

JUPITER BACH

Sustainability report 2024

for wind™





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1. Statement by Leadership team

The year 2024 has marked continued evolution in Jupiter Bach's journey toward a more sustainable future. Building on the stability achieved in 2023, we have taken new and significant steps to solidify sustainability as a key pillar of our operations. With pride, we present the progress made over the past year – strengthening our commitments, investing in our people, and further aligning our business with global sustainability priorities.

At Jupiter Bach, we reaffirm our dedication to the United Nations Global Compact, the world's largest corporate sustainability initiative.



As a signatory since 2019, we continue to align our operations and strategies with the ten universal principles on human rights, labor, the environment, and anti-corruption. While operating under a build-to-print model that inherently limits our control over material selection, we actively pursue improvements in areas where we do have influence – particularly in production efficiency, packaging, and waste reduction. The first and most vital of these pillars is our people. Our success is built by the dedication and talent of our workforce. Recognizing the importance of attracting and

retaining top talent in an increasingly competitive market, we have prioritized succession planning and risk assessments, spearheaded by our leadership team.

Our employer branding program was successfully launched at our site in Poland, with plans to expand globally by 2025. In addition, our eNPS (Employee Net Promoter Score) serves as a critical indicator of engagement and satisfaction and has seen great improvement. To further enhance workplace well-being, we have also taken important steps to strengthen our assessment of psychological risk factors.

Environmental responsibility remains a cornerstone of our sustainability ambitions. This year, we increased our share of green electricity through new Power Purchase Agreements. To better manage and report environmental metrics, we implemented a dedicated sustainability data management software solution. Waste reduction continues to be a top priority, with a focus on minimizing non-recyclable waste to optimize the impact of our resource use.

The third pillar, advancing business ethics, has seen meaningful progress. We enhanced our cybersecurity and business risk prevention efforts, placing a strong emphasis on employee training and awareness. In line with European CSRD legislation, we will conduct a comprehensive Double Materiality Assessment, helping us sharpen our focus on the topics most critical to both our stakeholders and business strategy. Meanwhile, our new Sustainable Procurement

Project was launched to ensure greater accountability, ethical sourcing and environmental consideration in our supply chain.

As we grow our influence in the renewable energy industry, we remain conscious of the broader role we play in combating climate change. We are exploring end-of-life solutions for our products and continuously seek ways to optimize our logistics, including initiatives like recyclable packaging and pallets, to reduce our carbon footprint.

Across all operations, we treat data responsibly, and all employees have signed our Employee Code of Conduct to uphold the highest standards of integrity. Our Supplier Code of Conduct establishes similar expectations for partners, reflecting our shared values in human rights, ethical conduct, and environmental stewardship.

We are proud to be part of an industry that works toward a greener, better future. Sustainability is not just an agenda item – it is integral to how we operate and grow. As always, we extend our sincere gratitude to our employees, customers, suppliers, owners, and partners for contributing to these efforts. Together, we are building a more resilient and responsible business.

In 2024, we strengthened our strategic focus around three core pillars:

- Valuing People
- Environmental Responsibility
- Advancing Business Ethics

2. Company highlights

2.1 For wind

2.2 Our values

2.1 For wind

As the wind industry evolves, so must we.

Our former mission has served us well, but today, our role goes far beyond supplying components. We've updated our mission and vision to reflect our deeper integration in the value chain and long-term partnership with our customers.

Our new **mission** – to deliver quality composite covers and flexible solutions for wind – captures both the foundation of our business and the growing demand for smart, tailored solutions. It reinforces our commitment to excellence, agility, and collaboration in support of the global transition to clean energy.

By setting our **vision** to be the global partner for seamless end-to-end composite solutions for wind, we affirm our long-term dedication to the wind industry. We are not just a supplier – we are a strategic partner delivering innovation, integration, and real-world impact at scale, globally and locally.

Best-in-class technology

By setting our new mission and vision, it affirms our role in promoting excellence, responsiveness, and collaboration in the journey toward a cleaner energy future.

Within the field of nacelle and spinner covers we are best-in-class, and our track record includes more than 76,000 wind turbines around the world.

Today, we have a global presence with:

- **Headquarters in Denmark,**
- **Four manufacturing sites in China, Lithuania, Poland, and the USA,**
- **and five assembly sites, two in Denmark, two in the USA, and one in Germany.**
- **60,000 m² capacity, and more than 1,300 employees worldwide.**

Setting new standards

As market leader, we contribute to decarbonization and the global energy sector's transition to clean power. We help drive the industry by challenging the status quo, lowering wind power's Levelized Cost of Energy (LCoE).

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.

Global presence

HQ in Denmark

1,100+ global staff

6 business units

60.000 m² production floor

100% focus on wind

ISO 9001 certified

ISO 14001 certified

ISO 45001 certified



We Deliver

To us, We Deliver means:

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

We Innovate

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.

We Care

To us, We Care means:

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

2.2 Our Values

We not only care for our employees, but also we care for our stakeholders and communities. Some examples of this commitment include:

Floods in Poland – collection in JB POL

Back in September 2024, southern Poland was hit by a severe flood, which claimed 7 lives and left thousands of residents without their homes, belongings, and workplaces. At the initiative of Jupiter Bach employees, we launched a collection of essential items that were donated to those in need.

Celebrating 20 years with GE Vernova and groundbreaking Ceremony

We celebrated 20 years with GE – a major milestone! As part of this celebration, our USA manufacturing site also started a new chapter with the groundbreaking of a new, combined building and upgraded facilities. This was not just about construction – it's about growth, long-term stability, and making our workplace even better. These improvements help boost employee morale, strengthen our connection to the community, and support future success for everyone.

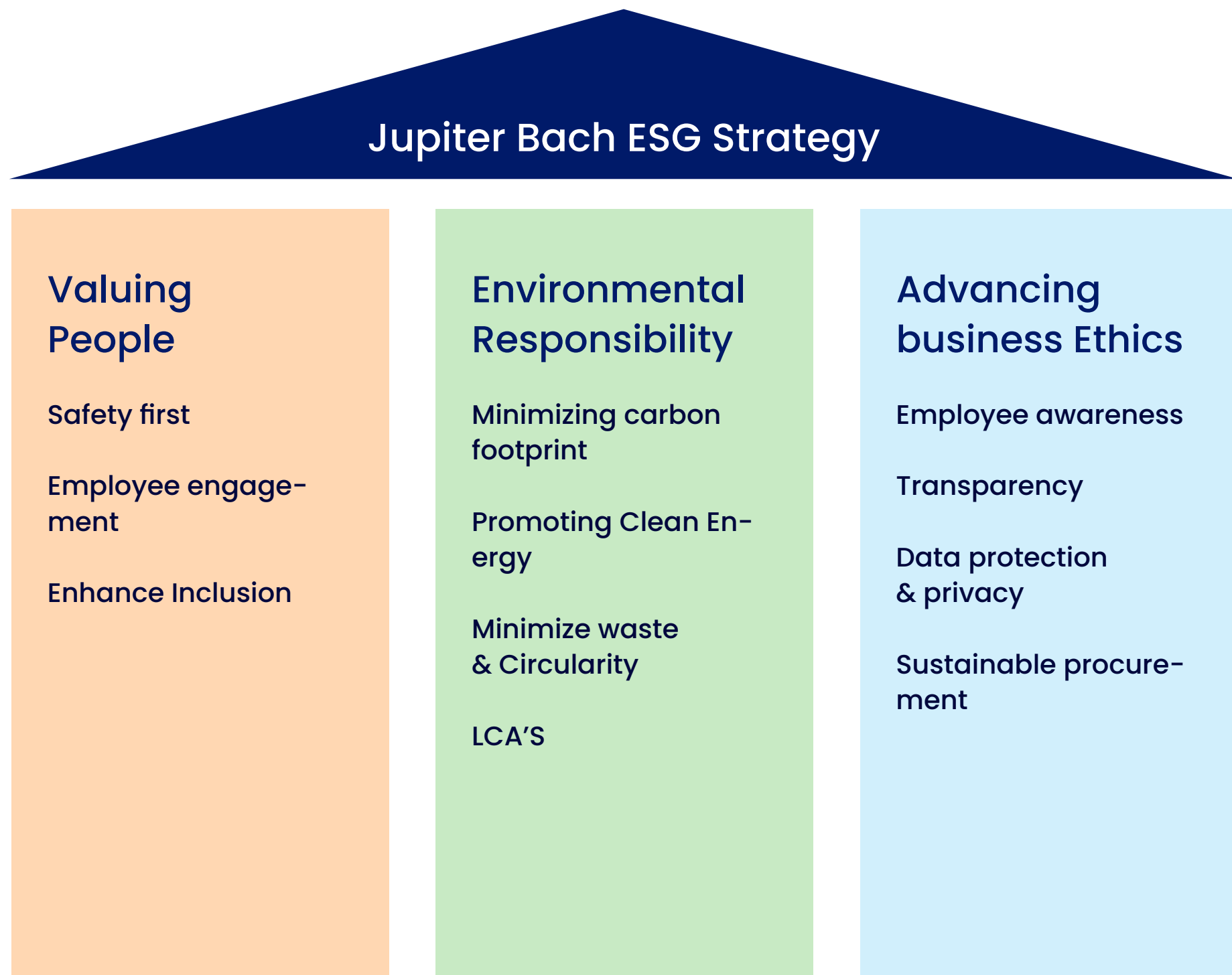


Flood relief efforts in Poland



Celebrating 20 years with GE Vernova: Groundbreaking Ceremony October 24, 2024

3. Our approach to sustainability



3. Our approach to sustainability

At Jupiter Bach, our corporate spirit – WE CARE – reflects our commitment to sustainability and responsible business practices. As a market leader, we aim to lead sustainability by supporting the **UN Global Compact** and aligning with the **Sustainable Development Goals (SDGs)**. We focus on five key SDGs where we can make the most impact and integrate the UN Global Compact’s ten universal principles into our operations, policies, and Code of Conduct. These efforts are structured around three pillars inspired by our commitment to WE CARE.

Our ESG (Environmental, Social and Governance) strategy is founded upon three pillars:

- Valuing people,
- Environmental responsibility,
- Advancing business ethics

This strategy is shaped by a refreshed materiality analysis, ensuring it aligns with the priorities of our stakeholders. Decarbonization efforts, together with careful attention to both employee welfare and human rights considerations throughout our value chain, are presented as essential topics to be addressed.

Our ESG strategy is designed to fulfill Jupiter Bach’s sustainability ambitions, comply with evolving legal standards, and meet increasing expectations from employees, customers, and owners.

In 2024, Jupiter Bach’s sustainability performance was assessed by EcoVadis, a globally recognized platform that evaluates companies on environmental, social, and ethical criteria. We received a score of 49 out of 100, reflecting our current level of engagement with sustainability practices. While this score acknowledges our commitment, it also highlights clear opportunities for improvement.

We are fully committed to reaching an EcoVadis Silver medal by 2026, demonstrating measurable progress in sustainability and accountability.



JB Committed Badge in 2024 EcoVadis assessment

4. Valuing People

4.1 Occupational Health and Safety

4.2 Employee engagement

4.3 Enhance inclusion

4.1 Occupational Health and Safety

Safety is our number one priority.

We continually make many improvements in this area, focusing on technical solutions and discipline. However, looking at the development of the accident rate, we saw the need to increase our focus on our health and safety culture.

To support this, we prioritize the health and safety of our employees through a robust, globally implemented management system certified to the ISO 45001 standard. This system plays a key role in protecting our workforce across all locations. We are committed to continuous improvement, and as a result, every one of our sites is certified under ISO 45001.

SAFETY FIRST

In Jupiter Bach we do believe in working safely and following our three Safety Behavior guiding principles in our daily operation are leading us to make our workplaces healthier, safer, and lower 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.

Safety first, going forward

Employee participation in health and safety committees at every site is a key part of our safety strategy. Their active involvement ensures ongoing consultation, supports risk prevention efforts, and contributes to continuous improvement in our workplaces through the daily management system.

AED equipment in Jupiter Bach POL.

It gives a sense of security to employees in emergency cases. Our factory in Poland has recently been equipped with an AED device. This is another step toward enhancing safety in our workplace. Introducing this solution means that our facility is now even better prepared for unexpected emergencies.

While we hope we will never have to use it, we are proud to provide our employees with access to modern safety tools that not only raise the standards of our workplace but also reflect our commitment as an organization.

Caring for the safety and health of our team is our top priority, and the installation of an AED is yet another demonstration of our ongoing dedication to excellence in this area.

Safety time out in Jupiter Bach POL

Back in May 2024, we decided to STOP our production process in Jupiter Bach Poland for 4 hours in order to execute the first health and safety workshop for all employees in one of our factories (SAFETY TIME-OUT). The aim of the workshop was to raise awareness of the importance of HS among all employees and engage them to improve Health and Safety in the workplace.

The teams’ engagement and the results exceeded our wildest expectations. Our action did not end there, as all reported issues were systematically being worked out by designated teams.

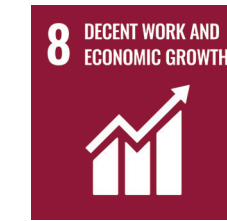
The experience was highly valuable, enhancing our understanding of our responsibilities and our commitment to safety.

Prevention in all we do

The commitment to chemical safety and security in the workplace drives us to prioritize ongoing improvement and risk reduction, especially concerning hazardous chemicals. We focus on preventive assessment of new chemicals and replacing current products with safer, eco-friendly alternatives to minimize the risk of exposure to harmful substances for our employees and customers.

But preventive initiatives go beyond, and risk mitigation is essential to avoid safety incidents. Improving our workplaces, go together with risk reduction.

As an example, the new electric tap gun for roof assembly replaced the former manual one in our site in Florida, USA. This improvement is intended to reduce the risk of repetitive strain injuries and physical fatigue among workers.



AED equipment in Jupiter Bach POL



Safety time out in Poland



Electric tap gun in Florida

Another safety and prevention case is the Boat Trailer Project in Florida, USA. This new trailer provides a more controlled and efficient way to move nacelles that must be stored.



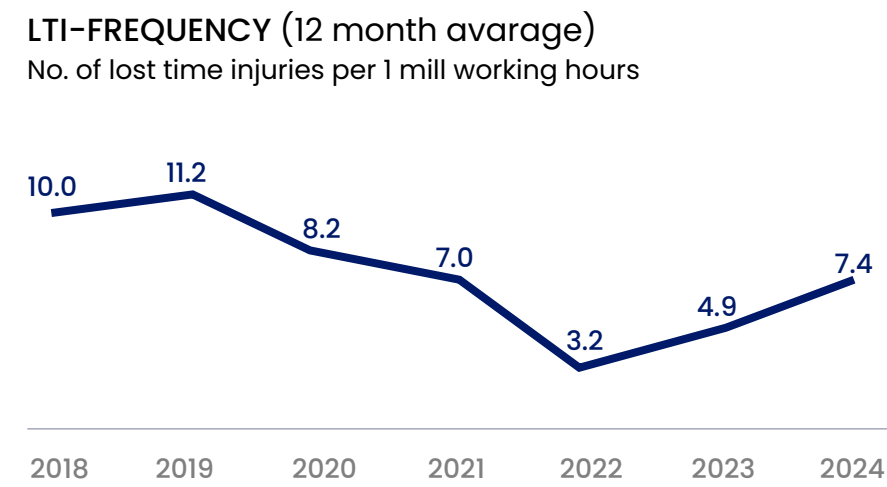
Boat trailer in Florida

By using a specialized trailer, we reduce the need for manual handling and the use of forklifts or cranes in tight areas, which lowers the risk of accidents such as collisions or strains from improper lifting. This solution improves both safety for workers and the protection of valuable components during transport and storage.

Our safety performance and measures

In 2023 our LTI rate increased to 7.4 in 2024, highlighting areas for improvement in our safety performance.

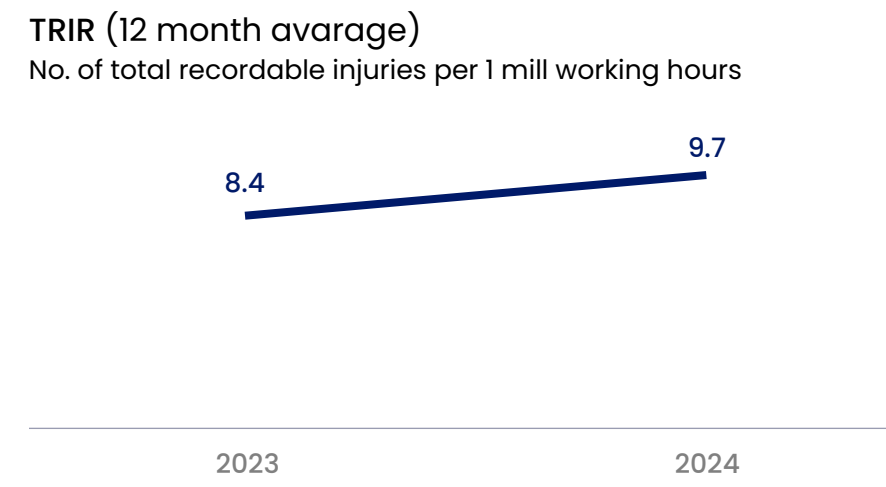
This was a wakeup call, and it has driven on strengthening our focus on proactive risk management, increasing training, and fostering a more proactive safety culture by setting up Jupiter Bach safety standards.



Jupiter Bach commits to full transparency and accountability on safety performance by tracking Total Recordable Injuries (TRI). This provides us with a more comprehensive view of our workplace safety than focusing only on Lost Time Injuries (LTIs). While LTIs capture only the most severe incidents that result in time away from work, TRI includes all recordable injuries—such as LTIs, medical treatment cases, restricted work cases and fatalities.

We ended 2024 at 9.7 total recordable injuries per one million working hours.

Our goal remains clear: to create a safer workplace. Safety is embedded in every task and every level of the organization. 2024’s learnings will be the foundation for stronger and proactive safety culture moving forward.



Safety climate assessment

Safety targets cannot be achieved without working as a team. During 2024 sites defined action plans resulting from the 2023 Safety Climate survey and subsequent discussions. The goal is not only improving safety performance but also increasing safety awareness among employees.



Celebrating 1000 days without Lost time injured in China

We are extremely proud of the team efforts behind this achievement. Running operations for 1000 days without LTIs shows true team spirit, with workload increase and new employees almost double compared with Oct 2023, take corrective actions and take care of both ourselves and colleagues.”

MILESTONE: our factory in DEZ achieved 1000 days without Lost time injured on the 24th of February 2024

4.2 Employee engagement

Our people are our main asset. Attracting, retaining, and empowering the right people is not just important, it's essential.

Along 2024, we initiated below key initiatives:

Employer Branding strategy

We launched our employer branding program in our factory in Poland to motivate all levels of the organization. After a successful local implementation, we plan to roll out this initiative across all sites by 2025 and 2026.

Listening to Our People

Through our Employee Net Promoter Score (eNPS), we measure how proud our people are to work at Jupiter Bach. This survey allows us to identify opportunities for improvement, and act on employee feedback. Our first overall eNPS result for Jupiter Bach group was +28. Very positive result!

Caring for Mental Wellbeing

We're taking meaningful steps to strengthen the assessment of psychological risks, ensuring a safer, healthier, and more resilient work environment for all. Because true safety includes both body and mind.

Talent as a Strategic Priority

We're enhancing our approach to talent attraction and retention through proactive risk assessments and succession planings which ensure business continuity and future leadership, even in a fast-changing environment.



Our Polish team had a great time in the U.S. while collaborating to boost training programs and strengthen workforce skills

4.3 Enhance inclusion

Since Jupiter Bach is a signatory of the UN Global Compact, Enhance Inclusion is very important to our company.

We believe that everyone should be treated fairly and with respect. By promoting inclusion and diversity, we support the Global Compact's principles on human rights and labor. It also helps us create a better workplace where all people feel valued.

As part of our broader commitment to diversity, equity, and inclusion our manufacturing site in Dezhou, China, promotes inclusion by:

Dedicated activities to Female employee's health care

Our company demonstrates commitment to female employee wellbeing through comprehensive health initiatives designed to support women's specific healthcare needs.

Presenting special gifts to all its female em-

ployees in honor of International Women's Day on March 8th. Each female employee received a thoughtfully curated gift package, which included items such as personal care products.

The initiative was met with enthusiasm and appreciation by employees, who expressed their thanks for the company's efforts to foster a supportive and inclusive culture, and shared their positive experiences on social media.



Celebrating Women's day in China



Female health care training in China

5. Environmental Responsibility

- 5.1 Minimizing carbon footprint
- 5.2 Promoting clean energy
- 5.3 Minimize waste & circularity
- 5.4 Life Cycle Assessment and other commitments

5. Environmental Responsibility

Caring for the environment:
A key priority at Jupiter Bach

Reducing our environmental impact is a core part of Jupiter Bach’s new ESG (Environmental, Social, and Governance) strategy. To make real progress, we have put in place a strong global environmental management system.

All our sites are certified under ISO 14001, a leading international standard for environmental management systems. This certification helps us apply the same high standards across all locations and monitor our performance in areas such as carbon emissions, waste, energy consumption, and water usage.

By working in this structured and consistent way, we are making sure our operations are working toward an environmentally friendly process—no matter which location we operate in.

In line with the principles of responsible consumption and production, we monitor key metrics—GHG emissions, energy use, waste generation, and water consumption—to enhance our environmental performance and reduce our footprint.



5.1 Minimizing carbon footprint

We are committed to supporting the energy transition by closely monitoring greenhouse gas (GHG) emissions across our entire value chain and actively reducing emissions within Scopes 1, 2, and 3. Our approach includes implementing systematic reduction strategies and enhancing operational efficiency through optimized energy use and resource management.

In 2024, we implemented dedicated sustainability data management software to calculate our carbon footprint in alignment with the GHG Protocol, an internationally recognized standard for measuring and managing GHG emissions. This framework enables us to identify, quantify, and report emissions accurately and consistently.

Since 2019, we have maintained regular measurements of our carbon footprint. For Jupiter Bach, 2018 serves as the baseline year for Scope 1 and 2 emissions, while 2019 is the reference year for Scope 3 emissions. These comprehensive assessments allow us to effectively monitor our progress and support meaningful reductions in our carbon emissions.

We are also committed to reducing waste and minimizing the environmental impact of raw materials, chemicals, and hazardous substances through responsible management practices and clearly defined reduction targets.



Scope 1 - Direct emissions

Scope 1 includes direct GHG emissions from sources that are owned or controlled by the company.

At JB, our main Scope 1 emissions come from natural gas consumption, fuel used for power generators, volatile organic compounds (VOCs), and company-owned vehicles.

To reduce these emissions, we have initiated a program to replace conventional cars and forklifts with electric alternatives at our manufacturing sites and headquarters. For example, our plant in China has successfully replaced all technically feasible conventional forklifts with electric models, and our facility in Lithuania has also begun this transition and currently operates one electric forklift.

Scope 2 - Indirect emissions from purchased energy

Scope 2 emissions at JB consist of GHG emissions resulting from the generation of purchased electricity and district heating. In 2024, Scope 2 accounted for approximately 10% of our total CO₂e emissions inventory. These emissions primarily result from electricity consumption at our manufacturing sites.

In line with our commitment to reducing Scope 2 emissions:

- Our manufacturing site in the USA joined the Florida solar program, enabling us to source 50% of our electricity from solar energy.
- Both of our facilities in Lithuania operate entirely on 100% green electricity, certified through contractual agreements with our electricity suppliers.

Statement on Carbon Neutrality (Update on Scope 1 and 2)

As part of our continued commitment to genuine climate action, we have made a strategic decision to redirect resources previously allocated to the purchase of carbon certificates toward the development and implementation of real, long-term solutions to reduce emissions at the source.

While this shift means we will no longer claim carbon neutrality for Scope 1 and 2 emissions in the immediate term, we firmly believe this approach represents a more impactful and responsible pathway toward meaningful decarbonization.

A time-bound action plan to transition Jupiter Bach's current business model into a low-carbon one will be defined over the coming years.

Scope 3 - Indirect emissions across the value chain

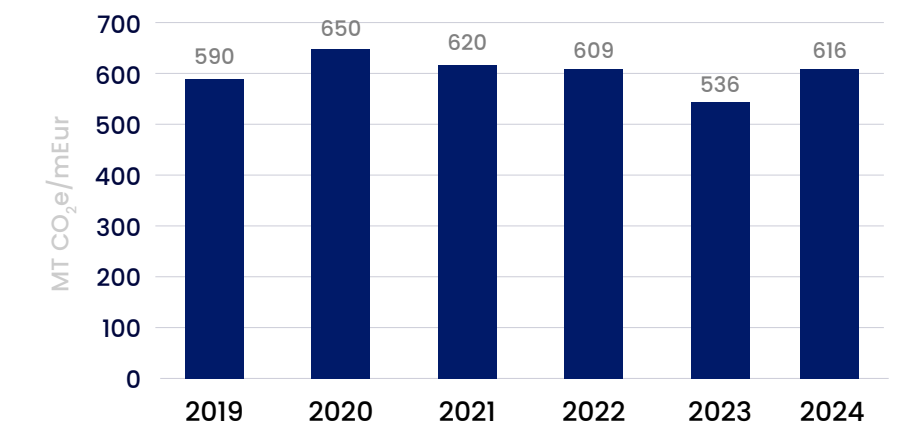
Jupiter Bach's Scope 3 emissions encompass a wide range of activities and processes throughout our entire value chain. Our emissions analysis consistently shows that purchased goods, primarily raw materials, account for approximately 78% of our total Scope 3 emissions.

To address this, we have begun actively engaging with our suppliers to identify collaborative opportunities for reducing these emissions. Our efforts focus on sourcing lower-impact materials, supply chain transparency, and promoting more sustainable practices across the entire supply chain.

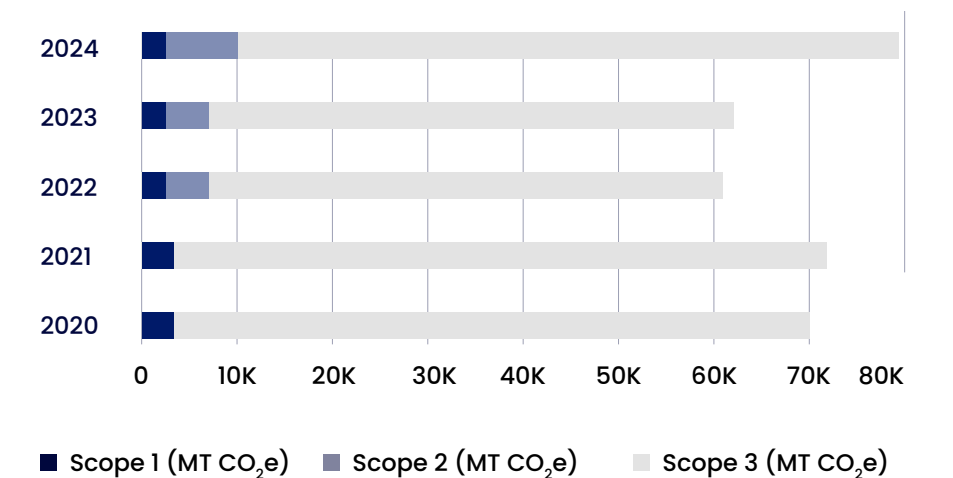
In terms of metrics, in 2024 JB adopted revenue as a key indicator for monitoring our carbon footprint, aligning with industry standards. During 2024 our carbon footprint was 616 Tonnes CO₂/mEur.

Furthermore, we keep monitoring our impact on MT GRP manufactured at the sites to ensure continuity in evaluation until we have sufficient data for the new indicator. In 2024, the ratio shows 7.5 MT CO₂e emission per MT GRP manufactured.

MT CO₂e/mEur (Scope 1+2+3)



GHG emissions of Jupiter Bach (MT CO₂e)



5.2 Promoting clean energy

As the global partner for seamless end-to-end composite solutions for the wind industry, we affirm our long-term commitment to advancing clean energy. By supporting the growth of wind power, we help reduce greenhouse gas emissions, the primary driver of global warming and climate change.

We are proud to be part of an industry striving for a cleaner, greener future and actively supporting the transition to affordable, renewable energy sources.

In line with this commitment, in 2024 we installed electric vehicle chargers at our plants in Lithuania and Poland for employees' private cars, promoting sustainable commuting and encouraging the broader adoption of clean energy solutions.



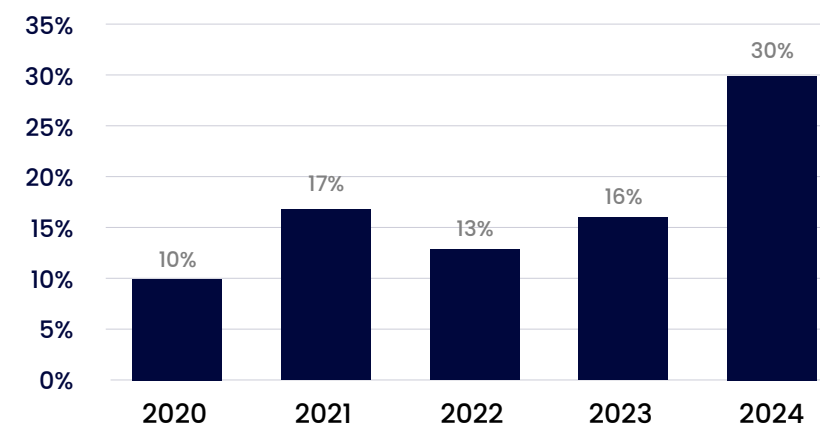
Electrical charges in Lithuania

5.3 Minimize waste & circularity

Starting from the premise that the goal in waste management is to produce no waste at all, we have implemented numerous initiatives across our sites to reduce waste generation.

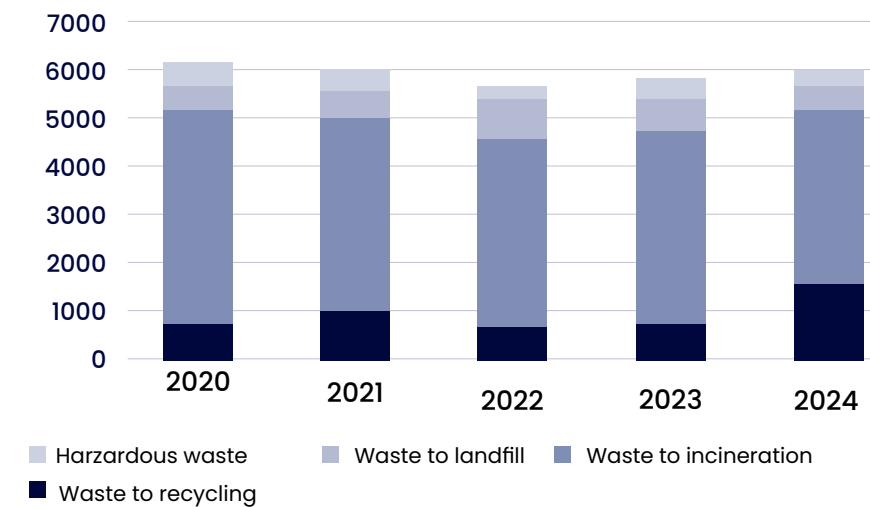
In 2024, we achieved a recycling rate of 32% for our waste materials, this is such a good improvement compared with 16% in 2023. Although big efforts were made by all sites in 2024, we are actively striving to optimize our material processes and adopt improved segregation practices.

% of waste recycled at Jupiter Bach



In terms of tonnes of waste per tonnes of fiberglass produced, this value remains stable at 0.5. Waste of kilograms compared with square meter of fiberglass shipped, this value stands at 5.25 in 2024, a slight increase compared to previous ones.

MT of waste generated at Jupiter Bach

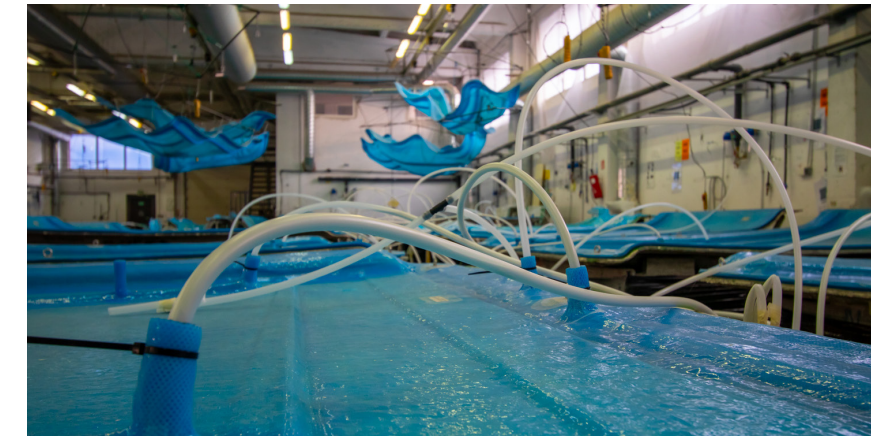


The primary driver is the growth of our assembly activities and overseas deliveries, which results in greater waste generated by our incoming goods, particularly from packaging and component deliveries.

Focus on reducing non-recyclable waste

At Jupiter Bach, we place a strong emphasis on reducing waste, with a particular focus on minimizing non-recyclable materials:

- Our site in Taurage, Lithuania, is working to eliminate single-use consumables by implementing reusable silicone bag molds. This initiative not only reduces material waste but also reinforces our commitment to sustainable production practices.



Reusable silicon bags in Lithuania

- Our site in Dezhou, China, has successfully reduced hazardous IBC waste by 50%, reclassifying it as recyclable waste. This was achieved by installing inner lining bags in IBCs, enabling easier and safer recycling.

Circularity in action

Circularity goes beyond recycling; it's about optimizing resource use and maintaining product and material value throughout their lifecycle.

We place emphasis on maximizing material reuse through innovative and practical initiatives. By giving products and materials a second life, we minimize waste and reduce our environmental impact.

We are carrying out several material reuse initiatives as part of our sustainability efforts, for example:

- In 2024 our site in Poland sent over 57 tons of fiberglass waste to Ucomposites in Denmark, a pioneer in recycling of composites and glass fibers materials.
- We are working on a new project focused on recirculating packaging frames, even for overseas shipments. This initiative aims to reduce waste, improve resource efficiency, and support our carbon footprint reduction strategy by decreasing 3% weight and developing more environmental-friendly material in transportation solutions.
- Jupiter Bach also participated in the Master's program in Technology-Based Business Model Innovation at Aarhus University, as part of the Class Circle EU Interreg Baltic project. This initiative aims to raise awareness of circular economy principles in the context of glass fiber and composite materials. Representatives from Jupiter Bach's Sustainability Department collaborated with students during a business model innovation workshop to explore how circular strategies can help drive our sustainability ambitions forward.



5.4 Life Cycle Assessment and other commitments

We believe that **Life Cycle Assessments (LCA)** are important to identify the environmental impacts of our products throughout their entire life cycle – from raw material extraction to disposal.

Along 2024, we have collaborated with other companies to calculate Life Cycle Assessments (LCAs) for the current packaging solution used in our shipments out of China, as well as to evaluate the LCA impacts by implementing more sustainable raw materials and a circular transportation solution. By understanding these impacts, we can make decisions to reduce emissions, minimize waste, improve resource efficiency, and design more sustainable solutions. Since we believe that LCAs will help us achieve our sustainability goals, we are committed to strengthening our internal capabilities in conducting Life Cycle Assessments by enrolling EU accredited course for LCA / LCC.

Air pollution

We are committed to reducing air pollution by actively controlling emissions such as VOCs and particulate matter. This is achieved through continuous process optimization and strict compliance with environmental standards to minimize our operational impact.

Water management

According to our materiality assessment, water consumption is not considered a significant environmental aspect of our operations. Water is used in only one of our facilities for cleaning components, where we use environmentally friendly cleaning products. At all other sites, water use is limited primarily to supporting employee well-being.

However, we are committed to ensuring responsible water management through ongoing monitoring and targeted efficiency measures across all locations.



Painting cabin in China

6. Advancing business ethics

6.1 Code of conduct

6.2 Transparency

6.3 Data protection

6.4 Sustainable procurement

6. Advancing business ethics

As a proud signatory of the UN Global Compact, Jupiter Bach is committed to promoting integrity, transparency, and fairness in everything we do.

As part of our broader ESG strategy, we have identified four key priorities within the Governance pillar:

Employee Awareness: We ensure our people understand and follow our standards through continuous education and training.

Transparency: We foster an open culture by encouraging dialogue, enabling secure whistleblower reporting, and maintaining compliance systems.

Data protection: We take data security seriously, complying with global regulations and maintaining robust cybersecurity measures.

Sustainable Procurement: We work closely with suppliers who share our values, embedding responsibility throughout our supply chain.

We are guided by one simple principle: **no business over bad business.** By holding ourselves and our partners to high ethical standards, we are building a stronger, more sustainable future—for our company, our industry, and the world around us.

6.1 Code of conduct

Responsible operation is in our DNA and embedded in how we operate.

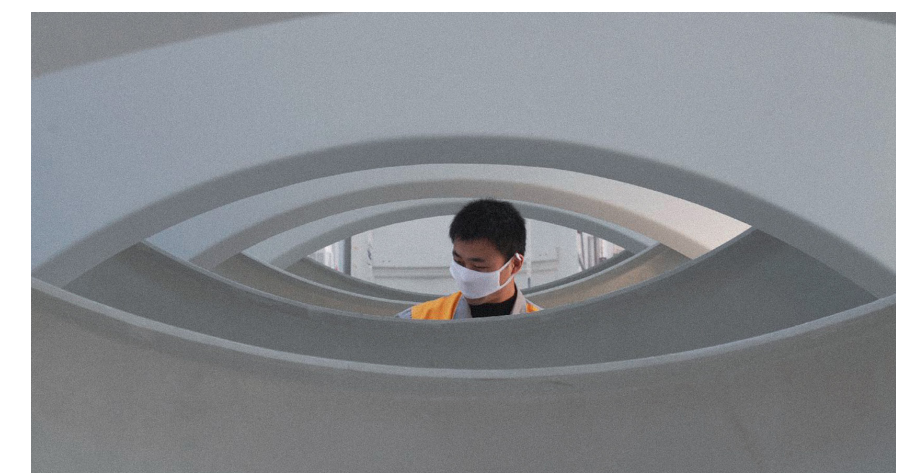
Our Code of Conduct serves as a cornerstone of our governance framework, guiding behavior, shaping decision-making, and reinforcing our corporate values across all functions. It outlines clear expectations for human and labor rights, lawful and ethical conduct, anti-corruption and fair competition.

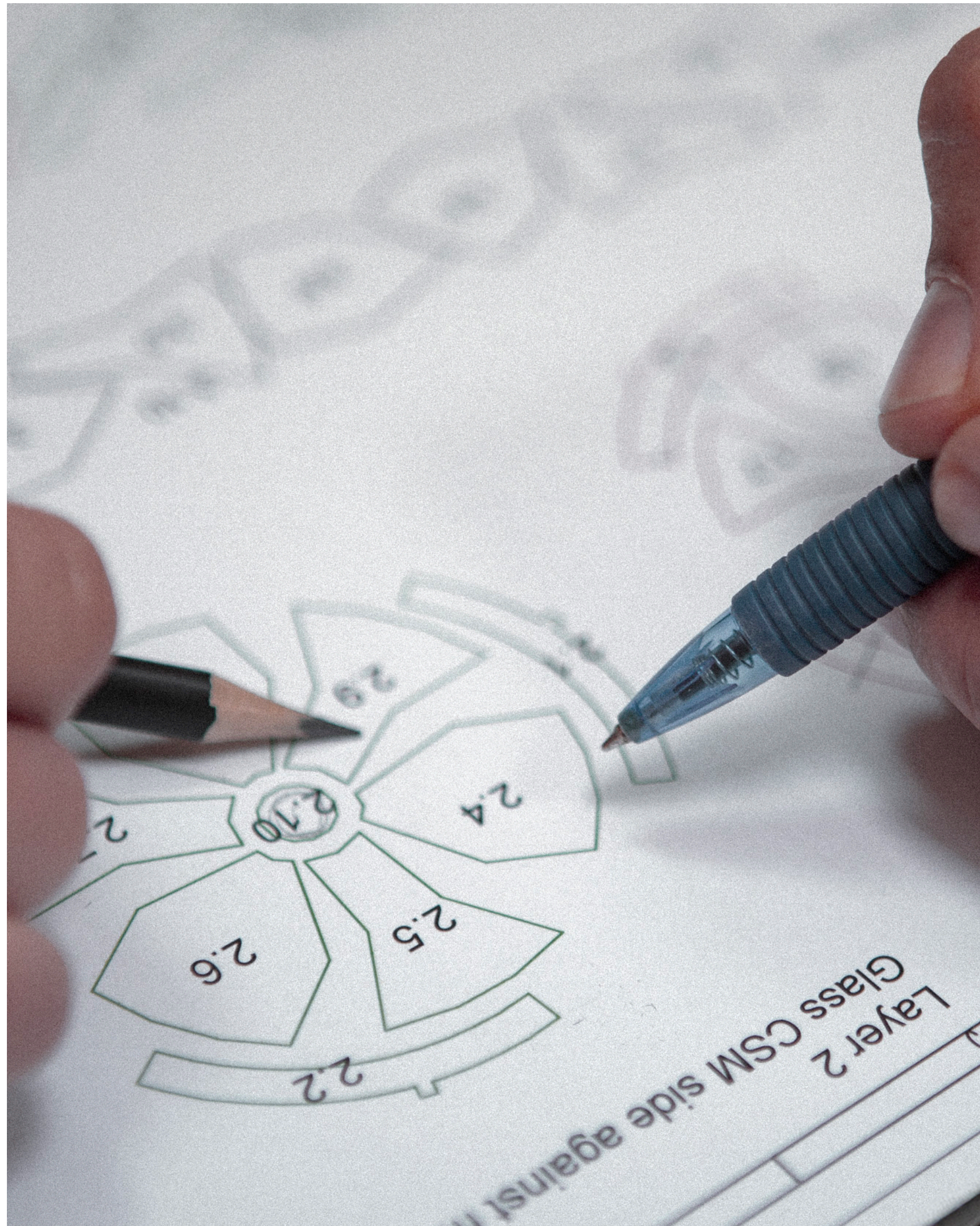
Since the implementation of our Code of Conduct in 2021, we have prioritized awareness and accountability across the organization. To ensure full understanding and compliance, 100% of our employees undergo mandatory training and subsequent evaluation. The evaluation is essential because it helps us verify that employees are aware of their roles and obligations.

Our code of conduct includes:

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

Compliance with laws and regulations
No significant incidents of non-compliance with laws or regulations reported in 2024





6.2 Transparency

Beginning in 2023, Jupiter Bach launched a comprehensive whistleblower system to strengthen our commitment to transparency, ethical conduct, and accountability across the organization. This secure and confidential channel empowers employees to report any suspected breaches, misconduct, or unethical behavior within a work-related context without fear of retaliation.

The system had been fully implemented at 100% of our sites globally.

All reports are handled impartially by a designated representative, ensuring fairness and discretion. Importantly, individuals who report concerns in good faith are fully protected under our non-retaliation policy.

During the second year of implementation, 2024, two cases were submitted through the system and appropriately addressed in accordance with our established procedures. This initiative reflects our ongoing dedication to fostering a safe, responsible, and transparent workplace culture.

6.3 Data protection

Our **IT Code of Conduct**, **JB AILM Policy** and **JB Social media Policy** reinforce our commitment to ethical and responsible digital practices. It sets ambitious standards for how we manage technology, data, and digital communication across the organization. This includes strict adherence to internet ethics, responsible use of Artificial Intelligence and Language Models, and compliance with social media guidelines and software license regulations. These policies ensure that our digital operations align with legal requirements, support cybersecurity, and reflect our broader commitment to integrity and accountability in every area of our business.

In early 2024, Jupiter Bach launched a company-wide **Cybersecurity Awareness Program**, including **monthly training sessions in local languages** to ensure broad understanding and engagement. We also conduct **phishing campaigns quarterly** to assess and enhance our organization's resilience against phishing attacks. These initiatives are key to building a proactive security culture.

JB uses an EDR client installed that continuously monitors the endpoints (PC's and Desktops) to detect and respond to malicious cyber threats. It helps identify, investigate, and remediate cyberattacks like ransomware, before they can spread. EDR solutions collect and analyze data from endpoints to identify suspicious activity, provide contextual information, and often include automated response capabilities to block malicious activity or remediate affected systems. Included in the EDR client is also patch management of Windows Updates and third-party software.

A Cyber Security Assessment was conducted in JB in 2024 with an external partner, and based on the report, further initiatives were planned for 2025.



Whistleblower poster in English

6.4 Sustainable procurement

We are proud to report that 100% of our key suppliers have formally signed Jupiter Bach Code of Conduct, underscoring a shared commitment to ethical, sustainable, and responsible business practices across our entire supply chain.

During the last quarter of 2024, Jupiter Bach procurement and sustainability teams conducted a materiality analysis to identify the suppliers that are most representative and have the greatest impact on our ESG strategy, not only considering environmental aspects but also social responsibility and ethical practices. The selection process considered key factors such as supplier category, geographical location, and annual expenditure.

55% of our raw material and metal suppliers have been identified as key partners in Jupiter Bach's sustainability journey due to their significant role and influence in achieving our environmental and social responsibility goals.

Our primary focus is strengthening cooperation with suppliers, supporting their sustainability development and getting them aligned with Jupiter Bach ESG goals.

This will be achieved during next year by:

- Developing a Sustainable Procurement Policy
- Supplier self-assessment on sustainability topics
- Supplier capacity building plans
- Monitoring and continuous improvement.

Several meetings were held with suppliers to exchange experiences in the field of sustainability, share the best practices, and explore how these practices could be implemented within JB in the future.

During supplier meetings, JB emphasized the importance of a responsible approach to sustainability, highlighting critical issues such as climate change and the transition to green energy. Discussions also included the significance of ethical business practices and the fair and respectful treatment of people.

To facilitate cooperation, the "Health and Safety, Environment and Quality Agreement" was introduced. This document clearly outlines the requirements and expectations for suppliers regarding those areas, as well as transparent principles of collaboration.

Building on this foundation, we conduct regular audits with our suppliers to ensure compliance with our standards, including sustainability aspects. This process highlights our emphasis on ethical business practices and helps to reinforce these values in our suppliers.



Workshop between Global Procurement and Global Sustainability teams



Anchor points inspection

7. Achievements and commitments

7. Achievements and commitments



Achievements 2024

- 45001 multisite recertification for all our sites
- Employees' satisfaction (eNPS) & improvement plans
- Employer branding program
- Health & Safety Jupiter Bach standards
- Daily Management System

- 14001 multisite recertification for all our sites
- Implementation of a centralized data management platform for GHG emissions
- Increase ratio of green electricity purchased by using PPA in our factory in the US
- Initiate dialogue with 100% of our key suppliers regarding sustainability aspects

- Cybersecurity and risk prevention activities, including employee training
- ESG materiality assessment on critical suppliers

Commitments 2025

- Enhance Health and Safety Policy and Safety culture
- Continue setting up H&S Jupiter Bach standards
- Psychological risk assessment
- 5S global program

- Develop long term solutions to reduce emissions
- Operational waste reduction program
- Optimizing packaging solutions, reducing waste and promoting circularity
- Digital incoming inspections
- LCA

- Global HR policy
- Global Ethics policy
- JB Sustainable procurement policy
- Training on new policies and implementation across sites and HQ
- Include ESG aspects while assessing and auditing key suppliers

8. Data

8. Data

People	Unit	2024	2023	2022	2021	2020
Employees headcount	Number	1219	1156	1149	1057	1254
... of which is direct labor	Number	897	938	958	805	1140
... of which is indirect labor	Number	322	218	191	252	114
... of which is < 30 years	%	24	20	18	21	23
... of which is 30 – 50 years	%	57	64	65	60	64
... of which is >50 years	%	19	16	17	19	13
... of which is in leadership positions ¹	%	3	3	3	3	5
... of which is in senior leadership positions ²	%	1	1	1	1	1
Employee headcount per region						
Europe	Number	543	665	784	608	746
China	Number	428	329	225	283	387
US	Number	248	162	140	166	121

(1) Managing at least 3 people. (2) Extended Management Team

Gender diversity	Unit	2024	2023	2022	2021	2020
Female employees, headcount	%	37	41	43	38	34
... of which is < 30 years	%	13	17	15	15	20
... of which is 30 – 50 years	%	73	67	70	68	70
... of which is >50 years	%	14	16	15	17	10
Females in leadership positions¹	%	37	43	38	26	30
Female in senior leadership positions²	%	21	27	0	0	7

(1) Managing at least 3 people. (2) Extended Management Team

Occupation Health and Safety	Unit	2024	2023	2022	2021	2020
Lost time injuries	Number	18	11	7	20	23
... of which fatal	Number	0	0	0	0	0
Frequency of Lost Time Injuries (LTI's)	LTI's per 1 mill. working hours	6,5	4,9	3,2	7,0	8,2
Frequency of Lost Time Injuries (LTI's)	LTI's per 200.000 working hours	1,3	1,0	0,6	1,4	1,6
Total Recordable Injuries Rate (TRIR)	Total injuries per 1 mill. working hours	9,3	8,4	-	-	-

GHG emissions	Unit	2024	2023	2022	2021	2020
Scope 1 / direct energy	Tonnes CO₂e	2097	2279	2201	2594	2777
... of which natural gas	Tonnes CO ₂ e	1278	1185	1325	1644	1883
... of gas/oil (heating)	Tonnes CO ₂ e	22	124	69	101	50
... of fuel for vehicles (mobile combustion)	Tonnes CO ₂ e	517	608	391	404	378
... of VOC's	Tonnes CO ₂ e	281	362	416	445	466
Scope 2 / indirect energy	Tonnes CO₂e	8100	3936	4296	21	18
... of which electricity	Tonnes CO ₂ e	8058	3923	4270	0	0
... of which district heating	Tonnes CO ₂ e	42	13	26	21	18
Scope 1+2 / total CO₂e emissions	Tonnes CO₂e	10197	6215	6497	2615	2795
... per m ² fiberglass shipped	Kg CO ₂ e/ m ² fiberglass shipped ³	10,7	6,7	7,8	2,4	2,4
... per MT GRP manufactured	Tonnes CO ₂ e/ MT GRP manufactured	1,0	0,7			
... per revenue	Tonnes CO ₂ e/mEur	79	52	65	22	26
Scope 3 / indirect	Tonnes CO₂e	69218	57542	54737	70803	67525
... of which is purchased goods and services	Tonnes CO ₂ e	52963	38794	47674	61909	58149
... of which is capital goods	Tonnes CO ₂ e	161	1846	99	260	341
... of which is fuel and energy related-activities	Tonnes CO ₂ e	62	1437	1085	1391	1454
... of which is upstream transportation & distribution	Tonnes CO ₂ e	2643	2125	1704	2964	2641
... of which is waste generated in operations	Tonnes CO ₂ e	6303	6876	176	260	320
... of which is business travel	Tonnes CO ₂ e	277	160	110	38	40
... of which is employees commuting	Tonnes CO ₂ e	958	861	1240	1454	1531
... of which is downstream transportation & distribution	Tonnes CO ₂ e	4276	3846	2291	2118	2397
... of which is end-of-life of sold products	Tonnes CO ₂ e	1576	1597	358	408	652
Scope 3 / total CO₂e emissions	Tonnes CO₂e	69218	57542	54737	70803	67525
... per m ² fiberglass shipped	Kg CO ₂ e/ m ² fiberglass shipped ³	72,4	61,9	65,6	64,5	58,5
... per MT GRP manufactured	Tn CO ₂ e/ MT GRP manufactured	6,5	6,4	-	-	-
... per revenue	Tonnes CO ₂ e/mEur	537	484	544	598	624
Scope 1+2+3 / total CO₂e emissions	Tonnes CO₂e	79415	63757	61234	73418	70320
... per m ² fiberglass shipped	Kg CO ₂ e/ m ² fiberglass shipped ³	83,1	68,6	73,4	66,9	61,0
... per MT GRP manufactured	Tn CO ₂ e/ MT GRP manufactured	7,5	7,1	-	-	-
... per revenue	Tonnes CO ₂ e/mEur	616	536	609	620	650

(3) m² fiberglass shipped to siter sites and external customers

8. Data

Energy	Unit	2024	2023	2022	2021	2020
Direct energy	MWh	9335	8505	8499	10253	11102
... of which natural gas	MWh	7001	6480	6553	8135	9313
... of diesel (for heating)	MWh	80	46	283	420	203
... of fuel for vehicles	MWh	2254	1979	1663	1698	1586
Indirect energy	MWh	13284	11738	12528	13.903	14.521
... of which is electricity	MWh	11426	9528	9813	11432	12428
... of which is from renewable sources	%	21	22	29	100	100
... of which is district heating	MWh	1858	2210	2715	2471	2093
Total energy use	MWh	19.729	20.243	21027	24.156	25.623
... of which is from renewable sources	%	21,04	20,7	25,8	57,0	56,3
Energy index	KWh energy per m² fiberglass shipped³	20,6	21,8	25,2	22,0	22,2
Energy index	MWh energy per MT GRP manufactured	1,9	2,3	-	-	-

Waste	Unit	2024	2023	2022	2021	2020
Waste	Tonnes	5019	4654	4535	5973	6131
... of which goes for recycling	Tonnes	1524	733	579	997	600
... of which goes for incineration	Tonnes	2658	2956	3032	3970	4525
... of which goes for landfill	Tonnes	560	647	698	666	628
... of which goes for hazardous waste	Tonnes	277	318	227	340	378
Waste index	Kg waste/m² fiberglass shipped³	5,25	5,0	5,4	5,4	5,3
Waste index	MT waste/MT GRP manufactured	0,5	0,5	NA	NA	NA
... per revenue	MT waste/mEur	39	39	45	50	57

Fresh water	Unit	2024	2023	2022	2021	2020
m ³ fresh water	m ³	29179	19517	17938	25920	26956
Liters fresh water per m ² fiberglass shipped	liters/m ² fiberglass shipped ³	30,5	21,0	21,5	23,6	23,4
m ³ fresh water per MT GRP manufactured	m ³ /MT GRP manufactured	2,8	2,2	-	-	-

(3) m² fiberglass shipped to siter sites and external customers

Local community	Unit	2024	2023	2022	2021	2020
Official sanctions or fines with respect to safety?	Number	0	0	0	0	0
Official sanctions or fines with respect to environment?	Number	0	0	0	0	0

Certifications	Unit	2024	2023	2022	2021	2020
Sites with ISO 14001 certifications*	%	100%	100%	100%	100%	100%
Sites with OHSAS 45001 certifications*	%	100%	100%	100%	100%	100%
Sites with ISO 9001 certifications*	%	100%	100%	100%	100%	100%

(*) Manufacturing sites

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