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Svedbergs Group and sustainability

The aim of Svedbergs Group’s sustainability work is to boost long-term competitiveness while creating value for the company’s stakeholders. It is an integral part of both strategy and operational activities.

Svedbergs Group’s sustainability work is characterised by a long-term approach and continuous improvement. The top priorities include reducing climate-impacting emissions across the value chain in line with the targets adopted. Other priorities include issues concerning the Group’s own employees and Svedbergs Group as an employer and client, and issues related to ethics and anti-corruption.

About the 2025 sustainability report

The sustainability report in the directors’ report constitutes Svedbergs Group’s statutory sustainability report in accordance with the Annual Accounts Act. The report has been prepared in accordance with European Sustainability Reporting Standards (ESRS).

The sustainability report follows the financial year and is published annually. The sustainability report consists of pages 47–88. The auditor’s opinion is on pages 89–90.

This sustainability report is an excerpt from Svedbergs Groups’ complete Annual and Sustainability Report for 2025, which is published on Svedbergs Groups’ website. All page references refer to the complete Annual and Sustainability Report.

Contact

The contact for the sustainability report is Beate Hennessy, Director of Business Development and Sustainability, Beate.Hennessy@svedbergsgroup.com.



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About the sustainability report

BP-1 Basis for preparation

The sustainability report in the directors' report constitutes Svedbergs Group's statutory sustainability report in accordance with the Annual Accounts Act. The report has been prepared in accordance with European Sustainability Reporting Standards (ESRS). The sustainability report has been prepared on a consolidated basis, which means it includes all subsidiaries in Svedbergs Group, according to the same scope as in the financial statements.

The sustainability report describes the impacts, risks and opportunities upstream, downstream and in relation to the Group's own operations.

In preparing this report, Svedbergs Group has based its approach on the expectations of the Group's most important stakeholders to ensure that the sustainability matters that are most important are addressed in a clear and relevant manner. No relevant information has been excluded for reasons related to confidentiality, sensitive data or intellectual property rights.

BP-2 Disclosures in relation to specific circumstances

Time horizons

In this report, the short term refers to a time period of up to three years after the end of the reporting period, the medium term until 2030, and the long term until 2050, unless otherwise stated. These time horizons have been chosen to align as closely as possible with Svedbergs Group's strategic planning horizons and key years for global sustainable development goals.

Estimates in the value chain and sources of uncertainty in the reported information

Svedbergs Group endeavours to have data that is as accurate and comparable as possible. As the majority of the Group's significant impacts, risks and opportunities arise in the value chain, Svedbergs Group is largely dependent on secondary

data and secondary information, which may lead to uncertainties in assessments and reported data. Accounting policies and details of prevailing uncertainties are continuously reported in connection with each disclosure in the sustainability report. Templates are based as far as possible on primary data or estimates deemed representative. In cases where greater uncertainties regarding estimates exist, this is indicated in connection with the reported data.

When reporting metrics for indirect emissions, Svedbergs Group has used assumptions and estimates in accordance with the GHG Protocol rules.

To gradually improve the accuracy of reporting from the value chain, the Group has identified and initiated a number of measures. These include a gradual transition from estimated data to primary data from priority suppliers and business partners, development of structured data collection processes, clearer requirements in supplier dialogues, and increased use of digital systems and standardised reporting formats. Furthermore, it is intended that expertise and internal governance in the area will be strengthened to ensure more consistent, comparable data quality over time.

Material changes compared to previous years

Compared to the previous year, the Taxonomy reporting is significantly more limited, based on the simplifications and materiality criteria introduced via Omnibus 1.

Reporting of errors from previous periods

In cases where material errors have been discovered in previous years' reporting, this is indicated in connection with each disclosure point, including how the error has been handled.

Forward-looking disclosures

Forward-looking disclosures have been developed based on assumptions about possible conditions in the future and possible actions from Svedbergs Group. The actual outcome may be different.

Phasing in disclosure requirements

Svedbergs Group has utilised the phase-in rules according to Appendix C to ESRS1 for E4, S1 and S2. All subject areas covered by the standards have been part of Svedbergs Group's materiality assessment, and the outcome of the assessment is reported collectively on pp. 53–54. A brief description of material issues within each standard, their impact on the Group's business model and strategy, as well as governance, targets, activities, and measurement is given under each section in the sustainability report. In addition, Svedbergs Group has utilised the phase-in rules for the following disclosures:

- E1-9: Anticipated financial effects from material physical and transition risks and potential climate-related opportunities
- E3-5: Anticipated financial effects from water and marine resources-related risks and opportunities
- E5-6: Anticipated financial effects from resource use and circular economy-related risks and opportunities

Governance

GOV-1 The role of the administrative, management and supervisory bodies

Svedbergs Group is led by the Board of Directors, which, at the year-end, consisted of six shareholder-elected, non-executive members. The Board of Directors did not include any employee representatives. Of the members, 67 percent were independent of both the company and management and of major shareholders in the company. The gender distribution on the Board at the year-end was 33 percent women and 67 percent men.

Candidates for the Board are proposed by the Nomination Committee for appointment by the Annual General Meeting of Svedbergs Group. The Nomination Committee considers candidates based on their merits in terms of entrepreneurship, sustainability, local market knowledge and how their background and experience can diversify and strengthen the Board members and ensure that they meet the expertise requirements set by Svedbergs Group.

The current composition of the Board is considered to strike an appropriate balance between business expertise and expertise in sustainability matters and reporting. In addition, the Board has access to the expertise and knowledge of the management team, the Director of Business Development & Sustainability and external experts when deemed necessary.

The Board monitors sustainability work as an integral part of the Group's strategy and approves sustainability ambitions within the company's strategy, based on recommendations from the CEO and management, and follows up on efforts to achieve them.

The responsibility also includes monitoring and verifying external sustainability reporting as well as following up on internal and external audits. Responsibility for strategic planning and coordination rests with Group management, which consists of the CEO, the CFO, the Director of Sustainability and the MDs of the operating brand companies. Overall, Group management consisted of nine executive officers at the year-end.

Group management is responsible for the implementation of, compliance with and monitoring of policies adopted. It also

prepares overall strategies, guidelines and priorities for sustainability work. Group management is also ultimately responsible for performing the materiality assessment of the Group's sustainability-related impact, including related risks and opportunities. The MD of each brand company is responsible for ensuring work in line with the targets and priorities adopted. They are also ultimately responsible for the reporting of outcomes.

The gender distribution of Group management at the year-end was 33 percent women and 67 percent men.

Svedbergs Group has established a Sustainability Committee, which consists of the CEO, the CFO, the Director of Sustainability and representatives of the Board of Directors. The main task of the Committee is to review and monitor the relevance and outcome of sustainability targets and strategy, the Group's management of sustainability risks and compliance with statutory requirements including sustainability policies. The Committee reviews the work on sustainability reporting and coordinates common issues with the Audit Committee.

Progress towards Svedbergs Group's sustainability targets is monitored via monthly reporting to Group management, quarterly follow-up by the Board, and by the management teams of the respective brand companies.

GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

Group management receives an annual review of Svedbergs Group's material impact, risks and opportunities based on the double materiality assessment. It is also continuously updated on progress towards common sustainability targets and priorities. The Director of Sustainability is responsible for providing the information. Further monitoring takes place in the respective brand companies.

The Board receives an annual review of the double materiality assessment, as well as how material impacts, risks and opportunities are managed in the Group's and companies' policies, strategies and targets. The Director of Sustainability is responsible for providing the information.

The results of the materiality assessment are also communicated and endorsed by the Group finance function to ensure that identified impacts, risks and opportunities are taken into account in recommendations and decisions in these areas.

GOV-3 Integration of sustainability-related performance in incentive schemes

Svedbergs Group's criteria for variable remuneration of senior executives include performance requirements linked to the Group's climate targets. The performance requirement linked to the reduction of carbon dioxide emissions amounts to 10 percent of total variable remuneration and refers, in the scheme for 2025, to the emissions from Svedbergs Group in scopes 1, 2 and 3. The Board of Directors approves the design of the incentive schemes annually, including sustainability targets and weighting.

The remuneration guidelines are proposed by the Remuneration Committee, approved by the Board of Directors and subject to approval by the Annual General Meeting. The conditions for schemes already established remain unchanged during the period of the scheme.

GOV-4 Statement on due diligence in the value chain

In accordance with OECD guidelines, work is carried out to identify, prevent and manage risks related to sustainability in operations and the value chain. The due diligence process is divided into the following steps:

Central components of due diligence	Points in the sustainability report
a) To integrate due diligence in governance, strategy and business model	48, 52
b) To collaborate with relevant stakeholders in all main steps of due diligence	51
c) To identify and assess negative impacts	52, 55
d) To take action to manage these negative impacts	57–58, 65, 69, 78
e) To follow up on how effective these measures are and communicate that	59, 65, 70, 79

GOV-5 Risk management and internal controls over sustainability reporting

In Svedbergs Group, the Finance and Sustainability functions are tasked with coordinating and supervising the internal control over sustainability reporting in the Group. Internal control over sustainability reporting aims, with a reasonable level of assurance, to manage risks of material misstatements in the reporting and to ensure compliance in the area of sustainability. Together, the functions work to identify risks and deficiencies in the underlying reporting processes in sustainability reporting. The evaluation is based on periodic self-assessment supplemented by selective control testing. The outcome is compiled and reported to the Audit Committee and Sustainability Council.

The scope of internal controls in sustainability reporting is limited to the most material reporting processes, but the scope must be evaluated annually.

During 2025, the main focus of internal control was on climate reporting and reporting relating to own workforce.

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Governance cont.

MDR-P Policies and guidelines in Svedbergs Group

Svedbergs Group's operations are governed overall by a number of Group-wide governance documents in the form of policies. The most important policies include the Group's Codes of Conduct for employees and suppliers. These govern how everyone who works for and with Svedbergs Group is expected to act in relation to aspects such as human rights, working conditions, health and safety, the environment and business ethics.

In addition to shared governance documents, the brand companies in the Group have, where appropriate, adopted their own policies and frameworks, adapted to their specific operations and local conditions.

External certification and eco-labels

Svedbergs Group regularly reviews existing eco-labels of its products and adapts processes to meet the relevant certification requirements for the Group's markets. Products must meet the EU's basic health, environmental and safety requirements. Parts of the range are eco-labelled and the ambition is to increase this proportion and ensure that eco-labelling is carried out according to EU and other regional rules. These labels include SundaHus, Byggvarubedomningen, Svanen Husproduktion and other country-specific labels. The brand company Svedbergs i Dalstorp AB is also certified compliant with ISO 14001.

Operations that require authorisation and notification

Svedbergs Group carries out certain operations that are subject to authorisation and notification under Swedish law. This authorisation relates to finishing wood and coating metal. The obligation to notify authorities concerns the plant for recycling solvents used in the company's own operations, machining metals with cutting fluids, process oils and hydraulic oils and machine tools, and the plant for initial cleaning of materials with alkaline degreasing agents.

Full list of policies

Governing documents	Description	Scope	Connection to international frameworks and conventions	Document Owner	Decision level	Available
Employee Code of Conduct	The employee code of conduct describes core values, business principles, and the commitment to conduct sustainable operations in a responsible, efficient and transparent manner.	Group	<ul style="list-style-type: none"> UN Global Compact OECD Guidelines for Multinational Enterprises on Responsible Business Conduct International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work 	Group management	Board of Directors	Intranet
Supplier Code of Conduct	A written commitment established between subsidiaries in the Group and their partners to demonstrate due diligence regarding human rights and environmental protection in supply chains in line with internationally recognised principles.	Upstream in the value chain	<ul style="list-style-type: none"> Ethical Base Code (ETI) FN Global Compact 	Group management	Board of Directors	Website
Climate Change Mitigation, Adaptation and Energy Policy	The policy provides a framework for how the Group works to mitigate the impact of its own operations and the rest of the value chain on climate and the environment. The policy also addresses and manages identified physical climate and transition risks related to climate adaptation, as well as processes related to monitoring and managing greenhouse gas emissions and climate-related impacts, risks and opportunities across the organisation and the value chain.	The entire value chain	GHG protocol	Group management	Group management	Intranet
Water Stewardship Policy	The policy provides clear guidelines for commitments, targets and requirements related to water use and withdrawal.	The entire value chain		Group management	Group management	Intranet
Biodiversity & Timber Policy	The policy provides guidelines for commitments, targets and requirements related to biodiversity and the use of wood raw material.	The entire value chain		Group management	Group management	Intranet
Resource Use, Circular Economy and Waste Policy	The policy provides guidelines for commitments, targets and requirements related to resource use, circular economy and waste.	The entire value chain		Group management	Group management	Intranet
Human Rights Policy	The policy outlines Svedbergs Group's commitments and responsibility to respect human rights, by carrying out risk analysis, assessing and addressing negative impacts, setting out the grievance mechanism, and providing access to effective remedy if violations have occurred.	Group		Group management	Group management	Intranet
Individual Rights Policy	The policy describes Svedbergs Group's processing of personal data.	Group		Group management	Group management	Website
Whistleblowing policy	The Whistleblowing Protection and Grievance Policy are communicated to all employees via the employee handbook, and they are also embedded within legal compliance policies and training. The policy encourages employees to submit a report if they see something that does not meet the standards of the Employee Code of Conduct. It also contains information on the different channels for reporting irregularities: internally via the Head of Department or HR, or via the telephone number or website provided by an independent third party.	The entire value chain		Group management	Board of Directors	Website
Supplier Risk Management Policy	The policy provides clear guidelines for purchasing procedures, including supplier requirements and supplier classification systems, risk assessments, and actions in case of non-compliance with standards and requirements. The policy applies to Svedbergs Group's suppliers and their sub-contractors, business partners, external consultants, agencies, advisors and other contracted parties.	Upstream in the value chain		Group management	Group management	Intranet

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Strategy

SBM-1 Strategy, business model and value chain Business model

Svedbergs Group is one of the leading bathroom furniture suppliers in the Nordic region, the UK and the Netherlands, with a comprehensive range for the bathroom including bathroom furniture, showers, bathtubs, heated towel rails, mixers, toilets and accessories. The business model is to acquire, own and develop strong, innovative companies and brands that design, manufacture and market sustainable products and services for the bathroom. The focus is on brands with strong positions in their respective niches and geographical markets.

Operations are conducted mainly via six wholly owned subsidiaries, Svedbergs i Dalstorp AB, Macro Design AB, Svedbergs Oy, Cassøe A/S, Svedbergs UK Ltd, with Roper Rhodes Ltd as a wholly owned subsidiary, and Svedbergs Group NL B.V., with Thebalux Holding B.V. as a wholly owned subsidiary.

Strategy

The work within the Group is characterised by cooperation without confusion. Group collaboration in a number of key areas ensures economies of scale, cost efficiency and a shared journey of growth. At the same time, there is a strong focus on nurturing the independence, autonomy, identity and entrepreneurial spirit of individual brands. Collaboration is primarily on purchasing, digitalisation and sustainability.

The overall objectives include continued growth with good profitability. The ambition is to contribute to the consolidation of the European bathroom market. The strategy rests on five pillars:

- Profitable growth – Acquiring independent and innovative brands that complement the group.
- Operating model – Cooperation without confusion. Business centric set-up.
- High level of sales expertise – A comprehensive sales channel mix enables customer reach. Market leading customer service.
- Product development – Innovative bathroom solutions and continuous investments in design and sustainable products.
- Organisation and leadership – Empower people and growth-oriented leadership.

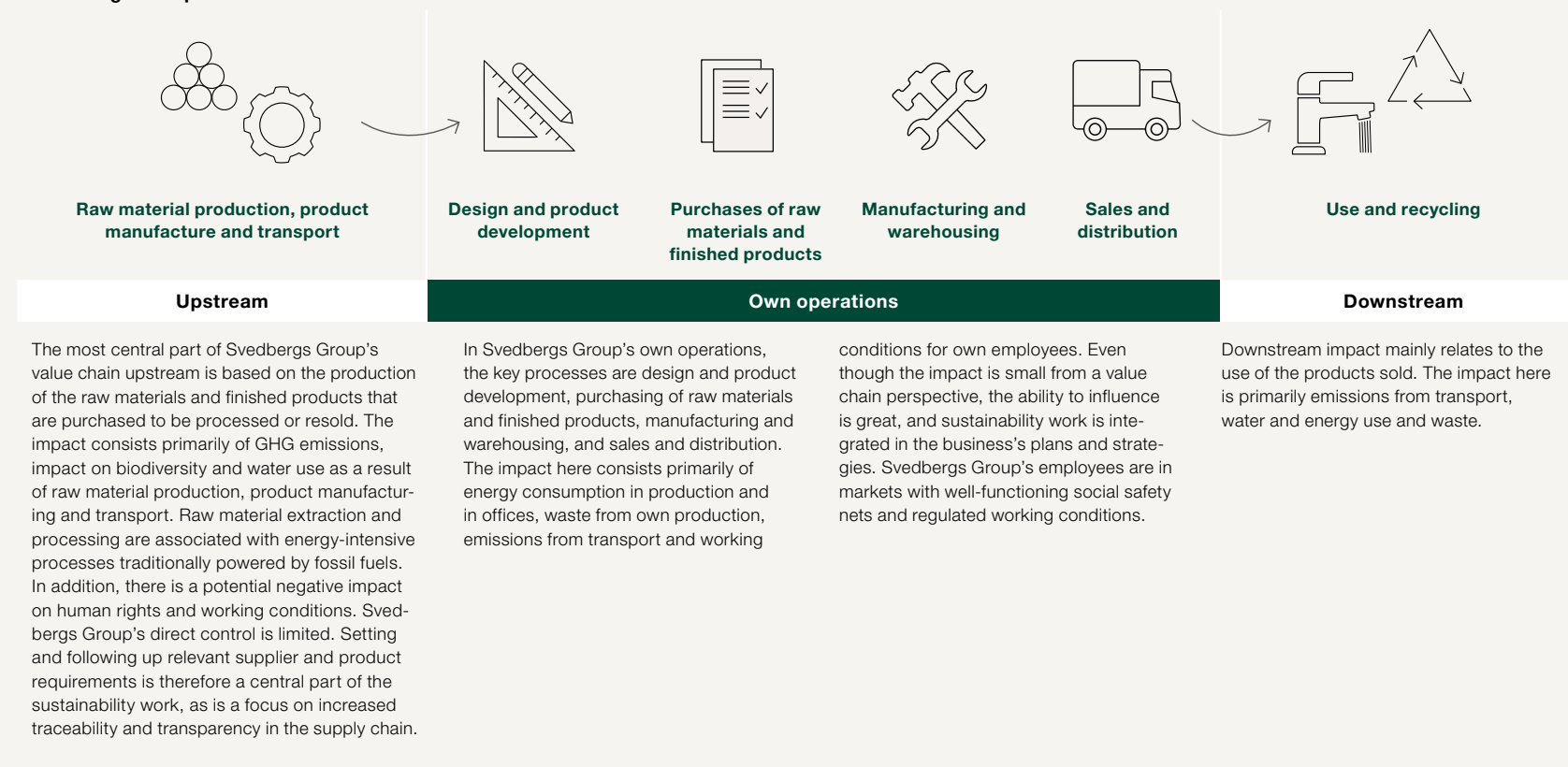
Sustainability is integrated in Svedbergs Group's strategy, and certain sustainability issues are also part of the Group's strategic targets, which are described on pages 10–11. For internal governance, the strategic targets are broken down into more specific targets for each business area and sometimes also for individual brand companies. In addition, Svedbergs Group has interim targets and targets for material ESG issues throughout

its operations. Details of some of these can be found under the respective sections.

The Group's income is generated from the sale of goods from the Group's product range to customers. Approximately 30 percent of the product range in 2025 consisted of in-house production from one of the four production units. The remainder consisted of purchased goods, which are resold under the various brands.

Svedbergs Group's brands operate in different geographical markets, in both consumer and project markets, and reach customers via several different sales channels. For more information about Svedbergs Group's income, see Note 4, page 115.

Svedbergs Group's value chain



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Strategy, cont.

SBM-2 Interests and views of stakeholders

Obtaining the views of internal and external stakeholders on its operations is an important part of the ongoing development of the company and its operations. The aim is to balance different interests, expectations and wishes by means of constant dialogue. Involving stakeholders is also central to all parts of the due diligence process:

Step 1: Understand what expectations our stakeholders have of Svedbergs Group in terms of governance (for example through policies, strategies, and product and supplier requirements).

Step 2: Obtain feedback and perspectives to identify and better understand Svedbergs Group's impact on people and the environment and validate the assessment of this impact.

Step 3: Gather views on measures that can be effective in contributing to due diligence and thereby help us prevent, mitigate and cease negative impact.

Step 4: Enable follow-up with stakeholders to ensure that our measures are effective and contribute to improvements for people and the environment.

Step 5: Understand what type of information stakeholders demand and in which areas they want to see increased transparency.

Step 6: Gain insight into what measures and compensation are needed to remedy rights holders who have been negatively affected.

Both Svedbergs Group and the individual companies are in continuous dialogue with their key stakeholders. Dialogue also takes place in specific cases in connection with the implementation of materiality assessments and where a need has been identified to create a deeper understanding of the company's impact in any area.

Stakeholder perspectives and views are communicated to Group management and are also considered in the assessment of the materiality assessment and in the preparation and annual review of targets.

Stakeholder groups	Examples of stakeholders	How communication takes place	Most important sustainability issues
Owner	Shareholders, investors, financial market	Annual and interim reports, press releases, investor meetings	Positive returns through sustainable growth
Regulators	Authorities, municipalities, Nasdaq, Finansinspektionen, EU, Swedish law	Annual reporting, insider reporting, tax returns, audits, licence applications	Legal and regulatory compliance, correct tax, anti-corruption
Certification bodies and organisations	ISO, UN Global Compact, SEMKO, NEMKO, M1, type approval	Verification of current certificates, audits, Communication of Progress (COP)	Regulatory compliance, development
Suppliers	Material and product suppliers	Contract negotiations, visits, Code of Conduct, audits	Good partnerships to optimise and plan production
Transport companies	Transport companies, waste transporters	Contract negotiations, visits, Code of Conduct, audits	Good partnerships to optimise and plan transport
Industrial customers	Construction companies	Contract negotiations, visits, customer service	Targets and processes to reduce environmental impact, delivery reliability, quality, strong brand, sustainable products
Retailers	Specialist bathroom and building stores, DIY	Showroom, visits, customer service	Targets and processes to reduce environmental impact, delivery reliability, quality, strong brand, sustainable products
Consumers	Private individuals	Customer surveys, complaints handling, customer service	Correct function, quality and design in relation to price, strong brand, compliance with the Consumer Sales Act
Employees	Employees, potential employees	Employee satisfaction index, development dialogues	Working environment, employment contracts, safe and stable employer, gender equality, equality, health, working conditions, strong brand
Local residents	Local residents around factories	Consultation	Compliance with permit conditions, noise
Media	Press, analysts	Press releases	Legal and regulatory compliance, quality and sustainability

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Impact, risks and opportunities

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Svedbergs Group's materiality assessment shows that the Group's direct impact on people and the environment is relatively limited. The material impact and risks are mainly concentrated upstream in the value chain, primarily related to the production of the raw materials, materials and components that are purchased. Material impact also arises downstream, mainly during the use and end-of-life management of the products sold by the Group.

Identified material risks could affect the Group's financial position, earnings and cash flow. For example, supply disruption in global supply chains may affect the ability to purchase sufficient volumes of both raw materials and finished products. Supply disruption may also lead to higher price levels, affecting the ability to attract and retain customers. Sharply rising fuel prices, caused by geopolitical unrest, supply chain disruption or other global events, are another example of short-term financial risks.

While sustainability-related aspects may pose risks, they may also lead to new business opportunities, promote product development and enhance consumer appeal. For example, close cooperation with suppliers and careful control in the supply chain can result in a good supply of goods, opportunities for product diversification vis-à-vis competitors and a favourable reputation among consumers.

Interaction with strategy and business model

The identified material impact, risks and opportunities affect the Group's strategic priorities, resource allocation and development agenda. In the short term, the focus is on ensuring stable delivery capacity, managing cost variations and maintaining product quality and regulatory compliance. In the

medium term, the strategy is influenced by stricter regulatory requirements, consumer expectations for sustainable materials and circularity, and the need for enhanced traceability in the supply chain. In the long term, the transition to more sustainable materials, circular solutions and energy-efficient product platforms is deemed crucial for maintaining competitiveness and reducing the Group's overall impact.

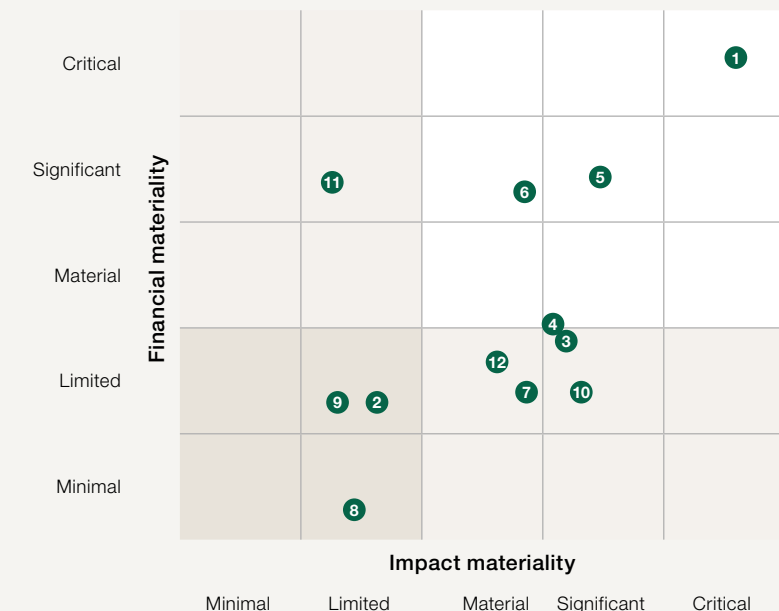
Resilience and strategic robustness

To assess the resilience of the strategy and business model and the ability to manage both identified material impacts and risks and opportunities, Svedbergs Group conducted a resilience analysis in 2025. The analysis was conducted as an integrated part of the Group's strategic governance and was based on the results from the double materiality assessment, the Group's risk management process and relevant internal and external data sources. Scenarios were considered over the short, medium and long terms.

Overall, the assessment is that the Group has generally good resilience and appropriate processes to manage the identified risks and opportunities, but that certain governance and process improvements are required to strengthen long-term robustness. Furthermore, identified material impact, risks and opportunities are not expected to require any fundamental changes to the business model or strategy in the foreseeable future. Nor is any material impact on the Group's financial position expected during the current or upcoming reporting period.

An overview of the outcome of the materiality assessment for Svedbergs Group is presented on the following pages. A more detailed description of material impacts, risks and opportunities in the value chain, including their relation to Svedbergs Group's strategy and business model, is also provided under each subject area.

Double materiality



- 1 Climate change
 - 2 Pollution
 - 3 Water
 - 4 Biodiversity and ecosystems
 - 5 Resource use and circular economy
 - 6 Own employees
 - 7 Workers in the value chain
 - 8 Impacting communities
 - 9 Consumers and end-users
 - 10 Business conduct
 - 11 Corruption and bribery, whistleblowing protection
 - 12 Corporate culture
- Double materiality
 - Materiality
 - Not material

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Impact, risks and opportunities, cont.

The following impact, risks and opportunities (IRO) have been assessed to be material for Svedbergs Group as part of the double materiality assessment shown on the previous page. All areas are found in ESRS, none is company-specific.

Impact materiality

ESRS standard	Description	Positive or negative	Actual or potential	Where in the value chain it occurs	Reasonable time horizon
E1 – Climate change (pp. 56–63)	Svedbergs Group has a negative impact on the climate through emissions primarily from manufacturing and material supply, emissions from transport and business travel, and use-related emissions.	Negative	Actual	Upstream Own operations Downstream	Short, medium and long terms
E3 – Water and marine resources (pp. 64–65)	Freshwater is consumed when the Group's products are used, while a number of suppliers operate in areas characterised by water stress.	Negative	Actual	Upstream Downstream	Short, medium and long terms
	Products designed to be water-efficient in the usage phase can have a positive effect, as less water is used.	Positive	Actual	Downstream	Short, medium and long terms
E4 – Biodiversity and ecosystems (pp. 66–67)	The production of metals, glass and wood can have significant ecological consequences, where among other things mining and extraction risk causing habitat destruction and pollution of land and water. Unsafe or unsustainable methods can harm local ecosystems, disrupt wildlife and degrade water quality. The Group's warehouses and other buildings can also negatively impact biodiversity through physical land exploitation and displacement of natural environments.	Negative	Actual	Upstream Own operations	Short, medium and long terms
E5 – Resource use and circular economy (pp. 68–70)	Some of the products offered by the Group's brand companies are made from components based on finite natural resources such as metals, minerals and various types of polymer. Almost all the material used for the products is virgin material. The extraction of these materials may have a negative impact on people and the environment. Downstream impacts are mainly related to potential shortcomings in recycling and reuse processes.	Negative	Actual	Upstream Own operations Downstream	Short, medium and long terms
	By designing products from a life cycle perspective and with greater possibilities for recycling, Svedbergs Group can contribute to a reduced negative impact.	Positive	Actual	Own operations	Short, medium and long terms
S1 – Own workforce (pp. 71–74)	Svedbergs Group may have a negative impact on its own workforce as a result of shortcomings in the working environment and safety, human rights and inclusion. Unconscious biases in recruitment and career development may also lead to discrimination and lack of inclusion. Insufficient access to training and skills development may negatively affect employees' opportunities to succeed in their roles.	Negative	Potential	Own operations	Short, medium and long terms
S2 – Workers in the value chain (pp. 75–76)	Shortcomings in the physical and psychosocial working environment, unreasonable terms, non-contractual overtime and unreasonable wages, as well as restrictions on freedom of association and lack of equality and inclusion, may have a negative impact on workers in the value chain.	Negative	Potential	Upstream	Short, medium and long terms
G1 – Business conduct (pp. 77–79)	Ruthless or unsound purchasing methods may negatively affect suppliers and lead to corruption. Whistleblowers may be negatively affected if there are shortcomings in the protection of individuals reporting irregularities.	Negative	Potential	Upstream Own operations	Short, medium and long terms

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Financial materiality

ESRS standard	Description	Risk or opportunity	Where in the value chain it occurs	Reasonable time horizon
E1 – Climate change (pp. 56–63)	Energy-intensive production entails sensitivity to price fluctuations and changes in environment-related legislation, which may increase costs both internally and for suppliers. Extreme weather such as flooding risks damaging physical assets and causing write-downs and increased costs if adaptation is lacking. Stricter requirements for environmental care and sustainability reporting may result in higher costs, increased administrative burden, and risk of sanctions or damaged reputation in case of non-compliance. By offering a product range with lower environmental impact, competitiveness can be strengthened.	Risk and opportunity	Upstream Own operations Downstream	Short, medium and long terms
E3 – Water and marine resources (pp. 64–65)	The main risks include supply chain disruption owing to water-related challenges such as water scarcity in connection with raw material extraction and manufacturing processes. There are also the risk of not being able to meet customer demand for water-efficient products. At the same time, an increased focus on water consumption and use also entails opportunities. By providing products that enable efficient use of water, competitiveness can be enhanced.	Risk and opportunity	Upstream Downstream	Short, medium and long terms
E4 – Biodiversity and ecosystems (pp. 66–67)	Biodiversity loss may result in increased costs or shortages in supplies of specific raw materials or products. Lack of care for biodiversity or direct violations of laws and other regulations also risk having a negative impact on Svedbergs Group's brand.	Risk	Upstream	Short, medium and long terms
E5 – Resource use and circular economy (pp. 68–70)	The dependency on virgin materials entails risks related to raw material price trends and the availability of specific raw materials. There are also risks related to the management of waste. All risks may have an impact on Svedbergs Group's profitability. The transition to a circular economy offers opportunities to optimise input and output flows of materials and products, which may result in reduced costs and greater opportunities to better meet customer expectations and requirements.	Risk and opportunity	Upstream Downstream	Short, medium and long terms
S1 – Own workforce (pp. 71–74)	One of the main risks for Svedbergs Group is dependence on employees with the right skills and abilities. Technological developments, new customer needs and high demands for innovation require a high level of willingness to change, innovation and flexibility. In this regard, the ability to attract and retain sought-after skills plays a crucial role in the Group's continued expansion and performance. Deficiencies in working conditions could result in challenges related to the retention and recruitment of skilled, motivated employees. There are also legal and brand-related risks linked to accidents and incidents.	Risk	Own operations	Short, medium and long terms
S2 – Workers in the value chain (pp. 75–76)	Shortcomings in the work environment and working conditions of workers in the value chain may pose risks related to delayed or postponed deliveries as a result of injuries, strikes or other reasons. Shortcomings in equal treatment and opportunities for all pose potential brand and reputational risks, which may have financial impacts.	Risk	Upstream	Short, medium and long terms
G1 – Business conduct (pp. 77–79)	Crimes, offences or misconduct related to corruption or shortcomings in business ethics in the Group's own operations, at suppliers and at partners entail risks relating to confidence among customers, existing and potential employees, suppliers, partners and the rest of the business environment. Violations of laws and other regulations may also result in negative financial developments due to the imposition of fines.	Risk	Upstream Own operations	Short, medium and long terms

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About the materiality assessment

IRO-1 Description of the process for identifying and assessing significant impacts, risks and opportunities

Svedbergs Group's process for identifying and assessing material impacts, risks and opportunities is outlined in the instructions for the materiality assessment. The instructions are reviewed annually, and were adjusted in 2025 to clarify the respective companies' responsibilities for the analysis of financial materiality. As far as possible, the mapping and assessment are carried out as part of Svedbergs Group's regular work on due diligence and risk management. Each company in Svedbergs Group maps its impact, risks and opportunities according to common principles, and the Group's significant impact, risks and opportunities are then identified based on the company-specific analyses.

Svedbergs Group's materiality assessment 2025

To identify material issues, Svedbergs Group relies on the ESRS list of sustainability issues (topics, subtopics and sub-sub-topics), previous years' sustainability reports, and comparable companies' past reports. The gross list of material issues corresponds to the areas in ESRS. Materiality has then been assessed based on both actual and potential impact, as well as financial materiality (risks and opportunities). In both analyses, short-term (<3 years), medium-term (up to 2030) and long-term (<2050) perspectives have been considered.

Materiality based on impact

To assess Svedbergs Group's potential and actual impact on sustainability issues, the sustainability-related impact on people and the environment in Svedbergs Group's value chain has been described, based on a large number of internal and external sources and stakeholder dialogues. The assessment covers the entire value chain, but to identify areas or raw materials with increased risk of negative impact, tools and sources such as amfori BSCI's list of risk countries are used. Based on these descriptions, the impact was scored and assessed in accordance with ESRS requirements based on scale, scope, recoverability and likelihood. For positive impact, aspects that improve conditions for both people and the environment were identified. Activities to mitigate negative impact are not counted as positive impact.

Stakeholder dialogue

To validate and prioritise the issues, a stakeholder dialogue was conducted. Employees were involved via surveys and performance reviews, suppliers via audits and self-assessment questionnaires (SAQs), and customers and investors via structured meetings and market dialogues. Local community actors also contributed via permit processes and dialogues in locations where Svedbergs Group operates. In addition, insights from external specialists and benchmark analyses were added to identify regulatory changes and market trends. Read more about stakeholder dialogues on page 51.

Threshold values for impact materiality

Materiality has been established for each operating company based on the following threshold values:

- Negative impact: Actual negative impact is assessed as material if the severity is material, significant or critical. Potential negative impact is assessed as material if the severity is material, significant or critical, while the probability level is high (material, significant or critical). For human rights, potential negative impact is assessed as material if the severity is material, significant or critical, regardless of the probability level.
- Positive impact: Actual positive impact is assessed as material when the combined analysis of scale and scope shows that the effect is significant and lasting, and leads to a clear improvement for people or the environment. The assessment only includes impacts that go beyond reducing or counteracting negative impacts, as such actions are considered risk reduction and not positive impact. Potential positive impact is assessed as material when the expected effect is deemed capable of providing substantial, long-term improvements, and where the probability of the effect being realised is high. The assessment focuses on actions or characteristics that have transformative potential, are scalable and can be permanently integrated in the business or value chain.

Financial materiality

The starting point for assessing financial materiality was Svedbergs Group's general risk framework, in combination with ESRS criteria for valuation. In the assessment, any risks and opportunities related to identified impacts and dependencies were taken into account. Risks were valued based on scale, i.e. potential financial effect, and probability. In the valuation of scale, the assessment criteria and scales used in Svedbergs Group's risk work were the starting point. The risk register is revised annually, and sustainability-related risks that are above an acceptable level for the Group within the shorter time frame (<3 years) are followed up in the same way as other risks.

Threshold values for financial materiality

Risks and opportunities were assessed for Svedbergs Group as a whole, based on Svedbergs Group's risk matrix. The risks and opportunities that were assessed as material have the value material, significant or critical in the matrix.

Assessment of materiality for Svedbergs Group

Svedbergs Group's overall assessment of materiality is based on a summary of each company's identified impacts, risks and opportunities as mentioned above. The following perspectives were considered in the overall assessment:

- Connection between identified impacts and risks/opportunities
- The relative significance of the operations' various value chains in relation to Svedbergs Group's total impact and financial position, for example based on the proportion of sales derived from different economic activities.
- The significance of each company in relation to its market and value chain (for example market share).

Validation and support

Support for the complete result of the materiality assessment was secured from various key functions in Svedbergs Group, including the Sustainability Council and the management teams of the different brand companies. The outcome was

subsequently approved by Group management and the Board.

Overall, the assessment resulted in 36 sub-topics in 7 out of 10 topics in ESRS being assessed as material for Svedbergs Group. These reflect the Group's most significant impact on people and the environment, as well as the issues assessed to potentially have the greatest impact on the Group's financial position, earnings and resilience in the short, medium and long terms. The results of the double materiality assessment have been integrated in the Group's overall risk management framework and reported to the Board and the Audit Committee. Identified opportunities, such as circular product design, water-efficient products and increased use of recycled materials, have been integrated in strategic roadmaps and product development processes. In this way, sustainability work contributes not only to risk management but also to innovation, growth and long-term competitiveness.

Svedbergs Group prioritises sustainability-related risks as other strategic, operational and financial risks. All risks are assessed using the Group's common risk assessment tool, based on probability, consequence and time horizon. Sustainability risks assessed to have a high impact on people, the environment or the Group's financial position are prioritised and managed at the same level as other material Group risks.

IRO-2 Disclosure requirements in ESRS covered by the undertaking's sustainability report

To assess the materiality of information in relation to each disclosure requirement, Svedbergs Group based its assessment on the materiality of information depending on where in the value chain the identified impact occurs, as well as whether the disclosure requirement is relevant in relation to each specific impact, risk or opportunity. See appendix for a table of which disclosure requirements are covered by Svedbergs Group's sustainability report, based on identified impacts, risks and opportunities, as well as the phase-in rules that Svedbergs Group uses for the 2025 report.

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E1 Climate change

Svedbergs Group works actively to reduce emissions from its operations, the majority of which come from purchased goods, product use by customers and transport.

Impact, risks and opportunities

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Climate impact in Svedbergs Group's value chain

In total, Svedbergs Group's combined CO₂ emissions amounted to just over 56 million tonnes in 2025. The three dominant sources of emissions are related to the production of purchased goods and services, the use of products sold and upstream transport and distribution. Nearly 99 percent of the emissions were in Scope 3. The majority of the remaining emissions were in Scope 1. Emissions in Scope 2 were very limited. For more information on emissions in 2025, see page 60.

Energy use in connection with the manufacture of Svedbergs Group's products accounts for a large proportion of the Group's total emissions. This applies to both products purchased from external suppliers and those manufactured in the Group. The manufacture of products made of glass and porcelain is particularly energy intensive. Transport of incoming and outgoing products also generates greenhouse gas emissions and has a negative climate impact, as does travel by the Group's employees.

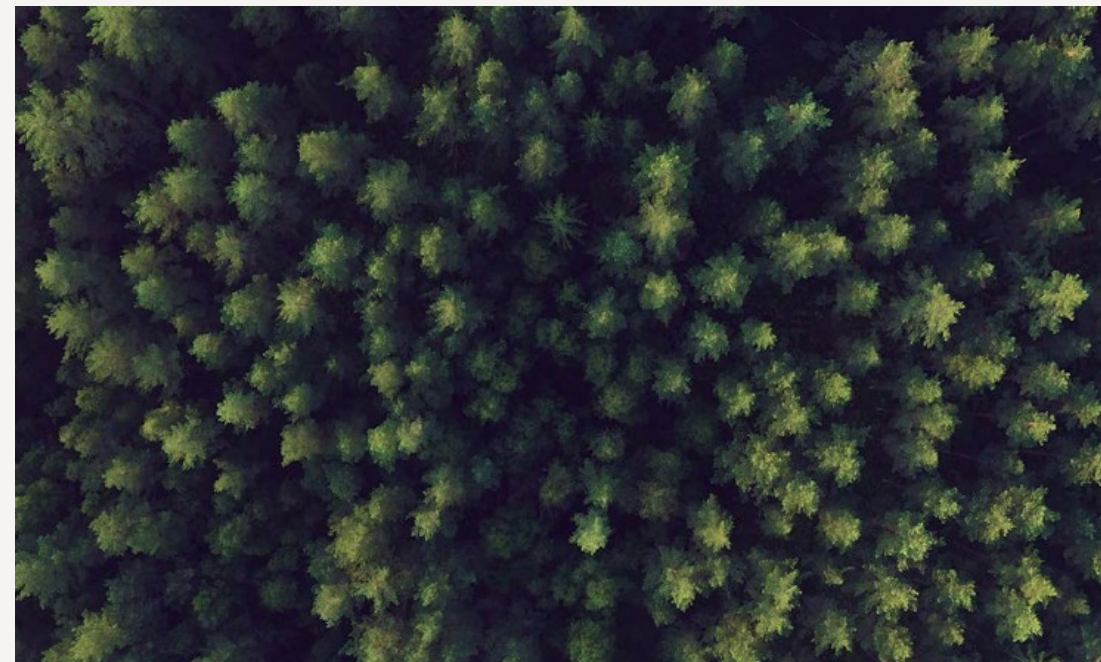
IRO-1 Description of the process for identifying and assessing significant climate-related impacts, risks and opportunities

As part of the double materiality assessment, Svedbergs Group assessed the entire value chain to identify actual and potential impacts, risks and opportunities. The method for the assessment, including the tools, assumptions and processes applied, is described on page 55.

Climate risk analysis

An effective way to deepen the understanding of how climate risks and opportunities may change over time is to perform a climate scenario analysis. Svedbergs Group has not yet performed a group-wide climate scenario analysis. This is because the Group prioritised building data collection, methodology and internal processes for climate and sustainability reporting in 2025, including quality assurance of emissions data and risk identification in the value chain. A structured climate scenario analysis is planned.

The analysis aims to identify climate-related physical risks, transition risks and climate-related opportunities. The process will include identifying relevant climate-related hazards, such



Material impact, risks and opportunities

	Impact	Position in the value chain
Impact	Greenhouse gas emissions, primarily related to production and transport in the value chain	Upstream Own operations Downstream
Risk	Energy-intensive production makes the business sensitive to price fluctuations, which may lead to increased costs. Extreme weather such as flooding risks damaging physical assets if adaptation is lacking. Stricter requirements for environmental care and sustainability reporting may incur costs and greater administrative burden.	Own operations
Opportunity	Competitive advantages resulting from product offerings with lower environmental impact.	Own operations

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Impact, risks and opportunities, cont.

as extreme precipitation, flooding, heatwaves and disruption in energy supply, as well as an assessment of how the Group's assets, supplier structures and logistics flows may be exposed and vulnerable to these hazards. The corresponding methodology will be applied to identify transition risks related to changing regulations, technological shifts and changing customer preferences, as well as climate-related opportunities linked, for example, to higher demand for energy-efficient and resource-efficient products. The work will be based on the Group's emission profile according to ESRS E1-6 and relevant external climate data. This identification process will be carried out over the short, medium and long terms, and will be informed by the climate scenarios that the Group plans to develop in upcoming reporting cycles.

Resilience in business model and strategy

The Group's main property, plant and equipment, such as production equipment, IT systems and distribution solutions, have economic lives that are generally shorter than the long-term climate horizon. This is assessed to reduce the risk of locked-in effects and allows for gradual adaptation of operations in line with technological development, changing market conditions and climate-related requirements.

Overall, the resilience analysis performed in 2025 shows that the Group's business model and strategy are assessed to be relatively resilient to identified climate-related risks, provided that ongoing and planned measures in strategy, investments, product development and supplier management are implemented and developed over time. The results of the analysis are taken into account in strategic planning, risk management and decisions on investments and capital allocation.

Strategy and focus

E1-1 Transition plan for climate change mitigation

Svedbergs Group's ambition is to continue reducing its climate footprint in line with what is required to achieve the Paris Agreement's 1.5-degree target and net zero emissions. The Group's climate targets for 2030 and 2050 have been approved by the Science Based Targets initiative (SBTi) and cover all emissions in the value chain (Scopes 1, 2 and 3).

The work is carried out based on a transition plan approved by the management and Board of Svedbergs Group. The transition plan is implemented in business-specific priorities within the framework of each company's regular business planning processes. The transition plan covers greenhouse gas emissions from the Group's own operations (Scopes 1, 2 and parts of Scope 3) as well as key categories for greenhouse gas emissions in the broader value chain (Scope 3), including, for example, raw materials, packaging materials, logistics and end-of-life management. The transition plan does not include the purchase of carbon credits to meet short-term targets for reducing greenhouse gases.

The transition plan is reviewed annually. It is based on a Climate Audit in which greenhouse gas emissions in the value chain are analysed according to the Greenhouse Gas Protocol (GHG Protocol). The analysis is used to develop and adjust reduction plans and targets for all Group companies, and activities to prioritise greenhouse gas reduction measures adapted to each company.

Svedbergs Group calculates scope 1, 2 and 3 emissions annually and all data is verified by third parties. The Group's work focuses on the areas identified in the annual climate impact reports produced, and efforts are directed towards the categories that cause the greatest impact. This applies in particular to indirect emissions in the value chain from goods purchased, transport and use of products sold. The emission reduction action plan is reviewed and updated annually, and the results of activities implemented are monitored against set targets.

Main actions for emission reductions

The current roadmap focuses on the emission reductions needed to meet Svedbergs Group's targets by 2030. Actions to reduce the climate impact of the Group's products mainly include efforts to reduce the carbon footprint in the production stage. In addition, there is ongoing work to reduce the climate impact from own operations. Svedbergs Group has made significant progress in line with the plan to reduce emissions in its own operations. The transition required in the supplier and consumer stages to reduce emissions from purchased products is more challenging.

Strategic areas

Reduced climate impact from furniture and products sold

The majority of emissions in the value chain occur upstream and downstream. Svedbergs Group endeavours to exert positive influence and make positive contributions here, but cannot fully manage and control the rate of change. Key components of the transition plan consist of collaboration with suppliers and designs based on circular principles. The Group's existing policies ensure that suppliers actively engage in climate and sustainability work and are open to collaboration to improve data collection and set their own climate targets.

Svedbergs Group works with major suppliers to gain access to climate data for standard products, for example via EPDs (Environmental Product Declarations) or LCAs (Life Cycle Assessments). Accurate product-specific data is crucial to make it possible to take measurable action.

To ensure the sustainability of its products, Svedbergs Group focuses on partnerships with suppliers, ecolabelling and certification. An ecodesign framework with a checklist for material selection has been implemented. This framework is continuously updated as new designs and better materials become available.

To increase the proportion of recycled materials, the possibility of using recycled metals such as brass, steel and aluminium is being explored. The focus is on the design of energy-efficient products such as low-power electrical elements and products with timers to optimise use, and on developing more energy-saving features such as energy-efficient mixers in certain segments.

The goal is for all packaging to be recyclable or reusable by 2026. For products, at least 90 percent must be recyclable by 2030 and at least 30 percent of product materials must consist of recycled content.

Transition to fossil-free transport

The main focus is on switching to renewable fuels and continuing to invest in sustainable transport solutions. For example, suppliers with sustainable transport solutions are prioritised and clear requirements are set for environmental profiles and performance reporting. To reduce emissions from transport, Svedbergs Group also aims to increasingly use biofuels and sustainable fuels such as Sustainable Marine Fuel (SMF), which Roper Rhodes is implementing at its largest supplier.

Transport efficiency is also increased by optimising the load factor, reducing the volume of packaging and coordinating deliveries between subsidiaries, while choosing the most environmentally friendly modes of transport.

Energy efficiency and transition to renewable energy

The work to improve energy efficiency will continue. The focus is on ensuring basic energy savings in all facilities and reducing energy use for products in the use phase. Key elements of this work include continuous review and optimisation of electricity consumption in office and production facilities.

Fossil fuels will continue to be phased out by switching to green electricity contracts, biogas or biofuels. The installation of solar panels at our own operations will continue. In recent years, solar panels have contributed to Roper Rhodes and Thebalux now having the capacity to produce their own green electricity. The target is for 100 percent of energy consumption in Svedbergs Group to be renewable by 2030. 87 percent of total electricity consumption was renewable in 2025.

Emission reductions after 2030

Reaching net zero by 2050 is an ambitious and challenging target that will require significant emission reductions after 2030. Svedbergs Group does not yet have all the answers for how this will happen, but will continuously work to develop roadmaps and take action in line with them.

Despite extensive efforts to reduce emissions, some remaining emissions will persist. Svedbergs Group intends to manage these remaining emissions through permanent carbon removal in accordance with the SBTi's net zero standard for companies.

Svedbergs Group has no significant investments in products or assets with locked-in greenhouse gas emissions, and can make the transition in line with the transition plan without significant impact on operations.

Costs and investments

In accordance with the EU Taxonomy Regulation (Commission Delegated Regulation (EU) 2021/2178), Svedbergs Group publishes its Taxonomy-aligned capital expenditure, which currently represents 12.58 percent of the company's total investments. A plan for investments related to the climate transition plan will be developed. For more information on the Taxonomy, see pages 80–82.

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Strategy and focus, cont.

Actions and drivers to reduce emissions

Action	Reduced climate impact from furniture and products sold	Fossil-free freight transport	Energy efficiency and transition to renewable energy	Remaining emissions
Strategy/target	<ul style="list-style-type: none"> Reduced impact from the manufacturing and use of products 	<ul style="list-style-type: none"> Prioritisation of logistics providers with lower climate impact 	<ul style="list-style-type: none"> 100 percent of the energy used by Svedbergs Group will come from renewable sources by 2030 	<ul style="list-style-type: none"> Permanent carbon dioxide removal by 2050
Key activities	<ul style="list-style-type: none"> Development of product and supplier requirements Supplier collaborations Design based on circular principles Clear information in consumer stage 	<ul style="list-style-type: none"> Continuous transition to renewable fuels, including increased share of biofuels 	<ul style="list-style-type: none"> Continuous review and optimisation of electricity consumption in office and production facilities Conversion to LED lighting Upgrade of operational monitoring systems to enable optimisation 	<ul style="list-style-type: none"> Climate financing of actions outside the value chain, alongside monitoring market developments for permanent carbon dioxide removal.
Financing and connection to the EU Taxonomy	<ul style="list-style-type: none"> No significant financing needs Actions are taken within the framework of regular purchasing and sales activities 	<ul style="list-style-type: none"> No significant financing needs Gradual shift from increased operating expenses for biofuels to increased capital expenditure 	<ul style="list-style-type: none"> Capital expenditure for investments in lighting and systems for optimising energy use in warehouses and production facilities 	<ul style="list-style-type: none"> Annual operating expenses for voluntary climate compensation Increased operating expenses for carbon dioxide removal from 2050

Governance

E1-2 Policies related to climate change

Climate Change Mitigation, Adaptation and Energy Policy

The Climate Change Mitigation, Adaptation and Energy Policy provides a framework for how the Group works to mitigate the impact of its own operations and the rest of the value chain on climate and the environment. The policy also addresses and manages identified physical climate and transition risks related to climate adaptation, as well as processes related to monitoring and managing greenhouse gas emissions and climate-related impacts, risks and opportunities across the organisation and the value chain.

The policy aims to ensure that the set targets are met. This includes Svedbergs Group's aim to continue reducing its climate footprint in line with what is required to meet the Paris Agreement's 1.5-degree target and achieve net zero emissions. Svedbergs Group's climate targets for 2030 and 2050 have been approved by the Science Based Targets initiative (SBTi) and cover all emissions in the value chain (Scopes 1, 2 and 3).

E1-3 Actions and resources in relation to climate change policies

To support development, investments are made in physical resources, organisation and complementary expertise. Several of the initiatives in the transition plan are already integrated in existing business plans, particularly those concerning own operations (Scopes 1 and 2). This includes investments in renewable electricity, actions to increase energy efficiency, and the transition to lower carbon transport.

The transition plan encompasses the entire Svedbergs Group's value chain and includes both suppliers and consumers (Scope 3). The company assesses that there is currently no need for additional funding to implement the plan. If the identified initiatives require more resources or investments, this will be managed within the framework of ongoing financial planning.

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Targets and outcome data

E1-4 Targets related to climate change mitigation and adaptation

Svedbergs Group's science-based climate targets

Svedbergs Group's ambition is to continue reducing its climate footprint in line with what is required to meet the Paris Agree-

ment's 1.5-degree target and achieve net zero emissions, as stated in Svedbergs Group's Climate Change Mitigation, Adaptation and Energy Policy. Svedbergs Group's climate targets for 2030 and 2050 have been approved by the Science Based Targets initiative (SBTi) and covers all emissions in Scope 1 and 2, as well as parts of the emissions in Scope 3.

Targets and outcomes

	Description	Comment/outcome 2025
Overall targets	Svedbergs Group AB commits to reach net-zero greenhouse gas emissions across the value chain by 2050.	The target was validated by SBTi at the beginning of 2025
Near-term targets by 2030	Svedbergs Group commits to reduce absolute scope 1 and 2 GHG emissions 44% by 2030.	-31% compared to the base year
	Svedbergs Group commits to increase active annual sourcing of renewable electricity from 78% in 2021 to 100% by 2030.	87%
	Svedbergs Group commits to reduce scope 3 GHG emissions from purchased goods and services, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations 51,6% per million SEK value added by 2030.	-32% compared to the base year
Long-term targets	Svedbergs Group commits to reduce absolute scope 1 and 2 GHG emissions 90% by 2050.	-31% compared to the base year
	Svedbergs Group commits to reduce scope 3 GHG emissions 97% per million SEK value added by 2050.	-37% compared to the base year

The base year is 2021. The target limit includes land-related emissions and removals from bioenergy feedstocks. The targets were verified by the Science Based Targets initiative (SBTi) at the beginning of 2025. The chosen base year is considered representative as it reflects a normal operational year without material non-recurring effects or structural changes. Established methodologies for emissions calculation and scenarios have been used to set climate targets. The targets are based on the chosen base year, current emission trends, and assumptions about the development of the business, technological advancements, and relevant regulatory requirements. The main assumptions concern expected demand, energy mix, supplier emissions and internal efficiency enhancement rates. Methodology and assumptions are evaluated annually and updated as necessary.

Comment

The phase-out of fossil fuels in the Group is based on company-specific and group-wide reduction plans that include measures in Scope 1, Scope 2 and relevant parts of Scope 3. The main drivers for the phase-out consist of energy efficiency improvements, fuel switching in own processes, electrification, transition to renewable and fossil-free energy, and the phase-out or replacement of fossil-based products, materials and processes in own operations and in the value chain.

In own operations, the phase-out of fossil fuels primarily occurs through the replacement of fossil-powered vehicles with electric vehicles and through the transition from fossil-based

heating and process energy to electricity, biogas or other fossil-free alternatives. For indirect emissions related to energy, the purchase of renewable electricity, installation of solar panels and reduced energy consumption are central actions. In the value chain, the phase-out is driven by supplier dialogues and requirements for increased transparency, reduced product weight, increased share of recycled material, development of circular products and actions to reduce fossil energy use in transport and during the use phase of products sold.

Overall, these drivers are assessed to be the main mechanisms for phasing out fossil fuels and achieving the Group's targets for reducing greenhouse gas emissions.

E1-5 Energy consumption and mix

Energy (MWh)	2025	2024	2023
Fuel consumption from coal and coal products	0	0	n.a
Fuel consumption from crude oil and petroleum products	446.7	277.5	n.a
Fuel consumption from natural gas	340.5	528.5	n.a
Fuel consumption from other non-renewable sources	435.0	494.0	n.a
Consumption from nuclear power	0	0	n.a
Consumption of purchased or acquired electricity, heat, steam and cooling from non-renewable sources	0	685.4	n.a
Total non-renewable energy consumption	1,222.2	1,985.4	n.a
Proportion of non-renewable sources in total energy consumption (%)	14.1	23.4	
Fuel consumption from renewable sources (including biomass, biogas, waste from non-fossil fuels, renewable hydrogen, etc.)	854.0	756.9	n.a
Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources	6,270.6	5,561.3	n.a
Consumption of self-produced renewable non-fuel-based energy	310.1	175.1	n.a
Total consumption of renewable energy	7,434.8	6,493.3	n.a
Proportion of renewable sources in total energy consumption (%)	85.9	76.6	n.a
Total energy consumption (MWh)	8,657.0	8,478.7	n.a

Energy intensity (MWh)	2025	2024	2023
Total energy use from activities in high climate impact sectors per net revenue from activities in high climate impact sectors, MWh/SEK	3.84	3.88	n.a

Comment

Reporting on energy use follows the same definitions and system boundaries as specified in the GHG Protocol for Scope 1 and Scope 2. Scope 1 thus covers all direct emissions from sources owned or controlled by Svedbergs Group. Scope 2 covers indirect emissions from purchased energy (electricity, heating, cooling and steam) used in operations.

Svedbergs Group does not conduct any operations in sectors classified under ESRS as having a high climate impact. Therefore, the requirement to report total energy consumption for such sectors is not applicable. All energy reporting relates to operations within our regular business areas.

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Targets and outcome data, cont.

E1-6 Gross Scopes 1,2, 3 and Total GHG emissions

	Retrospective outcome					Milestones and target years		
	Base year 2021 (tCO ₂ eq)	2024 (tCO ₂ eq)	2025 (tCO ₂ eq)	Change 2025 from previous year, %	Change 2021–2025, %	2030 (tCO ₂ eq)	2050 (tCO ₂ eq)	Annual % target/ Base year
Scope 1 GHG emissions								
Gross Scope 1 GHG emissions	791	629	585	-7%	-26%	443	79.1	-7.6%
Percentage of Scope 1 GHG emissions from								
regulated emission trading schemes (%)								
Scope 2 GHG emissions	0	0	0	0	0			
District heating	n.a.	n.a.	n.a.	n.a.	n.a.			
Electricity								
Gross location-based Scope 2 GHG emissions (tCO₂eq)	920	289	358	24%	-61%			
Gross market-based Scope 2 GHG emissions (tCO₂eq)	499	266	290	9%	-42%	279	49.9	-7.6%
Scope 3 emissions								
Total Gross indirect (Scope 3) GHG emissions (tCO ₂ eq)								
1 Purchased goods and services	57,426	54,465.10	43,376	-20%	-25%			
2 Capital goods	654	1,210.00	261	-79%	-60%			
Fuel and energy related activities	385	225	198	-12%	-49%			
4 Upstream transportation and distribution	9,943	4,365	5,952	36%	-40%			
5 Waste generated in operations	33	14	8	-46%	-77%			
6 Business travel	29	105	93	-11%	221%			
7 Employee commuting	667	722	796	10%	19%			
8 Upstream leased assets	n.a.	n.a.	n.a.	n.a.	n.a.			
9 Downstream transportation	1,089	617	910	48%	-16%			
10 Processing of sold products	n.a.	n.a.	n.a.	n.a.	n.a.			
11 Use of sold products	7,304	5,713	3,962	-31%	-46%			
12 End-of-life treatment of sold products	407	187	103	-45%	-75%			
13 Downstream leased assets	n.a.	n.a.	n.a.	n.a.	n.a.			
14 Franchises	n.a.	n.a.	n.a.	n.a.	n.a.			
15 Investments	n.a.	n.a.	n.a.	n.a.	n.a.			
Total Scope 3 GHG emissions	77,937	67,623	55,657	-18%	-29%	66,541	17,791	-4.8%
Total GHG emissions								
Total GHG emissions (location-based) (tCO ₂ eq)	79,648	68,541	56,600	-17%	-29%			
Total GHG emissions (market-based) (tCO ₂ eq)	79,227	68,518	56,532	-17%	-29%	67,264	17,920	-4.9%

GHG emissions per net revenue

Metric	2025	2024	2023	2022
Total GHG emissions per net revenue (location-based) (tCO ₂ eq/SEKm) ¹⁾	25	31	33	34
Total greenhouse gas emissions per net revenue (market-based) (tCO ₂ e/SEKm) ¹⁾	25	31	34	35

1. See Note 4 in the financial statements on page 115.

Comment

Thebalux was acquired in 2024, which means that data for years prior to 2023 could not be collected. For 2021 and 2022, emissions have therefore been estimated based on turnover, while 2023 has been calculated based on collected activity and spending data. In 2025, emissions from purchased materials decreased by 73 percent compared to 2024. The data has been verified with the company and no deficiencies in the data collection have been identified. All articles reported in 2024 are also included in the 2025 reporting. The cost of purchased materials decreased by approximately 34 percent and the reported weight by approximately 67 percent. Data has been collected for 11 of 12 months, and December has been estimated based on available information.

For the Primabad brand, some of the data could not be fully validated. With regard to upstream transport, the reported transport system work (tkm) was deemed unreasonably low, which is why the value was adjusted by a factor of 1,000 based on the assumption of a conversion error.

For Svedbergs and Roper Rhodes, upstream and downstream transport data for 2024 has been updated, and emission factors for downstream transport have been adjusted to ensure comparability between years.

Freight for non-current assets has been included for 2024 and 2025 for Svedbergs, Roper Rhodes and Macro Design, based on a standard assumption of 100 km per item line, in line with previous years. In 2025, Macro Design collected data on recycled material content for the first time.

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Targets and outcome data, cont.

In 2025, emission factors for all materials were updated to reflect the latest available databases and methodological standards. Previously, factors were kept constant to ensure comparability over time, but now that a historical baseline has been established, priority has been given to currency. The updates include adjusted spend-based factors (Exiobase and SCB), DEFRA (June 2025), Ecoinvent 3.11, Idemat 2025, Oekobaudat 2025 and EPD for ready-mixed concrete (C45/55). Where updated factors were lacking, factors from previous years were retained to ensure methodological consistency.

E1-7 Financing greenhouse gas removal and mitigation projects through carbon credits

Svedbergs Group has not yet purchased carbon credits to offset remaining emissions. This may be reassessed in the future.

E1-8 Internal carbon pricing

Svedbergs Group does not apply any system for internal carbon pricing but intends to investigate how an internal price for carbon could be used to support decisions and investments, and proactively contribute to lower climate emissions.

Accounting policies

Svedbergs Group's climate reporting covers the entire Svedbergs Group, i.e. Svedbergs i Dalstorp AB, Macro Design AB, Svedbergs Oy, Cassøe A/S, Svedbergs UK Ltd, Svedbergs Group NL B.V. and wholly-owned subsidiaries.

Svedbergs Group reports Scope 1, 2 and 3 emissions in accordance with the principles of the GHG Protocol. The Group applies a market-based approach in which the climate impact is calculated based on electricity from a specific electricity contract with guarantees of origin actively purchased by the company. In the absence of such a contract for a specific origin of electricity, the residual mix is used in the calculation. The residual mix is the electricity that remains when the guarantees of origin sold are removed. The Nordic residual mix is used for the Nordic countries. For other countries, the residual mix for the specific country is used.

The outcome against the climate target is reported in tonnes of CO₂e and is calculated based on the GHG Protocol standard for Scopes 1, 2 and 3. Emissions include the greenhouse gases CO₂, CH₄, N₂O, HFC, PFC, SF₆ and NF₃. The main methodological challenge concerns access to primary data, as Svedbergs Group's main emissions occur in Scope 3. Svedbergs Group is also dependent on reliable emission factors for different types of emissions. These are evaluated and updated continuously to best reflect reality, the market and the reliability of the source.

In 2025, emission factors for all materials were updated to reflect the latest available databases and improve the accuracy of climate reporting. In previous years, the factors were kept unchanged to ensure comparability between years. Now that an established historical baseline is in place, it was considered more important to update according to current data sources. Emission factors used for the 2025 reporting are summarised on pages 62–63.

Energy consumption and emissions are primarily measured using actual data from supplier invoices, internal meters and fuel purchases. Emission factors are taken from recognised international and national databases and are updated annually.

Data and key figures reported have not been audited by an external party other than through the limited review included in the statutory control of the sustainability report. No further external verification has been carried out.

Svedbergs Group has a policy for recalculation against the base year, which means that in the event of major changes that can lead to both increases and decreases in emissions, a retroactive recalculation against the base year is performed.

The threshold for significant adjustments is five percent, in line with SBTi's recommendation. Activities that may lead to recalculation include:

- changed corporate structure through acquisitions
- or divestments
- outsourcing of activities
- adjusted calculation models, changed emission factors or changes in input data.

Svedbergs Group's key ratios for climate impact from its own operations include:

- Emissions from refrigerants and energy use in warehouses and offices
- Emissions from freight transport between production and warehouses
- Emissions from business travel (Scopes 1, 2 and parts of Scope 3).

Svedbergs Group's emissions are categorised in Scopes 1–3 as follows:

Scope 1

- Emissions from refrigerant leaks
- Emissions from business travel with company-owned and leased company vehicles
- Emissions from stationary combustion

For Scope 1, measured data has been collected in the form of refrigerant leakage, transport fuel consumption and fuel consumption for stationary combustion.

Scope 2

- Emissions from purchased energy for warehouses and offices. This includes electricity purchased for warehouses/offices and company vehicles, as well as district heating consumption.

For Scope 2, measured energy data has been collected in kWh consumption of electricity and district heating, respectively. Also, information about the origin of the electricity (e.g. renewable electricity) when specific electricity contracts are in place.

Scope 3

Category 1 – Purchased goods and services

- Purchased materials for Svedbergs Group products
- Packaging materials
- Other office purchases
- Purchased services such as IT services and office services

The purchased materials account for the vast majority of Svedbergs Group's total climate impact. The largest material categories in terms of greenhouse gas emissions for Svedbergs Group are ceramics, metal and glass.

To a large extent, weights of materials are collected by material type and by the proportion that is recycled and virgin. Purchases of goods and services for the companies' offices are primarily calculated using spend data.

Category 2 – Capital goods

- Construction work
- Purchase of electronics and IT equipment
- Purchase of machinery and tools in product category A
- Purchase of furniture

Capital goods are calculated using spend data and quantity (e.g. number of computers).

Category 3 – Fuel and energy related emissions

- Fuel and energy related activities in Scopes 1 and 2.
- Life cycle emissions from purchased energy.

The same activity data is used here as for Scopes 1 and 2. Activities included are therefore fuel used for company vehicles and purchased energy.

Category 4 – Upstream transport and distribution

- Transport and distribution services that take place upstream of the business or that the business pays for. This category includes transport by cargo ship, lorry, train and aeroplane.

Here, both supplier data in the form of tonnes of CO₂e and estimated transport system work (tonnes-km) for freight are obtained. In some cases, transport is calculated based on distance (km) only. A few companies purchase certificates for SMF (Sustainable Marine Fuel). This means that the company pays extra for biofuel for its transport operations. This is called inserting in the value chain, and the corresponding tonnes of CO₂e are deducted from the category.

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Category 5 – Operational waste

Waste from production, warehouses and offices

Data on waste fractions, weights and handling methods has been collected and used in the calculations.

Category 6 – Business travel

Business travel by aeroplane, train, private car and taxi

Hotels have been excluded to align with SBTi criteria on adhering to the minimum boundary (where hotel stays are not included). Distances and spend data have been collected and used in the calculation.

Category 7 – Commuting

Employees commuting to and from work

Here, data is collected from employees either by email or by questionnaire. Information about means of transport, distance and commuting frequency is used in the calculation.

Category 11 – Use of sold products

Use of sold products that consume electricity during the use phase

Product groups included are mirrors with lighting, lamps, mirror cabinets and electric towel rails. Daily usage has been estimated per product group: two hours per day for mirrors with lighting, lamps and mirror cabinets, and six hours per day for towel rails. A service life of 15 years has been assumed. This is not the technical service life, rather an estimated time before the product is replaced.

Category 12 – Waste management of sold products

Waste management of sold products

Estimates of the weights of sold products and assumptions about waste management methods have been used in calculating this category.

Emission factors

The emission factors used are in units of CO₂ equivalents (CO₂eq), which correspond to the global warming potential (GWP) of carbon dioxide over a 100-year time frame and include the seven greenhouse gases covered by the Kyoto Protocol: CO₂, CH₄, N₂O, HFC, PFC, SF₆ and NF₃. GWP values have been applied, where possible, in accordance with the IPCC Fifth Assessment Report, 2014 CARS.

Under the GHG Protocol, the seven greenhouse gases listed above must be calculated and reported both separately and together as CO₂eq. Currently, Svedbergs Group only reports the gases together, as the available emission factors are only reported as CO₂eq.

Emission factors used for air travel take into account emissions of particles, NO_x and water vapour that occur at high altitude, known as high-altitude impacts. The calculation factor used by Svedbergs Group to take account of high-altitude impacts during air travel is 1.9, which was developed by researchers at Chalmers University of Technology and is used by the Swedish Environmental Protection Agency and the Swedish Transport Agency, among others.

Sources of emission factors

- Association of Issuing Bodies (AIB)
- The National Board of Housing, Building and Planning
- Department for Environment, Food and Rural affairs (DEFRA)
- Swedish Energy Agency
- Ecoinvent
- Exiobase
- Local environmental values of district heating
- Idemat
- Network for transport measures (NTM)
- Oekobaudat
- Swedish Transport Agency
- Swedish Environmental Research Institute IVL
- Vattenfall
- Verdo

Index for emission factors, Scopes 1–3

Emissions	Share of primary data	Measurement unit	Source
Scope 1			
Vehicles	100%	litres, km	Fuel 2024, Swedish Energy Agency (2025). GHG conversion factors 2025, DEFRA (2025). Road traffic emissions in 2024, Swedish Transport Administration (2025)
Stationary combustion and heat production	100%	kWh, kg, litres	GHG conversion factors 2025, DEFRA (2025). Atmoz (2022). Eco-invent (2022). Agreement in the Heating Market Committee 2021, Swedenergy (2021).
Scope 2			
Electricity	100%	kWh	EPD of Electricity from Vattenfall's Nordic Hydropower, Vattenfall AB (2021). European residual mix 2023, AIB (2024). International electricity factors 2023, Carbonfootprint (2024). European Residual Mixes, AIB (2018). EPD of Electricity from Vattenfall's Wind Farms, Vattenfall AB (2025). Emission factors for the Nordic electricity mix in 2021–2023, IVL (2025). European residual mix 2025, AIB (2025).
Central heating	100%	kWh	Local environmental values of district heating in 2024, Swedenergy (2025). Emission factors for fuel use in Sweden, Swedish Environmental Protection Agency (2025). Swedenergy VMK (2022). Fortum (2022). Verdo (2023).
Electric cars	100%	km, kWh	Residual mix 2024, Swedish Energy Markets Inspectorate (2025). Road traffic emissions in 2024, Swedish Transport Administration (2025). Emission factors for the Nordic electricity mix in 2021–2023, IVL (2025). European residual mix 2025, AIB (2025). Road traffic emissions in 2024, Swedish Transport Administration (2025). European residual mix 2024, AIB (2025). Greenhouse Gas Emissions Factors for International Grid Electricity, CADI (2024).
Scope 3			
Category 1 Purchase of goods and services	62%	kg, pcs, kWh, SEK, EUR, DKK, GBP	Ecoinvent 3.11 (2025). Oekobaudat2025 (2025). GHG conversion factors 2025, DEFRA (2025). The Swedish Housing Agency (2023). Sustainability assessment of food and diets version: 1.245, SLU (2024). Idemat2025 (2025). Supplier data (2025). SCB (2023). Exiobase (2025). Emission factors for the Nordic electricity mix in 2021–2023, IVL (2025). European residual mix 2025, AIB (2025). Greenhouse Gas Emissions Factors for International Grid Electricity (calculated from fuel mix), CaDI (2025). Measuring emissions factors summary (2020). 'Life cycle Upstream Emission Factors 2023 (Pilot Edition)', IEA (2023). 'Product Environmental Report – iPhone 12', Apple Inc (2020).

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cont. Index for emission factors, Scopes 1–3

Emissions	Share of primary data	Measurement unit	Source
Scope 3, cont.			
Category 2 Capital goods	17%	pcs, SEK, EUR, DKK, GBP	SCB (2023), Exiobase (2025). "Product Environmental Report – iPhone 12", Apple Inc (2020). Dell Technologies (2025).
Category 3 Fuel and energy related activities:	100%		Same as for Scopes 1 and 2.
Category 4 Upstream transport and distribution	77%	tCO ₂ e, km, tkm, EUR, GBP	Supplier data (2025). Factors from GHG conversion factors 2025, DEFRA (2025). Renewable content from DEFRA methodology doc. Fuel 2024, Swedish Energy Agency (2025). GHG conversion factors 2025, DEFRA (2025). NTMCalc 4.0 (2024). Exiobase (2025).
Category 5 Operational waste	100%	tonnes	GHG conversion factors 2025, DEFRA (2025).
Category 6 Business travel	72%	pkm, km, EUR, SEK	GHG conversion factors 2025, DEFRA (2025). Exiobase, (2025). Environmental spend analysis, climate indicators, Swedish National Agency for Public Procurement (2022). Fuel 2024, Swedish Energy Agency (2025). GHG conversion factors 2025, DEFRA (2025). Road traffic emissions in 2024, Swedish Transport Administration (2025).
Category 7 Commuting	100%	km, pkm	GHG conversion factors 2025, DEFRA (2025). Emission factors for the Nordic electricity mix in 2021–2023, IVL (2025). European residual mix 2025, AIB (2025). Road traffic emissions in 2024, Swedish Transport Administration (2025). Fuel 2024, Swedish Energy Agency (2025). Train travel baselines, NTM (2024).
Category 9 Downstream transport and distribution	11%	tCO ₂ e, km, tkm	Supplier data (2025). Factors from GHG conversion factors 2025, DEFRA (2025). Renewable content from DEFRA methodology doc. Fuel 2024, Swedish Energy Agency (2025). GHG conversion factors 2025, DEFRA (2025). NTMCalc 4.0 (2024).
Category 11 Use of sold products	0%	kWh	Emission factors for the Nordic electricity mix in 2021–2023, IVL (2025). European residual mix 2025, AIB (2025). European residual mix 2024, AIB (2025). Greenhouse Gas Emissions Factors for International Grid Electricity, CADI (2024).
Category 12 End-of-life treatment of products	43%	tonnes	GHG conversion factors 2025, DEFRA (2025).

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E3 Water

Significant quantities of water are used in the extraction of raw materials and in connection with the use of finished products. The brand companies work actively to optimise and streamline use as far as possible.

Impact, risks and opportunities

Impact in the value chain

Svedbergs Group's impact on water withdrawal is primarily a consequence of upstream extraction of raw materials, where part of the production and manufacturing takes place in regions characterised by water stress. Svedbergs Group has suppliers in countries including Spain, Italy, Germany, Portugal, Belgium, Turkey and China. Individual raw materials associated with high water withdrawal include ceramics and metal. In addition, there is significant water use associated with consumer use. Water consumption in own operations is more limited.

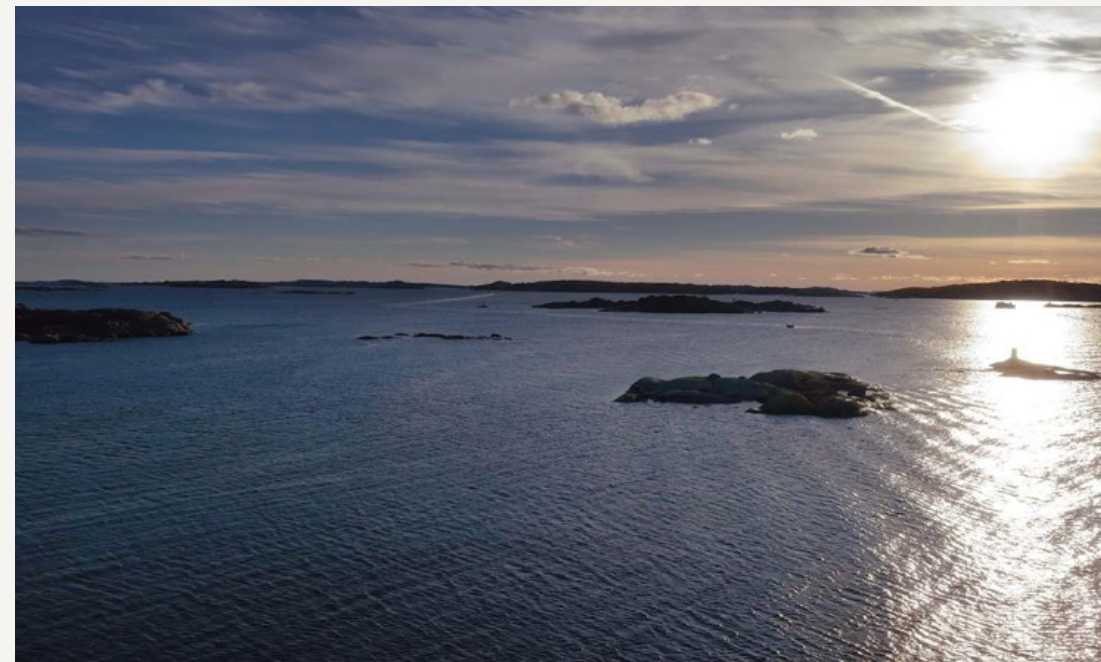
Risks and opportunities for Svedbergs Group

The main risks include supply chain disruption owing to water-related challenges in the supply chain such as water scarcity in connection with raw material extraction and manufacturing processes. There are also risks in not being able to meet customer demand for water-efficient products.

At the same time, an increased focus on water consumption and use also entails opportunities. By providing products that enable efficient use of water, competitiveness can be enhanced.

IRO-1 Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities

As part of the double materiality assessment, Svedbergs Group assessed the entire value chain to identify actual and potential impacts, risks and opportunities. The detailed method for the assessment, including the tools, assumptions and processes applied, is described on page 55.



Material impact, risks and opportunities

	Impact	Position in the value chain
Impact	The impact on water withdrawal is primarily a consequence of upstream extraction of raw materials, where part of the production and manufacturing takes place in regions characterised by water stress. Significant water use associated with consumer use.	Upstream Downstream Own operations
Risk	Water scarcity in connection with raw material extraction and manufacturing may result in disruption in the value chain. Inability to meet demand for water-efficient products may lead to reduced sales.	Upstream Downstream
Opportunity	By providing products that enable efficient use of water, competitiveness can be enhanced.	Upstream Own operations

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E3-1 Policies related to water

Water Stewardship Policy

The policy provides clear guidelines related to the use and withdrawal of water. Specified commitments include:

- Perform annual water risk assessments to evaluate our supplier base and locations with high water stress.
- Engage our suppliers operating in water-stressed areas in water reduction initiatives and action plans.
- Ensure that all our products that use or deliver water are resource-efficient.

- Integrate considerations of water quality and pollution prevention in product and service development, prioritising materials and processes that reduce chemical emissions and microplastic leakage throughout the value chain.

The policy covers the entire value chain and applies to all Svedbergs Group subsidiaries, their employees, suppliers and subcontractors. The policy is subject to annual revision. It is communicated and available to all relevant stakeholders via appropriate channels (intranet, website, etc.). For more information about the policy, see page 49.

Strategy and actions

E3-2 Actions and resources related to water resources

Product development

A major focus of product development is on optimising and streamlining water use, especially in showers and mixers, without limiting the user's experience and needs. For example, most of the mixers in the ranges are equipped with technologies that reduce water consumption such as flow controllers and aeration.

Collaboration and dialogue with suppliers

All brand companies work actively to reduce water use in the value chain. Preventive work is carried out by means of dialogue with suppliers and by monitoring of the water situation in vulnerable regions. This is intended to reduce the water footprint of production and water-related risks in the supply chain. The work takes into account both the water footprint of the goods and the water situation in the area.

For suppliers in regions characterised by water stress, there are specific requirements for actions and action plans to reduce water use. As part of the requirements, suppliers may also be required to implement or demonstrate compliance with internationally recognised standards, certifications or guidelines for water management, such as water policies, procedures

for measuring and monitoring water consumption and systems for treating process water and wastewater. Where relevant, suppliers are encouraged to work in line with established frameworks for water efficiency and water risk management.

Implementation of targets

In 2024, it was decided that all Tier 1 suppliers in water-stressed areas should have sustainable water use practices in place by 2030. In 2025, the implementation of actions to support development in line with the target began.

Improving water efficiency in offices

Water use in own offices and production facilities is limited. However, here too there is continuous work on improvements. More significant recent initiatives include the installation of low-flush toilets, a new skimmer system in the wet paint shop, new pre-treatment baths in the powder coating shop and the decommissioning of the veneer press.

Costs and investments

Costs and investments to implement Svedbergs Group's actions to limit negative impacts on water are integrated in the company's regular operations. As a result, specific costs and investments linked to these particular actions are not recognised separately.

Targets and outcome data

E3-3 Targets related to water resources

Svedbergs Group's targets for water resources reflect the priorities in the Water Stewardship Policy and are used to monitor the effectiveness of the actions required by the policy. All targets are voluntary.

Targets and outcomes

Description	Measurement method	Comment/outcome 2025
100% of suppliers in water-stressed areas ¹⁾ should have sustainable water management practices in place by 2030. The target covers Tier 1 suppliers operating in water-stressed areas.	WRI tool assessment and our own supplier audits	15% of Svedbergs Group's Tier 1 suppliers operate in water-stressed areas. Of these, 2.5% have sustainable water management practices in place. All of these are suppliers to Roper Rhodes. Implementation for the remaining subsidiaries will take place during the following reporting periods.
All products are to be water-efficient by 2030 ²⁾	n.a.	n.a.

1. Number of product suppliers located in areas with water stress (high or extremely high risk) according to the World Resources Institute (WRI) Aqueduct Water Risk Atlas
2. Svedbergs Group intends to develop a definition of water efficiency in 2026. Products are currently optimised to enhance water use efficiency and reduce consumption

E3-4 Water consumption

	2025	2024
Total water consumption (m ³)	4,692.2	n.a
Total water consumption in areas with water risk, including areas with high water stress (m ³)	n.a	n.a
Total recycled and reused water (m ³)	0	n.a
Total volume of water in storage at the end of the reporting period (m ³)	0	n.a
Water intensity (total water consumption per million SEK in turnover (m ³ /SEKm))	2.08	n.a
Water intensity (total water consumption per million EUR in turnover (m ³ /EURm))	23.1	n.a

Accounting policies

The disclosures are based on internal monitoring, supplier dialogues and supplementary external sources for assessing water stress in geographical areas. Water-stressed areas are identified by specifying Tier 1 suppliers' manufacturing addresses in the World Resources Institute (WRI) Aqueduct Water Risk Atlas. The analysis shows whether suppliers operate in areas with low, low-medium, medium-high, high or extremely high water stress. The analysis and associated risk assessments are performed annually. Suppliers are covered by the target if they are identified as operating in areas with high or extremely high water stress. The classification is updated periodically and forms the basis for prioritising actions and requirements. Limitations in the method include potential

differences between the WRI tool's assessment and suppliers' own perceived experiences of water scarcity.

Data collection is based on measurements from installed water meters and supplier invoices for the first three quarters of 2025. Consumption for the fourth quarter is estimated based on an average for the other quarters. Costs and investments related to water actions are integrated in regular operations and are not reported separately.

Data and key figures reported have not been audited by an external party other than through the limited review included in the statutory control of the sustainability report. No further external verification has been carried out.

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Biodiversity and ecosystems

The production of metals, glass and wood can have significant ecological consequences; mining and extraction risk damaging local ecosystems, disrupting wildlife and degrading water quality. Warehouses and other buildings can also have an impact on biodiversity through physical land exploitation and displacement of natural environments.

Impact, risks and opportunities

Impact in the value chain

The brand companies in Svedbergs Group purchase raw materials and finished products consisting of, among other things, wood, ceramics and metal, and wood accounts for the highest proportion of the total volume of material in the Group's products. In the production of this raw material, there is a risk of impact on biodiversity and ecosystems, including habitat destruction and soil and water pollution.

Risks and opportunities for Svedbergs Group

Biodiversity loss may result in increased costs or shortages in supplies of specific raw materials or products. Lack of care for biodiversity or direct violations of laws and other regulations also risk having a negative impact on Svedbergs Group's brand.

Description of the processes to identify and assess material impacts, risks, and opportunities for biodiversity and ecosystems

As part of the double materiality assessment, Svedbergs Group assessed the entire value chain to identify actual and potential impacts, risks and opportunities. The detailed method for the assessment, including the tools, assumptions and processes applied, is described on page 55. For ESRS E4, all assets and activities were screened to identify IROs related to biodiversity and ecosystems. This also included stakeholder engagement in Svedbergs Group's operations and value chain – upstream and downstream. More information about stakeholder dialogue can be found on page 51.



Material impact, risks and opportunities

	Impact	Position in the value chain
Impact	Potential impact on biodiversity and ecosystems as a result of the production of raw materials for products.	Upstream Own operations
Risk	Biodiversity loss may lead to increased costs or shortages of specific raw materials and products. Lack of consideration for biodiversity or violations of laws and regulations risk harming Svedbergs Group's brand.	Upstream

Biodiversity has been identified as material in Svedbergs Group's materiality assessment, but as Svedbergs Group has chosen to utilise the phase-in opportunities for the area, this section only presents overall information about impacts, risks and opportunities, policies, actions, targets and metrics in accordance with §17 of Appendix C to ESRS2.

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Policies related to biodiversity and ecosystems

Biodiversity & Timber Policy

The policy provides guidelines for commitments, targets and requirements related to biodiversity and the use of wood raw material. The policy covers the entire value chain and applies to all Svedbergs Group subsidiaries, their employees, suppliers and subcontractors. The policy is subject to annual revision. It is communicated and available to all relevant stakeholders via appropriate channels (intranet, website, etc.).

Strategy and actions

Transition plan and consideration of biodiversity and ecosystems in strategy and business model

In 2026, Svedbergs Group intends to clarify how the Group's and brand companies' targets, strategies and action plans align with respect for planetary boundaries and international frameworks to protect and restore biodiversity.

Requirements for certified raw material and traceability

All wood raw material used in Svedbergs Group's own products must come from responsibly managed forests by 2030. All purchased wood raw material must then be subject to traceability rules and fulfil at least the requirements of FSC's standard for Controlled Wood, FSC CW. This means that the raw material must not come from controversial sources, including illegally harvested forests, forests with high conservation values, where these values are threatened by forestry activities, and forestry activities that violate indigenous peoples' rights or human rights. Purchases are third party certified according to PEFC and FSC Chain of Custody. In 2025, this work was extended to include finished products purchased from Asia.

Annual risk assessments, including follow-up

Svedbergs Group performs annual risk assessments to analyse the supply chain and identify and manage risks related to biodiversity loss, deforestation and wider environmental impacts. This process helps ensure responsible purchasing, protect ecosystems and promote sustainable business principles. Risk assessments may include on-site audits of suppliers, including DNA testing of timber, where appropriate.

Costs and investments

Costs and investments for measures aimed at limiting negative impacts on biodiversity and ecosystems are integrated in ongoing operations and reflected in existing budgets. As a result, specific costs and investments linked to these particular actions are not recognised separately.

Targets and outcome data

Targets related to biodiversity and ecosystems

Targets and outcomes

Description	Outcome		
	2025	2024	2023
100% of all wood raw material must be certified according to sustainable forestry standards The target covers all European Tier 1 timber and product suppliers.	100	100	100

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E5 Resource use and circular economy

Sustainable resource use and circular economy are about using materials, energy and other resources more efficiently and developing circular flows. This includes the use of recycled and renewable materials, minimising waste throughout the value chain, optimising the lifetime of products and resources and promoting product and packaging recycling and circular solutions for end-of-life products.

Impact, risks and opportunities

Impact in the value chain

Svedbergs Group's impact is mainly related to the extraction and processing of raw materials. The products offered by the Group's brand companies are made from components based on finite natural resources such as metals, minerals and various types of polymer. Almost all the material used for the products is virgin material. The extraction of these materials may have a negative impact on people and nature.

Downstream impacts are mainly related to potential shortcomings in recycling and reuse processes. Svedbergs Group sells products that are used by customers in a large number of countries. Shortcomings in local infrastructure may pose challenges for recycling and reuse. In addition, some products may go to landfill or incineration owing to contamination risks or complex material compositions that are difficult to separate.

Risks and opportunities for Svedbergs Group

The dependency on virgin materials entails risks related to raw material price trends and the availability of specific raw materials. There are also risks related to the management of waste. All risks may have an impact on Svedbergs Group's profitability.

The transition to a circular economy offers opportunities to optimise input and output flows of materials and products, which may result in reduced costs and greater opportunities to better meet customer expectations and requirements.

IRO-1 Description of processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

As part of the double materiality assessment, Svedbergs Group assessed the entire value chain to identify actual and potential impacts, risks and opportunities. The detailed method for the assessment, including the tools, assumptions and processes applied, is described on page 55.



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Impact, risks and opportunities

	Impact	Position in the value chain
Impact	The products contain components based on finite natural resources, such as metals, minerals and polymers. Downstream impacts are primarily linked to shortcomings in recycling and reuse.	Upstream Downstream
Risk	The dependency on virgin materials entails risks related to raw material price trends and the availability of specific raw materials.	Upstream
Opportunity	The transition to a circular economy offers opportunities to optimise input and output flows of materials and products, which may result in reduced costs.	Upstream

Governance

E5-1 Policies related to resource use and circular economy

Resource Use, Circular Economy & Waste Policy

Svedbergs Group's Resource Use, Circular Economy & Waste Policy states that Svedbergs Group must increase circularity and resource efficiency in its own operations and value chain. It is further clarified that Svedbergs Group must work preventively to minimise the volume of waste in operations and turn unavoidable waste into a resource. As far as possible, the aim should be to move waste management up the waste hierarchy, with prevention the first option and landfill the last resort that should be avoided as much as possible. Svedbergs Group must also endeavour to identify and implement innovative solutions that contribute to a more circular economy.

The policy further states that suppliers should endeavour to reduce the environmental impact of products, considering the entire life cycle of the product, and that packaging materials should be recyclable, resource-efficient and transport-efficient, and preferably made from renewable or recycled materials. Suppliers should also be connected to a relevant recycling organisation and producer responsibility system, or alternatively be able to demonstrate that their packaging materials are treated in another acceptable manner.

The policy covers our own operations and value chain and applies to all Svedbergs Group subsidiaries, their employees, suppliers and subcontractors. The policy is adopted by the Board and is subject to annual revision. It is communicated and available to all relevant stakeholders via appropriate channels (intranet, website, etc.).

Climate Change Mitigation, Adaptation and Energy Policy

For information, see page 49.

Strategy and actions

E5-2 Actions and resources related to resource use and circular economy

Product development in line with circular design principles

Svedbergs Group's mapping shows that the majority of greenhouse gas emissions arise in connection with the extraction of raw materials for purchased goods. To reduce emissions and negative environmental impact, while enhancing resource efficiency, Svedbergs Group works constantly to integrate circular design principles in product development. The aim is to extend the lifetime and reduce waste and material consumption in manufacturing. The Group works actively with subcontractors to develop products based on materials with a lower environmental and climate impact. This work covers the whole life cycle of the product and addresses a variety of aspects such as renewability, recyclability, lifetime and weight.

Evaluating opportunities of circular new business models

The brand companies are running projects aimed at evaluating the possibility of new offers linked to, for example, refurbishment or repair of damaged products.

Clear procedures for waste and waste management

Waste is generated at various stages in Svedbergs Group's value chain: during production at subcontractors, in the Group's own operations and in connection with end-of-life. It mainly consists of leftover materials from production and

packaging materials. All brand companies are focusing on reducing the volume of waste that is sent to incineration and landfill. Work is also under way to increase the proportion of materials that are recycled.

Work on Environmental Product Declarations (EPDs)

The brand companies are working on environmental product declarations for their respective product portfolios. EPDs, or Environmental Product Declarations, are comprehensive, standardised documents that quantify the environmental impact of a product. The reports are developed using the Life Cycle Assessment (LCA) method and evaluate different impact categories, including carbon emissions, over a product's life cycle. This assessment covers everything from raw material extraction, transport and manufacturing processes to a product's use, end use and potential for recycling. In addition to increased clarity towards customers, architects, property developers and end consumers, it helps further develop the product portfolio and the manufacturing process, ultimately enhancing competitiveness.

Costs and investments

Costs and investments for measures aimed at limiting negative impacts on resource use and the circular economy are integrated in ongoing operations and reflected in existing budgets. As a result, specific costs and investments linked to these particular actions are not recognised separately.

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Targets and outcome data

E5-3 Targets related to resource use and circular economy

Svedbergs Group's targets related to resource use and circular economy are voluntary and in line with the ambition of the sustainability guidelines. The purpose of the targets is to reduce

both resource inflows and outflows, and to develop towards correct and more circular waste management. The targets are set from a holistic sustainability perspective that considers the entire life cycle but focuses on the areas that Svedbergs Group has the most control over.

Targets and outcomes	
Description	Comment/outcome 2025
By 2030, all new products must be developed according to circular design principles ¹⁾	
At least 90% of product materials must be recyclable by 2030 ²⁾ .	77%
Achieve at least 30% recycled content in all our product materials by 2030 ³⁾ .	10%

1. Recyclability: At least 90% on average for all materials used in the composition of our products. The product materials should be generally recyclable. Recycled content: On average, across all our products and across all product materials, at least 30% must consist of recycled content. This means at least 30% recycled material, including pre-consumer material (material or by-products discarded during the manufacturing process before reaching the consumer) and post-consumer recycled material (from products that have reached the end of their life cycle and would otherwise have ended up in landfill).

2. The proportion of recyclable materials in products sold (%), including
 – upcycling (when a material or product is transformed into something of higher value)
 – downcycling (when a material or product is transformed into something of lower value).

3. The proportion of recycled materials in products, averaged over all products (percent of total product weight)

E5-4 Resource inflows

Resource flows mainly consist of products produced upstream in the value chain in suppliers' production facilities. These goods are delivered to the brand companies' warehouses to be processed or resold. The goods are also accompanied

by different types of packaging. In addition to the goods, resource inflows also include IT equipment, software, furniture and company cars for the Group's offices. For warehousing activities, this mainly includes machinery, IT equipment and transport vehicles.

Key ratios	2025	2024
Total weight of products and materials (tonnes)	22,295.4	26,789.8
Proportion of biological materials (including biofuels) that are sustainably sourced (tonnes)	19.6	14.7
Total weight of secondary reused or recycled components (tonnes)	366.4	1,780.9
Proportion of secondary reused or recycled components (tonnes)	1.6	6.6
Total weight of secondary intermediate products (tonnes)	0.0	3.4
Proportion of secondary intermediate products (%)	0.0	0.0
Total weight of secondary materials (tonnes)	1,853.1	1,396.0
Proportion of secondary materials (%)	8.3	5.2

E5-5 Resource outflows

Svedbergs Group's resource outflows mainly consist of wood waste from the manufacture of bathroom furniture, paper and cardboard, and industrial waste. Svedbergs Group has not yet conducted a full analysis of the expected service life and

repairability of its products. Work is ongoing to establish a methodology and identify reliable industry benchmarks. When robust comparative data is available, results for both service life and repairability will be reported.

Waste	2025	2024
Total amount of waste generated (tonnes)	1,780.5	1,619.2
Total volume of waste diverted from disposal (tonnes)	1,314.3	1,226.9
Preparation for reuse (tonnes)	35.7	51.1
Material recycling (tonnes)	960.7	987.0
Other recycling (tonnes)	317.9	188.7
Hazardous waste (tonnes)	87	64.4
Non-hazardous waste (tonnes)	1,227.3	1,162.4
Total volume of waste sent for disposal (tonnes)	466.2	392.4
Incineration (tonnes)	439.3	381.2
Landfill (tonnes)	16.0	11.2
Other disposal (tonnes)	10.9	0
Hazardous waste (tonnes)	31	28
Non-hazardous waste (tonnes)	435.2	364.4
Radioactive waste	0	0
Percentage of non-material recycled waste (%)	26.2	24.2

Comment

Svedbergs Group's own operations generate several different waste flows, with the largest volumes coming from the manufacturing process for bathroom furniture. The vast majority is classified as non-hazardous waste. No radioactive waste is generated in operations.

Waste management is carried out in cooperation with external partners. Regular internal audits identify opportunities for reducing waste and reported data is validated.

Accounting policies

The data has mainly been collected via structured questionnaires to suppliers, where information on product weight, material composition and the proportion of recycled material has been requested. For a limited proportion of the dataset (approximately 10 percent), where primary data has not been available, the material weight has been estimated using a cost-based method. The Group works continuously to improve data collection processes and supplier dialogues to gradually reduce the number of assumptions and estimates.

Waste is reported from the subsidiaries' production facilities in tonnes, broken down by waste type and treatment method. Data is based on reports from external waste contractors, and fractions and treatment methods are distributed according to the reporting structure.

Data and key figures reported have not been audited by an external party other than through the limited review included in the statutory control of the sustainability report. No further external verification has been carried out.

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Own employees

As an employer with operations in several countries, Svedbergs Group has an impact on a relatively large number of individual employees. The total average number of own employees was 531 in 2025. The company's own workforce is mainly in production, warehouses and offices.



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Impact, risks and opportunities

Material impacts, risks and opportunities and their interaction with strategy and business model

Impact in the value chain

Svedbergs Group's own employees are mainly employed in the Nordic region, the UK and the Netherlands, regions and countries in which the national legislation generally imposes extensive, strict requirements for working conditions, decent pay, the working environment, health and safety. The reporting of the own workforce also includes persons not directly employed by Svedbergs Group or the individual brand companies. These include external labour when needed at the production stage in Sweden and the Netherlands.

Svedbergs Group's main actual and potential impacts related to its own workforce are mainly aspects related to working conditions, equal treatment and equal opportunities for all. Aspects of working conditions include job security, work-life balance, health and safety. Equal treatment and equal opportunities for all concern aspects such as pay, gender equality, training and skills development.

Material impacts have been identified and assessed systemically, based on where employees are based and

employment protection laws in relevant geographical markets. This impact relates to employees of Svedbergs Group and its subsidiaries. The risk of forced or child labour in Svedbergs Group's operations has been assessed to be low, and is therefore not part of the material IROs presented in this sustainability report.

Svedbergs Group has also assessed that the Group's transition plan in the areas of environment and climate does not have a material impact on its own workforce.

Risks and opportunities for Svedbergs Group

One of the main risks for Svedbergs Group is dependence on employees with the right skills and abilities. Technological developments, new customer needs and high demands for innovation require a high level of willingness to change, innovation and flexibility. In this regard, the ability to attract and retain sought-after skills plays a crucial role in the Group's continued expansion and performance. Deficiencies in working conditions could result in challenges related to the retention and recruitment of skilled, motivated employees. There are also legal and brand-related risks linked to accidents and incidents.

Impact, risks and opportunities

	Impact	Position in the value chain
Impact	The impact mainly concerns risks linked to deficiencies in working environment and safety, human rights and inclusion.	Upstream Own operations
Risk	Deficiencies in working conditions may affect the ability to retain and recruit skilled, motivated employees. There are also legal and brand-related risks linked to accidents and incidents.	

Own employees have been identified as material in the materiality assessment, but as Svedbergs Group has chosen to utilise the phase-in opportunities for the area, this section only presents overall information about impacts, risks and opportunities, policies, actions, targets and metrics in accordance with §17 of Appendix C to ERS2.

Governance

Policies for own workforce

In addition to laws and regulations, Svedbergs Group's work linked to employees is governed by a number of governing documents, policies and guidelines.

Employee Code of Conduct

The Employee Code of Conduct defines commitments and expectations regarding health and safety, human rights, business ethics, environmental protection, and community engagement. The policy is designed in accordance with international and local laws and regulations. It is also aligned with the UN Guiding Principles on Business and Human Rights, the ILO's core conventions, the UN Principles on the Rights of the Child for Businesses and the OECD Guidelines for Global Enterprises.

Human Rights Policy

The Human Rights Policy outlines Svedbergs Group's commitments and responsibility to respect human rights throughout the value chain by carrying out risk analysis, assessing and addressing negative impacts, setting out the grievance mechanisms, and providing access to effective remedy if violations have occurred. The focus is on the parts of the business that are deemed to be most exposed to the risk of human rights violations.

Whistleblowing policy

The Whistleblowing Protection and Grievance Policy encourages employees to submit a report if they are aware of something that does not meet the standards of the Employee Code of Conduct. It also contains information on the different channels for reporting irregularities: internally via the Head of Department or HR, and externally via the telephone number or website provided by an independent third party. The policy is available to all employees via the intranet and website.

Compliance and follow-up

Compliance with Svedbergs Group's policies is monitored via a structured process that combines employee surveys, pulse surveys and systematic analysis of employee-related key performance indicators such as gender distribution, sick leave, employee turnover and incident reporting. Risks linked to discrimination, working conditions and the working environment

are managed principally via local HR reviews with associated action plans.

Mandatory training, regular communication and an accessible whistleblower function further strengthen compliance.

The company has not formulated specific commitments relating to inclusion and/or positive action in favour of people from groups that are particularly vulnerable.

Processes for engaging with own workers and workers' representatives about impacts

Svedbergs Group strives for a straightforward, open and continuous dialogue between employees and between employees and managers. In addition to ongoing dialogue, there are a number of structured forums and channels. The results of engagement with own workers and workers' representatives are used in the process to ensure the effectiveness of the actions taken in relation to own workers.

Employee surveys

Much effort is put into continuously measuring and monitoring employee attitudes and the initiatives implemented in the Group. Regular employee surveys are an important part of this work. This allows for continuous monitoring, greater transparency and the possibility of taking the right action quickly. The Group is certified according to Great Place to Work (GPTW). This is measured in five areas: Credibility, Respect, Fairness, Pride and Camaraderie.

Employee reviews

Regular employee reviews and follow-ups between managers and employees are a key element in ensuring an attractive workplace. The purpose of the reviews is to enhance internal working relationships and partnerships, and to motivate and develop colleagues to achieve individual goals.

Trade union involvement

Svedbergs Group provides information to and negotiates matters with trade unions in accordance with the obligations that apply under the Swedish Codetermination in the Workplace Act (MBL), collective agreements and local cooperation agreements. Matters relating to significant changes in the Group are always managed in close cooperation between management and the various trade unions.

With regard to trade union representation, Svedbergs Group defends the right to and opportunity for freedom of association, collective agreements and trade union representation. The Group also protects the right of employees to choose or not to choose trade union membership and treats everyone equally whether they are union members or not.

Procedures for remediating negative impacts and channels through which own workers can raise concerns

Svedbergs Group has zero tolerance for all forms of forced labour and child labour, as well as all forms of discrimination or victimisation on the basis of gender, gender affiliation, ethnicity, religion, age, sexual orientation, disability, political opinion or social or cultural background.

All employees of Svedbergs Group are encouraged and urged to report misconduct and breaches of internal or external regulations. Reports may be made to a line manager, safety representative or local HR department. It is also possible to report cases anonymously to Svedbergs Group's online whistleblowing service. The whistleblowing service, which is provided by a third party, helps monitor compliance with the Code of Conduct and is an important tool for maintaining good corporate governance, safeguarding employee health and safety, and effectively identifying deficiencies in operations.

Employee surveys provide an opportunity to raise concerns in specific areas such as communication, collaboration, safety in the workplace, workload, physical safety, etc.

Effectiveness of channels

The use of the whistleblower service is measured and monitored by the internal audit and internal control function. Knowledge and awareness of the channel are ensured through, among other things, e-learning and continuous internal communication.

Procedures and policies for protection against reprisals

Svedbergs Group prohibits reprisals against anyone who raises issues in good faith, in accordance with the Group's whistleblower policy. All issues are handled professionally, confidentially and in accordance with established internal investigation procedures.

Compensation in the event of an occupational injury or illness

Compensation in the event of an occupational injury or illness is regulated by statutory insurance policies administered by the Swedish Social Insurance Administration and by the collectively agreed insurance TFA, which AFA Försäkring administers in Sweden. In the UK, this is administered by the Department for Work and Pensions (DWP), and other benefits are provided by the employer. In Denmark, this is regulated by a statutory occupational injury insurance (Lovpligtig arbejdsskadeforsikring) which covers injuries that occur in connection with work. In practice, compensation is paid via the insurance company that administers the occupational injury insurance and/or via Labour Market Insurance (AES). In the Netherlands, there is no separate statutory compensation system that specifically relates to occupational injuries or illnesses. Income-related compensation for work-related incapacity for work is administered by the Dutch insurance agency for employees, Uitvoeringsinstituut Werknemersverzekeringen (UWV), while compensation for injuries resulting from occupational injuries or illnesses is generally claimed via employers' liability under civil law or via private insurance solutions.

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Strategy and actions

Actions relating to material impacts on own workers and strategies to mitigate material risks and exploit material opportunities for own workers and the effectiveness of these actions

Svedbergs Group endeavours to continuously prevent identified impacts and risks while enhancing and developing the company's attractiveness as an employer. The work is based on the results of the annual employee survey and continuous follow-up of KPIs relating to health and safety.

Work environment, health and safety

The physical and mental health of employees is a top priority. Systematic health and safety work is carried out in the brand companies to ensure a safe, attractive workplace. The work involves both internal and external employees. Workplace accidents and incidents are reported according to a specific procedure and analysed to ensure that measures are taken and to prevent similar incidents from occurring. There is a particular focus on maintaining a high level of safety in production.

Competitive, fair pay

Decisions about the remuneration of salaried employees and employees under collective agreements must comply with and be adapted to statutory requirements, applicable collective agreements and other market practice. They must be gender-neutral and non-discriminatory. Salaries and wages must be set on objective grounds, known to the employees. Overall, the aim is to provide remuneration that is market-based and well-balanced in terms of skills, responsibility and performance.

For salaried employees, salaries must be individual and differentiated according to responsibilities and individual performance. There must be a clear link between salary development and employee performance, with individual targets set in dialogue between managers and employees.

The wages of employees subject to collective agreements are set in accordance with the collective agreement.

In Sweden, annual pay surveys are carried out with the aim of achieving equal pay and in accordance with the Equality Ombudsman's regulations. Pay surveys are part of the work to prevent and combat discrimination and promote equal rights and opportunities.

Training and skills development

Svedbergs Group depends on employees with the right skills to continue to run and develop its operations. Training is an important factor in developing employees and creating internal engagement. It is also a prerequisite for retaining employees and offering them opportunities to grow and develop their career with the Group. Training and development must be offered to all employees as needed. CPD activities in 2025 included training in self-leadership and sustainability.

Training in Diversity, Equality and Inclusion

Everyone in Svedbergs Group, regardless of gender, gender identity, ethnicity, sexual orientation, age, religion or other belief, must have the same opportunity for recruitment and career development. Abuse and any form of discrimination are unacceptable. During the year, leadership training programmes in self-leadership for management and employees were implemented in the brand companies Svedbergs and Macro Design. Roper Rhodes implemented training programmes in People Management and Equality, Diversity & Inclusion.

Costs and investments

Both human and financial resources are allocated to implementing actions linked to own workers. Costs and investments to implement these actions are integrated in the company's ordinary operations. As a result, specific costs and investments linked to these particular actions are not recognised separately.

Targets and outcome data

Targets for how material negative impacts are to be managed, positive impacts enhanced and material risks and opportunities managed

The targets in this area have been set by Group Management and approved by the Board of Directors as part of Svedbergs Group's overall sustainability strategy. The work has been preceded by dialogues with representatives of the sustainability and HR functions of all brand companies.

Targets and outcomes

Description	Outcome		
	2025	2024	2023
Healthy attendance in relation to total scheduled time should exceed 96.5% by 2030.	96.3	96.2	96.3

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Disclosures about the company's employees

Average number of employees (FTE)

	2025	2024	2023
Svedbergs Group AB	5	4	4
Svedbergs i Dalstorp AB	128	142	152
Macro Design AB	42	45	46
Cassøe A/S	15	16	15
Roper Rhodes Ltd	241	232	209
Thebalux Holding B.V.	101	92	16
Total	531	532	442

See Note 9 in the financial reporting for more information about employed FTEs.

Employee head count by country

	2025	2024	2023
Sweden	161	178	187
UK	240	231	208
The Netherlands	101	92	16
Denmark	16	17	16
Norway	7	6	6
Finland	6	6	7
Ireland	1	1	1

Staff turnover

	2025	2024	2023
Staff turnover ¹⁾ , %	12	27	
Number of employees who left the company during the period ¹⁾	67	148	

1. Includes all departures regardless of reason.

Collective bargaining coverage and social dialogue

Percentage of employees covered by collective bargaining agreements

%	2025	2024	2023
Collective bargaining agreement coverage rate	52.3	35.4	n.a.

Diversity indicators

Gender distribution of the Board and management

As at 31 December	2025	2024	2023
Board of Directors			
Women	2	2	2
Men	4	4	4
Group management			
Women	3	2	2
Men	6	7	7

Gender distribution of all employees

	Number of employees
Men	374
Women	157
Total	531

Definition of senior management

Senior management is defined as the Group Management. Group Management is led by the President and CEO with the CFO, Director of Business Development & Sustainability and the CEO of Svedbergs i Dalstorp AB, the CEO of Macro Design AB, the CEO of Cassøe A/S, the CEO Roper Rhodes, the CEO of Thebalux and the CEO of Primabad. At the end of 2025, the current gender distribution of Group Management was 33% women and 67% men.

Adequate pay

In addition to the collective bargaining agreements setting minimum pay, Svedbergs Group applies internal pay ranges based on external market benchmarks and levels, so that all employees receive fair pay.

Social protection

All of Svedbergs Group's own workers are covered by social protection, publicly or via the company, against loss of income due to illness, unemployment, occupational injury, acquired disability, parental leave or pension.

Accounting policies

Workers include Svedbergs Group's employees, i.e. including subsidiaries. Data for the number of employees is based on the average head count (HC) for the year. Type of employment refers to all employees, divided into those who work full-time (100 percent) and those who work part-time, i.e. less than 100 percent. The definition applies to the operations in all geographical areas.

Permanent employees include employees who are permanent or probationary employees, regardless of their degree of employment. Temporary employment includes employees who have fixed-term employment and have worked for more than 30 consecutive days. Non-guaranteed hours employees refers to employees who do not have any guaranteed hours.

Age distribution refers to the age distribution for the total average head count of (HC) employees in the current year.

Staff turnover is calculated as the number of permanent employees who have left for any reason during the year and in relation to the average number of permanent employees and is based on the outcome for 2025. The number of employees who have left the company refers to the number of permanent employees who have left for any reason during the period of the last 12 months up to and including December of the current year.

Healthy presence is calculated as the number of hours of healthy presence in relation to the number of planned working hours.

Gender distribution, all levels of management refers to all managers with responsibility for staff in the Group.

The gender distribution and age distribution of the Board of Directors and Group Management refers to Svedbergs Group's Board members elected by the Annual General Meeting and Group Management at the year-end. The gender distribution for Company Management refers to Svedbergs Group's Group Management at the end of December 2025.

The number of deaths of own and other employees, as well as the number of work-related injuries and discrimination cases (including harassment) refer to the total number of cases at the year-end reported in the sustainability platform. The frequency of work-related injuries, LTIF, refers to the proportion of reported accidents per million hours of presence (Number of reported accidents/hours of presence) x 1,000,000 in the last 12 months up to and including December of the current year.

The number of cases of complaints by own workers to raise concerns refers to the number of anonymous cases reported at the year-end via the web-based whistleblower system (link via the intranet and the website) and the cases that are considered genuine whistleblower cases after assessment.

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Workers in the value chain

The manufacture of Svedbergs Group products is partly outsourced to contract manufacturers. The company thus depends on external labour such as employees of partners and subcontractors.



Impact, risks and opportunities

Material impacts, risks and opportunities and their relationship to strategy and business model

Impact in the value chain

Impacts on workers in the value chain are mainly upstream in the global value chains linked to the production of raw materials and bathroom products. Workers in the value chain are those directly employed by Svedbergs Group's suppliers or subcontractors, and consultants engaged by the company's suppliers or subcontractors. Some suppliers are located in countries or operate in industries or geographical areas

where there are issues related to ethical business practices, human rights and labour law, health and safety, and environmental protection.

Risks and opportunities for Svedbergs Group

Shortcomings in the work environment and working conditions of workers in the value chain may pose risks related to delayed or postponed deliveries as a result of injuries, strikes or other reasons. Shortcomings in equal treatment and opportunities for all pose potential brand and reputational risks, which may have financial impacts.

Impact, risks and opportunities

	Impact	Position in the value chain
Impact	Impact mainly concerns working conditions and human rights in the value chain.	Upstream
Risk	Injuries or strikes as a result of shortcomings in the work environment and working conditions may result in delayed or postponed deliveries. Shortcomings in equal treatment and opportunities for all pose potential brand and reputational risks, which may have financial impacts.	Upstream

Workers in the value chain have been identified as material in the materiality assessment, but as Svedbergs Group has chosen to utilise the phase-in opportunities for the area, this section only presents overall information about impacts, risks and opportunities, policies, actions, targets and metrics in accordance with §17 of Appendix C to ESR2.

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Policies related to value chain workers

Human Rights Policy

The policy outlines Svedbergs Group's commitments and responsibility to respect human rights by carrying out risk analysis, assessing and addressing negative impacts, setting out the grievance mechanisms, and providing access to effective remedy if violations have occurred.

Supplier Code of Conduct

The Supplier Code of Conduct is based on internationally recognised conventions on human rights, working conditions, the environment and anti-corruption. All partners are expected to comply with the principles set out in the Supplier Code of Conduct. The principles are based on the ETI Base Code and the ten principles of the UN Global Compact. It makes it clear that Svedbergs Group does not accept human trafficking, child labour or forced labour in any form. It also clarifies the right of all workers to form or join trade unions and to bargain collectively. No worker exercising this right should suffer discrimination and all workers should know the basic conditions of their employment and have written employment contracts. Suppliers must ensure that all workers receive decent pay that guarantee a decent standard of living for them and their families.

Channels for reporting whistleblowing

Workers in the value chain can anonymously report suspicions of non-compliance with laws and rules relating to working conditions or human rights via an external whistleblowing function. Reports of suspected breaches and irregularities may be made via an online form that guarantees full anonymity. The online form is available via the Svedbergs Group website.

Strategy and actions

Main focus

Risk-based approach

Areas in which Svedbergs Group has an impact include working conditions, equal treatment and opportunities for all and other labour-related rights. The Group applies a risk-based approach to detect high-risk suppliers, with particular attention to known high-risk areas in terms of human rights and child labour. High-risk countries include countries that have been assessed as not free in Freedom House's annual evaluation.

To evaluate the sustainability performance of suppliers, a clear supplier evaluation process (due diligence) has been established. Suppliers are also obliged to comply with the company's Supplier Code of Conduct.

Ongoing dialogue

As part of supplier management, an ongoing dialogue is conducted to raise suppliers' awareness and understanding of the company's expectations. All nonconformities are addressed via action plans which are followed up to evaluate their effect.

Risks and challenges that require a common strategy are raised at meetings with the suppliers, where the top management of the respective brand company and the supplier meet to discuss current issues and agree on actions. If a supplier does not comply with an action plan for a critical nonconformity, it may be necessary to terminate the supplier relationship.

For more information on how Svedbergs Group handles relations with suppliers and their employees, see page 77 (G-1).

Targets and outcome data

Targets for how material negative impacts are to be managed, positive impacts enhanced and material risks and opportunities managed

Targets and outcomes

Description	Outcome		
	2025	2024	2023
The proportion of strategic suppliers at which a physical audit has been carried out should be 20% per annum.	36.0	21.0	10.0
All critical suppliers must have undergone an audit by 2030.			

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G1 Business conduct

Svedbergs Group does not accept any form of corruption, bribery, extortion or money laundering and rejects any illegal restriction of competition. This statement includes employees, customers, suppliers or individuals working for or on behalf of the Group.



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Impact, risks and opportunities

Crimes, offences or misconduct related to corruption or shortcomings in business ethics in the Group's own operations, at suppliers and at partners entail risks relating to confidence in Svedbergs Group among customers, existing and potential employees, suppliers, partners and the rest of the business environment. Shortcomings in behaviour and conduct also risk having a financial impact in the form of additional costs, fines and loss of business.

Svedbergs Group has zero tolerance for all forms of corruption such as extortion, fraud, bribery and anti-competitive behaviour. All employees have a responsibility to comply with external and internal rules and to take action if the company or its employees do not act in line with them.

Governance

A healthy corporate culture

Svedbergs Group works actively to ensure high business ethics throughout the organisation. The foundation of responsible business and ethical behaviour is a healthy corporate culture. The Group constantly strives to maintain and ensure this culture by means of clearly defined expectations, training, ongoing internal dialogues and structured follow-up processes.

G1-1 Policies related to business conduct

Svedbergs Group has zero tolerance for bribery and works actively and preventively on business ethics. The work is carried out according to a governance model for business ethics that is mainly based on the Code of Conduct for employees and suppliers, the whistleblower service, risk analysis, training, communication and reporting.

Impact, risks and opportunities

	Impact	Position in the value chain
Impact	Corruption or shortcomings in business ethics in own operations or at suppliers and partners.	Upstream Own operations
Risk	Corruption or shortcomings in business ethics in own operations or at suppliers and partners entail risks relating to confidence in Svedbergs Group. Furthermore, failure to maintain fair payment practices with own suppliers may lead to disruption in the supply chain. The risk of corruption and bribery is considered to be greatest upstream in the supply chain and in the chain towards third-party suppliers.	Upstream Own operations

Governance cont.

Business ethics and corporate culture policy and guidelines

The prevention of business ethics risks is based on both external frameworks and internal rules and guidelines. The external frameworks include applicable laws and regulations for the business, industry practice and generally accepted principles. These also include the UN Global Compact, the UN Guiding Principles on Business and Human Rights, the ILO's core conventions and the OECD's Guidelines for Multinational Enterprises on Responsible Business Conduct. Svedbergs Group also complies with the Swedish Code to Prevent Corruption in Business (Swedish Anti-Corruption Institute).

The internal regulations include Svedbergs Group's Employee Code of Conduct. The Code of Conduct sets out Svedbergs Group's business principles and guidelines for anti-corruption, for example with regard to gifts and benefits, conflicts of interest and fair competition. The Code of Conduct and the policy and guidelines for business ethics must be followed by all employees, internal consultants and Board members, and are included in the mandatory training on business ethics. In addition to this, there are also internal instructions regarding entertainment, meetings and travel.

Four key areas are defined in the Code:

- Promoting a healthy workplace, respecting fundamental labour law principles
- Conducting business based on ethical business practices
- Protecting company assets and personal data
- Supporting local communities and the environment

All employees of the Group have a personal responsibility to read, sign and follow the Code of Conduct. Svedbergs Group's Group Management is responsible for ensuring compliance with the Code of Conduct.

The basis for doing business with and within Svedbergs Group is defined in Svedbergs Group's Supplier Code of Conduct. Suppliers and partners are expected to follow the intention of the Code and act in an ethically responsible manner. By signing agreements, suppliers and partners undertake to meet Svedbergs Group's requirements.

The principles are based on the ETI Base Code and the ten principles of the UN Global Compact. They include working conditions and working hours, discrimination, bribery, environmental considerations and compliance with laws and regulations.

Responsibility and governance

Svedbergs Group's Board of Directors decides on the Code of Conduct and the business ethics policy and is responsible for their revision. The CEO decides correspondingly on the guidelines for business ethics. Developments in operational activities are monitored in accordance with Svedbergs Group's process for monitoring compliance with policies and guidelines. Business ethics aspects are also included in the annual risk analysis that is carried out for each company in the Group.

The members of Group Management are responsible for ensuring that the Group's policy and guidelines for business ethics are implemented in their respective areas of responsibility. Managers in the Group are responsible for supervision and compliance. All employees are responsible for familiarising themselves with the content of the policy documents and acting in accordance with them.

Functions and roles with the highest exposure to corruption and bribery risk

The Svedbergs Group has identified areas of operation and roles that are considered to be most vulnerable to risks related to corruption and bribery. These include positions in purchasing, sales and certain types of management position. For these groups, there are specific control measures, including targeted training, transaction monitoring and mandatory approval processes.

Whistleblower service and incident management

Using Svedbergs Group's online whistleblowing service, employees and others covered by the Swedish Whistleblowing Act can make an anonymous report of misconduct that is perceived to be in breach of laws or rules for the business. The whistleblower service is provided by an external party. Everyone in Svedbergs Group can report misconduct without risking any negative reaction from the company. The whistleblower service contains clear procedures and processes for how reported cases should be handled. The whistleblower service is available via the Group's intranet and internal separate whistleblower channels and is available to external stakeholders via Svedbergs Group's website.

Investigations of reported incidents must be confidential and independent. Information about the whistleblower service is included in Svedbergs Group's mandatory training on business ethics, and the employees who receive reports via the

channel undergo training by an external party if necessary. In addition to the whistleblower service, Svedbergs Group has processes in place to investigate any incidents relating to business ethics such as bribery, unfair competition or conflicts of interest in a prompt, independent and objective manner. These are stated in the Risk Function's instructions for reporting and investigating suspected offences. Reporting is at least twice a year to Svedbergs Group's Sustainability Committee and/or, if the matter was received via the whistleblower channel, in the central whistleblower team's quarterly and annual reporting to the Audit Committee.

G1-2 Management of relationships with suppliers

Svedbergs Group endeavours to ensure control and accountability throughout the supply chain. Social rights, including human rights, and environmental criteria are an integral part of the procurement process. Before a contract is signed with a new supplier, a risk assessment is carried out which, in addition to the ability to deliver as agreed, also covers social and environmental aspects. The Swedish Group companies conduct risk assessments with the support of amfori BSCI, a global business initiative that promotes responsible supply chains. Roper Rhodes works with SEDEX, which has a platform for supplier audits. All brand companies have had access to this platform since 2024.

Within the framework of this partnership, ongoing dialogues and risk assessments are conducted with selected suppliers. Based on the assessments, either in-depth in-house audits or external third-party audits are carried out, if deemed relevant. In addition, a strategic supplier assessment is carried out once a year. In the event of non-conformities and shortcomings, an action plan is drawn up. Repeated shortcomings may lead to the cancellation of partnerships and contracts.

G1-3 Prevention and detection of corruption and bribery

Svedbergs Group works systematically to prevent corruption and maintain high ethical standards in its relations with employees, suppliers, customers and the rest of the business environment. The framework for this work consists of Group-wide policy documents and continuous training in business ethics and anti-corruption. Mandatory training in the Code of Conduct and anti-corruption principles is provided through e-learning, among other methods, and supplemented as

necessary with supervised training and targeted initiatives for functions at risk. The training covers definitions of corruption and bribery, conflicts of interest, rules for gifts and entertainment, handling third-party relationships, and information about the whistleblower function. Training is mandatory for new employees and is subsequently conducted on a recurring basis based on each company's risk assessment. The Board is not included, as it decides on the policy.

Completed training is followed up locally in the subsidiaries as part of their internal control and compliance work. The reporting is consolidated and followed up annually by Group management. Follow-up is currently for employees who are considered to be most at risk. The total number of people who have completed it is not reported. The conditions for following up on this will be examined ahead of next year's reporting.

If employees experience behaviour that is not in line with Svedbergs Group's codes of conduct, values and policies, they are encouraged to contact their line manager, their safety representative or the HR department. It is also possible to report cases anonymously via an external online whistleblowing service. Reported events and incidents must be investigated promptly, independently and objectively. Furthermore, all reported incidents must be reviewed by an independent investigation team, separate from those involved in the case.

Any instances of bribery or corruption are handled and followed up in accordance with Svedbergs Group's instructions for reporting and investigating suspected offences.

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Strategy and actions

G1-6 Payment practices

Svedbergs Group has no specific policy regarding payment terms, but is subject to national legislation regarding payment practices.

Targets and outcomes

The target has been set by Group Management and approved by the Board of Directors. Representatives of sustainability managers have also been involved in the process. This target is also embedded in the Group's Code of Conduct.

Targets and outcomes

Description	Outcome		
	2025	2024	2023
No incidence of corruption. Number of confirmed incidents.	0	0	0

G1-4 Confirmed incidents of corruption or bribery

No incidents of corruption or bribery were identified in Svedberg Group's value chain in 2025.

	2025	2024	2023
Number of incidents reported	0	0	0
Number of confirmed incidents of corruption	0	0	0
Number of convictions for offences of corruption and bribery	0	0	0

Accounting policies

Svedbergs Group defines a 'case of corruption' as any confirmed incident in which an employee, representative or third party acting on behalf of the company:

- (a) improperly offers, requests, accepts or gives a benefit for the purpose of influencing a business decision, regulatory process or other professional handling, or
- (b) fails to comply with the company's anti-corruption policy, code of conduct or applicable legislation concerning bribery, undue influence or conflicts of interest.

The definition also covers incidents in which the irregularity occurred via intermediaries, agents, distributors or other third parties acting on behalf of the company.

A case is considered confirmed when an internal or external investigation has established the non-compliance.

Data and key figures reported have not been audited by an external party other than through the limited review included in the statutory control of the sustainability report. No further external verification has been carried out.



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The EU taxonomy

The EU Taxonomy Regulation is a classification system for environmentally sustainable economic activities and a key tool for achieving the EU's 2050 carbon neutrality target.

The EU Taxonomy describes which economic activities are within the scope of the Taxonomy (Taxonomy-eligible) and which of these activities meet the EU technical screening criteria and are thus classified as environmentally sustainable ('Taxonomy-aligned economic activities'). In order for the Group's products to be considered aligned with the screening criteria, the activities must comply with certain EU-specific standards (EU Regulation 2017/1369).

Svedbergs Group's activities have been mapped at company level based on the disclosure requirements and targets contained in the Taxonomy. The mapping identified aligned and non-aligned activities in relation to the Taxonomy according to the following conclusions:

- **Turnover** A very small proportion of Svedbergs Group's turnover is attributable to Sales of spare parts, CE 5.2.
- **Capital expenditure (CapEx)** The investments are linked to Installation, maintenance and repair of energy efficiency equipment, CC M7.3. No investments have been made in other Taxonomy-applicable activities. With regard to other investments, Svedbergs Group have not had any opportunity to follow up on the suppliers' taxonomy alignment as such data has not been available.
- **Operating expenses (OpEx)** The assessment of Taxonomy alignment within this category needs to be deepened to identify which elements contribute to the achievement of the environmental objectives. For 2025, no operating expenses for Taxonomy-aligned activities were identified.

Activities aimed at increasing the proportion of Taxonomy-aligned activities have also been identified and initiated:

- Processes for ensuring minimum protection measures.
- Improved reporting and data collection to more clearly determine the proportion of Taxonomy-aligned activities.
- Development of strategies to strengthen the company's environmental objectives and improve Taxonomy alignment in future investments and operations.

Accounting policies

The Taxonomy-aligned key ratios are defined in accordance with Annex I of Art. 8 Delegated Act.

Turnover

The proportion of Taxonomy-aligned economic activities of Svedbergs Group's total turnover has been calculated as the portion of net sales derived from products and services linked to aligned economic activities (numerator) divided by net sales (denominator). The denominator is based on Svedbergs Group's consolidated net sales in accordance with IAS 1.82(a), which is consistent with the consolidated income statement on page 103.

Capital expenditure

The proportion of Taxonomy-aligned capital expenditure is defined as Taxonomy-aligned investment (numerator) divided by Svedbergs Group's total investment (denominator). The numerator refers to the total capital expenditure for the financial year's additions of property, plant and equipment and intangible assets, before depreciation, amortisation and any

revaluations, excluding changes in fair value. The investments include additions of property, plant and equipment (IAS 16), intangible assets (IAS 38) and right-of-use assets (IFRS 16), which are presented in Notes 20-22 as investments, as well as increases through acquisitions. Goodwill is not included.

Operating expenses

The proportion of Taxonomy-aligned operating expenses is defined as Taxonomy-aligned operating expenses (numerator) divided by Svedbergs Group's total operating expenses (denominator). Total operating expenses consist of direct expenses attributable to research and development, building renovation measures, short-term rentals, maintenance and repairs, and all other direct expenses related to the day-to-day service of real estate and non-current assets. Research and development expenses are included in Svedbergs Group's income statement and uncapitalised leases in accordance with IFRS 16 are included in Note 22 Leases. Maintenance and repairs have been determined on the basis of the expenses allocated to internal cost centres. The related expense items can be found in various items in Svedbergs Group's income statement.

The following pages present the proportion of Taxonomy-applicable and aligned economic activities.

The EU taxonomy

Proportion of turnover, capital expenditure, operating expenditure from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities in 2025 (summary).

Summary

Financial year 2025

Breakdown by environmental objectives for taxonomy-aligned activities																
KPI	Total	Proportion of taxonomy-eligible activities	Taxonomy-aligned activities	Proportion of taxonomy-aligned activities	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Proportion of enabling activities	Proportion of transition activities	Unassessed activities considered non-material	Taxonomy-aligned activities 2025	Proportion of taxonomy-aligned activities 2025	
		SEK	%	SEK	%	%	%	%	%	%	%	%	%	SEK	%	
Turnover	2,252,719,169	0.64%	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	0.00%	
Capital expenditure	36,072,336	12.58%	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	0.00%	
Operating expenses	41,085,924	59.25%	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	0.00%	

Turnover

Financial year 2025

Environmental objectives for taxonomy-aligned activities													
Economic activities	Code	Proportion of taxonomy-eligible turnover	Taxonomy-aligned turnover	Proportion of taxonomy-aligned turnover	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Enabling activities	Transition activity	Proportion of taxonomy-eligible activities that are taxonomy-aligned
		%	SEK	%	%	%	%	%	%	%			%
Sale of spare parts	CE5.2	0.64	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00			0.00
Total aligned activities per environmental objective					0.00	0.00	0.00	0.00	0.00	0.00			
Total		0.64	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Capital expenditure

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Environmental objectives for taxonomy-aligned activities													
Economic activities	Code	Proportion of taxonomy-eligible capital expenditure	Taxonomy-aligned capital expenditure	Proportion of taxonomy-aligned capital expenditure	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Enabling activities	Transition activity	Proportion of taxonomy-eligible activities that are taxonomy-aligned
		%	SEK	%	%	%	%	%	%	%			%
Sale of spare parts	CE5.2	12.41	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00			0.00
Installation, maintenance and repair of energy efficiency equipment	0	0.17											
Total aligned activities per environmental objective		12.58			0.00	0.00	0.00	0.00	0.00	0.00			
Total		12.41	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Operating expenses

Financial year 2025

Environmental objectives for taxonomy-aligned activities													
Economic activities	Code	Proportion of taxonomy-eligible operating expenditure	Taxonomy-aligned operating expenditure	Proportion of taxonomy-aligned operating expenditure	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Enabling activities	Transition activity	Proportion of taxonomy-eligible activities that are taxonomy-aligned
		%	SEK	%	%	%	%	%	%	%			%
Sale of spare parts	CE5.2	59.25	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00			0.00
Total aligned activities per environmental objective					0.00	0.00	0.00	0.00	0.00	0.00			
Total		59.25	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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ESRS2, Appendix C §17SBM-2	Svedbergs Group has chosen to utilise the phase-in opportunities for ESRS S1, and therefore only presents general disclosures on impacts, risks and opportunities, policies, actions, targets and metrics in this section	
ESRS S2 Workers in the value chain		
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ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table 1 of Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II		48
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ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicator number 4 of Table 1 of Annex I	Article 449a of Regulation (EU) No 575/2013 Commission Implementing Regulation (EU) 2022/2453, table 1: Qualitative information on environmental risk and Table 2: Qualitative information on social risk	Annex II to Delegated Regulation (EU) 2020/1816		n.a.
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 of Table 2 of Annex I		Annex II to Delegated Regulation (EU) 2020/1816		n.a.
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 of Table 1 of Annex I		Article 12(1) of Delegated Regulation (EU) 2020/1818, Annex II to Delegated Regulation (EU) 2020/1816		n.a.
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Article 12(1) of Delegated Regulation (EU) 2020/1818, Annex II to Delegated Regulation (EU) 2020/1816		n.a.
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1).	57
ESRS E1-1 Undertakings excluded from Paris-aligned benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, template 1: Banking book – Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12(1) (d) to (g), and Article 12(2)		n.a.
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 of Table 2 of Annex I	Article 449a Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, template 3: Banking book – Climate Change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		59
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ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicator number 3 Table 1 of Annex I	Article 449a of Regulation (EU) No 575/2013 Commission Implementing Regulation (EU) 2022/2453, template 3: Banking book – Climate Change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8.1		60
ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1).	61
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Annex II Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816		Transitional provisions
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a)		Article 449a of Regulation (EU) No 575/2013 Commission Implementing Regulation (EU) 2022/2453, paragraphs 46 and 47: Template 5: Banking book – Climate change physical risk: Exposures subject to physical risk			Transitional provisions
ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c)					Transitional provisions
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c)		Article 449a of Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, paragraph 34, Template 2 – Banking book – Climate change transition risk: Loans collateralised by immovable property – Energy efficiency of the collateral			Transitional provisions
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69			Annex II to Delegated Regulation (EU) 2020/1818		Transitional provisions
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table 1 of Annex 1 Indicator number 2 Table 2 of Annex 1 Indicator number 1 Table 2 of Annex 1 Indicator number 3 Table 2 of Annex 1				Not material
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ESRS E3-4 Total water consumption in m ³ per net revenue on own operations paragraph 29	Indicator number 6. 1 Table 1 of Annex I				65
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Disclosure requirements and related data point	Reference in the Sustainability-related Disclosures in the Financial Services Sector Regulation	Reference in the Third Pillar	Reference in the Benchmark Regulation	Reference in the European Climate Law	Page reference
ESRS E4-2 Sustainable oceans/seas practices or policies paragraph 24 (c)	Indicator number 12 Table 2 of Annex I				Transitional provisions
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Indicator number 15 Table 2 of Annex I				Transitional provisions
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator number 13 Table 2 of Annex I				70
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator number 9 Table 1 of Annex I				70
ESRS 2 – SBM3 – S1 Risk of incidents of forced labour paragraph 14 (f)	Indicator number 13 Table 3 of Annex I				Transitional provisions
ESRS 2 – SBM3 – S1 Risk of incidents of child labour paragraph 14 (g)	Indicator number 12 Table 3 of Annex I				Transitional provisions
ESRS S1-1 Human rights policy commitments paragraph 20	Indicator number 9 Table 3 and Indicator number 11 Table 1 of Annex I				Transitional provisions
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8, paragraph 21			Annex II to Delegated Regulation (EU) 2020/1816		Transitional provisions
ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 Table 3 of Annex I				Transitional provisions
ESRS S1-1 Workplace accident prevention policy or management system paragraph 23	Indicator number 1 Table 3 of Annex I				Transitional provisions
ESRS S1-3 Grievance/complaints handling mechanisms paragraph 32 (c)	Indicator number 5 Table 3 of Annex I				Transitional provisions
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Indicator number 2 Table 3 of Annex I		Annex II to Delegated Regulation (EU) 2020/1816		Transitional provisions
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator number 3 Table 3 of Annex I				Transitional provisions
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	Indicator number 12 Table 1 of Annex I		Annex II to Delegated Regulation (EU) 2020/1816		Transitional provisions
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	Indicator number 8 Table 3 of Annex I				Transitional provisions
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	Indicator number 7 Table 3 of Annex I				Transitional provisions
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD Guidelines paragraph 104 (a)	Indicator number 10 Table 1 and Indicator number 14 Table 3 of Annex I		Annex II to Delegated Regulation (EU) 2020/1816, Article 12(1) of Delegated Regulation (EU) 2020/1818		Transitional provisions
ESRS 2 – SBM3 – S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	Indicators number 12 and 13 Table 3 of Annex I				Transitional provisions

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Disclosure requirements and related data point	Reference in the Sustainability-related Disclosures in the Financial Services Sector Regulation	Reference in the Third Pillar	Reference in the Benchmark Regulation	Reference in the European Climate Law	Page reference
ESRS S2-1 Human rights policy commitments paragraph 17	Indicator number 9 Table 3 and Indicator number 11 Table 1 of Annex I				Transitional provisions
ESRS S2-1 Policies related to value chain workers paragraph 18	Indicators number 11 and 4 Table 3 of Annex I				Transitional provisions
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	Indicator number 10 Table 1 of Annex I		Annex II to Delegated Regulation (EU) 2020/1816, Article 12(1) of Delegated Regulation (EU) 2020/1818		Transitional provisions
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8, paragraph 19			Annex II to Delegated Regulation (EU) 2020/1816		Transitional provisions
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Indicator number 14 Table 3 of Annex I				Transitional provisions
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator number 9 Table 3 and Indicator number 11 Table 1 of Annex I				Not material
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines paragraph 17	Indicator number 10 Table 1 of Annex I		Annex II to Delegated Regulation (EU) 2020/1816, Article 12(1) of Delegated Regulation (EU) 2020/1818		Not material
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14 Table 3 of Annex I				Not material
ESRS S4-1 Policies related to consumers and end-users paragraph 16	Indicator number 9 Table 3 and Indicator number 11 Table 1 of Annex I				Not material
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 Table 1 of Annex I		Annex II to Delegated Regulation (EU) 2020/1816, Article 12(1) of Delegated Regulation (EU) 2020/1818		Not material
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14 Table 3 of Annex I				Not material
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 Table 3 of Annex I				Not material
ESRS G1-1 Protection of whistleblowers paragraph 10 (d)	Indicator number 6 Table 3 of Annex I				77
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 Table 3 of Annex I		Annex II to Delegated Regulation (EU) 2020/1816		79
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24 (b)	Indicator number 16 Table 3 of Annex I				79

The auditor's review report on Svedbergs Group AB (publ)'s statutory sustainability statement

To the general meeting of the shareholders of Svedbergs Group AB (publ) corporate identity number 556052-4984

Conclusion

We have conducted a limited assurance engagement of the sustainability statement for Svedbergs Group AB (publ) for the financial year 2025. The sustainability statement is included in pages 45–88 in this document.

Based on our limited assurance engagement as described in the section Auditor's responsibility, nothing has come to our attention that causes us to believe that the sustainability statement does not, in all material respects, meet the requirements of the Swedish Annual Accounts Act which includes,

- whether the sustainability statement meets the requirements of European Sustainability Reporting Standards (ESRS),
- whether the process the company has carried out to identify reported sustainability information has been conducted as described in the sustainability statement,
- compliance with the reporting requirements of the EU's Green Taxonomy Regulation Article 8 (EU Taxonomy).

Basis for conclusion

We have conducted the limited assurance engagement in accordance with FAR's recommendation RevR 19 *Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten*. Our responsibility according to this recommendation is further described in the section Auditor's responsibility.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other information than the sustainability statement

This document also contains other information than the sustainability statement and is found on pages 1–44 and 89–142. The Board of Directors and the Managing Director are responsible for this other information.

Our conclusion on the sustainability statement does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our limited assurance engagement on the sustainability statement, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the sustainability statement. In this procedure we also take into account our knowledge otherwise obtained in the limited assurance engagement and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Other matters

Prior year's sustainability statement has not been subject to limited assurance procedures and no review of the comparative figures in the sustainability statement for the year 2024 (financial year) has been performed.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of sustainability statement in accordance with Chapter 6, paragraphs 12–12f of the Swedish Annual Accounts Act, and for such internal control as they determines is necessary to enable the preparation of the sustainability statement that is free from material misstatements, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express a conclusion on whether the sustainability statement has been prepared in accordance with Chapter 6, Sections 12–12f of the Swedish Annual Accounts Act based on our review. The limited assurance engagement has been conducted in accordance with FAR's recommendation RevR 19 *Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten*. This recommendation requires that we plan and perform our procedures to obtain limited assurance that the sustainability statement is prepared in accordance with these requirements.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. This means that it is not possible for us to obtain such

assurance that we become aware of all significant matters that could have been identified if a reasonable assurance engagement had been performed.

Our firm applies ISQM 1 (International Standard on Quality Management), which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We are independent of Svedbergs Group AB (publ) in accordance with professional ethics for auditors in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

A limited assurance engagement involves performing procedures to obtain evidence to support the sustainability statement. The auditor selects the procedures to be performed, including assessing the risks of material misstatements in the sustainability statement, whether due to fraud or error. In this risk assessment, the auditor considers the parts of the internal control that are relevant to how the Board of Directors [and the Managing Director] prepare the sustainability statement, in order to design procedures that are appropriate under the circumstances, but not for the purpose of providing a conclusion on the effectiveness of the entity's internal control. The review consists of making inquiries, primarily of persons responsible for the preparation of the sustainability statement, performing analytical review, and conducting other limited review procedures.

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Our review procedures concerning the entity's process for identifying sustainability information to be reported included, but were not limited to:

- Obtain an understanding of the process by:
 - Performing inquiries to understand the sources of the information used by management, and
 - Reviewing the entity's internal documentation of its process
- Evaluate whether the evidence obtained from our procedures about the process implemented by the entity is consistent with the description of the process set out on page 50–55 in the sustainability statement.

The review procedures with respect to the sustainability statement included but were not limited to the following:

- By inquiries obtain an understanding of the entity's control environment, reporting processes, and information systems relevant to the preparation of its sustainability statement
- Evaluate whether information identified to be material by the entity's the process for identifying sustainability information reported, is included in the sustainability statement
- Evaluate whether the structure and the presentation of the sustainability statement is in accordance with the requirements in ESRS
- Perform inquiries of relevant personnel and analytical procedures on selected disclosures in the sustainability statement
- Perform substantive assurance procedures on a sample basis on selected disclosures in the sustainability statement
- Perform inquiries and analytical procedures to evaluate whether the methods, data and significant assumptions used to make estimates in the sustainability statement are appropriate and applied consistently

The review procedures with respect to the EU Taxonomy included but were not limited to the following:

- Obtain an understanding of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the sustainability statement
- Evaluate whether the activities within the EU Taxonomy are consistent to the financial statements and related notes
- Evaluate processes, documentation and assessment of eligibility and alignment with the economic activities and technical screening criteria within the EU Taxonomy
- Evaluate whether the reporting is in accordance with the requirements in EU Taxonomy

Inherent limitations

In reporting forward-looking information in accordance with ESRS, the Board of Directors [and the Managing Director] for Svedbergs Group AB (publ) are required to prepare the forward-looking information on the basis of disclosed assumptions about events that may occur in the future and possible future actions by the entity. The actual outcome is likely to be different since anticipated events frequently do not occur as expected.

Deloitte AB
Signature on Swedish original

Maria Ekelund
Authorised Public Accountant



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