



Cibicom Group
Sustainability
report 2022

Foreword

The Cibicom Group Sustainability Report covers the period from 1 January to 31 December 2022. It covers the Group's overall goals and activities at a time when sustainability is valued more by employees, customers and suppliers.

The purpose of our Sustainability Report is to communicate our activities and progress for 2022 in contributing to a more sustainable future, accepting responsibility as a sustainable provider of digital infrastructure.

In 2022, Cibicom Group continued its support for the UN Global Compact's Ten Principles by becoming a signatory member of the UN Global Compact, and we consider it important to maintain progress and development within our ESG priorities, as ESG will increasingly come to be expected by employees, customers and suppliers moving forwards

Being able to incorporate sustainability into operations and product development is becoming ever more important for the various companies within Cibicom Group.

Key Cibicom stakeholders include: employees, customers, suppliers, our owners, local communities and Denmark.

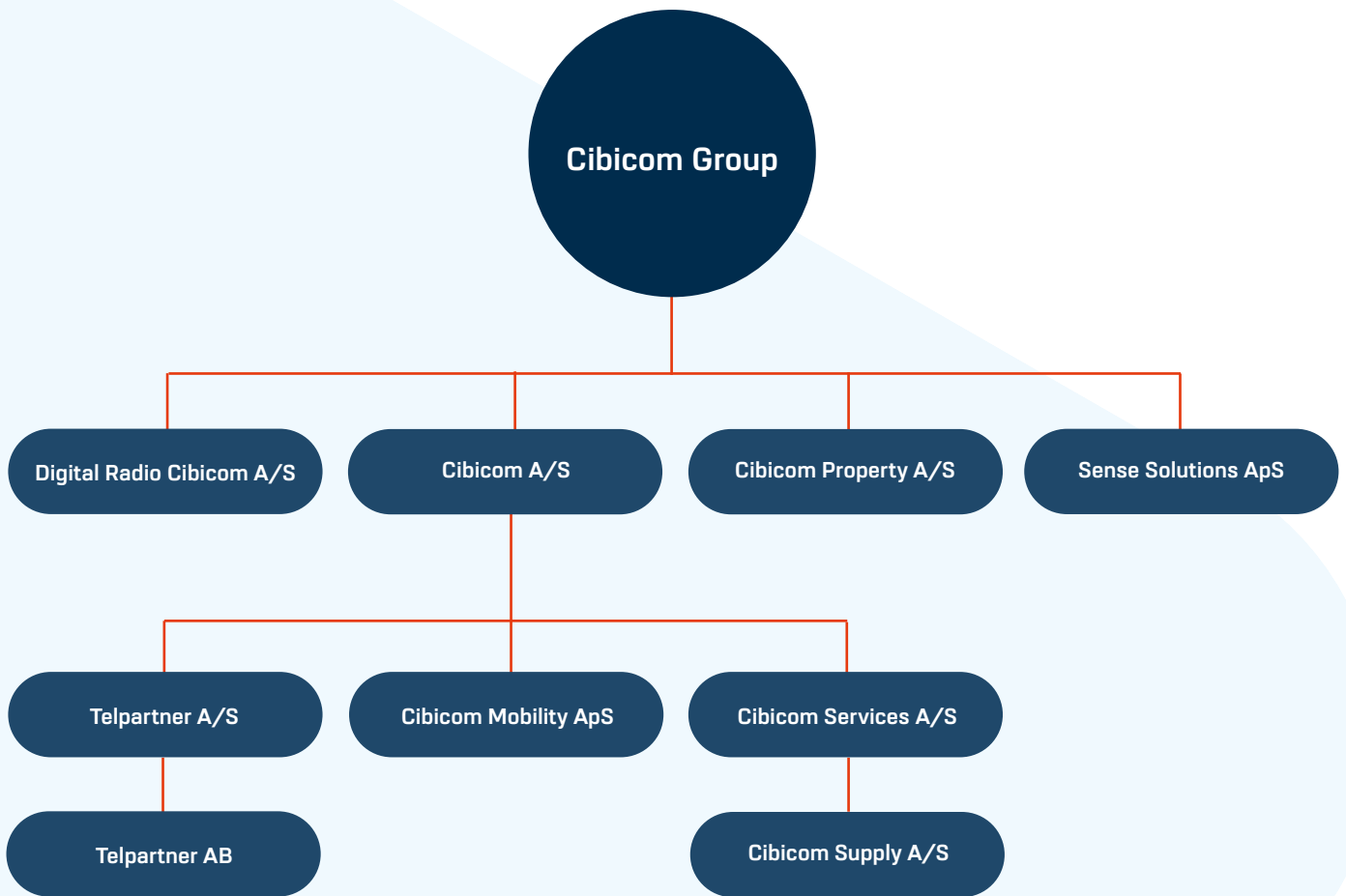
This report covers all the companies that are part of the Cibicom Group:

- Cibicom A/S
- Cibicom Services A/S
- Cibicom Mobility ApS
- Sense Solutions ApS
- Telpartner A/S – became part of Cibicom Group in March 2022
- Telpartner AB in Sweden – a subsidiary of Telpartner A/S – became part of Cibicom Group in March 2022.

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Cibicom Group – corporate structure



CEO Mette Slesvig - ESG 2022 in brief

Cibicom Group is a leading provider of digital infrastructure in Denmark. Our ambitions in this regard oblige us to protect and be an active part of the wider community that we are a part of, **which is why the Cibicom Group Sustainability Committee** will continue its important work in the years to come ensuring that the Group and its individual member companies stick to the ESG agenda.

ESG (**E**nvironmental, **S**ocial & **G**overnance) is important for Cibicom Group and is present in everything we do, because every year since 2019, the Group has submitted ESG reporting to our owner, Agilitas Private Equity LLP, which as part of its annual and ongoing ESG reporting under the name **Agilitas, Sustainable Value Creation**, accounts for the ESG progress of its portfolio companies.

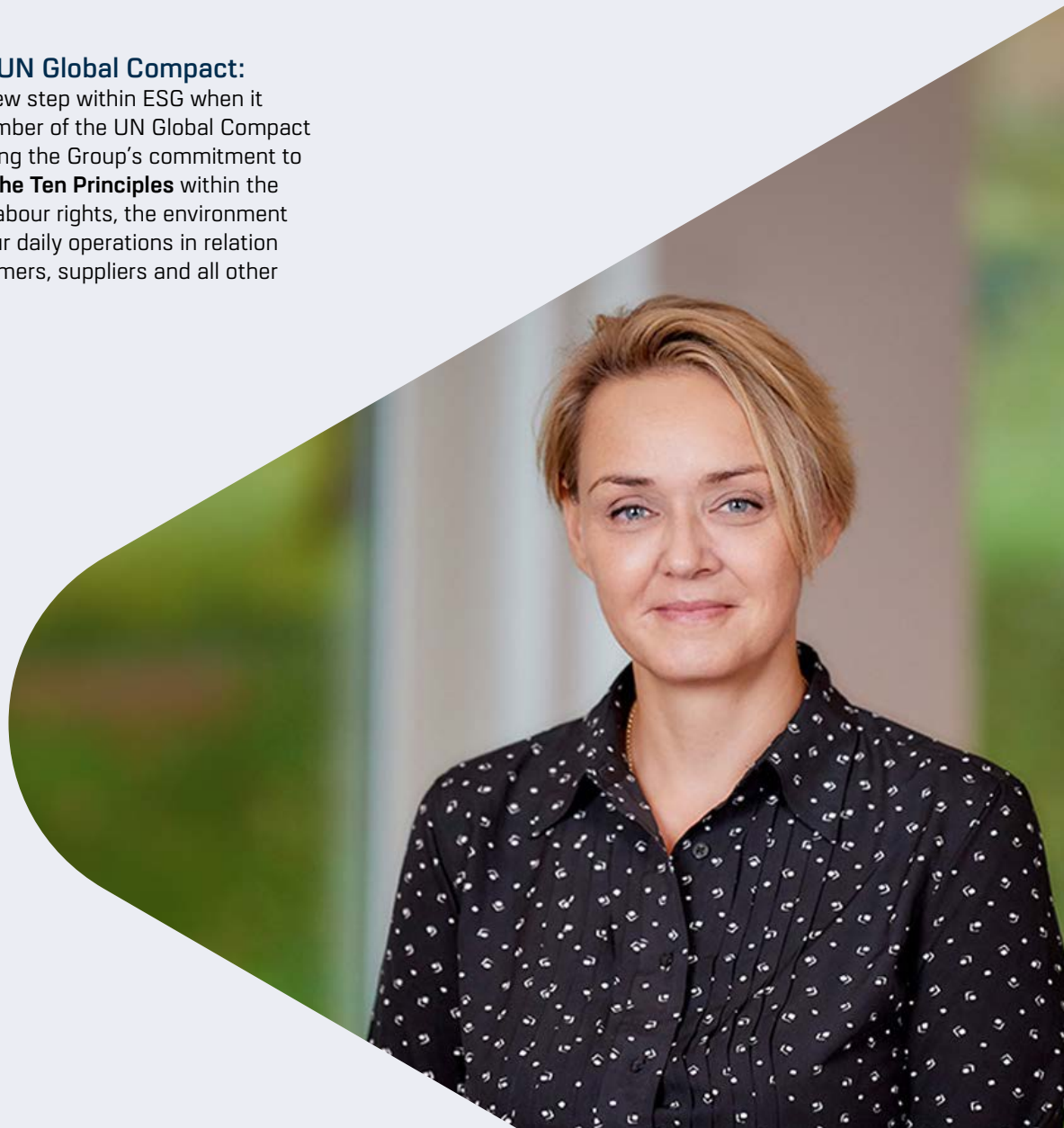
Membership of the UN Global Compact:

Cibicom Group took a new step within ESG when it became a signatory member of the UN Global Compact in April, further underlining the Group's commitment to implement and protect **the Ten Principles** within the areas of human rights, labour rights, the environment and anti-corruption in our daily operations in relation to our employees, customers, suppliers and all other stakeholders.

Employee welfare:

Cibicom Group conducted an employee survey which achieved an 86% participation rate and showed progress on 6 out of the 7 parameters defined: **Co-determination, Mastery, Leadership, Balance, Opinion, Results** and **Colleagues**. There were many responses from employees about how the Group could reduce its overall carbon footprint and in relation to sustainability in general, which further underlines employee commitment to ESG.

Cibicom Group ran a **WPA assessment** and we were delighted with the high score we received on questions pertaining to physical and psychological working environments, sick leave and stress.



Cibicom Group Intranet:

The Cibicom Group Intranet was set up to provide information and interaction within Cibicom Group, quickly becoming a popular internal hub for information. For new employees, it has proven to be an excellent, fast way to get to know Cibicom. We will therefore continue to develop the Cibicom Intranet due to its popularity among all employees.

Cibicom Group community work – Girls’ Day in Science in Ballerup:

Cibicom was proud to welcome girls from Baltorp School in Ballerup and Ingrid Jespersens Gymnasium in Copenhagen for a visit to the company marking Girls’ Day in Science. The aim of this programme is to focus on diversity in science and technology. We want to inspire children and young people regardless of gender, religion, ethnicity and culture and show them what a future in science, technology, IT and crafts could look like.

At Cibicom, the girls were introduced to Mette Slesvig, who at the time worked as Cibicom’s technical director, and on 1 December 2023 was appointed CEO of Cibicom Group; Cecilie Wiile who is a Technical Draftsman and Linda Pedersen who is Project Manager. The students had the opportunity to try their hand at 3 different Workshops. Cibicom also provided information on careers, further education and jobs in the telecommunications industry.

Cibicom Defibrillator

Cibicom Group installed a defibrillator in Ballerup to help save lives in the event of an accident.

Still on target for 2030:

Cibicom Group will reduce its carbon emissions (climate impact) by 50% using 2019 as baseline by 2030. We will also focus on gender diversity and employee satisfaction.

Reduce CO2 emissions by

50 %

by 2030

Diversity

25/75 %

Average by 2030

Employee satisfaction

80

Average by 2030

Cibicom Group, highlights from 2022

Cibicom Group can highlight the following ESG-related activities out of many undertaken in 2022:

- We bought a new property in Aarhus Nord that we named "Kappa", where we have started – from scratch – to build and establish a brand new data centre.
- On our 02.22 – SKI contract, Cibicom won and subsequently delivered the largest data centre order from a public institution ever, worth more than DKK 30 million, at our data centre in Ballerup.
- Cibicom Services A/S installed 5G in Denmark and Sweden on behalf of the largest telecommunications companies in the Nordic region.
- Cibicom Services A/S took over the production of the "green" telecommunications tower, developed with Ramboll to provide a 40% smaller carbon footprint than existing and traditional telecommunications towers..
- Cibicom Group erected more than 100 towers in 2022.
- Telpartner A/S, Denmark's leading provider of DAS systems for indoor mobile coverage, was taken over from its founders, who stayed on with the company, relocating to Ballerup and are now fully integrated as part of Cibicom Group.
- Together with Saint Gobain Denmark A/S, Cibicom won its first major IoT network contract, as Vandcenter Syd in Odense awarded Saint Gobain Denmark A/S the contract to remotely read approx. 50,000 water meters.
- Sense Solutions ApS entered into an exciting collaboration with the Faroese IT company Nemlia to create "the Digital Nursing Home", with more staff for the care sector.
- We decided to upgrade the service vehicle fleet to electric propulsion to reduce our CO2 emissions.

Employees: 150
Companies: 6
Head offices: 2
Other locations: 37



Cibicom Group

| | Unit | 2030 | 2022 | 2021 | 2020 | 2019 |
|--|------|-------|---------------|--------------|--------------|---------------|
| Environment | | | | | | |
| Energy Consumption* | kWh | | 19.681.410 | 18.262.690 | 19.864.097 | 22.989.465 |
| Energy Consumption in % [From baseline] | % | | 86 | 79 | 87 | 100 |
| Waste | Ton | | 156 | 145 | 175 | 72 |
| Waste recycling** | % | | TBD | TBD | TBD | TBD |
| CO2e [Scope 1] | Ton | | 536 | 523 | 502 | 377 |
| CO2e [Scope 2] | Ton | | 10.413 | 7.786 | 8.461 | 14.742 |
| CO2e [Scope 3]*** | Ton | | | | | |
| Samlet CO2 tryk for Scoope 1+2+3 | Ton | | 10.948 | 8.309 | 8.963 | 15.119 |
| Samlet CO2 tryk i % ud fra Baseline | % | 50 | 72 | 55 | 59 | 100 |
| Social | | | | | | |
| Gender diversity /female/male] | % | 25/75 | 16/84 | 17/83 | 21/79 | 16/84 |
| Employee satisfaction | NPS | 80 | 78 | 75 | N/A | N/A |
| Governance | | | | | | |
| Gender Diversity Board [Female/male] | % | 25/75 | 0/100 | 0/100 | 0/100 | 0/100 |

* The difference between baseline and up to 2021 is mainly due to the purchase of green energy and optimisation of grid components based on recommendations from an independent external energy consultant. The increase from 2021 to 2022 is explained by an increased influx of data centre customers in Ballerup, including the largest single order delivered in 2022.

**Cibicom Group only has agreements in place with approved refuse collectors who dispose of waste responsibly by recycling resources such as cardboard, paper, food waste, metals etc. We are currently structuring the relevant data on a common platform to gain a complete overview of recycling of our own waste fractions for all the Group's 37 locations.

***The report for 2022 focus on Scope 1 and Scope 2, and will be extended with Scope 3 whenever Cibicom is ready.



Almost
100 years of
experience with
broadcast and critical
infrastructure

About Cibicom Group:

Cibicom A/S

Cibicom A/S provides the design, installation, operation and service of solutions for business-critical communications and public service broadcasts, or in other words, digital infrastructure.

Cibicom A/S is an independent network operator and Internet Service Provider (ISP). We own and operate a nationwide infrastructure of 35 transmitter towers up to 300 metres high, used for broadcasting television (DTT) and radio (AM/FM/DAB+), Internet-of-Things (IoT) and critical communication solutions for emergency response and industry.

We have built a national, redundant and fibre-based IP backbone and access network (3,500 km) connecting our data centres, nodes and other network operators. Cibicom provides solutions and services for socially important communications to the Coastal Radio service, the Danish armed forces and infrastructure for telecoms operators.

Service and monitoring of nationwide solutions:

Cibicom provides network monitoring and Field Service nationwide based on our own nationwide service organisation and round-the-clock monitoring centre (NOC).

Specialised skills:

Cibicom's engineers, systems specialists and technicians have built up highly specialised know-how and solid experience, ranging from design, planning and establishment to operation and service of reliable IP, IoT and broadcast infrastructures for transmission of TV, radio, data and solutions for critical communication. We therefore also provide professional advice at a high level from design and concept development over coverage calculations and deployment plans to mission-critical operation, service, installation and drone inspections.

Cibicom A/S can take responsibility from installation to operation and service:

Depending on your current solution, we offer a wide range of transmission connections from fibre to radio chain links. We have our own nationwide service organisation, and monitor all installations at our round-the-clock Network Operations Center (NOC), which allows us to take full responsibility from installation to operation and maintenance.

Cibicom A/S has been owned by the European private equity fund Agilitas Private Equity LLP since November 2018 and changed its name from Teracom to Cibicom in January 2019 with a view to initiating a commercial transformation.

The Cibicom name is an abbreviation of "Critical Infrastructure for Broadcasting, IoT and COMMunication".

Cibicom further strengthened its range of skills regarding installation, service and establishment of masts and mobile networks through the acquisition of the Swedish Relacom AB's Danish activities (now Cibicom Services A/S) in 2019, and the acquisition of the Norwegian ICE Group's Danish activities in ICE Danmark ApS in 2020 (now Cibicom Mobility ApS).

Both companies are currently wholly-owned subsidiaries of Cibicom A/S and are part of the Cibicom Group.

Cibicom Group strengthened its digital infrastructure business in 2022 by acquiring Telpartner A/S and its subsidiary, Telpartner AB in Sweden, one of the leading players in the Nordic region in the design, installation and operation of DAS systems as well as indoor mobile coverage. The Group expects Telpartner A/S and Telpartner AB will take part in the massive growth in DAS systems and indoor coverage to come as a direct consequence of current construction techniques.

Cibicom Services A/S

Cibicom Services A/S is a leading player in Denmark within all types of installation of telecommunications equipment in towers, etc. and within the past 20 years has worked for all the largest Danish telecommunications operators and on various projects in Germany, Sweden, Norway, Greenland and the Faroe Islands. Our expertise includes the following:

- Mobile roll-out and Swap-projects – 5G
- Mast installation total/turnkey solutions
- Transmission
- Construction
- Indoor solutions/DAS
- Site management SA/CW
- Project management
- Documentation CAD
- Fuel Cells backup for telecoms sites
- Event & TEMP sites (festivals etc.)
- FO sites management
- Outsourcing

Our
Slimline®-towers
emits 40 %
less CO2

Cibicom Mobility A/S

Cibicom Mobility A/S owns and operates the nationwide 450MHz frequency that Cibicom upgraded in 2021 with Nokia equipment, and is working to integrate this frequency into the utility industry in Denmark, as it is currently used in Germany, a process that continued after the successful network upgrade by Nokia Solutions & Networks Oy commissioned by Cibicom.

Sense Solutions ApS

Sense Solutions ApS will develop IoT solutions within IoT to optimise and streamline the business operations of customers based on IoT data collection.

Sense Solutions ApS entered into a collaboration to create **“the Digital Nursing Home”** and won a series of contracts during the year with private nursing homes who want **“fewer worries and more time for care”** using IoT solutions from Nemlia powered by Sense Solutions ApS.





25 years of
experience in
establishing
mobile coverage

Telpartner A/S and Telpartner AB Sweden

Studies show that 80% of all mobile phone use takes place indoors, a figure which is expected to rise to over 90%. New buildings are constructed according to modern, energy-efficient standards. Many older buildings are also being renovated to become more energy-efficient. However, the energy-efficient materials in walls and windows mean that radio waves from the main mobile network are less able to penetrate buildings. Energy-efficient buildings can thus lead to poor indoor mobile coverage. This is why it is important to consider indoor mobile coverage when planning new construction or major renovations.

Telpartner A/S has focused on ensuring and improving indoor mobile coverage with its tailor-made, comprehensive indoor communication solutions since its foundation in 2003, meaning that regardless of whether there is a need for DaaS solutions, 5G private networks, M2M or IoT, Telpartner A/S can deliver the solution.

Cibicom Groups certifications and memberships

Cibicom Group and Cibicom Services A/S are certified according to a number of international standards.

Cibicom Group:

- ISO/IEC **27001:2013**
Information Security Management system
- DS/EN ISO **9001:2015**
Quality Management system
- **ISAE3402** Type 2
Assurance Reports on Controls at a Service Organisation for datacentres
- **KLS-EL**
Electrical quality management system

Cibicom Services A/S:

- DS/EN ISO **9001:2015**
Quality Management System
- DS/ISO **45001:2018**
Health and Safety management system
- DS/EN ISO **14001:2015**
Environmental Management system.
- **KLS-EL**
Electrical quality management system

Membership of the UN Global Compact:

Cibicom Group has become a member of the UN Global Compact, and we expect to be able to include additional group companies in this membership in the coming years, including companies such as Cibicom Services A/S and Telpartner A/S which have large global customers who demand this commitment from their suppliers.

Critical Telecommunications Infrastructure:

Cibicom Group is an A member of TeleDCIS (Telebranchens Decentrale Cyber- og Informationssikkerhedsenhed [the telecommunications sector's decentralised cyber and security unit]).

Cibicom Group is part of the critical infrastructure in Denmark (significant commercial provider according to the Act on Security of Networks and Services), and is thus obliged to report incidents to the Centre for Cyber Security.

CSR Policy

Cibicom focuses on **taking joint responsibility to make things simple**. Joint responsibility for us means not only responsibility for our own efforts to work together, but also for the community at large. As a responsible business, we want to commit ourselves and our suppliers to live up to standards that are fair and sustainable. Our Code of Conduct, together with our CSR Policy, is based on the general principles included in:

- The UN Global Compact
- The UN's Guiding Principles for Business and Human Rights
- OECD Guidelines for Multinational Enterprises

Our CSR policy applies to us internally and externally. We have a responsibility to our employees and to our local communities.

Principles:

Cibicom and our suppliers support the 10 principles of human and labour rights, eco-friendliness measures and the fight against all forms of corruption and bribery.

- Respect for and no violation of human rights [Principles 1-2]
- Support freedom of association and collective bargaining and prevent all forms of forced and child labour and discrimination [Principles 3-6]
- Focus on environmental challenges, environmental responsibility and the development and dissemination of environmentally-friendly technologies [Principles 7-9]
- Combating corruption, extortion and bribery [Principle 10]

We call the 10 principles our CSR principles, but it is our ambitions and combined efforts that make up our CSR policy. Our CSR principles are consistent, but our CSR policy contains more than just our principles - it contains action.

Our CSR Policy enables us to take responsibility for and secure the community we are all part of.

Our focus:**Human and labour rights:**

Cibicom's growth is based on a sustainable and responsible approach to the world around us, where our people are critical to our success. That's why we focus on the health, safety and well-being of our employees at work.

In addition to living up to our 10 CSR principles, we have specific focus on ensuring a healthy and safe working environment through the correct certifications and standards, ensuring that our employees enjoy rest, time off and holidays, ensuring living wages and privacy, and combating unworthy treatment in the workplace. As such, we naturally accept and support human and labour rights.

Environment:

Cibicom focuses on our impact on the environment and constantly seeks to explore opportunities for sustainability. We therefore work to avoid unnecessary waste of food and resources, to recycle and reuse, to ensure safe handling and correct sorting of waste and to reduce our water and energy consumption and CO2 emissions where possible.

We will ensure there are acceptable levels of noise, smells or light in our workplaces that can affect our working environment, to ensure that our employees have the best means of doing their work without inconvenience.

**Cibicom Group
intends to reduce its carbon
impact by 50% by 2030
[measured from 2019].**

Anti-corruption:

Cibicom does not tolerate corruption in any form. We have measures in place to ensure that none of our employees accept bribes and do not make or accept particularly advantageous offers to or from persons, agents, intermediaries or other third parties. This also applies to gifts, hospitality, contributions or sponsorships, which, if accepted, must be disclosed transparently.

Compliance:

Cibicom operates with a common understanding of our responsibilities based on the following principles:

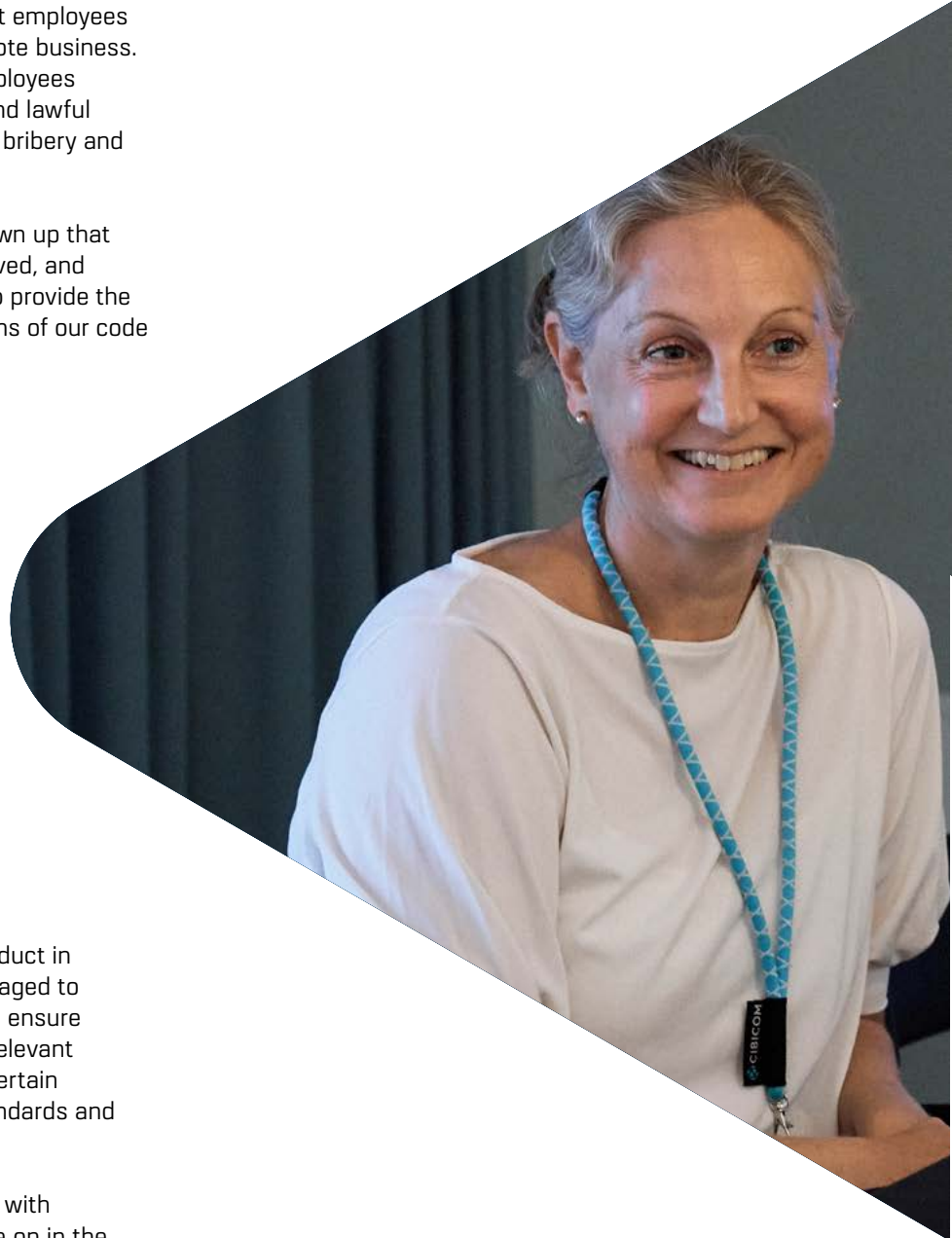
- We conduct business with respect and follow all relevant laws and regulations in all countries in which we operate and in accordance with internal rules and policies
- We conduct business in accordance with the UN Global Compact principles.



Risk and risk management

We recognise the risk of corruption and bribery taking place when dealing with suppliers and in sales negotiations. In addition, there is a risk that employees will be offered large gifts to obtain or promote business. To mitigate these risks, we inform new employees that Cibicom conducts business in a fair and lawful manner and has a zero-tolerance policy on bribery and corruption.

A Code of Conduct has therefore been drawn up that describes how Cibicom wants to be perceived, and there is a whistleblower scheme in place to provide the opportunity to anonymously report violations of our code of conduct.



Suppliers

We began to use our Supplier Code of Conduct in 2022, which Cibicom suppliers are encouraged to sign up to and comply with. This is done to ensure that our suppliers act in accordance with relevant legislation, ensure business integrity, set certain quality standards, environment, labour standards and human rights.

Supplier management and communication with suppliers is an area that we will focus more on in the coming years, as it is required for ESG reporting and in relation to NIS2.



Whistleblower

Cibicom is a responsible business with a transparent and open corporate culture, where employees are encouraged to speak up if they experience compliance issues or other irregularities. Cibicom launched an anonymous whistleblower scheme in 2022, via which all reports can be sent using a digital link to the Danish Data Protection Agency, which then registers the incident. A local whistleblower facility is currently also in place but is due to be phased out.

Data security

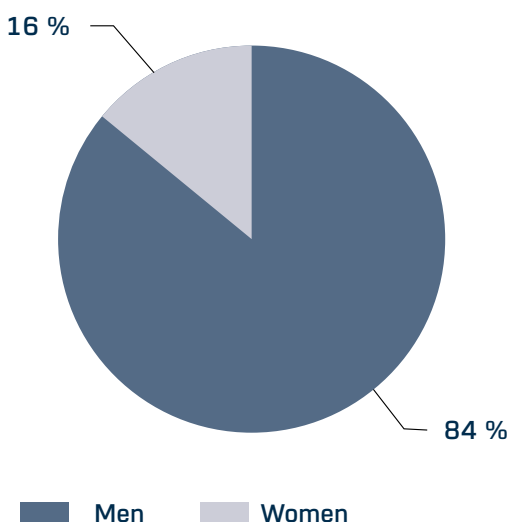
Cibicom ensures data protection by processing customer and employee data securely, as demonstrated through our certification.



Diversity

Cibicom Group operates in an industry with a very high proportion of men. The same applies to parameters such as age and ethnic origin. Cibicom Group wants greater visible diversity primarily to achieve better synergy of skills, ability, etc., and to influence and inspire other companies to take on similar responsibility.

Employees by gender



Gender

The information and telecommunications industry generally suffers from gender imbalance. The same is true of the more practical technical professions such as fitters and technicians in general.

Cibicom Group is not in favour of positive discrimination and will therefore work to ensure that women have better access and feel more inspired in relation to choosing the information technology and technology professions in general.

Cibicom Group's target for 2030 is a gender ratio of 25% and 75%. The intermediate target is a ratio of 20%/80% by 2025, with men still in the majority.

Cibicom Group makes itself available as an advocate and ambassador for women to find technology more inspiring. Cibicom recognises that a lot has yet to be done at the point when an education is chosen, which is why the company's efforts cannot do it alone.

We want dialogue with our suppliers about the same values of inspiration for women in relation to technological professions, but will not make demands – neither in terms of attitude nor for goal setting

We believe that discussion and inspiration are the way forward.

Age

Cibicom Group is aware of the generally high age of its employees. The age level is generally high, as Cibicom’s many positions require a significant level of specialised skills, which is why older and more experienced employees have been selected.

This also means that Cibicom risks not benefiting from the younger generations’ natural approach to technology, but we are attentive and confident, as the Cibicom Group is constantly evolving, including in relation to activities, etc.

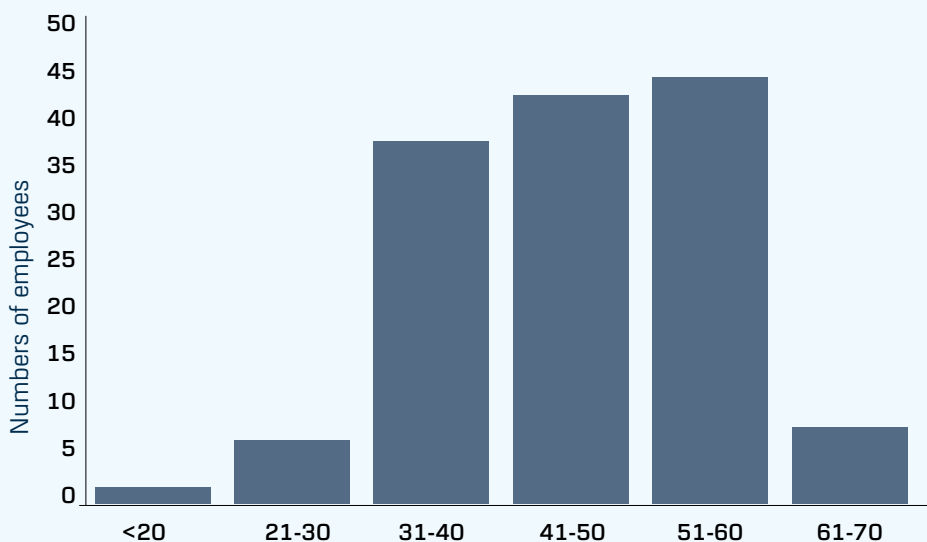
It should be emphasised that Cibicom generally wants greater age diversity in all employee groups to ensure the long-term survival of the company. This is especially true in the practical technical functions, which also require a certain physique.

The graph shows that Cibicom’s biggest age group is 51-60 years old.

The goal for 2030 is an even spread of age groups. The intermediate goals are that the spread can be seen to be evening out year-on-year. This will not be measured against any given criterion, but on the basis of the spread being visually more even. However, the <20 and >70 columns will be exempted, as they are not regarded as the main working years.

Employees by age

Total average: 46,55



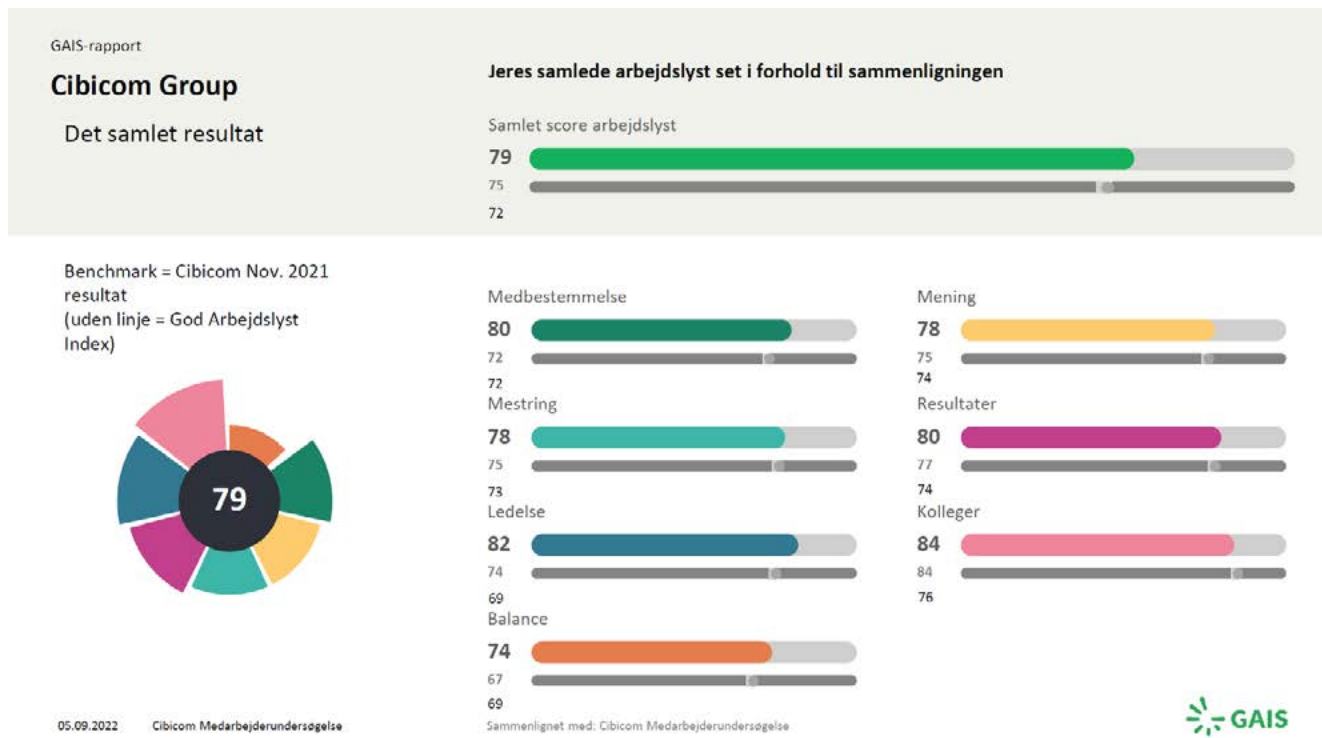
Cibicom Group wants to be a company that encourages young people to choose an education within information and telecommunications technology as well as practical technology.

Internally, we will more closely scrutinise our training procedures and our opportunities to integrate younger employees.

Employee welfare, responsibility and decency

Cibicom Group wants to be a company that employees perceive as being responsible, orderly and where they experience job satisfaction.

The Group continued to use the GAIS programme to measure well-being in 2022, and we thus increased our overall job satisfaction from 75 in 2021 to 79 in 2022.



Our score is above average for the general Danish labour market and variation between the individual departments has been reduced significantly, which actually means that everyone has a good and positive experience of working at Cibicom Group.

