
Company Karma
Report 2022
SANOVO
TECHNOLOGY GROUP
THORNICO

Contents

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, 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 follow the requirements of 42% reductions on scopes 1 and 2 by 2030.

We call our responsibility Company Karma.


Overview

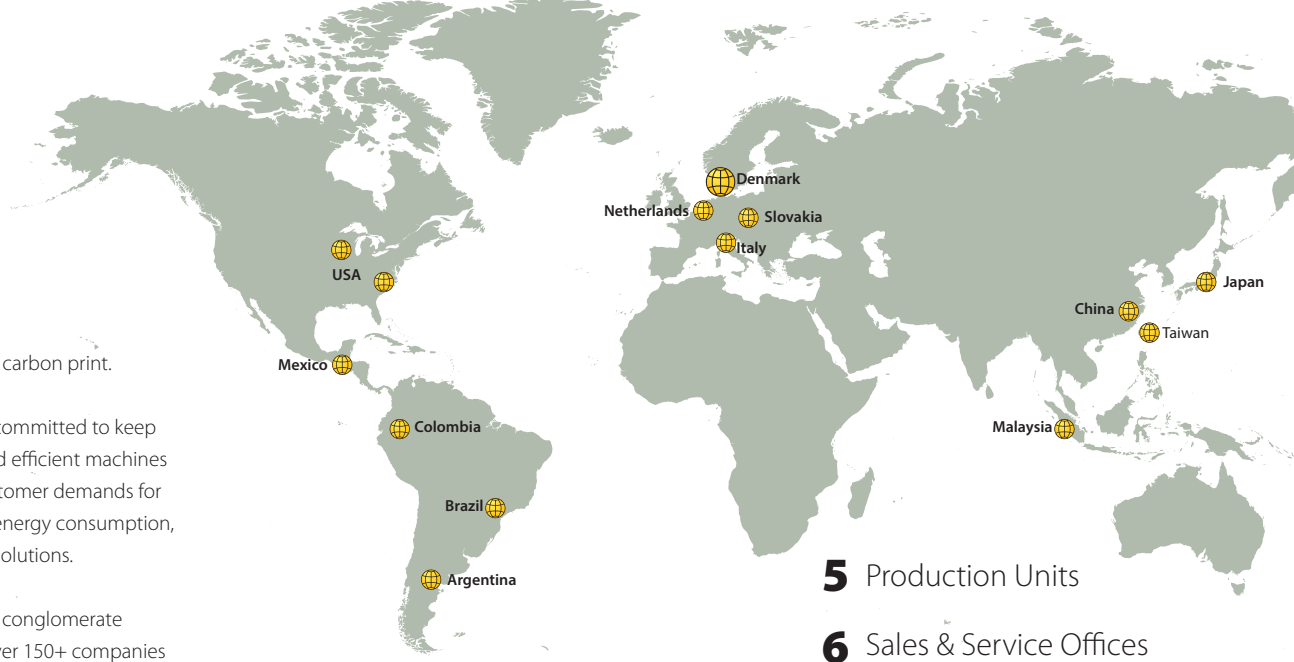
Company Description

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 production in Slovakia and by sub-suppliers which, therefore, plays an important 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.

Organization

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

Our organization is structured with sales and service entities and distributors:

62% white collar 38% blue collar

Quality

The production units in Denmark, Italy, Slovakia and Netherlands 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, we constantly strive to improve all aspects of our fields and activities. Further we comply with all legal regulations and declarations for food contact materials (FCM), CE marking, ATEX, and USDA.

Learn more here

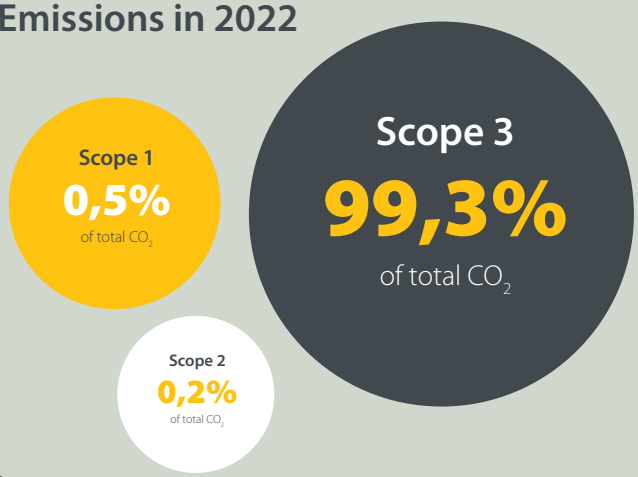
Sustainability highlights

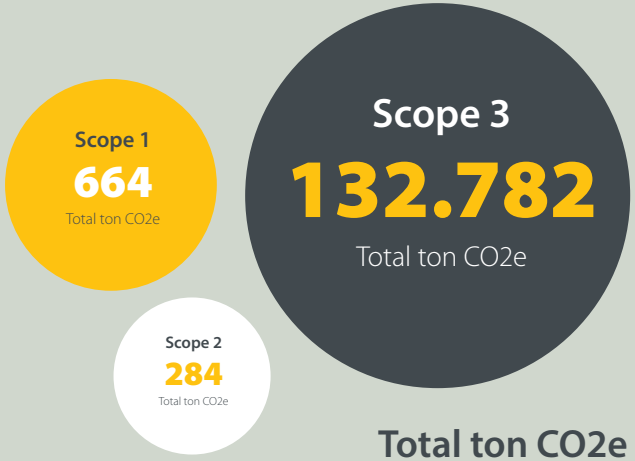
The investigations have unveiled that scope 3 is responsible for the main part of the emissions lies within Scope 3 with tons of CO2e equalling = 132.782 (99,3%). This is mainly due to sold products and purchased goods.

The direct emissions (Scope 1) accounted for 664 (0,5%) tons of CO2e and the indirect emissions from supplied energy (Scope 2) is 284 (0,2%) tons of CO2e.

Total ton CO2e in 2022 amounted to 133.730.

Distribution of CO_2 Emissions in 2022





Total ton CO2e in 2022

Report Scope

This Company Karma rapport covers the year 2022 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)

SANOVO TECHNOLOGY GROUP refers to the year 2021 as the baseline for all goals and the year where we have initiated mapping the CO2 emissions and measurements regarding the GHG-Protocol.

In 2021 we did not include all companies in SANOVO TECHNOLOGY GROUP but decided to start mapping them as well going forward. In 2022 we worked to collect and register data for all companies in the group to get an even more precise scope for 1, 2, and 3.

Due to the difference in the data basis from 2021 to 2022, it is difficult for us in the report to compare our emissions and improvements. The 2022 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.

There is still room for improvement in the data collection, but overall, the picture gives a fair overall picture of the CO2 emissions, and where efforts and improvements can be made to improve and reduce the overall CO2 emissions.

Company Karma Team consists of:
Michael S. Midskov, CEO, Eva N.P. Langhoff, COO Vice President, Claus Nørregaard, CFO, Vice President, Pia Lærke, PA/Head of HR, Vicky Engsted, Head of Group Communication, Hans Henning Fischer, Category Manager, Christian Aagaard Hansen, Controller, Miriam Hansen, Controller

We work to reduce our environmental impact

For SANOVO TECHNOLOGY GROUP, Company Karma covers everything from our employees showing social responsibility by volunteering to coach the local football team to our company project providing free equipment for a hen farm in Eswatini to reducing our overall CO2 footprint.

We believe that initiatives need to be embedded in our key business to make it credible. We try, where possible, to create quadruple winning situations where we, together with our companies, customers and partners, engage in a cause which we believe in and find important.

SANOVO TECHNOLOGY GROUP wants to make a meaningful impact in the communities in which we operate, and 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 our employees and partners towards sustainable thinking including values and code of conduct (CoC), and we select partners with the same purpose.

SANOVO TECHNOLOGY GROUP's approach is underpinned by our core values, open communication with 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.

GREENHOUSE GAS PROTOCOL

Environment

Sourcing & Development
Scope 3 - UN SDGs #12and #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 CO_2 footprint.

Social

Employees
UN SDGs #3, #4 and #8

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

Materiality assesment

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

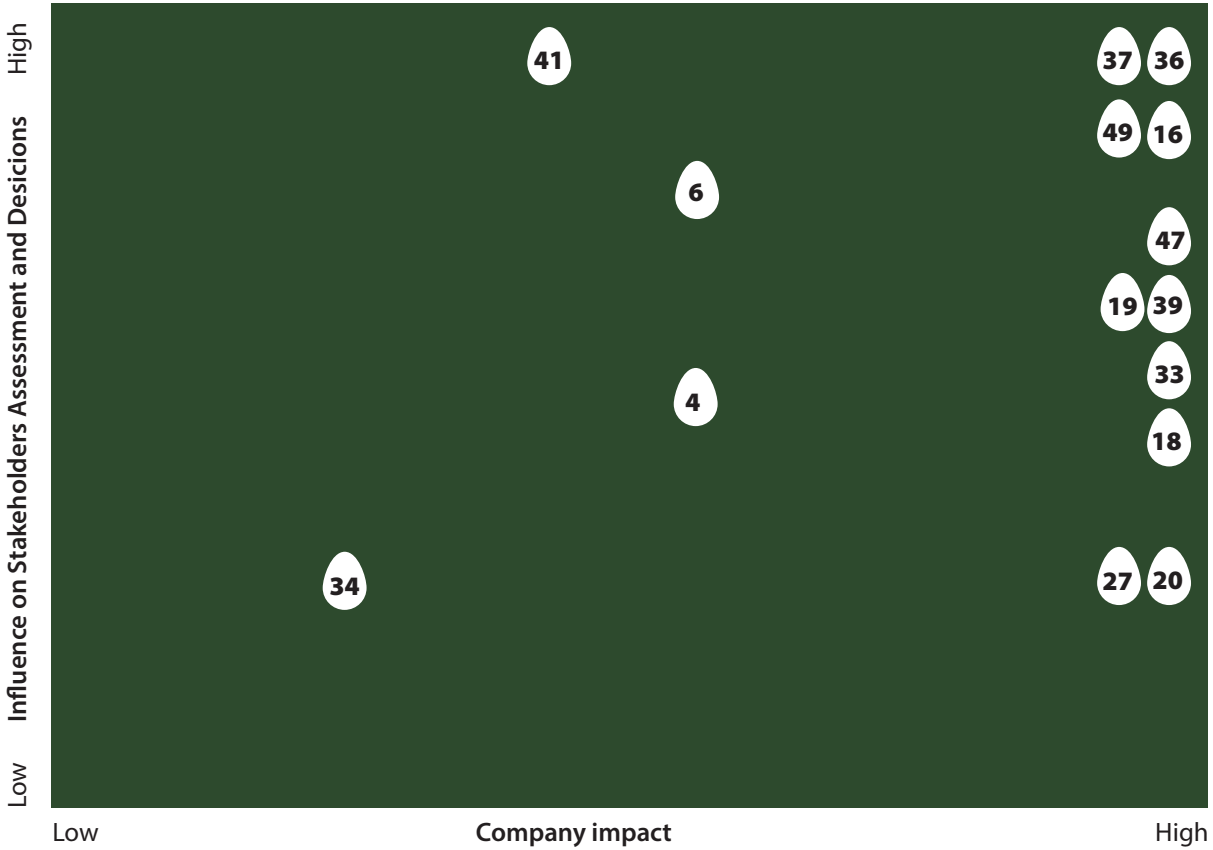
4	Respect for privacy/handling of data
6	Contributing to improved nutrition and health
16	Human & labor rights

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

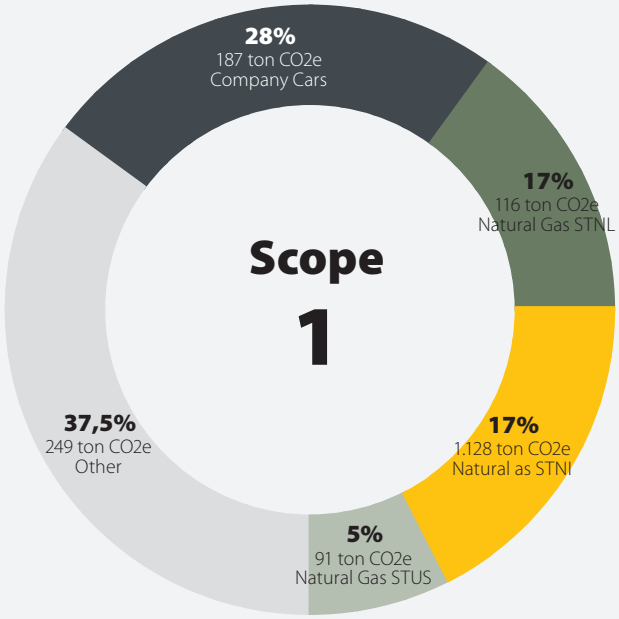
Economy (and ethics)

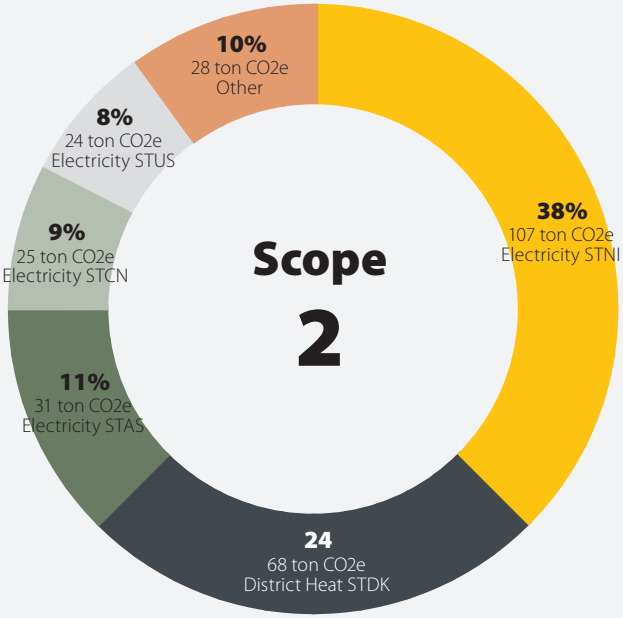
36	Food safety
37	Product tracking
39	Responsible supply management
41	Animal welfare
47	Contribute to better utilization of resources through innovation
49	Quality management

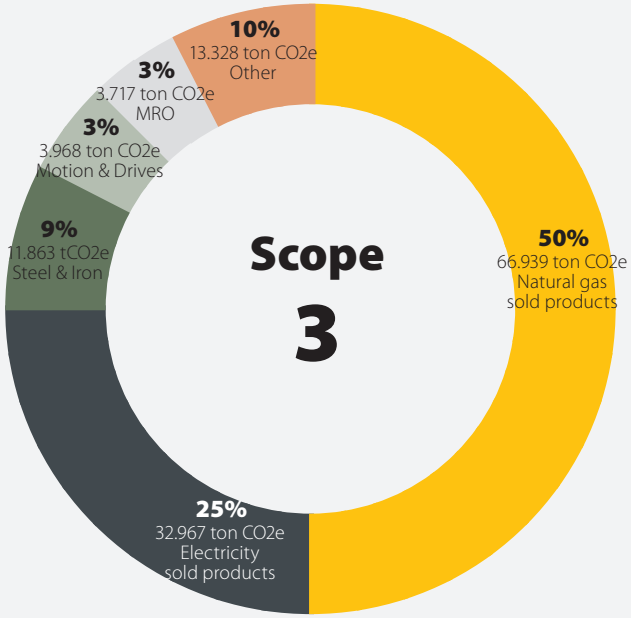



Environment

Sources of emissions







67%

Primary consumption
comes from natural gas & company cars

66%

Electricity consumption
major part from NIKRO

66%

Downstream energy consumption
comes from sold spray dryers

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.

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:	KPI:	Result:
100% Signed CSRs and CoCs from suppliers in the scope (2022 = 95 suppliers)	All suppliers with a spend of> EUR 100,000	100%
All ATEX zone 20 suppliers to have a visit (2022 = 2 suppliers)	Every second year supplier audits for all suppliers delivering parts to be used in ATEX zone 20.	100%
All top ten suppliers to have a visit.	Top ten supplier visits according to 2022 spending.	100%
Get an overview of our CO2 emissions related to the steel segment.	Weight on steel items from top suppliers, representing 50% of spend within the segment.	Scope 3 – Procurement Total ton CO2e = 26.951 Purchased goods by weight: Steel and iron: 11.863 Motors and drives: 3.968 MRO: 3.717 Electronics: 2.039 Plastic: 397 Purchased goods by value: Paper & cardboard: 76 Wood: 195 Rest: 22.255

Supplier Management

Onsite audits / tour

CoC

Responsible sourcing

See Appendix 8 for all KPI related initiatives through the years

Our work with KPI's

Energy initiatives
In order to improve our CO2 footprint we have initiated several initiatives in our office around the world. In STNL and STNI we have installed solar panels on the roof, and we will during 2023 investigate possibilies in installing solar panels in STDK and STIT. Our aim is to stop purchasing regular certificates.

In 2023 we will identify how natural gas is used (process vs space heating and what types of processes). There are often opportunities for electrification of both process and space heating. This will distribute CO2 emissions in scope 2 (rather than scope 1) which will have a positive effect in a country like Slovakia with a lot of green power.

We will investigate possibilities for the installation of heat pumps in STNI, STIT, and STNL.

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

Sold products
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.

Downstream energy consumption of products sold takes up the majority of our total emissions. even if the product is out of our hands, we must focus on bringing the CO2 emissions down.

Target:	KPI:	Result:
SANOVO TECHNOLOGY GROUP's energy consumption in production units must come from a green energy source to reduce its CO2 footprint. To have calculatied of emissions in all production units by the end of 2022.	Reduce the CO2 footprint by 5-15 % by 2024.	Scope 1 – Energy & Processes, Natural gas Total ton CO2e = 1.335 STNI: 1.128 - STNL: 116 - STUS: 91 Scope 2 - Energy & Processes, Electricity & District Heating: total ton CO2e = 284 STDK & STIT count with zero due to certificates and electricity consumption is mainly from STNI (38%) Scope 3 - Energy & Processes, Grid losses and burn of natural gas. total ton CO2e = 212
In the engineering and development of new equipment, SANOVO TECHNOLOGY GROUP uses materials that can be recycled, have a low environmental impact, and consume as little energy, chemicals, and water as possible.	Reduce CO2 footprint on machines.	Scope 3 – Products Sold Total ton CO2e = 101.225 The main part comes from spray dryers (66%): Natural gas: 66.939 Electricity: 32.967 *Downstream electricity consumption is calculated from a weighted emission factor on electricity over the expected lifetime of the products. The factor is based on a list of where our products have been sold in 2022.*

Energy & Processes

Energy consumption

Energy sources

Reduce CO2 footprint machines

See Appendix 8 for all KPI related initiatives through the years

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. For STDK tonnes-kilometres (tkm) was obtained from distributors. For STNL a mix of either tonnes-kilometres (tkm) or direct CO2 numbers from the distributors was used. For STIT only monetary values were available.

The goal is to receive all transport-related data in tonnes-kilometres and split it into road, sea, and air in 2023.

Transport company cars
SANOVO TECHNOLOGY GROUP encourages purchased or leased cars in all units to be either hybrid or electrical. To support this we installed 22 electrical chargers in Denmark

All companies report monthly on driven km divided into types of cars. Please also see appendix 2 for an overview of the complete car fleet by end of 2022.

Employee traveling
As we operate world wide we must travell to meet our customers. But we have focus on reduce 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 though 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:
Transport We aim to work exclusively with freight forwarders with a clear and ambitious green profile.	Reduce CO2 footprint on transportation.	Scope 3 – Transport Goods Calculated monetary: Road, sea & air Total ton CO2e = 4.481
Transport company cars We encourages purchased or leased cars in all units to be either hybrid or electrical.	Reduce the CO2 footprint on transportation. See appendix 2 for car fleet	Scope 1 - Transport, Company cars Total ton CO2e = 345 Cars, gasoline = 187 Cars, diesel = 86 Cars, hybrid = 17 Transporters, diesel = 56
Employee traveling Reduce business travel and physical meetings.	Reduce the CO2 footprint on travel.	Scope 1 - Transport, employee travel (air) Total ton CO2e = 796 Scope 3 – Transport employees commuting to work Total ton CO2e = 288

Transport

Upstream & Downstream

Freight forwarders with a green profile

Transform the car fleet

Reduce business travel

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 internalional company and in the countries where we operate different rules apply when it comes to sorting of waste:

- In Denmark new rules have been introduced; from 1. january 2023, 100% of all waste must be sorted. This will of cause effect the amount of waste for recycling and lower the amount of residual waste in our danish offices.
- STUS started sorting and recycling plastic, paper, cardboard, and wood.

We will investigate how the STDK setup can be introduced in all entities to reach our targets and KPIs.

In STDK we carry out test where we use liquid eggs and other proteins. 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.

Target:	KPI:	Result:
Sorting of waste into; paper, food, wood, plastic, cardboard, and other waste.	90% of the total waste must be sorted.	Scope 3 – Waste & Recycling: Total ton CO2e = 35 See appendix 3 - Sorting: For an overview of sorting See appendix 4 - Waste & Recycling: For an overview of kg per item

Waste & Recycle

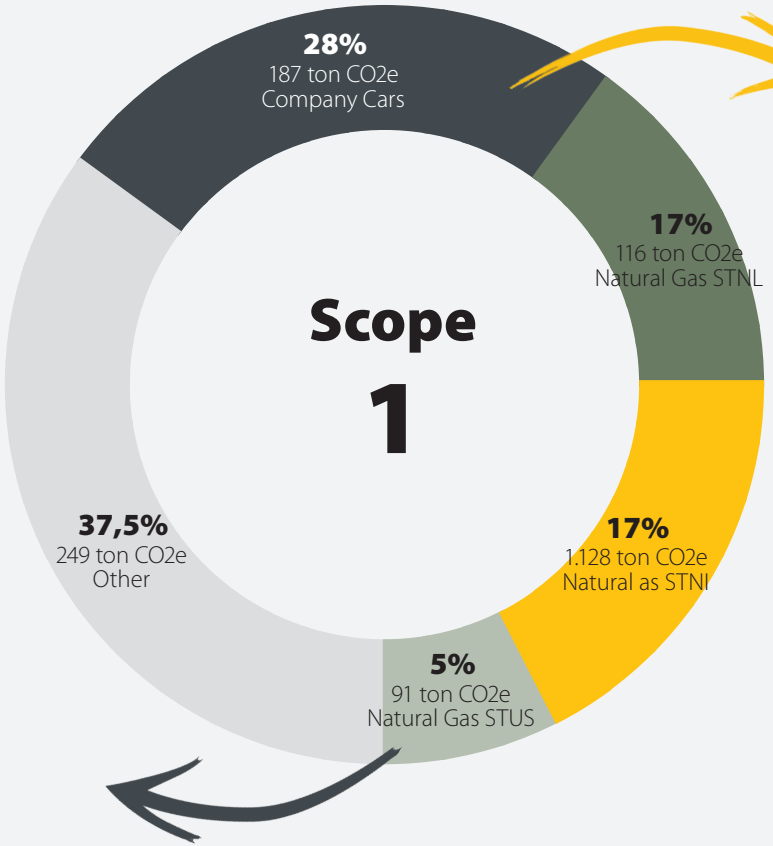
Sorting of waste

Reduce disposable plastic

Digital implemtations

See Appendix 8 for all KPI related initiatives through the years

2023 Targets Scope 1



Energy & Processes

Target

Reduce the natural gas consumption at STNI and STNL.

KPI

Keep the 2022 level of eCO2t with a growth rate of 10% by 2030.

Initiatives

It should be identified how natural gas is used (process vs. space heating and what types of processes). Often both process and space heating may be electrified. This will distribute CO2 emissions in Scope 2 (rather than Scope 1) which will have a positive effect in a country like Slovakia with a lot of green power.
We will look into the possibility of install heat pumps in STNI and STNL.

Company cars

Target

SANOVO TECHNOLOGY GROUP encourages purchased or leased cars in all production units to be from a green energy source.

KPI

Transform the car fleet from fossil to green energy source by end of 2025.

Travelling

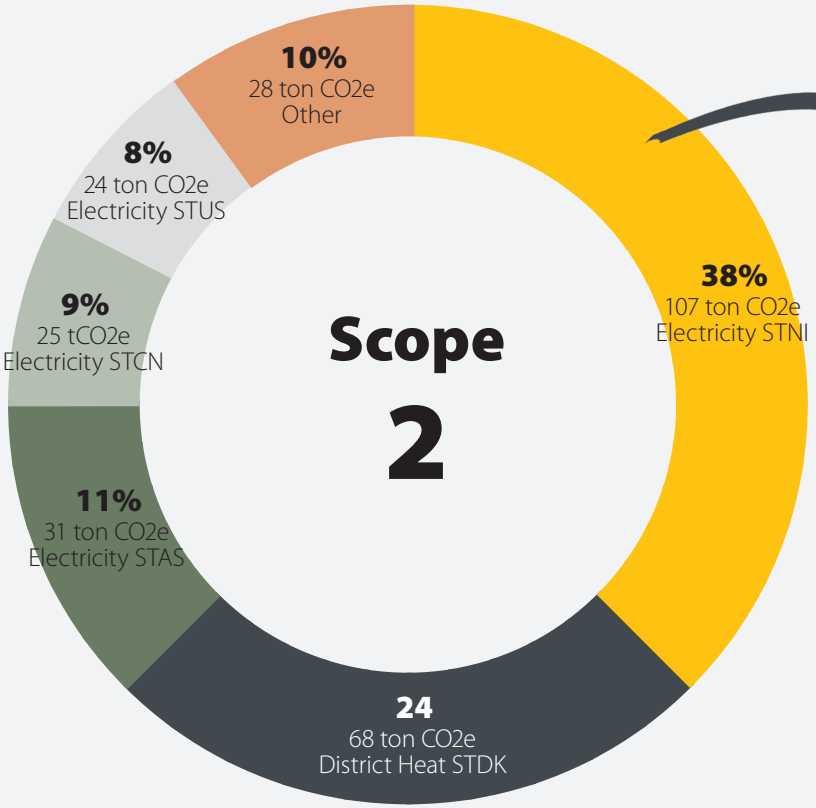
Target

We aim for reducing business travel and physical meetings by more video conferences.

KPI

Stay at the 2022 level of ton CO2e = 288

2023 Targets Scope 2



Energy & Processes

Target

Electricity consumption in operations must come from a green energy source.

KPI

In STDK, STNL, STIT, and STNI our electrical consumption must come from renewable energy sources like solar energy by the end of 2024

Initiatives

STDK and STIT are looking into installing solar panels. We aim to stop purchasing regular certificates.

STNI is looking into whether they can install additional solar panels.

2023 Targets Scope 3

Procurement

Target

SANOVO TECHNOLOGY GROUP aims to work exclusively with suppliers with a clear and ambitious green profile.

KPI

Conducting audits and have signed CoC and CSR (All suppliers with a spend of> EUR 100,000). This is a natural part of our Group Procurement Teams.

Initiatives

Primary procurement accounts for a large share of our total CO2 emissions and therefore more efforts and resources should be targeted to reduce the overall CO2 footprint. We will conduct a hotspot analysis of our largest suppliers.

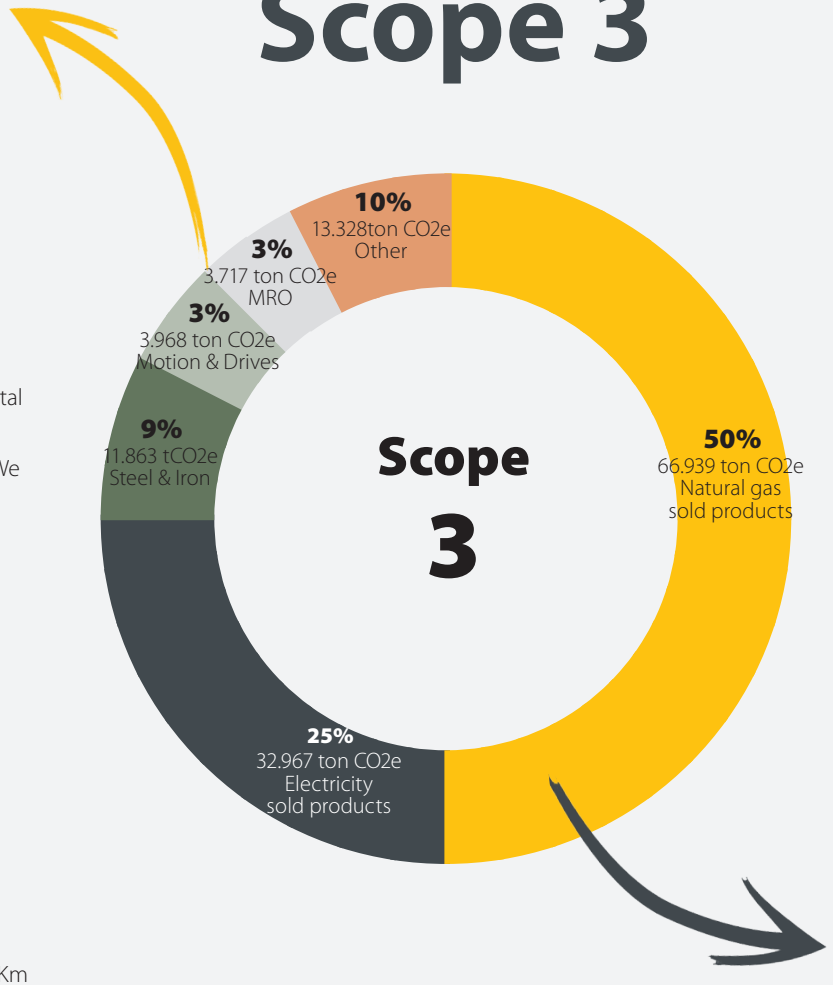
Transport of Goods

Target

SANOVO TECHNOLOGY GROUP aims to work exclusively with freight forwarders with a clear and ambitious green profile.

KPI

The goal is to receive all transport-related data in TonnesKm and split it into road, sea, and air in 2023.



Waste & Recycle

Target

Reduce the amount of residual waste in the group.

KPI

90% of SANOVO TECHNOLOGY GROUP's waste must be sorted by 2024.

Initiatives

In STDK 100% sorting of waste will be finalized in Q1 2023. This will affect the amount of waste for recycling and lower the amount of residual waste. We will look into how the STDK setup can be introduced in all entities to reach our target and KPI.

Sold Products

Target

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.

Initiatives

Downstream energy consumption of products sold takes up the majority of our total emissions. Even if the product is out of our hands, we must focus on bringing the CO2 emissions down. R&D is looking into possible changes to the Spray Dryer.

KPI

Reduce the CO2 emissions from the Spray Dryers over a 3-year period.


Social

Employees

Diversity & Gender

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.

582 full time employees*

Board of directors

96% male 4% female

Management

76% male 24% female

Entire organization

83% male 17% female

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.

** Per 31.12.22*

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 7 for all initiatives through the years.

Project Canaan / Heart for Africa donation 2022:
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 USD 10.000.

For this amount, Project Canaan / Heart for Africa can continue:

- the employment of the people who deliver the hard-boiled eggs to the 30 schools and churches with whom they are partners.
- feeding the hens on the farm, as the feed prices have increased a lot.
- 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.

Watch video on how the donation helps

Learn more about the project





Our work with KPI's

<table>
<tr><th>Target:</th><th>KPI:</th><th>Result:</th></tr>
<tr><td>SANOVO TECHNOLOGY GROUP continues to offer a safe and healthy work environment.</td><td>Zero cases of major work injuries at all production sites.

(A major case is a work injury with permanent harm. We don't have any numbers shown in the KPIs, but an indication could be cases with an absence of more than 10 days*)</td><td>SANOVO TECHNOLOGY GROUP measures work injuries with the following split on days of absence:

<table><tr><th></th><th>STDK</th><th>STNL</th><th>STNI</th><th>STPR</th></tr><tr><td>Less than one day</td><td>2</td><td>1</td><td>0</td><td>2</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></table>(*non with permanent harm)</td></tr>
<tr><td>Maintain a low level of sickness absence and employee turnover, keep a high level of seniority average, and measure employee satisfaction.</td><td>SANOVO TECHNOLOGY GROUP wants to have satisfied employees and encourage work-life balance.</td><td>See appendix 5 – Sickness, Turnover Rate, and Seniority for results.</td></tr>
<tr><td>Keep a high level of involvement with different employee types and educational directions.</td><td>Sustainability in the future job market and be known as an attractive workplace that can attract new skilled employees.</td><td>We have had a wide range of trainees, students and apprentices in 2022. See appendix 6 for the complete overview.</td></tr>
<tr><td>Annual evaluation of the organization and skills in the group according to its strategy and expected development</td><td>Continuously focus on having the right and sufficient competencies for present and future work tasks.</td><td>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)</td></tr>
</table>

Employees


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	2022
Environment		
GHG emissions (scope 1)	Tons	664
GHG emissions (scope 2)	Tons	284
GHG emissions (scope 3)	Tons	132.730
Electricity (deklaration)	MWh	377
Electricity (market based)	MWh	1.067
District heating	MWh	698
Natural gas	Nm3	145.200
Water	L	3.330.731
Waste:		
Household	Tons	226
Food, organic (recycle)	Tons	9,4
Paper and cardboard (recycle)	Tons	31
Plastics	Tons	1,5
Wood	Tons	43
Steel & Iron (recycle)	Tons	261
Social		
Full time employees	FTE	582
Working days per year	Days	253
Full time sick days for year*	%	4,88
Long term sick leaves**	%	1,96
Accidents	Number	12
Fatalities (if any)	Number	0
Governance		
Board of Directors:		
Female	%	4
Male	%	96
Management		
Female	%	24
Male	%	76
All employees		
Female	%	17
Male	%	83

**Total, not only full sickdays and incl. longtime sick leave)*
***It is considered to be long-term sick leave after 2 weeks (Days).*


Other

Methods

- The CO2 footprint has been calculated using the Danish EPA's CO2 calculation tool built around GHGP.
- Emission factors on energy come from Energinet, AIB, and EEA and procurement from Exiobase.
- Sensitivity analysis on some commodity groups has been done in Exiobase and Ecoinvent.
- For Calculations on electricity and district heating we have used 2021 factors as 2022 factors are not available.
- Scope 2 has been 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.
- Scope 3 from downstream utility consumption has been 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.
- Within Scope 3, STG employees commuting (600) has been calculated by an average (minutes and km per employee/day).
- On average, 50% of Europeans commuted by car (https://ftp.iza.org/dp12916.pdf).
- Danes commute 22 km on average (https://www.statistikbanken.dk/10306).
- The average commute time was 25 minutes (https://ec.europa.eu/eurostat/web/products-eurostat-news/-/ddn-20201021-2)
- All emissions from transportation were calculated on a Well-To-Wheel (WTW) basis.

Appendix

Appendix 2
Car fleet 2022

Type	STNI	STIT	STAI	STDK	STNL	STUS	STSA	Total
Diesel	3	7		8	4			22
Diesel/Hybrid		2		4				6
Gasoline			3	1	9	5	3	21
Electric				1				1
Gasoline/Hybrid	1							1
Total	4	9	3	14	13	5	3	51

Appendix 3
Sorting 2022

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

Appendix 4
Waste & Recycling 2022

Unit Kg	STAI		STCN		STDK		STIT		STJP		STMX		STNI		STNL		STSA		STUS	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
Household waste/incinerable	-	-	-	-	13970	11000	-	1300	-	200	-	-	-	160000	19300	13553	-	-	-	-
Organic waste (bio)	-	-	-	-	8585	7183	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Paper and cardboard	-	50	-	-	382	11020	3710	980	-	300	-	-	-	2030	19000	7950	-	-	-	-
Steel and iron	-	-	-	-	7725	4180	5420	1130	-	-	-	-	-	228929	4120	2770	-	-	-	-
Wood	-	-	-	-	21360	20280	6450	2000	-	-	-	-	-	950	21690	13660	-	-	-	-
Plastic	-	-	-	-	-	-	-	-	-	20	-	-	-	1293	26000	-	-	-	-	-

Appendix

Appendix 5
Sickness, Senority & Turnover rate - 2022

	STAI		STCN		STDK		STIT		STJP		STMX		STNI		STNL		STPR		STRH		STSA		STUS	
	Value	%	Value	%	Value	%	Value	%	Value	%	Value	%	Value	%	Value	%	Value	%	Value	%	Value	%	Value	%
Long term	0	0 %	0	NaN	4.410	1.70 %	852	1.12 %	0	0 %	0	NaN	6.581	2.22 %	8.453	3.28 %	489	1.77 %	0	0 %	0	0 %	0	0 %
Total sick absence	376	1.15 %	0	NaN	11.230	4.33 %	2.836	3.72 %	0	0 %	0	NaN	23.473	7.93 %	12.756	4.95 %	947	3.43 %	48	0.4 %	0	0 %	64	0.09 %
Total working hours	32.640		0		259.604		76.266		360		0		295.975		257.747		27.575		12.096		19.361		74.024	

	STAI		STCN		STDK		STIT		STJP		STMX		STNI		STNL		STPR		STSA		STUS	
	Value	%	Value	%	Value	%	Value	%	Value	%	Value	%	Value	%	Value	%	Value	%	Value	%	Value	%
Employee Turnover	0.06	6%	0.083	8.30 %	0.14	14.00 %	0.081	8.11 %	0	0.00 %	0.25	25%	0.041	4.14 %	0.156	15.62 %	0.64	64.00 %	0.15	15.00 %	0.135	13.50 %

	STAI	STCN	STDK	STIT	STJP	STMX	STNI	STNL	STPR	STSA	STUS
Senority	5	3.4	8.63	10.01	13	8.36	6	8.57	3.08	3.35	6.94

Appendix 6
Education initiative - 2022

Describtion	Company
1 intern in R&D for 4 month - foreign student 1 Work trial of external long-term sick for 13 weeks 1 PhD Student from SDU	STDK
8 apprentices 1 trainee 4 learn&work-employees	STNL
1 apprentice 1 apprentice 1 student assistant (Finance dep.) 1 student assistant (Sales dep.)	STIT

Appendix

Appendix 7
Karma initiatives over time

Describtion	Company	Year
In 2015 SANOVO TECHNOLOGY GROUP and SANOVO Lactosan Ingrediens Group have desided in cooperation with WAWCAS to send 1,000 solar lamps to the earth quake affected Nepal. 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.	Group	2015
Donated a percentage of their spare parts sales (6.500 USD) to a Food Bank.	STUS	2015
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.	Group	2016
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.	Group	2017
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	Group	2018
The employees have generously donated money and gifts to help provide a better Christmas holiday for an underprivileged family.	ST US	2018
Donated just under $17,000 to Lighthouse of Oakland County. Again, this was due to a percentage of a week's spare part sales.	ST US	2019
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.	Group	2019
Electrocar for older/disabled persons (volunteers drive these people in those electrocars f.e. to the supermarket or doctor appointment) Eat&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.	ST NL	2020
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	Group	2020
Donated food and assist to distribute food to the homeless in Kuala Lumpur. Join hands with the local NGO - PERTIWI Soup Kitchen.	STAS	2020

Appendix

Appendix 7
Karma initiatives over time

Describtion	Company	Year
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. 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.	ST US	2021
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. For this amount, Project Canaan / Heart for Africa can continue: • the employment of the persons who deliver the hard-boiled eggs to the 30 schools and churches whom they partner with. • feeding the hens on the farm, as the feed prices have become very expensive. • 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.	Group	2022
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.	STSA	2022
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.	STSA	2022
In the Karma Cafè at SANOVO Italy we have eliminated all the disposable glasses by using multipurpose glasses.	ST ITALY	2022
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.	ST ITALY	2022
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. 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.	ST US	2022
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.	ST US	2022
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 our for 54 refugees in cooperation with a local foundation.	STNL	2022
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	STNL	2022

Appendix

Appendix 8
KPI initiatives over time

Describtion	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

Appendix 8
KPI initiatives over time

Describtion	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: • 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 • 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 • 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 • 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"	Employee initiatives	STDK	2021

Appendix

Appendix 8
KPI initiatives over time

Describtion	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: • 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 • 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 • 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	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