

Epcido



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We take pride in our work to make sustainable thinking a bigger part of day-to-day operations and development plans to benefit our customers.

EPCIDO

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About Epcido

Epcido is an M&E contracting company dedicated to executing projects and installations for system integrators. Operating on a project basis, Epcido specializes in constructing complex, fully automated storage systems and handling conveying, palletizing, packing, parcel sorting, and baggage handling for diverse industries.

The company excels in assembling, installing, servicing, and modernizing industrial plants. Since 2016, Epcido has successfully managed large-scale projects involving the installation of automated distribution center systems for clients in Europe and across America.

Epcido handles mechanical assembly and electrical installation services to deliver fully functional material handling systems. Epcido also provides testing and commissioning related to fully integrated installations involving automation and control systems. Finally, Epcido offers service and support packages tailored to the needs of its customers.

With a team of over 380 employees boasting extensive experience in mechanical and electrical installation, along with expertise in project management and execution, Epcido leverages dedicated internal teams to efficiently carry out tasks within the mechanical and electrical plant engineering sector.



Operating industry

Epcido's highly skilled and experienced teams perform all kinds of jobs in the mechanical and electrical plant engineering industry.

Highlights

Turnover (DKK)

266,133,756

● Increase of 75.9% compared to 2024

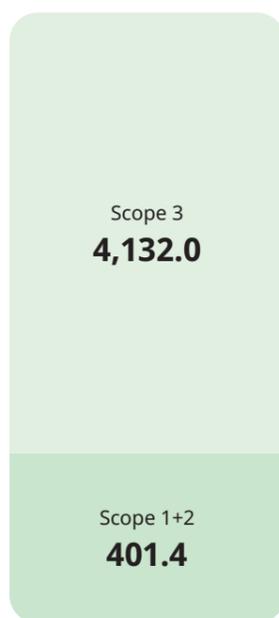
FTE



284

● Increase of 108.8% compared to 2024

Scope 1 + 2 and 3



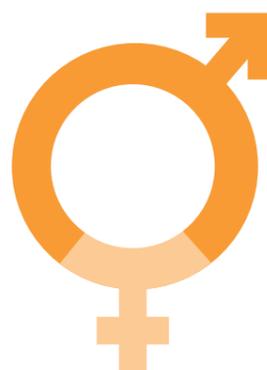
Tonnes CO₂e

Scope 1 + 2: ● Increase in Scope 1+2 emissions of 80.2 % compared to 2024

Scope 3: ● Increase in Scope 3 emissions of 113.6 % compared to 2024

Management gender balance

Men 80.0%



Women 20.0%

● Maintained same level compared to 2023/2024

Employee satisfaction

75

● Maintained same level compared to 2023/2024

Lost time injury frequency (LTIF)

7.7

● Increased by 2.7

UN Sustainable Development Goals



CEO Statement

Adapting to an evolving market

The past year has been one of transition and opportunity. Global shifts continue to influence the logistics automation industry, where efficiency, reliability, and sustainability are becoming decisive competitive factors. At Epcido, our strength lies in our ability to adapt – balancing a solid foundation in mechanical and electrical installations with the agility to serve new technologies, markets, and customers.



Flemming Lorentzen
CEO, Epcido

Our role across Europe, the Middle East, and North America allows us to remain resilient even in changing conditions. By continuously refining our operational excellence and focusing on long-term partnerships, we maintain a strong and stable position in a dynamic industry landscape.

Social responsibility by building future skills

Our most significant contribution to sustainability is social. Through Epcido Academy in Gdańsk, we are taking active responsibility for education and talent development in the logistics automation sector.

Since its launch, the Academy has provided more than 100 individuals with professional training and certifications, helping bridge the industry's skill gap and creating future-proof careers.

Together with Polish technical schools and Gdańsk University of Technology, we are building a strong, inclusive talent pipeline – one that secures both our own growth and the development of local communities. Our sponsorship of national technical competitions further reflects our belief that everyone deserves the opportunity to learn, grow, and succeed.

Small steps towards environmental balance

Even in a project-based business, we recognize our environmental responsibilities. We are taking practical steps to reduce our footprint – investing in a more energy-efficient car fleet, promoting carpooling for international project teams, and accelerating the digitalization of our workflows. These are small but meaningful steps toward more responsible operations.

Focus on operational excellence

Good governance remains a cornerstone of our strategy. Over the past year, we have implemented Microsoft Business Central across the Group, establishing a transparent, data-driven foundation for decision-making and compliance. Supported by our new five-year strategy, "Let's Epcido the Future Together," we are investing in

structures and systems that enable sustainable growth and long-term value creation.

Looking ahead

ESG is now an integral part of how we build the future of Epcido. Regulations, customer expectations, and our own ambitions will continue to evolve – and we intend to stay ahead. By combining the skills of our people, the trust of our partners, and the strength of our foundation, we are ready to deliver solutions that are both technically advanced and responsibly executed.

That is how we will continue to grow – responsibly, transparently, and with people at the center of everything we do.

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Flemming Lorentzen
CEO, Epcido

Case

Supporting the next generation of skilled technicians and mechanics

At Epcido, we believe that nurturing young talent and providing opportunities for the next generation of technicians and mechanics is essential for the growth of our industry. That is why we actively collaborate with technical schools and participate in events that inspire students to explore careers in engineering and technical professions.

Providing first-hand experience

For the same reason, we are excited to cooperate with the "Inspiring Examples" Foundation, which allows students to visit the Epcido Academy. These visits are intended to give young people first-hand experience of our operations, showcase the latest technologies, and provide insights from our experts – motivating students to pursue careers in technical fields.

Beyond our work with the foundation, we encourage young talent by visiting schools to promote the Epcido Academy. Over the past year, our team has visited eight schools in the Pomerania area, introducing students to the world of mechanics

and technical expertise, sharing our knowledge, and showing the exciting opportunities available in the industry.

Engaging with young minds

To further engage with young minds, Epcido joined the elite group of sponsors and speakers at the Gdańskie Dni Elektryki (Gdańsk Electrical Engineering Days) last year – the largest electrical engineering conference in Pomerania, organized by the Gdańsk branch of SEP (Association of Polish Electrical Engineers) and Gdańsk University of Technology.

Here, our Installation Manager Artur Garczewski delivered an engaging lecture on the installation of cable trays in

industrial automation systems, based on practical experience. The presentation was met with a lively Q&A-session and strong applause. Our recruitment team was also present, warmly welcoming students and young professionals interested in starting their careers at Epcido.

In addition to conferences like this, Epcido has actively engaged with the wider community through participation in job fairs, where we met students, shared information about careers in technical fields, and encouraged young talent to pursue their passion for mechanics and engineering.

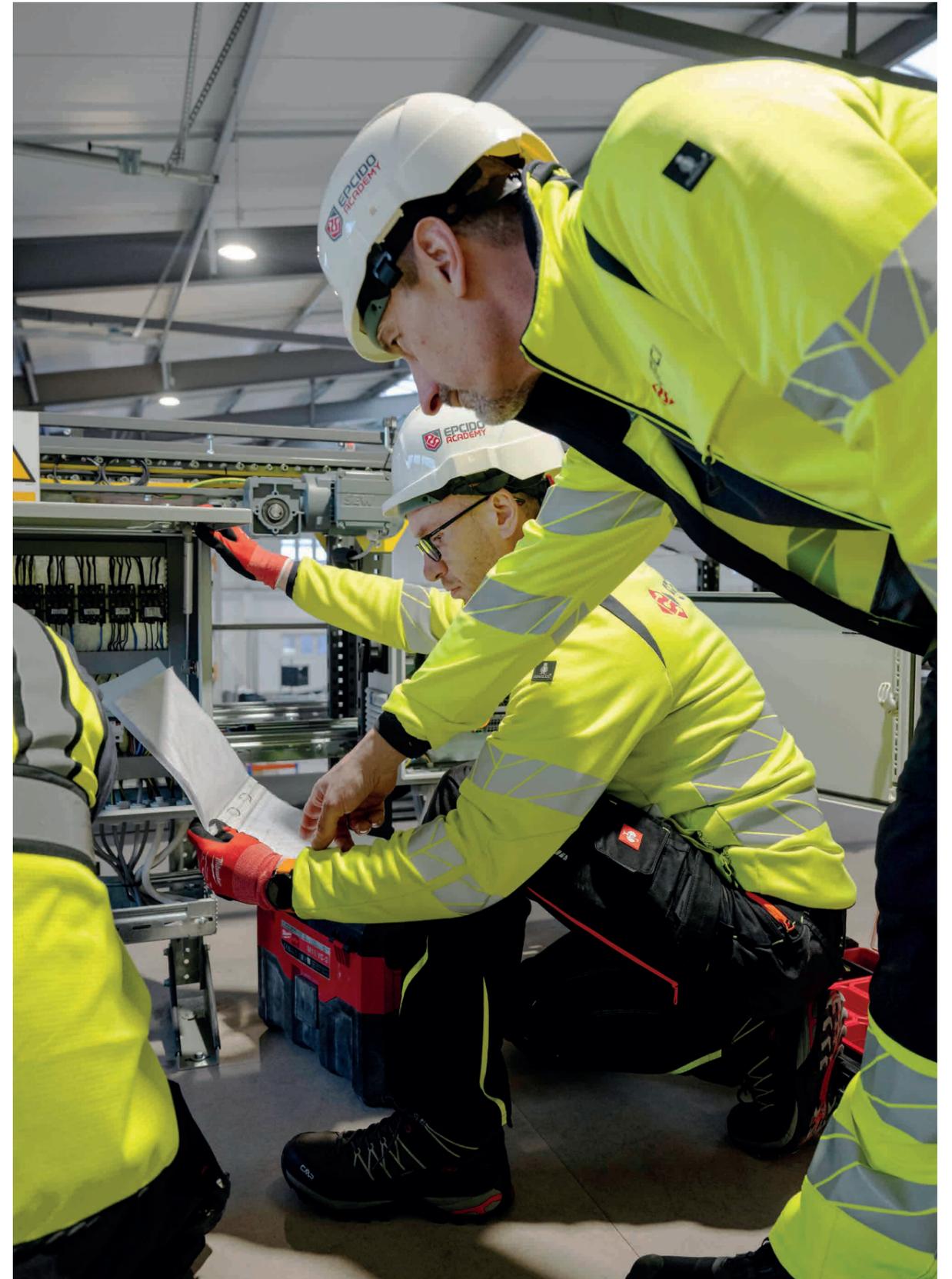
Sponsoring competitive spirits

Helping to foster excellence, innovation, and a competitive spirit among students, we proudly support technical education by sponsoring a Nationwide Technical Competition at Technical School in Gdańsk. This initiative was made possible through our partnership with the Zespół Szkół Łączności w Gdańsku (Vocational School of Communication in Gdańsk).

Through these initiatives, Epcido is committed to supporting and inspiring the next generation of skilled technicians, ensuring that the industry continues to thrive with passionate, well-trained professionals.



Epcido Academy visits First Degree Vocational School, Przdokowo, Northern Poland.



Electrician course in Epcido Academy.