

2022

Sustainability Report

Sustainability Highlights 2022

Continued work for using recycled materials in our products

We have developed and manufacture a kitchen cabinet door made of a lesser amount of wood. Furthermore, it is laminated with the next generation foil, which is 90% made from recycled PET bottles. It weighs less, is more scratch-resistant, and even more importantly – the materials in the product are kinder to nature. We continue to maintain a close dialogue with our suppliers to develop ways to use even more recycled plastic originating from PET bottles and the caravan industry.



Company-tailored course in Swedish

We offer a company-tailored course in Swedish for employees who wish to advance their knowledge of the Swedish language. The purpose is twofold: to enhance linguistic skills among these employees, as well as to contribute to increased safety, productivity, and inclusivity in the workplace. The training program for the course focuses on topics from safety and work environment to quality and sustainability.

Comprehensive energy mapping

Surewood Industries AB has made a comprehensive analysis of its operations in accordance with the Energy Mapping (Large Companies) Act. Additional audits are carried out in stages between 2021–2023. Upcoming work aims to identify feasible measures for energy efficiency.

Recycled material

In 2022, we maintained a high proportion of recycled materials in our products:

- **Foil:** Compared to 2021, we increased the amount of foil with recycled plastic in our products from 37% to 41%.
- **Edge banding:** Compared to 2021, we increased the amount of edge banding with recycled plastic in our products from 47% to 48%.
- **Particle board:** 20% of the wood used in particle boards was recycled wood.

Further development of the employee survey

In 2022, we decided to develop our approach to conducting employee surveys and instead implement so-called Pulse Measurements. This allows us to gather employees' perspectives on Spaljisten as an employer with fewer questions and at more frequent intervals. Pulse Measurements are digital surveys conducted during working hours, and the responses are handled anonymously. Moving forward, we will conduct Pulse Measurements twice a year.



Collaboration for bioenergy production

We have expanded our collaboration with Solör Bioenergi in Åseda. Spaljisten sells waste in the form of compressed blocks to Solör that uses biomass fuel to produce district heating and hot water for the properties in the Åseda area. To close the loop, district heating to our production unit is also supplied from Solör Bioenergi.



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Organisation

This is Spaljisten



Wrapping — our ticket to the world

It started in Åseda, in the middle of Småland. The year was 1975 and the Swedish construction market was booming. Veneer was a major interior design trend, but there were few manufacturers. At Spaljisten, we spotted a need and built our business concept and product strategy to close the gap in the market.

In the 1980s, it was time for the technology shift that later became our ticket to the world. Wrapping was an untested technology in Sweden, but we took a chance. It proved to be

a good decision, which after a while bore fruit in the shape of more and larger orders. That was when Spaljisten's journey to becoming the company we are today began. With worldclass, wrapped fronts. Our capacity includes everything from simple production in small volumes, to complex structures in very large volumes.

Spaljisten produces wrapped fronts for furniture that now adorns bedrooms, kitchens and living rooms around the world. Are we proud of our journey? It's just the start.

Our vision

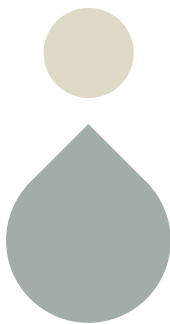
“Spaljisten is a world-class front manufacturer with the next generation in mind”

Our mission

“To be an innovative partner for the development and manufacturing of wrapped fronts”

Our values

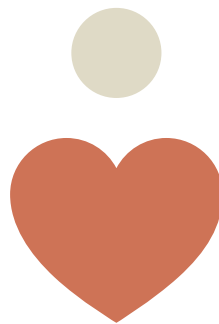
Sustainability is now one of our biggest priorities. Not just because it's time, but because we really care. About the natural environment and forests, the very basis of our business. About the customers of today and tomorrow. About our passionate employees and dedicated partners, who together create innovation and manufacturing operations with respect for the next generation.



Sustainability

At Spaljisten, we care. We take care of one another, the natural environment and our customers. We help, are attentive and willing. We care about our colleagues.

Spaljisten is here now and will be in the future. And so should our forests and natural environment. We have to work sustainably so that forests, which provide us with the basis for our particleboard, can continue to grow. We also believe in the quality of our products. We take care of our materials and knowledge so that they last.



Passion

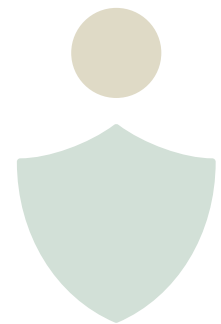
Together, we make Spaljisten a reality. We are proud of our knowledge, our products and one another. We help, encourage and motivate one another. We also have the courage to ask for help and suggest improvements.

Everyone at Spaljisten – colleagues, customers and visitors – is treated with respect. We care about one another, and we also care about our products and results. We want to move forward and see opportunities in challenges. We are simply proud of being part of Spaljisten.



Commitment

Together, we develop and improve our products. We work to develop and become as good as possible. Everyone is equally as important for the quality of the end product. We are committed to our work, and our desire to improve, both ourselves and our products, propels us. By being at the forefront, we become better and learn new things. We are customer-focused, and always try to meet customer requirements.



Respect

At Spaljisten, we care about one another. We respect one another; everyone has the right to be who they are. We trust one another and what we do. We show commitment to one another and our products. We also live up to what we say. We do what we say we will do. This makes us credible and trustworthy. Our customers should always be able to trust that our products and that we ourselves live up to our word. We have a high level of professional pride.



Malin and Johan Enocson
Owners of Active Invest



About our owners and organisation

Spaljisten AB is 100% owned by Surewood Industries AB, which also includes Anebyhusgruppen AB, KG List AB, and Österbymo Hardwood.

The ambition has always been to create organisational structures with a clear customer focus and short paths for decision-making.

The board of directors consists of a Chairman, three members, and two representatives from the labor unions. Spaljisten's management team consists of the CEO, Head of Marketing

and Sales, Key Account Manager, CFO, Head of Procurement and Logistics, Head of Production, CTO, and head of HR.

Surewood Industries AB, in turn, is owned by Active Invest Sweden AB, an active ownership company as the name suggests. Active Invest Sweden AB invests in well-managed companies with considerable development potential, where they can contribute and add value. Long-term sustainability and profitability are prioritized, both in high and low economic cycles. In 2021, Active Invest AB had a turnover of 1.5 billion SEK.

Why sustainability? This is what our owners think

Active Invest Sweden AB and Surewood Industries AB see great value and potential in companies like Spaljisten actively, and in long-term, focusing on sustainability. Reducing waste, utilizing nature's resources, and the competencies of our employees, efficiently contributes to better profitability for the company, an improved environment, and manifests respect for future generations. Customers receive exceptional products, and Spaljisten stands out as an employer.

Going further, diversity, environment, equality, and material and energy consumption are the most important priorities in the field of sustainability for Active Invest Sweden AB and Surewood Industries AB.

For all companies within the Surewood Industries group, sustainability efforts are to be led and driven by their respective management teams. Each company's sustainability strategy is based on global sustainability goals and must be approved and followed up by their respective boards of directors.

Spaljisten in brief 2022





Sustainability work

How we will encourage more custo- mers to choose us

Sustainability as a competitive advantage

”Sustainable development is a means of satisfying today’s needs without compromising the ability of future generations to meet their needs”.

Agenda 2030 The Global Goals for Sustainable Development

The concept of sustainable development was defined as far back as 1987 in the UN report *Our Common Future*, or *The Brundtland Report* as it is also known. The concept is usually associated with the environment, climate and the environmental impact. However, it is considerably broader, and includes three major societal components from the sustainability perspective – social, economic and environmental.

How we work with sustainability

Sustainability should permeate everything we do, and our sustainability policy guides us in our day-to-day work. Sustainability must have a clear link to business development and value-creating processes for Spaljisten and other companies within the Surewood Industries group. In this report, we turn to Spaljisten’s stakeholders: owners, employees, customers and suppliers.

Our vision, mission and values form the basis of our sustainability policy. The policy was developed according to the UN’s Sustainable Development Goals, Agenda 2030.

Our sustainability policy focuses on seven areas in particular:

Environment
Human rights
Diversity
Equality
Business ethics
Anti-corruption
Work environment

Our focus areas will help us achieve our goals in a sustainable manner

An important part of our ongoing sustainability work is our four focus areas – employees, specialist skills, sustainability and growth. Using them as a basis, we will achieve our goals in a responsible and sustainable manner.

Regarding the work environment, the focus is on promoting an active and proactive safety culture, ensuring that no one is harmed on the job, creating an open climate among colleagues, and accentuating engagement, skill development, and well-being.

Regarding quality and safety, we must meet internal and customer expectations by constantly striving to develop and improve.

Regarding the environment, the focus is on minimizing our climate impact by reducing resource consumption as much as possible, complying with the laws, attending to the customer preferences, and ensuring that we carry out our business in accordance with the certifications we hold.

Regarding sustainable management, we will ensure that Spaljisten complies as a supplier with all the quality standards and certifications that we have implemented in the business. Examples include: the IKEA Way (IWAY), GO/NOGO and the Forest Stewardship Council® (FSC®) (FSC-C114672).

We must also fulfil the conditions and criteria set out to be approved as an Authorised Economic Operator (AEO).





Agenda 2030

Sustainability with the next generation in mind

Our focus on the UN's Sustainable Development Goals is about running Spaljisten in a responsible and sustainable manner and considering social, environment and economic factors in the various processes. Activities linked to anti-corruption and human rights, for example, are included in our work to make the UN's Sustainable Development Goals a reality.



Sustainability is now one of Spaljisten's most important objectives. Not just because it's time, but because we really care. About the natural environment and forests, the very basis of our business. About the customers

of today and tomorrow. About our passionate employees and dedicated partners, who together create innovation and manufacturing operations with respect for the next generation.

Therefore, Agenda 2030 and the Global Sustainability Goals are an important part of our business.

The goals are aimed at eradicating poverty and hunger, realising human rights for everyone, achieving equality and empowerment for all women and girls and ensuring lasting protec-

tion of the planet and its natural resources. By integrating Agenda 2030, we want all decisions to be based on sustainable development.

At Spaljisten, we have identified five global Sustainable Development Goals that we prioritize in our sustainability efforts. These goals are good health and well-being, gender equality, affordable and clean energy, reduced inequalities, and sustainable consumption and production. The management team is responsible for leading and driving the sustainability work.

Agenda 2030

Activities 2022

3 GOOD HEALTH AND WELL-BEING



Being an attractive employer increases job satisfaction, profitability and loyalty. Our employees are our most important resource. Good health and well-being are fundamental prerequisites for us to be able to perform well and reach our full potential. Each employee must understand their own significance to the whole, and that each part is important. Committed employees who are happy and satisfied are also the company's ambassadors.

This leads to success and development for ourselves, the company, and society. We achieve this by providing the right conditions for performing well at one's job. We focus on creating a workplace free from accidents and promoting a safety culture, as well as investing in skill development.

In 2022, we have focused on increasing reporting in the WIA system to prevent further accidents. We have also ensured training for new safety representatives and developed a new forklift policy.

5 GENDER EQUALITY



Our organisation must reflect diversity in society. Active work on equal opportunities and gender equality leads to increased well-being, productivity and profitability. It is also about fostering inclusive environments that enable individuals and groups to thrive, embracing people of all genders, religions, abilities, ages, transgender identities, ethnic origins, and sexual orientations. It makes it easier for us to attract, retain and develop our employees. We achieve this by providing the right conditions for everyone to be able to work at Spaljisten if they want to. We apply the employee and leadership index, a correct recruitment policy, and the equal opportunities and gender equality plans.

During 2022, we have offered a company-tailored Swedish course for employees who wish to advance their skills in Swedish. The purpose is to promote language development and increased inclusivity in the workplace.

In 2022, we offered our leaders the opportunity to participate in a leadership development program facilitated by licensed consultants from the Swedish National Defence University's leadership development program. In addition to managers with personnel responsibilities, employees with significant influence in the organization have also participated in the course.

10 REDUCED INEQUALITIES



7 AFFORDABLE AND CLEAN ENERGY



Our organization needs to have access to sustainable, reliable, and renewable energy. This is a prerequisite for growth and climate transition. Sustainable energy for all is a fundamental requirement for us to reduce greenhouse gas emissions and develop our sustainable profile. Each employee plays a role in this by properly managing our resources.

We achieve this by working with our sustainability index. We work actively with changing to LED lighting and optimizing and mapping energy consumption.

We have expanded our collaboration with Solör Bioenergi in Åseda. Spaljisten sells waste materials in the form of briquettes to Solör, which utilizes biomass fuel to produce district heating and hot water for properties in the Åseda area. To complete the circle, district heating to our industrial facilities is also supplied from Solör Bioenergi.

Our ambition is to use solar panels, and in 2022, we conducted a feasibility study to explore the possibilities of installing solar panels on our roofs.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



For us, sustainable consumption and production means aiming to manufacture our products with as much recycled material as possible, while reducing waste and keeping residual products to a minimum.

Sustainable consumption entails not only environmental benefits but also social and economic advantages, such as increased competitiveness in the global market by being at the forefront of developments.

We achieve this by working with the entire supply chain, from suppliers to customers. We actively strive to increase the proportion of recycled materials in our products, reduce waste, and minimize our carbon footprint.

In addition to recycling the waste materials, we reuse emptied PUR adhesive containers in collaboration with Stena Recycling. Instead of discarding them, the containers are reused by the aluminum industry or by Stena themselves for hazardous waste collection.

Agenda 2030

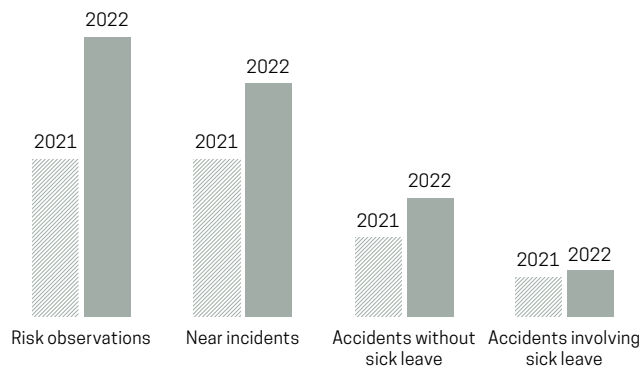
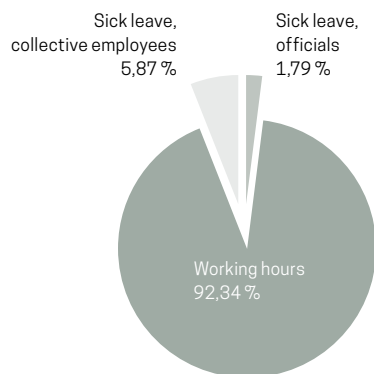
KPIs

3

GOOD HEALTH
AND WELL-BEING



Read more about our safety work on **page 21**



In total reported 2021: **75**
In total reported 2022: **120**

7

AFFORDABLE AND
CLEAN ENERGY



Read more about our work on resource consumption on **page 17**



Energy consumption
per produced hour.
0,17 MWh

5

GENDER
EQUALITY



Read more about equal working conditions at Spaljisten on **page 20**

10

REDUCED
INEQUALITIES

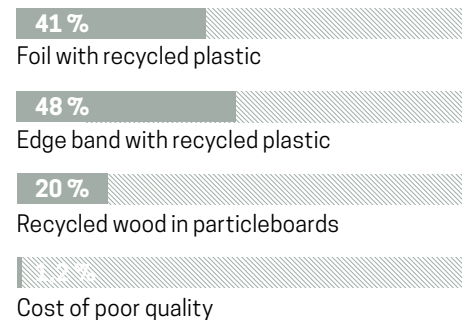


12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Read more about sustainability in our production on **page 14**



We integrate sustainability in all aspects

Nature is the foundation of our business, and we care about the well-being of forests. We work hard to reduce our carbon footprint and increase the use of renewable resources. Sustainability is a genuine priority for us!



By being a competent and proactive partner to our suppliers, we aim to increase sustainability across all stages of production. We evaluate and follow up on deliveries with care, and our product range is constantly evolving in collaboration with our partners and employees.

We strive for continuous development and improvement in our production processes. We work actively on increasing the use of recycled materials in foil, particle boards, and finished products. Our vision is to produce high-quality furniture fronts with the next generation in mind.

For instance, our products.

When it comes to plastic films, the deposit system and recycling of PET bottles provide us with opportunities to use plastic with reduced energy consumption. We maintain close communication with our suppliers to explore the possibilities of using more plastic from recycled sources such as PET bottles returned by consumers worldwide,

as well as ABS plastic from caravans handled by the industry.

Regarding particle boards used in our production, we have the ambition to continuously increase the content of recycled wood. We are also working on making particle boards even lighter to reduce material consumption and meet today's sustainability requirements.

Spaljisten is FSC® certified (Forest Stewardship Council®) (FSC-C114672), and we only use FSC®-certified wood in our production.

Another example is our machinery and internal logistics, which we continuously improve in collaboration with our partners.

Since 2019, we exclusively use locally produced renewable energy to power our 41,000 m² factory in Åseda. This is a significant step contributing to our efforts in reducing greenhouse gas emissions, specifically carbon dioxide. The electricity we use

for manufacturing is generated by various wind power farms in the vicinity of Spaljisten.

Chemical management is another area where we have been actively engaged for many years. In our chemical management system, provided by Chemgroup, we gather all chemicals with their respective safety data sheets and risk assessments. By making correct purchases and ensuring safe handling of chemicals, we create a good working environment and promote the well-being of our employees. In 2022, we reduced the number of chemicals and continued working on risk assessments, compliance with regulations, and updating safety data sheets together with Chemgroup.

Leading the way together with our partners

We produce fronts for various rooms found in homes, including bedrooms, kitchens, and living rooms. We continue to work on increasingly sustainable product development in collaboration with one of our major partners. We have introduced and launched a kitchen door made with lesser amount

of wood, 90% of which is recycled, and covered with next-generation foil made from recycled PET bottles. It not only became a visually appealing door but also weighs less, is more resistant to scratches, and, most importantly – the materials in the product are kinder to nature.

We focus on increasing the proportion of recycled materials in our production, both in components and other materials. We strive to make sustainability a competitive advantage for Spaljisten.

Activities in 2022:

- The proportion of foil in our products containing recycled plastic increased from 37% to 41%.
- The proportion of foil with edge banding containing recycled plastic increased from 47% to 48%.
- 20% of the wood used in particle boards was recycled wood.

Sustainability-related risks

Essential question	Description of the risk	Governance
Sustainable profile through reduced carbon footprint.	Climate impact through energy consumption, transportation, refrigerants, waste, spills, and inefficient use of raw materials.	Sustainability policy, management system, business plan, sustainability index, energy mapping, Agenda 2030, reduced weights for transport, resource management.
Reduced waste / spillage – carbon footprint.	Waste management and use of finite resources.	Sustainability policy, management system, business plan, energy and material recycling, compressed blocks for producing district heating.
Increased share of recycled materials and efforts for sustainable consumption.	Overconsumption of the Earth's resources.	Management system, business plan, sustainability index, FSC certification, Agenda 2030. Focus on increasing the proportion of recycled wood and foil in our products.
Proper chemical management.	Risk of emissions and/or occupational injuries due to improper handling.	We conduct risk assessments, reduce the number of chemicals, collaborate with Chemgroup and occupational health services, provide regular trainings, and work rooted in the principle of substitution.
Compliance with legal requirements, work environment, and human rights.	Inadequate compliance with laws and other requirements.	Legal monitoring and compliance control through Notisum, SAM, Employee Handbook, salary review, employee survey, development discussions with employees, work on the gender equality and diversity policy. Policy for discriminatory treatment and the work environment committee.
Good work environment, engaged employees, and competence supply.	Risk of mental and physical health issues, discrimination, or other forms of offensive treatment. Problems with workforce skills availability, ensuring that the right skills and sufficient resources are available.	Work with Spaljisten's core values. Leadership training. Employee survey, Swedish language course during working hours. Whistleblower function. Wellness policy, gender equality and diversity policy, as well as a policy against discriminatory treatment, among others. We offer breakfast and fruit in the workplace.
Safe workplace in all forms.	Workplace safety risks, accidents.	Safety inspections, risk analyses, machine safety checklists, feasibility studies and investments in the form of AGVs and heat exchangers. WIA reporting of accidents/near incidents/risk observations. Systematic work with the work environment, work environment committee, work on safety culture at Spaljisten. Training of new safety representatives.
Business ethics and anti-corruption.	Risk of human rights violations, corruption, and / or bribery in the production chain, causing harm to our own brand and reputation.	Code of Conduct, ethics policy, attestation instructions, Whistleblower, onboarding program, procurement policy, procurement and supplier assessment process, ensuring compliance throughout the supply chain IWAY, FSC, AEO.



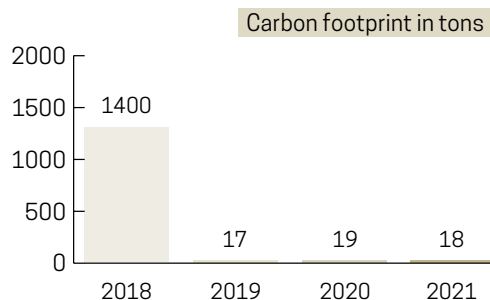
Environment

Environment and waste management

Environmental impact – Our responsibility and our contribution

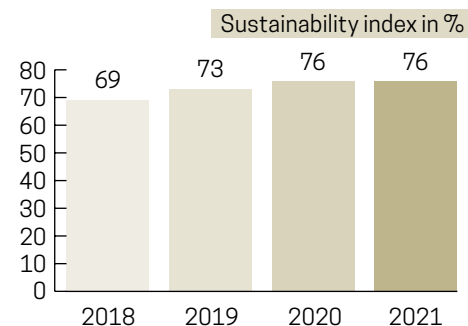
The work with reducing our environmental footprint is high on Spaljisten's agenda. One challenge is that we don't control the entire supply chain ourselves. Therefore, we have chosen to focus on scope 1 and 2.

The efforts to reduce our environmental impact are ongoing, and our performance is measured in our sustainability index.



Spaljisten's Sustainability Index

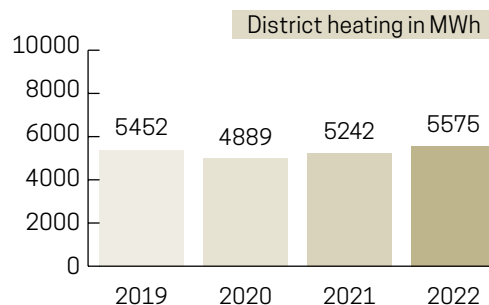
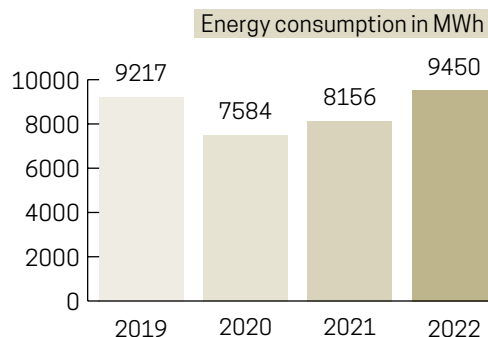
Every year, we evaluate our environmental work with a sustainability index, the results of which we then report to one of our major customers. The index is developed through a questionnaire and data collection on energy, waste, and water.



Energy consumption and district heating

Sustainable energy is one of the UN's Global Sustainability Goals. At Spaljisten, we place great emphasis on it. Since 2019, we have only used locally produced and renewable energy to power our 41,000 m² factory – a significant step in our efforts to reduce carbon dioxide emissions. The electricity used in our production is generated by wind power farms in our vicinity.

Since Q3 2020, we have been building, commissioning, and moving into a new production facility. This means that our premises have expanded from 35,000 to 41,500 m². Both the construction work and the larger facility contribute to increased energy consumption during the period 2021-2022.

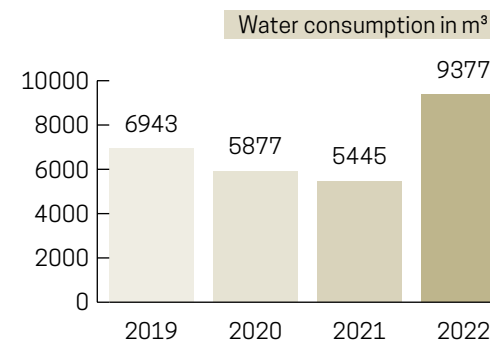


Energy measurement

The heat exchanger with the A2 filter has been in operation since the end of 2020. This means that we replace the air drawn out by the filter with fresh air while also recovering up to 60% of the heat from the exhausted air. These improvements have led to significantly better air quality than before and low ICA values. In all new parts of the factory, heat exchangers have become a standard choice. We continue to monitor air quality to ensure a good working environment.

Water consumption

In 2022, we continued to expand our premises, put new production lines into operation, and increase production. Larger premises and more sensitive processes have been followed by the installation of more, and improved, air humidifiers but also increased water use. Our system for maintaining the humidity levels in our premises accounts for approximately 80% of our total water consumption. Followed by the completion of the construction, we have also filled the new sprinkler system, which has increased consumption for the year. The reported figure above also includes other water consumption such as showers and wastewater.



Solar panels

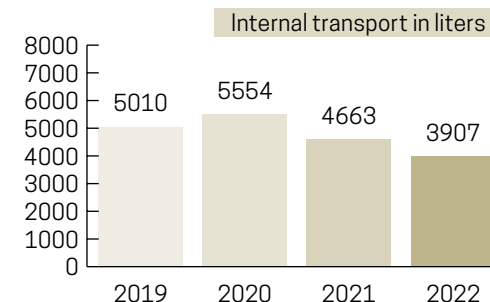
Our ambition is to use solar panels and are currently investigating possibilities for implementation.

Policy for our company cars

Surewood Industries' company car policy includes an option to choose hybrid or electric cars as company vehicles. Spaljisten's employees and visitors can use charging stations at the factory in Åseda.

Stop to internal transport on diesel

We only have one forklift working on diesel. In line with the UN goal for sustainable consumption and production, we have created a plan to phase them out. All other forklifts are electric / battery-powered. Since 2020, we have reduced the amount of diesel consumed for internal transport.



Waste management and recycling

When it comes to our waste management and recycling of materials, we collaborate with Stena Recycling.

The Waste Hierarchy

The majority of the material we send for recycling is used for energy recovery, followed by material recycling.

Thanks to our collaboration with Stena and their extensive network, which ensures that the waste is sorted, valued, and managed correctly, we can be confident that a minimal amount of material leaving Spaljisten ends up in landfill.

In addition to waste recycling, together with Stena, we have found an opportunity for reusing empty PUR adhesive drums. The 200-liter drums come to Spaljisten

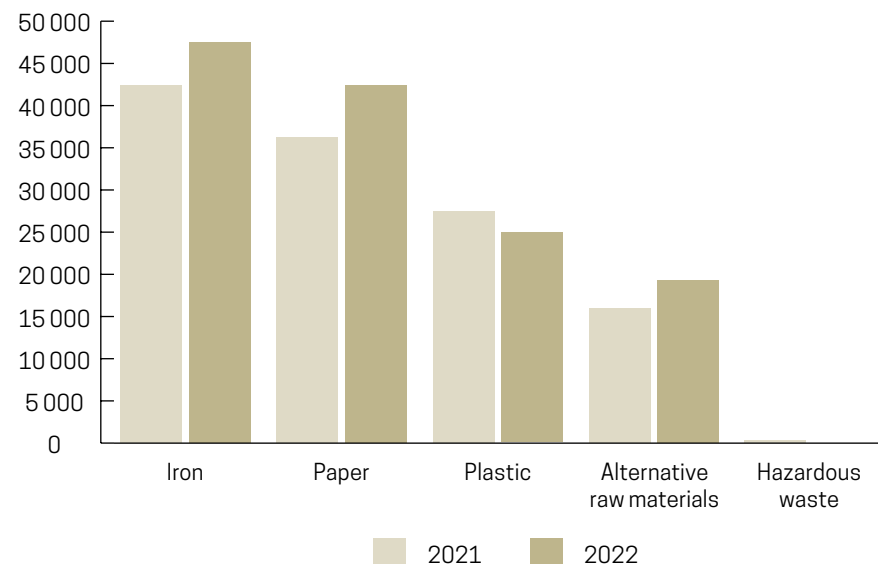
carrying PUR adhesive. Instead of scrapping them, they are reused by an aluminum company in the community, ProfilGruppen, or collected by Stena for hazardous waste disposal.

Quality

Matters of quality are an integral part of Spaljisten's efforts to improve waste management and increase the proportion of recycled materials in our production. Deviations are an opportunity to become even better, and our ambition is to minimize waste and improve the quality of our products.

RATE OF RECYCLING	KG	PERCENT
ENERGY RECOVERY	246 951	61 %
MATERIAL RECYCLING	157 832	39 %
LANDFILL	5	0 %
TOTAL FOR 2022	404 788	100 %

EMISSION SAVINGS IN KILOGRAMS OF CO₂



RECYCLED MATERIAL	KG MATERIAL	EMISSION SAVINGS IN KG CO ₂
IRON	26 360	47 580
PAPER	107 000	42 800
PLASTIC	11 870	23 740
ALTERNATIVE RAW MATERIALS	259 020	19 206
HAZARDOUS WASTE	538	0
TOTAL FOR 2022	404 788	133 325



Social sustainability

**Sustainability in the workday –
this is how it works for us.**

Employeeship at Spaljisten

We offer healthy working conditions where employees can grow, enjoy their work, and have a good time together. We prioritize safety and the well-being of our employees. An open and inclusive climate creates a good working environment.



Working at Spaljisten

We offer good working conditions, and prioritize growth, safety, and the well-being of our employees. Competence supply is high on our agenda, and the goal is to both attract new employees and retain and develop those who already work with us.

Leadership

For Spaljisten to continue to be a successful company, our leaders need to be able to translate strategies, goals, and values into practical actions. Leadership is built on mutual trust. A good leader believes in and involves employees, creates engagement, and ensures their development.

In 2022, we continued to offer our leaders the opportunity to participate in a leadership development program facilitated by licensed consultants from the Swedish Defence University's leadership development program. The training aims to develop and strengthen our leaders with tools, perspectives, and theories in leadership. In addition to all managers with personnel responsibility, employees with particular influence in the organization have been given the opportunity to participate. We will continue to work with the learnings in various focus areas to maintain knowledge and develop the workplace.

Equality and Diversity

In our efforts to increase gender equality and reduce inequality, our starting point is that everyone in the company has the same rights, responsibilities, and opportunities. We are inclusive and actively work with diversity. We have a zero-tolerance policy towards any form of bullying and discriminatory treatment. We believe that this makes us an attractive workplace where employees can develop, thrive, and have a good time together.

We offer an industry-oriented course in Swedish for employees who wish to improve their skills in Swedish. The purpose is twofold: to enable these employees to develop their language proficiency as well as to contribute to increased safety, productivity, and inclusion in the workplace. The course's training plan focuses on topics ranging from safety and working environment to quality and sustainability.

Employee Survey

In 2022, we made the decision to develop our approach to conducting employee surveys and instead implement a Pulse Measurement survey. Pulse Measurements allow us to gather feedback from employees on their perception of Spaljisten as an employer with fewer questions and more frequent intervals. Pulse Measurements are digital surveys conducted during working hours, and the responses are handled anonymously. Going forward, we will conduct Pulse Measurements twice a year.



We prioritize safety in our work environment

We work actively for a healthy and safe work environment and a solid safety culture. Spaljisten has been using WIA reporting tool to report risk observations, near incidents, and work-related injuries in the workplace.

We foster a common safety culture by promoting shared values, attitudes, and knowledge for a safer workplace.

We use WIA - Afa Försäkring's reporting system to support our systematic work in reporting, following up, and addressing incidents, safety rounds, and risk assessments. It should be easily accessible for everyone to report accidents, near incidents, and risk observations. Follow-up on reported incidents is done continuously and is part of Spaljisten's systematic work with occupational health and safety. The head safety representative has the authority to close or conclude reported cases.

Risk observation – When someone identifies a risk for a potential accident.

Near incident – An event occurs, but no person is injured.

Accident – Something happens that results in personal injury, regardless of the severity.

Accident with absence – Accidents resulting in personal injury that led to at least one lost workday.

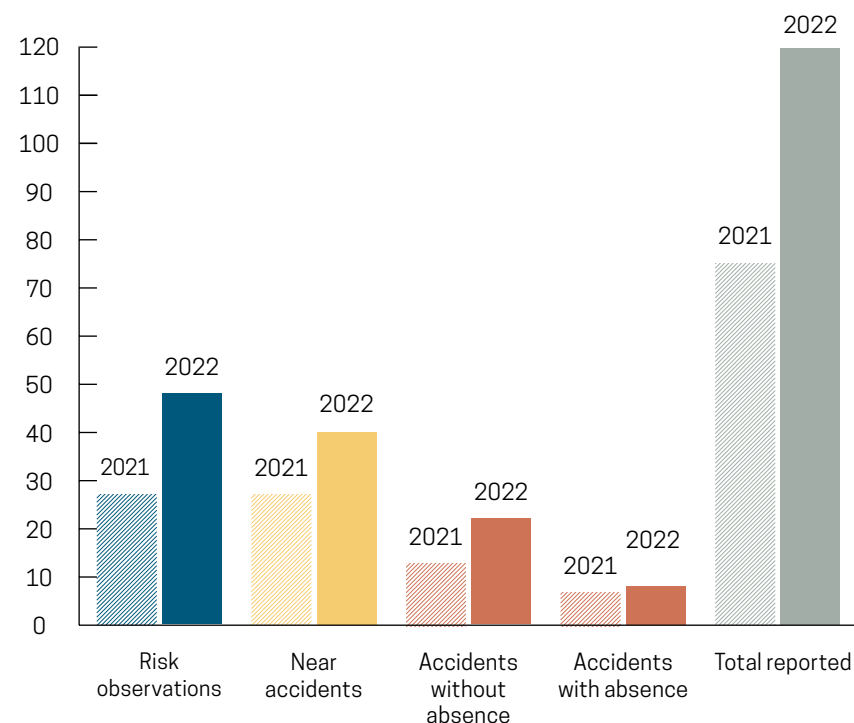
In 2022, multitude of activities were carried out to increase the reporting of incidents and risks in order to continuously improve our working environment. This has made a bigger number of risks visible, and in 2022, we increased the reporting of risks and incidents by 45 compared to 2021. By integrating our occupational health and safety work more into the WIA tool, we can also start monitoring our success in reducing risks in the organization. In 2022, risk reduction reached 33% for concluded cases. Our goal is to continue reporting incidents and risk observations to prevent accidents.

Activities in 2022:

- Developed a new forklift policy.
- Worked on increasing reporting in WIA to prevent accidents.
- Trained new safety representatives.
- Chemical training.
- Leadership training.
- Started 5S implementation.
- Initiated further development of Spaljisten's core values.
- IWAY revision.



FULL YEAR 2021 / 2022



Spaljisten's Code of Conduct

Spaljisten has ethical guidelines for how we should conduct ourselves. We call them the 'Code of Conduct' and the purpose is to provide guidance on how employees, colleagues, suppliers, customers and other stakeholders should be treated in a lawful, fair and ethical manner.

The Code of Conduct shows where the boundary is between appropriate and inappropriate conduct. Obviously, current legislation comes first, and we must take into account human rights, human safety and health as well as the environment.

IWAY. The IKEA Way, is a code of conduct established by IKEA that contains policies on the environment, social conditions and working conditions (including child labour). This means that:

All Spaljisten's employees have a responsibility to understand our Code of Conduct and IWAY, and to act accordingly.

We also have our set of **business ethics**, which everyone in the management team has signed, and which contains all the requirements set out in the UN's global anti-bribery and anti-corruption programme. Our business ethics also include our suppliers and must be complied with throughout

the supply chain. We have to ensure that everyone is aware of the demands placed on us and understand the importance of following them.

Confidentiality

Spaljisten's employees have a duty of confidentiality, which is clearly stated in our employment contracts. Confidentiality also applies to our suppliers and partners.

Zero tolerance for alcohol and drugs

Spaljisten operates a policy of zero tolerance for alcohol and drugs. We conduct alcohol and drug tests in connection with recruitment, in the event of suspicion of the impact of drugs or alcohol, and randomly.

We fight corruption

Bribery and corruption of any kind are unacceptable to us. The Swedish Tax Agency's guidelines and regulations apply to gifts. External and internal entertainment is permitted but must be kept moderate.



We respect personal privacy

Our privacy policy clearly sets out what personal data we process and for what purpose. We also describe our overall approach to the processing of personal data, as well as the choices and rights of our customers, suppliers and partners.

Whistleblowing

Transparency is important to us at Spaljisten. Therefore, our employees and anyone outside our organisation can report any irregularities and suspicions anonymously via a whistleblowing

system by filling in a form on our website. The form can be accessed both via our internal and external networks.

The ambition of Surewood Industries and its member companies is to have a high level of transparency and a well-developed system for reporting and handling any irregularities or suspicion of such. Through this approach and the provision of a whistleblowing system, we can minimise the risk of serious damage to the company, the organisation or its employees.

Sponsorship and community engagement

We support those who make it possible for young people to engage in sports

As an employer in a small community, we can make a significant difference to the local society. The more people want to come and live and work in Åseda, the better it is for everyone! It is important for both Spaljisten and our owners to contribute to and support those who help make Åseda and its surroundings an even more attractive place.

Spaljisten applies sponsorship as one of several tools to promote and work with the health and well-being of young people. In addition to our commitment to youth, local involvement and non-profit activities are the main foundations for sponsorship at Spaljisten.

In 2022, we supported:

Åseda IF hockey
Åseda IF football
Åseda Equestrian Association
AMO Handball
Östers IF
Lenhovda IF
Växjö Lakers
Högsby IF
Näshults IF
Vetlanda BK
Fagerhults AIK
Korpen Åseda
Offensiva Åseda

We collaborate to attract more people to our industry

Competition in the job market is tougher than ever, making it more important than ever to be an attractive workplace.

Spaljisten is a member of the employer organization Trä och Möbelföretagen (Wood and Furniture Companies), TMF

which provides support and assistance to us and other companies in the industry as employers.

As a member company of Epic Innovation & Technology Center,

we can have an influence and collaborate on competency supply issues with other member companies. Technical competence is crucial for the continued development of the industry, and Epic Innovation & technology Center works to increase interest in a career in the industry. This is done through activities such as study visits, internships, and lectures at schools.

The association actively works to ensure the availability or establishment of facilities and equipment for high-quality technical education. Here, Spaljisten has an opportunity to participate and influence the content and focus of the education based on our needs.





Production of Sustainability Report

Process

In the production of this report, Spaljisten has worked according to the following process:

Legal requirements

In Sweden, there is a reporting requirement which means that companies of a certain size must present a sustainability report. It is based on an EU directive from 2014, which aims to make information about how companies work with sustainability issues more open and comparable.

Analysis and prioritisation of sustainability issues

Spaljisten's management team has jointly decided on prioritisation, i.e., which sustainability issues the business will focus on during the year.

Data collection and presentation

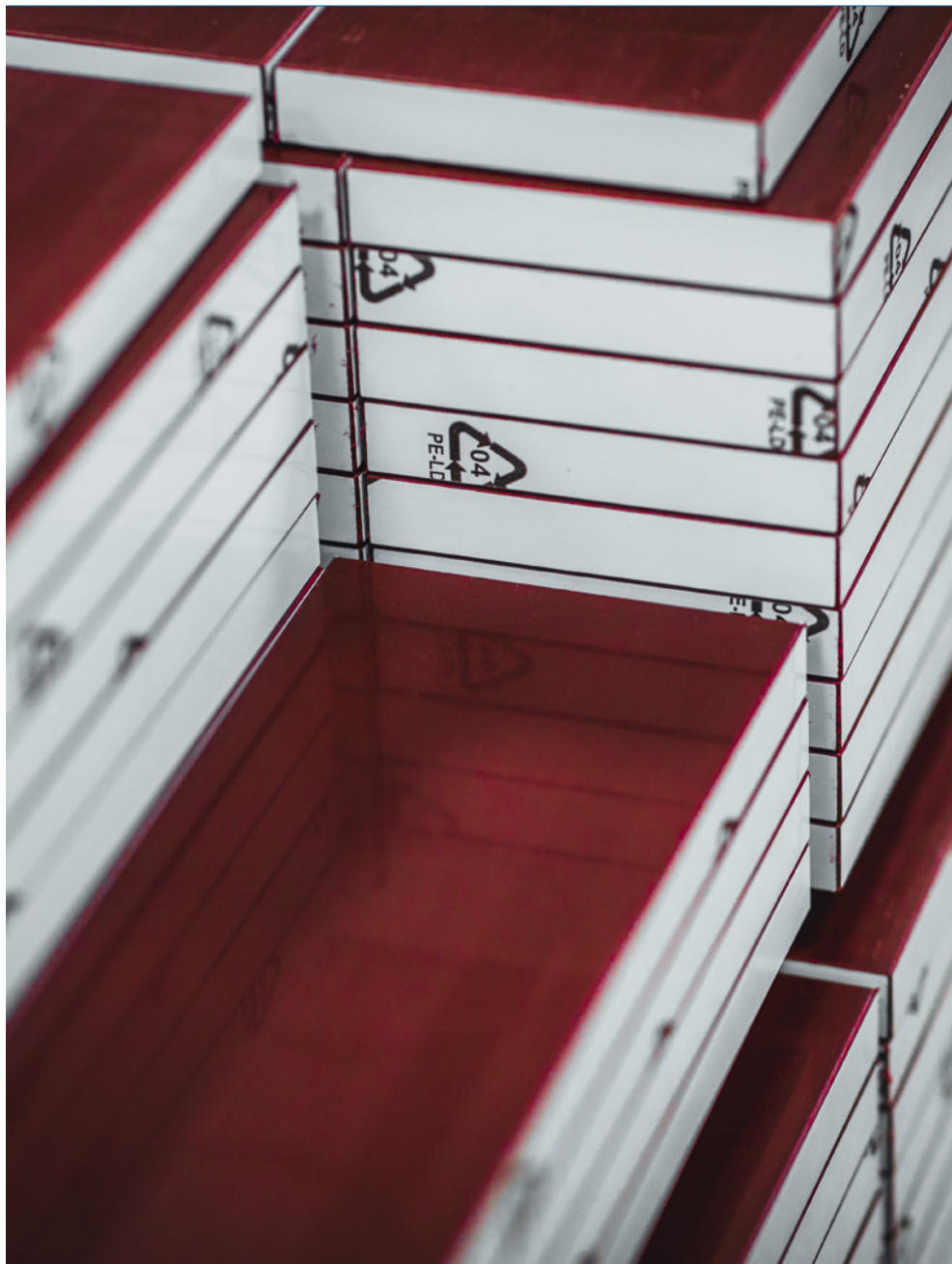
Sustainability Manager Sofie Åkerberg, CTO Manfred Piesack, Marketing Communications Specialist Keiu Meesak, and Head of Marketing and Sales Frederick Svensbergh have been responsible for collecting and presenting the data referring to 2022.

Review

The management team has reviewed the report, the board of directors has made a decision regarding the report, and an authorized auditor has approved it.

Presentation

The Sustainability Report is presented digitally on all our platforms and is available to everyone.



Auditor's statement regarding the statutory Sustainability Report

To the Annual General Meeting of Spaljisten AB, org. reg. no. 556190-7709

Assignment and allocation of responsibility

The Board of Directors is responsible for the Sustainability Report for 2022, and for ensuring that it has been prepared in accordance with the Annual Accounts Act.

Focus and scope of the review

Our review has been conducted in accordance with FAR's recommendation RevR 12 *The auditor's statement on the statutory Sustainability Report*. This means that our audit of the Sustainability Report has a different focus and substantially smaller scope than the focus and scope of auditing in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that this review provides us with a sufficient basis for our statement.

Statement

A Sustainability Report has been established.

Stockholm, on June 22, 2023

KPMG AB

Olle Nilsson

Authorized public accountant
Principal auditor

Thord Axelsson

Authorized public accountant



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