

MAKING MODERN LIVING POSSIBLE



Sustainability Report 2012



www.danfoss.com

Danfoss stepping up sustainability efforts



Niels B. Christiansen
President & CEO

Danfoss has a long-standing tradition for taking corporate social responsibility. Our products provide a solution to many global climate and energy challenges and they actively contribute to facilitating modern living in an increasingly globalized world characterized by urbanization and growing prosperity in the world's new, populous growth economies.

In 2002, Danfoss became a signatory to the ten principles of the UN Global Compact Initiative dealing with human rights, labor rights, the environment and anti-corruption. We continue to support the Global Compact, which governs our sustainability and social responsibility efforts. This is our Communication on Progress report to the UN on how our efforts have progressed.

Our achievements in 2012 included the implementation of ethical conduct training for all people managers and the development of a new anti-corruption program. We also worked out a new method of presenting the overall climate and energy footprint of our products in response to growing demand from our customers. We have also continued the momentum of our energy savings project which aims to optimize our own energy consumption at our 15 largest factories.

However, we want to do more. Therefore, we set out to draft a new sustainability strategy in 2012, intending to clarify priorities for our sustainability efforts based on the Group's strategic goals. Our sustainability strategy will anchor the Group's sustainability targets and priorities even more strongly in our business processes, constantly optimizing value creation for our customers, employees and the local communities we serve. We look forward to presenting our sustainability strategy in 2013.

ABOUT THE SUSTAINABILITY REPORTING

This sustainability report has been prepared in compliance with the principles of the UN Global Compact Initiative and describes Danfoss' policies, goals and efforts and the results of our work with human rights, labor rights, the environment and anti-corruption.

The report comprises all companies of the Danfoss Group in which Danfoss exercises control, excluding Sauer-Danfoss, which is listed on the New York Stock Exchange and as such presents its financial statements under US stock exchange rules.

Environmental and climate data is collected from Danfoss factories with more than 20 employees and whose volume of energy, raw materials, chemicals and waste exceeds 1% of the Group's total volumes. All factories irrespective of size contribute information about energy consumption and working environment, while companies with sales activities only do not contribute environmental data.

In addition to the sustainability report, Danfoss has since 2009 reported climate activities and greenhouse gas emissions to the Carbon Disclosure Project's Supply Chain program. Companies joining this program get a coherent overview of supply chain emissions. The report is available at www.danfoss.com.

For many years, the sustainability report was verified by an external third party. This year, Danfoss has opted not to have the sustainability report verified and has also opted not to report under the Global Reporting Initiative in addition to the sustainability report.

Danfoss believes that the sustainability report provides an accurate, true and fair view of the company's efforts in 2012.

Organization and management systems

This part of the report describes the Group's management approach and management systems implemented to ensure continual enhancement of and compliance with the Group's values and policies in respect of sustainability and corporate citizenship.

Distribution of roles and responsibilities

The distribution of roles and responsibilities in Danfoss' sustainability efforts is consistent with Danfoss' general governance and risk management principles, which prescribe a clear segregation of functions and mechanisms of checks and balances.

- Danfoss' Board of Directors and Executive Committee have overall responsibility and define the framework for Danfoss' sustainability efforts.
- Danfoss' Group Sustainability function is responsible for defining and implementing Danfoss' global strategy, corporate targets and activities for sustainability and corporate citizenship, including for drafting guidelines and instructions. The function is also responsible for reporting on sustainability and corporate citizenship.
- All people managers are responsible for ensuring that their departments are aware of and comply with Danfoss' rules and guidelines. In addition, all factory managers are responsible for environmental activities at the individual site, including for appointing an environmental compliance coordinator to perform environmental day-to-day tasks and participate in knowledge and experience sharing across the Group.
- All employees are responsible for ensuring that they are aware of and comply with Danfoss' rules and guidelines. Furthermore, all employees have a duty to report any breaches of Danfoss' rules and guidelines they may become aware of or have grounds for suspecting.
- In specific areas, it is the responsibility of Danfoss' corporate risk management and compliance function to follow up on compliance with guidelines and programs launched. The function is also responsible for the Danfoss Ethics Hotline, where an external company takes and records reports on breaches of Danfoss' rules.
- Danfoss has set up an Ethics Committee to deal with violations of Danfoss' ethical rules and, if necessary, it submits them directly to the Danfoss Board.
- Danfoss' internal audit function performs unannounced checks for unethical behavior in special areas such as anti-corruption.

Ethical guidelines and sustainability policies

Danfoss has established rules and guidelines to supplement legislation governing how Danfoss intends to act in ethical and environmental matters. They comprise:

- The Danfoss Ethics Handbook and Anti-corruption Manual setting out guidelines for responsible behavior which all employees and managers must comply with to live up to Danfoss' values and policies.
- Danfoss' environmental, working environment and corporate citizenship policies.
- Danfoss' Negative List describing the substances and materials which Danfoss intends not to use or limit the use of.
- A Supplier Code of Conduct defining the requirements Danfoss makes on its suppliers in respect of the environment, labor rights, human rights and anti-corruption.
- Guidelines for supplier approval.
- The Danfoss '3x25' climate strategy.

Training and compliance programs

Danfoss has developed training and compliance programs to help anchor the ethical guidelines at all levels in the Group.

- **Ethics program.** Training is based on a combination of real cases involving difficult situations which were solved by Danfoss managers, fictitious dilemmas and exercises in identifying 'red warning lights' indicating unethical behavior. The program emphasizes competition and anti-corruption, but also deals with issues such as equal treatment and anti-discrimination.
- **Anti-corruption program.** In 2012, Danfoss also developed and implemented a comprehensive anti-corruption compliance program. An anti-corruption manual has been prepared, setting out new rules for reporting gifts and entertainment expenses and rules for approval of new third parties such as agents and distributors. The manual is based on the UK Bribery Act and the US Foreign Corrupt Practices Act (FCPA).

Danfoss is in the process of developing additional training and compliance programs, including in the areas of anti-trust and data security.

Environmental and working environmental certification

Danfoss has for more than 15 years worked systematically to reduce the environmental impact of its production.

Activities relating to the environment, the working environment and safety in all factories are embedded in environmental management systems, and Danfoss intends for all factories to be certified to the ISO 14001 environmental management standard. Of the 35 Danfoss factories, 30 have environmental management systems certified to this standard. The five factories that have not been certified are small factories in Brazil, the USA and France, which have been exempted from the rules because certification would create value neither for customers nor for the environment.

Approximately one third of the Danfoss factories are also certified to the OHSAS 18001 Occupational Health and Safety Standard. This applies to all factories in Denmark and to the Danfoss factory in Slovakia.

Data collection and reporting

Once a year, Danfoss collects data on the sustainability efforts and results of all factories for use in preparing sustainability reporting and defining priorities for continued efforts. In addition, quarterly data is collected for the quarterly reporting.

Environmental and working environmental data is collected via Danfoss' finance systems. Data relating to human rights, labor rights, anti-corruption, local commitment and stakeholder relations is collected in an online questionnaire (CSR Survey) from all Group factories and sales companies. Information about dismissals on grounds of unethical behavior is collected via an online questionnaire (People Managers Survey) to all people managers. Other employee data is collected through the personnel management system.

Danfoss follows up on reported data as and when required by making internal inspections to check on the company's handling of environmental, social and ethical issues and to strengthen communications with local management about sustainability activities.

In 2012, Danfoss worked to develop a new frame of questions for factory visits, which is based on the Global Compact Self Assessment Tool and incorporates the requirements for compliance with human rights in the UN guidelines on business and human rights. When completed in 2013, this work will be used in the company's future efforts.

In addition, Danfoss performs regular supplier audits to verify compliance with the Danfoss Code of Conduct and to ensure that any non-compliance is addressed. Danfoss also performs an environmental due diligence prior to any potential acquisition.

Data collection from suppliers

Danfoss works systematically with risk assessment and supplier management. Since 2004, Danfoss has had a Code of Conduct for suppliers, which defines environmental and social requirements. All suppliers are required to sign the Danfoss Code of Conduct, which defines environmental and social requirements.

In addition to the Code of Conduct, suppliers of goods used in production or products from countries which Danfoss believes present a high risk of human rights breaches or the like, are subject to an audit, in which the supplier is assessed by Danfoss' own specialists or an external, independent consultant.

Stakeholder engagement

Danfoss seeks to maintain active communications with its employees, managers and external stakeholders, such as NGOs and customers. This enables Danfoss to adapt processes and tools to match the requirements of the global community and developments in countries and areas where Danfoss operates.

The stakeholder engagement helps Danfoss be aware of the framework conditions for business operations in countries where Danfoss operates. Danfoss considers knowledge of new legislation, new initiatives from organizations and being challenged on attitudes and policies to be a natural and necessary resource in meeting global challenges.

Danfoss plays an active role in networks such as

- the Danish Business Network for Human Rights
- the Global Compact Nordic Network
- the UN Caring for Climate Initiative

In the context of its new sustainability strategy, Danfoss intends to engage even more effectively with stakeholders, including customers.

Efforts and results in core areas

This part of the report documents efforts and achievements in 2012 in selected special-focus areas within sustainability and corporate citizenship.

Climate and energy

Climate change involving drought, flooding, scarcity of resources, population growth and a number of other megatrends poses huge challenges for the world, requiring long-term, targeted efforts and investment. Danfoss is a global leader within energy-efficient solutions that lower energy-consumption and reduce CO₂ emissions, thereby making a positive contribution to meeting these challenges.

The company is therefore inherently committed to reducing the climate impact of its own activities. Danfoss has adopted a climate strategy termed '3x25'. The strategy commits Danfoss to reduce absolute CO₂ emissions from energy consumption, transportation of finished goods and business travel by 25% and to increase the proportion of CO₂ neutral energy by 25% by 2025 relative to emissions in 2007. This corresponds to an annual average reduction of total CO₂ emissions of 1.5%. Danfoss emitted a total of approximately 180,000 tons of CO₂ in 2007. Accordingly, emissions should not exceed 135,000 tons by 2025.

In 2012, the Group's electricity and heat consumption accounted for approximately 126,500 tons of CO₂ emissions against 127,500 tons in 2011. The sources were both direct emissions (own plants for the generation of power and heat) and indirect emissions (purchase of power and heat from external sources).

Danfoss' electricity consumption accounted for 78% of the Group's total CO₂ emissions in 2012, corresponding to 98,400 tons. Approximately 28,100 tons of CO₂ was emitted due to heating. Relative to 2011, total CO₂ emissions fell by 1,000 tons, or 0.8%, in 2012.

The consumption of electricity declined by 3.4% compared to 2011 and represented 58% of Danfoss' total energy consumption in 2012. Of the total

electricity consumption, 18% came from renewable sources such as solar, water, wind and biomass against 21% in 2011. Electricity from nuclear power plants accounted for 12% of the Group's consumption, and the rest derived from fossil sources such as coal, oil and gas.

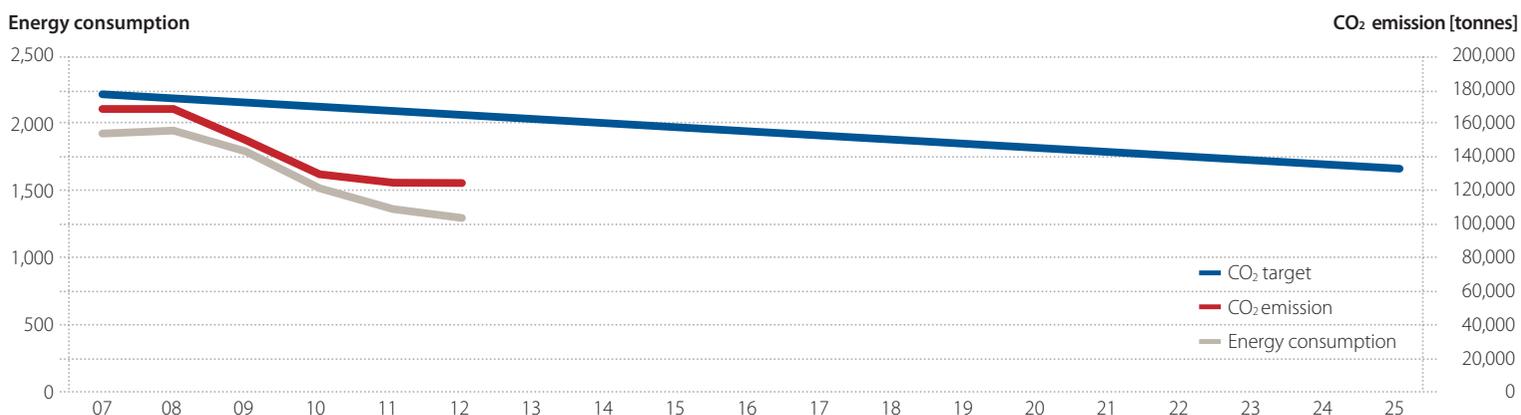
The individual factories report annually on which sources of energy were used specifically in producing the electricity they bought from the power companies. This statement showed that the proportion of fossil sources of electricity production in 2012 fell by an average of 0.7% relative to the year before while CO₂ emissions from such sources increased by 0.8%. In other words, the electricity which Danfoss procured for its factories was a little less green than the year before.

Danfoss' total CO₂ emissions in 2012 were 73% of emissions in 2007, on which the '3x25' climate strategy is based, and the target will therefore have to be adjusted in connection with the drafting of Danfoss' sustainability strategy.

In 2012, Danfoss continued the efforts of reducing the energy consumption in its 15 largest factories for the purpose of achieving a 20% reduction by 2015. The first seven analyses were completed and the first two projects implemented in 2012.

Danfoss expects to perform analyses at the other eight factories in 2013. Depending on the results of the analyses, including the estimated reduction, decisions with respect to implementation will be made over the next few years.

Consumption of energy for heating fell by 5.5% relative to 2011. Virtually all energy for heating came from fossil sources in 2012, with natural gas accounting for 84%. To reduce the proportion of fossil fuels, Danfoss is investigating the possibilities for a project that will see the Group's factories on the island of Als in Denmark supplied by district heating based on a combination of a woodchip-fired heating plant, heat from a new geothermal plant and combustion of household waste. The heat produced will be largely CO₂ neutral and is expected to reduce the Group's total CO₂ emissions by more than 30%. The project is amongst others subject to the necessary approvals being obtained, expectedly in 2013.



Environmental and climate footprint of products

Environmental product label

Danfoss increasingly faces demands from, in particular, large customers and the authorities of certain countries to declare the material content or origin of products and the CO₂ emitted during production and operation.

To address such demands, Danfoss developed a method in 2012 to document

the environmental and climate impact of products, a so-called EPD – Environmental Product Declaration. Based on international standards, the method also takes into account future rules in the area. Danfoss intends to develop the method further in 2013, establishing corporate guidelines for environmentally-friendly product development.

Danfoss helping Anshan exploit surplus heat

Anshan, a large city north-east of Beijing in China, is the spearhead of Chinese steel industry and has China's largest steel mill. The local government has decided to utilize the surplus heat from the steel mill as residential district heating instead of coal power.

The aim is to provide the city's almost 2 million residents with a more stable heating supply, notably cleaner air and an improved indoor climate. The project will also help China meet the ambitious climate and energy targets defined in the twelfth five-year plan. Annual CO₂ emissions will be cut by 240,000 tons while electricity and water consumption will also be significantly reduced.

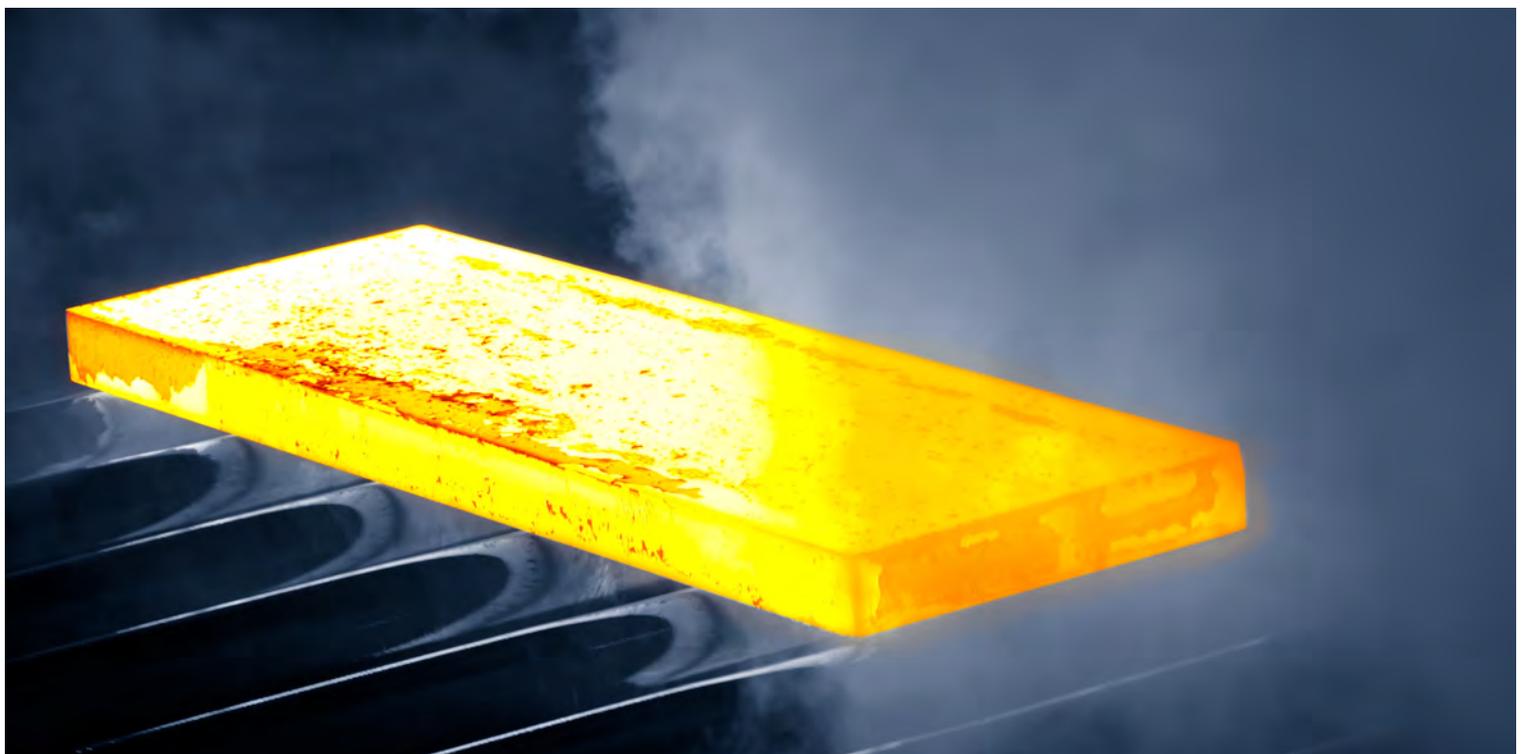
Danfoss and COWI have worked together to develop a solution to recycle the heat from the steel mill, offering major energy-efficiency and environmental benefits. The Anshan project alone will create up to 100 new green jobs in Danfoss and COWI while also providing a platform for further expansion in China. The intention is for the project to form the basis of similar projects in other large Chinese cities.

100 per cent natural refrigerants

Customers shopping in a supermarket in Carpinteria, California, do so in a new and more environmentally-friendly store. Danfoss and Aztec Energy, a company in the Danfoss Group, have implemented a range of energy-saving products and solutions in the supermarket, making it the first store of the SUPERVALU chain where food is cooled by all natural refrigerants, primarily CO₂.

Although the use of CO₂ for refrigeration purposes is spreading more slowly than, for example, in Europe, the natural refrigerant is becoming increasingly popular in North America, where more and more enterprises are seeking greener and cheaper alternatives to conventional refrigerants.

Danfoss has contributed to more than 4,000 CO₂-based cooling systems worldwide. The use of CO₂-based cooling systems means that fewer harmful greenhouse gases and fewer potentially ozone-depleting substances will be emitted.



Environment, working environment and safety

Work-related accidents

Danfoss is committed to creating a safe working environment and limiting the number of work-related accidents, which has been declining since 1999 when the accident rate exceeded 28. In 2012, the accident rate among production staff was 9.2 against 9.4 in 2011. The rate for white-collar employees was 1.5 against 1.3 the previous year. The accident rate is defined as the number of accidents per 1 million hours worked.

In 2012, Danfoss recorded 136 accidents resulting in at least one day's absence. The injured employees were absent for a total of 2,883 days, corresponding to an average of 20 days per accident. Two-thirds of the injured employees returned to work after less than 10 days' absence. 22 accidents accounted in aggregate for more than 1,600 days' absence.

One sales company has reported that one employee died as consequence of a traffic accident that occurred during work hours.

Stress prevention and stress management

Danfoss' policy is to have a healthy and safe working environment. Danfoss wishes for its employees to develop and thrive in all work-related matters and for all employees to strike a good work-life balance in order that long-term stress is prevented and efficiency and well-being go hand in hand.

In 2012, Danfoss continued the efforts to prevent stress and stress-related absence. Managers and HR partners can learn more about handling stress and indications of stress among employees in an updated publication on procedures for coping with stress.

If employees show signs of stress, their immediate superior is responsible for taking action, making sure the problem is addressed and the right parties are involved. Danfoss makes a number of professional assistance and support services for stress management available to managers and HR partners from which they can seek further knowledge and assistance.

Chemical substances

In manufacturing its products, Danfoss uses a number of chemical substances which may be harmful to humans or to the environment. Danfoss strives to limit the use of such substances. If the substances cannot readily be omitted or replaced, Danfoss makes sure they are used as effectively as possible and that measures to protect employees and the environment are taken.

The amount of CRAN substances (carcinogenic or allergenic, harmful to reproduction or neurotoxic) fell by 14% relative to 2011, primarily due to lower consumption of chemicals at the Mexican factory, but also because Danfoss Power Electronics in Gråsten, Denmark, replaced cleaning solvents with substances that use bacteria to clean as efficiently as the solvents, but which are much more friendly to the working environment.

The Danfoss Negative List is the cornerstone of the Group's efforts to reduce the use of harmful substances in processes and ensure that unwanted substances are used neither in production nor in the products.

In order to keep internal as well as external stakeholders updated on changed and new requirements, Danfoss has set up a subscription service which offers suppliers regular updates of the Negative List. At December 31, 2012, approximately 20% of suppliers of goods used in production or products had subscribed to this service. Initiatives will be launched in 2013 to induce most suppliers to subscribe to the service.

Water

Danfoss' consumption of water for processes and sanitary purposes has declined steadily for a number of years with the exception of 2011 when a defective cooling compressor for an IT system at the Nordborg factory used 80,000 m³. This excessive consumption has stopped, and in 2012 Danfoss' consumption of water was 637,000 m³ against 770,500 m³ the year before.

Raw materials

Raw materials consumed by Danfoss comprise mainly metals, plastics, electronics and packaging. Total raw material consumption fell by 17% relative to 2011, primarily due to reduced consumption of materials at the factories in the USA, France and China, but also because a number of small factories no longer report their raw material consumption to the sustainability report. This applies to an estimated 5% of the total volume of raw materials.

Ethics and anti-corruption

In 2012, Danfoss updated its guidelines for ethical conduct, which are compiled in the Ethics Handbook. The update is intended to ensure that the Ethics Handbook reflects developments in legislative requirements and expectations on the part of the company's stakeholders, while also incorporating experience gained with respect to how employees understand and use the ethical guidelines. The updated Ethics Handbook will be distributed to all employees in early 2013.

All people managers attended ethics training in 2012 and took a test via the Danfoss Learning e-learning platform. In future, new people managers must complete ethics training and testing within the first month of being appointed or promoted.

In 2012, Danfoss developed a dedicated anti-corruption program, and approximately 5,000 employees have been designated to complete this program in 2013. Danfoss also intends to draw up a global process for handling third parties in relation to anti-corruption in 2013.

Ethics cases

A total of 47 employees left Danfoss in 2012 due to unethical behavior against 26 in 2011 and 40 in 2010. This figure comprises dismissals as well as voluntary resignations in connection with ethical issues being raised. 39 of the dismissals were reported through a survey that Danfoss conduct every year amongst the 2,200 people managers while 8 cases were reported through Danfoss' Ethics Hotline, through which Danfoss' employees can report unethical behavior anonymously.



The 47 dismissals in 2012 were distributed on categories as follows: Theft and unethical handling of company resources (4), fraudulent travel expense settlements, forging of documents or attempted embezzlement (17), conflicts of interest (6), industrial espionage/theft of data (3), abuse of alcohol (3), violent behavior and discrimination (5), non-compliance with company policies (3), manipulation of time reporting (1) and other causes (5).

Discrimination

Danfoss has, at the facility at Arkansas, USA, had a few cases relating to alleged discrimination in the context of staff adjustments. Anti-discrimination laws are particularly strict in Arkansas, and most cases of alleged discrimination have been dismissed while two undecided cases remain to be solved.

Employees

Employee commitment and development

In 2012, the Danfoss Group (excluding Sauer-Danfoss) had 16,550 employees, a slight decline of 0.5% relative to last year. The employees were distributed as follows: approximately 9,500 in Europe, approximately 3,500 in China and approximately 1,800 in the USA and Mexico.

A total of 6.5% of employees chose to leave Danfoss compared to 7% last year. Total employee turnover was 17.2% in 2012 compared to 15.7% in 2011.

Danfoss continued its dedicated efforts to retain and motivate employees in 2012. Initiatives included an evaluation of management's ability to define and communicate clear goals and perform systematic follow-up. Surveys in 2012 showed progress in the employees' perception of managers' ability to define a clear performance framework from 71 to 74 on a scale to 100. In addition, Danfoss increased the offering of e-lessons and virtual training and competence building through its in-house Danfoss Business System programs while also deploying the systematic use of employee performance reviews globally.

Danfoss consulting its employees

Danfoss Poland has several times experienced the situation where the economic downturn necessitated an adjustment of the workforce. In order to avoid layoffs, the Grodzisk factory with approximately 1,000 employees opted to introduce a four-day workweek for brief periods of time, after which it was possible to return to full working hours without anyone losing their job. Management also did what it could to ensure the four-day week would only affect one breadwinner in a family if both worked for Danfoss.

This arrangement was the result of the Employee Forum set up in 2009 to facilitate the dialog between employees and management. Almost all employees took a favorable view of the arrangement. In November 2012, the Employee Forum took the initiative to reintroducing the four-day week due to a lower order intake.

Healthier employees

"Your blood pressure is too high and needs to be reduced. Otherwise, you will be in the danger zone." Such was the message to a production worker after a health check at the Danfoss factory in Kolding, Denmark, a couple of years ago. Things have changed today. The worker heeded the advice, changed his dietary habits and lifestyle, takes more walks and gets enough sleep.

His colleagues have also become better at listening to health advice from the Danfoss Health Department, where the Group's physicians and nurses provide advice to the employees about health, vaccinations and other health-related issues.

Of the people examined this year, 22% were advised to lose weight. The corresponding figure in the 2010 examination was 43%. The proportion of employees whose cholesterol level was too high also declined, from 51% in 2010 to 20% in 2012.

Responsible supplier management

Danfoss works systematically to enhance standards in its supplier chain and in 2012 maintained the particular focus on suppliers of goods used in Danfoss' production processes or directly in the products. At December 31, 2012, Danfoss had approximately 2,800 suppliers of such goods against approximately 3,500 at December 31, 2011.

Signatures to the Danfoss Code of Conduct were obtained from 721 suppliers in 2012. Danfoss prioritizes this effort based on a risk assessment which includes the supplier's place of production, meaning that suppliers in areas posing the greatest risk of non-compliance are given the highest priority. In addition, all new suppliers of goods used in Danfoss' production processes or in its products are subject to a qualification and approval process which assesses their ability to comply with the Danfoss guidelines before they become part of Danfoss' supply chain. In 2012, Danfoss had 702 suppliers in countries deemed to present a high risk of non-compliance, 284 suppliers in medium-risk countries and 1,791 suppliers in low-risk countries.

A total of 2,234 suppliers of goods used in production or in products have signed the Danfoss Code of Conduct against 2,151 in 2011. The proportion of suppliers having signed the Code of Conduct increased to 80% from 61% in 2011. A total of 586 (83%) suppliers from high-risk countries, 192 (68%) from medium-risk countries and 1,450 (81%) from low-risk countries have signed the Danfoss Code of Conduct.

In 2012, Danfoss performed 201 audits at suppliers, including 106 initial audits and 95 follow-up audits to verify compliance with the Danfoss guidelines. As an audit as such does not ensure rectification of any non-compliance, Danfoss also performed a number of other follow-up activities. Follow-up

visits were generally made to follow up on matters such as inadequate safety precautions, including lack of emergency exits and fire extinguishing equipment, lack of personal protection equipment, incorrect handling and storage of hazardous chemicals and discharge of waste water. The ability and willingness to comply with the Code of Conduct determine whether Danfoss wishes to continue and extend the collaboration with a supplier.

Going forward, Danfoss intends to focus on the transparency and documentation requirements made on the company by legislation and large customers.

Local commitment

Danfoss supports a number of initiatives in the local communities in which the company has factories or sales offices. The company is an active partner in the local community through sponsorships, involvement in trade organizations and groups, and through participation in social work.

The Fabrikant Mads Clausen Foundation

The Fabrikant Mads Clausen Foundation was established by the founder of Danfoss in 1960. Its purpose is to provide support to charitable projects in Denmark and abroad. In line with the expansion and globalization of Danfoss, the area in which support may be provided has been extended to comprise all Danfoss locations in Denmark and abroad. The Foundation provides financial support for training, research, sports, art, culture and charitable organizations.

In 2012, the Fabrikant Mads Clausen Foundation distributed DKK 10.4m to almost 400 recipients, which included associations and institutions in Danfoss' local communities, schools and universities, museums, choirs, orchestras and aid organizations. A number of large donations of DKK 100,000 or more were given in 2012 to support research in photovoltaic cells.

A school in Monterrey, Mexico, received DKK 400,000 for a new security fence around the school which is located in an area characterized by increasing drug crime. School management wanted to provide optimum security for their pupils. This was made possible by support from Danfoss, which has for several years supported the school through a local initiative providing for enterprises to adopt schools.

The Danfoss Employee Foundation

The Danfoss Employee Foundation is a social foundation providing consulting and financial support to employees of the Danish Danfoss companies.

In 2012, the Foundation considered approximately 250 applications involving issues such as strained finances due to a dissolved relationship as well as consequences of the financial crisis. Many employees applied for help in 2012 connection with confirmations, stays at boarding schools and Christmas. The Foundation granted total financial support of approximately DKK 2.8m in 2012.





The Danfoss Group in brief

Danfoss is a global leader focused on energy-efficient solutions that save energy and costs, and reduce carbon emissions. The company's wide range of products and services are used in areas such as cooling food, air conditioning, heating buildings, controlling electric motors and powering mobile machinery. The company is also active in the field of solar and wind power as well as district heating and cooling infrastructure for cities and urban communities. Danfoss was founded in 1933 in Nordborg, Denmark. Today, the Group employs around 23,000 employees and sells its products in more than 100 countries around the world. Read more about Danfoss at www.Danfoss.com. Learn about its energy-efficient solutions at: <http://www.danfoss.com/SolutionsReady/>