

CIBICOM GROUP

SUSTAINABILITY REPORT 2025

CIBICOM | CIBICOM SERVICES | TELPARTNER



Foreword

Cibicom Group Sustainability Report covers the year 2025 – a year that also saw the celebration of Cibicom's 100th anniversary.

The 'Cibicom' name is a contraction of "Critical Infrastructure for Broadcasting, IoT and Communication".

The report communicates Cibicom Group's **Environmental, Social & Governance** activities in a world where sustainability and physical and digital resilience matter greatly to employees, customers, suppliers and government agencies.

Cibicom Group has been a **signatory member** of the UN Global Compact since 2022, and the membership covers Cibicom Group and thereby the companies Cibicom A/S, Cibicom Services A/S, Telpartner A/S and Telpartner Sverige AB.

Being able to integrate sustainability as well as physical and digital resilience into daily operations and product development activities is becoming increasingly essential for the Cibicom Group companies.

Key Cibicom stakeholders are our employees, our customers, our suppliers, our owners, local communities and government authorities in Denmark.

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CEO Statement

Cibicom celebrated its 100th anniversary in 2025.

Since 1925, Cibicom has helped shape communications and IT infrastructure: from the first radio broadcasts to today's digital data networks. Solutions, infrastructure and expertise that have made it possible to connect people, businesses and government agencies all over Denmark.

That is the difference Cibicom has made in Denmark for the past 100 years.



In 2025, Cibicom Group is the leading provider of critical digital infrastructure in Denmark in the areas of tower infrastructure



(used, for example, for TV and radio broadcasting and mobile telecommunications), data centres, fibre networks, indoor mobile coverage (DAS) and telecom services for the largest telecom companies – a position of responsibility that comes with an inherent duty to take care of and participate in the society of which Cibicom Group is a part, and which is particularly important in the areas of sustainability as well as physical and digital resilience.

[Watch a video about critical communication.](#)

Working with ESG (Environment, Social and Governance) is important to Cibicom Group, and Cibicom Group is owned by **Agilitas Private Equity LLP**, which, as part of its annual and ongoing ESG reporting under the name **Agilitas, Sustainable Value Creation**, reports on the ESG progress of its portfolio companies, in addition to which **Agilitas Private Equity LLP** also monitors the physical and digital resilience of its portfolio companies.

Cibicom Group is fully committed to the ten principles of the UN Global Compact, underscoring our deep respect for human rights, labour rights, the environment and anti-corruption in our daily

operations and in our relations with our employees, our customers, our suppliers and public authorities.

At Cibicom Group, we view the supply of green power for our customers' data centre activities and the like as our 'licence to operate'. Cibicom Group offers green (hydroelectric) power from Entelios to its data centres in Ballerup, Copenhagen West, Søsterhøj (Aarhus), Kappa (Hinnerup) and Taulov.

Compliance – future requirements for physical and digital resilience.

All Cibicom Group companies are covered by the NIS2 Directive, either directly or indirectly. For example, a number of our major customers operate critical infrastructure, and efforts to ensure overall compliance for Cibicom Group will therefore continue in 2025, all with the aim of ensuring that Cibicom Group can pass regulatory inspections and meet our customers' security requirements.



Mette Slesvig
CEO, Cibicom Group

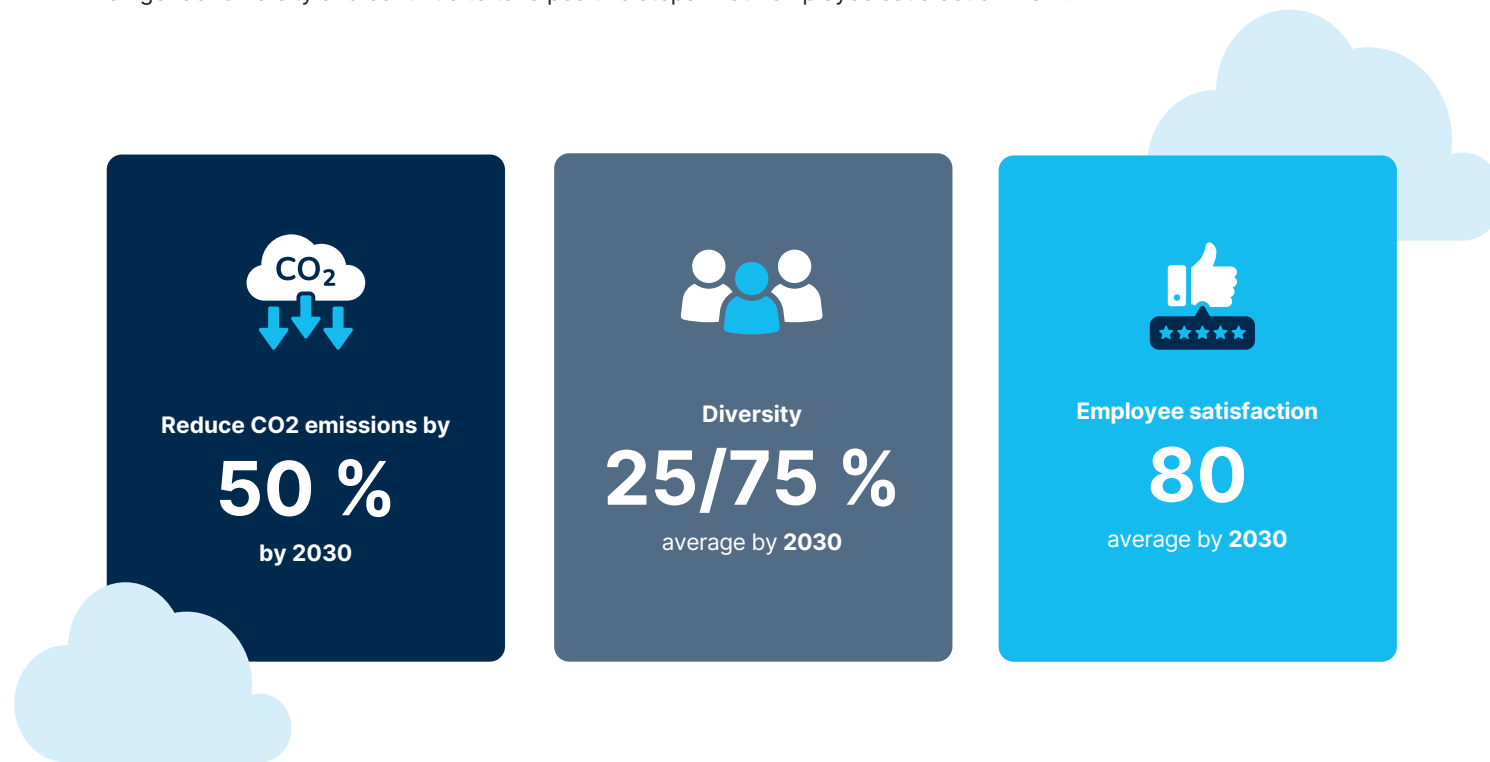
Employee welfare:

Cibicom Group conducts regular employee satisfaction surveys to monitor well-being and provide a forum where employees can express their views, all as a way of maintaining our employees' job satisfaction and happiness with their work tasks and the organisation, and, not least, with Cibicom Group as an employer.

With a job satisfaction (meaningfulness of work) score for 2025 of 83 for Cibicom Group and a response rate of 82% (133 out of 163 employees), we have a strong foundation for developing Cibicom Group into an even better workplace for both existing and future employees.

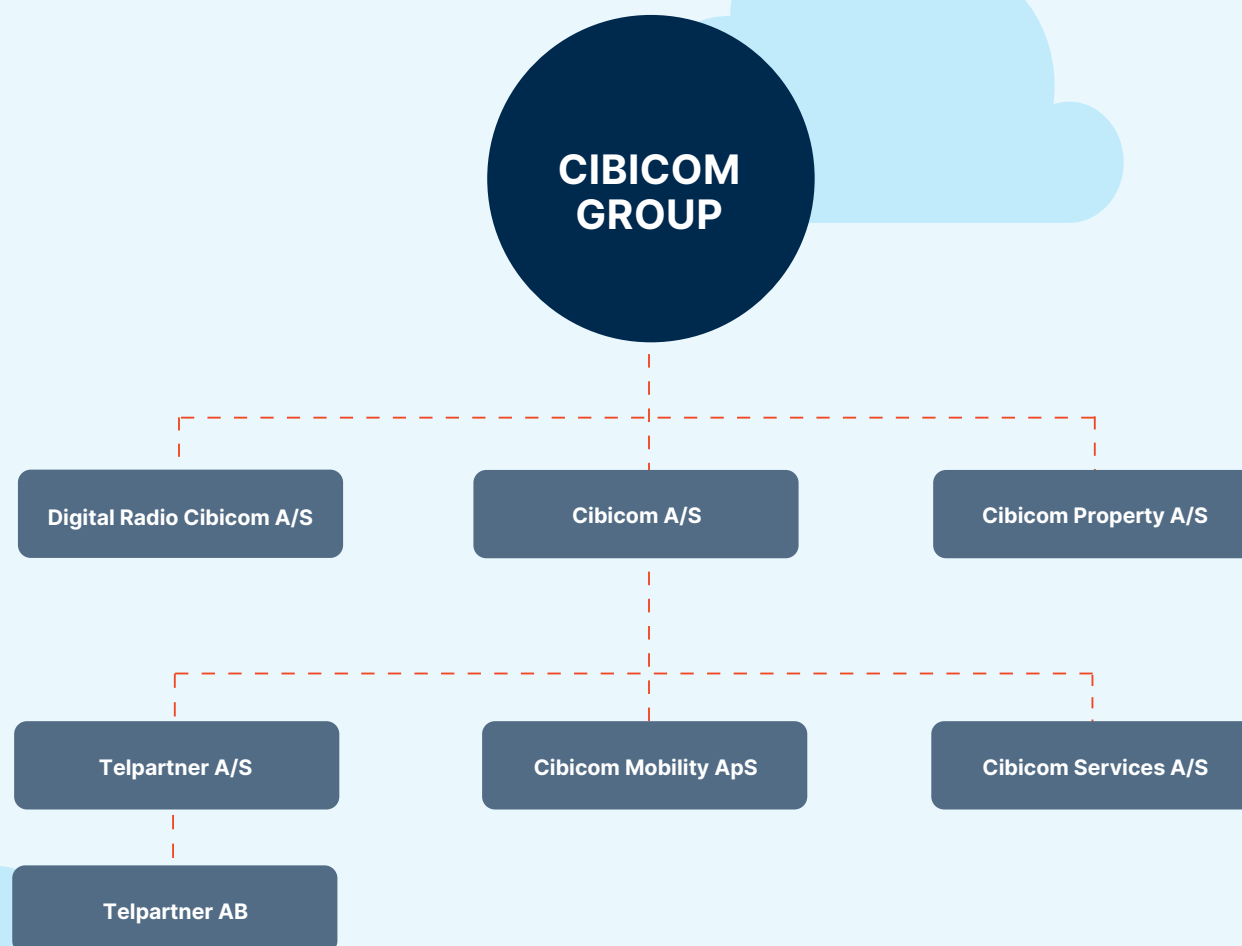
Goals for 2030 unchanged:

Cibicom Group purchases only hydroelectric power, which has enabled Cibicom Group to reduce its CO2 emissions (carbon footprint) by more than 50%, using 2019 as the baseline. We will also focus on gender diversity and continue to take positive steps in our employee satisfaction work.



Cibicom Group

- Group structure in numbers



+150
employees

+500
millions of kroner in
annual revenue

24/7
monitoring of data
infrastructures

+3500
kilometres of nationwide
fibre network

+100
years of experience

+500
towers for radio/TV,
telecommunications and IoT
– up to 300 metres

Cibicom Group

Out of many exciting events during the period, Cibicom Group wants to highlight the following:

- **Cibicom A/S acquired data centre in Taulov, Fredericia:** As a natural step in the development of our data centre business, in 2025 Cibicom acquired an established data centre in Taulov, with the aim of updating and expanding the data centre to Tier 3 standards, enabling Cibicom to offer colocation in Ballerup, Copenhagen West, Søsterhøj (Aarhus), Kappa (Hinnerup) and now also in Taulov (Fredericia).
- **Cibicom A/S launched its two largest colocation data centre contracts to date:** After signing a contract with two of the world's largest IT services companies regarding colocation in Cibicom's data centres, the contracts were transferred to Cibicom Customer Solutions, which quickly and efficiently, and by the agreed deadline, made sure customers could begin operating their vital critical infrastructure.
- **Digital Radio, Danish Broadcasting Corporation and Danish Ministry of Culture:** In 2025, Digital Radio Cibicom A/S's commercial DAB MUX 1 frequency was sold out, marking the end of many years of hard work. In 2016, Digital Radio Cibicom A/S won the beauty contest

arranged by the Danish Agency for Culture and Palaces and established a nationwide DAB MUX 1 radio network, which began operations and broadcasting on 1 October 2017. Furthermore, 2025 was the year in which Cibicom – with its robust and critical infrastructure and due to the changed geopolitical situation – forged even closer ties with the Danish Broadcasting Corporation and the Danish Ministry of Culture.

- **Agilitas and security and colocation compliance package:** A specific national security incident led to an increased focus on the importance of physical and digital resilience in general, and Cibicom was tasked with describing the security measures and activities implemented and/or maintained to prevent errors and/or outages in its own operations due to this and other threats. Also, shortly afterwards, Cibicom developed its Cibicom Colocation Compliance Package, as a way of demonstrating Cibicom's strong business continuity framework to both customers and suppliers.

Employees: 156
Head offices: 2
Other locations: 37



- **Cibicom A/S begins sales and operation of SecureCom LTE 450 communications network:**

The SecureCom LTE 450 network is designed to provide robust crisis communication, with the following advantages:

- 24-hour power backup: Ensures a functional network even without power, which is critical for communication.
- BTB and BTG only: Providing no access for BTC prevents congestion and ensures the network remains stable during crises.
- Closed network: Nationwide and wireless, with no access to/from the internet and mobile networks, eliminating hacker threats and protecting critical communication channels.

After developing and launching the SecureCom LTE 450 communications network, efforts began to sell the solutions, and the serious power outages in Portugal and Spain starkly demonstrated to potential customers in the critical infrastructure sector – including the utilities sector – that a backup plan was urgently needed in case fibre and mobile networks went down, leading to the first contracts with major utility companies being secured in 2025.

- **TeleDCIS:**

TeleDCIS was established at the same time as five other DCISs (Energy, Finance, Health, Transport and Maritime), the purpose of which is to protect Danish infrastructure and citizens against

external threats to our electricity, gas and water supplies, telecommunications etc. In 2025, Cibicom served as vice chair of the TeleDCIS board of directors.

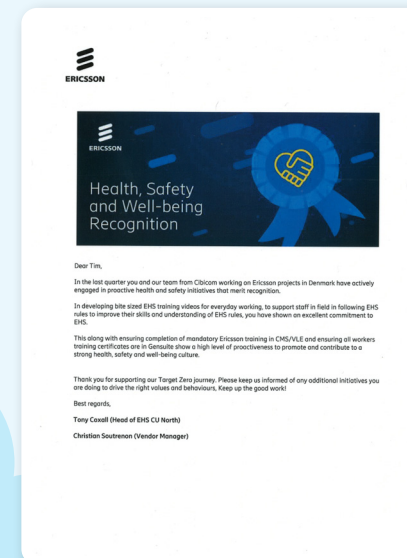
- **Telpartner A/S:**

Telpartner A/S, a Cibicom Group company, is seeing an increasing need among its customers for mobile coverage in the workplace, in home offices and everywhere else – preferably around the clock. As the leading DAS provider in Denmark, Telpartner A/S is therefore pleased to be able to offer optimal indoor mobile coverage for hospitals, tunnels and large companies – and especially proud of contracts signed in 2025 with Novo Nordisk, Odense University Hospital (OUH) and the New Aalborg University Hospital.

- **Telpartner Sverige AB:**

The Västra Götaland Region (VGR) in Sweden is taking a major step towards next-generation digital infrastructure by implementing its own private 5G network, called VGR-5G. Telpartner Sverige AB is pleased to have been selected by VGR to deliver the first project under the VGR-5G initiative. Scheduled for implementation in 2026, the Kungälv Hospital project will be based on a Nokia RAN and will include a total of 275 pico radio units and one outdoor micro-radio unit with three sectors. Covering an indoor area of 66,000 square metres and an outdoor area of 34,000 square metres, this will be the largest private indoor 5G installation in Sweden to date.

- **Cibicom Services A/S:** Cibicom Services A/S, a Cibicom Group company, is a market-leading provider of network coverage and related services for Denmark's largest festivals and events, and Cibicom Services A/S is working hard to become the preferred Danish telecom services provider for all telecom operators in Denmark. As evidence of Cibicom Services A/S's uncompromising approach to safety etc., the company has been honoured by global telecom operator Ericsson under its **Health, Safety and Well-being Recognition** programme.



CO₂ Accounts

	Unit	2030 (Target)	2025	2024	2023	2022	2021	2019 (Baseline)
Environment								
Energy Consumption*	kWh		30.296.058	25.960.482	22.380.000	19.681.410	18.262.690	22.989.465
Energy Consumption in % (From baseline)	%		132	113	97	86	79	100
Waste	Tonnes		145	138	132	156	145	72
Waste recycling**	%		TBD	TBD	TBD	TBD	TBD	TBD
CO2e (Scope 1)	Tonnes		420	379	509	536	523	377
CO2e (Scope 2)	Tonnes		14.815	12.699	9.445	10.413	7.786	14.742
CO2e (Scope 3)***	Tonnes							
Total Carbon footprint for Scoope Scoop 1+2+3			15.235	13.078	9.954	10.949	8.309	15.119
Total CO2 impact in % compared to baseline	%	50	101	87	66	72	55	100
Social								
Gender diversity / % female/male)	%	25/75	12/88	12/88	12/88	16/84	17/83	16/84
Employee satisfaction	NPS	80	83	83	83	78	75	N/A
Governance								
Gender Diversity Board % (Female/male)	%	25/75	33/66	33/66	25/75	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 2024 is explained by an increased influx of data centre customers and data centres.

** All Cibicom Group's agreements are with approved waste collectors, and the group is well on the way to forming an overview of overall waste management together with a partner.

*** The 2025 report focused on Scope 1 and Scope 2. We will include Scope 3 when Cibicom Group is ready for it.

Cibicom A/S

Cibicom A/S offers design development, installation, operation and servicing of solutions for business-critical communication and public service broadcasting.

Infrastructure

Cibicom owns and operates a nationwide infrastructure of 35 transmission towers up to 300 metres high, which are used for broadcasting TV (DTT) and radio (FM & DAB+), Internet of Things (IoT) and critical communication solutions for the maritime radio service 'Kystradioen', the Danish Armed Forces and telecom operators as well as SecureCom LTE450: a closed, dedicated and secure LTE mobile network operating in the 450 MHz frequency band.

Network

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 24/7 network monitoring and Field Service nationwide based on our own monitoring centre (NOC).

Data centres

Cibicom owns five data centres operated in accordance with the Tier 3 standard.

Specialised skills

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



Broadcast & Media

Cibicom is the only company in Denmark to offer a range of solutions and services – from consulting and design development through implementation to operation and monitoring of the entire infrastructure – for TV and radio. Cibicom has been providing moving images since 1948.

TV channels from around the world

TV and radio channels for distributors and associations with high security of supply of optimum picture and sound quality.

Distribution of DAB channels

Get your own nationwide radio station on DAB+.

Setting up broadcast equipment

Cibicom can set up and operate your FM or DAB radio broadcasting infrastructure. From the installation of antennas, the procurement and operation of transmitters, to the establishment of transmission lines from the radio station to the transmission tower.

Design and technology consulting

Highly specialised consulting and design of broadcast infrastructure. We ensure that your distribution is of the highest quality and complies with applicable standards and permits.

Mission Critical

Reliable mission-critical communication can be a matter of life and death.

Emergency preparedness

TV and radio channels for distributors and associations with high security of supply of optimum picture and sound quality.

Defence

Cibicom provides services for the Danish Armed Forces' critical communications and is responsible for monitoring and operating the maritime radio service 'Kystradioen'.

Utilities sector

With solutions based on SecureCom LTE450, Cibicom contributes to increasing or guaranteeing the reliability of supply in Denmark with a guaranteed uptime of 24 hours.

Infrastructure

Cibicom is responsible for the 24/7 operation, servicing and maintenance of the Danish GSM-R network used by Banedanmark for voice and data communications in train operations in connection with the operation and control of train traffic on the Danish railway network.

Critical
infrastructure
is part of our
DNA

Data Centres

We offer one of the most reliable and energy-efficient solutions for Tier 3 data centres in Denmark, providing optimal access to business-critical data.

Fire safety

- Fire monitoring with ion sensors, optical detection and aspiration systems
- Fire suppression using oxygen-reducing gases
- Monitoring of gases, water ingress, leaks, humidity etc.

Solutions

- Single rack, private cage or private suite
- Option for two-centre operation
- Geo-redundancy option
- Data centre connections from Cibicom or other carriers

High level of operational performance and safety

- Multi-factor authentication
- Video surveillance of all areas
- Buildings are secure, with few entrances and windows etc.
- Redundant power supply and cooling system
- UPS and diesel generator
- N+1 inside and out

Networks

Data connections for businesses with specific speed, data security and operational reliability requirements.

Fibre connections

With a lightning-fast fibre connection, you get a network solution that is geared to handling your company's growing data usage.

Internet

Speed, security and additional services are important, and a fast, reliable Internet connection is vital for business performance.

MPLS network

MPLS VPN is an IP networking solution designed to link multiple locations and create a private, routed IP network for businesses.

Anti DDoS

DDoS attacks are currently the most common type of cyberattack against businesses in Denmark. Cibicom's Anti-DDoS solution protects businesses from attacks that could shut down critical networks. Cibicom offers three different levels of protection.

Unparalleled
reliability



Internet of Things

Cibicom provides the digital IoT infrastructure, enabling businesses to collect data from equipment, building and vehicle sensors.

IoT networks

Cibicom's nationwide IoT network is based on LoRaWAN, offering extended coverage and ultra-low power consumption.

Supplement IoT coverage locally

Connect your own gateways to Cibicom's network server to achieve extended local coverage in locations such as basements or sewers.

IoT management platform

Easy management of IoT devices.

Sensors

LoRaWAN is one of the most widely used IoT standards in the world, which means there is a large and diverse range of sensors available to support your specific usecase.

Data

Data collected via Cibicom's LoRaWAN network is delivered directly to the customer's own database via well-defined APIs.

Security and redundancy

Data transmitted through Cibicom's LoRaWAN solution is encrypted, and the network has a high degree of redundancy.

SecureCom LTE450

A secure and stable connection for mission-critical communications, covering on land and at sea in Denmark.

Cibicom operates its own nationwide LTE mobile network on the 450 MHz frequency. Cibicom offers custom solutions for mission-critical communications, such as M2M or Push-to-Talk (PTT).

24-hour mobile network uptime is guaranteed in the event of power failure (blackout guarantee), ensuring connection to critical measuring devices and mission-critical communication.

Get a secure, cost-effective, scalable – and above all, flexible – data transmission solution via Cibicom's own nationwide 450 MHz network. We offer APN (Access Point name) solutions for secure, closed and wireless IP-based data connections between locations in Denmark and your company's central IT systems.



**IoT helps
businesses and
society**



Cibicom Technology

The most reliable technology

We own and operate a nationwide infrastructure of more than 30 transmission towers up to 300 metres high, which are used for broadcasting, IoT and mission-critical communication solutions for emergency response services and industry, as well as a national, redundant, fibre-based IP backbone and access network connecting our data centres, nodes and other network operators.

- +3,500 km of nationwide fibre **network**
- Dedicated mission-critical grade WAN
- Up to 80 × 100 Gbit/s WDM channels using current technology
- A fully redundant, nationwide ISP MPLS network featuring the latest technologies, such as SRv6, EVPN and L2/L3 VPN
- A fully redundant, nationwide Broadcast MPLS network featuring the latest technologies, such as SRv6, EVPN, L2/L3 VPN, Multicast NG and PTP
- Data centres are built using cutting-edge technologies and Spine/Leaf designs, with redundancy and multi-data centre solutions
- Anti-DDoS solutions based on market-leading technologies
- Support for up to multiple 100 Gbit/s access links
- WDM and MPLS platforms

Accountability

As a provider of critical infrastructure, we see ourselves as playing an important role in Danish society. As a responsible company, we commit to standards that are fair and sustainable, and expect the same of our suppliers.

- Cibicom A/S and Cibicom Services A/S are certified according to a number of international standards, including ISO/ISAE and ITIL.
- Cibicom works closely with recognised international manufacturers of equipment and solutions for the defence industry, which helps ensure that our deliveries meet the highest technical and security standards.
- Cibicom is a signatory member of the UN Global Compact: the world's largest initiative for responsible business.
- A fully redundant, nationwide ISP MPLS network featuring the latest technologies, such as SRv6, EVPN and L2/L3 VPN.
- Cibicom Services A/S and Ramboll have developed a new tower type with a 40% smaller carbon footprint compared to existing and traditional telecoms towers.
- Cibicom Group has supported families of children with cancer and, among other things, participated in 'Cycling for Cancer' in support of the Danish Cancer Society.

Operations and Service

Cibicom offers a wide range of services related to the operation and servicing of data and broadcast networks.

- Network Operations Center (NOC)
- Monitoring of critical data and broadcast infrastructures and services
- Round-the-clock first-level support
- Rapid response times
- Incident management
- 24/7 event logging in Cibicom Incident system (ITSM)
- Error correction according to SLA.
- Regular reporting and regular status meetings
- Security-approved by the Danish Resilience Agency (SAMSIK)

Field Service:

- Nationwide field service organisation
- Maintenance and operation of communication networks and equipment
- Custom service solutions
- 24/7 operation and troubleshooting throughout Denmark
- Coordination with our central round-the-clock NOC

Knowledge and Consulting

Cibicom's engineers, systems specialists and technicians have developed highly specialised knowledge and solid experience.

We offer consulting in the following areas:

- Data infrastructure
- Transmission
- Mission-critical communications
- Cybersecurity
- Design and concept development
- Coverage calculations
- Design of complete infrastructure systems
- Regular reporting and regular status meetings
- Rollout plans for operations, servicing and installation, among other things

**Certified and
safety-approved**



Cibicom A/S

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, which is now well under way.

The Cibicom name is a contraction of '**C**ritical **I**nfrastructure for **B**roadcasting, IoT and **C**ommunication'.

Cibicom further strengthened its range of skills regarding installation, servicing and establishment of towers 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.

Telepartner A/S and Telpartner Sverige AB were added in 2022, and all the companies are now wholly owned subsidiaries of Cibicom A/S and part of Cibicom Group.

A man with glasses, wearing a dark blue Cibicom jacket and a lanyard with a badge, stands in a server room. He is smiling and holding onto a white server rack. The background shows rows of server racks with perforated doors.

100 years
of experience with
broadcasting and
critical infrastructure

Cibicom Services A/S

Cibicom Services A/S is one of the largest providers of towers and infrastructure services to telecom and mobile operators in Denmark.

Cibicom Services A/S supplies and installs robust towers designed to meet even the most stringent requirements of both mobile operators and other telecom companies.

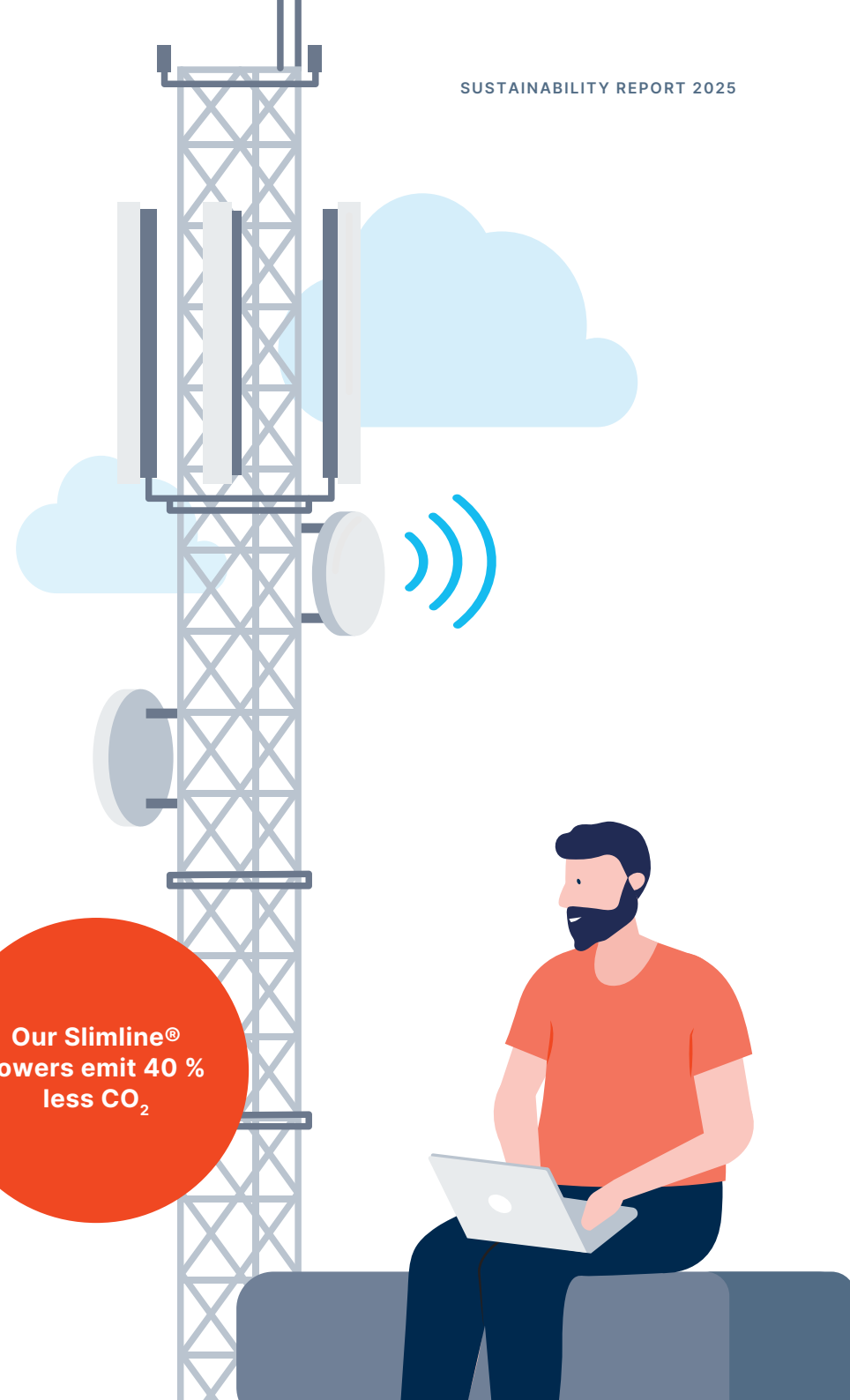
Our new, sturdy Slimline® lattice towers and steel foundations were developed and designed in Denmark in collaboration with Rambøll.

Cibicom Services A/S has extensive experience with telecom projects. We have been working with all Danish operators for more than 25 years. In addition, we have undertaken projects in Sweden, Norway, Greenland and the Faroe Islands.

Cibicom Services is certified according to the ISO 9001, ISO 14001 and ISO 18001 standards, and our solutions include the following services for telecom and mobile operators:

- Mobile rollout and swap projects – 5G
- Tower installation total/turnkey solutions
- Sale of 42 to 48-metre telecom towers developed together with Rambøll Danmark A/S
- Transmission
- Construction
- Indoor solutions/DAS
- Site management SA/CW
- Project management
- Documentation CAD
- Fuel Cells backup for telecoms sites
- Event and TEMP sites (festivals etc.)
- FO sites management
- Outsourcing

Our Slimline® towers emit 40 % less CO₂



Telpartner A/S

Indoor mobile communications play a huge role in today's society. Eighty percent of all data traffic happens inside buildings, and both businesses and public institutions are heavily reliant on mobile communications – and, in particular, on round-the-clock coverage.

Challenge

Mobile signals face challenges. The increasing use of low-energy building materials and the higher speeds of 5G make it harder for signals to penetrate buildings.

Solution

The key to full signal coverage is a Distributed Antenna System (DAS). Telpartner specialises in such solutions. For 25 years, we have been implementing DAS solutions in some of the most challenging locations, such as the circular underground metro line in Copenhagen (Cityringen), Copenhagen Airport, several large hospitals and numerous commercial buildings.

Custom solutions

We supply indoor DAS, 5G private network, M2M and IoT communication solutions. We never compromise on quality, and we have the experience needed to find the solution that provides the best mobile service for individual customers.

25 years of
experience of
mobile coverage



Certificates, Certifications and Memberships

Cibicom Group is certified according to a number of international standards.

Cibicom A/S

- **ISO/IEC 27001:2022**
Information Security management system
- **DS/EN ISO 9001:2015**
Quality management system
- **ISAE3402 Type 2**
Auditor's statement regarding data centre operations
- **KLS-EL**
Electrical quality management system
- Entelios Certificate 2025 for green energy hydro

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 UN Global Compact

Cibicom Group has been a **signatory member** since 2022, and membership has since been extended to include all companies under the Cibicom Group name.

Critical Telecommunications Infrastructure (TeleDCIS)

Cibicom A/S is an A-member of TeleDCIS (the Telecommunications Sector's Decentralized Cyber and Information Security Units) and serves as vice chair of the board of directors.

Cibicom A/S is part of Denmark's critical infrastructure (the telecom sector) and is therefore required, upon registration, to report incidents to the authorities.

Confederation of Danish Industry (DI)

Cibicom Group is a member of the Confederation of Danish Industry (DI), Denmark's largest trade organisation and employers' association. DI represents 20,000 companies of all sizes from virtually every branch of the Danish business community, nationwide. The organisation represents the interests of employers and the political interests of its members – locally and globally.

Telecommunications Industry Association in Denmark

Cibicom A/S is a member of the Telecommunications Industry Association in Denmark, a body working for the common telecom industry policy interests of its members – nationally and internationally – in particular with regard to the legislature and authorities.

LoRa Alliance: An open, non-profit association that has become one of the largest and fastest-growing alliances in the technology sector since its inception in 2015. Its members collaborate closely and share their experience to promote the success of the LoRaWAN® standard as the leading open global standard for secure, carrier-grade IoT LPWAN connectivity. With the technical flexibility to handle a wide range of IoT applications, both static and mobile, and a certification programme to guarantee interoperability, LoRaWAN® has already been deployed by major mobile network operators globally, with continued broad expansion into 2025 and beyond.

LTE450 Alliance: A trade association representing stakeholders in the 450 MHz spectrum. Members of the alliance include wireless operators, equipment manufacturers and businesses in various vertical markets for machine-to-machine (M2M) communications. The Alliance is committed to promoting the potential of the 450 MHz spectrum and helping its members achieve their goals more effectively.





Customer Promise and Values

Cibicom focuses on taking joint responsibility to make things simple.

- As a responsible company, we must contribute to our internal community and to society by building simple solutions for a brighter future for all.
- As a responsible company, we commit to high standards that will enable us to continue to deliver robust, secure and sustainable communication solutions, and we expect our suppliers to do the same.
- **We are willing to go the extra mile for each other and for our customers.**
- Cibicom goes 'above and beyond' to meet the challenges and demands faced by our partners in the communications society of the future.

CSR

As a responsible and decent business, we commit to standards that are fair and sustainable and expect the same from our suppliers. Our Code of Conduct, together with our CSR policy, is based on the general principles of:

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

Our CSR policy applies both internally and externally. We have a responsibility to our employees and to society.

Principles

Cibicom and our suppliers support the ten principles on human and labour rights, sustainability measures and the fight against all forms of corruption and bribery.

- Respect for and no abuse 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 diffusion of environmentally friendly technologies (Principles 7-9).
- Work against corruption, extortion and bribery (Principle 10).

We refer to the ten principles as our CSR principles, but our CSR policy is made up of our ambitions and combined efforts. Our CSR principles guide everything we do, but our CSR policy is not just about principles – it is about action.

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

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 is why we focus on the health, safety and well-being of our employees at work.

In addition to living up to our ten CSR principles, our focus is specifically 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. Therefore, we naturally accept and support human and labour rights.

Cibicom Group intends to reduce its carbon impact by 50% by 2030 (measured against 2019 baseline).



Environment

In Cibicom we focus on our impact on the environment and constantly seek to explore sustainable opportunities. We therefore work to prevent unnecessary waste of food and resources, to recycle and reuse, to ensure the safe handling and correct sorting of waste and to reduce our water and energy consumption and CO2 emissions where possible.

We ensure our working environment is characterised by acceptable noise levels, clean air and proper lighting, creating the best conditions for our employees to do their job without being disturbed.

Anti-corruption

Cibicom does not tolerate corruption in any form. We have measures in place to ensure that our employees do not 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 comply with all relevant laws and regulations in all the 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 handling of risk

We recognise the risk of corruption and bribery in our dealings with suppliers and in sales negotiations. In addition, there is a risk that our 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 a whistleblower scheme is in place to allow anybody to anonymously report breaches of our Code of Conduct.

Suppliers

Our Supplier Code of Conduct is actively implemented, and Cibicom suppliers are encouraged to sign up to and comply with it. This is done to ensure that our suppliers act in accordance with relevant legislation, ensure business integrity and adhere to certain quality, environmental, labour rights and human rights standards.

Supplier management and communication with suppliers is an area that we will focus more on in the coming years, particularly in relation to the NIS2 Directive that became entered into force in 2025.

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 has implemented a digital whistleblower scheme that fully complies with legal requirements and ensures anonymity for employees.

Data security

Cibicom ensures data protection by processing customer and employee data securely, as demonstrated through our certification. 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 is committed to creating greater visible diversity, primarily to effectively synergise our strengths, skills etc., and to influence and inspire other businesses to take a similarly responsible approach.



Gender

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

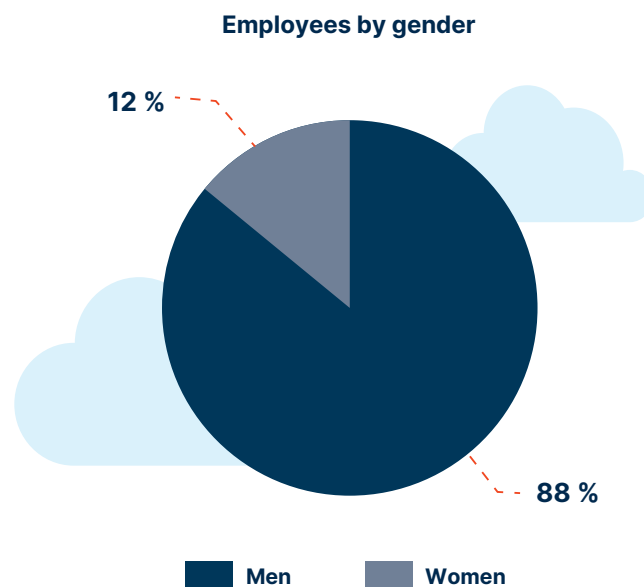
Cibicom Group is not in favour of positive discrimination and will therefore work to ensure that women have better access and feel more inspired to work in the information technology and technology professions in general.

Cibicom Group's target for 2030 is a gender ratio of 25/75.

Cibicom Group makes itself available as an advocate and ambassador for women to find technology more inspiring. Cibicom is aware that efforts are needed when students choose their initial educational tracks, which is why the company's efforts cannot do it alone.

We want to have a dialogue with our suppliers about the value of inspiring women to pursue careers in the technological professions, but will not force our suppliers to adopt particular views or goals.

We believe that having a conversation about this and trying to inspire our suppliers is the way forward.



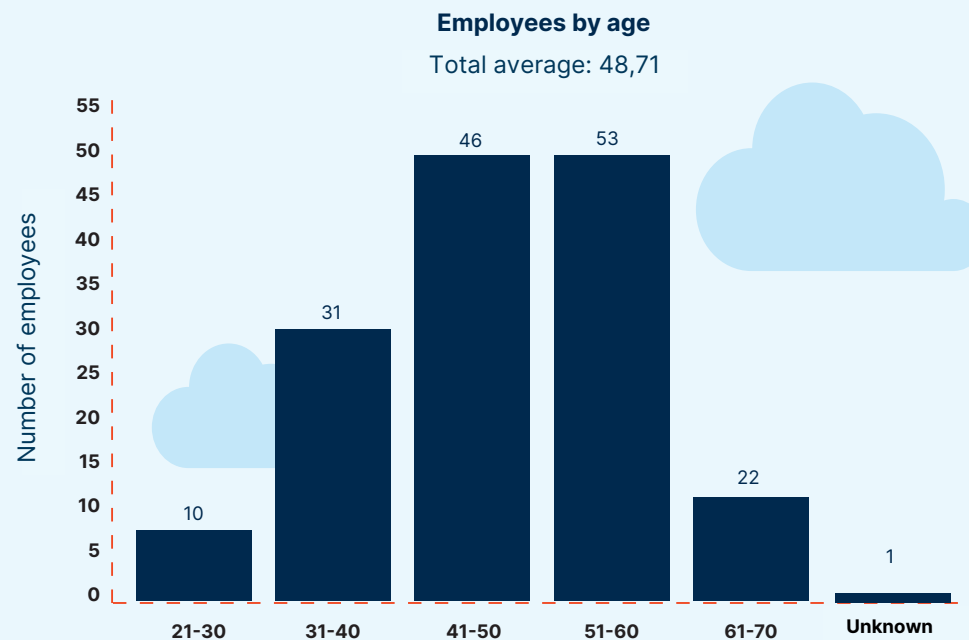
Age

Cibicom Group is aware of the generally high age of its employees. The age level is generally high as many of our 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 aware of this and positive about the future as Cibicom Group is constantly evolving as are our business activities etc.

It should be emphasised that Cibicom generally wants to see 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 largest employee group is in the 51–60 age range, but the proportion of employees aged 41–50 is increasing, which is positive. In 2025, the average age was 48.71.



Cibicom Group wants to actively encourage young people to pursue paths in IT as well as practical technological professions.

Internally, we are going to refresh our training programmes and look at opportunities for onboarding younger employees, which we succeeded in doing in 2024.

Employee welfare, responsibility and decency

Cibicom Group wants to be perceived by our employees as being a responsible and decent company, and where they experience job satisfaction.

Cibicom Group uses the GAIS job satisfaction tool. Our overall job satisfaction score was **82 in 2025**, which we are happy with, but which can still be improved.

Total job satisfaction

Score: 83



Working with the Sustainable Development Goals (SDGs)



Cibicom's business supports SDG 3. To promote job satisfaction, quality of life and health for our employees, Cibicom has established a 'Caring policy', to create the best working conditions possible, while still optimally looking after the company's interests.



Cibicom's business supports SDG 4 by providing educational opportunities for students and apprentices to be trained at Cibicom while doing a technical or data science programme.



Cibicom's business supports SDG 9 by providing infrastructure to help boost the positive economic, social and environmental connections in Denmark, as we help to deliver the broadcasting of: DTT, FM and DAB signals to all households in Denmark. Cibicom's Slimline Tower design ensures less visual impact on the surroundings, is quick to implement and thus better for the climate and the environment, see also SDG 13.



Cibicom's business supports SDG 11 by developing and delivering IOT (Internet of Things) infrastructure that enables cities and communities to collect and monitor data to help reduce waste of resources such as water, electricity etc.



Cibicom's business supports SDG 13 by taking climate action through proper waste handling and by sorting cabinets and metals for recycling and refraining from any use of plastic water bottles at our facilities. Cibicom pursues a policy of reducing food waste in our canteens, and make a point of serving organic and healthy food for employees.





Cibicom Group – 15.07.2026