

2023

Sustainability Report

Sustainability Highlights 2023

Continued Work with Recycled Materials in Our Products

We produce a kitchen front made with sustainable materials, foiled with next-generation foil that is 90% made from recycled PET bottles. It weighs less, is more scratch-resistant and, last but not least, it is kinder to the nature. We continue to have a close dialogue with our suppliers to develop ways to use even more recycled plastic from consumer recycling and industrial waste.



Recycled Material

In 2023, we kept a high percentage of recycled materials in our products:

- **Foil:** we went from 41% foil with recycled plastic in our products in 2022, to 52% in 2023
- **Edging:** compared to 2022, we went from 48% foil with edging that contains recycled plastic, to 49%
- **Particleboard:** 14% of the wood in the particleboards came from recycled sources
- **Bio-based glue:** we introduced bio-based glue in our products

Absence Due to Illness

During 2023, we have continued to work in a structured and active manner to reduce sick leave. In addition to individual efforts, we have offered preventive measures through company nurses and ergonomists on site. We have also implemented Falck's service "Personalstöd" and marketed our wellness subsidy. The result is an improvement in sick leave from 4.9% to 3.9% during the year.



Corporate Culture

During the year, we have worked on concretizing Spaljisten's core values as a part of our corporate culture. Through Spaljisten's core values, which all employees have "checked in", we have created clarity in how we are expected to act in relation to each other.

Cooperation for Bioenergy Production

We have a collaboration with Solör Bioenergi in Åseda. Spaljisten sells waste material in the form of briquettes to Solör, which in turn produces renewable district heating and water that heats Spaljisten's premises and other properties in Åseda, thereby ensuring circularity. In 2023, the production of renewable heating and hot water was 95.6%. Through their new facility, which will be ready at the beginning of 2024, only 100% renewable district heating will be delivered to us and other properties in Åseda.

Comprehensive Energy Mapping

A detailed energy mapping has been carried out at Spaljisten and the work aims to identify feasible energy-efficient measures on an ongoing basis in stages.

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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. Veneered trellises were 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 world class 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.

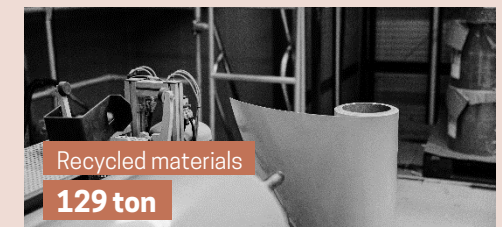
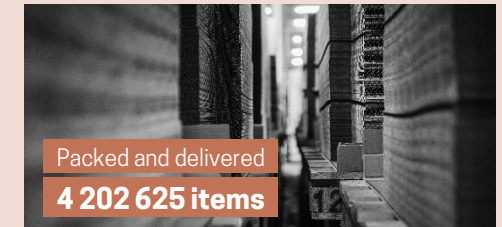
Our Vision

“To be first in choice of foiled fronts where flexibility, quality and sustainability creates customer value.”

Our Business Idea

“Spaljisten is a customer focused, proactive and flexible producer of foiled fronts with quality and sustainability first in mind.”

Spaljisten in Brief 2023



A Word from the CEO

A Sustainable Business Idea and Vision

We believe that sustainable work begins with the business idea. This sets the agenda for how the company should operate and what its strengths are. Spaljisten's business idea is to be a customer focused, proactive, and flexible producer of foiled fronts with quality and sustainability first in mind. The vision is to become first in choice for customers who value these qualities and strengths. It is for these customers that we want to operate. In other words, sustainability is very high on our agenda.

High Ambitions

Spaljisten is characterized by high ambitions, not least in terms of sustainability. Our promise to the market is to operate "with the next generation in mind," and it is a promise we truly intend to keep. As part of our overall business plan, we therefore set two concrete long-term sustainability goals before 2023, in addition to our Agenda 2030 targets:

- To become a completely climate-neutral operation, meaning that our process should not leave any climate footprint.
- To develop a CO₂-neutral product, a Carbon Zero front, together with our strategic suppliers.

Both objectives require in-depth collaboration and development over time

with many of our partners, with whom we have initiated discussions during the year. We will report back on the progress of these ambitious initiatives.

A Challenging 2023

2023 has been a tough year for us, as it has been for many others. Our business is linked to people's purchasing power, which has significantly weakened over time due to high interest rates and rising inflation. The decreased sales resulting from this forced us to downsize considerably during the year, and our operating margin was under severe pressure. The major machinery investment that after delays was planned to be operational by the end of the year, was further delayed, which has been very challenging for both our employees and the overall business.

Sustainable, Forward-Looking Focus

During tough periods like this, it is incredibly important to channel our energy towards what we can control and not allow ourselves to be victims of external factors. It's crucial for the business to unite around what is critical and important, set clear and concrete activities in motion, and then execute decisively. Many good initiatives were taken during the year in various areas, which have among other things resulted in:



Adam Airosto
CEO, Spaljisten AB



- Jointly defined core values
- Clear leadership principles for the company's managers
- Reduced sick leave
- 10% increased efficiency from the installed machinery, which reduces the workload on our employees
- Reduced discards, leading to lower consumption of natural resources
- Increased rate of recycled materials in our input materials
- Increased number of fronts produced per kWh consumed and per CO₂ unit

"We are very happy with, and proud of, all these achievements but we are definitely not satisfied. More must be done, and with the skills, experience, and commitment of our employees, we will continue to improve our operations with a focus on sustainability."

Adam Airosto
CEO, Spaljisten AB, April 2024



Malin and Johan Enocson
Owners of Active Invest



About Our Owners

Spaljisten AB is 100% owned by Surewood Industries AB, which also includes KG List AB and Österbymo Hardwood. Surewood Industries AB is, in turn, owned by Active Invest Sweden AB, an active holding company, as the name suggests.

Active Invest Sweden AB invests in well-managed companies with great development potential, where Active Invest can contribute and add value. The priorities are long-term

perspective, sustainability, and profitability in both high and low economic cycles.

Why Sustainability?

For both the owner, Active Invest, and Spaljisten, it is a given to work actively and long-term with sustainability. Reducing waste, using natural resources, and the skills of our employees, more efficiently contributes to better profitability for the company, a better environment, and creates opportunities for future generations. Additionally, customers receive better products, and Spaljisten stands out as an employer.

Moving forward, diversity, environment, equality, as well as material and energy consumption are the most important sustainability priorities for Active Invest and Surewood Industries. Within all companies in the Surewood-group, sustainability work is led and driven by the respective management teams. The companies' sustainability strategies, based on the global sustainability goals, are approved and monitored by the respective boards.

Our Core Values

Through Spaljisten's core values, we have created clarity in how we are expected to act in relation to each other. In 2023, workshops with all our employees were held where the significance of our core values was discussed and defined. Following this, each employee was invited to a Core Value Dialogue, where the manager and employee reviewed the definition of our core values and had a conversation about their contribution to a living core value foundation. The conversation concluded with placing a signed photo of the employee on a wall alongside other colleagues and definitions of our core values. The result became a team photo of Spaljisten's employees, where everyone has committed to contributing to a warm and inclusive corporate culture. The Core Value Dialogue is now part of both the onboarding process and the development discussions.



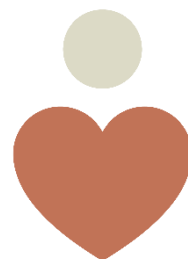
Sustainability

At Spaljisten, we care. Here, we take care of each other, our customers, and the environment. We work together to contribute to a good working environment where safety is our top priority. Together, we strive to minimize deficit and waste at every step.



Commitment

At Spaljisten, we are customer-focused, and everyone's contribution is equally important in ensuring the final product meets the highest quality standards. Through skill development and monitoring the market, both our employees and the business evolve. When we work together, we increase commitment and create the conditions needed to reach our full potential.



Respect

At Spaljisten, we respect each other. We accept our differences and listen to one another. We are honest with each other and adhere to the rules and decisions that are in place. What we say we will do, we do. This makes us trustworthy and reliable.





Sustainability Work

How We Will Encourage More Customers 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, business plan 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

Work environment

Equality

Human rights

Diversity

Business ethics

Anti-corruption

Our Focus Areas Will Help Us Achieve Our Goals in a Sustainable Manner

An important part of the ongoing sustainability work is our focus areas — employees, safety, sustainable growth and CO₂ neutrality. With their help, we will reach our business goals in a responsible and sustainable way.

Regarding the Work Environment, it is about promoting an active and proactive safety culture. That no one should be injured at work. About creating an open climate between colleagues and focusing on our values, commitment, 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, it is about minimizing our climate impact through the lowest possible resource consumption, using renewable energy, adhering to the customers’ needs, and ensuring that we comply with laws and other requirements. As well as that we act in accordance with the certifications we have undertaken to follow.

Regarding Sustainable Management, we must ensure that Spaljisten as a supplier lives up to all the quality standards and certifications that we have implemented in the business.

Certifications and Audits

Forest Stewardship Council® (FSC®) (FSC-C114672).

Autorised Economic Operator (AEO) AEO-permit.

Implementation of an energy management system with energy mapping as a foundation. Internal and external audits of customers.



Agenda 2030 Sustainability with the Next Generation in Mind

Spaljisten works with the UN's Global Goals for Sustainable Development. This involves operating in a responsible and sustainable manner, and considering social, ecological, and economic factors in our business. At Spaljisten, we have selected five Global Goals for Sustainable Development that we have a particular focus on: good health and well-being, gender equality, affordable and clean energy, reduced inequalities, and responsible consumption and production.



SELECTED GOALS

HOW DOES SPALJISTEN WORK ON THE GOALS?

 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>3. GOOD HEALTH AND WELL-BEING are fundamental prerequisites for us to perform and have the opportunity to reach our full potential. Engaged employees who thrive and feel well are the company's ambassadors.</p>	<ul style="list-style-type: none"> • Competence and leadership development • Working towards an accident-free workplace and a strong safety culture • Occupational health services • Free breakfast and fruit for all employees • Generous wellness subsidy • Health-promoting activities and events
  <p>5 GENDER EQUALITY and 10 REDUCED INEQUALITIES</p>	<p>5. GENDER EQUALITY and 10. REDUCED INEQUALITIES Our organization should reflect the diversity of society and create opportunities for individuals and groups regardless of gender, religion, disability, age, gender identity, ethnicity, or sexual orientation.</p>	<ul style="list-style-type: none"> • Quality-assured recruitment process • Actively working with gender equality and diversity plans • Further development of our Core Values • Continuous work on business ethics, anti-corruption, human rights, social conditions, environmental issues • FSC® certification for sustainable forestry
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>7. AFFORDABLE AND CLEAN ENERGY is essential for growth, climate transition, and reducing greenhouse gas emissions. Our organization has access to sustainable, reliable, and renewable energy.</p>	<ul style="list-style-type: none"> • 100% Renewable electricity • 96.5% renewable district heating • Our waste material is converted into district heating that is recycled locally, and used in our facilities • Active work with energy mapping • Implementation of an energy management system
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>12. RESPONSIBLE CONSUMPTION AND PRODUCTION For us, responsible consumption and production mean striving to manufacture our products with as high a percentage of recycled materials as possible while minimizing our waste and by-products. We achieve this by working with the supply chain, from supplier to customer.</p>	<ul style="list-style-type: none"> • Responsible procurement of products, services, materials, and components • Active efforts to continuously increase the proportion of recycled materials in our products • Optimizing production to reduce waste and scrap • Active collaboration with Stena to increase recycling rates and circular alternatives • Reusing of emptied PUR glue barrels • 100% FSC® certified material • LCA screening of products

Agenda 2030 Key Performance Indicators (KPIs)

3 GOOD HEALTH AND WELL-BEING

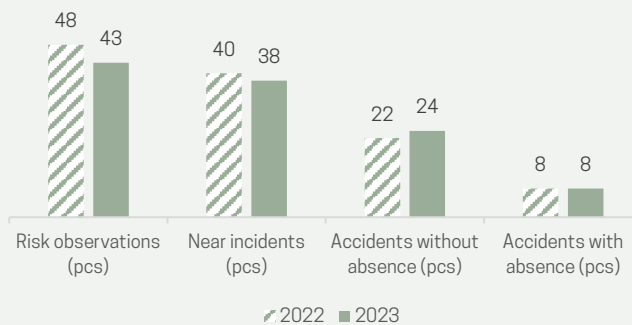


Read more about our work on safe work environment on [page 20](#)

Short-term sick leave



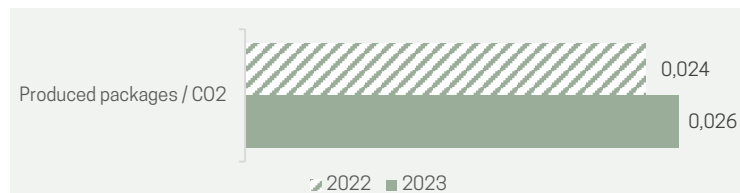
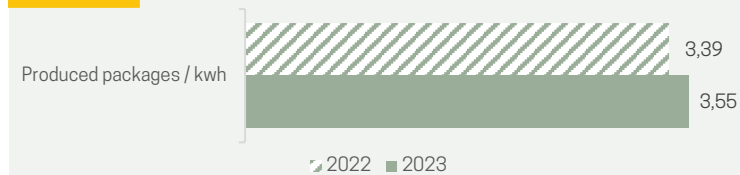
Reported in IA



7 AFFORDABLE AND CLEAN ENERGY



Read more about our work with consumption of resource on [page 16](#)

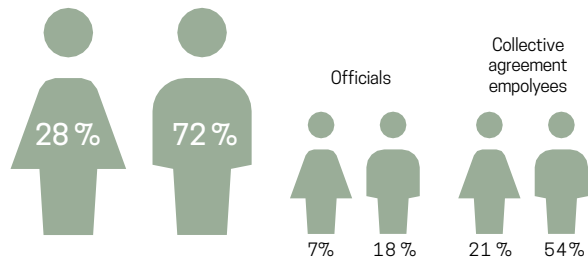


5 GENDER EQUALITY



Read more about equal working conditions at Spaljisten on [page 19](#)

Total



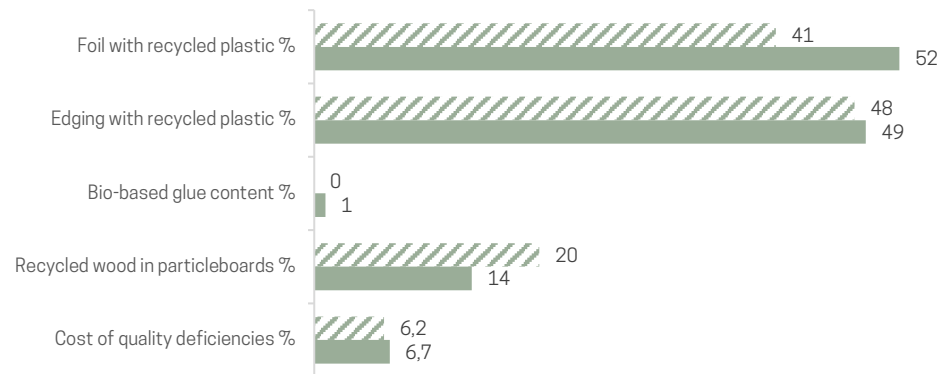
10 REDUCED INEQUALITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Read more about sustainability in our production on [page 12](#)



2022 2023

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!

We aim to increase sustainability across all stages of production by being a competent and proactive partner to our suppliers. We evaluate and follow up on deliveries with care. 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 actively work to increase the proportion of recycled materials in our plastic foil, particle boards, and final products. Our vision of producing high-quality furniture fronts with the next generation in mind is a commitment we take seriously. With the particle boards we use in our production, we are committed to continuously increasing the content of recycled wood. We are working to make the particle boards even lighter to reduce material usage and meet the current sustainability demands.

At the Forefront with Our Partners

We create furniture fronts for many rooms in a home — bedrooms, kitchens, living rooms. Our work on increasingly sustainable product development continues in collaboration with one of our major partners. Spaljisten produces a kitchen front made from sustainable materials, laminated with next-generation foil that is made of 90% recycled PET bottles. It is lighter, more scratch-resistant, and most importantly — gentle on the environment.

Sustainable Sourcing

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

What the FSC Label Stands For:

Forests managed responsibly according to



FSC's rules help protect animal habitats, maintain biodiversity, safeguard old-growth trees, do not contribute to deforestation, protect indigenous peoples' rights, and ensure fair wages and a safe working environment for workers.

Quality and Modernization

We have further improved our product quality through continuous improvement efforts and process changes, contributing to increased sustainability. Our production remains at the forefront of the industry thanks to our modern machinery park which we continuously upgrade and renew.

Chemical Management

For many years, we have actively worked on improving our chemical management. In our chemical management system, provided by Chemgroup, all chemicals are catalogued

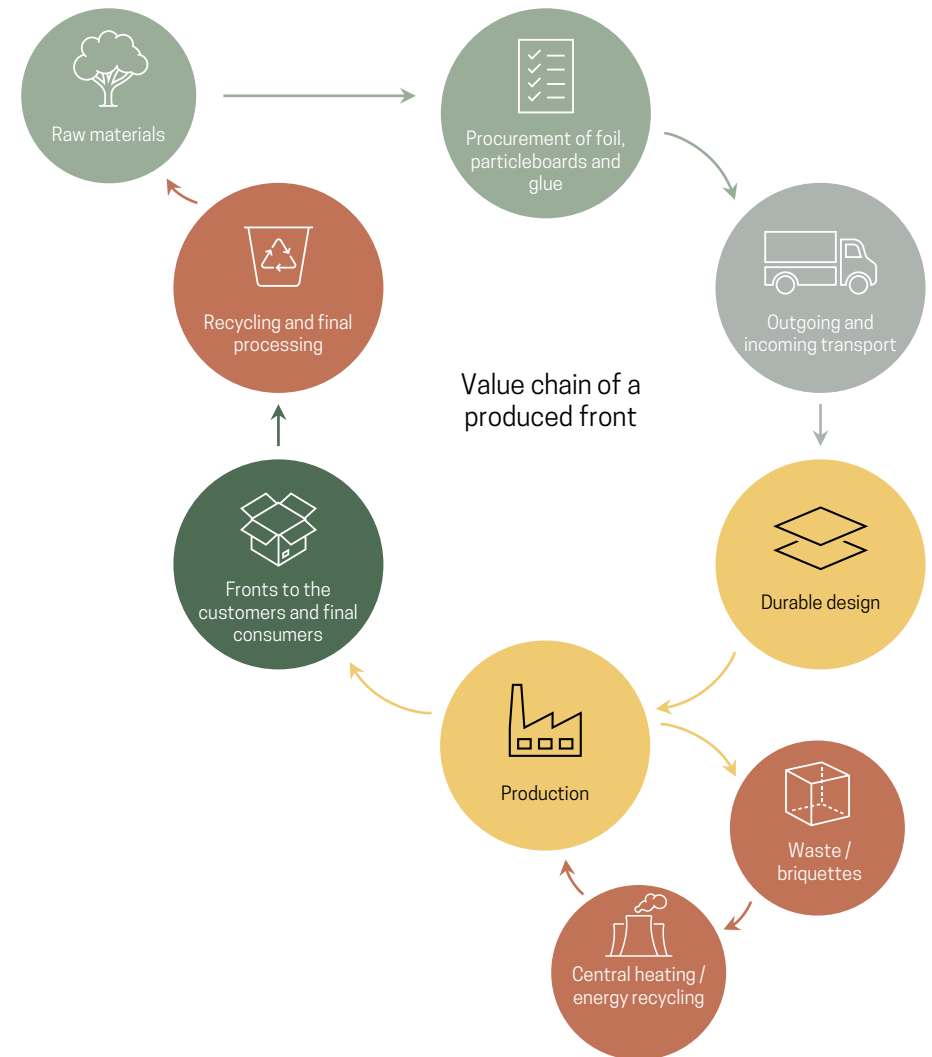
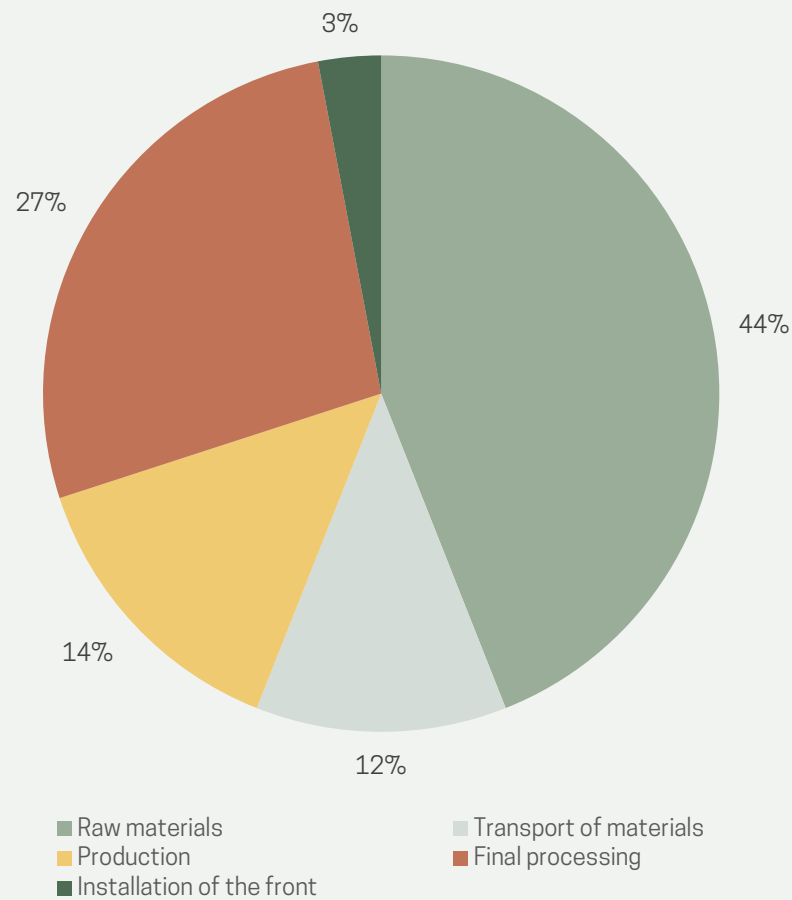
along with their respective safety data sheets and risk assessments. Through proper procurement and safe handling of chemical substances, we create a good working environment and promote the health and safety of our employees. We are continuously working to reduce the number of chemicals, conduct risk assessments, ensure legal compliance, and update safety data sheets through Chemgroup.

Activities in 2023:

- Increased the proportion of foil in our products containing recycled plastic from 41% to 52%
- LCA screening of a wardrobe front
- Increased use of bio-based glue
- Chemical safety training, including PUR glue handling, for all relevant personnel
- Initiated work on energy management system

Climate Impact and LCA Screening of a Wardrobe Front 2023

CO₂ impact of a wardrobe front in percent



Sustainability-Related Risks

Risks and risk management at Spaljisten. There are several group-wide policies in place to support our ongoing work. Such as sustainability policy, IT policy, work environment policy. We are also supported by various systems, such as legal compliance systems, chemical management systems, energy monitoring systems, energy mapping, CO₂ footprint measurement, monitoring systems, and sprinkler systems installed in the facility.

SIGNIFICANT ISSUE / RISK	OBJECTIVES, MANAGEMENT, AND ACTIVITIES
CLIMATE FOOTPRINT Through energy consumption, transport, emissions, refrigerants.	Reduce climate footprint through sustainability policy, sustainability goals and KPIs, business plan, management system, energy monitoring system, energy mapping, energy management, renewable electricity, circular and renewable district heating, reduced transport weights, requirements for car fleet, efficient internal transports, refrigerant controls, process control, increased quality. Work with Agenda 2030 objectives. Electric car charging at the workplace.
WASTE / SPILL / EMISSIONS Management of waste and finite resources such as spillage, scrap and other waste.	Sustainability policy, management system, business plan, energy and material recycling, briquettes as biofuel for district heating, reducing waste, constantly improving our product quality and new material recycling opportunities through environmental monitoring and cooperation with Stena, crisis and fire preparedness.
RESOURCES Increased proportion of recycled material, initiatives for encouraging sustainable consumption.	Management system, business plan, FSC-certification, Agenda 2030. Demands from, and close collaboration with, customers. Focus on increasing the proportion of recycled material in our products and packaging.
CORRECT CHEMICAL HANDLING Risk of leaks and / or occupational injuries due to incorrect handling.	Carrying out risk assessments, reducing the number of chemicals, collaboration with Chemgroup and occupational health care. Regular trainings. Work with the exchange principle. Hazardous waste is handled safely through cooperation with Stena.
FOLLOWING LEGAL REQUIREMENTS Securing legal requirements for the natural environment, work environment and human rights.	Legal monitoring and compliance control through Notice. SAM, Work Environment Committee, Personnel Handbook, salary audit, employee survey, employee development interviews, work with equality and diversity policy, and policy against abusive discrimination.
GOOD WORKING ENVIRONMENT Committed employees, competence provision without risk of mental and physical ill-health, discrimination and abusive treatment.	Supply of skills — that the right skills and sufficient resources are available. Work with Spaljisten's core values. Leadership training. Employee survey. Course in Swedish during working hours. Whistleblower feature. Wellness policy, equality and diversity policy, and policy against abusive discrimination. Training of new safety representatives. Offering breakfast and fruit at workplace. Occupational health care.
SAFE WORKPLACE IN ALL FORMS Occupational injuries, work environment risks and accidents.	Systematic work with work environment, safety rounds, risk analyses, machine safety checklists, investigations and investments. WIA reporting of accidents / near incidents / risk observations. The work environment committee. Constant work with safety culture and values. Training of safety representatives.
BUSINESS ETHICS AND ANTI-CORRUPTION Risk of human rights violations, corruption and / or bribery in the value chain, damage to own brand and reputation.	Code of Conduct, ethics policy, certification instructions, Whistleblower, on-boarding program, procurement policy, procurement and supplier assessment process, ensuring compliance throughout the Supply Chain, FSC®, AEO.



Environment

Environment and Waste

Environmental Impact — Our Responsibility and Our Contribution

The work to reduce our environmental impact and carbon footprint has long been at the top of Spaljisten’s agenda. Every year, we evaluate our environmental efforts together with our customers. We do this through a series of questions and by collecting data on energy, waste, and water. It is calculated as an average of the share of renewable electricity, energy, and recycled waste.

Energy Consumption and District Heating

Sustainable energy is one of the UN’s global sustainability goals, and Spaljisten places great focus on it. For many years, we have used 100% renewable electricity and 95.6% renewable heating to power our 41,500 m² factory in Åseda. Additionally, our energy consumption has been on a downward trend in 2023. These are important steps in our efforts to reduce greenhouse gas emissions, specifically carbon dioxide.

Scope 1: Direct emissions of the company. Exhaust from vehicles and machinery, combustion, and any gas leaks in processes.

Scope 2: Emissions from the energy (electricity, heating, cooling, steam) that the company consumes.

Scope 3: Emissions that occur upstream and downstream in the company’s value chain as a result of the company’s activities.

One challenge is that we don’t control the entire supply chain ourselves. Therefore, we have chosen to report scope 1 and 2, as well as parts of scope 3.

With our future sustainability reporting in accordance with the CSRD and GHG protocol, our climate audit and environmental impact will become even clearer.

Water Consumption

In recent years, we have expanded our premises and commissioned new production lines. Larger facilities and more sensitive processes have led to the installation of more and better humidifiers, but also an increase in water consumption.

Our humidification system, which keeps the humidity levels in our facilities at the right level, accounts for about 78% of our total water consumption. In 2023, we continued to expand the humidification system, which contributed to increased water usage. Due to construction of new facilities, we have filled the new sprinkler system, which has also increased the water consumption for the year.

The reported figure also includes other water usage, such as for showers and drainage.

Policy for Company Cars

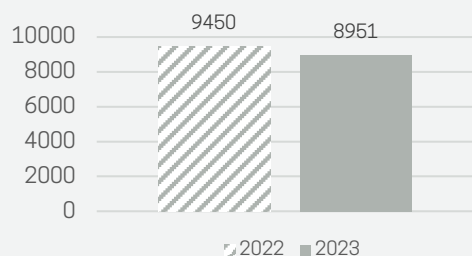
The company’s ambition is to maintain a high sustainability profile, which is why only hybrid or fully electric cars are available as company cars. Spaljisten’s employees and visitors have the option to use charging stations at the workplace.

Internal Transport

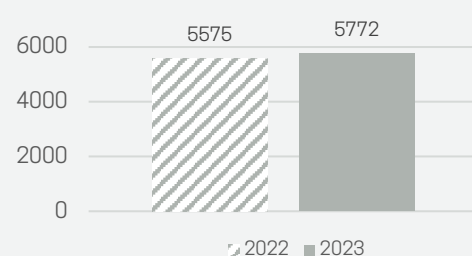
We have reduced the number of diesel trucks to one, which is intended for reception of heavy goods. The remaining trucks used in our operations run on electricity.

In recent years, we have steadily reduced the amount of diesel consumed for internal transport. Since 2020, we have halved the consumption through more efficient driving methods and better planning.

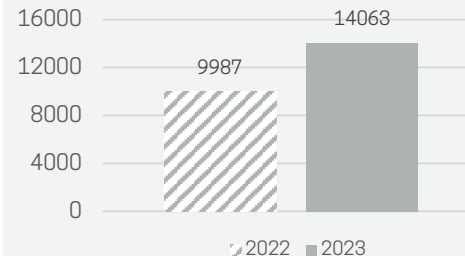
Electricity consumption in MWh



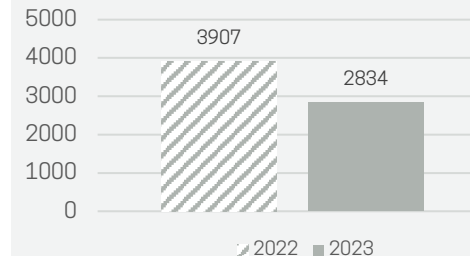
Central heating in MWh



Water consumption in m³



Internal transport in liter



Waste Management and Recycling

Sorting our waste and scrap is also a resource in terms of recycling the materials. We collaborate with Stena Recycling to create new materials and resources from our waste and scrap.

Waste Hierarchy

The majority of the material we send for recycling is used to generate energy through energy extraction, followed by material recycling.

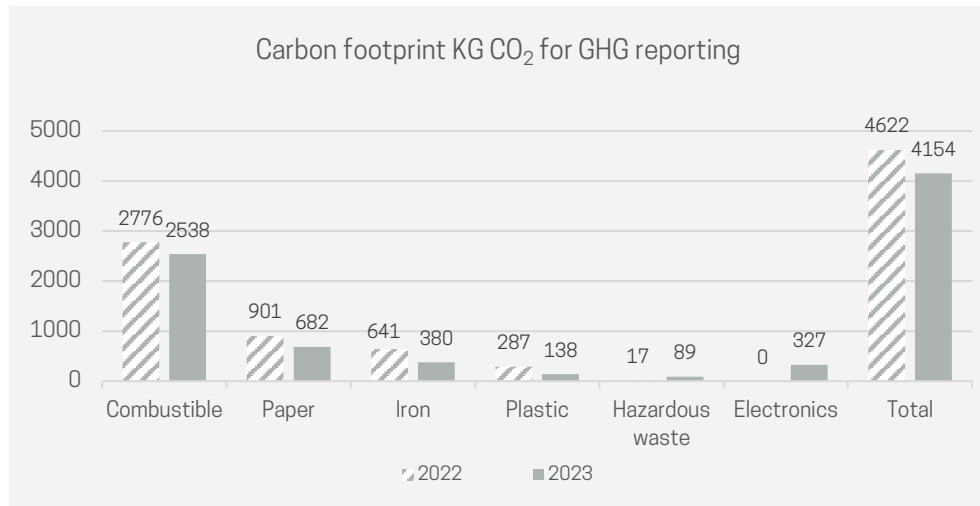
In addition to recycling, we have, together with Stena, found an opportunity to reuse empty PUR glue drums. The 200-liter drums arrive at Spaljisten filled with PUR glue, and instead of scrapping them, they are reused by an aluminium company in the community, or by Stena for the collection of hazardous waste.

Thanks to the collaboration with Stena and their extensive network that ensures that

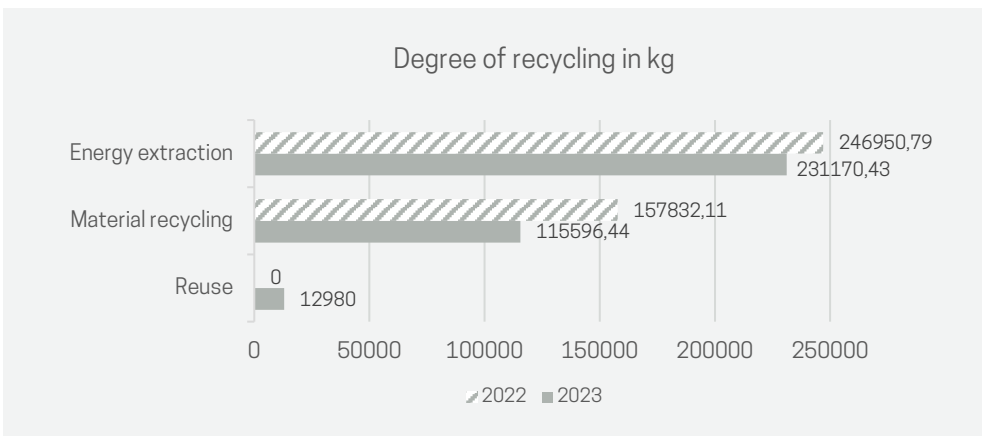
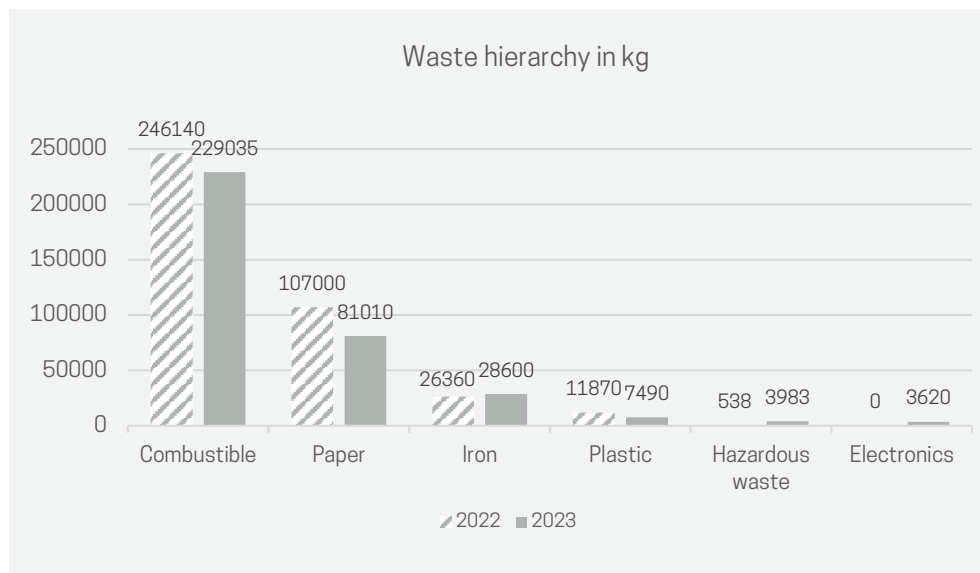
the waste is sorted, evaluated, and managed correctly, we can be confident that a minimal amount of material leaving Spaljisten ends up in landfills. Our scrap is, as much as possible, converted into new resources that can become new materials.

Quality

The work to address quality deficiencies is a central part of Spaljisten’s internal sustainability efforts to create better waste management and increase the share of recycled materials in our production. Deviations are an opportunity for further improvement, and our ambition is to minimize waste and enhance the quality of our products.



Spaljisten has reduced its carbon footprint (according to GHG reporting) by **468 kg CO₂**, which represents a 10% reduction from the previous year. This reduction is primarily due to decreased waste volumes and scrap.





Social Sustainability

Sustainability in the Workday — How It Works for Us

Employeeship at Spaljisten

We offer healthy working conditions where employees can grow, thrive, and have fun together. We prioritize safety and the health and well-being of our employees. An open and inclusive atmosphere creates a positive work environment.



Working with Us

We strive to be an attractive employer. This applies both to our current employees, who should wish to stay and continue developing with us, and to future employees, for whom we aim to be the obvious choice.

We collaborate with selected schools and offer internships, study visits, and opportunities for students to write their theses with us.

We care about our staff. Among other things, we offer our employees breakfast every day and provide a generous wellness allowance. In addition, we organize social activities throughout the year.

We have collective agreements that provide a foundation of security for our employees in terms of conditions, insurance, and retirement contributions.

Leadership

For Spaljisten to continue being a successful company, our leaders must be able to turn strategies, goals, and values into practical actions. Leadership is built on mutual trust. A good leader believes in and involves employees, creates engagement, and provides the conditions for them to grow.

In 2023, our managers gathered to share their views on leadership and what is important in the role. This resulted in Spaljisten's Leadership Principles, which serve as a compass for their important daily work.

Equality and Diversity

In our work to promote gender equality, our approach is that everyone in the company has the same rights, obligations, and opportunities. We are inclusive and actively work with diversity. To achieve this, we strive to increase the proportion of the underrepresented gender in the company as well as make the most of the diversity we have. At Spaljisten, we have zero tolerance for any form of bullying or harassment. We are convinced that this makes us an attractive workplace where employees grow, thrive, and perform well together.

Pulse Check

We conduct regular Pulse Checks — our employee surveys. A Pulse Check consists of a series of questions in which we seek employees' perspectives on areas such as work environment, job satisfaction, leadership, and safety.

The responses help us follow up on activities and identify the need for further actions.

The most recent Pulse Check showed that many of our employees feel that we have a good work environment, clear and defined goals, as well as managers who give them the conditions to take responsibility and be involved. All of this is fundamental to ensuring our employees feel good and are able to thrive in their workplace.

We Prioritize Safety in the Workplace

We work and collaborate actively to ensure a healthy and safe work life, fostering a strong safety culture. Spaljisten has for some time now been using WIA system for reporting risk observations, near incidents, and workplace injuries. Our goal is for no one to get injured at work, aiming for zero accidents with absence.

We create a shared safety culture through common values, attitudes, and knowledge for a safer workplace.

We use WIA — Afa Insurance’s reporting system, which supports our systematic approach to reporting, following up on, and addressing incidents, safety inspections, and risk assessments. It needs to be easy for everyone to report accidents, near incidents, and risk observations. Continuous follow-up on reported incidents is part of Spaljisten’s systematic work environment efforts. Safety representatives have the authority to close or resolve 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

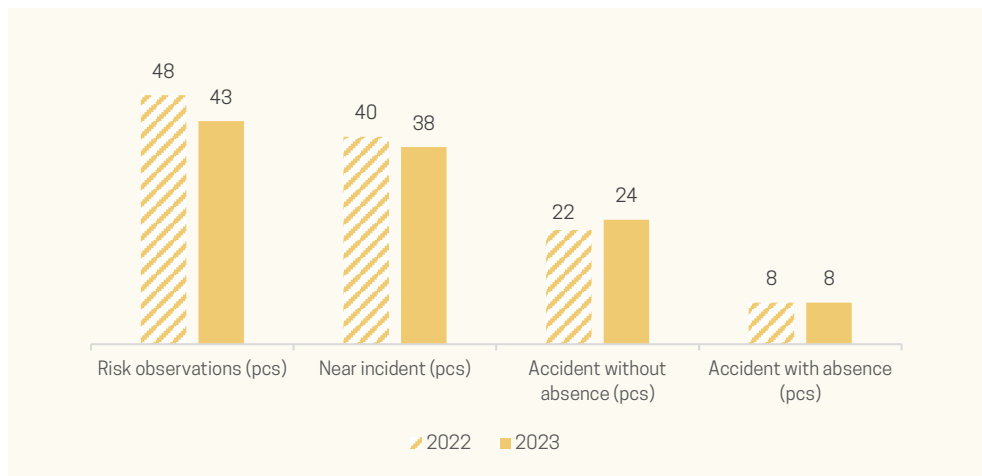
Accidents resulting in personal injury that led to at least one lost workday.

In recent years, we have increased the reporting of incidents and risks to continuously improve our work environment. This has been visible through a consistently high level of activity. In the second half of 2023, the number of workplace accidents decreased.

By further integrating our work environment efforts into the WIA tool, we can also monitor how we have succeeded in risk reduction in the company. In 2023, Spaljisten’s efforts led to an increased risk reduction to 49% of resolved incidents, compared to 34% in 2022. Our goal is zero accidents with absence, and one way to achieve this is by continuing to report all risks and incidents within the organization.

Activities in 2023:

- Increased reporting in WIA to prevent accidents
- Trained new safety representatives
- Chemical safety training
- Leadership training
- 5S activities that have created better organization
- Work with Spaljisten’s core values
- Internal sustainability audits through our customers



Spaljisten's Code of Conduct

Within Spaljisten we have ethical guidelines — our Code of Conduct. The purpose is to provide guidance for legal, fair and ethical treatment of employees, colleagues, suppliers, customers and other stakeholders.

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

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

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.

Confidentiality

Spaljisten's employees have a duty of confidentiality regarding all company matters which are not directly intended for outsiders. This is stated in our employment agreement. The duty of 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 the event of suspicion of the impact of drugs or alcohol, and randomly.



We Respect Personal Privacy

We work constantly for a high level of technical and organizational protection of personal information. On our website, we have information about how we handle GDPR through our privacy policy. There we also explain our overall view on the processing of personal data and what choices and rights our customers, suppliers and employees have.

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. No matters have been received during 2022 or 2023.

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 supports Hälsans Hus, a health and wellness facility in Åseda. Hälsans Hus is an attractive meeting place for people of all ages and backgrounds. It offers a variety of health and wellness services, such as swimming and group fitness classes, padel, gym facilities, and rehabilitation. Spaljisten's employees can access the services at Hälsans Hus at subsidized rates.

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 2023, We Supported:

Åseda IF hockey
Åseda IF football
Åseda Equestrian Association
AMO Handball
Östers IF
Lenhovda IF

Växjö Lakers
Högsby IK
Näshults IF
Vetlanda BK
Fagerhults AIK
Korpen Åseda
Hälsans Hus

We collaborate to attract more people to our industry

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.

Musikhjälpen

During a week in December 2023, Musikhjälpen was held in Växjö. Musikhjälpen aims to raise money for a humanitarian crisis, and the 2023 theme was "No one should die of hunger." Spaljisten contributed by inviting 9th-grade students from Åsedaskolan for a study visit and to participate in technology activities. For each student, we donated 100 SEK.

We also supported an initiative through Crossfit Linné. Together we donated 18,000 SEK to Musikhjälpen.

Teknikcollage

Spaljisten is active in Teknikcollege, Sweden's largest collaboration platform for industrial competence development. Teknikcollege certifies education programs where municipalities, education providers, and companies work together to enhance the attractiveness and quality of technical education.



KORPEN
ÅSEDA



HÄLSANS HUS
Motionera, träna & trivs hos oss!



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 has been responsible for collecting the data regarding the year 2023. Marketing Communication Specialist Keiu Meesak, Head of Marketing and Sales Frederick Svensbergh, and Sustainability Manager Sofie Åkerberg have been responsible for the presentation of the sustainability report.

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 2023, 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.

Jönköping, on May 22, 2024

KPMG AB

Olle Nilsson

Authorized public accountant
Principal auditor

Thord Axelsson

Authorized public accountant

Commitment. Respect. Sustainability.
We care.
Together.

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