

CSR Report 2024/2025

Qubiq Group

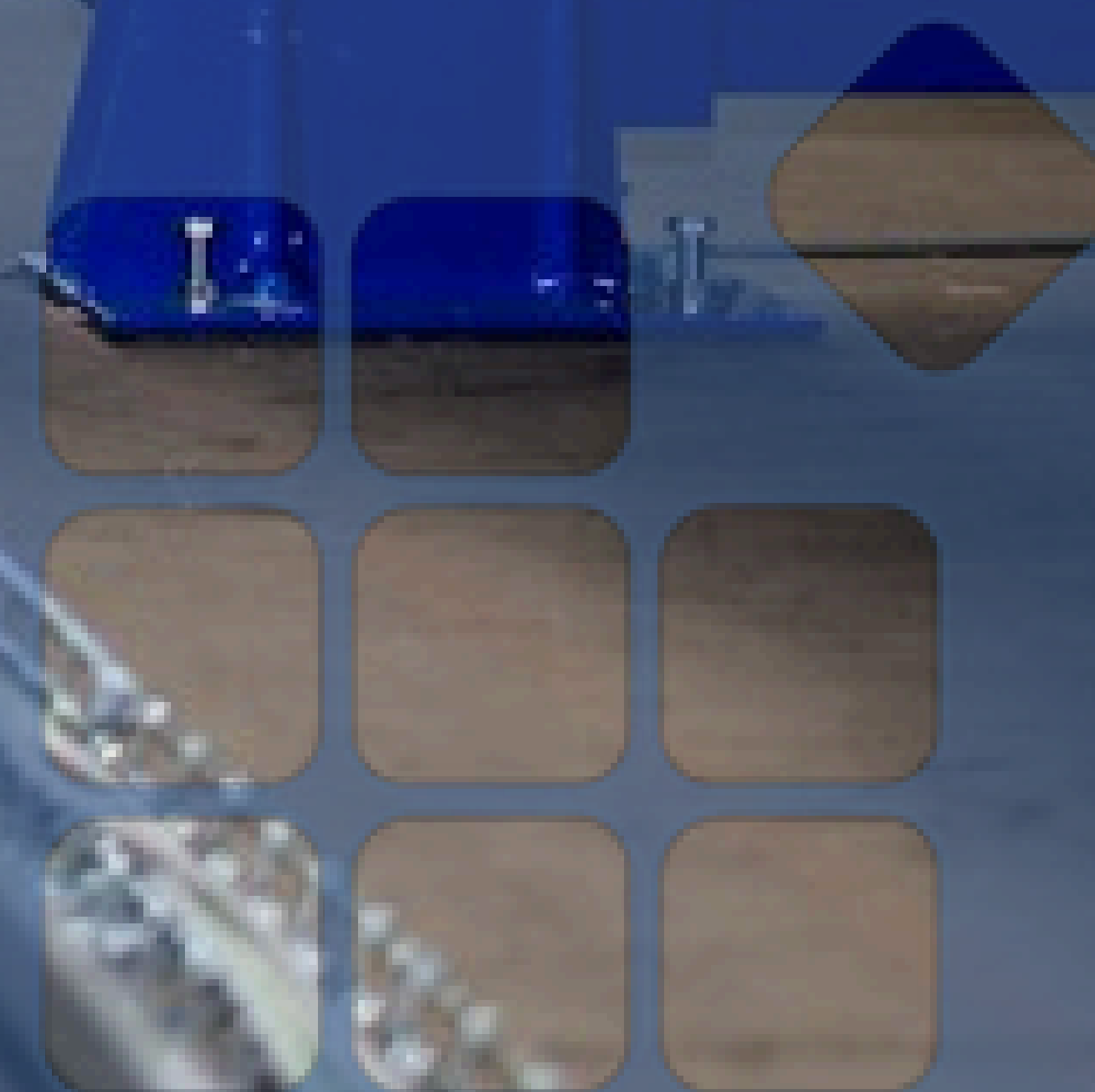


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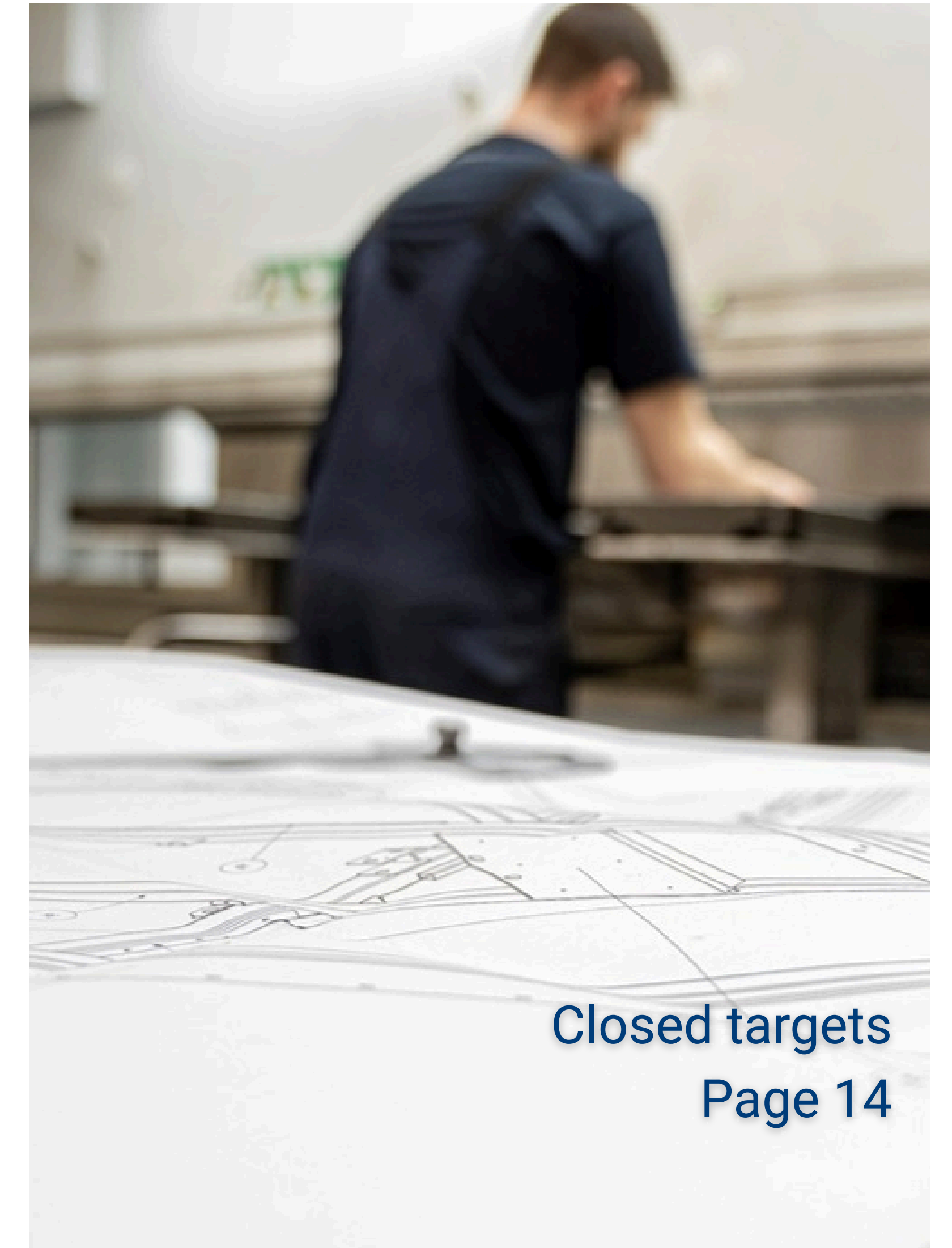
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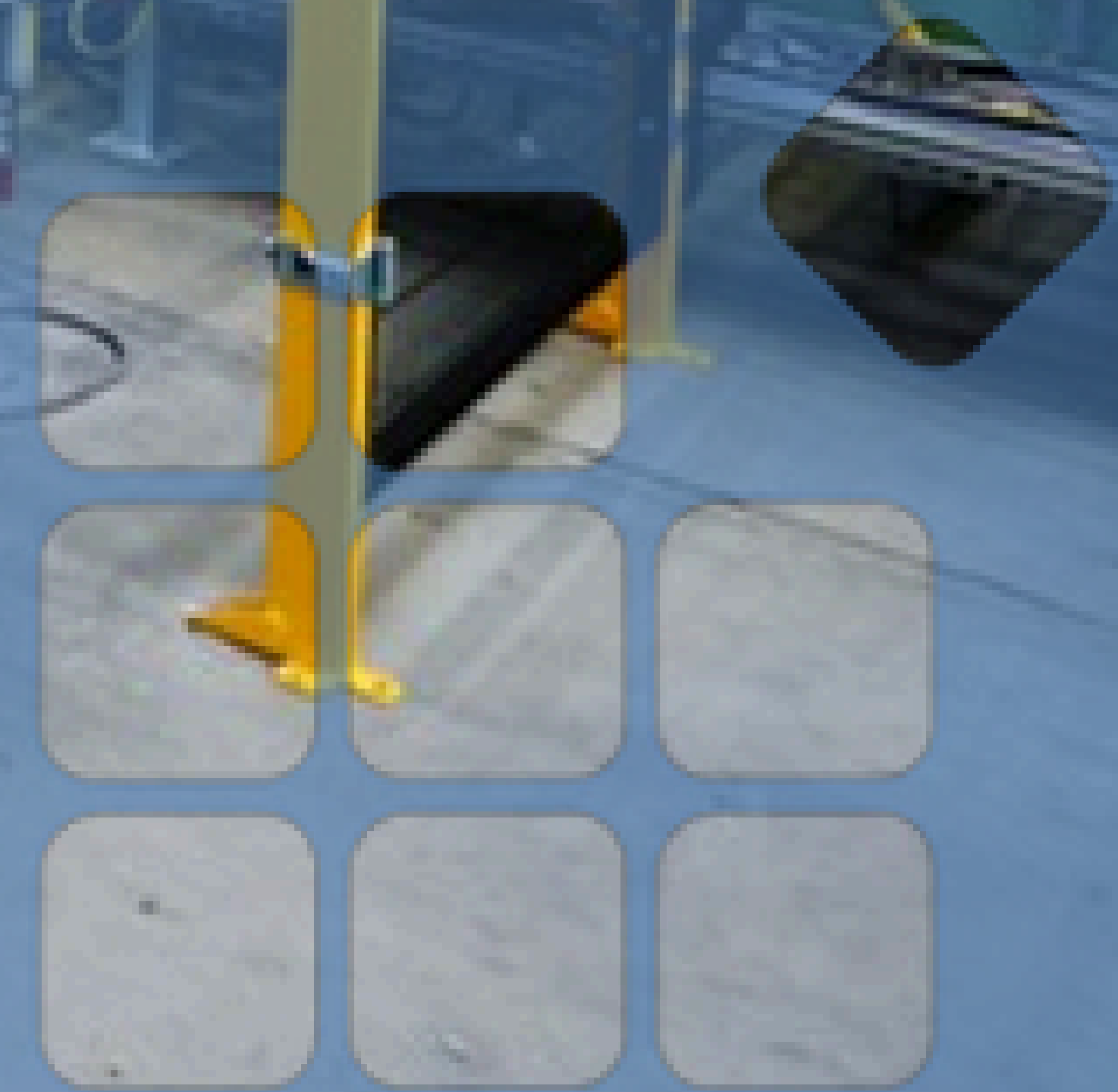


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Overview



Management Introduction



At Qubiqa Group (hereafter referred to as 'the Group'), we recognize that our responsibilities extend far beyond our financial performance. As a business, we are not only accountable to our shareholders, but also to our employees, customers, and the environment. That is why Corporate Social Responsibility (CSR) is not a side initiative – it is becoming an integral part of who we are and how we operate our business across the Group.

This CSR report begins with a simple, but essential question: Why do we do this? Why do we invest in CSR practices? The answer lies in our belief that long-term success is only possible when it is shared, and when progress includes people and the planet.

Over the past year, we have continued to align our business strategy with our social and environmental commitments.

One major change we made this year, was to invest more resources into our CSR team to ensure that our Group sustainability practices would move forward. This change makes it possible for us to ensure that we, as a Group, collectively are able to reach our CSR Group Targets that we introduced in our 2023/24 CSR report.

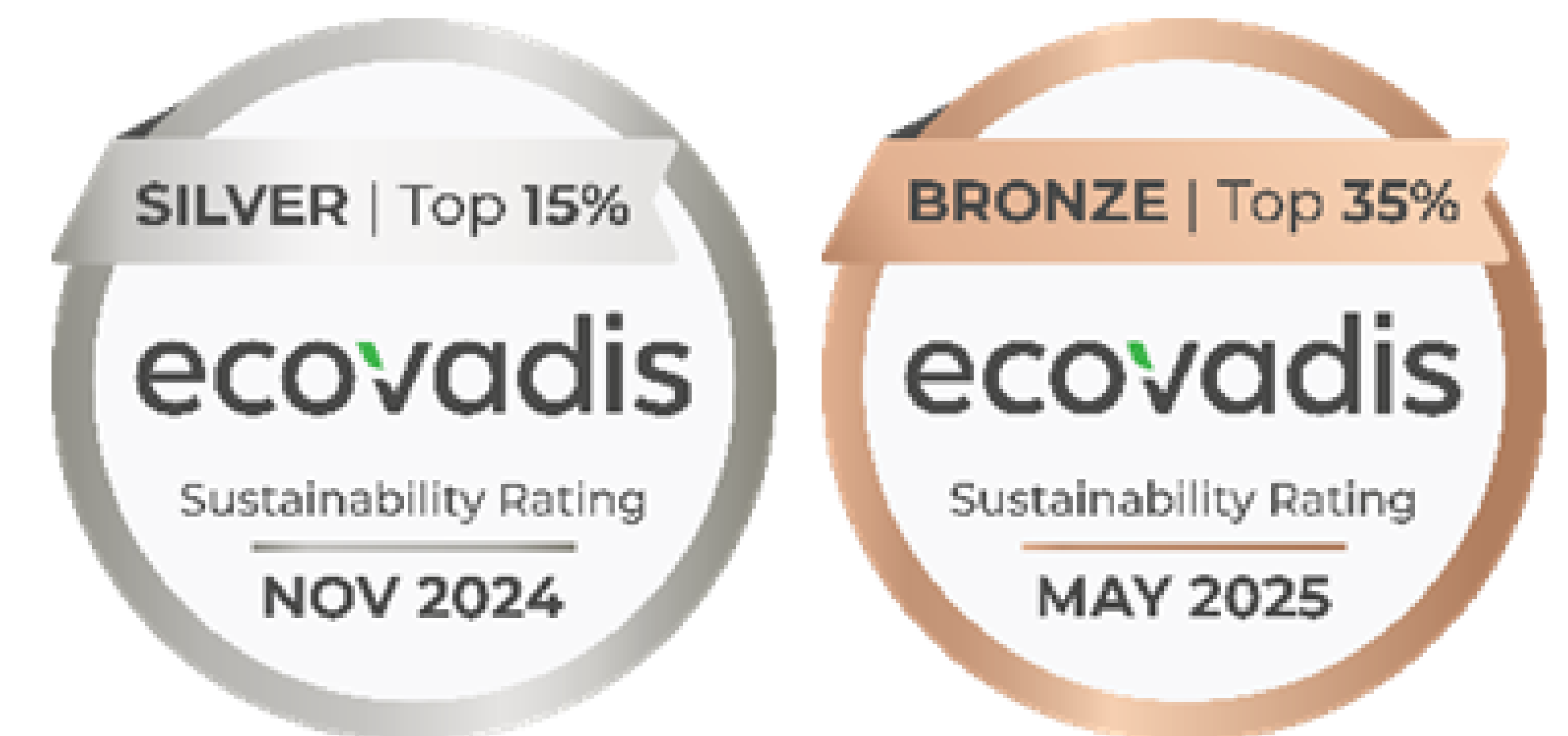
By investing in our CSR team, we have been able to prioritise the process of validating and verifying our historical data across the Group. This data process was prioritized to ensure that our Group data was collected and processed in a systematic manner across our companies in Denmark and Poland.

Our data driven processes this year, highlighted the importance of a Group baseline as our current baseline years mainly includes data based on Qubiqa A/S. We have, therefore, revised our baseline years to reflect our organizational changes after acquiring CH System last year. Updating our data baseline thereby allows us to ensure consistency and integrity of our sustainability data as our organizational structure continues to evolve. All baseline years have been revised and been adjusted individually to ensure methodological accuracy and relevance.

Binding Commitments

One of the areas where we see a positive change in our prioritization of internal CSR processes is our EcoVadis Rating.

In Qubiqa A/S, our performance continues to place us among the top 15% of companies in our industry category. In addition, we succeeded in maintaining our FY 2023/24 overall performance score of 73/100. And in return, we were awarded with a silver medal, thus placing us in the 95th percentile of all companies evaluated by EcoVadis.



In CH System A/S, we managed to improve our score across three out of four categories in EcoVadis, namely, Environment, Labor & Human Rights, and Ethics. In addition to this achievement, we also succeeded in increasing our overall performance score to 67/100

Despite having gone from, respectively, gold and silver to silver and bronze, then the data behind the medals demonstrate our improvement. We are beyond proud of our silver and bronze medals as they highlight the importance of not only tracking our data, but also ensuring that our policies are implemented into our day-to-day practices across the Group.

Management Introduction

This year Qubiqa A/S also reaffirmed their commitment to the United Nations Global Compact Commitment to Progress (CoP). The UN encourages transparency and accountability through the CoP, and we therefore view this as a natural step in our efforts to show that progress means more than words in our industry.

Although Qubiqa A/S is the only Group company that has committed to the CoP, we have chosen to shape our Group CSR strategy around the Global Compact's ten principles for human rights, labour rights, anti-corruption, climate, and environment to signal our commitment to sustainability.

For the reporting year 2024/25, CH System A/S completed its CDP response on climate change, and will for next years submission continue to track and manage our environmental impacts. At the same time, the company is working towards its ISO 9001 recertification, which will take place in the fall, and will ensure that our quality management systems remain up to standard. These initiatives reflects CH System A/S ongoing commitment to both CSR and operational success.

The Groups Danish companies, futhermore, spent the last months of 2024/25 preparing for its 2025 energy and climate audit in order to comply with the EU's Energy Efficiency Directive, which is currently only applicable to our Danish companies.

We invite you to explore this report, not only as a record of what we have achieved within the last year, but also as a reflection of our ongoing CSR journey.

Thank you for being part of our Qubiqa Group journey.

WE SUPPORT



October, 2025

A handwritten signature in black ink, appearing to read "Morten L. Seeberg".

Morten L. Seeberg, Director of Qubiqa Holding A/S



Qubiqa Group

Qubiqa Group delivers innovative, high quality solutions for optimizing internal logistics and packaging in multiple industries. A thing that truly sets us apart is our ability to bring every stage of a project under one roof.

From the earliest phases of idea development and advanced technology design to the construction and installation of high tech, state-of-the-art machines and systems to turnkey installation of complete end-of-line equipment or upgrades of existing systems, we manage the entire process with precision and care. And our work does not stop at delivery, as our dedicated aftersales service ensures lasting support and performance. This fully integrated approach allows us to deliver consistency, innovation, and long-term value for every customer.

Qubiqa Group consist of three main companies:

Qubiqa A/S

Located in Esbjerg, Denmark, the company was founded in 1945 under the name Seelen and proudly celebrates 80 years of innovation and reliability in 2025. Qubiqa specializes in automated handling and packaging systems for products such as insulation boards and rolls, ceiling boards, roof tiles, kitchen elements, and biomass.

Qubiqa Sp. z o.o.

Located in Pila, Poland, the company was established in 2005 as a sub construction division to Qubiqa A/S. The company specializes in complete or partial supply of internal logistics systems or modifications to existing systems, steel structures, and production of electrical switchboards for production units.

CH System A/S

Located in Naestved, Denmark, the company dates back to 1968, and was in July 2023 acquired by the Qubiqa Group. The company specializes in supporting heavy industries with tailored robotic material handling and packaging solutions for industrial products. The companies main business areas include food, pharma, building materials, gantry robots, power to x Industry (PtX), OEM components, pallet inspections, and automatic roll storage systems.



All three companies are lean, efficient, and technologically geared to handle both small- and large-scale projects at a high and competitive level on both the domestic and global export market.

The strategic acquisition of CH System A/S has made it possible for the Group to draw on an even wider experience, while maintaining our main principle business – delivering a complete in-house package from design, programming, manufacture, testing, installation, and commissioning. We pride ourselves on our business structure, as it allows our technical department to be available during the production and construction process of the machines.

To ensure we continue to have a close relationship between the various departments in Qubiqa A/S, we are in the summer of 2025 beginning the construction of a new production hall which will be located right next to our current production hall and offices in Esbjerg, Denmark.

Another aspect that sets us apart from our competitors is that we do not deal in standard products. Customers tell us what they need, and we will construct it to fit their production line perfectly. In other words: “We do not sell what we build. We build what we sell.

The Qubiqa Group is primarily owned by Danish business people, including chairman of the board Axel Manøe Jepsen, board member Esben Bay Jørgensen, Claus Skov and Jesper Kalko, CEO Morten L. Seeberg, CFO Jørgen Prange Løvschall, and the two previous owners of CH System A/S, John Thrane Nielsen and Christian Weinreich.

Values, Culture, and Social Responsibility

We want to be the preferred, responsible partner and supplier of high-quality products, services, and knowledge to our customers to help them realize their opportunities



Focus on customers and market

We work for and with our customers to improve their production and logistics processes



Dialogue-based communication

Honest and relevant communication, based on dialogue and value-adding conduct, forms the basis for creating strong relations with our customers



Flexible and proactive environment

We stimulate and support a proactive working environment. We are motivated by potential and are proud of the dynamic and proactive response to change within our Group



Innovative development

We apply high technology and creative input (also from the outside), and we attract the best qualified competences in our constant efforts to strengthen the Groups innovative capacities

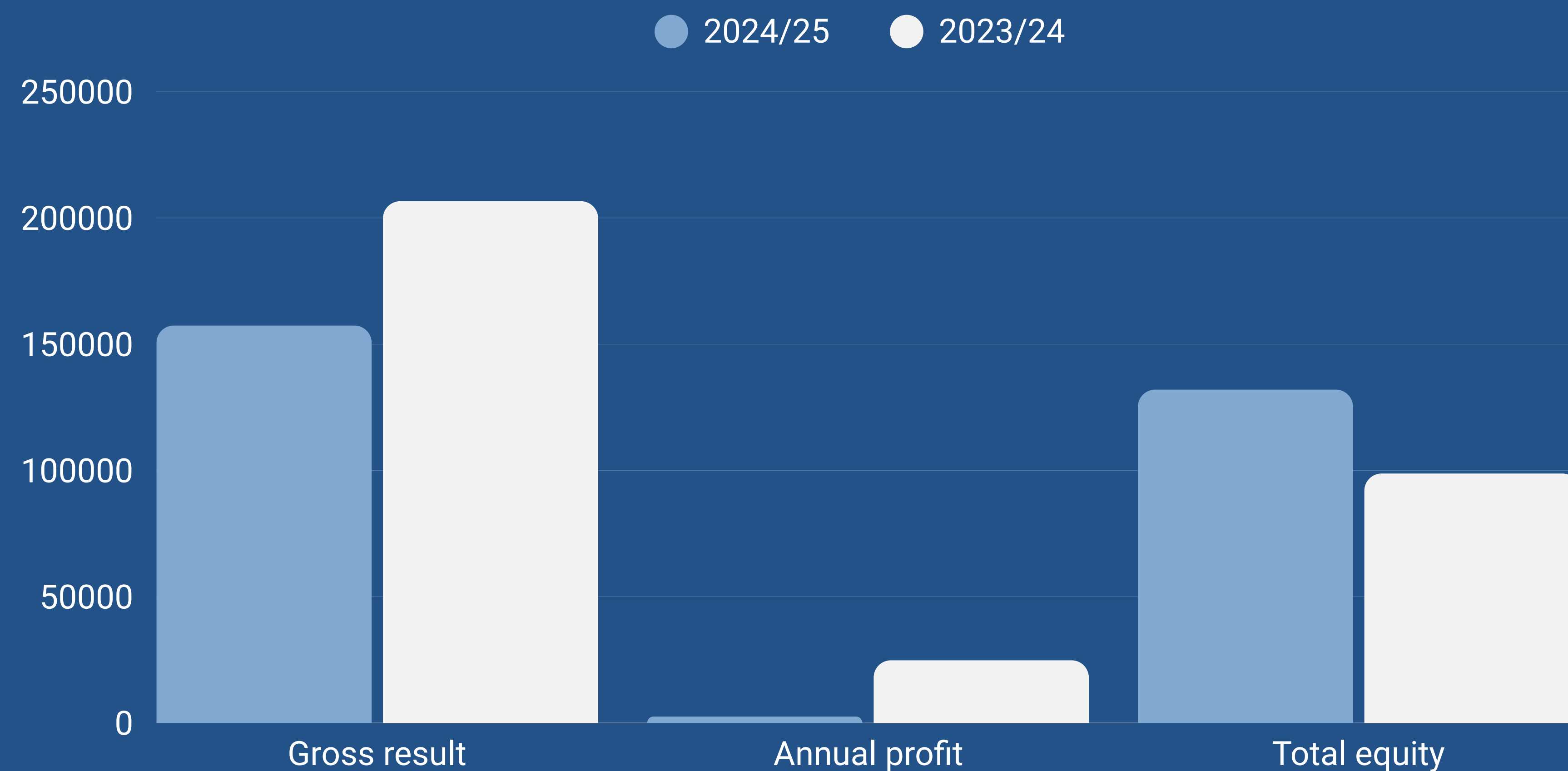


Proper and trustworthy behaviour

Our work is based on the principle of trustworthy leadership, and we take pride in being a reliable and respectful partner – towards customers, employees, and business connections – and towards society in general

Selected Financial Key Figures

| Financial Figures | 2024/25 | 2023/24 |
|--|---------|---------|
| More details can be found in our Annual Report 2023/2024 | | |
| Gross result (in 1.000 DKK) | 157,373 | 206,636 |
| Annual profit (in 1.000 DKK) | 2,490 | 24,781 |
| Total equity (in 1.000 DKK) | 131,999 | 98,770 |
| Equity ratio | 37% | 28% |



**GROSS RESULT
ANNUAL PROFIT
TOTAL EQUITY**

Selected CSR Key Figures

Overview

CSR Governance

Environmental

Social

Accounting

Areas located in or near a biodiversity sensitive area (m²)

0

0 in 2023/24

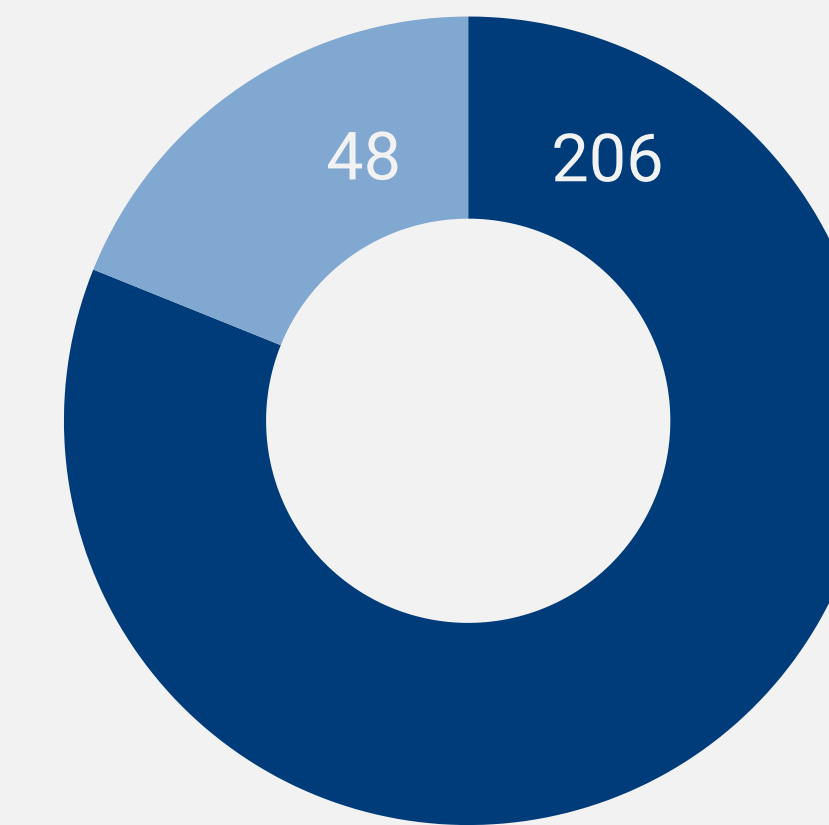
Nature-oriented area on-site (m²)

1902

1524.40 in 2023/24

Gender Balance (Headcount)

Male
Female



Since 2023/24, we have seen a positive development in our workforce as our gender diversity ratio across our employees and managers is 1:4

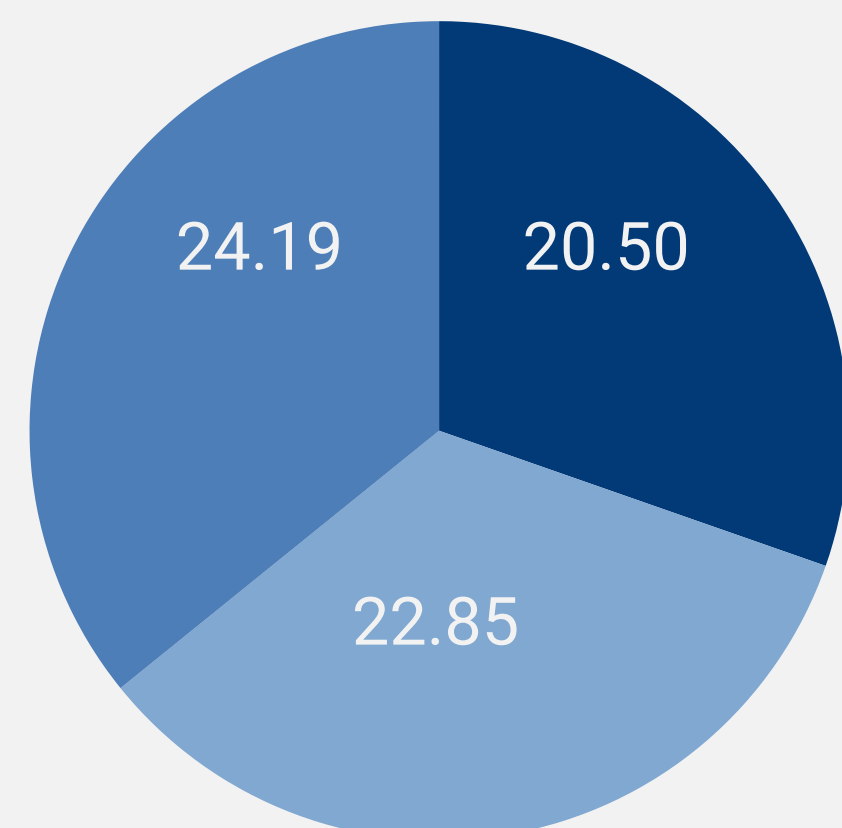
Gender diversity ratio in Management (Female-to-male ratio)

1:5

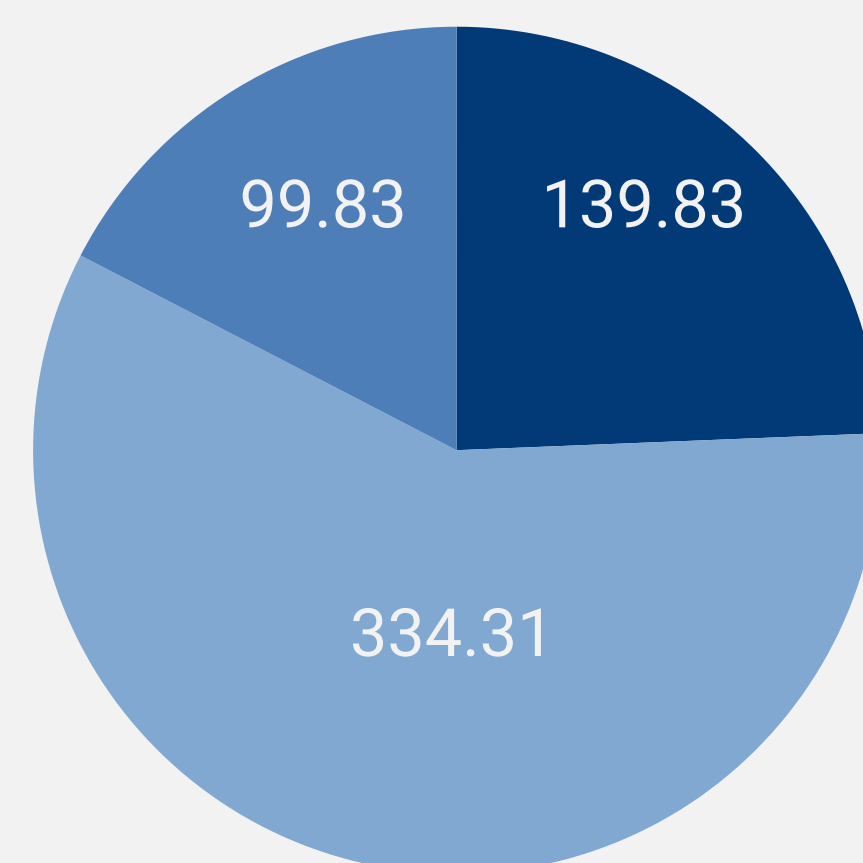
1:5 in 2023/24

Greenhouse Gas Emissions (tCO₂eq)

Share of Qubiqa A/S
Share of Qubiqa sp. z o.o.
Share of CH System A/S



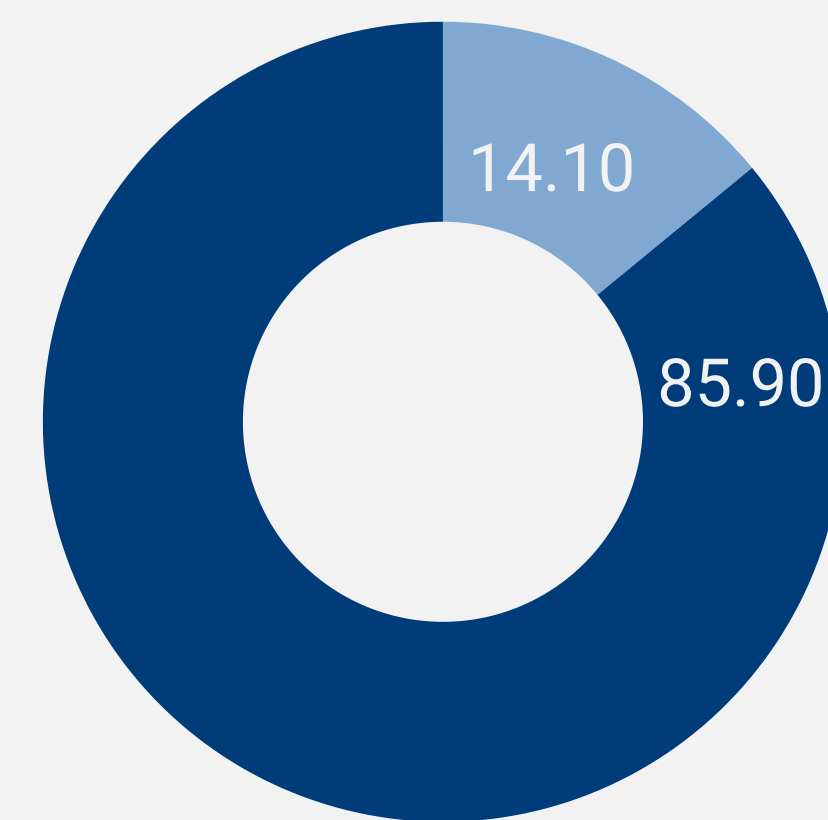
Scope 1



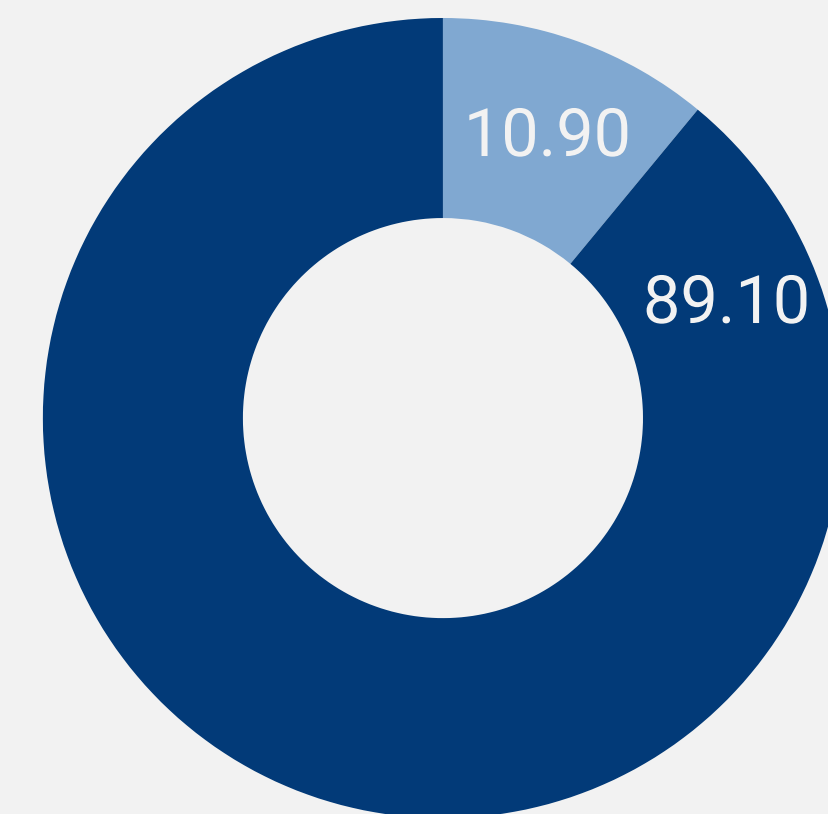
Scope 2 (Location based)

Electricity Consumption (%)

Share of non-renewable electricity
Share of renewable electricity



CH System A/S



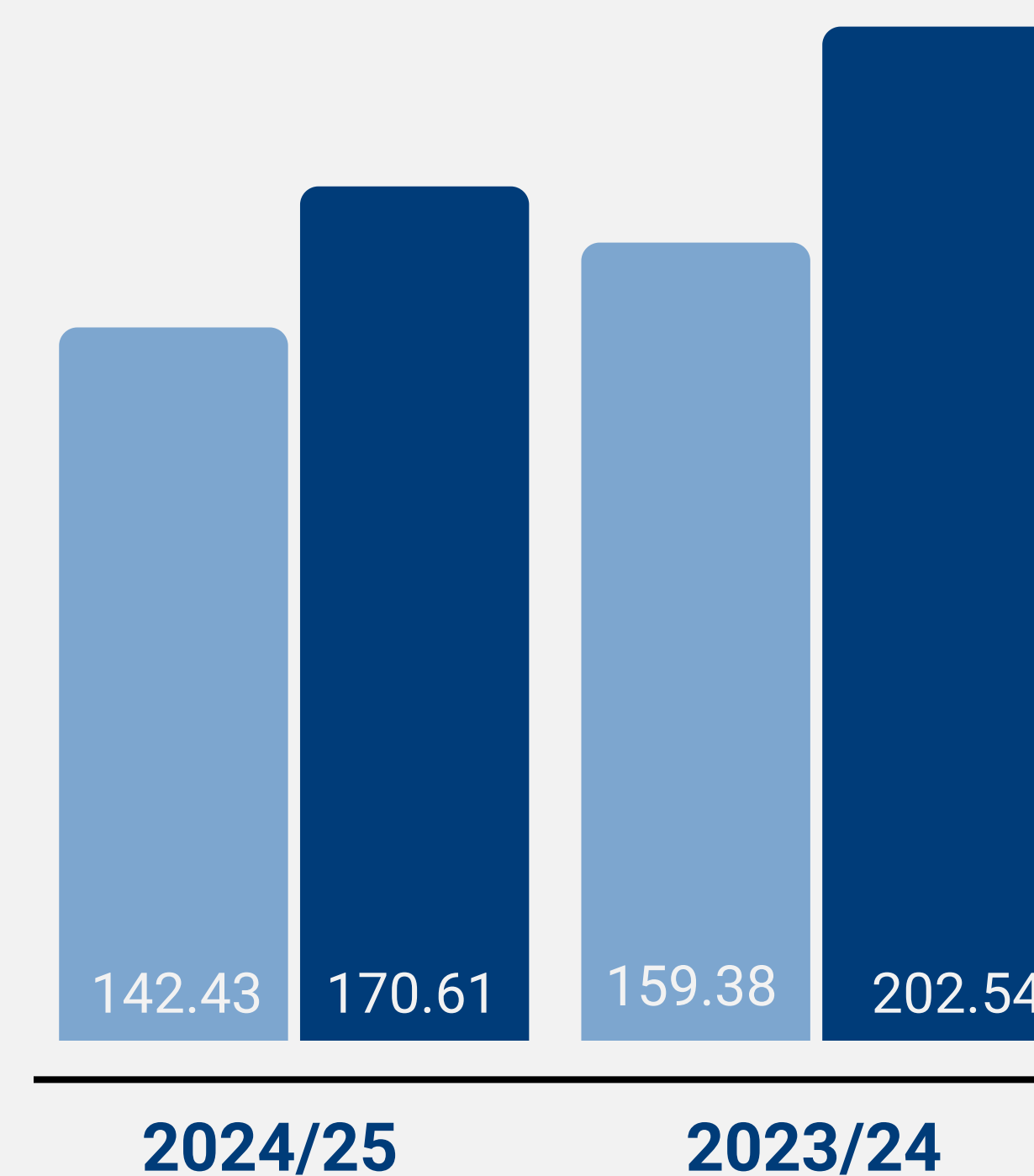
Qubiqa A/S

In 2024/25, more than 85% of the total electricity consumption in our Danish companies was sourced from renewable energy

Qubiqa A/S: 91.30 in 2023/24
CH System A/S: 86.38 in 2023/24

Recycled waste (tons)

Recycled Waste
Total Waste



See page 19, for a detailed account of our waste stream mapping

Health & Safety

(Rate of work-related injuries)

5.90

5.72 in 2023/24

While minor fluctuations occur year to year, we continue to maintain a low rate of work-related injuries.

Anti-Corruption

(Number of incidents related to corruption)

0

0 in 2023/24

See page 17, for a detailed account of carbon emissions

CSR GOVERNANCE



Corporate CSR Governance Structure

Within the Group, CSR governance is structured around the idea that it needs to function as a management tool that provides assurance to our owners and other stakeholders, complies with relevant laws and regulations, and ensures alignment with existing and emerging ethical standards. Throughout 2024/25, we have revised our CSR governance structure in order to facilitate a Group driven CSR identity, as well as increase the visibility of each company within the Group.

CSR in the Group is governed by:

Board of Directors & Executive Board

The Group's Board has the overall responsibility for strategic decisions related to CSR and allocation of resources.

Group CSR Steering Committee

The Committee is led by the CEO of Qubiqa Holding A/S, senior executives from the Group companies, and dedicated specialists. The Committee is responsible for ensuring implementation of our CSR policies, targets, and action plans. The Committee convenes regularly during the year to follow up on progress and agree on appropriate new initiatives.

Group CSR Team

The CSR Teams carry out practical work on behalf of and as directed by the Committee. To improve our strategy and better facilitate the Committee, we decided to invest resources to handle the day-to-day Group assignments. Our CSR team carries out the practical work and manages projects according to agreed budgets, timelines and deliverables on behalf of and as directed by the Committee.

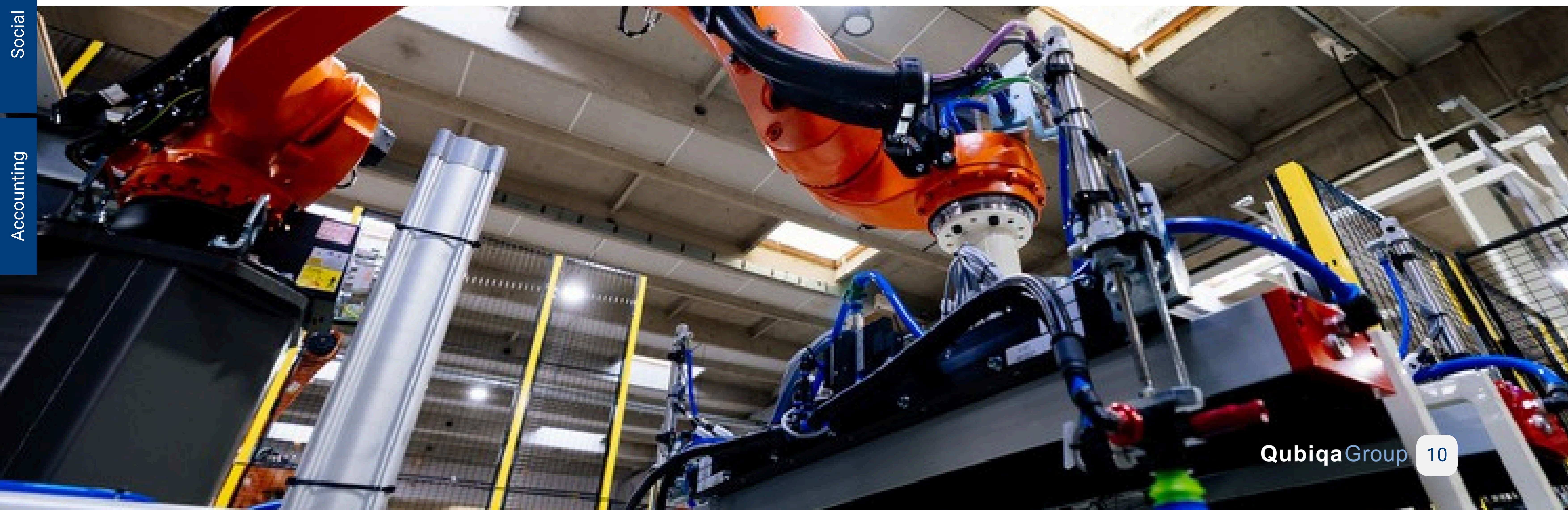
Ad hoc CSR groups

Ad hoc CSR groups implement specific projects across the group companies, e.g., regarding themes like green transition, responsible purchasing and supply chain management, employee development, health & safety, etc. These temporary groups usually include managers and employees from each company within the Qubiqa Group and are coordinated by the CSR Team.

CSR Points of Contact

Within each company, we have CSR Points of Contact who act as our local CSR-ambassadors and participate in relevant ad hoc CSR groups and tasks.

CSR topics are also frequently on the Works Councils and the Workplace Health & Safety Organisations agenda.



Governance: From Principles to Practice

Governance Diversity

For many years, it has been a governance objective that women shall constitute 25% (= 1 member) of Qubiqa Holding's Board of Directors. We are still working to achieve this target, as it was not met in 2024/25.

The Group recognizes the importance of gender diversity in strong governance and are committed to improve representation at all leadership levels.

Currently, women make up 20% of our management team, which provides a foundation for continued progress towards diversity and inclusion in our governance structure.

Business Ethics

In qubiqa Group, we believe that business responsibility starts with a culture of transparency and accountability. Our employees are encouraged to speak up through our whistleblower system, and every report is treated with confidentiality.

In addition to our whistleblower system, we also conduct an annual CSR survey to our managers and board members, in which we ask if they have any knowledge or indications of any issues of misconduct or corruption.

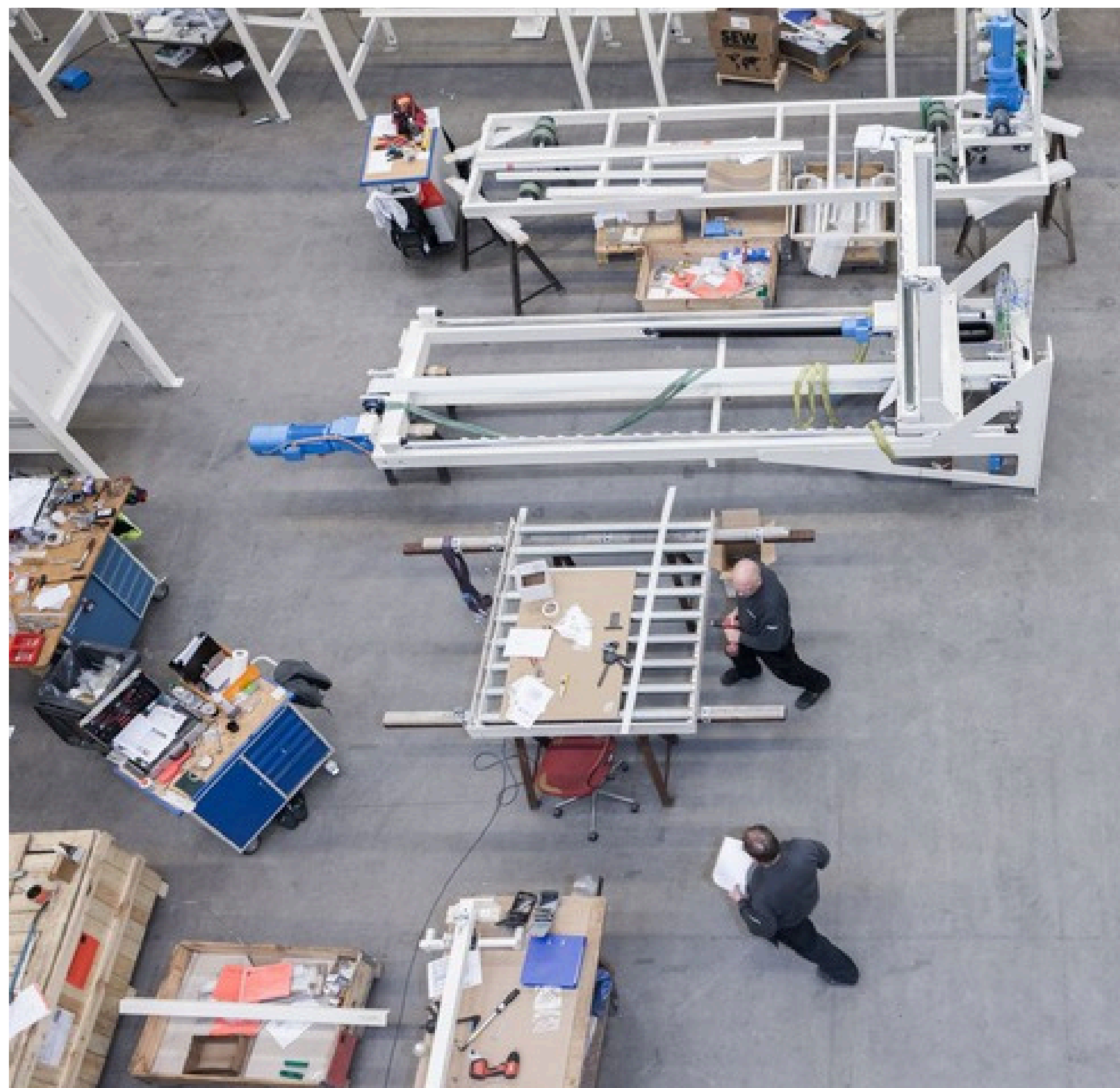
In 2024/25, no cases were reported through our whistleblower systems nor our CSR Survey, and there was not reported any confirmed incidents of child or forced labour in our operations. The Groups also had no convictions or fines for corruption and bribery, and no incidents requiring remedy under labour rights.

Responsible Supply Chain Management

The Group is committed to maintaining a strong CSR practices across our supply chain. Our Group Supplier Code of Conduct (SCoC) sets out expectations for suppliers regarding labour standards, human rights, environmental responsibility, and ethical business practices. The SCoC serves as a clear reference point for the CSR behaviour we expect from all our suppliers.

We maintain a record of which suppliers have signed our SCoC. This allows us to monitor engagement and ensures that all targeted suppliers are aware of our CSR expectations. Tracking compliance provides an important foundation for understanding our supply chain and identifying areas for future development.

We view this process as a first steps towards building a stronger CSR relationship with our suppliers. Over time, we aim to continue improving our approach in order to foster transparency and accountability.



100 %
of our targeted suppliers have signed our SCoC

Group CSR Policies

Qubiqa Groups commitment to sustainable and responsible business practices is supported by a robust policy framework that guides our environmental, social and governance practices across regional sites and countries. The figures below depicts our Group CSR polices in order to provide a clear overview of the areas where we concentrate our CSR efforts. For more information of the Groups performance against our CSR policies, please see page 21.

We envision the Group....










| | | | | |
|---|---|---|---|--|
|  <p>HEALTH & SAFETY POLICY</p> |  <p>EMPLOYEE ENGAGEMENT & SATISFACTION POLICY</p> |  <p>DIVERSITY, INCLUSION, EQUALITY & EQUITY POLICY</p> |  <p>HUMAN RIGHTS & LABOR RIGHTS POLICY</p> |  <p>ANTI-CORRUPTION POLICY</p> |
| <p>...as a safe and healthy workplace for all employees, where everybody is involved in daily dialogue and proactive initiatives to reduce the risk of work-related accidents, injuries, and illnesses. All initiatives and actions taken to improve health and safety must have a real and transparent impact for the people in the group.</p> | <p>...has a work environment, where everyone can unfold their personal and professional potential in the best possible way</p> | <p>...as a place where diversity, inclusion, equality & equity will promote creativity, innovation, and development, which is a fundamental prerequisite for continued business success.</p> | <p>...to uphold and promote respect for human rights and labour rights throughout the Group's operations and in our value chain. We are committed to protecting the rights and dignity of all individuals and groups, including employees, contractors, suppliers, customers, and other stakeholders.</p> | <p>...to maintain a high ethical standard in all our activities. We compete on fair conditions and solely on the value and merit of our products and services, without compromising our integrity or cooperative relationships. We do not accept that business agreements made on an illegal or dubious basis, regardless of whether we are the supplier, or if others function as suppliers to us. Nor do we accept if illegal or dubious means are used to influence regulatory or political decisions affecting our business.</p> |
|  <p>ENVIRONMENTAL PRACTICES POLICY</p> |  <p>PURCHASING & SUPPLY CHAIN MANAGEMENT POLICY</p> |  <p>CSR COMMUNICATION POLICY</p> | | |
| <p>...to integrate sustainable environmental practices into our business model, our management approach, and our business activities - thereby supporting the mitigation of global climate change and minimizing other adverse impacts on the natural environment that we may cause or contribute to.</p> | <p>...where our purchasing and supply chain management practices align with the objectives included in our other CSR policies. We take responsibility for our own immediate impacts on people, society, climate, and environment, and - whilst we accept different levels of CSR maturity - we want our suppliers to do the same.</p> | <p>...communicates openly and honestly on all matters, including CSR, within the limits set by competitive industry conditions. We communicate in this way not just to maintain or improve our CSR image or for recruitment, marketing, or investment purposes. We genuinely want to share our experiences – and learn from others - as a management tool to promote good practice and drive positive change.</p> | | |

In addition to the policies detailed above, the Group also manintian critical IT policies, that complement and reinforce our CSR objectives. These policies are actively managed and periodically reviewed by our Group IT department to ensure ongoing alignment with evolving IT-related regulatory requirements and best practices. Our IT policies and procedures consists of:

- AI Policy
- Information Security Policy
- Vulnerability and Patch Management Policy
- IT Supply Chain Management Policy

CSR Progress Against Targets

As part of our annual CSR reporting progress, we evaluate our performance against our 2024/26 CSR Group targets, which are tied to our Groups CSR policies (See page 21). This evaluation allows us to assess where we have made meaningful progress, where further efforts is needed, and where our strategic priorities have shifted. The figures below depicts our Group CSR targets along with the themes linked to each one, in order to provide a clear overview of the areas where we concentrate our CSR efforts.

| | | | | |
|---|--|---|--|---|
|  <p>HEALTH & SAFETY TARGETS</p> |  <p>EMPLOYEE ENGAGEMENT & SATISFACTION TARGETS</p> |  <p>DIVERSITY, INCLUSION, EQUALITY & EQUITY TARGETS</p> |  <p>HUMAN RIGHTS & LABOR RIGHTS TARGETS</p> |  <p>ANTI-CORRUPTION TARGETS</p> |
| <ul style="list-style-type: none"> • Reduce work-related accidents | <ul style="list-style-type: none"> • Increase employee well-being and highlight career development opportunities • Decrease sickness absence | <ul style="list-style-type: none"> • Increase gender-based equality | <ul style="list-style-type: none"> • Uphold and promote respect for human and labor rights | <ul style="list-style-type: none"> • Prevent corruption • Conduct and expand anti-corruption training |
|  <p>ENVIRONMENTAL PRACTICES TARGETS</p> |  <p>PURCHASING & SUPPLY CHAIN MANAGEMENT TARGETS</p> |  <p>CSR COMMUNICATION TARGETS</p> |  <p>CROSSCUTTING CSR TARGETS</p> | |
| <ul style="list-style-type: none"> • Reduce CO2 emissions • Reduce waste, water, materials, etc. in the value chain • Strengthen green product transition and circular economy • Help employees to include environmental sustainability in their dialogues with suppliers and customers | <ul style="list-style-type: none"> • Perform risk assessments and audits for suppliers based on new selection criteria | <ul style="list-style-type: none"> • Strengthen CSR communication | <ul style="list-style-type: none"> • Training • On-boarding • Stakeholder analysis and involvement • Responsible investment • Crisis management • QHSE management system | |

Closed Targets

The following section highlights the status of the targets that we have closed this year, and the ones we have altered to better reflect our Group culture. Our aim is to provide a transparent view of our performance and decision-making as our CSR efforts continue to evolve.

We successfully managed to close five of our major Group targets.

Health & Safety

In an effort to reduce our work-related accidents we have harmonized our Group Workplace Health & Safety Organizations' in Denmark and Poland to ensure that structures, memberships, tasks, frequency of meetings, and documentation requirements are aligned across the Group. We will continue to monitor this target in FY 2025/26.

Employee Engagement & Satisfaction

We have developed a toolkit for voluntary 'exit conversations' to increase employee well-being and highlight career development opportunities within the Group. The toolkit was fully implemented by our HR department during FY 2024/25, and we will continue to monitor the target in FY 2025/26.

Anti-corruption

We have updated our 'Procedure for Approval of Sensitive Transactions', which will be implemented in FY 2025/26. The purpose of this procedure is to outline the process by which the Group's employees must request and obtain approval for sensitive transactions. Transactions are considered sensitive, if they can potentially be perceived or appear as inappropriate, unethical, or potential illegal favours between Group employees and external stakeholders such as customers, suppliers, and business partners.

Purchasing & Supply Chain Management

As part of our target to conduct company risk assessments for all new suppliers of products or services within industries given a 'high' or 'very high' risk score from 2024. We have updated our Responsible Supply Chain Handbook, and it is set to be approved and implemented in 2025.

CSR Communication

As part of our CSR communications targets, the CSR steering committee has decided to close our target of reporting on CSR in line with the European Union's Corporate Sustainability Reporting Directive, as we are no longer legally required to report on the framework.

Rather than replacing the target with a new framework, we are waiting to see if the EU sets forward other directives that would better fit our company structure and size in 2025/26.

Anti-Discrimination Target: Strategic Shift

As part of our 2024/25 CSR target evaluation, we have made the decision to phase out our standalone anti-discrimination targets. This change reflects a strategic shift in how we embed equity and inclusion across the Group. Rather than focusing on a single quantitative indicator, we are moving toward a more integrated, value-driven, holistic approach, where respectful, inclusive behaviour is expected at every level of the business. This evaluation aligns with our belief that a truly equitable culture is not achieved through compliance alone, but through consistent, accountable leadership and lived values.

We recognize the importance of maintaining a workplace culture grounded in dignity, respect, and equal opportunity. Rather than relying on a formal metric, we encourage our management team and employees across the Group to take personal responsibility and everyday accountability in how we treat one another. We acknowledge that this area remains a work in progress and will continue to evaluate and closely monitor how best to embed inclusive values into our culture over time.

Integrating the SDGs in our Group Operations

The Group supports the UN's Sustainable Development Goals (SDGs) by focusing our effort on the ones that are directly tied to our business and areas where we can deliver measurable impact. We incorporate the SDGs into our business through our Group CSR policies and targets. Our Group CSR strategy includes direct support for the following four SDGs:

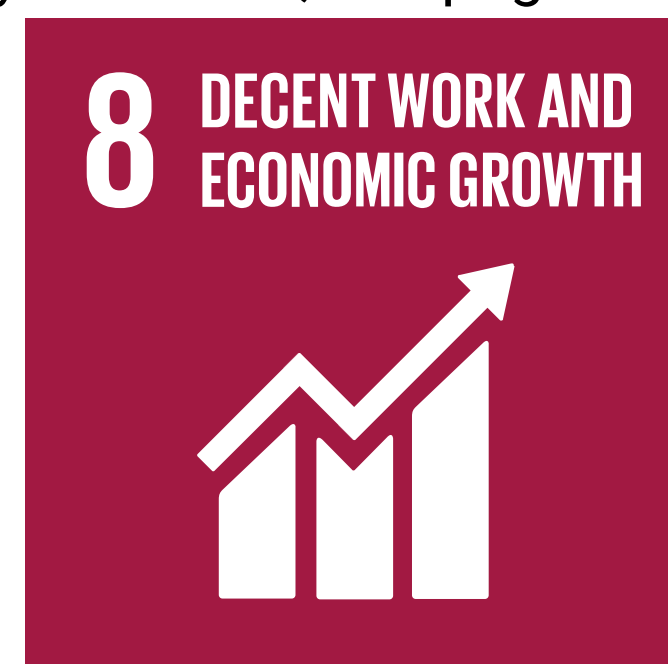
SDG 7: Affordable and Clean Energy

Aims at ensure access to affordable, reliable, sustainable and modern energy for all

Especially SDG targets 7.2 and 7.3 are addressed.

The Group has identified and mapped out our energy consumption in preparation for our upcoming Danish Energy and Climate audit which will take place in FY 2025/26. Through this we found that in FY 2024/25 our Danish locations share of renewable electricity across our Danish operations was: 89.10% in Qubiqa A/S and 85.58% in CH System A/S. Together with ongoing energy efficiency improvements across our companies we are aiming to optimize and reduce our energy consumption in FY 2025/26. One of our focus areas is the materials and transport consumption associated with our business.

For more information on our energy initiatives, see page 18.



SDG 8: Decent Work and Economic Growth

Aims at promoting sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all.

Especially SDG targets 8.2 and 8.3 are addressed.

The Group upholds 100% compliance with fair labour standards and practices. To provide opportunities for our workforce to grow professionally we offer our employees the opportunity to participate in an employee development interview.

Across the Group we have developed and implemented a systematic approach to our Employee Development Interviews across the Group, which will replace our older methods for data storing -and tracking.

We, moreover, require that 100% of our targeted suppliers sign our Supplier Code of Conduct (SCoC), and that the Groups maintain a safe working environment with zero accidents of more than one day absence. To ensure a safe work environment, the Group has therefore increased its efforts in reporting every near miss accidents, and will continue to monitor the status of near miss accident reports during our Workplace Health & Safety Organizations' meetings in Denmark and Poland

For more information about health & safety metrics, see page 22.

SDG 9: Industry, Innovation, and Infrastructure

Aims at building resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation

Especially SDG target 9.4 is addressed

The Group aims at finding methods for designing and manufacturing our products in a resource efficient way, which can include designing products that can be disassembled in each material fraction at end-of-life, designing high-quality products that last for many years, designing products that consume less energy during use, and designing products based on transportation optimizations.



SDG 12: Responsible Consumption and Production

Aims at ensuring sustainable consumption and production patterns

Especially SDG targets 12.2, 12.5, and 12.6 are addressed

To ensure a sustainable consumption and production is achieved we have mapped out our waste streams in Qubiqa A/S and CH System A/S. These efforts have made it possible for us to track our largest waste patterns across the Group. Given our role as a manufacture of general-purpose machinery, iron and steel account for the biggest share of our procurement and waste, making them a priority for our tracking and data collection processes in FY 2025/26.

For more information on our waste management, see page 19.

By aligning our CSR policies and targets with these SDG targets and measuring our progress through clear performance indicators, we have been able to strengthen our transparency and contribute to a sustainable work environment, for our workforce.

ENVIRONMENTAL



Environmental Initiatives

The Groups CSR strategy is guided by our CSR policies -and targets. Our environmental initiatives is one of the areas where we see a positive impact on this strategy to our targets. During this reporting year, three environmental initiatives within the Group highlights this, namely our wild by design initiative, our future CO₂ emissions, and the energy- and climate audit of our Danish companies which will map out Qubiqa A/S and CH System A/S energy consumption and identify potential areas of reductions.

Wild by Design

A major initiative we introduced this year, was the opportunity for our employees to be more involved in our green initiatives. And it is safe to say, that this was a rather successful initiative, as our employees in CH System quickly saw this as an opportunity to invite a new group of neighbours welcome to our company property in the shape of 10 five-star bug resorts.

The new bug resorts along with 120 m² newly sown native Danish wildflowers and grasses, in addition to our pre-existing slope covered by wild trees and bushes, are part of an effort to create a better environment for nature to flourish side-by-side with industry. Through the 'Wild by Design' concept, our goal is to break away from the conventional trimmed lawn and instead let nature paint the land with wildflowers to the enjoyment of the smallest inhabitants from the nearby lake and people that walk by our company property.

1902 m²

Squaremeters of land has been converted into a nature-oriented area

As a result of this initiative, the Group now has 1902 squaremeters of nature-oriented land. This is an increase of 19.85% compared to last year.

CO₂ Reductions

As part of our continued efforts to reduce our environmental impact and to complete our target 'New energy consumption reduction options and relevant carbon neutrality options mapped', we have taken a significant step by committing to the installation of solar panels in all of the Groups Danish and Polish owned buildings. These steps reflects our long-term target to decrease our reliance on non-renewable energy sources and reduce our CO₂ emissions.

Key achievements and goals

- Solar pannels planned for three buildings.
- Expected implementation to begin in 2026.

In addition to this initiative, our Danish sites are already sourcing a significant share of electricity from renewable sources. More specifically, data from our Danish electricity providers shows that in FY 2024/25 our share of renewable energy in our electricity consumption across our Danish operations was: 89.10% in Qubiqa A/S and 85.58% in CH System A/S.

This diversified and increasingly renewable electricity mix support our transition away from green certificate-based compensation, towards, on-site initiatives, such as solar energy production which in return is used to power our electric charging stations, and electric company cars. We will continue to evaluate further opportunities for renewable energy integration and report on our progress in future CSR disclosures.



Carbon Emissions

As part of our continuous focus on understanding and reducing our emissions, we monitor the Group's Scope 1 and 2 emissions across all entities. These emissions reflect both direct and indirect energy use. The Groups Scope 2 emissions are calculated using the location-based method as the Danish grid factor from the Danish Energy Agency and the platform Nowtricity for the Polish grid factor provides the most reliable basis,

The figures illustrated show total emissions and their distribution between Scope 1 and Scope 2, as well as across the Group companies.

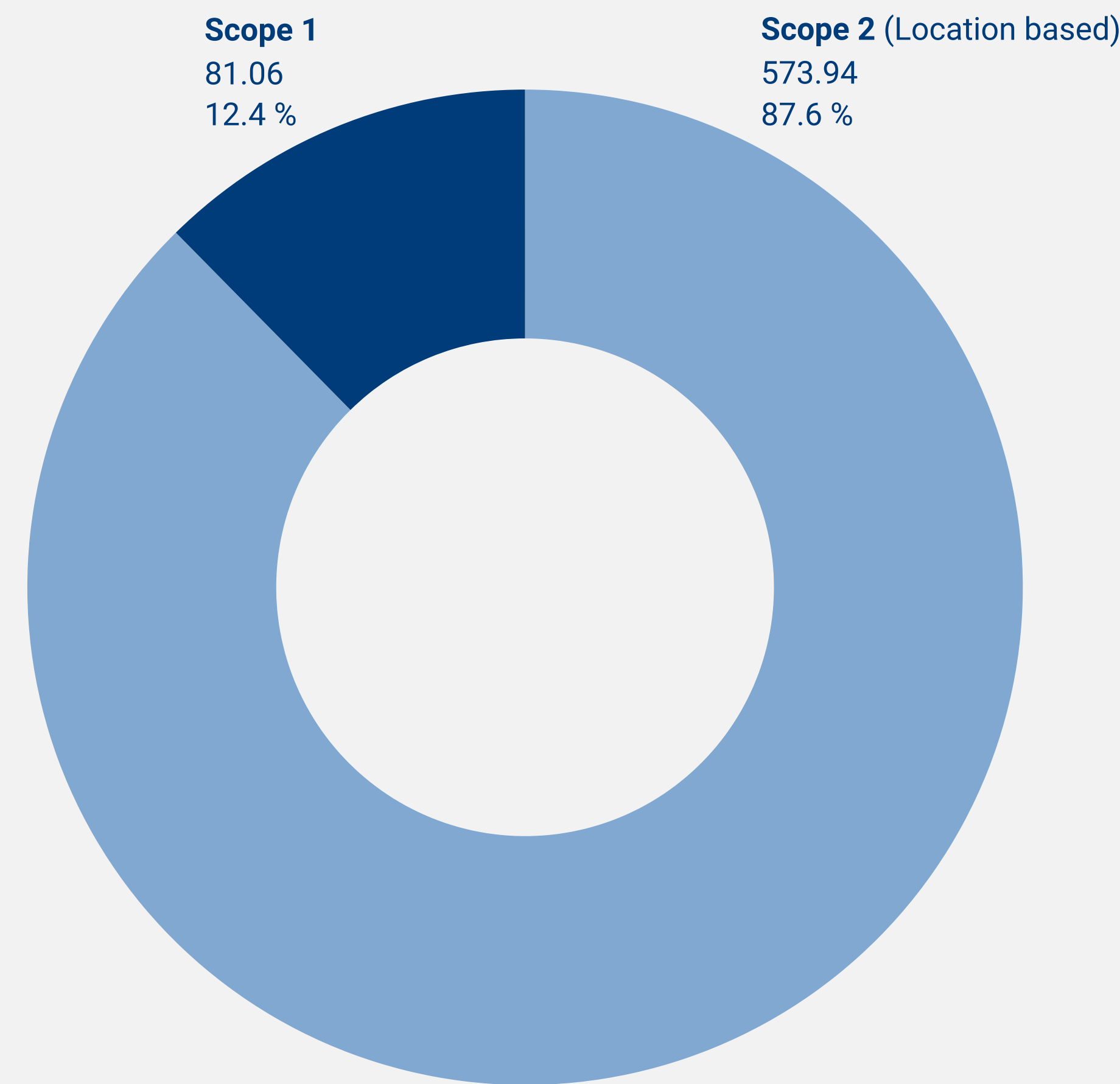
To strengthen our data quality, we have refined our baseline for FY 2024/25.

This includes transport by company-owned and leased vehicles as part of our Scope 1 data, while Scope 2 covers indirect emissions from purchased electricity and heating.

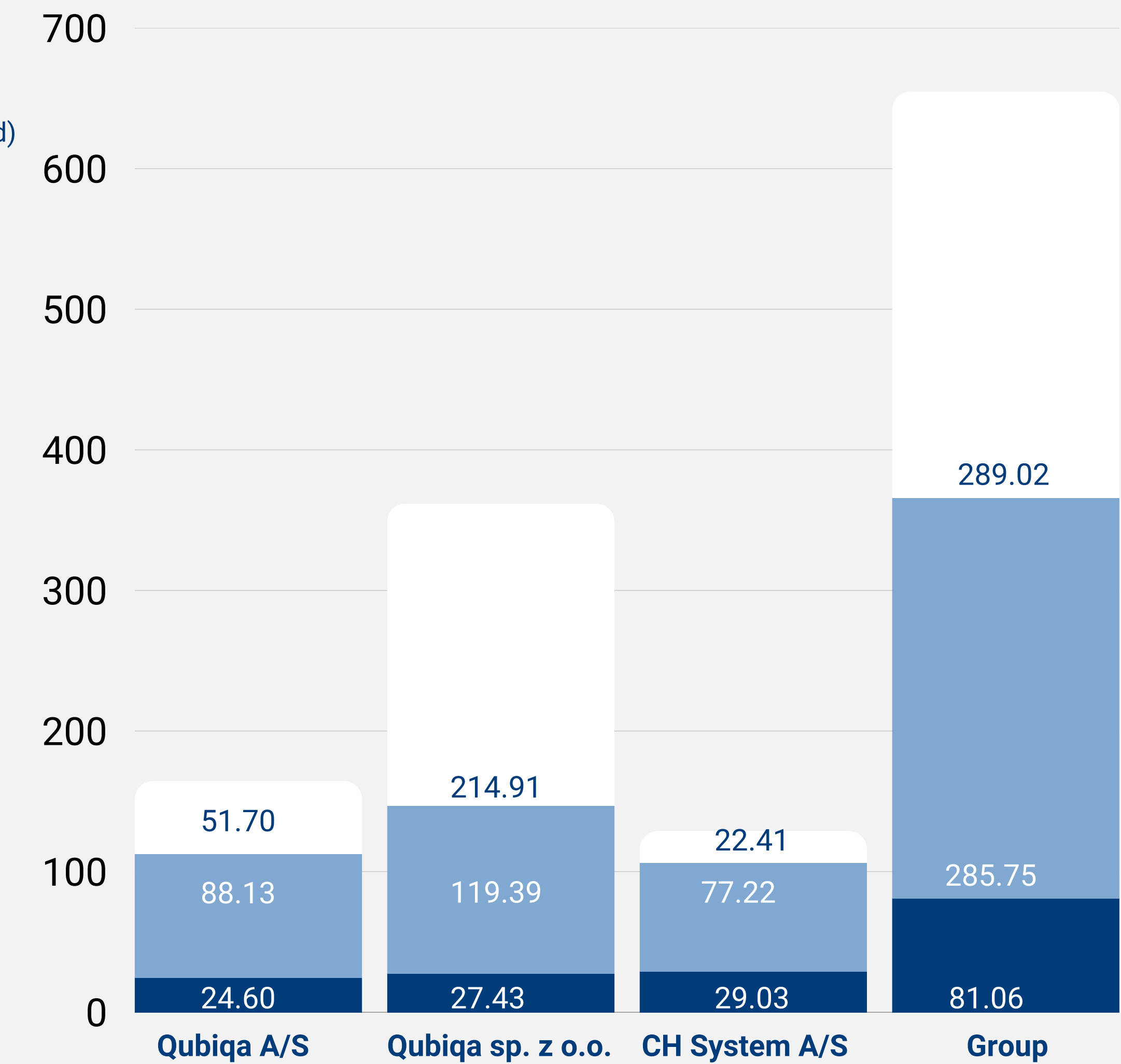
A closer look shows that 12.4 % of our total emissions derive from Scope 1 activities, and 87.6 % from Scope 2 energy consumption. The largest share stems from electricity use in Qubiqa sp. z o.o., accounting for 33% of total Group emissions. This concentration is partly explained by the Polish grid's considerably higher emission factor, as the national electricity mix remains more carbon-intensive than in Denmark.

In calculating carbon emissions, acknowledged emission metrics, including conversion factors from the Danish Energy Agency (Energistyrelsen) and the Polish National Centre for Emissions Management (KOBiZE) have been applied.

Group CO₂ emissions in 2024/25 (tCO₂eq)



Breakdown of CO₂ emissions in 2024/25 (tCO₂eq)



Definitions of scopes

- Scope 1: Direct emissions from owned or controlled sources
- Scope 2: Indirect emissions from purchases of electricity and heating

Breakdown of tons of CO₂ emissions

- Dark blue: Transport by car in own or leased vehicles
- Light blue: Heating
- White: Electricity

Waste Stream Mapping

This year we invested extra time in verifying and validating our data collection process, as well as verifying that our historic environmental data across the Group was extracted in line with our Group CSR Data manual. These efforts are part of our process to ensure our Group data, and company data, is comparable with one another.

More precisely, our efforts focused on tracking our internal waste in our Danish companies – from our own internal bins to material recycling and energy use. Although our data currently is limited to our Danish waste practices, then we are planning to extent our waste mapping to Poland in FY 2025/26.

By mapping our waste across Qubiqa A/S and CH System A/S, and establishing a baseline for our waste across our Danish operations, we are one step closer to reaching two of our environmental practices targets, namely, 'Reduce waste, water, materials, etc. in the value chain' and 'Strengthen green product transition and circular economy'. Based on these efforts, we are planning to conduct a gap-analysis of opportunities for reducing waste, water, materials etc. in our value chain, both upstream and downstream in FY 2025/26.

During the waste management assessment, office sorting bins were only present at Qubiqa A/S' sites. To promote and facilitate responsible waste management, the Group subsequently installed sorting bins at CH System A/S to ensure our sites comply with our Group waste standards. This change has been positively received by our employees in CH System A/S.

Qubiqa Group Waste Categories

Our new data approach ensures that the Group reports consistently on waste data, enables accurate comparison across Group companies, and supports our environmental practices targets.

During our reporting period, waste from our Danish Group sites was measured and recorded in the following categories:

- Total Waste Generation
- Hazardous Waste
- Non-Hazardoues Waste
 - Recyclables (paper, cardboard, plastics, packaging, metals, wood, e-waste)
 - Solid waste (non-recyclable or contaminated materials)
 - Bio waste (food)
 - Construction waste

Waste tracked during the reporting period in:

Qubiqa A/S

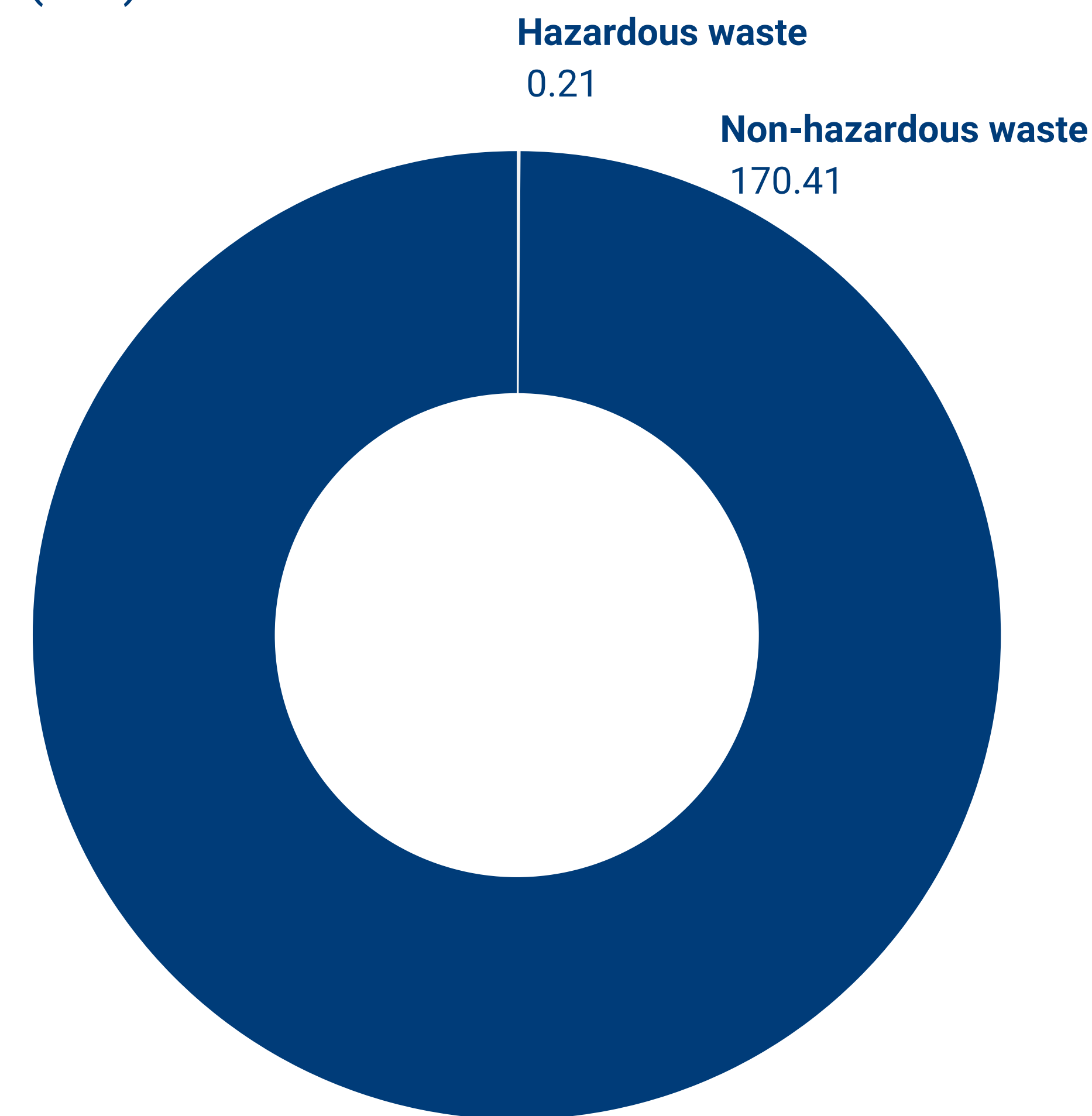
A total of 116.88 tons of waste was generated, consisting of 0.21 tons of hazardous waste, and 116.67 tons of non-hazardous waste. Of this, 100.92 tons is categorized as recycled waste, 9.47 as solid waste, 2.06 as bio waste, and 4.22 as construction waste.

CH System A/S

A total of 53.74 tons of waste was generated, consisting of 0 tons of hazardous waste, and 53.74 tons of non-hazardous waste. Of this, 41.52 tons is categorized as recycled waste, 10.76 as solid waste, 1.46 as bio waste, and 0 as construction waste.

Total Group Waste in 2024/25

(ton)



Non-Hazardous Group Waste in 2024/25

(ton)



*Group data only consist of data from Qubiqa A/S and CH System A/S

Waste Effort: Qubiqa A/S Canteen

The canteen sources ingredients from AB Catering and makes active use of their “Fight Against Food waste” initiative. When purchasing raw material, our canteen staff regularly check whether surplus items are available through AB Catering’s food waste platform and prioritize using these where possible.

Prepared food that exceeds daily demand is either reused the following day or frozen in full compliance with strict food safety standards.

We also prioritize the use of Danish and locally sourced raw materials when it is feasible. To support more sustainable consumption, cooked dishes – such as chili con carne – are typically prepared using a 50/50 ration of meat to vegetables and legumes, reducing the environmental impact of meals served



Social



Health & Safety

One of our highest priorities is to maintain a healthy and safe work environment for our employees, customers and other stakeholders that visit our facilities. With a diverse range of roles spanning from administrative and sales functions in our office spaces to metal working and machine assembly in our workshop floors, we apply strict safety protocols, and proactive risk management. It is the responsibility of each Group companies' Health and Safety Working Organization to ensure safety protocols are followed, and follow up on reported near miss accident and work-related injuries.

Health & safety CSR targets

- Zero-work related accidents (with more than one day of absence) each year
- Formulating Group minimum training requirements
- Making it binding for CEOs or other top executives each year to participate in at least one of the scheduled safety inspection rounds performed by the Health & Safety Organizations in production and warehouse facilities at each site in Denmark and Poland
- Emergency evacuation drills at all sites in Denmark and Poland conducted and evaluated

Work-related injuries

The Group continuously monitors work-related accidents and near misses to ensure the health and safety of all our employees. This year, the Group had a total of 2 work-related accidents with more than one day of absence. As a result, the Group did not meet our target of zero accidents with more than one day absence. Based on our total hours worked, our work-related accidents corresponds to a accident rate of 5.90 per 200,000 hours worked.

The numbers on this page, breaks down our lost time injury frequency rate on company and Group levels.



Lost Time Injury (LTI_F) in Qubiqa A/S

0

2023/24: 8.90

Lost Time Injury (LTI_F) in Qubiqa sp. z o.o.

6.89

2023/24: 10.53

Lost Time Injury (LTI_F) in CH System A/S

12.14

2023/2024: 0

Lost Time Injury (LTI_F) in Qubiqa Group

4.92

2023/2024: 8.18

Workforce

Employee Engagement

To strengthen our working environment and engage our employees, all three Group companies continue to facilitate activities and benefits in appreciation of our employees, such as, competence development, subsidised sports, celebrations of anniversaries, Christmas presents, and social events.

In Denmark, both CH System and Qubiqa A/S participated in 'We cycle to work' and 'Count Steps'.

The Group also plans to hold a company outing in Nyborg, Denmark, where our Danish companies will participate in a team building day.

New HR System

In 2024/25 the Group rolled out a new cloud-based HR system for our Danish companies that helps manage recruitment, onboarding, and employee data efficiently. It streamlines workflows, ensures GDPR compliance, and improves employee engagement through integrated wellbeing tools.

As part of our commitment to employee growth and engagement, the new HR system will also bring a systematic approach to our yearly Employee Development Interview that we offer to our employees. These interviews provide a structured social dialogue platform to our employees to discuss career aspirations, skill development, and explore opportunities for professional development.

Anti-corruption training

In FY 2024/25, anti-corruption training was conducted twice, and 66,67% of our new targeted employees completed the course. We did not meet our target of 100% of "high-risk positions".

To improve the reach of the course, we are taking extra steps to implement a new systematic internal approach in FY 2025/26, which will allow us to offer the course throughout the year. This process will make it easier for our employees to complete the training program. In addition, this new systematic approach will make it easier for our CSR team to keep track of new employees who has completed the course, and which employees need to retake the anti-corruption course.



Workforce

Diversity, Inclusion, Equality & Equity

During our FY 2024/25, the Group recorded zero incidents of violence, bullying, harassment, prejudice, or other inappropriate behaviour. There were no violations of human or labour rights, and no confirmed incidents or allegations of corrupt practices by our employees or suppliers. In addition, the Group did not receive any reported cases through our whistleblower system.

This demonstrates the Group's ongoing commitment to maintaining a safe, ethical, and inclusive workplace, while ensuring that our operations and supply chain upholds the highest standards of integrity and respect for human rights.

0

Incidents of human and labour rights incidents across the Group

Apprentices, trainees, and students

At Qubiqa Group we believe in supporting young people entering the job market, we therefore pride ourselves in doing our part in training the future. In 2024/25, we had 8 apprentices, trainees, and students working within the three Group companies. The Group celebrates the achievements of our apprentices, trainees, and students, and prioritise further education for successful candidates who join our companies

We are incredibly proud of these numbers, as they highlight our commitment to the next generation. Through hands-on experience and mentorship, we strive to ensure that our apprentices, trainees, and students develop essential skills to continue their career, while also contributing our local communities.

An example of our involvement in our local communities are:

CH System A/S has long recognized the importance of introducing young talent to the industry at an early stage. In collaboration with Næstved Erhverv (a local business development agency) CH System hosted the event "Morning Brief."

More than 80 local business representatives visited the company's facilities, where presentations highlighted CH System's ongoing engagement in supporting local schoolchildren.

Each year, C&H System welcomes several groups of young students to its site, offering them insight into modern production and automation and inspiring future career paths within the industry.

The event focused on how to ensure that young people become an active part of the workforce rather than being left behind. Current data shows that 660 young people in the local area are without a job or education, a challenge CH System is committed to addressing together with the local community.

In Qubiqa A/S, we joined the 2024 Career Fair in Esbjerg to connect with potential future workforce. At the same time, it enables us to stay attuned to the skills, interests, and motivations shaping the future of our industry by connecting with individuals that are eager to make their mark in the business world.



Accounting



Our Policy Framework and Progress Overview

As part of our annual CSR reporting, the Groups Steering Committee collectively reviews our CSR policies once a year. In the table below, we summarize the Groups core CSR-related policies, their alignment with our strategic Group CSR targets, and its current status of implementation across the Group.

More specifically, the table focuses on a curated set of CSR targets selected for their relevance and strategic importance within our CSR policy framework and progress overview. Given that each main target theme includes multiple sub-target (e.g., up to seven), we have chosen to highlight a limited number of key targets to ensure clarity and focus in our assessment. This approach allows us to provide a concise, yet meaningful overview.

| Policy Name | Policy Scope & Purpose | Selected Strategic CSR Targets | Group Status FY 2024/25 |
|--|--|---|---|
| Health & Safety | Commits to providing a safe working environment and reducing workplace accidents, injuries, and illnesses | <ul style="list-style-type: none"> Zero-work related accidents (with more than one day of absence) each year Workplace Health & Safety Organizations harmonized in Denmark and Poland Emergency evacuation drills at all sites in Denmark and Poland conducted and evaluated | <ul style="list-style-type: none"> Not met, see page 22 for details Implemented, see page 22 for details Not met, see page 22 for details |
| Employee Engagement & Satisfaction Policy | Promotes a positive workplace culture and employee well-being to ensure our employees achieve their short- and long-term goals | <ul style="list-style-type: none"> Implement a systematic approach to Employee Development Interviews Develop toolkit for voluntary 'exit conversations' Anti-discrimination training course designed 25% of all employees have received anti-discrimination training 100% of all employees have received anti-discrimination training | <ul style="list-style-type: none"> Implemented, see page 23 for details Implemented, see page 14 for details Phased out, see page 14 for details Phased out, see page 14 for details Phased out, see page 14 for details |
| Diversity, Inclusion, Equality & Equity Policy | Ensures equitable hiring, development, and retention practices to foster an inclusive workplace | <ul style="list-style-type: none"> Zero incidents related to diversity, inclusion, equality, and equity each year. Percentage of women on the Board of Directors in Qubiqa Holding increased to 20 % or more | <ul style="list-style-type: none"> Target met, see page 24 for details Not met, see page 11 for details |

Our Policy Framework and Progress Overview

| Policy Name | Policy Scope & Purpose | Selected Strategic CSR Targets | Group Status FY 2024/25 |
|---|--|---|--|
| Human Rights & Labour Rights Policy | Upholds human rights & labour right standards throughout the Group's operations and our value chain by protecting the rights and dignity of all individuals and groups, including employees, contractors, customers, and other stakeholders | Zero incidents indicating human and/or labour rights violations each year | Target met, see page 24 for details |
| Anti-Corruption Policy | Prevent corruption and promote a high ethical business conduct in all of our activities by not accepting corruption in any way, shape or form. | <p>Zero confirmed incidents or allegations indicating corrupt practices by employees or by suppliers each year</p> <p>Updated Procedure for Approval of Sensitive Transactions implemented</p> <p>All new employees (i.e., hired within the last 12 months) in job roles within top management, purchasing, sales, finance, IT, and project management have received anti-corruption training</p> | <p>Target met, see page 11 for details</p> <p>Target met, see page 11 for details</p> <p>On track, see page 23 for details</p> |
| Environmental Practices Policy | Guides efforts to reduce environmental impact, including energy use, emissions, and waste management to ensure we integrate sustainable environmental practices into our business model, our management approach, and our business activities. | <p>New energy consumption reduction options and relevant carbon neutrality options mapped</p> <p>Gap-analysis of opportunities for reducing waste, water, materials etc. in the value chain (upstream and downstream) conducted</p> | <p>On track, see page 18 for details</p> <p>On track, see page 19 for details</p> |
| Purchasing and Supply Chain Management Policy | Ensures sustainable and ethical sourcing practices by taking responsibility for our own immediate impacts on people, society, climate, and environment. | Company risk assessments carried out for all new suppliers of products or services within industries given 'high' or 'very high' risk score. | Target met and closed, see page 11 for details |

Policy Name

Policy Scope & Purpose

Selected Strategic CSR Targets

Group Status FY 2024/25

CSR Communication Policy

Promotes transparent and timely stakeholder engagement and CSR reporting by regarding CSR communication as a management tool to promote good practice and drive positive change.

Report on CSR in line with CSRD (EU Corporate Sustainability Reporting Directive) in the Annual Report.

Phased out, see page 11 for details



CSR Data - Governance

| Gender Diversity Ratio in Governance | Unit | 2024/25 | 2023/24 New Group Baseline |
|---|-------------|----------------|---------------------------------------|
| Board: Female-to-male ratio | ratio | 0:4 | 0:4 |
| Management: Female-to-male ratio | ratio | 1:5 | |

| Business Ethics Metrics | Unit | 2024/25 | 2023/24 New Group Baseline |
|--|-------------|----------------|---------------------------------------|
| Number of reported cases to our whistleblower system | no. | 0 | 0 |
| Number of child or forced labour incidents within own workforce reported | no. | 0 | 0 |
| Convictions and fines for corruption and bribery | no. | 0 | 0 |
| Providing remedy associated with labour rights topics | no. | 0 | 0 |

| Sustainable Procurement | | 2024/25 New Group Baseline |
|---|---|---------------------------------------|
| Targeted Suppliers who have signed the Qubiqa Groups Supplier Code of Conduct | % | 100 |

CSR Data - Environmental

| Energy Source & Intensity | Unit | 2024/25 | 2023/24 New Group Baseline |
|---|---------------------|-----------|-------------------------------|
| Energy consumption (non-renewable sources) | | | |
| Naturel gas heating | GJ | 3,498.49 | 4,412.45 |
| Diesel | L | 21,623.36 | |
| Gasoline | L | 12,308.45 | |
| Energy consumption (Renewable sources) | | | |
| Acquired electricity | MWh | 848.45 | 1,126.77 |
| District heating | GJ | 5,875.65 | 29,170.92 |
| Share of Renewable Energy in Electrical Consumption | | | |
| | | 2024/25 | 2023/24 New Group Baseline |
| Share of non-renewable energy in electrical consumption: | | | |
| Qubiqa A/S | % | 10.9 | 8.70 |
| CH System A/S | % | 14.42 | 13.62 |
| Share of renewable energy in electrical consumption: | | | |
| Qubiqa A/S | % | 89.10 | 91.30 |
| CH System A/S | % | 85.58 | 86.38 |
| CO₂e Emissions | | | |
| | | 2024/25 | New Group Baseline |
| Scope 1 GHG emissions(from owned or controlled sources) | | | |
| Qubiqa A/S | tCO ₂ eq | 24.60 | |
| Qubiqa sp. z o.o | tCO ₂ eq | 27.43 | |
| CH System A/S | tCO ₂ eq | 29.03 | |
| Qubiqa Group | tCO ₂ eq | 81.43 | |
| Location-based Scope 2 Emissions | | | |
| Qubiqa A/S | tCO ₂ eq | 139.83 | |
| Qubiqa sp. z o.o | tCO ₂ eq | 334.31 | |
| CH System A/S | tCO ₂ eq | 99.83 | |
| Qubiqa Group | tCO ₂ eq | 573.97 | |

CSR Data - Environmental

| Water | Unit | 2024/25 | 2023/24 New Group Baseline |
|--|----------------|----------------|--------------------------------------|
| Water withdrawal | m ³ | 2,578.29 | 2,097.29 |
| Biodiversity | | | |
| | | 2024/25 | 2023/24 New Group Baseline |
| Sites owned or leased in or near a biodiversity sensitive area | % | 0 | 0 |
| Nature-oriented area on-site | m ² | 1,902 | 1,524.40 |
| Resource Use & Waste Management | | | |
| (Waste in Qubiqa A/S and CH System A/S) | | 2024/25 | 2023/24 New Group Baseline |
| Total generation of waste | Ton | 170.61 | 202.54 |
| Hazardous | Ton | 0.21 | 0.85 |
| Non-hazardous (recycled, bio, solid, -and construction waste) | Ton | 170.41 | 201.69 |
| Diverted to recycling or reuse | Ton | 142.43 | 159.38 |
| Iron and steel waste (selected recycled waste) | Ton | 103.98 | 94.84 |
| Wood waste (selected recycled waste) | Ton | 17.93 | 42.91 |
| Solid waste | Ton | 20.24 | 30.36 |
| Bio waste | Ton | 3.52 | 3.53 |
| Construction waste | Ton | 4.22 | 8.43 |

CSR Data - Social

| Employee Numbers | Unit | 2024/25 | 2023/24 New Group Baseline |
|--|-----------|---------|-------------------------------|
| Headcount: Employees | Headcount | 254 | 291 |
| Headcount: Female | Headcount | 48 | 55 |
| Headcount: Male | Headcount | 206 | 236 |
| Headcount: Employees in supported arrangements | Headcount | 3 | 3 |

| | | | |
|---------------------------------|--------|---|--|
| Students, Apprentices, Trainees | Number | 8 | |
|---------------------------------|--------|---|--|

| Human rights Policies & Processes | Unit | 2024/25 | 2023/24 New Group Baseline |
|-----------------------------------|------|---------|-------------------------------|
|-----------------------------------|------|---------|-------------------------------|

| | | | |
|-------------------------------|----------|-----|-----|
| Whistleblower System in place | (yes/no) | yes | yes |
|-------------------------------|----------|-----|-----|

| Severe Negative Human Rights Incidents | Unit | 2024/25 | 2023/24 New Group Baseline |
|---|------------|---------|-------------------------------|
| Number of confirmed incidents related to: | | | |
| Child labour | Number | 0 | 0 |
| Forced labour | Number | 0 | 0 |
| Targeted employees trained on anti-corruption | Percentage | 66.67 | 50 |

| Health & Safety | Unit | 2024/25 | 2023/24 New Group Baseline |
|-----------------|------|---------|-------------------------------|
|-----------------|------|---------|-------------------------------|

| | | | |
|-------------------------------------|--------|------|------|
| Work-related accidents with absence | Number | 2 | 4 |
| Rate of work-related accidents | Rate | 5.90 | 5.72 |

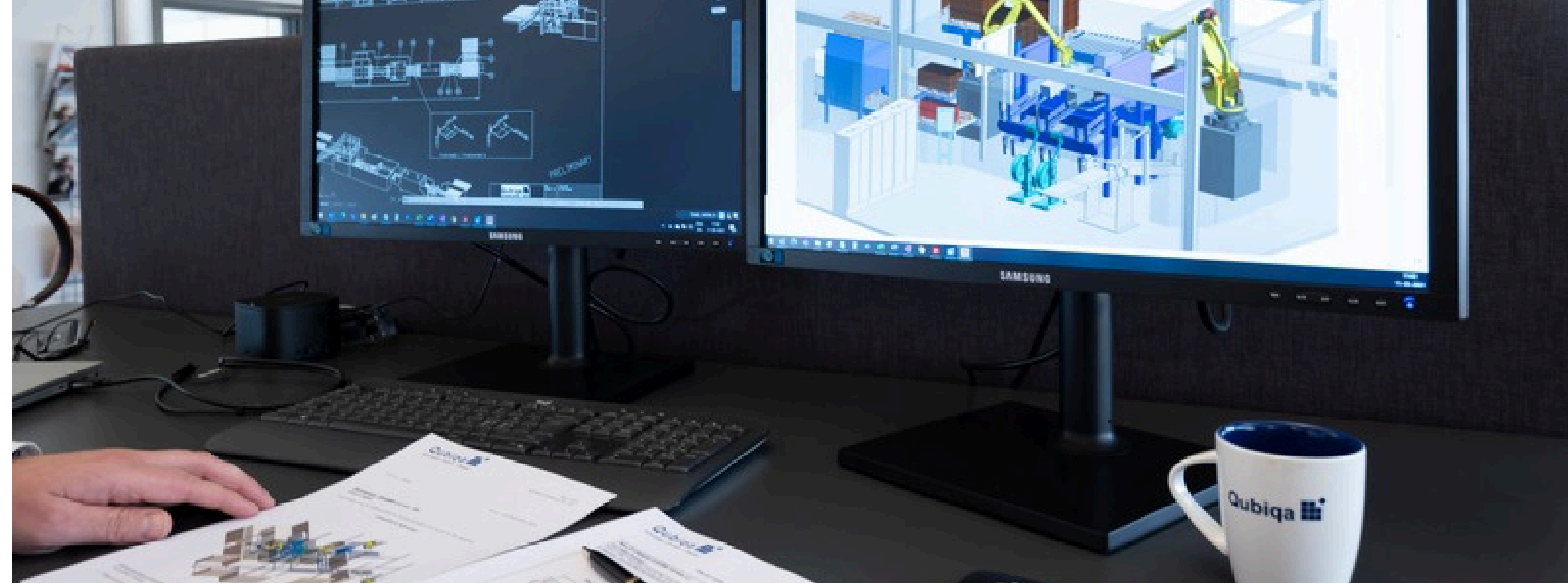
| Lost Time Injuries (LTI_F): | Unit | 2024/25 | 2023/24 New Group Baseline |
|-----------------------------|------|---------|-------------------------------|
| Qubiqa A/S | Rate | 00 | 8.90 |
| Qubiqa sp. z o.o. | Rate | 6.89 | 10.53 |
| CH System A/S | Rate | 12.14 | 0 |
| Qubiqa Group | Rate | 4.92 | 8.18 |

| | | | |
|---|--------|---|---|
| Fatalities as a result of work-related injuries -and ill health | Number | 0 | 0 |
|---|--------|---|---|

Accounting Principles

The information and data stated in this CSR report cover the Qubiqa Group for the period from 1 June 2024 until 31 May 2025. During this period, the Group consisted of Qubiqa Holding A/S with the fully owned subsidiaries Qubiqa A/S (Denmark), CH System A/S, Qubiqa Sp. z o.o. (Poland), Qubiqa PL ApS (Denmark), and Qubiqa US Inc. (USA). However, the text of the report and the quantitative data in the report's CSR data table does not include Qubiqa PL ApS and Qubiqa US Inc, due to these companies' data levels being insignificant compared to the total Group data levels.

Developments in quantitative data are measured against and reported on compared to a baseline year, which represent a fixed starting point for our development over time. The data collection for and data reporting included in the report have taken place in accordance with recognized principles of balance, transparency, accuracy, responsibility, and comparability. In general, numerical data are based on data from IT systems, invoices, meter readings, regular registrations etc. If figures are based on estimates, this is stated. The quantitative data are based on the following accounting principles.



Accounting Principles

| Area (Governance) | Unit | Accounting Principle |
|--|------------|--|
| Board: Female-to-male ratio | Ratio | Ratio is calculated as a total number of women and men on Qubiqa Holding A/S Board of Directors. Data is reported using the FY 2023/24 as the baseline year. |
| Management: Female-to-male ratio | Ratio | Ratio is calculated as a total number of women and men in Qubiqa Group's management level. Data is reported using the FY 2024/25 as the baseline year. Figures include managers from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |
| Targeted employees trained on anti-corruption | Percentage | Percentage is calculated as a total number of all new employees (i.e., hired within the last 12 months) in job roles within top management, purchasing, sales, finance, IT, and project management that has received anti-corruption training in percent of total new hires in relevant job roles. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |
| Number of reported cases to our whistleblower system | Number | Calculated as total number of reported cases to Qubiqa Group's whistleblower system. Data is reported using the FY 2023/24 as the baseline year. Figures includes data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S whistleblower systems. |
| Number of child or forced labour incidents within own workforce reported | Number | Calculated as total number of reported child or forced labour incidents within Qubiqa Groups workforce. Data is reported using the FY 2023/24 as the baseline year. Figures is based on data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |
| Convictions and fines for corruption and bribery | Number | Calculated as total number of convictions and fines that Qubiqa Group received as a result of corruption and bribery. Data is reported using the FY 2023/24 as the baseline year. Figures is based on data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |
| Targeted suppliers committed to Qubiqa Groups Supplier Code of Conduct | Percentage | Percentage is calculated as total number of targeted suppliers (i.e., the supplier is an industry with 'high' industry risk and a purchase volume is over a specified amount in year) that has committed to Qubiqa Group's Supplier Code of Conduct in percent of total number of targeted suppliers. Data is reported using the FY 2023/24 as the baseline year. Figures include total targeted suppliers across Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |

Accounting Principles

| Area (Environmental) | Unit | Accounting Principle |
|--|-------------------------------------|--|
| Natural gas | Giga Joules | Total consumption of natural gas, calculated based on supplier invoices and meters. Reported in giga joules joules. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa sp. z o.o. and CH System A/S. |
| Diesel | Litres | Total consumption of diesel in owned and leased vehicles, calculated based on supplier fuel card data. Reported in litres. Data is reported using the FY 2024/25 as the baseline year. Figures include data from Qubiqa A/S and the company's fuel consumption derived from leased cars abroad, Qubiqa sp. z o.o. and CH System A/S. |
| Gasoline | Litres | Total consumption of gasoline in owned and leased vehicles, calculated based on supplier fuel card data. Reported in litres. Data is reported using the FY 2024/25 as the baseline year. Figures include data from Qubiqa A/S and the company's fuel consumption derived from leased cars abroad, Qubiqa sp. z o.o. and CH System A/S. |
| Electricity | Mega watt hour | Total consumption of electricity, calculated based on supplier electricity data. Reported in mega watt hour. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |
| District heating | Giga joule | Total consumption of district heating, calculated based on supplier invoices and meters. Reported in giga joules joules. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S. |
| Share of non-renewable electricity consumption | Percentage | Calculated as percentage of total electricity consumption derived from fossil electricity sources. Share of non-renewable electricity consumption is calculated from total electricity use minus renewable electricity. The calculation is calculated by our electricity supplier and is based on electricity data from the municipality where the Danish Group companies are located. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S and CH System A/S. |
| Share of renewable electricity consumption | Percentage | Calculated as percentage of total electricity consumption derived from renewable electricity sources. Share of renewable electricity consumption is calculated from total electricity use minus non-renewable electricity. The calculation is calculated by our electricity supplier and is based on electricity data from the municipality where the Danish Group companies are located. Data is reported using the FY 2023/24 as the baseline year. Figures includedata from Qubiqa A/S and CH System A/S. |
| Scope 1 GHG emissions (from owned or controlled sources) | Tonnes of carbon dioxide equivalent | Scope 1 GHG emissions from owned or controlled sources is calculated based on fuel use , following the VSME standard and reported in tonnes of carbon dioxide equivalents. Data is reported using the FY 2024/25 as the baseline year. Figures include data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |
| Location-based Scope 2 Emissions | Tonnes of carbon dioxide equivalent | Location-based Scope 2 GHG emissions calculated from electricity and heating consumption, following the VSME standard and reported in tonnes of carbon dioxide equivalents. Data is reported using the FY 2024/25 as the baseline year. Figures include data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |

Accounting Principles

| Area (Environmental) | Unit | Accounting Principle |
|--|---------------|---|
| Water withdrawal | Cubic meter | Total water withdrawal Measured from utility invoices and water meters. Reported in cubic meters. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |
| KBA – in or near a biodiversity sensitive area | Percentage | Analyzed by mapping Group site locations against recognized biodiversity databases. Reported as a percentage of total sites in or near a biodiverse sensitive area. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |
| Nature-oriented area on-site | Square meters | 'Nature-oriented area' is an area that primarily preserves or restores nature. Square meters is determined by mapping Group site locations that contain designated land for biodiversity or nature protection, and is reported as square meters of total Group site areas that contain a nature-oriented area. Data is reported using the FY 2023/24 as the baseline year. Figures include data from CH System A/S. |
| Total generation of waste | Tonnes | Total weight of waste, based on supplier waste handling documentation and invoices. Reported in tons. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S and CH System A/S. |
| Hazardous | Tonnes | Total weight of hazardous waste, based on supplier waste handling documentation and invoices. Reported in tons. Hazardous waste is only tracked in Qubiqa A/S. CH System A/S, forwards its hazardous waste directly to their local renovation provider, resulting in no internal documentation being available. Data is reported using the FY 2023/24 as the baseline year. |
| Non-hazardous (recycled, bio, solid, -and construction waste | Tonnes | Total weight of non-hazardous waste, based on supplier waste handling documentation and invoices. Reported in tons. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S and CH System A/S. |
| Non-hazardous waste diverted to recycling or reuse | Tonnes | Total weight of non-hazardous waste that was diverted to recycling or reuse, based on supplier waste handling documentation and invoices. Reported in tons. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S and CH System A/S. |
| Non-hazardous waste classified as solid waste | Tonnes | Total weight of non-hazardous waste classified as solid waste, based on supplier waste handling documentation and invoices. Reported in tons. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S and CH System A/S. |
| Non-hazardous waste classified as bio waste | Tonnes | Total weight of non-hazardous waste classified as bio waste, based on supplier waste handling documentation and invoices. Reported in tons. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S and CH System A/S. |
| Non-hazardous waste classified as construction waste | Tonnes | Total weight of non-hazardous waste classified as construction waste, based on supplier waste handling documentation and invoices. Reported in tons. Construction-waste metrics is solely tracked in Qubiqa A/S. CH System A/S is excluded because it does not generate trackable construction waste. Data is reported using the FY 2023/24 as the baseline year. |

Accounting Principles

| Area (Social) | Unit | Accounting Principle |
|---|-----------------|---|
| Employees | Headcount | Headcount of all employees with an active contract at year-end (31.05.2025). Based on payroll records. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |
| Female | Headcount | Headcount of all female employees with an active contract at year-end (31.05.2025). Based on payroll records. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |
| Male | Headcount | Headcount of all male employees with an active contract at year-end (31.05.2025). Based on payroll records. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |
| Employees in supported arrangements | Headcount | Headcount of all employees employed in a supported arrangement with an active contract at year-end (31.05.2025). Based on payroll records. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |
| Students, apprentices, and trainees | Number | Total number of paid students, apprentices, and trainees that has been employed in the Group during the reporting period. Based on payroll records. Data is reported using the FY 2024/25 as the baseline year. Figures include data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |
| Whistleblower System in place | Binary (Yes/No) | Verified presence of an established whistleblower and complaints handling system that is accessible on internal -and external Group platforms. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |
| Child labour | Number | Total verified cases checked through yearly CSR survey, whistleblower reports, working environment organisation, and working committee. Only verified incidents are reported. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |
| Forced labour | Number | Total verified cases checked through yearly CSR survey, whistleblower reports, working environment organisation, and working committee. Only verified incidents are reported. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |
| Targeted employees trained on anti-corruption | Percentage | Percentage is calculated as a total number of all new employees (i.e., hired within the last 12 months) in job roles within top management, purchasing, sales, finance, IT, and project management that has received anti-corruption training in percent of total new hires in relevant job roles. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |

Accounting Principles

| Area (Social) | Unit | Accounting Principle |
|--|--------|--|
| Work-related accidents with absence | Number | Number of work related accidents with absence that has occurred during the reporting period. All incidents are reported. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |
| Rate of work-related accidents | Rate | Rate of work-related accidents is calculated based on the VSME-standards accounting principle of: Number of work-related accidents in the reporting year divided by the total number of hours worked in a year by all employees multiplied by 200.000. Data is based on working environment organisation logs and payroll data. Number of work-related accident is based on the Groups number of accidents with and without absence, work-related injuries (LTI, near miss accidents, and fatalities. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |
| Lost Time Injuries (LTI_F) | Rate | Sudden accident during work hours that requires absence on the day of the accident and at least the next day. All incidents are reported. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |
| Fataities as a result of work-related injuries -and ill health | Number | Number of fatalities that has occurred during the reporting period. All incidents are reported. Data is reported using the FY 2023/24 as the baseline year. Figures include data from Qubiqa A/S, Qubiqa sp. z o.o. and CH System A/S. |

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Qubiqa A/S, Qubiqa Poland & CH System A/S - All part of Qubiqa Group

