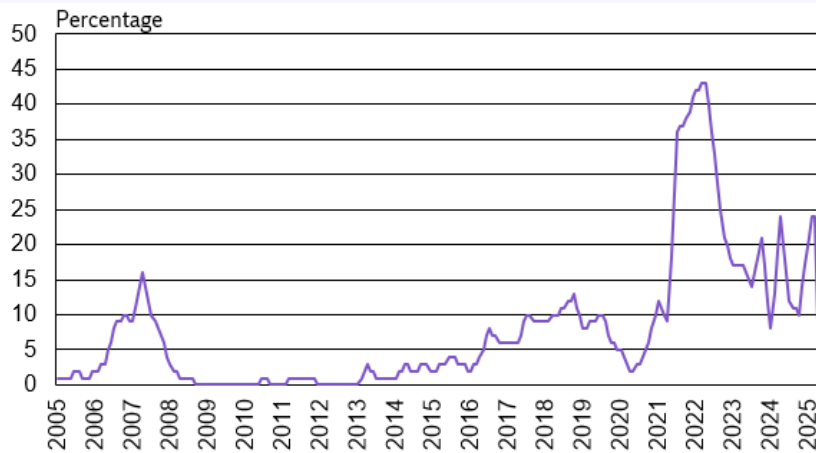


National Report – DI

State of the economy

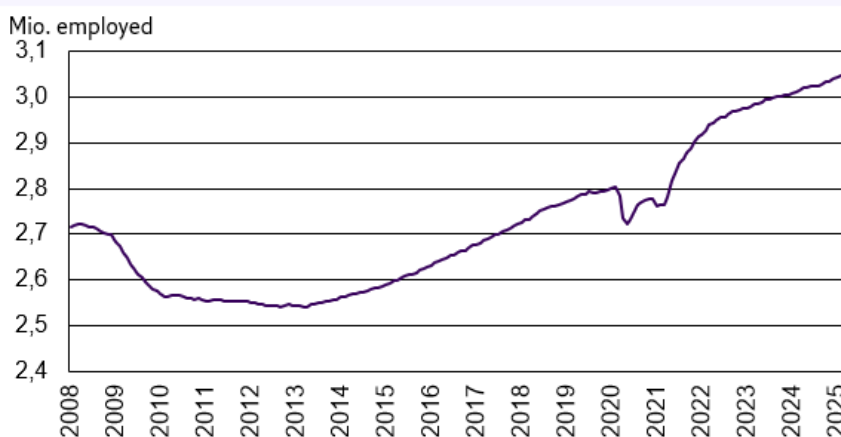
8 pct. of production firms experience production limitations due to shortage of labor



- Share of firms with production limitations due to shortage of labor, Q1 2012 to Q2 2025

Source: Danmarks Statistik

The number of employees is at a historically high level



- Employees, seasonally adjusted, January 2008 to March 2025

Source: Danmarks Statistik

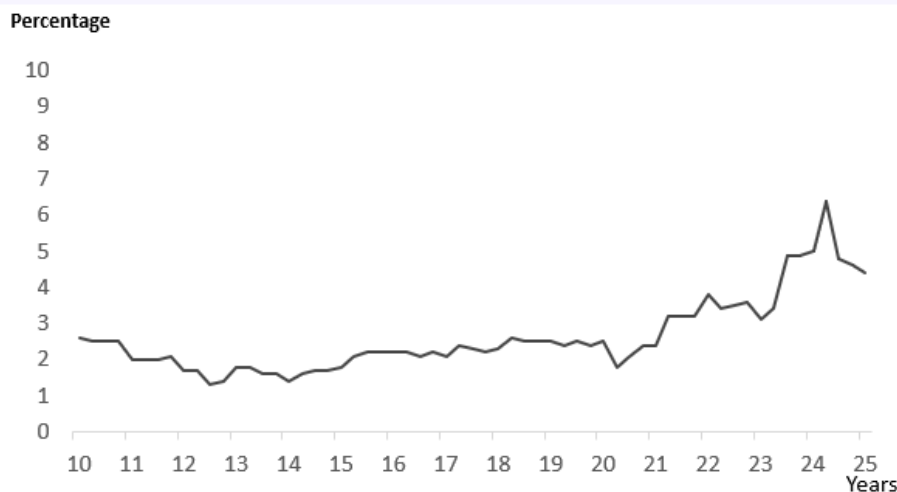
The unemployment rate has been below 3 pct. since the end of 2023



- Unemployment rate, seasonally adjusted, January 2007 to April 2025

Source: Danmarks Statistik

Annual percentage change in wages in the Danish Manufacturing Industry



Source: Confederation of Danish Employers

- Q1 2012 to Q1 2025

Average annual pay increase from the local salary negotiations



Collective Agreements in Denmark Renewed

Today, unions in Denmark voted to approve the new collective bargaining agreements with 82,3% of the 11 voting union members in favor.

The new collective agreement takes effect retroactively from March 1, 2025, and covers a three-year period, expiring in 2028.

Pay levels

- Minimum hourly wages will increase by 3.75 DKK in 2025 (approximately a 2.75% increase), followed by increases of 3.5 DKK in 2026 and 2027 (approximately a 2.5% increase each year).
- Nuisance pay for overtime will rise by 3% each year.
- Nuisance pay for staggered hours/shiftwork will rise by 3,5% each year.
- Employers' pension contributions will increase from 10% to 11% of wages starting May 1, 2025. Total pension contributions will be 11% from the employer and 2% from the employee.
- Employers' contributions to the Free Choice Account will increase by 1% of the employee's wages in 2026 and 2027, totaling 11% for white-collar employees and 15% for blue-collar workers. The Free Choice Account is a savings account, allowing employees to decide later how to use the funds—whether for holidays, hospital admissions, time off for seniors, or as a cash payout with their salary.
- Health and Safety representatives, who are union members, will receive a yearly fee of 9,000 DKK.

Work life balance for employees

The negotiations had a strong focus on employee flexibility and work-life balance. To address this:

- Parental leave rules have been simplified, with an additional 2 weeks of paid leave for parents to share. The leave now covers social parents and solo parents.
- Employees can now take unpaid time off under certain family circumstances, including a child's third sick day (first and second sick days were already covered), health emergencies involving close family members, and two annual "grandchildren care" days. These unpaid days can be covered using funds from the employee's Free Choice Account.

Reduced Administrative Burdens

The renewal aims to reduce administrative burdens for employers through initiatives such as:

- Removing restrictions on transferring unused holidays.
- Streamlining the setting up of pension schemes.
- An initiative to automate companies reporting wages to educational funds.
- Simplifying payment during additional holidays under the collective agreements.