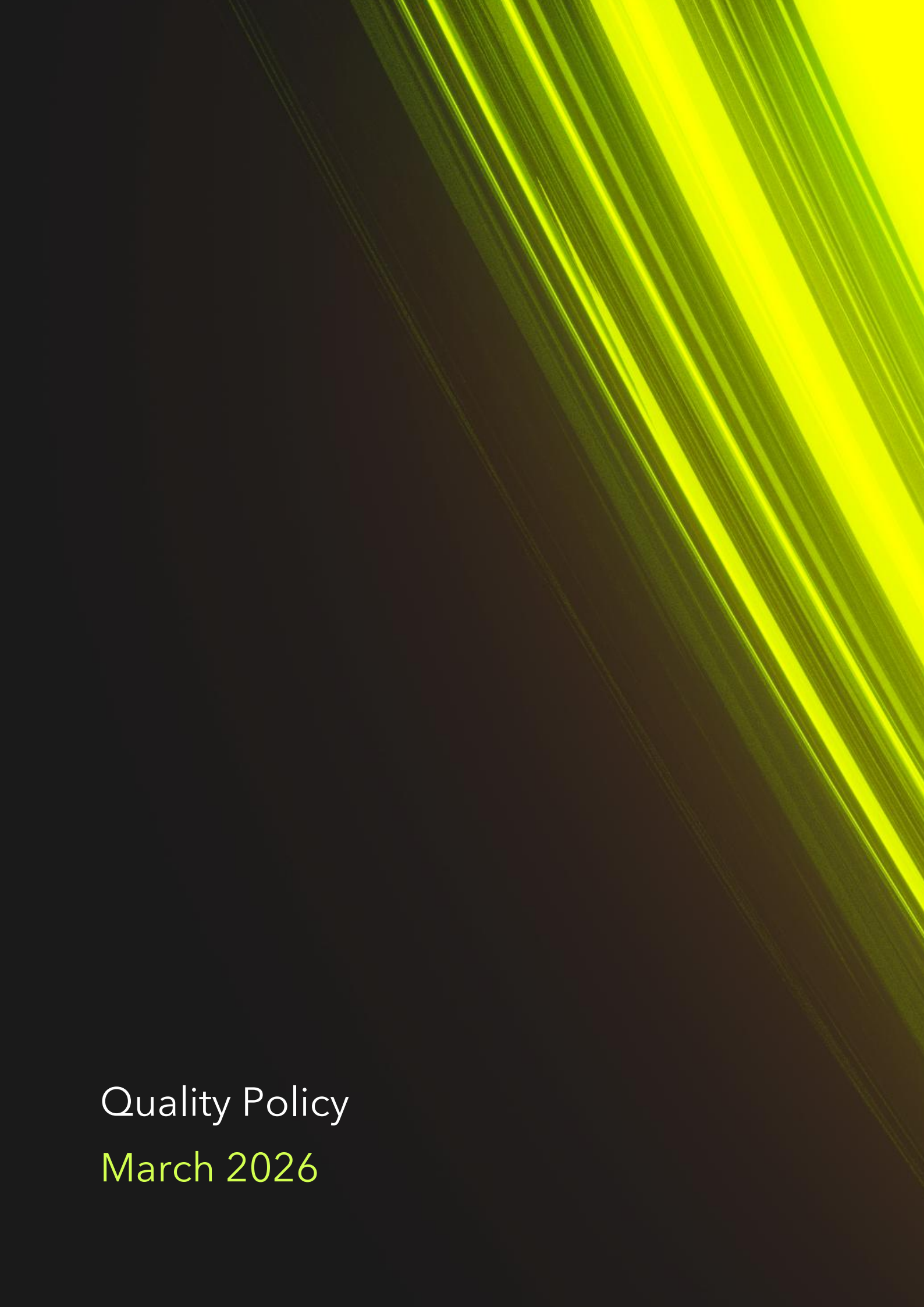


Quality Policy

March 2026

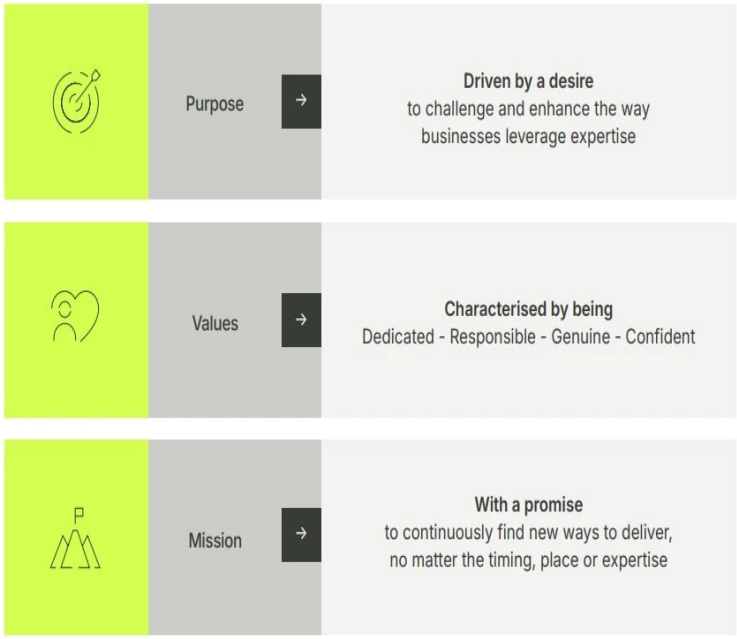
Quality Policy

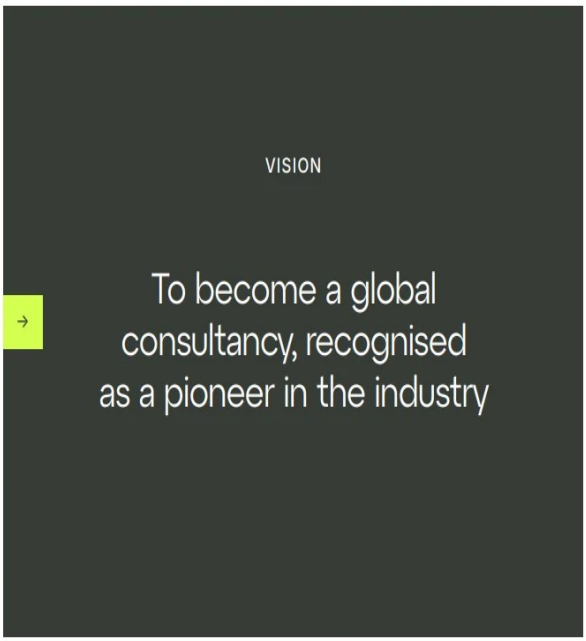
Introduction

At emagine (emagine Consulting A/S, its subsidiaries, and associated companies; collectively the "Group"), we are committed to delivering exceptional Business and IT consultancy services to our clients across the globe. Our Quality Policy outlines our dedication to meeting and exceeding client expectations, maintaining the highest standards of quality in our services, and continually improving our processes to ensure customer satisfaction, long-term business success, and sustainable growth. This Quality Policy serves as a framework for establishing and maintaining a culture of excellence within emagine and provides overarching guidance for all activities undertaken in emagine.

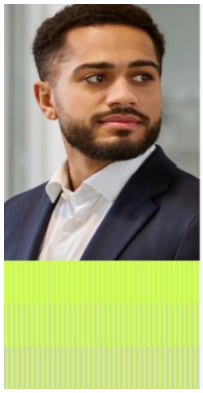
Our Goal

To become a global consultancy, recognized as a pioneer in the industry.





Our Values

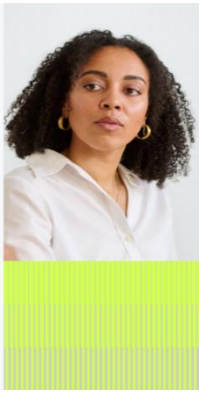


Dedicated

We are uncompromising in our dedication to delivering quality. By fully utilizing our knowledge and expertise, we go the extra mile to deliver unparalleled services for our clients and consultants.

Responsible

We are committed to not only supporting the goals of our clients but to foster a positive and equitable working relationship with our consultants and colleagues. We seek to reduce any possible negative impact of our business operations and to deliver a positive contribution to the wellbeing of the people around us.



Genuine

We are honest, clear and direct with the sole intention to create the best possible dialogue. By creating a culture of openness and integrity, we build genuine and strong relations and partnerships, enabling us to deliver the optimal service and experience for our clients, consultants and colleagues.





Confident

We trust our expertise makes a true impact with our clients and consultants. Being competent and professional is in our nature, and we insist on listening and asking questions, because it is key to solving real challenges.

Policy

Commitment to Customer Satisfaction:

We are dedicated to understanding our clients' needs and delivering solutions that meet or exceed their expectations. Customer satisfaction is our top priority, and we strive to build long-term relationships based on trust, integrity, and reliability.

Continuous Improvement:

We are committed to continuously improving our processes, services, and systems to enhance efficiency, effectiveness, and quality. Through regular review, analysis, and feedback, we identify areas for improvement and invest in proactive measures to implement necessary changes.

Compliance with Regulations and Standards:

We adhere to all relevant legal requirements, industry standards, and regulations applicable to our business operations. Our commitment to compliance ensures that our services meet the highest quality and ethical standards, providing our clients with peace of mind and confidence in our capabilities.

Employee Empowerment and Development:

We recognize that our employees are our most valuable asset. We empower our team members to take ownership of their work, encourage innovation, and foster a culture of continuous learning and development. By investing in our employees' training, skills and expertise, we ensure the delivery of high-quality services to our clients.

Risk Management:

We proactively identify, assess, and mitigate risks that may impact the quality of our services or the satisfaction of our clients. By implementing robust risk management processes, we safeguard against potential disruptions and uphold our commitment to delivering reliable and consistent solutions.

Communication and Collaboration:

We promote open communication, transparency, and collaboration both internally and externally. Effective communication ensures that all stakeholders are informed, engaged, and aligned with our quality objectives, leading to successful project outcomes and client satisfaction.

Measurement and Monitoring:

We establish key performance indicators (KPIs) to measure our performance against quality objectives and client requirements. Through regular monitoring and analysis of KPIs, we track progress, identify areas for improvement, and drive meaningful change to enhance our service delivery.

Environmental and Social Responsibility:

We are committed to minimizing our environmental impact and promoting social responsibility in all aspects of our operations. By adopting sustainable practices and contributing positively to our communities, we strive to create a better future for generations to come.

DocuSigned by:
Anders Gratte
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Anders Gratte
emagine Group CEO

Document Specification

Quality Policy

Document Classification:	External
Reference:	GP-QP-POL
Version:	6.1
Status:	Active
Last edited by:	Izabela Świątek
Last validated by:	Monika Jarosz

REVISION HISTORY

This Quality policy is reviewed to ensure its continuing relevance to the systems and processes that it describes.
A record of contextual additions or omissions is given below:

Version	Summary of Changes	Revision Author	Date
1.0	Document creation	Camilla Arvidsson	03/2021
2.0	Document review	Monika Jarosz	04/2021
3.0	Document review	Monika Jarosz	04/2022
4.0	Review and change the name of the company	Monika Jarosz	09/2022
5.0	Re-formatting previous Policy version 4 to adhere to group standard template. Policy reviewed.	Claus Flinck	02/2024
5.1	Applying the group standard template. Classification change to "Public". Minor wording changes. Preparing a document format to be published on emagine official website	Greta Pietraszuk Monika Jarosz	02/2024
6.0	Review and update – format, goal, emagine values added	Izabela Świątek	10/2024
6.1	Review and update – format of goal and values	Izabela Świątek	03/2026

APPROVAL

Name	Position	Signature	Date
Anders Gratte	CEO	DocuSigned by: Anders Gratte 6DB405CAF4EA4FD...	20-03-2026