ESG-report

2025/2026



QubiqaGroup

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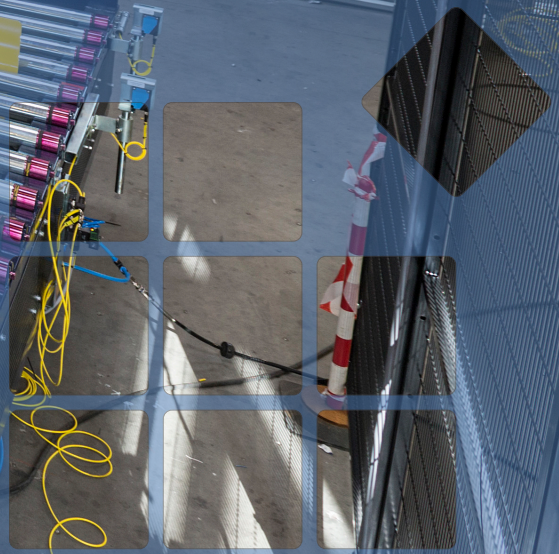
Overview



CEO statement



A year of integration and progress

FY 2025/26 has been a year of progress and closer integration for Qubiqa. Across Denmark and Poland, we design and deliver automated material handling, logistics and packing solutions that combine engineering, manufacturing, automation and lifecycle services. At the same time, we have continued to bring our organization closer together.

An important part of this development is the integration of CH System into the Qubiqa brand. The transition is underway and is expected to be completed by the end of 2026. CH System's activities, employees and strong local presence in Næstved remain an important part of the wider Qubiqa organization.

We have also continued to develop how we understand and report on our sustainability performance. For the first time, we have prepared our consolidated ESG report using the Voluntary Sustainability Reporting Standard for SMEs (VSME) as our reporting framework. This has given us a more structured and consistent basis for sustainability-related data across our operations, while also highlighting where we still have work to do. Improving data quality, strengthening our methodologies and increasing transparency will remain important priorities as our reporting continues to develop.

Sustainability is an ongoing process. Our ambition is to keep improving our understanding of our impacts, translate that understanding into practical actions and report openly on both our progress and the areas where further development is needed.

On behalf of the management team, I would like to thank our employees, customers, suppliers and business partners for their continued collaboration and trust.

Morten L. Seeberg
CEO

Our values and culture

Our values describe how we aim to work together and how we build relationships with our customers, business partners and the communities around us. They provide a common foundation for our culture and guide our day-to-day decisions and ways of working across Qubiqa.



Customer and market focus

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 company.



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 Qubiqa's innovative capacities.



Proper and trustworthy behavior

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.

CH System has historically operated with four core values; Recognition, Direct Approach, Accommodating and Present, and Responsible, which have shaped its culture and way of working. As the organizations become more closely integrated, the Qubiqa values will provide a shared foundation across the organization.

ESG at a glance – 2025/26

Qubiqa A/S | Qubiqa Sp. z o.o. | CH System A/S | Qubiqa Group

The table below provides an overview of selected ESG indicators for FY 2025/26. To provide transparency across the Group, the indicators are presented separately for Qubiqa A/S, Qubiqa Sp. z o.o (hereafter Qubiqa Poland), CH System A/S, and Qubiqa Group in total. Group figures represent the consolidated reporting boundary unless otherwise stated.

Area	KPI	Qubiqa A/S	Qubiqa Sp. z o.o.	CH System A/S	Qubiqa Group
E	Total energy consumption (MWh)	1,672.03	1,206.68	544.59	3,423.30
	Scope 1 GHG emissions (tCO_2e)	16.24	183.63	87.28	287.15
	Scope 2 – location-based (tCO_2e)	62.48	250.97	5.65	319.10
	Scope 2 – market-based (tCO_2e)	43.89	201.70	3.93	249.52
	Scope 1 + 2 – market-based (tCO_2e)	60.13	385.33	91.21	536.67
	GHG intensity – market-based (tCO_2e/employee)	0.51	4.14	2.07	2.11
	Total water withdrawal (m^3)	685.00	977.00	355.52	2,017.52
	Total quantified waste (t)	125.79	120.63	54.25	300.67
	Hazardous waste (t)	0.66	0.00	0.00	0.66
S	Employees	117	93	44	254
	Female employees (%)	14.5%	21.5%	11.4%	16.5%
	Employee turnover (%)	18.2%	13.3%	31.3%	18.9%
	Recordable work-related accidents	3	1	0	4
	Recordable accident rate	3.20	1.28	0.00	1.84
	Work-related fatalities	0	0	0	0
	Employees covered by collective bargaining agreements (%)	60.7%	18.3%	61.4%	45.3%
G	Female Board members	–	–	–	0 of 4
	Confirmed severe human rights incidents	0	0	0	0
	Corruption/bribery convictions	0	0	0	0

General information



B1 Basis for preparation

This report has been prepared with reference to the voluntary sustainability reporting standard established by Commission Delegated Regulation (EU) 2026/1560. The report is structured around disclosures from both the Basic Module and the Comprehensive Module. The reporting period covers the financial year from 1 June 2025 to 31 May 2026.

The report does not claim full compliance with the VSME standard. Where information required by individual disclosures is not available or cannot be determined on a sufficiently reliable basis, this is stated in the relevant sections of the report.

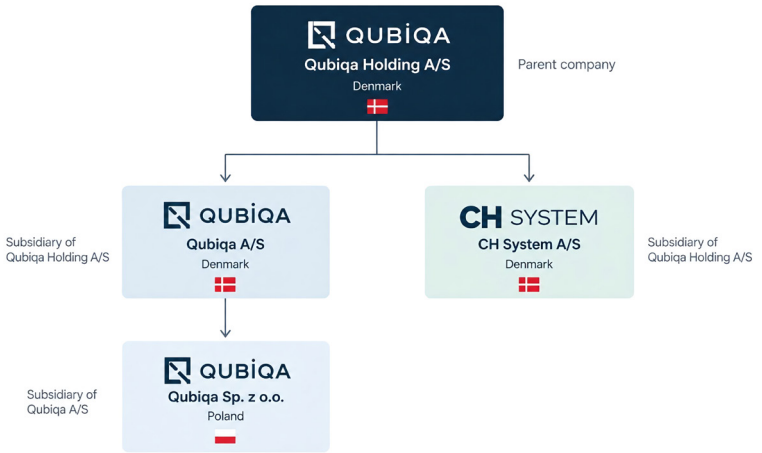
Reporting boundary

This report has been prepared on a consolidated basis for Qubiqa Group, with Qubiqa Holding A/S as the parent company.

The reporting boundary comprises Qubiqa Holding A/S and the following subsidiaries: Qubiqa A/S, Qubiqa Sp. z o.o. in Poland and CH System A/S.

The ownership structure relevant to the reporting boundary is:

Entity	Relationship within Qubiqa Group	Country
Qubiqa Holding A/S	Parent company	Denmark
Qubiqa A/S	Subsidiary of Qubiqa Holding A/S	Denmark
Qubiqa Sp. z o.o.	Subsidiary of Qubiqa A/S	Poland
CH System A/S	Subsidiary of Qubiqa Holding A/S	Denmark



Qubiqa US Inc. and Qubiqa PL ApS are not included in the reporting boundary due to their limited operational activity during the reporting period.

B1 Basis for preparation

Presentation of Group and entity-level information

Sustainability information is presented on a Qubiqa Group basis throughout this report. To provide transparency on the contribution and characteristics of the different parts of the Group, selected quantitative disclosures are also presented separately for:

- Qubiqa A/S;
- Qubiqa Sp. z o.o. (Qubiqa Poland);
- CH System A/S; and
- Qubiqa Group in total.

Unless otherwise stated, Qubiqa Group totals represent the consolidated reporting boundary described above.

Entity-level information is presented where differences in activities, locations, data availability, methodologies or other circumstances are relevant to understanding the consolidated information. Where reporting periods, data availability or calculation methodologies differ between the entities, this is disclosed in the relevant section.



B1 Basis for preparation

Company information

The Group's principal operating activities comprise the development, engineering, manufacture, assembly, installation, commissioning and servicing of automated material handling, intralogistics and packing solutions for industrial customers.

Qubiqa Holding A/S, the parent company of the Group, is registered under NACE code 642120 - Activities of non-financial holding companies. The Danish operating companies, Qubiqa A/S and CH System A/S, are registered under NACE code 282200 - Manufacture of lifting and handling equipment.

At the end of the reporting period, Qubiqa A/S and Qubiqa Sp. z o.o. employed 210 people and CH System A/S employed 44 people, corresponding to a consolidated Group headcount of 254 employees. The Group's operational activities covered by this report are located in Denmark and Poland.

Company information	FY 2025/26
Reporting basis	Consolidated
Parent company	Qubiqa Holding A/S
Principal NACE code	NACE code 642120 – Activities of non-financial holding companies NACE code 282200 – Manufacture of lifting and handling equipment
Employees – Qubiqa A/S + Qubiqa Sp. z o.o.	210
Employees – CH System A/S	44
Employees – Qubiqa Group	254
Countries of primary operational activities	Denmark and Poland
Balance sheet total – Qubiqa Group	361,799,000 DKK
Revenue	Not disclosed



B1 Basis for preparation

Operational locations and geolocation

The Group operates engineering, production, assembly, warehouse and administrative facilities in Denmark and Poland. The following locations were operational during the reporting period and are included in the reporting boundary:

Sustainability-related certifications

The entities included in the reporting boundary did not hold sustainability-related certifications or labels requiring disclosure under the VSME framework during the reporting period.

Entity	Site type	Address	City	Country	Ownership status	Coordinates
Qubiqa A/S	Headquarters and production facility	Morsøgade 10	Esbjerg	Denmark	Owned	55.47579, 8.43063
Qubiqa A/S	Production facility	Hedelundvej 13	Esbjerg	Denmark	Leased	55.48357, 8.49580
Qubiqa A/S	Storage facility	Falkevej 2	Esbjerg	Denmark	Leased	55.48853, 8.46379
Qubiqa Sp. z o.o.	Production facility	Ceramiczna 30	Piła	Poland	Owned	53.11432, 16.77274
Qubiqa Sp. z o.o.	Production facility	Warsztatowa 8	Piła	Poland	Leased	53.14168, 16.72393
CH System A/S	Headquarters	Fiskerhusvej 20	Næstved	Denmark	Owned	55.205786, 11.73614
CH System A/S	Operational facility	Fiskerhusvej 43	Næstved	Denmark	Leased	55.202359, 11.73695
CH System A/S	Operational facility	Industrivej 22	Næstved	Denmark	Leased	55.201100, 11.74329

C1 Strategy: Business model and sustainability-related initiatives

We develop, engineer, manufacture, assemble, install and service automated material handling, intralogistics and packing solutions for industrial customers. Our business model combines engineering expertise, automation technologies and manufacturing and assembly capabilities to deliver customer-specific solutions for production, material handling, packing, stacking, palletizing and internal logistics processes.



Our solutions range from standalone equipment and components to fully integrated systems. Across the Group, our activities cover the project lifecycle from concept development and engineering through manufacturing and assembly, software integration, testing, installation and commissioning. We also provide lifecycle services, including engineering support, process optimization, spare parts, maintenance, training, technical support, upgrades and modernization of existing installations.

Products and services

Our significant groups of products and services include:

- ✓ Engineering and concept development services
- ✓ Automated end-of-line systems
- ✓ Packing, stacking and palletizing solutions
- ✓ Material handling and intralogistics systems
- ✓ Conveyor and transport systems
- ✓ Robotic and automation solutions, including gantry robots
- ✓ Pallet inspection solutions
- ✓ OEM components and other automation components
- ✓ Process optimization services
- ✓ Installation and commissioning services
- ✓ Aftersales support, maintenance, spare parts, training, technical support and system upgrades



C1 Strategy: Business model and sustainability-related initiatives

Markets

We operate in the business-to-business (B2B) market, supplying automation, material handling, intralogistics and packing solutions directly to industrial customers. Our customers operate across a range of industries and production environments. Significant customer and application areas across the Group include:

- Insulation materials
- Board and panel products, including ceiling panels
- Food and beverage
- Medical and pharmaceutical manufacturing
- Building materials
- Biomass and material handling
- Future energy applications
- Other industrial material handling and automation applications

We serve internationally and our solutions are supplied directly to industrial customers rather than through distributors or resellers and are typically developed and adapted to the technical and operational requirements of the individual customer and production environment.

Our engineering, manufacturing and assembly activities covered by this report are based in Denmark and Poland.

Business relationships

Our key business relationships include industrial customers, suppliers, subcontractors and technology partners.

Projects are often developed in dialogue with customers based on their specific production, automation and material-handling requirements. These relationships may continue beyond the initial delivery through installation, commissioning, service, maintenance, spare parts, technical support, modifications and upgrades.

Our supplier relationships form an important part of our value chain. Our supplier base primarily consists of suppliers of steel and other metals, mechanical components, electrical equipment and components, automation technology, robotics, software and related technical and specialized services.

During the reporting period, we worked with approximately 1,029 active suppliers, primarily located in Denmark and Poland, with a smaller share based in other European countries, particularly Germany and Sweden. A limited number of suppliers were located outside Europe.

Our supplier relationships are addressed through our purchasing and supply chain management practices and Supplier Code of Conduct. Further information on our approach to responsible supply chain management is provided under B2/C2.

Sustainability-related elements of our strategy

Certain characteristics of our products and services are relevant to sustainability-related topics. Our automation and material handling solutions are developed based on customers' specific production and material-handling requirements, including requirements relating to production efficiency, material flows and process stability. We also support the continued use of installed equipment through lifecycle services such as maintenance, spare parts, upgrades and modernization.

As part of the preparation of this report, we reviewed and updated the sustainability objectives and targets communicated in our previous CSR reporting. The review considered which objectives remain relevant, which have been completed and which should no longer be continued as standalone targets.

Our updated objectives are structured around relevant environmental, social and governance (ESG) topics and provide an overview of selected objectives, targets and ongoing initiatives. The table on the following page provides an overview of our objectives and targets going forward.

C1 Strategy: Business model and sustainability-related initiatives

Strategic ESG priorities, initiatives and targets

Area	Priority	Objective / target	Time horizon
E	Scope 1 GHG emissions	Assess reduction opportunities for our main Scope 1 emission sources and, where feasible, establish a specific Scope 1 reduction target.	By the end of FY 2026/27
	Scope 2 GHG emissions	Reduce location-based Scope 2 GHG emissions by at least 20% compared with the FY 2024/25 baseline.	By FY 2030/31
	Scope 3 GHG emissions	Identify relevant Scope 3 categories and quantify emissions for the categories where sufficient data is available.	By the end of FY 2027/28
S	Health and safety	Achieve zero work-related accidents resulting in more than one day of absence.	Annual
	Diversity, inclusion and equal treatment	Maintain zero confirmed incidents related to diversity, inclusion, equality and equity.	Annual
	Human and labor rights	Maintain zero confirmed incidents indicating human or labor rights violations.	Annual
G	Business conduct	Maintain zero confirmed incidents of corruption and bribery.	Annual
	Responsible supply chain	Maintain our Supplier Code of Conduct and conduct risk-based assessment and follow-up of relevant suppliers.	Annual / ongoing
	Policy	Review and update our Group CSR Policies	By the end of FY 2026/27
	ESG report	Publish an ESG report annually, using the VSME standard as the framework	Annual

B2 C2 Sustainability practices, policies and future initiatives

Our Group CSR Policies cover the following areas: Health & safety; employee engagement & satisfaction; diversity, inclusion, equality & equity; human rights & labor rights; anti-corruption; environmental practices; purchasing & supply chain management; and CSR communication.

The publicly available Group CSR Policies are supported by our Supplier Code of Conduct and whistleblower framework. Our management has overall responsibility for the implementation and continued development of our sustainability-related policies and practices. The table on the following page summarizes the sustainability matters covered by our current policies and practices, the key actions currently in place, and relevant future initiatives and targets.



B2 C2 Sustainability practices, policies and future initiatives

Sustainability matter	Key policies, practices and actions	Future initiatives / targets
Climate change & energy	We measure energy consumption and calculate Scope 1 and Scope 2 GHG emissions for our reporting boundary. We also assess opportunities related to energy consumption and GHG emissions. During FY 2025/2026 we completed an energy audit of our Danish operations.	Reduce location-based Scope 2 GHG emissions by at least 20% by FY 2030/31 compared with the recalculated FY 2024/25 baseline. Assess reduction opportunities for our main Scope 1 emission sources by the end of FY 2026/27.
Circular economy & waste	Our practices address waste sorting and appropriate handling of waste. We are working to improve the quality of our waste data and our understanding of waste treatment routes.	Continue improving waste data and assess opportunities for waste prevention and recycling.
Own workforce	Our policies and practices cover health and safety, working conditions, employee development, engagement, equal treatment, diversity and human and labor rights.	Our annual objective is to achieve zero work-related accidents resulting in more than one day of absence.
Human & labor rights	We set expectations concerning respect for human and labor rights in our own operations and, through our Supplier Code of Conduct, in our supply chain.	Maintain our objective of zero confirmed incidents indicating human or labor rights violations.
Business conduct	We prohibit corruption and bribery and address matters including conflicts of interest and gifts. Employees can report suspected misconduct through established channels, including our anonymous whistleblower system.	Maintain our objective of zero confirmed incidents of corruption and bribery and maintain our whistleblower mechanism.
Responsible supply chain / workers in the value chain	Our Supplier Code of Conduct sets expectations for suppliers regarding labor and human rights, environmental responsibility and ethical business conduct	Continue developing our risk-based approach to sustainability in supplier management and follow-up.
Responsible communication and ESG governance	We set expectations for transparent communication and the appropriate handling of confidential information.	Review and update our Group CSR Policies by the end of FY 2026/27 and publish an ESG report annually using the VSME Standard as the reporting framework.

Environment





B3 Energy and greenhouse gas emissions

Energy consumption

Our energy consumption comprises electricity used at our facilities and for electric vehicles, fuels and combustible gases used for heating, operations and company vehicles, and district heating at our operations in Esbjerg.

In FY 2025/26, total energy consumption across Qubiqa Group amounted to 3,423.30 MWh. Of this, 1,672.03 MWh related to Qubiqa A/S, 1,206.68 MWh to Qubiqa Poland, and 544.59 MWh to CH System A/S. Combined energy consumption for Qubiqa A/S and Qubiqa Poland amounted to 2,878.71 MWh.

3,423.30 MWh

total energy consumption

Energy consumption	Qubiqa A/S	Qubiqa Sp. z o.o.	CH System	Qubiqa Group
Electricity (MWh)	475,04	422,52	165,85	1.063,41
Fuels (MWh)	62,46	784,16	378,74	1.225,36
District heating (MWh)	1.134,53	–	–	1.134,53
Total energy consumption (MWh)	**1.672,03**	**1.206,68**	**544,59**	**3.423,30**

For Qubiqa A/S and Qubiqa Sp. z o.o., total energy consumption decreased from 3,117.90 MWh in FY 2024/25 to 2,878.71 MWh in FY 2025/26, corresponding to a decrease of approximately 7.7%. The development was primarily characterized by lower district heating consumption, while electricity consumption increased.

For CH System A/S, total energy consumption decreased from 655.51 MWh to 544.58 MWh, corresponding to a decrease of approximately 16.9%. The year-on-year development in vehicle-related fuel consumption should, however, be interpreted with caution due to limitations in the comparability of historical vehicle and fuel data.

B3 Energy and greenhouse gas emissions

Renewable and non-renewable energy

Energy source	Qubiqa A/S	Qubiqa Sp. z o.o.	CH System	Qubiqa Group
Renewable energy	1.310,97	312,11	150,71	1.773,79
Non-renewable energy*	361,06	894,57	393,88	1.649,51
Total energy consumption	**1.672,03**	**1.206,68**	**544,59**	**3.423,30**
Renewable share	78,4%	25,9%	27,7%	51,8%
Non-renewable share	21,6%	74,1%	72,3%	48,2%

**Non-renewable energy includes fossil and nuclear energy sources.*

For FY 2025/26, the location-based calculation classifies 1,773.79 MWh, or 51.8%, of total Qubiqa Group energy consumption as renewable, while 1,649.51 MWh, or 48.2%, is classified as non-renewable.

The composition of energy consumption differs across our operations. For Qubiqa A/S, 78.4% of energy consumption is classified as renewable, compared with 25.9% for Qubiqa Sp. z o.o. in Poland and 27.7% for CH System A/S.

These differences are primarily driven by the energy sources used for heating. While Qubiqa A/S in Esbjerg relies on district heating, both Qubiqa Sp. z o.o. in Poland and CH System A/S in Denmark use natural gas for heating, contributing to their higher shares of non-renewable energy. Additionally, differences in the renewable and non-renewable composition of the electricity grids in Denmark and Poland influence the classification of electricity consumption. Qubiqa Sp. z o.o. also has the highest consumption of diesel and petrol across the Group, further contributing to its higher share of non-renewable energy.

The location-based classification reflects the energy mix associated with consumption at each location and does not account for contractual instruments such as Guarantees of Origin (GOs). Their effects are relevant to market-based reporting and are therefore excluded from the location-based figures presented here.

In addition to purchased energy, we generate renewable electricity from solar panels at our Esbjerg site. During FY 2025/26, the installation generated 18.14 MWh, of which 17.47 MWh was consumed on site and approximately 0.67 MWh was exported to the grid.

Solar panels were also commissioned at CH System A/S in May 2026. As valid production data were not available for the period between commissioning and the end of FY 2025/26, electricity generated by this installation has not been included in the reported energy consumption for FY 2025/26.

During FY 2025/26, we completed an energy and climate audit covering the Group's Danish operations. The audit assessed current energy consumption and identified potential opportunities for improving energy efficiency and reducing energy-related greenhouse gas emissions. The identified opportunities will be evaluated further as part of our ongoing work with energy efficiency and climate-related improvements. The findings also provide input to our future assessment of reduction opportunities across our main emission sources.

B3 Energy and greenhouse gas emissions



Greenhouse gas emissions

Our greenhouse gas inventory covers Scope 1 and Scope 2 emissions across our consolidated reporting boundary. For transparency, current-year emissions are presented separately for Qubiqa A/S, including Qubiqa Sp. z o.o., and CH System A/S, together with the consolidated Qubiqa Group result.

In FY 2025/26, our combined Scope 1 and Scope 2 emissions amounted to 606.25 tCO_2e on a location-based basis, compared with the recalculated FY 2024/25 baseline of 657.80 tCO_2e. This corresponds to a decrease of 7.8%.

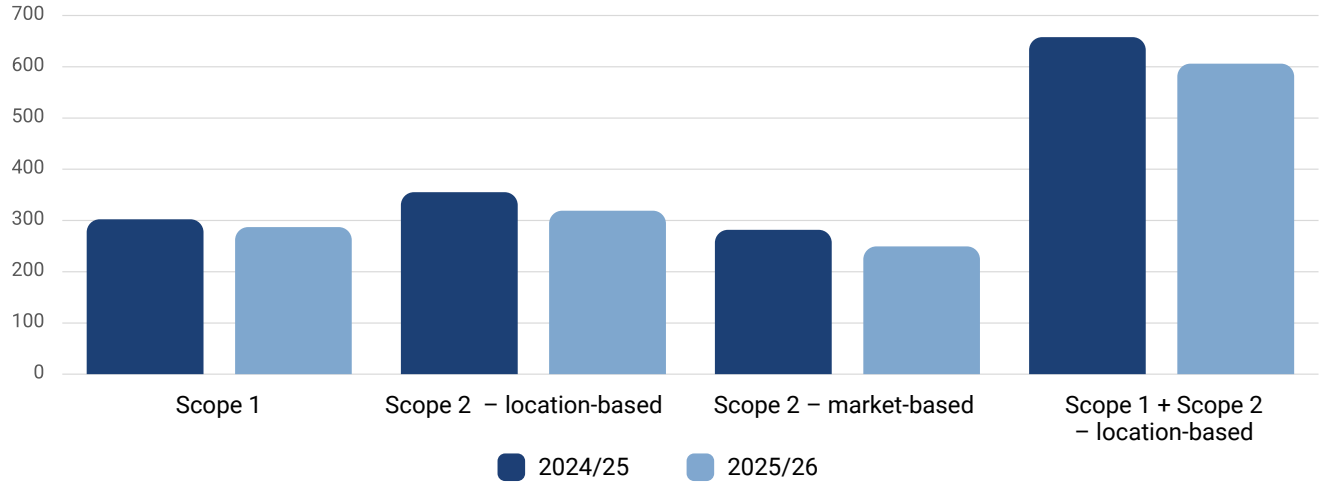
On a market-based basis, combined Scope 1 and Scope 2 emissions amounted to 536.67 tCO_2e, compared with 583.46 tCO_2e in FY 2024/25, corresponding to a decrease of 8.0%. The reported year-on-year reduction reflects changes in energy consumption, activity data and the emission factors applied to the respective reporting periods. Consequently, the reduction should not be interpreted solely as the result of operational energy efficiency improvements or specific emission reduction initiatives.

GHG emissions (tCO_2e)	Qubiqa A/S	Qubiqa Sp. z o.o.	CH System	Qubiqa Group	Group FY24/25	Change
Scope 1	16.24	183.63	87.28	287.15	302.39	-5.0%
Scope 2 – location-based	62.48	250.97	5.65	319.10	355.41	-10.2%
Scope 1 + Scope 2 – location-based	**78.72**	**434.60**	**92.93**	**606.25**	**657.80**	**-7.8%**
Scope 2 – market-based	43.89	201.70	3.93	249.52	281.07	-11.2%
Scope 1 + Scope 2 – market-based	**60.13**	**385.33**	**91.21**	**536.67**	**583.46**	**-8.0%**

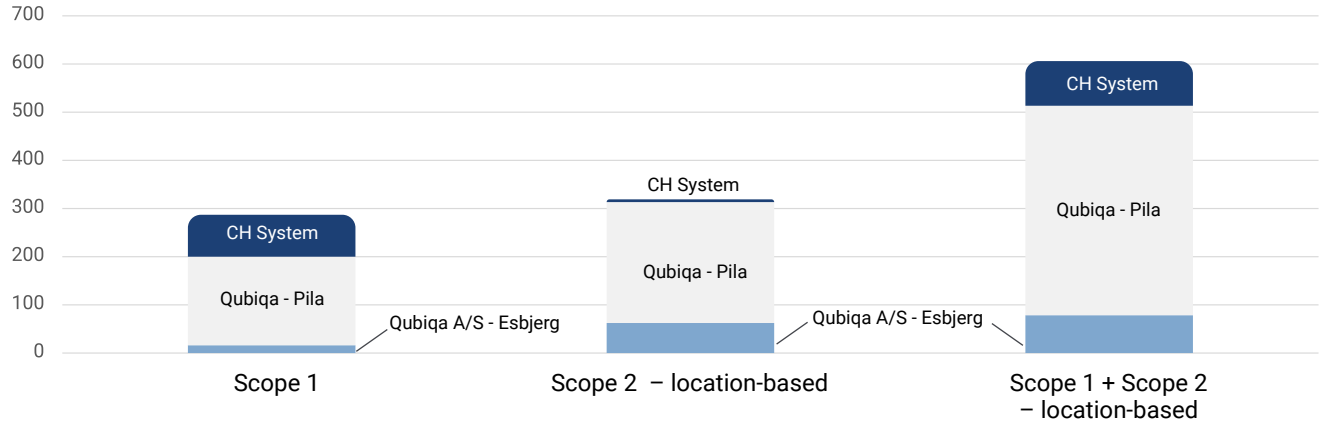
**All GHG figures are stated in tCO_2e.*
*** The FY 2024/25 Group figures have been recalculated and therefore differ from the figures reported in the previous ESG report.*

B3 Energy and greenhouse gas emissions

Development in GHG emissions (tCO_2e)



Site contribution to GHG emissions 2025/2026 (tCO_2e)



Scope 1

Our Scope 1 emissions decreased by 5.0%, from 302.39 tCO2e in FY 2024/25 to 287.15 tCO_2e in FY 2025/26. Of the total Scope 1 emissions, Qubiqa Sp. z o.o. in Poland accounted for 183.63 tCO_2e, followed by CH System A/S with 87.28 tCO_2e and Qubiqa A/S with 16.24 tCO_2e. Scope 1 emissions primarily arise from the combustion of natural gas for heating at our Polish operations and CH System A/S, as well as diesel and petrol consumption in company vehicles and operational activities. Qubiqa Sp. z o.o. accounts for the largest share of Scope 1 emissions, reflecting its natural gas consumption and comparatively higher use of diesel and petrol. Scope 1 also includes direct emissions associated with relevant process and industrial gases used in our operations.

Scope 2

Our location-based Scope 2 emissions decreased by 10.2%, from 355.41 tCO_2e in FY 2024/25 to 319.10 tCO_2e in FY 2025/26. Of these emissions, Qubiqa Sp. z o.o. accounted for 250.97 tCO_2e, Qubiqa A/S for 62.48 tCO_2e and CH System A/S for 5.65 tCO_2e. Scope 2 includes indirect emissions associated with purchased electricity and district heating. The location-based emissions reflect the energy mix of the electricity grids in Denmark and Poland, as well as emissions associated with district heating at Qubiqa A/S in Esbjerg.

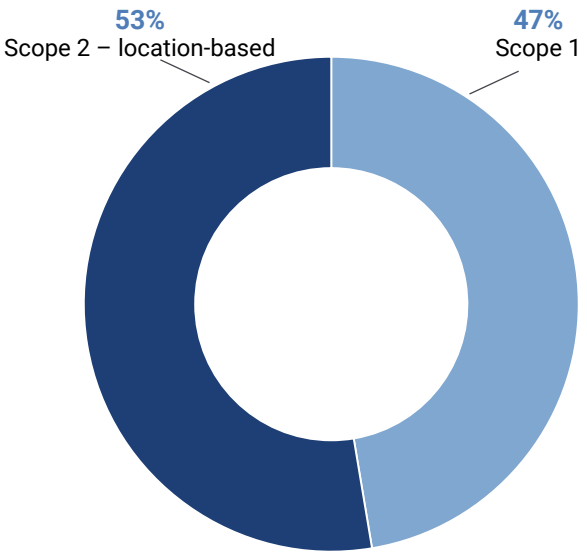
B3 Energy and greenhouse gas emissions

We also calculate Scope 2 using a market-based approach, reflecting qualifying contractual instruments associated with purchased electricity, including Guarantees of Origin. On this basis, Scope 2 emissions decreased by 11.2%, from 281.07 tCO_2e in FY 2024/25 to 249.52 tCO_2e in FY 2025/26. The market-based emissions amounted to 201.70 tCO2e for Qubiqa Sp. z o.o., 43.89 tCO_2e for Qubiqa A/S and 3.93 tCO_2e for CH System A/S.

Supplementary GHG intensity

Based on year-end headcount, our Scope 1 and Scope 2 emissions per employee developed as follows:





GHG intensity	Qubiqa A/S	Qubiqa Sp. z o.o.	CH System A/S	Qubiqa Group FY 2025/26	Qubiqa Group FY 2024/25	Group change
Scope 1 + Scope 2 – location-based	0.67	4.67	2.11	2.39	2.59	-7.9%
Scope 1 + Scope 2 – market-based	0.51	4.14	2.07	2.11	2.30	-8.1%

GHG intensity is stated in tCO_2e per employee and is calculated using year-end headcount.

Our year-end headcount was 254 employees in both FY 2025/26 and FY 2024/25. Consequently, the change in consolidated employee-based GHG intensity reflects the change in the reported Scope 1 and Scope 2 emissions rather than a change in the year-end Group headcount.

B3 Energy and greenhouse gas emissions

Methodology and assumptions

The reporting of energy consumption and greenhouse gas emissions has been prepared with reference to the principles of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Greenhouse gas emissions were calculated using the Danish Business Authority's Klimakompasset as our primary calculation tool.

The organizational boundary corresponds to the reporting boundary applied in this sustainability report. The reporting period covers 1 June 2025 to 31 May 2026, while comparative information covers 1 June 2024 to 31 May 2025.

Our calculations are based on activity data obtained from supplier invoices and statements, meter readings, fuel records and internal company records where possible. Energy consumption recorded in different physical units has been converted where necessary to provide a common reporting basis in MWh. Measured or invoiced consumption data have been used where available. Where complete measured data were unavailable, estimates have been applied where a reasonable and documented calculation basis was available. Detailed assumptions, conversions and supporting documentation are retained as part of our underlying ESG-data documentation.

Electricity

Electricity consumption includes electricity used at our Danish and Polish operations and electricity associated with company vehicles where this is not already included in facility electricity consumption. Electricity generated by our solar installation and consumed on-site is also included in electricity consumption. Electricity exported to the grid is excluded.

Emission factors and calculations

Emission factors have been selected to reflect the geographical location and energy source of the underlying activity. For FY 2025/26, we use 2024 emission factors, while the recalculated FY 2024/25 comparative figures use 2023 emission factors. Consequently, year-on-year changes reflect both changes in underlying activity data and changes in the emission factors applicable to the respective reporting periods.

For our Danish operations, relevant Danish emission factors and, where appropriate, factors reflecting the local energy supply have been applied. For our Polish operations, Polish emission factors have been applied where available and appropriate.

Comparative information

The comparative FY 2024/25 greenhouse gas figures have been recalculated and therefore differ from the figures previously reported. The recalculation primarily reflects a revised Scope classification, including the classification of natural gas combustion as Scope 1 rather than Scope 2, as well as the use of the Danish Business Authority's Klimakompasset as the primary calculation tool. The recalculation also reflects updated activity data, geographically relevant emission factors and the inclusion of relevant process and industrial gases where applicable. After correcting the Scope classification in the previous calculation, the total Scope 1 and Scope 2 result is broadly consistent with the recalculated location-based result; the remaining difference is limited and reflects the combined effect of the revised calculation basis and underlying data.

C3 GHG reduction targets and climate transition

We have established a quantitative greenhouse gas reduction target for our location-based Scope 2 emissions across Qubiqa Group. We have not established quantitative reduction targets for Scope 1 or Scope 3 emissions.

GHG target	Base year	Base value	Target year	Target value	Reduction	Coverage
Scope 2 – location-based	FY 2024/25	355.41 tCO_2e	FY 2030/31	≤284.33 tCO_2e	≥20%	100% of reported Group location-based Scope 2 emissions

We have established a target to reduce our location-based Scope 2 GHG-emissions by at least 20% by FY 2030/31, compared with the recalculated FY 2024/25 Group baseline.

Our location-based Scope 2 emissions amounted to 355.41 tCO_2e in FY 2024/25. A reduction of at least 20% corresponds to location-based Scope 2 emissions of no more than 284.33 tCO_2e in FY 2030/31, based on the current baseline. In FY 2025/26, our location-based Scope 2 emissions amounted to 319.10 tCO_2e, corresponding to a reduction of 10.2% from the baseline.



C3 GHG reduction targets and climate transition

Actions supporting the target

Our current actions and initiatives supporting the Scope 2 target include on-site solar electricity generation and the assessment of opportunities to increase the use of self-generated renewable electricity.

At our Esbjerg operations, solar electricity is generated and consumed on site. We are also assessing opportunities for battery storage solutions that could increase the share of self-generated solar electricity consumed on site. Solar panels were commissioned at CH System A/S in May 2026. Valid production data for the period between commissioning and the end of FY 2025/26 were not available when the reporting data were compiled. The effect of this installation will therefore be reflected in subsequent reporting periods when production data are available.

We will continue to monitor our energy consumption and location-based Scope 2 emissions across our operations and assess further opportunities to support progress towards the Group target.

Scope 1 and Scope 3

We have not established quantitative reduction targets for Scope 1 or Scope 3 emissions.

For Scope 1, our current focus is on assessing reduction opportunities relating to our main direct emission sources. These include fuels used for heating, company vehicles and operational activities, as well as relevant process and industrial gases. Potential reduction opportunities include assessing alternatives to natural gas heating, such as heat pump solutions, where technically and economically feasible.

For Scope 3, we do not currently have a consolidated inventory covering the relevant value-chain categories across our reporting boundary. Our current focus is therefore on identifying the Scope 3 categories relevant to our value chain and developing the availability and quality of the data required to quantify these emissions.

Climate transition plan

We have not adopted a formal climate transition plan. At the reporting date, no decision has been made as to whether or when such a plan will be adopted. We will continue to develop our emissions data, reduction initiatives and related processes and assess the appropriate approach to our climate transition activities.



C4 Climate risks

Assessment approach

As part of our ESG reporting process, we performed a high-level assessment of climate-related physical and transition risks that may affect our operations, assets and value chain.

The assessment covers our operational sites in Denmark and Poland. It is based on publicly available climate and flood-risk information, including regional screening information from the World Resources Institute (WRI) Aqueduct Water Risk Atlas, address-specific information available through DinGeo, and relevant publicly available Danish and Polish flood-risk information.

The assessment considers potential exposure and sensitivity of our sites and activities to selected acute and chronic physical climate hazards. Potential effects on our value chain have been considered at a high level. We have not performed separate location-specific assessments of the physical climate exposure and sensitivity of individual suppliers, customers or other parts of our upstream and downstream value chain.

The assessment is a high-level screening and should not be interpreted as a detailed site-specific climate risk assessment.



C4 Climate risks

Physical climate hazards

Based on the information reviewed, extreme rainfall and flooding were identified as the most relevant physical climate hazards across our operations. The nature and degree of potential exposure differ between locations.

Location	Main hazards identified through screening	Assessment
Esbjerg, Denmark	Extreme rainfall, coastal flooding and riverine flooding	Regional screening indicates low to medium riverine flood risk and elevated coastal flood risk. Our facilities are located outside identified flood-prone areas. However, our Morsøgade 10 site is located within a broader coastal flood-risk area identified under Danish flood-risk planning. Heavy rainfall and cloudbursts may also result in local surface-water accumulation.
Piła, Poland	Extreme rainfall and riverine flooding	Regional screening indicates low coastal flood risk and low to medium riverine flood risk. The publicly available flood-hazard information reviewed did not identify our sites as being located within mapped flood-hazard areas.
Næstved, Denmark	Extreme rainfall and cloudbursts	Address-specific information indicates limited current exposure to groundwater, river and coastal flooding at our operational sites. Extreme rainfall and cloudbursts remain potentially relevant, particularly because sealed surfaces and local ground conditions may limit infiltration during periods of intense rainfall.



Based on the high-level screening, we have not identified a significant direct dependency of our own operations on climate-sensitive natural resources. However, climate-related events affecting suppliers, logistics providers, utilities or transportation infrastructure could indirectly affect our operations.

C4 Climate risks

Climate transition risks

We have also considered climate-related transition risks that may affect our business, activities and business relationships.

The following developments were identified as potentially relevant:

- developments in sustainability and climate-related regulation and reporting requirements;
- increasing customer expectations and requests for environmental and climate-related information;
- potential changes in energy, transportation and material costs associated with climate-related regulation and market developments; and
- increasing requirements for emissions and climate-related information from customers, financial institutions and other stakeholders.

These developments could affect our operating costs, reporting and documentation requirements and requirements communicated through customer and supplier relationships.

Exposure and sensitivity

We assessed the exposure of our assets and activities by reviewing the geographic location of our operational sites against publicly available climate and flood-risk information.

The assessment of our value chain was conducted at a higher level. We considered the potential for climate-related events to affect suppliers, customers, utilities, logistics providers and transportation infrastructure, but we have not conducted individual climate-risk assessments of these business relationships. Our sensitivity to physical climate risks therefore relates both to potential direct effects at our operational sites and to potential indirect disruption elsewhere in our value chain.

Climate adaptation

We did not implement specific climate change adaptation actions as a result of this assessment during FY 2025/26. Based on this screening, no specific site-level adaptation measures were identified for implementation during the reporting period. We intend to revisit the assessment as relevant information develops and as part of our future sustainability reporting.





C4 Climate risks

Time horizons

In accordance with the time horizons applied under the VSME framework, we considered the identified climate-related risks across the following periods:

Short term - 1 year	Medium term – 2-5 years	Long term - more than 5 years
Physical events such as extreme rainfall and cloudbursts may occur within the short term, while regulatory, customer and other transition-related developments may also affect our reporting and information requirements.	Exposure and sensitivity may change as physical climate conditions, regulation, energy and material markets and stakeholder requirements develop.	Greater uncertainty exists regarding the development of physical climate hazards, particularly coastal flooding and extreme weather, as well as longer-term transition-related developments.

The high-level nature of the assessment means that we have not quantified changes in the likelihood or financial impact of individual risks across these time horizons.

B4 Pollution of air, water and soil

We are not required by law or other national regulations to report emissions of pollutants to air, water or soil to competent authorities. We also do not voluntarily report such emissions under an Environmental Management System.

Accordingly, the reporting requirement under B4 is not applicable to Qubiqa for the reporting period.



B5 Biodiversity

We assessed our operational sites in Denmark and Poland to determine whether they are located in or near biodiversity-sensitive areas. The assessment considered protected areas including Natura 2000 sites and other biodiversity-sensitive areas identified through publicly available geographical information.

For the purpose of this assessment, "near" is understood in accordance with the VSME definition, including sites that partially overlap with or are adjacent to a biodiversity-sensitive area. Based on this assessment, we have identified one operational site located in or near a biodiversity-sensitive area.

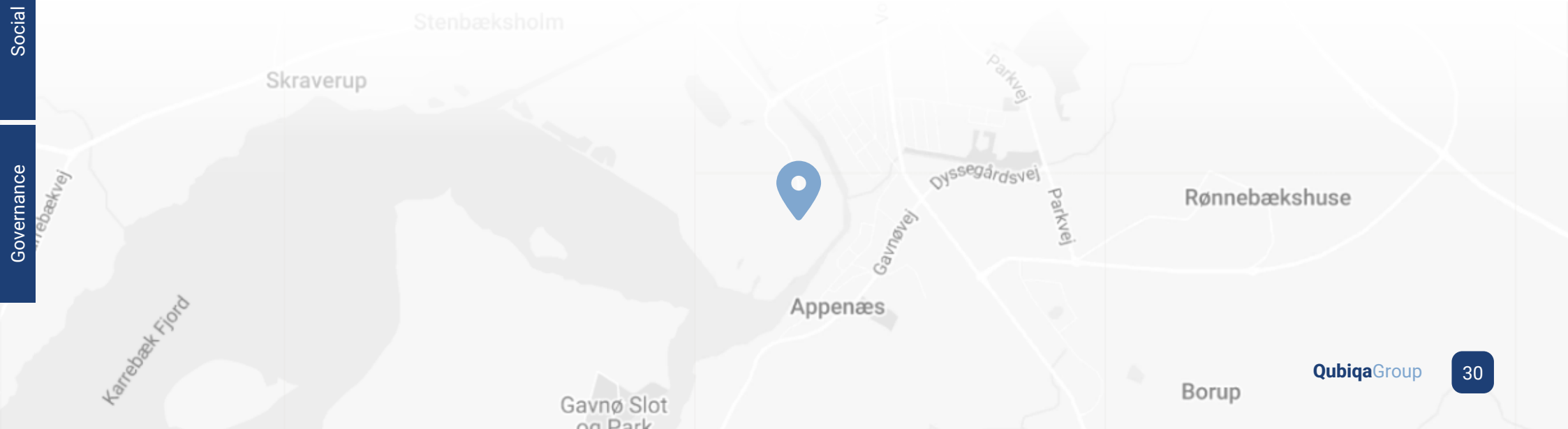
Operational site	Biodiversity-sensitive area
Industrivej 22, Næstved, Denmark	The sea and coast between Karrebæk Fjord and Knudshoved Odde (H148, F81, R20)

Our remaining operational sites included in the assessment have not been identified as being located in or near biodiversity-sensitive areas.

A Natura 2000 area is also located in proximity to one of our sites in Piła, Poland. Based on the geographical information reviewed, the site does not overlap with or directly adjoin the protected area. The site has therefore not been identified as being in or near a biodiversity-sensitive area based on the assessment performed for this reporting period.

Wild by Design

Our *Wild by Design* initiative continued during FY 2025/26. The initiative is intended to support biodiversity at our sites by allowing selected outdoor areas to develop in a more nature-oriented way.



B6 Water

Our water withdrawal is primarily related to sanitary and welfare purposes across our operations. Water is also used for cleaning components and equipment at our Morsøgade site. We do not have production processes that significantly consume water.

Water withdrawal data are based on a combination of measured and estimated consumption. The reported figures include measured water and estimated sanitary water use, where water consumption is not separately metered. Water withdrawal has been estimated based on the assumed average number of daily site users and sanitary water use per person.

Water withdrawal	Qubiqa A/S	Qubiqa Sp. z o.o.	CH System A/S	Qubiqa Group FY 2025/26
Total water withdrawal	685.0 m³	977.0 m³	355.52 m³	2,017.52 m³
Water withdrawal in areas of high water stress	0 m³	0 m³	0 m³	0 m³

Calendar year 2025 water data are partly used as a proxy for FY 2025/26.

Our total water withdrawal amounted to 2,017.52 m³ in FY 2025/26, compared with 2,625.81 m³ in FY 2024/25, corresponding to a decrease of 23.2%. The figures include estimates for sites where water consumption is not separately metered and should therefore be interpreted with consideration of the estimation uncertainty.

None of our operational sites are located in areas classified as having high water stress. Accordingly, no water withdrawal occurred at sites in areas of high water stress. As we do not have production processes that significantly consume water, water consumption is not reported separately.



B7 Resource use, circular economy and waste management

Circular economy principles and initiatives

Circular economy principles are relevant to the way we design, manufacture, maintain and modify our automation and material-handling systems.

The modular nature of many of our systems allows individual components or parts of an installation to be maintained, repaired, replaced, upgraded or modified without necessarily replacing the complete system. Components such as PLCs, sensors, motors and frequency converters can, where technically feasible, be replaced while other parts of the installation remain in use.

We support the continued operation of installed equipment through maintenance, technical support, spare parts, inspections, upgrades and modernization.

As part of our aftersales activities, we also offer condition-based inspections of installed systems. These inspections can identify wear, misalignment and other conditions that may require adjustment, maintenance or replacement of individual components. Customers receive documented findings and recommendations that can support preventive maintenance and the planning of repairs and component replacement.

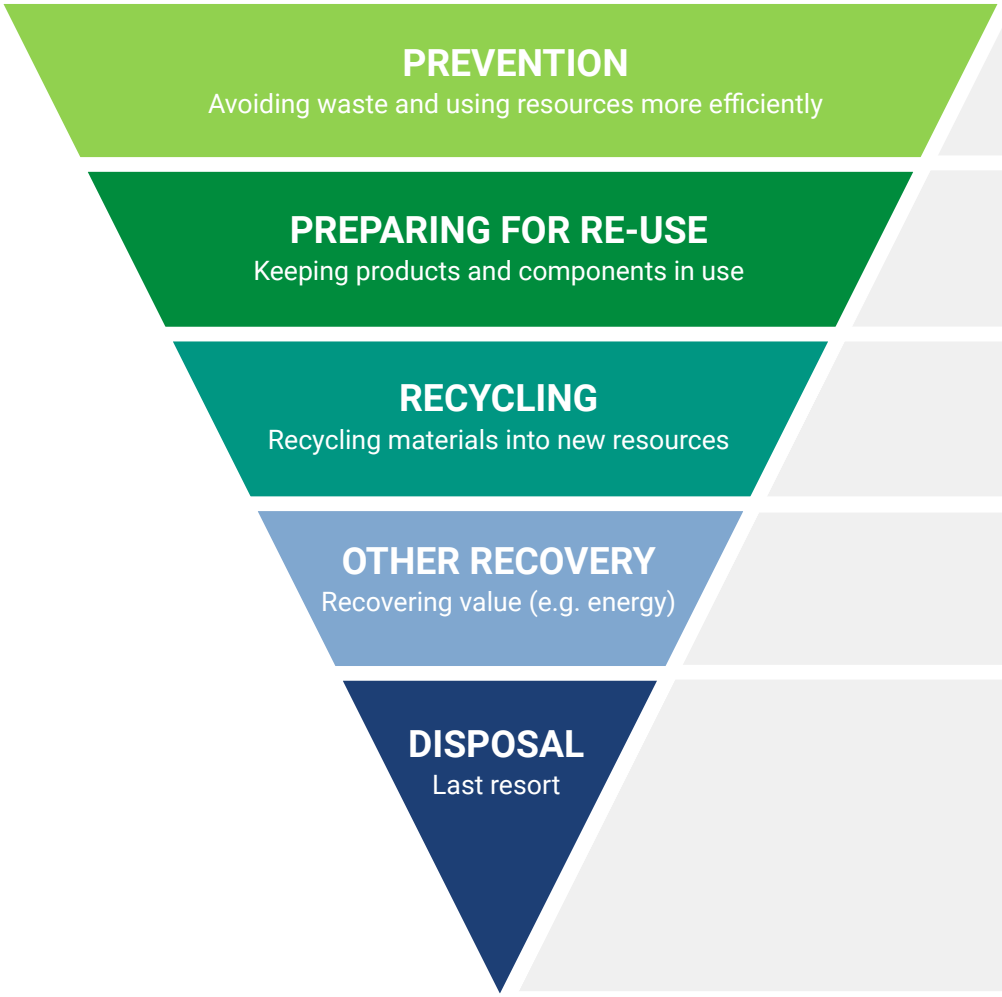
We also assist customers with the relocation and modification of existing equipment. Where technically feasible, existing machinery, conveyors, steel structures and other components may be retained and incorporated into modified or new system configurations.

These activities can support the continued use of equipment and components and reduce the need to replace complete installed systems. We have not quantified the resulting reduction in material use, waste generation or other environmental impacts.

Waste prevention and separation are also relevant to our own operations. Metal scrap is collected separately for subsequent waste treatment, and waste is separated into different fractions where relevant, including metals, paper and cardboard, plastics, glass, wood and residual waste.



B7 Resource use, circular economy and waste management



- Design modular systems that can be maintained, upgraded or modified, reducing the need to replace complete systems
- Condition-based inspections to identify wear and enable preventive maintenance
- Canteen initiatives to reduce food waste, including purchase of surplus food, reuse of prepared food and freezing where applicable

- Support continued operation through maintenance, technical support, spare parts and modernization
- Relocation and modification of existing equipment for new installations
- Reuse of existing machinery, conveyors, steel structures and other components where technically feasible

- Separate collection of metal scrap, paper and cardboard, plastics, glass, wood and other relevant fractions
- In FY 2025/26, 271.87 tonnes (90.4%) of our quantified waste were reported or estimated as entering recycling or preparation for reuse routes

- Residual waste and waste not classified for recycling or preparation for reuse may be sent to other treatment routes, including energy recovery, in line with the classifications reported by our waste service providers

- We aim to minimise waste sent to disposal wherever possible, prioritising other treatment options when feasible.

B7 Resource use, circular economy and waste management



Waste generation and treatment

Our waste primarily consists of metals, mixed and residual waste, paper and cardboard, plastics, and other waste generated through our operational activities.

In FY 2025/26, total quantified waste across Qubiqa Group amounted to 300.67 tonnes, compared with 272.76 tonnes in FY 2024/25, corresponding to an increase of 10.2%. Of the total waste generated, Qubiqa A/S accounted for 125.79 tonnes, Qubiqa Sp. z o.o. in Poland for 120.63 tonnes, and CH System A/S for 54.25 tonnes. Due to differences in data availability, reporting periods and the use of estimates, year-on-year developments should be interpreted with caution.

Our quantified waste consists predominantly of non-hazardous waste. In FY 2025/26, 300.01 tonnes, or 99.8%, were classified as non-hazardous waste, while 0.66 tonnes, or 0.2%, were classified as hazardous waste. All reported hazardous waste originated from Qubiqa A/S in Esbjerg.

Based on the available treatment information, 271.87 tonnes, corresponding to approximately 90.4% of quantified Group waste, were reported or estimated as entering recycling or related treatment routes. This compares with 238.09 tonnes, or 87.3%, in FY 2024/25, representing an increase of 3.1 percentage points.

The share of waste reported or estimated as entering recycling or related treatment routes varied across our operations, amounting to 92.1% for Qubiqa A/S, 93.6% for Qubiqa Sp. z o.o. in Poland and 79.4% for CH System A/S. These figures reflect the available waste collection and treatment information and should not be interpreted as confirmed final recycling rates, as the final treatment of all waste fractions has not been fully documented.

Waste metric	Qubiqa A/S	Qubiqa Sp. z o.o.	CH System A/S	Qubiqa Group
Total quantified waste	125,79	120,63	54,25	300,67
Non-hazardous waste	125,13	120,63	54,25	300,01
Hazardous waste	0,66	0,00	0,00	0,66
Reported/estimated as entering recycling or related treatment routes*	115,86	112,95	43,06	271,87
Share of quantified waste*	92,1%	93,6%	79,4%	90,4%

** The treatment figures and shares should not be interpreted as confirmed recycling rates. They represent waste reported or estimated as entering recycling or related treatment routes based on the information currently available.*

B7 Resource use, circular economy and waste management

For our Danish operations, waste data are primarily based on available waste records for calendar year 2025, which are used as a proxy for FY 2025/26 where data corresponding exactly to the financial reporting period were not available. Waste classified as collected for recycling reflects the treatment classification in the underlying data and does not represent a measurement of the amount ultimately recycled.

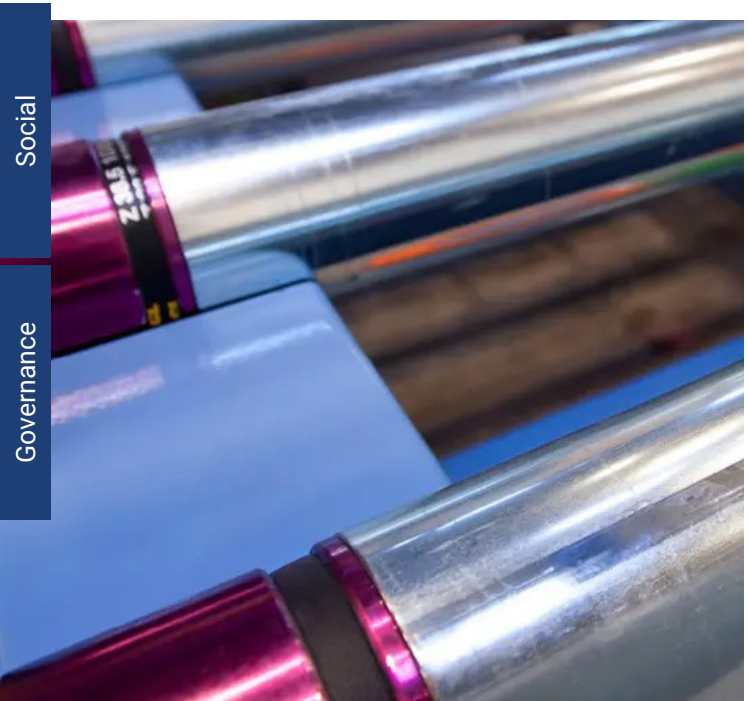
For our Polish operations, waste information includes both measured weights and quantities reported by volume. Where only volume data were available, corresponding weights were estimated using relevant bulk-density assumptions. For residual waste, an estimated container fill factor was also applied.

Final treatment information was not available for the Polish waste streams. Separately collected metal, cardboard and paper, plastic and glass were therefore assumed to enter recycling routes. Residual waste and waste with an unknown treatment route were not included in the estimated recycling amount.

Material flow

Our main material inputs include steel and other metals, electrical and electronic components, mechanical components, plastic belts and other plastic components, cables, surface-treated components, paints and other products used for surface treatment.

We do not currently have sufficiently complete weight-based purchasing or material data across our reporting boundary to quantify the annual mass flow of these materials. Accordingly, we report the relevant material groups qualitatively rather than providing an estimated annual material mass-flow figure.







Social



B8 General characteristics of the workforce

Our employees contribute across our activities, including engineering, production, assembly, testing, installation, commissioning, service and administrative and support functions in Denmark and Poland.

Employee data are reported as headcount at the end of the reporting period, unless otherwise stated. Full-time equivalent (FTE) employees are calculated based on contractual working hours. Employee turnover is calculated as the number of employees leaving during the reporting period divided by the estimated average employee headcount. The average headcount is approximated using the opening and closing headcount.

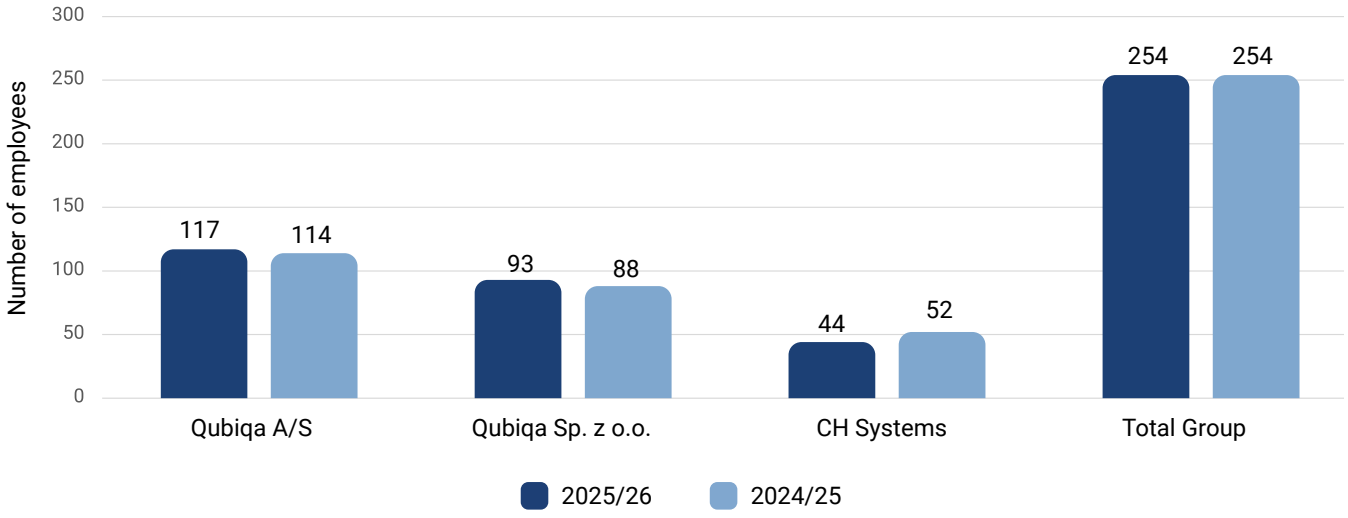
Total workforce

At the end of FY 2025/26, Qubiqa Group employed a total of 254 employees, comprising 117 employees at Qubiqa A/S in Denmark, 93 at Qubiqa Sp. z o.o. in Poland, and 44 at CH System A/S in Denmark.

Overall, our Group headcount remained unchanged at 254 employees compared with FY 2024/25. However, the development differed across our operations. Qubiqa A/S and Qubiqa Sp. z o.o. increased their combined workforce by 8 employees, from 202 to 210, while CH System A/S decreased its workforce by 8 employees, from 52 to 44. These changes offset each other at Group level, resulting in an unchanged total headcount.

Workforce	Qubiqa A/S	Qubiqa Sp. z o.o.	CH System A/S	Qubiqa Group FY 2025/2026
Employees – headcount	117	93	44	**254**

Employees in headcount



B8 General characteristics of the workforce

Geographical distribution

At the end of FY 2025/26, 161 employees (63.4%) were based in Denmark, and 93 employees (36.6%) were based in Poland. Our Danish workforce includes employees from Qubiqa A/S and CH System A/S, while our Polish workforce comprises employees from Qubiqa Sp. z o.o. This distribution reflects our operational presence across Denmark and Poland.

Country	Employees	Share of Group workforce
Denmark	161	63.4%
Poland	93	36.6%
Total	**254**	**100.0%**

254

total number of employees

Type of contract

The majority of our employees are employed under permanent employment contracts. At the end of FY 2025/26, 241 employees, or 94.9% of our workforce, held permanent contracts, while 13 employees, or 5.1%, held temporary contracts.

Contract type – FY 2025/26

Contract type	Qubiqa A/S	Qubiqa Sp. z o.o.	CH System A/S	Qubiqa Group	Share of Group workforce
Permanent	108	90	43	241	94.9%
Temporary	9	3	1	13	5.1%
Total employees	**117**	**93**	**44**	**254**	**100.0%**



B8 General characteristics of the workforce

Gender distribution

At the end of FY 2025/26, our workforce consisted of 212 male employees (83.5%) and 42 female employees (16.5%). Compared with previous year, the number of male employees increased from 206 to 212, while the number of female employees decreased from 48 to 42. As a result, the share of female employees decreased from 18.9% to 16.5%, while the share of male employees increased from 81.1% to 83.5%.

Gender	Qubiqa A/S	Qubiqa Sp. z o.o.	CH System A/S	Qubiqa Group FY 2025/2026	Qubiqa Group FY24/25
Male	100	73	39	212	206
Female	17	20	5	42	48
Other	0	0	0	0	0
Gender not reported	0	0	0	0	0
Total employees	**117**	**93**	**44**	**254**	**254**

Age distribution

At the end of FY 2025/26, the largest age group was employees aged 30–50 years, representing 122 employees, or 48.0% of the Group workforce. This was followed by employees aged 51 years and above, with 93 employees, and employees aged 18–29 years, with 39 employees. We did not employ any individuals under the age of 18.

Age group – FY 2025/2026	Qubiqa A/S	Qubiqa Sp. z o.o.	CH System A/S	Qubiqa Group	Share of Group workforce
Under 18 years	0	0	0	0	0.0%
18–29 years	21	14	4	39	15.4%
30–50 years	49	50	23	122	48.0%
51 years and above	47	29	17	93	36.6%
Total employees	**117**	**93**	**44**	**254**	**100.0%**

C5 Additional workforce information

Gender representation at management level

At the end of FY 2025/26, our management team consisted of 24 managers, comprising 21 male managers and 3 female managers. Female managers therefore represented 12.5% of management positions, while male managers represented 87.5%.

The management figures comprise 11 managers in Qubiqa A/S, of whom 10 were male and 1 was female; 9 managers in Qubiqa Sp. z o.o. in Poland, of whom 7 were male and 2 were female; and 4 managers in CH System A/S, all of whom were male.

1:7

female-to-male management ratio

Management gender	Qubiqa A/S	Qubiqa Sp. z o.o.	CH System A/S	Qubiqa Group	Group share
Male	10	7	4	21	87.5%
Female	1	2	0	3	12.5%
Other	0	0	0	0	0.0%
Gender not reported	0	0	0	0	0.0%
Total managers	**11**	**9**	**4**	**24**	**100.0%**

The female-to-male management ratio at Group level was 1:7, corresponding to approximately one female manager for every seven male managers.



C5 Additional workforce information

Self-employed workers and agency workers

At the end of the reporting period, seven self-employed persons without employees worked exclusively for companies within our Group. This comprised two persons working exclusively for Qubiqa A/S in Denmark and five persons working exclusively for CH System A/S. We did not engage any such persons in our Polish operations.

We did not engage any agency workers supplied by temporary employment agencies during the reporting period.

Worker category	Qubiqa A/S	Qubiqa Sp. z o.o.	CH System A/S	Qubiqa Group
Self-employed persons working exclusively for us	2	0	5	**7**
Agency workers supplied by temporary employment agencies	0	0	0	**0**

Employee turnover

During FY 2025/26, 48 employees left the Group, comprising 21 employees from Qubiqa A/S, 12 employees from Qubiqa Sp. z o.o. in Poland, and 15 employees from CH System A/S.

Employee turnover includes voluntary resignations, retirements and other employment terminations, including employees leaving during their probationary period.

Turnover rates are calculated as the number of employees leaving during the reporting period divided by the estimated average employee headcount. The estimated average headcount is calculated as the average of opening and closing headcount.

The employee turnover rate was 18.2% for Qubiqa A/S, 13.3% for Qubiqa Sp. z o.o. in Poland and 31.3% for CH System A/S, resulting in an overall Group turnover rate of 18.9%.

Employee turnover FY 2025/2026	Qubiqa A/S	Qubiqa Sp. z o.o.	CH System A/S	Qubiqa Group
Employees leaving	21	12	15	48
Estimated average headcount	115.5	90.5	48.0	254.0
Employee turnover rate	18.2%	13.3%	31.3%	18.9%

C6 Human rights policies and processes

We have a Group Policy that applies across the group and sets out our principles and commitments in relation to our workforce and responsible business conduct. The policy covers health and safety, employee engagement and satisfaction, diversity, inclusion, equality and equity, human rights and labor rights, and anti-corruption.

As part of the human and labor rights provisions, the Group Policy specifically addresses child labor and forced labor. It also addresses non-discrimination and the prevention of workplace accidents through our commitments relating to diversity, equality and health and safety.

During the next reporting period, we plan to develop an Employee Code of Conduct to further specify the principles and expectations applicable to employees in their day-to-day work and conduct. We also maintain a whistleblower system that provides a channel for reporting concerns or suspected misconduct.

In addition, we maintain a Supplier Code of Conduct that communicates our expectations regarding human rights, labor rights, health and safety, environmental practices and business ethics to suppliers providing products and services to us.

In accordance with the VSME disclosure requirements for human rights policies and processes, the coverage of our Group Policy and related processes is summarized below:

Code of conduct or human rights policy for own workforce	Yes – Group Policy covering human and labor rights
Child labor	Yes
Forced labor	Yes
Human trafficking	No*
Discrimination	Yes
Accident prevention	Yes
Other	Yes – human and labor rights, health and safety, employee engagement and satisfaction, diversity, inclusion, equality and equity, and anti-corruption
Complaints-handling mechanism for own workforce	Yes – whistleblower system

** Human trafficking is not specifically addressed in the Group Policy.*

C7 Severe human rights incidents

During the reporting period, we did not identify any confirmed incidents relating to child labor, forced labor, human trafficking, discrimination or other severe human rights issues involving our own workforce.

As no confirmed incidents were identified, no corrective actions were required during the reporting period.

We were not aware of any confirmed severe human rights incidents involving workers in our value chain, affected communities, consumers or end users during the reporting period. Although we maintain a Supplier Code of Conduct that sets out our expectations regarding responsible business conduct, the statement above is based on our knowledge during the reporting period and should not be interpreted as a guarantee that no such incidents occurred elsewhere in the value chain.



Confirmed incident	Status
Child labor	No
Forced labor	No
Human trafficking	No
Discrimination	No
Other severe human rights issues	No
Corrective actions required	No
Confirmed incidents in the value chain	No



B9 Health and safety

Providing a safe and healthy working environment is an integral part of our operations. Our health and safety practices include workplace hazard identification, safety inspections, incident reporting and follow-up, relevant health and safety training, and emergency preparedness activities.

Employees are expected to follow applicable safety procedures, use personal protective equipment where required, report accidents and near misses, and participate in relevant health and safety activities. Our objective is to prevent work-related accidents resulting in more than one day of absence.



Occupational health and safety performance

During FY 2025/26, four recordable work-related accidents were reported across Qubiqa Group, comprising three accidents at Qubiqa A/S in Denmark and one at Qubiqa Sp. z o.o. in Poland. No recordable work-related accidents were reported at CH System A/S.

This compares with two recordable work-related accidents in FY 2024/25, comprising one within Qubiqa and one within CH System A/S.

Health and safety indicator	Qubiqa A/S	Qubiqa Sp. z o.o.	CH System A/S	Qubiqa Group
Recordable work-related accidents	3	1	0	4
Recordable accident rate*	3.20	1.28	0.00	1.84
Fatalities from work-related accidents	0	0	0	0
Fatalities from work-related ill health	0	0	0	0

** The rate of recordable work-related accidents is calculated by dividing the number of recordable work-related accidents during the reporting year by the total number of hours worked by employees and multiplying the result by 200,000. The factor of 200,000 represents the equivalent working hours of 100 full-time employees working 2,000 hours per year.*

The number of recordable work-related accidents increased from two in FY 2024/25 to four in FY 2025/26. The Group's recordable accident rate was 1.84 per 200,000 hours worked in FY 2025/26. No fatalities resulting from work-related accidents or work-related ill health were recorded in either reporting period.

B10 Remuneration, collective bargaining and training

Remuneration

We seek to provide fair and appropriate employment conditions in accordance with applicable legislation and collective bargaining agreements where relevant.

During FY 2025/26, no employees received remuneration below the applicable statutory or collectively agreed minimum wage in Denmark or Poland.

Remuneration indicator	Qubiqa A/S + Poland FY 2025/2026	CH System A/S FY 2025/2026	Qubiqa Group FY 2025/2026
Employees receiving remuneration below applicable minimum wage	0	0	**0**

Collective bargaining

At the end of FY 2025/26, 115 employees were covered by collective bargaining agreements, comprising 71 employees at Qubiqa A/S, 17 employees at Qubiqa Sp. z o.o. in Poland, and 27 employees at CH System A/S. This corresponds to 45.3% of our total Group workforce.

Collective bargaining – FY 2025/2026	Qubiqa A/S	Qubiqa Sp. z o.o.	CH System A/S	Qubiqa Group
Employees covered by collective bargaining agreements	71	17	27	**115**
Share of workforce covered	60.7%	18.3%	61.4%	**45.3%**

B10 Remuneration, collective bargaining and training

Training

We provide training activities that support employees in carrying out their work and maintaining and developing relevant competencies. Training includes professional and technical courses, health and safety training and, where relevant, school attendance related to apprenticeship programmes.

Average annual training hours per employee are calculated by dividing the total recorded training hours during the reporting period by the number of employees at the end of FY 2025/26.

At Group level, a total of 2,514.05 training hours were recorded across 254 employees, corresponding to an average of 9.9 hours of training per employee.

Average annual training hours per employee – FY 2025/2026

	Qubiqa Group FY 2025/2026
Average training hours per employee	**9.9 hours**

The averages are calculated based on total recorded training hours divided by the number of employees at the end of the reporting period. For CH System A/S, the training hours include school attendance recorded in connection with an apprenticeship programme, which has a material effect on the entity's average training hours due to its relatively small workforce.



Governance





We are committed to conducting our business with integrity and in compliance with applicable laws and regulations. Our governance framework includes requirements relating to responsible business conduct, anti-corruption and anti-bribery, conflicts of interest, gifts and hospitality, human rights and the reporting of concerns through established reporting channels.

Our policies and internal requirements support our approach to responsible business conduct across the Group.

B11 Convictions and fines for corruption and bribery

Our Group CSR policy includes requirements relating to anti-corruption and anti-bribery, conflicts of interest, gifts and hospitality, and the reporting of suspected misconduct through established reporting channels.

During FY 2025/26, we were not subject to any convictions for breaches of anti-corruption or anti-bribery legislation, and no fines relating to corruption or bribery were imposed.

Indicator	Qubiqa Group FY 2025/2026
Convictions for corruption or bribery	**0**
Fines related to corruption or bribery	**DKK 0**

Anti-corruption training

During FY 2025/26, anti-corruption training was conducted for relevant employees within the Group. The training supports our Group CSR Policy and our requirements relating to responsible business conduct, including anti-corruption and anti-bribery, conflicts of interest, gifts and hospitality, and the appropriate handling of sensitive transactions.



C8 Revenue from certain activities

During FY 2025/26, Qubiqa Group did not generate revenue from activities in any of the sectors specified under C8 of the VSME standard:

- the prohibited weapons industry, including anti-personnel mines, cluster munitions, chemical weapons or biological weapons;
- the cultivation and production of tobacco;
- the fossil fuel sector, including coal, oil and gas; or
- chemicals production falling under Division 20.2 of Annex I to Regulation (EC) No 1893/2006.

Accordingly, revenue from these activities represented 0% of Qubiqa Group's total revenue during FY 2025/26.

Activity	Share of Group revenue FY 2025/2026
Prohibited weapons	0%
Cultivation and production of tobacco	0%
Fossil fuels – coal	0%
Fossil fuels – oil	0%
Fossil fuels – gas	0%
Chemicals production under NACE Division 20.2	0%



C9 Gender diversity in the administrative, management and supervisory body



At the end of FY 2025/26, the Board of Directors of Qubiqa Holding A/S, as the parent company of Qubiqa Group, consisted of 4 members, comprising 4 male members and 0 female members.

The female-to-male ratio was therefore 0:4.

Board composition	FY 2025/2026
Male members	4
Female members	0
Total Board members	**4**
Female-to-male ratio	**0:4**

0:4

female-to-male ratio



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

