

ESG REPORT



ESG REPORT 2025

EGHOLM

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EXECUTIVE SUMMARY

Egholm A/S is a Danish manufacturer of professional utility machines that has had a clear ambition to develop multifunctional, reliable and sustainable solutions for the maintenance of outdoor areas since 1995. In the ESG Report 2025, we present our strategic approach to environmental, social and management issues – based on innovation, circular economy and social responsibility.

Sustainable and competitive products

Egholm's utility machines are characterised by their flexibility and long service life. Our utility machine concept is based on one machine with many functions - supported by our Quick-shift technology and backward compatibility. This reduces the customers' need for new purchases and minimises resource consumption and waste. The goal is for 50% of production to be electrified by 2030.

Responsible production and green transition

We are actively working to reduce the CO₂e footprint from our production in Lemvig. This includes, among other things, energy renovation, LED lighting, solar cells and the establishment of heat pumps. Egholm has also invested in waste sorting, minimizing packaging and landfill. Over the next three years, we will plant one tree per machine sold since 1992 – equivalent to over 12,000 trees.

Ethical and transparent value chain

Egholm focuses on collecting CO₂e data from the entire supply chain and has implemented a Code of Conduct, which 92% of suppliers are expected to have signed by 2028. We collaborate with suppliers on transport optimization, green packaging and climate-friendly solutions.

Attractive workplace and social responsibility

Employee well-being and safety are given high priority. We continuously measure employee satisfaction, reduce work-related accidents and invest in upskilling and inclusiveness. Egholm wants to be a flexible workplace with a focus on diversity, job satisfaction and community – as well as a role model in the local community.

Measurable progress and transparency

The report is based on a dual materiality analysis and presents clear ESG targets towards 2028. We are working purposefully to reduce scope 3 emissions, strengthen governance and ensure transparency throughout the company – from product design to end user.



SUSTAINABLE CHARACTERISTICS

The sustainable characteristics of our products are:

Long lifespan – less resource consumption, greater value

Egholm's utility machines are designed for many years of operation under demanding conditions. The high quality, robust construction and the possibility of maintaining and upgrading with new attachments mean that the products retain their function and value for years. This reduces the need for frequent new purchases, minimizes the climate footprint and makes Egholm's solutions a sustainable and economically wise choice.

Maximum utilization – minimal environmental impact

Egholm's utility machines are developed for multifunctional use all year round, which reduces the need for multiple machines resulting in a lower climate footprint and resource consumption.

Reuse your attachments – upgrade wisely

Our backward compatible design ensures that existing tools can be used on new models – saving resources, minimizing waste and extending the life of your investments.

Change attachment – save time

With Egholm's unique Quick-shift technology, attachments can be replaced in a few minutes, optimizing uptime.

Sustainable innovation – from material to machine

We use environmentally friendly materials and minimize waste in production, while continuously investing in technologies that promote circularity and climate consideration.

Ready for the future – without fossil fuels

By electrifying our utility machines, we are taking a significant step towards CO₂ reduction and offering operation with a low climate footprint – without compromising on performance.

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FOREWORD

At Egholm, innovation is the driving force behind our mission to develop utility machines that set new standards for efficiency, functionality and sustainability. We combine advanced technology with a deep understanding of user needs to create solutions that both deliver high performance and significantly reduce environmental impact.

Sustainability is not just a goal – it is an integral part of our business strategy. We see it as our responsibility and obligation to actively contribute to the green transition and inspire new, more responsible ways of producing, consuming and collaborating. Our utility machines are developed with a focus on operational reliability, versatility and low climate footprint – competitive parameters that strengthen both customer results and society's green agenda.

We are experiencing increasing demand from customers and partners for documentation of the environmental impact of our products. That is why we are working hard to deliver transparent data and concrete ESG key figures – including product-based climate footprints. In 2025, we have launched a strategic effort that strengthens our work with environmental and climate responsibility – with special focus on electrifying our utility machines and reducing our dependence on fossil fuels. The launch of our first electric utility machine marks an important step in this direction.

This report provides insight into our ESG journey, documenting both our ambitions and the concrete actions we are taking. It is an expression of our desire for openness, collaboration and shared responsibility in our efforts to create a more sustainable future.

Enjoy.



JENS CHRISTIAN EGHOLM

CEO AND OWNER, EGHOLM A/S



INTRODUCTION TO EGHOLM

Egholm A/S develops, produces and supplies quality machines and attachments for the maintenance of roads, parks and outdoor areas. Our machines include 3 sizes: The smallest Park Ranger 2155, City Ranger 2260 and the largest City Ranger 3070, each with their individual extensive attachment program.

We develop adaptable and flexible products that meet the specific needs of our customers, and offer reliable service and support. The machines are manufactured with a focus on good craftsmanship, detail and quality for the users.

Our costs cover manufacturing, product development, marketing, sales activities and customer support. Revenues come from sales of utility machines, attachments and spare parts, as well as service agreements. Primary customers include municipalities, real estate companies and service companies responsible for the maintenance of public and private areas. The main markets are Denmark, Germany, Sweden, France, Canada and the USA.

Our key activities include product development that meets market needs

requirements and sustainability goals, efficient assembly production, testing, and active marketing and sales through a network of European subcontractors and global partners.

Sustainability and responsibility are central elements of our strategy and business model, where we are working on a wide range of areas to reduce our CO₂e footprint. For example, the development of electrically powered utility machines, filling new machines with HVO biodiesel and introducing ISO 9001 and ISO 14001, as also stated in our sustainability program.

We aim to be able to document and reduce the climate footprint of all our products, and we prioritize decent working conditions and social responsibility throughout the supply chain.

The company has modern production facilities in Lemvig, an experienced team and advanced technologies for product development. Egholm was founded in 1992 by brothers Kaj and Jens Christian Egholm, as a family-owned company with deep roots in West Jutland.

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Egholm's mission is to develop and deliver reliable quality products that are experienced as being innovative, simple and profitable, and make us proud in terms of function, construction and environmental awareness.



CORE VALUES AND VALUE CHAIN

Responsibility and sustainability are deeply rooted in Egholm's core values, which guide both our daily work and our long-term strategies. Our core values are:

Pride

We are proud of our products and our contribution to society. This pride motivates us to take responsibility and ensure high quality in everything we do.

Results

We have a clear focus on achieving concrete, measurable results. Our sustainability goals are clear, and we work hard to achieve them.

Innovation

Innovation is central to our approach. We are constantly looking for new ways to improve our products and processes in order to make them more sustainable.

Tolerance

We value diversity and incorporate different perspectives into our work. We believe that an inclusive culture fosters creativity and leads to better solutions.

Value chain



INTRODUCTION TO ESG WORK

The ESG work has been based on Egholm's goal of meeting the voluntary ESRS standard for SME companies.

Double materiality analysis

The dual materiality analysis has been an important tool for identifying and prioritizing the environmental, social and management factors that are of greatest importance to both Egholm and our stakeholders.

The analysis has been prepared by the company's management team in collaboration with external consultants. It is based on Egholm's products and the associated supply chain - from subcontractors of components and in-house production in Lemvig, to the product's 'end-of-life' at our customers. Egholm's management systems, structures and processes have also been assessed in the analysis.

In connection with the analysis work, 18 significant factors have been identified, which have subsequently been used to prioritize and target Egholm's efforts and resources. This analysis then resulted in a management prioritization of the areas that require work within a sustainability program for the period 2025 to 2028.

Reporting

The work on our strategic initiatives is made visible through the publication of an annual ESG report. The goal of the report is to ensure transparency that strengthens the relationship with our partners and inspires a broad focus on sustainability and practice.



PRIORITIZED ESG FACTORS

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1. Energy consumption for machines and attachments in operation
2. Utility machine concept
3. Product lifespan
4. Circular designs
5. Transport, packaging and waste
6. Energy consumption and CO₂e at the factory
7. Biodiversity

S

8. Employee satisfaction
9. Healthy and safe working environment
10. Occupational accidents and near misses
11. Retain employees/skills
12. Qualification system/training hours
13. Supplier Guidelines
14. Collaboration with schools and universities
15. Diversity

G

16. Core values, mission and vision
17. Management systems
18. Structure and processes, KPI, risks and opportunities



A description of prioritized ESG factors can be found under the section:
ESG key figures and ESG factors at the end of the ESG report.

SUSTAINABILITY PROGRAM 2025 - 2028

Egholm's sustainability program includes four focus areas. It has been developed based on the dual materiality analysis and Egholm's visions and strategies for sustainability. Each area is linked to an action plan and a responsible employee from Egholm's sustainability group.

Products

We are committed to developing both existing and future products based on innovation, circular economy and sustainability. In this way, we strive to minimize our climate footprint.

Value chain

We are committed to ethical business conduct, as well as influencing business partners throughout the value chain to produce responsibly with respect for environmental, human and labor rights.

Production

We are committed to demonstrating transparency and to continuously improving our sustainability practices in all aspects of our operations, including implementing improvements that minimize energy consumption, reduce waste, and promote reuse and recycling.

Working environment

We are committed to creating a working environment that attracts, retains and motivates talented employees who are proud of what they do. An environment where Egholm is perceived as an attractive workplace that values inclusiveness, diversity and equal collaboration.



OUR OBJECTIVES

	Initiatives	Baseline 2024/25	Objectives 2025/26	Objectives 2026/27	Objectives 2027/28	Objectives 2029/30
Climate	Utility machines' average energy consumption per operating hour measured in KWh	52.11	54.28	53.36	50.42	45.26
	Utility machines' average CO ₂ e footprint per operating hour measured in kg CO ₂ e	11.75	12.24	11.35	9.78	5.93
	Circular design, recycling of the product at End-of-Life measured in CO ₂ e %	95	95	96	96	97,5
	CO ₂ e footprint. Scope 1, measured in tons of CO ₂ e	39.8	45	49	52	60
	CO ₂ e footprint. Scope 2, measured in tons of CO ₂ e	43.3	48	52	56	65
	CO ₂ e footprint - scope 3, measured in tons of CO ₂ e	34,700	36,500	38,000	32,000	20,000
Social	Employee satisfaction, overall score Egholm, maintaining level	6.75 out of 8.0	6.75 out of 8.0	6.75 out of 8.0	6.75 out of 8.0	6.75 out of 8.0
	Occupational health and safety incidents with absence (minimum 1 day)	5 incidents, 0 with absence	4 incidents, 0 with absence	3 incidents, 0 with absence	2 incidents, 0 with absence	2 incidents, 0 with absence
	Short and long-term sick leave, excluding flexi-jobbers	3.80%	3.60%	3.50%	3.40%	3%
	Material suppliers (active) who have signed the CoC	78%	85%	90%	92%	96%
Gov.	Number of ISO certifications	0	2, ISO9001 and ISO14001	*2, ISO9001 and ISO14001	*2, ISO9001 and ISO14001	*2, ISO9001 and ISO14001

Scope 1 includes direct emissions from Egholm's own activities and resources.

Scope 2 includes emissions from consumption of collectively supplied energy.

Scope 3 includes everything from purchased goods, to transport, waste and the end user's use of Egholm products in operation.

Comments on objectives for scopes 1, 2 and 3:

Egholm's activity level is expected to double by 2029/30, which will lead to an increase in scope 1 and 2. The ambition in 2029/30 is to limit the increase to 50% compared to the baseline.

Scope 3 is expected to be significantly reduced as electrification increases. In 2029/30, an increase in CO₂e of approximately 60% is expected for purchased materials and a halving of CO₂e from machines in operation.

* with 2024 knowledge.



EGHOLM'S PRODUCTS

Egholm's product range stands out as well-thought-out solutions with functions that distinguish us from our competitors. Among other things, we use the Quick-shift technology for attachments. The solution makes it possible to change attachments on the machine in a very short time.






To reduce the carbon footprint of both existing and future products, we are continuously working to minimize waste and integrate more environmentally friendly materials into our products. We are continuously investing in new technologies and methods that focus on circularity and sustainability. We are also developing electrification of our utility machines, which will ensure a significant reduction in the CO₂e footprint from the operation of the machines.





Since the launch of the first Egholm utility machine in 1995, we have had a clear focus on the multifunctionality of the machines, which is essential for creating a sustainable foundation in the professional market. We define this as the utility machine concept.

When we develop new attachments, we ensure that they are backward compatible and can be used with older utility machines from the same product family. Similarly, we ensure that new variants of utility machines can use existing attachments that fit previous models. This practice supports our ESG goals, as well as reducing waste and resource consumption, as customers do not need to buy new attachments when upgrading their utility machine.



OBJECTIVES FOR PRODUCTS

Initiatives	Objectives	Short-term efforts
Utility machine concept 	Continuing to follow Egholm's vision: one utility machine - many functions.	Development of new electric Park Ranger 2155e, with a focus on zero emissions, increased comfort and ergonomics, as well as reduced noise and vibration levels. The machine is backward compatible with the complete attachment program.
Fuel 	Diesel is replaced with HVO biodiesel, and gasoline is replaced with E85.	Information for dealers and end users about the environmental benefits of using HVO biodiesel. The utility machines are already approved for this.
Software optimization 	Continuous optimization of software.	Utilize software optimizations to reduce energy consumption while the utility machine is in operation.
Electrification 	50% of the utility machines produced must be electrified by 2030.	A functional prototype will form the basis for collecting the knowledge and data necessary for Egholm's future production of electrified utility machines.
Circular design 	95% of the products' materials must be reusable or recyclable.	Minimize waste and maximize resource efficiency through the development of products and systems that can be reused, repaired and recycled.

 Completed
 Ongoing and on schedule
 Initiated
 No progress

50%

of the utility machines
produced must be
electrified by 2030.

95%

of the products' materials
can be recycled by 2025.



KEY INITIATIVES FOR PRODUCTS

Fuel

As the use of Egholm's machines constitutes the largest part of our total CO₂e footprint, this represents a significant reduction opportunity. Our diesel engines are approved for HVO biodiesel, which can reduce the CO₂e footprint by up to 90% compared to regular diesel. E85 gasoline has the potential to reduce emissions by up to 80% compared to traditional gasoline. Our gasoline engines are not yet approved for E85 gasoline, but we expect a solution by the end of 2025.

Software optimization

The City Ranger 3070 implement utility machine is fully programmed in all its functions. This allows for precise fine-tuning of individual parameters, which reduces energy consumption and can lead to both environmental and financial savings. Our software optimization also enables the addition of new functions that help users improve work processes and reduce the environmental impact.

We are continuously optimizing our software and conducting case studies to improve energy efficiency. For example, we are working with a partner in lawn mowing to improve the performance of the machines. Similarly, our sweeping and vacuum systems have been optimized based on valuable feedback from the market, which has resulted in fuel savings.

Electrification

Our utility machines currently use fossil fuels. We are working to implement electrification as an alternative fuel, which is expected to reduce the CO₂e footprint by up to 50%. For maximum environmental benefits, the supply should come from renewable energy sources such as wind, solar or hydropower.

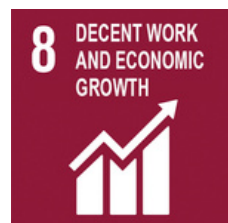
Egholm is in the early stages of electrification and is focused on selecting optimal components and partners, as well as understanding customer usage patterns. This transition is part of our long-term strategy to reduce dependence on fossil fuels and minimize the environmental impact.







EGHOLM'S PRODUCTION





At Egholm, we are committed to operating our manufacturing operations with a focus on continuous improvement of our sustainability practices and contributing to a more responsible and environmentally friendly operation. We believe we have an important role in preserving and protecting our planet for future generations.

Our commitment to sustainability encompasses all aspects of operations, from production processes to product delivery. We actively work to reduce our environmental footprint by implementing innovative solutions that minimize energy consumption, reduce waste and promote reuse and recycling.



PRODUCTION OBJECTIVES

Initiatives	Objectives	Short-term efforts
Reduction of waste volumes 	Reduction of landfill and residual waste. Phasing out disposable items and reducing new purchases of packaging materials with 10%.	In 2025, we will ensure that our landfill and residual waste continue to be reduced. We will also review our current processes and see where we can phase out disposable items and reduce new purchases of packaging materials.
Fuel 	Diesel can today be replaced with HVO biodiesel, and gasoline will be replaced with E85 in 2025. Electrification of future utility machines.	We will invest in HVO biodiesel for our test, demo and sales machines and make an effort to communicate this to our customers, and encourage them to do the same.
Power consumption optimization 	All light sources are updated to LED, and standby consumption is reduced. Installation of solar cells.	We will complete the replacement of all light sources to LED lighting and review the factory and identify areas where we can save on consumption. Especially with a focus on standby power.
A greener culture 	A "greener culture" is being strived for among employees. The climate forest with the planting of one tree per machine sold is being established.	We get the furthest through joint efforts, but we are aware that 'old habits' weigh heavily. Therefore, we will encourage and motivate our employees to come up with ideas and solutions for sustainable practices via an idea bank.

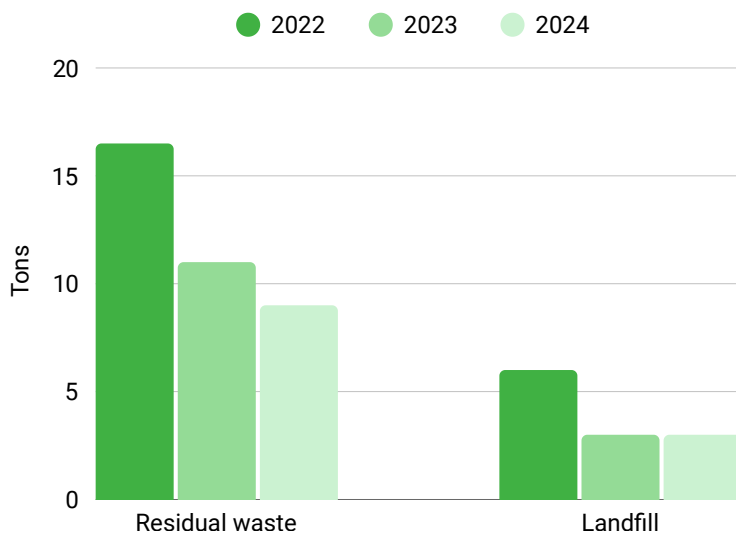
 Completed
 Ongoing and on schedule
 Initiated
 No progress

KEY EFFORTS FOR PRODUCTION

Reduction of waste volumes

In 2023/24, we have expanded our waste sorting from 19 to 29 categories. The effort has reduced our residual waste by 33% from 2022 to 2023. Expanding waste sorting has been an important step in our efforts to reduce the amount of waste going to landfill and increase recycling in general.

In 2025, we will focus on optimizing waste management. The goal is to maintain our current amount of waste to landfill at three tons per year, and reduce our residual waste from 11 to nine tons. We will review our processes to find more opportunities for reduction. Including phasing out disposable items such as cups and mugs. We also plan to review our procedures to identify ways to reuse shipping packaging. This way, we expect to reduce new purchases of packaging materials by 10% in 2025.



Fuel

In 2024, we invested in a transition to HVO biodiesel for our demo and sales machines. Switching from traditional diesel to HVO biodiesel can reduce the CO₂e footprint by up to 90%. We will make an effort to inform our customers about the opportunity to reduce their CO₂e footprint. By raising awareness of the benefits of more environmentally friendly fuels, we want to promote a positive environmental impact.

We also look forward to the development of E85 fuel, which is already available in a number of European countries. We are prepared to convert our utility machines to this more environmentally friendly fuel. We will also gradually replace our company cars with electric cars as lease contracts expire.

Optimization of electricity consumption

We have been working for several years to reduce our electricity consumption and optimize our energy management. At the end of 2023, we completed the transition to green heating supply by installing heat pumps where there was previously an oil boiler. We now get heat exclusively from heat pumps and district heating, where the fuel mix consists of 95.64% renewable energy.

We have a goal of reducing our electricity consumption by 5% in 2025 compared to previous years. Among other things, by switching to LED lighting everywhere, and reviewing our facilities for energy-saving areas. With special focus on reducing standby power.

In the long term, we will invest in more solar cell systems on our buildings to generate our own renewable energy.

A greener culture

We want to promote a corporate culture where green initiatives and responsible practices are implemented in all aspects of daily work. We want to create an environment where all employees feel inspired and motivated to come up with ideas and solutions that can drive the work with sustainability forward. In this regard, we are creating an 'idea bank' where you can contribute with innovative suggestions and observations for more sustainable solutions.

A greener future requires a joint effort. That is why it is important for us to encourage and recognize employees' initiatives and efforts, both with personal feedback and at employee meetings, as well as in the form of financial support for the staff association etc.



1:1

Over the next three years, we will plant one tree for every machine Egholm has sold since the company was established in 1992. This will be a forest of around 12,000 trees. Tree planting supports our efforts with CO₂e reduction, but also our desire to promote biodiversity and valuable ecosystems.

EGHOLM'S VALUE CHAIN

Honesty is of the highest priority at Egholm. With honesty we want to build strong and lasting partnerships among our employees, customers and business partners. We are convinced that honesty creates a positive working environment, promotes collaboration and innovation. Therefore, we prioritize maintaining open and honest communication both internally and externally, allowing our business partners to gain insight into decisions, production methods, and environmental and social initiatives.

Egholm takes responsibility throughout the value chain.





We are committed to ethical behavior that guarantees that our employees have safe working conditions and good development opportunities. We expect the same from our suppliers. We also set requirements for suppliers regarding the reduction of packaging waste and production waste, as well as more environmentally friendly forms of transport.

We are committed to educating the next generation by offering internships and opening our doors to school visits. We also work with authorities to ensure that our products meet applicable standards.



OBJECTIVES FOR THE VALUE CHAIN

Initiatives	Objectives	Short-term efforts
Collect CO ₂ e data on all devices from suppliers 	To be able to obtain CO ₂ e data on all purchased materials for production, as well as to be able to document the CO ₂ e footprint per Egholm product.	Continue efforts to obtain CO ₂ e data from all suppliers. If supplier data is missing, CO ₂ e data from the Climate Compass will be used. Document CO ₂ e footprint per machine during 2025.
Code of Conduct 	96% of our existing as well as all future suppliers, must have signed a Code of Conduct that meets Egholm's requirements.	Continue efforts to obtain signed Codes of Conduct from all material suppliers. For 2025, the goal is to increase the number of Code of Conduct signatories from 78% to 85%.
Supplier analysis 	Identify risks in the supply chain to avoid irrational decisions that harm the environment.	Risk analysis completed for 182 suppliers with highest purchase volume. Action plan established for suppliers with "Critical risk" or "High risk" to minimize risks.
Packaging 	Ensure minimal and more environmentally friendly packaging from our suppliers.	Specify packaging methods using recyclable materials that ensure transport with minimal packaging.
More climate-friendly transport 	Minimize CO ₂ e-heavy transport routes through mapping and collaboration with our suppliers.	Transport routes must be considered before new supplier agreements are implemented. Where possible, we will arrange transport by train, ship or electric truck.
Accurate production forecast 	Optimize logistics and reduce unnecessary transport, waste and overproduction.	Fix forecast in the ERP system for more stable purchasing. Procedure for forecasting to suppliers.

 Completed
 Ongoing and on schedule
 Initiated
 No progress

96%

of our existing and all future suppliers must have signed a Code of Conduct that meets Egholm's requirements by 2030.

100%

CO₂e documentation per machine in 2025.



KEY EFFORTS FOR THE VALUE CHAIN

CO₂e data from suppliers

We strive to identify and address CO₂e footprints throughout our supply chain. This is essential for accurate climate accounting and the development of effective strategies to reduce our overall climate footprint. In this regard, we are working to obtain CO₂e data on all components in our production. In the event that suppliers cannot yet support this requirement, Egholm estimates data using the Climate Compass.

Supplier analysis

We have prepared a risk analysis of our suppliers to monitor risks throughout the supply chain. This analysis mainly focuses on the security of supply at Egholm's suppliers, but will ultimately have an impact on the CO₂e footprint, as it limits irrational decisions that are detrimental to the environment. Based on the analysis, we have prepared an action plan with listed alternatives to potential challenges.

Code of Conduct

Egholm's Code of Conduct was prepared in 2023 and sent to existing suppliers. A total of 78% have so far signed the document or submitted their own documentation with corresponding requirements.

We have developed our Code of Conduct to ensure that suppliers meet high social, environmental and ethical standards. This includes procedures for handling environmental problems, ensuring good working conditions and avoiding industrial accidents. Supplier visits are used to monitor whether the supplier complies with our requirements. We will continuously update and expand Egholm's Code of Conduct to ensure that our suppliers' subcontractors also meet the requirements.

Production forecast

An accurate production forecast ensures delivery reliability by giving suppliers sufficient time to produce and deliver components, minimizing the risk of production stoppages and delays.

An accurate forecast also helps to optimize logistics and reduce unnecessary transport, which reduces CO₂e footprint and energy consumption. In addition, waste and overproduction are reduced. This way, Egholm achieves a more environmentally friendly production, while also ensuring a reliable supply chain.



DIALOGUE AND COLLABORATION IN THE VALUE CHAIN

We want to intensify the dialogue with our suppliers to minimize waste in production and implement more environmentally friendly methods and materials in the supply chain.

To support our end users in the environmentally friendly use of Egholm's products, we will prepare a guide,

which informs about how our products are operated in the most environmentally friendly way. For example, a number of advantages are achieved if the machines run at 20% lower engine speeds, where maximum engine capacity is not needed. Here, the same work result can be achieved with significantly less energy consumption.



EGHOLM'S WORKING ENVIRONMENT

Our employees are Egholm's most important resource. Therefore, a positive working environment that promotes both personal and professional growth is essential. We cherish the good working environment that attracts, retains and motivates talented employees. We want to be known for being a responsible and attractive workplace focusing on the following behavior:

We are proud of what we do and want it to rub off on our surroundings, so that all employees see Egholm as a good workplace where employee well-being and development are in focus.

We value inclusiveness and diversity. All employees are part of the Egholm team, regardless of tasks and background. We want to attract employees with a variety of age, gender, ethnic background and education.

We promote equal cooperation at all levels and incorporate each other's experiences and ideas. Everyone shares responsibility for the company's goals, and we have a loyal and flexible approach to task solving. Employees have the freedom to make decisions within their areas, and we have an informal tone.






8 DECENT WORK
AND ECONOMIC
GROWTH







12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



WORKING ENVIRONMENT OBJECTIVES

Initiatives	Objectives	Short-term efforts
Employee satisfaction survey 	Maintaining a score of 6.75 in future employee satisfaction surveys. This is a retention goal as a number of new employees are expected to be hired, which may affect employee satisfaction.	The latest employee satisfaction survey shows that general satisfaction and well-being are good. Measured on a scale from 0-8, the average score in 2024 is 6.75.
Safety and health 	Reduction in the number of incidents from five to two and reduction in sick leave from 3.8% to 3.0%.	We must promote a safe and healthy workplace, reduce work-related accidents and sick days among employees, and strengthen the social community.
Responsible and attractive workplace 	Open opportunities for people in flexible work arrangements and attract younger employees.	Promote a tolerant and inclusive culture where employees' differences and different competencies are seen as a strength that contributes to a dynamic and productive working environment.
Employee development 	Ensure further training and upskilling of employees and attract apprentices, students and interns.	More information for employees about the opportunities for training and upskilling through IKUF courses. We currently have no students, which we want to focus more on.
Reputation 	Ensure positive publicity and increased external visibility. For example, via open-door events and social media, as well as maintaining the employee satisfaction level.	In the latest employee satisfaction survey, employees indicated that they are predominantly positive when referring to Egholm as a workplace – a score of 7.33 on a scale from 0-8. It is important that this assessment is maintained.

-  Completed
 Ongoing and on schedule
 Initiated
 No progress



KEY EFFORTS FOR THE WORKING ENVIRONMENT

Safety and health

We strive to ensure that Egholm is a safe and healthy workplace with a focus on preventive measures and a proactive approach to well-being. The goal is an annual reduction in work-related accidents and sick days among employees. In 2024, we experienced five incidents and one near-accident. The goal is to reduce incidents to four in 2025 and to two in 2027. All incidents are recorded in order to learn from them and adjust work procedures. Egholm must always be a safe place to work, which is why we ensure that all employees are trained in the necessary instructions for using equipment. In addition, all employees are offered first aid and firefighting courses.

In 2024, sick leave was 3.8% (excl. flexi jobbers). We are aiming for sick leave of 3.6% in 2025, among other things through the use of absence discussions between employees and management. All Egholm employees are covered by health insurance. In 2024, we conducted a workplace assessment (APV) that maps both the physical and mental working environment. At Egholm, we have an active staff association that strengthens the social community among our employees.

Responsible and attractive workplace

Egholm values a tolerant and inclusive culture, where employees' differences and different skills are seen as a strength that contributes to a dynamic and productive working environment. We want to be a flexible workplace that supports employees' individual needs, for example employees who want to transition to a senior scheme. Egholm has employees employed in flexi jobs and is open to work aptitude testing. In 2025, employees in flexi jobs will constitute 3% of the workforce.



In the future, we would like to attract more younger employees. The current workforce has a high average age, and we see it as a strategic necessity to try to balance this with younger forces. There is great value in creating a workplace where generations can learn from each other and together contribute to our common success.

Employee development

We want to educate and develop employees at all levels. In the future, a greater effort must be made to inform employees about opportunities for personal development and upskilling through the Danish Industry Competence Development Fund. Especially on the white-collar side, where few currently use self-selected education.

Previously, we have offered labor market training to train production employees during periods of low activity.

We see it as our duty to educate apprentices and students. As a company, we can offer interesting training courses in various fields. We have upgraded employees from unskilled jobs to skilled jobs through apprenticeships.

The opportunity to take on apprentices strengthens our recruitment and development of a qualified workforce and contributes to society's need for skilled professionals.

Reputation

Egholm A/S has a good reputation in the local community, and we are proud to be considered a good workplace. Employee satisfaction surveys confirm this. However, we are aware that we can benefit from increasing our visibility. Both to strengthen our presence in the local area and to attract qualified labor outside the municipal borders.

We want to increase awareness of Egholm by being visible at relevant educational institutions, offering internships and participating in fairs and events. In the future, Egholm will open up to interested parties who

are curious about our history and us as a company, for instance by means of tours, company visits, courses and open-house events. By inviting the outside world in, we strengthen our reputation and relationships.

Egholm today uses various social media for communication. By sharing everyday situations, processes and successes, we can create a closer connection to customers and local communities. This increases awareness of the company and provides insight into our daily lives.



ESG KEY FIGURES

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	Area	No.	Measuring point	Unit	2024
Climate / K1 Products	Energy consumption from machines and attachments in operation	K 1.1	Utility machines' average energy consumption per operating hour	kWh	52.11
		K 1.2	Utility machines' average CO ₂ e per operating hour	Kg CO ₂ e	11.75
	Product lifespan (service and spare parts)	K 1.3	Year with spare parts warranty	Year	10
	Circular designs	K 1.4	Share of utility machines that can be recycled	%	95
	Recycled material in machines and attachments	K 1.5	Share of product	%	THAT
		K 1.6	Share of packaging machines/spare parts	%	0/25
	Recyclable material in machines and attachments	K 1.7	Share of product	%	95
		K 1.8	Share of packaging	%	100
Climate / K2	Transport	K 2.1	CO ₂ e from fossil fuel (diesel) for own transport	Tons of CO ₂ e	57.21
	Packaging	K 2.2	New purchases of packaging material for spare parts sales	kg.	11,945
	Waste	K 2.3	Hazardous waste	Ton	4.90
		K 2.4	Non-hazardous waste	Ton	68.80
	Energy consumption	K 2.5	Other waste recycled/recycled	%	76.39
		K 2.6	Energy consumption - fossil fuels	Tons of CO ₂ e	63.51
		K 2.7	Electricity consumption - non-renewable energy	kWh	193.83
		K 2.8	Electricity consumption - renewable energy	kWh	0
	Water consumption	K 2.9	Water consumption	m3	559.00
	CO ₂ e	K 2.10	CO ₂ e footprint scope 1	Tons of CO ₂ e	39.83
		K 2.11	CO ₂ e footprint scope 2 (location-based)	Tons of CO ₂ e	43.25
		K 2.12	CO ₂ e footprint scope 3	Tons of CO ₂ e	34,714.36
		K 2.13	Total CO ₂ e footprint scope 1-3 (location-based)	Tons of CO ₂ e	34,797.44

ESG KEY FIGURES

	Area	No.	Measuring point	Unit	2024
Social / S1 Working environment / S2	Employee characteristics	S1.1	Temporary employees	Number	0
		S1.2	Permanent employees	Number	97
		S1.3	Total number of employees	Number	97
		S1.4	Men	Number	76
		S1.5	Women	Number	21
	Employee relations	S1.6	Employees with collective agreement	%	59
	Employee satisfaction	S1.7	Percentage of satisfied/very satisfied	%	6.75 (out of 8.0)
	Healthy and safe working environment	S1.8	Sick leave	%	3.8
		S1.9	Hazardous chemicals	Number	120
	Occupational accidents (and near misses)	S1.10	Work-related accidents with absence (min. one day)	Number	0
		S1.11	Frequency of accidents per 100 full-time employees per year	Number	5.15
		S1.12	Deaths due to work-related accidents and illness	Number	0
	Retain employees and competencies	S1.13	Employees with over 10 years of seniority	Number	
	Qualification system and training hours	S1.14	Employee skills hourly paid	Scale 6-39 points	20.2
		S1.15	Annual training hours - men	Number	THAT
		S1.16	Annual training hours - women	Number	THAT
Governance	Suppliers	S 2.1	Suppliers who comply with/have signed the CoC	%	78
	Core values, mission and vision	G 1.1	Reassessed at least annually	Number	Annual assessment
	Management systems	G 1.2	ISO certifications	Number	0
	Structure and processes, KPI, risks and opportunities	G 1.3	KPIs in monthly reports	Number	21
		G 1.4	Categories with risk assessments and action plans	Number	3

ESG key figures are not yet available for the areas of biodiversity, collaboration with schools and universities, and diversity, which is why these areas are not included in the overview.

DESCRIPTION OF PRIORITY ESG FACTORS

No.	ESG factors	Impact on people or the environment	Impact on economy	Impact on activities and strategy
1.	Energy consumption for machines and attachments in operation	Large climate footprint and air pollution with SO ₂ , NO _x , VOC etc.	Of great importance, as it is a significant sales parameter for utility machines and thus revenues.	Strategic focus for many years. Continuous work is being done on energy efficiency of utility machines, for example through software optimization. In the future, implement utility machines will run on climate-friendly fuels or be electrically powered.
2.	Utility machine concept, multi-function and seasonal	Save resources (materials and energy) for the production of a number of special machines and thus climate footprint.	Multifunctional utility machines are the foundation of the company, complemented by a wide range of attachments.	Strategic focus since the start. As part of the development of a new utility machine, a number of associated attachments are also being developed.
3.	Product lifespan	Reduced climate footprint from products with a long lifespan and from spare parts for the maintenance of machines in operation.	Long service life and service create customer loyalty and better customer economics.	The products are developed to be robust. This is part of the company's strategy.
4.	Circular designs	Lower climate footprint through the use of components that can be easily disassembled and recycled at End-of-Life.	Can make individual components, which today consist of composite materials, a little more expensive.	Circular design principles have been introduced in the development department as part of the strategy.

DESCRIPTION OF PRIORITY ESG FACTORS

No.	ESG factors	Impact on people or the environment	Impact on economy	Impact on activities and strategy
5.	Transport, packaging and waste	Transport, packaging and waste result in a climate footprint.	An effort may require investment, but also has the potential for savings.	There is a focus on optimizations and reductions in all areas, including in particular residual waste and landfill, packaging consumption and more climate-friendly transport.
6.	Consumption and CO ₂ e at the factory	Energy consumption results in a climate footprint.	An effort requires investments in, for example, solar cells and the establishment of a green culture, but also has the potential for savings.	There is a focus on optimizations and reduction of electricity consumption and climate footprint (scope 1 and 2 at the factory).
7.	Biodiversity	Grass cutting can have a negative impact on biodiversity. Hazardous chemicals can affect people and the environment.	Increased focus on biodiversity can affect sales of attachments.	Increased focus on biodiversity and attachments for this is expected. Work is underway to offer afforestation in the form of planting an oak tree for each machine sold.
8.	Employee satisfaction	Employee satisfaction is of great importance for job satisfaction and productivity.	High productivity is of great importance for profitability.	Satisfaction is measured periodically, which leads to necessary improvements. Satisfaction is a strategic measurement parameter.
9.	Healthy and safe working environment	A healthy and safe working environment has a positive impact on people.	Fewer sick days result in reduced costs.	A good working environment is a strategic priority and affects all activities.
10.	Occupational accidents and near misses	Occupational accidents have a negative impact on health and sick leave.	Fewer sick days from work-related accidents result in reduced costs.	Occupational accidents and near misses are measured. These are a strategic measurement parameter.
11.	Permanent employees / maintain competencies.	High job security has a positive impact on employees.	Low staff turnover reduces costs.	Social events and a good employee culture support a strategic focus on employee retention.

DESCRIPTION OF PRIORITY ESG FACTORS

No.	ESG factors	Impact on people or the environment	Impact on economy	Impact on activities and strategy
12.	Qualification system / training hours	Opportunities for skills development are of great importance to some employees.	Competency-based remuneration ensures a fair hourly wage for employees and thus optimal finances.	Transparent qualification system ensures pay according to qualifications in production.
13.	Supplier Guidelines, Code of Conduct	Mandatory codes of conduct for suppliers lead to improvements in the value chain.	Can potentially lead to higher costs when the value chain has to comply with a code of conduct.	Of significance for the development or termination of supplier agreements.
14.	Collaboration with schools and universities	Provides pupils and students with new knowledge and understanding of the operation and development of a company.	May cost some working time but also provides new knowledge that can potentially lead to savings or improved earnings.	Resources are prioritized and allocated to receive visits, interns and project collaborations.
15.	Diversity	A broad range of employees in terms of age, gender, education etc. provides a better working environment.	A good working environment increases productivity, which has a major impact on profitability.	The possibility of increased diversity when hiring employees is being looked at.
16.	Core values, mission and vision	It is motivating for people to work in a purpose-driven company. Sustainable development will reduce climate footprint and other environmental parameters.	A clear business foundation ensures strategic focus and thus increased revenue and earnings.	A clear business foundation has an impact on strategies and all activities.
17.	Management systems (e.g. ISO 9001/14001)	Management systems can ensure ongoing operations and development with a focus on quality, environment and people (working environment).	Costs resources to build and operate, but also saves resources in terms of the environment and people (working environment).	Structures the company's operations and development (activities) within the scope of the systems based on the company's business foundation and strategies.
18.	Structure and processes, KPI, risks and opportunities	Structure and processes as well as KPIs and risk analyses with interventions can reduce risks and increase opportunities for improvements regarding the environment and people (working environment).	A qualified effort can increase revenue and reduce costs.	Sets structure for the company's operations and development (activities), based on the company's business foundation and strategies.



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