



ImpactReport™

EU voluntary standards for SMEs

VAT DK89935717

28.22: Manufacture of lifting and handling equipment

EU recommendations for voluntary ESG reporting for non-listed SMEs (VSME)

This ESG report has been prepared in accordance with the voluntary VSME standard for SMEs. SOBY has chosen reporting combination A.



A message from the management

At SOBY, we work purposefully to create value – not only for our customers, but also for society and future generations.

Ten years ago, we went through a generational renewal, which has led to several strategic changes that we are proud of. We have defined a new direction for SOBY based on ambitious goals for the entire company. A key element of our strategic plan is our work with green transition and CSR, in which this ESG report plays a central role. We have defined three themes, which together constitute the overall focus points for our way of doing business.

The three themes are:

- Sustainable production, products, and service
- Digitalization and insight into use
- Organization, people and culture

This ESG report is part of our strategy work, and we look forward to integrating it more deeply into the company so that ESG work becomes an even bigger part of daily operations at SOBY.

We are proud of the progress we have made, but we also know that it is an ongoing process. Therefore, we will continue to invest in initiatives which can ensure the development of our process.

Morten & Mette Frantsen
SOBY A/S

Master data

This ESG report has been prepared based on the voluntary standard for SMEs, VSME, published in December 2024.

We have chosen reporting combination A and are therefore reporting exclusively on the basic module, as this is our first ESG report. Our ambition is to report on the basic module in the future, with selected disclosure requirements from the extended module.

We report for the entire group covering SOBY A/S, VAT no. 89935717.

This report covers the accounting period from

October 1, 2024, to September 30, 2025. NACE sector code: 282200: Manufacture of lifting and handling equipment.

The table below lists the names and addresses of the locations covered.

We do not have any relevant sustainability certifications, therefore we have not reported on them in this report.

Questions and comments should be directed to our ESG manager, Mette Frantsen, by phone at +45 2990 3838 or by e-mail at mette@soby.com.

Information on locations related to SØBY A/S

Location	Adress	Postal code	City	Country	Geolocation
Head office: Production Office Warehouse	Viborgvej 306	7840	Højslev	Denmark	G4RM+J4 Højslev
Test facilities	Østerrisvei 22	7840	Høislev	Denmark	



Practices for the transition to a more sustainable economy

1. Policies

As part of our work with E, S, and G initiatives, we at SOBY have implemented an employee handbook, GDPR policies, and a Code of Conduct. This supports our desire to be an attractive workplace where we focus on well-being, employee rights, diversity, and inclusion; these are topics that play central roles in the above policies.

2. Concrete sustainability practices

We want to make ESG work a central part of our daily practices, and this ambition is not new to us. We have already launched a number of initiatives, including training employees in minimizing waste in production and installing LED lighting in production, in our warehouse, and in the office. At the same time, we are reducing our consumption of electricity, gas, oil, and raw materials to decrease our dependence on scarce resources.

We are strengthening our competencies through sustainability-oriented continuing education, for example through ESG seminars for management, workshops, and training for production employees. Training apprentices and supporting vulnerable employee groups is a continuous focus.

We have implemented energy-efficient technologies and policies which reduce resource consumption, minimize our carbon footprint, and improve product safety through innovative production methods.

Working on the green transition is not just a wish – it is a continuous process in which we

work purposefully to create responsible solutions that benefit both people and the environment.

3. Future initiatives and goals

In order to have a broader strategic focus, we have prepared a customized double materiality analysis in collaboration with our management team and external consultants prior to working on this ESG report. Here, we have reviewed the ten themes from the ESRS (European Sustainability Reporting Standards).

We have initiated a greater focus on green transition throughout our own value chain. We believe that a circular economy, where everything has value, is an important part of facilitating green transition.

We are continuously working to ensure that we continue to move in a more sustainable direction. SØBY's plans to further strengthen its sustainability work include, for example:

1. Life cycle assessment (LCA) to assess the environmental impact and resource consumption associated with our products.
2. Product life cycle – upgrading to new technologies and more energy-efficient operation.
3. Implementation of heat pumps to replace oil-fired boilers.
4. Target to significantly reduce oil consumption.
5. Assessment of whether solar cells could be beneficial for us to implement.

Energy consumption & efficiency

Energy consumption is related to both production and offices. The majority of energy consumption is associated with our production facilities. In this context, it has been relevant to implement measures that could optimize our production in terms of energy and thereby reduce energy consumption. More specifically, these measures include, for example, measuring the electricity consumption of our machines to identify where consumption is highest and should be reduced, and measuring total electricity consumption over a 24-hour period and over the year to identify areas for improvement.



Energy consumption:

Electricity 403.3 MWh, of which 339 MWh is from renewable energy and 64.3 MWh is from non-renewable energy.

Fuels 532.56 MWh, of which 2.86 MWh is from renewable energy and 529.7 MWh is from non-renewable energy.

We have obtained consumption data from our energy supplier, and therefore it is considered primary data. We have used Klimakompasset to compile the following statement, which means that the result is based on our own entries and is therefore not verified by a third party.

Our contribution to reducing CO₂e emissions and energy consumption:

- We prioritize energy efficiency, as energy consumption accounts for a significant portion of our environmental impact within scope 1 and scope 2. We focus on optimizing processes to reduce resource consumption, both economically and environmentally, as well as replacing work tools and aids to minimize electricity, gas, and diesel consumption.
- In line with UN Sustainable Development Goal 7 on sustainable energy and Goal 12 on responsible consumption and production, we are striving to reduce our scope 1 and scope 2 emissions by 30% within the next 5 years as a result of the initiatives we are working on at SØBY (read more below).

Explanation of the figures:

- SØBY's total energy consumption includes energy for production. Energy consumption is measured in MWh and covered by scope 1 and 2.
- SØBY's energy consumption comes from the consumption of electricity, heating oil, process gas, and transport in our own company cars. The division between fossil en-

ergy sources (oil and gas) and renewable energy sources (wind and solar) is distributed according to the Danish Business Authority's tool, Klimakompaset.

- Electricity consumption covers electricity for production, electric forklift trucks, and heating of the administration with electricity for heat pumps.
- Heating oil consumption covers heating of production facilities.

Measures to reduce consumption:

- Significantly reduce our oil consumption by switching from oil-fired boilers to heat pumps in the 2025/26 financial year.
- Focus on electricity consumption, where we have also previously worked on energy optimization and replaced all lighting in production and administration with LED lighting.
- Measure electricity consumption on machines and work processes with a view to reduction.
- The acquisition of a new fiber laser in the 2023/2024 financial year has contributed to significantly lower electricity consumption than when using older laser cutters.

CO2e emissions

Overall, our climate accounts for the accounting period from 2024-2025 show that our CO2e emissions were 5056.9 tons. We have used the Danish Business Authority’s tool, Klimakompasset.dk, to calculate our emissions, which means that the result of our climate accounts is based on our own entries and has not been verified by a third party.



Data is based solely on physical units and not monetary units. Approximately 60% of our emissions are based on EPDs. The remainder is based on CO2 data from our suppliers, standard rates from various climate databases such as BBV, Ecoinvent, and Klimakompasset. The quantities from all significant suppliers are included, which is estimated to correspond to 90% of our total purchased quantity. We are continuously focusing on increasing the proportion based on EPDs, as well as collecting data on the remaining 10% of the quantities from suppliers of small quantities.

Our scope 1 and 2 include our consumption of electricity, heating oil, process emissions in the form of gas used in production, and our own and leased means of transport.

In addition to scope 1 and 2, we have chosen to include scope 3 in this climate report. We have included categories 3.1 Purchasing of goods and services, 3.3 Fuel and energy-related activities, 3.4 Upstream transportation and distribution, 3.5 Waste from operations, and 3.9 Downstream transportation and distribution.



This climate report has given us valuable insights into how our emissions are distributed, and it has become clear that procurement accounts for the majority of our total emissions, namely approximately 88%, followed by upstream and downstream transport, which accounts for around 7% of our total emissions.

The largest emissions associated with our purchase relate to steel purchases. In the 2024/2025 financial year, we purchased approximately 1,400 tons of iron and steel, almost all of which was produced in the EU. In addition, steel is used as a material in many of the purchased subcomponents, including bolts, screws, chains, cups, etc. The purchase of motors and gears is the second largest item.

We focus heavily on our purchase of materials and material consumption in general. The Climate Compass has helped us create an overview of our emissions. Together with external partners, we are working on developing an LCA model with a view to being able to calculate CO2 data at product level in the future. We are continuously working on product development with a view to reducing material consumption in our products without compromising on quality. We do this through analyses, among other things, to determine whether we can use fewer raw materials in our products and thus minimize the CO2 footprint of the product.

Areas

SOBY operates on 4.7 hectares. 4.5 hectares are located at the main site on Viborgvej, Højslev, of which 2.3 hectares are paved. In addition, we have a protected lake covering 0.17 hectares, which we have researched on plandata.dk, as well as 0.38 hectares of fallow land with wild vegetation, which is intended to support biodiversity. The remaining 1.6 hectares on Viborgvej are green areas.



At the company’s test facility on Østerrisvej, Højslev, we have 0.2 hectares, all of which is paved area.

Water

At SOBY, we do not consume any water in connection with our production. However, we do have a water outlet connected to the operation of our office and bathroom facilities for employees.

Volume of water withdrawn

280

m³

2024/2025

We have used plandata.dk to investigate our location in relation to drinking water interests and can conclude that the company is located in an area with drinking water interests.



Resource consumption, circularity, and waste management

As a manufacturing company, we see great potential in working with circular initiatives. That is why, in a previous consulting process, we focused on how the circular economy can play a greater role at SOBY.

The climate account shows that our purchase of materials is the largest emission item, which we are currently working to reduce through the circular economy. This includes working to minimize waste in our production. To reduce the waste percentage from production, we have implemented new software that contributes to reducing steel consumption through much better utilization of raw materials. In addition, we have invested in a fiber laser to replace a much less efficient laser. This contributes to streamlining and minimizing resource consumption.

Despite the implementation of the above initiatives, we still have waste in our production. We want materials coming to SOBY to be considered a resource for as long as possible. That is why we have also initiated a number of processes where some of our waste from production can be reused in our production. In addition to allowing some waste to be included in new material cycles, this has also contributed to reducing the amount of waste generated from our production.

In addition to initiatives in our own production, we also focus on extending the service life of our products at the customer's premises. We do this by analyzing safety factors on products and calculating the necessary material consumption for a given product for a given operating pattern.

Resource consumption, circularity & waste management

We are focusing on a new waste management system at SOBY:

- We are continuously improving our recycling and reuse of materials and components, which has been measured in kilograms and tons and is outside the scope of this report.
- We have measured all our waste and residual materials, the largest part of which is iron and metal, accounting for 94% of our total waste. This 94% is sold for recycling.
- We scrapped 302.4 tons of steel in the 2024/2025 financial year, which is an improvement of 3.8% compared to the previous financial year.
- In the 2023/2024 financial year, we invested in new machinery and IT software, which has helped to reduce our waste percentage. We continue to focus on minimizing material consumption and waste percentage, especially for iron and steel.
- In the 2024/2025 financial year, we introduced a new waste sorting system in both production and administration, which ensures that all waste is sorted, handled, and recycled in accordance with applicable rules and opportunities. This has enabled us to significantly reduce the amount of residual waste by 62.37% from 2023/2024 to 2024/2025. We expect a further reduction in the amount of waste in the future, as we have increased our sorting of waste into several fractions that can be recycled.
- We strive to continuously measure the amounts of waste within the most commonly used material categories (metal, wood, plastic, and cardboard).
- We are a member of VANA in relation to the producer responsibility we have for the packaging we use.



Equality & inclusion

We prioritize diversity in our workforce, both in terms of gender, age, ethnicity, physical abilities, disabilities, etc. We strive to recruit and retain employees from different backgrounds and perspectives in order to create a diverse workforce. All employees are treated fairly and equally, regardless of their background and qualifications.

Temporary workforce in full-time equivalents (FTE)	Number of permanent employees (FTEs)	Full-time employees (FTE)
0.30	38.7	39.0
2024/2025	2024/2025	2024/2025

We ensure this through value-based management and a flat organizational structure, which ensures short lines of communication between employees and managers. The employee Handbook is also an important tool in ensuring these values and principles.

At SOBY, we have a whistleblower scheme where cases of discrimination or harassment can be reported anonymously. Link to our whistleblower scheme here: <https://start.mussamtale.dk/indberetning/6d164937-1b60-4779-b554-4c8f954b54ee>

We naturally strive to create a workplace where such behavior does not occur. In the 2024/2025 financial year, there have been no reported cases of harassment or discrimination at SOBY. Our goal is to raise awareness of the scheme in 2026, including through the Code of Conduct and the internal Employee Handbook.



We strive to recruit and retain employees from different backgrounds and perspectives in order to create a diverse workforce. All employees are treated fairly and equally regardless of race, gender, religion, age, or sexual orientation. We strive to attract more women to our workforce.

We employ 39 full-time employees (including hourly workers, salaried employees, and \$56 employees with special needs) in the 2024/2025 fiscal year. We want to hire more women to achieve a more equal gender distribution in our workforce. However, when recruiting new employees, we unfortunately rarely receive applications from women, especially for jobs in production.

CSR efforts

SOBY is part of CSR Skive, a non-binding partnership for companies in the Skive area that want to collaborate with the job center on social responsibility and a labour market for all. In January 2025, SOBY received the “CSRpeople” award for 2024 from CSR Skive.

Male employees (FTE)

32.5

2024/2025

Number of female full-time employees (FTEs)

6.50

2024/2025

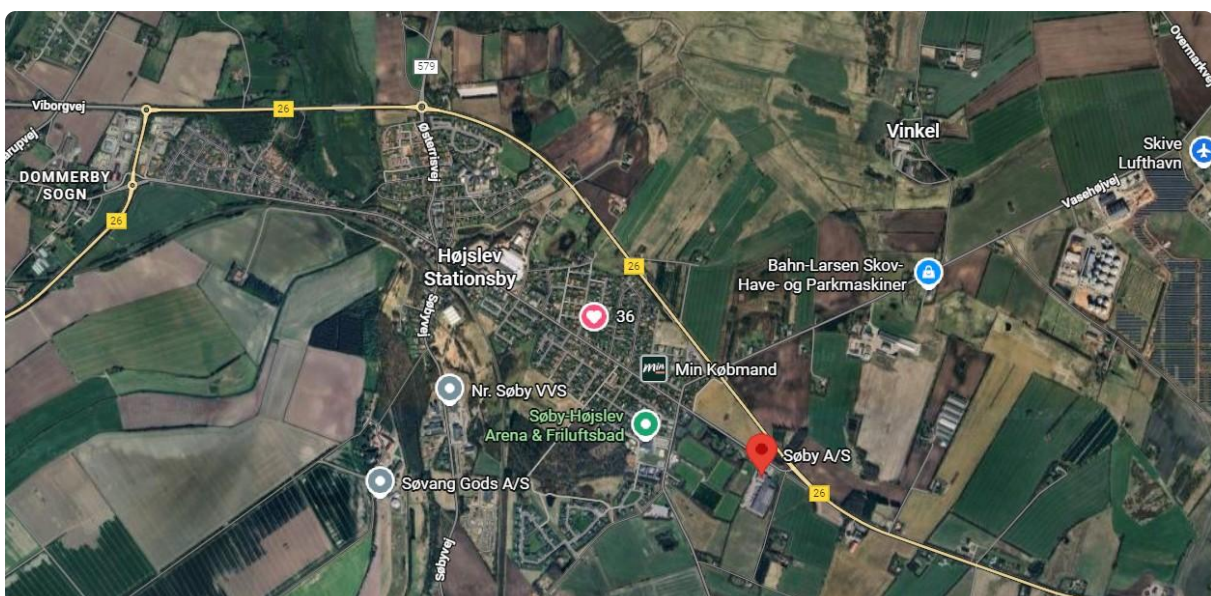
SOBY contributes to CSR efforts by employing unemployed individuals who face challenges entering the labour market, by working to retain employees, preventing sickness absence, and by offering internships, job training, and assessment opportunities for vulnerable citizens.



“At SOBY, we have for three generations been a proud supporter of life in our local community – one could say it is part of our DNA. A large part of our workforce lives in the local area, which is why it is important to us to contribute to the local community. We do so by supporting local associations and individual initiatives in the area. We also make a conscious effort to support local businesses in the Skive municipality through the purchases we make as part of our operations”.

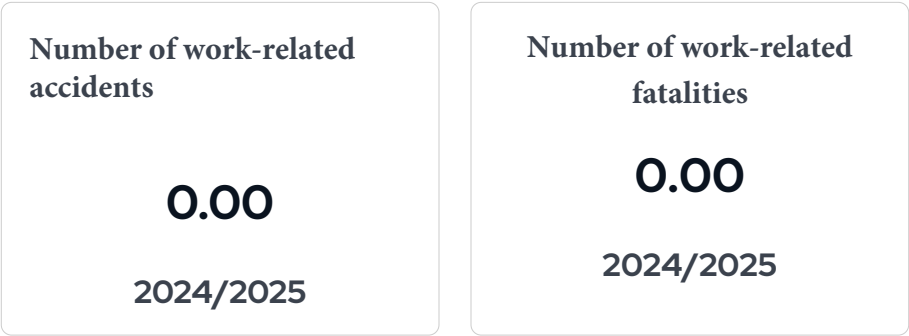
Morten & Mette Frantsen

SOBY A/S



Health & safety at work

We continuously work to ensure working conditions that promote well-being and a healthy work–life balance for our employees. This includes, among other things, offering flexible working hours, demonstrating flexibility, and providing the option of working from home where relevant.



We take the safety and well-being of our employees very seriously. All employees receive safety training, and we work continuously with occupational safety, including conducting two annual safety inspections. Our goal is a workplace free of accidents.

- All new employees are introduced to the company’s health, safety and environmental policies by the safety manager.
- The Working Environment Organisation (AMO) is responsible for the day-to-day safety efforts and holds 8–10 meetings annually.
- Safety management and safety representatives are trained in occupational safety and are therefore part of the AMO.
- The cooperation committee, which represents employees from both production and administration, holds six annual meetings focused on well-being and cross-organisational collaboration.



- We ensure that our employees take adequate breaks, which are defined for both hourly-paid and salaried employees and, like all other rights and obligations, are described in our Employee Handbook.

Wages, collective agreements & training

SOBY is a member of the employer organisation TEKNIQ and, through this membership, complies with the applicable collective agreements. We offer all employees competitive terms of employment. Management is not covered by the collective agreement and is therefore not included in the 93% of employees who are covered by a collective agreement. We have two employee representatives, one representing skilled workers and one representing unskilled workers. The employee representatives are offered ongoing relevant training.



Education

We place a strong emphasis on employee education and training to ensure relevant skills development and continuous professional growth among our employees.

Average training hours for female employees 18.0 2024/2025	Average number of training hours per male employee 28.3 2024/2025
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In the 2024/25 financial year, production employees completed a total of 806 hours of training, while salaried employees, including management, completed 230 hours of training. In total, the workforce, including management, completed 1,036 hours of education and training in 2024/25.

The primary focus has been on training and education related to sustainability and the green transition, as well as courses in ergonomics, safety, leadership and technology.

In addition to continuing education, we employed 1–2 apprentices during the 2024/25 financial year. One apprentice completed their apprenticeship during the year, and a new apprentice was hired.

Apprentices and training

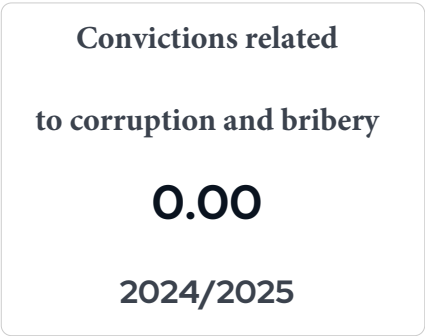
- We educate our apprentices and provide further training in specific areas of the business where necessary to ensure a competent and professionally strong workforce. This enables employees to gain knowledge and skills within new disciplines and technologies.
- We continuously work to attract apprentices to the workplace, thereby contributing to education and helping to secure the future workforce.



- We also work continuously with further training of our employees within technical disciplines, CAD design, and internal training programmes delivered by external consultants and instructors in specialised areas such as safety, the green transition, EPDs, ESG, AI, and related topics.

Corruption & bribery

At SOBY, we have a zero-tolerance policy towards corruption. Throughout the company’s history, we have never been involved in corruption or bribery and have therefore not been subject to any related convictions. In 2025, we developed and launched a Code of Conduct, which we use as part of our dialogue with suppliers and business partners.



We have also implemented an anonymous whistleblower scheme for reporting suspicious activities. A link to the whistleblower scheme can be found under the section “Equal treatment and inclusion”. Gifts received by the company, for example from suppliers during the Christmas period, are distributed among all employees through a lottery held on the last working day before Christmas.



Data overview

This is an overview of all data from VSME Basis Baseline.

Introduction to the company	2024/2025
Sustainability is part of the vision, strategy, or values	
The company has set goals for its sustainability efforts	
The company works daily to integrate sustainability	
The company communicates internally about environment and climate responsibility	
The company communicates externally about environment and climate responsibility	

Master Data (B1)	2024/2025
Legal form	
Size of the balance sheet	
Net revenue	
Full-time employees	39.0

Practices, policies and future initiatives for transitioning towards a more sustainable economy (B2)	2024/2025
Policies and initiatives supporting areas of sustainable transition	
Publicly available policies	
Policies with targets	
Future initiatives	

Energy consumption (B3)	2024/2025
Energy sources	
Electricity consumption	
Electricity from renewable sources	
Electricity from non-renewable sources	
Total fuel consumption	
Fuel consumption from renewable energy sources	
Non-renewable fuel	
Energy consumption from fossil sources	568 MWh
Energy consumption from renewable sources	342 MWh
Energy consumption	3,369,096 MJ

CO2 (B3 - continued)	2024/2025
CO2e scope 1	175 ton
CO2e scope 2 location-based	26.9 ton
Location-based CO2 intensity	
Pollution of air, water and soil (B4)	2024/2025
The undertaking reports on pollution	
Biodiversity (B5)	2024/2025
Biodiversity-sensitive locations	1.00
Biodiversity-sensitive area	1,760 m²
Total use of land	4.70 ha
Total sealed area	2.53 ha
Nature-oriented area on-site	0.56 ha
Nature-oriented area off-site	

Water (B6)	2024/2025
Water consumption	280 m ³
Water withdrawa	280 m ³
Activities in high water-stress areas	
Water withdrawal in high water-stress areas	
Production processes with significant water consumption	
Water consumption from production processes	

Resource use, circular economy and waste management (B7)	2024/2025
The company applies principles of circular economy	
Amount of waste generated	322 ton
Amount of hazardous waste generated	0.31 ton
Radioactice waste	
Amount of waste prepared for recycling	317 ton
Amount of waste reused	0.00 ton
Processes are being carried out that involve significant material flows	

Workforce (B8)	2024/2025
Permanent employees in full-time equivalents	38.7
Temporary employees in full-time equivalents	0.30
Employee turnover	

Health and safety (B9)	2024/2025
Number of recordable work-related accidents	0.00
Work-related accidents per 100 employees	
Number of registered work-related fatalities	0.00
Remuneration, collective bargaining and training (B10)	2024/2025
The average hourly salary for male employees	
The average hourly salary for female employees	
Pay gap between male and female employees	
Employees covered by collective bargaining agreements	93.0 %
Average number of hours male employees have received training	28.3
Average number of hours female employees have received training	18.0

Convictions and fines for corruption and bribery (B11)	2024/2025
Convictions for the violation of anti-corruption and anti-bribery laws	0.00
Amount of fines for violation of anti-corruption and anti-bribery laws	

Comments on the report

The report is not verified by an independent third party. Although we have made efforts to ensure that the content of the report is accurate, there is no guarantee regarding its accuracy and/or completeness, and we therefore disclaim any liability for any damage or loss that may arise from actions taken based on the report.