



CORPORATE SOCIAL RESPONSIBILITY STATEMENT

See section 99a of the Danish
Financial Statements Act

2024/2025

JPS
marselis

4. JULY

JPS Marselis ApS

Peter N. Andersen



The statutory report on corporate responsibility (CR) includes a description of the business model of JPS Marselis ApS in relation to corporate responsibility, corporate responsibility policies and risk assessment, as well as a description of actions and results.

JPS Marselis ApS has chosen to publish the statement in accordance with Section 99a on the company's website.

The following statement comprises JPS Marselis ApS' reporting for 2024/25 and is part of the management's review as presented in the annual report.

Description of the business model at JPS Marselis

JPS Marselis is structured as a holding company with subsidiaries focusing on Danish properties (JPS Ejendomme A/S, JPS Dania A/S, JPS AROS A/S and JPS Germa A/S) and the companies Tropica Aquarium Plants A/S (activities in Denmark, Germany and Canada), Hornbaek A/S (activities in Denmark and Latvia), Vahle A/S (activities in Denmark), Grønning Hård Træ A/S (activities in Denmark), JPS Hotel Service A/S (activities in Denmark) and Dansk Administrationscenter A/S (activities in Denmark). In addition, there is the subsidiary JPS AGRO A/S, which focuses on investments in Danish agriculture and forestry. Several of these companies are structured as focused sub-groups with their own subsidiaries. The individual companies operate with a high degree of operational independence: they have their own organisation and management with responsibility for the company's operations. The companies' underlying subsidiaries conduct activities that are identical to or closely related to the company's core business.

The majority of the Group's revenue comes from its own production of wood products and aquatic plants. The remaining revenue comes mainly from trading activities and the letting of real estate.

The Group's purchases of raw materials are limited to wood from primarily Nordic and Baltic forests, which is purchased in large quantities from recognised suppliers. The Group's purchases of components comprise a large number of products purchased from suppliers worldwide. These products are generally manufactured by suppliers with high quality standards.

The Group's sales are mainly based on sales to professionals who resell the goods to both private and professional customers. Direct revenue/sales to private and public customers are limited. The Group's properties are mainly rented out to private individuals (residential).

The above characteristics of the Group's overall business model mean that there are CR-related issues that are particularly important to our business. This applies in particular to issues related to our employees, our use of resources such as energy and raw materials, and good business ethics.

A photograph of three people (two men and one woman) sitting around a wooden table in a modern office setting, engaged in a discussion. A large window is visible in the background, and a red pendant light hangs above the table.

CR policy and risk assessment

JPS Marselis has adopted corporate social responsibility policies in these areas:

- Human rights
- Social conditions and employee relations
- Anti-corruption and business ethics
- Environment and climate

The policies are implemented in the Group.

The Group's CR policy provides the framework for a common approach among our employees in relation to our values and our goal of acting sustainably and responsibly. The policy describes a number of guidelines and our expectations of each other and summarises how we should behave as employees and employers respectively. The policy is based on the UN Global Compact.

JPS Marselis has also conducted an overall risk assessment of these areas. The most important risks are described below in the context of the policy for each area.

Human rights

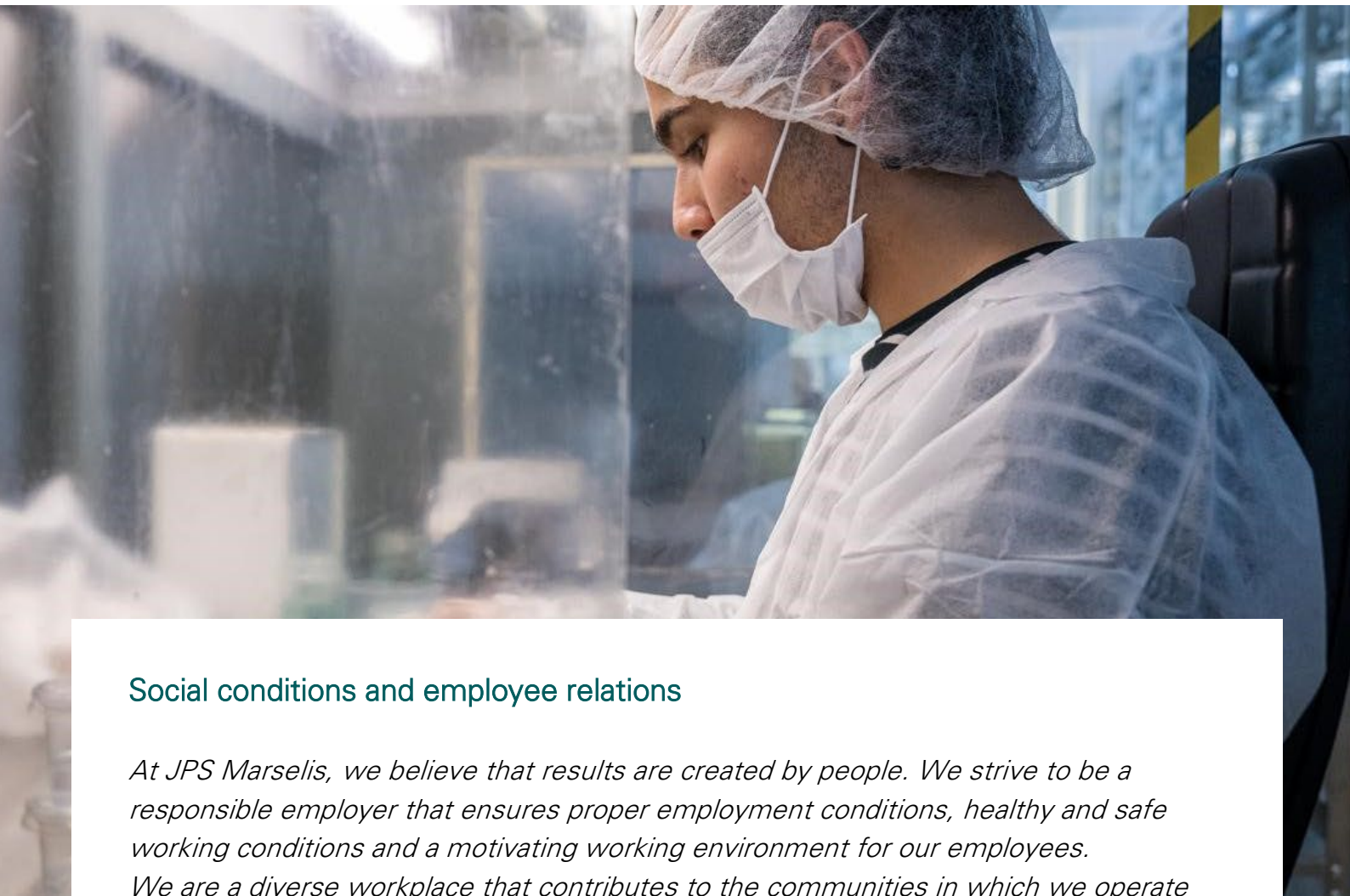
JPS Marselis operates in a wide range of countries around the world. Regardless of the country in which we operate, we strive to respect human rights and treat our employees with dignity and respect. We support and respect the protection of internationally proclaimed human rights as set out in the UN Declaration of Human Rights and in the ILO conventions and recommendations.

JPS Marselis has conducted an overall risk assessment in relation to human rights. The Group operates in various countries. However, no specific risks in relation to human rights are considered to be associated with these countries.

The management of all activities is familiar with our policies and attitudes towards human rights, regardless of geographical location.

The latter is considered a fully adequate measure to counteract the risk of human rights violations. No human rights violations have been identified during the year. With the measures described, no particular risk is expected going forward.





Social conditions and employee relations

At JPS Marselis, we believe that results are created by people. We strive to be a responsible employer that ensures proper employment conditions, healthy and safe working conditions and a motivating working environment for our employees. We are a diverse workplace that contributes to the communities in which we operate by creating jobs and employing unskilled workers and people on the margins of the labour market.

JPS Marselis has conducted an overall risk assessment in relation to social conditions and employee relations. As JPS Marselis considers its employees to be the Group's most important resource, CR risks related to social and employee matters are considered to be an area of particular importance.

The Group's activities require dedicated and skilled employees, and significant demands are placed on their competencies. In general, the workforce consists mainly of well-educated employees or employees who, after training and education, have acquired the necessary skills to enable compliance with the companies' quality and safety standards. This helps to ensure that a high level of health and safety can be maintained.

In relation to social conditions and employee relations, activities outside the former Western Europe (Latvia) are explicitly assessed as involving particular risks, as

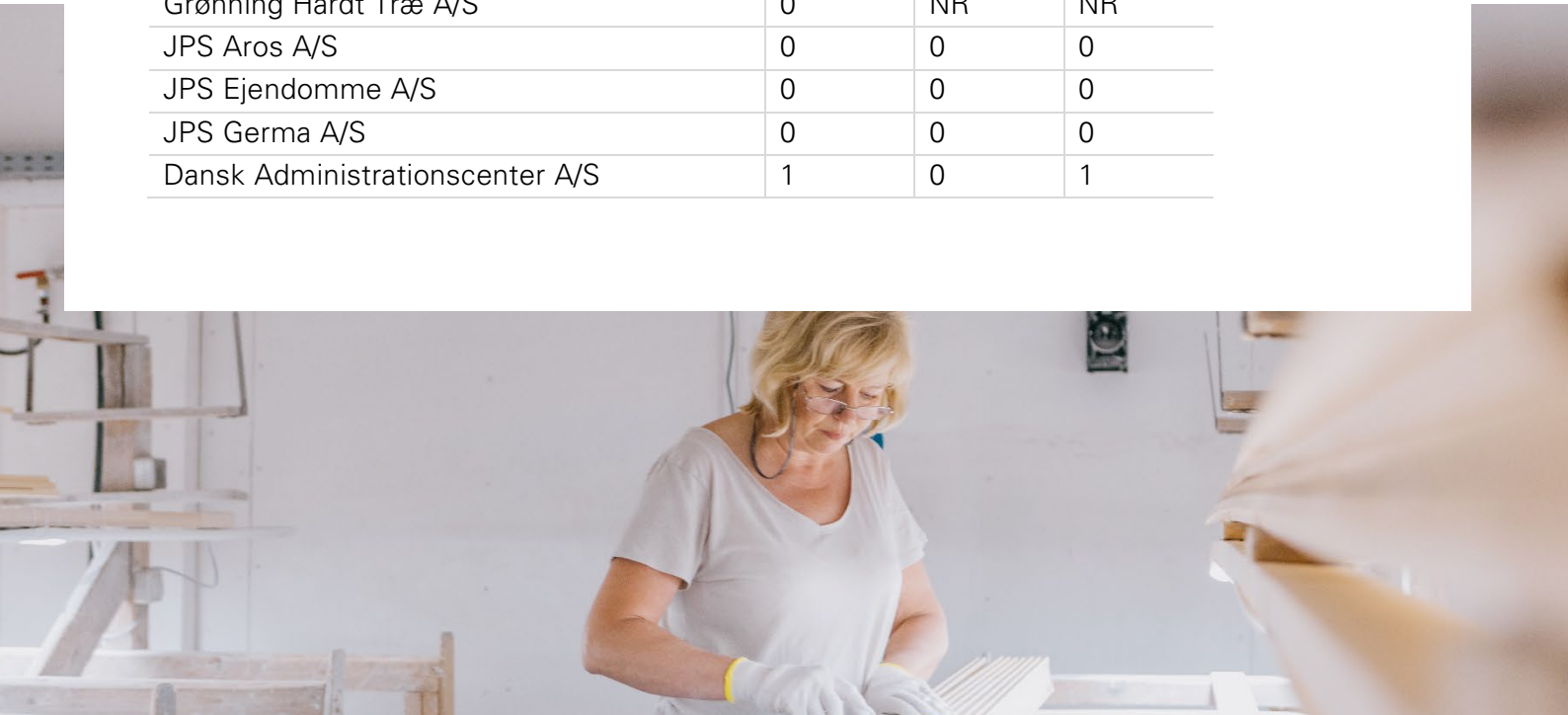
management culture and motivating working environments are not as widespread and historically integrated as we know them in Denmark. We therefore focus particularly on these areas in the ongoing management and control of these subsidiaries. The result of this special focus is assessed to reduce the risks described. Continuous improvements are made to minimise risks in this area. There have been no specific cases in 2024/25 in this regard.

In relation to the policies described in this area, no unacceptable actions/decisions have been identified in this area during the financial year. The measures initiated are considered sufficient to address the risks of violations in this area going forward. Management monitors this area on an ongoing basis and will take the necessary measures to prevent unacceptable incidents if it appears that the activities initiated are not sufficient.

The overview below shows registered occupational injuries in subsidiaries with employees:

JPS Marselis subsidiaries with employees

	2024/25	2023/24	2022/23
JPS Clemens A/S	0	0	0
Tropica Aquarium Plants A/S	0	0	0
Dennerle Plants GmbH	2	0	1
Tropica North America Ltd	0	0	0
Carmen Damer GmbH	1	4	0
JPS Aquatic (UK) Ltd	0	NR	NR
Hornbaek A/S	4	4	3
Hornbaek Baltic, Latvia	4	3	1
Vahle A/S	3	1	3
Grønning Hårdt Træ A/S	0	NR	NR
JPS Aros A/S	0	0	0
JPS Ejendomme A/S	0	0	0
JPS Germa A/S	0	0	0
Dansk Administrationscenter A/S	1	0	1



Anti-corruption and business ethics

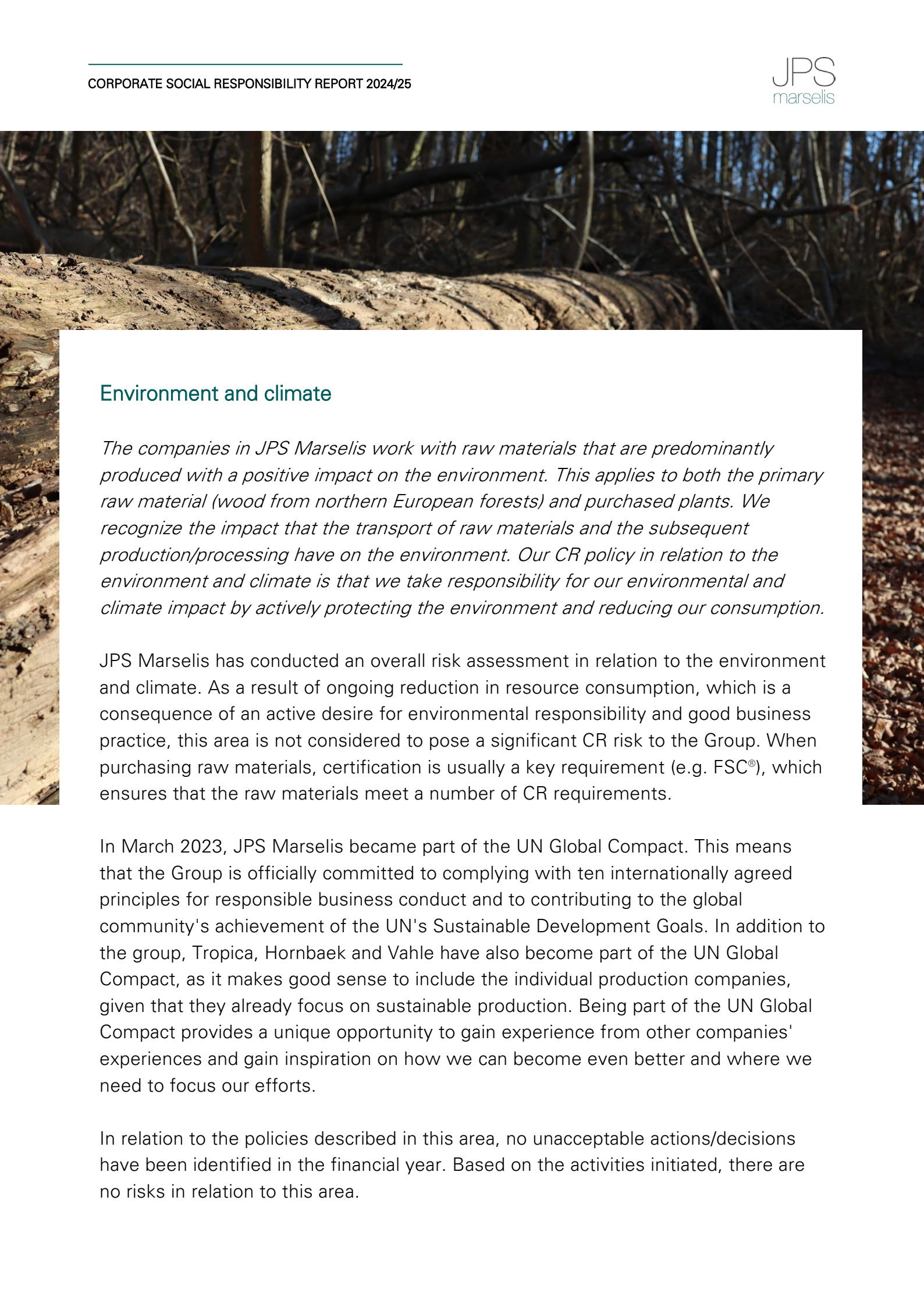
Over the years, JPS Marselis has built a reputation as a company that maintains a high level of integrity and ethical conduct. We oppose all forms of corruption, including bribery.

JPS Marselis has conducted an overall risk assessment in relation to anti-corruption and business ethics. The vision of JPS Marselis is to be among the best at creating value in a proper and trustworthy manner by committing ourselves and our companies to taking responsibility and acting sustainably, regardless of the country in which we operate. This vision is deeply rooted in the way JPS Marselis does business, which has helped to build the Group's good reputation. It is therefore assessed that this area does not pose a significant CR risk, but the area is nevertheless given close attention to ensure that the high standard is maintained.

In relation to anti-corruption and business ethics, activities outside the former Western Europe (Latvia) are explicitly assessed as posing particular risks. The background to this is the business environment, which is/has been characterised by bribery and corruption as historically important ingredients for achieving business objectives. We therefore focus particularly on these areas in the ongoing management and control of these subsidiaries. The result of this special focus is assessed to reduce the risks described. In relation to the policies described in this area, no unacceptable actions/decisions have been identified in this area during the financial year.

The Group has introduced a whistleblower scheme in accordance with general good corporate governance practice.

Under the whistleblower scheme, employees, customers, suppliers, business partners and other stakeholders associated with the JPS Marselis Group may, in good faith, make anonymous or non-anonymous reports of serious matters that may be of significance to the company as a whole or that may have a decisive impact on the life or health of individuals. The whistleblower scheme is available at jpsmarselis.dk in four languages: Danish, English, German and Latvian. No reports were made via the scheme in 2024/25. The activities initiated in this area are expected to be sufficient to counteract risks in this area. Management will follow up on an ongoing basis and make corrections if necessary.



Environment and climate

The companies in JPS Marselis work with raw materials that are predominantly produced with a positive impact on the environment. This applies to both the primary raw material (wood from northern European forests) and purchased plants. We recognize the impact that the transport of raw materials and the subsequent production/processing have on the environment. Our CR policy in relation to the environment and climate is that we take responsibility for our environmental and climate impact by actively protecting the environment and reducing our consumption.

JPS Marselis has conducted an overall risk assessment in relation to the environment and climate. As a result of ongoing reduction in resource consumption, which is a consequence of an active desire for environmental responsibility and good business practice, this area is not considered to pose a significant CR risk to the Group. When purchasing raw materials, certification is usually a key requirement (e.g. FSC®), which ensures that the raw materials meet a number of CR requirements.

In March 2023, JPS Marselis became part of the UN Global Compact. This means that the Group is officially committed to complying with ten internationally agreed principles for responsible business conduct and to contributing to the global community's achievement of the UN's Sustainable Development Goals. In addition to the group, Tropica, Hornbaek and Vahle have also become part of the UN Global Compact, as it makes good sense to include the individual production companies, given that they already focus on sustainable production. Being part of the UN Global Compact provides a unique opportunity to gain experience from other companies' experiences and gain inspiration on how we can become even better and where we need to focus our efforts.

In relation to the policies described in this area, no unacceptable actions/decisions have been identified in the financial year. Based on the activities initiated, there are no risks in relation to this area.

Description of actions and results

CR efforts at JPS Marselis primarily take place in the companies, and ongoing efforts are prioritized based on the areas with the highest CR risk. This is often linked to the focus areas that also have a business perspective. These include social conditions and employee relations as well as the environment and climate.

2024/25 is the eighth year for reporting on social responsibility (Section 99a).

Below is a brief status report for each business area.

Based on the course in lean and sustainable production, which all employees at Hornbaek, Tropica and Vahle as well as foreign subsidiaries have completed, all employees in 2024/25 have played an active role in the companies' daily work to raise lean and sustainability to new levels. In addition, employees have refreshed their knowledge of lean and sustainability in short courses, and the companies' board chairpersons have been trained in conducting board meetings.

Our employees regularly attend courses to learn new skills, upgrade their qualifications and develop personally.

Instead of investing in new computers for the companies, the Group continues to purchase refurbished computers for job functions where it makes sense. The computers are so well refurbished that employees cannot see or feel that they are used.

The Group's CR policy provides a framework for a common approach among our employees in relation to our values and our goal of acting sustainably and responsibly. The policy describes a number of guidelines and our expectations of each other and summarises how we should behave as employees and as an employer. The policy is based on the UN Global Compact, and to strengthen our work in the four selected areas, JPS Marselis and its subsidiaries Tropica, Hornbaek and Vahle have signed up to the UN Global Compact.

Hornbaek Denmark and Hornbaek Baltic

The following specific activities were conducted in Hornbaek in 2024/25:
By investing in Document Capture, the company has saved a significant amount of paper and work processes, thereby saving time.

A new dispatch warehouse has been established, increasing dispatch capacity. This has improved internal logistics, as more goods can be moved directly from production to the warehouse. This has reduced the need for packaging warehouse packages for intermediate storage. This results in a reduction in the consumption of plastic packaging, minimised returns and internal transport. Reducing internal transport means less electricity consumption for trucks.

Hornbaek participated in the 'Klimaklart' network in 2024 together with thirteen other companies to exchange ideas and learn more about climate accounting.

In 2023/24, Hornbaek switched its shipping packaging to reusable plastic and has started to reuse some of its waste wood to make shipping pallets. This wood was previously discarded. In 2024/25, Hornbaek continued this practice and now uses almost exclusively waste wood for shipping pallets.

Finally, Hornbaek has also supported Aarhus Theatre.

The following specific activities have been conducted at Hornbaek Baltic in 2024/25:

Improvement of the working environment

Over the past year, Hornbaek Baltic has implemented a number of targeted measures to improve the working environment and ensure a more ergonomic and healthy working life for its employees.

A key initiative has been the establishment of a new grinding room with improved ventilation and more space. This provides both a better indoor climate and significantly better working positions, which contributes to increased comfort and safety for employees in their daily work.

The company has also introduced ergonomic support cushions at the repair and sorting stations. These relieve strain on the legs and feet and reduce fatigue during prolonged standing work. In addition, extra lighting with different angles has been installed at the sorting stations, which improves visibility and reduces strain on the eyes.

Finally, Hornbaek Baltic has introduced ergonomic standing chairs at the stationary production workstations. These allow for variation between sitting and standing, which improves working postures and reduces the risk of strain injuries over time.

These improvements are part of their ongoing efforts to create a healthy and sustainable working environment where well-being and safety go hand in hand with efficiency and quality.

Improvements to the natural environment

As part of Hornbaek Baltic's sustainability strategy, they have implemented several measures over the past year with a focus on reducing their environmental impact and utilising resources more efficiently.

They have adjusted their quality requirements in production so that they can now make better use of raw materials, including lower quality materials. This has led to a significant reduction in waste and contributes to more responsible and resource-efficient production.

In addition, they have established new solutions for cleaning process water used in machine cleaning. Paint residues and water are now separated more efficiently, making it possible to reuse the purified water in production and thus reduce their overall water consumption.

The company has also invested in a new generation of motors for their dust extraction systems. These motors use around 24–33% less energy than previous models, significantly reducing their energy consumption and carbon footprint.

These initiatives are important steps in their efforts to operate a more environmentally responsible business and strengthen their contribution to a sustainable future.

Tropica Aquarium Plants and Dennerle Plants

Over the past year, Tropica Aquarium Plants has taken significant steps towards more sustainable and responsible business practices – both in relation to the environment, their employees and the community around them.

Sustainable packaging and product innovation

Tropica Aquarium Plants has switched its primary packaging from plastic to cardboard and received the Scanstar Award for its new cardboard tray. The award is given to solutions that show the way forward for future packaging with a focus on the environment, design and user-friendliness. This is an important step in their efforts to reduce plastic consumption and make their products more environmentally friendly.

Another important product improvement is the introduction of their clip solution, which is an alternative to the traditional pot with rock wool. The clip holds the plant by its roots, reducing material consumption, minimising waste, optimising transport and providing the consumer with a simpler and more sustainable experience. In the long term, their ambition is for this solution to replace the pot as standard – for the benefit of the environment, customers and the company.

Education and workplace development

Tropica Aquarium Plants sees education as a cornerstone of both its social responsibility and its own future. They are therefore proud to have been named Apprenticeship of the Year 2024 by GLS-A and 3F's Green Group. The award was given in recognition of their dedication to training skilled workers in several areas:

- They currently have two greenhouse gardener apprentices in training, one of whom nominated them for the award.
- For the third time, they have a laboratory assistant apprentice in training in their laboratory department.
- They also offer training courses and temporary positions to other professional groups, including two young German employees in development and production.

New building with sustainable framework in Germany

In collaboration with its sister company Dennerle Plants, Tropica Aquarium Plants is constructing a new central hall in Germany. The hall will both improve the physical working environment for employees and reduce energy consumption.

The building will bring together administration, production and warehousing in a highly insulated, multifunctional facility that will be partially powered by solar energy. It will also replace older, energy-intensive greenhouse areas, thereby contributing to more climate-friendly operations.

Vahle

At Vahle, 2024/25 has been characterised by strategic investments in sustainability, employee well-being and professional development – all with a view to future-proofing production and strengthening their social responsibility.

One of the biggest initiatives of the year has been the installation of a new, comprehensive extraction system, which is an important part of their strategy to modernise and expand production. The system improves the working environment and significantly reduces dust exposure. At the same time, the establishment of new and larger production facilities has given employees more space and air. In line with their values of employee involvement, the employees themselves have helped design their new workstations to suit their individual needs and work routines.

In terms of the environment, they have achieved an important milestone: they can now offer a complete FSC®-certified door solution, after successfully obtaining FSC®-certified frame wood this year. This strengthens their sustainable profile and enables their customers to choose solutions that actively support responsible forestry.

Vahle has also been awarded the indoor climate label for the surface treatment of all painted doors – an important step towards healthier products for both employees and end users.

Vahle is also an active player in the renovation of older housing stock, where their innovative door solutions make it possible to achieve modern functionality and aesthetics with a significantly lower carbon footprint compared to new construction. In this way, they are contributing to the green transition in construction.

Finally, this year marks an important step in their work on gender equality and vocational training: their first female apprentices – a cabinetmaker and a machine carpenter – have completed their training, and they have also hired their first female journeyman, who also trained in-house. They see this as a natural and important part of their responsibility to shape a more diverse and inclusive industry.

Grønning Hårdt Træ

Grønning Hårdt Træ – new company with a strong sustainability profile

Grønning Hårdt Træ is included in this year's CSR report for the first time, after the company became part of JPS Marselis in autumn 2024.

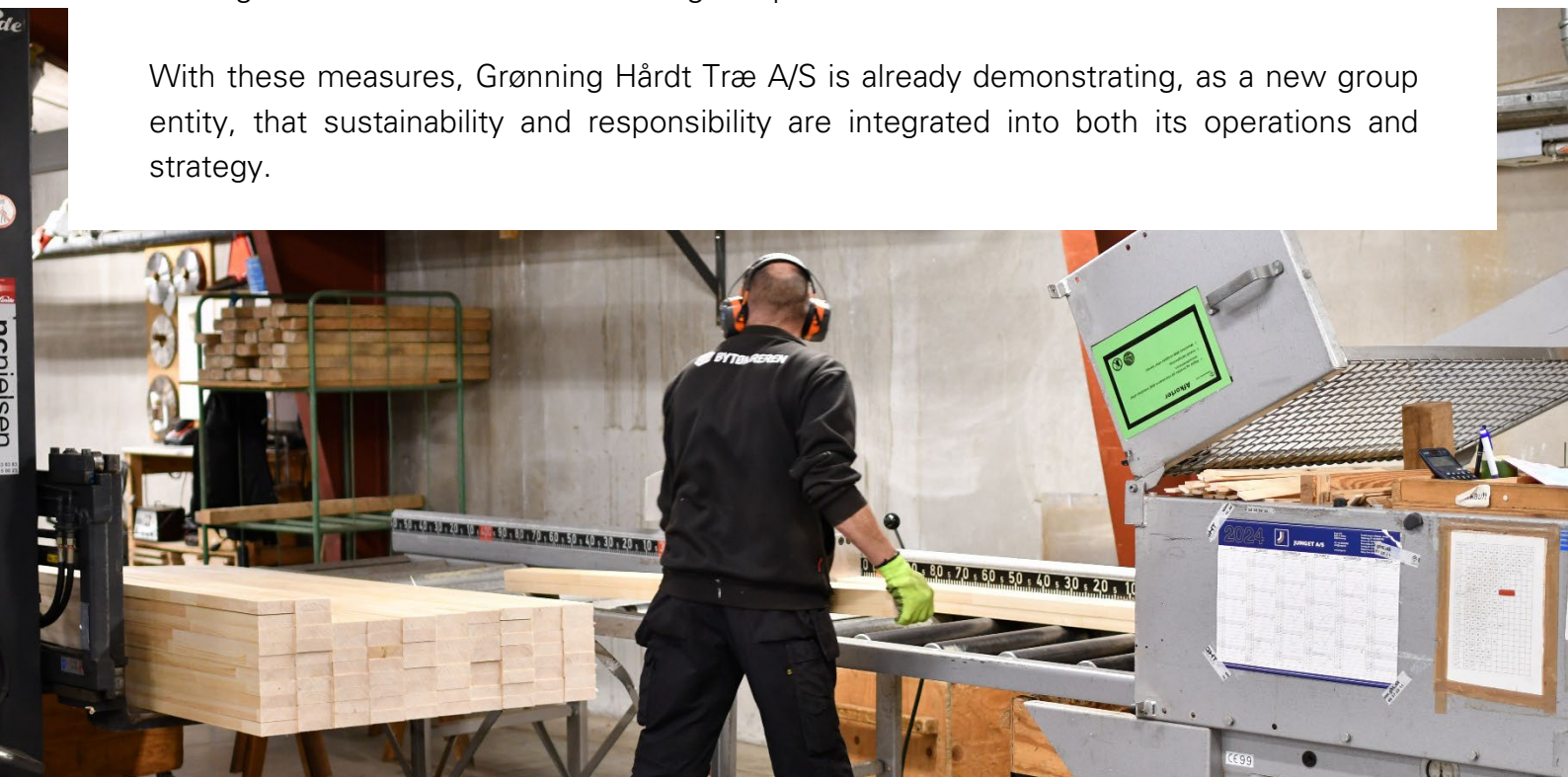
With a strong professional profile and a clear focus on responsible forestry, Grønning Hårdt Træ actively contributes to the group's overall sustainability efforts.

The company offers wood exclusively from certified forestry operations, including both FSC®-certified (FSC®-C177142) and PEFC-certified wood. This is an important effort, especially since much hardwood is imported from areas outside Scandinavia, where documentation of sustainable forestry can be opaquer. The certifications ensure that the wood comes from forests where environmental, social and economic responsibility are taken into account – and this matches the demand from a customer base that is increasingly demanding documented, sustainable solutions.

Grønning Hårdt Træ also works with a stock strategy that reduces the climate footprint from transport and storage. By keeping smaller stocks of wood and working with just-in-time deliveries, logistics are optimised, reducing unnecessary energy consumption and CO₂ emissions.

In the energy area, the company is in the process of replacing its existing heating system. The new system will be connected to district heating and will be significantly more energy efficient, which is expected to result in a significant reduction in resource consumption for heating both the administration building and production facilities.

With these measures, Grønning Hårdt Træ A/S is already demonstrating, as a new group entity, that sustainability and responsibility are integrated into both its operations and strategy.



Dansk Administrationscenter

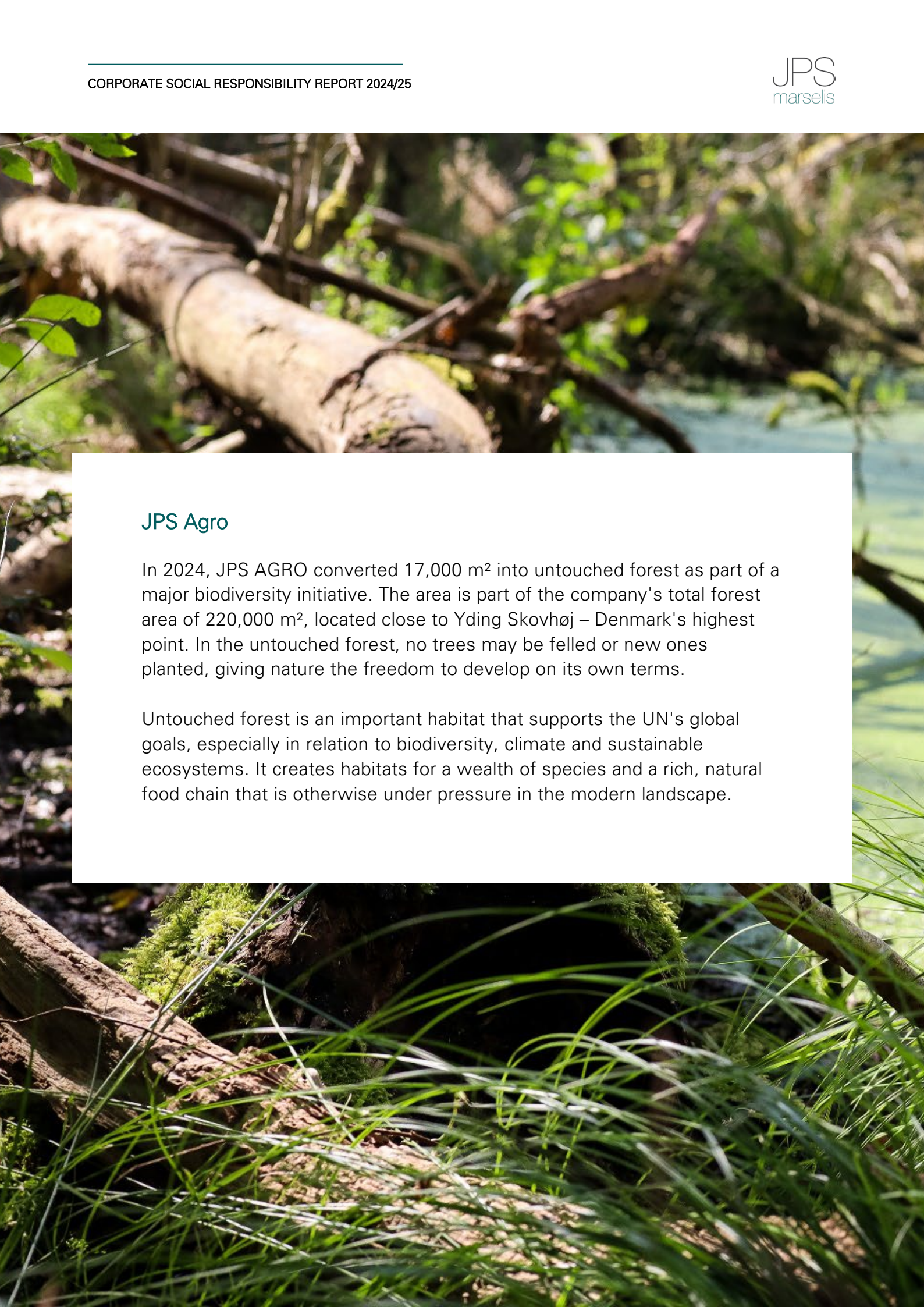
The Danish Administration Centre continues to work with strength-based management. Through ongoing training, employees become aware of their personal strengths and learn to use them actively in their daily collaboration. The focus shifts from weaknesses to potential, giving individuals the opportunity to develop where they already stand strong – for the benefit of both the community and the task at hand.

In 2024, the Danish Administration Centre conducted a workplace assessment (APV), which showed high satisfaction with both the psychological and physical working environment. No serious problems were identified, and all suggestions for improvement have since been implemented. Even before the APV, the company had established a weekly massage programme, where a professional masseur offers treatment during working hours. The company pays for the treatment, while employees use their flexitime scheme. The programme has contributed to strengthening overall satisfaction.

Based on the APV, further measures have been implemented. All employees have participated in a course with a crisis psychologist, who has provided tools for dealing with both major and minor crises and supporting colleagues in connection with stressful experiences in their work with tenants and customers. In addition, an occupational therapist specialising in office workplaces visited the company and adapted all workstations individually. Employees have also received guidance on ergonomic routines and exercises that prevent injuries related to screen work and sedentary work.

Dansk Administrationscenter continues to support Danske Hospitalskløvne, Julemærkemarchen and Sport “n” Charity with financial donations. The Sølund Music Festival is supported by employees donating a day's work to help set up tents for the festival. In the office, the focus is on minimising printer output through digitisation and automation of work processes. Food waste is reduced by employees actively cancelling their lunch on days when they are not physically present. In addition, we have invested in another electric car, so that the company's rental consultants now drive exclusively electric vehicles.

In 2024, four employees will have completed specialised training in sustainability with a focus on the property industry. Two employees have completed EA training, while two more are currently enrolled. In addition, three employees are enrolled in relevant business academy programmes, and several are regularly participating in courses and subjects that strengthen both their own and the company's overall competencies.



JPS Agro

In 2024, JPS AGRO converted 17,000 m² into untouched forest as part of a major biodiversity initiative. The area is part of the company's total forest area of 220,000 m², located close to Yding Skovhøj – Denmark's highest point. In the untouched forest, no trees may be felled or new ones planted, giving nature the freedom to develop on its own terms.

Untouched forest is an important habitat that supports the UN's global goals, especially in relation to biodiversity, climate and sustainable ecosystems. It creates habitats for a wealth of species and a rich, natural food chain that is otherwise under pressure in the modern landscape.

Support for charitable projects

In 2024/25, the Group supported the following projects, which are described in more detail at jpsmarselis.dk:

The general work of Kirkens Korshær in Aarhus, which is home to the city's homeless and marginalised people.

Three-year climate agreement with Folkekirkens Nødhjælp.

The agreement focuses on both making a difference for the climate and helping communities suffering from climate change. As part of the climate agreement, more than 2,000 trees will be planted in Uganda, which will have a positive effect on the climate by absorbing CO₂ and have a direct impact on the local community.

'SheWORKS' is a project under Made in Hope that collaborates with trafficked women and their children in Manila, Philippines. The project includes support and assistance with education, enabling women to support themselves and build a better life.

In the areas of human rights, anti-corruption and business ethics, we have conducted overall assessments of the primary risks in 2024/25 as a basis for further work. As with the development of our CSR policies in general, the assessment work has been conducted across the organisation with representation from the Group's companies. This ensures a high level of awareness of the risk profile throughout the Group. No areas or actions have been identified that require special attention.

In 2025/26, we will maintain the Group's CR efforts within the areas described above.

