BIRN GROUP

BIRN

BIRN GERMANY

KOCKUMS MASKIN

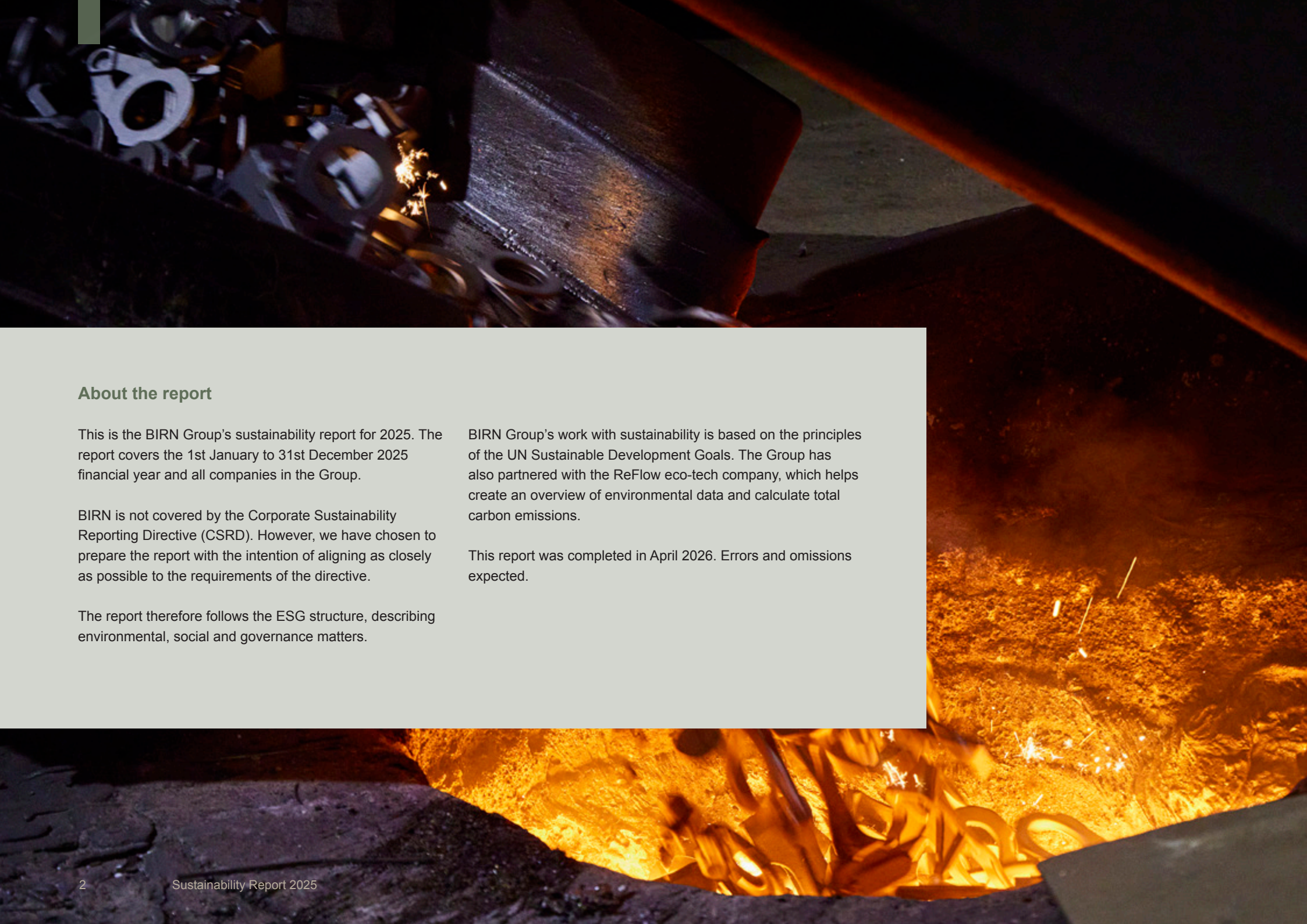
TASSO

TASSO BERNAREGGI

ULDALL

VELAMP

SUSTAINABILITY REPORT 2025



About the report

This is the BIRN Group’s sustainability report for 2025. The report covers the 1st January to 31st December 2025 financial year and all companies in the Group.

BIRN is not covered by the Corporate Sustainability Reporting Directive (CSRD). However, we have chosen to prepare the report with the intention of aligning as closely as possible to the requirements of the directive.

The report therefore follows the ESG structure, describing environmental, social and governance matters.

BIRN Group’s work with sustainability is based on the principles of the UN Sustainable Development Goals. The Group has also partnered with the ReFlow eco-tech company, which helps create an overview of environmental data and calculate total carbon emissions.

This report was completed in April 2026. Errors and omissions expected.

BIRN GROUP SUSTAINABILITY REPORT 2025

CONTENTS

About the report.... Page 2
Contents.... Page 3
Sustainability in operations and strategy.... Page 4
About BIRN GROUP.... Page 6
Double materiality analysis.... Page 10
Sustainability strategy for 2025-2026.... Page 12

Environment.... Page 16
Electricity regulation in the foundry.... Page 18
BIRN GROUP continues to phase out natural gas.... Page 20
Efficient use of resources throughout the Group.... Page 22
Resource consumption and waste materials.... Page 24
Product Carbon Footprint implemented at BIRN Group.... Page 26
BIRN GROUP key figures.... Page 28

Social.... Page 30
A systematic approach creates a stronger workforce.... Page 32
A sustainable workforce includes all generations.... Page 34
Lower turnover of employees.... Page 36
Digitalisation and employee involvement strengthen health and safety.... Page 38
Well-being and loyalty remain at a high level at BIRN Group.... Page 40
Community involvement.... Page 42
BIRN GROUP key figures.... Page 44

Governance.... Page 46
Cyber security in constant evolution.... Page 48
Supplier collaborations with a focus on accountability and stability.... Page 50
Customer satisfaction surveys contribute to sound business development Page 52
Certifications.... Page 54
Data foundation.... Page 56

BIRN GROUP companies.... Page 58
BIRN.... Page 60
BIRN Germany.... Page 66
KOCKUMS MASKIN.... Page 72
TASSO.... Page 78
TASSO BERNAREGGI.... Page 84
ULDALL and VELAMP.... Page 90

SUSTAINABILITY IN OPERATIONS AND STRATEGY

2025 was the year when key sustainability initiatives at the BIRN Group were truly integrated into day-to-day work and created measurable results across the Group. Working with our fourth sustainability report, it has become even clearer to us that we are heading in the right direction. We work with pride every day to live up to our vision of being the preferred partner through dedicated customer focus and a strong commitment to our employees and the environment. Although we are not covered by the EU Sustainability Reporting Directive, we are strong in the market with verifiable efforts that are valued by customers, business partners and employees alike.

At BIRN Group, sustainability is closely linked to the way we do business. As an international foundry group with energy-intensive processes and complex value chains, we have a responsibility and a clear interest in working in a structured way to reduce our climate footprint, strengthen our organisation and ensure robust management.
2025 has been a year in which several of the initiatives we launched in previous years were truly integrated into operations. Based on our double materiality analysis, we have maintained a focus on the areas where we have the greatest impact and where the demands from the market and customers are also increasing.

In the environment and climate category (Environment), the initiatives have been aimed particularly at energy and resource efficiency. Flexible electricity regulation in production has been in full operation and shows that we can actively contribute to a more stable and electrified energy system without compromising production. At the same time, we have continued our efforts to reduce natural gas consumption and increase heat recovery as part of our ambition to phase out fossil fuels in our own processes.

Circular resource use remains a mainstay. A very high proportion of our raw materials come from recycled iron, and we work systematically to minimise waste sent to landfill and develop alternative material flows. The implementation of Product Carbon Footprint across several companies in 2025 also marks an important step towards more accurate documentation of the product-level climate footprint – something that customers are increasingly demanding.

Health and safety is a high priority in the Social category. A fully implemented digital safety management system has strengthened incident reporting, follow-up and prevention and contributed to a significant reduction in accidents at work. At the same time, we have strengthened our activities in workforce planning and upskilling through joint HR systems that provide a better overview of employee data and future skills requirements.

In the Governance category, we have continued to work to strengthen the Group's resilience. Cyber security is enhanced through closer integration between IT and production, as well as an increased focus on training and technical solutions. At the same time, we impose high standards on our suppliers through our Code of Conduct and a procurement strategy that supports both responsibility and stable supply.

Our sustainability strategy for 2025-2026 sets a clear direction with concrete objectives and a long-term ambition of net zero by 2040. Our work in 2025 has shown that progress is being made through sustained efforts, documentation and continuous improvements in our work to produce world-class cast iron solutions. This is the approach we are building upon.

Enjoy the read.

Flemming Juel Jensen
Group CEO, BIRN Group

At the BIRN Group, sustainability is closely linked to the way we do business. As an international foundry group with energy-intensive processes and complex value chains, we have a responsibility and a clear interest in working in a structured way to reduce our climate footprint.

ABOUT BIRN GROUP

The BIRN Group is one of Northern Europe's largest iron foundry groups. The Group consists of six companies (seven independent brands), each of which specialises in different areas of production, machining and sales of cast iron solutions. BIRN Group employs 735 people and has companies in Denmark, Germany, Sweden and Italy. The individual BIRN Group companies have different specialities, which enables us as a Group to offer our customers holistic solutions based on solid technical knowledge and experience.

Circular business model

At BIRN Group, the circular business model is an integral part of our core values. We are continuously working to streamline our resource recycling and reduce waste in production, among other things by examining how surplus materials can be recycled and how we can reuse our own materials in closed loops. We also focus on developing robust cast iron solutions with long durability and functionality.

As one of Northern Europe's largest foundry groups, we are aware that our industry is resource and energyintensive. Therefore, we aim to balance our business development with regard to environmental and social factors. This means, among other things, that we work systematically to identify and limit significant environmental impacts in selected parts of our value chain in close dialogue with customers, suppliers and other stakeholders.

EUR 167 million
Revenue
EUR 162 million (2024)

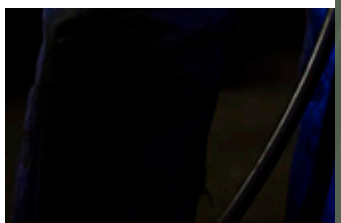
113 GWh
Electricity consumption
113 GWh (2024)

15,609 mWh
Natural gas consumption
16,980 mWh (2024)

743
Employees
735 (2024)

634 / 109
Men / Women
618 / 117 (2024)

7
Companies
7 (2024)




SCANIA
SCANIA
SCANIA

BIRN FOUNDATION — The independent fund that owns the holding company

BIRN HOLDING — Holding company and management company

BIRN — The parent company responsible for operations

- BIRN GERMANY
- ULDALL
  - VELAMP
- TASSO
  - TASSO BERNAREGGI
- KOCKUMS MASKIN

VALD. BIRN A/S
Holstebro, Denmark

BIRN in Holstebro was founded in 1896 and has become one of Northern Europe's largest foundries, with 478 employees. The company specialises in developing and supplying customised cast iron solutions and is a turnkey supplier of all design, casting, precision machining and surface treatment – solutions used in the automotive, pump, hydraulics and other sectors, both in Denmark and abroad.

VALD. BIRN GMBH
Mülheim, Germany

BIRN Germany is located in Mülheim an der Ruhr, in the centre of Germany's industrial Ruhr district. The company primarily supplies power transmission elements and other machined cast iron components to German industry. With its specialised machining plant, BIRN Germany offers custom solutions.

ULDALLS JERNSTØBERI A/S
Vejen, Denmark

ULDALL was established in 1944 in Vejen and has become a flexible, modern foundry specialising in customised cast iron solutions. With a focus on quality and innovation, the company supplies products to a wide range of sectors including food, manufacturing, agriculture and energy.

VELAMP A/S
Vejen, Denmark

VELAMP is an independent brand of the ULDALL subsidiary, which is Denmark's only supplier of classic cast iron lamps, benches and windows with 100% Danish production. Founded in Vejen in 1944, the foundry focuses on quality and lasting solutions for public and private sector customers.

TASSO A/S
Odense, Denmark

TASSO was founded in 1856 and is Denmark's oldest active iron foundry today. TASSO specialises in the entire process of manufacturing continuous cast iron bars in various dimensions and grades, including casting, heat treatment and pre-processing, for customers all over the world, in applications such as hydraulics.

BERNAREGGI S.r.l.
Castano Primo, Italy

TASSO BERNAREGGI, owned by Danish TASSO, is situated in Castano Primo near Milan, Italy. With over 40 years of experience, the company supplies high-quality cast iron and bronze bars and offers specialised machining. TASSO BERNAREGGI serves both Italian and international customers, with a focus on precision and reliability.

KOCKUMS MASKIN AB
Kallinge, Sweden

KOCKUMS MASKIN, which has roots going back to 1742, is one of Scandinavia's leading manufacturers of machined castings. The company produces machined cast iron components for both Swedish and international customers, primarily in the marine, machinery and automotive industries.

DOUBLE MATERIALITY ANALYSIS

BIRN Group's sustainability work across Environment, Social and Governance is based on a double materiality analysis. The analysis aims to identify how a company impacts the outside world in terms of climate, environment and people (Impact Assessment) and how the outside world impacts a company from a financial perspective (Financial Assessment).

The double materiality analysis for BIRN Group was prepared during 2024 and is the basis for prioritising the most important initiatives across Environment, Social and Governance in the Group. The analysis provides an overall and holistic picture of the Group's impact on its surroundings and on the external factors that are of importance to the business.

This creates a solid basis for setting specific objectives to reduce negative impacts, e.g. in the area of climate and the environment and to identify the circumstances outside the Group's direct control that need to be taken into account in day-to-day operations.

The analysis also contributes to increased transparency and makes it possible for the company itself, investors and customers to understand BIRN Group's sustainability performance and follow developments over time both internally and in comparison with other companies.

Overview of key areas

BIRN Group's double materiality analysis was produced in close collaboration with PwC and provides a clear picture of the areas that are most important for the Group to report on and actively target.

In particular, in the climate and environment category, it is the consumption of electricity, natural gas and other resources as well as the amount of production waste where the BIRN Group has a significant impact on the wider community. These are also the areas where there is the greatest potential for reducing negative environmental impacts through targeted efforts.

In the Social category, three key focus areas have been identified: health and safety at work, employee turnover and the age distribution among the Group's employees.

In corporate governance, supplier relations, cyber security and the whistleblower scheme have been assessed as the most important areas for BIRN Group.

Financial materiality

When it comes to factors that are significant from a financial perspective, the price of electricity and the resources used in production, including iron, scrap and alloy materials play a crucial role. These factors have the greatest direct financial impact on the Group's business and are therefore key points of attention in further sustainability work.

Double materiality analysis for BIRN Group

BIRN Group has carried out a double materiality analysis as a foundation for its sustainability work across Environment, Social and Governance.

The analysis provides an overview of the areas in which the group impacts the outside world (Impact Assessment) and the areas in which the outside world impacts the group (Financial Assessment). These are the areas that are relevant and material for BIRN Group to seek to minimise negative impacts on both the outside world and the Group.

The table shows the most material points from the two perspectives, divided into Environment, Social and Governance categories. Severity and likelihood indicate the severity of the impact and how likely it is to occur, on a scale from 1-5. The listed ESRS data points show which CSRD requirements the area is covered by.

ESRS (European Sustainability Reporting Standards) are the sustainability reporting standards that apply to all companies covered by the Corporate Sustainability Reporting Directive (CSRD).

	Impact Assessment	Severity	Likelihood	ESRS data point
Environment	Electricity	●●●●	●●●●●	E1 Climate Change
	Natural gas	●●●●	●●●●●	E1 Climate Change
	Resource consumption	●●●●●	●●●●●	E5 Circular economy
	Waste materials from production	*	*	E5 Circular economy
Social	Health and safety	●●●●	●●●●●	S1 Own workforce
	Age distribution	*	*	S1 Own workforce
	Employee turnover rate	*	*	S1 Own workforce
Governance	Cyber security	*	*	G1 Business conduct
	Supplier relationships/security	*	*	G1 Business conduct

	Financial Assessment	Severity	Likelihood	ESRS data point
Environment	Electricity	●●●●●	●●●●	E1 Climate Change
Social	Resource consumption	●●●●●	●●	E5 Circular economy
Governance	Whistleblower scheme	●●●●●	●	G1 Business conduct

* Areas we have chosen to focus on even though they did not score as relevant in terms of severity and likelihood during the double materiality analysis.

SUSTAINABILITY STRATEGY FOR 2025-2026

Resource awareness is a fundamental part of the BIRN Group's DNA. Through systematic work on streamlining processes, material consumption and energy use, we continuously seek to reduce our impact on the climate. The ambition is to strengthen our position as a responsible and forward-thinking player in the industry and at the same time reduce the Group's overall climate footprint. With our efforts, we want to not only optimise our own operations, but also demonstrate how more efficient use of resources can create lasting and positive change.

In 2025, BIRN Group's sustainability efforts are characterized by key initiatives having moved from development to operations and further development. Efforts within energy, resource consumption, and data-driven documentation are increasingly integrated into daily operations and form the basis of the Groups long-term sustainability strategy.

The work includes electrification and flexible energy use, continued reduction of fossil fuels and increased focus on circular use of materials. At the same time, important steps have been taken towards more precise documentation of climate footprint supporting both internal priorities and customers increasing demands for transparency.

Strategic Environment, Social and Governance goals

BIRN Group has defined a number of goals in an overall sustainability strategy for 2025 and 2026. The goals are relative to the baseline year (2022), and cover the general Group level, as well as key initiatives for the individual companies.

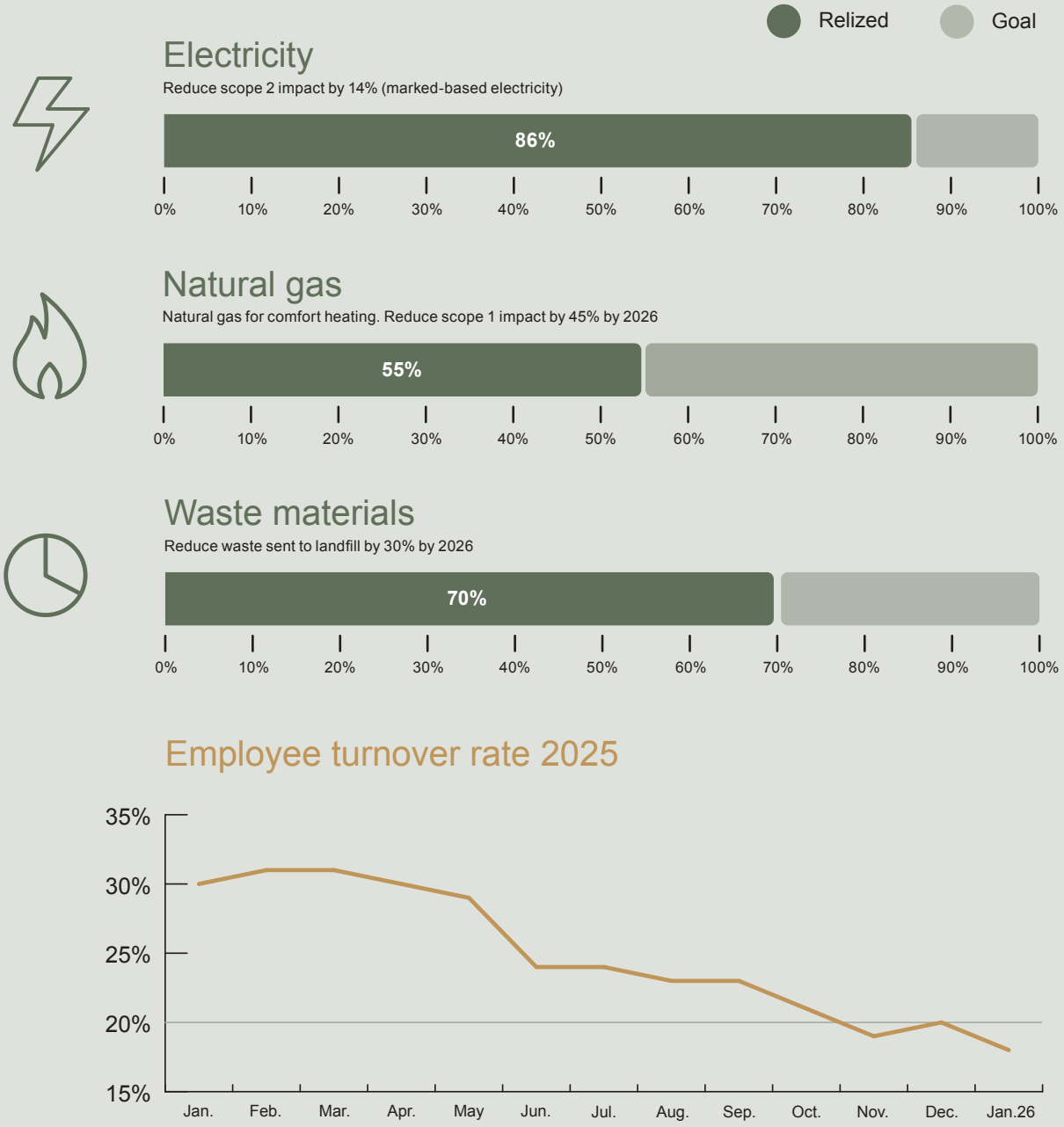
		Goals	Actions
Environment	Electricity	Reduce scope 2 impact by 14% by 2026. This initiative aims to make energy consumption more efficient while also promoting renewable energy production.	The Group has a strong focus on energy-saving initiatives, especially in the foundries. In 2026, BIRN in Holstebro expects to expand regulating power to more melting furnaces as part of an upgrade of the operational technology, while feasibility studies are being carried out in other group companies.
	Natural gas	Reduce natural gas for comfort heating to reduce scope 1 impact by 45 per cent by 2026.	In 2026, BIRN in Holstebro plans to invest in further heat recovery, which is expected to reduce natural gas consumption by about a third. Natural gas for comfort heating is expected to be phased out by 2030 as part of the Group's ambition of net zero by 2040.
	Resource consumption	Streamline material consumption in production processes to improve costs and efficiency and reduce the scope 3 impact.	The Group systematically addresses the correct and efficient use of materials, among other things through targeted training of melters in the foundries. At the same time, alternative raw material flows are being developed to strengthen the robustness of the resource supply.
	Waste materials from production	Reduce waste sent to landfill by 30 per cent by 2026 by establishing or expanding circular economy initiatives.	The Group is continuously working to ensure that the majority of residual products from production are included in new material cycles, while keeping the proportion sent to landfill to a minimum.
Social	Employee turnover rate	Reduce the employee turnover rate in each company by looking at recruitment, onboarding, upskilling and offboarding (including reasons for termination).	The annual employee satisfaction survey is conducted with a focus on well-being and engagement. At the same time, the HR system CatalystOne is being implemented, which supports systematic onboarding and offboarding as well as follow-up on upskilling.
	Health and safety	Improve the working environment and increase employee safety through prevention, protective equipment, employee involvement and utilisation of data.	A digital safety management system has been implemented at BIRN in Holstebro and is expected to be rolled out in the other BIRN Group companies on an ongoing basis. The aim of digitalisation is to strengthen the reporting of safety observations and reduce the number of accidents at work.
	Age distribution	Build a sustainable workforce in terms of age, skills, experience and responsibilities. This is to be achieved through recruitment, mentoring, workforce planning and upskilling.	In 2026, BIRN Group will continue its efforts to strengthen recruitment, attract trainees and apprentices and retain employees. The goal is a sustainable workforce through systematic recruitment processes, upskilling and flexible frameworks.
Governance	Cyber security	Strengthen our resilience to cyber threats through technology, processes and employee training.	In 2026, BIRN Group will strengthen the integration of AI into the Group's IT systems with a focus on production support. The initiatives are implemented in accordance with the Group's AI policy and EU data security requirements.
	Supplier relationships/ security	At least five per cent of our raw materials must come from suppliers with recognised sustainability certifications by 2026.	In 2026, BIRN Group will maintain its focus on a stable supply chain through dual sourcing for critical materials and components. Work on quarterly agreements and close supplier dialogue continues to ensure inventory alignment and agile demand management.

Focus areas for: Environment

In the Environment category, we are focused on resource efficiency, reducing emissions and calculating the carbon footprint of our products. The initiatives include energy, material consumption and data-driven tools that support a more measurable and systematic approach to sustainability.

The BIRN Group has a long-term ambition to achieve net zero carbon emissions in scope 1, 2 and 3 by 2040. As a specific sub-goal, the ambition is to reduce greenhouse gas emissions by 20 per cent in 2026 compared to the 2022 reference year. In addition, the company is working towards a full phase-out of natural gas in its own processes as a key step towards net zero.

At the same time, circular resource use is a high priority. Consumption of scrap, reuse of surplus sand and development of alternative raw material flows contribute to reducing consumption of virgin raw materials and minimising waste sent to landfill.



Focus areas for: Social

In the Social category, employee turnover rates, health and safety and age distribution will be in focus in the coming years. The BIRN Group works systematically to reduce employee turnover to ensure stable teams and maintain knowledge and skills. The initiatives are supported by a more systematic approach to HR, which strengthens recruitment, follow-up and upskilling, while highlighting a future generational change in parts of the organisation.

There are no specific goals for the optimal age distribution, but our efforts are aimed at creating a sustainable workforce with a balanced composition of age, experience, skills and responsibility.

Health and safety remain a high priority, and targeted efforts are being made in prevention and follow-up to improve the working environment. A digital safety management system supports a more systematic and data-driven approach to safety, in which observations and incidents are actively used in prevention initiatives.

Focus areas for: Governance

In the Governance category, BIRN Group has strengthened its efforts within cyber security and responsible supplier relationships as part of a more robust and systematic management of the Group's risks. Increasing digitalisation places even greater demands on cyber security, which is addressed through technical solutions, clear policies and increased awareness among employees.

At the same time, targeted efforts are being made to strengthen accountability and transparency in the value chain. Supplier collaborations are managed through common guidelines and documentation requirements, including data on carbon emissions and sustainability. The goal is for at least 5 per cent of raw materials to come from suppliers with recognised sustainability certifications by 2026 and for detailed data from at least half of the primary suppliers.

As part of our Governance work, there are also increased requirements for selected suppliers, including transport suppliers to document carbon footprints. Overall, efforts are supported by policies, certifications and internal processes that contribute to responsible operation and stable supplier relationships.

ENVIRONMENT

Sustainability and the environment are inextricably linked. Here, the keywords are protection of natural resources, reduction of our business's impact on the climate and, not least, how we as a company can contribute positively to the recovery of our planet. We will elaborate on this in this section.

Goals

Electricity

Reduce scope 2 impact by 14% by 2026 (market-based electricity) This initiative aims to make energy consumption more efficient while also promoting renewable energy production.

Natural gas

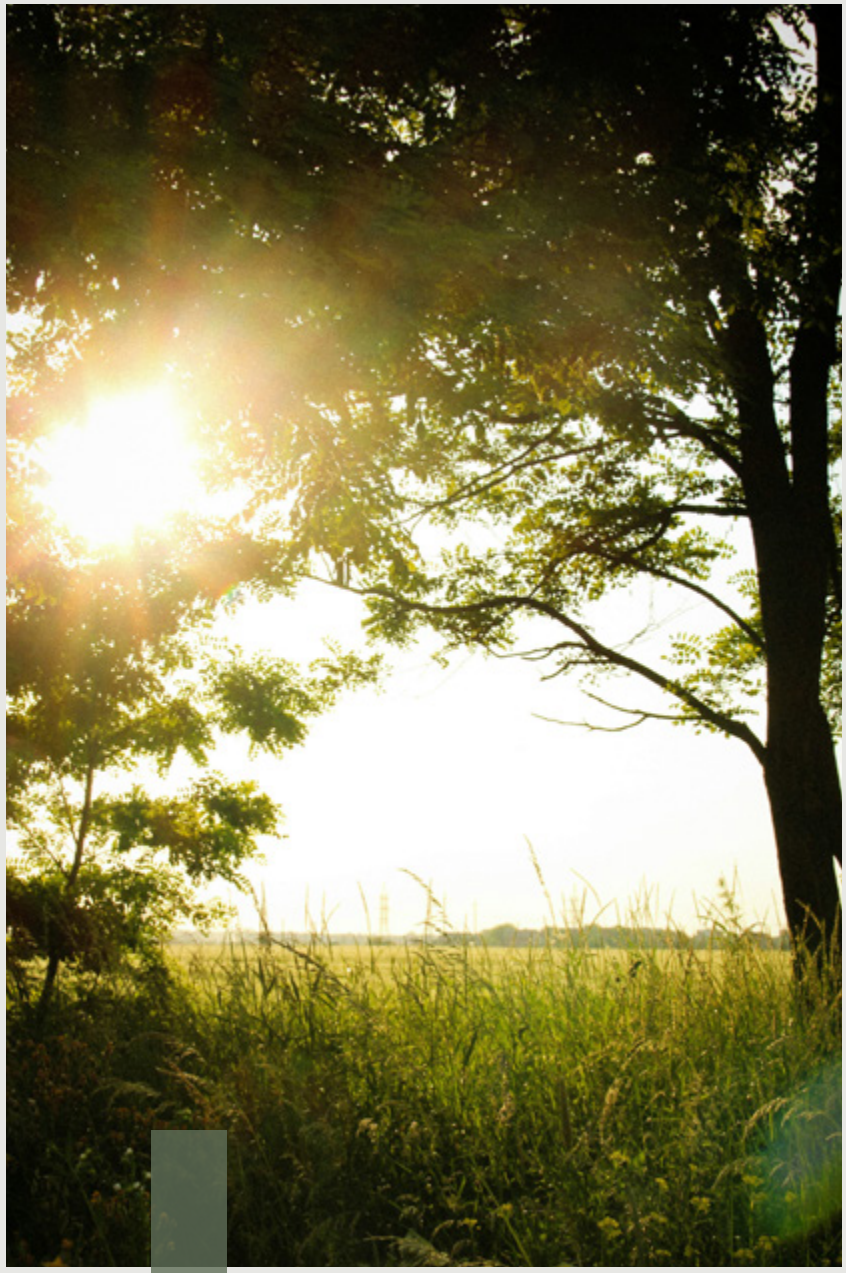
Reduce use of natural gas for comfort heating to reduce scope 1 impact by 45 per cent by 2026.

Resource consumption

Streamline material consumption in production processes to improve costs and efficiency and reduce the scope 3 impact.

Waste materials from production

Reduce waste sent to landfill by 30 per cent by 2026 by establishing or expanding circular economy initiatives.



ELECTRICITY REGULATION IN THE FOUNDRY:

A YEAR OF FULL IMPLEMENTATION AND POSITIVE EFFECT

In 2024, BIRN in Holstebro took its first steps in flexible electricity regulation through Flex Platform. A year later, it is clear that the solution has had a clear positive impact in terms of production, the balance of the electricity grid and BIRN's own operations and investment opportunities.

Throughout 2025, the system for electricity regulation was fully implemented on three of the foundries six melting furnaces, which continue to help regulate electricity consumption automatically during periods when the load on the electricity grid is high. This has given BIRN in Holstebro the opportunity to contribute actively to security of supply, which has become more important as the electricity grid is increasingly supplied with renewable energy.

Experience from the first full year of operation shows that the regulating measures can be implemented without any consequences for production. This means that BIRN can provide flexibility when demanded, without compromising on reliability, which boosts the companies robustness as well as the stability of the electricity grid.

Recognised in new EU policy initiative

In 2025, BIRN was recognised as a good example in the Confederation of Danish Industry's new EU policy initiative on electrification. Our experience of flexible electricity regulation is one of 12 recommendations in a proposal from DI Energy, and the purpose is to kick-start the conversation in the EU about how electrification can ensure sufficient energy, promote economic growth and strengthen competitiveness, while maintaining high green ambitions.

Although the precise CO2 calculations are not yet final, it is clear that the regulating measures reduce the need for fossil backup power at BIRN. When the foundry temporarily throttles consumption, the load is reduced on the coal and gas-fired plants that previously ensured voltage stability in the electricity grid.

In this way, BIRN contributes both to the green transition and to making better use of the available renewable energy – while maintaining a high degree of security of supply for production

Expansion potential at BIRN Group

BIRN in Holstebro expects to be able to extend regulating power to more melting furnaces in 2026 once the necessary upgrade of the existing operational technology has been completed. At the same time, feasibility studies are being carried out in other companies in the Group, including ULDALL and TASSO.

What is electricity regulation?

Electricity regulation is a technology that enables industrial companies like BIRN to adapt power consumption in real time. The system relieves the electricity grid during periods of high load without affecting production, thereby contributing to stable power supply and better use of renewable energy. According to both the Confederation of Danish Industry and the CIP Foundation, more flexible electricity consumption is crucial for both increased electrification of the industry and improved European competitiveness.

HALVED IN THREE YEARS – AND FAR FROM FINISHED:

BIRN GROUP CONTINUES TO PHASE OUT NATURAL GAS

The BIRN Group has set a clear direction for the phasing out of natural gas in the Group's activities. The goal is to eliminate the use of fossil fuels in its own processes by 2030 and reach net zero by 2040 – including for purchased materials. Developments in recent years show the Group is well on its way.

At BIRN in Holstebro, where natural gas is primarily used for comfort heating, consumption has already been significantly reduced. Over the past three years, natural gas consumption has halved as a direct result of targeted investments and a systematic approach to energy efficiency.

The work to reduce consumption continues and investments are made on an ongoing basis in solutions that, in the long term, can make the Group independent of natural gas. Some initiatives require further technological maturity as well as close cooperation with both suppliers and customers, but the ambition remains unchanged and concrete steps are taken every year in a clear and long-term direction towards full phasing out of natural gas.

Optimisation of energy consumption and heat recovery

Since 2022, BIRN in Holstebro has progressively phased in heat recovery systems that make it possible to utilise the surplus heat from casting production for heating offices and shower facilities. Today, four heat recovery plants have been installed, and in 2025, additional investments were made with a focus on recycling even more of the heat produced.

ULDALL, which uses district heating rather than natural gas, also installed a heat recovery system in 2025 to reduce heat consumption.

Several of BIRN's other companies have introduced similar initiatives: At TASSO Bernareggi, natural gas is only used to a limited extent for burners, while TASSO is replacing heating oil with natural gas mixed with oxygen, which shortens the warm-up time and reduces energy consumption. The company also uses natural gas for heat treatment of goods. BIRN Germany has installed new gas heating which contributes to reducing total energy consumption. Overall, these initiatives show how BIRN is working purposefully to reduce fossil fuels, optimise energy consumption and promote sustainability across the Group.

55%

BIRN in Holstebro more than halved its natural gas consumption for comfort heating in three years.

Further investments on the way

In the summer of 2026, BIRN in Holstebro expects to make another major investment in heat recovery, which could further reduce natural gas consumption by around a third. When the potential for heat recovery is fully exploited, the next step is to convert the existing heating plant from a natural gas boiler to an electric boiler.

At the same time, the Group is working on a long-term plan which phases out natural gas in its own processes by 2030 as a key milestone on the road to net zero by 2040 – a focus area which is shared across BIRN Group.

EFFICIENT USE OF RESOURCES THROUGHOUT THE GROUP

The BIRN Group is committed to optimising resource consumption in production and here, the quality and recyclability of iron both play a key role. About 90,000 tonnes of iron are melted annually in Holstebro, of which 93 per cent comes from recycled materials. The circular focus is supported by the Group's entire value chain – from procurement and processing to recycling and knowledgesharing between the companies.

Scrap is a key resource in production at the foundries of BIRN Group and forms the basis for the recycling and circular use of iron. BIRN in Holstebro buys scrap metal through partners who find the suitable material grades on the market. Each batch is tested with melting samples and metallurgically analyzed before it's used in production.

Across the Group, systematic work is being done to optimise resource utilisation. Melters at TASSO are trained in efficient handling of steel scrap, while BIRN Germany ensures stable deliveries of grey and nodular cast iron. KOCKUMS MASKIN minimises waste of raw cast iron and monitors tool life, while TASSO BERNAREGGI reduces the environmental impact of auxiliary processes with resource-efficient cutting fluids and filters.

In addition to recycling iron, transport distances across the Group are minimised to reduce carbon emissions.

Tyre wire briquettes contribute to recycling

Tyre wire briquettes combine iron swarf from BIRN machine factories with metal wires from end-of-life car tyres. The briquettes can be melted safely in the casting process and contribute significantly to recycling and resource utilisation. ULDALL also recycles casting sand and excess heat from compressors, contributing to efficient resource utilisation across the Group. At least 97 per cent of all sand from ULDALL's casting processes is recycled.

BIRN in Holstebro is also investigating take-back schemes with manufacturers where end-of-life products such as trucks are returned for optimal recycling. Such solutions ensure efficient use of resources and the closing of material flows in production.

RESOURCE CONSUMPTION AND WASTE MATERIALS – CIRCULAR MATERIAL FLOWS

At the BIRN Group, we work systematically with resource consumption and waste materials from production, focusing on resource utilisation, traceability and circular economy. As far as possible central materials in production are recycled internally while residual materials are handled for reuse or upcycling in external projects.

Scrap is the most important casting resource in production at the BIRN Group and forms the basis for the recycling and circular use of iron. About 90,000 tonnes of iron are melted annually in Holstebro, of which 93 per cent comes from recycled materials. Scrap is purchased via partners who find suitable fractions on the market. Each fraction is tested through melt samples and metallurgical analysis before it is included in production. This systematic approach ensures both high material quality and stable production, while reducing the need for virgin raw materials.

Across the Group, efforts are being made to ensure correct handling and use of scrap. For example, TASSO melters are trained in the efficient and consistent use of steel scrap.

Tyre wire briquettes as a supplement to scrap

BIRN in Holstebro has developed a supplement to traditional scrap metal in the melting processes. Iron swarf from machining production is pressed together with metal wires from recycled car tyres and can constitute up to 25 per cent of the foundry's molten iron. The briquettes contribute to constantly high quality and stable production. At the same time, the solution supports the ambition to develop more alternative raw material streams as a supplement to scrap and thus strengthen resource supply robustness.

The experience with tyre wire briquettes is regularly shared across BIRN Group as part of knowledge-sharing about circular resource use.

Surplus sand – from residual product to resource

Sand is a key resource in the casting process at BIRN and ULDALL and is part of a circular process where it is reused repeatedly in the moulds. Once the sand has been used, the castings and the sand are separated, after which the sand is returned to the process. Around 2 per cent is continuously removed and replaced with new sand to ensure quality.

The total residual products from production in Holstebro amount to around 20,000 tonnes annually, consisting mainly of surplus sand and slag from the foundry. The goal is for most of the material to be included in new material cycles, while minimising the proportion sent to landfill.

BIRN's environmental goal is send a maximum of 3 per cent of residual products to landfill, and in recent years the level has been around 2.5 percent.

In 2025, BIRN in Holstebro delivered around 25,000 tonnes of surplus sand from ongoing production and existing inventories. The sand has been used as sand pads, for example under agricultural buildings in Central and West Jutland, as well as in other construction projects where it has been used for backfilling and thus as a substitute for virgin raw materials. The inventory has thus been reduced from previous years. The sand is used in accordance with applicable rules and with environmental approval from the relevant municipalities.

Swarf and foundry returns – internal circularity

Swarf and foundry returns are not regarded as waste, but as an integral part of the Group's production cycle. Foundry returns from the casting process and iron swarf from the processing of castings are melted down and used directly in the production of new items. In those companies that do not have a foundry, but where machining is the main activity, swarf is collected systematically and sent on for recycling by other production companies where the material is included in new metal flows.

93%
recycling

About 90,000 tonnes of iron are melted annually in Holstebro, of which 93 per cent comes from recycled materials.

Other reuse initiatives at BIRN Group

Across the BIRN Group, systematic work is being done on the handling of other waste and residual materials as an integral part of operations. Among other things, KOCKUMS MASKIN has established structured waste systems for oil, cutting fluids and metal swarf, which are documented and handled through approved schemes. TASSO BERNAREGGI is focused on sorting and recycling cutting fluids and filters from machining processes.

In addition, several companies are working on recycling surplus heat. At ULDALL, surplus heat from compressors is used, while BIRN reuses surplus heat from the foundry to heat office and bathroom facilities, helping to reduce the consumption of natural gas.

PRODUCT CARBON FOOTPRINT IMPLEMENTED IN BIRN GROUP

At the BIRN Group, work continues to meet the increasing requirements in carbon reporting and the growing demand from customers who want to document the climate footprint in their value chain. In 2025, an important milestone was reached: Product Carbon Footprint (PCF) was implemented at several of the Group's companies – and BIRN is among the very first foundries to offer accurate CO_2 calculations on all products based on real process data.

Product Carbon Footprint (PCF) provides clarity on each product's total carbon footprint from the raw materials' climate footprint at suppliers to internal processes such as casting, cleaning, machining and surface treatment as well as transport.

In 2025, PCF was fully rolled out at BIRN, TASSO and KOCKUMS, and the other companies can use the solution as needed. Today, the BIRN Group uses primary data from suppliers combined with its own production data for PCF reporting which gives a significantly more accurate picture than general database values.

Many of BIRN's customers are themselves covered by the green accounting and CSRD reporting requirements. This means that there is a need for traceable and credible data that can document the climate footprint right down to product level.

BIRN has therefore chosen to calculate its own data and collect specific data from all suppliers rather than using standardised assumptions.

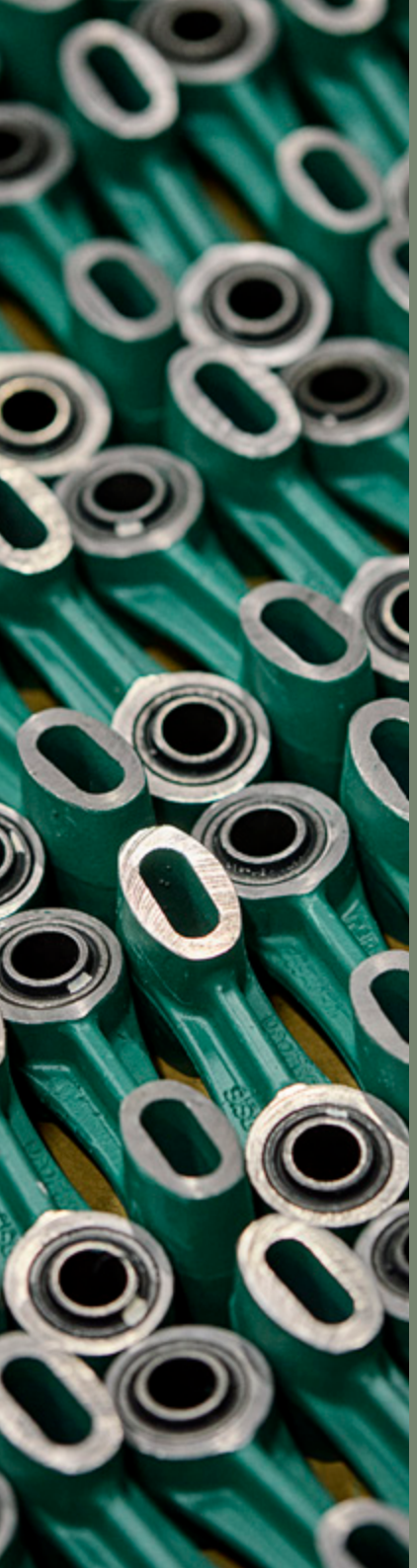
This approach makes it possible to state exactly how much CO_2 a given product emits. In the vast majority of cases, the calculations show that BIRN's products have a significantly lower climate footprint than similar products produced elsewhere in the world.

High demand from the market

PCF was officially launched at BIRN in early 2025, and there has been a lot of interest. Many customers require documentation as an integral part of their procurement, especially in industries with high reporting requirements.

Demand in the market is significant, and documented knowledge of the carbon footprint of products is expected to become an increasingly important competitive parameter in the coming years – both for BIRN and for the Group's customers.

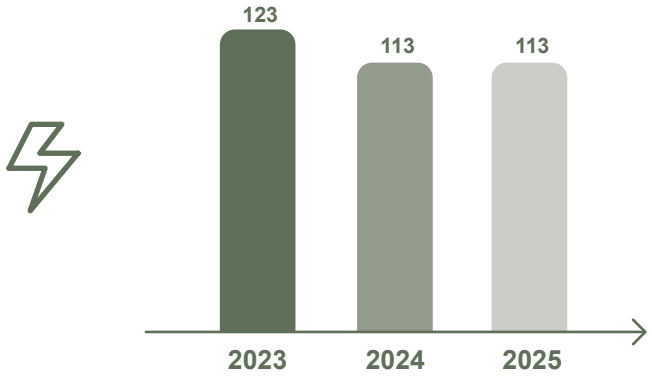
Customer demand for PCFs varies between companies, but all calculations are run centrally at BIRN in Holstebro to guarantee the same quality and methodology across the Group.



Product Carbon Footprint at BIRN Group is based on close cooperation with suppliers where access to correct and traceable data directly from the source is a crucial prerequisite. Combining primary supplier data with own production data ensures a high level of data. Developing even stronger data-driven collaborations with suppliers is a strategic focus area for BIRN and a significant part of the work to support documentation, transparency and improved scope 3 reporting.

BIRN GROUP KEY FIGURES

Air and soil pollution		2024	2025
Total weight of air pollutants	tonnes	**5,047**	**4,344**
Energy			
Total electricity consumption	MWh	**113,145**	**113,360**
Percentage of electricity purchased from renewable energy sources	%	**74**	**86**
Consumption of other purchased or acquired energy from fossil sources	MWh	**17,102**	**15,610**
Consumption of other purchased or acquired energy from renewable sources	MWh	**2,085**	**1,897**
Consumption of self-produced non-fuel renewable energy	MWh	**0**	**0**
Fuel consumption from other fossil sources	MWh	**2,816**	**2,079**
Fuel consumption from renewable sources: biomass	MWh	**0**	**0**
Percentage of energy consumption from fossil sources	%	**26**	**14**
Percentage of energy consumption from renewable sources	%	**74**	**86**
Total energy consumption	GJ	**486,531**	**478,601**
Total energy production	GJ	**378**	**382**
Total energy consumption from fossil sources	MWh	**47,248**	**31,941**
Total non-renewable energy production	MWh	**0**	**0**
Total renewable energy consumption	GJ	**316,436**	**363,614**
Total renewable energy production	GJ	**378**	**382**

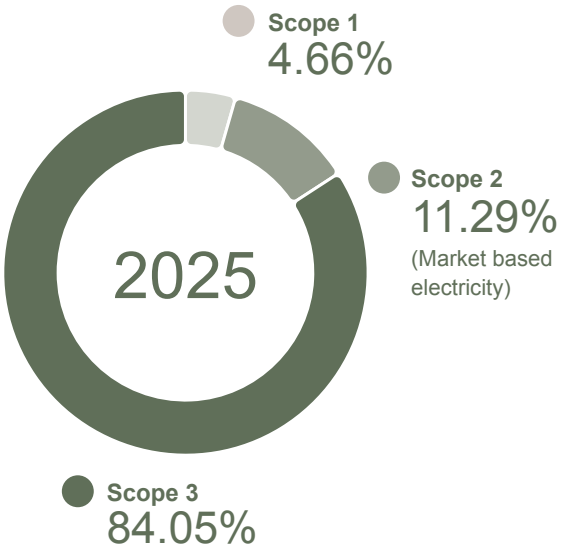


Total electricity consumption services

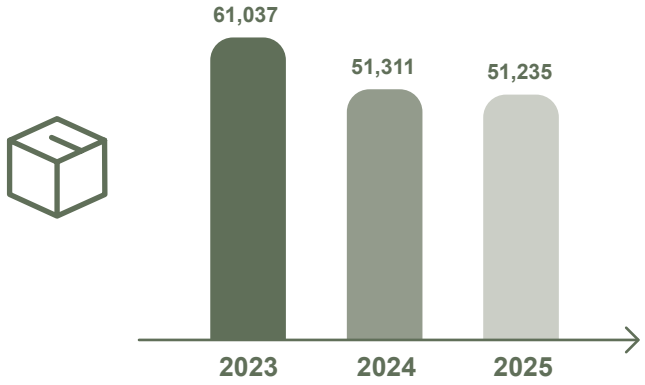
GWh

Scope

The charts show the percentage distribution of CO_2-equivalent emissions.



Greenhouse gas emissions and reduction targets		2024	2025
Percentage of scope 1 GHG emissions from regulated emissions trading schemes	%	**0**	**0**
Scope 3: 1 – Purchased goods and services	tCO_2eq	**51,311**	**53,235**
Scope 3: 4 – Upstream transportation and distribution	tCO_2eq	**3,598**	**5,577**
Scope 3: 5 – Waste generated from operations	tCO_2eq	**304**	**302**
Scope 3: 6 – Business travel	tCO_2eq	**54**	**56**
Scope 3: 7 – Employee commuting	tCO_2eq	**423**	**411**
Total gross scope 1 GHG emissions	tCO_2eq	**3,179**	**3,301**
Total gross scope 2 GHG emissions (based on location)	tCO_2eq	**19,992**	**19,875**
Total gross scope 2 GHG emissions (based on market)	tCO_2eq	**15,461**	**8,005**
Total gross scope 3 GHG emissions	tCO_2eq	**55,821**	**59,581**
Waste			
Total weight of hazardous waste	tonnes	**19,487**	**20,151**
Total weight of non-hazardous waste	tonnes	**1,710**	**2,070**
Water			
Total water consumption	m^3	**99,000**	**97,542**
Total quantity of pollutants discharged to water	m^3	**22,600**	**20,368**



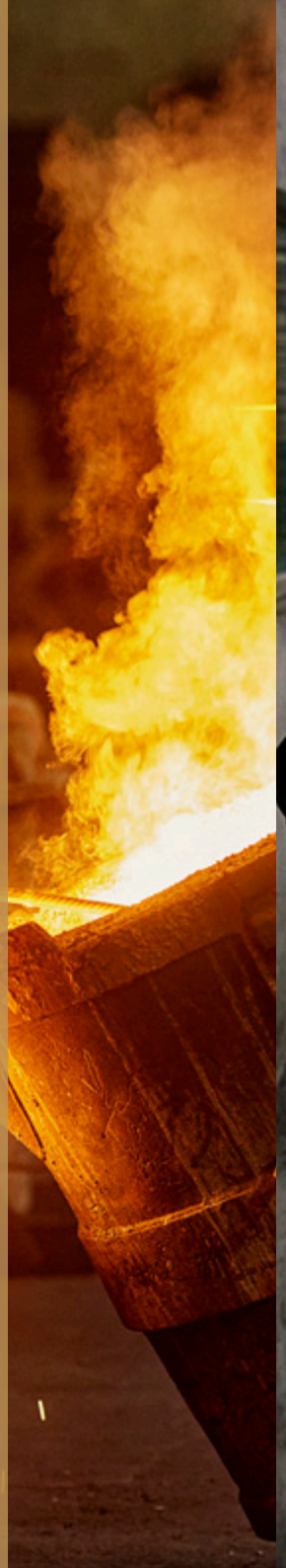
Purchased goods and services

tCO_2eq

S

SOCIAL

Sustainability and the environment are inextricably linked. Here, the keywords are protection of natural resources, reduction of our business's impact on the climate and, not least, how we as a company can contribute positively to the recovery of our planet. We will elaborate on this in this section.



Goals

Employee turnover rate

Reduce the employee turnover rate in each company by looking at recruitment, onboarding and skills development.

Health and safety

Improve the working environment and increase employee safety through prevention, protective equipment, employee involvement and utilisation of data.

Age distribution

Build a sustainable workforce in terms of age, skills, experience and responsibilities. This is to be achieved through recruitment, mentoring, workforce planning and upskilling.

A SYSTEMATIC APPROACH CREATES A STRONGER WORKFORCE

Making the foundry sector more sustainable requires not only new technologies – it also requires a workforce that is equipped for the demands of the future. With full implementation of the HR system CatalystOne across all companies, BIRN Group now has a common and much more robust basis for workforce planning and developing.

In recent years, BIRN Group has worked hard to implement a new HR system, CatalystOne, which provides a detailed overview of the employees' master data, skills and development opportunities. Where employee data was previously spread across several systems – and in some cases in the managers' own heads – all employees throughout the Group are currently registered in CatalystOne. This applies to all BIRN Group companies in Denmark, Germany, Sweden and Italy.

The system ensures one common way of working with employee data throughout the Group, thus providing a completely new level of robustness. When knowledge lies not only with one manager, but also in a common system, it is far less vulnerable, e.g. in the event of a change of manager. The new system also complies with all GDPR requirements, and it provides the opportunity to monitor employee turnover, absence, certifications, upskilling and training needs across the companies.

Next phase: Skills mapping

Now that the foundation is in place, BIRN Group is now in full swing with the next phase: to use the skills module in CatalystOne much more actively. Among other things this involves mapping the employees' current skills and matching them with the skills that will be needed in the future. This simplifies and clarifies job roles as well as skill requirements. The goal is to create greater transparency for employees, ensure even better training and at the same time strengthen safety in production.

The first steps are being taken at BIRN in Holstebro, where we need to know which skills exist today and which will be needed in the future. With more than 100 job roles spread among more than 700 employees at BIRN Group, there is a need for systematic clarification and an overview of the skills associated with the individual job roles. Once that is done, targeted training can be initiated.

A concrete example is melters: employees are taught to optimise melting with the least possible energy consumption. Here, CatalystOne identifies both the level of skills of the individual employee and who needs what type of training.

BIRN in Holstebro is also working to modernise and simplify the training material throughout production. Previous courses and curricula are now converted into intuitive checklists that make peer training simpler and audit-ready, while also examining which areas are suitable for e-learning.

A sustainable workforce is the BIRN Group's main challenge in the HR area. At the same time the turnover of employees must be reduced, diversity in areas such as age and gender must be increased and a clear and usable overview of the skills we need now and in the future must be created. All of this is anchored in a systematic approach and an overview of employees, skills, job functions and development opportunities.

A SUSTAINABLE WORKFORCE INCLUDES ALL GENERATIONS

A sustainable workforce is about attracting tomorrow's employees and also retaining the current ones by being an attractive workplace. But at BIRN Group, we must equally create a diverse employee mix by being inclusive at group level and creating the right framework for seniors and flexi-job employees, among other things.

In 2025, the strategy continued to attract more trainees and apprentices to our BIRN Group companies, to develop the recruitment process across the organisation and to retain current employees. This is part of the ambition to create a sustainable workforce in terms of age, gender, skills, experiences and responsibilities.

Among other things, the ambition is realised by introducing even more structure to the recruitment process and making the individual companies even more attractive to trainees, apprentices and new graduates. At least as important, however, is to offer skills development to current employees and provide a flexible framework for seniors who are approaching retirement age, or others who, for one reason or another, need reduced working hours or a flexi-job. This can help retain employees with valuable knowledge and experience that must be passed on to the next generation.

Flexi-jobs create value all around

One of the employees who greatly benefits from the opportunity for flexi-jobs at BIRN Group is Kaj Lynggaard, who for the past five years has worked 12 hours a week spread over four days at TASSO in Odense. Here, he labels cast iron bars with colour codes that identify material quality and batch number.

- It's great to be here. I'm left to myself and have tasks that I know and can complete, and things are structured. There is no stress or pressure from any direction. It works really well for me that I can take things at my own pace and complete what I need to, says Kaj Lynggaard.

At TASSO, there is a clear encouragement to other companies to hire people in flexi-jobs:

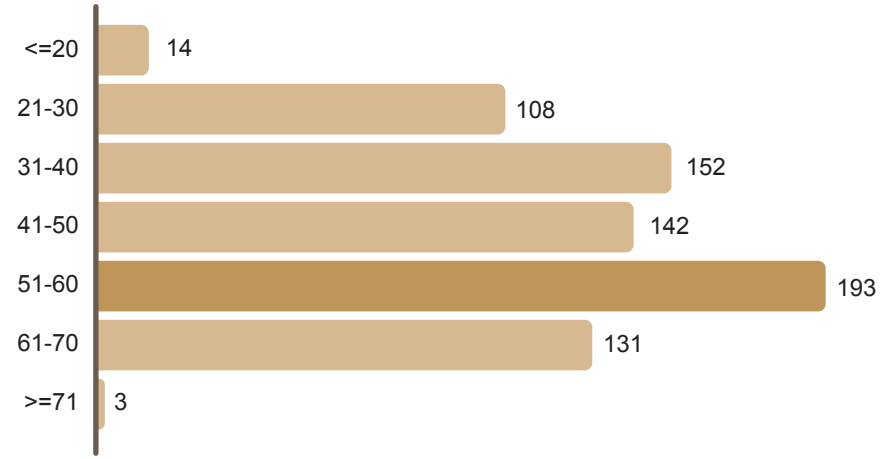
- As a company, we want to be relevant to the city and the society we are a part of, whether it is students, interns flexi-job employees we are interested in. The most important thing is that there is a good match, and that they can help with tasks that create real value for us and which can be adapted to the individual and their needs, explains Kristian Bundgaard Pedersen, Managing Director of TASSO, and continues:

- In my opinion, the vast majority of companies will be able to accommodate one or more flexi-job employees. This requires management to focus on this and to be open to looking at what real tasks need to be done, so that value is created for both the company and flexi-job employees. fleksjobbere.

> ***As a company, we want to be relevant to the city and the society we are a part of, whether it is students, interns or flexi-job employees we are interested in.***
>
> Kristian Bundgaard Pedersen, Managing Director at TASSO in Odense

Age distribution in BIRN GROUP

Number of employees by age



LOWER EMPLOYEE TURNOVER

If we as a Group can succeed in recruiting and retaining the right employees, the chances are higher that they will stay in the job for a longer period of time. This benefits well-being, productivity and finances in the long run, and the employee turnover rate is therefore one of BIRN Group's strategic objectives.

Focused efforts to recruit the right people, to follow up on matters such as sick leave or special situations, and to check in with departments with particularly high employee turnover rates are among the specific initiatives that have helped reduce the turnover of employees at BIRN Group over the past year.

Overall, we have become better at hiring the right people for the right positions, so resignations or dismissals are less reduced. In addition, efforts have been made to reduce sickness absence across the Group. Continuous follow-up on sickness has been a high priority during 2025.

This helps us quickly clarify what needs to happen for an employee to return to work.

BIRN in Holstebro has set a specific target of getting the employee turnover rate below 20 per cent during the strategy period 2025-2026, it was already 20 per cent in 2025. For sickness absence, the target in the strategy period is 3.5 per cent, in 2025 it was 3.6 per cent.

BIRN Germany also has a target for reducing employee turnover during the strategy period.

Here, there is a KPI of below 10 per cent, in 2025 it was 3 per cent.

ULDALL's KPI for the employee turnover rate is 15 per cent. It is currently significantly higher and we are therefore working hard to reduce the turnover rate of employees.

Increased attention to the reasons why employees leave

In addition to recruitment and sickness absence, offboarding has also been a focus area during 2025 at BIRN Group. The HR system CatalystOne collects information about why employees either leave or are dismissed, and this is important knowledge when it comes to recruiting and retaining the right employees.

By examining the reasons that we as a Group and workplace can address, there may be areas we can adjust – from working hours to heavy lifting or other physical hard work that may surprise a new employee and therefore quit after a short period of time.

The more we know about why employees choose to leave, the better we can work towards becoming an even more attractive workplace.

Employee turnover rate

The employee turnover rate is calculated by dividing the number of employees who leave the company within a certain period – for example, 12 months – by the average number of people employed during the given period.

21%

Employee turnover rate for BIRN Group as a whole at the end of 2025 was 21% compared to 28% in 2024.

DIGITALISATION AND EMPLOYEE INVOLVEMENT STRENGTHEN HEALTH AND SAFETY

In 2025, the BIRN Group maintained the important focus on health and safety required by the foundry sector. All companies have launched their own initiatives, which have increased employee involvement and make the safety culture an integral part of day-to-day work.

At BIRN in Holstebro, a digital safety management system was fully rolled out in 2025, and the plan is to gradually connect the other BIRN Group companies. The system is intended to support an even more systematic approach to tackling health and safety challenges and reducing the risk of accidents at work and the experience gained from this is positive.

After digitalising our safety activities, the number of safety observations increased significantly and the remediation of the problems has become more systematic. The health and safety manager in the individual department can quickly assess who should take responsibility for an observation and forward it to the system. Accidents and near misses are recorded and processed digitally, which provides a much better data foundation for the monitoring and continuous improvement of the working environment. In 2025, when the system was fully implemented at BIRN in Holstebro for the first time, the results were clear, with a reduction in accidents at work of 73 per cent.

Health and safety go hand in hand.

After implementation of the safety management system, BIRN in Holstebro also achieved an even better overview of where information and reminders are needed about the correct use of technical aids, as well as which areas may even require new solutions.

The foundry sector can be physically demanding and work is ongoing to examine whether new technical aids can reduce the load on the body and whether the existing ones are being used correctly. The digital safety management system has also created new opportunities to register when an employee experiences pain and to track the process all the way to completion. This strengthens the ability to take action where occupational injuries systematically occur, so that wear and tear among employees can be prevented.

Employee involvement using card-based tools

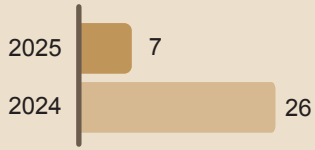
At TASSO in Odense, the employees have jointly developed a solution that increases focus on work safety in day-to-day work through safety cards. This type of employee involvement has contributed to greater safety awareness and provides valuable input to team leaders.

At the daily stand-up meetings, a card is drawn twice a week, covering topics such as forklift trucks. The task for the day is then that all employees become aware of what is relevant and important for working safely with forklift trucks. The following day, the team leader picks up on employee observations. In this way, the safety work is made more dialogue-based and concrete for the employees rather than being characterised by one-way communication and a lecturing tone.

73%

In 2024, the number of lost-time accidents at work at BIRN in Holstebro was 26. In 2025, that number fell to 7. This is a 73 per cent reduction. At the same time, the severity of the accidents has decreased.

Lost-time accidents at work at BIRN Holstebro



WELL-BEING AND LOYALTY REMAIN AT A HIGH LEVEL IN BIRN GROUP

The BIRN Group has conducted the annual satisfaction survey among the Group's more than 700 employees. The results show that both job satisfaction and loyalty remain at a high level and above the benchmark for comparable companies.

BIRN Group employees gave a score of 75 in job satisfaction and 81 in loyalty, which is on par with previous years. At the same time, the response rate remains high, with 89 per cent at group level. The survey was conducted by the research agency Ennova and provides a solid basis for further work on well-being across the Group.

The survey shows that employee loyalty to BIRN Group remains high, and that the desire to recommend the Group as a workplace is increasing. 44 per cent of employees state that they would highly recommend others to apply for a job at the BIRN Group. It emphasises a general pride in the workplace as well as enthusiasm for the company and the tasks that are being performed.

Strong results in safety and management

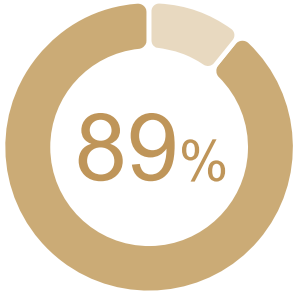
Safety remains one of the areas where BIRN Group is strong. The area ranks among the highest scoring in the survey across the Group, which shows that employees experience safety as being prioritised and taken seriously in their day-to-day work. At the same time, there is a positive development in the assessment of the overall management, with more employees experiencing a clearer direction and confidence in the decisions made.

A number of employee-oriented initiatives within health and safety are also being worked on across the Group. The initiatives support a general focus on employee well-being and long-term attachment to the workplace.

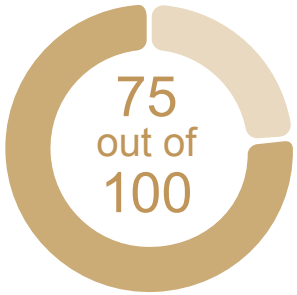
Collaboration, values and follow-up

The survey also points to a number of areas that need to be worked on in the future. Collaboration remains at a high level, but has decreased slightly compared to the previous year, especially in relation to knowledge-sharing and collaboration across the organisation. In addition, there must be further focus on how the Group's values can be better experienced and lived in day-to-day work.

Based on the survey, concrete action plans are being worked on across the entire Group. There is an increased focus on managerial follow-up and involvement of employees, union representatives and the health and safety organisation. Well-being is regarded as a shared responsibility, and the work of maintaining and developing a good working environment is an integral part of BIRN Group's day-to-day operations.



The annual satisfaction survey was answered by 89 per cent of the 700 or so employees at BIRN Group.



Job satisfaction among employees at BIRN Group scored 75 out of 100 in 2025. The benchmark for comparable companies is 73.

Loyalty among employees at BIRN Group scored 81 out of 100 in 2025.
The benchmark for comparable companies is 79.

COMMUNITY INVOLVEMENT

The BIRN Group actively engages in the communities where our companies are part of everyday life. Through openness, dialogue, and local collaborations we support associations, communities, employment and thereby contribute to creating value for employees and for society at large.

The local presence is about both making us attractive as a workplace and supporting the local communities, organisations and initiatives that make a difference. We therefore support local activities such as sports, music, culture and events, where employees and their families can also enjoy positive and rewarding experiences together.

Visibility in the local area is also about having a good dialogue with neighbours, schools and educational institutions and showing what the company is actually doing. During 2025, ULDALL in Vejen invited neighbours to an open house event, while the company also had visits from local school classes during the year.

Based on our values – one team, passion, decency and accountability – we prioritise initiatives that are anchored locally or regionally. For example, we support sports and recreation, including children's and youth teams as well as local elite clubs.

For example, this happens in and around Holstebro, where BIRN supports handball, cultural activities and a number of sports clubs, and in Germany, where BIRN Germany supports a local children's football team to strengthen well-being and engagement in the community. In Vejen, too, ULDALL is broadly engaged locally, combining support for several sports with backing for local and cultural activities – often based on employees' own ties to community associations.

Elsewhere, community involvement has a clear focus on inclusion and employment. In Odense, TASSO has for several years collaborated with a municipal initiative that employs citizens with mental and physical challenges, and TASSO BERNAREGGI in Italy collaborates with local job centres on employment initiatives that can get more people into work. In Sweden, KOCKUMS MASKIN engages in the local community through cooperation with schools and technical education, internships and dialogue with local authorities on future employment.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BIRN GROUP KEY FIGURES

Full-time workforce and gender diversity

Employees

	Men	Woman	Total
2024	618	117	735
2025	634	109	743

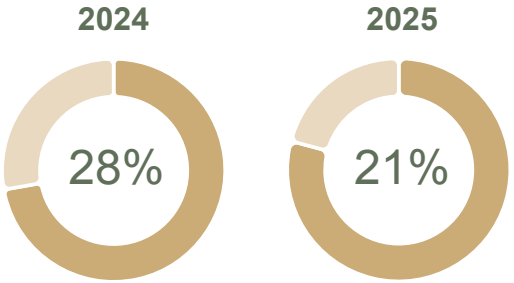
Managers

	Men	Woman	Total
2024	67	9	76
2025	65	10	75

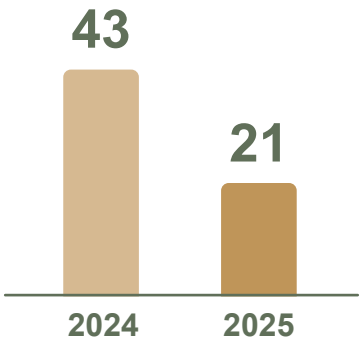
Salaried and production workers and apprentices

	Salaried employees	Production	Apprentices
2024	209	526	25
2025	200	543	21

Employee turnover rate



Lost-time accidents at work

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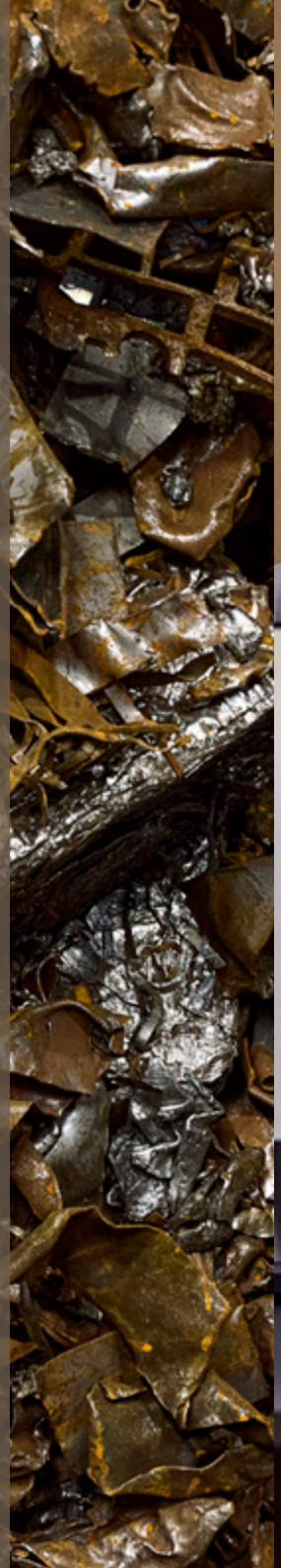
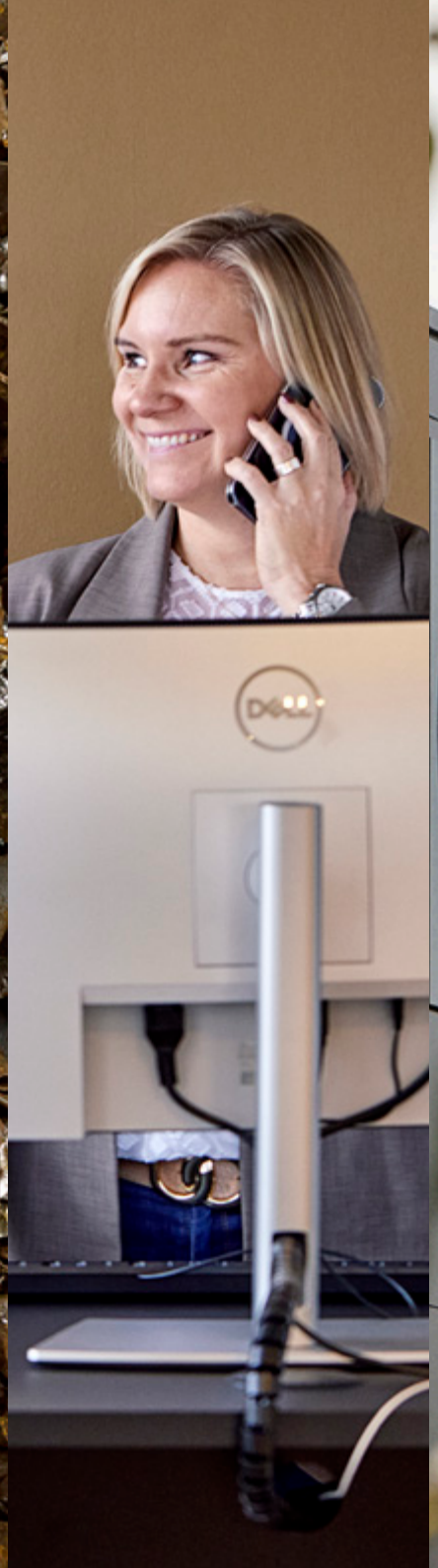
GOVERNANCE

We are a single team at BIRN Group. The Group is made up of different companies, but there are common areas that span the Group and ensure synergies, collaboration and common guidelines across the Group. Sound corporate governance is our common foundation, and with general frameworks for issues such as cyber security and supplier relationships, we create the best conditions to run the business optimally.





Goals

Cyber security

Strengthen our resilience to cyber threats through technology, processes and employee training.

Supplier relationships/security

At least five per cent of our raw materials must come from suppliers with recognised sustainability certifications by 2026.

CYBER SECURITY IS CONSTANTLY EVOLVING

As technology advances, the use of digital solutions is increasing at the BIRN Group and in its companies. This requires a high standard of cyber security, which must be reassessed and updated on an ongoing basis as companies introduce new technology and the external threat landscape changes.

As part of creating robust cyber security, the crisis response team at BIRN Group has been expanded to include the Operational Technology department (OT). The department in charge of the machinery in production has thus become affiliated with the IT organisation and is now an integral part of contingency plans and the test roll-out of AI tools. The changes reflect the need to prepare production departments for cyber attacks, as production is increasingly digitalised and connected to external networks.

With the new set-up, we align with the requirements of the EU's new NIS2 Directive for cyber security, which aims to increase digital resilience in the European Union. This is despite the fact that the BIRN Group is not directly covered by the new directive – among customers, the requirements are of great importance. Compliance with the requirements of the NIS2 Directive ensures that the Group's internal policies comply with the requirements expected by the market.

Increased security without passwords

Time is running out for passwords, which are often cybercriminals' gateways to sensitive data in businesses. At the BIRN Group, we have therefore taken the initiative to eliminate passwords and introduce so-called passwordless login, which uses biometric login.

The initiative aims to eliminate phishing threats, and thus data is even better protected, so both our customers and employees can feel in safe hands. Passwordless login also makes it easier for employees who in the future no longer have to remember passwords and update them continuously. At the same time, employees receive ongoing cyber security training that maintains a focus on good IT hygiene and secure handling of data. The roll-out of passwordless login will be implemented in the companies on an ongoing basis.

AI still on the radar

At the BIRN Group, we are testing AI solutions that among other things make it possible to analyse data more efficiently. In the past year, we have continued with test groups and workshops that provide us with insight into how we can best exploit the opportunities presented by AI in the individual departments and companies.

In parallel, BIRN Group has developed an AI policy based on EU requirements, and we continue to limit the use of AI tools to solutions where we can guarantee that our own data is kept in a closed loop and thus comply with the policies relating to cyber security in the organisation.

In the coming years, we will also increase the integration of AI into IT systems, which we expect will create major benefits in production.

SUPPLIER COLLABORATIONS WITH FOCUS ON ACCOUNTABILITY AND STABILITY

At the BIRN Group, an important part of the strategy is based on cooperation with suppliers. This means that we focus on selecting the right suppliers who can contribute with responsible and stable supply across the entire group.

Strong and accountable supplier collaborations are central to the BIRN Group's strategy, and we therefore impose high standards on our suppliers to support a responsible business. To assess BIRN Group's supplier collaborations, we use our Code of Conduct, which consists of a number of clear guidelines.

Among other things, the Code of Conduct focuses on environmental considerations and requires suppliers to document their carbon footprint, thereby ensuring that they comply with BIRN Group's environmental principles and support the Group's contribution to the green transition.

In addition, physical audits are carried out at the suppliers who provide critical materials. This is done to ensure that we only work with suppliers who comply with applicable rules and standards.

Procurement strategy that guarantees stable supply

At the BIRN Group, it is a priority to make the supply chain as stable and robust as possible to minimise interruptions to operations.

This is ensured by our procurement strategy "dual sourcing", where the most important materials and components are supplied by different suppliers, thus reducing the risks that can arise from dependence on a single supplier.

In addition, BIRN Group works with quarterly agreements to ensure that our suppliers have the necessary quantities in stock. Should deviations occur in the forecasts, our close dialogue with suppliers helps to ensure that we are offered fast and efficient solutions.

BIRN Group's Code of Conduct

BIRN Group's Code of Conduct establishes clear guidelines for supplier collaboration, with a focus on human rights, anti-corruption, combatting child labour and the environment, in line with the Group's ethical and environmental principles.

> ***At BIRN Group, it is a priority to make the supply chain as stable and robust as possible to minimise interruptions to operations.***

CUSTOMER SATISFACTION SURVEYS CONTRIBUTE TO SOUND BUSINESS DEVELOPMENT

The BIRN Group uses customer satisfaction surveys as a key tool to systematically understand and improve the customer experience and strengthen long-term relationships. This is a strong starting point for developing the business in the direction that creates the most value for both customers and the Group.

All BIRN Group companies conduct customer satisfaction surveys every year or every two years. The surveys provide a structured insight into how customers experience collaboration with the individual companies in areas such as quality, service, delivery, dialogue and sustainability. The purpose is not only to measure customer satisfaction, but also to identify where we at BIRN Group can improve and prioritise our efforts so to create the greatest value for our customers.

Once the surveys have been completed, they are discussed in the individual companies and are actively used to improve processes and the ongoing development of the business. In this way, customer satisfaction surveys contribute to supporting responsible and profitable operations.

Overall high satisfaction

The latest customer satisfaction surveys at BIRN Group generally show a high degree of satisfaction across the companies. Among other things, our customers highlight the quality of our products, competent and accessible service and advice as well as an open and constructive dialogue with our employees. In addition, the customers point out their satisfaction with the close and effective cooperation between sales and development, where they are supported throughout the project. The combination of commercial understanding and strong technical skills ensures a deep insight into both the complexity of the project and the specific requirements of the customers.The surveys also make clear that customers are very willing to recommend us.

In addition, the results of the latest surveys uncover areas for improvement that recur across markets and business units. These inputs are actively used to target concrete improvements.

It is also clear that sustainability continues to play a role in the customers' assessment of the BIRN Group companies as partners. More customers are increasingly expecting documentation showing process transparency and the product-level carbon footprint to support their own reporting requirements. This underlines the relevance of our ongoing work on data, documentation and responsible business practices.

From insight to action

Customer satisfaction surveys are an important element in our work around accountability and dialogue with existing and potential customers. They give us a nuanced picture of where we meet customer expectations and where we still have work to do. By continuously measuring, following up and acting on the results, we ensure that the customers' perspective is included as a constant feature in our strategic and operational decisions throughout BIRN Group.

> ***Customer satisfaction surveys are an important element in our work around accountability and dialogue with existing and potential customers.***

CERTIFICATIONS

The BIRN Group companies hold a number of certifications, including ISO certifications, IATF and EcoVadis. These certifications contribute to quality assurance at BIRN Group companies and support responsible routines and workflows in the various companies. All certificates are continually updated in line with current requirements and regulations, so we constantly ensure we are up-to-date and meeting current standards.

ISO certifications

BIRN Group holds ISO certifications under the 14001, 45001, 50001 and 9001 standards, awarded for our implementation of environmental and energy management systems, among other things. These certifications aim to ensure that we continuously improve our companies and maintain high climate standards, meeting environmental regulatory requirements and taking care of our employees.

ISO 14001

The ISO 14001 certification ensures that we work systematically to minimise environmental impact and meet applicable legal requirements through risk management, environmental mapping and control measures. We manage the environmental impacts of our activities, services and products, and the certification includes a clear environment policy, objectives and documentation for eco-management.

ISO 45001

The ISO 45001 certification ensures that we observe current health and safety legislation and systematically improve health and safety to remain a healthy and safe workplace. We identify material risks, work on improvements and have a defined health and safety policy and objectives. The certification also requires documentation for management of safety and health factors.

ISO 50001

The ISO 50001 certification entails having a defined energy policy and objectives, and mapping energy-consuming units. We are constantly working to reduce energy consumption and environmental impact through our energy management system, as certification also requires energy improvements and thus increased profitability. This work is supported by measuring, documenting, reporting and benchmarking energy consumption.

ISO 9001

The ISO 9001 certification of our quality management system demonstrates our commitment to consistency, continuous improvement and customer satisfaction. The certification is based on principles such as customer focus, management involvement, motivation, a process approach and improvements. It ensures greater efficiency and fewer product defects through structured management and dialogue.

IATF 16949

The IATF 16949 standard is specific to the automotive sector and sets process requirements for quality management systems, with a focus on regular improvements, preventing defects and reducing variation and waste in the supply chain. The standard builds on ISO 9001 and national automotive quality standards and addresses customer-specific requirements. It supports a continuous process for identifying, reporting and improving management systems and business processes.

TISAX

TISAX (Trusted Information Security Assessment eXchange) is an international standard for information security in the automotive sector. It applies a maturity-based approach to evaluate information security and is tailored to the specific needs of the sector. The standard is primarily aimed at first and second tier suppliers, but can also be used in more complex supply chains and is a requirement of some original equipment manufacturers (OEMs).

SAQ

The Self-Assessment Questionnaire – better known as SAQ – is an initiative of the Drive Sustainably sector association, and aims to improve the sustainability of automotive supply chains. The SAQ has questions on sustainability management, the environment, human rights and working conditions, which help to measure performance in the automotive industry.

BV Mode II and Marine Mode 2

The marine and offshore sector imposes special requirements on the certification of ships and their components. During the certification Bureau Veritas reviewed how BIRN conducts and analyses various tests on cast iron grades and how it subsequently issues material certificates if requested by the customer. With the certification, companies are approved by Bureau Veritas to provide material certificates for their cast products.

EcoVadis

EcoVadis is a world leader in sustainability analysis and recognised for its detailed assessments of companies' performance in relation to the climate, environment, labour and human rights, ethics and procurement. The entire BIRN Group successfully renewed its EcoVadis certification in 2025, which assesses our performance in the E, S and G areas. BIRN Group has achieved a bronze certification in EcoVadis. The certification is based on the premise that the BIRN Group companies are a single team and therefore work according to the same values. The overall EcoVadis score has therefore not been broken down by company.

Certification overview	ISO 14001	ISO 45001	ISO 50001	ISO 9001	IAFT 16949	BV MODE II	MARINE MODE 2	ECO-VADIS	SAQ	TISAX
BIRN	✓	✓	✓		✓	✓		✓	✓	✓
BIRN Germany				✓				✓		
ULDALL				✓		✓	✓	✓		
TASSO	✓			✓				✓		
TASSO BERNAREGGI				✓				✓		
KOCKUMS MASKIN	✓			✓	✓			✓		

DATA FOUNDATION

ENVIRONMENT

The environmental data (E) reported in the sustainability report is based on a combination of direct measurements, internal records, supplier data and recognised calculation methods. The data foundation is designed to ensure high data quality, traceability and consistency across reporting periods. The data foundation follows the GHG Protocol's reporting guidelines.

The BIRN Group consists of several companies, and data is therefore collected and reported at company level based on the available and relevant data for each company. The reporting framework is based on uniform principles and methods across the Group to ensure comparability and compliance with the GHG Protocol.

Electricity consumption

Data for total electricity consumption is primarily derived from direct readings of the company's main meters as well as internal energy registration systems.

Energy sources and natural gas consumption

Information about energy sources (renewable and fossil) is based on supplier information from energy companies and contractual agreements. This also applies to natural gas consumption. The basis for purchased fuels, such as LPG, comes directly from the supplier and the quantity purchased.

Air and soil pollution

Data on emissions of air pollutants is based on internal environmental records, supplier information and relevant statutory reports. Where direct measurements are not available, data is calculated using standard emission factors.

Greenhouse gas emissions (Scope 1, 2 and 3)

The calculation of greenhouse gas emissions has been prepared in accordance with the GHG Protocol:

Scope 1 is based on direct energy consumption (e.g. fuels) determined from internal consumption records.

Scope 2 is calculated on the basis of electricity consumption from metered data combined with location-based and market-based emission factors.

Scope 3 (including purchased goods and services, transportation, waste and business travel) is based on supplier data, financial data, activity data and recognised emission databases where direct data is not available.

Waste

Data for waste volumes and waste types originates from waste suppliers' weighbridge tickets and reporting as well as internal records. The division into hazardous and non-hazardous waste is based on classification from waste operators.

Water consumption and discharge

Information on water consumption is based on meter readings and invoice data from water supply companies. Data on discharge of pollutants into water is based on internal calculations, supplier information and applicable regulatory requirements.

SOCIAL

Data relating to employees, managers and apprentices was obtained via CatalystOne, which is the Group's common HR system. CatalystOne is used for registration and administration of central HR data, including employee master data, employment conditions and organisational affiliation. The system forms the basis for the Group's reporting on selected social ESG metrics.

Employees

Data under the category of employees was obtained from the six BIRN Group companies via CatalystOne. CatalystOne contains all relevant data about employees, and there is full integration and uniform registration across all companies. The data foundation is therefore considered to be consistent and comparable at group level.

All figures reported are based on a data extract of the number of employees as of 31 December 2025.

Data points

- Number of employees
- Distribution of men/women
- Distribution of salaried employees/hourly paid employees

Management

Data under the category of management was obtained from the six BIRN Group companies via CatalystOne. Management roles are uniformly defined and registered in the system, ensuring full integration and a consistent data foundation across all companies.

All figures reported are based on a data extract of the number of managers as of 31 December 2025.

Data points

- Number of managers
- Distribution of female/male managers

Apprentices

Data under the apprentice category was obtained from the six BIRN Group companies via CatalystOne, and includes registered apprenticeships in the Group's companies.

The calculation covers apprentices in active employment as of the reporting date of 31 December 2025.

Data point

- Number of apprentices

Age distribution

Data under the category of age

distribution was obtained from the six BIRN Group companies via CatalystOne.

The calculation is based on registered employee data extracted as of 31 December 2025. The age distribution is calculated at fixed intervals to ensure uniformity and comparability across the Group.

Age ranges
- Under 20
- 20–30
- 30–40
- 40–50
- 50–60
- 60–70
- Over 70

Employee turnover
Data under the category of employee turnover was obtained from the six BIRN Group companies via CatalystOne. The calculation is based on registered terminations and the average number of employees in the relevant period and the data was extracted as of 31 December 2025. The employee turnover rate is calculated by dividing the number of employees who leave the company within the selected period (12 months) by the average number of people employed in the same period.

Data point
- Employee turnover

Sickness absence
Data in the sickness absence category was obtained from the Group's companies using the following data sources:
For ULDALL, TASSO and BIRN, data was collected via CatalystOne. For KOCKUMS and BIRN Germany, data was collected via the time and attendance tracking system KONTEK HRM and the Bosch Matrix system, respectively.

TASSO BERNAREGGI is currently unable to report valid sickness absence data and is therefore not included in the calculation.

Accidents at work
Data concerning accidents at work for BIRN was obtained via EcoOnline, the Group's shared safety management system. EcoOnline was implemented at BIRN in 2025 and is expected to be fully implemented at all companies in 2027. For the other companies where the system has not yet been implemented, data is registered manually and subsequently reported to the Group.

GOVERNANCE

Governance data was selected based on our thorough double materiality analysis and covers the entire BIRN Group.

IT security
We collect and document processes for information security and thus cyber security via our Information Security Management System (ISMS). This takes places continuously in a dedicated system called NorthGRC and in BIRN's management system.
All BIRN Group employees complete our IT security courses annually via MetaCompliance. Here, the completion rates are followed up annually.
We work closely with our external advisers such as CSIS on other technological measures identified as necessary.

Whistleblower scheme
Data was collected from the seven BIRN Group companies.

- **Whistleblower system**

The BIRN Group has an internal whistleblowing scheme in accordance with the Danish Whistleblower Protection Act. PwC (PricewaterhouseCoopers Statsautoriseret Revisionspartnerselskab) assists the BIRN Group with tasks related to the whistleblower system.

- **Cases in the whistleblower system**

Data is based on the number of cases reported in the whistleblower system.
The cases reported in 2024 and 2025 have been rejected as actual whistleblower cases and instead reclassified as HR cases.

Supplier management
- **Supplier relationship/security**

Supplier data was obtained from the three BIRN Group companies that trade in raw materials defined as scrap and alloy materials.

- **Supplier Code of Conduct**

Data on suppliers originates from five BIRN Group companies and includes suppliers that have received the Supplier Code of Conduct, as well as the number of suppliers that have signed it..

BIRN GROUP COMPANIES

BIRN

BIRN GERMANY

KOCKUMS MASKIN

TASSO

TASSO BERNAREGGI

ULDALL

VELAMP

BIRN

DEVELOPMENT PARTNER IN CAST IRON SOLUTIONS – FROM CONCEPT TO FINISHED PRODUCT

HISTORY

Vald. Birn A/S was founded in 1896 in Holstebro, Denmark, and is today the parent company of BIRN Group. Over 130 years, BIRN in Holstebro has developed from a traditional iron foundry to a modern iron foundry and is today among the largest foundries in Northern Europe. The company develops and supplies customer-specific cast iron solutions and acts as a full-service provider covering everything from design, casting, precision machining and surface treatment. BIRN in Holstebro plays a central role in the Group and functions as both a production unit and a centre of expertise. With 480 employees at the site, the company makes a significant contribution to the Group's overall value chain and industrial expertise.

Holstebro
Denmark

480
Employees

1896
Year of establishment

40,753 tons
Annual production volume

Core products/services

BIRN in Holstebro specialises in the production of cast iron parts in several iron grades and offers an optimal manufacturing process for a wide range of machined cast iron goods with a weight range of 200 g to 50 kg in both medium and large series – both with and without cores. The company produces pattern equipment and prototypes, and subsequently handles casting, precision machining, surface treatment and assembly in series production.

Customer segments

BIRN supplies cast iron parts to a wide range of industries worldwide. Customers include manufacturers of trucks, construction equipment and forklifts, mobile and industrial hydraulics as well as gear and machine elements where cast iron components are used in challenging operating environments. BIRN also supplies cast iron to the international defence industry.

ESG INITIATIVES

ENVIRONMENT

Flexible electricity regulation strengthens the balance of the electricity grid

In 2025, BIRN in Holstebro implemented flexible electricity regulation at three of the foundry's six melting furnaces. The solution can reduce electricity consumption during periods of high load on the electricity grid without affecting production. This means that the company contributes both to the stability of the electricity grid and to a more efficient use of renewable energy.

Natural gas consumption reduced significantly

Natural gas is primarily used for comfort heating at BIRN in Holstebro, and consumption has been reduced by around 50 per cent over the past three years. The reduction has been achieved through targeted investments in energy efficiency and heat recovery, where surplus heat from production is recycled to heat its own facilities. The work will continue with a view to achieving net zero by 2040.

Recycled iron as a key resource

BIRN in Holstebro melts about 90,000 tonnes of iron a year, most of which comes from recycled materials. Scrap is systematically tested through melt samples and analyses before it is included in production. In addition, tyre wire briquettes are used. In this process, iron swarf is combined with metal wires from end-of-life car tyres, helping to achieve high resource utilisation and closed material cycles.

CO_2 calculation at product level

BIRN in Holstebro has implemented Product Carbon Footprint, which enables the calculation of carbon footprint at product level based on own process data and primary data from suppliers. The solution supports customer documentation requirements and provides a precise picture of the climate footprint of raw materials, production and transport.

SOCIAL

Lower employee turnover

The employee turnover rate at BIRN in Holstebro is a key focus area. In the strategy period 2025-2026, the goal is to get below the 20 per cent already achieved in 2025. The initiatives include targeted recruitment, systematic follow-up in cases of sickness and an increased focus on offboarding to better understand and address the reasons why employees leave.

Systematic workforce planning

BIRN in Holstebro works systematically with workforce planning through the HR system CatalystOne, which provides a comprehensive overview of employees, job functions and skills. Work on skills mapping has been initiated to ensure appropriate staffing, targeted training and improved alignment between current skills and future production needs.

Digitalisation strengthens health and safety

In 2025, BIRN in Holstebro fully implemented a digital safety management system that has strengthened the systematic approach to health and safety. The number of safety observations has increased, and accidents at work and near misses are recorded and followed up digitally. In 2025, the number of accidents at work was reduced by 73 per cent compared to the previous year.

High levels of well-being and loyalty

BIRN in Holstebro maintains high levels of employee well-being and loyalty. Job satisfaction stands at 74, loyalty at 80, and the response rate remains high at 91 percent. At the same time, employees perceive a strong focus on safety and a generally positive assessment of management. Efforts are ongoing to strengthen collaboration and knowledge-sharing across the organisation, as well as to anchor the company's values through structured follow-up and involvement.

GOVERNANCE

Strengthened cyber security in production

BIRN in Holstebro is continuously working to strengthen cyber security in line with the increased digitalisation of production. In 2025, the operational technology was integrated into IT contingency planning, so that production facilities are also included in the cyber security work. At the same time, password-free login and cyber security training for employees have been introduced to reduce the risk of cyberattacks.

Customer satisfaction survey

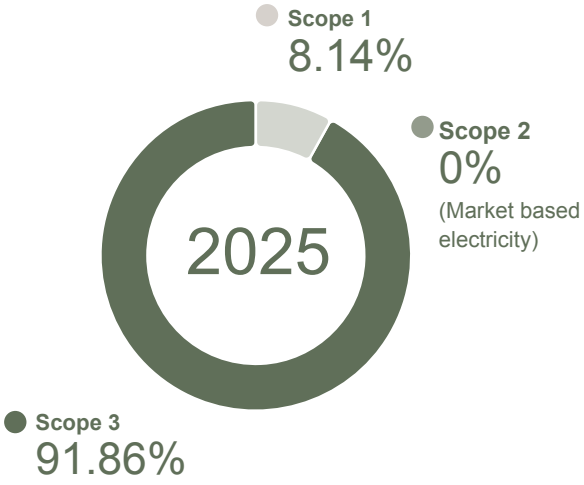
The latest results from BIRN's customer satisfaction survey show a high level of customer satisfaction, with respondents particularly highlighting competent account management, high product quality and documentation as well as efficient technical support and reliable customer service. The feedback is actively used to strengthen cooperation with customers and further develop processes, quality and service.

KEY FIGURES

Air and soil pollution		2024	2025
Total weight of air pollutants	tonnes	**5,047**	**4,344**
Energy			
Total electricity consumption	MWh	**93,777**	**94,283**
Percentage of electricity purchased from renewable energy sources	%	**90**	**100**
Consumption of other purchased or acquired energy from fossil sources	MWh	**15,178**	**13,791**
Consumption of other purchased or acquired energy from renewable sources	MWh	**0**	**0**
Consumption of self-produced non-fuel renewable energy	MWh	**0**	**0**
Fuel consumption from other fossil sources	MWh	**627**	**500**
Fuel consumption from renewable sources: biomass	MWh	**0**	**0**
Percentage of energy consumption from fossil sources	%	**23**	**13**
Percentage of energy consumption from renewable sources	%	**77**	**87**
Total energy consumption	GJ	**394,493**	**390,866**
Total energy production	GJ	**0**	**0**
Total energy consumption from fossil sources	MWh	**25,581**	**14,291**
Total non-renewable energy production	MWh	**0**	**0**
Total renewable energy consumption	GJ	**302,400**	**339,419**
Total renewable energy production	GJ	**0**	**0**
Waste			
Total weight of hazardous waste	tonnes	**19,485**	**19,692**
Total weight of non-hazardous waste	tonnes	**426**	**797**
Water			
Total water consumption	m^3	**87,136**	**79,730**
Total quantity of pollutants discharged to water	m^3	**22,600**	**20,368**

Scope

The charts show the percentage distribution of CO_2-equivalent emissions.



Greenhouse gas emissions and reduction targets		2024	2025
Percentage of scope 1 GHG emissions from regulated emissions trading schemes	%	**0**	**0**
Scope 3: 1 – Purchased goods and services	tCo_2e	**28,824**	**26,833**
Scope 3: 4 – Upstream transportation and distribution	tCo_2e	**1,600**	**1,715**
Scope 3: 5 – Waste generated from operations	tCo_2e	**66**	**34**
Scope 3: 6 – Business travel	tCo_2e	**13**	**13**
Scope 3: 7 – Employee commuting	tCo_2e	**268**	**270**
Total gross scope 1 GHG emissions	tCo_2e	**2,815**	**2,558**
Total gross scope 2 GHG emissions (based on location)	tCo_2e	**15,267**	**15,349**
Total gross scope 2 GHG emissions (based on market)	tCo_2e	**5,449**	**0***
Total gross scope 3 GHG emissions	tCo_2e	**30,790**	**28,865**

**100% green power from Nordic Wind Certificates.*

Diversity, fairness and inclusion		2024	2025
Number of employees	Employees	**478**	**480**
Employees – women/men	Employees	**81/397**	**78/402**
Managers – women/men	Employees	**4/37**	**4/38**
Salaried employees/production	Employees	**129/349**	**119/361**
Apprentices	Employees	**18**	**17**
Employee turnover rate	%	**28**	**20**
Lost-time accidents at work	total number	**26**	**7**

Governance		2024	2025
Whistleblower cases	cases	**4**	**0**

We handle all whistleblower cases professionally and in accordance with our policy, which ensures anonymity and independent handling, via PwC.

BIRN
GERMANY

FULL-SERVICE SUPPLIER OF TRANSMISSION ELEMENTS

HISTORY

Vald. Birn GmbH was founded in 1975 as a sales company for cast iron solutions in Mülheim an der Ruhr, Germany. In 1998, Valdemar Richard Birn developed the first Ventilated Turbo Pulley (VTP), which with its unique design led to a significant growth in sales.

Today, the company primarily supplies power transmission elements and other machined cast iron components to German industry.

Mülheim an der Ruhr
Germany

35
Employees

1975
Year of establishment

Core products/services

BIRN Germany is BIRN Group's central manufacturer and supplier of transmission elements for applications requiring power transmission, and the company's most important products include VTP v-belt pulleys, Bico couplings and LB couplings. VTP (Ventilated Turbo Pulley) belt pulleys are used in compressors, wood chippers and ventilation systems, where performance and durability are crucial. BIRN Germany supplies both standard, customised and bespoke products.

Customer segments

BIRN Germany supplies solutions and power transmission elements primarily to sectors and industries that use compressors and blowers, crushers, decanters and separators, ventilation systems, wood chippers, road milling machines and special-purpose machinery. BIRN Germany exports to customers in 50 countries around the world. The main customer segments include construction of special-purpose machinery, lifting technology, agricultural machinery, environmental technology and recycling.

ESG INITIATIVES

ENVIRONMENT

Investments minimise electricity and gas consumption

In 2025, BIRN Germany invested in new machinery aimed at reducing the consumption of both electricity and natural gas. For example, we invested in a new compressor that is helping to reduce electricity consumption.
In addition, a new gas heating system was completed in 2025, which contributes to a general reduction in energy consumption and increases reliability and efficiency in the production processes. Stable temperature regulation and a streamlined heat supply help maintain consistent product quality and support long-term cost efficiency for customers.

Recycling of waste

At BIRN Germany, production waste is handled with a focus on recycling. Swarf from machining processes is systematically collected and reused, while plastic and cardboard materials are sorted and recycled. This reduces waste and makes more efficient use of resources in day-to-day operations.

SOCIAL

Educating the talents of the future

At BIRN Germany, it is a priority to contribute to the future workforce by educating young, talented people, e.g. through internships, traineeships or apprenticeships, who can subsequently be offered a job in the company.
In 2025, BIRN Germany had two trainees in production and two more in administration.

Health and safety through continuous training programmes

Health and safety are a high priority throughout the BIRN Group and thus also at BIRN Germany. Here, annual and quarterly training programmes are part of our commitment to maintaining and strengthening employee safety. Training programmes are either tailored to specific tasks and roles or they focus more generally on health and safety for all employees.

GOVERNANCE

Cyber security testing and awareness

Cyber security is a general focus at BIRN Group and thus also at BIRN Germany. The initiatives include periodic cyber security tests as well as ongoing training of employees on cyber security. The purpose is to strengthen digital resilience, reduce risks and ensure responsible handling of cyber threats in day-to-day work.

At least two suppliers

In order to ensure stable and responsible supply, BIRN Germany generally works with at least two suppliers within each product group. New suppliers always undergo an initial quality assessment before the collaboration can start. This contributes to high quality, security of supply and reduced supplier risk.

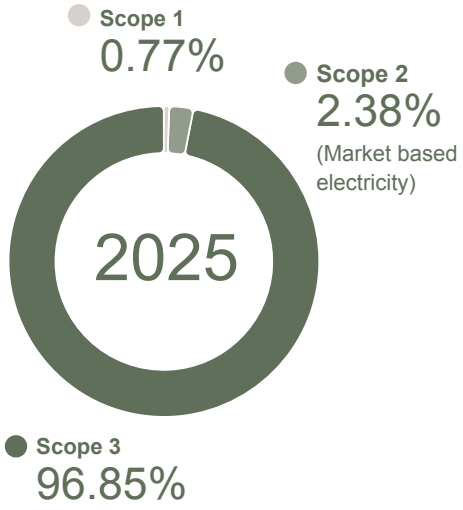
BIRN GERMANY

KEY FIGURES

Air and soil pollution		2024	2025
Total weight of air pollutants	tonnes	**0**	**0**
Energy			
Total electricity consumption		**144**	**158**
Percentage of electricity purchased from renewable energy sources	%	**0**	**0**
Consumption of other purchased or acquired energy from fossil sources	MWh	**123**	**129**
Consumption of other purchased or acquired energy from renewable sources	MWh	**0**	**0**
Consumption of self-produced non-fuel renewable energy	MWh	**0**	**0**
Fuel consumption from other fossil sources	MWh	**0**	**0**
Fuel consumption from renewable sources: biomass	MWh	**0**	**0**
Percentage of energy consumption from fossil sources	%	**100**	**100**
Percentage of energy consumption from renewable sources	%	**0**	**0**
Total energy consumption	GJ	**964**	**1,035**
Total energy production	GJ	**0**	**0**
Total energy consumption from fossil sources	MWh	**268**	**287**
Total non-renewable energy production	MWh	**0**	**0**
Total renewable energy consumption	GJ	**0**	**0**
Total renewable energy production	GJ	**0**	**0**
Waste			
Total weight of hazardous waste	tonnes	**1**	**2**
Total weight of non-hazardous waste	tonnes	**98**	**101**
Water			
Total water consumption	m^3	**293**	**357**
Total quantity of pollutants discharged to water	m^3	**0**	**0**

Scope

The charts show the percentage distribution of CO_2-equivalent emissions.



Greenhouse gas emissions and reduction targets		2024	2025
Percentage of scope 1 GHG emissions from regulated emissions trading schemes	%	**0**	**0**
Scope 3: 1 – Purchased goods and services	tCo_2e	**1,352**	**2,070**
Scope 3: 4 – Upstream transportation and distribution	tCo_2e	**0***	**2,181**
Scope 3: 5 – Waste generated from operations	tCo_2e	**2**	**1**
Scope 3: 6 – Business travel	tCo_2e	**2**	**5**
Scope 3: 7 – Employee commuting	tCo_2e	**20**	**12**
Total gross scope 1 GHG emissions	tCo_2e	**39**	**34**
Total gross scope 2 GHG emissions (based on location)	tCo_2e	**56**	**60**
Total gross scope 2 GHG emissions (based on market)	tCo_2e	**99**	**105**
Total gross scope 3 GHG emissions	tCo_2e	**1,378**	**4,269**

**Data not available in 2024.*

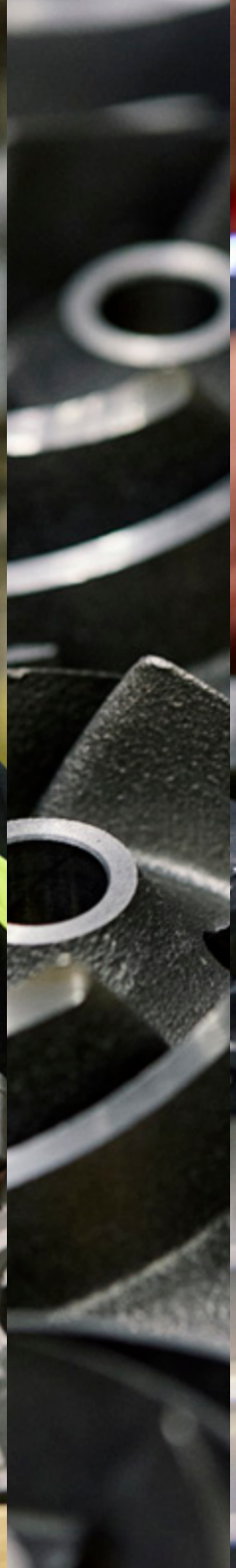
Diversity, fairness and inclusion		2024	2025
Number of employees	Employees	**35**	**35**
Employees – women/men	Employees	**4/31**	**4/31**
Managers – women/men	Employees	**2/4**	**2/4**
Salaried employees/production	Employees	**16/19**	**16/19**
Apprentices	Employees	**5**	**4**
Employee turnover rate	%	**18**	**3**
Lost-time accidents at work	total number	**2**	**1**

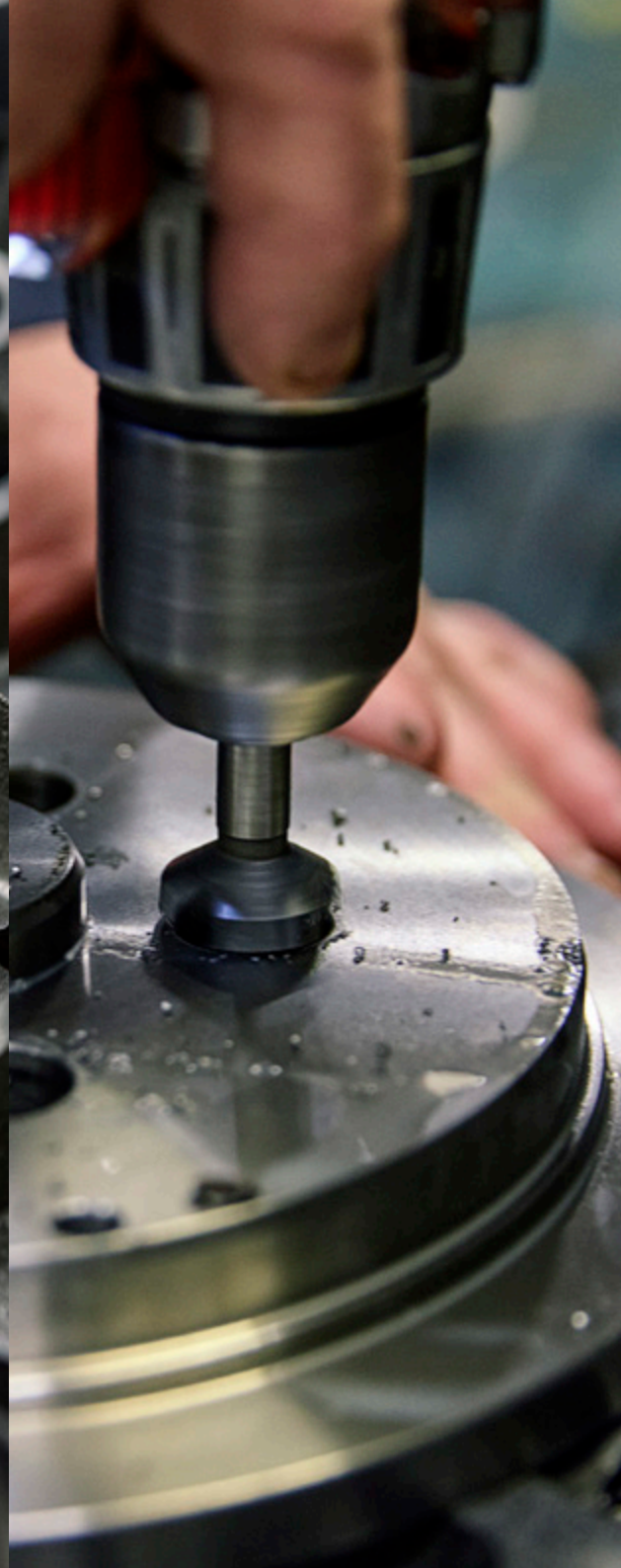
Governance		2024	2025
Whistleblower cases	cases	**0**	**0**

We handle all whistleblower cases professionally and in accordance with our policy, which ensures anonymity and independent handling, via PwC..

KOCKUMS MASKIN

MANUFACTURER OF PRECISION MACHINED CAST IRON SOLUTIONS IN SCANDINAVIA





HISTORY

KOCKUMS MASKIN AB has roots going back to 1742 and is now one of Scandinavia's leading manufacturers of machined castings.

The company supplies machined cast iron parts to Swedish and international customers and acts as a development and production partner with responsibility for the entire process – from prototype to finished components.

Kallinge
Sweden

66
Employees

1742
Year of establishment

2,488 tonnes
Annual production volume

Core products/services

KOCKUMS MASKIN provides complete solutions for precision machined cast iron parts in small, medium and large series. Customers are supported throughout the value chain from design and engineering support, prototyping and tool development to CNC machining, surface treatment and quality assurance.

With strong expertise in machining grey iron and ductile iron as well as advanced measurement and documentation processes, KOCKUMS MASKIN offers reliable, series-produced components in high quality and with full traceability.

Customer segments

KOCKUMS MASKIN supplies a wide range of Swedish and international industrial customer segments, mainly in the truck industry as well as the marine, machinery and automotive industries. Customers are industrial companies with high standards in terms of quality, documentation and delivery reliability.

ESG INITIATIVES

ENVIRONMENT

Increased efficiency and stability in production

KOCKUMS MASKIN works systematically to increase production efficiency and reduce energy consumption through strengthened process stability, higher quality and continuous improvements. A key focus is to minimise errors, as waste leads to the unnecessary use of machine and labour time, materials and energy.

Operation without direct use of fossil fuels

No fossil fuels are used in its own production processes at KOCKUMS MASKIN. Energy consumption is covered by 100 per cent renewable electricity and district heating, which consists of approximately 98 per cent bioenergy. The remaining fossil share is linked to the overall security of supply in the energy system. The company's ambition is to continue to use only green electricity and to engage in dialogue with energy suppliers to support a further reduction of fossil energy sources in the indirect energy supply.

Optimised resource consumption

The most important purchased materials at KOCKUMS MASKIN are raw cast iron, cutting fluids and cutting tools for machining. Resource consumption is optimised through careful production planning, recycling of swarf and systematic monitoring of material consumption. Cutting fluids are reused via maintained filtration to minimize consumption.

Structured waste management and increased traceability

KOCKUMS MASKIN has established a structured waste management system where materials are sorted and handled in accordance with applicable requirements. Environmental inspections are digitalised and carried out monthly to ensure correct sorting and documentation.

SOCIAL

Recruiting the right workforce

KOCKUMS MASKIN works in a structured way to recruit the right workforce – in the short and longer term. Recruitment is based on an inclusive policy focusing on skills, potential and diversity to support a balanced and varied employee mix across age, gender, language and culture. The company offers flexible working arrangements, including part-time solutions and flexible working hours, to accommodate different life stages.

Upskilling

Upskilling is managed via a competency matrix and ongoing gap analyses, which form the basis for targeted training and upskilling in line with the business needs. A safe and competent working environment is supported by mandatory and role-based training, including management training, safety courses, forklift certificates and hot work certification. In addition, KOCKUMS MASKIN continuously invests in professional upskilling based on identified needs in the organisation. Training initiatives are regularly evaluated to ensure relevance, compliance and alignment with the development of the business, and they support a culture of continuous learning.

Safety and working environment

KOCKUMS MASKIN has a formalised health and safety organisation with safety committees and safety representatives who ensure that incidents and near misses are systematically and digitally recorded and followed up.

GOVERNANCE

Strengthened governance through group-wide collaboration

As part of the BIRN Group, KOCKUMS MASKIN benefits from common structures, knowledge and best practice within management, quality, working environment and environmental management. Being part of the Group provides access to specialist expertise and common processes that support a more consistent and professional governance framework. This contributes to better resource utilisation, greater process maturity and a systematic approach to risk management and sustainable operations.

Cyber security and responsible IT behaviour

KOCKUMS MASKIN is committed to preventing cyber threats through systematic training of IT and cyber security at group level. All employees participate in regular training and awareness programmes covering phishing, password security, handling of sensitive information and secure use of IT systems. The initiatives support a common understanding of responsible digital behaviour and reduce the risk of security breaches.

Structured supplier management and security of supply

Suppliers are selected and assessed on the basis of clear criteria for quality, reliability and sustainability. KOCKUMS MASKIN continuously carries out evaluations and works closely with key suppliers to ensure stable and robust supply chains. For critical materials, risk assessments, contingency plans and alternative sourcing strategies are implemented that reduce vulnerability and support continuous and responsible production.

Customer dialogue, transparency and data-driven development

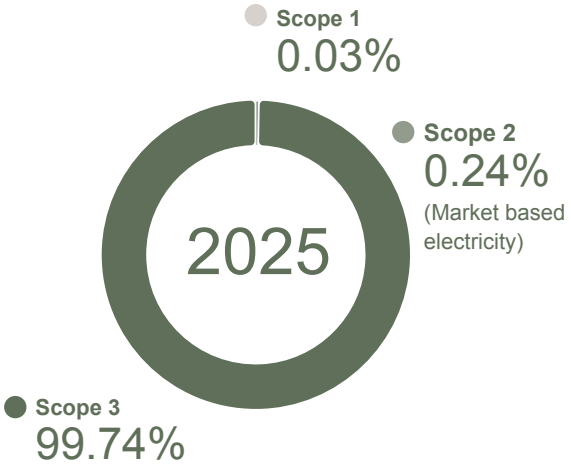
KOCKUMS MASKIN uses systematic customer satisfaction surveys as a key tool. In 2025, the survey showed high levels of customer satisfaction and trust, while providing insight into where there is room for improvement to create even more value for customers. The insights are translated into action plans that strengthen transparency, customer collaboration and the company’s capacity for continuous improvement and responsible business development.

KEY FIGURES

Air and soil pollution		2024	2025
Total weight of air pollutants	tonnes	**0**	**0**
Energy			
Total electricity consumption	MWh	**1,710**	**1,714**
Percentage of electricity purchased from renewable energy sources	%	**100**	**100**
Consumption of other purchased or acquired energy from fossil sources	MWh	**18**	**16**
Consumption of other purchased or acquired energy from renewable sources	MWh	**860**	**765**
Consumption of self-produced non-fuel renewable energy	MWh	**0**	**0**
Fuel consumption from other fossil sources	MWh	**0**	**0**
Fuel consumption from renewable sources: biomass	MWh	**0**	**0**
Percentage of energy consumption from fossil sources	%	**1**	**1**
Percentage of energy consumption from renewable sources	%	**99**	**99**
Total energy consumption	GJ	**9,315**	**8,981**
Total energy production	GJ	**0**	**0**
Total energy consumption from fossil sources	MWh	**18**	**16**
Total non-renewable energy production	MWh	**0**	**0**
Total renewable energy consumption	GJ	**9,252**	**8,923**
Total renewable energy production	GJ	**0**	**0**
Waste			
Total weight of hazardous waste	tonnes	**0**	**35**
Total weight of non-hazardous waste	tonnes	**512**	**489**
Water			
Total water consumption	m^3	**2,155**	**2,103**
Total quantity of pollutants discharged to water	m^3	**0**	**0**

Scope

The charts show the percentage distribution of CO_2-equivalent emissions.



Greenhouse gas emissions and reduction targets		2024	2025
Percentage of scope 1 GHG emissions from regulated emissions trading schemes	%	**0**	**0**
Scope 3: 1 – Purchased goods and services	tCo_2e	**4,427**	**4,289**
Scope 3: 4 – Upstream transportation and distribution	tCo_2e	**162**	**153**
Scope 3: 5 – Waste generated from operations	tCo_2e	**11**	**11**
Scope 3: 6 – Business travel	tCo_2e	**0**	**0**
Scope 3: 7 – Employee commuting	tCo_2e	**48**	**43**
Total gross scope 1 GHG emissions	tCo_2e	**5**	**1**
Total gross scope 2 GHG emissions (based on location)	tCo_2e	**1,637**	**1,625**
Total gross scope 2 GHG emissions (based on market)	tCo_2e	**0,0**	**11**
Total gross scope 3 GHG emissions	tCo_2e	**4,651**	**4,497**

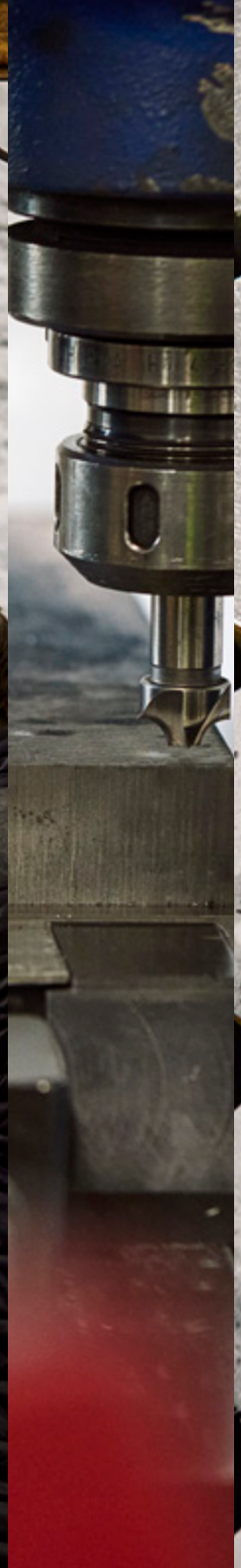
Diversity, fairness and inclusion		2024	2025
Number of employees	Employees	**67**	**66**
Employees – women/men	Employees	**9/58**	**7/59**
Managers – women/men	Employees	**1/8**	**1/5**
Salaried employees/production	Employees	**22/45**	**20/46**
Apprentices	Employees	**1**	**0**
Employee turnover rate	%	**7**	**17**
Lost-time accidents at work	total number	**2**	**3**

Governance		2024	2025
Whistleblower cases	cases	**0**	**0**

We handle all whistleblower cases professionally and in accordance with our policy, which ensures anonymity and independent handling, via PwC.

TASSO

PREFERRED SUPPLIER OF CAST IRON BARS IN VARIOUS DIMENSIONS AND GRADES



HISTORY

TASSO A/S was founded in 1856 in Odense, Denmark, and is today one of Europe's leading suppliers of cast iron in various dimensions and grades. The company specialises in the entire process from casting, heat treatment and pre-processing.

Today, TASSO supplies approximately 28 countries worldwide in Europe, Canada and a number of other international markets.

Odense
Denmark

63
Employees

1856
Year of establishment

11,889 tonnes
Annual production volume

Core products/services

TASSO specialises in the production of cast iron in several iron grades.
The profiles are available in round, square and rectangular shapes in a variety of dimensions. TASSO also produces customer-specific profiles on request.

Customer segments

The cast iron bars are supplied to a wide range of industries and the company has many years of experience in bringing the benefits of cast iron into industrial processes.

The customer segments are primarily within hydraulics and pneumatics, pumps and compressors, glass mould production, the machine and tool industry and the oil and gas sector.

ESG INITIATIVES

ENVIRONMENT

Increased efficiency in production

TASSO has introduced the structured Training Within Industry (TWI) training system, in which improved training and increased skills encourage a more systematic approach to melting furnace operation. This contributes to an increased utilisation rate and thus reduced energy consumption per melted tonne.

In addition, TASSO has invested in a new ZMM lathe for machining 3-metre-long cast iron bars, which has increased process productivity by more than 50 percent.

Phasing out natural gas and fossil fuels

At TASSO, oxy-fuel burners have been installed, in which heating oil is replaced by natural gas containing biogas.The work took place during 2025, and the burners were fully phased in at the end of December 2025. At the same time, efforts are being made to reduce the use of other fossil fuels, including changing diesel and petrol company cars to electric. In addition, goods are transported from TASSO to the sales company TASSO BERNAREGGI in Italy by train as an intermodal solution, which contributes to reducing carbon emissions from transport.

Resource consumption

TASSO has a strong focus on minimising the use of pig iron in the melting process. Most of the material used in the cast iron bars consists of recycled steel scrap. In addition, the chill graphite and graphite swarf, excess heat from the gas-fired annealing furnace and wooden pallets are recycled.

SOCIAL

Safety cards improve safety

TASSO has had great success in improving safety in the company. A key element is a focus on safety at stand-up meetings, where safety cards are used to discuss specific safety topics and ensure subsequent follow-up and high awareness of improvement measures.

Social responsibility

TASSO has worked for many years with Odense Værkstederne, a valuable and visionary municipal initiative that employs citizens who face mental or physical challenges. In addition, TASSO has three flexi-job employees who help with relevant and important tasks in the company. Read more about Kaj Lynggaard, who has a flexi-job, on page 34.

GOVERNANCE

Part of something bigger

As part of the BIRN Group, TASSO has access to a number of shared support functions, including IT, finance, HR, marketing, procurement and sustainability. This ensures that TASSO can draw on the Group's combined expertise and resources, strengthen internal processes and focus on core activities.

Customer satisfaction survey

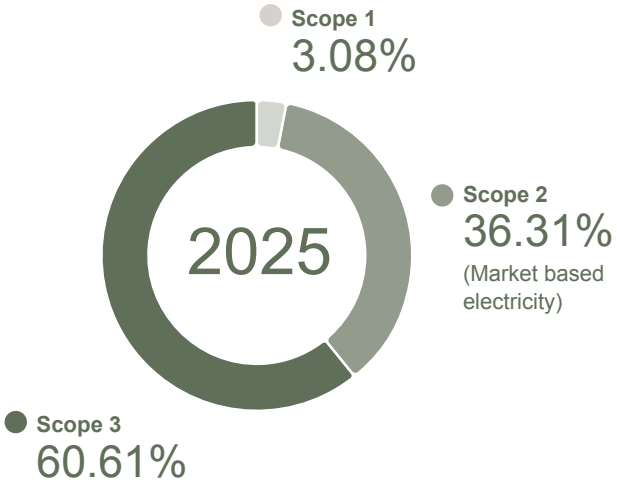
TASSO conducts customer satisfaction surveys every two years. The results from the 2025 survey show strong customer relationships and high satisfaction, while providing valuable insights into where the company can improve processes and deliver even better on customer development and expectations.

KEY FIGURES

Air and soil pollution		2024	2025
Total weight of air pollutants	tonnes	**0**	**0**
Energy			
Total electricity consumption	MWh	**14,046**	**13,911**
Percentage of electricity purchased from renewable energy sources	%	**0**	**0**
Consumption of other purchased or acquired energy from fossil sources	MWh	**1,552**	**1,452**
Consumption of other purchased or acquired energy from renewable sources	MWh	**435**	**419**
Consumption of self-produced non-fuel renewable energy	MWh	**0**	**0**
Fuel consumption from other fossil sources	MWh	**2,015**	**1,424**
Fuel consumption from renewable sources: biomass	MWh	**0**	**0**
Percentage of energy consumption from fossil sources	%	**98**	**98**
Percentage of energy consumption from renewable sources	%	**2**	**2**
Total energy consumption	GJ	**64,974**	**61,942**
Total energy production	GJ	**0**	**0**
Total energy consumption from fossil sources	MWh	**17,613**	**16,787**
Total non-renewable energy production	MWh	**0**	**0**
Total renewable energy consumption	GJ	**1,567**	**1,508**
Total renewable energy production	GJ	**0**	**0**
Waste			
Total weight of hazardous waste	tonnes	**0**	**421**
Total weight of non-hazardous waste	tonnes	**94**	**39**
Water			
Total water consumption	m^3	**5,176**	**13,512**
Total quantity of pollutants discharged to water	m^3	**0**	**0**

Scope

The charts show the percentage distribution of CO_2-equivalent emissions.



Greenhouse gas emissions and reduction targets		2024	2025
Percentage of scope 1 GHG emissions from regulated emissions trading schemes	%	**0**	**0**
Scope 3: 1 – Purchased goods and services	tCo_2e	**5,976**	**11,993**
Scope 3: 4 – Upstream transportation and distribution	tCo_2e	**1,192**	**898**
Scope 3: 5 – Waste generated from operations	tCo_2e	**142**	**168**
Scope 3: 6 – Business travel	tCo_2e	**1**	**1**
Scope 3: 7 – Employee commuting	tCo_2e	**31**	**28**
Total gross scope 1 GHG emissions	tCo_2e	**276**	**666**
Total gross scope 2 GHG emissions (based on location)	tCo_2e	**2,377**	**2,352**
Total gross scope 2 GHG emissions (based on market)	tCo_2e	**7,920**	**7,841**
Total gross scope 3 GHG emissions	tCo_2e	**7,296**	**13,089**

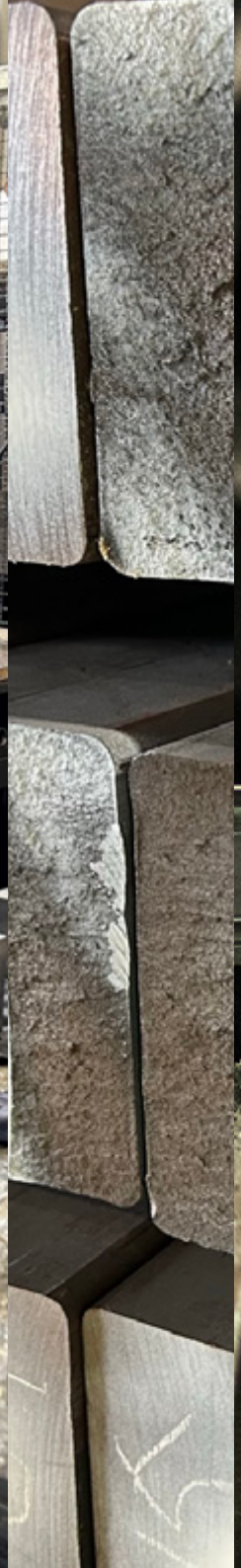
Diversity, fairness and inclusion		2024	2025
Number of employees	Employees	**56**	**63**
Employees – women/men	Employees	**6/50**	**5/58**
Managers – women/men	Employees	**1/8**	**1/8**
Salaried employees/production	Employees	**16/40**	**16/47**
Apprentices	Employees	**1**	**0**
Employee turnover rate	%	**41**	**44**
Lost-time accidents at work	total number	**12**	**7**

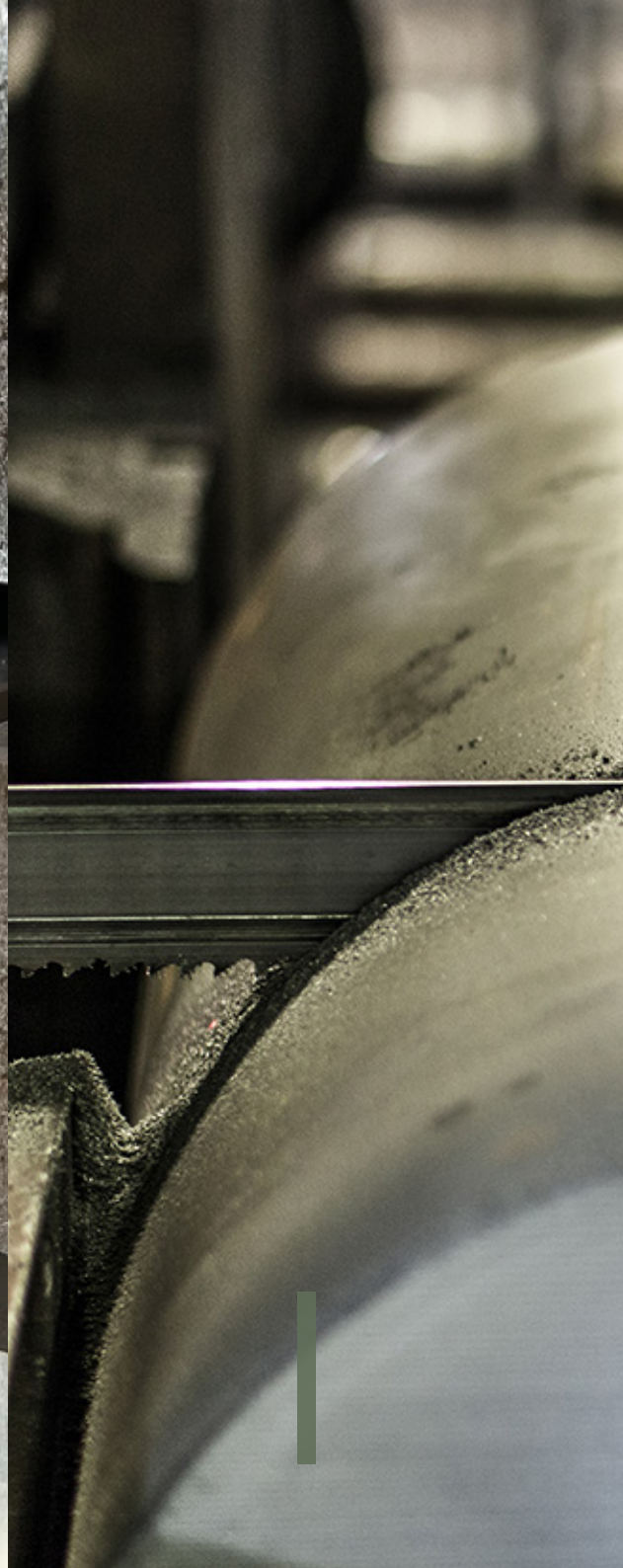
Governance		2024	2025
Whistleblower cases	cases	**0**	**0**

We handle all whistleblower cases professionally and in accordance with our policy, which ensures anonymity and independent handling, via PwC.

TASSO BERNAREGGI

SUPPLIER OF CAST BARS IN FERROUS AND NON-FERROUS MATERIALS





HISTORY

TASSO BERNAREGGI S.r.l. is based in Castano Primo near Milan, Italy, and is owned by the Danish company TASSO. The company was founded in 1976 and has developed over 50 years into a specialised supplier of high-quality cast iron and bronze bars.

In 2021, TASSO took full ownership after more than 20 years of partnership. Today, TASSO BERNAREGGI serves both Italian and international customers with a focus on high delivery reliability, technical support and flexible storage and processing solutions.

Castano Primo
Milan, Italy

39
Employees

1976
Year of establishment

Core products/services

TASSO BERNAREGGI specialises in the delivery of cast iron and bronze bars delivered as raw material, cut-to-size or as pre-machined parts.

The company offers a wide range of machining services, including sawing, milling, drilling and turning within defined tolerances, supported by modern CNC equipment and specialised machinery.

Customer segments

TASSO BERNAREGGI supplies cast iron and bronze bars to a wide range of industrial segments in Italy and the rest of Europe. Customers include manufacturers in hydraulics, transmissions, pumps and compressors, machine and tool manufacturing as well as the glass and steel industry.

ESG-INITIATIVER

ENVIRONMENT

Energy efficiency and renewable energy

TASSO BERNAREGGI has invested in a 100 kW solar cell plant to reduce the consumption of electricity from non-renewable energy sources. At the same time, older production equipment has been replaced by a new generation of machines, and this investment is helping to reduce energy consumption in accordance with Industry 5.0 principles.

Phasing out fossil fuels

As part of the work to reduce the use of fossil fuels, TASSO BERNAREGGI has decommissioned an older natural gas boiler and replaced it with a modern inverter-based system for both heating and cooling. The system is supplied with electricity from the company's solar cell plant and meets the heating and cooling needs of the office facilities with a significantly lower climate footprint.

Resource consumption and recycling

TASSO BERNAREGGI is committed to reducing the environmental impact from production. All metal swarf and residues from machining are sent to the foundries for remelting and are included in new material cycles. For machining, emulsion oils with reduced environmental impact are used, and in addition, paper filters made from recycled fibres are used to filter cooling lubricant.

SOCIAL

Recruitment

TASSO BERNAREGGI is committed to recruiting the right workforce through close cooperation with local job centres. New employees participate in intensive training sessions called "Academies on the job", which contribute to a faster and more uniform skills development and support the company's need for qualified and stable employees in production.

Upskilling and education

TASSO BERNAREGGI invests systematically in upskilling across the organisation. Team leaders complete management training, while salaried employees participate in a longer training course focusing on the company's sustainability work. Production employees undergo targeted training in quality, safety and correct use of technical equipment. In addition, a new digitalisation process aims to strengthen the data foundation for sustainability, upskilling and future workforce planning.

Health, safety and well-being

The working environment in TASSO BERNAREGGI has been enhanced through external safety audits, and air quality measurements are planned for 2026. Investments have been made in new changing facilities and communal areas for breaks, and production employees are also offered laundry services for workwear. The service is provided by a supplier who uses clothing and detergents with reduced environmental impact.

GOVERNANCE

Part of BIRN Group

As part of the BIRN Group, TASSO BERNAREGGI is included in a shared governance structure that supports knowledge-sharing, common standards and collaboration across the companies. Being part of the Group provides access to shared expertise and best practices in key areas such as management, IT, procurement, HR, marketing and sustainability, and contributes to stable and efficient business processes.

Ongoing audits of suppliers

TASSO BERNAREGGI bases its security of supply on long-term collaborations with specialised suppliers. To ensure stable supply and consistent quality, selected suppliers are regularly audited. The work supports the company's operations and contributes to a robust and transparent value chain.

Increased focus on customer dialogue

In 2025, TASSO BERNAREGGI conducted a customer satisfaction survey for the first time. The survey provided valuable qualitative input from customers and contributed to increased insight into strengths and areas for improvement. The plan is to repeat the customer dialogue to strengthen collaboration and support continued development of products and services.

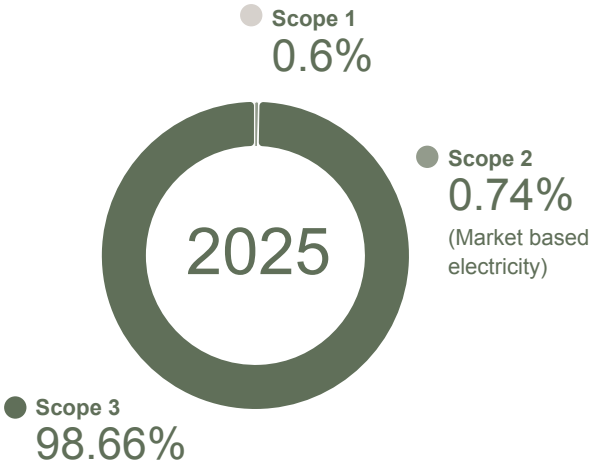
TASSO BERNAREGGI

KEY FIGURES

Air and soil pollution		2024	2025
Total weight of air pollutants	tonnes	**0**	**0**
Energy			
Total electricity consumption	MWh	**287**	**289**
Percentage of electricity purchased from renewable energy sources	%	**50**	**37**
Consumption of other purchased or acquired energy from fossil sources	MWh	**222**	**212**
Consumption of other purchased or acquired energy from renewable sources	MWh	**0**	**0**
Consumption of self-produced non-fuel renewable energyi	MWh	**0**	**0**
Fuel consumption from other fossil sources	MWh	**18**	**18**
Fuel consumption from renewable sources: biomass	MWh	**0**	**0**
Percentage of energy consumption from fossil sources	%	**80**	**80**
Percentage of energy consumption from renewable sources	%	**20**	**20**
Total energy consumption	GJ	**1,893**	**1,869**
Total energy production	GJ	**378**	**382**
Total energy consumption from fossil sources	MWh	**421**	**413**
Total non-renewable energy production	MWh	**0**	**0**
Total renewable energy consumption	GJ	**378**	**382**
Total renewable energy production	GJ	**378**	**382**
Waste			
Total weight of hazardous waste	tonnes	**0**	**0**
Total weight of non-hazardous waste	tonnes	**555**	**622**
Water			
Total water consumption	m^3	**788**	**926**
Total quantity of pollutants discharged to water	m^3	**0**	**0**

Scope

The charts show the percentage distribution of CO_2-equivalent emissions.



Greenhouse gas emissions and reduction targets		2024	2025
Percentage of scope 1 GHG emissions from regulated emissions trading schemes	%	**0**	**0**
Scope 3: 1 – Purchased goods and services	tCo_2e	**7,678**	**5,823**
Scope 3: 4 – Upstream transportation and distribution	tCo_2e	**573**	**580**
Scope 3: 5 – Waste generated from operations	tCo_2e	**6**	**13**
Scope 3: 6 – Business travel	tCo_2e	**36**	**35**
Scope 3: 7 – Employee commuting	tCo_2e	**25**	**24**
Total gross scope 1 GHG emissions	tCo_2e	**41**	**39**
Total gross scope 2 GHG emissions (based on location)	tCo_2e	**0**	**0**
Total gross scope 2 GHG emissions (based on market)	tCo_2e	**83**	**49**
Total gross scope 3 GHG emissions	tCo_2e	**8,322**	**6,476**

Diversity, fairness and inclusion		2024	2025
Number of employees	Employees	**44**	**39**
Employees – women/men	Employees	**12/32**	**10/29**
Managers – women/men	Employees	**1/6**	**2/6**
Salaried employees/production	Employees	**16/28**	**19/20**
Apprentices	Employees	**0**	**0**
Employee turnover rate	%	**16**	**8**
Lost-time accidents at work	total number	**1**	**2**

Governance		2024	2025
Whistleblower cases	cases	**0**	**0**

We handle all whistleblower cases professionally and in accordance with our policy, which ensures anonymity and independent handling, via PwC.

ULDALL

FLEXIBLE PARTNER IN CUSTOMISED AND COMPLEX CAST IRON SOLUTIONS

VELAMP

DANISH MANUFACTURER AND SUPPLIER OF CLASSIC CAST IRON PRODUCTS FOR URBAN AND RURAL

HISTORY

Uldalls Jernstøberi A/S was founded in 1944 in Vejen and over the decades has built up a very strong and solid expertise in the production of iron castings. Today, the company is a modern and flexible foundry with a focus on customised cast iron solutions. ULDALL starts creating value right from the design and engineering phase.

ULDALL owns the company VELAMP, which is the only 100% Danish manufacturer and supplier of classic cast iron products for urban and rural environments. The foundry in Vejen makes products for both ULDALL and VELAMP.

Vejen
Denmark

60
Employees

1944
Year of establishment

1,131 tonnes
Annual production volume

Core products/services

ULDALL offers flexible casting production based on hand moulding and automated processes, enabling it to make and supply everything from prototypes to series from 1 to 500 pieces. ULDALL supplies cast iron parts from 500 g up to 4,000 kg in over 50 different alloys for a wide range of industries. In addition, services such as machining, surface treatment and assembly-ready components are provided, so that customers receive a complete solution tailored to their application and needs.

VELAMP produces items such as lamps, benches, windows and basement light well grates with a focus on aesthetics, quality and long service life. Among other things, VELAMP has supplied cast iron windows and other cast architectural components for listed and heritage buildings, which are approved by the Heritage Agency of Denmark and the National Museum of Denmark.

Customer segments

ULDALL supplies cast iron solutions to a wide range of industrial customer segments, such as the food industry, manufacturing industry, agriculture, energy and wind power, automotive and solutions for urban spaces. Products supplied range from prototypes and spare parts to series-produced items that meet high standards in terms of quality, documentation and delivery reliability.

VELAMP is aimed at architects, building consultants and landscape designers as well as private customers who want a design element that will still look great in the garden or house in 100 years.

ESG-INITIATIVER

ENVIRONMENT

Energy efficiency and heat recovery in production

ULDALL and VELAMP have launched several measures to reduce energy consumption in production. A new extraction system with heat recovery has been installed in the core melting shop, helping to make the use of energy more efficient. In 2026, the installation of new compressors is planned, with two compressors guaranteeing a stable air supply, one of which is fully frequency-controlled. At the same time, the surplus heat from the compressors is integrated into the company's heating system and recycled for heating the departments.

Optimised resource use and reuse of materials

ULDALL and VELAMP are committed to optimising the consumption of key resources such as iron, scrap, sand, and energy. Iron and scrap are the most important raw materials, and their efficient use is a high priority in production. After investing in a new regeneration plant for sand, ULDALL recycles at least 97 per cent of all sand from its own casting processes. In addition, packaging materials from production are recycled in VELAMP.

SOCIAL

Recruitment, upskilling and inclusion

ULDALL and VELAMP work actively to ensure a qualified and diverse workforce through recruitment, upskilling and local engagement. The companies host regular school visits. In addition, they work closely with the job centre to include people on the fringes of the labour market. All employees have individual skills plans, and language courses in Danish are offered annually to foreign employees.

Working environment and safety

ULDALL and VELAMP prioritise a safe and healthy working environment which considers physical as well as mental well-being. All new employees are given a thorough safety briefing, and there are 15 concrete action plans initiated by the employees themselves.

Local social responsibility

ULDALL and VELAMP actively contribute to the local community through sponsorships of local sports clubs, cultural activities and trade associations, which are driven by the employees' own involvement in the associations. The companies also prioritise good neighbourly relations and invite neighbours in for open house events and tours.

GOVERNANCE

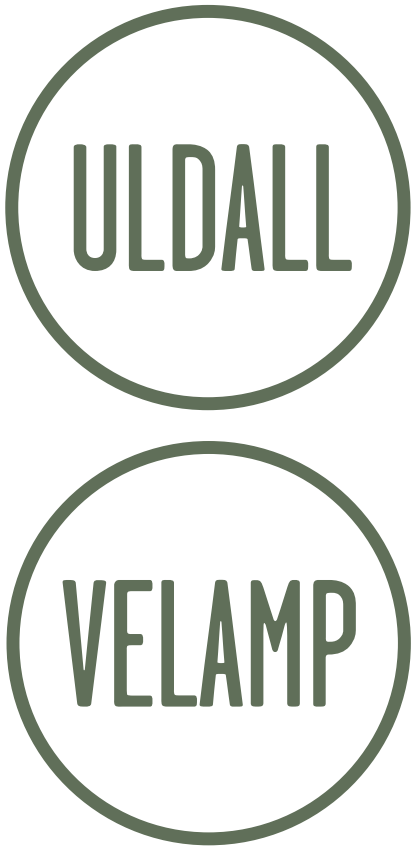
A stronger basis for decision-making through group integration

As part of the BIRN Group, ULDALL and VELAMP are included in a corporate structure that supports professional management, knowledge-sharing and long-term decisions.

Through joint annual investment meetings, the most interesting development and improvement projects are prioritised and financed. At the same time, the companies exchange knowledge and experience with the Group's other companies, which both strengthens the Group's overall foundry expertise and the quality of decision-making processes, while also ensuring a solid professional basis for operations and investments.

Risk and supply management with a focus on operational reliability

ULDALL and VELAMP work systematically on risk minimisation and security of supply. For all critical raw materials and products, a minimum of two suppliers are used to reduce supply chain vulnerability.
In addition, clear guidelines for IT and cyber security have been implemented, including limited internet and email access to production equipment as well as targeted training of relevant employees.

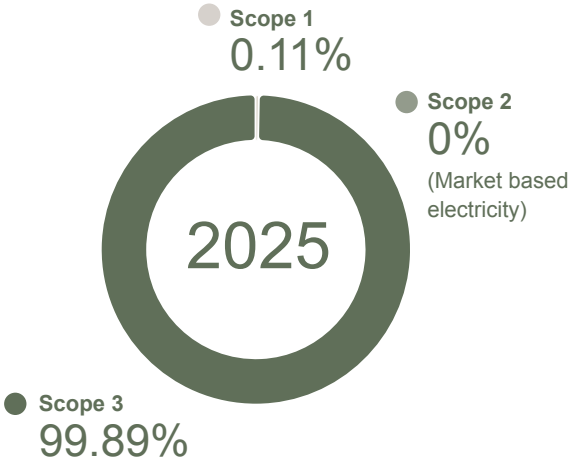


KEY FIGURES

Air and soil pollution		2024	2025
Total weight of air pollutants	tonnes	**0**	**0**
Energy			
Total electricity consumption	MWh	**3,181**	**3,005**
Percentage of electricity purchased from renewable energy sources	%	**0**	**100**
Consumption of other purchased or acquired energy from fossil sources	MWh	**10**	**9**
Consumption of other purchased or acquired energy from renewable sources	MWh	**789**	**712**
Consumption of self-produced non-fuel renewable energy	MWh	**0**	**0**
Fuel consumption from other fossil sources	MWh	**156**	**138**
Fuel consumption from renewable sources: biomass	MWh	**0**	**0**
Percentage of energy consumption from fossil sources	%	**81**	**4**
Percentage of energy consumption from renewable sources	%	**19**	**96**
Total energy consumption	GJ	**14,891**	**13,909**
Total energy production	GJ	**0**	**0**
Total energy consumption from fossil sources	MWh	**3,348**	**147**
Total non-renewable energy production	MWh	**0**	**0**
Total renewable energy consumption	GJ	**2,840**	**13,382**
Total renewable energy production	GJ	**0**	**0**
Waste			
Total weight of hazardous waste	tonnes	**1**	**1**
Total weight of non-hazardous waste	tonnes	**25**	**21**
Water			
Total water consumption	m^3	**822**	**914**
Total quantity of pollutants discharged to water	m^3	**0**	**0**

Scope

The charts show the percentage distribution of CO_2-equivalent emissions.



Greenhouse gas emissions and reduction targets		2024	2025
Percentage of scope 1 GHG emissions from regulated emissions trading schemes	%	**0**	**0**
Scope 3: 1 – Purchased goods and services	tCo_2e	**3,055**	**2,227**
Scope 3: 4 – Upstream transportation and distribution	tCo_2e	**71**	**50**
Scope 3: 5 – Waste generated from operations	tCo_2e	**78**	**75**
Scope 3: 6 – Business travel	tCo_2e	**3**	**2**
Scope 3: 7 – Employee commuting	tCo_2e	**31**	**33**
Total gross scope 1 GHG emissions	tCo_2e	**3**	**3**
Total gross scope 2 GHG emissions (based on location)	tCo_2e	**654**	**489**
Total gross scope 2 GHG emissions (based on market)	tCo_2e	**1,910**	**0**
Total gross scope 3 GHG emissions	tCo_2e	**3,243**	**2,387**

Diversity, fairness and inclusion		2024	2025
Number of employees	Employees	**55**	**60**
Employees – women/men	Employees	**5/50**	**5/55**
Managers – women/men	Employees	**0/4**	**0/4**
Salaried employees/production	Employees	**10/45**	**10/50**
Apprentices	Employees	**0**	**0**
Employee turnover rate	%	**30**	**34**
Lost-time accidents at work	total number	**0**	**3**

Governance		2024	2025
Whistleblower cases	cases	**0**	**0**

We handle all whistleblower cases professionally and in accordance with our policy, which ensures anonymity and independent handling, via PwC.

PART OF BIRN GROUP