

**NTF**

# ESG

**SUSTAINABILITY REPORT 2024/25**

April 1<sup>st</sup>. 2024 – March 31<sup>st</sup>. 2025.

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## CEO Statement

It is with great pleasure that we present our first ESG report, marking a significant milestone in our commitment to sustainability. This report reflects our proactive approach to addressing environmental and social issues while upholding high standards in corporate governance.

At NTF A/S, quality and precision are the cornerstones of our operations. We integrate sustainability into every aspect of our business model, continuously seeking innovative solutions and efficient processes to reduce our environmental impact. Our products are designed for durability, ensuring that we provide long-lasting value to our customers.

We recognize the challenges and risks associated with sustainability, particularly in terms of resource consumption and environmental consequences. As part of our commitment to a sustainable future, we actively identify and manage these challenges.

This ESG report serves as our initial assessment of our sustainability status and lays the groundwork for setting ambitious improvement goals. It will help us measure and communicate our progress in sustainability and identify opportunities for enhancement, ensuring we meet our commitments to stakeholders.

Additionally, we aim to provide our customers with clear information on CO<sub>2</sub> emissions related to our services, reinforcing our role in the value chain.

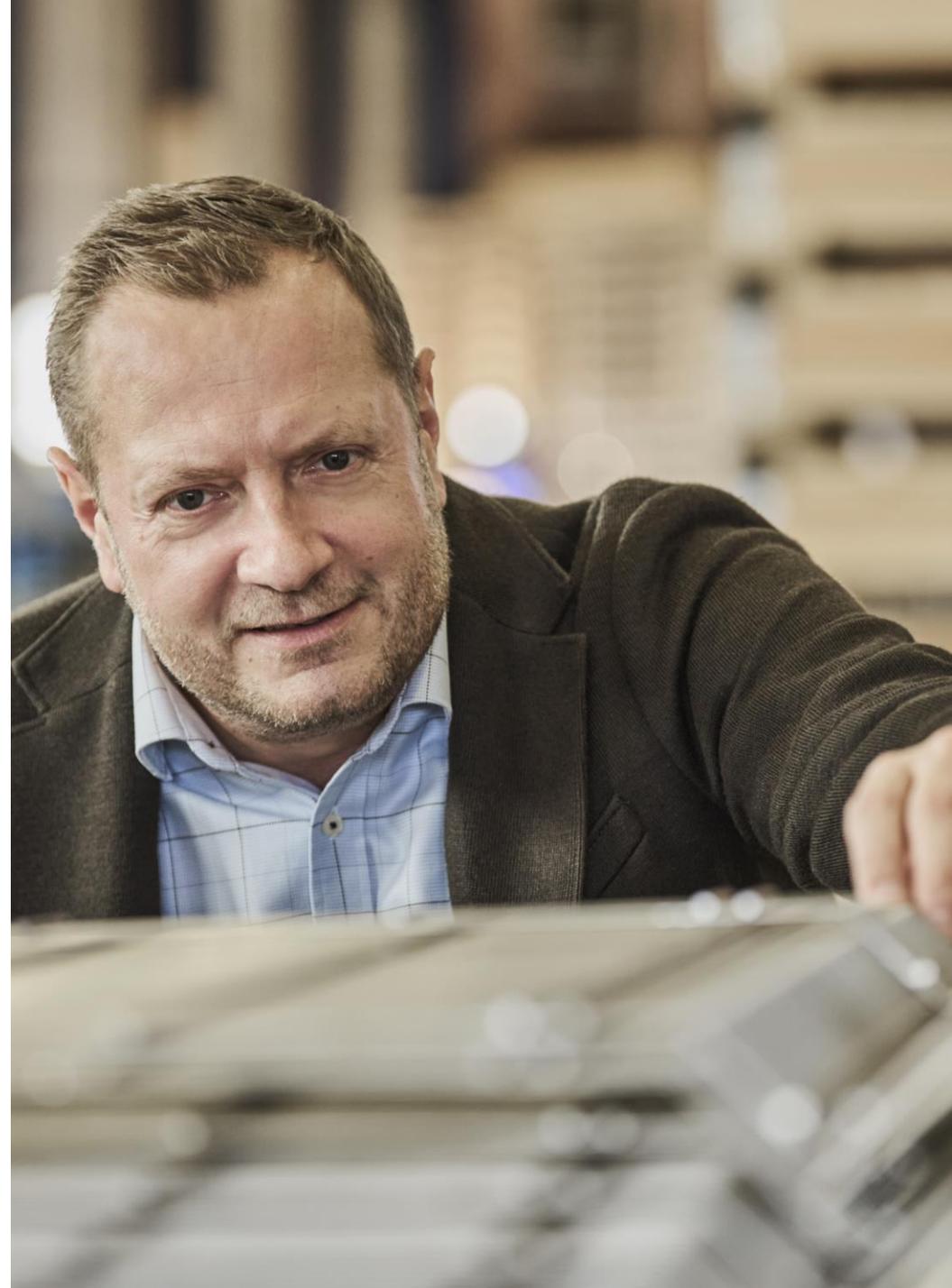
We trust this report provides a clear picture of our dedication to sustainability and our efforts to contribute to a better future for all.

Sincerely,

**Anders Bjørnstrup Bech**

CEO & Co-owner

**NTF**



<b>Fact Box: NTF A/S</b>	
Founded:	1995
Company Name:	NTF A/S
Address:	Hagensvej 17, 9530 Stoevring
Company Type:	Limited Company (A/S)
CVR:	18236001
Industry:	Nace code: 2899
	Branch code: 259900
	Manufacture of other special-purpose machinery
Balance Sheet Total:	20.731 Mio. DKK // 2.8 Mio. EUR
Employees:	26 FTE (Full Time Employees)
<b>Calculated Key Figures in Tons</b>	
Total CO <sub>2</sub> -e Emission:	1263,93
CO <sub>2</sub> -e per Employee:	48,61
CO <sub>2</sub> -e Intensity	28,88
CO <sub>2</sub> -e per m <sup>2</sup>	0,43

## About NTF A/S

“We pride ourselves on delivering the highest quality products to our customers. This commitment to quality starts within – it’s how we work together, build partnerships, and uphold our standards every day.”

With nearly 30 years of experience, NTF A/S specializes in hygienic design for the food and pharmaceutical industries. Our products, crafted exclusively from AISI 304 and AISI 316 stainless steel, ensure top-tier hygiene and safety.

Our evolution from local blacksmiths to industry leaders demonstrates our commitment to innovation and quality. We integrate customer-specific needs into our solutions using a blend of 90% standardized components and 10% customization, thereby ensuring reliability and addressing our partners' unique challenges.

Through our Partnership Program, we build long-lasting relationships, offering competitive pricing along with dedicated sales, marketing, and technical support.

Our team’s expertise is essential to our success, built on trust and professionalism. As we look to the future, we remain committed to meeting today’s challenges and continuously delivering effective, high-quality solutions.

## About our First Sustainability Report

This ESG report marks an important step toward mapping our current sustainability status. It will serve as a foundation for our future improvement goals and will help us measure and communicate our progress in sustainability.

The statement has been prepared in accordance with the Voluntary Sustainability Reporting Standard for Non-Listed SMEs (VSME), Extended Module.

We adhere to the GHG Protocol and have utilized the Climate Compass, a Danish industry framework for climate action, for structured data collection relevant to Scopes 1, 2, and 3.

Business Hub Northern Denmark has supported us by providing access to the Business Program “SME Green Competencies” (in Danish, SMV Grønne Kompetencer). This program offers customized training and skills development in sustainability topics and reporting.

This sustainability report presents the results of our baseline assessment for the financial year 2024/2025 and highlights the initiatives we aim to implement in the short and medium term to ensure a more sustainable future for both the company and our stakeholders.

# Double Materiality Assessment, Purpose and Insight

We have conducted a comprehensive Double Materiality Assessment (DMA) that forms the foundation of our sustainability initiatives. This assessment is crucial as it helps us understand the impact of environmental, social, and governance (ESG) factors, allowing us to prioritize our actions effectively and align them with our long-term sustainability goals.

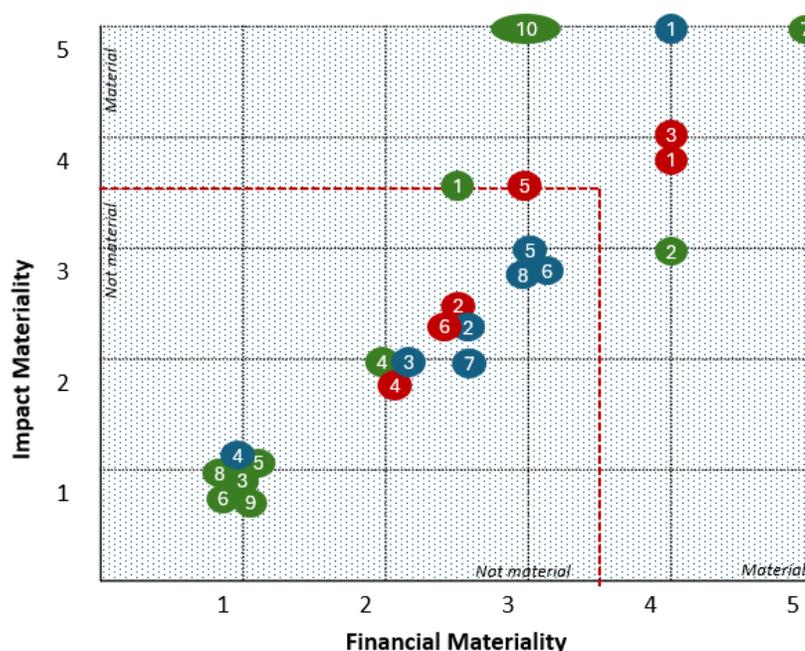
In accordance with the European Sustainability Reporting Standards (ESRS), we identified key material topics. These topics were rigorously evaluated and scored by the management team, who assessed the significance of various ESG issues based on their expertise and insights.

Our DMA is presented in the coordinate system below where ESG factors are evaluated based on both financial and impact materiality. Each point represents an ESG theme, with its location reflecting the extent of its impact on NTF and our surroundings. Only themes with a total score above 3.5 are classified as significant (=material) and highlighted in our analysis. The assessment is visualized in a grid of 25 cells, where both financial and impact materiality are rated from 1 to 5. A red dotted line marks the thresholds that exceed the significance criteria.

Our analysis incorporates stakeholder perspectives on essential areas, such as compliance and regulation, emissions control, supplier oversight, sustainability, and workforce management.

Table showing NTF Double Materiality Assessment

<b>E</b>	1	Product Resource Consumption
	2	Transportation
	3	Biodiversity & Ecosystems
	4	Climate Change & adaptation
	5	Sustainable Design
	6	Chemical Use
	7	Supplier Sustainability
	8	Water
	9	Waste
	10	Electricity & Gas (Emission Control)
<b>S</b>	1	Working Conditions / Own Workforce
	2	Product Responsibility
	3	Supplier Oversight
	4	Community Responsibility
	5	Customer Safety & Satisfaction
	6	Employee diversity & Inclusion
<b>G</b>	1	Compliance & Regulation
	2	Ethics & Integrity
	3	Transparent Reporting
	4	Board Practices
	5	Risk Management
	6	Integrity, anti-corruption & Bribery
	7	Supply Chain Management
	8	Product quality & Safety



*As we move forward, we are committed to intensifying our focus on energy consumption and supplier sustainability, among other key areas. Our objective is to uphold our sustainability goals and make a meaningful difference within our organization and the communities we serve.*

### Impact Materiality:

This refers to how a company's activities affect the environment and society (outside-in). It focuses on the social, environmental, and ethical consequences of the company's operations.

### Financial Materiality:

This concerns how the same activities impact the company's financial performance and value (inside-out). It assesses which ESG factors could have a direct influence on the company's financial results and value.

### A note on Not Material and Material:

While themes that are not scored as material are still important to us, we are in a better position to manage these areas effectively, allowing us to focus our resources on the material topics that most significantly impact our sustainability goals.

## Our Business Platform & Highlights from this report

26 skilled employees

Founded in Denmark in 1995

Total ton CO2-e emissions: 1.264  
Scope 1, 2 & 3

### Industries we serve:

- ✓ Food & Beverage
- ✓ Pharmaceutical
- ✓ Industrial Manufacturing

Installations in more than 33 countries

More than 1.000 installations or projects worldwide

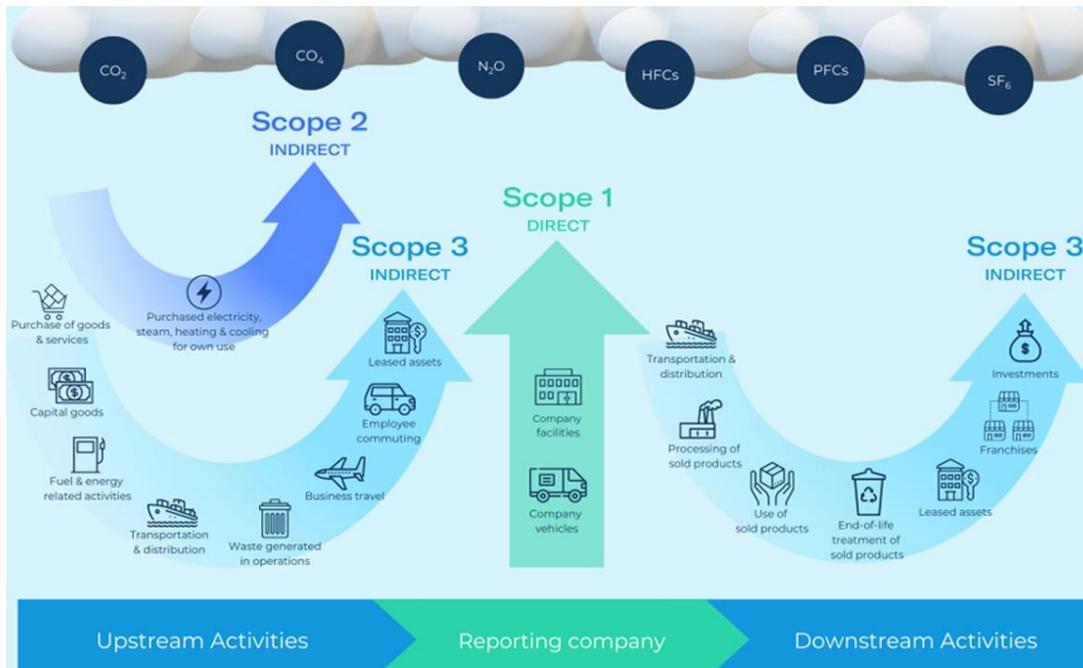
Our commitment to Sustainable Development Goals (SDG's) 3, 8 12 and 13 reflects our dedication to creating lasting positive impacts for our employees, the environment, and society.



## Environmental Impact, In Depth with E-Data

NTF's emissions in Scope 1 and Scope 2 account for 5% of our total greenhouse gas emissions (GHG), which primarily stem from electricity and heating at the company's location. Despite the low share of total GHG emissions, NTF considers Scope 1 and 2 emissions to be significant, as they arise from operational activities that we can directly influence.

Scope 3 represents 95% of total GHG emissions, primarily related to the procurement of materials and services as well as transportation to and from the company. Therefore, we will primarily focus on these two categories to minimize our Scope emissions.



**Table 1: Overview of the company's total CO<sub>2</sub>e emissions**

Scope	Ton CO <sub>2</sub> e	Share of emissions
Scope 1	46,3	4%
Scope 2 (Location-based)	11,6	1%
Scope 3	1.206,1	95%
Total (Location-based)	1.263,9	100%

### Aiming to Reduce Emissions in Scope 1 and 2

We are committed to reducing emissions in Scope 1 and 2 by investigating three key areas in the short term:

- ◆ **LED Lighting:** We will continue the installation of LED lighting in our production and administration facilities where it makes the most sense.
- ◆ **Heat Pumps:** We are exploring the implementation of electric heat pumps for heating production, storage, and administration, which is anticipated to lower our electricity consumption for heating.
- ◆ **Solar Panels:** We are looking into the possibility of installing solar panels on the roofs of our buildings to enhance our energy supply.

Additionally, we support the UN's Sustainable Development Goals (SDGs):

- ◆ **SDG 12, Responsible Consumption and Production,** is central to our operations as we aim to minimize waste and promote sustainable practices throughout our supply chain. We are dedicated to responsible resource management, ensuring that our production processes have a reduced environmental footprint.
- ◆ **SDG 13, Climate Action,** highlights our commitment to addressing climate change through proactive measures. We recognize the urgent need to implement strategies that reduce our carbon emissions and enhance our resilience to climate-related impacts.



## Environmental Impact and Areas of Action

At NTF, we acknowledge the critical importance of reducing our climate footprint. It is evident that we need to delve deeper into Scope 3 emissions, particularly in **Category 1: Procurement of Goods and Services**, which constitutes 89% of our total Scope 3 emissions.

SCOPE 3 CATEGORIES IN TONNES OF CO <sub>2</sub> e		
Category	Upstream	Downstream
1. Purchased goods and services	1.076,70	
2. Capital goods	13,81	
3. Fuel and Energy-Related Activities Not Included in Scope in 1 or Scope 2	9,26	
4. Upstream Transportation and Distribution	37,21	
5. Waste Generated in Operations	1,37	
6. Business Travel	0,26	
7. Employee Commuting		
8. Upstream Leased Assets		
9. Downstream Transportation and Distribution		67,49
10. Processing of sold products		
11. Use of Sold Products		
12. End-of-life Treatment of Sold Products		
13. Downstream Leased Assets		
Total CO <sub>2</sub> e emissions for upstream and for downstream (ton)	1.138,61	67,49
<b>Total CO<sub>2</sub>e emissions (ton)</b>		<b>1.206,10</b>

To address this significant area, our primary focus is on the large volume of stainless steel that we procure for manufacturing our products and solutions. As this material accounts for a substantial portion of our emissions, we aim to **initiate a dialogue with our top five stainless steel suppliers** in the short term.

By engaging with our suppliers and fostering collaboration, we aim to uncover new strategies for emission reductions and enhance the sustainability of our supply chain.

We want to:

- ◆ **Gain insight into the CO<sub>2</sub> emissions data our suppliers have on their deliveries to us**, so we can utilize higher quality and more precise data in our accounting. For example, do they have conducted Life Cycle Assessments (LCA) or specific data on the deliveries of stainless steel to us?
- ◆ **Engage in a dialogue with them about their thoughts and initiatives for reducing the CO<sub>2</sub> content in their deliveries to us.** This can help us find common solutions and promote sustainability in our supply chain.

Additionally, we wish to **explore the possibility of sourcing recycled stainless steel**, which can contribute to reducing our overall emissions footprint. Finally, it is also our ambition to **analyze our upstream and downstream transportation and distribution options** to optimize and reduce emissions.

We recognize that our work on ESG is new to us, and we have sought guidance to embark on this sustainability journey. With strong support from the institutions below, the journey has been swift and effective.

We are now moving forward with implementation. We are grateful for the assistance received during our transition towards new competencies. Thanks to Business Hub Jutland North for the funding from the SME Green Competencies program.



**Klimakompasset**

INDUSTRIENS FOND

**KLIMAKLAR**  
PRODUKTIVIRKSOMHED

# Social Key Figures, In Depth with S-Data



Respecting human rights is an integral part of our business practices. We actively strive to create a fair, equal, safe, and engaging work environment for all employees, including a strong commitment to human rights throughout our entire value chain.

Currently, women represent 15% of our organization. We value competencies over gender and promote an inclusive culture. However, we acknowledge that, rooted in the metal processing industry, we traditionally have a higher proportion of male employees.

**“While we have recorded one workplace accident, our goal and ambition remains to follow a zero incidents policy.”**

We are proud to report:

- ◆ Fortunately, we have had no work-related fatalities.
- ◆ We take pride in the high tenure of our employees, with 35% having over 10 years of experience. This reflects a strong level of job satisfaction among our workforce, and in general, our average tenure is 9.5 years in the company.
- ◆ Additionally, 46% of our employees are under 50 years old, reflecting a vibrant workforce.



- Focus Areas:**
- ✓ Our Culture
  - ✓ Employee Health & Safety
  - ✓ Customer Health & Safety



We have a proactive employee association that promotes well-being within our organization through various activities and celebrations. These initiatives foster a sense of community, enhance employee engagement, and contribute to a positive work environment.

In alignment with the UN's Sustainable Development Goals (SDGs), we emphasize the importance of:

- ◆ **SDG 3: Good Health and Well-Being:** We focus on ensuring the health and well-being of our employees. By fostering safe and healthy work environments, we enhance their quality of life, which in turn boosts productivity and job satisfaction.
- ◆ **SDG 8: Decent Work and Economic Growth:** Our mission aligns with providing fair employment opportunities and supporting economic development within our communities. We strive to create decent jobs that empower individuals and promote sustainable economic growth.

We are proud to report a commitment to low workplace accidents and long tenure among our employees—all key indicators of our dedication to maintaining a supportive work environment.

## Management System, In Depth with G-Data



### Initiatives for the Short Term

In our commitment to continuous improvement, we have identified three key initiatives:

- ◆ **Implementation of ISO 9001:** We aim to implement ISO 9001 to strengthen and maintain our high-quality management systems, ensuring that we continue to deliver excellent products and services to our customers.
- ◆ **Implementation of Supplier Code of Conduct:** We aim for an implementation of a Supplier Code of Conduct to ensure quality throughout the entire value chain, while also meeting social responsibility requirements.
- ◆ **Dialogue on CO<sub>2</sub> Impact:** We will engage in closer dialogue with our top five suppliers to gain insight into their CO<sub>2</sub> impact and explore solutions for reduction.

### G-Data Initiatives

- ◆ We build upon what already exists and functions effectively in our organization.
- ◆ Our comprehensive employee handbook is continuously updated to address emerging needs and to ensure that it remains relevant and effective.
- ◆ We continue our practice of converting holiday gifts for suppliers into donations and support for the Red Cross. We are pleased to create value and make a positive impact in this way.

### Board Composition and Practices

The company has maintained a board of directors for at least the past 20 years, which adds significant value to our governance structure. We recognize the importance of diversity and independence within the board. Currently, one out of four board members is external, while the remaining members, including our CEO, are investors. This composition strengthens our governance and promotes objectivity.

Responsible management and sound judgment are part of our DNA. With this sustainability report, we present a systematic approach to our actions and practices. Sustainability will now be a permanent item on our board meeting agenda.

We are committed to reporting on climate-related risks and opportunities, including annual sustainability reports that document our progress and results.

In alignment with the UN's Sustainable Development Goals, we focus on Goals 3, 8, 12, and 13. By integrating these goals into our governance framework, we reinforce our commitment to sustainability and accountability, positively impacting our employees, stakeholders, and the communities we serve.

We believe that these initiatives will strengthen our governance structure and ensure that we are advancing sustainability and responsibility in every aspect of our business.

## Appendix

To provide a clear overview of our ESG data, we present here a summary of the key figures for this report. The figures cover our environmental, social, and governance-related performances and are structured according to relevant disclosure points in the voluntary ESG standard for SMEs.

This data provides an accurate and transparent picture of our current status and lays the foundation for our ongoing work with sustainability and responsible business practices.

# Environment Baseline and Key Figures



CO <sub>2</sub> e-Emissions: Environment (B3)	Unit	2024/25	Comments	Reporting Practices
<b>Total CO<sub>2</sub>e-Emissions (Scope 1, 2 og 3) point 30</b>	<b>Ton CO<sub>2</sub>e</b>	<b>1.264</b>	<b>All measured in accordance with the GHG Protocol and Climate Compass.</b>	Climate Compass
CO <sub>2</sub> e-Emissions witin Scope 1 og Scope 2	Ton CO <sub>2</sub> e	58	Location-based (Environmental Deklaration)	Climate Compass
CO <sub>2</sub> e-Emissions witin Scope 1	Ton CO <sub>2</sub> e	46	Reflecting use of electric vehicles.	Climate Compass
CO <sub>2</sub> e-Emissions within Scope 2 (Energy Declaration)	Ton CO <sub>2</sub> e		Consumption adjusted for the purchase and sale of green certificates (market-based).	Climate Compass
CO <sub>2</sub> e-Emissions within Scope 2 (Environmental Declaration)	Ton CO <sub>2</sub> e	12	National average for energy mix. This has been applied.	Climate Compass
<b>CO<sub>2</sub>e-Emissions within Scope 3</b>	<b>Ton CO<sub>2</sub>e</b>	<b>1.206</b>		Climate Compass
1. Purchasing of Goods and Services	Ton CO <sub>2</sub> e	1.077	90% of all materials categorized as weight of actual material type. Services as "spent"	Actual & Monetary
2. Capital Goods/ Investment Activities	Ton CO <sub>2</sub> e	14		Monetary
3. Fuel Consumption and Energy-Related Activities	Ton CO <sub>2</sub> e	9	Actual Consumption	Actual
4. Transport and Distribution of Products to the Company	Ton CO <sub>2</sub> e	37	Assumption all transportation with diesel trucks	Monetary
5. Waste	Ton CO <sub>2</sub> e	1	Very limited waste. All sold for recycling.	Monetary
6. Business Travel	Ton CO <sub>2</sub> e	0	All costs are booked as travel as part of Scope 3, category 1	Monetary
7. Employee Commuting to and from Work/ Office	Ton CO <sub>2</sub> e		Not relevant, we need the right skilled people independent on where they are living.	
8. Leased/ Rented Assets	Ton CO <sub>2</sub> e		Not assessed as relevant.	
9. Transport and Distribution to Customers (Downstream)	Ton CO <sub>2</sub> e	67	Assumption all transportation with diesel trucks	Monetary
10. Processing of Sold Products (Downstream)	Ton CO <sub>2</sub> e		Not relevant. B2B Business	
11. Use of Sold Products (Downstream)	Ton CO <sub>2</sub> e		Not relevant. B2B Business	
12. Disposal / End-of-Life Treatment of Sold Products	Ton CO <sub>2</sub> e		Not relevant. B2B Business	
13. Leased Assets (Downstream)	Ton CO <sub>2</sub> e		Not relevant. B2B Business	
14. Franchises (Downstream)	Ton CO <sub>2</sub> e		Not relevant. B2B Business	
15. Investments (Downstream)	Ton CO <sub>2</sub> e		Not relevant. B2B Business	

Monetary = Spent =  
Monetary Measurement

# Environment Baseline and Key Figures



CO <sub>2</sub> e-Emissions: Environment (B3, B4, B5, B6, B7)	Unit	2024/25	Comments	Reporting Practices
<b>Key Figures: Balance</b>	Mio. DKK	20.731		Annual Report
CO <sub>2</sub> Intensity (Total CO <sub>2</sub> e Emissions relative to Net Revenue) Point 32	Ton CO <sub>2</sub> e	<b>29</b>	Per million DKK (Scopes 1, 2, and 3).	Climate Compass
CO <sub>2</sub> e per Employee	Ton CO <sub>2</sub> e	49	(Scopes 1, 2, and 3)	Climate Compass
CO <sub>2</sub> e per m <sup>2</sup>	Ton CO <sub>2</sub> e	0,4	(Scopes 1, 2, and 3)	Climate Compass
<b>Total Electricity</b>	MWh	<b>360</b>		Climate Compass
Electricity	MWh	141		Climate Compass
Fuels	MWh	219		Climate Compass
<b>Total Energy Consumption, Point 29</b>	MWh	<b>360</b>		Climate Compass
Energy Consumption: Fossil Sources	MWh	234		Climate Compass
Energy Consumption: Nuclear Sources	MWh	8		Climate Compass
Renewable Energy	MWh	118		Climate Compass
Share of Renewable Energy	Pct. (%)	33%	Renewable Energy Consumption relative to Total Energy Consumption	Calculated
Fuels (Diesel / Petrol)	Litre	1.900	Car Fleet. Only one car ½ year on Fuels.	Actual
<b>B4) Pollution of Air, Water, and Soil, Point 32</b>			Not relevant; no pollution, no PRTR, no ISO 14001.	Not relevant
<b>B5) Biodiversity, Point 34</b>			Not relevant. The company is not in or near biodiversity-sensitive areas.	Not relevant
<b>B6) Total Water Consumption (Water Extraction) Point 36</b>	m <sup>3</sup>	137		Actual
Water Consumption, Point 37 = Water Extraction – Water Discharge.			Practically = zero & excluded from the report. No "water stress" in DK	Not relevant
Water Intensity (Total Water Consumption relative to Net Revenue)	m <sup>3</sup> / Mio.		Not stated.	Not relevant
<b>B7) Resource Consumption, Circular Economy, and Waste Management. Point 38</b>				
Application of Circular Economy Principles. Point 37			Yes, Circular Principles are applied in the company	
Total Amount of Waste. Point 38a and 38b	Ton	19,4	All waste Sent for Recycling or Reuse.	Actual
Stainless Steel and Steel	Kg	13.999	All waste Sent for Recycling or Reuse.	Actual
Paper & cardboard	Kg	1.460	All waste Sent for Recycling or Reuse.	Actual
Household waste, sorted into different fractions	Kg	3.990	All waste Sent for Recycling or Reuse.	Actual
Waste Sent for Recycling or Reuse.	Pct. (%)	100%	See above.	Actual
Hazardous Waste - Cooling Water, Filters etc.	Kg	0	No Hazardous waste	Actual
Annual Mass Flow / Material Flow. Significant material: Steel. Point 38c			Value chain analysis prepared & used internally.	

# Social & Governance Baseline and Key Figures



CO2e-emissions : Social (B8, B9, B10, B11)	Unit	2024/25	Comments	Reporting Practices
<b>B8) Own workforce, Number of Employees</b> p. 39a	# FTE	26	All Employees are on contracts	Source: Virk.dk
Of which apprentices	# FTE	1		Actual
Part-time employees	# FTE	2	Employees in flexible jobs. One metalworker and one carpenter	Actual
Number of men registred in the organization p. 39b	# FTE	22		Actual
Number of women	# FTE	4	Registred in the organization p. 39b	Actual
Proportion of women in the organization	Pct.	15%		Calculated
Numbers of others/not registred	# FTE	0	in the organization p. 39b	Actual
<b>Employee Tenure</b>				
Employees with more than 10 years of tenure	Number	9	Equal 35% of employees been part of NTF for more than 10 years	
Average age of employees	Year	49	Average for total company	
<b>B9) Health &amp; Safety</b>				
Registered Workplace Accidents p. 41a	Number	1		Actual
Registered Workplace Accidents p. 41a	Frequency	7	Def. by the no. of work-related accidents per 100 FTE per year.	Calculated
Number of Work-Related Fatalities p. 41b	Number	0	Work-related injuries/accidents.	Actual
<b>B10) Compensation, Collective Agreements &amp; Training</b>				
Minimum Wage p 42a	Number	All	All employees are paid at least the minimum wage	Actual
Collective Agreement p 42c	Pct.	100%	Follows the DI agreement, all hourly-paid employees	Actual
Total hours on training	# hours	74	Apprentices not included	Actual
Ave. Training Hours per Employee p. 42d	# hours	2,8	Regardless of gender, total hours of training per employee	Calculated
<b>B11) Judgments &amp; Fines Related to Corruption and Bribery.</b>				
Board Established	Number	0	Point 43. No convictions/ fines for either corruption and/or bribery.	Actual
Board Composition (# of men/# of women/# of others)	Number	(4/0/0)	Composition of the board consisting of 100% men. One is external.	Actual
<b>B26) Policies We Follow</b>				
Work Environment Policy (Employee Handbook)		Yes	CoC is in place and including Environment and Safety issues.	Actual
Supplier code of conduct, SCoC			Target implemented in 2025/26.	
ISO 9001			Target implemented in 2025/26.	

## Thank you for reading along!

### **Guided by passion, backed by expertise**

At NTF, we are driven by a passion for delivering solutions that matter. With over 30 years of experience and a highly skilled team, we approach every project with precision and dedication.

Our commitment goes beyond delivering products – it's about building trust, fostering collaboration, and ensuring every solution is tailored to meet the highest standards of quality, safety, and hygiene.

We focus on understanding your needs and turning them into results you can rely on.

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