

SUSTAINABILITY REPORT

2023



This is OilQuick AB's sustainability report and relates to the financial year 2023. The report covers the parent company OilQuick AB (556066-5530) and all subsidiaries for the same period, which are specified in the administration report. The Board of Directors of OilQuick AB has approved the sustainability report when signing the annual report.

Responsible for the content of the report:
Board of Directors, OilQuick AB

Contact person for questions:

Madeleine Almquist
Sustainability Coordinator OilQuick AB
madeleine.almquist@oilquick.com



1952 Bröderna Soneruds Maskinförmedling is founded. The business concept is based on the brokerage of second-hand agricultural machinery and the like.

1957 Bröderna Soneruds Maskinförmedling becomes Soneruds Maskin AB with the brother John as sole owner.

1959 John starts Svenska Hymas i Hudiksvall AB. The business concept is based on the sale of the Norwegian-made Hymas backhoe loader.

1967-1973 The business grows. New factories for manufacturing are built on the Östra industrial estate in Hudiksvall.

1977 Sea Dump, a self-propelled vehicle for handling sludge in waterways is developed. Exports are mainly to Scandinavian countries, but also to Germany, Australia and Sri Lanka.

1978-1979 Soneruds Maskin AB changes its focus to a development and sales company. The focus is now on patented accessories for backhoe loaders and excavators.

1980 The Grab John excavator bucket with built-in hydraulic grapples is launched. Åke Sonerud, son of John, takes over as CEO.

1993-1994 The company's first attachment for backhoe loaders is launched in 1993. The following year, the company's founder John Sonerud dies.

CONTENTS

The CEO has the floor	5
Business model	7
Our Value Proposition	8
GOVERNANCE	
Governance & responsibility for sustainability aspects	10
Q&A with the Sustainability Coordinator	11
Inner compass	12
UN Global Compact	13
Global objectives.....	13
What affects us, and what do we affects?	14
Stakeholder analysis	14
Materiality	15
Business ethics	16
SOCIAL	
Team OilQuick-our people	18
OilQuick Wellness.....	20
Suppliers	22
Community engagement	23
ENVIRONMENT	
OilQuick's environmental & climate footprint	24
Aftermarket.....	26
Targets & outcomes 2023	28
Risks & opportunities	29
Management & Board OilQuick AB.....	31

THE CEO HAS THE FLOOR

the year 2023 was characterised by challenges that affected not only us but also the entire industry. The volatile global economy with high inflation, high interest rates and uncertainty about the future, together with a continued unstable geopolitical situation, resulted in a slowdown in demand and created a challenging market environment that required both flexibility and adaptability to meet the prevailing conditions.



Despite the challenges we faced, we continued to focus on strengthening our competitiveness and staying true to our long-term strategies and objectives. We concluded significant deals and partnerships, both upstream and downstream, and continued to place great emphasis on our product development. We also prioritised integrating sustainability issues even more deeply into our business.

Being a safe employer and partner, and taking responsibility for our impact in the world around us is of utmost importance to us at OilQuick. Our employees are our most valuable resource, and their well-being and safety is always our top priority. In 2023, we were once again certified as a Great Place to Work® company, something we are very proud of. During the year, we also developed a Code of Conduct for our employees in Hudiksvall and our subsidiaries, and continued to support local health-promoting initiatives through sponsorship, with a particular focus on youth sports.

Looking ahead to 2024, we expect challenges to continue, and our focus is on minimising the effects of the ongoing recession. We also see increasing demands in sustainability, which we want to be well positioned to meet. Our growth strategy remains unchanged, however, we recognise the importance of being proactive and adapting to successfully navigate a changing environment.

We believe in our ability to overcome the challenges we face. With our committed and responsible employees and partners in our 'Team OilQuick', we have the opportunity to develop and become an even stronger, more competitive company, while taking responsibility for society and the environment.

Henrik Sonerud
Henrik Sonerud - VD

1996 The first OilQuick solution for wheel loaders is delivered to Stena Returpapper in Hudiksvall and a Volvo L50 is equipped with the solution. The result was a completely new way of working.

2001 The OQS system for material handling machines is rolled out. The system makes it possible to change attachments in just a few seconds.

2002 The company celebrates its 50th anniversary and changes its name to OilQuick AB. OQC 60, a quick coupler system for reciprocating attachments on material handlers, is presented.

2004 A 50-tonne Hitachi demolition machine with a boom-mounted quick coupler, the OQB 125, is shown at Bauma. OilQuick presents the OQ120, a quick coupler for excavators between 70-120 tonnes.

2005 TX45 M, a quick coupler system for truck cranes, is launched. The product is sold exclusively by Hiab AB.

2008 The company moves into newly built premises on Hede-Finnflovägen in Hudiksvall. State-of-the-art premises of 2,200m² provide opportunities for further expansion.

2009 OilQuick launches its own tiltrotator. The driver can now remove the tiltrotator using the same principle as the quick coupler system; directly from the cab in seconds.

2010 In collaboration with Genesis-Europe GmbH, another product is launched in 2010: the OQB180, a revolutionary boom quick coupler.

THIS IS OILQUICK

OilQuick is an innovative and expanding family business that develops, manufactures and sells fully automatic quick coupler systems for construction machinery.

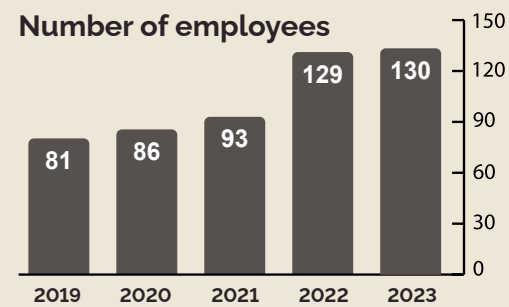
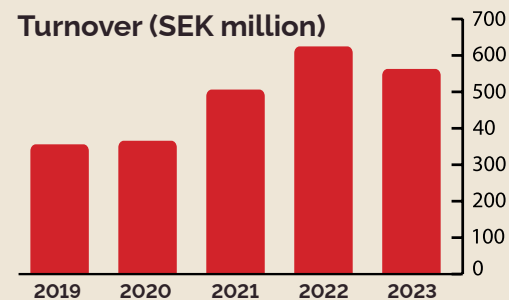
OilQuick offers rational and efficient method solutions in construction and industry. In 10 seconds, the machine operator can change hydraulic tools directly from the cab. The product is the market leader in the industry and thousands of OilQuick systems have so far been delivered to customers in the Nordic region, the rest of Western Europe and the USA.

We are currently 130 employees and in 2023 we had a turnover of SEK 565.6 million.



KEY FIGURES 2023

Turnover: 567 394 000 SEK
 Res. e. fin: 17 059 000 SEK
 Total assets: 337 102 000 SEK
 Export share 86%

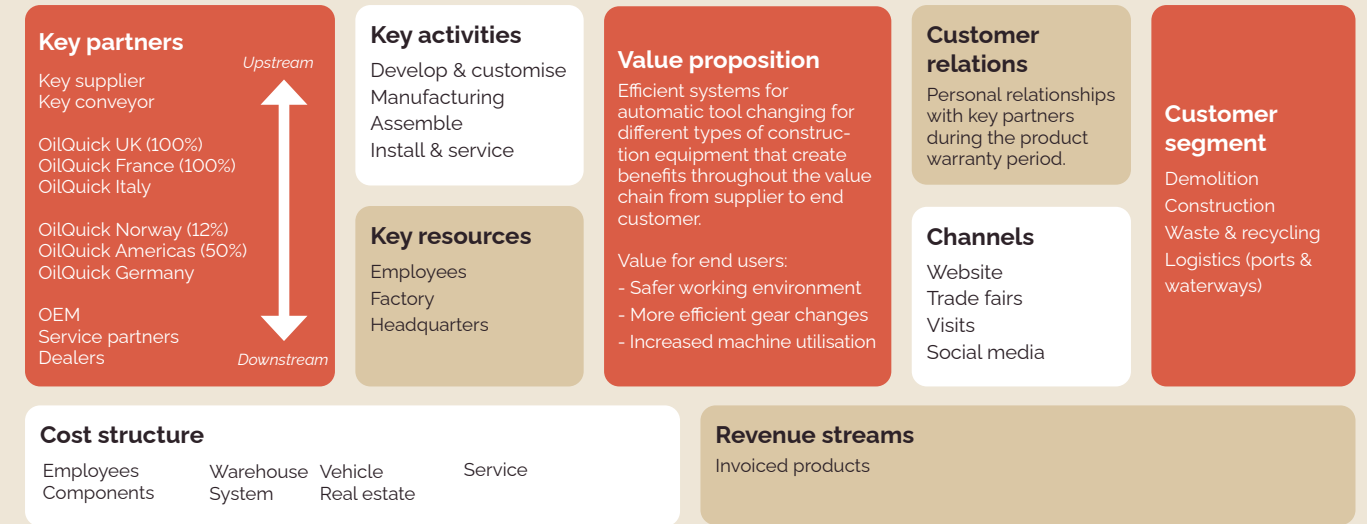


Number of patent applications **4**

Our vision
 Our vision is for OilQuick to be a premium product in fully automatic quick coupler systems and to work towards becoming the best workplace in the world.

Business concept
 Our business concept is to provide the market with efficient systems for automatic implement changing for different implement carriers that provide increased customer benefit.

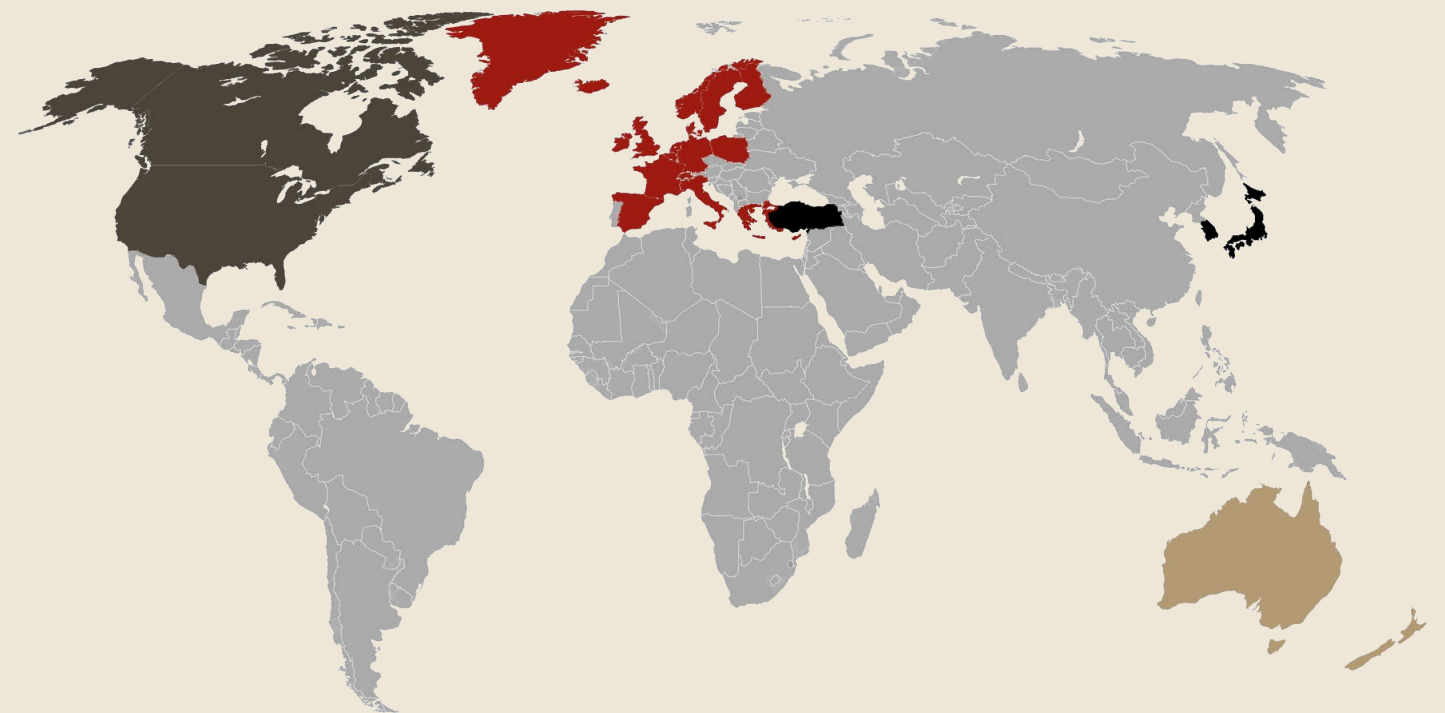
BUSINESS MODEL



The head office is located in Hudiksvall, where most manufacturing takes place. Sales are via the parent company and subsidiaries, and retailers around the world.

RETAILERS

our products are sold in the following countries:



2011 The Swedish Defence Materiel Administration, FMV, chooses OilQuick's fully automatic quick coupler and fastening system for a large number of excavators and wheel loaders. OilQuick becomes ISO 9001 certified.

2012 Henrik Sonerud, grandson of the founder John, takes over as the new CEO and thus becomes the third generation of Sonerud to lead and run the family business. In June of the same year, the company celebrates its 60th anniversary.

2014 The company decides to produce strategic components in-house. OQ-LockSupport, an electronic user-friendly driver support, is launched.

2014-2017 More than 60 million is invested in premises and a complete fleet of welding robots and multi-operation machines.

2017-2019 Subsidiaries OilQuick France and OilQuick UK are set up. The head office is expanded by 2,000m².

2021 The 2766 m² OilQuick Production extension is completed and the company's turnover passes SEK 500 million.

2022 Team OilQuick is growing. OilQuick Americas starts up and the company invests in its own production facility in Duluth, USA.

2023 We are growing further with subsidiaries in Italy. Expansion of premises in Hudiksvall with the acquisition of OQE, with several offices, a conference room and a larger area for our service department.

OUR VALUE PROPOSITION

Our goal is to be the customer's first choice for automatic implement changing systems and to exceed their expectations - by delivering outstanding quality. Our ambition is to be the technical world leader in our niche and for our end customers to benefit from smart, safe and high quality system solutions developed in close co-operation with dedicated and competent employees and suppliers.

↑ Upstream

Effective and close co-operation between our suppliers, who are experts in their product, and us, who are experts in our product, is an important key to our success. Our ambition is to build strong and long-term relationships. Through careful selection and regular evaluation of aspects such as product, partnership, quality and service levels, we identify opportunities for improvement which we then work together to achieve.

♥ Value proposition

At the heart of our business model is our product. We strive to create high-quality solutions that are both sustainable and reliable. Through innovation and product development, we design, re-design and customise products with a focus on quality, customer satisfaction, profitability, safety and the environment.

SAFETY

- Safe tool change where the driver does not have to leave the cab.
- OilQuick Locksupport helps the operator determine if the implement is in the correct position.

PROFITABILITY

- An OilQuick system saves time and reduces the need for multiple machines on site.
- Good operating economy as wear is minimised when the right tools are used.

ENVIRONMENT/CLIMATE

- Long life span
- Tight and well-designed systems reduce the risk of hydraulic oil leakage.
- Changing tools quickly reduces the number of machine transports.

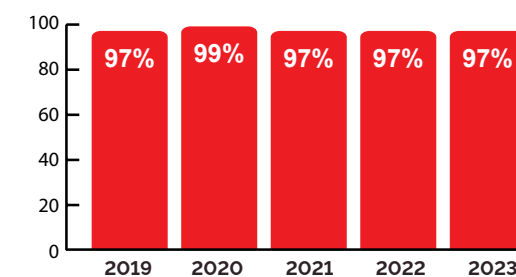
↓ Downstream

We strive to meet our customers' needs by offering safe and reliable products that promote a good working environment, with the least possible environmental impact. Through active work, we ensure that our products and services are of a high standard and meet our customers' expectations.

Our aim is to maintain a high level of service. By clearly specifying requirements from initial customer contact to delivery, we ensure quality and accuracy at every stage of the process. With the help of skilled employees, an efficient and flexible production flow and qualified service technicians, we can meet a wide range of needs. Every year, we conduct a customer survey to identify areas for improvement, set guidelines and initiate actions to continuously improve our operations.



Security of supply (first promised)



Certified for quality through ISO-9001

To ensure we create the product quality our customers deserve, we have chosen to certify for ISO-9001.



"Our dealer days are a great opportunity for us to strengthen our partnerships and listen to the needs and wishes of our dealers. Through engaged discussions and productive meetings, we can shape the way forward together"

Johan Lindqvist - Sales Manager



GOVERNANCE & RESPONSIBILITY FOR SUSTAINABILITY ASPECTS

To ensure that sustainability issues are handled in an efficient and responsible manner within OilQuick AB, we have established a sustainability council in 2023 consisting of the CEO, CFO, Business Developer and Sustainability Coordinator.

The Sustainability Council acts as a driving force for sustainability initiatives and activities, involving other experts in the organisation as necessary.

The Council prepares issues that are then discussed and decided by the management team. Continuous reporting of sustainability issues takes place to OilQuick's management, which is discussed at business reviews and annual strategy days.

The Board of Directors has the overall responsibility for the management of OilQuick, while the CEO is responsible for driving the work according to the Board's decisions. The Management Team is responsible for setting overall strategies and risk management.

Sustainability report

The Sustainability Report is prepared by the Sustainability Coordinator and the Chief Financial Officer. The report is finally adopted by the Board.

Governing documents

- Overall strategic plan
- Sustainability plan
- Code of Conduct
- ISO90001
- Quality policy
- Policy against discrimination
- Environmental policy
- Health and safety policy
- Anti-harassment policy
- Whistleblowing policy
- Policy against giving and taking bribes

Q&A

With the Sustainability Coordinator

1 What makes sustainability work interesting and important?

The most rewarding aspect of sustainability work is the opportunity to make an impact, through the wide range of issues it covers. It is very much about business and operational development and change management. Seeing things from different perspectives challenges us to think outside the box and makes it possible to find both business opportunities and positive impacts for the environment and society.

2 What were the main challenges during the year and how did they affect sustainability work?

We faced several challenges during the year, especially with external factors such as the current recession. Despite this, we saw it as an opportunity to strengthen our organisation. The implementation of new versions of our operational and business systems are two examples of the changes we made. Dealing with these challenges required adaptation and resources, but with a strong focus and commitment, we managed to maintain a forward-looking direction in several areas, including in the area of sustainability where we are in something of a start-up phase.

3 How does OilQuick work with sustainability issues today?

We are still in a mapping phase, but we are actively working to integrate sustainability issues into our business strategy and strive to create long-term value. Sustainability should be a natural part of what we do. To succeed with implementation, the time aspect is crucial, it is important that it happens at the right pace to enable you to lay the foundation with your entire team - your value chain. By fostering a culture of awareness and engagement, we endeavour to involve our entire value chain in the development.

4 What progress has been made in this area over the past year?

Over the past year, we have laid the foundations for more structured sustainability work by appointing roles, inte-



Madeleine Almquist
Sustainability Coordinator & Buyer
OilQuick AB

grating sustainability aspects into our strategy work and introducing some into existing routines and processes.

5 What are the challenges ahead, and how are they being addressed?

The future holds several significant challenges, especially with the increasing regulation in the field of sustainability focussing on the value chain. This broadens the perspective further, and means that we need to be aware in a whole new way of the total impact our business has in all areas of sustainability. One challenge will be the transition and integration internally, but also externally. It will require transparency and ensuring qualitative data. To meet these challenges, we are focusing on working on long-term strategies and ensuring secure partnerships.

6 What do we see in 2024?

Looking ahead to 2024, we plan to continue driving progress in the area of sustainability by identifying and implementing initiatives in both new and existing work processes and procedures. We will also focus on finding synergies between upcoming requirements and existing practices, reporting and certifications, to further integrate sustainability into our decisions and strategies.

INNER COMPASS

OilQuick supports the 10 principles of the UN Global Compact and we will make a contribution to supporting human and labour rights, fighting corruption and reducing environmental impacts.

OilQuick prioritises safety for both employees and customers. We want our employees to feel good and thrive. OilQuick endeavours to have staff who are committed, go the extra mile and drive the business forward. Everything we do should be characterised by high quality. Together with a number of important policies, our three strong values form our internal compass.

OUR VALUES



S
SAFETY



E
COMMITMENT



K
QUALITY



UN GLOBAL COMPACT

TEN PRINCIPLES IN FOUR AREAS



Human rights

OilQuick supports and respects human rights and will under no circumstances violate them. As part of this, OilQuick sponsors the women's shelter Vändpunkten with furniture and furnishings for homes for women who have been treated badly.

PRINCIPLE 1: Support and respect international human rights in the sphere of business influence.

PRINCIPLE 2: Ensure that their own companies are not involved in human rights abuses.



Labour law

OilQuick is committed to a recruitment process that is free from discrimination, good cooperation with safety representatives and trade unions, a sound pay policy, equal pay for equal work, annual pay reviews and annual pay surveys.

PRINCIPLE 3: Uphold the freedom of association and recognise the right to collective bargaining.

PRINCIPLE 4: Eliminate all forms of forced labour.

PRINCIPLE 5: Eliminate child labour.

PRINCIPLE 6: Eliminate discrimination in recruitment and job assignments.



Environment

OilQuick is committed to the precautionary principle for potential environmental risks and wants to contribute to increased environmental awareness in the development, production and use of our product.

PRINCIPLE 7: Support the precautionary approach to environmental risks.

PRINCIPLE 8: Take initiatives to strengthen environmental awareness.

PRINCIPLE 9: Encourage the development of environmentally friendly technologies.



Anti-corruption

OilQuick does not accept any form of corruption, extortion or bribery.

PRINCIPLE 10: Oppose all forms of corruption, including extortion and bribery.

2030 AGENDA & THE SUSTAINABILITY DEVELOPMENT GOALS

The 2030 Agenda is an action plan with goals for the transition to a sustainable society.

We have analysed the SDGs to identify the goals where we have the greatest opportunity to influence and contribute through our business, while finding new business opportunities towards sustainable development.

Our selected targets:

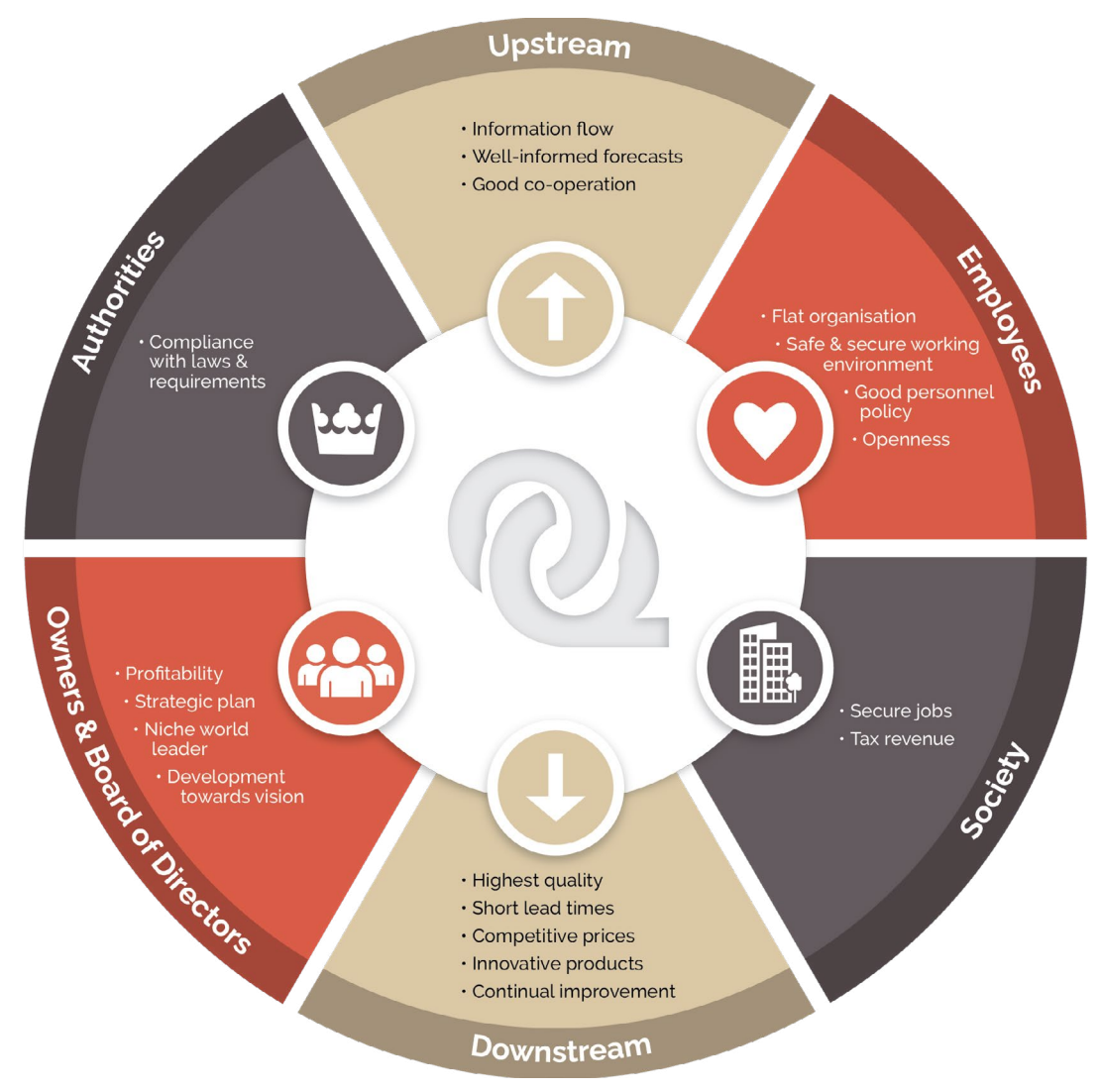
3 GOOD HEALTH AND WELL-BEING	5 GENDER EQUALITY
7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION	17 PARTNERSHIPS FOR THE GOALS

WHAT AFFECTS US, AND WHAT DO WE AFFECT?

STAKEHOLDER ANALYSIS

In a changing world, ongoing stakeholder dialogue is crucial to quickly identify and address new needs.

Through regular and transparent dialogue, we gain a deep understanding of the issues that matter to each stakeholder group. This dialogue takes place both informally in daily interactions with customers, suppliers, employees and other stakeholders, and in a more structured way, for example during supplier meetings and employee surveys. We update our stakeholder mapping annually and integrate stakeholder dialogue into our materiality assessment.



MATERIALITY

In 2023, OilQuick updated the materiality analysis, which is part of OilQuick's overall strategy work. The perspective has been broadened and the method has been remodelled. This has resulted in an analysis based on environmental, social and financial perspectives. This has been carried out by management, executives and experts.

Materiality analysis

We have analysed areas based on the positive and negative impact OilQuick has on its surroundings, and the impact they in turn have on OilQuick as a company.

On this basis, we have identified, assessed and categorised these issues into important and essential issues, with the essential issues in particular being those that underpin our strategy going forward.

Important	Significant
The circular - waste, spillages, etc	Innovation
Gender equality & diversity	Healthy & sustainable economy
Climate - transport	Good partners
Skills development	Work environment
Compliance with the situation	The workplace of the future
Energy	

BUSINESS ETHICS

OilQuick is committed to a corporate culture that promotes good behaviour both internally and externally. We endeavour to conduct our business in a fair and responsible manner, in accordance with applicable laws and regulations and our own internal policies.

We take responsibility for our actions towards all our business relationships in the value chain. By building secure and long-term relationships, we continue to strengthen our organisation on a foundation of honesty and transparency. This is central to our pursuit of sustainable growth.



100%
Our employees and subsidiaries have taken note of the Code of conduct

Corruption and bribery

OilQuick has zero tolerance for corruption and bribery in all our operations. We strive to maintain integrity and honesty in all our business relationships and expect the same from our business partners. We encourage our employees to be active and to report irregularities to management or through our whistleblowing function. We take all such reports seriously and will act swiftly and consistently to investigate and address any violations. By acting together against corruption, we strengthen our organisation and our society as a whole.

All employees have read our Policy against giving and taking bribes, which is updated regularly as needed and is easily accessible via OilQuick's employee app.



In 2023 no whistleblowing has been reported

Whistleblowers

OilQuick is committed to good business ethics and safeguarding integrity. We are committed to fostering an environment where employees feel safe to report any irregularities or misconduct without fear of retaliation. Our Whistleblowing Policy is designed to protect whistleblowers and promote a culture of transparency and accountability. By providing clear guidelines for reporting and a confidential channel for doing so, we endeavour to ensure that any wrongdoing is dealt with effectively and fairly. All employees are aware of our whistleblowing policy, which is regularly updated as necessary and is easily accessible via the OilQuick employee app.



"Close partnerships with stakeholders who share our values, and a close, transparent dialogue, are two important keys to OilQuick's continued sustainable development"

Kent Palmlöf - Quality Manager

Suppliers

At OilQuick, we are dedicated to treating our suppliers fairly and responsibly. In all our procedures, evaluations and assessments of suppliers, we apply an equal and fair process regardless of the size of the company. Being a reliable partner is of great importance to us and we endeavour to ensure that our payment procedures are clear and efficient. We promote long-term relationships and a healthy business culture based on transparency, respect and mutually beneficial business reciprocity.

Example of initiatives in 2023



In 2023, OilQuick's Code of Conduct was developed and has been communicated to all employees and subsidiaries. This is continuously updated as needed and is easily accessible via OilQuick's employee app and on our website in Swedish, English and French.

TEAM OILQUICK -OUR PEOPLE

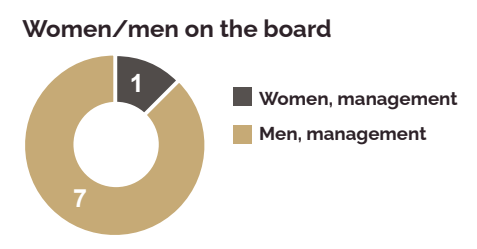
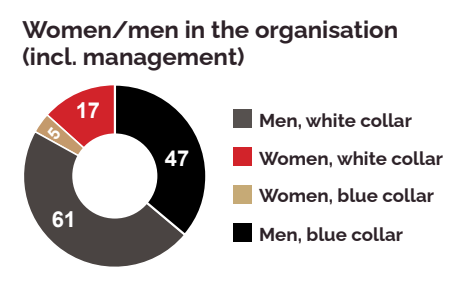
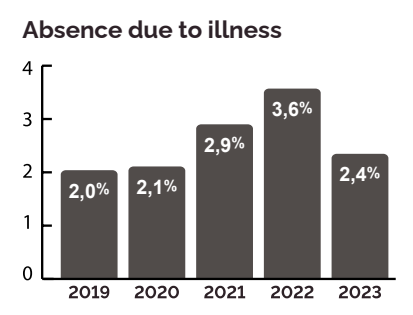
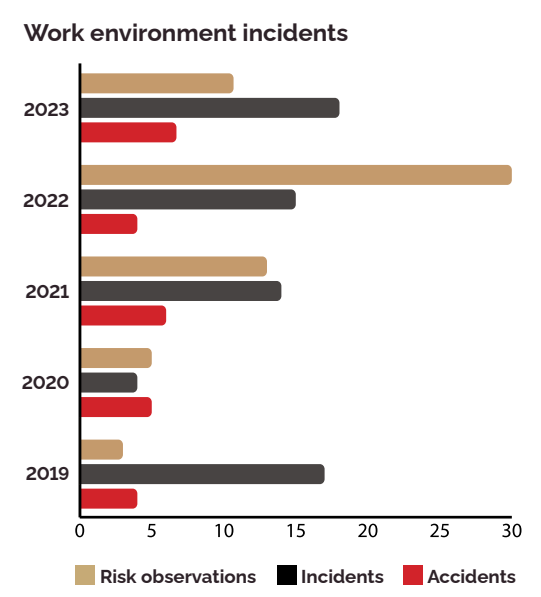
Our vision is to become the best place to work in the universe, and we believe that our people are our most important resource and the foundation for sustainable growth. Delivering quality and sustainable solutions requires healthy individuals and a strong team. This means that we must truly care for our people.

The safety and well-being of our employees is our top priority. We carry out systematic work on health and safety in accordance with current legislation, driven by employees, safety representatives, the Health and Safety Committee and the Chemical Council. By implementing effective safety procedures and preventive measures, we aim to minimise risks and accidents in the workplace and promote health and well-being.

We work proactively to ensure the well-being of our employees and encourage work-life balance. Through partnerships with occupational health experts, we ensure that our employees receive the best care. In addition, we initiate a variety of benefits and activities to promote the mental and physical well-being of our employees, including stress training, wellness allowances and massages.

125 chemicals used in the business.
16 of which are allergenic.
1 of these are CRM-rated.

100% of the chemicals are risk assessed:
LOW RISK



Team OilQuick

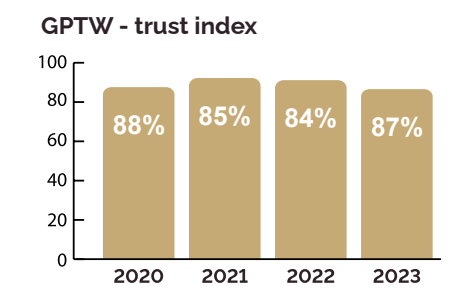
We work actively to create and nurture a strong "Team OilQuick". An important part is to retain and recruit employees who complement, challenge and encourage each other. We invest in skills development to increase knowledge and maintain motivation. Through various activities, we build strong teams and promote a positive work environment.

Training hours per employee: **12**

Performance appraisals carried out: **100%**

Great Place To Work

We prioritise working on the areas for improvement identified in the annual employee survey in the context of the GPTW certification. This survey gives us insight into our strengths and areas for development in terms of leadership, fairness, equality, trust, respect and community. Our goal is to create a workplace where employees thrive and develop together.



Example of initiatives in 2023

During the year, we completed the expansion of our production unit. A major part of the investment is our new welding department, which was built with a strong focus on the work environment and production flow. With this investment, we are doubling our capacity, while the premises provide our production employees with plenty of light, high ceilings and, above all, very good ventilation.



OILQUICK WELLNESS

Over the past year, OilQuick has implemented extensive initiatives focused on the health and well-being of our employees.

To promote healthy lifestyles, 'Health Ambassadors' have been appointed, who encourage and support colleagues in making healthy choices and act as good role models. Activities such as floorball, padel, yoga, spinning, cross-country skiing, cycling to work days and gym sessions are some examples of what has been offered.

In addition to investing in the health and well-being of our staff, we have also strengthened our team spirit through these joint activities. We have also achieved record attendance at the Blodomloppet.

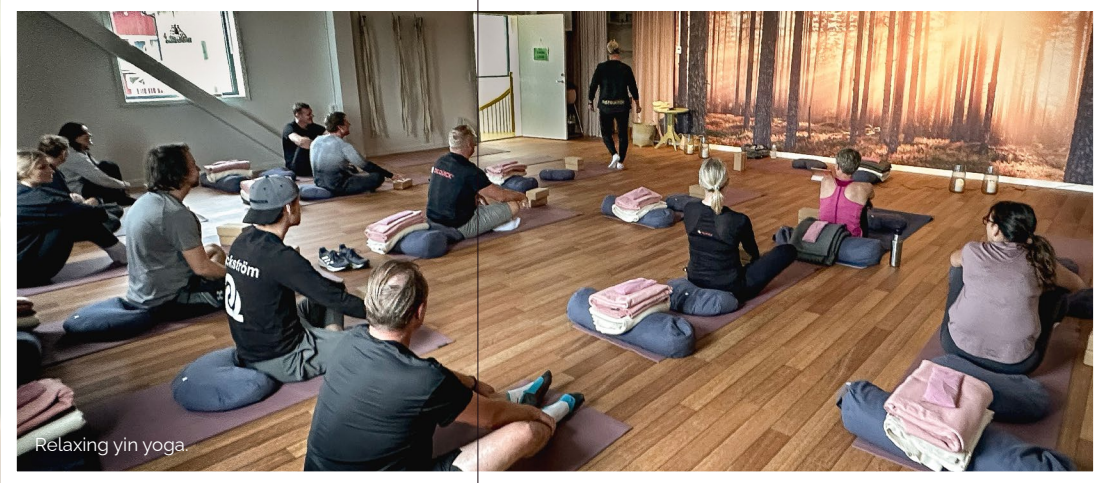


"At the moment we spend more resources on prevention than on rehab. That is exactly where we want to be"
Emma Borin - HR Coordinator

- Examples of health promotion activities in 2023**
- Floorball
 - Yoga session
 - Spinning session
 - Cycling days
 - Start-up training
 - Health bingo
 - The Blodomloppet Race
 - Spin of hope



Record participation in this year's Blood Drive.



Relaxing yin yoga.



Spin of hope, in favour of the Children's Cancer Foundation

SUPPLIERS

To maintain our position as a world leader, it is of utmost importance that we establish long-term and stable partnerships with committed, competent and reliable suppliers in each segment. Through these secure partnerships, we ensure that we have timely access to materials to meet our customers' needs, even in an uncertain and changing world.

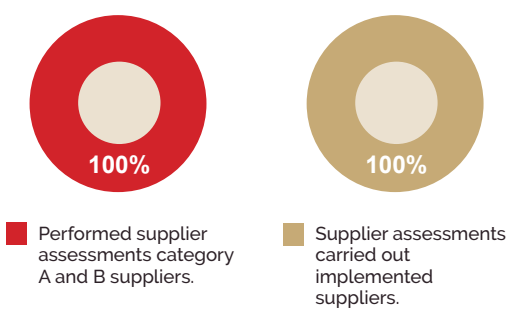
We endeavour to reach consensus with our suppliers to jointly identify and implement improvements. We achieve this through close co-operation between us, who have expertise in our product, and our suppliers, who are experts in their respective fields. Through regular communication with our suppliers, as well as activities such as supplier days, we create good relationships and opportunities for mutual development, but also for new collaborations to be created.

An important part of our work is to continuously evaluate and develop our suppliers' ability to fulfil our requirements. Together with suppliers, we monitor a number of aspects such as quality and delivery reliability.

We have long aimed to keep our supplier base as close to us as possible, promoting growth and development in the local area while ensuring security of supply.

At present, it is **20** suppliers who together account for more than **95%** of the materials and components used in the manufacture of its products.

Valuations and supplier assessment



Example of initiatives in 2023

In 2023, we have continued our efforts to build a strong team with our suppliers, with both old and new players. We have successfully evaluated 100% of our top 20 suppliers.

We have also continued our efforts to shift carbon-heavy segments from Asia to Europe, a move that will have a positive impact on the carbon footprint of transport.

COMMUNITY ENGAGEMENT

At OilQuick, community engagement is an important part of who we are and we strive to actively contribute to the well-being of society through our involvement.

Sponsorship in SEK/employee **8042 SEK**

Number of higher education institutions visited: **4**

We actively engage with schools by attending recruitment days at universities and colleges. By attending these events, we create opportunities for students to get to know us as a company while keeping up to date with the needs and skills of the future workforce. This gives us valuable insight into how we can best adapt to meet the challenges of the future.

To promote interest in technology among young people, we actively collaborate with schools and industry. For example, we participate in Industry Week, and are proud partners of initiatives such as Trossen and Delsbo Electric, where we participate in activities and receive study visits, aimed at introducing young people to technology-related professions, and inspiring them to explore career opportunities in the field. Another ambition we have is to try to contribute to more women entering technology related professions, we do this by engaging in initiatives designed to support and promote women's participation in the technology industry.

Sponsoring

Our process for selecting who we sponsor is carefully considered and based on initiatives that align with our ethical perspectives, as well as clubs and organisations that we feel make an extra contribution to our local community.

We believe in supporting initiatives that promote good public health, inclusion, increased growth and that make our city more attractive. Our focus is particularly on prioritising children and young people and local associations. To include as many people as possible and help make a difference on a broader front, we distribute our sponsorship across several different initiatives, such as different types of sports clubs, the Women's Shelter, primary schools and the traffic calendar.

Example of initiatives in 2023

Technical dialogue

Teknikprao for girls is a collaboration with the business community in Hudiksvall.

Hawser

The aim of Trossen Hudiksvall is to increase pupils' motivation and their understanding of working life and the importance of education through collaboration between schools and industry.

OILQUICK'S ENVIRONMENTAL & CLIMATE FOOTPRINT

Our vision is for OilQuick to be a premium product in fully automatic fasteners and for our business model to be fully circular. This means that our entire value proposition must be kind to people, the environment and the climate.

At the heart of our business model is a product that reduces the need for machinery on the jobsite, has a long lifespan and minimises oil spills.

In our operations, we work actively to reduce our negative impact on the environment. Among other things, we work to identify and reduce risks associated with chemicals, and ensure that we use the least negative option for people, the environment and the climate. We do this by, among other things, establishing clear procedures and offering training.

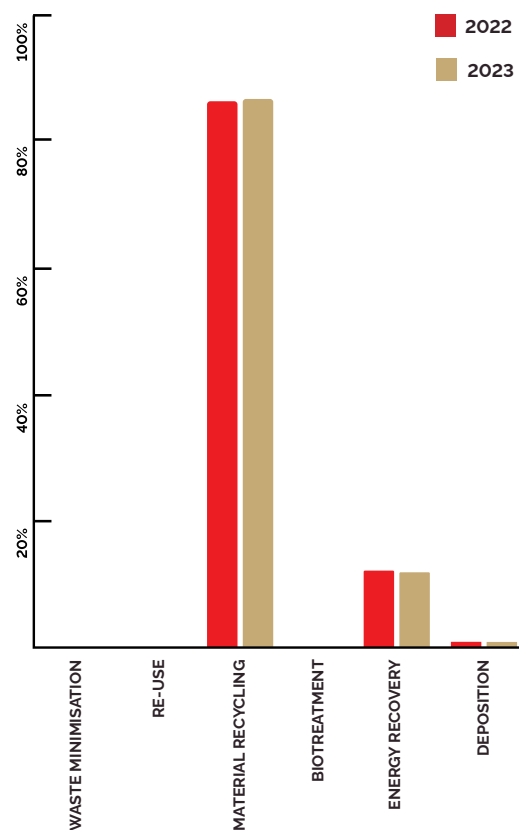
Residual materials that arise in the business in the form of, for example, waste material, hazardous waste and packaging are recycled or refined as far as possible through agreements with Stena Recycling. This enables it to live on as new raw materials for new products or generate new energy.

Electronic waste is a growing global challenge. Through Dustin Take-back, we enable some of our used IT equipment to be reused, thereby extending the life of the product.

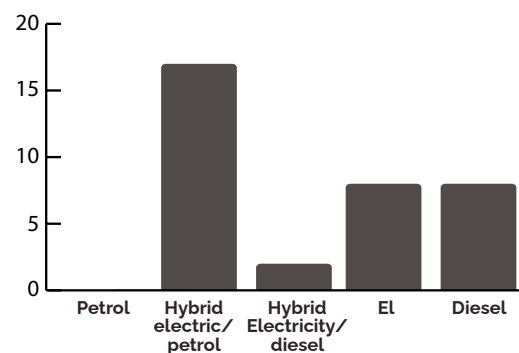
In addition to waste, we contract for electricity, heat and energy to ensure that the requirements and needs of the business are met. In our quest to reduce our environmental impact, we have implemented direct free cooling and night cooling as part of our energy efficiency strategy. Through this, we utilise the naturally cold outdoor air to regulate the temperature of our industrial premises, significantly reducing our need for energy-intensive cooling systems. The smart and efficient use of natural resources strengthens our contribution to environmental sustainability.

Transport is necessary to deliver our value proposition. Through agreements with external carriers that deliver our product to our subsidiaries, retailers and customers, we regulate our climate impact to some extent, and we are constantly looking for new, more climate-friendly alternatives in the different areas where we operate worldwide.

The waste staircase



Vehicle fleet



Example of initiatives in 2023

Installed a high-volume oxygen tank, thereby reducing the number of transports by 92% in this segment.

Established an agreement on the tool side where the supplier keeps stock on site at our premises and replenishes monthly, which means that we reduce the number of transports. In addition, we have optimised our order points for other consumables. Through this, we reduce both the climate footprint and order costs.

Increased reuse of cemented carbide, by regrounding certain cemented carbide tools. This extends the life of the tool as it can be reground 5-10 times before it needs to be discarded. This reduces the negative impact on the environment while reducing costs by around 80% compared to buying new.

Raised the level of company car allowances and increased the number of charging points to incentivise employees who need a car for business to choose an eco-car.

Invited an external party to give a lecture on solar cells to employees



AFTERMARKET

We aim to strengthen our organisation and local presence to better serve our customers while reducing our climate impact.

We place great emphasis on the after-sales market, offering high-quality service, repairs, assembly, spare parts and consumables. Offering spare parts is part of our business strategy and a way to increase customer satisfaction. By offering the possibility to repair instead of buying new, we contribute to more sustainable consumption and reduce waste.



"We offer service wherever our customers are in the world. Being close to the market is crucial to our success"

Jan Hassel - Head of Aftermarket

Example of initiatives in 2023



In 2023, we took several initiatives to strengthen our aftermarket department and increase our service focus. One of these measures was to separate sales and spare parts sales, which are now part of our aftermarket department. This has helped to improve our service and customer support.

We have also focused on decentralising our assembly offering by increasing our training initiative for service partners around the world. By expanding our service team with more partners in a wider geographical area, we are closer to our customers and minimise the need for emergency call-outs, thereby reducing our environmental impact.

We are actively working to continue to develop and improve our spare parts strategy to ensure that we maintain our service level to our customers, and that we sell the right products, minimising unnecessary transport and thereby reducing our environmental impact. Ahead of 2024, we have ongoing work to clarify and strengthen our strategy for our spare parts business.



TARGETS & OUTCOMES 2023

OilQuick AB	Outcome -22	Outcome -23	Trend	Commentary	Target 2024	
Number of employees	129 p.c	130 tonnes	↗	Expectation: Retain and increase the number of staff.	≥	5 GENDER EQUALITY
Number of training hours per employee	8 h	12 h	↗	Broaden and deepen our skills base.	≥	8 DECENT WORK AND ECONOMIC GROWTH
Number of patents	2 pcs	4 pcs	↗	Hope: land additional patents.	Continued	9 AFFORDABLE AND CLEAN ENERGY
Develop & conduct stakeholder dialogues	N/A	N/A		New target	100%	17 PARTNERSHIPS FOR THE GOALS
Develop & perform double materiality analysis	N/A	N/A		New target	100%	
Team OilQuick						
Number of accidents	4 pcs	7 pcs	↘	We have been actively working to increase engagement in IA reporting.	0 pcs	
GPTW Trust Index	85%	87%	↗	For the certification we need >70%.	>75%	
Number of employees who have taken part in the Code of Conduct	N/A	100%	↗	OilQuick's Code of Conduct has been developed and communicated to employees.	100%	3 GOOD HEALTH AND WELL-BEING
Number of Subsidiaries that have adopted the Code of Conduct	N/A	100%	↗	OilQuick's Code of Conduct has been developed and communicated to subsidiaries.	100%	8 DECENT WORK AND ECONOMIC GROWTH
Number of Suppliers who have taken part in the Supplier Code of Conduct	N/A	100%	→	A Supplier Code of Conduct has been developed, but not communicated. A deliberate slowdown due to the fact that we need to spend more time developing ways of working on how we deal with non-compliance.	100%	10 ENERGY AFFORDABILITY
Sponsoring local initiatives	The objective Achieved	The objective Achieved	↗	We have continued to sponsor initiatives that align with our values.	Continued	
OilQuick's environmental & climate footprint						
Recycling rate				We maintain a high recycling rate.	≥	
- Energy extraction	12.5%	12.06%	↗		≥	7 AFFORDABLE AND CLEAN ENERGY
- Recycling of materials	85.72%	86.91%	↗		≥	
Electricity use					≤	11 AFFORDABLE AND CLEAN ENERGY
- OQM	306457 kWh	341629 kWh	→		≤	
- OQP	866329 kWh	842277 kWh	↗		≤	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Number of environmentally friendly cars in own fleet	19 pcs	27 pcs	↗	The vehicle fleet has increased over the year, but fossil-fuelled cars have decreased.		13 CLIMATE ACTION
Measuring scope 1	N/A	N/A		We have started work on mapping our transport, which will continue in 2024 and 2025. The aim is that Scope 3 will be fully measured in 2026.	100%	
Measuring scope 2	N/A	N/A			100%	
Measuring scope 3	N/A	N/A			-	

↗ Positive trend ↘ Neutral trend ↘ Negative trend

RISKS & OPPORTUNITIES

We conduct an annual management-level risk analysis using a generic analytical model. The focus is on identifying potential threats and opportunities for our business. This process helps us to proactively manage risks and capitalise on opportunities to ensure a sound and sustainable future for the company.

Area	Risks & Opportunities	Handling
Innovation	Opportunity for continued good positioning in the market if we continue to develop and provide what the customer wants and needs.	We continuously monitor developments in the market and in industries where we are closely connected.
Healthy & sustainable economy	Sudden drops in demand can lead to difficulties in maintaining operations.	Through operational management processes, financial planning and monitoring procedures, we monitor and manage our financial performance to ensure long-term financial stability.
Good partners New markets	We see great potential in a global perspective. Both a growth opportunity, associated with some risk.	We are actively working to position ourselves in new markets.
Good partners Balance of power in business relationships	Risk of dependence on a few large partners.	We actively work to maintain a diversified portfolio with secure and long-term partnerships with business partners
Good partners Material deficiencies	Our business depends on a continuous supply of raw materials and components, hence material shortages pose a risk to us.	We actively work to reduce price and supply risks by having multiple qualified suppliers in each category. In critical segments and in cases where there is only one supplier, we reduce risk through buffer stocks. Long-term contracts with reliable suppliers reduce the risk of rapid changeovers and new sustainability risks.
Business ethics	Risk of non-compliance with the Code of Conduct	Code of Conduct, as well as anti-corruption and bribery guidelines, whistleblowing function and policy are communicated to all employees.
Work environment	Increased risk of workplace accidents for parts of the operation, mainly production and assembly.	We strive for safety and health through proactive risk management. OilQuick has a systematic work environment programme with preventive measures and annual risk reviews for a safe workplace. We follow up and address all incidents. By achieving a safe and healthy work environment, it helps to improve production and financial results.
The workplace of the future Skills supply	Risk of not retaining or gaining the skills OilQuick needs to develop.	OilQuick works actively with employee satisfaction and conducts an annual employee survey, the results of which lead to targeted initiatives and training programmes. There is great competition for qualified labour geographically where we operate. By offering hybrid work, we open up opportunities to bring in expertise from elsewhere. Recruiting key competences contributes to increased internal learning.
Gender equality & diversity	Risk of discrimination in the organisation	We have zero tolerance for discrimination and actively promote a culture of equality and diversity. This is confirmed by our staff handbook, equality policy and annual staff survey.
The circular	With future requirements and financial incentives from outside, we see great potential to develop our business, associated with some transition risk	We actively work on our resource consumption, by designing and re-designing with this in mind, as well as contracting with Stena for recycling.
Climate Extreme weather	increased climate-related events and extreme weather can pose a risk of supply chain disruption.	We aim to fully integrate climate considerations into decision-making processes and have started to embed these aspects into procedures and processes. The new EU Directive on Corporate Sustainability Reporting guides companies in the EU through reporting on climate risks and opportunities. OilQuick plans to start reporting under these standards from 2025.
Climate Transporters	Upstream and downstream transport is a crucial factor in OilQuick's global business, and as such represents a major risk to our impact on the environment and climate.	We address this downstream with regulated contracts with carriers that actively address sustainability issues and provide us with reliable data. There is also a strategy of localising the supplier base. We need to map our transport throughout our value chain to be able to initiate targets and progress on these issues.

MANAGEMENT & BOARD OILQUICK AB

MANAGEMENT

Henrik Sonerud, CEO

Johan Lindqvist, Marketing Manager

Magnus Nylund, Head of Technology

Peter Sahlin, Production Manager

Kent Palmlöf, Quality Manager

BOARD OF DIRECTORS

Mr Åke Sonerud

Mr Per Sonerud

Henrik Sonerud

Mr Björn Rahmström

Linnea Sonerud

Robert Auselius

This is a literal translation of the Swedish original report

Auditor's report on the statutory sustainability report

To the general meeting of the shareholders in Oilquick AB, corporate identity number 556066-5530.

Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability report for the year and that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit

Our examination has been conducted in accordance with FAR's auditing standard RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinion

A statutory sustainability report has been prepared.

Hudiksvall 2024-06-12

Öhrlings PricewaterhouseCoopers AB

Signature on Swedish original

Tomas Rahm

Authorised public accountant



oilquick.com/en/the-company/sustainability/

Issue: December 2024. Subject to printing errors and changes.