

SUSTAINABILITY REPORT 2025

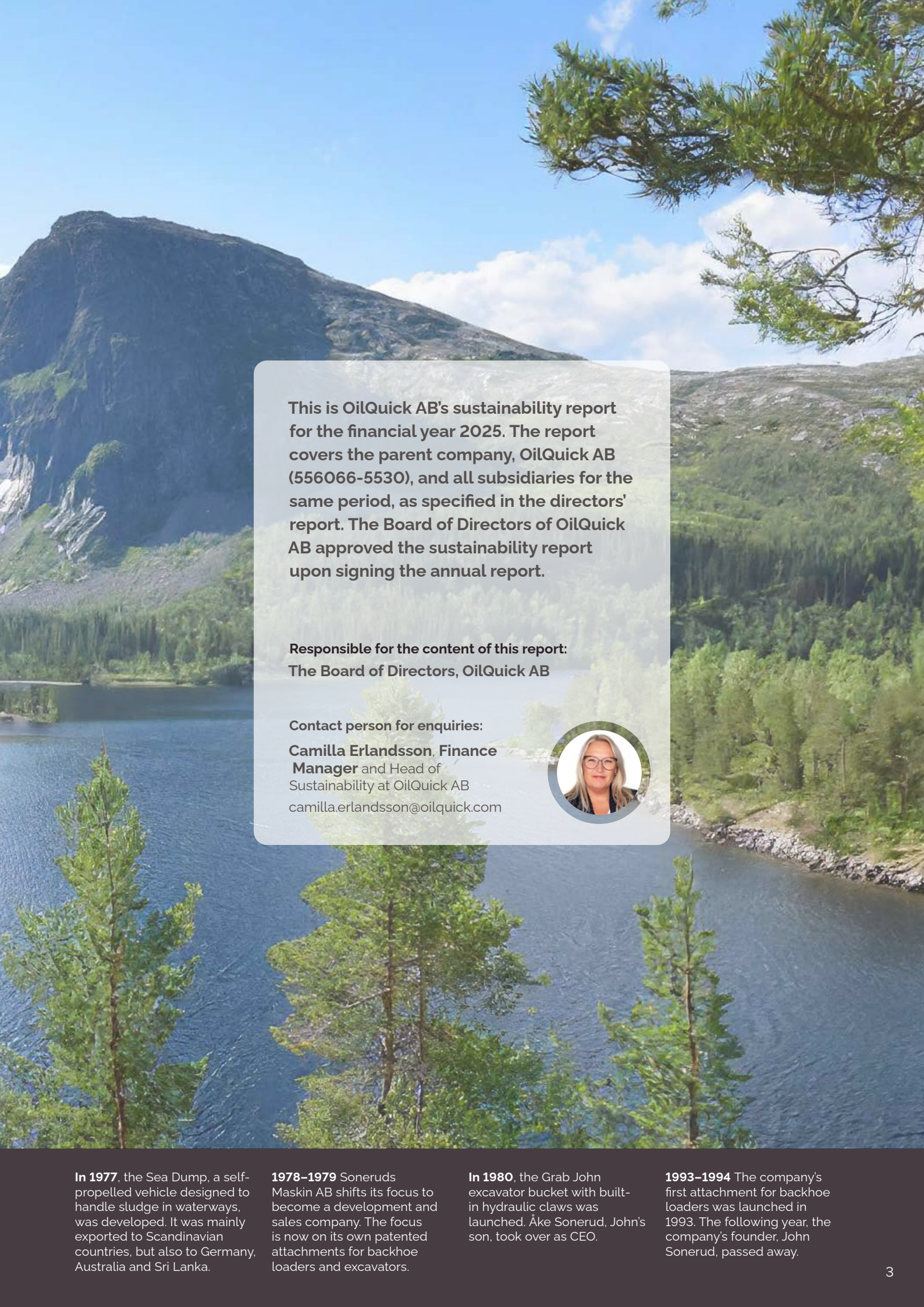


1952: Bröderna Sonerud's Machinery Agency is founded. The business concept is based on the brokerage of second-hand agricultural machinery and similar equipment.

In 1957, Bröderna Soneruds Maskinförmedling became Soneruds Maskin AB, with John, one of the brothers, as the sole owner.

In 1959, John founded Svenska Hymas i Hudiksvall AB. The business concept was based on the sale of the Norwegian-made Hymas backhoe loader.

1967–1973 The business expands. New manufacturing plants are built in the Östra industrial estate in Hudiksvall.



This is OilQuick AB's sustainability report for the financial year 2025. The report covers the parent company, OilQuick AB (556066-5530), and all subsidiaries for the same period, as specified in the directors' report. The Board of Directors of OilQuick AB approved the sustainability report upon signing the annual report.

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

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In 1977, the Sea Dump, a self-propelled vehicle designed to handle sludge in waterways, was developed. It was mainly exported to Scandinavian countries, but also to Germany, Australia and Sri Lanka.

1978–1979 Soneruds Maskin AB shifts its focus to become a development and sales company. The focus is now on its own patented attachments for backhoe loaders and excavators.

In 1980, the Grab John excavator bucket with built-in hydraulic claws was launched. Åke Sonerud, John's son, took over as CEO.

1993–1994 The company's first attachment for backhoe loaders was launched in 1993. The following year, the company's founder, John Sonerud, passed away.



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

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

In 2002, the company celebrated its 50th anniversary and changed its name to OilQuick AB. OQC 60, a quick-release system for swing-mounted attachments on material handlers, was launched.

2004 A 50-tonne Hitachi demolition excavator fitted with an OQB 125 boom-mounted quick coupler is on display at Bauma. OilQuick unveils the OQ120, a quick coupler for excavators weighing between 70 and 120 tonnes.

A WORD FROM THE CEO

2025 was a strong and stable year for OilQuick, with the results clearly confirming the company's continued positive development.

Following a period of uncertainty, the economy began to recover, and we were able to fully capitalise on our strategic initiatives, our strong brand and the tremendous commitment of our employees. The result was a year characterised by growth, innovation and increased competitiveness.

Demand for our products rose significantly, in both existing and new markets. Through long-term investments in automation, capacity and expertise, we have been able to meet the increased order intake without compromising on quality or delivery reliability. It is particularly pleasing that our efforts to achieve more sustainable and energy-efficient production processes are now yielding tangible results – both financially and environmentally. Despite changes to the CSRD regulations, we have chosen to continue developing our sustainability work with the same clear ambition.

During the year, several of our product development projects took significant steps forward. New product launches have further strengthened our position as a leading and innovative player in the industry. At the same time, we have deepened our partnerships and, together with customers around the world, continued to develop smarter and more efficient solutions that simplify their day-to-day operations and optimise their machinery.

We are proud to have once again been certified as a Great Place to Work®. This is a testament to a culture characterised by security, pride and a sense of community. Over the past year, we have continued to invest in our employees' wellbeing, development and



working environment – a crucial foundation for both our results and our long-term growth.

Community engagement is an integral part of our business. Over the past year, we have stepped up our efforts in youth sport and continued to support local initiatives that make a difference in our local community. Taking responsibility – both locally and globally – is an important part of who we are.

With a strong year behind us and a strengthened Team OilQuick, we are entering 2026 with confidence. The market continues to show positive signs, and with our investments, our innovative strength and our values, we are well equipped for continued growth.

Together, we create the solutions of the future.

Together, we create value – for our customers, our employees and society.

Henrik Sonerud – Chief Executive Officer

The 2005 TX45 M, a quick-release 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-Finnflovägen in Hudiksvall. The state-of-the-art 2,200 m² premises provide scope for further expansion.

In 2009, OilQuick launched its own tiltrotator. Operators can now detach the tiltrotator using the same principle as the quick-coupling system: directly from the cab in a matter of seconds.

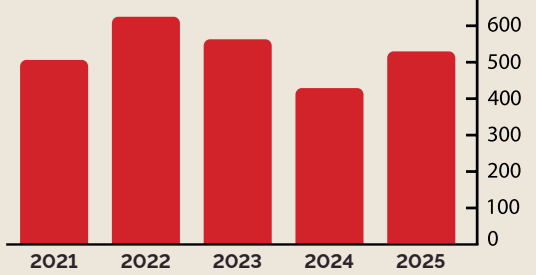
In 2010, in collaboration with Genesis-Europe GmbH, another product was launched: the OQB180, a revolutionary quick-release mount.



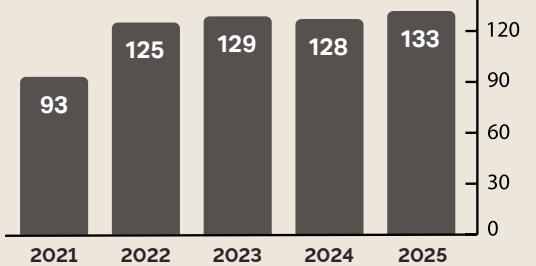
KEY FIGURES FOR 2025


Turnover:	528,806	kSEK
Res. e. fin:	21 211,000	kSEK
Total assets:	336,244,000	kSEK
Export share:	88%	

Turnover (MSEK)



Number of employees



 Number of patent applications **3**

Our vision

OilQuick aims to be the obvious premium choice in fully automatic quick-release systems. We strive to be an attractive place to work where our employees are driven by commitment, pride and job satisfaction.

Business concept

Our business concept is to supply the market with systems for automatic tool changing for various tool carriers, thereby delivering greater customer value.

THIS IS OILQUICK AB

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

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

We currently have 133 employees, and in 2025 our turnover was SEK 529 million.

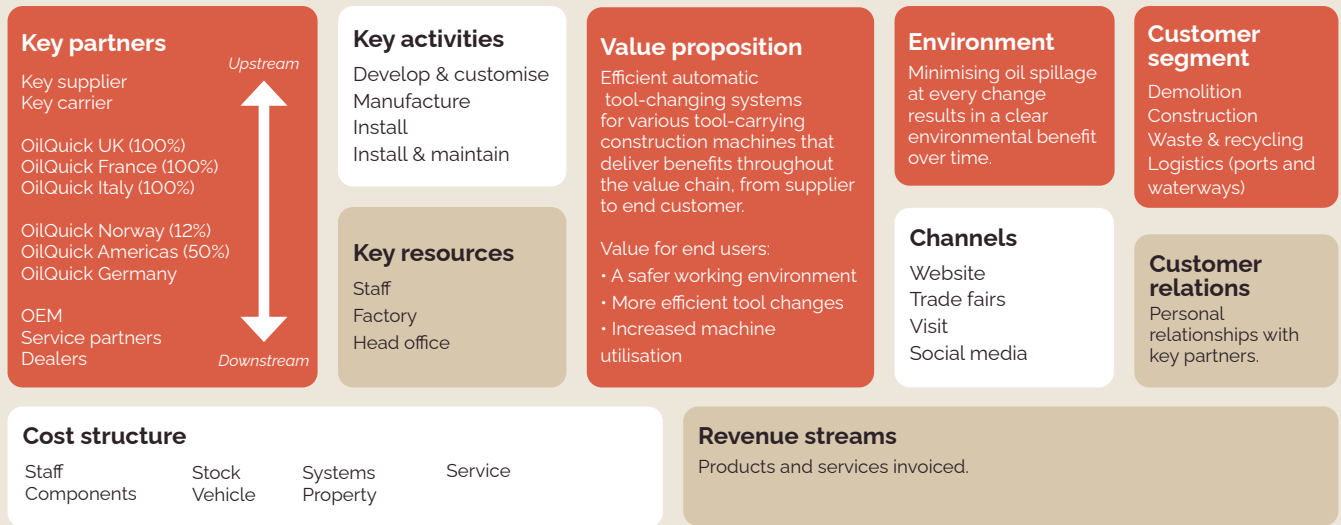
In 2011, the Swedish Defence Materiel Administration (FMV) selected OilQuick's fully automatic quick-coupling and attachment system for a large number of excavators and wheel loaders. OilQuick became ISO 9001-certified.

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

In 2014, the company decided to bring the production of strategic components in-house. OQ-LockSupport, a user-friendly electronic driver assistance system, was launched.

2014–2017: Just over 60 million is being invested in premises and a complete range of welding robots and multi-operation machines.

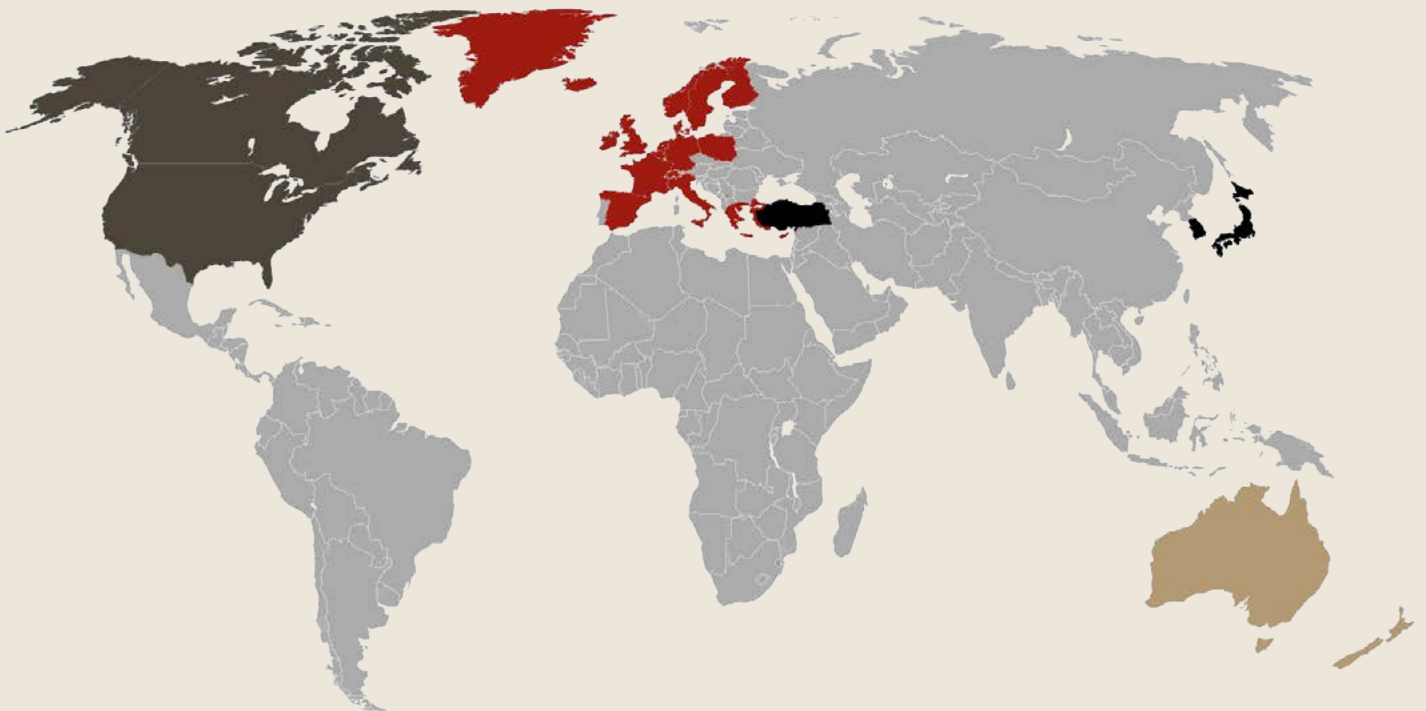
BUSINESS MODEL



The head office is located in Hudiksvall, where most of the manufacturing takes place. Sales are handled by the parent company and its subsidiaries, as well as through retailers around the world.

RETAILER

Retailers of our products can be found in the following countries:



2017–2019: The subsidiaries OilQuick France and OilQuick UK are established. The head office is expanded by 2,000 m².

2021–2022: The 2,766 m² expansion of OilQuick Production is completed and turnover exceeds SEK 500 million. OilQuick Americas is launched and a dedicated production facility is established in Duluth, USA.

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

2025 We are advancing towards ISO 14001 and participating in STEALTH, focusing on electrification, energy efficiency, and future industrial hydraulics, in line with our sustainability efforts.

OUR VALUE PROPOSITION

Our aim is to be the customer's first choice for automatic tool-changing systems and to exceed their expectations – by delivering outstanding quality. Our ambition is to be a global technological leader in our niche and to ensure that our end customers benefit from smart, safe and high-quality system solutions developed in close collaboration with dedicated and skilled employees and suppliers.

Upstream

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

Value proposition

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

SAFETY

- Safe tool change without the operator having to leave the cab.
- OilQuick Locksupport helps the operator determine whether the implement is correctly positioned.

PROFITABILITY

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

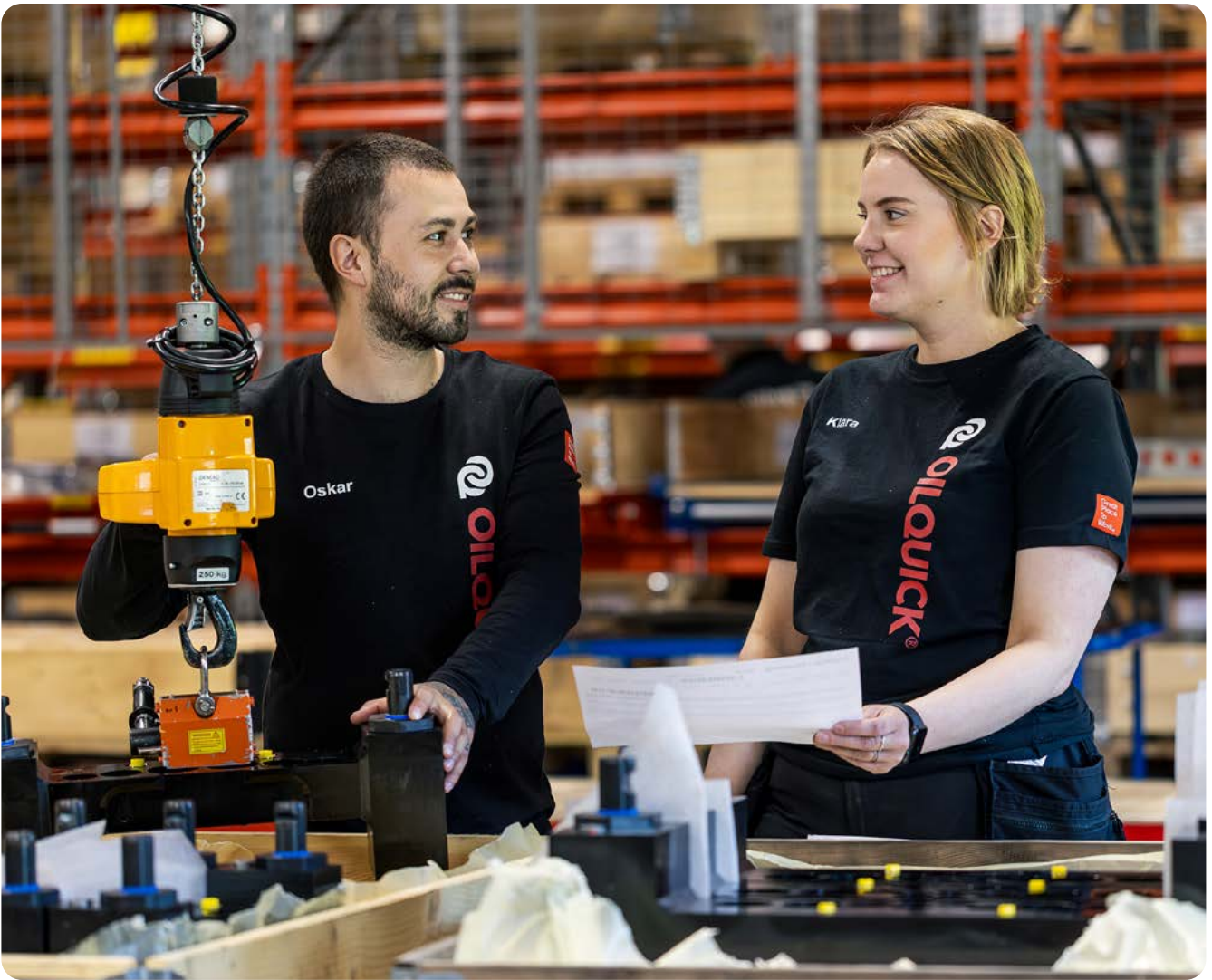
ENVIRONMENT/ CLIMATE

- Long service life
- Tight-fitting and well-designed systems reduce the risk of hydraulic oil leaks.
- Changing tools quickly reduces the number of machine movements.

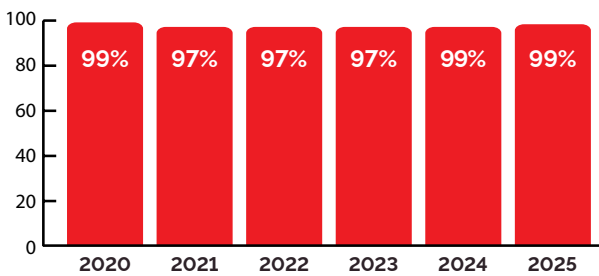
Downstream

We strive to meet our customers' needs by offering safe and reliable products that promote a healthy working environment, whilst minimising our environmental impact. Through our active efforts, we ensure that our products and services maintain high standards and meet our customers' expectations.

Our aim is to maintain a high standard of service. By clearly defining requirements from the initial customer contact right through to delivery, we ensure quality and precision at every stage of the process. With the help of skilled staff, an efficient and flexible production workflow, and qualified service engineers, we are able to meet a wide range of needs. Every year, we conduct a customer survey to identify areas for improvement, set guidelines and initiate measures to continuously improve our operations.



Delivery reliability (as originally promised)



Certified for quality under ISO 9001

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



"Through meetings with our subsidiaries and retailers, we receive ongoing feedback that gives us a clear picture of their needs. Combined with insights from our customer surveys, this helps us to set the right priorities and drive the business forward."

Johan Lindqvist – Sales Manager



GOVERNANCE AND RESPONSIBILITY FOR SUSTAINABILITY ISSUES

To ensure that sustainability issues are managed effectively and responsibly within OilQuick AB, we have established an Environment and Sustainability Council that operates across all departments within the company.

The Sustainability Council acts as a driving force behind initiatives and activities in the field of sustainability, and other experts within the organisation are involved as required.

The Council prepares matters for consideration, which are then discussed and decided upon by the management team. There is regular reporting on sustainability issues to OilQuick's management, which are discussed during operational reviews and annual strategy days.

The Board of Directors has overall responsibility for the management of OilQuick, whilst the CEO's office is responsible for implementing the Board's decisions. The Executive Management Team is responsible for establishing overall strategies and risk management.

Sustainability Report

The sustainability report is prepared by the Environment and Sustainability Council. The report is finally approved by the Board of Directors.

Guidance documents

- Overall strategic plan
- Sustainability Plan
- Code of Conduct
- ISO 9001
- Quality Policy
- Anti-discrimination policy
- Environmental policy
- Health and Safety Policy
- Anti-harassment policy
- Whistleblower policy
- Policy on the giving and receiving of bribes

Q&A

WITH THE ENVIRONMENTAL COORDINATOR AND THE PROJECT MANAGER

What makes sustainability work interesting and important?

Sustainability and environmental work is a broad field that involves both our own operations and external stakeholders throughout the value chain, both upstream and downstream. This work permeates the entire organisation and contributes to a strong sense of team spirit that drives progress forward.

What were the biggest challenges during the year, and how did they affect our sustainability work?

In 2025, work relating to the CSRD was completed with external support, including a double materiality analysis (DMA) covering the value chain, stakeholders, impacts, risks and opportunities.

Work on environmental certification in accordance with ISO 14001 has begun, with the aim of achieving certification during the third quarter. A key challenge has been to collect and quality-assure the extensive data required for both the CSRD and ISO 14001.

How does OilQuick approach sustainability issues today?

Our sustainability work is driven on a cross-functional basis within the organisation, with the Sustainability Council acting as a coordinating platform for the allocation of respon-

sibilities and monitoring. We have used AI to support data analysis in selected areas.

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

Our environmental policy has been updated to better reflect the work and ambitions of our organisation. New environmental targets have been set and are monitored on an ongoing basis. In addition, a basic environmental training programme has been rolled out across the

organisation to enhance knowledge and awareness of these issues.

What challenges lie ahead, and how will they be addressed?

A decision has been taken to adhere to the original CSRD principles and to continue development work in that direction. A continuing challenge is to integrate and finalise the work relating to Scope 1-3, where several elements are already in place but need to be linked together and further developed.



Lars Lundberg, Environmental Coordinator, and Olle Nyman, Project Manager, answer questions regarding sustainability initiatives at OilQuick.



INNER COMPASS

OilQuick supports the 10 principles of the UN Global Compact, and we are committed to contributing to the promotion of human rights and labour standards, the fight against corruption, and the reduction of our environmental impact.

OilQuick prioritises the safety of both employees and customers. We want our employees to be happy and fulfilled. OilQuick strives to have staff who are committed, go the extra mile and drive the business forward. Everything we do must be characterised by high quality. Together with a number of key policies, our three core values form our internal compass.

OUR CORE VALUES



SAFETY



COMMITMENT



QUALITY



UN GLOBAL COMPACT

TEN PRINCIPLES ACROSS FOUR AREAS



Human rights

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

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

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



Labour law

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

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

PRINCIPLE 4: Eliminate all forms of forced labour.

PRINCIPLE 5: Eliminate child labour.

PRINCIPLE 6: Eliminate discrimination in recruitment and job assignments.



Environment

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

PRINCIPLE 7: Support the precautionary approach to environmental risks.

PRINCIPLE 8: Take initiatives to strengthen environmental awareness.

PRINCIPLE 9: Encourage the development of environmentally friendly technologies.



Anti-corruption

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

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

AGENDA 2030 & THE SUSTAINABLE DEVELOPMENT GOALS

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

We have analysed the Sustainable Development Goals to identify those where we have the greatest potential to make a difference and contribute through our operations, whilst also identifying new business opportunities in the field of sustainable development.

Our selected goals:



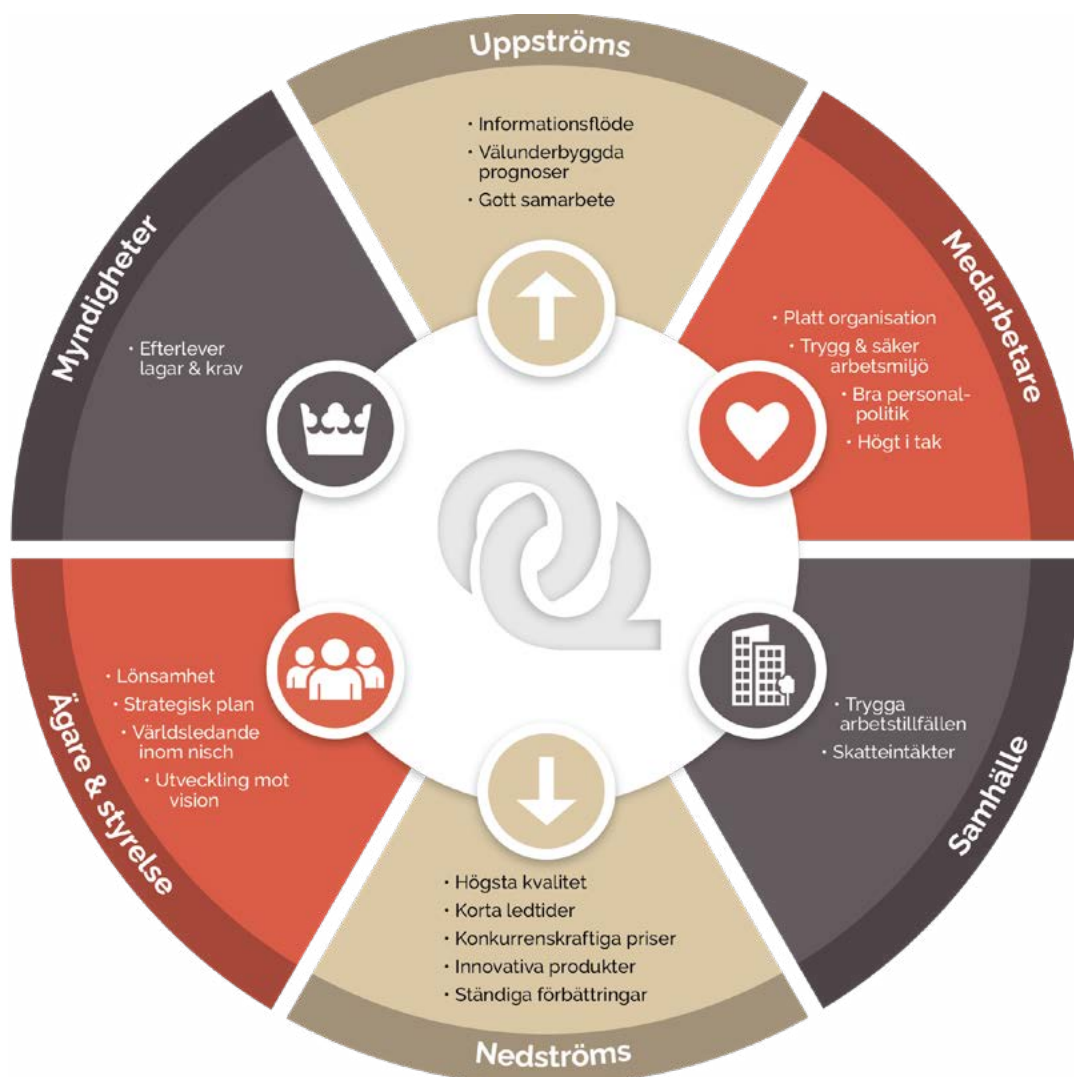


WHAT INFLUENCES US, AND WHAT DO WE INFLUENCE?

STAKEHOLDER ANALYSIS

In a changing world, ongoing dialogue with stakeholders is crucial to being able to quickly identify and address new needs.

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



MATERIALITY

OilQuick updated its materiality analysis in 2023 as part of its overall strategic review. The scope was broadened and the methodology revised, resulting in an analysis based on environmental, social and financial perspectives. The work was carried out by senior management, department heads and experts.

In 2025, OilQuick developed the dual materiality analysis as part of the CSRD project, which was completed in 2025. This forms part of OilQuick's overall strategic work. The scope has been broadened and the methodology has been revised. This has resulted in an analysis based on environmental, social and financial perspectives.

The project to achieve environmental certification in accordance with ISO 14001 is currently underway and is expected to be completed in 2026.

We also analyse uncertainties relating to the environment, social responsibility, corporate governance or other risks which, if they materialise, could have a positive or negative financial impact on the company.

Materiality analysis

We have analysed various areas based on the positive and negative impact OilQuick has on its external environment, and the impact that this, in turn, has on OilQuick as a company.

Based on this, we have identified, assessed and categorised these issues into key and material issues, with the material issues in particular forming the basis of our strategy going forward.

Important

Circular – waste, spillage, etc.
Equality & diversity
Climate – transport
Skills development
Compliance
Energy


Key

Innovation
A healthy and sustainable economy
Good partners
Health and safety
The workplace of the future

BUSINESS ETHICS

OilQuick is committed to fostering a corporate culture that promotes good conduct both internally and externally. We strive to conduct our business in a fair and responsible manner, in accordance with applicable laws and regulations as well as our own internal guidelines.

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



100%
Our employees and subsidiaries have been made aware of our Code of Conduct.

Corruption and bribery

OilQuick has a zero-tolerance policy towards corruption and bribery in all our operations. We strive to uphold integrity and honesty in all our business relationships and expect the same from our partners. We encourage our employees to be proactive and to report any irregularities to management or via our whistleblowing channel. We take all such reports seriously and will act swiftly and consistently to investigate and address any breaches. By acting together against corruption, we strengthen our organisation and our society as a whole.

All employees have been made aware of our Code of Conduct, which is updated regularly as required and is easily accessible via OilQuick's employee app and management system.



1
No whistleblowing incidents have been reported in 2025

Whistleblower

OilQuick is committed to high standards of business ethics and upholds integrity. We are determined to foster an environment where employees feel confident in reporting any irregularities or misconduct without fear of reprisal. Our whistleblower policy is designed to protect whistleblowers and promote a culture of openness and accountability. By providing clear guidelines for reporting and a confidential channel for doing so, we aim to ensure that any misconduct is dealt with effectively and fairly. All employees have been made aware of our whistleblowing policy, which is updated regularly as needed and is easily accessible via OilQuick's employee app.



"Close collaboration with partners who share our values, and a close, transparent dialogue, are two key factors in OilQuick's continued sustainable development"

Wilma Petterson
- Complaints Coordinator

Suppliers

At OilQuick, we are committed to treating our suppliers fairly and responsibly. In all our procedures, evaluations and assessments of suppliers, we apply a consistent and fair process regardless of the size of the company. It is of great importance to us to be a reliable partner, and we strive to ensure that our payment procedures are clear and efficient. We promote long-term relationships and a healthy business culture based on transparency, respect and mutuality in business that benefits both parties.

Examples of initiatives in 2025



In 2025, OilQuick's Supplier Handbook was published online and details of its availability were shared with our suppliers. A wider distribution is planned for 2026, focusing on our "Top 20" suppliers. The aim is to strengthen transparency in the supply chain and ensure that our sustainability requirements and guidelines are clearly communicated for continued monitoring and dialogue.

TEAM OILQUICK - OUR STAFF

Our vision is for OilQuick to be the obvious premium choice in fully automatic quick-release systems. We strive to be an attractive place to work where our employees are driven by commitment, pride and job satisfaction.

We believe that our employees are our most important resource and the foundation of sustainable growth. Delivering quality and sustainable solutions requires healthy individuals and a strong team. This means that we must truly look after our employees.

The safety and well-being of our employees are our top priority. We carry out systematic health and safety work in accordance with current legislation, driven by employees, health and safety representatives, the health and safety committee, the chemicals committee, Great Place to Work (GPTW) ambassadors and health ambassadors. By implementing effective safety procedures and preventive measures, we aim to minimise risks and accidents in the workplace and promote health and well-being.

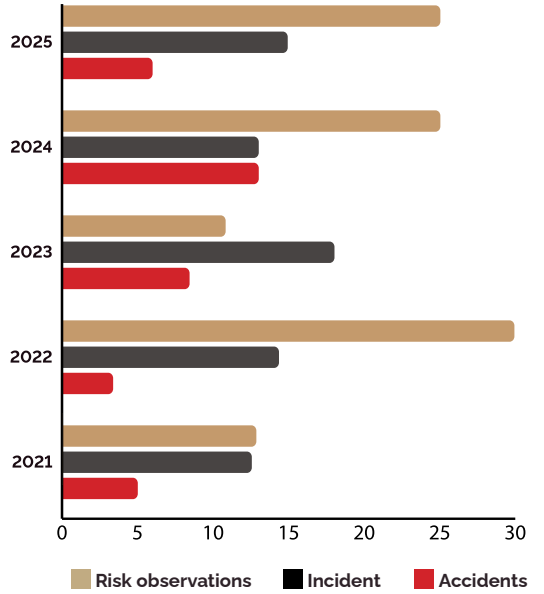
We work proactively to ensure our employees' well-being and encourage a healthy work-life balance. Through our collaboration with occupational health experts, we ensure that our employees receive the best possible care. We also organise a range of benefits and activities to promote the mental and physical wellbeing of our employees, including stress management training, a health and fitness allowance and massage.

127 chemicals are used in the business.
16 Some of these are allergenic.
0 of these are CMR-classified.

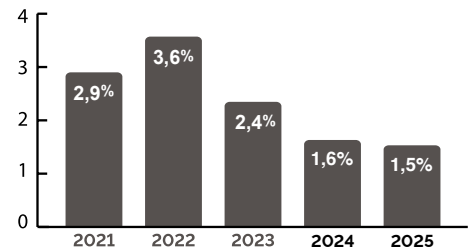
100% of the chemicals are risk assessed:
LOW RISK

92%
 Our employees feel that: "All in all, this is a very good place to work"

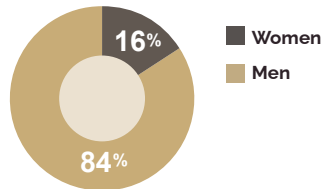
Workplace incidents



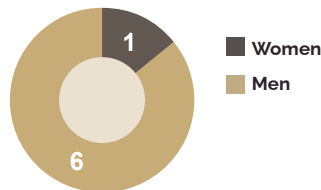
Sick leave



Women/men in the organisation

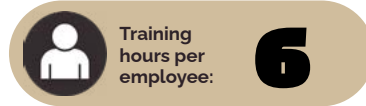


Women/men on the board



Team OilQuick

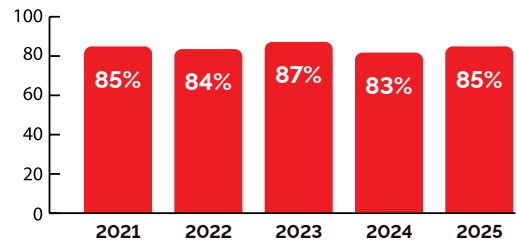
We work actively to build and nurture a strong "Team OilQuick". A key part of this is retaining and recruiting staff who complement, challenge and inspire one another. We invest in skills development to enhance knowledge and maintain motivation. Through various activities, we build strong teams and foster a positive working environment.



Great Place to Work

We prioritise addressing the areas for improvement identified in the annual employee survey conducted as part of the Great Place to Work® certification process. This survey provides us with insights into our strengths and areas for development in terms of leadership, fairness, equality, trust, respect and community. Our aim is to create a workplace where employees thrive and grow together.

GPTW – Trust Index



Examples of initiatives in 2025



In 2025, the company's health ambassador group organised a step challenge via Wellr, in which departments competed against one another with the aim of reaching OilQuick France in 14 days. The activity involved around 80 employees and helped to increase enjoyment of physical activity and strengthen team spirit.

During the year, efforts to promote staff well-being were stepped up through an increase in the wellness allowance. The number of massage sessions rose from six to eight per employee per year, with the aim of promoting well-being and recovery.

CPR training for all staff.



OILQUICK WELLNESS

Over the past year, OilQuick has implemented a range of initiatives focused on the health and wellbeing of our employees.

Our health ambassadors play a vital role in inspiring and supporting colleagues to make healthy choices and in acting as good role models.

We have offered a range of health-promoting activities, such as spinning, walking groups, stick gymnastics, yoga, circuit training and massage. In addition, a nutritious breakfast is served every morning to give staff an energetic start to the day.

Throughout the year, we have offered health checks with the option of additional tests, as well as a wide range of vaccinations, with the aim of preventing ill health and promoting our employees' long-term wellbeing.

As well as investing in our employees' health and wellbeing, these joint activities have also strengthened our team spirit and created a more inclusive working environment.



"We are strongly committed to preventive measures to promote the health, well-being and a sustainable working environment for our employees. Our employees should feel good at work at OQ, and no one should have to fall ill because of their job."

Malin Lindqvist – HR Manager

Examples of health-promoting activities in 2025



- Health checks
- Vaccinations
- Yoga
- Massage
- Wellr health app
- Step challenges
- Walking meetings
- Golf scramble
- Health Bingo
- Gymnastics
- Circuit training
- Increased health and fitness allowance
- Cycling Days
- CPR training
- Stress management course



A walk in the woods.



Stick mobility exercises in our workshop



Golf scramble



Relaxing yin yoga.

SUPPLIERS

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

We strive to reach a mutual understanding with our suppliers so that we can jointly identify and implement improvements. We achieve this through close collaboration between us – who possess expertise in our product – and our suppliers, who are experts in their respective fields. Through regular communication with our suppliers, as well as activities such as supplier days, we build strong relationships and create opportunities for mutual development, whilst also fostering new collaborations.

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

It has long been our aim to keep our supplier base as close to us as possible; this promotes growth and development in the local area whilst ensuring reliability of supply.

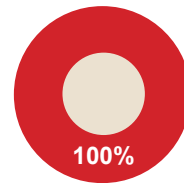
At present, it is around **20** suppliers who together account for more than **95%** of the materials and components used in the manufacture of its products.

Examples of initiatives in 2025

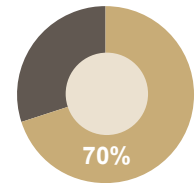
In 2025, we updated our Supplier Code of Conduct to raise standards and published it on our website. We have also improved delivery performance to 96% OTD, with a target of 98%, and brought on board more certified suppliers, with a focus on Swedish partners, to enhance quality.

A high degree of automation and Lean processes remain central to supporting OilQuick's competitiveness and growth.

Supplier evaluation and assessment



Supplier assessments carried out for Category A and B suppliers.



Supplier assessments carried out; suppliers selected.

COMMUNITY INVOLVEMENT

At OilQuick, social responsibility is a key priority, and we strive to actively contribute to the well-being of society through our commitment.

 Sponsorship in SEK/employee
8,485 SEK

 Educational institutions visited: **2**



A specially designed wheel loader attachment was auctioned off in support of the Cancer Foundation's Pink Ribbon campaign

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

To encourage an interest in technology among young people, we actively collaborate with schools and the business community. For example, we take part in Industry Week and are proud partners in initiatives such as Trossen and Delsbo Electric, where we participate in activities and host school visits aimed at introducing young people to technology-related professions and inspiring them to explore career opportunities in the field. Another ambition we have is to try to encourage more women to pursue technology-related careers; we do this by engaging in initiatives designed to support and promote women's participation in the technology sector.

Sponsorship

Our sponsorship process is carefully considered and is based on initiatives that align with our ethical principles, as well as on clubs and organisations that go the extra mile for our local community.

We support initiatives that promote public health, inclusion, growth and a more attractive city, with a particular focus on children, young people and local community organisations.

To ensure broad impact, we support initiatives such as sports clubs, the Traffic Calendar and the Women's Shelter.

Examples of initiatives in 2025



During the year, we sponsored primary schools in the municipality with equipment for break-time activities, such as floorball sticks, skipping ropes and footballs, to support the schools' efforts to create a mobile-free school environment.

We took part in Trossen Hudiksvall, a partnership between schools and the business community aimed at boosting pupils' motivation and understanding of working life and the importance of education.

We auctioned off a loader attachment in aid of the Cancer Foundation's Pink Ribbon campaign, with all proceeds going to charity.

OILQUICK'S ENVIRONMENTAL & CARBON FOOTPRINT

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

At the heart of our business model lies a product that reduces the need for machinery in the workplace, has a long service life and minimises oil spills.

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

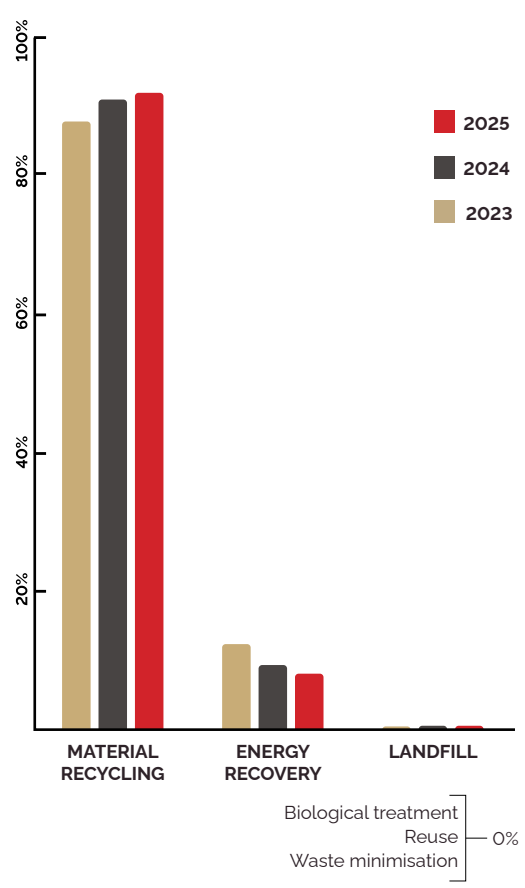
Residual materials generated by our operations, such as waste, hazardous waste and packaging, are recycled or processed as far as possible through agreements with Stena Recycling. This enables them to be reused as raw materials for new products or to generate new energy.

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

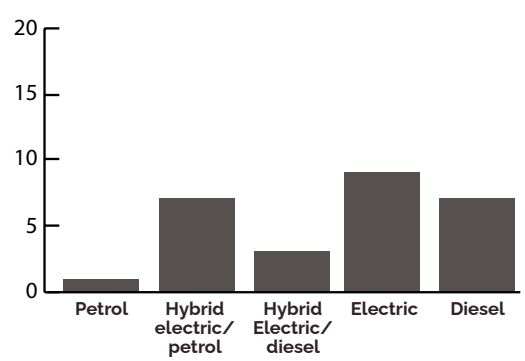
In addition to waste management, we enter into contracts for electricity, heating and energy to ensure that the requirements and needs of our operations are met. As part of our efforts to reduce our environmental impact, we have implemented direct free cooling and night cooling as part of our energy efficiency strategy. This allows us to utilise the naturally cool outdoor air to regulate the temperature in our industrial premises, significantly reducing our need for energy-intensive cooling systems. The smart and efficient use of natural resources strengthens our contribution to environmental sustainability.

Transport is essential to delivering our value proposition. Through agreements with external carriers that deliver our products to our subsidiaries, retailers and customers, we are able to manage our carbon footprint to some extent, and we are constantly seeking new, more climate-friendly alternatives in the various regions where we operate worldwide.

The waste hierarchy



Vehicle fleet





Examples of initiatives in 2025



During the year, we carried out a review of our waste streams in collaboration with Stena Recycling with the aim of improving sorting and increasing the recycling rate. We have also invested in equipment that shreds plastic packaging straps to facilitate material recycling.

Water samples have been taken from wash water and will form the basis for further work on management and treatment. In addition, we have established environmental targets to measure and monitor leftover items from assembly and servicing.

AFTERMARKET

We aim to strengthen our organisation and local presence so that we can better serve our customers whilst reducing our environmental impact.

We place great emphasis on the aftermarket and offer high-quality repair and installation services, as well as supplying spare parts and consumables. Spare parts are a key part of our business strategy and help to increase customer satisfaction. By enabling repairs rather than new purchases, we contribute to more sustainable consumption and reduced waste.



Complaints

Over the past year, we have reduced the number of complaints by 20%. By adopting a preventive approach and focusing on root cause analysis, we have reduced quality defects that previously contributed to unnecessary waste, returns and environmental impact.

Fewer complaints also mean fewer shipments, lower material consumption and a more resource-efficient operation – which in turn is an important step towards our overall sustainability goals. This result shows that when quality and sustainability go hand in hand, long-term value is created for both customers and the environment.

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

Jan Hassel – After-sales Manager



Examples of initiatives in 2025



Over the course of the year, we have strengthened our spare parts sales team by adding one new member of staff.

At the same time, we have stepped up our efforts to improve documentation and bring more retailers and service providers into our network.

These initiatives form part of our long-term ambition to offer the best service in the industry and ensure a sustainable, efficient and accessible aftermarket for our customers.



TARGETS & OUTCOMES FOR 2025

OilQuick Ltd	Result: -24	Result: -25	Trend	Comment	Target for -26	
Number of employees	128 items	133 items	↗		N/A	5 JÄMSKELIENHET
Number of training hours per employee	3 h	6 h	↗	Joint courses only.	N/A	8 ANSÄNDIGA ARBETSVILLOR OCH ENGAGEMANG TILLKÄFT
Number of patents	6	3	→		N/A	9 HÅLLBAR EKONOMI, INNOVATIONER OCH INFRASTRUKTUR
Implement stakeholder consultations	100%	N/A			N/A	17 EKONOMISKA OCH PARTISIPATION
Carry out a double materiality analysis	N/A	100%	↗		100%	
Team OilQuick						
Number of accidents	13 items	6	↗	Preventive health and safety measures and systematic reporting via the IA- system have strengthened our risk management and helped to reduce the number of accidents in 2025.	0	
GPTW Trust Index	83%	85%	↗	To achieve certification, we need a score of over 70%. ≥ 80%	≥ 80%	3 GODVILLIGA OCH VÄLSTÄMNANDE
Number of employees who have read the Code of Conduct	100%	100%	→	OilQuick's Code of Conduct has been communicated to employees.	100%	8 ANSÄNDIGA ARBETSVILLOR OCH ENGAGEMANG TILLKÄFT
Number of subsidiaries that have been made aware of our Code of Conduct	66%	100%	↗		100%	10 HÅLLBAR SAMHÄLLET
Suppliers who have been informed about the Supplier Handbook	N/A	N/A	↗	The handbook has been published online and suppliers have been informed of its availability.	80%	
Sponsorship of local initiatives	7505 SEK	8,485 SEK	↗	The outcome is measured as a total per employee.	≥ 8,000 SEK	
OilQuick's environmental and carbon footprint						
Recycling rate				We are committed to continuously reducing our waste.	≥	7 HÅLLBAR ENERGI FÖR ALLA
- Energy recovery	9,08%	7,6%	↘		≥	
- Material recycling	90,7%	91,7%	↗			11 HÅLLBARA STADER OCH SAMHÄLLEN
Electricity consumption					≤	12 HÅLLBAR FÖRNYBAR OCH RENGÅSLETT PRODUKTION
- OQM	316,435 kWh	315,005 kWh	↗	Increased production by 2025.	≤	
- OQP	795,174 kWh	927,042 kWh	→			
- OQE	84,029 kWh	89,437 kWh	→			
Electricity consumption per unit produced (excavator)	370 kWh	241 kWh	↗	Based on total electricity use (OQP).	244 kWh	13 BEKÄMPA KLIMATET FÖR FÖRHÅLLSÄMBAL
Number of eco-friendly cars in our own vehicle fleet	70%	70%	→	Applies to electric and hybrid cars.		
Measuring Scope 1	N/A	N/A		We have continued our work on mapping our transport operations, a project that will continue throughout 2026. The focus going forward is on Scope 1 and 2.	40%	
Measuring Scope 2	N/A	N/A				
Measuring Scope 3	N/A	N/A				

↗ Positive trend → Neutral trend ↘ Negativ trend

RISKS & OPPORTUNITIES

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

Area	Risks & Opportunities	Handling
Innovation	We can maintain our strong market position if we continue to develop and provide what customers want and need.	We continuously monitor developments in the market and in the sectors with which we are closely linked.
A healthy and sustainable economy	Sudden drops in demand can make it difficult to keep the business running.	Through business management processes, financial planning and monitoring procedures, we monitor and manage our financial performance to ensure long-term financial stability.
Good partners New markets	We see great potential from a global perspective. It presents both an opportunity for growth and a degree of risk.	We are actively working to establish a presence in new markets.
Good partners The balance of power in business relationships	Risk of becoming dependent on a small number of major partners.	We work actively to maintain a diversified portfolio based on secure, long-term partnerships with our business partners
Good partners Material defects	Our business relies on a continuous supply of raw materials and components; as a result, shortages of materials pose a risk to us.	We actively work to minimise price and delivery risks by maintaining a portfolio of qualified suppliers within each category. In critical segments and where there is only one supplier, we mitigate risk through buffer stock. Long-term agreements with reliable suppliers reduce the risk of sudden changes and new sustainability risks.
Business ethics	Risk of non-compliance with the code of conduct	The Code of Conduct, as well as guidelines on anti-corruption and bribery, the whistleblowing procedure and the policy, are communicated to all employees.
Health and safety	An increased risk of workplace accidents in certain areas of the business, primarily production and assembly.	We strive to ensure health and safety through proactive risk monitoring. OilQuick has a systematic approach to health and safety, incorporating preventive measures and annual risk assessments to ensure a safe workplace. We follow up on and address all incidents. By creating a safe and healthy working environment, we help to improve production and financial performance.
The workplace of the future Skills provision	The risk of failing to retain or attract the skills OilQuick needs to grow.	OilQuick is actively committed to employee well-being and conducts an annual employee survey, the results of which lead to targeted initiatives and training programmes. There is fierce competition for skilled labour in the regions where we operate. By offering hybrid working, we open up opportunities to attract talent from other locations. Re-creating key skills contributes to increased internal learning.
Equality & diversity	Risk of discrimination within the organisation	We have a zero-tolerance policy towards discrimination and actively work to foster a culture of equality and diversity. This is reflected in our staff handbook, equality policy and annual employee survey.
The circular	Given the upcoming external requirements and financial incentives, we see significant potential for growing our business, albeit with some transition risks	We take an active approach to our resource consumption by designing and redesigning with this in mind, as well as through our recycling agreement with Stena.
Climate Extreme weather	An increase in climate-related events and extreme weather could pose a risk of disruption to the supply chain.	We aim to fully integrate climate considerations into our decision-making processes and have begun to incorporate these aspects into our procedures and processes. The new EU directive on corporate sustainability reporting provides guidance to companies within the EU on reporting climate risks and opportunities.
Climate Transport	Upstream and downstream transport is a key factor in OilQuick's global business and therefore poses a significant risk to our environmental and climate impact.	We address this downstream through regulated agreements with transport providers who actively engage with sustainability issues and provide us with reliable data. We need to map our transport operations across our entire value chain in order to be able to set targets and track progress on these issues.

MANAGEMENT & BOARD OF DIRECTORS, OILQUICK AB

MANAGEMENT TEAM

Henrik Sonerud, Chief Executive Officer

Camilla Erlandsson, Finance Manager

Johan Lindqvist, Marketing Manager

Marcus Röst, Head of Technology

Peter Sahlin, Production Manager

Kent Palmlöf, Quality Manager

BOARD OF DIRECTORS

Åke Sonerud

Björn Rahmström

Henrik Sonerud

Robert Auselius

Linnea Sonerud

Hans Ohlsson

Per Sonerud



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