

# Company Karma Report 2023

**SANOVO**   
TECHNOLOGY GROUP

 **THORNICO**  
Company

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## Introduction

This report aims to provide a balanced overview of SANOVO TECHNOLOGY GROUP's overall CO2 reduction goals, CO2 emissions according to the Greenhouse Gas Protocol (GHGP) scopes 1, 2, and 3, and karma and workplace initiatives.

All SANOVO TECHNOLOGY GROUP's focus areas are related to the UN Sustainable Development Goals (SDGs). It has been decided not to commit to Science-Based-Target until we have a more fulfilled database. But our targets going forward will be following the requirements of 42% reductions on scopes 1 and 2 in 2030.

We call our work with ESG; Company Karma.



## Scope of the report

SANOVO TECHNOLOGY GROUP refers to the year 2021 as the baseline for all goals and the year where we have initiated mapping the CO2 equivalents and measurements regarding the GHG-Protocol. We have in 2023 worked to collect and register data for CO2 emission calculations for all companies in the group to get an even more precise scope for 1, 2, and 3.

As ESG sustainability reporting is a legal requirement based on the EU's CSRD directive, it means that SANOVO TECHNOLOGY GROUP must report on ESG in 2026 for the financial year 2025. We have been producing Company Karma reports containing sustainability KPIs and initiatives for several years, but the first revised ESG report is expected to be prepared in 2025. In the last quarter of 2023, a Head of ESG & Sustainability was hired to oversee this reporting.

The 2023 mapping has been conducted in collaboration with the external consultancy Viegand Maagøe. The objective has been to bring clarification of which activities to approach and prioritize actions to reduce the carbon footprint.

### **This Company Karma rapport covers the year 2023 focusing on the following companies:**

SANOVO TECHNOLOGY A/S (STDK), SANOVO TECHNOLOGY NETHERLANDS (STNL), SANOVO TECHNOLOGY ITALY (STIT), SANOVO TECHNOLOGY PROCESS (STPR), SANOVO TECHNOLOGY USA (STUS), SANOVO TECHNOLOGY MEXICO (STMX), SANOVO TECHNOLOGY SOUTH AMERICA (STSA), SANOVO TECHNOLOGY ASIA (STAI), SANOVO TECHNOLOGY CHINA (STCN), SANOVO TECHNOLOGY JAPAN (STJP), NIKRO (STNI) and RAME-HART (RH)

### **Company Karma Team consists of:**

Mette Honoré Johansen, Head of ESG & Sustainability  
Michael S. Midskov, CEO,  
Eva N.P. Langhoff, COO Vice President  
Claus Nørregaard, CFO, Vice President  
Karsten Munk Matthiessen, R&D Director, Vice President  
Pia Lærke, PA/Head of HR  
Vicky Engsted, Head of Group Communication  
Rune Christophersen, Category Manager  
Christian Aagaard Hansen, Controller  
Miriam Hansen, Controller  
Annie Frydensberg Pedersen, Head of Quality



# Overview

# Company Description

SANOVO TECHNOLOGY GROUP is the world-leading specialist in developing and manufacturing high-standard egg handling and processing equipment as well as securing energy and environmentally-friendly machines and equipment solutions. Constantly monitoring industry trends, SANOVO TECHNOLOGY GROUP has also expanded its product portfolio within hatchery, spray drying, robotics, enzymes, poultry, traceability, biosecurity, and food safety.

Through the past years, SANOVO TECHNOLOGY GROUP has had great success in the egg industry. Eggs are a healthy and high-protein food resource for humans and animals with a low environmental footprint and low production costs compared to other food products. Eggs are at the top of products containing the highest

number of proteins and with a low carbon print.

SANOVO TECHNOLOGY GROUP is committed to keep developing the most advanced and efficient machines and equipment to meet future customer demands for high quality, capacity, biosecurity, energy consumption, environmentally friendly, and safe solutions.

We are part of the privately owned conglomerate THORNICO - with a global net of over 150+ companies within a variety of business areas. The group consists of a global group of companies operating in a truly diverse business portfolio comprised in seven different business sectors, namely food, food technology, packaging, sport & fashion, shipping, real estate and venture.



**5** Production Units

**6** Sales & Service Offices (Legal entities)

**4** Sales & Service Offices



## Technologies for handling and processing of eggs

Everything from the smallest packing, grading, and breaking machine to the largest turnkey factory handling liquid and powder egg products with full robotic automation.



## Technologies for handling and processing fertilized eggs

To help hatcheries cost-effectively improve flock health and increase poultry production, we provides advanced systems for collecting and packing fertilized eggs and in-ovo vaccination systems.



## Technologies for robotic automation

A robotic automation programs which offers several efficient and flexible robots that are a vital part of any modern egg handling and processing factory.



## Technologies for spray drying and pasteurization

SANOVO TECHNOLOGY PROCESS handles all projects concerning spray drying and heat treatment of other industrial applications than eggs, like e.g., animal by-products, blood, plasma, haemoglobin, yeast, fruits, plant protein, novel, dairy, and fungus.



## Technologies for egg-cultured vaccine production

RAME-HART supplies machines used by biological vaccine manufacturers around the world to produce egg-cultured vaccines for human or veterinary applications.



## Technologies for biosecurity

Handles all projects concerning reducing micro-organisms. The SonoSteam nozzles are driven by steam and ultrasound and disinfected in seconds without any use of chemistry. The technology works on food and non-food.



## Technologies for traceability

OVOTRACK keeps track of the eggs with barcode technology and traceability labeling, stock control, and complete egg-to-chick traceability from producer to end-user.

# What kind of operation are we?

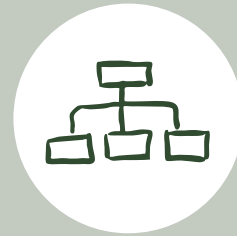


## Assembly

All equipment is being assembled and produced in state-of-the-art production units in Denmark, the Netherlands, Italy, Slovakia, and with sub-suppliers. A major part of the components for the assembly is being manufactured by own in production in Slovakia and by sub-suppliers which, therefore, plays a significant role when SANOVO TECHNOLOGY GROUP looks at its overall CO2 footprint and other Company Karma-related topics.

In our production and assembly units, we focus on our overall energy consumption and how it can be optimized to become even greener.

Our activities are production, assembly, service, sales, R&D development, and project management. Our environmental footprint is impacted by stainless steel, plastic, electronics, enzymes, shipping of goods in and out of our locations, waste, and business travel by airplane, and company cars.



## Organization

SANOVO TECHNOLOGY GROUP is a technical, innovative, production, supply chain, and project knowledge-based company with +650 skilled employees located all over the world.

Our organization is structured with sales and service entities and more than 50 distributors.

The composition of employees is:



## Quality

SANOVO TECHNOLOGY GROUP production units comply with ISO 9001:2015 standards with regular auditing. One of the many benefits of the ISO certification is that it keeps SANOVO TECHNOLOGY GROUP focused on quality as whole and constant improvements and helps streamline processes making it proactive in daily operations. Providing quality products and services that meet our customers' requirements, SANOVO TECHNOLOGY GROUP constantly strives to improve all aspects of its fields and activities.

SANOVO TECHNOLOGY GROUP complies with all legal regulations and declarations for food contact materials (FCM), CE marking, ATEX, and USDA

[Learn more here](#)



# Sustainability highlights



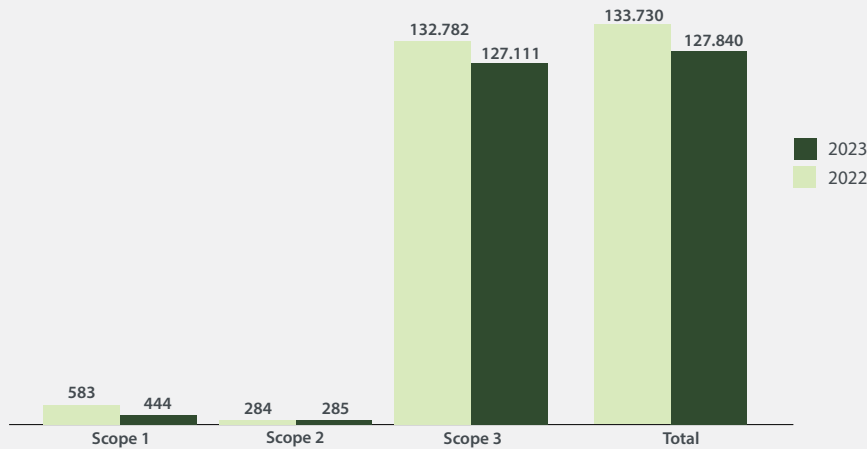
The investigations have unveiled that scope 3 is responsible for the main part of the emissions with tCO<sub>2</sub>e = 127.111 (99,43%).

This is mainly due to products sold and purchased goods. The direct emissions (scope 1) account for tCO<sub>2</sub>e = 444 (0,35%) and the indirect emissions from supplied energy (scope 2) are tCO<sub>2</sub>e = 285 (0,22%).

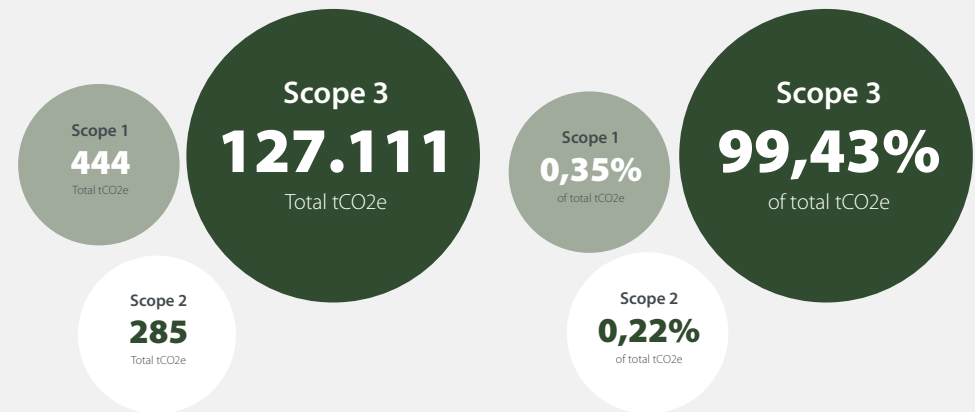
**Total ton CO<sub>2</sub>e in 2023 = 127.840.**

2023	Scope 1		Scope 2		Scope 3	
	tCO <sub>2</sub> e	%	tCO <sub>2</sub> e	%	tCO <sub>2</sub> e	%
Waste and recycling	-	-	-	-	72	0,1%
Energy and Processes	113	25,4%	283	99,4%	81	0,1%
Procurement	-	-	-	-	33.370	26,3%
Sold Products	-	-	-	-	88.117	69,3%
Transport	331	74,6%	1,65	0,6%	5.471	4,3%
<b>Total</b>	<b>444</b>	<b>0,35%</b>	<b>285</b>	<b>0,22%</b>	<b>127.111</b>	<b>99,43%</b>

Total tCO<sub>2</sub>e -2022/2023

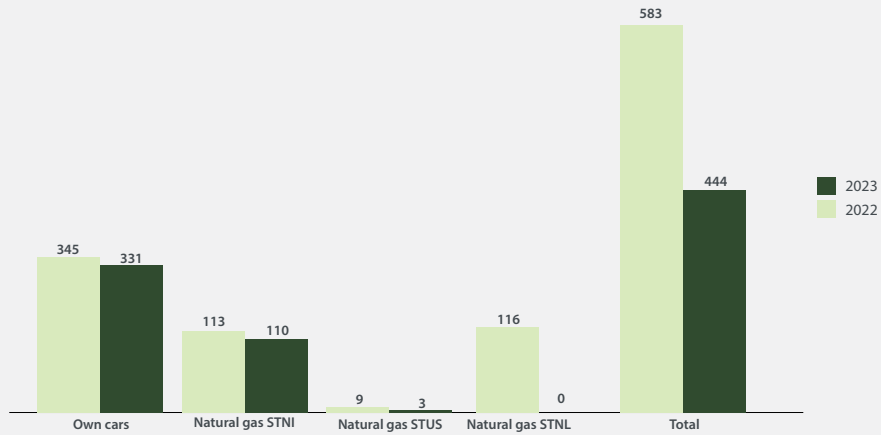


Distribution of tCO<sub>2</sub>e in 2023

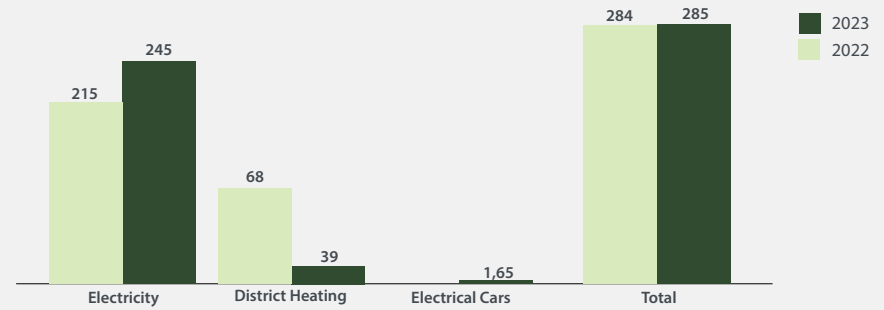


# Sustainability highlights

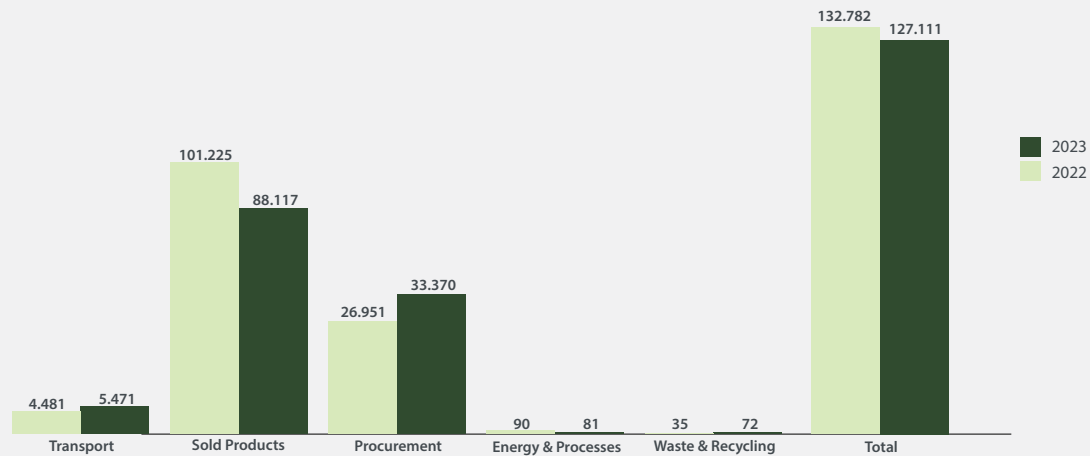
### Scope 1 - tCO2e



### Scope 2 - tCO2e



### Scope 3 - tCO2e





# Sustainability highlights

## Social & Governance

### Gender

622 full time employees\*

Board of directors



Management



Entire organization



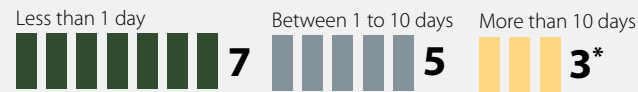
\*per 31.12.23

### Sickness

2023 Total  
3,85%

2023  
Long Term  
1,90%

### Accidents

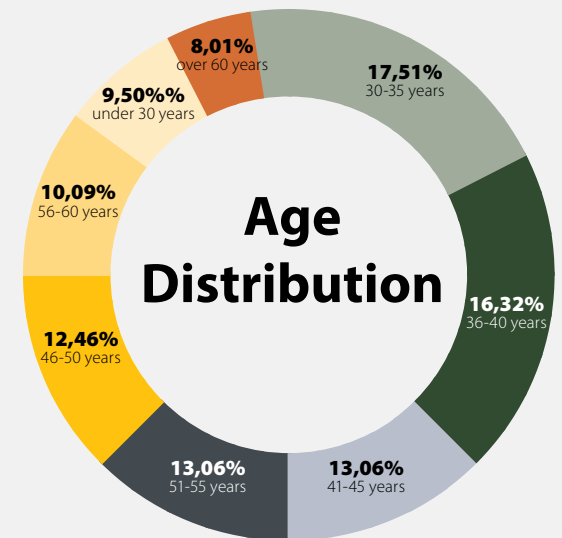


\*non with permanent harm

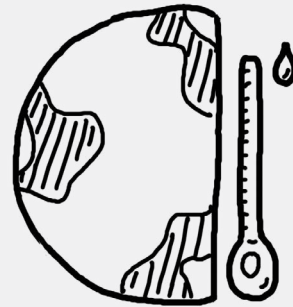
A major case is a work injury with permanent harm. We do not have any numbers shown in the KPIs, but an indication could be cases with an absence of more than 10 days.

Our policies on diversity and gender equality emphasise our commitment to ensuring that we are an attractive workplace with equal treatment of applicants and employees of diverse backgrounds and genders.

### Age Distribution



# We work to reduce our environmental impact



For SANOVO TECHNOLOGY GROUP, Company Karma covers everything from its employees showing social responsibility by volunteering to coach the local football team to its company project providing free equipment for a hen farm in Eswatini to reducing its overall tCO2e footprint.

SANOVO TECHNOLOGY GROUP believes that initiatives need to be embedded in its key business to make it credible. SANOVO TECHNOLOGY GROUP tries, where possible, to create quadruple-winning situations where it, together with companies, customers, and partners, engages in a cause that it believes and finds important.

SANOVO TECHNOLOGY GROUP wants to make a meaningful

impact in the communities in which it works, and it engages in several activities to give back to those who are less privileged. We aim to offer a rewarding, meaningful, and safe workplace for all our employees – no matter where in the world they are located. SANOVO TECHNOLOGY GROUP strives to push its employees and partners towards sustainable thinking including its values and code of conduct (CoC). We select partners with the same purpose.

SANOVO TECHNOLOGY GROUP's approach is underpinned by its core values, open communication with its stakeholders, a materiality review, a code of conduct, and the UN's Sustainable Development Goals (SDGs)



**We acknowledge the impact that large-scale production has on the environment. Focusing on energy and environment, we work to reduce our impact as much as possible.**

Michael S. Midskov  
CEO

# Focus areas

We have strategically identified three focus areas to work with when implementing company karma related activities through our organization.

All are related to the UN SDGs and GHGP scope 1, 2, 3.



## Environment

### Sourcing & Development

Scope 3 - UN SDGs #12 and #13

SANOVO TECHNOLOGY GROUP is dedicated to upholding its social responsibility by working closely with suppliers and stakeholders. Our goal is to ensure that all suppliers of goods and services adhere to our code of conduct. In our pursuit of sustainability, we prioritize the use of environmentally friendly materials in the development of new equipment. These materials are chosen for their recyclability, low impact on the environment, and efficient use of energy, chemicals, and water. We aim to minimize our carbon footprint as well as reduce our carbon footprint on the environment.

### Energy and Environment

Scopes 1, 2 and 3 - UN SDGs #7, #12 and #13

SANOVO TECHNOLOGY GROUP is dedicated to sustainability in all aspects of its operations, from energy consumption and waste management to materials and logistics. We prioritize the use of recyclable and degradable materials, optimize energy consumption, and manage waste in an environmentally friendly manner.

We optimize energy consumption in our production units, including the use of renewable energy sources, energy-efficient technologies, and other energy-saving practices.

All with efforts to reduce the overall tCO<sub>2</sub>e footprint.

## Social

### Employees

UN SDGs #3, #4 and #8

Create an inclusive workplace that is rewarding, safe, physically, and psychologically healthy, motivating for its employees, and in balance with the wider context of their lives.

## Resources



### Quality

With focus on quality and continuous improvements of processes, we ensure high quality products and services meeting our customers' requirements.



### Know-How

We are driven by innovation and continuously enhancing our know-how by following the latest trends and design.



### Employees

More than 600 experienced and skilled employees manufacture all our equipment.



### Supply Chain

Selecting suppliers, negotiating agreements and developing relationship with our suppliers. NIKRO with traditional production is main supplier to SANOVO.



### Technology

Our technology and design is built on more than 60 years of experience in the egg processing industry.

# Business model

## Core Business



### R&D

Development of equipment



### Operations

Assembly, test and warehouse management in production units



### Procurement

Sourcing, purchasing and managing suppliers



### Sales & Marketing

Quote, sales and branding of equipment



### Distribution

Sale to own sales offices and distributors



### Project Management

Leading and organizing projects



### Shipping

Delivery to customers



### Customer Care

Service, repair, upgrades, installations, spare parts sale, and technical support

## Value Creation

### Customers

We provide processing equipment to meet the rising demand for high-quality proteins for the expanding global population, while offering gentle egg handling that prioritizes food safety, traceability, and contamination reduction. Delivering innovative and high-technology products alongside world-class consulting services within customized and turnkey solutions.

### Employees

We create jobs in our local communities with respect and value of diversity, providing a safe and healthy workplace in respect of work-life-balance.

### Environment

Prioritizing use of sustainable materials, materials are chosen for their recyclability, low impact on environment and efficient use of energy, chemicals and water.

We prioritize environmental sustainability through our business practices and technologies.

### Stakeholders

The investments we make in productions, products, and employees generate solid long-term returns for our stakeholders.

## Customers



### Egg Layer Farms

The eggs comes from the henhouse being packed into trays. The eggs are delivered to either grading stations or egg processing plants.



### Grading Stations

Once eggs have left the farm, they go through the grading station where they are sorted and packed into egg cartons for the end consumer.



### Egg Processing Plants

Eggs are delivered from the egg layer farm to the egg processing facility for further processing. The liquid or powder are delivered to the food processing industry.



### Broiler Breeder Farms

Hatcheries collecting and packing fertilized eggs to be used in the broiler industry.



### Food and Feed Manufacturer

Factories producing food and feed products by using animal by-products, blood, yeast, fruits, plant protein, novel, dairy, and fungus.



### Vaccine Manufacturer

Biological vaccine manufacturers producing egg-cultured vaccines for human or veterinary applications.

# Materiality assessment

SANOVO TECHNOLOGY GROUP's materiality review draws upon analyzing key areas within the business environment it operates in by highlighting and categorizing Company Karma topics.

## Human

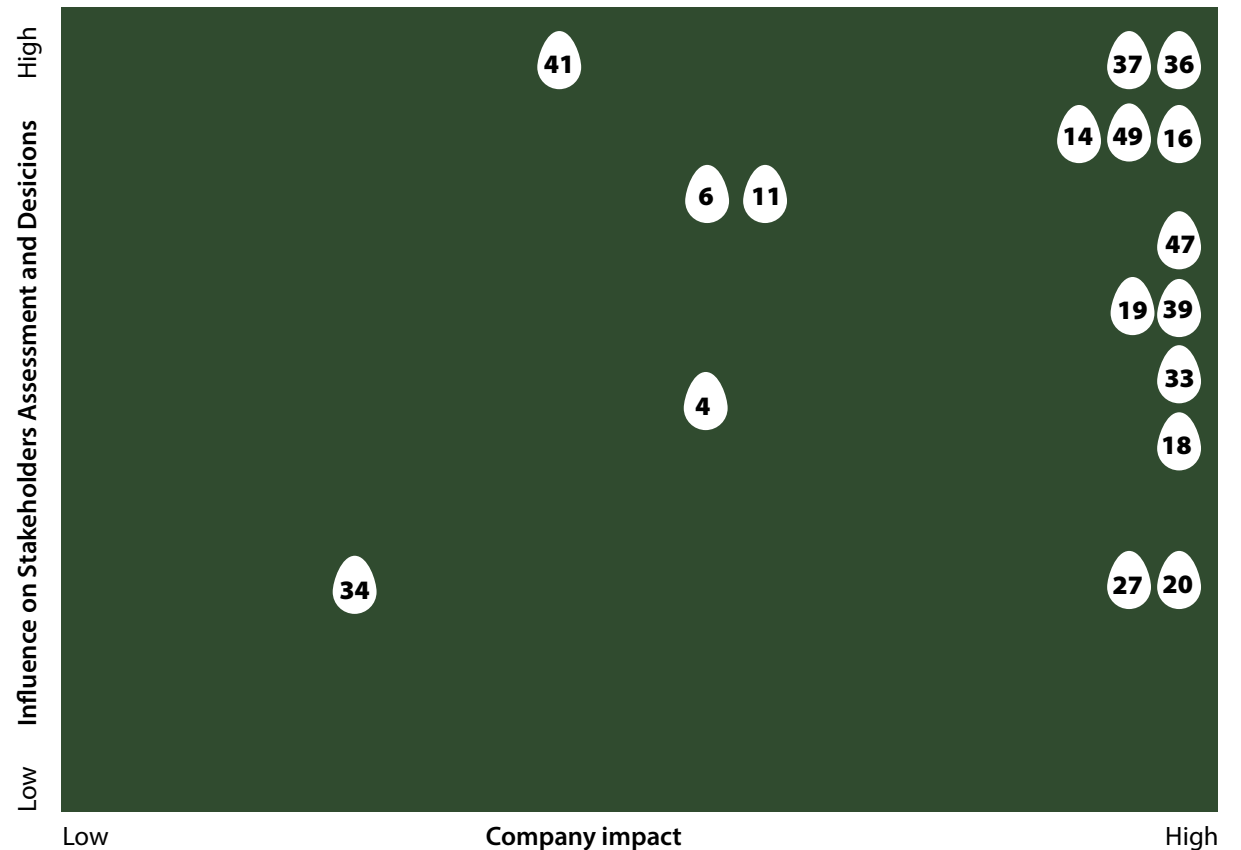
- 4 Respect for privacy/handling of data
- 6 Contributing to improved nutrition and health
- 11 Non-discrimination and diversity
- 14 Safe and healthy working environment
- 16 Human & labor rights

## Globe

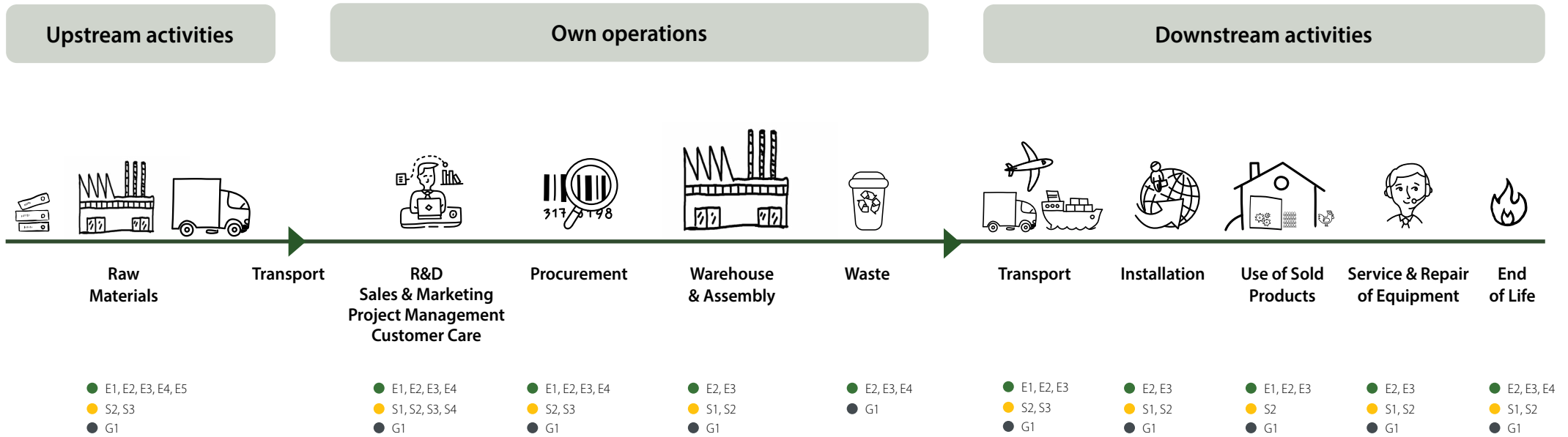
- 18 Energy and Co2
- 19 Water consumption
- 20 Use of raw materials
- 27 Waste & Sorting
- 33 Transport within the value chain
- 34 Reutilization of machinery and materials

## Economy (and ethics)

- 36 Food safety
- 37 Product tracking
- 39 Responsible supply management
- 41 Animal welfare
- 47 Contribute to better utilization of resources through innovation
- 49 Quality management



# Value Chain



## ESRS standards

### Environment

- E1 Climate change
- E2 Pollution
- E3 Water and marine resources
- E4 Biodiversity and ecosystems
- E5 Resource use and circular economy

### Social

- S1 Own workforce
- S2 Workers in the value chain
- S3 Affected communities
- S4 Consumers and end-users

### Governance

- G1 Business conduct



# Environment

# Our work with KPI's

Supplier management is an integral part of SANOVO TECHNOLOGY GROUP's quality management system and is a measurable KPI. The Group Strategic Procurement is centralized at the headquarters in Denmark. They are responsible for selecting suppliers, negotiating agreements and developing relationship with our suppliers.

## Working with suppliers

We expect our suppliers to actively take responsibility for not only their own actions and activities, but also for their suppliers. All suppliers of direct materials to SANOVO TECHNOLOGY GROUP shall comply with the expectations and requirements of the Supplier Code of Conduct (CoC). We expect them to

share our approach to ethics, human rights and protecting the environment, as this is essential in building and developing trusting relationships.

We conduct on-site audit/tour to secure suppliers are compliant with the CoC and Company Karma Document.

Hotspot analyses are made for several of our top suppliers (see each on the following pages):

- Steel: Jensen Metal, Orel, Steeltec
- Electronics: Solar
- MRO: Damstahl

We will continue to work on conducting hotspot analysis, also for the suppliers of Plastics

and Motion & Drives.

## Procurement of steel parts

While steel parts make up a significant portion of the goods we purchase, we don't limit our focus to just them. We have decided to encompass the entire scope of our purchased goods in our Scope 3 calculations.

Since weight data were not available for all procurement categories, an extrapolation was made based on the available data. In short, this means that if 50% of the items within a category summed to 100 kg, the full purchased amount was assumed to be 200 kg. We have initiated automatic calculations of weight on all steel parts from Solid Works to Navision.

Target:	Results 2023	Result 2022
<b>Suppliers</b> SANOVO TECHNOLOGY GROUP aims to work exclusively with suppliers with a clear and ambitious green profile.	<b>Scope 3 – Procurement</b> Total ton CO2e = 33.370  Purchased goods by weight:    Purchased goods by value: Steel and iron: 10.304            Paper & cardboard: 100 Motors and drives: 2.301        Wood: 228 MRO: 3.315                          New item per 2023, 3rd part Electronics: 2.059                machines: 6.970 Plastic: 365  Allocation of total purchases in %: Steel and iron: 60,1% - Motors and drives: 11% - MRO: 15,9% Electronics: 8,7% - Plastic:4,3%  Allocation of purchases in STDK, STNL and STIT in %: Paper & cardboard: 0,32% - Wood: 0,35%	<b>Scope 3 – Procurement</b> Total ton CO2e = 26.952  Purchased goods by weight:    Purchased goods by value: Steel and iron: 11.863            Paper & cardboard: 76 Motors and drives: 3.968        Wood: 195 MRO: 3.717                          Rest: 22.255 Electronics: 2.039 Plastic: 397



## Supplier Management

Onsite audits

CoC

Responsible sourcing

Hotspot analysis

See Appendix 8 for all KPI related initiatives through the years



*In a world where climate change and sustainability are in focus than ever before, SANOVO has recognized the necessity of a good and close collaboration with its partners. The path towards a greener future is not one that SANOVO can walk alone. Therefore, cooperation with our suppliers is crucial to creating a sustainable supply chain, reducing CO2 emissions, and complying with Environmental, Social, and Governance (ESG) reporting standards.*

*In these case stories, we delve into the crucial role that the collaboration between a company and its suppliers plays in the fight against climate changes and for sustainability.*

## Case Story: Damstahl

### A MRO supplier of fittings



Damstahl is a family-owned company with over 350 employees and activities in more than 11 European countries and as part of the NEUMO Ehrenberg Group, the company is a global distributor in stainless steel and a sparring partner in sustainability and stainless steel knowledge.

The company work with CSR which is an integrated and natural part of their business, and they align with UN's Sustainable Development Goals. Since 2019 they have been releasing CSR and Sustainability reports about their initiatives.

Some of the actions Damstahl has been undertaking during the last years and which has been the most impactful are:



#### Transition from Diesel Trucks to Electric Trucks

Replaced 6 diesel trucks and 1 diesel combi lift with electric ones, resulting in an annual saving of 83,200 liters of diesel, equating to 260,416 kg CO2e annually.

#### Fleet Transition from Diesel to Hybrid or Electric

Switched 10 vehicles from diesel to hybrid or electric, resulting in a net saving of 8,820 kg CO2e annually for hybrid vehicles and 15,300 kg CO2e annually for electric vehicles.



#### Solar Panels

Investment in 135 kW Solar Panels Installed in December 2023. Expected net saving of 18,506 kg CO2e annually from the solar panels.



#### Replacement of Traditional Bulbs with LED

Implemented in four stages, with significant savings in kWh consumption observed after the transition in one area, resulting in a reduction of 8,466 kg CO2e, although not solely attributable to the lighting change.

Overall, these initiatives demonstrate a comprehensive effort to reduce carbon emissions and transition towards more sustainable practices within their business.

# Case Story: Oreel Hallum

## A supplier of steel, stainless steel, and aluminum



Oreel manufactures metal parts based on designs from customers who build machines for various industries such as agriculture, waste management, infrastructure, medical, and plastics. This partnership, spanning 165 years, emphasizes trust and allows customers to focus on machine development and marketing.

Oreel takes steps towards the future, especially when it comes to sustainability. The company strives for an innovative factory with the least possible impact on the environment.

[Learn more about Oreel](#)

Some of the actions Oreel has been undertaking during the last years and which has been the most impactful are:



### Energy

Further efforts in energy reducing include implementing energy-saving modules on modern machinery, exclusively using LED lighting, and heating the factory with biomass instead of gas.



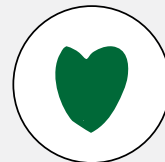
### Solar Panels

Since the installation of the solar panels, Oreel has significantly reduced its carbon footprint, with over 1000 tons of CO2 saved to date and an additional 250 tons annually following the latest installation. The nearly 3000 solar panels contribute to 50% of the company's total energy consumption.



### Waste

Oreel has also made a waste reduction policy, repairing broken pallets, reusing packing materials collected from customers, and repurposing protection wrapping. This initiative has led to a 60% decrease in waste generation.



### Social

Additionally, Oreel supports its employees through a policy of offering strictly permanent contracts, aiming to provide job security and stability. The company invests in training to ensure employees are multi-employable within the organization, discontinuing the use of temporary contracts in favor of long-term sustainability.

# Case Story: Solar

## A supplier of electronics



Solar Group is a leading European sourcing and services company mainly within electrical, heating and plumbing, ventilation and climate and energy solutions. They employ 3,000 employees situated in 5 countries. Their core business focus on product sourcing, value-adding services, and optimization of their customers' businesses.

Every action and every decision make a difference. So, at Solar they have set three strategically anchored initiatives to strengthen their approach to sustainability and support the global ESG agenda in partnership with their customers, suppliers, and employees.

Solar is committed to Science Based Targets initiatives and their target is net-zero in their own operation (scope 1

and 2) and 25% emission reductions in their value chain (scope 3 by 2030). The commitment and the actions taken, are not only for the benefit of themselves, but also for the customers and for the society.

Solar have reduced their emission by 9% in 2023 in their own operation and reached a renewable electricity share of 88%. This is mainly due to installing industrial heat pumps and PV panels on the roofs of their warehouse and a shift toward an electrical car fleet.

Solar believes that it is overall about reducing the company's own climate impact and enabling their customers to do the same, and that together a difference can be made.

Some of the actions Solar has been undertaking during the last years and which has been the most impactful are:



### Climate impact

Solar works to become carbon neutral in their own operation and to enable our customers to decarbonize in their part of the value chain.



### Sustainable supply chain

Solar sources energy efficient products complying to the latest standards, from suppliers characterized by respect for human rights, environment, and society.



### Social

Inclusion to attract, develop, and retain employees, while respecting human rights.



### Climate & Energy

The journey has continued in 2023, where the warehouses in Alkmaar (NL) has installed PV panels on the roof in connection with the expansion of the warehouse. Furthermore, they have installed AutoStore and shifted 90% of lighting to LED in in their warehouses in Vejen (DK).



### Biodiversity

Sustainability encompasses more than decarbonization. It is also about giving back to nature. For the reason Solar has in 2023 planted 116,000 trees, which will contribute to CO2 uptake and biodiversity.

# Case Story: Jensen Metal

## A supplier of stainless steel



Jensen Metal founded in 1979, is an order producing subcontractor within stainless steel, working on continuously product optimization, production, and surface treatment of components, machinery, and systems for a wide range of industries. Jensen Metal is located in Latvia, with a total number of employees of 400.

In 2022, Jensen Metal took a proactive step towards becoming a more sustainable company, by starting up reporting on their ESG and sustainable actions. Their current ambitions include diversity in the workforce, decent jobs and economic growth, circular resource management, reduction of waste, reduction of carbon emissions, and improved supply chain sustainability.

Jensen Metal has environmental and quality policies covering ISO 9001 and 14001 standards, relevant EU directives, and declarations.

Since July 2023, Jensen Metal has a Code of Conduct to improve their supply chain sustainability, which is undersigned by their biggest suppliers and stakeholders.

Jensen Metal is striving that the message of sustainable development reach each, and everyone in the company. Therefore, they have in 2023 had several internal training sessions on waste sorting, ESG and Code of Conduct.

Jensen Metal is registered in EcoVadis – a global sustainability ratings platform that evaluates the environmental and social performance of companies.

Some of the actions Jensen Metal has been undertaking during the last years and which has been the most impactful are:



### Renewable energy – Wood chip heating & Solar panels

Since start of 2023 only environmentally friendly heat is used for both production buildings at Jensen Metal. The heat is generated by boiler house using wood chips (renewable natural resource). To extend energy saving program, Jensen Metal are currently working on solar panel projects, which are expected to be completed in 2024, and providing 16% of current electricity consumption.



### Waste

At Jensen Metal there is focus on improving internal waste sorting and reduction. In 2022/23 waste was reduced by 25% compared to 2021/22 by eliminating packaging for employee meals where instead invested in warm food stands locally in canteens. In September-October 2023, the reduction was increased by additional 40% compared to the same period in 2022 by working on following initiatives:

- awareness programs on sorting waste throughout the company
- active cooperation with local waste processing service to optimize and improve waste collection and processing



### Packaging - Wooden pallets

By returning empty pallets to the supplier's warehouse in Latvia, Jensen Metal received a discount is applied on the packing material and the pallets are recycled.

# Case Story: Steeltec

## A supplier of stainless steel



Since 1990, Steeltec has been manufacturing products in stainless steel and aluminum, meeting their customers' needs. As a subcontractor, they bring their customers' ideas and tasks to life through their expertise in, among other things, laser cutting, certified welding, surface treatment, and bending.

Steeltec is not just a company dedicated to serious metalworking. It is also a company with attention to the world around it and the footprint the company leaves on it. Through various initiatives, Steeltec seeks to reduce its environmental impact and make a positive and beneficial impact wherever possible.

In 2023, Steeltec's solar energy production at its own facility amounted to 55,770.6 kWh, resulting in a reduction of 55 tons of CO2 emissions and saving the equivalent of 3,205 trees from being cut down. Additionally, 48,563.6 kWh were consumed in their own production, while 7,207.0 kWh were sold to Jydsk Energi.

[Learn more about Steeltec](#)

### Some of the actions Steeltec has been undertaking during the last years and which has been the most impactful are:



#### Sustainable Solar Power

Steeltec prioritizes sustainable energy for production, with projects initiated to ensure that most electricity in future comes from solar panels installed atop their production facilities. This means clean, green energy, free from CO2 and other pollutants.



#### Recycling of Scrap Materials

At Steeltec, surplus materials like laser cutting scrap are sorted into separate waste containers and sent for recycling, ensuring that stainless steel, aluminum, and steel are all recycled without waste.



#### Heating

Steeltec heats its production facilities with energy-efficient air-to-air heat pumps powered by solar panels on the roof. These heat pumps, utilized only during extreme cold due to good insulation, emit no CO2 or harmful substances, relying solely on electricity.



#### Lighting

Steeltec uses energy-efficient LED lighting in its production facilities, sourced from solar panels on the roof. Motion sensors installed in multiple buildings further minimize electricity usage by automatically switching off lights when areas are unoccupied.



#### Waste Management

All waste generated is sorted according to prevailing regulations, including waste from production as well as food waste and waste produced by employees.



#### Forestry

Next to Steeltec's production facilities is a five-hectare peace forest and a 1000-square-meter lake teeming with abundant wildlife. As a peace forest, the woodland is protected against clearcutting, subdivision, livestock farming, construction, and other activities.



#### Social

Steeltec ensures equal pay, rights, and opportunities for all employees, regardless of background. A fair and modern personnel policy is maintained, offering diverse job opportunities. Steeltec supports organizations like "Danish Hospital Clowns," strengthen children's joy of life during hospital stays.



#### Electric Delivery Van

Steeltec enhances its eco-friendly delivery by acquiring a new electric van charged with surplus solar energy from the solar panels on the roof, ensuring zero CO2 emissions during deliveries.

# Our work with KPI's

## Energy initiatives

In STNL and STNI we have installed solar panels on the roof. In 2023, we installed additional 100 kWp to the existing 200 kWp at STNI and thereby met our initiative target. In STDK we await the construction of a new production building, where the roof will be made ready for the install of solar panels. In STIT we are renting the building and the investment in solar panels will only be relevant, when buying the building. Our aim is to stop purchasing regular certificates in STDK and STIT.

In all production units we focus on creating more natural daylight and all lights installed are LED and dimmable type.

## Natural gas

STNL has installed heat pumps on the roof and with addition of an electric booster, they can save up to 60% of energy on heating, resulting in a reduction in tCO<sub>2</sub>e of up to 70%. STNL is now without any gas consumption.

STUS including RH are using gas both for heating but also for cooling down the building/offices.

At STNI, most of the gas consumption is necessary for the production process, which is for the painting equipment and drying system.

Heating is only a small part of the energy consumption, but despite this, the gas consumption is reduced by 8% in the production.

This is done by installing special flaps that sucks out fumes from the painting equipment and returns warm air back into the system.

The required temperature in the system is then maintained with a reduced gas consumption.

## Sold products

We continue to work on reducing CO<sub>2</sub> emissions in Spray Dryers using heat sources.

Furthermore, there is consideration as to whether the concentration process should be included in the overall drying process of eggs, as recent advancements indicate that the concentration subprocess can significantly impact energy consumption.

Target:	KPI:	Result 2023:	Result 2022:
<b>Energy consumption</b> Electricity consumption in operations must come from a green energy source.	In STDK, STNL, STIT, and STNI our electrical consumption must come from renewable energy sources like solar energy by the end of 2024.	<b>Scope 2 - Energy &amp; Processes, Electricity &amp; District Heating</b> Total tCO <sub>2</sub> e = 283 • STDK & STIT count with zero due to certificates. • Electricity consumption is mainly from STNI (43,9%)	<b>Scope 2 - Energy &amp; Processes, Electricity &amp; District Heating</b> Total tCO <sub>2</sub> e = 284 • STDK & STIT count with zero due to certificates. • Electricity consumption is mainly from STNI (38%)
<b>Energy sources</b> Reduce the natural gas consumption at STNI and STNL.	Keep the 2022 level of eCO <sub>2</sub> t with a growth rate of 10% by 2030.	<b>Scope 1 – Energy &amp; Processes, Natural gas</b> Total tCO <sub>2</sub> e = 113 STNI: 110 STNL: 0 STUS: 3  <b>Scope 3 - Energy &amp; Processes, Grid losses and burn of natural gas</b> Total tCO <sub>2</sub> e = 167	<b>Scope 1 – Energy &amp; Processes, Natural gas</b> Total tCO <sub>2</sub> e = 238 STNI: 113 STNL: 116 STUS: 9  <b>Scope 3 - Energy &amp; Processes, Grid losses and burn of natural gas</b> Total tCO <sub>2</sub> e = 90
<b>Sold machines</b> We prioritize the use of environmentally friendly materials in the development of new equipment. These materials are chosen for their recyclability, low impact on the environment, and efficient use of energy, chemicals, and water.	Reduce the CO <sub>2</sub> emissions from the Spray Dryers over a 3-year period.	<b>Scope 3 – Products Sold</b> Total ton CO <sub>2</sub> e = 88.117 Natural gas: 30.862* Electricity: 55.889 Water: 1.366  * Pure consumption, no benefits of the liquid waste handling are considered.	<b>Scope 3 – Products Sold</b> Total ton CO <sub>2</sub> e = 101.225 Natural gas: 66.939 Electricity: 32.967 Water: 1.318



## Energy & Processes

Energy consumption

Energy sources

Sold machines

See Appendix 8 for all KPI related initiatives through the years

# Our journey towards less tCO2e

**65%**  
Reduction of  
Nature Gas

## Netherlands Zero use of gas and solar panels on the roof

During 2023 we installed heat pumps on the roof in STNL resulting that we do no longer have any gas consumption in STNL. With addition of an electric booster, they can save up to **60% of energy on heating**, resulting in a **reduction in tCO2e of up to 70%**.

All electricity at STNL is supplied from the 2,710 solar panels on the roof. . These solar panels together provide an output of more than 870,000 kW per year, and a reduction of 40tCO2e per year.

## Slovakia Reduced gas consumption and solar panels on the roof

At STNI, most of the gas consumption is necessary for the production process, which is for the painting equipment and drying system. Heating is only a small part of the energy consumption, but despite this, the **gas consumption is reduced by 8% in the production**.

This is done by installing special flaps that sucks out fumes from the painting equipment and returns warm air back into the system. The required temperature in the system is then maintained with a reduced gas consumption. In 2023, we installed additional 100 kWp to the existing 200 kWp a at STNI and thereby met our initiative target.



# In the spot light - Sold Products

Spray  
Dryer

## The Magic of Spray Drying Transforming Liquids into Valuable Powders

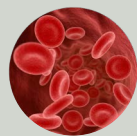
Spray drying is a process with challenges and considerations, as the process requires energy input to heat the drying air, but it is also a remarkable process with numerous benefits. At SANOVO we have great experience in turning the liquid into valuable powder. With the spray drying technology, we can transform nearly any liquid into powder form while preserving natural aromas, flavors, and nutrients. The process turning liquids into powders not only extend the products' shelf life, but the process also helps to inhibit microbial growth and enzymatic activity.

Let us take you on a journey through the transformation of eggs, blood, and yeast into powder form, each with its own unique story to tell.



### Eggs

Cracked eggs, unfit for processing, can undergo pasteurization or be spray dried. Spray drying eggs extends their shelf life to up to three years while enhancing the whipping ability and gel strength of egg whites, resulting in more stable marshmallows and meringues.



### Blood

Fresh blood, fleeting and perishable, undergoes spray drying, separating into hemoglobin and plasma, extending its shelf life to three years. Plasma, rich in antibodies, becomes a crucial ingredient in animal feed, enhancing livestock health.



### Yeast

Yeast, a by-product of beer production, is dried for its protein, vitamin, and mineral content. Extracting specific functionalities from yeast allows for versatile products, resembling egg whites, offering sustainable alternatives to animal-based foods.



### Algae

Spray drying algae preserves their nutritional value and extends shelf life, offering nutritious feed and foods with captivating colors and flavors.



### Sunflower

Sunflower press cake, a byproduct of oil extraction, is converted into protein powder, meeting the demand for plant-based protein alternatives.



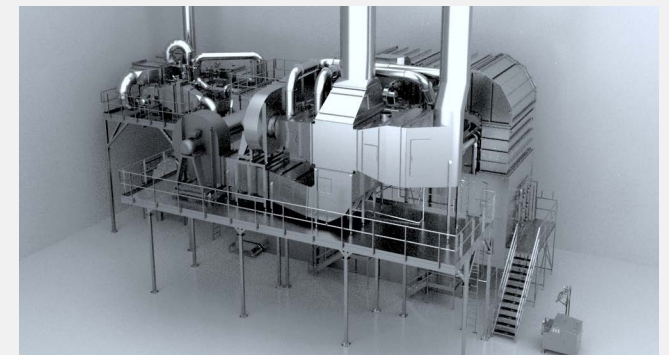
### Peas and Lentils

Proteins extracted from legumes are used to create pure protein powder, offering a texture resembling chicken meat, promoting plant-based diets. It is a sustainable solution for both environmental and economic challenges in the industry.



### Cheese

Unusable cheese leftovers are heated with melting salts, resulting in liquid cheese suitable for spray drying. The resulting ingredient, rich in flavor, can be used in various applications like flavoring snacks, baking, or in powdered soups and sauces.



## Reduced transportation costs and waste

By converting liquids into lightweight powders, spray drying can significantly reduce transportation costs especially for long-distance shipping, compared to transporting bulky liquid materials. This is particularly beneficial for products with high water content, where shipping costs can be a significant factor. But also minimized waste is a benefit of the spray drying process; spray drying helps minimize waste by converting surplus or excess products into shelf stable powders, reducing the need for disposal waste.



# Our work with KPI's

## Transportation

When we sell to customer all over the world transportation of the machines play an important role. SANOVO TECHNOLOGY GROUP aims to work exclusively with freight forwarders with a clear and ambitious green profile.

Upstream transportation are based on monetary values for all sites. Downstream transportation was counted by means of the best available data. The transport-related data is received in TonnesKm and split into road, sea and air for STDK, STNL and STIT. STNI continue to work on getting TonnesKm data from freight forwarders in 2024.

## Transport company cars

units to be from a green energy source. To support this we installed 22 electrical chargers in Denmark.

All companies report monthly on driven km divided into types of cars. See appendix 2 for an overview of the complete car fleet.

We strive to drive more environmentally friendly and green wherever possible.

## Employee traveling

As we operate world wide we must travel to

meet our customers. But we have focus on reducing our travellings and physical meetings, optimise time usage and travel cost. All companies report the number of international flights and distance in km.

We have initiated several initiatives through the years:

- Microsoft HoloLens to service customers long-distance
- Business model for sales meetings via Teams
- Use of local service providers to lower travelling.

Target:	KPI:	Result 2023	Result 2022
<b>Freightforwarders</b> We aim to work exclusively with freight forwarders with a clear and ambitious green profile.	The goal is to receive all transport-related data in TonnesKm and split it into road, sea, and air in 2023.	<b>Scope 3 – Transport Goods</b> Calculated: Road, sea & air Total tCO2e = 3.307	<b>Scope 3 – Transport Goods</b> Calculated: Road, sea & air Total tCO2e = 2.951
<b>Company cars</b> We encourages purchased or leased cars in all production units to be from a green energy source.	Transform the car fleet from fossil to green energy source by end of 2025.	<b>Scope 1 - Transport, Company cars</b> Total tCO2e = 331  Cars, gasoline = 197 Cars, diesel = 62 Cars, hybrid = 29 Transporters, diesel = 42  <b>Scope 2 – Electricity, Charging of electrical cars</b> Total ton CO2e = 1,65	<b>Scope 1 - Transport, Company cars</b> Total tCO2e = 345  Cars, gasoline = 187 Cars, diesel = 86 Cars, hybrid = 17 Transporters, diesel = 56
<b>Employee traveling</b> We aim for reducing business travel and physical meetings.  We have included employees commuting to work. See the method in appendix 9.	Stay at the 2022 level of tCO2e = 1.544	<b>Scope 3 - Transport, employee travel (air)</b> Total tCO2e =1.141  <b>Scope 3 – Transport employees commuting to work</b> Total ton CO2e = 313	<b>Scope 3 - Transport, employee travel (air)</b> Total ton CO2e = 1.544  <b>Scope 3 – Transport employees commuting to work</b> Total ton CO2e = 288



## Transport

Freight forwarders

Company cars

Employee traveling

See Appendix 8 for all KPI related initiatives through the years

# Our work with KPI's

We have over the past years been working on replacing disposable plastic with more biofriendly materials. This includes both incoming materials, the materials used in shipments and the reduction of single-used plastic in general.

We continuously improve the waste sorting processes and have reduced our prints and the use of paper in general by introducing new work methods like e-invoice, digital signatures, login to copy machines etc.

We are an international company and in the countries where we operate different rules apply when it comes to sorting of waste.

In STDK we have reached our target of sorting 100% of our waste in 2023. More fractions are added, and more waste is thereby recycled. All food related waste are being send to Daka Refood.

We are still working on investigating how we can introduce the STDK setup in all entities, and in

consideration with the different national sorting fractions and criteria.

STNL: We have made an agreement with our supplier and will receive more specific data on our waste from February 2024.

STIT  
Continued work on getting more specific data on the waste sorting.

Target:	KPI:	Result 2023	Result 2022
<b>Waste</b> Reduce the amount of residual waste in the group.	90% of the total waste must be sorted by 2024.	<b>Scope 3 – Waste &amp; Recycling:</b> Total tCO2e = 72 Total amount of sorting = 65% excl. STCN, STMX and STSA = 87%  See appendix 3 Sorting for an overview of sorting and appendix 4 Waste & Recycling for an overview of kg per item	<b>Scope 3 – Waste &amp; Recycling:</b> Total tCO2e = 35 Total amount of sorting = 53% excl. STCN, STMX and STSA = 76%  See appendix 3 Sorting for an overview of sorting and appendix 4 Waste & Recycling for an overview of kg per item



## Waste & Recycle

Sorting of waste

Reduce disposable plastic

See Appendix 8 for all KPI related initiatives through the years



# Employees

Our policies on diversity and gender equality emphasise our commitment to ensuring that we are an attractive workplace with equal treatment of applicants and employees of diverse backgrounds and genders.

SANOVO TECHNOLOGY GROUP continuously focus on having the right and sufficient competencies for present and future work tasks. Annual evaluation of the organization and skills in the group according to its strategy and expected development are conducted on a regular basis.

SANOVO TECHNOLOGY GROUP want to keep a high level of involvement with different employee types and educational directions. Sustainability in the future job market and known as an attractive workplace that can attract new skilled employees.

To ensure the best quality and education for young people, we work with educational institutions and relevant professional business associations. It educates apprentices and trainees and uses interns and students to a wide extent.

We work with local authorities to help people that are temporarily unemployed, have special needs, etc. to ensure their continued connection to the job market.



## Safety, Health and Well-Being

We consider our employees to be one of the company's most important resources. We want to promote good and constructive collaboration with employees as well as a safe and healthy work environment, where all employees thrive both physically and mentally, so that we continue to be an attractive workplace.

Preventive work is the foundation of our safety and health work. In order to strengthen the work environment and create greater integration with the company's other activities and initiatives involving employees, we have set up a Cooperation and Work Environment Committee /Workers Council.

We are working to reduce risk, including risk for our employees and for the environment, in our production sites worldwide.

We have defined high standards for all areas of our production facilities, including safety and training, security, natural hazards and environmental risks, and our production sites worldwide are on a regular basis audited according to these standards.

SANOVO TECHNOLOGY GROUP's relationship with its employees rests on the premise that working life should be balanced with life's wider contexts. We arrange absence interviews in the event of long-term illness discussing measures that may reduce the employee's period of absence, initiate a gradual return or adapt the job tasks.

We measure the satisfaction of employees based on several elements:

- sickness absence
- seniority average
- turnover rate of employees

# Our work with KPI's

Target:	KPI:	Result 2023	Result 2022																																				
<b>Safety</b> SANOVO TECHNOLOGY GROUP continues to offer a safe and healthy work environment.	Zero cases of major work injuries at all production sites.  (A major case is a work injury with permanent harm. We do not have any numbers shown in the KPIs, but an indication could be cases with an absence of more than 10 days*)	SANOVO TECHNOLOGY GROUP measures work injuries with the following split on days of absence: <table border="1" data-bbox="600 375 1070 542"> <thead> <tr> <th></th> <th>STDK</th> <th>STNL*</th> <th>STNI</th> </tr> </thead> <tbody> <tr> <td>Less than one day</td> <td>5</td> <td>2</td> <td>0</td> </tr> <tr> <td>Between one to ten days</td> <td>1</td> <td>3</td> <td>1</td> </tr> <tr> <td>More than 10 days</td> <td>0</td> <td>0</td> <td>3**</td> </tr> </tbody> </table> <p>*Due to the reconstruction of the buildings in STNL, all actions have been related to this.            **non with permanent harm)</p> All other reporting companies have not had any work injuries in the above categories.		STDK	STNL*	STNI	Less than one day	5	2	0	Between one to ten days	1	3	1	More than 10 days	0	0	3**	SANOVO TECHNOLOGY GROUP measures work injuries with the following split on days of absence: <table border="1" data-bbox="1093 375 1617 542"> <thead> <tr> <th></th> <th>STDK</th> <th>STNL</th> <th>STNI</th> <th>STPR</th> </tr> </thead> <tbody> <tr> <td>Less than one day</td> <td>2</td> <td>1</td> <td>0</td> <td>1</td> </tr> <tr> <td>Between one to ten days</td> <td>3</td> <td>0</td> <td>1</td> <td>0</td> </tr> <tr> <td>More than 10 days</td> <td>0</td> <td>3**</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>*non with permanent harm            All other reporting companies have not had any work injuries in the above categories.</p>		STDK	STNL	STNI	STPR	Less than one day	2	1	0	1	Between one to ten days	3	0	1	0	More than 10 days	0	3**	0	0
	STDK	STNL*	STNI																																				
Less than one day	5	2	0																																				
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Less than one day	2	1	0	1																																			
Between one to ten days	3	0	1	0																																			
More than 10 days	0	3**	0	0																																			
<b>Sickness, turnover rate &amp; seniority</b> Maintain a low level of sickness absence and employee turnover, keep a high level of seniority average, and measure employee satisfaction.	SANOVO TECHNOLOGY GROUP wants to have satisfied employees and encourage work-life balance.	See appendix 5 – Sickness, Turnover Rate, and Seniority for results.  Long term: 1,90 % Total sick absence: 3,85%	See appendix 5 – Sickness, Turnover Rate, and Seniority for results.  Long term: 1,86% Total sick absence: 4,62%																																				
<b>Workplace</b> Keep a high level of involvement with different employee types and educational directions.	Sustainability in the future job market is known as an attractive workplace that can attract new skilled employees.	We have had a range of trainees, students and apprentices in 2023. See appendix 6 for the complete overview.	We have had a range of trainees, students and apprentices in 2022. See appendix 6 for the complete overview.																																				
<b>Employee development</b> Annual evaluation of the organization and skills in the group according to its strategy and expected development	Continuously focus on having the right and sufficient competencies for present and future work tasks.	A 360 degrees competence overview of all employees, which can be shown after different search criteria in our Power BI (country, business unit, department, age, gender, seniority, management level, educational level, professional area, and professional experience)  The master data in our HR system was extended with data on competencies on an overall level.																																					



## Employees

Safety & Health

Community Engagement

Diversity & Gender

Employee Development

# Community Engagement

We are committed to engage in communities where our factories and offices are located. To ensure the best quality and education of young people, SANOVO TECHNOLOGY GROUP works with educational institutions and relevant professional business associations. It educates apprentices and trainees and uses interns and students to a wide extent.

SANOVO TECHNOLOGY GROUP works with local authorities to help people that are temporarily unemployed, have special needs, etc. to ensure their continued connection to the job market.

See appendix 6 and 7 for more details.

## Company Karma Projects

SANOVO TECHNOLOGY GROUP has, over time, been active in different humanitarian interventions, known as Company Karma Projects. This has given rise to several successful Company Karma Projects; some have grown into wide-scale initiatives through years of dedication while others are still taking form as they develop. Common for them all is that they have become great inspirational sources for SANOVO TECHNOLOGY GROUP, its employees, and customers.

It means a lot to SANOVO TECHNOLOGY GROUP that the way it approaches Company Karma and CSR, in general, makes sense to its employees as well. That is why SANOVO TECHNOLOGY GROUP also encourages activities that generate a strengthened sense of community and shared value. See appendix 8 for all initiatives through the years.

### Project Canaan / Heart for Africa:

We are proud of being part of Project Canaan / Heart for Africa in Eswatini and the tremendous work they are doing for the local community and children.

SANOVO TECHNOLOGY GROUP have, together with our employees and suppliers, donated a complete boiling and cooling machine to the Project Canaan Egg Farm in Eswatini (former Swaziland), South Africa. The machine is specially designed by our engineers in order to accommodate local conditions and the entire operation is supported by solar energy.

Since the start of the project millions of hard-boiled eggs have been distributed to children in need in the surrounding areas and to the orphans living at Project Caanan - all produced by our machine.

We hope that this can benefit the local communities, but also to the orphans at Project Caanan even more, and we are very proud to be a partner in this amazing project.

[Learn more about the project](#)



A globe with a grid of latitude and longitude lines, overlaid with a network of white nodes and connecting lines. The globe is centered in the image. The background is a blurred image of a person's face, with a dark grey gradient on the right side.

# Governance



We are committed to comply with our Code of Conduct inclusive policies regarding human rights, labor, environment, anti-corruption and General Data Protection, to prevent any breach and to make sure that the policy is implemented correctly and is fully met by all employees, including managers and directors.

Our Code of Conduct emanates from the following declarations:

- United Nations Universal Declaration of Human Rights (1948)
- ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up (International Labour Conference, 18 June 1998)
- Agenda 21 (UNCED Rio 1992)
- United Nations Convention against Corruption (General Assembly resolution 58/4 of 31 October 2003)

# Code of Conduct

Divided into three key focus areas



## Human

Our devotion to the well-being of people working in and around us.



## Globe

Our engagement in facing environmental challenges that are threatening the world.



## Economy

Our dedication to conduct our business activities according to regulations.

We follow the overall Company Karma Policies from THORNICO.

[Find them here](#)



# Key ESG figures

Key Performance Indicator	Unit	2023	2022
<b>Environment</b>			
GHG emissions (scope 1)	Tons	444	583
GHG emissions (scope 2)	Tons	285	284
GHG emissions (scope 3)	Tons	127.111	132.783
Electricity (deklaration)	MWh	439	377
Electricity (market based)	MWh	1.037	1.067
District heating	MWh	1.415	698
Natural gas	Nm3	51.305	107.978
Water	L	6.682.858	3.330.731
Waste:			
Household	Tons	7,6	11,3
Food, organic (recycle)	Tons	42	9,4
Paper and cardboard (recycle)	Tons	13,7	31
Plastics	Tons	26	1,5
Wood	Tons	48	43
Steel & Iron (recycle)	Tons	294	261
Electronics	Tons	2,1	-
<b>Social</b>			
Full time employees	FTE	622	582
Working days per year	Days	253	253
Full time sick days for year*	%	3,85	4,88
Long term sick leaves**	%	1,90	1,96
Accidents	Number	15	12
Fatalities (if any)	Number	0	0
<b>Governance</b>			
Board of Directors:			
Female	%	4	4
Male	%	96	96
Management			
Female	%	22	24
Male	%	78	76
All employees			
Female	%	18,6	16,7
Male	%	81,4	83,3

\*Total, not only full sickdays and incl. longtime sick leave)

\*\*It is considered to be long-term sick leave after 2 weeks (Days).



A pair of hands is shown holding a small, clear glass globe. The globe is positioned over a lush green field of grass, which is softly blurred in the background. The scene is bathed in bright, natural light, creating a bokeh effect of soft, out-of-focus light spots. The overall mood is one of care, protection, and environmental stewardship.

# Targets for 2024



**All 2024 targets and KPIs might be changed depending on the findings from the Double Materiality Assessment, which will be done in 2024.**

## 2024 Targets Social & Others

Target:	KPI:	Planned actions and new/re-evaluated KPIs in 2024
Continued work on improving the data basis for calculating the tCO2e		Depending on the DMA, the data basis might be changed due to new data points.
All entities must report data each quarter. Finance follows more closely. The Group responsible for the area will annually verify the collected data.		Procedures must be specified for the methods used in collecting data within the ESG factors – environmental, social and governance and communicated to all companies.
Double materiality assessment (DMA) including GAP analysis, and value chain and business model.		DMA will be conducted in the first half year of 2024 with GAP analysis and related mapping. This to get an overview of the future ESG reporting requirements and our preparation for this.
Ready for ESG audit in 2026 (2025 accounting) by third part auditor		Methods, procedures, and data requirements for the preparation of the coming ESG reporting will be made and verified before end of 2024 by external auditor.
<b>Social</b> <b>Gender</b> Our policies on diversity and gender equality emphasize our commitment to ensuring that we are an attractive workplace with equal treatment of applicants and employees of diverse backgrounds and genders.	Diversity KPIs as required in the CSRD reporting.	Point out the materiality measure points within the CSRD /social standards when DMA and GAP analysis are made.

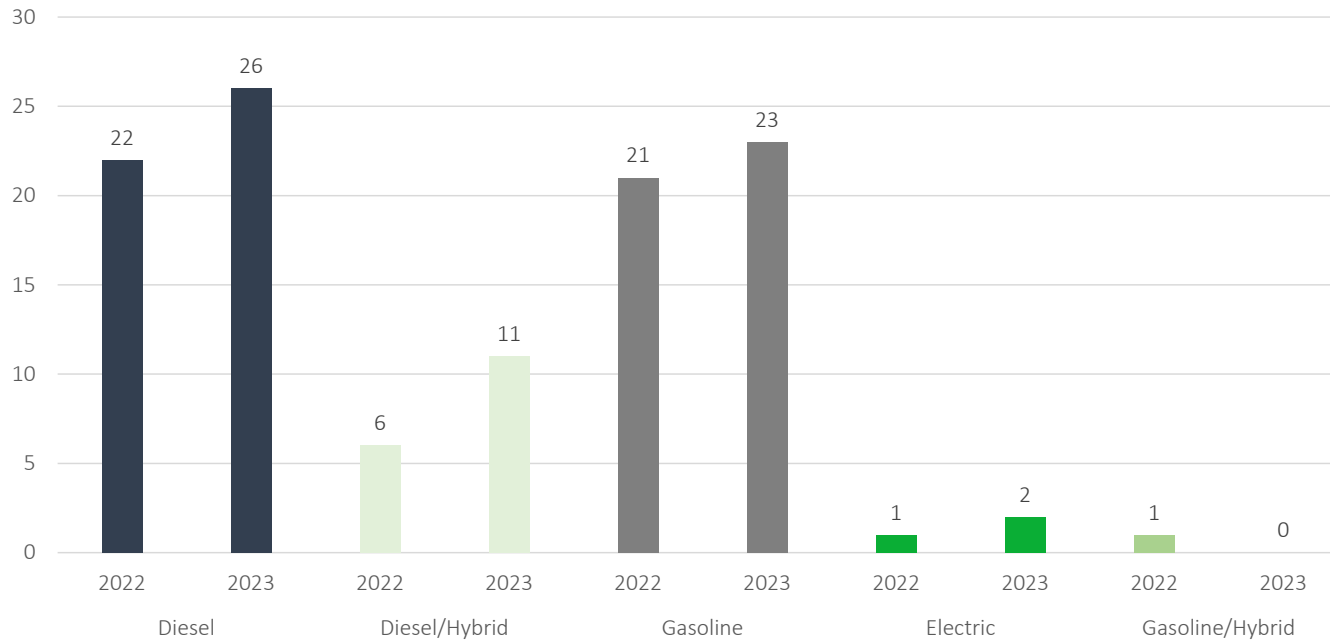
# 2024 Targets Scope 1,2,3

Target:	KPI:	Planned actions and new/re-evaluated KPIs in 2024
<b>Scope 1 – Energy &amp; Processes</b> Reduce the natural gas consumption.	Keep the 2022 level of tCO <sub>2</sub> e = 320 with a growth rate of 10% by 2030.	STNI has taken further initiatives to reduce their gas consumption and reached the possible limit for now.  With the construction of a new production building at STNI, heating will be by heat pumps and the energy consumption per square meter will be lower in the future.
<b>Scope 1 – Transport</b> <b>Company cars</b> SANOVO TECHNOLOGY GROUP encourages purchased or leased cars in all production units to be from a green energy source.  <b>Employee traveling</b> We aim for reducing business travel and physical meetings.	Transform the car fleet from fossil to green energy source by end of 2025.  Stay at the 2022 level of tCO <sub>2</sub> e = 1.544	We continue striving to drive more environmentally friendly and green wherever possible.  No further actions due to level of 2023 tCO <sub>2</sub> e = 1.141
<b>Scope 2 – Energy &amp; Processes</b> Electricity consumption in operations must come from a green energy source.	In STDK, STNL, STIT, and STNI our electrical consumption must come from renewable energy sources like solar energy by the end of 2024.	When starting up the construction of new production building at STDK, the roof shall be prepared for the install of solar panels.
<b>Scope 3 – Transport of goods</b> SANOVO TECHNOLOGY GROUP aims to work exclusively with freight forwarders with a clear and ambitious green profile.	The goal is to receive all transport-related data in TonnesKm and split it into road, sea, and air in 2024.	STNI continue to work on getting TonnesKm data from freight forwarders in 2024. All other SANOVO entities must by the end of 2024 be able to report transport related data in TonnesKm and split into road, sea, and air. We will look into the requirement to ESG data in the new ERP system, when launched in Spring 2025.
<b>Scope 3 – Procurement</b> SANOVO TECHNOLOGY GROUP aims to work exclusively with suppliers with a clear and ambitious green profile.	New KPIs expected when DMA and value chain are reviewed.	New supplier initiatives may arise when we start working with DMA and value chain.
<b>Scope 3 – Waste &amp; Recycle</b> Reduce the amount of residual waste in the group.	90% of SANOVO TECHNOLOGY GROUP's waste must be sorted by 2024.	Total amount of sorting = 65% excl. STCN, STMX and STSA = 87% At STDK we are sorting 100% of our waste. At STNL and STIT we are at 90% but still need to get the specific data from our suppliers. We will work on getting more accurate waste sorting data from all other SANOVO entities.
<b>Scope 3 – Sold products</b> We prioritize the use of environmentally friendly materials in the development of new equipment. These materials are chosen for their recyclability, low impact on the environment, and efficient use of energy, chemicals, and water.	Reduce the tCO <sub>2</sub> e from the sold products over a 3-year period.	We continue to work on reducing tCO <sub>2</sub> e on our sold products. See case of the Spray Dryer on page 24.  We will consider, if we should make LCAs for our products as we experience increased customer requests for our products' environmental impact.

A still life photograph featuring a variety of eggs and a feather. The scene is set on a light-colored, horizontally-grained wooden surface. In the foreground, there are several white eggs and a few brown eggs. A single white feather lies on the surface, partially overlapping one of the white eggs. The background is a soft, out-of-focus white, creating a clean and minimalist aesthetic. The word "Appendix" is overlaid in the center in a large, white, sans-serif font.

# Appendix

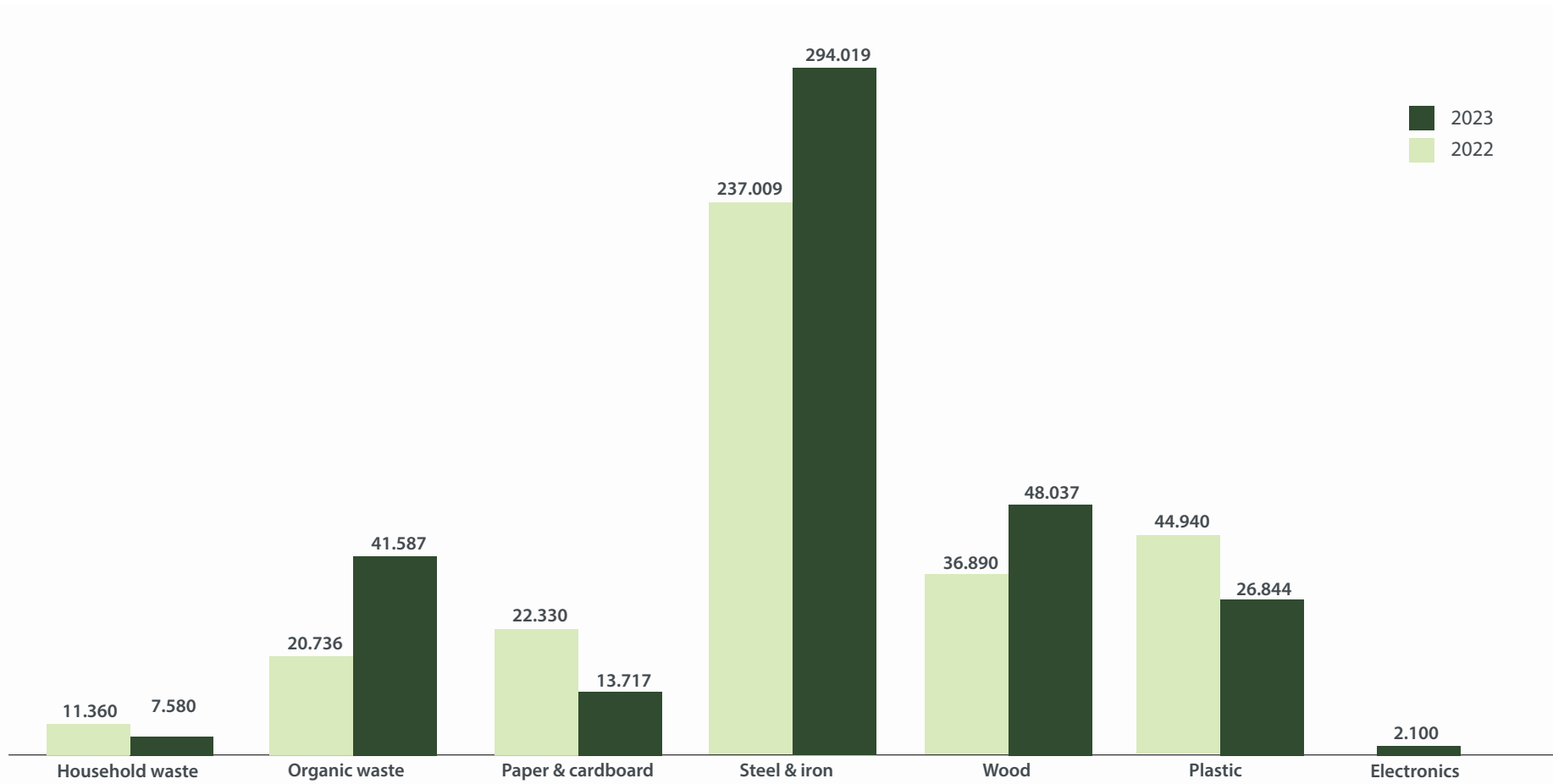
## Appendix 2 - Car fleet



## Appendix 3 - Sorting 2023

	STAI	STCN	STDK	STIT	STJP	STMX	STNI	STNL	STSA	STUS	STFC	STRH
Cardboard	Yes	No	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes	Yes
Metal	No	No	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes	Yes
Organic waste	No	No	Yes	No	Yes	No	Yes	Yes	No	No	No	No
Paper	Yes	No	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes	Yes
Plastic	No	No	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes	Yes
Wood	No	No	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes	Yes

## Appendix 4 Waste & Recycling



## Appendix 5

### Sickness rate (%), Turnover (%) & Seniority (year)

	STAI		STCN		STDK		STIT		STJP		STMX		STNI		STNL		STPR		STRH		STSA		STUS	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Long term sickness rate in %	1,6%	0%	N/A	N/A	1,2%	1,7%	0%	1,12%	0%	0%	N/A	N/A	2,4%	2,22%	3,3%	3,28%	5,5%	1,77%	0%	0%	0%	0%	0%	0%
Total sickness rate in %	2,7%	1,15%	N/A	N/A	3,2%	4,33%	1,2%	3,72%	0,3%	0%	N/A	N/A	6,4%	7,93%	4,6%	4,95%	6,3%	3,43%	0%	0,4%	0%	0%	0%	0,09%
Total working hours	38.240	32.640	N/A	N/A	288.323	259.604	68.914	76.266	9.782	9.760	N/A	N/A	278.866	295.975	262.403	257.747	28.377	27.575	12.648	12.096	26.484	19.361	101.310	74.024

	STAI		STCN		STDK		STIT		STJP		STMX		STNI		STNL		STPR		STRH		STSA		STUS	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Turnover in %	38	6	17	8,3	12	14	8	8,11	0	0	0	25	7	4,14	14	15,62	28	64	0	0	18	15	1	13,5

	STAI		STCN		STDK		STIT		STJP		STMX		STNI		STNL		STPR		STRH		STSA		STUS	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Average seniority in years	7,44	5	3,85	3,4	7,65	8,63	9	10,01	8,6	13	6,3	8,36	7	6	9,32	8,57	4,75	3,08	16,17	-	4,48	3,35	7,17	6,94

## Appendix 6

### Education initiative - 2023

Description	Company
1 apprentice for 12 weeks (supply chain) Project assignment - group of Production Engineer students	STDK
10 apprentices (Production, Operations, R&D) 4 learn&work-employees (Production, Operations)''	STNL
1 student (quality dep.) 3 trainee (1 production/1 logistic/1 R&D dep.) 1 apprentice (R&D dep.) 1 learn&work employee (R&D dep.)	STIT



## Appendix 7

### Karma initiatives over time

Description	Company	Year
<p>In 2015 SANOVO TECHNOLOGY GROUP and SANOVO Lactosan Ingrediens Group have decided in cooperation with WAWCAS to send 1,000 solar lamps to the earth quake affected Nepal.</p> <p>The women are given the opportunity to develop and run their own businesses and cooperatives and at the same time secure their childrens education. The areas are without electricity and therefore also without much needed light. The light is not only a necessity in the sense that it is needed for practical reasons but also in order for the children to be able to read and do homework again. Light is a way of regaining some of what was lost in pursuit of life as it used to be.</p>	Group	2015
<p>Donated a percentage of their spare parts sales (6.500 USD) to a Food Bank.</p>	STUS	2015
<p>SANOVO TECHNOLOGY GROUP have, together with our employees and suppliers, donated a complete boiling and cooling machine to the Project Canaan Egg Farm in Swaziland, South Africa. The machine is specially designed by our engineers in order to accommodate local conditions and the entire operation is supported by solar energy.</p>	Group	2016
<p>Donation of 30,000 USD to the IEF. This donation is based on the sales of the GraderPro and other machines within that year. Quote from IEF: "The funds donated to the IEF help create a sustainable food supply and self-sufficiency in our project countries. Supporting egg production to provide high quality protein for vulnerable children, their careers and the local population. Communities also benefit from long term vocational training and educational opportunities to provide true sustainability for the future with local people becoming involved in the production and consumption of their own eggs.</p>	Group	2017
<p>In 2018 a new donation arrived in Swaziland - an egg cooling machine. The warm weather in Swaziland has been a challenge and a solution to cool down the eggs was needed. We have therefore decided to support the Heart for Africa project for the next 3 years with the installation and delivery of a cooling machine. The past 2 years in total 3,284,760 hard-boiled eggs have been distributed to children in need in the surrounding areas and to the orphans living at Project Caanan - all produced by our machine. The donation is covering 2018-2021</p>	Group	2018
<p>The employees have generously donated money and gifts to help provide a better Christmas holiday for an underprivileged family.</p>	ST US	2018
<p>Donated just under \$17,000 to Lighthouse of Oakland County. Again, this was due to a percentage of a week's spare part sales.</p>	ST US	2019
<p>In 2018 a new donation arrived in Swaziland - an egg cooling machine. The warm weather in Swaziland has been a challenge and a solution to cool down the eggs was needed. We have therefore decided to support the Heart for Africa project for the next 3 years with the installation and delivery of a cooling machine. The past 2 years in total 3,284,760 hard-boiled eggs have been distributed to children in need in the surrounding areas and to the orphans living at Project Caanan - all produced by our machine. The donation is covering 2018-2021.</p>	Group	2019
<p>Electrocar for older/disabled persons (volunteers drive these people in those electrocars f.e. to the supermarket or doctor appointment)            Eat&amp;Meet for elderly people (3 restaurants in Aalten make free dinner-parties for "lonely" elderly people)            Sportclubs. In Corona time there is less income for sportclubs, because canteens are closed. And less sport-activities for the members. Money is spent for other activities for the young ones.            Food bank. At Christmas time extra special food was donated.</p>	ST NL	2020
<p>In 2018 a new donation arrived in Swaziland - an egg cooling machine. The warm weather in Swaziland has been a challenge and a solution to cool down the eggs was needed. We have therefore decided to support the Heart for Africa project for the next 3 years with the installation and delivery of a cooling machine. The past 2 years in total 3,284,760 hard-boiled eggs have been distributed to children in need in the surrounding areas and to the orphans living at Project Caanan - all produced by our machine.</p> <p>The donation is covering 2018-2021</p>	Group	2020
<p>Donated food and assist to distribute food to the homeless in Kuala Lumpur. Join hands with the local NGO - PERTIWI Soup Kitchen.</p>	STAS	2020

## Appendix 7

### Karma initiatives over time

Description	Company	Year
<p>This holiday season, the employees of Sanovo Technology USA, Rame-Hart, and Foodcraft, teamed up to help provide assistance to 2 families in need. We partnered with Lighthouse Michigan, which is an organization that provides support for the most basic of needs such as food or shelter for families that most need it. Our team was able to provide gifts and household items that each family requested to help make their Christmas special.</p> <p>In addition to the gifts and household items, SANOVO donated 3% of all spare part orders intake between November 29th and December 3rd to Lighthouse Michigan. This donation will help supply necessary items for families in need and also help cover the costs associated with helping these families such as moving expenses. The donation this year was \$11,588 to help this incredible organization continue their remarkable outreach.</p>	ST US	2021
<p>We are proud of being part of Project Canaan / Heart for Africa in Eswatini and the tremendous work they are doing for the local community and children. We have therefore decided to continue our support of the project - this year with 10.000 USD.</p> <p>For this amount, Project Canaan / Heart for Africa can continue:</p> <ul style="list-style-type: none"> <li>• the employment of the persons who deliver the hard-boiled eggs to the 30 schools and churches whom they partner with.</li> <li>• feeding the hens on the farm, as the feed prices have become very expensive.</li> <li>• using the solar panels on the roof of the house where the cooking and cooling machines from us are placed. Two of the solar panels need repair as they were ruined during extreme weather.</li> </ul>	Group	2022
<p>Many employees kindly and voluntarily did blood donation to support different foundations (Fundação Pró-Sangue and COLSAN in Brazil, and Argentina), hospitals, and emergency response services to save lives.</p>	STSA	2022
<p>The employees has generously donated several gifts to help to provide a better Christmas holiday for an underprivileged child, assisted by a community service/non-profit organization Cruz Vermelha Sao Paulo.</p>	STSA	2022
<p>In the Karma Café at SANOVO Italy we have eliminated all the disposable glasses by using multipurpose glasses.</p>	ST ITALY	2022
<p>The annual gift that the company gives to the employees has been bought via the the No profit organization "Women for Freedom". The donation will support the projects active in Italia, Camerun, Togo, Nepal, India, Romania and Bolivia.</p>	ST ITALY	2022
<p>This holiday season, the employees of Sanovo Technology USA, Rame-Hart, and Foodcraft, teamed up to help provide assistance to 2 families in need. We partnered with Lighthouse Michigan, which is an organization that provides support for the most basic of needs such as food or shelter for families that most need it. Our team was able to provide gifts and household items that each family requested to help make their Christmas special.</p> <p>In addition to the gifts and household items, SANOVO donated 3% of all spare part orders intake between November 29th and December 3rd to Lighthouse Michigan. This donation will help supply necessary items for families in need and also help cover the costs associated with helping these families such as moving expenses. The donation this year was \$11,588 to help this incredible organization continue their remarkable outreach.</p>	ST US	2022
<p>As we have done for some years now, SANOVO USA office held is traditional 3% Parts Sales Donation Drive during the first week of December. We were able to raise a total of USD \$13,450 (over \$2,000 more than the prior year) that was once again donated to Lighthouse, an organization in the Detroit area (MI) that provides food and temporary shelter to homeless families until they can find permanent housing for them.</p>	ST US	2022
<p>In March the employees of Sanovo Technology Netherlands teamed up to help the refugees from Ukraine. Money was raised by selling home-made muffins and eggs which were donated by a customer from Sanovo. In total of EUR 1.350 was raised, and this amount was supplemented to EUR 2.000 by Sanovo. With the money raised, we organized a day out for 54 refugees in cooperation with a local foundation.</p>	STNL	2022
<p>After the success of the action for Ukraine, we held another collection in December. This time for a location of Estinea, where 24-hour care is provided to clients. They celebrated 15 years in Corona time, but were unable to celebrate with the residents because of Corona. The residents wanted to go on vacation together, but could not finance this themselves. We helped them by raising money during our "Christmas Working Day" by donating holiday hours. Sanovo also donated money for every employee who came to the office in a Christmas outfit. With these actions, we raised over EUR 4400. EUR 2000 of this is for Estinea, with the rest of the money going to a charity to be determined</p>	STNL	2022

## Appendix 7

### Karma initiatives over time

Description	Company	Year
Donated EUR 8,347 to Elementary school and Secondary schools in Dolný Kubín for equipment. Donated furniture in value EUR 3,124 to Hospital Martin and EUR 6,000 for youth skiing club Martin.	STNI	2023
The annual gift that the company gives to the employees has been bought via the the No profit organization "Women for Freedom". The donation will support the projects active in Italia, Camerun, Togo, Nepal, India, Romania e Bolivia.	ST ITALY	2023
As we have done for some years now, SANOVO USA office held is traditional 3% Parts Sales Donation Drive during the first week of December. We were able to raise a total of USD \$11,751 that was once again donated to Lighthouse, an organization in the Detroit area (MI) that provides food and temporary shelter to homeless families until they can find permanent housing for them.	ST US/RH	2023
In 2023 we held 2 collections, the 1st one on February 2023 to help the victims of the earthquake in Turkey/ Syria. We donated the money to the family of 2 employees of STNL, to help to rebuild their homes. In September 2023 we held another collection, for the victims of the earthquake in Morocco. The money from this small collection was used to buy working gloves.	STNL	2023
Fleemarket where employees and their families had a possibility to sell and buy used clothes, shoes, toys, furnitures etc.	STDK	2023

## Appendix 8

### KPI initiatives over time

Description	Type	Company	Year
All light fittings are changed to an intelligent LED light system (automatic switch-off etc.). During the reconstruction of the building, we focused on creating more natural daylight in the production – to some extent to save electrical lighting, but also to create a better working environment for our employees. We have registered a reduction in kWh of 16.1% due to these initiatives. We have installed floor heating in the newly constructed part of the Administration, and in addition, we installed a type of aircon system that reuses the heating.	Electricity	STDK	2016
We Bike to Work. 19 employees participated and biked all in all 1.565 km, which saves the environment 249 kg. CO2	Employee initiatives	STDK	2016
New canteen setup where we cooperate with a supplier who is focusing on sustainability, use of organic and/or local produce and who keeps the food waste at the lowest possible level.	Canteen	STDK	2017
We bike to work. 20 employees participated and biked all in all 3.371 km, which saves the environment 550 kg. CO2 Participated in the campaign “Smid tøjet” (Ditch the Clothes) arranged by Red Cross. We collected approximately 400 kg. of clothes which means food for 10 families for a month.	Employee initiatives	STDK	2017
Most printed paper items have been replaced with cradle-to-cradle certified products. This has improved our paper-related life-cycle impact considerably.	Paper	STDK	2017
In May 2017 we start to collect and recycle organic waste from the production (liquid egg and food from the spray drying test center) with the help of the company DAKA ReFood. Once a week ReFood personal collect the provided bins. The food waste is then used in the production of natural fertilizer and biogas, which is a green alternative to letting the waste incinerate.  In 2017 DAKA ReFood has helped us recycle 2.613 kg of waste.  This is nutrition enough to manure 4.265 kg carrots, reducing emissions by 1.863 kg Co2 or 88 days to heating up an average household.	Waste	STDK	2018
In our takeaway setup sustainable material is now being used.	Canteen	STDK	2018
We bike to work. 22 employees participated and biked all in all 4.011 km, which saves the environment 654 kg. CO2 = the same amount a family car spends driving to Barcelona and back. Participated in the campaign “Smid tøjet” (Ditch the Clothes) arranged by Red Cross. We collected approximately 200 kg. of clothes which means food for 5 families for a month. Mo’ Brothers played their part: They grew their mous–taches for the entire month of November and collected 10.000 DKK in charity for prostate cancer victim groups.	Employee initiatives	STDK	2018
All documents are converted to PDF and paper was discarded.	Paper	STJP	2018
All deposable plastic such as cups, spoons etc. have been changed to a sustainable alternative. We use no plastic water bottles but encourage all employees to use tap water. As an alternative for meeting we use bottles from the supplier Postevand. They use only tap water from Funen, delivered in FSC certified cardboard, 100% BPA free and contain no phthalates or fluorescent substances.	Plastic	STDK	2018
We begin to also collect waste from the canteen. In 2018 DAKA ReFood has helped us recycle 6.386 kg of waste. This is nutrition enough to manure 10.422 kg carrots, reducing emissions by 4.553 kg Co2 or 215 days to heating up an average household.	Waste	STDK	2018
We have changed office beverage cups and plates to a sustainable material.	Canteen	STJP	2019
We bike to work. 22 employees participated and biked all in all 4.643 km, which saves the environment 757 kg. CO2, burned 125.348 Kcal. In 2019, we were re-certified as the Bike Friendly Workplace by Odense Kommune. And in that regard, we were upgraded to Silver certification. The MoBros and MoSisters collected 14.036 DKK for the Movember Foundation. As a new initiative in 2018 a Movember Lottery was established. The lottery was a big success; 224 moustaches were sold and over 4000 DKK went to the Movember Foundation all in charity for prostate cancer victim groups.	Employee initiatives	STDK	2019

## Appendix 8

### KPI initiatives over time

Description	Type	Company	Year
We have changed the print paper used internally in Denmark to Cradle-to-Cradle. We use 360,000 pieces of A4 paper and thereby saves 5.4 tonnes of wood, 77,623 litres of water, 13,896 kWh electricity and reduced CO2 emissions by 1.2 tonnes.	Paper	STDK	2019
In 2019 DAKA ReFood has helped us recycle 10.725 kg of waste. This is nutrition enough to manure 16.338 kg carrots, reducing emissions by 7.138 kg Co2, or 336 days to heating up an average household.	Waste	STDK	2019
We bike to work. 12 employees participated and biked all in all 3.305 km, which saves the environment 539 kg. CO2, burned 89.221 Kcal. Due to Covid-19 the campaign was cancelled in the beging of 2020, but conducted later in the year. We had a smaller number of participants due to homework.	Employee initiatives	STDK	2020
All printers in Denmark have been updated with log in verification. We expect to see a reduction in our use of paper.	Paper	STDK	2020
Switched to telework and repmote web conference. Working from home improve the enviroment by reducing travel.	Travel	STJP	2020
We have started several digitalization initiatives Microsoft HoloLens to service our customers on distance. A business model has been made in the sales department. The purpose of the customer meeting business model is to streamline the selling process by increasing the digital meetings and interaction with customers using digital communication platforms. This will reduce the distance and time in customer dialogue, reduce the number of physical meetings, optimize time usage, reduce travelling and travel cost and improve carbon footprint.	Travel	Group	2020
In 2020 DAKA ReFood has helped us recycle 3.780 kg of waste. This is nutrition enough to manure 6,169 kg carrots, reducing emissions by 2.695 kg Co2, or 127 days to heating up an average household.	Waste	STDK	2020
From January 2021 all our electricity will come from windmills as we have made an agreement with our supplier. In 2021 we will investigate in setting up electrical charters for cars in the headquarters.	Electricity	STDK	2021
Employees bring bento from home for lunch as much as possible. This will reduce garbage.	Employee initiatives	STJP	2021
Look into the travel in sales and service offices.	Travel	Group	2021
We started to install the local server remotely, this action reduced the travel cost.	Travel	STSA	2021
Sorting of paper in all offices has been implemented and we have cero use of plastic bags. We are only allowed to put paper in the bins and could therefore avoid the small plastic bags.	Paper	STDK	2021
From September 1th we will generate our electricity ourselves through solar panels	Electricity	STNL	2021
We are biking to work. In 2021, we participated in 4 campaigns: <ul style="list-style-type: none"> <li>• Winter Bicycle Week - January 2021(National event - Danish Bicycle Association) Number of participants: 6, Total number of km ridden: 392.00 km, Total number of cycling days: 25 days, CO2 saved by your team: 98.00 kg</li> <li>• We Bike To Work - May 2021(National event - Danish Bicycle Association) Number of participants: 15, Total number of km ridden: 1911.60 km, Total number of cycling days: 124 days, CO2 saved by your team: 477.90 kg</li> <li>• We Bike Back To Work - September 2021(National event - Danish Bicycle Association) Number of participants: 10, Total number of km ridden: 678.00 km, Total number of cycling days: 40 days, CO2 saved by your team: 169.50 kg</li> <li>• We Are Still Biking - November 2021(Odense event - Odense Municipality) Number of participants: 7, Total number of km ridden: 1316.00 km, Total number of cycling days: 108 days, CO2 saved by your team: 329.00 kg"</li> </ul>	Employee initiatives	STDK	2021

## Appendix 8

### KPI initiatives over time

Description	Type	Company	Year
In 2021 DAKA Refood has helped us recycle 13970 kg of waste. This is nutrition enough to manure 22.779 kg carrots, reducing emissions by 4.400 kg Co2, or 552 days to heating up an average household.	Waste	STDK	2021
In 2022 DAKA Refood has helped us recycle 13659 kg of waste. This is nutrition enough to manure 22.272 kg carrots, reducing emissions by 4.302 kg Co2, or 540 days to heating up an average household.	Waste	STDK	2022
We installed 22 electrical charging stations in our parking lot in Odense (Datavej 3 and 12), for our employees and visitors with electrical cars.	Electricity	STDK	2022
Since the beginning of 2022, we have implemented a digital signature on the documentation, where we started to sign most documents digitally, which reduced the use of paper in the office.	Paper	STSA	2022
We are biking to work*. In 2022, we participated in 3 campaigns: <ul style="list-style-type: none"> <li>• Winter Bicycle Week - January 2022 (National event - Danish Bicycle Association) Number of participants: 6, Total number of km ridden: 290 km, Total number of cycling days: 27 days, CO2 saved by your team: 63,93 kg</li> <li>• We Bike To Work - May 2022 (National event - Danish Bicycle Association) Number of participants: 20, Total number of km ridden to work: 4.697,40 km, Total number of cycling days: 134 days, CO2 saved by your team: 1.019,34 kg Total number of km ridden after work hours: 2.392 km, Total number of cycling days: 86 days, CO2 saved by your team: 519,06 kg</li> <li>• We drive green - November 2022 (Odense event - Odense Municipality) Number of participants: 22 Bike: Total number of km: 2.149 km, Total number of cycling days: 134 days, CO2 saved by your team: 466,12 kg Electrical car: Total number of km: 3.675 km, Total number of days: 99 days, CO2 saved by your team: 158,03 kg</li> </ul>	Employee initiatives	STDK	2022
During the moving and reconstruction of the new building, we focused on creating more natural daylight in the production and offices. All lights installed are LED and dimmable type. Furthermore, the heating in the office area is generated by electricity using heating pumps system.	Electricity	STIT	2022
Started to use E-Invoice, which will reduce amount of paper used and courier transportation	Paper	STCN	2022
Switched to telework and remote web conference. Will reduce amount of traveling	Travel	STCN	2022
Sorting and recycling plastic, paper, cardboard, and wood.	Waste	STUS	2022
Installation of heatpumps in the new building	Heating	STNL	2022

## Appendix 8

### KPI initiatives over time

Description	Type	Company	Year
In the STSA cafe area we have eliminated all disposable cups by using multipurpose glasses.	Waste	STSA	2023
When possible, we replace the printing of documents with digital files.	Waste	STSA	2023
We installed additional 100 kWp and doubled our PV power station capacity on the roof.	Electricity	STNI	2023
Installation of heat pumps in the new building	Heating	STNL	2023
<p>We are biking to work"" (biking to work). In 2023, we participated in 3 campaigns:</p> <p>Winter Bicycle Week - January 2023 (National event - Danish Bicycle Association) Number of participants: 11, Total number of km biked: 705 km, Total number of cycling days: 41 days, CO2 saved by your team: 176,25 kg Total number of km biked after work hours: 124,8 km, Total number of cycling days: 6 days, CO2 saved by your team: 264,09 kg</p> <p>We Bike To Work - May 2023 (National event - Danish Bicycle Association) Number of participants: 16 Total number of km biked to work: 3.425,8 km, Total number of cycling days: 211 days, CO2 saved by your team: 856,45 kg Total number of km biked after work hours: 1290,5 km, Total number of cycling days: 64 days, CO2 saved by your team: 322,63 kg</p> <p>We drive green - November 2023 (Odense event - Odense Municipality)</p> <p>Bike: Number of participants: 29, Total number of km: 4.347,6 km, Total number of cycling days: 221 days, CO2 saved by your team: 1.086,9 kg Electrical car: Number of participants: 10, Total number of km: 3.889 km, Total number of days: 118 days, CO2 saved by your team: 167,28 kg"</p>	Employee initiatives	STDK	2023

## Appendix 9

### Methods used in the report

#### Waste and recycling:

- EXIOBASE v3.3.16b2 (v. 2020 m. 2011-data)
- EXIOBASE v3.3.16b2 (v. 2020 m. 2011-data) og Kortlægning af affaldsstrømme for WEEE og batterier (Miljøstyrelsen, 2016)
- EXIOBASE v3.3.16b2 (v. 2020 m. 2011-data), og Kortlægning af sammensætningen af dagrenovation og kildesorteret organisk affald fra hus-holdninger (Miljøstyrelsen, 2017)

#### Electricity sold products:

- Energinet, Endelig miljødeklarering af 1 kWh el (2019)

#### Nature gas sold products:

- Energistatistik 2018 (Energistyrelsen, 2019), UK Government GHG Conversion Factors for Company Reporting (DEFRA, 2020), og Evida (2020)

#### Procurement:

- Exiobase (AAU) for industrikategori 85: 'Manufacture of fabricated metal products, except machinery and equipment'
- Exiobase (AAU) for industrikategori 86: 'Manufacture of machinery and equipment'
- EXIOBASE v3.3.16b2 (v. 2020 m. 2011-data)
- Exiobase (AAU) for industrikategori 88: Manufacture of electrical machinery and apparatus
- UK Government GHG Conversion Factors for Company Reporting (DEFRA, 2020), og Base Carbone v17 (ADEME, 2019)

#### Transport own cars:

- DCE (2020), Persontransport efter transportmiddel (DST, 2020), og UK Government GHG Conversion Factors for Company Reporting (DEFRA, 2020)
- Environmental impacts of future urban deployment of electric vehicles: assessment framework and case study of Copenhagen for 2016–2030 (Bohnes et al., 2017), Energistatistik 2018 (Energistyrelsen, 2019), og UK Government GHG Conversion Factors for Company Reporting (DEFRA, 2020)
- Dansk Energi (2019), Endelig miljødeklarering af 1 kWh el, 2019 (Energinet, 2020), og UK Government GHG Conversion Factors for Company Reporting (DEFRA, 2020)

#### Electricity STDK and STIT:

- Calculated from an average from geothermal, hydropower, nuclear, solar and wind [https://www.ipcc.ch/site/assets/uploads/2018/02/ipcc\\_wg3\\_ar5\\_annex-iii.pdf#page=7](https://www.ipcc.ch/site/assets/uploads/2018/02/ipcc_wg3_ar5_annex-iii.pdf#page=7)

#### Energy & Processes:

- [https://www.aib-net.org/sites/default/files/assets/facts/residual-mix/2022/AIB\\_2022\\_Residual\\_Mix\\_Results\\_inclAnnex.pdf](https://www.aib-net.org/sites/default/files/assets/facts/residual-mix/2022/AIB_2022_Residual_Mix_Results_inclAnnex.pdf); <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2020>
- Energistatistik 2018 (Energistyrelsen, 2019) og UK Government GHG Conversion Factors for Company Reporting (DEFRA, 2020)
- Energistatistik (Energistyrelsen) og Konkurrenceanalyse af fjernvarmesektoren (Ea Energianalyse, 2017)
- <https://www.iges.or.jp/en/pub/list-grid-emission-factor/en>; <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2020>
- <https://www.eia.gov/environment/emissions/carbon/>; <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2020>
- <https://www.climate-transparency.org/wp-content/uploads/2022/10/CT2022-Japan-Web.pdf>
- <https://www.co2emissiefactoren.nl/lijst-emissiefactoren/>
- <https://www.iges.or.jp/en/pub/list-grid-emission-factor/en>; <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2020>

Scope 3 from downstream utility consumption is calculated from a weighted emission factor over the expected lifetime of the products. The factor is based on a list of where STG's products have been sold to.

Scope 3, STG employees commuting (600) is calculated with an average (minutes and km per employee/day).

On average 50% of Europeans commute by car (<https://ftp.iza.org/dp12916.pdf>).

Danes commute 22 km on average (<https://www.statistikbanken.dk/10306>).

The average commute time is 25 minutes (<https://ec.europa.eu/eurostat/web/products-eurostat-news/-/ddn-20201021-2>)

Scope 2 is calculated with both location and market-based emission factors on electricity. For countries outside the EU, the same factors are used as no sources exist on this. Note that DK and IT are counted as green power using the market-based method. In the report, we only state the emission with the market-based calculation.





# Appendix 10

## 360 degrees competence overview

