CRUPPEN STAFF MAGAZINE The Biggest and Most Confidential Order to Date AND DON'T MISS... We "Elco-Build" Bridges for Denmark · A New Strategic Milestone "Vandalism" and Steel Profiles Spark Conversation ...and much more!



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EDITORIAL: MORTEN KAAD EDITOR-IN-CHIEF, CO-CEO of DS GRUPPEN and CEO of DS STÅLKONSTRUKTION

Innovation and Growth

With strong teamwork across all our business units, shared values and strategic initiatives, we are strengthening our organisation for the future.

his spring, our companies across DS Gruppen have once again been busy with exciting projects and new initiatives. We are well on our way to building a forward-looking organisation that supports innovation and future growth opportunities.

But true to the DS spirit, we are doing so in a cost-conscious way – without rushing the process.

Our sales and project work have also paid off, resulting in important signatures and promising new assignments we can look forward to.

Organisational Development

Our shared group functions – IT, Marketing and ESG – are already well established. In January, we welcomed our new HR Business Partner, Birgitte Svejstrup, who is now actively working to develop our HR strategy and strengthen the link to HR at GOLDBECK.

Thorough Preparation Is Key

Despite the current tense global situation, we remain optimistic about the future. That's why we are also reinforcing some of our functions to make sure we are ready to take on new projects as soon as the market stabilises again. We want to be prepared, and I'm confident that we'll emerge stronger from this challenging period – if we are well prepared.

AI Policy and Ambition

A capacity for innovation and readiness for change are key factors in en-

suring future success, and there's no doubt that AI will play a major role going forward. Here, too, we need to be well prepared and do things properly. Our AI policy is continuously updated and available on the intranet. We are working to position ourselves strategically in this area and to make sure relevant employees have the right skills and tools.

At the moment, all DS colleagues have the opportunity to streamline work processes using CoPilot Webchat – and eventually with ChatDS.

Trust, Commitment and Responsibility

The success of DS Gruppen is, to a great extent, thanks to the efforts of our employees. For that, I want to thank you. Your strong team spirit and sense of responsibility have been crucial in helping us navigate market conditions wisely and maintain solid performance. With your high level of commitment, I have every confidence that we will continue to thrive and reach our goals in the future.

Summer Ahead

I hope you enjoy the summer and take the time to relax and recharge with your family and friends.

Wishing you a great summer – and happy reading.



The Biggest and Most Confidential Order to Date

Nobody knows, but everyone's talking.
DS Stålkonstruktion's largest-ever order is so confidential that no specific details can be shared about the location or the client. The project is set to complete later this summer, and along the way it has brought challenges, solutions – and, above all, meticulous planning.

TEXT: OLINE ERFURTH ESKEBJERG PHOTO: FIE BAUMANN

hush! "We can't say anything about that," says Martin Lykke Andersen, Project Manager at DS Stålkonstruktion, when our reporter asked if we can mention even the approximate location of the biggest order in the company's history. "Sweden is all we can say."

That's as close as we're going to get. The confidentiality agreement that DS Stålkonstruktion signed for this particular project leaves no room for specifics. So we'll just say this: right now, a steady flow of lorries is carrying steel elements from DS Stålkonstruktion to Sweden, where the largest order to date is still being assembled. The first steel delivery took place in November 2024.

Bolts the Size of Dumbbells

15,500 tonnes of steel. Trusses spanning up to 40 metres. Heaviest beam: 36 tonnes.

The numbers speak for themselves – and they're hard to get your head around. Especially when, like Martin, you're sitting at a desk in Hobro managing part of the project.

"You lose your sense of scale when working with models and drawings. You know it's big. But then you find out it takes half an hour to walk from one end of the structure to the other... it's massive! It is absolutely insane," says the project manager.

Size is without a doubt what makes this project stand out. Here, a column isn't just a column – we're talking upright trusses acting as load-bearing columns to support the massive cranes.

The Department of Large Scale Steel Structures is delivering two steel halls for the project. One of them is 27 metres high and is overseen by Kenny Ursin. He is Head of Department for The Large Scale Steel Structures division The other is 25 metres high and here, Martin is the Project Manager in charge.

He's been to the site during assembly to see the structure in real life. An experience he won't forget anytime soon.

"They were installing crane tracks when I was there. The bolts were as big as dumbbells. I could barely fit my hand around them. We've seen projects with this kind of complexity before – but never on this scale. That's what makes it so exciting," he explains.

Logistics, Logistics, Logistics

A project of this scale demands intricate planning down to every last detail. Logistics become a tightrope act. Production, delivery and assembly all need to align perfectly. If the planning isn't meticulous, bottlenecks arise, and the whole process grinds to a halt.

"We've produced a huge amount of steel in a very short time. But we can't produce too much at once or we run out of storage space. At the same time, the assembly team needs enough steel to work with, so they're not standing idle. But they can't spend all their time unloading





A project of this calibre takes up major capacity in production. Here, Martin meets Team Leader Lars Løth Christensen, who's played a big part in making it happen on the shop floor.



"This is really just a steel hall. It's just a really, really big one." steel either – the structure needs to be assembled too. It's been a real balancing act," says Martin.

Because the structural elements are far beyond the size of an average steel hall, even standard workflows had to undergo adjustments.

"Normally, everything is prefabricated before delivery. But in this case, some trusses had to be assembled onsite – so all the smaller parts were shipped out so they could be put together like pieces of a giant puzzle," says Martin.

The truss in question is 7.4 metres high with a 40-metre span. It would have been virtually impossible transporting it in one piece from Hobro to the secret site in Sweden.

Three cranes and sixteen DS assembly workers. That is what we currently have working at the undisclosed construction site, piecing together the puzzle of the enourmous steel construction. It quickly

gets expensive, if there's an error with the planning, and the assembly comes to a halt.

"The overriding challenge is making sure logistics and assembly are handled in the best possible way. Our assembly team are doing a fantastic job getting the steel to site – they really deserve a lot of credit for that," Martin says.

Teamwork Makes the Dream Work

So how do you successfully deliver a top-secret project of this size in time? What does it take to make production, delivery and assembly come together? According to Martin, it all starts with the right mindset.

"Everyone involved has been saying from day one: 'What the hell have we gotten ourselves into? This is way bigger than what we usually do.' But everyone's backed the project and approached it with the

mindset that we will make it work. We've solved a lot of challenges internally at DS that we wouldn't have been able to tackle before," Martin points out.

An example of this is that some of the massive elements didn't physically fit in the paint booth. Normally, these would be painted externally. Instead, DS Stålkonstruktion created special fixtures to make it possible to paint them in-house in Hobro.

Flat Packs and Team Effort

The trusses sent in parts to the secret location were first test-assembled in Hobro. That way, the team could ensure all the small pieces fit together properly once they reached our neighbouring country on the other side of the strait—and avoid delays in assembly.

"What's great is that we're developing as a team, because we have

to. A project like this could easily feel long and repetitive, but it's the learning that keeps you going. Solving small problems along the way helps keep the spark alive," says the project manager, and continues:

"You don't become a project manager if you don't enjoy solving problems and figuring out how to keep everything moving forward while making sure the project stays financially viable. That's the fun of it – especially when everyone's pulling in the same direction, like they have on this project."

When summer draws to a close, Martin and the rest of the team will have completed the project.

15,500 tonnes of steel. It's hard to grasp just how big this secret project really is. But maybe it's not as complicated as it seems. As Martin puts it:

"This is really just a steel hall. It's just a really, really big one."

Project Facts

Project owner: Confidential

Customer: Confidential

Location: Confidential (Sweden)

Steel volume:

Approx. 15.500 tonnes

First steel delivery: April 2024

Expected completion: Late summer 2025

■ 500 truckloads of steel completed – cause for celebration! On 22 May 2025, Mariam Mohamad Nasser, Kenny Ursin and Martin Lykke Andersen invited all their colleagues on Samsøvej, in production and on the assembly teams, to enjoy some delicious cake.



BREEAM Excellent for Prinsessens Kvarter

Achieving certification requires close collaboration and well-organised documentation. But the effort usually pays off in the end, and that has certainly been the case with Prinsessens Kvarter in Fredericia.

TEXT: OLINE ERFURTH ESKEBJERG PHOTO: FIE BAUMANN

ay 2025. Fourteen months ago, Prinsessens Kvarter was handed over to the client, Taulov Dry Port. And now, the hard work has finally paid off. The BREEAM Excellent certification is in place. The certification is the result of solid collaboration throughout the processes: documentation, reporting, corrections – and then more reporting. According to BRE's official register of BREEAM-certified buildings, Greenbook Live, it's the first new-build in Denmark to achieve this certification.

"We're happy to get the certification! We're the first ones to do it. And as far as I remember, it's also the first logistics building in Denmark to receive the certification," says Saúl Diez Lozano, Project Manager specialising in sustainability at DS Flexhal.

The Aftermath of the Process

The construction of Prinsessens Kvarter – a low-emissions warehouse spanning 40,000 square metres with a ceiling height of 12 metres – was completed in March 2024. But for those involved in the sustainability efforts, the project didn't end there.

"When the building was finished, we spent a lot of time running tests and collecting documentation and data. We had to prepare a very detailed report for BRE in the UK, and that took time too. We also had to be sure we submitted all the documents," Saúl explains.

Although most of the documentation is created along the way, BRE's review process is long. Partly because they're busy. But also because a project like this involves submitting around 400 documents – there's a lot to go through.

And the process doesn't stop there. There are several rounds of reporting, with BRE coming back with comments that need to be addressed. At Prinsessens Kvarter, the report was sent back and forth between BRE and DS Flexhal three times.

For DS Flexhal, the certification work begins as soon as the tender department prepares the first offer. For the client, however, it begins even earlier – when the need for a new building first arises and the initial ideas begin to take shape.

"At Taulov Dry Port, we've chosen to certify all our buildings. It's a must – for our customers and for ourselves – as the users of the buildings benefit from improved comfort and lower operating costs. Society benefits from reduced climate impact and resource consumption, while we as owners increase the buildings' market value. Certification also makes it possible to obtain green financing for our buildings," says Jesper Gemmer, CEO at Taulov Dry Port.

Boulders and Biodiversity

Achieving a BREEAM Excellent certification takes more than energy-efficient systems and green power. Even before the first excavator touched the ground at the Taulov site, the area was surveyed by a bio-







"It's been incredibly exciting to lead the sustainability work as BREEAM Assessor/AP and follow the project from the early stages to completion—and not least to help ensure that Denmark's first BREEAM Excellent-certified new-build became a reality"

TRINE BINDSLEV TREE, SENIOR SUSTAINABILITY CONSULTANT, RAMBØLL BYGGERI logist from Rambøll. Together, DS Flexhal and Rambøll developed a plan for how to protect and enhance the local environment: selected trees were to be preserved, felled trees and fieldstones were gathered and strategically placed to create habitats for wildlife, and wildflower meadows and bird boxes were established around the warehouse. All this – and much more – was included in the documentation submitted to BRE.

It's taken a major effort from everyone involved in the project.

"Everyone has to contribute – subcontractors, our sister companies DS Elcobyg and DS Stålkonstruktion, who also supplied parts of the project, and of course our internal project team and tender department. We can't do it alone," Saúl explains.

Part of the roof was used for solar panels, and in collaboration with engineers from Rambøll, energy analyses were carried out to optimise the building's operational energy use. This knowledge has now been shared with BRE, who will extract the data from the report and use it in their ongoing work to define benchmarks for future manual updates.

The partnership with Rambøll has been an essential part of the process. It was a genuine collaboration to achieve certification. The combination of knowledge and experience from both DS Flexhal and Rambøll enabled valuable sustainability solutions that ultimately secured the certification.

"It's been incredibly exciting to lead the sustainability work as BREEAM Assessor/AP and follow the project from the early stages to completion – and not least to help ensure that Denmark's first BREEAM Excellent-certified newbuild became a reality," says Trine Bindslev Tree, Senior Sustainability Consultant, Rambøll Byggeri.



New HR Business Partner



OLINE ERFURTH ESKEBJERG FIE BAUMANN



In January, Birgitte Raunsgaard Svejstrup walked through the door of her office on Samsøvej in Hobro for the first time. Since then, she has taken on the role of HR Business Partner for DS Gruppen, working with employer branding, employee satisfaction and well-being, recruitment, and talent development.

Birgitte brings over 20 years of experience in the field. Before joining DS, she worked at, among others, NIRAS and Arla. At DS, she focuses on the strategic side of HR across all DS companies. From the outset, Birgitte was eager to get started - and she quickly encountered the DS spirit:

"From day one, I immediately noticed the great atmosphere and that everyone greets you with a smile," she says.



Optimise Your Microsoft Game With GoLearn



OLINE ERFURTH ESKEBJERG

Employees at DS Gruppen who work with Microsoft programmes now have access to the GoLearn e-learning platform, which offers a wide selection of online courses in the various Microsoft Office 365 programmes.

Want to become a whizz at Excel? Are your PowerPoint presentations in need of a extra sparkle? Would you like your Outlook inbox to be as tidy as a dentist's tray ready for surgery? You can learn all that and more through the courses available on the platform.

The GoLearn kick-off took place on 3 June 2025. If you weren't able to attend, you can watch the recording via the calendar invitation in Teams.



Did you know...

you can get exclusive banking benefits at Spar Nord Hobro?

As a DS Group employee, you have access to special benefits at Spar Nord Hobro. As a minimum, Spar Nord offers you Stjerne-PLUS terms, giving you a number of financial advantages in your everyday life.

These include:

- · Attractive home financing options
- Fee-free services: save money on cards, online banking and loan arrangements
- Fee-free VISA credit card with an interest-free credit limit of up to DKK 50,000
- · Competitive interest rates on both savings and loans
- · A dedicated personal adviser and access to specialists in pensions, investments and wealth management
- · Free and simple bank transfer

If the above sounds interesting, book an online meeting or drop by Spar Nord Hobro, Adelgade 31.

For further details - contact: Deputy Manager Pelle Dahl Larsen ped@sparnord.dk / +45 96 57 20 15

Private Banking Adviser Hanne Østergaard hse@sparnord.dk / +45 96 57 20 60



FGU Students Visit Our Production Sites in Hobro



OLINE ERFURTH ESKEBJERG FIE BAUMANN



In February, a group of students and their teacher from FGU Himmerland visited Hobro to tour DS Gruppen's three production companies. The day featured a professional 'crawl', taking them through DS Elcobyg, DS Stålkonstruktion and DS Stålprofil.

The visit was organised by apprenticeship coordinator Nuun Ebert Nielsen from DS Stålkonstruktion. First stop was DS Elcobyg, where one of the tour guides was Nick Akueson - an FGU student currently doing an internship in the concrete production. Nick had been looking forward to showing his classmates around, and it was clear he feels right at home on the production floor.

Next up was DS Stålkonstruktion, where team leader John Jensen spoke about the production of steel structures and the many different tasks involved in the daily work. Nuun Ebert Nielsen has a close partnership with FGU Himmerland and is continuously working to create internship opportunities that help young people move towards vocational training.

One of those who has taken that next step is Christoffer Borbjerg Nielsen. He previously did an internship at DS Elcobyg - and earlier this year, he started a new internship as a blacksmith at DS Stålkonstruktion.

The final stop on the tour was DS Stålprofil, where the students got an insight into the production of thin sheet steel for roofing and facade cladding.

After the visit, Nuun Ebert Nielsen could look back on a rewarding day full of great conversations. The following week, the tables were turned as Nuun and headspace Denmark visited FGU Himmerland to tell the students where they can seek help if they're experiencing mental health and well-being issues.

We "Elco-Build" Bridges for Denmark

DS Elcobyg's acquisition of the Genner factory has expanded the product portfolio to include elements for road bridges. Factory Manager Dennis Rieks Thiemer and engineer and Head of Design Edriss Esmati explain how strict control and longterm impact go hand in hand with infrastructure projects.

TEXT: NOAH LERCHE JOHNSON AND OLINE ERFURTH ESKEBJERG PHOTO: FIE BAUMANN ridges have, both literally and figuratively, connected people and places throughout human history. We build bridges over obstacles – and between people. A bridge is a way to connect two points, whether across streams, rivers or cultural divides.

In Denmark, there are around 2,500 bridges and tunnels criss-crossing the country.

Since DS Elcobyg acquired the factory in Genner in 2023, road bridges have become part of the product range. The factory produces elements for the type of bridges that span major roads or railway tracks. These bridges are more than just another product – they represent quality, efficiency and collaboration between public authorities, contractors, and us.

"There are higher standards for road bridges. That applies to the concrete, the reinforcement and the quality assurance. The process is also longer and more complex than in other projects, because these are state-funded, and everything has to be documented in case-specific reports," says Dennis Rieks Thiemer, Factory Manager at DS Elcobyg's Genner site.

Control Is the Key Word

Dennis has helped deliver 22 road bridges produced at the factory in Southern Jutland. One thing all the projects have in common is control.

"We're currently producing a bridge that's subject to full inspection.

We go through everything down to the tiniest detail. Once production is complete, someone checks every element – and on top of that, a third party will review everything to make sure it's all running as it should and documented properly," says Dennis.

When a bridge project is put out to tender, it usually comes fully calculated and designed. That means DS Elcobyg, as the supplier, receives a complete plan and is responsible for producing and delivering the elements exactly according to specification.

A Lifespan of 100 Years

Dennis' colleague Edriss Esmati is an engineer and Head of Design at DS Elcobyg in Genner. He's also involved when the road bridge elements are being produced.

"For standard buildings, the elements typically need to last 50 to 60 years. But with road bridges, the requirement is double that – we have to guarantee a lifespan of 100 years," he explains.

So there's no room for error when it comes to road bridge production. That's why it's absolutely essential that contractors know they can rely on DS when they need elements for this kind of project.

In addition to the strict quality control, production also differs in another way:

"The installation schedule is critical, and usually there's just one day – or a single weekend – to install the bridge. A road mustn't be closed for





"To keep traffic running normally in the area, road bridges have to be built over the railway to prevent trains and drivers getting in each other's way. Those are the bridges we supplied."

EDRISS ESMATI

more than two days, because it affects the whole infrastructure. The contractor is responsible for the installation, and their timeline is absolutely crucial. So we need to have full control over production to make sure everything runs on time," Dennis adds.

Bridges Across the Country

Some road bridges are particularly memorable because of their size. One of the larger projects supplied by the Genner factory is a route between Holeby and Ringsted – a railway line that forms part of the Fehmarn connection. Here, the factory delivered 378 elements for 15 bridges along the 115 km stretch.

"To keep traffic running normally in the area, road bridges have to be built over the railway to prevent trains and drivers getting in each other's way. Those are the bridges we supplied," explains Edriss.

Other projects stand out because of their appearance. Right now, the

Genner production is working on a project to be delivered north of Aarhus. This road bridge is special because it requires a unique angled design.

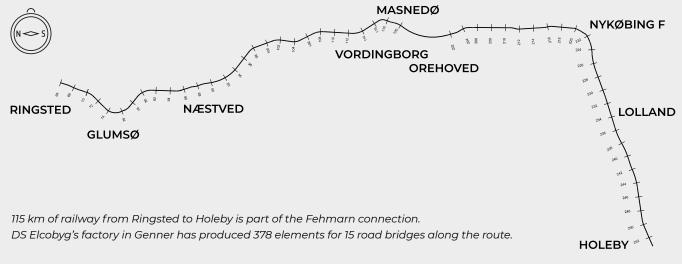
"For me personally, it's great to see the bridges that connect the road network out in the real world. I think it's quite something that we've delivered so many bridge elements – and I can still remember the number of elements used in some of the projects, so they really do stay with you," says Dennis.

When the bridge elements are lined up on site, it can be hard to imagine how they'll turn into an actual bridge. It's not always easy to see how everything fits together – at least not until it's all been installed.

"I don't think many people know how bridges are constructed. When the elements are lying there on site, they don't necessarily make sense to look at – it's not like a roof, where it's obvious what each part is for," says Dennis.







The First Test Has Been Passed in Lisbjerg

The distinctive new building at the top of Aarhus is complete after a construction period of just 12 months. It's already in use – and all parties are pleased with the result.

TEXT: OLINE ERFURTH ESKEBJERG PHOTO: JAKOB LERCHE

he most important success factor for any building is, of course, whether it serves the purpose it was built for. Since the FEAS building was handed over in the spring, it's already faced its first real test: the first students have sat exams in the new facilities.

The building was constructed for FEAS, Aarhus University's property company – and it's the university's students who will be making use of it going forward. With 11 rooms spread across 7,000 square metres and three floors, the building can accommodate more than 1,000 examinees. It also includes facilities such as individual exam rooms, toilets, staff areas and more.

Collaboration Across the Board

The building was designed by Aarhus' city architect for Aarhus University. The facade is made from raw concrete and features a series of distinctive level shifts. The specially designed concrete elements were produced by DS Elcobyg. This required close collaboration between DS Flexhal and DS Elcobyg.

In EKKO 0124, Jette Pedersen Feld, Project Manager at DS Elcobyg, spoke about the process behind the specially designed elements.

"We've had great internal collaboration at DS Flexhal, but also with Elcobyg, who once again delivered outstanding work on the concrete. The architect also came to see the test-cast elements before production started, so everything was signed

off in advance," says Peter Stounberg, Project Manager at DS Flexhal.

In general, both architect and client were highly involved throughout the process and made decisions along the way – something that had already been anticipated in the tender documents. Among other things, they were involved in decisions around details like wood wall cladding, colours for doors and walls, and much more.

Raw Concrete, Rapid Construction

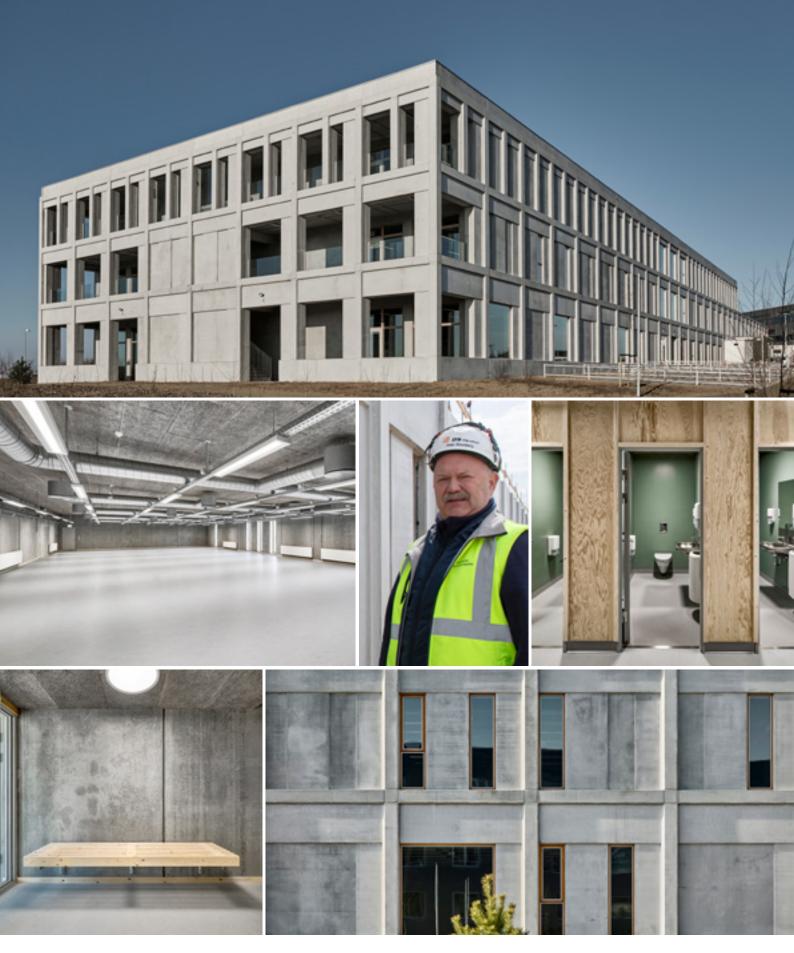
While the facade is eye-catching, other aspects required more along the way, according to Peter.

"Normally, all the installations are hidden above the ceilings, but the client wanted everything to be visible. That was quite different to what we're used to. The client had to be mindful of budget and deadlines, so they made clear priorities. In return, we were able to build quickly," the project manager explains.

Flexhal had a strict deadline to meet, as the building had to be ready for spring and summer exam periods. And construction only took 12 months from when DS Flexhal first broke ground.

However, the biggest challenge during the build was that the concrete surfaces weren't to be treated afterwards – meaning all weather conditions during construction would impact the final look and surface of the elements.

"We were building under open skies with elements that had to re-



main completely raw in the end. That was a challenge, because there was no painter coming in at the end to save us and paint over any stains or the likes. But we solved it as per

the client's wishes, and they're fully satisfied," Peter explains.

And after all, the thing that matters the most is making the client happy - and learning new things is a bonus: "It's a beautiful building, and it's been both an exciting and educational process. We're really pleased with how the exam building turned out," concludes Peter.

From Hand-Drawn Steel to Advanced Technology

Mogens Riisberg ended his career in December 2024 after more than 50 years of work – over 20 of them in loyal service to DS. He looks back on a company in rapid growth, exciting projects and personal development.

TEXT: OLINE ERFURTH ESKEBJERG PHOTO: FIE BAUMANN

he year is 1974. Svend Møller Hansen had founded DS five years earlier. The office had five employees, and there were three landline phones in the building to share. Steel structures were drawn by hand on A4 sheets of paper, and the very same paper would go from the engineer's drawing table to the welder in production, who would use it for fabrication - and later on to the erector who would raise the steel beams. That was the year Mogens Riisberg joined DS. And it's also at DS that he finished his career as an engineer at the age of 79.

"I was working in Sæby at the time, but then Svend was looking for an engineer, and I sent in an application. A couple of days later, he showed up at my place – and just like that, I was hired. It all happened quickly," Mogens Riisberg explains.

Mogens qualified as an engineer in 1972 and began his career at Nellemann og Partnere in Aalborg. He later moved to the Sæby branch, but it was too far from Hobro, where Mogens was born and raised. That's what led him to apply for the job at DS.

From Denmark to Germany

Things moved fast in those early years at DS. The office was busy, and Mogens quickly became involved in turnkey projects and sales to Sweden, Germany and Norway. Back then, though, selling was quite different than it is today.

"People would come straight up to us, for example at exhibitions and events. They'd ask if they could buy some steel from us, and we'd give them a price. It developed from there," Mogens recalls.

He had particularly strong sales in Germany, which was a tricky market due to the number of approvals required. Among other things, Mogens had to obtain a Großer Eignungsnachweis (general approval of suitability), which meant passing 12 to 13 written exams. He was the only non-German in a group otherwise made up of German "doctors".

You Don't Go Home Until It's Done

Alongside gaining a wealth of experience with steel structures and permits, Mogens also witnessed technology take major leaps forward at DS. From hand-drawn structures on A4 paper, Mogens and his colleagues began using specially programmed calculators – and later, computers.

"I thought it was amazing, because with one of those calculators, I could run far more load cases than I could before. Back in the day, we used slide rules and had to place the decimal point ourselves – the rule didn't do it for you. So we'd usually only calculate one or two of the most extreme loads. The programmes we have today run so many load cases that you can be sure of everything," says Mogens.

The workload only increased over the years, and the work ethic was





"

"'I know what's wrong with you – you're not doing enough. You need to buy a farm,' Svend said. So I did – and I haven't had back pain since."

clear: you stayed until your project was done.

"Svend used to say that there was light and heat in the office – the implication being that we could just keep working until we were finished," Mogens says with a laugh.

Meeting the Mayor in Clogs

After several years of intense work at DS, Mogens began having trouble with his back. Svend Møller Hansen had an effective – if somewhat unexpected – solution.

"'I know what's wrong with you – you're not doing enough. You need to buy a farm,' Svend said. So I did – and I haven't had back pain since," says Mogens.

The farm kept him active when he wasn't at the office. But with the growing volume of orders at DS, it wasn't always easy balancing farm work and engineering.

"We'd sold a project for the Freeport of Copenhagen and had a meeting with the city's fourth magistrate department. We had to catch the morning flight, and when I got on the plane, I realised I was still wearing my wooden clogs. I had to take a taxi in Copenhagen, and I usually sat in the front, but that day I sat in the back to hide my feet. I had to keep them hidden all day – we were going in to meet the mayor," Mogens says, laughing.

There's No Place Like Home

By 1980, DS was so busy that Mogens could no longer manage all his tasks alone. Reinforcements were needed – and that's when Kai Rørbæk was hired. He would later become known internally as "Mr Flexhal". Kai took over a number of Mogens' tasks within turnkey contracts. Most people know the rest of Kai's story at DS, where he's been both Director and Sales Director of DS Flexhal, and now serves as Key Account Manager.

In 1982, after eight years at DS, Mogens chose to take another job when he was approached by Svejsecentralen. That led to a number of years away from DS. Mogens most recently worked for Karl Mo-

lin, which was acquired by DS at the end of 2012.

"Svend said I'd been on a work placement," Mogens says with a smile.

It was a fairly smooth transition for Mogens, since he continued working with the same clients as he had at Karl Molin. But some things had changed at DS.

"Everything was divided into departments now, and Elcobyg and Stålprofil had been acquired. And Flexhal had been spun off," Mogens explains.

DS had become a different company than the one he first joined. From a small, craft-based operation to a major player in the market, much had changed. But for Mogens, one thing had stayed the same: his strong work ethic and the passion he's had for his job throughout his entire career.

An Engineer Signs Off

Despite the major growth and many changes at DS over the years, Mogens looks back on his time at the company with joy and pride. And at the end of December 2024, his long career as an engineer came to an end – back at DS Stålkonstruktion, the same company that had helped shape his professional beginnings.

"The company has always just been moving forward, there's never any stagnation. It's been exciting to be part a of," Mogens says, and adds:

"I've always been happy here. DS has treated me well, and I will always be grateful for that."

As for the future, he already has plans for how to spend his time. He'll keep up his training, swimming and cycling – and maintain his carpentry skills by helping his sons with practical tasks.

Before signing off completely, though, he offers one last piece of advice to his colleagues:

"I think it's important that people speak up if they want to try something new. There are good opportunities to stay within the company but still take on something different," he concludes.



"I've always been happy here. DS has treated me well, and I'll always be grateful for that."

- Mogens has entered retirement, but was happy to take part in a photo shoot for EKKO and a return visit to DS. He had the chance to study DS Gruppen's historical timeline one that he himself helped shape
- Mogens also stoped by to greet his old colleagues in Spærsalg DK + NO.





#1: I think DS has "kept up with the times" and become more modern and international over the years. In general, DS has expanded into more markets and now has departments in several countries. And of course, when DS was acquired by GOLDBECK, it also meant we gained many new colleagues from all over the world.

#2: The main reason I've stayed at DS is the great colleagues I've always had around me. It's a real pleasure to be part of a team made up of good people. On top of that, the tasks – and the challenges that come with them – have evolved continuously. When I started in 1995, PCs were still a relatively new thing in the finance department. Today, pretty much everything is digital. The transformation from pencil and paper to today's digital set-up has been both exciting and educational.

#3: I started as a trainee in the finance department at DS Stålkonstruktion, under the expert guidance of Brian, who is now CFO at DS Elcobyg. At the time, Svend Møller Hansen was CEO. Coming straight from business college, I didn't know much about bookkeeping, so I had to start from scratch. Fortunately, I've always seen DS as a company that allows room for learning and development. It's always been easy to find skilled colleagues in finance to bounce ideas off, and I've done that a lot over the years – and plan to keep doing so.

#4: As I mentioned earlier, when I started in 1995, most of the work was still done with pencil and paper, so daily life looks quite different now. The change has come gradually, through many small steps. Since almost everything is digital today, remote working is much more accessible now – something that simply wasn't possible back then. But I don't work from home much, as I enjoy coming into the office and having those face-to-face chats with good colleagues.

At DS, we have many employees who've been with us for years

- just like Mogens Riisberg.

EKKO asked four questions to three long-serving employees.

#1
How do you think
DS has changed the most
over the years?

#2
Why have you stayed at DS?

#3
How has your
personal development
been at DS?

How has your working life changed over the years?



John Johansen, Foreman, DS Elcobyg With DS for 17 years

#1: There's been a lot more technology brought in since I started. For example, we've got welding robots now. We've got a mesh welder that makes sure the mesh fits the moulds, which is a big help. We've also added several jib cranes, making things easier for the team and giving us better control when lifting. And we've welcomed a number of foreign workers, who are doing a really great job!

#2: I really like that no two days are the same. At Elcobyg, we don't do serial production, and I'm always working with different moulds. I also really like the working environment here. And you definitely shouldn't take good colleagues for granted – even if I sometimes do. But I've got really good colleagues.

#3: I didn't know a thing about the industry when I started. I'd worked at a slaughter-house before, but the commute became too long in the end. Then I came to Elcobyg – and I'm really glad I did.

#4: I started out as a caster in Hal I and gradually I began helping set up moulds. In 2018, I became foreman in Hal 5, where I initially shadowed Hubert. Being a foreman is exciting, as I get to help start up new projects. For example, I was part of the FEAS project for DS Flexhal – that kind of work with special moulds is fun to do. It's the development that keeps the job exciting.

#1: DS has grown into a much larger company. When I started, everyone knew each other – across both office and production. Now we've got so many colleagues that it's hard to know everyone. Even just Flexhal, where we're spread across multiple locations and construction sites.

#2: There's always something new happening, and the development has been ongoing throughout. I've never been bored!

One of my really good colleagues says, "You're my second family" – and I completely agree. I've always enjoyed working at DS and still do, so I've never felt the need to look elsewhere. In my time at DS, I've only ever applied for one other job. My sister applied for the same one – and she got it.

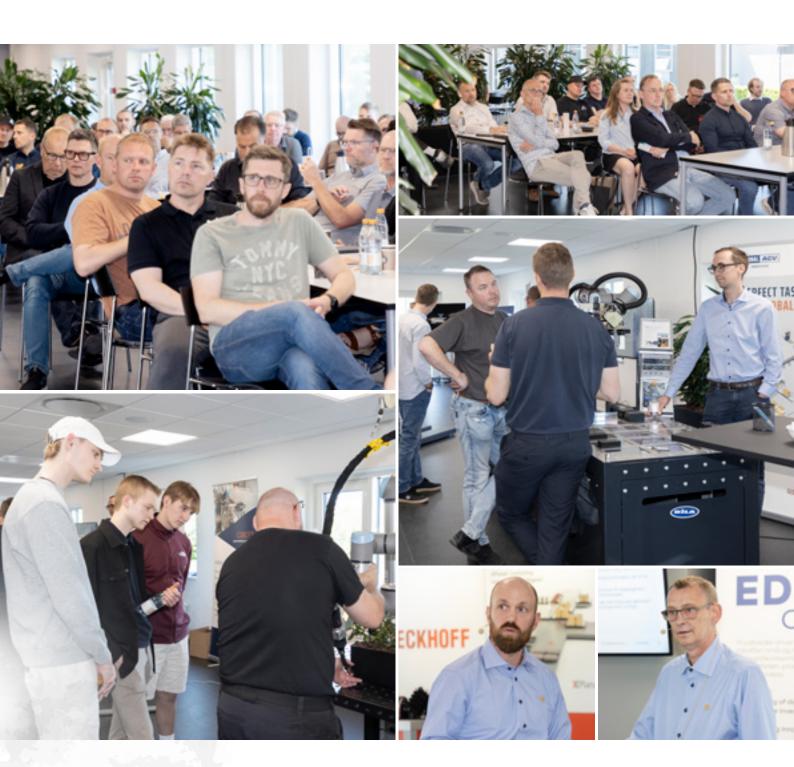
#3: I've "changed jobs" three times, even though I've been at DS for 40 years this August. The first 18 years were at DSS on Jyllandsvej. Then 10 years at DSF when they moved to Samsøvej. After that, nine years at DSS when they relocated to Samsøvej. And for the last three years, I've been with DSF again, since they got their new building on Samsøvej.

#4: I started out writing quotations and order confirmations on a typewriter, then on a PC using floppy disks, and today everything is saved in the cloud. In the early days, I worked from long handwritten drafts. I got pretty good at reading different handwriting styles, and over time I learned what the special "construction terms" meant in plain Danish. Another major change has been how we communicate – it used to be entirely by post. So handling the mail was a big part of my job before we switched to email. There was a lot of lifting when we had to send out tender documents physically – whereas today, it all goes via email.

Laila Olesen,
Project Manager Assistant,
DS Flexhal
With DS for 40 years
(as of 1 August 2025)



TEXT: OLINE ERFURTH ESKEBJERG PHOTO: FIE BAUMANN



Robotics and Automation in the Canteen





There was no shortage of tech and automation on display when DS Gruppen hosted a mini-fair on robotics and automation in the canteen at Samsøvej on 20 May 2025. The event was organised by Odense Robotics, in collaboration with Mariagerfjord Erhverv, Business Randers, Business Rebild, Norddjurs Kommune Erhverv and Erhvervshus Nordjylland.

At DS Gruppen, we can take pride in the fact that companies like ours are among the first that organisations such as Mariagerfjord Erhverv and Odense Robotics think of when looking for a place to bring people together around new technology and developments in the industry. It shows that we're recognised for reliable production, expertise and progress. At the same time, it reinforces our position as a strong and dependable partner – both locally and in the markets where DS Gruppen's companies operate.

On the day, our colleagues Rasmus Revsbæk Hansen, Production Manager at DS Stålprofil, and John Alfastsen, Automation Technician at DS Stålkonstruktion, gave presentations on how we use robotics in our production, how other companies can get started – and how they can make the most of it.

DS Elcobyg Explores Alternatives to **Cement Binders**

OLINE ERFURTH ESKEBJERG



FIE BAUMANN

Dansk Beton has launched an industry-wide project aimed at identifying alternative binders to cement in order to reduce the carbon footprint of concrete production. Several producers are involved in the project - including DS Elcobyg.

"It's incredibly exciting and inspiring to be part of this project! Through the 'Bæredygtigt Beton' initiative, we're united in a mission to ensure that concrete meets the future requirements of sustainable construction," explains Flemming Hvidberg Madsen, Sales and Marketing Manager at DS Elcobyg.

The project has now progressed to the stage where full-scale trials are being carried out at different factories, testing a variety of binders. Concrete suppliers such as DS Elcobyg, Fårup Beton, Spæncom and FC Beton have been able to collaborate and share knowledge throughout the project, ensuring that insights from the trials benefit the wider industry.

The final report based on the full-scale tests will be published by the Danish Technological Institute during the summer of 2025.





More Opportunities for Those Interested in Sustainability



OLINE ERFURTH ESKEBJERG FIE BAUMANN



DS Gruppen is a member of the Netværk for Bæredygtig Erhvervsudvikling NordDanmark (also known as NBE). It's a strong network that brings together companies, research institutions and publicsector organisations to accelerate the green transition across industries.

The network gives DS Gruppen's companies and employees access to valuable knowledge, including best practices and insights into how other members are approaching sustainability. NBE is also a space where we can share our own experiences and be part of a committed community actively working with sustainability.

"We're very much looking forward to participating in NBE's events, collaborating with other sustainability-focused players and contributing with our own experience and ambitions for sustainable development," says Svanborg Gudjonsdottir, Head of ESG and Sustainability at DS Gruppen.

If you're interested in network meetings, workshops or company visits, you – as an employee of one of DS Gruppen's companies – are welcome to sign up for events through the network.

SCAN THE OR CODE TO SEE UPCOMING **EVENTS**



A New Strategic Milestone

DS Stålkonstruktion now has an office in Norrköping, Sweden. The strategy is to strengthen our presence in the Swedish market, where demand for our steel structures in the industrial, agricultural and logistics sectors continues to grow.

TEXT: TINA WOODS, HEAD OF MARKETING PHOTO: FIF BAUMANN

he Swedish market has seen significant growth in recent years, making it increasingly challenging to serve our existing customers and reach out to new potential ones from Denmark.

"To continue our positive growth, it was necessary to have both a physical office and permanent staff in Sweden. We're not just looking to boost our sales activities - it also gives us the opportunity to strengthen relationships with site management teams on the many projects we're already involved in across the region," explains Steen Chemnitz, Sales Manager for DS Stålkonstruktion in Sweden. He continues: "That's why we've hired Stefan Thorén as our new Sales Representative and Head of Department for the Norrköping office."

A Well-Known Face

Stefan Thorén is a well-known figure in the Swedish construction industry, with many years of experience – and he has long been a valuable contact for DS Stålkonstruktion.

"Over the years, we've built a strong relationship with Stefan. His solid understanding of the market and his extensive network will be a huge advantage for us," says Steen.

Ideal Location in Norrköping

The choice of Norrköping was based on several factors. Partly because it's Stefan's home city, but also because of its central location near key market areas such as Jönköping,

Örebro, Stockholm and Västervik/ Kalmar. This strategic placement reduces travel time and ensures better follow-up and faster response.

"From Norrköping, we can efficiently serve customers across Sweden and strengthen our position even further," says Stefan Thorén.

Long-Term Customer Relationships and Fast Response Times

Having a local presence in Sweden enables DS Stålkonstruktion to build even stronger relationships with customers. Close contact with site management and frequent site visits are essential.

"We want to be top of mind when it comes to choosing suppliers for new projects," says Steen.

"We also recognise that some of our customers feel more at ease knowing they can speak to a Swede on our team."

"The expansion of DS Stålkonstruktion is an important initiative in order to deliver excellent service and quality solutions to the Swedish market. But we also know that none of it will succeed unless close collaboration with our Danish colleagues remains a top priority. We're really looking forward to getting properly started," Steen concludes.

Steen Chemnitz and Stefan Thorén are leading this exciting new development in Norrköping in close cooperation with the Danish Sweden team.



Short Facts About Stefan Thorén

- · 62 years
- · Lives in Norrköping
- · Grew up on Gotland and moved to Norrköping in 2008
- Spent much of his career in the construction and contracting industry
- He spends his spare time in "the countryside" where he potters about at his summer house and plays golf.
- · Big sports fan and enjoys watching them live and on TV
- · Likes sports related travels (F1 in Monaco, golf in South Africa...)



"Vandalism" and Steel Profiles Spark Conversation

Graffiti artist Mester88
teamed up with DS in a
creative "mashup", when
his work took centre stage in DS Stålprofil's exhibition at the BYGGERI'25
construction fair in
Fredericia. The event
offered networking
opportunities and good
times with colleagues
– and the graffiti drew
new visitors to the stand.

TEXT: OLINE ERFURTH ESKEBJERG
PHOTO: STINE NØRGAARD AND TINA WOODS

tine Nørgaard from DS Stålprofil hadn't exactly planned to swing by Aalborg on her way from Hobro to Fredericia. But things don't always go as expected. And Stine had a plan: to feature graffiti on some of the steel profiles displayed on DS Stålprofil's stand at BYGGERI'25 in March 2025.

Pre-Fair Panic

Graffiti artist Mester88 had been booked well in advance for the Monday morning. But at 4 a.m. that same morning, he called in sick. With only 14 days to go before the fair, time was running out to give the profiles an artistic touch. It was crunch time.

So Stine jumped in "the Transit" – DS Stålprofil's company van – and headed for Frejlev, just outside Aalborg, where the graffiti workshop is based. That way, Mester88 could spend a weekend painting the profiles.

"There was a bit of panic, as he was hard to pin down. But we got the profiles strapped to the van, and I spent a morning getting them up there," says Stine, who works in internal sales, Denmark, at DS Stålprofil.

Ready for the Opening

In the end, it all came together. In the days that followed, Stine got the steel profiles transported from Aalborg to Fredericia, and the stand achieved the look DS Stålprofil was aiming for. The graffiti stood out in a positive way alongside the sleek steel profiles that were also on display.

"We did it to set ourselves apart from what you usually see in the construction industry. Graffiti is typically seen as something negative, because it's often associated with vandalism. That contrast worked well with the more polished elements. We also have a project in Copenhagen where graffiti is featured – it was a great source of inspiration," Stine explains.

Under the theme of "the future of construction", DS Stålprofil spent four days at the fair, making the most of the opportunity to raise awareness of steel profiles as cladding for roofs and facades. The graffiti also helped demonstrate how steel profiles can suit a wide range of architectural styles and contribute to the urban landscape.

Spray-Can Conversation Starter

The graffiti prompted plenty of conversations – and occasionally attracted people who might not otherwise have stopped by the DS Stålprofil stand.

"It was a good icebreaker, because visitors asked who had made it or just said it looked cool. It had a positive effect," says Stine.

And if you ask her, she'd definitely dare to stand out again at a future trade fair: "Sometimes you need to be a bit bold and do something different from what you first had in mind. Challenging your initial idea can lead to something great."





DS Flexhal to Construct The Valley Campus for Everllence (MAN Energy Solutions)







DS Flexhal has been chosen as the turnkey contractor for the project The Valley Campus - a large-scale commercial development in Roskilde, Denmark, designed to bring together Everllence's (previously MAN Energy Solutions Denmark) operations in one place and provide a setting that fosters innovation, collaboration and the green transition in the maritime industry.

The development of the property will cover around 70,000 square metres and will be part of a total site of 175,000 square metres. The facilities will include offices, production and logistics areas as well as a Social Hub featuring, among other things, an academy. The project is the result of a long-term collaboration process, during which DS Flexhal, Arkitema and COWI have worked closely with the client to develop and refine the solutions.

"We've had a great working relationship with Everllence. We've taken pride in understanding their needs and wishes throughout the process, which has been invaluable in achieving the desired result,"

says Jonas Bang Eriksen, CSO at DS Flexhal, and adds: "It's been a long journey, but together with Arkitema and COWI - who for example helped bring quality of life and the human perspective to the forefront - we've arrived at a unique design concept that supports the ambition to create a workplace that encourages development and collaboration."

The development is aiming for DGNB Gold certification, and DS Flexhal will be installing large green roof areas and energy-efficient systems, including solar panels.





DS Gruppen Helps Secure Future Renewable Energy



OLINE ERFURTH ESKEBJERG

DS Gruppen has entered into an agreement with Norlys to secure electricity from new solar and wind farms in Denmark. These farms are yet to be constructed, but the agreement ensures that they will be built within the next few years. The agreement is known as a Corporate Power Purchase Agreement (cPPA). It is the first of its kind in Denmark to combine both solar and wind into one energy product. This combination creates a more stable supply, since energy can be sourced from the sun when there is no wind, and from the wind when the sun isn't shining.

"Through this agreement, we are supporting the development of renewable energy, because our signature helps make the construction of the solar and wind farms possible. Even before the farms are built, we've committed to purchasing electricity from them," says Claus Barnewitz, COO at DS Stålkonstruktion.

We pay directly according to the amount of electricity the farms produce. This creates a clear link between our energy consumption and the electricity that enters the grid.

"For us, it's about taking social responsibility and actively contributing to the transition to renewable energy. This agreement is a concrete step towards our ESG goals and reducing our CO2 footprint," says Claus Barnewitz.

Once the farms are up and running – planned for 2026 – the majority of DS Gruppen's electricity will come from sources we've helped make possible.



IDC Stopped by Denmark



OLINE ERFURTH ESKEBJERG FIE BAUMANN



In March, GOLDBECK's international talent programme IDC made a stop in Denmark. Participants visited DS Elcobyg's factories in Genner and Hobro, as well as DS Gruppen's offices in Aarhus and Hobro.

IDC - International Development Circle - brings together employees from across the GOLDBECK Group for a 20-month development programme focused on professional exchange, networking and knowledge sharing. The programme consists of ten in-person meetings, with workshops, site visits and presentations.

The aim is to give participants a broader understanding of the Group across national borders and to strengthen cooperation and learning across countries. It is also a chance for participants to develop both professionally and personally. After completing the programme, participants can also share their knowledge with colleagues "locally".

Flemming Hvidberg Madsen, Sales and Marketing Manager at DS Elcobyg, is representing DS Gruppen in the IDC 2023 programme. The visit to Denmark was the seventh meeting in the series.



Anke's Heart Lies in Architecture

With over a decade of international experience in roles within the steel industry, Anke Meyer is an example of a dedicated and innovative architecture consultant who continually works to understand and meet the demands of the European markets – including her significant efforts in relation to the climate agenda.

TEXT: TINA WOODS
PHOTO: LEISNER PHOTOGRAPHY

nke Meyer's work has always been characterised by a strong commitment to understanding clients' changing needs, industry demands, and emerging trends. Through close contact with end-users and involvement in innovative projects across Europe, she has continually developed and refined her specialist knowledge, ensuring relevant and sustainable solutions. This is precisely the excellent work she continues to deliver at DS Stålprofil.

GreenCoat® and Architectural Collaboration

More than ten years ago, Anke took on a significant role while working for SSAB Swedish Steel: developing the building industry segment. She was instrumental in building the GreenCoat® brand, created to meet market needs and to emphasise SSAB's commitment to environmental responsibility by using Swedish rapeseed oil in surface coating, replacing previously used fossil fuels.

Anke's relationships with architectural firms and design experts are extensive. She has been involved in a wide range of projects, from residential buildings to large public structures, including swimming pools, market halls, social centres, and large residential blocks. She has collaborated with renowned architects such as Thomas Sandall and Rahel Belatchew, advising on project submissions for awards, many of which feature steel roofs and fa-

cades designed with her guidance. Her work has helped to highlight steel's durability and aesthetic qualities – many of these buildings remain durable and visually appealing many years later.

A Passion Since Childhood

Throughout her career, Anke has actively engaged with industry organisations: "I have previously been a member of various European and global associations, such as the European Coil Coating Association and the World Steel Association, where I gained insights into market developments and had the opportunity to network with industry leaders," she explains. She continues: "Architecture has been my passion since childhood, when I built hundreds of sandcastles on the beach and closely followed major architectural firms and their residential design work." There is no doubt that her deep interest in architecture and building development continues to drive her professionally.

More Than Just Construction

Anke maintains that today's architecture is about much more than just construction. It is an art to create functional, cost-effective, and sustainable spaces. Architects today must be able to quantify their environmental impact – an area where Denmark leads in Europe. Anke emphasises that steel – her loyal material partner over the years – remains central to innovative and sustainable





"I used to be a member at different European and global associations like the European Coil Coating Association or the World Steel Association where I was able to see market trends and meet business leaders."



"

"During my career, I've work closely with architects and supported them in their building ambitions – both in bigger and smaller companies from Sweden, Finland, the Netherlands, Baltics, but also from London where many international big architectural companies have their European headquarters."

O JAKOB LEI



The Construction Industry and Sustainability

The construction industry is responsible for more than a third of global CO₂ emissions. By 2050, about 70 percent of the world's population will live in cities. We have to construct new infrastructure, renovate old buildings and build a large number of new ones, and this has to be done responsibly. Local laws and international treaties have already given us many building regulations with regards to sustainability. It is known in the business world, that sustainable construction can also positively impact reputation and profit. Sustainable buildings can be more efficient to operate, have a higher value and are in greater demand from processive tenants and investors

Why Steel for Homes and Buildings?

Only a few industries are as closely intertwined as steel and construction. For over a century, the two sectors have developed together. Steel is a great construction material. It has an impressive strength-to-weight ratio, is 100 percent recyclable, durable, formable and can be used in combination with other materials. Steel is also versatile and easy to use, such as for a fast on-site build for prefabricated buildings. Today, many steel roofs in Scandinavia are 50 years or 60 years old and still strong and looking good. Historically, many construction innovations were directly related to innovations in steel, such as building frames which led to the invention of the skyscraper.

building solutions due to its exceptional strength, recyclability, and versatility.

Market Leader in Green Development

DS Stålprofil has established itself as a leader in sustainability. The company was the first profile manufacturer in Denmark and Germany to achieve Cradle to Cradle Certified® Bronze for its main product range: steel profiles for roof and facade cladding. The company has long collaborated with SSAB in Sweden, where color coated steel from SSAB

is made with Swedish rapeseed oil in the top coating.

Anke Meyer has played a key role in promoting SSAB's ambitious goal: Delivering fossil-free steel by 2026, produced using hydrogen generated from renewable energy sources. This groundbreaking technology ensures that CO₂ emissions are completely neutralised during steel production, with water as the only by-product.

"Products like SSAB Zero™, made from 100 percent recycled steel, are already available and gaining traction in the market, which increases interest among architects and developers working on large projects. As a trusted partner, DS Stålprofil was granted the first test deliveries of fossil-free steel from SSAB in 2023," Anke Meyer explains enthusiastically.

Strong Membership of DGNB

One of DS Stålprofil's latest initiatives is its membership of the German Sustainable Building Council (DGNB). This marks a significant milestone, as DGNB is a leading organisation in certifying sustainable buildings and encouraging collabo-



We can once again be proud to lead the way in green initiatives within the thin sheet metal industry. Our recent DGNB membership highlights our commitment to contributing to the present and future climate agenda.

ration throughout the entire construction and design process.

"This DGNB-Membership provides an opportunity to strengthen DS Stålprofil's position within Europe's sustainability efforts, especially in German-speaking countries where DGNB has a strong influence. It enhances our ability to deliver high-quality, environmentally friendly steel solutions for both public and commercial projects, ensuring that we remain at the forefront of responsible and innovative building practices," she concludes.

Steel Remains Attractive

Steel continues to be the foundation of innovative, sustainable buildings. Its impressive strength, 100 percent recyclability, durability, and ease of shaping make it an ideal material for a wide range of construction projects. Many steel roofs in Scandinavia, built decades ago, are still fully functional and visually appealing. Moreover, steel's versatility enables

prefabrication, which reduces construction time and costs – an essential advantage in today's fast-paced building environment. Its environmentally friendly lifecycle and high recycling rate further highlight its many benefits in future sustainable architecture.

Steel is not just a construction material. It is the cornerstone of resilient, responsible architecture that meets modern demands for durability, aesthetics, and sustainability.



"This DGNB-Membership provides an opportunity to strengthen DS Stålprofil's position within Europe's sustainability efforts."





DS Stålprofil project: Risskov Efterskole

Ten things are missing in the bottom picture. Can you find them all?





The winner of the competition in EKKO 0224 was:

Annika Maria Braasch, DS Stahl

Clearly mark the ten missing things on the bottom photo, fill in your name/company
and send this page to avb@ds-gruppen.dk no later than 19 September 2025.
Correct entries will be entered in a prize draw for a GoGift gift card worth DKK 2,500. The
winners will be notified directly and announced in the next edition of EKKO.

ne and company:

STAFF BENEFITS

As an employee of the DS group, you have access to a wide range of **unique staff benefits and exclusive discounts** at a number of external partners. We have made it easy for you to explore these great offers – and make the most of them. All you need to do is scan the QR code for an introduction to the numerous exciting

benefits. If you have colleagues who have difficulties with Danish, give them a hand so that they can enjoy the special offers as well. We regularly update the list with new agreements. Do you know of other agreements, or do you have some good hints to share? Then contact DS Marketing.

