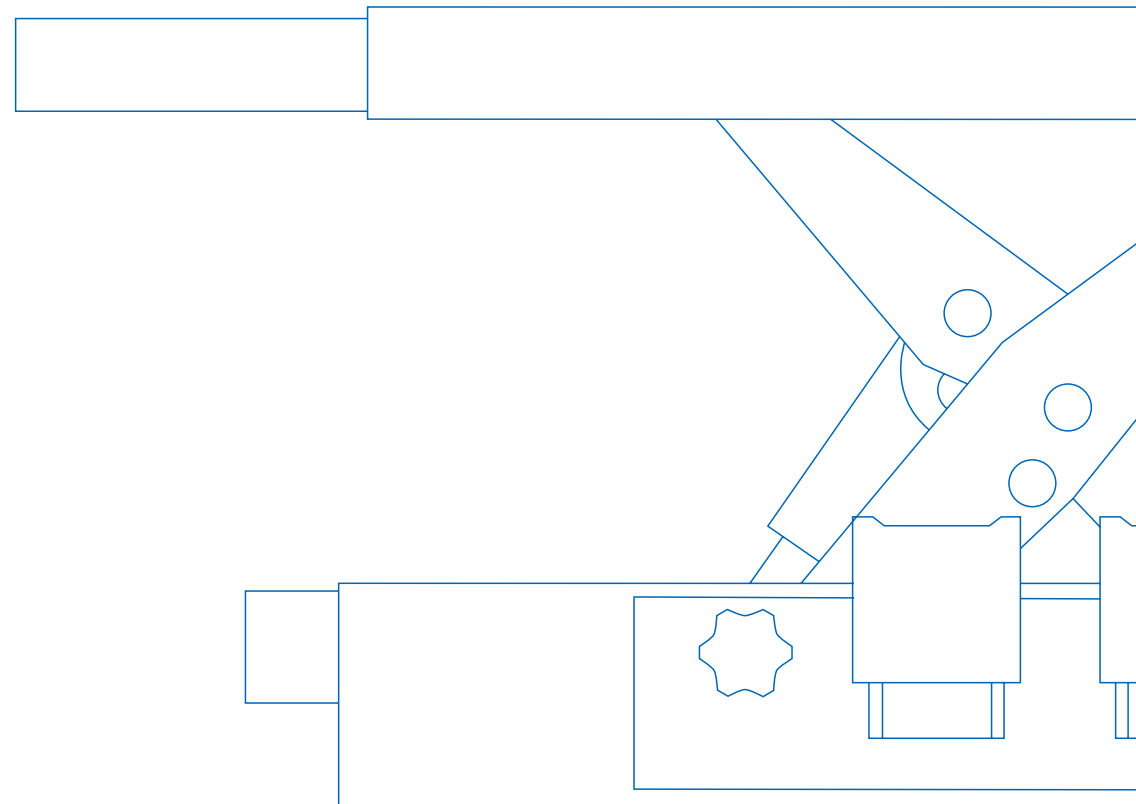




AC HYDRAULIC
NO COMPROMISE

Sustainability Report 2023





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Note

This is AC Hydraulic's first ESG Report, with a primary focus on establishing a solid data foundation. The report's narratives and initiatives reflect our own activities and sustainability efforts in 2024, while the ESG data (E, S and G) is presented for 2023 at group level by AC Group – our parent company and the group we are part of.

"Past achievements are not always enough to meet the challenges of the future, and we know that it requires continuous development and innovation to live up to our commitments to sustainability. "

Frederik Anker Christensen, Chief Executive Officer AC Hydraulic A/S

Since AC Hydraulic was founded in 1958, we have been driven by a passion for quality, innovation, and durable products. As a family-owned company spanning four generations, we build on solid craftsmanship and strong relationships with customers and suppliers.

Our commitment to sustainability is deeply rooted in our values, and we continuously strive to enhance our environmental and social responsibility across the entire value chain – from product development to daily operations.

In a world where sustainability plays an ever greater role, we are determined to be an active participant in shaping a more sustainable future.

At AC Hydraulic, we see it as our responsibility to ensure that our products not only meet the highest standards of performance but also reflect our commitment to a more responsible and green future.

We are proud of the progress we have made in 2024, but we are fully aware that our sustainability journey is far from complete. Every day, we learn more about how we can improve our processes and products, and we strive to set new and ambitious targets.

Past achievements are not always enough to meet the challenges of the future, and we know that it requires continuous development and innovation to live up to our commitments to sustainability.

It is the engagement and expertise of our employees that drive this progress, and it gives us the strength to continue raising the bar – both internally and in collaboration with our suppliers and customers.

Sincerely,

Frederik Anker Christensen
Chief Executive Officer
AC Hydraulic A/S



AC Hydraulic develops and manufactures professional lifting equipment for automotive workshops, agriculture, mining, and aviation. Quality, safety, and reliability are at the core of our work, and all equipment is produced in Denmark with a focus on advanced technology and solid craftsmanship.

Our solutions are designed to deliver high performance and long durability – even in demanding environments – and are used by customers worldwide.

AC Hydraulic

“Sustainability is an integral part of our values, and we work continuously to strengthen our environmental and social responsibility from product development to daily operations.”

Frederik Anker Christensen, Chief Executive Officer AC Hydraulic

Markets

AC Hydraulic manufactures professional lifting equipment for automotive and van workshops, trucks and buses, agriculture, aviation, and mining. Our products, known for their high quality, design, and safety, are developed and manufactured in Denmark, where we place great emphasis on precision and durability.

Regardless of the industry we serve, our goal is to provide solutions that enhance efficiency and safety at work. Our equipment is used for precise and secure repairs in workshops and to lift heavy-duty vehicles such as trucks and buses.

In the agricultural sector, our equipment is designed to handle large and complex machinery requiring robust technology for efficient maintenance. We also supply specialized equipment for the aviation industry, where safety and precision are paramount, as well as for mining, where our

products can withstand extreme conditions. Our broad portfolio of solutions ensures that we can meet the specific needs of diverse industries.

AC Hydraulic exports products to more than 50 countries. Our global network of carefully selected partners ensures that customers worldwide have easy access to AC Hydraulic's products and support.

In Europe, our equipment is a fixture in most modern workshops, and in 2024 we further strengthened our global presence with the establishment of a new warehouse and office in the United States, improving our service and accessibility in the North American market. We continue to expand our global footprint to meet demand from both new and existing customers.

Ownership and History

AC Hydraulic was founded in 1958 by Anker Christensen as a family-owned blacksmith business in Viborg. Initially, the

company focused on producing workshop and truck cranes, and over the years the product portfolio has expanded to include lifting equipment for industries such as automotive workshops, agriculture, mining, and aviation.

Today, the company is led by Frederik Anker Christensen, who, as the fourth generation, continues to build on the company's strong traditions of quality, safety, and reliability.

Currently, AC Hydraulic focuses on innovation and international expansion, while maintaining our core values and family ownership. Our ambition is to continue being a trusted partner delivering premium equipment to demanding industries.

Quality and Responsibility

Sustainability is an integral part of our approach to products, production, and service. By developing long-lasting solutions, we reduce the need for new materials and support a circular economy. We offer up to

10 years of warranty on selected products and access to certified spare parts for up to 15 years, ensuring operational reliability and minimised resource use for our customers.

Our production remains in Viborg, where we combine advanced technology with solid craftsmanship to ensure high quality and energy efficiency. With ISO 14001 certification, we work systematically to minimise our environmental footprint throughout the value chain – from responsible sourcing of raw materials with certificates of origin to ongoing optimisations that reduce energy consumption and waste.

AC Hydraulic

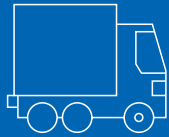
Value Chain

At AC Hydraulic, we work systematically to reduce our environmental footprint across the entire value chain – from raw materials to production, warehouse management, and transport. We ensure efficient distribution and close collaboration with our distributors, so customers receive the expected quality and support throughout the



RAW MATERIALS AND PROCUREMENT

Our production is based on steel, aluminium, and iron, which we purchase through Danish distributors in collaboration with European steel mills. All our steel is supplied with certificates of origin, ensuring traceability and responsible use of raw materials.



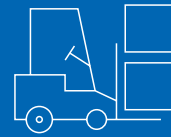
TRANSPORT AND LOGISTICS

The purchased raw materials are primarily transported by truck from Europe to our production site in Viborg. Iron and aluminium are shipped to Europe and then transported further by truck. We continuously optimise our transport solutions to reduce the environmental footprint and secure an efficient supply chain.



PRODUCTION

All production takes place at our own factories in Viborg, where we process steel through bending, laser cutting, and surface treatment. A smaller share of components comes from carefully selected subcontractors, but the majority of production is fully integrated, ensuring quality and efficiency.



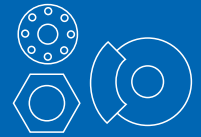
WAREHOUSING AND DISTRIBUTION

We manufacture and deliver on demand to avoid large inventories. Our decentralised warehouse in the USA ensures fast delivery to the American market. After production, our products are transported by truck, rail, ship, or air depending on customer needs and destination.



CUSTOMERS AND END USERS

Our customers are professional distributors of workshop equipment, carefully selected for their expertise and market knowledge. They serve as our distribution channel, ensuring that products reach end users with the necessary support.



SERVICE AND SPARE PARTS

We offer comprehensive service and support, including up to 10 years of warranty on selected products and access to certified spare parts for up to 15 years. Our technical support ensures that customers can keep their equipment in optimal condition.





AC Hydraulic

Our Stories

At AC Hydraulic, we are dedicated to sustainable initiatives that reduce environmental impact and promote responsible production. We develop long-lasting products, work with CO₂ calculations, and explore opportunities for self-sufficient energy. In addition, we are investigating CO₂-neutral jacks and have taken the first steps toward electrifying the transport sector with an innovative battery table.

Long-Lasting Products and Responsible Resource Use

We develop products with a long service life, which reduces the need for frequent replacements and lowers both waste and resource consumption. To support this, we offer up to 10 years of warranty and ensure access to spare parts for up to 15 years, allowing our customers to maximise the value and long-term use of their equipment.

Our production is based on steel, aluminium, and iron, which we source through Danish distributors in collaboration with European steel mills. All steel is supplied with certificates of origin, ensuring traceability and responsible use of raw materials.

To minimise waste and resource consumption, we have implemented systematic waste sorting and handling of residual materials in production. In addition, we maintain a strategic

focus on local suppliers, which helps reduce our CO₂ footprint.

Through material choices, resource-efficient initiatives, and a long-term product strategy, we work systematically to create more sustainable and responsible production that benefits both customers and the environment.

Transition to Electrification of the Transport Sector

As part of our first steps toward electrification of the transport sector, AC Hydraulic has developed an innovative battery table designed to meet the specific requirements workshops face when working with electric vehicles.

This new product is built to handle the heavy and complex batteries in electric vehicles and has been designed with both safety and efficiency in mind. The battery table is engineered to lift and position batteries, engines, and other

heavy components safely and efficiently when working underneath vehicles. With a capacity of up to 1,200 kg, the table can handle even the largest and most delicate batteries. This tool enables workshops to perform complex tasks more safely and with greater precision.

Our battery table has been developed not only with ergonomics and safety in mind but also with sustainability at its core. The product is designed for long service life and can be used for multiple purposes in workshops. For example, the removable top makes the table a flexible work tool.

This flexibility optimises workflows and reduces the need to purchase multiple tools, thereby lowering resource consumption.

The battery table is an important step in our ongoing efforts to develop future-proof solutions. By creating tools

that support the maintenance of electric vehicles, we actively contribute to the green transition of the automotive industry.

Product-Level CO₂ Calculation

At AC Hydraulic, we have strengthened our sustainability efforts by introducing CO₂ calculation at product level. In collaboration with Quantified Impacts, we have developed a system that enables us to calculate the exact CO₂ impact of every product in our portfolio.

By using data from our ERP system, we can analyse all the materials and subcomponents that go into our products, providing improved insight and opportunities for optimisation.

The system calculates the CO₂ impact based on the raw materials used and their respective suppliers, giving us detailed insight into how our production affects the environment.

For example, we have already calculated the CO₂ footprint of our scissor jacks, and our goal is to extend this to all our product series.

This insight not only enables us to optimise our internal processes but also allows us to provide our customers, particularly OEM customers, with precise data on how our products affect their value chain. This means we can help them reduce their own CO₂ impact by choosing the most sustainable components. In this way, product-level CO₂ calculation becomes an important tool for both us and our customers in advancing towards more sustainable production.

We see this initiative as part of a broader strategy, where better decisions are made based on precise data. By knowing our CO₂ footprint at product level, we can take concrete steps to reduce our overall environmental impact and meet the growing demands from customers and partners for sustainability and transparency.

CO₂-Neutral Jacks: Innovation and Responsible Material Choices

At AC Hydraulic, we are fully aware that a significant part of our total CO₂ emissions comes from the procurement of raw materials such as steel, aluminium, and iron. While we already work with responsible resource use and recycling of

residual materials to minimise waste, we continue to explore new solutions that can further reduce our climate footprint.

Our production is optimised with advanced technologies such as robotic welding and laser cutting, ensuring precise and efficient processes with minimal material waste. We purchase steel via Danish distributors in collaboration with European steel mills, and all steel is supplied with certificates of origin to ensure traceability and a responsible supply chain.

As part of our long-term sustainability efforts, we are exploring the possibility of developing CO₂-neutral jacks using green steel from our suppliers. Fossil-free steel would significantly reduce emissions from our products and strengthen our contribution to a more sustainable industry. By investing in new materials and technologies, we are committed to combining high quality and performance with responsible and climate-friendly production.

Commitment to ESG Targets and Focus Areas

At AC Hydraulic, we are committed to following AC Group's ESG targets for 2030 and the annual ESG initiatives set for 2025.

We actively work to reduce our environmental impact, ensure good working conditions, and strengthen responsible business practices. Our employees play a central role in our sustainability strategy. Through apprenticeship programmes, flex-job arrangements, and targeted upskilling, we invest in competence development and workforce diversity.

In addition, we collaborate with local schools and support charitable initiatives to contribute positively to society. By combining sustainable solutions in our production with strong social engagement, we are dedicated to fulfilling our commitments and creating long-term value for employees, customers, and society alike.



Our Certifications

Our certifications are an integral part of our focus on quality, sustainability, and safety, supporting our ambition to run a responsible business that creates value for both customers and society.

ISO 9001 – Quality Management

ISO 9001 is an international standard for quality management systems (QMS) that ensures AC Hydraulic meets strict requirements for quality and compliance. The certification commits us to continuously document our processes, work systematically with improvements, and ensure effective methods for quality management throughout the value chain.

ISO 14001 – Environmental Management

ISO 14001 sets the standard for environmental management systems and commits us to identifying, managing, and reducing our environmental footprint. We focus on minimising resource use, reducing waste, and lowering our CO₂ footprint.

CE Marking

All our products carry the CE mark and comply with EU requirements for safety, health, and environmental protection. CE marking guarantees that our products have been tested and approved according to European standards, allowing them to be freely marketed within the EU.



AC Hydraulic

Strategy House

Sustainability is not just an ambition, but part of our Strategy House and the foundation for creating value for customers, employees and society.

NO COMPROMISE as our shared foundation

Our strategy house is built on the core value NO COMPROMISE, which forms the foundation for the entire AC Group. It is our shared approach to quality, ethics, and responsibility – and a guarantee that we never compromise on what truly matters.

This value permeates everything we do and drives our ambition to achieve the highest standards of responsibility and sustainability. It commits us to continuously seek improvements – not for the sake of improvement itself, but to create long-lasting value.

Sustainability in Practice at AC Hydraulic

For AC Hydraulic, the strategy house is a concrete framework that connects our business ambitions with our commitment to responsible development.

Our vision is to be the most reliable partner for the automotive industry – a commitment that extends to quality, innovation, and the way we collaborate with customers and suppliers.

We aim for annual growth of 10%, but never at the expense of our principles. When we work with sustainability, it is about more than the environment.

It is also about ensuring professional excellence, fair working conditions, and long-lasting solutions – both for ourselves and for the partners we collaborate with.

With the strategy house as our foundation, we develop solutions that make a practical difference. This includes efficient resource utilisation, collaboration across the value chain, and investments in technologies that promote safety and user-friendliness.

In other words, the strategy house is not only a goal – it is a method for transforming our values into concrete action.



AC Hydraulic

Materiality Assessment

Materiality Assessment at AC Hydraulic

To identify the most relevant sustainability topics, AC Hydraulic has conducted a double materiality assessment. This assessment combines both the financial and impact dimensions, enabling us to identify how we affect our surroundings – both positively and negatively – and how sustainability topics affect our own operations, development, and reputation.

Our Approach: Bottom-Up Method

We have applied a bottom-up approach, where the assessment is carried out at company level and then consolidated into a group-wide evaluation.

This approach ensures that the assessment reflects our specific context, activities, and risks – and provides a clear picture of how our business both affects and is affected by sustainability topics.

To ensure relevance and accuracy, we have assessed the significance of various topics based on both their impact on

society and their influence on our business. The most material topics have been identified according to risk, opportunities, and strategic importance for AC Hydraulic.

Key Finding from the Double Materiality Assessment: CO₂ Emissions and Climate Change

One of the topics highlighted across the Group – and a top priority for AC Hydraulic – is the reduction of CO₂ emissions and improved energy efficiency. This is crucial both for the environment and for our ability to run a cost-efficient and future-proof production.

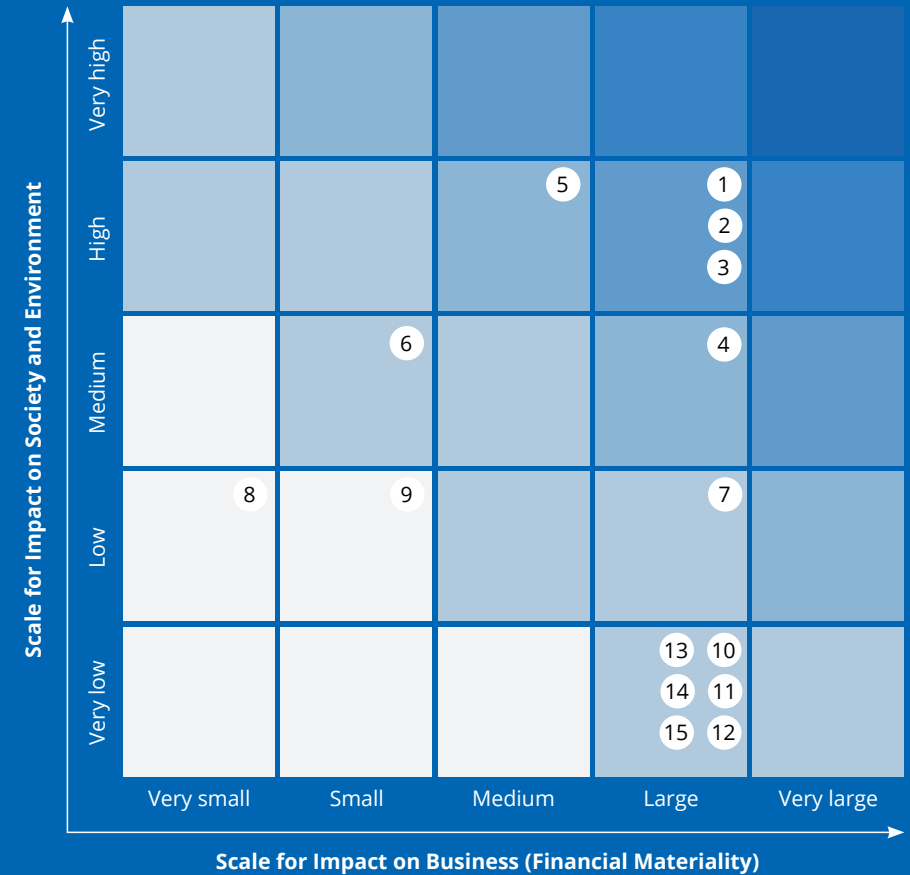
Based on the Group's overall assessment, joint ESG targets have been set towards 2030, along with concrete initiatives for 2025. AC Hydraulic actively works to translate these targets into action, focusing on the issues we have identified as most material.

Shared Goals – Local Anchoring

Based on the Group's consolidated assessment, common ESG targets have been set for 2030 and specific

initiatives for 2025. AC Hydraulic is actively working to implement these targets, rooted in the topics we have identified as most material to our business.

- 1 E1 - Climate Change: CO₂ Emissions
- 2 S1 - Own Workforce: Occupational Health and Safety
- 3 E5 - Resource Use and Circular Economy: Product Circularity
- 4 S4 - Consumers and End Users: Safety Risk
- 5 S1 - Own Workforce: Discrimination
- 6 E5 - Resource Use and Circular Economy: Waste Management
- 7 G1 - Business Conduct: Business Potential
- 8 E5 - Resource Use and Circular Economy: Hazardous Waste
- 9 E3 - Water and Marine Resources: Water Consumption
- 10 G1 - Business Conduct: Recruitment Challenges
- 11 G1 - Business Conduct: IT Security and Digitalisation
- 12 G1 - Business Conduct: Microeconomic Conditions in Key Markets
- 13 G1 - Business Conduct: Resource and Supply Security
- 14 G1 - Business Conduct: Geopolitical and Macroeconomic Conditions
- 15 G1 - Business Conduct: Environmental Taxes on Resources



Risk	Description of Risk Type	Category	Potential Impact	Planned Activities / Preventive Actions	ESRS Standard
CO ₂ Emissions	AC Hydraulic's production relies on energy-intensive processes and raw materials such as steel, which contribute significantly to Scope 1 and 2 emissions. We are preparing for upcoming CO ₂ taxes and regulations that may have financial implications, while also viewing green initiatives as an opportunity to strengthen competitiveness.	Own Operations	<p>Increased costs as a result of CO₂ taxes and energy prices.</p> <p>Enhanced competitiveness and reputation through early implementation of green solutions.</p> <p>Potential for financial benefits through reduced energy consumption and improved efficiency.</p>	<p>Monitor the development of green energy alternatives and integrate them into production.</p> <p>Continue dialogue with suppliers on green materials, including SSAB's work with green steel.</p> <p>Implement internal energy-saving initiatives and ensure compliance with future regulations.</p>	E1 - Climate Change
Occupational Health and Safety	Our production environment involves health and safety risks due to physically demanding work and heavy machinery. We have established strong safety procedures and continuous training, which have significantly reduced the number of workplace accidents.	Own Operations	<p>Reduced risk of workplace accidents through continuous improvements in safety procedures.</p> <p>Positive reputation as a safe workplace that can retain and attract employees.</p>	<p>Ensure continuous updates of safety procedures and employee training.</p> <p>Maintain and upgrade production equipment to minimise risks.</p> <p>Sustain regular safety inspections and quality control.</p>	S1 - Own Workforce
Non-Discrimination	It remains a challenge to attract and retain women in production within a male-dominated industry. We support an inclusive working environment with flexible arrangements such as flex jobs, sheltered employment, and senior agreements that promote well-being and diversity.	Own Operations	<p>Increased diversity can strengthen innovation and employee satisfaction.</p> <p>Risk of talent loss if diversity and inclusion are not prioritised.</p> <p>Positive reputation as an inclusive workplace can improve recruitment and retention.</p>	<p>Promote diversity by adapting recruitment strategies and working conditions to attract more women.</p> <p>Maintain and develop flexible arrangements such as flex jobs, sheltered employment, and senior agreements.</p> <p>Continuously evaluate the working environment to ensure equal opportunities and inclusion.</p>	S1 - Own Workforce
IT Security	Our operations are highly dependent on IT systems, making cybersecurity a critical priority. With robust group-level security measures, we continuously work to strengthen IT security to avoid operational disruptions and maintain customer trust.	Own Operations	<p>Risk of operational downtime that may affect production and deliveries.</p> <p>Increased costs for system recovery and security enhancements.</p>	<p>Intensify employee training in cybersecurity to reduce human error.</p> <p>Ensure continuous updates of IT security systems and software.</p>	G1 - Business Conduct

Risk	Description of Risk Type	Category	Potential Impact	Planned Activities / Preventive Actions	ESRS Standard
Business Potential	Changes in market and societal trends, particularly within the automotive industry, create both challenges and opportunities. By focusing on emerging trends and customer needs, we adapt our business model and develop solutions that meet the demands of the future.	Own Operations	<p>Risk of losing competitiveness if the company fails to adapt quickly enough.</p> <p>Potential growth by developing solutions that strengthen customers' business.</p>	<p>Monitor and analyse market trends to identify new business opportunities.</p> <p>Continue investing in research and development to strengthen innovation.</p> <p>Build close partnerships with customers to better understand their needs.</p> <p>Focus on sustainability and future-proof solutions in product development.</p>	G1 - Business Conduct
Recruitment Challenges	We face challenges in attracting and retaining qualified labour, particularly in an industry and geographic area with high competition for talent. Our working environment and company culture play a crucial role in positioning us as an attractive workplace.	Own Operations	<p>Labour shortages may lead to reduced production capacity and increased recruitment costs.</p> <p>Positive impact on employee satisfaction and retention through strengthening of company culture.</p>	<p>Maintain and strengthen existing employee benefits such as canteen services, social activities, and a positive company culture.</p> <p>Introduce new initiatives such as employee fitness and weekly group training to promote health and well-being.</p> <p>Establish partnerships with educational institutions to attract young talent and promote upskilling in relevant areas.</p>	G1 - Business Conduct
Waste Management	During production, waste is generated from oil, paint, and chemicals, which is handled responsibly through waste management partners to minimise environmental impact. In addition, steel scraps are recycled, reducing resource waste and reinforcing our focus on sustainability.	Own Operations	<p>Reduced environmental impact through proper waste management and recycling.</p> <p>Risk of sanctions and costs if waste management does not meet regulatory requirements.</p> <p>Opportunity for financial savings and increased sustainability through better resource utilisation.</p>	<p>Maintain cooperation with specialised waste management partners to ensure proper disposal of hazardous waste.</p> <p>Optimise processes such as laser cutting and CNC machining to minimise waste.</p> <p>Increase focus on recycling and continuously improve waste sorting in production.</p>	E5 - Resource Use and Circular Economy
CO ₂ Emissions (Scope 3)	There is a significant amount of CO ₂ emissions in Scope 3, primarily resulting from the use of raw materials such as steel and from transportation in the supply chain. Although we already source from European mills using recycled steel, Scope 3 remains a major source of emissions and a priority for future sustainability initiatives.	The Entire Value Chain	<p>Increased costs as a result of future CO₂ taxes on raw materials and transport.</p> <p>Opportunity to strengthen the sustainability profile by reducing emissions through partnerships and technological improvements.</p> <p>Risk of losing competitiveness if emissions are not reduced in line with industry standards.</p>	<p>Strengthen collaboration with suppliers on green solutions, such as green steel and efficient transport.</p> <p>Analyse the entire value chain to identify further reduction opportunities.</p> <p>Stay updated on legislation and encourage industry innovation that can reduce Scope 3 emissions.</p>	E1 - Climate Change

Risk	Description of Risk Type	Category	Potential Impact	Planned Activities / Preventive Actions	ESRS Standard
Resource and Supply Security	We depend on raw materials such as steel from European suppliers. This reduces exposure to geopolitical and logistical risks, but resource shortages or price increases may still have significant financial and operational consequences.	The Entire Value Chain	<p>Risk of production stoppages or increased costs due to supply disruptions or rising raw material prices.</p> <p>Opportunity to strengthen supply security through long-term contracts and supplier diversification.</p> <p>Potential loss of competitiveness if raw materials become significantly more expensive.</p>	<p>Continue focusing on European suppliers to reduce exposure to global risks.</p> <p>Establish long-term agreements with suppliers to ensure stability in the supply chain.</p>	G1 - Business Conduct
Geopolitical and Macroeconomic	Geopolitical tensions, trade barriers, and currency risks may affect our access to markets and supply chains. We actively work on developing products and strategies that strengthen our competitiveness and resilience in a globalised economy.	The Entire Value Chain	<p>Increased costs due to trade barriers and tariffs.</p> <p>Risk of market restrictions or loss of market share in affected regions.</p> <p>Currency risks that may impact the company's financial performance.</p>	<p>Continue currency risk hedging through banking agreements to reduce financial exposure.</p> <p>Diversify markets to reduce dependency on individual regions.</p> <p>Closely monitor geopolitical developments and adjust strategy accordingly.</p>	G1 - Business Conduct
Microeconomic Conditions in Core Markets	Local economic and political challenges in core markets such as Germany, where a significant share of our revenue is generated, may affect demand and growth opportunities. We diversify our markets and invest in growth opportunities in other regions such as the USA.	The Entire Value Chain	<p>Reduced demand as a result of local financial crises or political changes.</p> <p>Loss of market share due to economic challenges in key markets.</p> <p>Opportunity to mitigate risk by increasing focus on new markets.</p>	<p>Continue investing in new growth markets such as the USA to reduce reliance on single markets.</p> <p>Adapt products and solutions to market needs in affected areas.</p> <p>Maintain monitoring of economic and political conditions in key markets.</p>	G1 - Business Conduct
Environmental Taxes on Resource	Future taxes on resources such as steel, oil, and tyres may impact our financial performance, as production costs could increase significantly. We are preparing by optimising our processes and strengthening collaboration with suppliers to address these challenges.	The Entire Value Chain	<p>Increased production costs that may reduce the company's margins.</p> <p>Opportunity to strengthen the sustainability profile through innovative solutions and materials.</p> <p>Risk of reduced competitiveness if taxes are not managed strategically.</p>	<p>Closely follow the development of environmental taxes and adjust pricing structures.</p> <p>Work with suppliers to reduce resource dependency and improve sustainability in the supply chain.</p> <p>Explore alternative materials and methods that can reduce the cost impact of taxes.</p>	G1 - Business Conduct

Risk	Description of Risk Type	Category	Potential Impact	Planned Activities / Preventive Actions	ESRS Standard
Safety Risk	Products used by end users may involve safety risks if procedures and maintenance are not properly followed. High quality and safety in design minimise these risks, but potential consequences remain in the event of misuse or accidents during operation.	Downstream	<p>Risk of costs related to product liability cases or damages.</p> <p>Loss of reputation if product safety is perceived as insufficient.</p> <p>Opportunity to strengthen the company's market position by communicating high standards for safety and quality.</p>	<p>Introduce QR codes on products to provide easy access to maintenance guides and safety instructions.</p> <p>Ensure continuous product development with a focus on safety and quality.</p> <p>Strengthen communication of safety procedures to end users.</p>	S4 - Consumers and End Users
Product Circularity	Our products are designed for long service life and high recyclability, making them competitive in a time of increased focus on the circular economy. We offer, among other things, a 10-year warranty on construction, a 3-year warranty on hydraulics, and a 15-year spare parts guarantee, all of which contribute to a sustainable product lifecycle.	Downstream	<p>Enhanced reputation as a responsible manufacturer delivering durable and sustainable products.</p> <p>Opportunity to attract environmentally conscious customers through focus on product longevity and recyclability.</p> <p>Reduced costs for customers through long service life and high reliability, which can increase loyalty and market share.</p>	<p>Continue communicating the sustainable features and long warranties of products to customers and stakeholders.</p> <p>Maintain investments in product development to ensure high quality and durability.</p> <p>Work with circular solutions such as extended service agreements and repair offerings to maximise product lifespan.</p>	E5 - Resource Use and Circular Economy



AC Hydraulic

Stakeholders

Stakeholder Engagement

As part of our double materiality assessment, we have focused on engaging both internal and external stakeholders to ensure that our priorities are aligned with relevant needs and expectations.

The assessment has been carried out using a bottom-up approach, with directors and selected employees contributing insights and experience. In addition, we have drawn on data from our biannual employee well-being survey, which provides valuable knowledge about internal priorities and workplace satisfaction.

To understand external perspectives, we have incorporated insights from our customers' and suppliers' ESG reports and engaged in direct dialogue with our largest customers. Furthermore, we have collaborated with external industry partners to gain further knowledge of market expectations and upcoming regulations. This has given us a clear picture of stakeholder expectations and requirements, which we can use to strengthen cooperation and ensure that we meet our shared sustainability goals.

Looking ahead, we are working with the AC Group to further strengthen stakeholder engagement. This includes establishing an internal ESG Steering Committee composed of representatives from all group subsidiaries.

The Steering Committee will ensure continuous dialogue on ESG priorities and make sure that all companies actively contribute to the Group's overall sustainability strategy.

In addition, we will develop frameworks and tools to support the implementation of sustainability initiatives across the organisation. This will create a more consistent and effective approach to our ESG efforts, strengthening both our performance and our relationships with stakeholders.

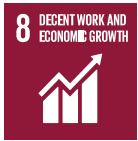
Key Stakeholders and How We Collaborate with Them

Stakeholders	Stakeholder Expectations of AC Hydraulic	Collaboration Methods
Employees	Meaningful work, fair pay and good working conditions, effective safety measures and a safe working environment, as well as a sense of community and strong opportunities for professional development.	Daily dialogue between managers and employees, well-being surveys, cooperation committees, and staff associations.
Customers	Durable and circular products that meet high standards of service and quality, while contributing to reducing CO ₂ emissions across the entire supply chain.	Ongoing dialogue with customers, focus on sustainability in collaborative projects, partnerships, and joint initiatives.
Suppliers and Business Partners	Responsible collaboration where sustainable solutions are prioritised, and where efforts are directed towards transparency and mutual value across the value chain.	Close collaboration with suppliers, focus on joint development projects, implementation of sustainable solutions, and sharing of best practices.
Authorities	Compliance with legislation and active contribution to the green transition.	Dialogue with authorities, collaboration through industry organisations, and participation in joint initiatives.
Local Communities and	Responsibility and positive action to protect the environment and support local communities.	Positive support and active social responsibility through partnerships with local stakeholders, participation in joint events, sports activities and projects, as well as support for local initiatives.

Strategy

UN Sustainable Development Goals (SDG)

Based on the Group's overall assessment, two core Sustainable Development Goals have been selected as the foundation of our sustainability strategy: SDG 8, Decent Work and Economic Growth, and SDG 12, Responsible Consumption and Production. These SDGs provide our framework and ensure that both our long-term 2030 targets and annual initiatives within Environment (E), Social (S), and Governance (G) contribute to sustainable development. Within this framework, we have identified specific targets that we work on strategically to create value for our employees, customers, and society.



SDG 8: Decent Work and Economic Growth

SDG 8 focuses on promoting growth, creating job opportunities, and ensuring decent working conditions for all.

At AC Hydraulic, we contribute to a healthy and fair workforce through education, diversity, and well-being.

Target 8.2: Increase economic productivity through innovation and technology

We focus on promoting growth by implementing the latest technologies and methods to enhance efficiency and sustainability.

Target 8.5: Full employment and equal pay for all

We strive to create an inclusive workplace that ensures equal opportunities and fair conditions for all employees.

Target 8.6: Support youth employment and education

We promote apprenticeship programmes and internship opportunities that prepare young people for the labour market and support their development.



SDG 12: Responsible Consumption and Production

SDG 12 focuses on reducing environmental impact through efficient resource use and less waste.

At AC Hydraulic, we work to promote responsible consumption and sustainable growth throughout the entire value chain.

Target 12.3: Halve global food waste

We actively work to minimise food waste in our canteens and ensure optimal use of resources through planning and awareness.

Target 12.5: Substantially reduce waste generation

We implement effective waste management and recycling systems across all stages of production.

Target 12.6: Encourage sustainable business practices

We encourage companies to work with responsible and sustainable strategies through collaboration and transparency.

Strategy

ESG Targets 2030

AC Group's ESG targets for 2030 have been developed with a focus on taking responsibility for the environment, our employees, and society – across the entire Group.

As EU sustainability regulations evolve, with less emphasis on purely data-driven reporting and more focus on collaboration and concrete actions, we are adapting our approach as a Group.

Building on our core value **NO COMPROMISE**, we are committed to systematically integrating sustainability into every part of our business. We are dedicated to achieving our ambitions responsibly and ensuring that our efforts contribute to a sustainable future – regardless of the challenges ahead.

Environment (E)

2030-ambition

To create more sustainable operations by promoting energy efficiency and resource optimisation across all activities.

2030-målsætning

- Reduce the Group's total CO₂ footprint by 50% in Scope 1 and 2.
- Set reduction targets for the Group's total CO₂ footprint in Scope 3 by 2026.

Social (S)

2030-ambition

To be the most attractive workplace in Viborg, where employee engagement, well-being, social responsibility, and development opportunities are top priorities.

2030-målsætning

- Achieve an average employee well-being score of 85+ across the entire Group.
- Ensure that a minimum of 10% of the workforce consists of flex job employees, apprentices, and trainees.
- Ensure that the Group retains and supports senior employees through targeted initiatives that promote well-being, development, and flexibility.
- Strengthen health and activity initiatives by offering programmes that promote physical well-being.
- Establish learning and development programmes to provide all employees with access to competence development.

Governance (G)

2030-ambition

To run the company with responsibility and transparency, integrating sustainable principles into all management decisions.

2030-målsætning

- Work closely with our suppliers to identify and implement solutions that can reduce CO₂ footprint and resource consumption across the entire value chain.
- Strengthen value chain insights to promote transparency and support responsible and sustainable business practices.
- Reduce the gender pay gap to a maximum of 5% (excluding management) through annual pay analyses and targeted adjustments.
- Achieve 20% gender diversity in top management and 15% in other management levels.

Strategy

ESG Initiatives 2025

To realise our 2030 ambitions, we work each year with concrete initiatives that support our long-term targets within Environment (E), Social (S), and Governance (G).

These initiatives are designed to deliver measurable progress and ensure that we continuously develop in a more sustainable direction. In 2025, we are particularly focused on energy efficiency, circular economy, and employee well-being – all of which contribute to a more sustainable Group.

Environment (E)

— 2025-Initiatives —

- Introduce a green car policy to reduce transport emissions and support the transition to electric vehicles.
- Conduct energy analyses across factories to identify saving potentials and reduce the CO₂ footprint from operations.
- Explore sustainable alternatives to natural gas to reduce dependency on fossil fuels.
- Implement joint waste sorting across all subsidiaries in collaboration with certified waste management partners.

Social (S)

— 2025-Initiatives —

- Maintain well-being scores of 80+ and improve the working environment through continuous employee feedback.
- Increase diversity in the workforce by ensuring that at least 5% are flex job employees and 5% are apprentices and trainees.
- Strengthen health and well-being initiatives by offering health programmes, including physical activity and mental health, with at least three annual activities or events.
- Establish learning and development programmes to ensure that all employees can develop new skills and career opportunities.

Governance (G)

— 2025-Initiatives —

- Engage in closer dialogue with our suppliers to ensure that responsibility and sustainability become shared priorities across the value chain.
- Establish an ESG Steering Committee with representatives from all companies to anchor sustainability throughout the organisation.
- Strengthen sustainability communication through workshops and regular updates for employees and customers.
- Support projects with both social and environmental value, such as partnerships with local sustainability initiatives.
- Develop policies to ensure equal pay and promote gender diversity among employees and within management.



21 Environmental Matters 2023

26 Social Matters 2023

29 Governance Matters 2023

ESG reporting is an area in constant development, and at AC Group we are continuously working to strengthen our data foundation. To ensure a consistent and transparent approach, we have defined common metrics across Environment (E), Social (S), and Governance (G). These metrics form the foundation of our future ESG reports. Our goal is to create transparent reporting that supports our sustainable development.

AC GROUP DATA & ACCOUNTING PRACTICES

ESG Data and Accounting Practices

Environmental Matters 2023

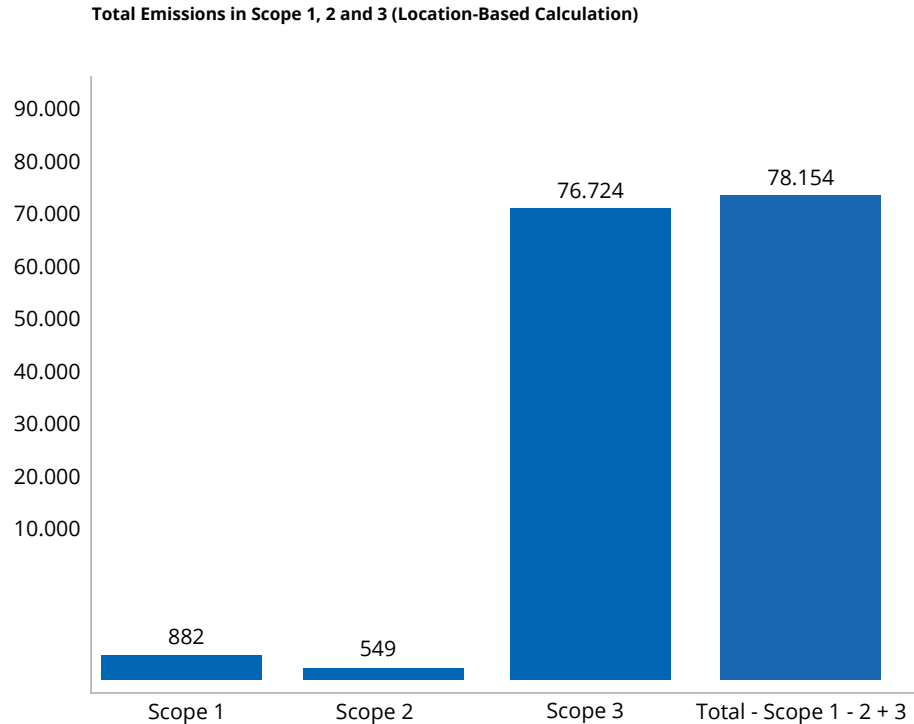
As a Group with companies operating in energy-intensive industries, it is crucial for AC Group to focus on our environmental impact. This section presents key data for 2023, including CO₂ emissions, energy consumption, and related emissions, which are central elements of our reporting.



ESG Data and Accounting Practices

Group CO₂ Emissions

Category	Unit	2023
CO ₂ Emissions		
CO ₂ e scope 1	Tonnes	882
CO ₂ e scope 2	Tonnes	549
CO ₂ e scope 3	Tonnes	76.724
CO ₂ e Total Emissions	Tonnes	78.154



Comments and Accounting Practices

Group CO₂ Emissions
 The total emissions from the Group's activities in Scope 1, 2, and 3 for the financial year 2023 have been calculated at 78,154 tonnes of CO₂e using the location-based method (see figure below). Using the market-based method, the total emissions are calculated at 78,934 tonnes of CO₂e.

Scope 3 accounts for 98% of the Group's total CO₂e emissions, with the majority stemming from purchased goods and services. Specifically, 60,660 tonnes CO₂e originate from purchased goods and services, while an additional 14,731 tonnes CO₂e are related to the Group's capital goods. The most significant source of emissions from purchased goods and services is raw materials, which account for 49,003 tonnes CO₂e.

AC Group A/S' climate accounts for 2023 have been prepared in accordance with the GHG Protocol standards and the requirements of ESRS (E1-5 and E1-6). The calculation of greenhouse gas emissions covers all material emission sources in Scope 1, 2, and 3 and has been carried out according

to the principles of relevance, completeness, consistency, accuracy, and transparency.

Emissions are reported in CO₂ equivalents (CO₂e) and include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and fluorinated gases (HFCs, PFCs, SF₆, and NF₃). Conversion is based on Global Warming Potential (GWP) in accordance with the latest IPCC guidelines.

The climate accounts are based on the principle of operational control, meaning that AC Group includes emissions from activities under its operational control. This covers all emissions from energy consumption in the Group's own production facilities, technical installations, and vehicles, as well as all material emissions from suppliers.

Scope 1 covers direct emissions from the Group's own activities, including the consumption of natural gas, diesel, petrol, and refrigerants. Data is primarily based on consumption data from energy suppliers and calculated using emission factors.

Scope 2 covers indirect emissions from purchased and consumed electricity and district heating. Calculations are based

on both the location-based and the market-based methods. The location-based method applies average emission factors for Western and Eastern Denmark, while the market-based method uses the emission factor of the purchased electricity.

Scope 3 covers value chain emissions and in 2023 has been calculated for 6 out of 15 categories:

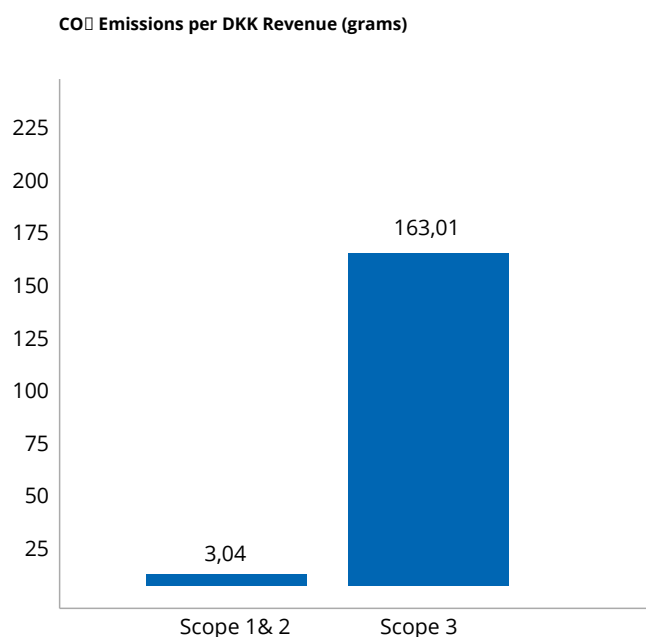
1. Purchased goods and services
2. Capital goods
3. Fuel- and energy-related activities (outside Scope 1 and 2)
4. Upstream transportation and distribution
5. Waste generated in operations
6. Business travel

Scope 3 emissions are primarily calculated using spend-based and average-data methods, applying emission factors based on either financial expenditure or purchased volumes for the respective categories.

ESG Data and Accounting Practices

CO₂ Emissions per Revenue and Progress Towards 2030

Category	Unit	2023
Development in CO₂ Emissions		
CO ₂ Emissions per Revenue – Scope 1 and 2	Gram per DKK	3,04
Scope 1 and 2 Reduction Compared to Baseline Year 2023	%	0
CO ₂ Emissions per Revenue – Scope 3	Gram per DKK	163,01



Comments and Accounting Practices

Development in CO₂ Emissions and 2030 Targets

AC Group has set a target to reduce the Group's total Scope 1 and 2 CO₂ footprint by 50% by 2030 compared to 2023, our baseline year. This target reflects our ambition to lower our climate impact while continuing to develop and expand the business. We are committed to taking responsibility for both our direct and indirect emissions and are working systematically to improve climate efficiency across our entire value chain. The reduction target is part of a broader sustainability strategy, where concrete initiatives and long-term planning ensure more responsible operations and growth.

This is why we measure CO₂ emissions per unit of revenue

To obtain a reliable picture of our climate efficiency, we have chosen to measure CO₂ emissions relative to revenue. CO₂ per unit of revenue shows how effectively we convert energy and resources into value. When we emit less CO₂ for every krone we earn, it means we are becoming more sustainable – even as our business grows.

This method makes it possible to track our climate efforts over time and assess whether we are successfully decoupling economic growth from environmental impact. It is simple to calculate, easy to communicate, and creates a clear link between our business model and our climate targets. This enables both management and employees to engage in a shared direction, where sustainable growth is an integral part of the core business.

Calculation of CO₂ Emissions

CO₂ emissions are calculated by dividing the total CO₂ emissions in Scope 1, 2, and 3 by the annual revenue. The result is expressed in grams of CO₂ per unit of revenue, with 2023 as the baseline year for measuring percentage reduction towards 2030. By continuously comparing the development with economic activity, we obtain an effective management tool that supports both our climate targets and our business direction.

Awareness of Potential Distortion

We are aware that intensity metrics may be distorted by factors such as price changes. Therefore, we always assess the results in connection with the actual development in

production, revenue, and CO₂.

Scope 3 Target

AC Group is already working systematically to reduce Scope 3 CO₂ emissions, and we expect to define a concrete and ambitious reduction target during 2026. Since Scope 3 represents the vast majority of our total climate footprint – while also covering activities outside our direct control – it is necessary to examine both the supply chain and our own processes in greater detail before a robust target can be set.

We therefore assess our development in CO₂ intensity in relation to activity, production levels, and absolute emission figures. We do not use the intensity metric in isolation, but as one of several benchmarks in our climate management. In this way, we ensure that our climate action is genuine, transparent, and anchored in real improvements.

Despite potential distortions, we believe this method is the right one for AC Group. It enables us to grow responsibly while keeping a close eye on our climate efficiency. For us, sustainability is not only about reducing – but about creating more value with fewer resources.

ESG Data and Accounting Practices

Group Energy Consumption

Responsible choices in purchasing and production have for many years been a natural part of our approach. This applies in particular to raw materials such as steel, aluminium, and iron, which represent a significant share of the Scope 3 CO₂ footprint.

These materials are purchased through Danish distributors with close ties to European steel mills, where the focus is on responsible production and documentation. All our steel is delivered with certificates of origin, ensuring traceability and responsible use of resources. This is an integrated part of our work to secure sustainable and verifiable sourcing, giving us a strong foundation for monitoring developments in the value chain and placing requirements on our partners.

We are also aware that our industry is constantly evolving, with new and more sustainable solutions for metal production and processing being introduced on an ongoing basis. We closely follow these developments so that we can actively adopt new technologies and forms of collaboration whenever they strengthen our sustainability profile.

We are continuously working to reduce the environmental impact of transport and logistics. This includes optimising transport solutions, smarter planning, and choosing more climate-friendly modes of transport. In addition, we focus on packaging, waste, and energy efficiency in collaboration with our suppliers.

In the coming year, we will map and analyse these aspects in depth. This will form the basis for setting an ambitious yet realistic Scope 3 target – anchored in data and reflecting the real opportunities and challenges in our value chain.

Category	Unit	2023
Energy Consumption		
Total energy consumption	MWh	6.314
Fossil Energy		
Total fossil energy consumption	MWh	5.741
Coal and coal-based energy	MWh	0
Energy consumption from petroleum products, including LPG	MWh	1.240
Natural gas	MWh	2.336
Consumption of purchased electricity, heating, cooling, and steam from fossil sources	MWh	2.165
Energy consumption from other fossil sources	MWh	0
Percentage of fossil energy in total energy consumption	%	90,93
Nuclear Energy		
Consumption of energy from nuclear sources	MWh	201
Percentage of nuclear energy in total energy consumption	%	3,19
Renewable Energy		
Total renewable energy consumption	MWh	371
Share of renewable energy in total energy consumption	%	5,88
Consumption of purchased electricity, heating, cooling, and steam from renewable sources	MWh	371

ESG Data and Accounting Practices

Water Consumption and Waste for the Group

Category	Unit	2023
Water		
Water consumption	M3	2.682
Waste		
Total waste	Tonnes	214
Hazardous waste	Tonnes	0,22
Landfill	Tonnes	0,17
Recyclable waste	Tonnes	200
Recyclable waste (share)	%	93

Comments and Accounting Practices

Waste

CO₂e emissions from the Group's waste management are calculated in accordance with the principles of the GHG Protocol. This means that only a limited share of emissions from external waste treatment – including incineration, wastewater treatment, and recycling – is attributed to AC Group.

The majority of emissions are attributed to the actors who utilise the waste as energy, raw material, or water resource.

The share attributed to AC Group relates to initial waste collection and handling. The

calculation is based on waste volumes multiplied by emission factors from the UK BEIS database (DEFRA). In line with the GHG Protocol, the most significant emissions from waste are categorised as “outside of scopes” and are therefore not included in the climate accounts.

Data for 2024 is based on records and invoices from Stena, wastewater providers, Marius Pedersen, Abas, Midtjysk Kloakservice, Revas, and Viborg Renovation. Of these, only Stena and wastewater providers are included in this year's calculation, which is consistent with the previous two years.

Water

CO₂e emissions from purchased water are reported under Scope 3, Category 1, and cover emissions from extraction, treatment, distribution, and delivery of water to AC Group.

The calculation follows the guidelines of the GHG Protocol and is based on data from Exiobase, with the emission factor adjusted to Danish water supply. The calculation has been made by multiplying the total water consumption with the relevant emission factor for purchased water in Denmark.

ESG Data and Accounting Practices

Social Matters 2023

At AC Group, we strive to be an attractive and responsible workplace, where employee well-being, development, and engagement are at the forefront. We actively work to create an inclusive working environment, ensure gender equality, and support employee health and safety. This section presents key data on employee satisfaction, gender diversity, equality, and initiatives that contribute to a safe and motivating workplace.



ESG Data and Accounting Practices

Measurement of Social Matters (S)

Category	Unit	2023
Employees		
FTE (Full-Time Equivalents)	Number	252
Female employees	Number	43
Male employees	Number	237
Employee turnover		
Total employees	Number	280
New hires	Number	79
Leavers	Number	60
Staff turnover	%	21
Distribution of employees by age groups		
Under 30 years	%	20
30 - 50 years	%	40
Over 50 years	%	40
Apprentices, trainees, and flex job employees		
Apprentices and trainees	Number	n/a
Flex job employees	Number	n/a
Employees on special employment terms	Number	n/a

Category	Unit	2023
Pay Gap		
Gender pay gap (excluding management)	%	17,3
Gender pay gap (including management)	%	26,6
Employee Satisfaction		
AC Group overall employee satisfaction	%	85
Absence		
Sick leave	%	3,3
Work-life balance		
Employees entitled to parental leave	%	83,5
Women who took parental leave	%	0,82
Men who took parental leave	%	2,45
Collective Agreements		
Employees covered by collective agreements	%	62
Social Employment Value		
Social employment positions	Number	21
Societal value created by social employment positions	DKK	3.827.862

ESG Data and Accounting Practices

Measurement of Social Matters (S)

Category	Unit	2023
Work-related accidents		
Recorded work-related accidents	Number	14
Number of work-related accidents recorded	%	100
Fatalities resulting from work-related accidents	Number	0
Company follows an occupational health and safety policy	%	100

Comments and Accounting Practices

FTE
Full-Time Equivalents (FTEs) are calculated as the average number of full-time equivalents for the entire year 2023.

Employee Turnover
Employee turnover indicates the percentage of employees who left the company in 2023 compared to the average number of employees for the year.

Age distribution
The age distribution is based on employee data from our HR system as of 01/01/2023, divided by year of birth into the following groups: under 30 years, 30–50 years, and over 50 years.

Pay Gap
The pay gap is calculated as the percentage difference between the average monthly salary of male and female salaried employees, converted to full-time equivalents. For hourly-paid employees, wages are determined through the industry's collective agreements and applicable local agreements, which ensure equal conditions across genders.

Gender Pay Gap (Excluding Management)
We have an ambition to reduce the gap to a maximum of 5% by 2030. This will be achieved through a systematic effort, including annual pay analyses and targeted adjustments that support a more balanced pay structure across genders.

Gender Pay Gap (Including Management)
The pay gap between men and women in management reflects

the gender distribution in the industry, where the majority of leaders are men. This impacts the average salary for men in management positions. The overall gender pay gap is therefore higher when management is included. Salaries for the managing directors of the companies are not included in the calculations.

Employee Satisfaction
Employee satisfaction is based on the question: "Overall, how satisfied are you with your job, all things considered?" The weighted percentage scale ranges from 0–100, where 100 is the highest.

Work-life balance
The statement only includes employees as of 31.08.23, all of whom are entitled to family and parental leave. At AC Group, a seniority requirement of nine months applies in order to qualify for paid parental

leave, which affects the calculation. The low proportion of employees who have taken family leave can primarily be attributed to the fact that the majority of the workforce are men, and that many employees are at an age where parental leave is not relevant.

Employees Covered by Collective Agreements
62% of AC Group's hourly-paid employees are covered by the Industrial Collective Agreement. A smaller share of salaried employees are covered by the Industrial Salaried Employees' Agreement, while other employees, including management, are not covered by a collective agreement.

Social Employment Positions
The 21 social employment positions include employees hired under special employment terms, such as flex job employees, apprentices, and individuals with limited attachment to the labour market.

Societal Value Created by Social Employment Positions
The total value of DKK 3,827,862 has been calculated using GROW – the Social Sustainability Calculator, which estimates savings on public benefits and generated tax revenues. The calculation provides an

indication of the economic gain that social employment positions create for society. Our target for contributing to societal value is to increase the total social bottom line by a minimum of 10% each year.

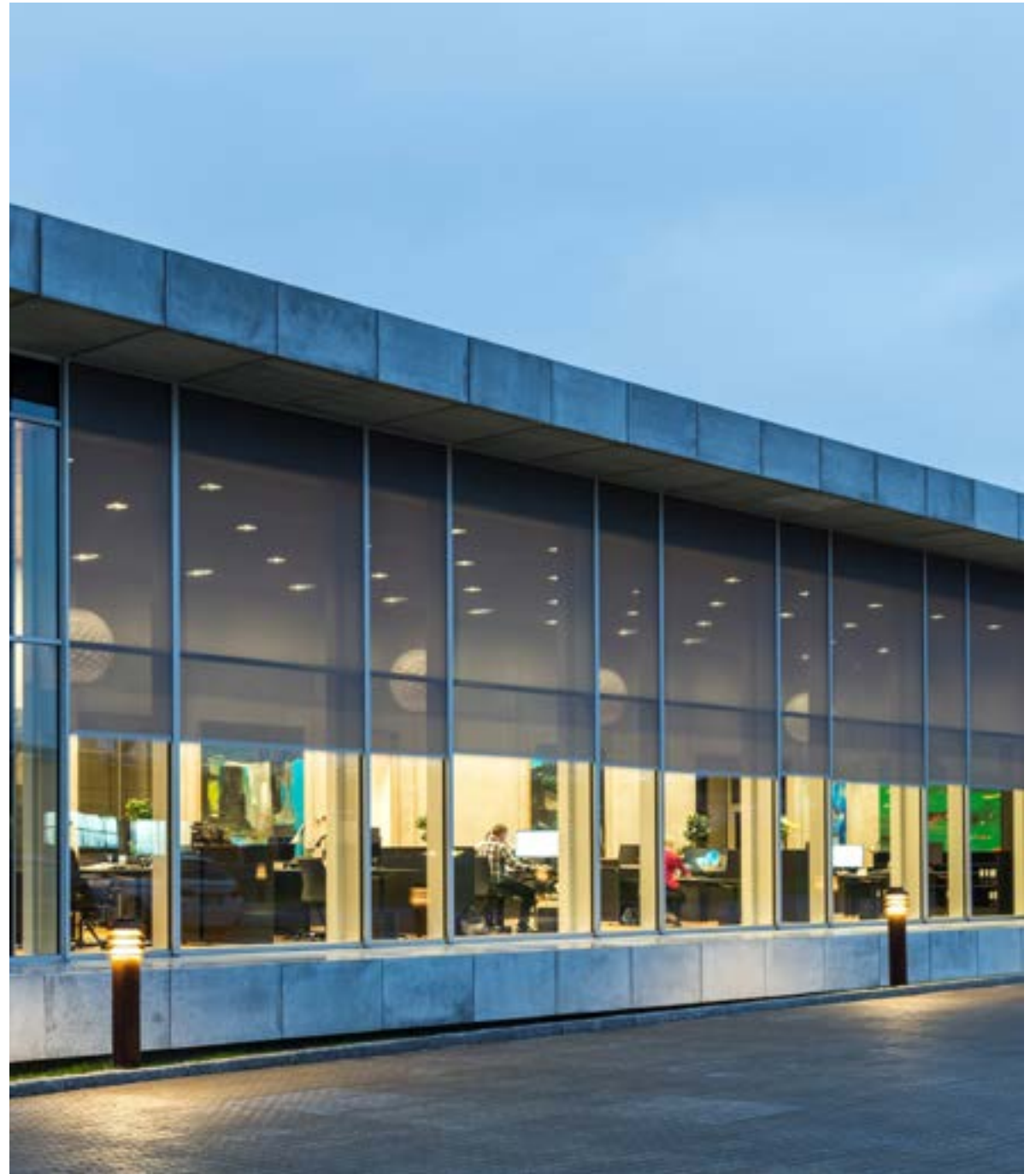
Work-Related Accidents
The reporting of work-related accidents follows the Danish Working Environment Authority's definition and includes incidents that result in absence beyond the day of the accident. However, AC Group records and reports all work-related accidents and injuries, including those that do not lead to absence, providing broader insight into the working environment.

The figures for 2023 therefore include 14 recorded work-related accidents with absence. It is important to emphasise that the vast majority of the recorded accidents are of a minor nature. Continuous and systematic efforts are made to improve safety and prevention, and the occupational health and safety policies of all Group companies comply with legal requirements.

ESG Data and Accounting Practices

Governance Matters 2023

Responsible and transparent governance is the foundation of our Group. We have clear policies for corporate governance, supplier management, and ethical guidelines that ensure we run the business with integrity and accountability. This section presents key data on our governance structures, whistleblower scheme, supplier management, and compliance initiatives that support a robust and sustainable business practice.



ESG Data and Accounting Practices

Measurement of Governance Matters (G)

Category	Unit	2023
Internal Policies		
Employee Handbook	Yes/No	Yes
Occupational Health and Safety Policies	Yes/No	Yes
HR Policy	Yes/No	Yes
Health Policy	Yes/No	Yes
Remuneration Policy	Yes/No	Yes
Recruitment Policy	Yes/No	Yes
Termination Policy	Yes/No	Yes
Sick Leave Policy	Yes/No	Yes
Gender Equality Policy	Yes/No	Yes
Policy for Apprentices, Trainees, and Interns	Yes/No	Yes
Senior Policy	Yes/No	Yes
Pregnancy Policy	Yes/No	No
Parental Leave Policy	Yes/No	Yes
Sexual Harassment Policy	Yes/No	Yes
Anti-Bullying and Harassment Policy	Yes/No	Yes

Category	Unit	2023
Internal Policies		
Meeting Policy	Yes/No	Yes
Home Office Policy	Yes/No	Yes
Email and Calendar Policy	Yes/No	Yes
Social Media Policy	Yes/No	Yes
Alcohol and Substance Policy	Yes/No	Yes
Smoking Policy	Yes/No	Yes
Environmental Policies		
Annual Sustainability Reports	Yes/No	No
Environmental Policy	Yes/No	No
Policy on Waste, Water, Energy, or Recycling	Yes/No	No
Monitoring of Climate-Related Risks	Yes/No	No
Policy for Reducing Climate Impacts	Yes/No	No
Green Company Car Policy	Yes/No	No
Political Donations		
Financial Political Donations Policy	DKK	0

ESG Data and Accounting Practices

Measurement of Governance Matters (G)

Category	Unit	2023
Board of Directors at AC Hydraulic		
Members of the Board	Number	8
Gender Diversity on the Board	%	0
Attendance at Board Meetings	%	100
Management and Executive Team Gender Diversity		
Female Managers	%	7,6
Male Managers	%	92,4
Women in Executive Management	Number	1
Men in Executive Management	Number	10
Whistleblower		
Whistleblower Scheme	Yes/No	Yes
Reports through the Whistleblower Scheme	Number	0

Comments and Accounting Practices

Internal policies

The data covers a range of internal policies implemented across the Group. The Group has developed policies that apply to all companies in key areas such as HR, recruitment, sick leave, and gender equality. These internal policies ensure consistent guidelines and frameworks for employee relations within the Group. The occupational health and safety policy is fully compliant with legal requirements.

Environment policies

The Group has not yet established a common environmental policy, but we are actively working to strengthen our approach to sustainability. Fixed policies for areas such as waste management, energy, and climate have not yet been implemented, but our ambition is to develop and implement these in the coming years.

We aim for a more systematic approach to environmental risks and to introduce a green company car policy to reduce transport emissions and support the transition to electric vehicles.

Political donations

Data has been collected from all Danish companies in the Group. There were no financial donations to political parties in 2023.

The board

Information on the composition of the Board of Directors applies only to AC Hydraulic and reflects the company's local governance structure.

Gender Diversity in Management and Executive Team

We have an ambition to achieve 20% gender diversity in top management and 15% in other management levels by 2030. The current figures reflect the existing industry and historical recruitment patterns, but we are working systematically to increase the share of women in leadership positions through our recruitment strategy and talent development.

Whistleblower

The data covers the number of reports submitted through the whistleblower scheme. No reports were registered in 2023. The Group has an internal whistleblower scheme that complies with legislation on the protection of whistleblowers.



AC HYDRAULIC
NO COMPROMISE

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