



Gubra
Sustainability Statement

2023

Gubra
Hørsholm Kongevej 11B, 2970 Hørsholm
Reg. 30514041

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Assessment Statement by Klappir Green Solutions hf.

Klappir Green Solutions hf. (Klappir) has assisted Gubra, with its sustainability statement. The sustainability statement contains information on environment, social and governance matters at Gubra.

Responsibility of the board of directors and CEO for the sustainability statement

The board of directors and CEO are responsible for reporting non-financial information, including information on environmental, social and governance matters, in accordance with Article 66 d of Act no. 3/2006 (Icelandic companies).

Confirmation by Klappir

We have planned and conducted our work in accordance with the principles of the Greenhouse Gas Protocol standards: Relevance, Accuracy, Completeness, Consistency and Transparency. By signing below, I hereby confirm that the data provided by Gubra and its suppliers for the company's sustainability statement has been reviewed and assessed by Klappir's sustainability specialists. Information relating to social and governance matters was not reviewed by Klappir. Klappir is not responsible and bears no liability for any investment decisions made by any party based on the information presented in this statement.

Klappir Green Solutions hf.

Gubra's Sustainability Statement is electronically signed by Klappir Green Solutions hf.

For Klappir Green Solutions hf.

Jón Ágúst Þorsteinsson, CEO

Statement by the board of directors and CEO

Gubra's sustainability statement for the year 2023 reflects the ESG guidelines issued by Nasdaq Iceland and Nasdaq Nordic in 2019. These guidelines are based on recommendations made in 2015 by the United Nations, the Sustainable Stock Exchange Initiative, and the World Federation of Exchange. Reference is also made to the GRI Standard (Global Reporting Initiative, GRI100-400) and the Ten Reporting Principles of the UN Global Compact.

Gubra uses the Klappir Sustainability Platform to ensure the traceability, transparency, and efficiency in data collection and processing and dissemination of environmental information.

The board and CEO hereby confirm the company's sustainability statement for the period from January 1, 2023, to December 31, 2023.

Board

CEO

Gubra's Sustainability Statement is electronically signed by the board and CEO.

Statement

Operational Parameters

Operational Parameters	Unit	2022	2023
Total Revenue	DKK m	199.38	204.82
Total Assets	DKK m	262.90	617.52
Number of full time equivalent employees	FTEs	192.0	216.0
Total space for own operation	m ²	4,615.0	5,253.0
Total space for own operation	m ³		

GhG emission intensity	Unit	2022	2023
GhG emissions per megawatt-hour consumed	kgCO ₂ e/MWh	341.19	411.67
GhG emissions per full-time equivalent (FTEe) employee	kgCO ₂ e/FTEs	2,304.5	2,692.1
GhG emissions per assets	kgCO ₂ e/DKK	1,683.0	941.67
GhG emissions per unit of revenue	kgCO ₂ e/DKK	2,219.2	2,839.1
GhG emissions per unit of space (m ²)	kgCO ₂ e/m ²	95.87	110.70
GhG emissions per unit of space (m ³)	kgCO ₂ e/m ³		

Nasdaq: E2|UNGC: P7, P8|GRI: 305-4 |SDG: 13|SASB: General Issue / GHG Emissions, Energy Management

Energy intensity	Unit	2022	2023
Energy per full-time equivalent (FTEe) employee	kWh/FTEs	6,754.2	6,539.5
Energy per unit of revenue	kWh/DKK m	6,504.2	6,896.6
Energy per square meter	kWh/m ²	281.0	268.9
Energy per cubic meter	kWh/m ³		

Nasdaq: E4|UNGC: P7, P8|GRI: 302-3|SDG: 12|SASB: General Issue / Energy Management

Waste intensity	Unit	2022	2023
Total waste per full-time equivalent (FTEe) employee	kg/FTEs	569.7	513.2
Total waste per unit of revenue	kg/DKK m	548.59	541.26

Emissions

Greenhouse Gas Emissions	Unit	2022	2023
Scope 1	tCO ₂ e	1.0	6.0
Percentage of Scope 1 GHG emissions from regulated trading schemes	%		
Scope 2 (location-based)	tCO ₂ e	153.0	166.4
Scope 2 (market-based)	tCO ₂ e		53.8
Scope 1 and 2	tCO ₂ e	154.0	172.4
Scope 3	tCO ₂ e	288.5	409.1
Total operational GhG emissions (market-based scope 2)	tCO ₂ e		480.4
Total operational GhG emissions (location-based scope 2)	tCO ₂ e	442.5	581.5

Nasdaq: E1|UNGC: P7|GRI: 305-1,305-2,305-3|SASB: General Issue / GHG Emissions|TCFD: Metrics & Targets

GHG removal	Unit	2022	2023
Total GHG removals from own operations	tCO ₂ e		205.0
Total GHG removals in the upstream and downstream value chain	tCO ₂ e		
Reversals	tCO ₂ e		

GHG mitigation	Unit	2022	2023
<i>Carbon credits cancelled in the reporting year</i>			
Total amount of carbon credits outside value chain that are verified against recognised quality standards and cancelled	tCO ₂ e	3,000.0	0.0
Share from removal projects	%	0.0%	0.0%
Share from reduction projects	%	100.0%	0.0%
Share from projects within the EU	%	0.0%	0.0%
Share of carbon credits that qualify as corresponding adjustments	%	0.0%	0.0%
<i>Carbon credits planned to be cancelled in the future</i>			
Total amount of carbon credits outside value chain planned to be cancelled in future	tCO ₂ e		1,000.0

Scope 1 - Details	Unit	2022	2023
Total emissions	tCO ₂ e	1.0	6.0
Stationary fuel combustion	tCO ₂ e		
Mobile fuel combustion	tCO ₂ e		
Fugitive emissions	tCO ₂ e	1.0	6.0
Industrial processes	tCO ₂ e		

Scope 2 - Details	Unit	2022	2023
Total emissions	tCO ₂ e	153.0	166.4
Electricity [1]	tCO ₂ e	104.6	113.0
Heating	tCO ₂ e	48.4	53.3
Cooling	tCO ₂ e		
Steam	tCO ₂ e		

Scope 3 - Upstream emissions	Unit	2022	2023
<i>Category 1: Purchased goods and services</i>			
Total emissions	tCO ₂ e	29.2	39.9
Production-related procurement	tCO ₂ e		
Non-production-related procurement	tCO ₂ e		
<i>Category 2: Capital goods</i>			
Total emissions	tCO ₂ e		
Structures	tCO ₂ e		
Vehicles	tCO ₂ e		
Machinery	tCO ₂ e		
<i>Category 3: Fuel- and energy-related activities</i>			
Total emissions	tCO ₂ e		52.5
Upstream emissions of purchased fuel	tCO ₂ e		
Upstream emissions of purchased electricity	tCO ₂ e		49.4
Transmission and distribution (T&D) losses	tCO ₂ e		3.1
Generation of purchased electricity that is sold to end users	tCO ₂ e		
<i>Category 4: Upstream transportation and distribution</i>			
Total emissions	tCO ₂ e	4.0	15.1
Air transportation	tCO ₂ e	3.9	15.0
Marine transportation	tCO ₂ e	0.0	0.0
Road transportation	tCO ₂ e	0.1	0.0
Rail transportation	tCO ₂ e		
Storage of purchased goods	tCO ₂ e		
<i>Category 5: Waste generated in operations</i>			
Total emissions	tCO ₂ e	12.3	13.4
Transport, disposal and treatment of waste	tCO ₂ e	12.3	13.4
Wastewater treatment	tCO ₂ e		
<i>Category 6: Business travel</i>			
Total emissions	tCO ₂ e	36.0	60.6
Air travel	tCO ₂ e	36.0	60.6
Rail travel	tCO ₂ e		
Bus travel	tCO ₂ e		
Car travel	tCO ₂ e		
Marine travel	tCO ₂ e		
Hotel nights	tCO ₂ e		
<i>Category 7: Employee commute</i>			
Total emissions	tCO ₂ e	206.9	227.6
Air travel	tCO ₂ e		
Rail travel	tCO ₂ e		
Public transportation	tCO ₂ e	31.3	34.4
Automobile travel	tCO ₂ e	175.6	193.2
Marine travel	tCO ₂ e		
Remote working	tCO ₂ e		
<i>Category 8: Upstream leased assets</i>			
Total emissions	tCO ₂ e		
Mobile fuel combustion	tCO ₂ e		
Stationary fuel combustion	tCO ₂ e		
Electricity	tCO ₂ e		
Heating	tCO ₂ e		
Fugitive emissions	tCO ₂ e		

Scope 3 - Downstream emissions	Unit	2022	2023
<i>Category 9: Downstream transportation and distribution</i>			
Total emissions	tCO ₂ e		
Air transportation	tCO ₂ e		
Ground transportation	tCO ₂ e		
Marine transportation	tCO ₂ e		
Storage of sold products in warehouses and distribution centers	tCO ₂ e		
Storage of sold products in retail facilities	tCO ₂ e		
<i>Category 10: Processing of sold products</i>			
Total emissions	tCO ₂ e		
<i>Category 11: Use of sold products</i>			
Total emissions	tCO ₂ e		
Direct use-phase emissions	tCO ₂ e		
Indirect use-phase emissions	tCO ₂ e		
<i>Category 12: End-of-life treatment of sold products</i>			
Total emissions	tCO ₂ e		
<i>Category 13: Downstream leased assets</i>			
Total emissions	tCO ₂ e		
Mobile fuel combustion	tCO ₂ e		
Stationary fuel combustion	tCO ₂ e		
Electricity	tCO ₂ e		
Heating	tCO ₂ e		
Fugitive emissions	tCO ₂ e		
<i>Category 14: Franchises</i>			
Total emission	tCO ₂ e		
<i>Category 15: Investments</i>			
Total emissions	tCO ₂ e		
Listed equity and bonds	tCO ₂ e		
Business loans and unlisted equity	tCO ₂ e		
Project finance	tCO ₂ e		
Commercial real estate	tCO ₂ e		
Mortgages	tCO ₂ e		
Motor vehicle loans	tCO ₂ e		

Emission Sources

Energy consumption	Unit	2022	2023
Total energy consumption	kWh	1,296,804	1,412,527
Fossil fuels	kWh		
Bio fuels	kWh		
Electricity [2]	kWh	769,354	831,193
Heating [3]	kWh	527,450	581,334
Cooling	kWh		
Steam	kWh		
Direct energy consumption	kWh		
Indirect energy consumption	kWh	1,296,804	1,412,527

Nasdaq: E3|UNGC: P7, P8|GRI: 302-1, 302-2|SDG: 12|SASB: General Issue / Energy Management

Energy mix	Unit	2022	2023
Total energy consumption	kWh	1,296,804	1,412,527
Fossil fuel	%	0.0%	0.0%
Renewables	%	0.0%	0.0%
Nuclear	%	0.0%	0.0%
Unknown	%	100.0%	100.0%

Nasdaq: E5|GRI: 302-1|SDG: 7|SASB: General Issue / Energy Management

Fuel consumption	Unit	2022	2023
Total fuel consumption	kg		
Biomethane	kg		
Petrol	kg		
DM fuel	kg		
Natural gas	kg		
Diesel	kg		

Fugitive emissions	Unit	2022	2023
Total fugitive emissions	kg		
Carbon dioxide (CO2) [4]	kg	1,003	6,004
Methane (CH4)	kg		
Nitrous oxide (N2O)	kg		
Sulfur hexafluoride (SF6)	kg		
Nitrogen trifluoride (NF3)	kg		
F-gases	kg		

Water consumption	Unit	2022	2023
Total water consumption	m ³	1,655.0	1,914.0
Cold water [5]	m ³	1,655.0	1,914.0
Hot water	m ³		
Reused water (if applicable)	m ³		
Reclaimed water (if applicable)	m ³		

Nasdaq: E6|GRI: 303-5|SDG: 6|SASB: General Issue / Water & Wastewater Management

Electricity mix	Unit	2022	2023
Total electricity consumption	kWh	769,354	831,193
Fossil fuels	%		
Renewables	%		
Nuclear	%		

Upstream transportation and distribution	Unit	2022	2023
Total transportation and distribution	tonne		64.0
Air transportation	tonne		50.0
Marine transportation	tonne		10.0
Ground transportation	tonne		4

Waste treatment	Unit	2022	2023
Total waste generation	kg	109,379	110,858
Sorted waste	kg	60,849	58,317
Unsorted waste	kg	48,530	52,541
Recycled waste	kg	89,059	93,452
Disposed waste	kg	20,320	17,406
Percentage of waste sorted	%	55.6%	52.6%
Percentage of waste recycled	%	81.4%	84.3%

Business travel	Unit	2022	2023
Total distance travelled	km	454,372	584,019
Air travel	km	454,372	584,019
Rail travel	km		
Bus travel	km		
Car travel	km		
Marine travel	km		

Hotel nights	Unit	2022	2023
Total overnight stays	no.		

Employee commuting	Unit	2022	2023
Total distance travelled	km	1,817,389	1,999,665
Air transportation	km		
Rail transportation	km		
Bus transportation	km	306,020	336,712
Car travel	km	1,338,030	1,472,228
Marine transportation	km		
On foot / Bicycle	km	173,339	190,725

Remote working	Unit	2022	2023
Total remote working days	no.		

Downstream transportation and distribution	Unit	2022	2023
Total transportation and distribution	tonne		
Air transportation	tonne		
Marine transportation	tonne		
Ground transportation	tonne		

Downstream storage of products	Unit	2022	2023
Total stored product	tonne		
Storage of products in warehouses	tonne		
Storage of product in retail facilities	tonne		

Investment survey data quality	Unit	2022	2023
Total portfolio	Ø data quality		
Listed equity and bonds	Ø data quality		
Business loans and unlisted equity	Ø data quality		
Project finance	Ø data quality		
Commercial real estate	Ø data quality		
Mortgages	Ø data quality		
Motor vehicle loans	Ø data quality		

Investment asset classes	Unit	2022	2023
Listed equity and bonds	%		
Business loans and unlisted equity	%		
Project finance	%		
Commercial real estate	%		
Mortgages	%		
Motor vehicle loans	%		

Paper management	Unit	2022	2023
Total weight of printed papers	kg	0	0
Total amount of printed paper	pages		
of which color print	pages		
of which black/white print	pages		
Duplex	pages		
Color print	%		
Black/white print	%		

Environmental management

Environmental management	Unit	2022	2023
Does your company follow a formal Environmental Policy? [6]	yes/no	Yes	Yes
Does your company follow specific waste, water, energy, and/or recycling policies?	yes/no	Yes	Yes
Does your company use a recognized energy management system?	yes/no	Yes	Yes

Nasdaq: E7|GRI: 103-2|SASB: General Issue / Waste & Hazardous Materials Management

Climate oversight	Unit	2022	2023
Does your Senior Management Team oversee and/or manage climate-related risks? [7]	yes/no	-	Yes
Does your Board of Directors oversee and/or manage climate-related risk? [8]	yes/no	-	Yes

Nasdaq: E8, E9|GRI: 102-19, 102-20, 102-29, 102-30, 102-31|SASB: General Issue / Business Model Resilience, Systematic Risk Management|TCFD: Governance (Disclosure A/B)

Climate risk mitigation	Unit	2022	2023
Total annual investment in climate-related infrastructure, resilience, and product development	DKK m		

Nasdaq: E10|UNGC: P9|SASB: General Issue / Physical Impacts of Climate Change, Business Model Resilience|TCFD: Strategy (Disclosure A)

Social

S1-6: Characteristics of the undertaking's employees	Unit	2022	2023
<i>Total number of employees, by gender</i>			
Male	Headcount	73	78
Female	Headcount	128	150
Other	Headcount		
Non reported	Headcount		
Total [9]	Headcount	201	228
<i>Number of permanent employees, by gender</i>			
Male	Headcount		73
Female	Headcount		137
Other	Headcount		
Non reported	Headcount		
Total	Headcount		210
<i>Number of temporary employees, by gender</i>			
Male	Headcount		2
Female	Headcount		6
Other	Headcount		
Non reported	Headcount		
Total	Headcount		8
<i>Number of non-guaranteed hours employees, by gender</i>			
Male	Headcount	3	3
Female	Headcount	4	7
Other	Headcount		
Non reported	Headcount		
Total	Headcount	7	10
<i>Employee turnover</i>			
Total number of employees who left the organization	Headcount	20	29
Total employee turnover rate	%	10.9%	14.1%

S1-7: Characteristics of non-employees in the undertaking's own workforce	Unit	2022	2023
Total non-employees in workforce	Headcount	0	0

S1-8: Collective bargaining coverage and social dialogue	Unit	2022	2023
The percentage of total employees covered by collective bargaining agreements	%	0.5%	0.9%
The global percentage of employees covered by workers' representatives	%	0.0%	0.0%

S1-9: Diversity metrics	Unit	2022	2023
<i>Top management gender diversity</i>			
Male	Headcount	12	14
Female	Headcount	11	15
Other	Headcount		
Non reported	Headcount		
Male	%	52.0%	48.0%
Female	%	48.0%	52.0%
Other	%		
Non reported	%		
<i>Employee age distribution</i>			
<30 years old	%	11.6%	11.0%
30-50 years old	%	73.1%	70.6%
>50 years old	%	15.3%	18.6%

S1-12: Persons with disabilities	Unit	2022	2023
<i>The percentage of persons with disabilities amongst its employees</i>			
Male	%	0.5%	0.4%
Female	%		
Other	%		
Non reported	%		
Total	%	0.5%	0.4%

S1-13: Training and skills development metrics	Unit	2022	2023
<i>The percentage of employees that participated in regular performance and career development reviews</i>			
Male	%	98.5%	98.7%
Female	%	98.0%	96.9%
Other	%		
Non reported	%		
Total	%	98.3%	97.8%
<i>The average number of training hours per employee and by gender</i>			
Male	hours		
Female	hours		
Other	hours		
Non reported	hours		
Total	hours		

S1-14: Health and safety metrics	Unit	2022	2023
The percentage of workforce covered by health and safety management system	%	100.0%	100.0%
<i>Health and safety incidents</i>			
Fatalities as a result of work-related - injuries and -ill health	Count	0	0
Number of recordable work related accidents	Count	5	3
Rate of recordable work related accidents	x/1.000.000	0.0	0.0
The number of cases of recordable work-related ill health	Count	0	0
The number of days lost to work-related injuries and fatalities from work-related accidents	Count		

S1-15: Work-life balance metrics	Unit	2022	2023
The percentage of employees entitled to take family-related leave	%		100.0%
<i>The percentage of entitled employees that took family-related leave</i>			
Total	%	10.9%	7.0%
Male	%	5.5%	6.4%
Female	%	14.0%	7.3%
Other	%		
Non reported	%		

S1-16: Remuneration metrics (pay gap and total remuneration)	Unit	2022	2023
The gender pay gap, defined as the difference of average pay levels between female and male employees, expressed as percentage of the average pay level of male employees	%		
The annual total remuneration ratio of the highest paid individual to the median annual total remuneration for all employees (excluding the highest-paid individual)	%		

S1-17: Incidents, complaints and severe human rights impacts	Unit	2022	2023
<i>Work-related incidents of discrimination</i>			
Total number of incidents of discrimination, including harassment	Count		
The number of complaints filed through channels for people in the undertaking's own workforce to raise concerns (including grievance mechanisms) and, where applicable, to the National Contact Points for OECD Multinational Enterprises related to the matters defined in paragraph 2 of the ESRS Own workforce topical Standard, excluding those already reported as incidents of discrimination, including harassment	Count		
Total amount of fines, penalties and compensation for damages as a result of incidents and complaints related to discrimination, including harassment	DKK m		
<i>Cases of severe human rights incidents</i>			
The number of severe human rights incidents connected to the undertaking's workforce	Count		
The total amount of fines, penalties and compensation for damages related to severe human rights incidents	DKK m		

Governance

Incidents of corruption or bribery	Unit	2022	2023
Number of convictions for violation of anti-corruption and anti- bribery laws	Count	0	0
Amount of fines for violation of anti-corruption and anti- bribery laws	DKK m	0	0

Organizational and Operational Boundaries

Organizational boundaries

The "Operational Control" methodology has been chosen in order to define the organizational scope of Gubra's emission accounting. According to the "Operational Control" methodology, companies should account for 100 percent of greenhouse gas emissions from operations under their control. They should not account for greenhouse gas emissions from operations that it has no control over, even though it has a vested interest in their operations. The following companies are covered in the statement:

- Gubra

Operational boundaries

Scope 1

Mobile fuel consumption Not applicable
Stationary fuel combustion Not applicable
Fugitive emissions Fully included
Industrial processes Not applicable

Scope 2

Electricity Fully included
Heating Fully included
Cooling Not applicable
Steam Not applicable

Scope 3

Category 1: Purchased goods and services Partially included
Category 2: Capital goods Not included
Category 3: Fuel and energy related activities Fully included
Category 4: Upstream transportation and distribution Partially included
Category 5: Waste from operations Fully included
Category 6: Business travel Partially included
Category 7: Employee commute Fully included
Category 8: Upstream leased assets Not applicable
Category 9: Downstream transportation and distribution Not applicable
Category 10: Processing of sold products Not applicable
Category 11: Use of sold products Not applicable
Category 12: End-of-life treatment of sold products Not applicable
Category 13: Downstream leased assets Not applicable
Category 14: Franchises Not applicable
Category 15: Investments Not included

Definitions

Carbon credits

A carbon credit is a convertible and transferable instrument representing GHG emissions that have been reduced, avoided or removed through projects that are verified according to recognised quality standards. Carbon credits can be issued from projects within (sometimes referred to as insets) or outside the undertaking's value chain (sometimes referred to as offsets).

Non-verified offsetting projects

Non-verified offsetting projects are defined as offsetting projects that do not generate carbon credits in accordance with the definition above.

Emission intensity

Emission intensity figures are based on combined Scope 1, Scope 2 and Scope 3. Emission intensity is calculated by dividing GHG emissions by a selected operational parameter unit, and is reported as tCO₂e per unit (such as tCO₂e per revenue unit). Emission intensity indicators are used to measure and compare the company's emissions relative to its operational scale.

Direct and indirect energy consumption

Total energy consumption includes all energy consumed by the company including combustion of fuels by the company (direct energy) and energy consumed through electricity and heating (indirect energy). The energy consumption is reported in kilowatt hours (kWh).

Energy intensity

Energy intensity is calculated by dividing the total energy consumption by a selected operational parameter unit, and is reported as kWh per unit (such as kWh per full-time equivalent employee (FTEe)). Energy intensity indicators are used to measure the efficiency of energy usage and compare the company's energy consumption relative to its operational scale.

Waste intensity

Waste intensity is calculated by dividing the total amount of waste generated by a selected operational parameter unit, and is reported as kg per unit (such as kg per full-time equivalent employee (FTEe)).

Scope 2 (location-based)

Emissions in scope 2 (location-based) are indirect emissions from generation of consumed energy, where emissions from energy consumption is estimated based on the average emissions from generation onto the energy network.

Scope 2 (market-based)

Market-based scope 2 emissions reflect the emissions from the electricity that a company is purchasing (often spelled out in contracts or instruments) which may be different from the electricity that is generated locally.

Fugitive emissions

Emissions resulting from intentional or unintentional releases, e.g., equipment leaks from joints, seals, packing, and gaskets; methane emissions from coal mines and venting; hydrofluorocarbon (HFC) emissions during the use of refrigeration and air conditioning equipment; and methane leakages from gas transport.

Purchased goods and services

Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year, not otherwise included in Categories 2 - 8

Capital goods

Extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year.

Fuel- and energy related activities

Includes emissions related to the production of fuels and energy purchased and consumed by the reporting company in the reporting year that are not included in scope 1 or scope 2.

Upstream transportation and distribution

Transportation and distribution of products purchased in the reporting year, between a company. Third party transportation and distribution services purchased by the reporting company in the reporting year, including inbound logistics, outbound logistics and third-party transportation and distribution between a company's own facilities.

Waste generated in operations

Emissions from third-party disposal and treatment of waste in the reporting year.

Business travel

Emissions from the transportation of employees for business related activities in the reporting year.

Employee commuting

Emissions from the transportation of employees between their homes and their worksites.

Upstream leased assets

Operation of assets leased by the reporting company (lessee) in the reporting year and not included in scope 1 and scope 2 – reported by lessee.

Downstream transportation and distribution

Transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer (if not paid for by the reporting company), including retail and storage (in vehicles and facilities not owned or controlled by the reporting company).

Processing of sold products

Processing of intermediate products sold in the reporting year by downstream companies (e.g., manufacturers)

Use of sold products

End use of goods and services sold by the reporting company in the reporting year.

End-of-life treatment of sold products

Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life.

Downstream leased assets

Operation of assets owned by the reporting company (lessor) and leased to other entities in the reporting year, not included in scope 1 and scope 2 – reported by lessor.

Franchises

Operation of franchises in the reporting year, not included in scope 1 and scope 2 – reported by franchisor.

Investments

Operation of investments (including equity and debt investments and project finance) in the reporting year, not included in scope 1 or scope 2.

Energy management system

Energy management systems such as ISO 50001.

Notes

- [1] According to guarantees of origin (GOs) the electricity purchases of the company in the reporting year were 99% from renewable sources. (All electricity purchased from True Energy and Ørsted, which is 99% of purchased electricity at Gubra).
- [2] The electricity consumption of certain assets has been estimated based on prior consumption data of the asset, as data was not available for the remainder of the reporting year. These estimations constitute 12% of the company's electricity consumption in the current reporting year.
- [3] The heating consumption of certain assets has been estimated based on prior consumption data of the asset, as data was not available for the remainder of the reporting year. These estimations constitute 16.6% of the company's heating consumption in the current reporting year.
- [4] Dry ice is included in 2023 for the first time.
- [5] The cold water consumption of certain assets has been estimated based on prior consumption data of the asset, as data was not available for the remainder of the reporting year. These estimations constitute 5% of the company's cold water consumption in the current reporting year.
- [6] Link to Sustainability at Gubra <https://www.gubra.dk/about-us/sustainability/>
- [7] Gubra has not identified any climate-related risks that are major to Gubra. If that happens, our Senior Management Team will oversee and/or manage these.
- [8] Gubra has not identified any climate-related risks that are major to Gubra. If that happens, our Board of Directors will oversee and/or manage these.
- [9] End of year numbers