

## INTEGRATED MANAGEMENT & SUSTAINABILITY SYSTEMS POLICY

### 1. Policy Statement

At Delupe, we recognize that business excellence is inseparable from responsibility toward people, the planet, and data integrity.

Our commitment to quality, safety, environmental stewardship, energy efficiency, and information security forms the foundation of sustainable growth and stakeholder trust.

Compliance with international standards and legal requirements is a minimum expectation—our goal is to lead through innovation, transparency, and measurable climate action.

### 2. Our Commitments

Delupe and its management undertake to:

- Comply fully with all applicable laws, regulations, and international standards relevant to our operations and services.
- Identify, assess, and mitigate risks and opportunities across all business activities, ensuring safe, ethical, and sustainable outcomes.
- Implement and continually improve integrated management systems in accordance with:
  - ISO 9001 – Quality Management
  - ISO 14001 – Environmental Management
  - ISO 45001 – Occupational Health & Safety
  - ISO 50001 – Energy Management
  - ISO 27001 – Information Security Management
  - SOC 2 – Trust Services Criteria Attestations: Delupe is committed to meeting recognized standards for information security, availability, processing integrity, confidentiality, and privacy through independent SOC 2 audits.
  - ISO 14064 – Greenhouse Gas (GHG) Accounting and Verification
- Train, inform, and empower employees to contribute actively to quality, safety, energy, and environmental objectives.
- Foster cross-functional communication and innovation to drive continuous improvement and efficiency.
- Engage clients, suppliers, and partners to share our commitment to sustainability, ethical conduct, and product quality.
- Set and review measurable goals for quality, safety, energy, and GHG performance at defined intervals.
- Prevent workplace injuries, occupational illnesses, and environmental pollution, and promote efficient use of materials, water, and energy.
- Develop and maintain emergency preparedness and response plans, coordinated with local authorities and stakeholders.
- Ensure transparent communication of our policy, objectives, and results to all interested parties.

### 3. Climate and Environmental Commitment

Delupe is committed to:

- Measuring, reporting, and reducing greenhouse-gas emissions (Scopes 1, 2, and 3) in line with the Paris Agreement and the EU 2030 climate targets;
- Transitioning toward renewable and low-carbon energy sources, guided by ISO 50001 principles;
- Minimizing waste and pollution, enhancing circularity and responsible resource use across our operations and supply chain;
- Developing digital transparency tools that help consumers and partners quantify product-level CO<sub>2</sub>e impacts in real time;
- Facilitating carbon offsetting through verified programs, enabling partners, suppliers, and consumers to compensate for the greenhouse gas impacts of products and operations.

### 4. Implementation and Responsibility

Top management will ensure that this Policy is:

- Communicated, understood, and implemented at all organizational levels;
- Available to employees, partners, and the public;
- Periodically reviewed to confirm alignment with Delupe's strategy and global sustainability objectives.

Every employee shares responsibility for upholding this Policy and integrating its principles into their daily work.

### 5. CEO Commitment

The CEO and senior leadership shall provide the vision, leadership, and resources necessary to meet and exceed these commitments, reinforcing Delupe's role as a trusted global innovator in sustainable digital commerce.



Approved by: Bo Jensen, Chief Executive Officer  
Delupe



Date: 22 April 2026