

JUPITER BACH

DEVOTED TO WIND

SUSTAINABILITY REPORT

2022

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Statement by Executive Management Team

Over the past year, Jupiter Bach increased regionalization to become a more agile company, being closer to our customers and getting adapted to new scenarios.

The economic disruption caused by the war in Ukraine has amplified calls for an accelerated energy transition. A shift that would move countries away from highly polluting fuels to sources of low carbon energy such as renewables. Hence, wind power emerges as a plentiful and limitless natural resource, providing a solution to the challenge of scarcity and presenting itself as one of the most sustainable methods for electricity generation.

As a result of this disruption as well as related climate change events we have seen lately, it has revitalized our society's interest towards energy sources and secure supply, particularly those associated with renewable energy that help us to a green transition.

We at Jupiter Bach are devoted to wind and we are fully dedicated to do our part in that

transition by supporting the wind industry and to combat climate change, improving our environmental performance of products and processes, and contributing to make our world a better place to live for our present and future generations.

Continued commitment to the United Nations Global Compact and SDGs

The UN Global Compact is the world's largest corporate sustainability initiative for business to align strategies and operations with principles on human rights, labor, environment, and anti-corruption. Jupiter Bach has been a signatory to the United Nations Global Compact since 2019. Those Principles and UN Sustainable Development Goals (the SDGs) are fundamental to our sustainability strategy.

Through this report, the Executive Management Team affirms its continued dedication to these commitments. Drawing inspiration from the United Nations' 10 principles

and 5 Sustainable Development Goals (SDGs) selected, we developed our own sustainability strategy, which revolves around four key pillars:

- Valuing people
- Minimizing carbon footprint
- Promoting clean energy
- Advancing business ethics

Our people, the cornerstone of our success

Our global employees form the bedrock of our values, with everyone playing a vital role in realizing our sustainability roadmap. As an employer, we acknowledge the paramount significance of attracting and retaining talent in today's competitive work landscape. To accomplish this, our entire global organization is fully committed to this objective.

At Executive Management level, we are fully committed to the ongoing enhancement of Jupiter Bach workplaces. We prioritize active investments in the development of each employee and every job site within our global organization.

Minimizing our carbon footprint

Both the products we make, and our core values, reflect our determination to minimize our carbon footprint worldwide. Through

specific actions and integrating sustainability within our business practices we are on the journey to continuously support the UN Sustainable Development Goals and their related initiatives.

Having officially pledged our commitment to the Science-Based Targets Initiative in 2021, we are actively developing a comprehensive plan to minimize our carbon footprint. We have already embarked on various key initiatives that focus on sustainable solutions, involving our supply chain and expecting to become the driver for our sustainability targets in the near future.

In conclusion, our sustainability efforts are a fundamental aspect of our business priorities.

At Jupiter Bach, we believe that being market leader on designing and manufacturing nacelle and spinner covers also means leading the way in sustainability. And that challenge cannot be reached without our main stakeholders: employees, owners, customers, suppliers, and business partners. We extend our honest gratitude to all those involved in making this journey possible.

Sincerely,
The Jupiter Bach
Executive Management Team





At Jupiter Bach, we are committed to acting and fighting for a better world.

2.1 We are devoted to wind

Jupiter Bach is devoted to wind: 100% of our business is focused on the wind industry.

We are global no. 1 in the field of designing and manufacturing nacelle and spinner covers. Within the field of nacelle and spinner covers we are best-in-class, and our track record includes more than 72,000 wind turbines around the world, contributing to decarbonization and the global energy sector’s transition to clean power.

As market leader, we help drive the industry by challenging the status quo, lowering wind power’s Levelized Cost of Energy (LCoE) and continually raising the bar for collaboration.

We currently have 6 production sites, 60,000 m2 of manufacturing and assembly capacity, and more than 1,100 employees worldwide. By continually exploring opportunities in emerging markets, we help OEMs bring even more wind power to the world. Today, we have a global presence with headquarters in Denmark and manufacturing and assembly sites in China, Denmark, Lithuania, Poland, and USA.

Best-in-class technology

Our core business is to design and supply nacelle and spinner covers with maximum customer benefit at minimum cost. For both

off- and onshore wind turbines, we design and manufacture vacuum-infused composite solutions.

Setting new standards

Close collaboration with customers and constant innovation enables us to drive continuous improvement, setting new standards and achieving the most competitive total cost in our field. Our focus is to maximize customer benefits while minimizing costs.

As the market leader, we help drive the industry by challenging the status quo and lowering wind power’s levelized cost of energy (LCOE) We specialize in designing and providing top-notch nacelle and spinner covers, leveraging cutting-edge technology. Whether for onshore or offshore wind turbines, we excel in creating vacuum-infused composite solutions.

Global presence

HQ in Denmark

1,100+ global staff

6 business units

60.000 m2 production floor

100% focus on wind

ISO9001 certified

ISO14001 certified

ISO45001 certified

2.2 Our Values

WE DELIVER • WE INNOVATE • WE CARE

These are our core values and this is how we do business.



To us, WE DELIVER means:

- We stay focused in order to deliver on our commitments.
- We align expectations.

To us, WE INNOVATE means:

- We approach new ways of thinking with curiosity and open-mindedness.
- We empower our people to act in order to find new solutions.

To us, WE CARE means:

- We operate responsibly with respect for people, planet and profit.
- We strive to continuously develop our people and organization.

3. Our approach to sustainability

Our corporate spirit is WE CARE

At Jupiter Bach, we believe that being market leader also means leading the way in sustainability.

According to the United Nations, a sustainable company is one that operates in a manner that meets the needs of the present without compromising the ability of future generations to meet their own needs. To help achieve this, Jupiter Bach is a strong supporter of the United Nations Global Compact and Sustainable Development Goals. These globally recognized principles and goals inspire the four unique pillars of our sustainability strategy. We demonstrate this through initiatives and practices linked to our corporate spirit: WE CARE

5 SDGs and 10 principles

At Jupiter Bach, we actively support the United Nations’ Sustainable Development Goals (SDGs) and have identified five goals where our efforts can make a significant difference and yield the greatest benefits. We in JB have identified and prioritized the SDGs that are most relevant to our stakeholders and activities. Additionally, as a testament to our dedication, we have become a signatory to the UN Global Compact since 2019.

To strengthen our dedication, we incorporate the UN Global Compact’s ten universal principles into our business processes, policies, and code of conduct, emphasizing responsible and ethical practices throughout our operations.

4 pillars strategy

Drawing inspiration from the UN’s 10 principles and 5 SDGs, we developed our sustainability strategy built on four pillars: Valuing people; Minimizing carbon footprint; Promoting clean energy; Advancing business ethics.

In each of the four pillars, we actively monitor performance and establish targets for continuous improvement.

Jupiter Bach sustainability performance has been initially assessed by Eco Vadis, one of the largest collaboration platforms in the world for trading partners to share sustainability performance information.

Our overall scorecard has been 46/100, close to the medal recognition level which we expect to reach next year. We in JB are committed to strengthening our areas for improvement and develop actions to raise the level and enhance our sustainability performance.

Valuing people



WE SUPPORT



Principle: 1–6

Minimizing carbon footprint



WE SUPPORT



Principle: 7–9

Promoting clean energy



WE SUPPORT



Principle: 7–9

Advancing business ethics



WE SUPPORT



Principle: 10

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4. Valuing people

4.1 Occupational Health and Safety

4.2 Human and Labor Rights



4.1 Occupational Health and safety

Our employees are our greatest asset, an integral part of our current and future sustainability strategy.

We strive to continuously develop our people and organization, focusing on raising our safety culture and awareness and making our workplaces healthier and safer.

We prioritize the safety of our personnel by surpassing regulations and establishing our own rigorous standards. This proactive approach ensures the well-being of our employees and sets appropriate standards ahead of time. It demonstrates our commitment to staying ahead and fostering a culture of continuous improvement.

Our ISO45001-certified global Health and Safety management system is integral to protecting the well-being of all employees. We continually enhance this system to ensure risk assessment and mitigation are implemented across all our locations. Consequently, **all our sites are certified in accordance with the ISO 45001 standard**, including the new assembly site in Ringkøbing, Denmark.

Furthermore, our policies continually reinforce Jupiter Bach as an inclusive, diverse, and socially responsible workplace that upholds the rights of labor and humans without compromise.



To read our health and safety policy, please visit www.jupiterbach.com.

SAFETY FIRST

In Jupiter Bach we do believe working safely and following our three Safety Behavior guiding principles in our daily operation are leading us to making our workplaces healthier, safer, and lower in risks. “Think Twice”, “Take Care”, and “Take Away Hazards” are the basics in our journey to achieve our zero-injury ambition target.

Everywhere we operate, these three habits ensure everyone puts safety first:

To us, **Safety First** means:

THINK TWICE:

Take a moment up front to ensure that your behavior and actions are safe.

TAKE CARE:

Always take care of yourself, your colleagues, and others around you.



TAKE AWAY HAZARDS:

Be proactive and remove any hazards you see to avoid unsafe situations.



Photo: QR code poster in our factory in US



Photo: QR code posters in our factory in Poland

Safety first – not an act, but a daily habit

In 2020 the three Safety Behavior guiding principles were implemented. Since then, a significant reduction in the overall number of injuries has been observed, particularly important those related to lost-time injuries.

Keeping in mind zero-accident ambition goal we strive for the best safety culture in the industry, meaning that our safety statements and behaviors are of the outmost importance.

We are convinced zero-accidents ambition target cannot be achieved without participation of all members of the organization, particularly from those who are closer to health and safety risks at manufacturing sites where safety behaviors must be systematically promoted.

We truly believe safety is in everyone's responsibility, and incidents reporting from all employees as well as visitors must be broadly promoted. Therefore, near misses and hazardous observations reporting has become a regular practice at all manufacturing sites. Over the past year, the process has been optimized by digitalization through QR codes, making reporting communication more agile and efficient. Findings and potential improvements are prioritized in our daily meetings with employees.

As an example, near miss reporting has increased by 300% in our factory in Pensacola, US since implementation.

Thank you to that involvement reporting in 2022, more than 1500 findings were reported related to near misses and hazardous observations at all sites.

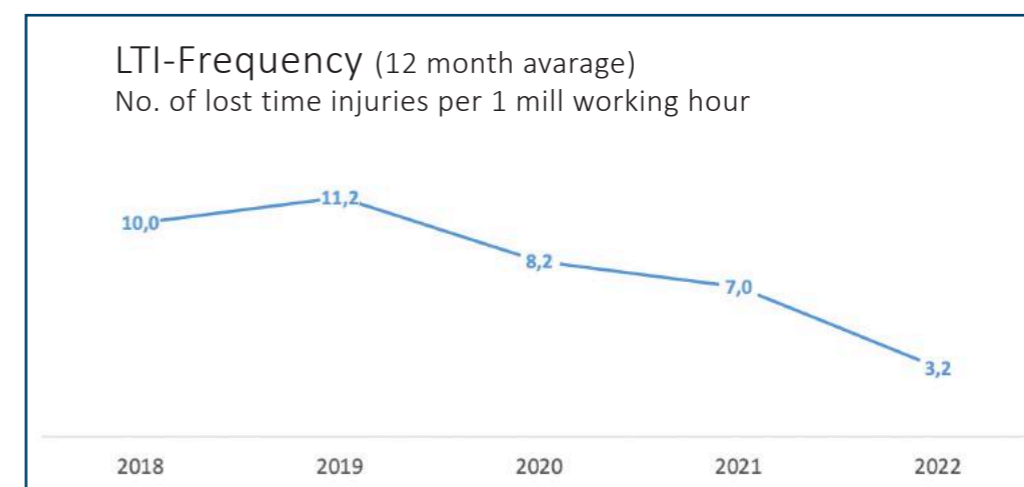


Photo: A cut and drill worker from our factory in Lithuania

Improving our safety performance

A single employee or visitor injured because of Jupiter Bach activities is one too much. Lost-time injury frequency has emerged as our primary metric for monitoring performance and driving our pursuit of safety targets.

Our performance continues to improve over time, resulting in a significant reduction in the total number of injuries. **LTI-frequency has been reduced by 55% corresponding to 3.2 LTIs per 1 million working hours by year's end.**



Milestone: 500 days safe in our factory in China

In October 2022, our manufacturing site in Dezhou, China celebrated a significant milestone of 500 days without any lost time injury. This remarkable achievement is attributed to the collective effort and commitment of everyone at the site, highlighting the development of a strong safety culture. Moving forward, prioritizing the safety and well-being of both new and existing employees remains a top priority for Jupiter Bach.

Photo: 500 days safety production achievement in Jupiter Bach China.



Prevention as essential principle

Our dedication to ensure chemical safety and security in the workplace has driven us to prioritize continuous improvement and minimize risks, particularly those associated with hazardous chemicals. Preventive assessment of potential new chemicals as well as substitution of current products and processes by safer and more environmentally friendly alternatives are definitively a target for us, minimizing risk of harmful substances exposure to our employees and risk from those substances contained in our products that may eventually affect our customers.

Furthermore, the involvement of health and safety committees and employees continues to be a crucial aspect of our safety strategy. This ensures that all employees are consulted and actively participate in initiatives focused on incident prevention, risk assessment and mitigation, and overall enhancement of our workplaces.

4.2 Human and Labor Rights

By signing the UN Global Compact, we have pledged to actively promote business ethics and combat corruption in every form.

The power of diversity

As part of safeguarding our core values, we strive to make Jupiter Bach attractive and desirable place to work for current and new employees. We are fully committed to providing equal opportunities for everyone in all our global operations. We set high standards that go beyond legal requirements to ensure fairness and equality.

In 2022, the representation of women worldwide increased up to 43% of total manpower by the year’s end, increasing by more than 15% compared to the previous year. This significant growth motivates us to place a stronger emphasis on gender distribution and continue our endeavors to promote diversity and achieve gender equity at all levels of the organization.

Supply Chain

In our supply chain, we prioritize human and labor rights, considering them essential criteria when evaluating our suppliers. As part of our approval process, we require suppliers to sign the Jupiter Bach Supplier Code of Conduct, demonstrating their commitment to upholding these rights. Though stopped by pandemic, we resumed regular audits with our suppliers to ensure compliance with our standards, including sustainability aspects, highlighting our emphasis on ethical business practices in our supplier preferences.

To learn more please refer to section 7.

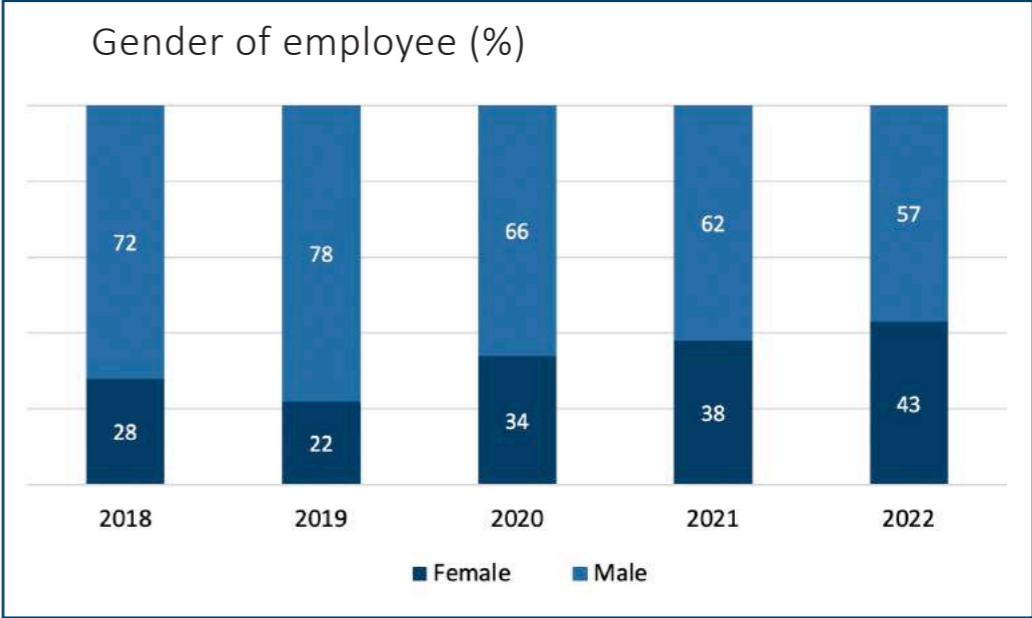
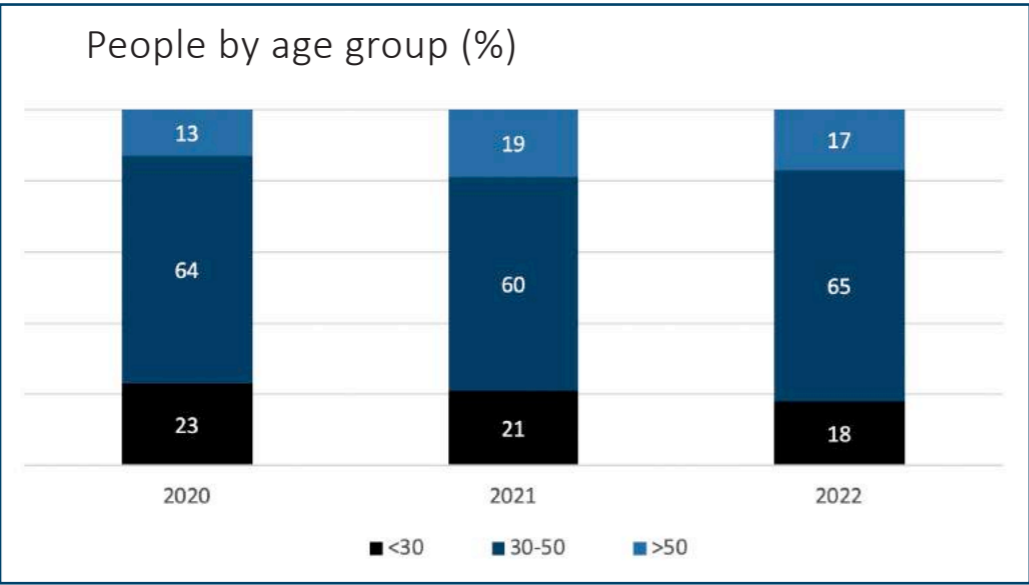


Photo: Workers running moulding process in our factory in US



5. Minimizing carbon footprint

5.1 Greenhouse gas emissions & SBTi

5.2 Circularity and optimization

Jupiter Bach is deeply committed to reducing our environmental footprint, and we achieve this through a global environmental management system. To maintain consistency and high standards, all our sites are ISO14001 certified.

Through this certification, we establish uniform requirements across the company and track our performance in terms of carbon footprint, waste generation, and water consumption.



5.1 Greenhouse gas emissions & SBTi

Jupiter Bach is fully committed to reducing our carbon footprint and combating climate change.

Our carbon footprint is calculated using the widely recognized Greenhouse Gas (GHG) Protocol, a reputable standard for measuring and managing greenhouse gas emissions. External validation by expert professionals ensures the accuracy and reliability of our calculations.

Carbon footprint reporting typically categorizes emissions into three scopes: scope 1, scope 2, and scope 3, including related direct and indirect emissions. Since 2019, we have maintained consistent measurements of our carbon footprint, using 2018 as the baseline year for scope 1 and 2 emissions, and 2019 as the reference year for scope 3 emissions. These comprehensive assessments enable us to monitor our progress effectively and drive substantial reductions in our carbon emissions.

Direct emissions, scope 1

Scope 1 covers direct GHG emissions from owned or controlled sources.

For Jupiter Bach, the major scope 1 emissions include natural gas, fuel used for power generators, volatile organic compounds (VOCs) and company owned vehicles.

In 2022, emissions from our scope 1 accounted to 2201 MT CO2e, a decrease of 15% compared to the previous year in all scope 1 sources of emissions.

Reduction is driven by production reorganization and optimization, particularly in terms of natural gas consumption and volatile organic compounds (VOCs) emissions.

*MT CO2e means Metric Tons of CO2 equivalent emissions.

Indirect emissions, scope 2

Scope 2 emissions in JB consist of GHG emissions generated from the generation of purchased electricity and district heating.

In 2022, emissions within scope 2 accounted for 5% of our total CO2e inventory emissions. This primarily stemmed from the electricity consumption at our manufacturing sites.

In contrast to the previous year, JB decided to stop purchasing green electricity certificates to claim for green electricity via Energy Certificate Attributes (ECAs). ECAs do not always encourage the production of new renewable energy projects so that might undercut efforts to fight climate change, which require a huge expansion of clean energy to replace fossil fuel power.

While purchasing green electricity certificates has been an effective method for offsetting our electricity consumption in the past, we in JB have decided to prioritize our resources towards actions that have a direct and measurable impact on reducing emissions.

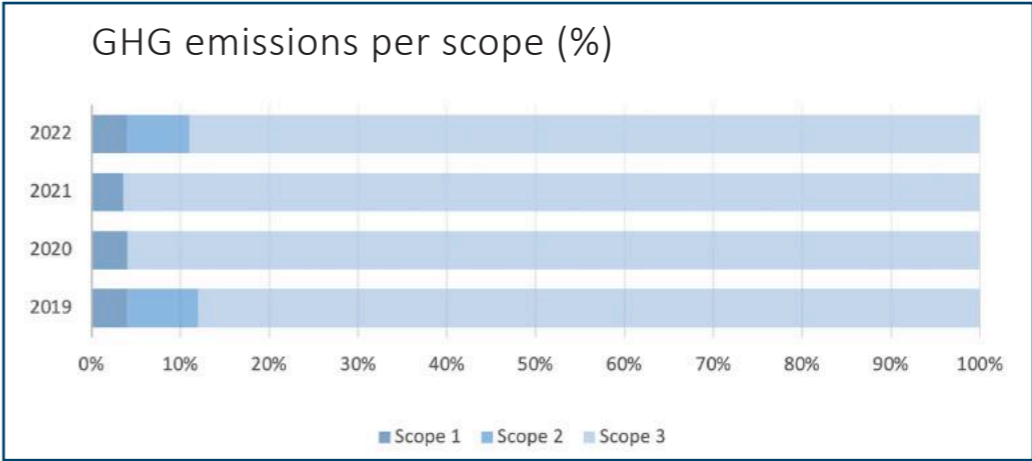




Photo: Glass cutting process in our factory in Lithuania

Indirect emissions, scope 3

Jupiter Bach's scope 3 emissions encompass a range of activities and processes throughout our value chain:

- emissions related to the purchase of raw materials (purchased goods and services),
- capital goods incl. plugs and molds,
- fuel and energy-related activities,
- upstream and downstream transportation and distribution,
- waste disposal,
- business travel,
- employee commuting,
- and end-of-life treatment of sold products.

Full scope 3 has been calculated since 2019, including all emissions as consequence of activities appointed above.

Our analysis has revealed that raw materials purchased make up over 85% of our scope 3 emissions consistently over the years. Specifically, fabrics (such as fiberglass mats) are our primary contributor to emissions, followed by chemicals. Together, the purchase of these raw materials accounts for 68% of our total scope 3 emissions. Understanding these insights allows us to target and prioritize initiatives aimed at reducing emissions associated

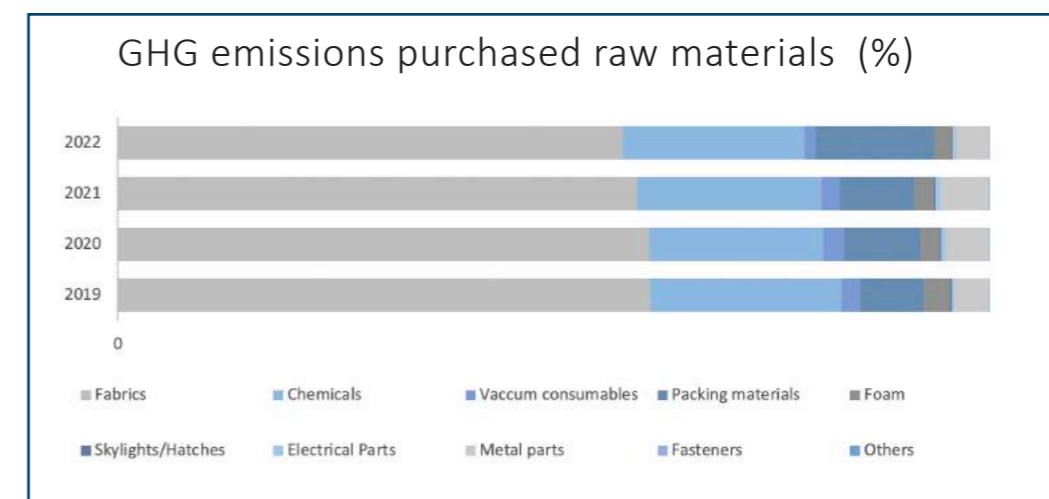
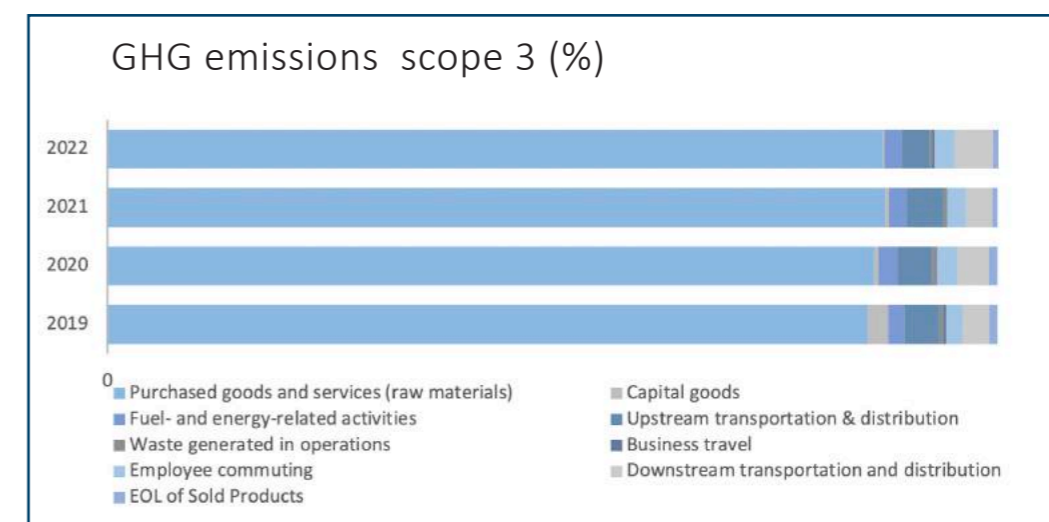
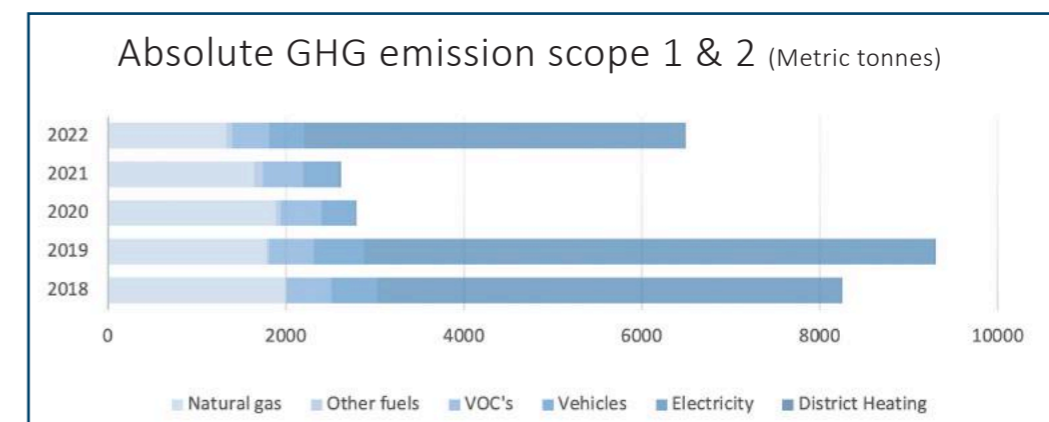
with these materials, driving us towards our environmental sustainability goals.

Regarding scope 3 emissions, only those linked to business travel and downstream transportation and distribution shown an increase in 2022 compared to the preceding year. The limited business travel in 2021, caused by the pandemic, gradually returned to normal throughout 2022. The significant increase in downstream transportation and distribution was mainly driven by changes in the manufacturing footprint and the substantial volume of goods being transported from China to Europe.

When it comes to metrics, we use the indicator of Kg CO₂e scope 1, 2 and 3 emissions per metric m² fiberglass shipped to evaluate our environmental performance.

In 2022, index shows an increase compared to 2021 from 67 to 73 kg CO₂e/m² fiberglass shipped, meaning an increase of 9%.

The primary reason for the rise in emissions is attributed to the increase of scope 2 emissions associated with electricity due to stop purchasing green electricity certificates for all sites, coupled with a decrease in the quantity of m² fiberglass panels manufactured and shipped to customers.



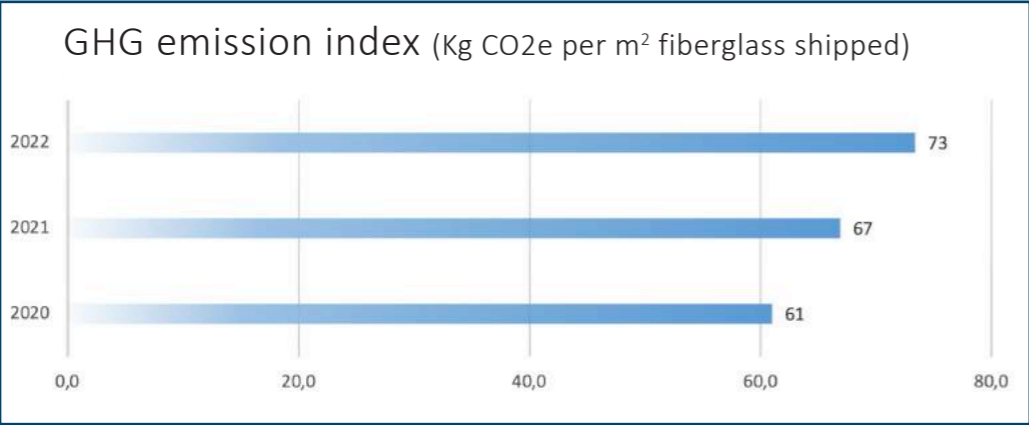
5.2 Circularity and optimization

Circularity is not limited to recycling alone; it involves optimizing resource usage and preserving the value of products and materials throughout their lifecycle. When possible, we aim to maintain the value of resources by re-integrating them into the product cycle. This approach minimizes waste and promotes sustainable resource management. Aligned with the goal of “responsible consumption and production”, we emphasize efficient resource utilization, minimizing waste, and prioritizing reusing as a primary waste disposal method. Through these efforts, we aim to reduce our environmental impact and contribute to making more sustainable products.

Metrics established to assess environmental impact are for GHG emissions but also for energy, waste, and water consumed in our production processes. These indices provide valuable metrics for monitoring and improving our environmental performance, allowing us to track and optimize our resource usage, waste generation, and water consumption.

Reusing material

We prioritize material utilization through innovation and operational projects, aiming for optimization and responsible consumption. By giving products and materials a second life, we minimize waste and reduce our environmental impact.



Case:

We implemented a **circular practice of returning wooden pallets for product transportation** between our manufacturing site in Lithuania and our assembly site in Denmark. By reusing these pallets, we reduce waste and promote a more environmentally friendly logistics process. This initiative aligns with our commitment to sustainability and fosters a circular approach to resource utilization. Through this practice, we have successfully achieved **estimated savings of over 500 tons of CO2e emissions**, considering the emissions associated with the transportation of the pallets for return.

Photo: Pallets returned for a second use from our assembly site in Denmark to our manufacturing site in Lithuania.



Energy

Increase energy efficiency and optimize consumption is also a must in JB. We not just monitor and control consumption but set targets to ensure our processes are as green as possible.

Actions such as extension of LED technology for lighting as well and process reorganization have been practices towards energy optimization at all our sites. Overall total energy consumption has decreased by 24% in 2022 despite the energy consumption rate per m2 fiberglass shipped increased by 15%.

Waste

Waste management is an integral part of our operations at each facility, aligning with our global requirements. We collaborate closely with local waste-handling companies to identify the most effective methods for recycling our waste.

In 2022, we achieved a recycling rate of 13% for our waste materials. While we acknowledge that this percentage is relatively low, we are actively working towards optimizing our material processes and implementing better

segregation practices. While the technology for recycling glass waste is still limited, we embarked on this journey two years ago and have continued to make progress over 2022. We kept sending a portion of our glass mats waste to a trusted partner in Denmark who specializes in recycling and providing the material with a new purpose. We successfully recycled 80 tons of glass mats in 2022, opting for this more effective method rather than less efficient alternatives.

Furthermore, we have implemented a practice of reusing fiberglass waste at our factory in Dezhou, China, repurposing it as raw material for mold repairs. This proactive approach not only minimizes our environmental impact but also reduces operational costs. Our aim is to make our waste more suitable for reuse and recycling, thereby reducing reliance on incineration or landfill disposal.

Over the past three years, we have consistently maintained a stable value in terms of kilograms of waste per square meter of fiberglass shipped. This value stands at approximately 5.4 kilograms of waste per square meter of fiberglass shipped.

Water

Water consumption at our facilities is mainly attributed to the cleaning process of fiberglass parts before shipment, sanitation purposes, and site cleaning. It is important to note that our manufacturing process for nacelles and spinner covers does not involve water usage. We prioritize responsible water management by closely monitoring our water

consumption and actively seeking ways to reduce it.

In 2022, our overall water consumption amounted to 21.5 liters per m2 of fiberglass shipped. This represents a reduction of approximately 9% compared to the previous year.

Photo: One of our employees repairing a fiberglass mould in our factory in China.



6. Promoting clean energy

6.1 Innovation

6.2 Digitalization

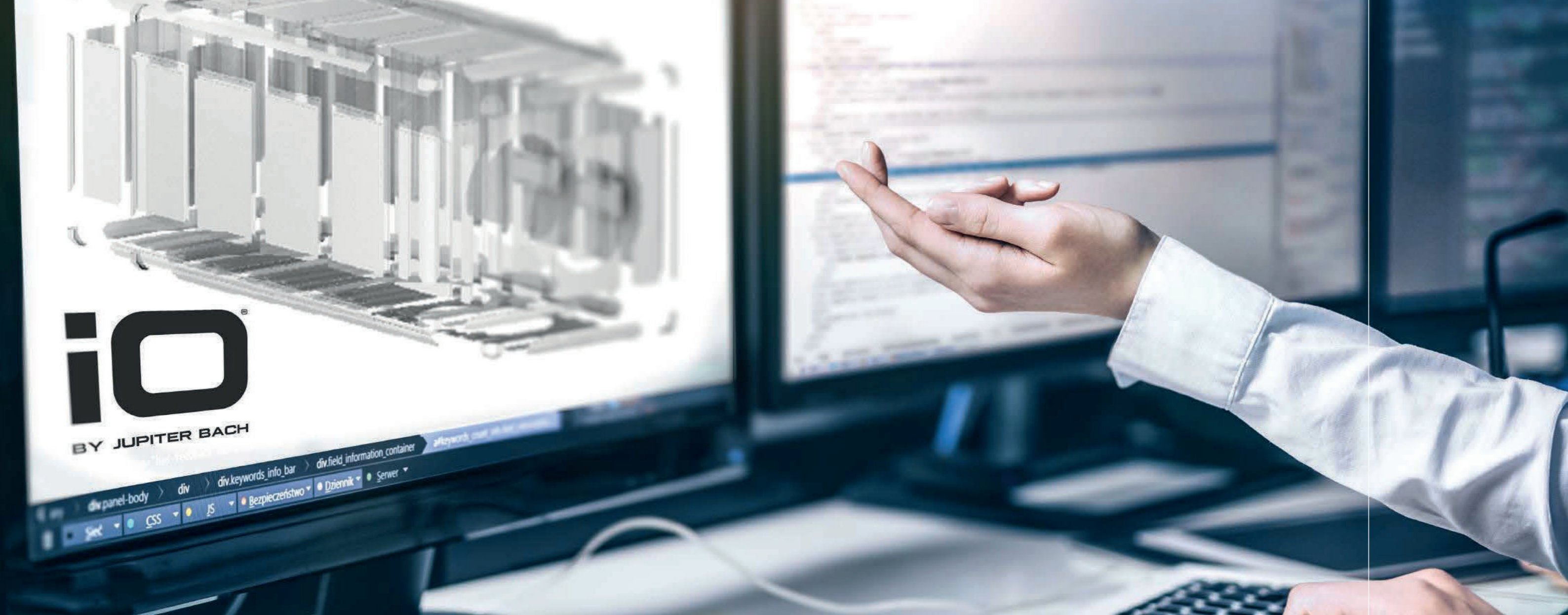


Photo: iO concept developed by JB



6.1 Innovation

A greener product

This iO unified design platform not only contributes to material needs but emissions reductions that also enables the creation of cleaner and more sustainable products.

The iO concept's new casting methods enable automated production with timely

optimization for both high-volume and prototyping. The single platform also makes packaging, transport, and assembly more efficient and optimized.

Compared to traditional nacelle cover production, the iO design enables better utilization of materials and less generation of

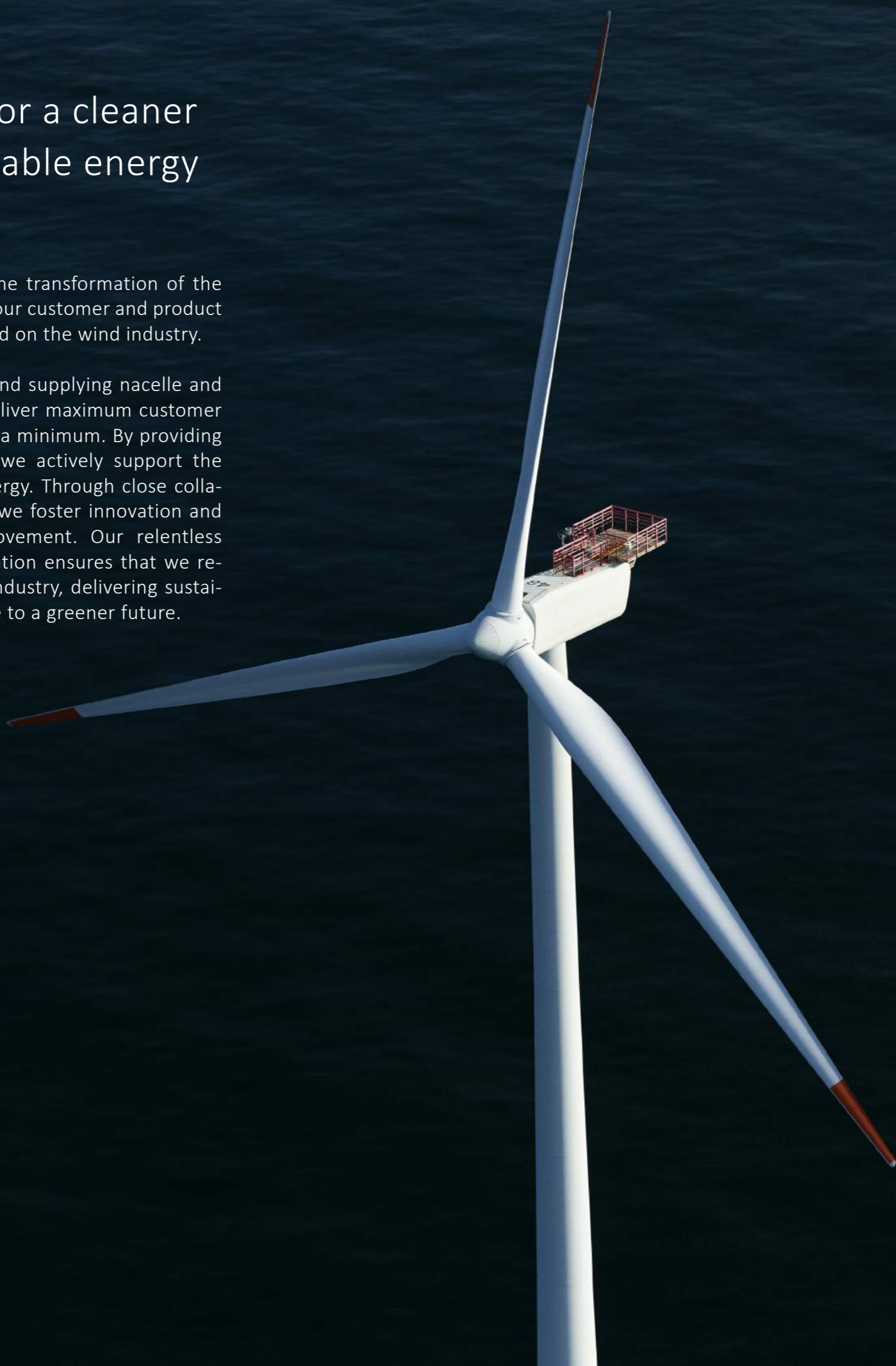
waste, contributing too to reduce our carbon footprint and deliver more sustainable solutions into market. It is estimated that by implementing our iO-structural concept, substantial savings of up to 50% in direct steel structure costs can be achieved.

The iO concept represents a significant leap in our commitment to decarbonization by promoting clean and affordable energy for a more sustainable world. We are working on not just offering but delivering prototyping this product into the market.

Doing our part for a cleaner and more affordable energy

Our business contributes to the transformation of the global energy system through our customer and product portfolio which is 100% focused on the wind industry.

Our core focus on designing and supplying nacelle and spinner covers allows us to deliver maximum customer benefit while keeping costs to a minimum. By providing these essential components, we actively support the supply of affordable clean energy. Through close collaboration with our customers, we foster innovation and continuously strive for improvement. Our relentless commitment to driving innovation ensures that we remain at the forefront of the industry, delivering sustainable solutions that contribute to a greener future.



6.2 Digitalization

As we continue our journey towards digitizing our operations and improving productivity with smart and effective approaches, we remain committed to creating inventive solutions that contribute to our sustainability efforts.

Therefore, we actively encourage the utilization of cutting-edge technologies like Hololens. Hololens Remote Assist is a Microsoft tool that combines augmented reality and real-time communication. It enables remote collaboration by allowing our people wearing the HoloLens headset to share their perspective with other colleagues in different locations at Jupiter Bach. Those in different locations could provide guidance, instructions, and troubleshooting assistance through live video streaming, spatial annotations, and virtual object placement.

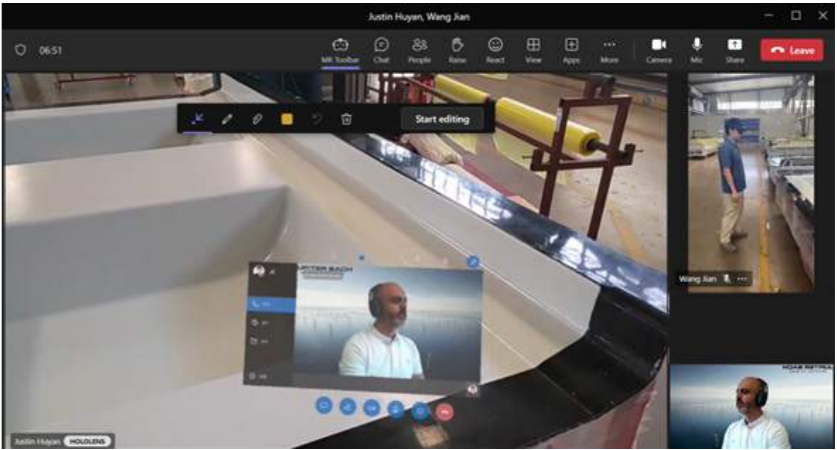


Photo: HoloLens being used by our team in China and HQ

Considering prevailing restrictions to travel to China in the last two years, Hololens helped us to enhance productivity and efficiency by reducing the need for physical presence and travel, enabling our experts to remotely assist our colleagues in China, facilitate knowledge transfer and reduce carbon footprint emissions caused when travelling. This technology has been used by us for manufacturing process auditing as well as certification for new approvals from customers.

7. Advancing business ethics

7.1 Code of conduct

7.2 Supplier engagement

Advancing business ethics, alongside our other sustainability objectives, remains a continuous endeavor that requires the collective commitment of every individual at Jupiter Bach. We doesn't just promote free and fair competition – our policies enforce it. We actively work against extortion, bribery, facilitation payments and all other forms of corruption, unlawful and unethical market conduct. We avoid conflicts of interest, ensuring that personal interests do not unduly influence our professional judgment.

In short, no business over bad business.



7.1 Code of conduct

The purpose of this code is to ensure that everyone working on our behalf, including all employees, business partners and suppliers, know exactly where we stand.

Jupiter Bach has established codes of conduct that outline the core values of the company regarding corporate and personal responsibility. These principles are presented in two versions: one for employees and another for suppliers, both sharing the same fundamental content. Additionally, our IT code of conduct supplements the set of codes. We

uphold high standards in our IT conduct, encompassing compliance with internet ethics and adherence to software license rules.

Responsible operation is in our DNA
Our code of conduct is a vital guide for employees and decision-making in our daily operations. To ensure understanding and compliance, all employees have been trained since implementation in 2021. Non-operators undergo mandatory e-learning sessions, while operators receive the training as part of their ongoing development.

Our code of conduct includes:

- Compliance
- Human Rights and Labor Rights
- Ethics
- Environment, Health, and Safety
- Business partner and suppliers

7.2 Supplier engagement

JB remains committed to communicating our Code of Conduct to all suppliers. Our supplier code of conduct outlines the expectations and standards we require from our suppliers. It encompasses principles related to ethical business practices as well as sustainability topics, and compliance with laws and regulations. This code serves as a guideline for our suppliers to ensure alignment with our values and expectations.

We actively encourage collaboration with our suppliers on sustainability concerns, principles, and standards. Additionally, our JB teams are willing to share their expertise and provide support to suppliers, fostering a collective effort towards sustainability.

As part of our approval process, suppliers are required to demonstrate their commitment to our rights requirements by signing the Jupiter Bach supplier code of conduct, which includes adherence to our gift and entertainment policy. In 2022, we strengthened our commitment by expanding the requirement for signing the Jupiter Bach supplier code of conduct. This obligation now applies not only to critical suppliers but also to those who supply us with goods that are less essential for our business operations. To evaluate the commitment and compliance of our suppliers with our standards, several audits have been conducted at their respective sites. These audits serve to assess the level of dedication and adherence to our requirements.










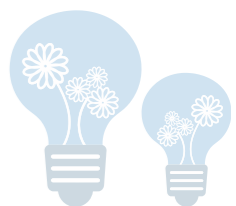
Valuing People

2022 ACHIEVEMENTS	2023 COMMITMENTS
 <p>Renewal HS 45001 multisite certification for all our sites</p>	 <p>Workplaces to be more attractive: safety climate and employees' satisfaction (NPSs)</p>
 <p>- 55% LTI-frequency reduction by year's end</p>	 <p>Decrease LTI-frequency down to 3.0.</p>
 <p>New tools to promote safety awareness (QR Code)</p>	 <p>Extend our metrics to evaluate occupational HS</p>








Minimizing Carbon Footprint

2022 ACHIEVEMENTS	2023 COMMITMENTS
 <p>Full GHG emissions Inventory, incl. all categories for scope 3 emissions</p>	 <p>SBTi target-setting and submission</p>
 <p>Circular practice of returning pallets between siter sites, saving over 500 tn CO2e per year</p>	 <p>Integrate sustainability within project model, focus on waste reduction</p>
	 <p>Additional metrics to evaluate environmental performance</p>



Promoting Clean Energy

2022 ACHIEVEMENTS	2023 COMMITMENTS
 <p>Commitment to drive innovation and advocate for the iO structural concept.</p>	 <p>Develop iO concept for one of our main customers.</p>
 <p>Pursuit of digitalization across our processes</p>	 <p>Continue to combine cost out & sustainability</p>
	 <p>Connect operations and improved performance by implementing Business Central</p>



Advancing Business Ethics

2022 ACHIEVEMENTS	2023 COMMITMENTS
 <p>Continuous training in the code of conduct basis for all our new employees</p>	 <p>Increase women in leadership positions</p>
	 <p>Whistleblowing system implementation</p>
	 <p>Sustainability criteria to assess key suppliers</p>

9. Data

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People	Unit	2022	2021	2020	2019	2018
Employees headcount ¹	Number	1,149	1,057	1,254	1,349	1,413
direct labor	Number	958	805	1,140	1,217	1,260
indirect labor	Number	191	252	114	132	153
< 30 years	%	18	21	23	-	-
30 – 50 years	%	65	60	64	-	-
>50 years	%	17	19	13	-	-
in leadership positions ²	%	3	3	5	-	-
in senior leadership positions ³	%	1	1	1	-	-
Employee headcount per region						
Europe	Number	784	608	746	689	726
China	Number	225	283	387	444	399
US	Number	140	166	121	216	288

Gender diversity	Unit	2022	2021	2020	2019	2018
Female employees, headcount ¹	%	43	38	34	22	28
< 30 years	%	15	15	20	-	-
30 – 50 years	%	70	68	70	-	-
>50 years	%	15	17	10	-	-
Females in leadership positions ²	%	38	26	30	-	-
Female in senior leadership positions ³	%	0	0	7	-	-

Occupational health and safety	Unit	2022	2021	2020	2019	2018
Lost time injuries	Number	7	20	23	35	28
of which fatal	Number	0	0	0	0	0
Frequency of Lost Time Injuries (LTI's)	LTI's per 1 mill. working hours	3.2	7.0	8.2	11.2	10.0
Frequency of Lost Time Injuries (LTI's)	LTI's per 200.000 working hours	0.6	1.4	1.6	2.2	2.0

¹December numbers. | ²Managing at least 3 people. | ³Director level and above.

GHG emissions	Unit	2022	2021	2020	2019	2018
Scope 1 / direct energy	MT CO2e	2,201	2,594	2,777	2,871	3,027
natural gas	MT CO2e	1,325	1,644	1,883	1,781	2,002
gas/oil (heating)	MT CO2e	69	101	50	30	0
fuel for vehicles (mobile combustion)	MT CO2e	391	404	378	559	521
VOC's	MT CO2e	416	445	466	501	504
Scope 2 / indirect energy	MT CO2e	4,296	21	18	6,432	5,228
electricity	MT CO2e	4,270	0	0	6,408	5,210
district heating	MT CO2e	26	21	18	24	18
Scope 1+2 / total CO2e emissions	MT CO2e	6,497	2,615	2,795	9,303	8,256
per m² fiberglass shipped	Kg CO2e/ m² fiberglass shipped	7.8	2.4	2.4	-	-
per revenue	MT CO2e /DKKm	8.6	2.9	3.4	9.1	9.8
Scope 3 / indirect	MT CO2e	54,737	70,803	67,525	71,377	-
purchased goods and services	MT CO2e	47,674	61,909	58,149	60,981	-
capital goods	MT CO2e	99	260	341	1,621	-
is fuel and energy related activities	MT CO2e	1,085	1,391	1,454	1,338	-
upstream transportation & distribution	MT CO2e	1,704	2,964	2,641	2,780	-
waste generated in operations	MT CO2e	176	260	320	324	-
business travel	MT CO2e	110	38	40	214	-
employees commuting	MT CO2e	1,240	1,454	1,531	1,326	-
downstream transportation & distribution	MT CO2e	2,291	2,118	2,397	2,121	-
end-of-life of sold products	MT CO2e	358	408	652	671	-
Scope 3	MT CO2e					-
per m2 fiberglass shipped	Kg CO2e/ m² fiberglass shipped	65.6	64.5	58.5	-	-
per revenue	MT CO2e	72,5	79.8	83.2	69.6	-
Scope 1+2+3 / total CO2e emissions	MT CO2e	61,234	73,418	70,320	80,680	-
per m² fiberglass shipped	Kg CO2e/ m² fiberglass shipped	73,4	66,9	61,0	-	-
per revenue	MT CO2e /DKKm	81.2	82.7	86.7	78.6	-

Energy	Unit	2022	2021	2020	2019	2018
Direct energy	MWh	8,499	10,253	11,102	11,304	12,114
natural gas	MWh	6,553	8,135	9,313	8,809	9,909
diesel (for heating)	MWh	283	420	203	124	0
fuel for vehicles	MWh	1,663	1,698	1,586	2,371	2,205
Indirect energy	MWh	12,528	13,903	14,521	14,693	11,439
electricity	MWh	9,813	11,432	12,428	12,220	9,330
from renewable sources	%	29	100	100	24	21
district heating	MWh	2,715	2,471	2,093	2,473	2,109
Total energy use	MWh	21,027	24,156	25,623	25997	23553
from renewable sources	%	13.5	57.0	56.3	20.3	17.0
Energy Index	Kwh energy/ m² fiberglass shipped	25.2	22.0	22.2	-	-

Waste	Unit	2022	2021	2020	2019	2018
Waste	MT	4,535	5,973	6,131	6,617	5,685
for recycling	MT	579	997	600	1,440	413
for incineration	MT	3,032	3,970	4,525	3,446	2,882
or for landfill	MT	698	666	628	1,360	2,143
for hazardous waste	MT	227	340	378	371	246
Waste Index	Kg waste/ m² fiberglass shipped	5.4	5.4	5.3	-	-

Fresh water	Unit	2022	2021	2020	2019	2018
M³ fresh water	M³	17,938	25,920	26,956	26,264	12,930
Water Index	Liters/ m² fiberglass shipped	21.5	23.6	23.4	-	-

Local community	Unit	2022	2021	2020	2019	2018
Official sanctions or fines, safety	Number	0	0	0	2	1
Official sanctions or fines, environment	Number	0	0	0	1	1

Certifications	Unit	2022	2021²	2020¹	2019²	2018¹
Sites with ISO 14001 certifications*	%	100%	100%	100%	100%	50%
Sites with ISO 45001/ OSHAS 18001 certifications*	%	100%	100%	100%	100%	50%

¹Sites with 5 or more employees.

²Sites with 15 or more employees



WHERE WE ARE

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