible business conduct.



Responsibility for the report content

No one can avoid working with sustainable development anymore. Whether you're big or small, you must you make an effort to conserve resources, Protecting the climate and ensuring good conditions for all

People.

It's about focusing on what makes sense for the business and where the business has the biggest impact.

The UN's 17 Sustainable Development Goals are signposts for the direction we all need to move in and the 169 targets are concrete places you can take action to help the world reach these goals. It's also a list of new business opportunities that are good for both the top and bottom line. On a more serious note, it's a recipe for future-proofing your business against the increasing uncertainty most companies face.

A sustainable development report is a good place to start. It provides an overview what the company is already doing today and where it would be beneficial to take action in the future.

The report helps structure the work with sustainable development and enables the company to document actions and goals.

This report has been prepared by the company:

MURO-CCR ApS

CVR no.: 43463101



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