
Sustainability Statement 2024

Contents

Statement by the board of directors and CEO	3
Statement	4
Operational parameters	4
Emissions	5
Emission sources	8
Environmental management	10
Social	11
Governance	15
Organizational and Operational Boundaries	16
Organizational boundaries	16
Operational boundaries	16
Definitions	17
Notes	20

Statement by the board of directors and CEO

Gubra's sustainability statement for 2024 is prepared in accordance with the GhG protocol calculation methodology. For scope 1 and scope 2, activity-based data has been collected and used. For scope 3, activity-based data has been collected where possible via requests to the main suppliers. However, the main part is spend-based due to limited activity-based data received from the suppliers.

Gubra is continuously improving the ESG reporting and for 2024 disclosing full scope 3. However, Gubra is not applicable for CSRD reporting until disclosure of Annual Report for 2026 in 2027.

In 2024, Gubra implemented a new ESG platform using emission factors from Climatiq.

The board and CEO hereby confirm the company's sustainability statement for the period from 1 January 2024 – 31 December 2024.

Board

CEO

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

Statement

Operational parameters

Operational Parameters	Unit	2024	2023	2022
Total Revenue	DKK m	265.8	204.8	199.4
Total Assets	DKK m	612.5	625.3	262.9
Number of full-time equivalent employees	FTEs	236	205	192
Total space for own operation	m ²	6,581.6	5,253.0	4,615.0
GhG emission intensity	Unit	2024	2023	2022
GhG emissions per megawatt-hour consumed	kgCO ₂ e/Mwh	3,467.1	411.7	341.2
GhG emissions per full-time equivalent (FTEe) employee	kgCO ₂ e/FTE	25,929.7	2,836.6	2,304.7
GhG emissions per assets	kgCO ₂ e/DKK m	10,008.9	951.1	1,683.1
GhG emissions per unit of revenue	kgCO ₂ e/DKK m	23,022.6	2839.4	2,219.2
GhG emissions per unit of space (m ²)	kgCO ₂ e/m ²	929.8	110.7	95.9
Energy intensity	Unit	2024	2023	2022
Energy per full-time equivalent (FTEe) employee	kWh/FTE	7,478.9	6,890.4	6,754.2
Energy per unit of revenue	kWh/DKK m	6,640.4	6,897.1	6,503.5
Energy per square meter	kWh/m ²	268.2	268.9	281.0
Waste intensity	Unit	2024	2023	2022
Total waste per full-time equivalent (FTEe)	kg/FTE	463.6	540.8	569.7
Total waste per unit of revenue	kg/DKK m	411.6	541.3	548.5

Emissions

GhG emissions	Unit	2024	2023	2022
Scope 1	tCO ₂ e	8.1	6.0	1.0
Scope 2 (location-based)	tCO ₂ e	156.8	166.4	153.0
Scope 2 (market-based)	tCO ₂ e	62.5	53.8	-
Scope 1 and 2	tCO ₂ e	164.9	172.4	154.0
Scope 3	tCO ₂ e	5,954.5	409.1	288.5
Total operational GhG emissions (market-based scope 2)	tCO ₂ e	6,025.1	468.9	-
Total operational GhG emissions (location-based scope 2)	tCO ₂ e	6,119.4	581.5	442.5
GhG removal	Unit	2024	2023	2022
Total GhG removals from own operations	tCO ₂ e	69.0	205.0	-
GhG mitigation	Unit	2024	2023	2022
<i>Carbon credits cancelled in the reporting year</i>				
Total amount of carbon credits outside value chain that are verified against recognized quality standards and cancelled	tCO ₂ e	0.0	0.0	3,000.0
Share from removal projects	%	0.0%	0.0%	0.0%
Share from reduction projects	%	0.0%	0.0%	100.0%
Share from projects within the EU	%	0.0%	0.0%	0.0%
Share of carbon credits that qualify as corresponding adjustments	%	0.0%	0.0%	0.0%
<i>Carbon credits planned to be cancelled in the future</i>				
Total amount of carbon credit outside value chain planned to be cancelled in future	tCO ₂ e	1,000.0	1,000.0	-

Scope 1 – Details	Unit	2024	2023	2022
Total emissions	tCO ₂ e	8.1	6.0	1.0
Fugitive emissions	tCO ₂ e	8.1	6.0	1.0
Scope 2 – Details	Unit	2024	2023	2022
Total emissions	tCO ₂ e	156.8	166.4	153.0
Electricity [1]	tCO ₂ e	122.6	113.0	104.6
Heating	tCO ₂ e	34.2	53.3	48.4
Scope 3 – Upstream emissions	Unit	2024	2023	2022
<i>Category 1: Purchased goods and services</i>				
Total emissions	tCO ₂ e	4,792.2	39.9	29.2
<i>Category 2: Capital goods</i>				
Total emissions	tCO ₂ e	387.8	-	-
Laboratory equipment	tCO ₂ e	23.4	-	-
Solar Panel (Gubra Green)	tCO ₂ e	364.4	-	-
<i>Category 3: Fuel- and energy-related activities</i>				
Total emissions	tCO ₂ e	60.7	52.5	-
Upstream emissions of purchased electricity	tCO ₂ e	57.1	49.4	-
Transmission and distribution (T&D) losses	tCO ₂ e	3.6	3.1	-
<i>Category 4: Upstream transportation and distribution</i>				
Total emissions	tCO ₂ e	48.7	15.1	4.0
Air transportation	tCO ₂ e	20.0	15.0	3.9
Marine transportation	tCO ₂ e	-	-	-
Road transportation	tCO ₂ e	0.4	-	0.1
Rail transportation	tCO ₂ e	-	-	-
Unspecified	tCO ₂ e	28.2	-	-
<i>Category 5: Waste generated in operations</i>				
Total emissions	tCO ₂ e	13.5	13.4	12.3
Transport, disposal and treatment of waste	tCO ₂ e	13.5	13.4	12.3
Hazardous waste treatment	tCO ₂ e	12.8	-	-
Normal waste treatment	tCO ₂ e	0.7	-	-
Wastewater treatment	tCO ₂ e	-	-	-

Scope 3 – Upstream emissions (cont.)	Unit	2024	2023	2022
<i>Category 6: Business travel</i>				
Total emissions	tCO ₂ e	205.7	60.6	36.0
Air travel	tCO ₂ e	170.8	60.6	36.0
Marine travel	tCO ₂ e		-	-
Rail travel	tCO ₂ e	4.8	-	-
Bus travel	tCO ₂ e	0.2	-	-
Car travel	tCO ₂ e	8.7	-	-
Hotel nights	tCO ₂ e	21.1	-	-
<i>Category 7: Employee commute</i>				
Total emissions	tCO ₂ e	135.6	227.6	206.9
Public transportation	tCO ₂ e	16.8	34.4	31.3
Car transportation	tCO ₂ e	118.3	193.2	175.6
Bike transportation	tCO ₂ e	0.5	-	-
<i>Category 8: Upstream leased assets</i>				
Total emissions	tCO ₂ e	310.3	-	-
Scope 3 – Downstream emissions				
Category 9: Downstream transportation and distribution				
Total emissions	tCO ₂ e	N/A	N/A	N/A
Category 10: Processing of sold products				
Total emissions	tCO ₂ e	N/A	N/A	N/A
Category 11: Use of sold products				
Total emissions	tCO ₂ e	N/A	N/A	N/A
Category 12: End-of-life treatment of sold products				
Total emissions	tCO ₂ e	N/A	N/A	NA/
Category 13: Downstream leased assets				
Total emissions	tCO ₂ e	N/A	N/A	N/A
Category 14: Franchises				
Total emissions	tCO ₂ e	N/A	N/A	N/A
Category 15: Investments				
Total emissions	tCO ₂ e	N/A	N/A	N/A

Emission sources

Energy consumption	Unit	2024	2023	2022
Total energy consumption	kWh	1,765,009	1,412,527	1,296,804
Electricity [2]	kWh	964,915	831,193	769,354
Heating [3]	kWh	800,093	581,334	527,450
Direct energy consumption	kWh	0	0	0
Indirect energy consumption	kWh	1,765,009	1,412,527	1,296,804

Energy mix	Unit	2024	2023	2022
Total energy consumption	kWh	1,765,009	1,412,527	1,296,804
Fossil fuels	%	0	0	0
Renewables	%	33	0	0
Nuclear	%	0	0	0
Unknown	%	67	100	100

Fugitive emissions	Unit	2024	2023	2022
Total fugitive emissions	kg	8,142	6,004	1,003
Carbon dioxide (CO ₂) [4]	kg	8,142	6,004	1,003

Water consumption	Unit	2024	2023	2022
Total water consumption	m ³	2,106.8	1,914.0	1,655.0
Cold water [5]	m ³	2,106.8	1,914.0	1,655.0

Electricity mix	Unit	2024	2023	2022
Total electricity consumption	kWh	964,915	831,193	769,354
Fossil fuels	%	-	-	-
Renewables	%	61	-	-
Nuclear	%	-	-	-
Unknown	%	39	-	-

Upstream transportation and distribution [6]	Unit	2024	2023	2022
Total transportation and distribution	Tons	3.8	6.4	-
Air transportation	Tons	2.8	5.0	-
Marine transportation	Tons	-	1.0	-
Ground transportation	Tons	1.0	0.4	-

Waste treatment	Unit	2024	2023	2022
Total waste generation	kg	109,410	110,858	109,379
Sorted waste	kg	62,213	58,317	60,849
Unsorted waste	kg	47,197	52,541	48,530
Recycled waste	kg	94,196	93,452	89,059
Disposed waste	kg	15,214	17,406	20,320
Percentage of waste sorted	%	56.9	52.6	55.6
Percentage of waste recycled	%	86.1	84.3	81.4

Business travel	Unit	2024	2023	2022
Total transportation and distribution	km	1,029,435	584,019	454,372
Air transportation	km	1,029,435	584,019	454,372
Marine transportation	km	-	-	-
Ground transportation	km	-	-	-

Hotel nights	Unit	2024	2023	2022
Total overnight stays	no.	-	-	-

Employee commuting	Unit	2024	2023	2022
Total distance travelled	km	1,242,914	1,999,665	1,817,389
Air transportation	km	-	-	-
Marine transportation	km	-	-	-
Rail transportation	km	-	-	-
Bus transportation	km	226,197	336,712	306,020
Car transportation	km	926,419	1,472,228	1,338,030
On foot / Bicycle	km	90,298	190,725	173,339

Remote working	Unit	2024	2023	2022
Total remote working days	no.	-	-	-

Downstream transportation and distribution	Unit	2024	2023	2022
Total transportation and distribution	Tons	N/A	N/A	N/A

Downstream storage of products	Unit	2024	2023	2022
Total stored product	Tons	N/A	N/A	N/A

Investments survey data quality	Unit	2024	2023	2022
Total portfolio	Ø data quality	N/A	N/A	N/A

Paper management	Unit	2024	2023	2022
Total weight of printed paper	kg			
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	2024	2023	2022
Does your company follow a formal Environmental Policy? [7]	yes/no	Yes	Yes	Yes
Does your company follow specific waste, water, energy, and/or recycling policies?	yes/no	Yes	Yes	Yes
Does your company use a recognized energy management system?	yes/no	Yes	Yes	Yes

Climate oversight	Unit	2024	2023	2022
Does your Senior Management Team oversee and/or manage climate-related risks? [8]	yes/no	Yes	Yes	-
Does your Board of Directors oversee and/or manage climate-related risks?	yes/no	Yes	Yes	-

Climate risk mitigation	Unit	2024	2023	2022
Total annual investment in climate-related infrastructure, resilience, and product development	DKK m	Yes	Yes	-

Social

S1-6: Characteristics of the undertaking's employees	Unit	2024	2023	2022
<i>Total number of employees, by gender</i>				
Male	Headcount	96	78	73
Female	Headcount	166	150	128
Other	Headcount	-	-	-
Non reported	Headcount	-	-	-
Total [9]	Headcount	262	228	201
<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		7	4
Other	Headcount		-	-
Non reported	Headcount		-	-
Total	Headcount		10	7
<i>Employee turnover</i>				
Total number of employees who left the organization	Headcount	24	29	20
Total employee turnover rate	%	10	14	11
S1-7: Characteristics of non-employees in the undertaking's own workforce				
Total non-employees in workforce	Headcount	0	0	0

S1-8: Collective bargaining coverage and social dialogue	Unit	2024	2023	2022
The percentage of total employees covered by collective bargaining agreements	%	0.0	0.9	0.5
The global percentage of employees covered by workers' representatives	%	0.0	0.0	0.0
S1-9: Diversity metrics	Unit	2024	2023	2022
<i>Top management gender diversity</i>				
Male	Headcount	16	14	12
Female	Headcount	16	15	11
Other	Headcount	-	-	-
Non reported	Headcount	-	-	-
Male	%	50.0	48.0	52.0
Female	%	50.0	52.0	48.0
Other	%	-	-	-
Non reported	%	-	-	-
<i>Employee age distribution (%)</i>				
<30 years old	%	13.0	11.0	11.6
30-50 years old	%	67.0	70.5	73.1
>50 years old	%	20.0	18.5	15.3
S1-12: Persons with disabilities	Unit	2024	2023	2022
<i>The percentage of people with disabilities amongst its employees</i>				
Male	%	0.8	0.4	0.5
Female	%	-	-	-
Other	%	-	-	-
Non reported	%	-	-	-
Total	%	0.8	0.4	0.5

S1-13: Training and skills development metrics	Unit	2024	2023	2022
<i>The percentage of employees that participated in regular performance and career development reviews</i>				
Male	%	99.7	98.7	98.5
Female	%	99.7	96.9	98.0
Other	%		-	-
Non reported	%		-	-
Total	%	99.7	97.8	98.3
<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	2024	2023	2022
<i>The percentage of workforce covered by health and safety management system</i>				
Health and safety incidents	%	100	100	100
Fatalities as a result of work-related injuries and -ill health	Count	0	0	0
Number of recordable work-related accidents	Count	6	3	5
Rate of recordable work-related accidents	x/1.000.000	2.0	0.0	0.0
The number of cases of recordable work-related ill health	Count	0	-	-
The number of days lost to work-related injuries and fatalities from work-related accidents	Count	24	-	-
S1-15: Work-life balance metrics	Unit	2024	2023	2022
<i>The percentage of employees entitled to take family-related leave</i>				
	%	98	98	-
<i>The percentage of entitled employees that took family-related leave [10]</i>				
Male	%	7.4	6.4	5.5
Female	%	12.3	7.3	14.0
Other	%		-	-
Non reported	%		-	-
Total	%	10.5	7.0	10.9

S1-16: Remuneration metrics (pay gap and total remuneration)	Unit	2024	2023	2022
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	2024	2023	2022
<i>Work-related incidents of discrimination</i>				
Total number of incidents of discrimination, including harassment	Count	19	-	-
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	0	-	-
Total amount of fines, penalties and compensation for damages as a result of incidents and complaints related to discrimination, including harassment	DKK m	0	-	-
The number of severe human rights incidents connected to the undertaking's workforce	Count	0	-	-
The total amount of fines, penalties and compensation for damages related to severe human rights incidents	DKK m	0	-	-

Governance

G1-4: Incidents of corruption or bribery	Unit	2024	2023	2022
Number of convictions for violation of anti-corruption and anti-bribery laws	Count	0	0	0
Amount of fines for violation of anti-corruption and anti-bribery laws	DKK m	0	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, a company should account for 100 percent of greenhouse gas emissions from operations under their control. It 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 A/S
- Gubra Green ApS

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 – Fully included
Category 2: Capital goods – Fully included
Category 3: Fuel and energy related activities – Fully included
Category 4: Upstream transportation and distribution – Fully included
Category 5: Waste from operations - Fully included
Category 6: Business travel - Fully included
Category 7: Employee commute - Fully included
Category 8: Upstream leased assets – Fully included
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 applicable

Definitions

Carbon credits

A carbon credit is a convertible and transferable instrument representing GhG emission that have been reduced, avoided or removed through projects that are verified according to recognized 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 tCO_{2e} per unit (such as tCO_{2e} 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 are 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] For 2024, 75% of our energy consumption was renewable energy. According to guarantees of origin (GOs) the electricity purchases of the company in 2023 were 99% from renewable sources. All electricity purchased from True Energy and Dong, which was 99% of purchased electricity at Gubra in 2023.
- [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 9% of the company's electricity consumption in 2024 compared to 12% of the company's electricity consumption in 2023.
- [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.
- [4] Dry ice was 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.
- [6] For 2024, specification of weight and transportation form has been less detailed in the supplier specific data compared to 2023.
- [7] Link to Sustainability at Gubra <https://www.gubra.dk/about-us/sustainability/>
- [8] Gubra has not identified any climate-related risks that are major to Gubra. If that happens, the Senior Management Team will oversee and/or manage these.
- [9] End of year number.
- [10] Calculated as percentage of headcount end of 2024.