Company profile.

CVR: 34 48 37 60.

Vasik is a fully licensed and ISO certified security company with authorization to carry out security tasks throughout Denmark.

Vasik is Denmark's 3rd largest security company with a total of 215 employees. (There are more than 400 security companies in Denmark)

Vasik is ISO 9001:2015 Certified in the field of guard service and close protection. Certificate number.: DK008526-132.



Vision & Mission:

We provide innovative services that support our customers' business goals, and we are constantly adapting to the different business climates that are constantly changing.
We always listen to our customers' needs.
Vasik is cost effective, and offers various services other than guards, as well as delivering and capitalizing through our many years of experience in the management team.

Values:

1. **Decisive.** We put action behind the words. We work together to find the right solutions and we ensure that the tasks are completed on time.
2. **Decent.** We say things the way they are, and we help each other where we can. We are aware of sustainability and take our responsibilities seriously.
3. **Innovative.** We have curiosity, courage, and willingness to go new ways. We do not allow ourselves to be restricted, and we solve complex problems in new ways.
4. **Competent.** We are professionals with a passion for quality. We possess the demanding knowledge and skills that enable us to deliver a good job.

5. **Present.** We provide security through commitment, and we work together to create value. We actively listen and have a sincere interest in you.
6. **Profitable.** We run a healthy business for the benefit of all stakeholders. We will also be here tomorrow, and this creates the conditions for long and good cooperation.

Rules we live by:

1. **We're moving.** I am curious and have the courage to acquire new knowledge. I welcome change. I challenge the way we do things and contribute constructive suggestions for improvement.
2. **We can be felt.** I speak nicely to everyone, including those who don't speak nicely to me. I am a good colleague who respects diversity. I have a sense of situation.
3. **We stand together.** I use common sense. I'll be available when I need it. I know my colleagues depend on me. I'm not an ostrich.
4. **We do things right.** I'm not going to skip where the wicket is lowest. I know that the customer demands my efforts. I dare to admit to my mistakes and learn from them. I'll follow the task to the end.

Management philosophy: Our basic principles are "Honesty above all" and "Together we are stronger".
These are the cornerstones of the way we do business and encourages us to constantly perform at our best in relation to everyone we are in contact with – including our families, our customers, and the community.
By adhering to our management philosophy, we remain true to our social and environmental commitment and our responsibilities towards future generations.

The basic principles, together with our operating manual and our staff manual, are the framework for our company. As the world globalizes at an ever-increasing pace, it's important to have a set of overall values for the entire organization with clear guidelines on how to make decisions and address the complex challenges our customers face.

Customers: Both large and small customers have chosen Vasik as their future security supplier, and we have also succeeded in securing several municipal and public contracts.
We are convinced that the reason customers have chosen to enter collaboration with Vasik is that they can feel how we take our responsibilities and agreements extremely seriously.

Customers appreciate that our level of service is high and our expertise in safety is of the highest quality and sometimes exceeds customers' own expectations – whether it is general guard, fire guard, reception guard, security advice or other services.
It is also important that our employees can engage themselves with our business and our community and we adhere to the highest standards of ethics and integrity.

It is rooted in Vasik culture to put the customer at the center and always deliver an exceptional customer experience in all our business areas.

Quality: Finally, we put "quality" above everything we do, resulting in us building a good reputation as a supplier of security and security solutions.

Credibility: We dare say that customers choose Vasik because we are a trustworthy security partner, we deliver an outstanding service and not least, value for their money.

Group relationship: Vasik's ultimate owner is HAE Holding ApS, CVR 21 12 90 01.

The HAE Group handles the following administrative functions for Vasik:

- Accounting and financial management.
- IT Support.
- Juridic advice.
- Bigger purchasing agreements.

This means that Vasik has always access to the necessary resources and it allows us to focus 100 % on day-to-day operations, where we can concentrate on our customers and employees, as well as act quickly and flexibly according to our customers' wishes.

The result is a fast and accessible administrative procedure for all customers of Vasik.

The association with the HAE Group also results in a financially strong foundation.

As of December 31st, of fiscal year **2025**, the HAE Group (HAE holding ApS) had the following key figures:

Equity capital: DKK 155.470.000 (EUR 20.868.456)

This gives Vasik the economic strength to continue our growth plans.

Through the HAE Group and our affiliates, Vasik can effectively provide all kinds of security, consisting of the following security companies:



Over the last 4 years Vasik has had the following finacial key figures:

Turnover 2022: DKK 62.980.443 (EUR 8.453751)
Turnover 2023: DKK 72.165.648 (EUR 9.686.577)
Turnover 2024: DKK 93.231.093 (EUR 12.514.241)
Turnover 2025: DKK 106.555.743 (EUR 14.301.175)

EBIT-Margin 2025: 6,4 %.

Solvency degree 2025: 44,2 %.

Equity Capital 2025: DKK 14.059.048 (EUR 1.887.120)

DKK 114.774.876 (EUR 15.406.023) turnover in fiscal year 2025 inclusive our fully owned daughter company Omega Security Service.
DKK 15.653.675 (EUR 2.101.164) Equity capital in fiscal year 2025 inclusive our fully owned daughter company Omega Security Service.

Vasik has departments and offices at the following locations in Denmark:

Copenhagen:	Midtager 29, DK-2605 Brøndby.
Northern Zealand:	Engholm Parkvej 6, DK-3450 Allerød.
Fyn:	Svovlhatten 3, DK-5220 Odense SØ.
Fredericia:	Karetmagervej 5B, DK-7000 Fredericia.
Esbjerg:	Lindevej 8, DK-6710 Esbjerg.
Silkeborg:	Ørstedsvej 1, DK-8600 Silkeborg

Core services in Vasik are:

- Data-center security
- Static guard
- Reception guard
- Shopping center guard
- Alarm patrol and mobile guard.
- Construction site guarding
- Event security
- Special Division handling ISPS Port Security, Executive Protection and Security Advisory.

The customer segment in Vasik consists of several different types of companies:

- Financial institutions, insurance companies and pension companies.
- Public companies, institutions, and municipalities.
- Pharmaceutical and research companies.
- IT and data centers.
- Production companies, e.g., TV and media production, etc.

Extracts of key clients:

- Large Datacenter in Fredericia, +55 full-time employees.
- Siemens Gamesa Energy, +25 full-time employees (6 addresses in DK)
- AEVEN Datacenter, +12 full-time employees (earlier known as NNIT Datacenter)
- Topsoe, +12 full-time employees (4 addresses in DK)
- SLKS (Slots & Kulturstyrelsen)
- Novo Nordisk (several sites in Zealand)
- Force Technology (15 addresses in DK)
- KMD (4 adresses in DK)
- UPS Denmark (3 addresses in DK)
- Netcompany
- NNE
- HOFOR (Amagerværket)
- NLMK Dansteel
- BESIX-MTH JV (Nordhavstunnellen)
- Nordfyns Kommune
- Nordic Bioscience
- Cobham SATCOM
- Topdanmark
- TRYG
- FABU
- British Motor Group
- LE34
- McKinsey
- Amgen
- VAT 83
- Universal Robots
- Aarsleff
- YX Danmark
- Schneider Electric
- Universal Robots
- Leica
- P. Christensen (Mercedes)
- Barfoed Group
- JN Data
- Mascot
- Odense Zoo
- ATP-ejendomme



CSR Policy - Society & Responsibility:

Taking responsibility is not an obligation, it goes without saying.

Safety and security lie in the natural extension of social responsibility and that is why CSR is so important to us. It has always been natural for us to put inclusiveness and the working environment on the agenda, because we think it is important to create good workplaces for our employees.

In Vasik, we work overall on the merits of making an effort and exhibiting systematics. Therefore, we also believe that active and structured CSR work is essential for us. At the same time, we seek to live up to a general social responsibility towards the slightly more vulnerable group of the population. We believe that even a little effort on our part can make a big difference to others.

We take responsibility for running a business that considers the environment, social conditions, and the economy and where these are the roots of the company's societal responsibility.

Therefore, it is also important to us that we can document, communicate, and not least systematize the things we do to avoid negatively affecting CSR principles, including human and labor rights, the environment and anti-corruption. For example, this may involve:

- To require suppliers to respect human and labor rights.
- To work with suppliers to improve social and environmental conditions.
- To work systematically with environmental and climate management.
- To work to improve employee conditions and the working environment within the company.
- To develop new products or services that have a social or environmental dimension.

In doing so, our responsibility is to strengthen our competitiveness and earnings. We have fundamental respect for human rights and a constant desire to comply with international conventions and good business practices, in relation to human rights and equal treatment. We give our full support to the UN Declaration on Human Rights and are actively working to ensure that we do not contribute to child labor, among other things.

Diversity creates spaces for thought and development. That's why Vasik is actively working to create space for everyone. We want to make a social responsibility in educating young people and offering spare jobs to those who need it. With us, equal working conditions as well as well-being and development conditions are a matter of course, no matter who you are. Further, Vasik has established a whistleblower arrangement.

At Vasik, inclusiveness and diversity are reflected in a staff where 14 % of staff are of ethnic origin other than Danish, of which 2 % are women of other ethnic origins.

In total, 12 % of the company's employees are women, in an otherwise male-dominated industry.

At Vasik, we also welcome students and interns, and flex jobs into the company and, as far as possible, try to retain the employee despite illness or other conditions. We also have a mentoring scheme attached.

Never has the environment received as much attention as it does at the moment- but it is well deserved and necessary. In Vasik we think and do in modern technology, recycling, printing wisely and many other solutions, to reduce our overall impact on the environment.

People and the environment are naturally intertwined. That is why we have also invested in new technologies, thereby reducing paper consumption by 80 %.

Likewise, we have also started replacing our diesel/petrol watch patrol vehicles for electric cars.



Other Facts About Vasik:

- Insurance cover up to DKK 25.000.000
- Meets all requirements specifications regarding alarm response from Insurance and Pension, Registration number: 2161395. www.forsikringogpension.dk
- Holds a seat at the Safety Industry Works Council. A committee composed of security officers from Denmark's three largest security companies and police officers, focusing on optimizing cooperation in everyday life between the police and the security industry. www.sikkerhedsbranchen.dk
- Member of ASIS (**A**merican **S**ociety **I**ndustrial **S**ecurity), where we are represented on the Board of Directors.
- Member of IACPO (**I**nternational **A**ssociation **C**lose **P**rotection **O**fficers), the world's largest bodyguard organization, where we are represented on the board.
- Member of GSF (**G**lobal **S**ecuri **F**orce – Local response), as the only Danish member and can thereby, through partnerships, provide security solutions Worldwide. We also have a seat on the board. www.globalsecuriforce.com
- Member of the Confederation of **D**anish **I**ndustry (DI/VSI) – Guard and security industry, which is our employers' association. DI No. 1034681. www.di.dk
- Organized under VSL, which is the union of more than 85% of the established Guard and Safety Industry, which is our employees' union. www.vsl.dk
- Part of the Danish owned HAE Group. www.haekoncern.dk