

SUSTAINABILITY REPORT

2022

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It is no exaggeration to say that we have a tough challenge ahead of us. With only seven years to go, it will take hard and dedicated work to achieve the 17 global goals set by the UN, known as Agenda 2030. Seven years sounds like a long time, but the years pass quickly and time is running out. It is high time for all of us to act.

At OilQuick we have very good opportunities and conditions to make a difference and that is exactly what we intend to do. Over the years, we have put a lot of effort into being a good employer for our employees. We have endeavoured to be a strong and positive force in Hudiksvall municipality, where most of our employees live and work. Sponsoring local initiatives that make a difference is close to our hearts. This year, it was especially heart-warming to help a family from Ukraine.

We cannot run the company without our employees, which is why they are our most important resource and the basis for sustainable growth. Employee well-being and safety always come first. In 2018, for the first time, we invited Great Place to Work® review and evaluate our operations and we received the quality award as one of Sweden's Best Workplaces and ended up being ranked 25th among Sweden's medium-sized companies with 50-250 employees. But the ranking is not the most important thing. It is the continuous improvement work that comes in the wake of a review that makes us better.

OilQuick has grown rapidly over the past 10 years and we have gone from 40 employees to over 130 people here in Hudiksvall. We enjoyed good profitability during that period and have invested heavily in the business. However, the last few years have been a very challenging, with some unforeseen events leading to major changes. First came an unprecedented pandemic, with all that it entailed. When the pandemic finally began to subside in early 2022, a war broke out in Europe and once again, anxiety and uncertainty rose.

As a result of the war, an inflationary shock with sharply increased prices has hit the company and its staff. The focus is now on reducing the impact of this recession and reversing the trend, and we have reason to be positive about the future!

Henrik Sonerud
Henrik Sonerud - CEO



THIS IS OILQUICK

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

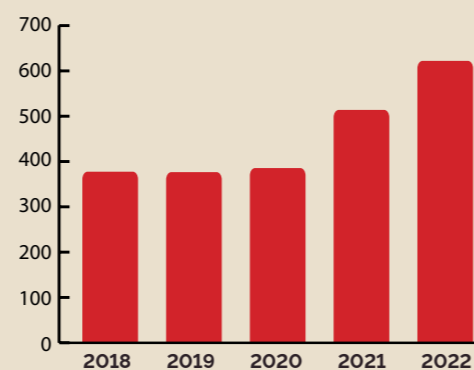
We currently have 129 employees and in 2022 we had a turnover of SEK 621.4 million. The product is the market leader in the industry. Our head office is located in Hudiksvall, where most of the manufacturing takes place.

OilQuick offers rational and effective method solutions for construction and industry. An operator can change the hydraulic attachment directly from the cab, within 10 seconds. OilQuick has patent protection in Japan, North America and most European countries. OEM agreements have been signed with some leading machine manufacturers. Thousands of OilQuick systems have so far been delivered to customers in the Nordic region, the rest of Western Europe and the USA.

COMPANY OVERVIEW

This is OilQuick AB's sustainability report and refers to the 2022 financial year. The report covers the parent company OilQuick AB (556066-5530) and all entities consolidated in the group accounts for the same period, which are specified in the administration report. The Board of Directors of OilQuick AB has approved the sustainability report when signing off the annual and consolidated accounts.

Turnover (SEK million)



Key figures 2022

Turnover:	621,400,000 SEK
Res. e. fin:	92,756,000 SEK
Total assets:	290,000,000 SEK
Export share:	89%



Our vision

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



Business concept

Our business concept is to provide the market with efficient systems for automatic tool changing for different tool carriers, which provide increased customer benefit.

OUR ORGANISATION



Governance and responsibility for sustainability aspects in the organisation

The Board of Directors

Has overall responsibility for the administration of OilQuick.

CEO

Manages the work on behalf of the Board and implements the Board's decisions.

Management team

Supports the CEO on short and long term strategic issues. The CFO has an extended responsibility for sustainability and is responsible for ensuring that all aspects of sustainability are considered (environment, labour, human rights and anti-corruption).

Employees

Follow the core values that are described in the staff handbook and reflected in values, policies and guidelines. Have a mandate and responsibility to drive sustainability issues that are close to their own position.

1952 Bröderna Soneruds Maskinförmedling sees the light of day. The business concept is based on the brokerage of used agricultural machinery and similar.

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

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

1967-1973 The business grows. New manufacturing plants are built at the Östra industrial area in Hudiksvall.

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

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

1980 The Grab John excavator with built-in hydraulic grapples is launched. Åke Sonerud, John's son, takes on the mantle of CEO.

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



WHAT AFFECTS US & WHAT DO WE AFFECT?

Upstream

Upstream we have our suppliers and our suppliers' suppliers and so on. Without a well-oiled collaboration with them, we are at a disadvantage. Today, we work actively with assessment and evaluation so that we and our suppliers have a common understanding of what improvements they need to make - but also what we can learn from them.

"Strategic choices in design and sourcing give us a great opportunity to influence OilQuick's footprint. The focus going forward is to find more circular solutions, and to reduce waste. And above all - to continue building a strong 'Team OilQuick' with suppliers who are knowledgeable in their fields and who share our values."

Per Brolin - Purchasing manager



At the heart

At the heart of our business model is our value offer. Our ambition is to drive development to offer high quality products that stand up to harsh environments, but that are also produced in a sustainable way.

<p>SAFETY</p> <ul style="list-style-type: none"> • Safe attachment change where the operator does not have to leave the cab. • OilQuick Locksupport helps the operator determine if the attachment is in the correct position. 	<p>PROFITABILITY</p> <ul style="list-style-type: none"> • An OilQuick system saves time and reduces the need for multiple machines on site. • Good operating economy, because wear and tear is minimised when the right attachments are used. 	<p>ENVIRONMENT/CLIMATE</p> <ul style="list-style-type: none"> • Sealed and well-designed systems reduce the risk of hydraulic oil leakage. • Changing attachments quickly reduces the number of transports of machines.
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Downstream

Downstream are our customers who demand safe, reliable products that contribute to a safe working environment and sustainable profitability with the least possible impact on the environment and climate. Today's customers also want to make sure that we, as a supplier, are actively working towards the sustainable development goals. Downstream, we also find subsidiaries, dealers, and OEMs with demands for delivery precision.

1996 The first OilQuick solution for wheel loaders is delivered to Stena Returpapper in Hudiksvall and a Volvo L50 is fitted with the solution. Resulting in a whole new way of working.

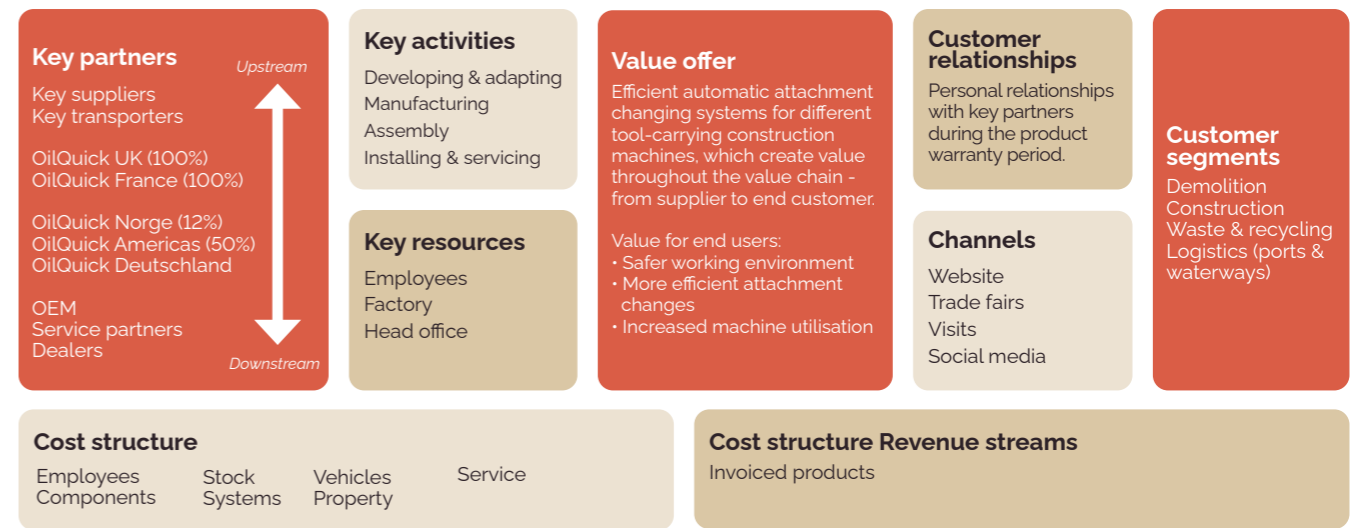
2001 The OQS system for material handling machines is rolled out. The system makes it possible to change tools in just a few seconds.

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

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

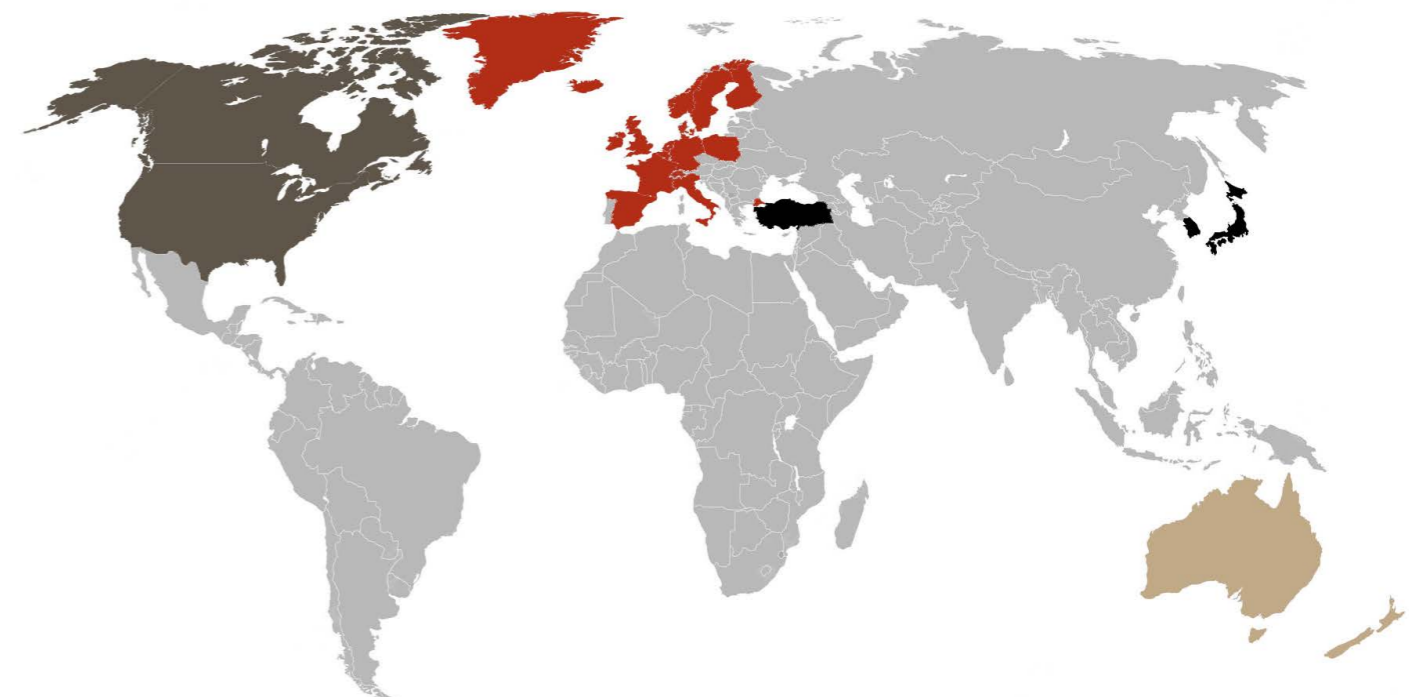
BUSINESS MODEL

Our head office is based in Hudiksvall. Sales are made through the parent company and subsidiaries or through dealers around the world.



DEALERS

Dealers of our products can be found in the following countries.



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

2008 The company moves into newly built premises on Hede-Finnflövågen in Hudiksvall. State-of-the-art premises of 2.200 m2 allow for further expansion.

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

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



INTERNAL COMPASS

OilQuick supports the 10 principles of the UN Global Compact and we shall make a contribution to supporting human and labour rights, combating corruption and reducing the impact on the environment.

OilQuick prioritises safety for both employees and customers. We want our employees to be healthy and happy. OilQuick endeavours to have staff who are committed, go the extra mile and drive the business forward.

Everything we do should be characterised by high quality. Together with a number of key policies, our three core values form our internal compass.

OUR VALUES

- S

SAFETY

OilQuick places a strong emphasis on safety in its approach, prioritizing the well-being of both employees and customers.
- C

COMMITMENT

Our employees should always be more than satisfied. Our staff is expected to be engaged, go the extra mile, and propel the business forward. OilQuick is committed to having leaders who believe in the company's vision and are attentive to their personnel.
- Q

QUALITY

Everything we do within the business should embody high quality, from cardboard to product. Every customer should be satisfied with an OQ product. We should always deliver on our promises, both internally and externally.

KEY POLICIES

- Anti-harassment policy
- Health and safety policy
- Quality policy
- Anti-discrimination policy
- Whistleblowing policy
- Policy against giving and taking bribes
- Environmental policy

2011 Försvarets Materialverk, FMV, chooses OilQuick's fully automatic quick coupler and coupler system for a large number of excavators and wheel loaders. OilQuick becomes ISO 9001 certified.

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

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

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

2017-2019 The subsidiaries OilQuick France and OilQuick UK are established. The head office is expanded by 2000 m².

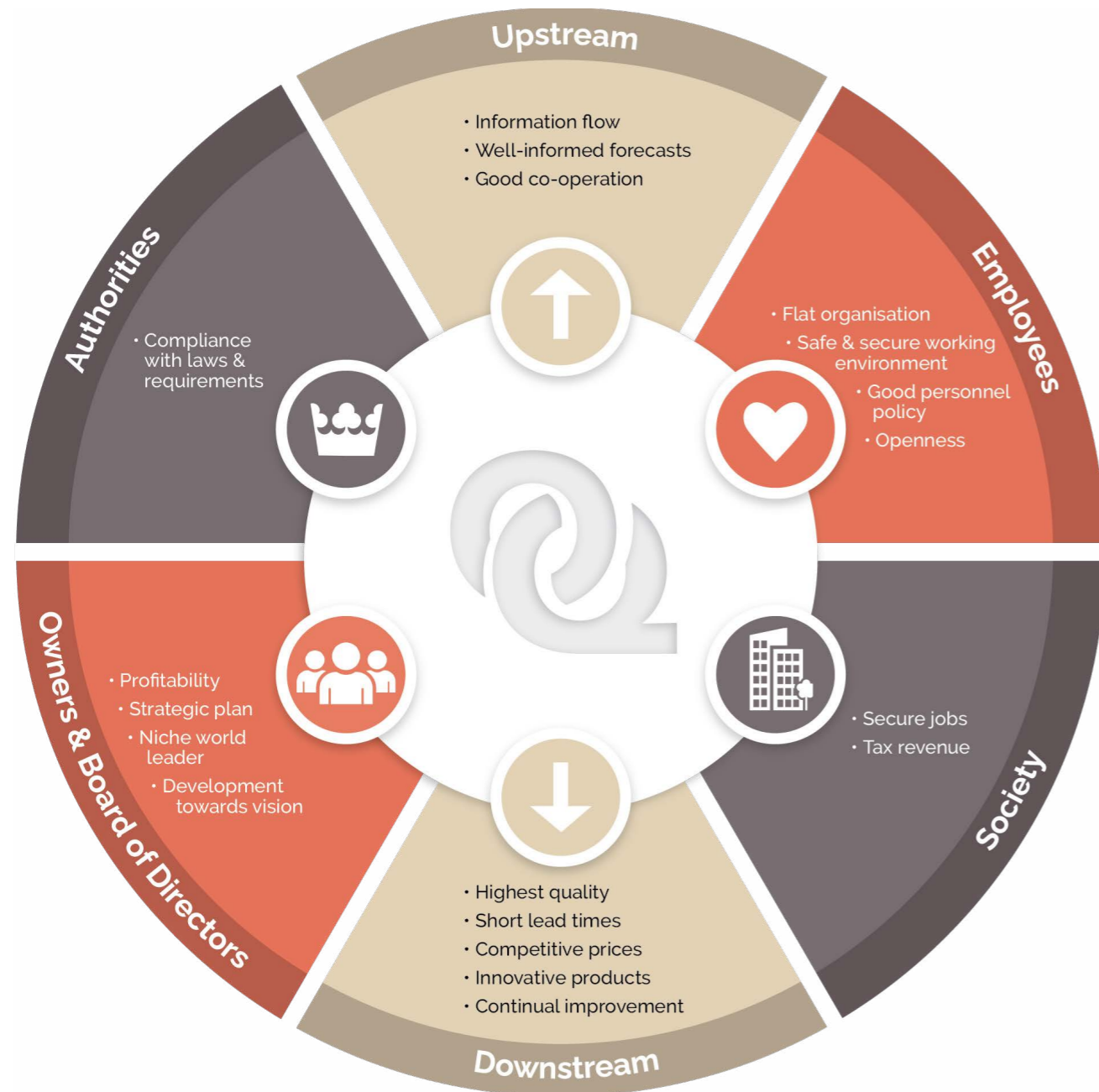
2021 Expansion of OilQuick Production of 2,766 m² is completed and the company's turnover passes 500 million SEK.

2022 Team OilQuick grows. OilQuick Americas starts up and invests in its own production facility in Duluth, USA.

2023 Remains a blank page. But we know what we want to achieve. Whether we succeed in our intentions remains to be seen. This year's journey has only just begun.

STAKEHOLDER DIALOGUE & KEY RISKS

Stakeholder dialogue and environmental analysis are central to OilQuick. Once a year we update our stakeholder mapping and also take the opportunity to put the business environment analysis and risks on paper.



By analysing our impact level and our interest and materiality analysis, we have identified the main areas that underpin our sustainability work. These three focus areas are:

- OilQuick's sustainable development
- Team OilQuick
- OilQuick's environmental and climate footprint

RISKS

ENVIRONMENT

If OilQuick does not work continuously and in a structured way with environmental issues, there is a risk that something important will be missed or that the company will end up on the wrong side of an issue.

In the near future, we will establish procedures to identify and set targets for the company and we will create action plans to capture and highlight environmental issues. All to minimise our impact on the environment where possible. The areas we see as potentially affected include our purchasing, transport, electricity supply and waste.

Much of the vehicle fleet is powered by fossil fuels and there is a clear gap between the pace of development of alternative solutions in relation to OilQuick's needs. The risk associated with the environment is that we will continue to have fossil-fuelled vehicles in the longer term.

The Board has increased the rate for company cars again, allowing employees to opt for a green car. This has had a visible effect on the distribution of the vehicle fleet. OilQuick will look at the longer-term issue of how it manages its fleet of vehicles.

Material shortages due to a volatile environment can lead to a range of sustainability risks.

Active work with sourcing to minimise risks with the supply of materials, which prevents having to make too rapid a transition to a new supplier with new delivery conditions, which can lead to new risks in several areas of sustainability.

LABOUR LAW & HUMAN RIGHTS

There is an elevated risk of workplace accidents for parts of the business, mainly production and assembly.

OilQuick has a systematic work environment management system (SAM). Prevention is implemented in the daily work and all employees can report observations. Annual reviews are conducted to ensure that there are no significant risks of an unsafe workplace. OilQuick closely follows up all incidents, from near misses to more serious accidents, with impact analyses and takes action to reduce the risk of recurrence.

Risk of discrimination within the company.

OilQuick has zero tolerance for discrimination on any grounds and strives for a culture characterised by equality and diversity. This is clearly expressed in our staff handbook and equality policy, which are communicated to all employees. We also follow this up in our annual employee survey.

Risk of not retaining or attracting the skills OilQuick needs to develop.

OilQuick works actively with employee satisfaction and conducts an annual employee survey, the results of which lead to targeted initiatives and training programs.

By offering hybrid work, we open up opportunities to bring in skills from elsewhere. Recruiting key skills helps to increase internal learning.

OilQuick has partnerships with learning centres to find people with the right skills for the long term.

Risk of human rights violations within OilQuick and in the supply chain.

OilQuick's Employee Handbook for Rules and Standards is partly based on the UN's human rights and should be followed by all employees.

We restrict our supplier base to the local area as much as possible. We use supplier assessments to map the status of suppliers, which allows us to follow up when necessary.

ANTI-CORRUPTION

Risk that there may be corruption.

Guidelines on anti-corruption and bribery have been developed and communicated to all employees. A whistleblower function and policy have been developed. We use supplier assessments to map the status of suppliers, which allows us to follow up when necessary.



UN GLOBAL COMPACT

- TEN PRINCIPLES IN FOUR AREAS



Human rights

OilQuick supports and respects human rights and will not violate them under any circumstances. As part of this, OilQuick is sponsoring the women's shelter Vändpunkten with furniture and fittings for homes for women who have been mistreated.

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

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



Labour law

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

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

PRINCIPLE 4: Eliminate all forms of forced labour.

PRINCIPLE 5: Eliminate child labour.

PRINCIPLE 6: Eliminate discrimination in recruitment and job roles.



Environment

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

PRINCIPLE 7: Support the precautionary principle with regard to environmental risks.

PRINCIPLE 8: Take initiatives to promote greater environmental awareness.

PRINCIPLE 9: Encourage the development of environmentally friendly technologies.



Anti-corruption

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

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

THE 2030 AGENDA & THE SUSTAINABLE DEVELOPMENT GOALS



The 2030 Agenda is an action plan with goals for transitioning to a sustainable society for people, the planet and prosperity. The goals and targets of the 2030 Agenda are integrated and indivisible, covering all three dimensions of sustainable development: economic, social and environmental.

Source:
The 2030 Agenda and the Sustainable Development Goals - Regeringen.se

OUR CHOSEN OBJECTIVES

We have analysed the Global Goals of the 2030 Agenda to identify the goals that we have the greatest opportunity to influence and contribute to through our business, while finding new business opportunities through sustainable development.



FOCUS AREAS

OILQUICK'S SUSTAINABLE DEVELOPMENT

VISION

Our ambition is to be the technological world leader in our niche. Our end customers will benefit from smart, safe and high-quality system solutions developed in close cooperation with dedicated and competent employees and suppliers. Quite simply, people who are willing and able.

STATUS

OilQuick is characterised by a solution-oriented culture that is strongly influenced by a driven family of owners. The transformation from a small garage workshop to a globally active company has been rapid. We are also pretty good at systematic product development. But we can do better and we need to work on many fronts. Quality improvement is high on the agenda. Collaboration with stakeholders who share our values and close communication with our suppliers are extremely important for OilQuick's sustainable development.

There are challenges with our geographical location, but through our subsidiaries we are now very close to our customers. When it comes to our suppliers, we have long had the goal that large parts of the supply chain should be locally based. The aim is to contribute to growth and development in the local area and to secure supplies. The latter has also been essential to

maintaining our high security of supply during a period of strong growth and risk of material shortages.

A key to sustainable development is to retain and recruit employees who complement, challenge and encourage each other and who together can develop innovative products that support sustainable development. Another key is to maintain and improve the quality and reliability of input components, so that we in turn can fulfil our downstream promise. Therefore, 2022 has been very much about recruiting men and women with key skills, internal training, product development and improvement work. During the year, for example, we have recruited 24 people, our product development has increased its staff by about 30 percent and we have set up a completely new quality department.

GLOBAL GOAL/FOCUS AREA



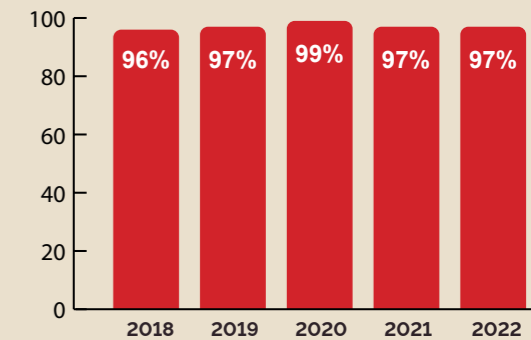
GLOBAL SUB-GOALS



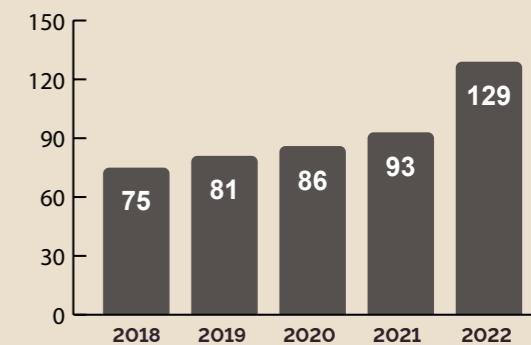
"New sustainable technologies must go hand-in-hand with profitability. At the same time, innovative product solutions are not everything. We also need to work more actively on continuous improvement at all levels and from multiple perspectives to achieve sustainable and profitable development. Quality improvement is high on the agenda."

Henrik Sonerud - CEO

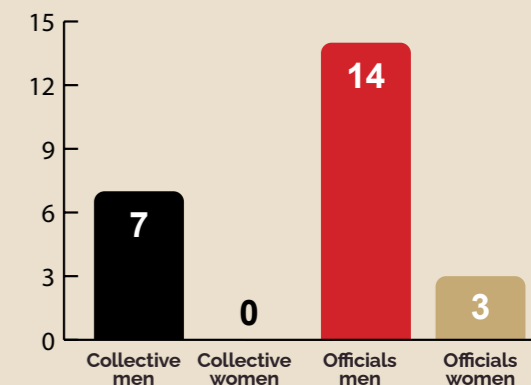
Supply reliability (first promised)



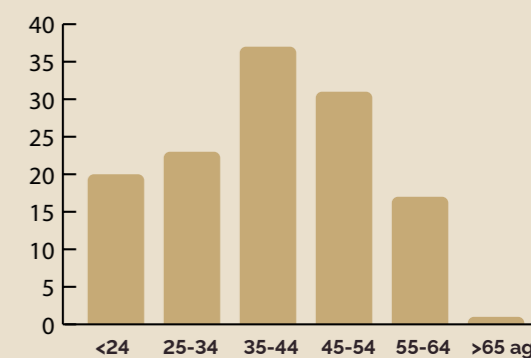
Employees



New recruitments



Age structure



EXAMPLES OF WHAT WE ARE DOING TODAY

- Securing and developing skills in the form of key skills recruitment and training, e.g. 30 employees, both collective and officials, visited Bauma 2022.
- Sponsoring local initiatives in line with our sustainability work, such as Delsbo Electric and Hudiksvalls Hydraulics Cluster.
- Working actively with schools to increase interest in technology among young people, for example, we are a partner of both Trossen and Teknikprao.

- Attending recruitment days at universities and colleges to find the labour force of the future.
- Creating innovation that generates new patents and meets tomorrow's requirements.
- Designing and re-designing products to find win-win benefits in terms of profitability, safety and environment.
- Conducting active improvement work in collaboration with both customers and suppliers.



SELECTED PROJECTS

Delsbo Electric

Delsbo Electric is a local initiative with the ambition to stimulate innovative transport solutions in the world, to cooperate with and facilitate the recruitment of skills to the area's technology companies and to create an increased interest in technology among children, young people and young adults. An annual competition is organised at the end of May. The competition rules are simple. Participants design and drive a manned battery-powered rail vehicle over a distance of 3.36 km. The team that consumes the least energy wins. The 2022 winners were from Dalarna University.

Teknikprao

Teknikprao for girls is a collaboration with the business community in Hudiksvall. In October 2022, OilQuick had the honour of receiving 5 girls interested in technology from grade nine from across the municipality.

Trossen

The purpose of Trossen Hudiksvall is to increase students' motivation and their understanding of working life and the importance of education through collaboration between schools and business.

Hudiksvall Hydraulics Cluster

The cluster is a collaboration between various regional hydraulics companies and academia. The cluster supports research in hydraulics, mechanics and electronics. The aim is to strengthen the long-term global competitiveness of member companies.

Bauma

Bauma is the world's leading trade fair for mining machinery, construction vehicles and construction equipment. This year's fair was the 34th of its kind. With thousands of exhibitors from all corners of the world, the learning opportunities for visitors are enormous.



Quality certified through ISO-9001

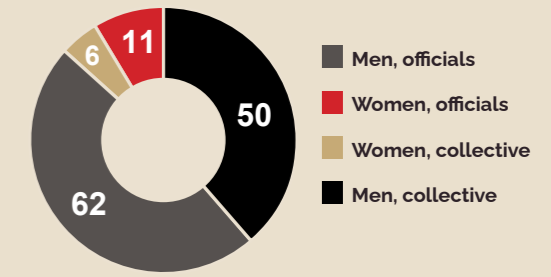
To ensure we create the product quality our customers deserve, we have chosen to obtain ISO-9001 certification.



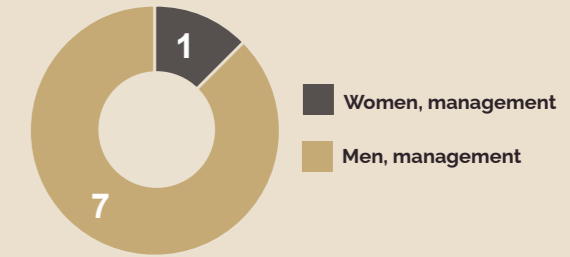
PLEDGE FOR 2023

The ambition is of course to continue to develop, but at the same time we have to be realistic. Unfortunately, our world is not entirely stable and we have to deal with this. However, we hope to retain and perhaps even increase the number of employees, to broaden and deepen our skills base and to land another patent or two.

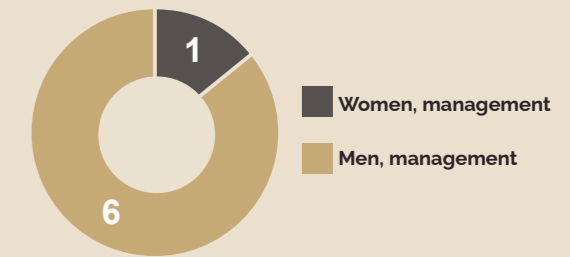
Women/men in the organisation (incl. management)



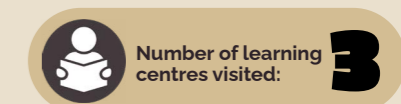
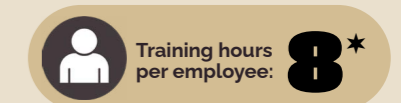
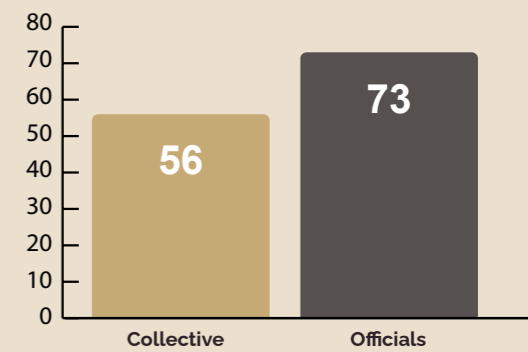
Women/men in management



Women/men on the Board



Training hours*



* Only includes training programs administered by HR. More training hours were realised but they are not currently measurable.

FOCUS AREAS

TEAM OILQUICK

VISION

Alone is not strong. Delivering quality and sustainable solutions requires both healthy individuals and healthy teams. It may be an impossible task, but our vision is to be the best employer in the universe. This means we have to really look after our people.

We do this by creating a safe working environment, working proactively to ensure the well-being of our employees - but also by developing and having fun together. To remain a world leader, we also need to build teams of dedicated, skilled and reliable suppliers in each segment.

STATUS

OilQuick believes that employees are our most important resource and the foundation for sustainable growth. Our employees' safety and well-being come first, and to safeguard their mental and physical well-being we conduct systematic work environment management together with employees, safety representatives, the work environment committee and the chemicals council.

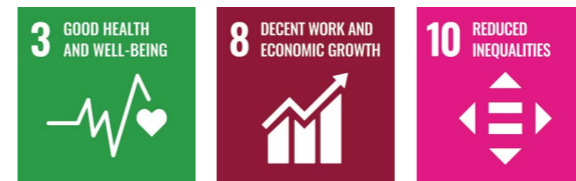
In 2020, we invited Great Place to Work® to review and evaluate our operations and received the quality award as one of Sweden's Best Workplaces and the ranking of 15th. The following year, we were ranked number 9 and were awarded the title of Sweden's Best Industrial Company.

Caring for employees also means taking social responsibility. As employers, we must also engage with the communities where our employees, family and friends live and work. Nor should we forget our colleagues in our

subsidiaries in other countries. Or our suppliers, who are also part of our team. Good cooperation both upstream and downstream is necessary to address the challenges we see in the world around us. Secure partnerships allow us to ensure that we make timely delivery of materials to meet customer needs - despite a volatile environment and periods of growth.

To nurture the team, in 2022 we have continued our efforts to become a world-class workplace. We have worked actively to increase risk observations in our working environment and have become even better at investigating and preventing workplace incidents. We have taken action on the chemicals front and the risk assessments for these now show only low risks. In addition, we have adjusted our approach to supplier evaluation and assessment and deepened cooperation with partners and subsidiaries.

GLOBAL GOAL/FOCUS AREA



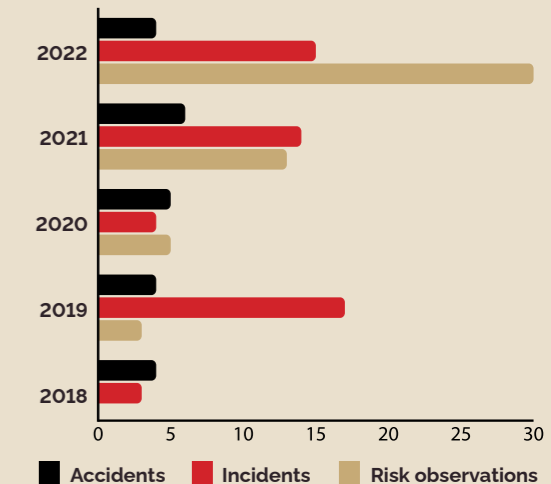
GLOBAL SUB-GOALS



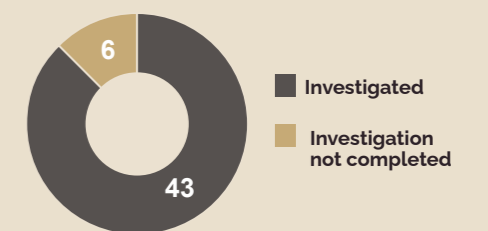
"If you feel good, you perform well. The goal is sustainable employees and a close-knit 'Team OilQuick'. A thriving corporate culture is essential to motivate and retain committed employees. We believe this is the key to attracting the values-driven workforce of the future."

Malin Lindqvist - HR-manager

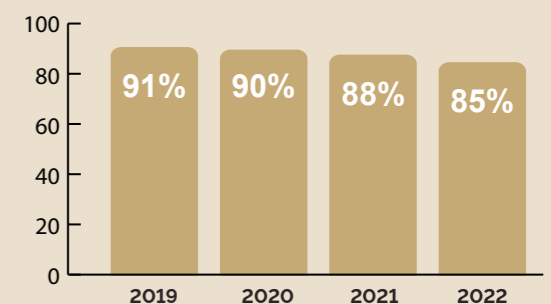
Occupational health & safety incidents



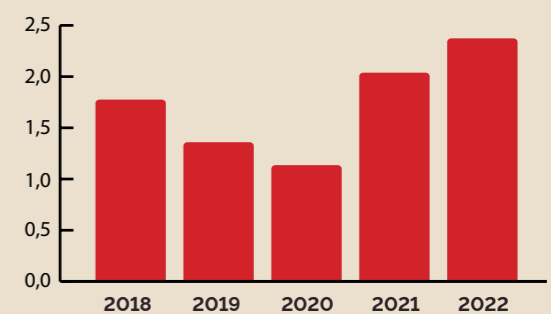
Health & safety incidents (status)



GPTW - trust index



Sponsorship (SEKm)



EXAMPLES OF WHAT WE ARE DOING TODAY

- Actively work on the improvements we identify in the annual employee survey conducted in conjunction with the GPTW certification.
- Taking care of the body and working preventively on physical health, for example, employees are offered massages, TBE vaccination, PSA tests (men) and much more.
- Maintaining our psychological well-being by offering stress training and stress groups, and regularly assessing our work situation with, for example, mentimeter measurements.
- Nurturing the team by celebrating both big and small successes or theme days such as Pancake Day, Cinnamon Bun Day and Valentine's Day.
- Offering employees affordable holiday accommodation in Sweden and abroad.
- Wellness challenges where individuals and departments who choose to exercise are rewarded.
- Offering benefits such as massages during working hours, a discounted breakfast buffet, an epassi card and much more.
- Team building through cross-functional team activities and celebrations such as Christmas parties, summer parties and kick-off parties.
- Drawing on the expertise of occupational health services as a partner.
- Engaging with the community through, for example, OilQuick Hjärtesak, Hej Aktivitet and sponsorship of local sports clubs.
- Organising supplier days that give our suppliers the opportunity to meet and create their own relationships, in addition to the one they build with us.
- Building close cooperation between us, who are experts in our product, and the supplier, who is an expert in their product, through continuous reviews to monitor quality and delivery reliability.
- Evaluating suppliers annually to identify areas for improvement.
- Promoting cooperation and learning between the Hudiksvall site and subsidiaries through physical visits to each other.

SELECTED PROJECTS

"Hej Activity"

The activity club is part of Strands IF. The club offers children in grades 4-6 a chance for an active and meaningful after-school program - free of charge. The children get to try different sports, socialise and have snacks together. Through activity, increased meaningfulness, health, inclusion and integration are created for people in Hudiksvall municipality.

OilQuick Hjärtesak

We want to benefit society for children, young people and entire families. Our 'Hjärtesak' project is designed to do just that. In 2022, we chose to give six families a day out to Furuviik.

Vändpunkten women's shelter

Vändpunkten belongs to the municipality of Hudiksvall and Nordanstig and is an organisation with no religious or political affiliation. The organisation's primary mission is to support girls, women and children who have been subjected to various forms of oppression, violence and/or threats by family members. Vändpunkten also works preventively by lecturing, educating, raising awareness and forming opinions about men's violence against women and violence in close relationships.



Certified to be a better workplace through GPTW®

Healthy and happy employees are committed and incredibly good at adding value in every way. We have therefore chosen to become Great Place To Work® certified.



"Our mission is to help each location become a good workplace for everyone. We give leaders and organisations the recognition and tools to create a consistent and overwhelmingly positive employee experience to build cultures that drive business and improve lives and society."

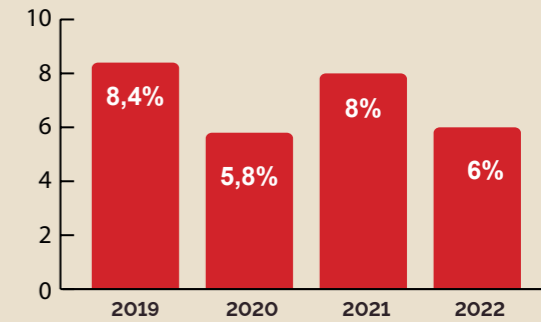
Source: Great Place to Work®



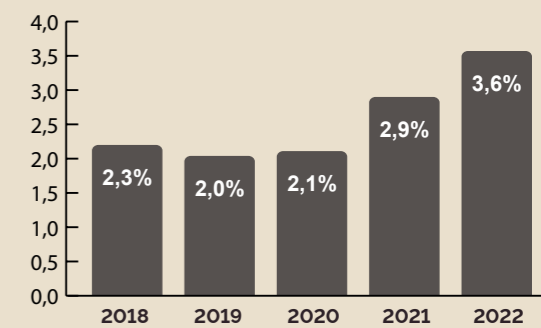
PLEDGE FOR 2023

We will continue on this path to ensure the well-being and satisfaction of our employees. We will also continue to sponsor local initiatives that are in line with our values and sustainability efforts. A lot of effort will be put into spreading the OilQuick spirit in the team - among employees, of course, but also to suppliers and colleagues at our subsidiaries in other countries. In 2023, we have therefore set a goal that the entire OilQuick team will have developed a further understanding of our "internal compass". This means that our suppliers must have read our Supplier Code of Conduct and that other "OilQuickers" (employees and colleagues at subsidiaries) have read - and understood - the meaning of our values, our basic policies and our Code of Conduct.

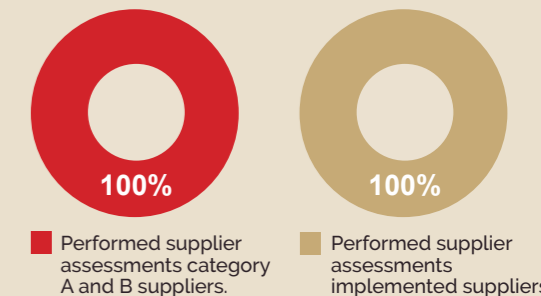
Staff turnover



Sick leave



Supplier evaluation and assessment



At present, there are

20 suppliers who together account for more than

95%

of the materials and components used in the manufacture of the company's products.

FOCUS AREAS



OILQUICK'S ENVIRONMENTAL & CLIMATE FOOTPRINT

VISION

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

STATUS

At the heart of our business model is a product that reduces the need for machinery in the workplace, has a long lifespan and reduces oil spillage. However, the production process generates some manufacturing waste, hazardous waste and other waste from, for example, the use of chemicals and packaging. The residual material is sold to Stena Recycling, which recycles and refines it to the best of its ability.

During 2022, we made a major effort with chemicals and the phasing out of hazardous chemicals, reducing the number of chemicals from 169 to 144. After segregation, we have reduced the number of allergenic chemicals from 12 to 7. The risk assessments carried out show low risk for storage and use for all chemicals.

In addition to waste, we draw up contracts for electricity, heat and energy to ensure that the requirements and

needs of the organisation are met.

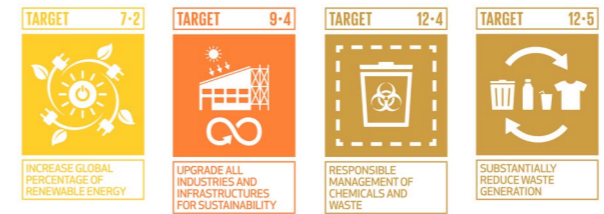
Transport is necessary to deliver our value proposition and has a certain carbon footprint. Our own vehicle fleet consists mainly of plug-in hybrids. In 2022, we increased the rate for company cars to incentivise those employees who need a car for work to take a green car. In addition, we offered our employees the opportunity to lease bicycles for the whole family at a favourable price - good for the body and good for the climate.

As mentioned earlier, much of our supplier base is locally based. However, we currently have very little knowledge of how transport to our suppliers is organised. So it is not certain that our proximity helps to reduce the carbon footprint of the entire value chain. Deliveries are made using external carriers and are made by land, air or sea.

GLOBAL GOAL/FOCUS AREA



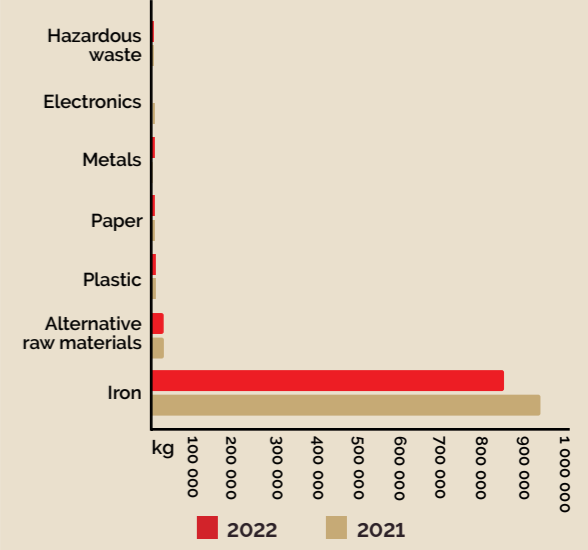
GLOBAL SUB-GOALS



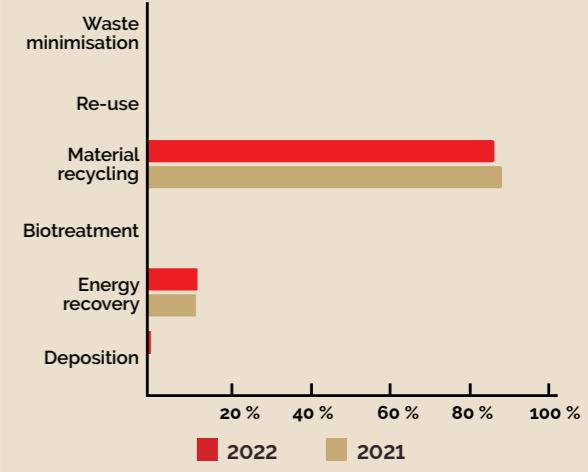
"There is a great mindset here at OilQuick and we are constantly making improvements to win both small and large victories. One example is a discussion we had about how best to carry out transportation ourselves locally. We frequently need to be able to move between our own units or to locally based partners. This work has resulted in the availability of bicycles and electric scooters - and since October we also have an electric car we can use."

Anders Östlund - Production engineer

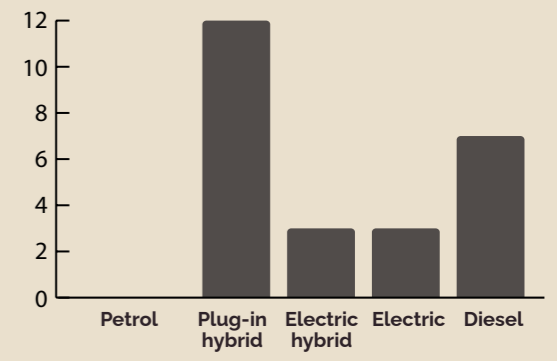
Emission savings CO2



The waste ladder



Vehicle fleet



115 chemicals used in the organisation.
7 of these are allergenic.
1 of these is CRM classified.

100% of chemicals are risk assessed: **LOW RISK.**

EXAMPLES OF WHAT WE ARE DOING TODAY

- Servicing and repairing as well as providing spare parts for wear parts.
- Replacing the vehicle fleet with environmentally friendly cars and choosing environmentally and climate-smart transport as far as possible.
- Locating our supplier base in our geographical neighbourhood whenever possible and prudent.
- Controlling the quantity and type of chemicals to reduce the use of chemicals with potentially negative effects on the environment, climate and health.
- Applying hybrid work and meetings digitally to the extent possible.
- Encouraging cycling by offering employees the opportunity to lease a bicycle at a favourable price.
- Employees who commute are offered accommodation in the company apartment.



Stena recycling.

SELECTED PROJECTS

Stena Recycling

Stena collects all possible residual materials arising from both operations and production. The materials are refined and can live on as raw materials for new products or new energy.

Bike lease

Benefit cycling is an affordable way to get a good bike. Thanks to favourable benefit taxation, the price is significantly lower than buying the same bike in a shop.



“We have started to work more on how we can easily replace materials or refine processes, with the basic idea of recycling instead of discarding. It is a fun challenge, where we often see that we can create benefits in several areas. It is not uncommon for a small change to create a safer working environment, save on costs and at the same time make less of an impact on the environment.”

Anders Sahlin - Team leader








PLEDGE FOR 2023

OilQuick is already doing a lot in this area, but needs to improve even more. In 2023, we aim to reduce the amount of material (all types) sold to Stena. We also intend to develop a plan to phase out fossil-fuelled vehicles from the fleet and to map the transport and carbon footprint upstream and downstream.



WHAT WE PLEDGED IN 2021/ 22

Focus area	Pledge 2021/2022	Outcome 2022
Environment	OilQuick will appoint a person who will work to implement a more systematic approach to environmental issues affecting the company. This person should also carry out a risk analysis.	 A Sustainability Council has been set up to take environmental issues forward.
Personnel issues	In 2021/2022, the company will hold a training program in BAM/SAM for the whole company and we will also develop a sustainability training program for the employees, as well as developing a communication plan on sustainability to build a more sustainable brand. We shall recognise the good things we do today and what we intend to do in the future.	 All employees at OilQuick have received BAM training, and all managers and safety representatives have also received SAM training. A "mini-training program" on sustainability has been designed, and the beginnings of a communication plan have been established.
Anti-corruption & bribes	Update the text of the staff handbook on business ethics and anti-corruption. All employees will then be made aware of this through an internal training program. Anti-bribery policy is being developed.	 In connection with the ratification of the EU Directive (2019/1937) into Swedish law, we have established internal reporting channels. The text of the staff handbook, which is available to all staff, has been updated and a policy on the giving and taking of bribes has been drawn up.
Human rights	To take this work a step further, OilQuick will conduct a comprehensive mapping of the supply chain and an initial assessment of potential sustainability risks. This can also mean: - Code of conduct for suppliers. - Develop supplier evaluations, started but will be finalised in 2021/2022.	 Supplier evaluations have been redesigned in 2022, allowing us to add additional evaluation aspects that can enable a clearer mapping of the supplier portfolio in particular.
Community engagement & sponsorship	We have continued the previous work done year on year and plan to continue this work.	 OilQuick has continued its local involvement and sponsorship to a similar extent as in previous years.

WHAT WE PLEDGE FOR 2023*

Focus area	Pledge 2023
OilQuick's sustainable development	<ul style="list-style-type: none"> • Employees: Maintain and possibly increase the number of staff. • Training: Broaden and deepen our skills base. • Product development: Possibly land additional patents.
Team OilQuick	<ul style="list-style-type: none"> • OilQuick spirit: OilQuick Code Of Conduct and OilQuick Supplier Code Of Conduct drawn up. All employees, colleagues at subsidiaries, and suppliers must have read and understood our Code of Conduct and basic policies, and know our values and what they mean. • Sponsorship: Continue to sponsor local initiatives.
OilQuick's Environmental & Climate footprint	<ul style="list-style-type: none"> • Reduce waste: Actively work to reduce the amount of material sold to Stena. • Fossil-free fleet: Set a strategy for phasing out fossil-fuelled vehicles in the fleet. • Transport: Mapping transport and its upstream and downstream carbon footprint.

* The cut-off date for the financial year was moved to the end of the year.

