



Final Figures Sustainability & ESG 2022

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Introduction

Our 52,000 tons of steel capacity every year makes Give Steel A/S one of Europe's leading suppliers of steel structures. As an engineering company with its own production capacity, Give Steel employs approximately 600 workers in three countries at five different locations. All our steel structures are produced in Denmark in a modern manufacturing environment using advanced robot technology.

Give Steel produces all types of simple and complex steel structures, ranging from simple welded structures to trusses with massive spans, and GSY steel composite beams made of up to 98% recycled steel.

Give Steel builds structures for both public and private sector construction projects, including data and logistics centres, sports arenas and for industrial and commercial buildings. Our builds are often environmentally certified to international sustainability standards.

Give Steel has not only received several international awards for our structural design, but has also been the recipient of several CSR awards for our stance on social responsibility, including our ambition that "WeGrowPeople". By placing great emphasis on sustainability, Give Steel has managed to differentiate itself through our proprietary EPDs, comprehensive triple scope climate account and strong social profile.

Turnover DKK 1,179,028,00	
Employees (ave. headcount DK + Poland)	561
Full-time employees in DK (ave.)	425
Sites	5
Value to society c.f. "The social sustainability calculator"	DKK 12,294,000
Apprentices and CSR recruitments	71
Social percentage (ave. headcount 561)	12.6%
Climate footprint	88,987 t CO ₂ -e



Our purpose: We want to make a difference to people's lives

Our purpose

We want to make a difference to people's lives.

We did not have to think long about what Give Steel's purpose should be. It is just a part of our DNA. Making a difference to people's lives is one of the strategies by which we live. We consider it to be the reason why we exist and it is our strategic foundation. This has always been the case, long before social sustainability became a reporting requirement.

We want to make a difference in people's lives, regardless of their job function within our company. We turn the unemployed into applicants who go on to become apprentices. We employ people with criminal records and give them a chance when others have given up on them. Our company should be a place where there is plenty of room for ambition and development - both personal and professional. This is the only way we can strengthen and develop our employees in a positive working environment with openness to diversity, and leaving space for the trust people need to grow.

Making a difference to people's lives is our purpose. Therefore, our social sustainability initiatives are built upon our ambition - We Grow People. This is our commitment to society and to our workforce.

We Grow People.



The Danish Government is focusing on the 44,000 young people who need to enter employment.

- But who is going to help Danish Prime Minister Mette Frederiksen?

"One of our most important tasks". This is how Mette Frederiksen defined the task of getting young people into employment when she formed her government. Companies are the only organizations able to help in this regard.

When Nina Smith from Denmark's Reform Commission appears on national TV stating that it is a long-proven fact that society alone is unable to solve the task of getting young people into work, we at Give Steel know this to be true. It is part of our nature, and it is something we work with every single day.

When it comes to motivating young people to pursue education, they don't suddenly become motivated because of the words of some random case officer. Young people become motivated when they enter a community where they feel they are making a difference, where they can see that their contribution is important. One small trick that helps to motivate them to learn is, therefore, to let them spend time together as part of their daily routine. This gives them a sense of camaraderie and shared community. To motivate young people to embark on vocational training, a little recognition is all that we employers need to give.

If we want to help the 44,000 young people, we as companies simply have to accept this task and responsibility. We must set aside time to listen to young people and show a willingness to give them a chance, a second chance, or even more chances, when everyone else has given up.

Social sustainability is not just a feature of the Danish Government's agenda. Fortunately, it is also part of the EU's agenda.

Because if we, as companies, are to document the sustainability of our investments, we must also be able to document the value of such social responsibility. The social sustainability calculator, which we have developed under the auspices of GROW, has allowed us to produce actual figures for the value we companies are able to create when we hire apprentices and young people from the fringes of society. This is not something that we do to turn people into statistics, but to motivate companies to hire even more people who are at risk.

We do it because the responsibility for the 44,000 young people who are still outside the labour market lies with us companies. Only we can help Mette Frederiksen and the rest of the Danish Government with their ambition to give young people a job, an education and a future.

It is us, as companies, who must help the Danish Government to get the 44,000 young people who are outside the labour market into training and into employment."

Torben Larsen, Owner and CEO

Triple track sustainability – social, economic and climate

TRIPLE TRACK SUSTAINABILITY The triple bottom line 2022

costs

costs

revenue Other operating

costs

revenue

costs

Other financial

Result before tax Tax on the financial

result of the year

Export 25.4%

Balance for the year

Domestic/international sales

Denmark 74.6%

Gross result Distribution

Administrative

Other operating

Operating result Revenues from equity

investments in group enterprises Other financial

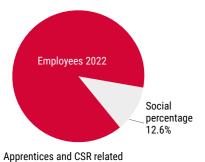
The triple bottom line was defined as part of the UN's objectives for a sustainable future in the Brundtland Report back in 1987. Since the report was published, its thoughts on People, Planet and Profit have left a deep trace in how sustainability is defined. Running a business is not just about money. It is also about the company's social and environmental footprint. At Give Steel, we work purposefully with the triple bottom line, using it as a tool to measure our sustainability, progress and results, and to make them more visible.

The social bottom line

CSR related recruitments		
Employees 2022 (ave. headcount)	561	
CSR related recruitments*	71	
Authorisations to train apprentices	54	
Apprentices 31/12, 2022	29	
Apprentices with a history of crime	12	
Apprentices completed education 2022:	8	
Apprentices commenced education 2022:	15	
Skills development Language tuition	44	
Work experience placements	2	
Benefit to society 2022**	DKK 12,294,728	
Benefit to society of each CSR related recruitment:	DKK 173,165	
Social percentage 2022 (ave. headcount 561)	12.6%	

* Young workers not included **Calculation using "The social sustainability calculator" from www.wegrowpeople.dk

Social p	ercentage
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recruitments

The economic bottom line Balance 1/1-31/12 - 2022		Climate bott	om line
		EPD (A1-A3)	
Net turnover	DKK 1,179,028,000	Painted structural steel	1,050 k
Production costs	(DKK 1,095,974,000)	Galvanised structural steel	1,040 k

DKK 83,054,000

(DKK 47,325,000)

(DKK 21,373,000)

DKK 17,013,000

(DKK 635,000)

DKK 30,734,000

DKK 550,000

DKK 734,000

(DKK 7,770,000)

DKK 24,248,000

(DKK 4.873,000)

DKK 19,375,000

EPD (A1-A3)	
Painted structural steel	1,050 kg CO ₂ -e/t
Galvanised structural steel	1,040 kg CO ₂ -e/t
GSY BEAM	1,930 kg CO ₂ -e/t
GSY GREEN	1,140 kg CO ₂ -e/t

Scran steel

ourup oteer	
Recyclability	98.7%
Heat efficiency	0.9%
Landfill	0.4%

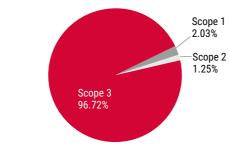
Climate accounting

Total	88,987 t CO ₂ -e
Scope 3	86,080 t CO ₂ -e
Scope 2	1,104 t CO ₂ -e
Scope 1	1,803 t СО ₂ -е

Top 5 emissions categories

Purchased goods and services	82%
Transport and distribution(upstream)	6%
Transport and distribution(downstream)	5%
Employee commuting	1%
Transport (scope 1)	1%

CO₂ emissions from operations



Distribution of sales between domestic/abroad. Distribution of emissions by scope.



Highlights 2022

Résumé Highlights 2022

- Roofs and façades new subdivision in our technical division
- New social sustainability calculator
- Three awards
- Grow new NGO brings companies together to face the issue of social sustainability

January:

Installation of steel structure on top of the Lighthouse building in Aarhus.



February: Completed installation of 1,648 individuallydesigned GSY BEAMS® for Postgrunden, Copenhagen Central.



The Danish Business Council's 2022 Initiative Award

Danish Steel Award 2022

June:

April:

calculator".

March:

production hall.

Give Steel commences roof and façade installation at the first Fehmarnbelt Link

Foundation of GROW - a NGO to launch the development of "the social sustainability

Ceremony to celebrate completion of shell building for the first Fehmarn production hall. Give Steel wins the Tekla BIM Award for Bandyhall.



May: Torben Larsen and Teil Bechmann win the Danish Business Council's 2022 Initiative Award.

August:

DR Nyheder, Danish state news channel, visits Give Steel to discuss labour shortages in Denmark after the government convenes KL, the association and interest organisation of the Danish municipalities.

October: calculator is launched.

September:

DR søndag, Danish state news channel, broadcasts the programme "Simon's Chance". A personal story of one of our apprentices. The social bottom line turns over DKK 12 million/year.

July:

Give Steel supplies and installs Mega structure for gigantic logistics centre in Sweden.



Installation of the final main column for the Fehmarn production halls.

December:

November:

The Icefjord Centre in Greenland wins the Danish Steel Award 2022. GSY Green is presented at the Building Green trade fair in Copenhagen.

Awards 2022

Winner of:

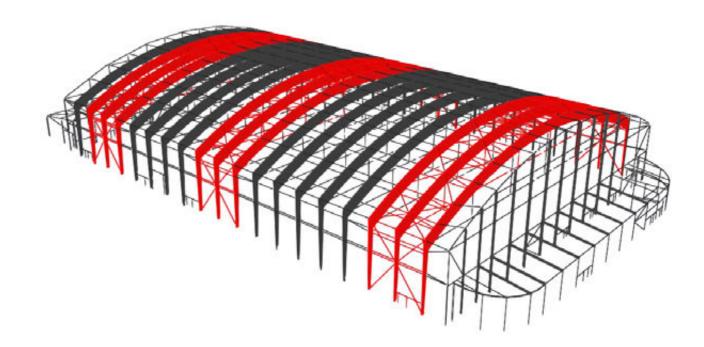
- Danish Steel Award 2022, Ilullisat Icefjord Centre
- The Danish Business Council's 2022 Initiative Award



• Tekla BIM Awards 2022, Bandyhall. Category: Sport & Creation

AWARDS

Give Steel BIM & Structural design: Winner of Tekla BIM Award 2022





Another Tekla BIM Award goes to Give Steel **BIM & Structural Design**



For the third year in a row, our skilled structural designers and design team at Give Steel BIM & Structural Design in Poland have once again won the award for best BIM and structural design.

The impressive structure for the Bandyhall project won in the Sports & Leisure category. The construction, an ice rink in Sweden, had dimensions of 112 x 80 x 24 m. The structure weighed a total of 814 tons and featured enormous spans. Each of the 19 truss arches had a radius of over 80 meters, and the tension rods were among the largest that Give Steel has ever installed, reaching up to 85 mm in diameter.

The prize is awarded by Construsoft, a leader in BIM software. The awards are presented every year to the companies and project teams that come up with the best BIM projects in which BIM designs play an important role.



AWARDS

Winner of the Danish Business Council's 2022 Initiative Award

Torben Larsen and Teil Bechmann received the 2022 Danish Business Council's Initiative Award. This prize is awarded to individuals who stand out for having delivered notable efforts, both in their own companies and to benefit their local areas.



From left: Teil Bechmann and Torben Larsen

The prize is awarded as part of the Danish Business Council's annual general meeting. In addition to the honour of winning, recipients are awarded a unique sculpture made for the year's award winner. **AWARDS**

Winner of Danish Steel Award 2022: Ilulissat Icefjord Centre – A snowy owl of steel

Ilulissat Icefjord Centre is unique in scale and scope. The centre is designed to be protected against icy winds and snowdrifts. It features a wing-shaped structure that is inspired by the image of a snowy owl with outspread wings.



Photo: Give Steel. Rendering from early stage of the project.



Greenland A/S



Photo: KJ Greenland A/S

A simple and completely unique steel structure

The Danish Steel Award is presented every two year by the Danish Steel Institute to celebrate a unique project that is distinctly Danish. The 2022 Danish Steel Award went to the Ilulissat Icefjord Centre, which has views of Greenland's inland ice fields.

This new communication centre for tourists in Greenland serves as a meeting place for the world's leading climate scientists and state leaders. Give Steel takes pride in being part of this significant and important Danish building that promotes global sustainability.

Architect Dorte Mandrup designed the build as a simple, twisted form at the Icefjord, resembling the gracefully agile sweep of a wing, akin to "a snowy owl as it flies through the landscape." The construction project was planned by Søren Jensen Rådgivende Ingeniørfirma A/S. Give Steel was responsible for BIM modelling the steel structure.

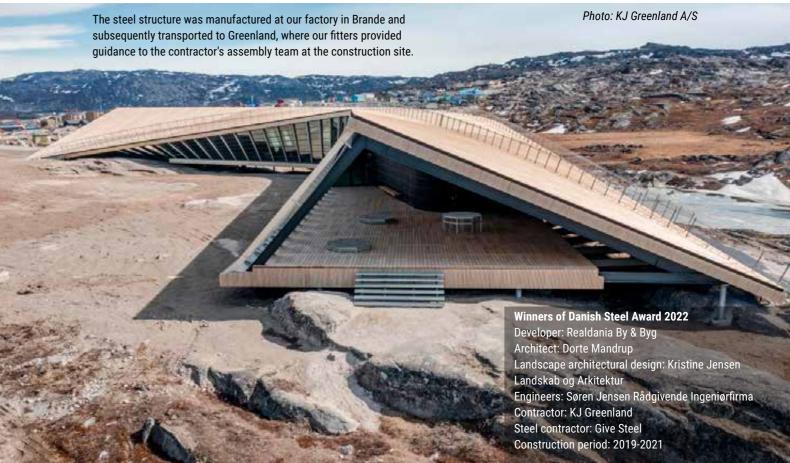
The steel structure comprises 52 individually shaped steel frames that constitute the building's skeleton. Each frame weighs about 8,000 kg, and is installed and anchored directly into the ice field. The building features a curved roof surface that rotates over the center, where the slope changes, and the frames transition back to being triangular at the end.

Steel won against wood

Give Steel delivered 322 tons of steel construction - but this was not the original plan. The structure was originally intended to be constructed with wood, but was later changed to steel for several reasons. During the project design phase, it was realized that the load-bearing structures made of wood would require significantly larger dimensions. Steel, on the other hand, offered strength as a material while bringing lightness and elegance to the architecture. Additionally, steel is more durable and has a longer service life compared to glulam, which would have been the wooden alternative for the load-bearing structures. In an Arctic climate, the loadbearing capacity of glulam and the overall structure would gradually deteriorate over time. By using steel, maintenance requirements are reduced, and there is a lesser need for replacing building parts. The steel used for the Icefjord Centre contains approx. 80% recycled steel. Thanks to its excellent construction properties, the steel can be reused over and over again in the future, without losing its quality.

Making the load-bearing structure in steel instead of the initial first choice of wood is a good example of how the strong properties of steel are often overlooked in the design phase when building sustainably. But building sustainably also means ensuring durability and longevity.

subsequently transported to Greenland, where our fitters provided



Complex problem solving and close cross-functional collaboration

An intriguing structure where each beam is distinct and structurally optimized based on individual design. One by one. The special curvature of this architectural design demanded high precision in the creation of all the building's elements throughout the entire construction process. Even a slight measurement error of a centimeter in a single hole for the steel foundation could result in the entire construction being skewed. The exceptional architecture and demanding steel structure required a close cross-functioonal collaboration between the architect, engineers and Give Steel as the steel supplier. Due to the complex geometry of the building, no two elements in the entire steel structure are identical.

The complexity of the structure led Give Steel's department for BIM & Structural design in Poland to win a BIM award in 2020 for the triangular steel frames.

The Icefjord Centre has been nominated for the international steel award, presented by the European Convention for Constructional Steelwork (ECCS) in 2023.

The three tracks of our sustainability strategy

Give Steel's sustainability strategy is based on three tracks: social, economic, and climate-oriented initiatives. These initiatives aim to maintain focus, drive improvements, and ensure future reporting in compliance with EU taxonomy and directives such as CSRD and CSDDD.

	Minimizing CO ₂			Socia responsit
	Climate			Social
	Sourcing			Sourcin
	Design		S	ocial respor
	Production			Local foot
	Transport			Educatio
Ran	Sourcing w materials purchas and transport Scrap percentage	sing	So Training	king a diff people's ocial susta g/ Apprent reers deve GROV
	Design tructural optimisati Environmental Pro Declaration		Sp	Local foo onsorship
Ener	Production ducing production t Scrap managemen gy-optimized produ Transport nimizing internal tra lybrid company car HVO-100 Transport	t ction avel 's	Mc L S	cation and GS Acad obile weldi School v anguage c ocial repo project l cocial bott
	Reporting Climate accounting Final Figures]		Report cial bottor social sus calcula Final Fig
	12 several inclusion consistent c			4 BUALITY EDUCATION

All initiatives relate to UN global goals 4, 8 and 12, which concern "Quality Education", "Decent Jobs and Economic Growth" and "Responsible Consumption and Production".

ility	Future- proofing
	Economic
g	
sibility	Compliance
print	Technology
n	Market
erence to lives inability ices/trainees elopment V	Compliance Taxonomy compliance EU standards Code of Conduct Policies Due diligence
tprint strategy	Technology Machinery and equipment Robots Sustainable investments
1 Training	Market
emy ng trailer isits courses rting at evel om line	National environmental and sustainability certification Increased export
ing n line via stainability tor" ures	Reporting Annual accounts Final Figures
i	8 SECRET WORK AND ICONSIST WORK AND ICONSIST OF OWNER

The economic bottom line 2022

Balance sheet 1 January - 31 December 2022

	2022 DKK thousand	2021 DKK thousand	
Net turnover	1,179,028	609,114	
Production costs	(1,095,974)	(555,022)	
Gross result	83,054	54,092	
Distribution costs	(47,325)	(32,552)	
Administrative costs	(21,373)	(17,060)	
Other operating revenue	17,013	13,666	
Other running costs	(635)	(159)	
Operating result	30,734	17,987	
Revenues from equity investments in group enterprises	550	629	
Other financial revenue	734	220	
Other financial costs	(7,770)	(5,228)	
Result before tax	24,248	13,608	
Tax on the financial result of the year	(4,873)	(2,877)	
Balance for the year	19,375	10,731	
Employees	2022 people	2021 people	
Ave. full-time employees	425	335	
Ave. employee head count, Denmark	496	412	
Ave. employee head count, Total for Denmark and Poland	561	469	

Risk management is a critical element of our work on mega structures, as its impact is much greater than on smaller scale projects. This is in addition to increased reporting requirements, which are based on secure data processing at every level – and across the entire organisation."

Gitte Højkrogh Duedahl, CFO







Risk management and financial expectations for 2023

In 2022, Give Steel maintained its focus on risk management, with particular attention given to minimizing risk when accepting orders. This approach aimed to mitigate any potential significant risks associated with debtors. With several larger projects in the portfolio, there is also an increased emphasis on developing customized payment plans, thus ensuring adequate financial resources.

Because of increased steel price stability at the end of 2022, fewer customers have opted to lock in their steel price, which has meant having less inventory tied up at the end of 2022. This should also be seen in light of the fact that steel prices were lower at the end of 2022 compared to 2021.

The year's balance sheet compared with expected development

The company's balance sheet and financial development are better than expected and are deemed acceptable in a time of fluctuating steel prices, irregular security of supply for certain product groups, the energy crisis and general historically high levels of inflation. The budget for 2022 has been affected by general uncertainty in the market and commodity prices that have risen by up to 73%, cf. the Statistics Denmark index.

Minimised price risk

In order to minimise the price risk faced by the company's customers, we have offered to lock steel prices in over



a longer period. Give Steel thus purchases the steel and receives payment for it from the company's customers. If a customer has not wished to lock in the steel price, the price has been adjusted at the time of purchase. There is thus a correlation between the purchased quantities of steel, as well as the various types of steel and the company's order backlog.

Acceptable earnings during uncertain times

In 2022, the company achieved a positive balance of DKK 19,375,000 compared to DKK 10,731,000 in 2021. The year's result was affected by Russia's invasion of Ukraine, which led to larger fluctuations and increases in steel prices than anticipated. Our experience from Covid-19, when we saw sudden steel price increases, has strengthened the company's ability to cope with these variations. Our internal procedures to secure steel prices and adjust contracts have contributed to securing Give Steel's earnings during uncertain times.

Due to increased inflation and the prevailing market situation, we anticipate that the balance sheet for 2023 will be similar to what we observed in 2022.

Gitte Duedahl CFO, Give Steel A/S



Investments and the global goals

In the economic track of the sustainability strategy, the year's investments are being assigned to three of the UN global goals, namely goals 4, 8 and 12. In 2022, however, another global goal was added to the list, namely global goal 16: Peace, justice and strong institutions.

Global goals 4, 8 and 12 continue to be the global goals to which Give Steel devotes most of its attention. 2022 saw the arrival of one more global goal. This is global goal 16, which concerns peace, justice and strong institutions.



Global goal 4: Quality education: DKK 282,341

Give Steel employs a total of 29 apprentices, several of whom are former criminals and young people with social challenges. In 2022, we obtained training authorizations for numerous vocational courses, including automation technician, nutrition assistant, office apprentice, warehouse/ logistics operator, IT supporter, surface treatment operative and production apprentice.

Skills development: We have invested in an additional mobile welding trailer and language training has been provided for 44 employees, to support their social integration both at the workplace and in society.

- GS Academy: 10 events hosted
- Factory visit for students from elementary schools, basic education and training schools (FGU) and vocational schools
- Mobile welding courses in schools and prisons
- · Language teaching, including Danish lessons for employees who speak other languages

îí (DKK 38,513,231

Global Goal 8: Decent jobs and economic growth

With our purpose: The statement "We want to make a difference to people's lives" involves the recruitment of young people from the fringes of the labour market and former criminals, etc. This remains an important CSR policy. The social bottom line is a fair and just reporting area, equivalent to the economic bottom line and climate-related reporting. 2022 saw 15 out of 39 applicants embark upon apprenticeships, which is a 38% success rate. A total of 34 applicants were given employment by Give Steel in 2022.

Employee growth: 99 Head count = 60 full-time jobs

Growth on the economic bottom line: DKK 8,644,000



Global Goal 12: Responsible consumption and production: DKK 293,306

Give Steel has contributed expertise about sustainable steel to Byggeri København's manual for the responsible use of steel in sustainable construction. Dialogue with developers will continue to be an area of initiative to motivate consideration of scrap percentages during the bid tendering phase. This initiative has resulted in Give Steel now being mentioned as a comparable supplier when projects are put out for tender.

- 62% of scrap is now processed in Denmark
- Electric vehicles for site managers
- Optimisation of structures to minimise transport



Global Goal 16: Peace, justice and strong institutions: DKK +330,000

The 2022 contribution was exclusively comprised of support for Peace in Europe, in the form of a wide range of practical measures and interdisciplinary collaborations, from the supply of emergency power generators to bulletproof vests.

2022 investments

Buildings and facilities, Global Goal 8	DKK 29,492,268
Environment and indoor climate, Global Goal 12	DKK 293,306
IT development and licensing, Global Goal 8	DKK 1,950,275
Production development, Global Goal 8	DKK 7,070,688
CSR and education, Global Goal 4	DKK 282,341
Total investments	DKK 39,088,878
Sponsorships, Global Goal 16	DKK +330,000



Mega structures: Gigantic dimensions put into system

> "Gigantic hall building projects are a good way for us to optimise our production."

> > Michael Pedersen Sales director

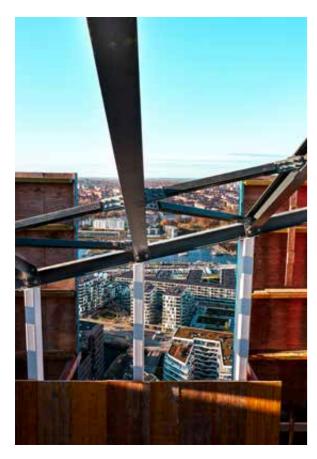


700 tons of steel structures for Denmark's tallest residential construction project

Give Steel has provided steel structures to Lighthouse, the new landmark in the Danish city of Aarhus.

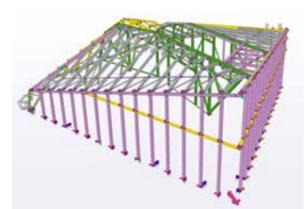
Lighthouse is located right on the outermost point of Aarhus East, right next to Aarhus bay. This spectacular building is the tallest residential construction in Denmark to date. Give Steel has supplied 720 tons of columns and beams for the Promenade building, the Canal building and for the project's crowning jewel – the top section of the building. A steel structure weighing approx. 60 tons will bear the weight of the roof and glass façades on the top part of the tower, which is home to a new restaurant and a publicly accessible viewing platform.

The first columns and beams were installed in the spring of 2020 and now, just over two years later, the building's upper steel structure is rising towards the sky. The view from the 142 metre high Lighthouse is impressive. This has been an exciting project. The Crown part in particular has required good and close co-operations with both the developer and advisor. The combination of the steel structure's complexity and the construction site's location required appropriate solutions that had to accommodate production, assembly



and statics. Building at this height required high levels of safety and good planning of the installation. All building materials are hoisted up with a tower crane and installed using two mini cranes placed on the upper concrete deck. There are strong winds more than 140 metres up. The upper three floors were therefore protected by a large wind screen as construction proceeded.

Location:	Aarhus East	
Period:	2020-2022	
Туре:	Denmark's tallest residential construction project	
Steel structures	Beams and columns for the Promenade building, the Canal building and the Crown	
Total area:	18,224 m²	
Tons (total):	720 tons, of which 60 tons are for the Crown	
Customer:	Per Aarsleff A/S	





The Crown – Lighthouse Aarhus



34 FINAL FIGURES 2022

Mega structures



MEGA STRUCTURES When we build, we build big

For Give Steel, 2022 was a year in which we undertook fewer construction projects. However, the projects we did undertake were significantly larger in scale. Segments such as logistics and data centres in particular signed off on several huge building projects, so-called mega structures. This development seems to continue long into the future.

Mega structures are defined by either size or tons

When tons are considered, 2022 was the year when we felt the pressure of the company's largest order to date. This was especially noticeable in project management, production and our assembly department. A total of 10,000 tons of steel structures were produced in Brande and then transported to and assembled on the construction site in Rødbyhavn. This has been very demanding of our coordination across the entire company, with a new roof and façade department also coming about as a result of this order. So in addition to the steel, we also closed a total of approx. 135,000 m² with both roof and façade solutions at the three factories.

Several large logistics centres are being built

Digital transformation is at a well advanced stage here in Europe where more and more companies are consolidating their smaller facilities and building bigger, modern and future-proofed facilities. At Give Steel, we too are noticing the tendency for companies who want to move their activities closer to home and establish larger security stockpiles.

In recent years, increased e-commerce, the Corona pandemic and resulting supply chaos, have brought about strong demand for massive logistics centres. Fully automated warehouse solutions with robotic technologies like Shelfless are gaining ground, especially in Scandinavia, where demand for increased digitalisation, efficiency and automation of the logistics sector advanced even further during the pandemic. At the same time, location is also deemed to be of considerable importance to keep delivery time and environmental impact during transport to the end customer as short and low as possible.

Gigantic data centres in Scandinavia

We are also experiencing increased demand for mega data centres, especially in Sweden and Norway. This is primarily due to the increasing use of cloud computing and the ever-increasing amount of data that needs to be stored and processed. All this data requires special technologies to cool and protect the massive amounts of servers and hardware that is needed to handle such volumes of data. These new data centres can therefore be absolutely huge. They can sometimes have an area the same size as several football pitches. Buildings of such scale require large steel structures with gigantic spans. This is an area of our business that we find particularly attractive. The sector also entails extremely high security, which requires trust and discretion from all partners involved.

We define mega structures according to some of the following criteria:

Length >	100 m
Width >	50 m
Height >	25 m
Outside portal span >	40 m
Weight (t) >	1000 tons

MEGA STRUCTURES Managing mega structures

Elite project management requires a wide range of skills and even more documentation. The increasing number of mega structures we have been involved with in 2022 has bolstered our projects department to be able to cope with very large projects.

A flawless and efficient implementation of mega structure projects requires structure and thoroughness in each individual project process. As documentation requirements continue to increase for all construction phases, as well as complex challenges with statics and execution, mega structure projects like these require the very best employees, who can guide each project from start to finish.

Mega structures are usually extreme according to several different parameters. Large spans, large heights and large loads often bring with some difficult challenges in both practical and engineering terms; from statics to production and on to assembly on the construction site. Such projects challenge and develop the entire company and not least our technical department.

Give Steel employs a large number of specialist project managers, structural engineers, designers and lawyers, all of whom are experts in their own respective fields. In a changing world, with numerous external influences, our skilled employees are our security to ensure stable and safe project implementation.

Good and constructive project management is always in focus at Give Steel. Mega structure projects are often characterised by tight deadlines and many involved parties, so a project manager's overview and good communication skills are crucial to ultimate success.



"Effective project management of mega structures requires structure and thoroughness through every construction phase."

Claus Thorhauge, Technical director

Selected key figures for 2022 Production

Production capacity 2022	52,000 tons
Realised production 2022	44,000 tons
Employees in production	374
CSR-related recruitments in production	12.6%
Apprentices in production environment, 2022	28

MEGA STRUCTURES

Mega structures and their impact on production planning

Tomas Slepavicius is Give Steel's production manager. With a firm hand, he guides approx. 52,000 tons of steel structures through production a year.

In 2021, Give Steel expanded its production area with another 5,500 m² production hall space. Tomas thus increased capacity from 33,000 tons/year in 2020 to 52,000 tons of steel structures per year by the end of 2022.

It gave us more space for trusses and room for more apprentices, who were given a larger section of the production area. This will give us room for 20 more apprentices over the next years.

New investments in production facilities during 2022 The expanded production area was quickly utilised with the influx of many new orders. But two new plants will optimise production even further during 2022. A new saw plant can, for example, cut tubing and beams, while at the same time performi other processing, such as punching holes and markings and much more.

The second plant will be used to cut tubular profiles. The system comes with automatic distribution to pallets, which can then be distributed to the relevant stations.

The two plants will help to perform the most routine tasks, so that our skilled production staff can spend their time on tasks that require more human expertise.

> $^{\prime\prime}$ We have some of the biggest capacity in Europe, so we are well placed to take on massive production assignments".

Tomas Slepavicius, Production manager

Robot technology brings growth Give Steel's investment in robot technologies have ensured the company's growth over the years. We see the benefits of effective production planning in relation to both painting and welding, whenever we deliver mega structures.



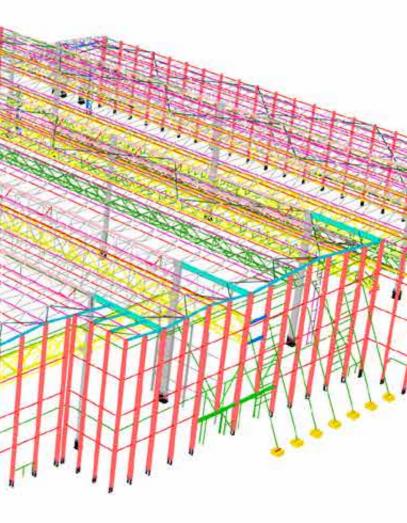
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MEGA STRUCTURES

Mega structures promoted Give Steel to another league

Accounting year 2022 produced a record turnover, but also presented various challenges. Working on several enormous mega structures, including the production halls for the Fehmarnbelt Link, has given Give Steel some upgraded competences when it comes to working on very large scale projects. The requirements of these projects are so demanding that 2022 has seen us move up to another league where steel structures are not the only criterion for success. Reporting, environmental data, quality requirements, legal gravitas and not least sublime project management are some of the parameters that have made us a real player at the international level. The delivery of 180 tons of steel structures to Fehmarn – every week – has meant a lot of production volume and has also given us a couple of new apprentices from the Danish island of Lolland. Mega structure for Femern Link Contractors (FLC), who are building three production hall facilities for Femern A/S in Rødbyhavn.



MEGA STRUCTURES

Fehmarn – the biggest mega structure to Date



Production halls for the Fehmarnbelt Link – the biggest mega structure to date

Our deliveries to Fehmarn became an important milestone for Give Steel. The planning for this massive project has required Give Steel to put in an extraordinary amount of work, at every level of the company.

After signing the turnkey project contract, Give Steel took on almost 100 more workers, including two local apprentices from Lolland. The many tons of steel structures for the three production halls required an

Location:

extremely well-coordinated combined effort between Give Steel and FLC, who are responsible for the design and construction of the immersed Fehmarnbelt tunnel. Throughout the process, Give Steel has had to focus on avoiding wasted time and "double handling" of the large steel beams. The 53 main columns for the production halls weigh a total of 21 tons and measure 27.4 metres in height.

We expect to fulfil the last delivery as subcontractors during the summer of 2023.



"Fehmarn has been Give Steel's biggest and most challenging project to date. Never before have we been subject to such high requirements with regard to reporting, the environment and quality control. We have had to develop considerably and adapt many of our own internal limits. This project has meant a massive upgrade of our competences."

> Rasmus Østergaard Project Director

MEGA STRUCTURES

180 tons to Fehmarn – every week

FACTS AND FIGURES

Joint Venture company Femern Link Contractors (FLC) is responsible for the design and construction of the immersed tunnel for the Fehmarnbelt tunnel. The 18 km long Fehmarnbelt tunnel is expected to be completed in mid 2029 and will reduce travel times between Scandinavia and the rest of Europe. Give Steel has, on average, supplied approx. 180 tons of steel structures every single week in 2022 to the construction site in Rødbyhavn.

The Femern Link Contractors (FLC) consortium is comprised of VINCI Constructions Grands Projects (France), Aarsleff (Denmark), Max Bögl Stiftung & CO KG (Germany), BAM Infra B.V (the Netherlands), BAM International B.V (the Netherlands), Wayss & Freytag Ingenieurbau AG (Germany), Solétanche-Bachy International S.A.S (France), CFE SA (Belgium) and Dredging International NV (Belgium).

Delivery of the final main column at 27.4 m



Period:2021-2023Type:3 production hallsTotal area:76,800 m²Tons (total):10,000 tonsMax. height:30 mLongest span:35 mCustomer:Femern Link Contractors (FLC)

Rødbyhavn



Transport of the final main column for the Fehmarn production halls on 29 November 2022



GS Facades – a new division of Give Steel

GS Facades is a new subdivision in our technical division that is responsible for the development and design of façade solutions, working in close collaboration with Give Steel's steel division. The division works with all forms of sandwich panel façades, cladding tasks and trapezoid panel solutions, as well as doors, windows and gates when so desired by a customer.

This division represents a new area of business that came about in the wake of Give Steel's concept design of the production halls for the tunnel element production for use in the Fehmarnbelt Link. This involved the construction of approx. 146,000 m2 facade and roof structures using sandwich panels, which will also be fitted with doors, windows, gates and roof skylights, i.e. a combined construction contract for framework and shell. The project has been executed as a Design & Build project, which means that Give Steel has been fully responsible for developing the concept and design and for the execution of the façade and roof construction. The first double hall is almost complete. We also expect the last two halls to be ready within the next two months, which means that we will have completed three halls with façades and roofs, which will be the home of the five tunnel element production lines.

The greatest advantage of being able to deliver a complete solution involving both load bearing steel structures and the associated façades is that the close collaboration with our skilled colleagues from the steel division is able to ensure the customer a well-coordinated, cohesive and well-optimised solution.

The steel structures are designed to hold the façade panels. The façade panels are likewise designed and built to fit the steel structures, thus constituting a cohesive building framework and shell enterprise.

This means fewer interfaces and a better thought-out design with greater cohesion, which benefits both the customer as the developer and Give Steel as the builder – we are working in close collaboration to achieve our common goal.

We also work in close collaboration with the customer and their advisors during this process, which allows us to achieve a strong synergy in both design and the choice of profitable solutions.

Give Steel's delivery of the completed framework and shell solution is also an excellent opportunity to coordinate our work with materials and management so as to ensure improvements when it comes to the coordination of overall health and safety measures at the construction site. This reduces the number of links involved in the chain of communication, which also means a management process that is easier for our customers and partners. This is a win-win situation for all stakeholders as the project progresses.

One of the division's projects includes an ongoing project for AAK at the docks in Aarhus. Give Steel will be delivering all primary and secondary steel structures. Sandwich panel façades and trapezoid roofing will also be built, including construction of the roof structure, at AAK's new Bio-boiler building. The façades will be copper coloured and the buildings will be up to 30 m in height. Construction of the steel structures will commence in May 2023. Installation of the façades, followed by the trapezoid roof and roof construction will take place as an ongoing project during the summer.

"A very good, constructive and solutions-oriented collaboration with our customer, AAK, during the design and planning phase, which is now transitioning into the execution phase at the construction site. A project that shows the great advantage of Give Steel now being able to deliver load-bearing structures, while also providing the associated building shell."

> Lars Bojsen Jensen, Head of Facades





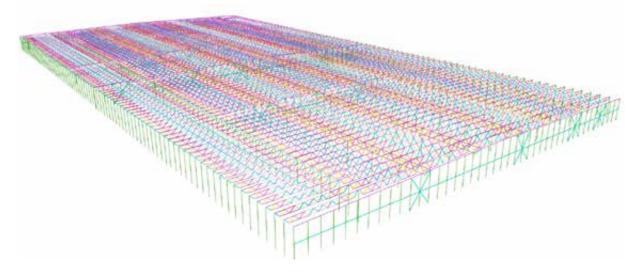
Installation of the façade cladding. The three production halls have external sandwich panel cladding that is 30 m tall.

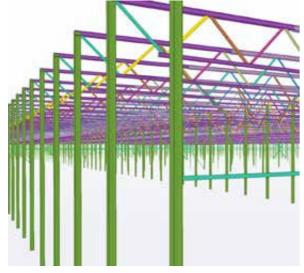




MEGA STRUCTURES

A steel structure that is bigger than 18 football pitches





Location:	Jönköbing, Sweden
Period:	2021-2022
Туре:	Production halls
Total area:	123,000 m²
Size:	486.5 x 252.8 x 18 metres
Tons (total):	approx. 5,400 tons
Main beams:	648
Longest span:	36 m
Customer:	Logistic Contractors

Nobia production halls in Sweden

This is a mega structure indeed! The combined area of just one level of these production halls is a massive 123,000 m². To get a sense of the actual size of this production facility, the building area corresponds to approx. 18 football pitches and the scale of this construction was indeed the biggest challenge. Most of the main beams measured 36 metres in length, and it required considerable "muscle power" to produce, transport and assemble them in Sweden.

The steel structures, with their total weight of 5,400 tons, were divided into 120 phases. This took a lot of effort involving the complicated placement of fire walls and wind reinforcements to ensure the stability of the steel structure. This project also had a very short turnaround time from design to production, which required extensive cooperation with other subcontractors to ensure its success.

The building is BREEAM-certified to "Very good" standard.

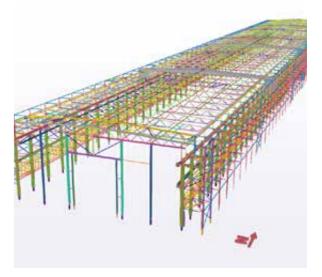
Large span widths

Giant production hall for the wind turbine industry

100 trusses with spans exceeding 40 metres. This production hall for the wind turbine industry is an example of the type of mega structures with the largest spans. Give Steel supplied a total of over 2,350 tons of steel structures to C.C. Contractor who were completing this build for a leading Danish renewable energies stakeholder.

The new production hall that exceeds 300 metres will be used for wind turbine testing. The new testing facilities are constructed as a large steel hall with enormous joist girders. Cantilever cranes and overhead cranes weighing more than 100 tons have been installed in the building.

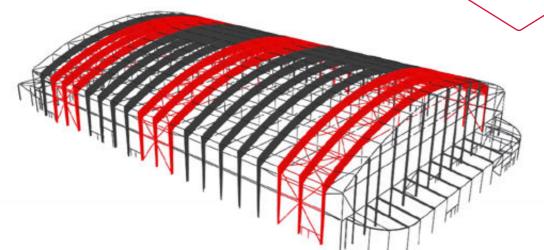




Location:	Denmark
Period:	2022
Туре:	Production hall
Total area:	18,600 m²
Tons (total):	2,350 tons
Length:	More than 300 metres
Height:	More than 20 metres
Longest span:	Over 40 metres
Customer:	C.C. Contractor

MEGA STRUCTURES Dimensions fit for the super league

WINNER **TEKLA BIM AWARD 2022**





Location:	Sweden
Period:	2021-2022
Туре:	Indoor skating rink
Tons (total):	814 tons
Length:	129 m
Width:	80 m
Height:	24.6 m
Longest span:	80 m
Customer:	MRK Stålbyggnader AB

Bandvhal

With its length of 129 metres and width of 80 metres, Bandyhall belongs to the super league when it comes to the large hall category. The construction weighs a total of 814 tons and has vast drawbars of a size that is among the largest that Give Steel has ever assembled. The drawbars are 85 mm in diameter and a 6 m long bar weighs more than 250 kg.

In May 2022, the project was nominated for the Tekla BIM Award for its 3D modelling, which was done by Give Steel BIM & Structural Design in Poland. In June 2022, the project received the award for best modelling in the "Sports & Leisure" category. The construction had impressed the professional jury - and with good reason.

According to the plan, the facade of this skating rink in Ruddalen, Sweden, was not supposed to be fitted until a few months after the steel structure had been installed. Provision was made during the design phase to accommodate this temporary period of extra wind load to which the structure would be subjected.

Collaboration was the key word

It was one of the most complicated assembly tasks ever taken on by Give Steel. It required massive amounts of planning and good interactions between all involved parties. The giant truss arches were each divided into four sections of approx. 20 metres each. Each arch had to be hoisted and assembled at the same time, using a very precise coordinated effort and six BMS cranes. The entire assembly process required keen planning, coordination and collaboration with the project's subcontractors in order to succeed. Straight from the factory in Brande to the construction site in Sweden. The transport of every shipment and lorry was planned right down to the smallest detail as it was crucial that the right section of arch went on the right crane, in the right sequence.

MEGA STRUCTURES A new heart for Copenhagen Airport

To meet future demand, Copenhagen Airport has embarked on an expansion of Terminal 3. The new extension will be surpassing previous expansions and consolidate Copenhagen Airport as one of the best in the world, offering everything under a single roof. Give Steel has been awarded the steel contract for this spectacular construction, which includes a brand new building and a remodelling of the terminal's existing buildings.

The new terminal building will merge airport "fingers" B and C. Terminal 3 will be the new heart of the airport and will house retail areas, lounges, offices, flow areas, baggage handling/ return, engineering areas as well as depots and storage in the basement, etc. The heart of the terminal is an open space with a large garden, a wavy ceiling with spotlights reflecting a starry sky and an impressive view of the runways from an approx. 180 metre long window section. A suspended pillarless floor divides the space into two levels, continuing the natural integration of the existing buildings.

Gigantic 60 metre long transversal lattice grids constitute by themselves an entire engineering floor. These lattice grids support the second floor suspended deck, the floor above with the lounge and office spaces, as well as the roof structure itself. The lattice grids are 3.6 meters high. Because of their extraordinary weight of up to 17 tons, these will have to be both welded and installed at the construction site itself.

Conversion work on the existing terminal buildings will commence in autumn 2023 and continue until 2027. The conversion process involves reinforcing existing roof grids above Terminal 3 with additional steel and utilizing built-in reinforcement beams to raise the current floor level by about a metre.



The airport continues to operate as the project proceeds, which also means that passengers are moving around the buildings. This, of course, complicates installation work due to all the necessary safety considerations and temporary bracing that are required during execution.

Security at the airport is higly demanding for both craftsmen and material deliveries at the construction site. Anyone wishing to enter the site must pass through a security checkpoint where they undergo scanning. All lorries are thoroughly checked and all pallets or packages must be opened for inspection. When delivering steel to the construction site, transport vehicles must await accompanying escort vehicles as they are required to be escorted across the runways.

The production and assembly of the steel structure for the new building is in full swing and is expected to be completed before the end of 2024.

Location:	Kastrup
Period:	2022-2024
Туре:	Terminal 3
Total area:	approx. 60,000 m²
Tons (total):	6,412 tons
Extension length:	180 metres
Extension width:	60 metres
Customer:	Per Aarsleff A/S

MEGA STRUCTURES Logistics hall with massive dimensions

Skurup Logistics Hall in Skåne, Sweden

The length of this logistics hall is 225 meters, while its width is 90 meters, making it more than twice the size of what is typically considered a mega structure. This logistics hall is built in Skåne, Sweden, and weighs just under 900 tons.

In addition to its size, this steel structure is impressive due to the fact that its strength is achieved through the interaction of the structure with itself.

A heavy concrete deck was required to make the best possible use of the area on the mezzanine floor on one side of the building, The mezzanine is secured to the longitudinal walls, which use the building's bracing system to transfer all horizontal and vertical forces to the foundations.

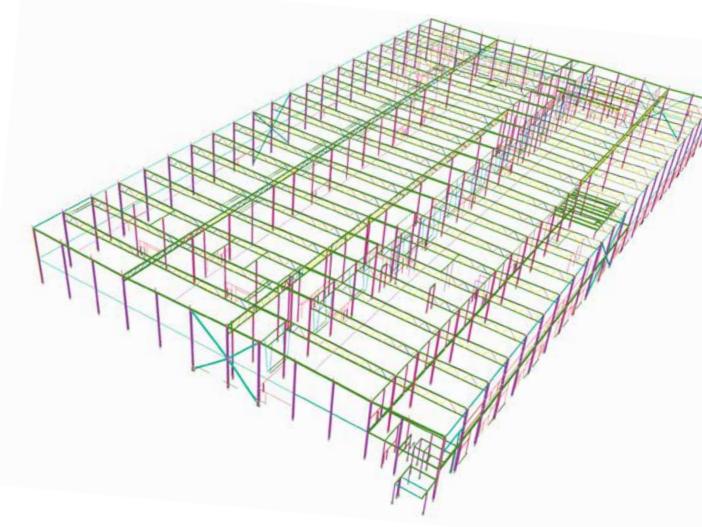
The roof consists of trapezoidal plates, which together with our edge stringers form an effective shear disc, which, together with the bracing system in the walls, ensures the building's overall stability.

The load-bearing system in the roof consists of a system of continuous primary joist girders longitudinal to the building with transversal single-span secondary joist girders. All steel parts are calculated and dimensioned for an R15 fire scenario.

Location:	Skurup, Skåne
Period:	2022-2023
Туре:	Logistics halls
Total area:	20,250 m²
Tons (total):	856 tons
Length:	225 metres
Width	90 metres
Height:	14 metres
Longest span:	22.5 metres
Customer:	Hall construction as part of Skåne AB

MEGA STRUCTURES

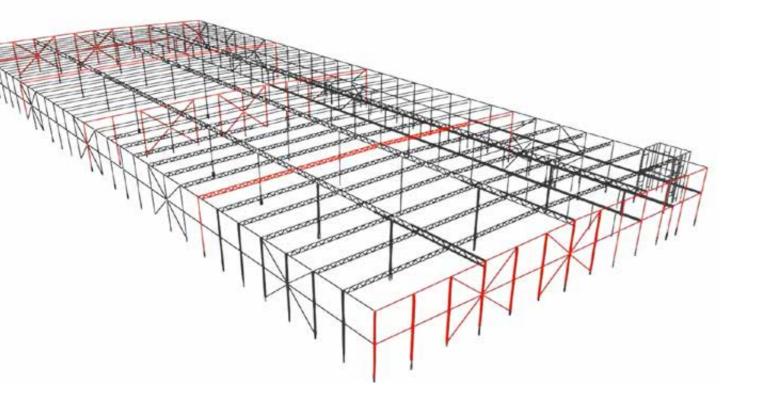
Well-functioning co-projecting



ICA Västerås, Sweden

This project involved the construction of a large refrigerated logistics warehouse for ICA Sweden to store its own products. The building was constructed using a column and beam system with trusses. The challenges faced by Give Steel for this project were its very tight schedule and joint planning with other subcontractors from Sweden.

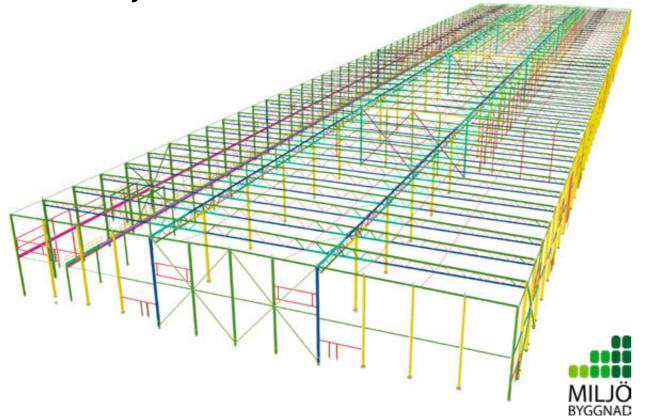
The tight schedule required skilled planning to ensure the design was completed on time, before production and assembly. Throughout the project, ongoing changes were made, necessitating the incorporation of these changes into the overall design.



Location:	Västerås, Sweden	
Period:	2022-2023	
Туре:	Logistics halls	
Total area:	12,789 m²	
Tons (total):	504 tons	
Length:	147 metres	
Width:	84 metres	
Height:	13.5 metres	
Longest span:	22 metres	
Customer:	Logistic Contractor	

MEGA STRUCTURES

Environmentally certified production factory in Sweden



Pumpen is a large production factory that makes heat pumps in Sweden. The production factory was subject to Swedish environmental building product approval and had to achieve a Silver rating.

Location:	Örebro, Sweden	
Period:	2023	
Туре:	Warehouse and production hall	
Total area:	27,363 m²	
Tons (total):	1,117 tons	
Length:	345.5 metres	
Width	79 metres	
Height:	13.5 metres	
Longest span:	26 metres	
Customer:	LC Contractor	

MEGA STRUCTURES

Gigantic trusses for Copenhagen

The Arena District's school

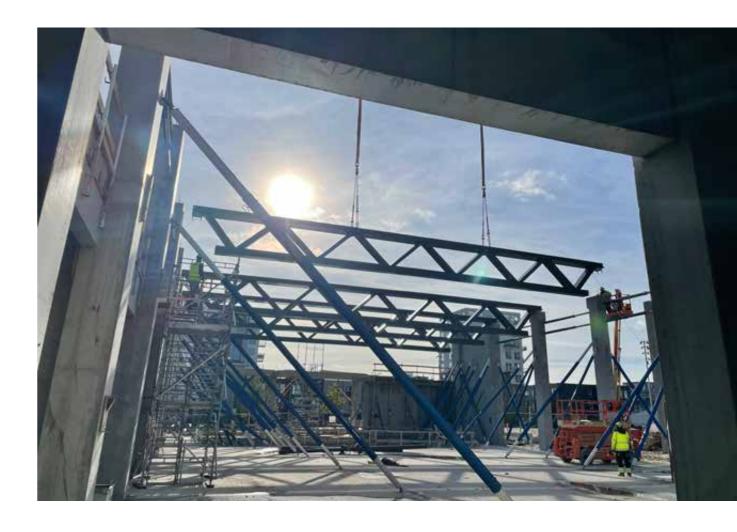
The weight of the large trusses speaks for itself.

The smallest trusses used in the project weighed 26.3 tons, while the large trusses, which comprise the deck over the swimming pool, each weighed 35 tons.

Lifting such gigantic frames also required the use of a massive crane, with a capacity of 500 metric tons.

The Arena District's school is recognised as a benchmark for future building design, bringing together municipal activities and a school under one roof.

The school is DGNB certified, and this project has helped to push the definition of sustainability, through the use of solutions that have not previously been chosen, due to the challenges and high demands they represent.



Location: 1	Copenhagen	
Period:	2022-2023	
Туре:	Leisure hall and indoor swimming pool	
Tons (total):	430 tons	
Length:	27.5 metres	
Customer:	BAM Danmark	

MEGA STRUCTURES Highest structure category for paddle centre

We are renowned for our large trusses and this project is a prime example.

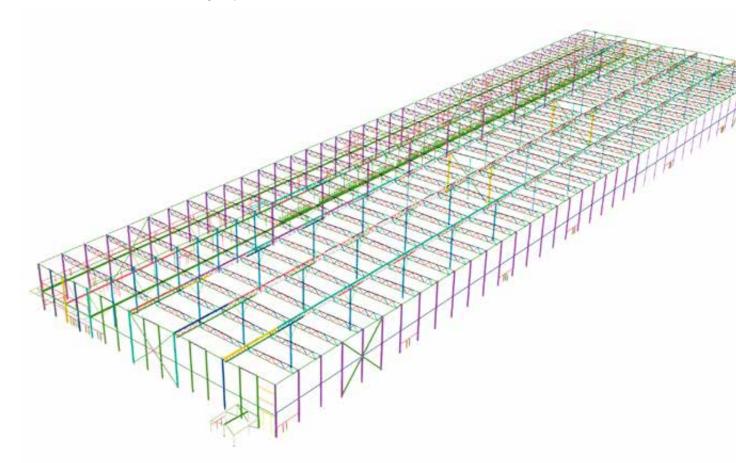
3-metre high trusses with a total span of 54 meters. Graded to the highest KK4 construction class, the calculations were checked by three engineering firms. The steel structure itself is of course made in Denmark at our factory in Brande.

The large trusses are delivered by special transport and two sections are installed per day. The building is 16 metres high. Using trusses of this scale means that the use of columns that would otherwise disrupt the room space is avoided.

Location:	Vejle
Period:	2021-2022
Туре:	Paddle centre
Total area:	Approx. 5,300 m ²
Tons (total):	303 tons
Length:	98 metres
Width:	54 metres
Height:	14 metres
Longest span:	54 metres
Customer:	Dansk Halbyggeri A/S

MEGA STRUCTURES

Triple potency grandeur



Klinga Logistikpark comprises a massive 31,000 m² warehouse building, including a 6,000 m² mezzanine deck with office facilities. The area, known as Klinga, is expected to be expanded over the next few years with multiple buildings of the same scale, ultimately creating an expansive logistics park in Norrköping.

The length of this building exceeds three times the size typically considered for a mega structure. Additionally, its width of 84 meters far surpasses the standard 50-meter width used as a benchmark for mega structures.

Welcome to Klinga Logistikpark, the warehouse and logistics center that embraces the concept of "bigger is better" for the future.This project has been certified to Silver standard by Bygvarubedömningen.



Location:	Norrköping, Sweden
Period:	2022-2023
Туре:	Storage hall
Total area:	31,000 m², of which 6,000 m² is a mezzanine deck.
Tons (total):	846 tons
Length:	293 metres
Width:	84 metres
Height:	15 metres
Longest span:	20 metres
Customer:	Logistic Contractor

MEGA STRUCTURES

Construction for the wind power industry – on a massive scale



Welcon mega production and warehouse hall

Welcon's mega-hall serves as an excellent example of the large-scale production and storage facilities of the future. Everything here is simply enormous. The halls are specifically designed for Lean production, incorporating advanced modern robot technology.

The hall is divided into three sections of "ships". One "ship" accommodates an overhead crane capable of lifting 125 tons, while the other two "ships" house overhead cranes with a lifting capacity of 300 tons each. In total, the mega hall spans an area of 18,224 m².

The steel structure of the hall consists of column and beams, while the roof is supported by steel trusses that bear high-profile perforated steel trapezoidal plates.

Welcon's tremendous expansion aligns with the projected fivefold increase in Danish wind energy by 2030. They supply masts and floating foundations to the wind turbine industry, embodying their motto, 'If you can dream it, we can steel it.'

We couldn't agree more.

Location:	Give
Period:	2022-2023
Туре:	Production hall and warehouse
Total area:	19,000 m²
Tons (total):	2,462 tons
Length:	180 metres
Height:	23.5 metres
Width	109 metres
Longest span:	39 metres
Customer:	KT Erhvervsbyg A/S

MEGA STRUCTURES

Data centres – built in sections

Another type of mega structures involves buildings constructed in sections. Such projects typically consist of multiple halls built on the same plot of land. Sectional construction is commonly used when building production and data centres.

A data center primarily consists of a large, open floor space. It resembles a warehouse-style structure meticulously designed and constructed to accommodate and operate an extensive IT infrastructure that demands substantial floor area. As a result, data centers are often constructed on a massive scale, requiring large steel structures with expansive spans.

The designated 'white space' within the data center refers to the area or floor where the servers are housed. The floor deck payload is calculated at 18 kN per square meter to ensure it possesses adequate load-bearing capacity to support the weight of numerous heavy servers.

Give Steel constructed multiple new data centres in the Nordic region during 2022. Our most recent data centre build is comprised of several identical sections spread over multiple floors and a larger geographical area. Each building consists of massive column and beam constructions, with



400x400 mm columns and a wall thickness of 16 mm. Each column weighs 2.8 tons while the trusses weigh up to 7.7 tons. When data centres are involved, construction site workplace safety is ALWAYS our first priority. Discretion is another indispensable condition when we deliver steel to our data centre customers.



Khisraw G. Dastagir Head of data centres and sales, Norway

MEGA STRUCTURES

Great to be part of a large and experienced team of engineers

"I am currently the market manager for Norway and responsible for data centre sales throughout Europe. As a structural engineer, this might not have been exactly what I envisioned for my future, but Give Steel is exceptional at believing in people and their abilities. The company's management is very trusting and supportive of the decisions you make.

My colleagues are also excellent sparring partners. We have a large team of engineers and steel specialists and together, we possess a wide range of skills. I thrive on responsibility and appreciate the freedom to perform my job. This is why I look forward to coming in to work every day."

> Structural engineer, Khisraw G. Dastagir Head of data centres & sales in Norway with Give Steel since 2016



Selected key figures for 2022 Purchasing

Purchase of raw materials	DKK +450 million
Scrap percentage	25-98%
Steel scrap recycled in Denmark	61%
Employees (ave.)	7
CSR employees	2
Number of trainees	1

Strategic purchasing - Scarcity and chaos can make you wiser

An unstable market situation presents challenges to our purchasing department, which is continuing to try and push our suppliers to publish EPD environmental product declarations for their raw materials.

2022 was a particularly unpredictable year, and Give Steel, which traditionally sourced materials from European steelworks, faced various challenges as a result.

The European steel market experienced significant upheaval after Russia's invasion of Ukraine, leading to supply shortages in multiple categories.

For many years, the European steel industry has relied on imports of finished goods and raw materials, which resulted in exceptionally high steel prices throughout 2022. Prices for several product groups doubled, and there were difficulties in obtaining sufficient raw materials from European suppliers.

The unfortunate consequence of this was that we had to resort to sourcing a little steel from works outside Europe. From a CO_2 perspective, this is an undesirable situation. Furthermore, we are aware that major developers tend to raise concerns regarding the sourcing of raw materials outside Europe as a consequence of taxonomy compliance requirements. Sourcing raw materials outside Europe is associated not only with higher CO_2 emissions, but also an increased burden of documentation to ensure compliance with minimum social criteria.

The extremely high steel prices and this unpredictable situation have taught us the need to increase our focus on minimizing risks in our supply chain.

We can achieve this, both financially and in terms of climate and social impact, through closer cooperation with our suppliers and strategic supply chain management.

"Rising commodity prices and material scarcity increased our focus on strategic supply chain management in 2022."

Lars Dalgas, Head of purchasing

Selected key figures Give Steel BIM & Structural Design, 2022



BIM and structural design for mega structures – Optimising the details optimises the entire project

When the war in Ukraine started on 24 February 2022, three of our colleagues were actually in Ukraine. Fortunately, they were not in danger and wanted to continue the collaboration. The challenge faced by our management was therefore to find a way to ensure workflow and establish cross-border partnerships despite the fact that Ukraine was now a war zone. Against all odds, all necessary equipment was delivered to our colleagues and they were thus able to continue to deliver BIM models and documentation for the rest of the year. We used what we had learned from this in our continued collaboration for the rest of the year.

Mega structures dominated 2022. Characteristic to these constructions is that they require a design team made up of a large number of designers, all working at the same time on a single BIM model. Good communications between BIM engineers, structural engineers, project management, subcontractors and the external developer are extremely important. Various tools towards improving internal and external communications were therefore tested. For example, we used Tekla Model Sharing software for an effective collaboration on one BIM model and different CDE platforms for better clash checks and BIM model coordination with subcontractors and the developer.

Software alone cannot do this, but it is nevertheless a good and effective tool that interacts well with our employees' human values and characteristics, such as

- An open and creative mind
- Proactivity
- A visionary understanding of design potential through the design process.
- The ability to anticipate weaknesses which might impact a tight schedule.

Thinking outside the box, for example about details that are repeated in different places in the structure; this can streamline the process and bring structural optimisation to a new level. Any optimisation to detail is an optimisation of the entire process and thus also of the entire steel structure. This saves time, money and, not least, CO₂.

Mega structures are particularly demanding of digital platforms. But software alone is useless without proactive employees who are able to see new design possibilities."

Kasia Niechoj-Zaporowska, CEO of Give Steel BIM & Structural Design, Poland

ESG 2022

Environment Social / society Governance / management

ESG

ESG stands for Environment, Social (society) and Governance (management). ESG is a form of non-financial data and is used by companies as a reporting tool to provide a nuanced overview of their activities from the perspective of the three themes. Credible ESG data can also serve as a foundation for the company's future development and help to reveal business potential and risks.

Overview: What are taxonomy, CSRD and ESRS?

The EU's Green Deal means that we as companies face a new wave of EU legislation, which for the first time sets common standards for how we must work with and report on sustainability. The three main elements are: EU taxonomy, CSRD and ESRS.

EU taxonomy is a classification system that determines the conditions under which an economic activity can be said to be sustainable. It does this through six climate and environmental targets, to which economic activities must make a significant contribution if they are to live up to the required standards. Moreover, the activity must not negatively impact the other goals. It must also comply with minimum guarantees for human and labour rights, tax conditions and fair competition. Starting in 2026, Give Steel will be required to report data collected in 2025 for CapEx (new investments), OpEx (operations) and turnover.

The Corporate Sustainability Reporting Directive (CSRD) concerns company level sustainability reporting that encompasses economic, environmental and social sustainability throughout the company's entire value chain. The reporting directive must be fulfilled in compliance with the corresponding European Sustainability Reporting Standards (ESRS).

European Sustainability Reporting Standards (ESRS) establish a completely new framework for companies' sustainability reporting. There are currently reporting requirements that use more than 1,000 data points, which are divided into general reporting requirements and company-specific requirements. We are currently anticipating the introduction of additional standards for high-risk sectors such as mining operations, which will further increase reporting requirements.



ESGs are improvements according to formal requirements

ESG is not synonymous with sustainability. This was the headline of an article in the Danish newspaper "Børsen", in which Steen Thomsen, Professor from the Centre for Corporate Governance, suggested that companies should drop ESG and instead head towards specific sustainability targets such as CO₂, water consumption, staff turnover, average salary, accidents at work and diversity, etc. His advice is due to the risk that ESG can become "greenwashing" and that the financial world's focus on ESG as valid data can obscure the truth when the right ticks are checked off for policies and due diligence. This was because "nobody really understands what ESG actually is, other than the fact that it has something to do with climate, child labour and the UN global goals."

I could not agree more with this statement. ESG should not be "the emperor's new clothes". ESG is business development that is based on data, documentation and an ambition to run a more responsible business. It means a desire to improve. It is an opportunity to set new goals, mess about with "the machinery", find gaps in the network, evaluate processes and procedures and come up with new, better solutions.

The end result would be more automated processes, well-documented procedures, better suppliers and a better organised paperwork situation for management. This would ultimately result in better products, more robust sourcing and closer cross-industry partnerships that would benefit everyone.

In our Final Figures 2022, we have started our ESG reporting as a way to establish the status of our ongoing processes with a view to developing Give Steel's ability to achieve taxonomy compliance. This is a necessary measure to help our customers, who are major developers and contractors, to meet the increased documentation requirements required by the EU. From our point of view, this should be a matter of course in good partnerships.

As you will be able to see, our process in this regard is well underway, but far from complete. Give Steel's sustainability department works every single day towards achieving taxonomy compliance and fulfilment of reporting requirements from EU directives such as CSRD and CSDDD. This is a process that involves all our departments, because every time we sail into an iceberg, it turns out that there is another iceberg of improvement opportunities hidden just below.

So the professor is absolutely right. ESG for its own sake is not actual sustainability. BUSINESS DEVELOPMENT is

"ESG is responsibility at its highest level – and an important tool for business development."

Anette Maria Christensen, Chief Sustainability Officer

the way to achieve this. When you see an ESG requirement

crossed off in this material, consider it only as visualisation of our current status

for this process on which we have embarked.

"Formalised improvements" are a path towards greater transparency, automated processes and documented procedures.

Give Steel is not working with ESG to cross off some boxes, but to elevate our responsibility to the highest degree and ensure Give Steel's ability to continue as an attractive supplier to major developers and contractors throughout Europe.

E – CLIMATE / ENVIRONMENT Fact sheet, climate initiatives



WE WANT TO COUNTER CLIMATE CHANGE

CLIMATE	
E1: Corporate CO ₂ footprint	Triple scope climate accounting
Primary environmental goal 2, cf. taxonomy; To counter climate change	Science Based Target initiative (SBTi), Commitment Q3 2023
Minimises CO_2 emissions from the transportation of scrap steel	62% of our scrap steel should be processed in Denmark
Scrap percentage	Up to 98% (GSY Green®)
Secondary environmental goal 4, cf. taxonomy; Adaptation to a circular economy	Steel sand that is sent to landfill reduced from 3.3% to 0.4%
Hybrid cars for site managers	Electrical vehicle charging points installed at our premises in Brande

Primary environmental goal according to the EU Taxonomy Scheme: We want to counter climate change Secondary environmental goal: Eliminating landfill is our contribution to the circular economy

Governance tools: Due diligence



S - SOCIAL / SOCIETY Fact sheet, social initiatives

OUR CONTRIBUTION TOWARDS A FAIRER AND MORE JUST SOCIETY

SOCIAL	
S1: Own Workforce	9 (
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S2: Workers in value Chain	(
S3: Affected Communities	I
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S4: Consumers and end-users	(
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	G

Taxonomy compliance requires Minimum Safeguards documentation, including compliance with human rights, workers' rights, anti-corruption, bribery, fair competition and due diligence.

Our work on taxonomy began at the end of 2022 and will continue through 2023 and 2024 until our legal obligation to report comes into effect in 2025. Until we have achieved ultimate taxonomy compliance, the company's Code of Conduct Supplier is the best management tool to ensure our suppliers' compliance with Minimum Safeguards. We are working to produce full documentation of our commitment to the company's Code of Conduct and will be increasing our suppliers' documentation requirements until 2025.



- Social percentage 12.6% CSR related employees (incl. apprentices)
- Courses: 44
- Freedom to dispose over salary scheme /DI
- Data privacy (GDPR)
- Health insurance
- Code of Conduct: updated in 2023
- Ikast Brande Municipality and surrounding municipalities
- GS Academy: Aarhus, Horsens, Odense
- Local sponsorships
- Lolland municipality: Apprentices employed in connection with the Fehmarn project
- Welding trailer. Global goal 4. All Denmark
- Contractors and developers Social DGNB points
- Social partnerships agreement; the social value of each structure
- GROW; The social sustainability calculator
- Our work on due diligence will begin in 2023, including due diligence for:
- · Minimum Safeguards when sourcing outside the EU
- · Gender diversity in particular employee groups, including apprentice smiths



G – GOVERNANCE / MANAGEMENT Fact sheet, governance initiatives 2022

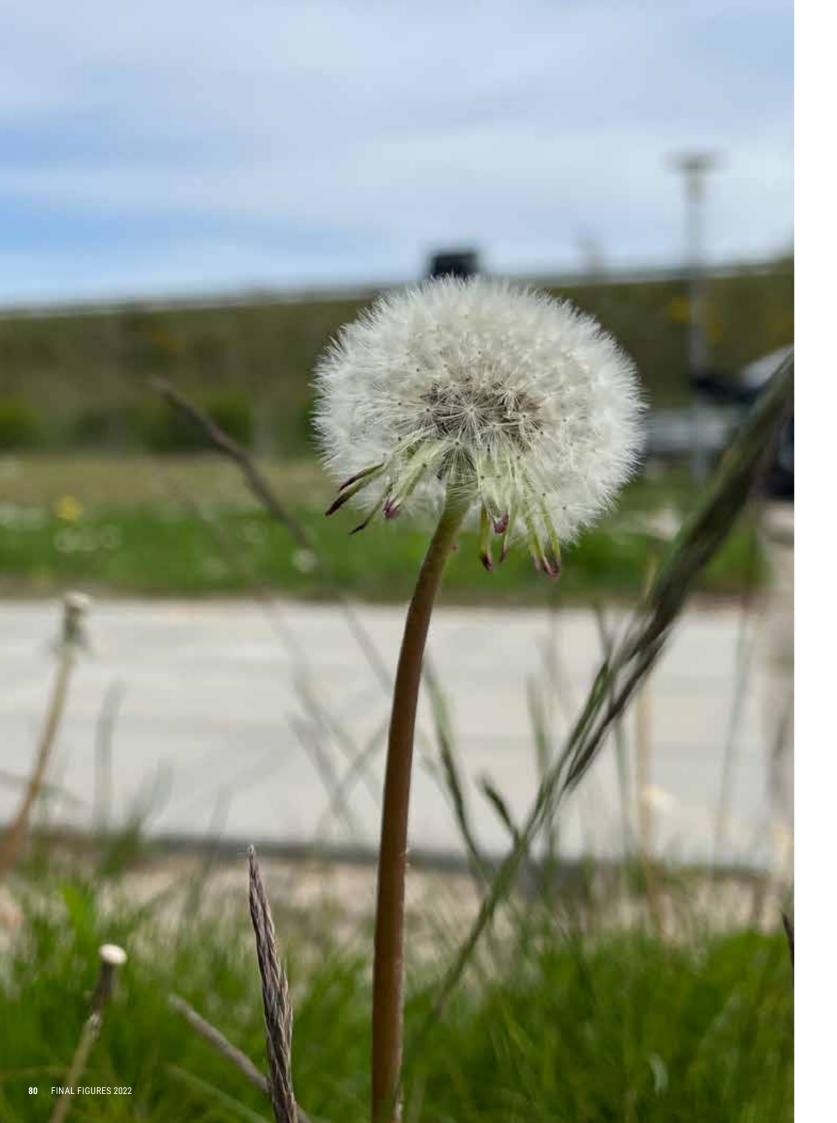
ETHICS, LEADERSHIP, DECISION-MAKING PROCESSES AND REPORTING

GOVERNANCE	
Board evaluation	2023 -
Retention of gender diversity at management level	2022 -
Strategy - Mega structures	2022 - 2025
Policies	2023 - 2024
Due diligence	2023 - 2024
Political lobbying: Social sustainability calculation	2022 -
Upgrading forklift competences for better safety	2022
Whistle-blower scheme	2022 -





We want to minimise the $\mathrm{CO}_{_{\rm 2}}$ footprint of steel structures



E - CLIMATE / ENVIRONMENT EPD: Steel with documented climate footprint

Because of the group's energy-intensive production, 2022 has seen Give Steel working very hard on its triple track sustainability strategy and climate profile.

The three tracks of our sustainability strategy: The social, economic and climate-oriented initiatives ensure continued focus and the opportunities for the future reporting and dissemination of the group's triple bottom line. All initiatives relate to UN global goals 4, 8 and 12, which concern "Quality Education", "Decent Jobs and Economic Growth" and "Responsible Consumption and Production".

Over the course of the year, investments have been made in several environmental and energy-saving initiatives to climate optimise production, offices and Give Steel's other real estate assets. Part of these efforts covers the conversion of diesel-powered equipment to electricity, the replacement of oil boilers for air-to-water systems at the group's accommodation facilities and the commissioning of a new more climate-friendly painting system. These are all initiatives to support Global Goal 12 on responsible consumption and production.

Continued focus on climate footprint is considered to support the company's ability to compete internationally, while also benefiting its external reputation.

Prima GSY®



Give Steels climate footprint

	PAINTED kg CO2-eq/ton	GALVANISED kg CO ₂ -eq/ton
PRODUCT EPD		
EPD STEEL STRUCTURES	(A1-A3): 1050 (A1-D): 793	(A1-A3): 1040 (A1-D): 763
EPD GSY BEAM®	(A1-A3): 1930 (A1-D): 810	(A1-A3): 1920 (A1-D): 791
EPD GSY® GREEN	(A1-A3): 1140 (A1-D): 1170	(A1-A3): 1120 (A1-D): 1133

Raw material scrap percentages

STEEL STRUCTURES	Give Steel:	
Recycled steel:	80%	
Primary steel	20%	
GSY BEAM®		
Recycled steel: (sheet)	25%	
Primary steel:	75%	
GSY® GREEN		
Recycled steel:	98.3%	
By-products:	1.7%	

E - CLIMATE / ENVIRONMENT How we minimise our CO₂ footprint



Give Steel supports Global Goal 12 Responsible Consumption and Production by continued focus on four parameters: raw material, energy efficiency, production processes and production time. These are four areas that, when combined, lower our CO_2 figures.

RAW MATERIALS

Recycled steel / Primary steel Higher recovery/reuse percentage means reduced CO, We customise the amount of recycled steel used according to requirements.

Sheet: 90-98% Tubing: 25% -> 90%-98.3% Profiles: 90% as standard

DESIGN

Engineering skill / Planning

During our design phase, we optimise structures through design processes that minimise tonnage, waste and transport.

ENERGY CONSUMPTION

Energy efficiency

We aim for the highest possible energy efficiency; at the factory, during transportation and at the construction site. We use electrically-powered machinery where possible.

CO, reduction

PRODUCTION TIME

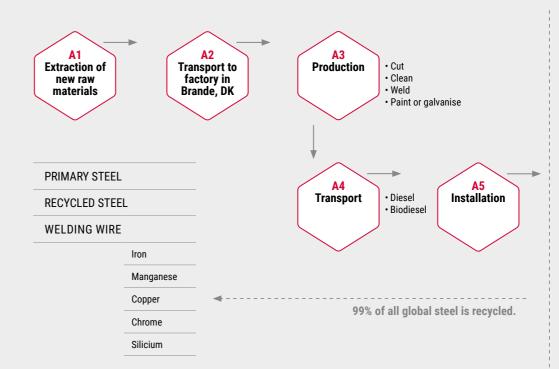
Production process

Robots and other modern production equipment reduce our **production time** and our energy consumption per ton of steel structure produced.

E - CLIMATE / ENVIRONMENT

LCA: Life cycle phases From raw materials to construction site

Give Steel has distinguished itself by achieving the lowest CO. figure in module A1-A3



LCA: Life Cycle Analysis

An EPD is prepared on the basis of an LCA. When comparing figures, pay attention to the EPD's release date and the EPD's modules:

A1-A3: From raw material to factory gate. A1-D: From raw material to recycling after the demolition of the building.

A building's life cycle

B1-B7 Use phase

C1 Demolition/ destruction

C2 Transport to waste management

C3 Waste sorting

C4 Waste

D CO₂ accreditation

Large demand for GSY Green® for use in DGNB builds

Low emission: Up to 98% recycled steel CO₂ optimises steel beams by over 40%

In 2022, we delivered a total of 245 tons of GSY Green® to the new office building at Marmormolen. This is a major DGNB gold-certified project that is being built in Copenhagen's Nordhavn docklands.

This is an ambitious project and the steel used to produce the composite beam is 98% recycled steel.

The Nordhavn docklands project is the most ambitious urban development project in Scandinavia but a project with high ambitions for sustainability too, not least for the Marmormolen pier, which is centrally located in the old free harbour and is named after Marmorværket (the Marble Works), which was one of the first industrial companies to appear in the harbour.

Henrik Vendelbo Mønster is our project manager for our contribution to Marmormolen. He sees the project as an exciting step into a new future for sustainable construction. "None of the many GSY Green® composite beams we will be using are alike. We have optimised each individual composite beam for the greatest possible material consumption

In

GST Green

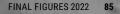
GSY Green® made of 98% recycled steel to be installed at Marmormolen in Copenhagen's Nordhavn docklands

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...

savings, and thus the smallest possible CO_2 footprint. This has been achieved in a very constructive collaboration with the customer and their advisor where the dialogue has constantly been solutions-oriented. There is no doubt that this is the way forward, and I am also seeing increased demand for green steel and not least the engineering behind it."

With a steel recycling rate of up to 98%, we have presented the market with a green alternative to our conventional steel composite beam, which is used to produce slim floor decks in multi-storey buildings. We work every day with dedication towards CO_2 optimisations through the choice of raw materials, structural design, production and energy consumption. This project in Nordhavn is a good example of how we have been able to achieve a more than 40% CO_2 reduction when compared with a conventional product, simply from our choices of raw materials.



EU Taxonomy

Environmental goal 1: We want to counter climate change by minimising CO₂ emissions

EU TAXONOMY INITIATIVES

INITIATIVES	STATUS
Taxonomy kick-start: Preparation for compliance – research and upgrading of relevant employees	2022-2023
Selected primary and secondary environmental goals Counters climate change and supports the transition to a circular economy	2023
Project plan and start up towards compliance with environmental goals and DNSH criteria	2023
Project plan and start up towards compliance with minimum safeguard requirements: Due diligence (particular focus areas are supplier Code of Conduct, documentation and female apprentices)	2023
Taxonomy screening	2023-2024
Taxonomy compliance	2025



EUROPEAN SUSTAINABILITY REPORTING STANDARDS **CSRD and ESRS Standards**

The EU commission's increased reporting requirements for sustainability in CSRD determine the reporting requirements for the European Sustainability Reporting Standards (ESRS).

Starting in 2025, the ESRS standards will apply to all companies with more than 250 employees. Give Steel is not finished with the task of producing this documentation, but we are making good progress!

CSRD-ESRS - E1: CLIMATE CHANGE

- Energy
- · CO2 emissions

CSRD-ESRS - E2: POLLUTION

• Reducing landfill and hazardous waste

CSRD-ESRS - E3: WATER AND MARINE RESOURCES

CSRD-ESRS - E4: BIODIVERSITY AND ECOSYSTEMS

Local ecosystems

CSRD-ESRS - E5: RESOURCE USE AND CIRCULAR ECONOMY

- · Resource optimisations inflows
- Resource outflows (recycling)
- · Resource optimisations

CSRD-ESRS S1: OWN WORKFORCE

- Education and Training
- Safety
- · Gender diversity

CSRD-ERSRS S3: AFFECTED COMMUNITIES

- · Young people undergoing training in the welding trailer
- Sponsorships

CSRD-ESRS S4: CONSUMERS AND END USERS

- GROW
- · Stories from real life

GOVERNANCE

- · Ethics, leadership, decision-making processes and reporting
- Ownership structure
- Organisation
- Strategy

Strategy and business model

The company designs, manufactures and installs steel structures, which are sold in Denmark and to the rest of Europe, mainly in the Nordic region.

Responsibility is this company's core value, which gives us a strong CSR profile and a role as a climate pioneering company among our competitors. Evaluation and operation according to the triple bottom line is our expression of the conscious cultivation of our company's social value and climate footprint. The fact that responsibility is Give Steel's point of departure affects all corporate functions and the entire value chain, from sourcing to production and delivery at construction sites.

ESRS: Initiatives – Climate and the environment

With reference to the EU taxonomy regulation's reporting requirements with regard to the six climate and environmental goals, the following is an account of our significant contributions that relate to our climate goal of

CLIMATE	Significant contribution	Do No Significant Harm	Social minimum criteria	Do Good	Policy/ Due diligence
E1: Science Based Target initiative (SBTi)	х	X	-	Goals: CO ₂ neutral 2050	Climate policy currently being drafted
E1: Climate account, 3 scopes	x	x	-	First mover in the industry – inspiring others and putting pressure on our suppliers	Climate policy currently being drafted
E1: 62% of steel scrap is processed in Denmark	x	The last 38% is shipped to Türkiye due to limited disposal options	Due diligence is being drafted	Maintains Danish workplaces and apprenticeships Minimises CO ₂ emissions from transport	Purchasing policy: (EU sourcing) Policy: Suppliers Minimum safeguards
E1: Hybrid vehicles for fitters (urban driving)	x	х	-		Driving policy currently being drafted
E2: Pollution Air Water Soil	-	-			Due diligence for air pollution is currently being drafted Water and ground pollution are deemed to be negligible
E3: Sustainable water consumption	-	-	-	-	We are drafting the following: - HR policy - Ongoing evaluation - Due diligence for water used in production
E4: Biodiversity and ecosystems		-	-	-	Our "Vild med vilje" plan to encourage natural diversity is being drafted
E5: Consumption of resources and circular economy	Analysis of preliminary materials for increased recycling Steel sand sent to landfill reduced from 3.3% to 0.4% in 2022	Stena's investment in new presses will improve the working environment by handling steel dust	Due diligence	We are bringing more recycled steel into the world	Waste policy

countering the effects of climate change. These initiatives are presented according to the categorisation of "significant contribution, do good/DNSH (do no significant harm) and our fulfilment of minimum social guarantees.

CSRD-ESRS E1: CLIMATE CHANGE Climate accounting 2022

In 2021, Give Steel, as the first Danish manufacturer of steel structures, published its climate account across all three scopes. In addition to documenting our greenhouse gas emissions, the process also provided an opportunity to review and optimise internal workflows. This allowed us to clarify our data collection for the 2022 climate account. It has strengthened our way of working. The more accurate data collection also means that our 2022 results present a truer depiction of Give Steel's emissions by comparison with 2021. Follow the explanations, results and development of the three scopes in the figures below.

CO, emissions

Scope 1 & 2

Give Steel's scope 1 emissions in 2022 came primarily from fuel for our own fleet of vehicles and natural gas for heating our painting hall. Our fleet of vehicles includes forklift trucks and other vehicles used in production, lorries and company cars. Our painting hall is used for the drying of steel elements after they have been surface treated.

Our scope 2 emissions originate primarily from electricity consumption in our offices, as well as electricity used by our Brande production facility. Machinery and ventilation are the main contributors to our consumption of electricity for production.

As shown on the bar chart on the right, our emissions from both scope 1 and 2 have increased compared to our figures for 2021. The increases in 2022 are primarily due to a higher level of activity compared to the previous year, which has increased our consumption of fuel and electricity for production. Power and heat consumption at several of Give Steel's offices has increased due to an increased number of employees as they have moved to larger premises.

Scope 2

Indirect emissions from the

purchase of electricity and heat

for use in Give Steel's activities.



Scope 1 Direct emissions from mobile and stationary fuel sources in Give Steel's operations.

Scope 3

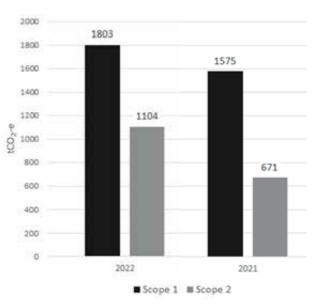
Just as in 2021, scope 3 also accounted for the vast majority of Give Steel's emissions in 2022. The most significant emissions category was purchased goods and services, which constituted 82% of the total climate account. Purchased steel elements made up the largest proportion of this category. Other factors in this category included the purchase of vehicles for our fleet, surface treatment and food for our canteen. The second largest categories include the upstream and downstream transport of our raw materials; i.e. transport from suppliers to Give Steel and transport from Give Steel to customers.

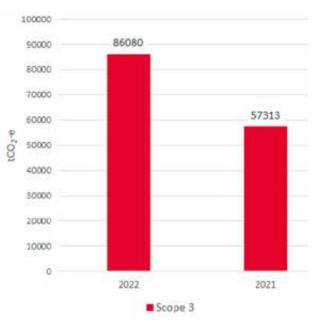
As shown on the bar chart on the next page, our emissions from scope 3 have also increased by comparison with 2021. This is primarily due to a higher level of activity where Give Steel has produced more steel and therefore purchased more raw materials and used more transportation. As mentioned previously, the quality of data has also increased when compared with 2021, especially in scope 3. It is therefore expected that our 2021 figures are less well illuminated and that our 2022 results are a more realistic depiction of Give Steel's emissions. Going forward, Give Steel will of course continue to report and compare our emissions on an annual basis, so that the development of our various initiatives can be followed.



Scope 3 Indirect emissions from sources outside Give Steel's sphere of operations.

Scope 1	Total
Transport:	
Diesel	1,152.8 tCO ₂ e
Petrol	47.9 tCO ₂ e
Heating:	550 5 tCO o
Natural gas Bottled gas	559.5 tCO ₂ e 42.3 tCO ₂ e
Scope 1 total	1,802.6 tCO ₂ e
Scope 2	Total
Electricity:	
Electricity Denmark	960 tCO ₂ e
Electricity Katowice	106.9 tCO ₂ e
Heating:	2.1.400 -
District heating Aarhus District heating Katowice	3.1 tCO ₂ e 34 tCO ₂ e
	2
Scope 2 Total	1,104 tCO ₂ eq
Scope 3	
Purchased goods and services	73,046.2 tCO ₂ e
Plant activities	332.5 tCO ₂ e
Fuel and energy-related activities	515.5 tCO ₂ e
Transport and distribution (upstream)	5,726.7 tCO ₂ e
Waste generated from company operations	185.4 tCO ₂ e
Business travel	45.7 tCO ₂ e
Employee commuting	1,321.2 tCO ₂ e
Leased assets (upstream)	- tCO ₂ e
Transport and distribution (downstream)	3,996.6 tCO ₂ e
Processing of sold products	- tCO ₂ e
Use of sold products	- tCO ₂ e
Processing of worn out sold products	910.1 tCO ₂ e
Leased assets (downstream)	- tCO ₂ e
Franchises	- tCO ₂ e
Investments	- tCO ₂ e
Scope 3 total	86,079.9 tCO ₂ e





Climate account – total for Give Steel



CSRD-ESRS E2: POLLUTION

Reducing landfill – via strong scrap partners and ambitious goals

Steel sand must be reused and hazardous waste must be reduced by using water-based paints

All scrap steel must be recycled - and preferably according to the principle of proximity. It is one of Give Steel's stated goals that all leftover steel is recycled, regardless of quality, and that an attempt is made to achieve this according to the principle of proximity in order to minimise unnecessary CO₂ emissions from transport. 61% of our scrap steel is therefore transported primarily from Brande to Herning and on to Holstebro, i.e. in our local area. This has reduced transport distances considerably as we used to send a much larger proportion of our scrap to Türkiye. This allows us to save up to 18 times as much CO₂ per scrap shipment when compared to previously.

Reducing landfill

2022 saw us reduce our use of landfill to 0.4% of the steel sand that is left over after using small steel balls in our centrifugal cleaners. The balls can be used 2-3 times, after which their steel quality is so poor that it can only be reused if mixed with other scrap of higher steel quality. We are working with our scrap partner to come up with a solution so that we can avoid the use of landfill. This can be done by pressing the cleaned steel sand into lumps, which can then be mixed with steel shavings and reused.

It is crucial to such recycling that the steel sand is kept clean and that no other fragments are added to the mix.

	Process	Quantity per month	
		2022	2221
	Recycling of materials	98.7%	96.3%
\$ \$\$	Energy exploitation	0.9%	0.4%
	Landfill	0.4%	3.3%
	Reduced environmental impact*	730.7 Tons CO ₂	584.7 Tons CO ₂

*The reduced environmental impact shows the total monthly CO₂ reduction resulting from the recovered material and is based on calculations provided by Stena Recycling.

Hazardous waste 2022

- Hazardous waste constitutes only a small part of our total waste management and is primarily paint residue that contains solvents.
- We produced 29,768 kg of hazardous waste in 2022. Waste collection is performed by trained drivers who comply with ADR legislation and the transport takes place in full compliance with this. After reloading, the plug-sealed drums are sent to a hazardous waste incineration plant for incineration.

Reduced guantities 2023:

Increased use of water-based paint in production will significantly reduce the amount of hazardous waste per ton of steel produced, already starting in 2023.

Our scrap partners follow the latest practices and therefore have all relevant certifications such as ISO 14001, ISO 9001 and ISO 45001.

As can be seen on the chart, materials recycling and energy consumption both increased in 2022 and landfill use has been reduced since 2021. This means that more of our scrap is being utilised. This also explains why our monthly reduced environmental impact has increased when compared with 2021.



CSRD-ESRS E3: WATER AND MARINE RESOURCES Reducing water consumption

As part of the EU's new CSRD requirements for large companies, we at Give Steel are preparing for increased reporting requirements in relation to water consumption and strategies for water reduction.

Water is not a significant component of our production and is only used to the extent necessary to reduce dust in production halls. However, the fact that we have more than 600 employees means that a lot of water is still used by the company.

To minimise water consumption, water-reduced devices and toilets have been installed in our administration and we will be closely monitoring our water consumption in coming years, with a view to reducing water consumption both in production and by adjusting behaviours at employee level.

In 2022, Give Steel paid for 3,493 m3 of water used at our premises in Brande.



CSRD-ESRS E4: BIODIVERSITY AND ECOSYSTEMS

Policies, goals and plans to encourage biodiversity and ecosystems

Biodiversity and ecosystems initiatives have not yet been completed in the company.

Within its own scope, work will be done to improve biodiversity at the company's own plot of land in Brande.

Through dialogue with partners and especially suppliers, we will also be focusing on biodiversity as an important local initiative for the surrounding local environment.

Nothing has yet been set in motion at Give Steel's plot of land to improve biodiversity, but such plans are expected to be developed in 2023. Our main aim is to use "Vild med vilje" ("Nature by intent") facilities as the primary driver towards improved biodiversity at our premises, as well as investigating the possibility of keeping bees in the area.

The "Vild med vilje" areas are intended to influence and improve the ecosystems in the immediate surrounding area where other companies also apply the same principle as their own contribution to local ecosystems.

The ESRS E4 standard on biodiversity and ecosystems relates to several other areas, which have interdependencies we will need to clarify as part of this process. These include climate change, pollution, water resources and circular economy.

As the directive prescribes, the company's aim with its work on biodiversity will be to reduce our negative impact and improve biodiversity to benefit local ecosystems.

Policies, objectives and action plans will relate to the EU's ESRS E4 standard for "Biodiversity and ecosystem", which was published in April 2022 and is expected to be ready in 2023.

CSRD-ESRS E5: RESOURCE USE AND CIRCULAR ECONOMY Resource optimisation inflows

Primary Resource optimisation inflows relate to the goal of increasing the scrap percentage of raw materials that are used to produce steel structures. The customers' attention is, for example, drawn to the possibility of designing trusses using profiles instead of pipes, which typically produce a lower percentage of scrap, or to alternatively increase the scrap percentage for pipes from 25% to 90%. There is also continued focus on maintaining a continued high recycling percentage of all scrap steel of around 97%. We expect to prepare our objectives and a resource optimisation action plan for inflows in 2023.

Resource inflows

Sourcing of raw materials from Europe and individual countries outside the EU.

Give Steel prefers to source its materials from Europe, for a variety of reasons.

First of all, this reduces transport CO, emissions as most steel from European plants is transported by train. Furthermore, deliveries from outside Europe require a stricter overview of compliance with minimum social requirements, which include working conditions, child labour, collective agreements, etc.



Today: Scrap steel is currently transported from our factory in Brande to Herning and Holstebro. Total CO, footprint for transport: 2.34 g CO, per kg scrap*



Previously: all scrap steel was driven from Brande to Grenaa from where it was transported to Türkiye by ship. Total CO, footprint for transport: 41.66 g CO, per kg scrap*

*Environmental impact per kg of scrap is based on calculations provided by Stena Recycling.

As a result of the crisis in Russia, deliveries from outside the EU have become an unfortunate necessity, which is why it has been particularly important to refer to the company's Code of Conduct when choosing suppliers. Give Steel expects that sourcing from outside Europe will continue to be necessary to a limited extent for some time to come, but also that this is a temporary situation that will resolve itself over time, hopefully when peace returns to Ukraine.

Resources outflows (recycling)

62% of our scrap steel is recycled in Denmark.

A new 3-year collaborative agreement with STENA RECYCLING ensures that at least 62% of Give Steel's scrap steel is processed in Denmark. If possible, this share will be increased and Danish processing of scrap steel will continue to be the focus of Give Steel's future collaboration with our scrap partner. With regard to the portion that we send to Türkiye, our focus is on the CSRD directive and minimum social requirements as Türkiye is not a EU member state. Our due diligence in this regard will be prepared in 2023.



Our contribution towards a fairer and more just society

NON-FINANCIAL REPORTING

CSRD-ESRS Social Plan for compliance

In accordance with the EU's CSRD directive, Give Steel will be able to report on the following areas:

S-Social	Reporting	Tools
S1: Own Workforce	Social bottom line	The social sustainability calculator CSR strategy
	Global goal 4: Quality education Global Goal 8: Decent jobs and economic growth	Apprenticeships Mobile welding trailer for training
	Diversity	2023: Recruitment policy 2023: Due diligence 2023 – the under-represented gender
	Health and Well-Being	Free fitness facilities in Brande/ Employee discount at fitness centre Healthy food in the canteen
	Workplace accidents	Safety course, safety App, safety handbook, Mit firma App
	Human rights	2023: HR policy Code of Conduct (update in 2023) The year's investment in Global Goal 16: Freedom, justice and strong institutions
	Workers' rights	Dansk Industri (the Federation of Danish Industry)
	Data security and (GDPR)	2023: GDPR policy
S2: Workers in the value	Supplier chains	Code of Conduct
chain (Workers in value Chain)	Diversity	Code of Conduct
(Workers in Value Chain)	Health and safety	Code of Conduct / Knowledge and training
	Workers' rights	Code of Conduct
S3: Contribution to local community Affected Communities	Ikast Brande Municipality Via the Danish Correctional Services (Kriminalforsorgen): Other municipalities	The social sustainability calculator Contribution to sustainability qualifications at business academy level Public and private sector collaboration on apprenticeships
	GS Academy: Aarhus, Horsens, Odense	GS Academy: contribution to the training of young engineers (Global goal 4)
	Local sponsorships	Ikast-Brande, Give, Herning
	Lolland Municipality – Fehmarn	2 apprenticeship recruitments for the project
	Welding trailer. Global goal 4:	Welding courses all over Denmark
S4: Consumers and end users	Contractors and developers:	Inform about how scrap percentages can be increased. Contribution of expertise to Byggeri København's instructions about how to use steel in sustainable construction projects
	Social partnerships agreement	Social partnerships agreement to achieve social DGNB points
	GROW's social sustainability calculator	Inspire towards the recruitment of apprentices and CSR recruitments – measured according to the social sustainability calculator

CSRD-ESRS S1: OWN WORKFORCE

The social bottom line 2022

The social bottom line shows the company's value to the community, as created in the form of recruitments that benefit society. The calculation of this value takes place in "the social sustainability calculator".

Give Steel has dedicated itself to a high level of social responsibility. We strive for the retention and development of our employees, on the basis of the company's purpose that "We want to make a difference to people's lives."

Social data 2022

CSR related recruitments*	71	
Authorisations to train apprentices	54	
Apprentices 31/12, 2022:	29	
Apprentices with a history of crime	12	
Apprentices completed education 2022	8	
Flex jobs/low-intensity jobs	7	
Apprentices completed education 2022	15	
Skills development / language tuition	44	
CSR recruitments in per cent (561 recruitments)	12.6%	

* CSR related recruitments:

People aged under 25 with social issues, former criminals and employees in flex jobs and low-intensity employment. Young workers are not included.

Authorised to provide the following training:

40	
3	
2	
1	
3	
1	
3	
	3 2 1 3 1 3

Society does not have the ability to help people as much as a company can by giving them good and honest work, good colleagues, professional challenges and the opportunity to grow.

The social bottom line 2022

Total number of employees in Denmark	496	CSR-related recruitments*	71
Adult trainees	17	Total CSR + young workers	88
Flex jobs/low- intensity jobs: 10,12 and 17 hours /week/ ave.*	7	Workexperience placements	2
Wage subsidies:	0%	The industry	0.3%

Social value

Social calculation cf. "The social sustainability calculator"

CSR related recruitments 2022:	
Benefit to society per year:	DK
Per recruitment (ave.):	

71 KK 12,294,728 DKK 173,165

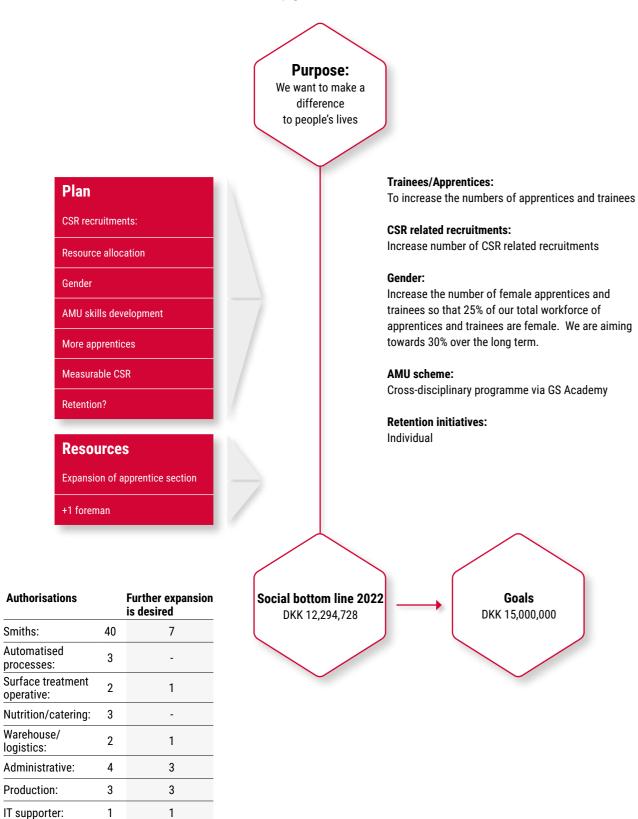
Social sustainability



Grow score is calculated based on a target of at least 10% of social hiring. Read more at wegrowpeople.dk

CSRD-ESRS S1: OWN WORKFORCE

Give Steel CSR strategy



CSRD-ESRS S1: OWN WORKFORCE

More training – improved safety

Safety - a "substance of concern".

According to our materiality assessment, a safe working environment is crucial to our production. We therefore categorize safety under the EU's ESRS directive as a "substance of concern".

A number of initiatives were launched in 2022 to improve health and safety and increase safety in the workplace, both in production and on construction sites. These initiatives fall into two categories:

- Digitalised communication
- Education and Training

Digitalised processes via the WORXS App improve our communication on construction sites, making workflows more efficient and allowing all concerned to act faster and more correctly in terms of safety. The implementation of WORXS has also begun in production. Having a digitalised overview strengthens our observations and helps us to avoid accidents and near misses. Rounding, WPAs and chemicals handling are also areas that WORXS deals with. One of the advantages of using an app is that all communication is digitalised and available as documentation in real time.

Mega structures can make you shudder

For safety workers, the prospect of dealing with the increasing number of mega structures can be chilling because the items are so big and there are so many of them. Training, especially in crane operation, joint lifting, lifting plans and piling, are therefore special focal points of the safety department as more mega structures have been added to our portfolio.

A total of 45 employees were sent on a course in 2022 with a view to increasing everyday safety. 35 attended crane courses and 10 employees received fork lift truck training.

Finally, our work on large mega structures has also entailed mandatory safety training in a digital multimedia universe that can be adapted to the individual construction site. Safety training for specific construction sites will also take place in 2023.

Trade/sales trainee: 1

1



Digitalisation ensures that handling mega structures does not end up making you shiver in trepidation."

Bjarne Larsen, Safety and Maintenance

CSRD-ESRS S1: OWN WORKFORCE

Gender diversity across various locations

Women at Give Steel, Brande

Production	5	
Canteen	6	
Cleaning	7	
Salaried employees	32	
Female employees	50	
As percentage	10%	

Women at Give Steel, Aarhus

Canteen	1	
Salaried employees	11	
Female employees	12	
As percentage	35%	

Women at Give Steel, Denmark

Female employees	62	
As percentage	12.5%	

Women at Give Steel BIM & Structural Design, Poland

Female employees	23	
As percentage	44%	

CSRD-ESRS S1: OWN WORKFORCE

Training women

Women are generally under-represented in the steel industry. Give Steel follows the EU's standards for women in management, both among managers and on the board. There is still a preponderance of men in our professional group of metalworkers. Recruiting more apprentices to new functions will strengthen gender diversity among the company's trainees in 2023.

Apprentices and trainees 2022	19.4% women
Kitchen	100%
Offices	100%
Automised processes	0%
IT Support	0%
Smiths	0%
Surface treatment operatives	0%
Warehouse	100%

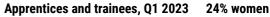
	Women	Men	
Smith apprentices at Give Steel, 2022:	0	100%	
Female employees at Give Steel:			
Give Steel A/S (Denmark) Give Steel BIM & Structural	8.9%		
Design:	44%		
Women in management 2022:	40%		
Gender distribution in the management group:	4	6	
Women on the board:	50%		
Gender distribution on the board:	2	2	

More female apprentices

Applications from young people who want to take up metalworking have fallen, which is why recruiting enough apprentices is a challenge in itself. It is a problem at Give Steel too. Among current applicants, very few are women. Getting more female applicants into the metalworking profession is an ambitious vision, and we are therefore working on several operational initiatives that can give more girls insights about and an interest in the metalworking profession;

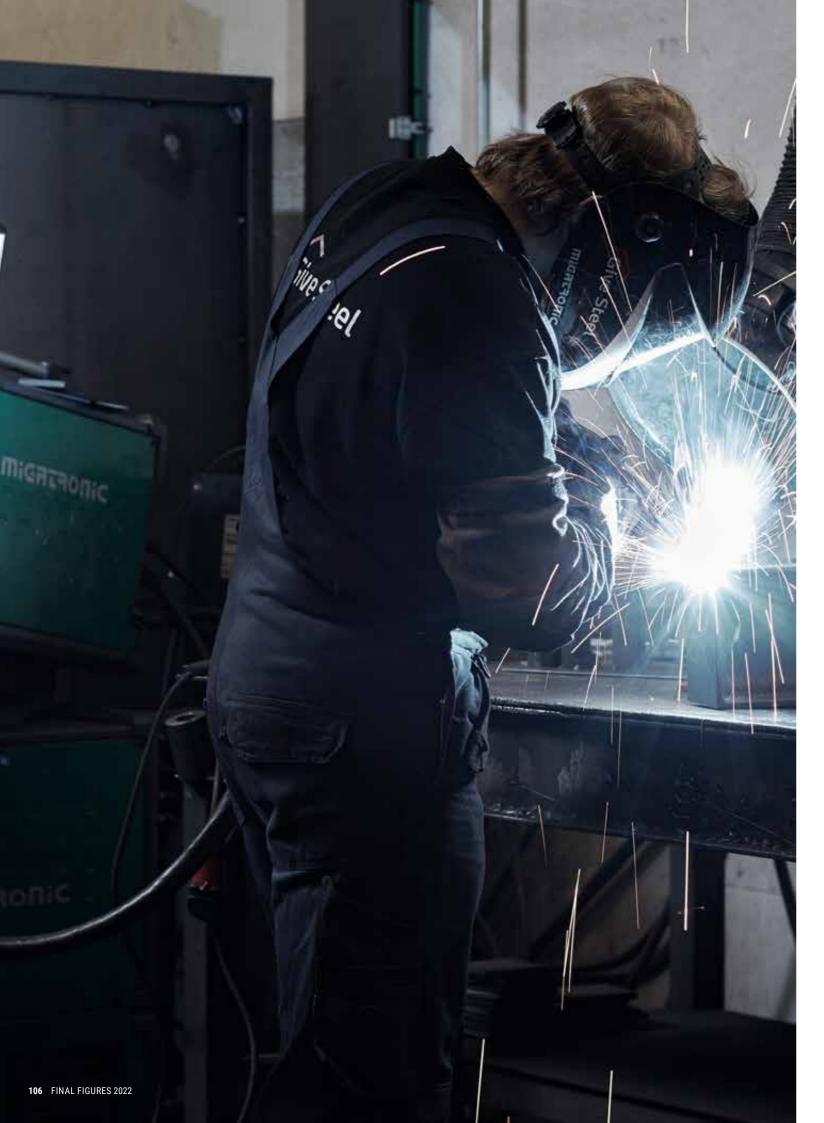
the kind of interest that would, in the long term, be able to increase the number of female apprentice smiths at our company. Our due diligence for gender diversity in the industry will be prepared in 2023.

••		
Kitchen	100%	
Offices	100%	
Automised processes	33%	
IT Support	0%	
Smiths	0%	
Surface treatment operatives	0%	
Warehouse	66%	





Marie, Apprentice Warehouse and logistics operative





CSRD-ESRS S3: AFFECTED COMMUNITIES - TRAINING Another teaching trailer - now with robot technology

Our mobile welding trailer is very much in demand. Therefore, in 2022, Give Steel invested in another fully equipped trailer for training young people on the fringes of society.

Migatronic has supplied the welding gear and all hardware for the new teaching trailer, which contains a total of eight welding booths. The trailer is equipped with welding gear, angle grinders, safety equipment, personal protective equipment and spot suction fumes extraction.

Robot technology

The new welding trailer has also had a CoWelder welding robot installed, which the students can learn to program for general daily production.

The CoWelder Robot from Migatronic is one of the simplest automated welding robots currently available to the market. Therefore, with simple instructions and relatively little knowledge about welding, you can use the robot to perform a successful weld without even getting your hands dirty!

The purpose of the welding trailer is to meet young people at eye level and inspire them to pursue a qualification as metalworkers. We meet them at locations like basic education and training schools (FGU), continuation schools, job fairs and via the many AMU courses we host in Danish prisons.

Through 2022, 458 young people from the fringes of the labour market visited our welding trailer - but there is much

- more demand even than this! Now that we have two welding trailers, we can have a logistical presence in two places at once.
- In January 2023, we had booked a total of 25 AMU courses in collaboration with the correctional service, which ensures welding training for a total of 225 inmates. This makes Give Steel the largest privately owned company to be engaged in a private-public sector cooperation when it comes to training people from the fringes of the labour market.
- The two welding trailers are supplemented with offers of factory visits, to primary schools and basic education and training schools (FGU) so that they can familiarise themselves with the many business opportunities that a company like ours has to offer; not just for blacksmiths, but also for mechanics, electricians, buyers, warehouse workers, canteen staff and many other vocational courses.
- We would like to thank all our suppliers for contributing to our new welding trailer, including:
- FL-Teknik Aps Trailer construction
- Skjern Skilte Aps External cladding
- Moldow A/S Ventilation and extraction
- Migatronic A/S Welding gear

Our mobile welding trailers are made available to institutions, municipalities, prisons and other locations that are interested in presenting the metalworking profession and as a source of inspiration to take up a qualification. We provide both trailer and teacher. Each event is customised to your requirements.

CSRD-ESRS S3: AFFECTED COMMUNITIES - TRAINING The welding trailers

A private partnership with the Public Sector

We use our mobile welding trailer to provide all forms of public-private collaborations. Examples include our AMU courses that give prison inmates a meaningful way of serving their sentences, reduce recidivism and provide new future opportunities.

Its main purpose is to create interest in the metalworking profession. Give Steel's welding trailer is a physical manifestation of our desire to embrace our social responsibility. A practical but simple welding course allows us to see

people "growing", and every time we motivate someone to take up an education, we make a difference to that person's life.

Motivated towards an education

Evaluations show that the majority of welding trailer course participants feel motivated after the course to take up an education - and that most of them find the course relevant in relation to future career choices or opt-outs.

The whole concept behind the welding trailer is: To serve as motivation to take up an education because we believe that education means a better career and that a job gives people a sense of identity and a better standpoint for life.

The welding trailer is not only a place where people learn to weld. It is a place where you are accepted as a human being. We find that the way we accept our course participants for who they are helps them to grow because they are met with trust and as equals. They may experience praise and recognition; perhaps for the first time in a long time.

It brings magic to people who are challenged or unresolved and in people who have not previously been seen, heard or taken seriously. The course certificate that the course participant receives after completing the course is often the only diploma he or she has ever received. It's more than just a piece of paper! It is a form of recognition of their good work and a boost to their self-confidence.

I had no plans for this course, but it ended up getting me right back up on my feet. The course certificate opened doors to some new opportunities that could help me to put crime behind me. I am currently employed by Give Steel and have just signed an apprenticeship contract to train as a blacksmith. Taking the course has meant everything to me. It has made me want to achieve more; to get a job and a gualification."

Nikolaj



I took the course as a way of upgrading my skills and to bring a little variety to my daily life. It ended up being a positive experience and it awoke my interest in Give Steel. I then sent them an unsolicited application; and after a visit and a chat, they took me on as an apprentice - not as a blacksmith but as a surface finisher. I have got off to a fresh start."

Jesper

CSRD - ESRS S3: AFFECTED COMMUNITIES - TRAINING

Quality training



In 2020, GS Academy became part of a compulsory third semester programme at VIA University College. GS Academy has currently grown to encompass partnerships with the following educational institutions:

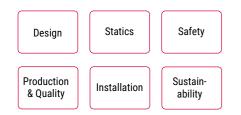
- VIA Horsens; Engineers
- VIA Aarhus; Construction Designers
- VIA Holstebro
- · Aarhus University; Institute of construction and building design
- VIA university Aarhus; Architectural tech and construction management
- SDU Civil engineering, University of Southern Denmark, Odense
- The School of Engineering in Aarhus

The vision

Our vision in GS Academy is to improve the practical competences in steel structures of the next generation of newly-qualified builders and engineers.

The courses are adapted to the individual university to ensure that what we teach is as targeted as possible. We usually teach both in a plenary session and on a construction site.

The university can adapt their own teaching programme, based on the following teaching modules:



Courses held at GS Academy in Courses 2022

Total in 2022:	10	
Aarhus University	2	
VIA Holstebro:	2	
VIA Aarhus:	1	
VIA Horsens:	5	



Apprentices: Authorisations, gualified and completed

quannea ana completea		
Smiths	40	
Automation engineers	3	
Nutritional assistants	2	
Purchasing trainee	1	
Warehouse/logistics trainee	3	
Financial trainee	1	
Surface treatment operative	3	
Production trainees	0	
Office trainees	2	
IT support trainees	1	
Apprentices, Total 2022	29	

Apprentices, qualified:

Smiths	8	
Apprentices, ongoing:		
Smiths	10	
Warehouse/logistics trainee	0	
Purchasing trainee	1	
Financial trainee	0	

Apprentices, completed:

Smiths	7	
Automation engineers	0	
Purchasing trainee	0	
Financial trainee	0	

Learn Danish 2022

FVU start, stage 1 9

Quality education Activities 2022 4 QUALITY EDUCATION

Courses conducted in Welding Trailer 2022

Visits to schools and job centres	Number	Municipality
Nøvlingskov Continuation School	26	Herning
FGU Lolland	32	Lolland
Hedensted Municipality	181	Hedensted
FGU Kolding & Vejen	28	Kolding
FGU Middelfart	26	Middelfart
FGU Holstebro, Skive, Struer	16	Holstebro, Skive and Struer
FGU triangle region of Denmark	26	Fredericia, Middelfart and Billund

Sønder Omme Prison 25 Kragskovshede Prison 19 Enner Mark Prison 17 Møgelkær Prison 19 Renbæk Prison 18 Horserød Prison 8 Nørre Snede Open Prison 17

Total visitors 2022 458

Courses	Numbe
IT course	21
GS ACADEMY	10

Billund Frederikshavn Horsens Hedensted Tønder Helsingør Ikast-Brande

Municipality

Herning

Lolland

CSRD-ESRS S3: AFFECTED COMMUNITIES – SPONSORSHIPS

Sponsorship strategy and local footprints that make a difference

Give Steel sponsors both small and large projects, promising sports talents, team sports and local clubs and associations with dreams big and small. We want to leave a positive footprint in the local communities where we have a presence and to contribute in the form of smaller sponsorships where they are often of decisive importance.

At Give Steel, we see ourselves as an important part of the local community in Brande and the surrounding area as many of our employees are from our local area or have moved here. Not everything is just about work at our company.

It is important to thrive and have a sense of belonging, both at work and in our leisure time. Local activity offers are an important factor in ensuring unity and a quality everyday life for children, young people and the elderly. This is why we support charitable causes and the keen volunteers behind them. We are happy to be able to contribute with the knowledge that we thereby indirectly support our own and our neighbours' children and young people; and thus our future employees, customers and business partners.

In the world of sports, Give Steel is using sponsorships to help ensure that young talents have the very best conditions to be able to take care of their training, buy the equipment they need and participate in competitions at home and abroad. Becoming the best in your field requires dedication and hard work if you are to develop and improve your results; and this is something to which we, as a company, can also nod in recognition. Good results can only get better if we practice and learn from our experiences along the way.

For international sponsorships, read the section on global goal 16.

Frederik Vesti: From the dreams of a young local

With a strong personal team behind him and a team change back to legendary Prema Racing, everything is now in place for Vesti to go after the 2023 F2 championship. "I know what is at stake. 2023 will be an all or nothing season. I am aiming for F1, so I know what I have to achieve. This championship will be decisive for my future."

boy to global success

The 2022 season had a dream ending. With an F1 test for Mercedes AMG F1 in Lewis Hamilton's race car in Abu Dhabi, Vesti now stands stronger than ever.

"Abu Dhabi was my dream. The first lap left me speechless. The decelerations were so extreme that I almost couldn't believe what was happening! My head was almost bursting with information overload and impressions! You have to convert and absorb everything into your body. Your reaction time is greatly reduced due to the overload that hits you when taking fast corners at 260 km/h. Braking distances of less than 100 metres into a turn at speeds of over 300 km/h is completely insane. Everything about that car defies belief. But I will never forget the braking power and the violent G forces" says Frederik Vesti, with a big smile on his face.



CSRD-ESRS S3: AFFECTED COMMUNITIES – SPONSORSHIPS

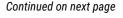
Give Steel on the sidelines in Abu Dhabi

"The test drive in Abu Dhabi was great, but on a personal level there was something else that I found rather moving; receiving visits from my sponsors. Standing with Give Steel's owner, Torben Larsen, at my side and sharing these days with him made me very proud and happy. Being able to pay something back for all the goodwill and trust that has been shown to me was a good feeling."

Frederik Vesti bets big

Jeddah Corniche Circuit. The world's fastest street track with an average speed of 252 km/h. Probably the most difficult track on this year's F2 (and F1) calendar. This is where Vesti won the biggest victory of his life. The first weekend of the year in Bahrain, which unfortunately did not live up to expectations, was all but forgotten.

"Winning your first feature race - the so-called main race on the F2 calendar - is the biggest thing that can happen to a driver like me! I would put money on this being the first of several major wins this year."





Frederik Vesti continued...

The experts talked about Vesti's tactical superiority and his cool overview on a course where his competitors made poor decisions and were pressured into making mistakes by Vesti – and some of them ended up crashing. Vesti was in harmony with his car and his team this weekend. Only a few hours after the podium ceremony and press conference in Jeddah, Vesti got on a plane to Melbourne and the next race on the calendar at Albert Park,

a track that was untested and unexplored by the F2 field, which for the first time ever this weekend had to try its best on a course that is well known for drama. This time was no exception and the qualifying race was chaos on a wet and rainy track.

Man, machine and team in harmony

The feature race, with many points at stake, became a display of Vesti's talents similar to what was last seen in Jeddah; a harmony of man, machine and team, with a well-considered and well-executed strategy. Good and bad luck are also part of the package. Vesti's driving as the fastest man of the day, however, showed considerable ability, including by overtaking at turn 13 (where overtaking is otherwise very rare!) and that he has really taken matters into his own hands. Vesti raced from a start position at P13 to finish as P4.

"Finishing as P4 is pretty good, even if it's only fourth place. It just wasn't in the cards that I would be able to pull it off. Sometimes something good can come out of all the odds seeming to be against you. My poor qualification time gave me the opportunity to show that I can turn something bad into something really good" smiles Vesti.

Consistency and mental strength

With a second and fourth place in Baku and, most recently, his crowning achievement; a historic pole position and victory in Monaco, and a victory in Barcelona, Vesti is now the leading man in the F2 championship. This is something of a starting point for the next four races in Europe, which start at the Red Bull Ring at the end of June 2023.

"Things are going great for me this year! Really. Prema, my personal team and myself; we are all growing and developing together every day; and we are good at sharing adversity as well as the great victories. This is enormously uplifting and makes you strong."

Focus and development in 2023

With 14 race weekends and a total of 28 races in 2023, Vesti's programme is not just tightly packed. For several months there are three races in a row. This takes a toll, but there is still plenty of room for other things, which are of course all associated with racing! Vesti spends a lot of time with his team in Italy, in the simulator and in preparation for each race. The few days between races are spent in the UK in the backyard of Mercedes' HQ. Here, Vesti is an important piece of the puzzle as their preferred simulator driver and safe racing support for none other than the F1 team's two star drivers: George Russell and Lewis Hamilton.

"I love the challenge and all that I'm learning while doing my job, which hopefully gives valuable input to the team and the two drivers. If I can make myself indispensable – if I can win F2 – then I imagine that it will be hard not to give me a permanent seat in F1 in 2023, or in 2024 at the latest. There has to be a vacant seat. That is the first thing. Then, it's all about timing and creating your so-called luck," concludes an expectant Vesti.

Frederik Vesti is aiming for Formula 1 Give Steel is backing him all the way

Give Steel sponsors many local charities. We are happy to contribute to a healthy and well-functioning society, where there is room to make your dreams come true, even when you dream big...

Our collaboration with Frederik Vesti came about in 2017 from the desire to support a local young sports talent who, at the time, was dreaming big dreams in Southern Jutland.

Dedication and hard work led to results and dreams can become reality. We are impressed by Frederik's indomitable will and determination, which now, six years later, has brought him closer to his goal than ever. He serves as proof that what may seem impossible can actually become possible, if you want it to.

CSRD-ESRS S3: AFFECTED COMMUNITIES - SPONSORSHIPS Team Give Steel-2M Cycling Elite



2022 saw Give Steel became the main sponsor of Danish cycling's new U23 team. The new Give Steel 2M Cycling Elite talent team will drive Denmark's cycling talent development to a new level. The team races in Denmark's A class, Danish cycling's own première league.

These very young 18-19 year old cyclists give up many things when they choose to cycle at elite level. When the friends go out into town, a cyclist heads out to train. Why? Because they are passionate about their sport and because their dreams and ambitions are so big that they cannot let them go.

Give Steel wants to create the best conditions for this talent development team and each individual rider. We look forward to following the lads on their road to the finish line.





Photo: From left, sports director and partner Martin Flindt Møller with Torben Larsen, Give Steel

Examples of our other sponsorships



Hatting-Torsted Football Club



Rune and Celina Arndal, BMX



All In Racing, BMX team



Rasmus Bramsen, Elite archer

CSRD-ESRS S4: CONSUMERS AND END USERS

GROW and its social vision

Give Steel's CEO, Torben Larsen, has taken the initiative to establish GROW, a nationwide association of companies that embrace social responsibility.

With GROW, we want to leave a positive mark on people's lives. We want to train and challenge our employees to become better professionals and better people.

Social mission

GROW aims to educate, challenge and develop people to become stronger, both personally and professionally. We are constantly discovering and developing new ways of taking social responsibility that contribute to the life of the individual and to society in general and we want to inspire other companies to do the same.

The essence

It is important for us to contribute to society by educating and developing young people. We want to leave a positive mark on their lives and in the local communities where we are present.

How we do this

We recognise that people are different and have different needs. When our employees come to us, they are met with trust and good workmanship.

We develop people by building their competencies and giving them a confidence in themselves that will benefit them for the rest of their lives.

The social strategy

We want to continue to strengthen, develop and measure our social bottom line.

Our goal

In general, we believe that meaningful work and personal trust allows people to develop. Training apprentices is often considered difficult, especially if the young people are particularly challenged. It may indeed be difficult - but helping a fellow human being towards a more positive direction and a better life is all worth it.

GROW is a group of companies that have adopted a common stance with regard to their social bottom lines. GROW aims to contribute to society by giving young people and other people with special needs a second chance in life; a chance of an education, a job, and a good and long-lasting career that is based on self-confidence and self-esteem.

Our challenge

is to inspire other companies to strengthen their social responsibility, to show that just giving young people a job can transform their lives in a more positive direction. We want to show that it always pays to work on a basis of the social bottom line - for the company and for society in general. Social responsibility makes a difference, also for the company's reputation, both as supplier and employer. The effect is clear. We attract the best workforce because we focus on professional and personal development and treat our employees with empathy and respect.

GROW

We are now turning this challenge into an active project through our GROW initiative. We want to make 45,000 young people who are currently on the fringes of the labour market into a valuable part of the workforce.

Our GROW initiative aims to inspire companies to work with the social bottom line to benefit people, the company and Denmark's workforce. GROW is a network of companies who embrace social responsibility. We make a difference for socially challenged young people and other people on the fringes of the labour market by meeting them with trust and giving them a decent job.

GROW is a nationwide non-profit association of companies, which was established in 2022 by Torben Larsen, CEO and co-owner of Give Steel A/S.

Is your company socially sustainable?

Would you like to help 45,000 young people who are on the fringes of the labour market to become a valuable part of the workforce?

Our GROW initiative aims to inspire companies to work with the social bottom line to benefit people, the company and Denmark's workforce. We make a difference for socially challenged young people on the fringes of the labour market by meeting them with trust and giving them a decent job.

CSR related recruitments allow us to make a difference to people's lives while also increasing Denmark's workforce.

Do you want to calculate your social bottom line?

Do you want to make a difference to people's lives and increase Denmark's workforce?

Join GROW and become part of our association. It costs nothing to join.

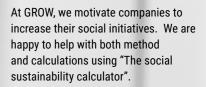
Find out more at wegrowpeople.dk



The advantages of GROW

- · Companies can document their CSR endeavours in "The social sustainability calculator".
- · The social sustainability calculator helps companies to work with focus on the social bottom line.
- Increasing your social capital means an increased workforce for your own industry and for Denmark as a whole
- · The companies are able to gain a strong and documented social profile within social sustainability.
- As a network, we can inspire other companies to embrace social responsibility and help to make a difference to people's lives.

www.wegrowpeople.dk



Benny Christensen, Head of GROW

Simon seized the opportunity he was given

"I never thought that I would become a smith. I gave it a shot and now I absolutely love it. It is great to be able to develop within a profession and experience the feeling of getting better and better at it. I will be a fully-qualified blacksmith in early 2026. I am in no doubt about that."

Apprentice blacksmith



Jakob's new working day is full of interesting challenges

After some tough years where things were going nowhere, I was given a new chance and the opportunity of an apprenticeship. I have now completed the first main course component and I feel that I have landed in a good place.
The apprentice workshop at Give Steel is a place of good workshop humour, mutual respect and the space to be who you are. I will qualify as a blacksmith on 16 January 2026."

Apprentice blacksmith



His apprenticeship is helping Benjamin to deal with his anxiety

⁴⁴My anxiety has previously prevented me from completing my education. At Give Steel, I have been challenged, supported and understood. This has given me the courage and spirit to get to my goal of becoming a blacksmith. I am well on my way."

Apprentice blacksmith



DANISH CHAMPIONSHIP Marie won silver in the Danish championships for warehouse apprentices

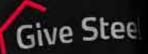
Even though I am pretty tiny in size, I love driving big machines and manoeuvring huge steel elements.
 Despite personal challenges, I have found the support to find a balance and take up an education."

Apprentice, Warehouse and logistics operative

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We mean it when we say that "We grow people".



Everybody wants to succeed. And I really mean everybody.
 In this context, the support you receive as you strive towards your end goal can be absolutely decisive. We accompany our apprentices until they have got their journeyman's certificate."

Henriette Leth, CSR advisor

Tive ? el



Give Ste L



Community during the working day

This sense of community among our youngsters is essential to ensuring the well-being of each apprentice. This encourages motivation and the desire to be part of the team.



"It is important that these young people feel that they are a part of something, that they have something to get out of bed for and that makes them feel that they are an important part of the company."

> Kristian Eliseholm, Foreman – apprentices

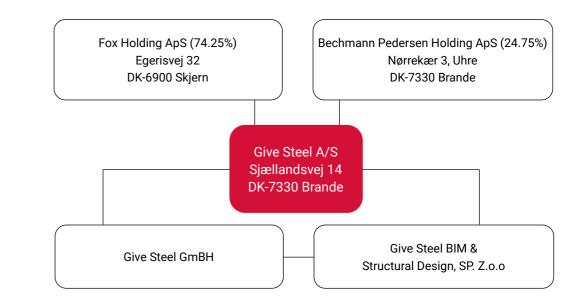




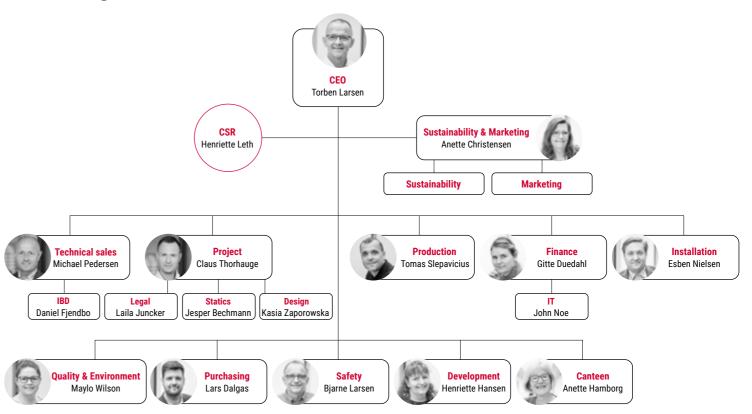


Ethics, leadership, decision-making processes and reporting

Ownership structure



Organisation 2022



Give Steel's board

4 board meetings during 2022: 28/2, 28/5, 29/8, 29/11 – no absentees





Torben Larsen Owner-manager, CEO Founder of GROW

Management **Operational management** Production **Business development**

Board member

Since 2003

Board chairman Board member since 2003



Teil Bechmann Owner, investor

Management Sales Board work Strategy and development



Digitalisation Internationalisation Marketing Sales/sales management

Board member since 2020

Board member since 2020

Birgitte Bülow

Marketing

Finance

Strategic competences

Internationalisation

Organisation/HR

Over 30 years of experience with steel production have taught Torben a lot about steel and even more about people. He has dedicated his life to making a difference to people on the fringes of the labour market by giving them jobs and a chance at success. He is driven by his passion to make a difference to people's lives and to make today a better day than yesterday. Development is his mantra and, together with Teil Bechmann, he has developed Give Steel from just seven employees to the current workforce of 600 employees, 29,500 m² of production space and a capacity of 44,000 tons of steel structures each year.

Teil Bechmann is a former sales director at Give Steel and built the company from the ground together with his partner Torben Larsen. Teil currently owns 25% of the company and is an active board member and investor in several companies Teil is a qualified engineer who is passionate about relationship-based sales where he draws on a huge network of contractors and builders. He is still active in sales and therefore has his finger on the pulse in relation to the company's development.

In her position at the crosssection between sales, marketing and business development, Charlotte has been responsible for development projects, from initial idea to successful implementation. Charlotte uses her broad experience and extensive international network to help the boards of Danish export companies to make the right strategic choices in relation to international activities. She creates results through collaborative partners or her own teams abroad.

Birgitte has started her own business and gone from idea, to product, to professional organisation. She has succeeded in growth and new markets as well as selling her company to an international group. She therefore brings hands-on experience with strategy, business development, building strong brands, internationalisation and organisational development. Her background as a finance manager has also given her extensive experience in putting together effective reporting structures to support corporate overview and decision-making processes as well as cashflow management.



Management

Michael Pedersen Technical sales director Mobile phone: (+45) 5134 4218 mp@givesteel.com

> Gitte Duedahl Financial director ghd@givesteel.com

Esben Hjorth Nielsen Installation manager Mobile phone: (+45) 2894 9975 ehn@givesteel.com

Tomas Slepavicius Production manager Mobile phone: (+45) 3118 6547 tsl@givesteel.com

Maylo Wilson

Torben Larsen Owner and CEO Mobile phone: (+45) 4026 4453 tl@givesteel.com



Mobile phone: (+45) 6142 2767

Anette Christensen Chief Sustainability Officer, Marketing director Mobile phone: (+45) 6022 9394 ach@givesteel.com

> **Claus Thorhauge** Project director Mobile phone: (+45) 2680 6713 cth@givesteel.com

Teil Bechmann

tb@givesteel.com

Mobile phone: (+45) 3071 1218

Owner

Head of Quality and Environment Mobile phone: (+45) 3177 5885 mwi@givesteel.com

Kasia Niechoj-Zaporowska CEO Give Steel, BIM & Structural Design Direct: (+48) 669 449 558 knz@givesteel.com



Lars Dalgas Purchasing manager Mobile phone: (+45) 7640 6539 lad@givesteel.com

> Bjarne Larsen Head of security and maintenance Mobile phone: (+45) 2445 0620 bl@givesteel.com

G-Governance

Thematic overview: Ethics, leadership, decision-making processes and reporting

G-Governance	
G1 Business conduct	Gender diversity in management and boards
	Strategy
	Policies
	Political influence / GROW
	IT policy and cyber security
	Due diligence – management of negative impact
	Tax affairs
	Anti-corruption and bribery
	Political lobbying
	Internal controls, policies and Code of Conduct
	Whistle blower

Gender diversity at management level

Board roles	
CEO	Torben Larsen
Board chairman	Teil Bechmann Pedersen
Board member	Charlotte Bettina Nytoft
Board member	Birgitte Hetland Bülow
Auditor	Deloitte Statsautoriseret Revisionspartnerselskab

Diversity: 50% of the board are women

Management group – department	Name
CEO	Torben Larsen
CFO	Gitte Duedahl
Production	Tomas Slepavicius
Sales	Michael Pedersen
Project	Claus Thorhauge
Quality	Maylo Wilson
Operations	Bjarne Larsen
Purchasing	Lars Dalgas
Sustainability / Marketing	Anette Maria Christensen
BIM & Design	Kasia Niechoj-Zaporowska

Diversity: 40% of the management group are women

Board competences

	Tech	Sales	Export	Finance	Sustainability
Torben Larsen	х			x	
Teil Bechmann Pedersen	х	х			
Charlotte Bettina Nytoft		х	х		x
Birgitte Hetland Bülow		x		x	

Committee: Germany 2.0

	Tech	Sales	Export	Finance	Sustainability
Daniel Langballe Fjendbo	х	х	х	х	
Anette Maria Christensen		х			x
Charlotte Bettina Nytoft		x	х		X

GROW Task Force

	Social sustain- ability	Socio- economic models	Digital Marketing	Network	ESG	A private partnership with the Public Sector
Benny Christensen	х	х		х		x
Anette Maria Christensen	х		х	х	х	
Claus Marquardsen	х			х		
Gitte Kibæk			х	х		
Simon Dalager	х			x		x

CORPORATE STRATEGY Strategy and ambitions 2022

Mega structures

In recent years, Give Steel has invested massively in its production apparatus in Brande. Give Steel currently has one of the largest production capacities to be gathered at a single location in Northern Europe. This gives us a strong advantage on the international market and exciting opportunities to work on particularly large projects, the so-called mega structures. We are strong in Europe with a large production capacity and our strong references, including Fehmarn and our other large projects within logistics, data centres and industrial buildings in Nordic countries such as Sweden and Norway. Germany also offers some great opportunities within mega structures, often related to DGNB.

DGNB builds

In 2022, Give Steel delivered its first social partnership agreement for a DGNB building in Copenhagen's Nordhavn docklands. Social DGNB points are an "add on" that Give Steel can offer our customers who build sustainably. We also offer GSY Green® with the market's highest scrap percentage, which is another strong asset we can bring into play as the number of DGNB builds increases.

Taxonomy compliance and EU requirements

Climate: In addition to our strong social profile, which can be exchanged for DGNB points for the builder, Give Steel has distinguished itself as a frontrunner in climate. Being first with EPDs and climate accounting has given an advantage and the opportunity to work further towards our fulfilment of EU taxonomy and EU directives like CSRD and CSDDD. In the years that lie ahead, we will need to exchange this advantage to achieve specific advantages for our contractors and developers. We know that sustainability reporting makes a difference to big projects - and this must help to make Give Steel the preferred supplier on the international market.

Social sustainability

With GROW's social sustainability calculator, we have developed a powerful tool for social sustainability reporting at company level. Our ambition is to inspire more companies to hire young people from the fringes of the labour market. Social reporting is a continued area of development at Give Steel, also at project level. With a Danish government that has focused on the 44,000 young people outside the labour market and an increasing interest in social reporting at project level, we are working to make social reporting the norm, not just in the construction industry, but throughout Denmark. We may well face a challenge when it comes to recruiting enough smiths, so we have opened up a large number of other apprenticeships in the company.

Strategy execution 2022

Turnover Mega structures 2022	DKK 531,500,000	
Mega structures turnover percentage of total 2022 turnover	45%	

CORPORATE STRATEGY

Next stop: CSRD and taxonomy compliance

Give Steel A/S will be taxonomy compliant as required by 2026, but our work towards taxonomy compliance already started at the end of 2022. The first requests for data by major developers and customers arrived at the beginning of

Objectives on three bottom lines





•

Social:

Governance:

maintained



2023 so 2023 will be a year when we focus on the preparation of the documentation we require in relation to taxonomy compliance.

Environment: Climate objectives cf. Science Based Target initiative (SBTi):

42% CO₂-reduction before 2033,

• CO, neutral by 2050 – at least 90% reduction in

emissions and 10% climate compensation

• 37% of purchased steel must be fossil-free in 2035

Doubling of the social bottom line, at least DKK 25 million in 2030 according to "The social sustainability calculator". First milestone DKK 15 million

Gender diversity at management and board level must be Target for gender distribution among trainees and

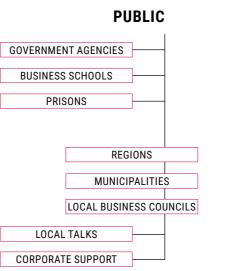
apprentices: at least 30% women.

CORPORATE STRATEGY

CSRD and taxonomy compliance

Policies	Theme	Established	Policy currently being drafted	Documentation
General policies	Alcohol and stimulants policy Good conduct policy Code of Conduct Dress code Personal data GDPR policy Recruitment policy – gender diversity Smoking policy Policy for employees who leave the company Hygiene policy Illness and Absence Irresponsible driving Corporate vehicles policy	X X X X X X X X X X X X X X X		Due diligence
E for environment	Climate account – scope 1, 2 and 3 Waste policy (being drafted in 2023) Steel sand recycling Hazardous waste Reduction plan Pollution/hazardous waste policy Biodiversity and ecosystems policy	x x	x x x	Due diligence Due diligence
S for Social	CSR strategy Diversity policy Purchasing policy, including human rights, social minimum guarantees / CSRD Corporate social responsibility policy Senior policy Education policy White Paper GS Academy Anti-slavery and human trafficking – human rights policy Staff handbook – sickness absence policy Health and safety policy Sexual harassment policy	x x x x x x	x x x x x x x	Due diligence Due diligence Due diligence
G for Governance	Whistle-blower Press policy IT security policy Code of Conduct – supplier Gender diversity at management level and on the board Minutes of 2022 board meetings Salary differential between CEO and average employee Personal data policy Anti-corruption policy Fair competition policy Purchasing policy Tax policy	x x x x x x	To be updated in 2023 x x x x x x	Due diligence

GOVERNANCE: POLITICAL INFLUENCE AND LOBBYING GROW seeks political influence



In GROW, a large part of 2022 was spent creating "The social sustainability calculator", which has subsequently been presented to companies and business organisations. The calculator was also presented to the National Board of Health and Welfare and the Danish Business Authority, which showed great interest. The calculator, which is intended to enable companies to document their social endeavours, also proved to be of high value in light of new EU ESG reporting requirements. There has also been considerable interest from municipalities.

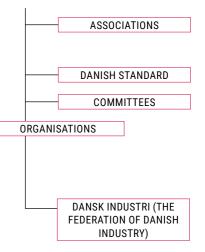
We wrote to almost all business organisations at the end of the year and most responded positively. Most inquiries have led to further contact and a number of talks presented by Torben Larsen throughout Denmark.

Our many dialogues in 2022 have led to the conclusion of a large number of agreements in 2023. We can now state that "The social sustainability calculator" has opened up for far more possibilities than we first imagined. It is our hope that the increased documentation of corporate social responsibility will inspire companies to recruit more people who are currently on the fringes of the labour market and thus give 44,000 young people a new future. It is going to be a long haul, but we are already off to a good start.

> Benny Christensen, Head of GROW



PRIVATE





GOVERNANCE: POLITICAL INFLUENCE AND LOBBYING

Memberships, partners and associations

- ECCS: European Convention for **Constructural Steelwork**
- Dansk Industri (the Federation of Danish Industry)
- DI, Lærlingenetværk (Apprentices network)
- Lederalliancen (the Danish Management Alliance)
- Development of partnerships between companies and municipalities
- Municipal HR network
- Danish in the workplace

Give Steel is represented in the networks and organisations where we can find new inspiration and also inspire others.





- Byggeriets Samfundsansvar (the Danish Association for Responsible Construction)
- GROW
- Cabi
- CSR.dk
- Industriens Uddannelser (Industrial Qualifications)
- High:Five
- DGNB Germany
- Local sponsorships
- · Formula 2: Racing car driver Frederik Vesti

Main export markets 2022

Germany, Sweden, Norway, Greenland, the Faeroe Islands and Iceland

All our steel structures are produced in Denmark

Keeping our production in Denmark allows us to maintain Danish jobs and secure safe and orderly working conditions.

Sites

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Give Steel's main export markets



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