

Sustainability report 2025

Industrilas

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WHEN ACCESS COUNTS

Industrilas develops, designs, and manufactures access solutions for all kinds of industrial applications. Our main drive is a never-ending curiosity about our customers and their business. We are passionate about finding solutions that will enhance the performance of our customers' products and their business.

Since every customer has specific needs and preferences, it is important for us to get to know our customers. We openly welcome you into the Industrilas family, and together we will find the best possible solution to the challenges you are facing. Sometimes this means a well-proven standard solution and at other times it means the innovation of something the world has never seen.

Industrilas is a Swedish company, founded in 1981. Over 40 years, we have grown from a one-person startup to become one of the world's leading suppliers of access solutions.

Today, we are present in more than 40 countries and have within Industrilas group manufacturing sites in Europe, Asia, North America and South America. The holding company's headquarter is located in Nassjo Sweden.

1.0 Global Goals for Sustainable Development

Industrilas' goal with its sustainability efforts is to ensure that they permeate all activities within the company. To streamline efforts where we see greater potential to positively impact a sustainable future, Industrilas primarily focuses on six of the UN's Sustainable Development Goals.



Goal 5, Gender equality:

At Industrilas, there is zero tolerance for any form of discrimination, and we actively work to create and enable an inclusive and safe work environment for everyone. We place demands on ourselves and our partners to show respect for everyone's equal value, and we work to combat discrimination in the workplace and in society.



Goal 8, Decent work and economic growth:

Ensuring long-term economically sustainable growth is of utmost importance for Industrilas, where process development and resource efficiency are central. We continuously work to be an attractive employer, aiming to ensure a good working environment and that workers' rights are respected through our HR function.



Goal 12, Responsible consumption and production:

Industrilas works to improve its resource efficiency by reducing the amount of energy, raw materials, and natural resources needed to produce our products and solutions. An example of this is investing in more efficient production technology and more environmentally friendly materials.



Goal 13, Climate action:

We want to contribute to a more sustainable future and are aware of our impact on the environment. Our ambition is to reduce our carbon emissions, and as part of this effort, we have now started calculating our carbon emissions according to ISO 14064 and the Greenhouse Gas Protocol.



Goal 16, Peace, justice and strong institutions:

We have zero tolerance for corruption and bribery, and we place high demands on everyone's conduct in business ethics. Procedures and channels are in place to report suspected crimes, and there are clear documents outlining the requirements we place on our employees in our ethical profile and code of conduct.



Goal 17, Partnership for the goals:

To achieve sustainable development to a greater extent and meet our ambitions to reduce our carbon emissions, collaboration is a significant part of sustainable development in society. Through close cooperation, we can enable greater results for a more sustainable future.

2.0 Sustainability Policy

Sustainable development is a development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

Industralas develop, manufacture, and distribute high-quality access solutions. As a result, we affect the environment both locally, regionally, and globally.

We act sustainably on the social, environmental, and economic dimensions and we are convinced that it is possible to grow as a company and at the same time be in harmony with people and the planet.

Environmental

We are aware of our responsibility towards people and nature, and we want to minimize the effect our actions might have on the environment.

Therefore, our important goal is to minimize the direct effect on external environments through reduced consumption of natural resources, reduced production- and process waste, and work towards low energy consumption.

We shall follow the environmental laws and directives from the governments where we are operating.

We commit to continuously developing our environmental work to decrease our effect on the earth and its resources.

Social

Industralas thinks that all people have the same value and rights and have an absolute zero policy towards all forms of discrimination. Equality and diversity are important for the company and society's development. We work continuously to curb the presence of inequality and discrimination in the community and globally. We shall be an inclusive employer who embraces diversity.

We shall be good citizens and act exemplary to develop alongside the communities we are active within.

The employees' health and well-being shall be in focus, and we strive to offer a good and safe work environment with a systematic approach throughout the entire organization.

We shall follow the demands and existing laws from governments to promote workers' and human rights in society and at the workplace.

Economic

We shall provide conditions to ensure long-lasting sustainable development and prosperity for the company.

We shall actively work according to management systems within quality and environment to meet the demands of our customers.

Through innovation and continuous work, we develop systems and processes in the manufacturing of products to create and enhance the value for our customers and suppliers.

We have an absolute zero-policy towards any kind of behavior breaking good business ethics within the organization, and we develop our work to curb corruption, bribery, and the abuse of power around the globe.

3.0 Strategy and Governance

The sustainability work at Industrilas is based on legal requirements, stakeholder dialogue, and our strategic ambition to be the best in our industry in terms of sustainability.

3.1 Business Model

Industrilås i Nässjö AB is a wholly owned subsidiary of Manta Holding AB, with its headquarters located in Nässjö, Sweden. We manufacture and sell access solutions, among other things, primarily intended for various industrial products and systems.

3.2 Governance

The governance is based on the legal requirements imposed on the operations, along with our vision and corporate values described in the operations manual, sustainability policy and our code of conduct. Systems and structures are in place within the organization for regular risk assessments, goal setting, and monitoring of goals to achieve continuous development in sustainability work.

3.3 Responsibility

The sustainability governance at Industrilas is the responsibility of the management team and encompasses social, ecological, and economic sustainability. The management team is responsible for integrating sustainability into the business strategy, as well as establishing and monitoring goals and sustainability performance.

The management team consists of representatives from the holding company steering committee along with representatives from the board of directors. The company's sustainability strategist reports on sustainability matters to the management team and assists in questions related to sustainability.

3.4 Sustainability Strategy

Industrilas' sustainability strategy is based on the long-term goal of becoming a leader in our industry in terms of sustainability and proactively working towards a more sustainable future. To achieve this goal, the focus is on fully integrating sustainability into the company's overall strategy and stakeholder dialogue.

The strategy is developed and formulated with emphasis on our stakeholders and our continuous stakeholder dialogues conducted. This is used as input and is further focused on where we see our material impact, risks and opportunities. This ensures the aim of the strategy and keeps it relevant to the operations and key stakeholders of Industrilas.

3.5 Stakeholders and Stakeholder Dialogue

At Industrilas, we actively work to improve our communication regarding sustainability with our stakeholders and to achieve an open dialogue, so that we increase our understanding of each stakeholder group's perspective on sustainability and our operations.

The stakeholder groups considered to affect and be affected by Industrilas' operations are as follows:

- Existing and new customers
- Existing and new employees
- Existing and new suppliers
- Business partners
- Owners
- Lenders
- Competitors

Other stakeholders include regulatory authorities, universities, vocational schools, local associations and the municipality of Nassjo.

During 2024 Industrilas conducted a stakeholder analysis to understand how we as a company affect them, either directly affected by us or affect Industrilas, or if they are users of the company sustainability statements. We also mapped out the important sustainability matters.

A revision was conducted in 2025 with the use of input from customer meetings, fairs, discussions with suppliers and with employees. The result of this showed that it was not necessary to make any changes in the important sustainability matters for the different stakeholder groups except for adding circularity of materials from a customer perspective.

Results can be viewed in table 1.

Stakeholder group	Affected by our company or affect us	Users of sustainability reporting information	Important sustainability matters
Owners and board	X		-Sustainable materials -Human rights -Supply chain due diligence -Anti-corruption -Sustainable production
Employees	X		-Working environment -Health and safety -Waste management -Sustainable products and transportation -Education and learning
Customers	X		-Climate change and circularity of products -Supply chain due diligence -Anti-corruption -Sustainable purchasing -Work environment -Health and safety
Business partners	X		-Supply chain due diligence -Environmentally friendly material -Choice of suppliers who meet end customers' demands
Competitors	X		-Climate change -Waste management -Health and safety -Work environment
Suppliers	X		-Supply chain due diligence -Anti-corruption -Sustainable products -Work environment -Climate change -Collaboration to improve sustainability efficiency
Banks and loan providers		X	-Law compliance -Transparency -Climate change -Anti-corruption
Governments and official bodies		X	-Law compliance -Transparency -Climate change -Anti-corruption

Table 1, Results of the stakeholder analysis.

We continue to see a strong focus on goals to reduce carbon emissions and general dialogue about reducing climate impact, being able to report the climate impact of individual products, and questions about legal compliance in light of the new sustainability directives presented.

Other strong sustainability focus areas are work and actions related to sustainability due diligence and anti-corruption matters together with circularity.

The results of the stakeholder dialogues throughout the year are presented to the Industrilas management team.

3.6 Value Chain

We work systematically with our value chain as part of our due diligence processes to identify, assess, and address risks and potential negative impacts, while also leveraging opportunities linked to an efficient supply and value chain. Industrilas considers a resilient and strategically managed value chain to be essential for sustainable value creation and the achievement of both financial and sustainability-related objectives.

3.6.1 Upstream Value Chain

Industrilas maintains a diversified global supplier base, sourcing raw materials, components, and finished products. Purchased materials and components account for a significant share of our greenhouse gas emissions, primarily originating from processing and manufacturing activities upstream in the value chain. A substantial portion of Industrilas' climate impact and cost base is linked to the extraction and processing of raw materials, which are both energy- and emissions-intensive activities.

Our suppliers are located globally, with the majority based in Europe, followed by Asia. Sustainability-related risks vary across regions, particularly with regard to human and labor rights, as well as environmental regulation and protection. These risks are addressed through systematic engagement with key suppliers and through a structured and strategic supplier selection process. Our objective is to positively influence our upstream value chain by promoting respect for human and labor rights, environmental protection, and anti-corruption practices.

3.6.2 Own Operations

Industrilas designs and engineers its products and access solutions inhouse, and manufactures them in its own production facilities. The main production facility is located in Sweden, and within the Manta Holding AB group, Industrilas also operates production sites in Mexico, Brazil, and Sri Lanka. Manufacturing activities include zinc die casting and plastic injection molding, as well as turning, punching, threading, drilling, assembly, and warehousing.

Ownership of these processes provides Industrilas with a high degree of operational control and enables the management of environmental impacts related to product design and manufacturing. The environmental impact of Industrilas' own operations is relatively limited compared to upstream activities in the value chain. Operations in Sweden are powered by 100% fossil-free energy and utilize geothermal heating in combination with the reuse of excess process heat. Marketing and sales activities are also primarily conducted from the Swedish operations.

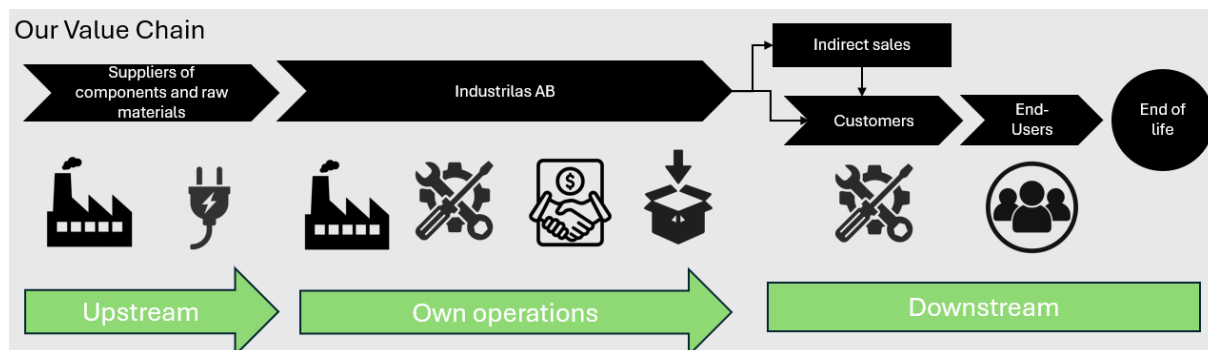
3.6.3 Downstream Activities

Sales activities constitute a significant part of Industrilas’ downstream value chain. Products are sold through sister companies within the group as well as through selected distributors worldwide. In terms of turnover, North America represents the largest sales market, followed by Europe and other regions.

The environmental impact of Industrilas’ products during the use phase is assessed as relatively limited. The majority of the product portfolio consists of mechanical locks and hinges that remain installed for the duration of the host product’s life cycle. Some locking solutions require batteries; however, these represent a minor share of the overall product offering and therefore have a limited environmental impact. Mechatronic locking solutions are also offered and require electricity, but these are generally powered directly through vehicle batteries or building electrical systems, thereby avoiding the need for separate batteries. Overall, the environmental impact of products during the use phase is considered low.

Industrilas has limited direct control over product life cycles and end-of-life handling, as its components are integrated into other manufacturers’ products prior to reaching the end user. This represents both a challenge and an opportunity to contribute to improved end-of-life management through product design. Industrilas seeks to support circularity by designing products that facilitate disassembly, disposal, and recycling, and by selecting materials that enable increased material recovery and reuse.

Figure 1, Conceptual map of Industrilas value chain



3.7 Double Materiality Analysis

In late 2024 and early 2025, Industrilas initiated its first double materiality assessment (DMA), transitioning from the simplified materiality analysis applied in previous years. The objective of the DMA is to identify and assess material impacts, risks, and opportunities related to sustainability matters.

The initial assessment, including supporting analyses and documentation, was conducted with the support of an external consultancy firm in accordance with the requirements of the European Sustainability Reporting Standards (ESRS). During the year, the results of the assessment were further calibrated and validated. The DMA will be reviewed and updated on an ongoing basis to reflect relevant internal and external developments, such as changes in business operations, geopolitical conditions, and stakeholder expectations. This approach is intended to ensure that the DMA remains current, robust, and representative of Industrilas’ operations and value chain.

3.7.1 Identification of ESG Topics

The sustainability matters assessed in the double materiality assessment are based on the gross list of matters set out in ESRS 1. To identify relevant topics within these matters, Industrilas conducted a comprehensive analysis including a stakeholder analysis, a value chain analysis, a climate scenario analysis, and a sustainability PESTLED analysis. These analyses were used to identify sustainability topics relevant to Industrilas' operations and business context.

The value chain analysis, PESTLED analysis, and environmental and climate scenario analyses were subsequently combined to establish a gross list of sustainability topics with the potential to have positive or negative financial effects on Industrilas, or where Industrilas may have an impact on people or the environment, or be impacted by the topic.

Stakeholder analysis and dialogue were used to validate and align the identified topics and to ensure that relevant sustainability matters were appropriately reflected in the final DMA. Input was gathered through stakeholder discussions, customer audits and reviews, desk-based research, surveys, and participation in industry events and trade fairs.

Stakeholder input was used to further assess and refine the sustainability topics evaluated in the DMA. A sustainability matter was determined to be material where it was assessed as material from an impact perspective, a financial perspective, or both, in line with the double materiality principle.

3.7.2 Impact Materiality Assessment

Once the sustainability topics had been identified and classified under the relevant sustainability matters in accordance with ESRS 1, each topic was further assessed. Topics were categorized based on whether the impact was positive or negative, actual or potential, and whether it related to the environment or people. The identified impacts were then evaluated using a five-point Likert scale across the following criteria: scale, extent, probability, and remediability. Where an impact was assessed as actual rather than potential, the probability criterion was assigned the maximum score of five.

Materiality thresholds were determined by calculating the mean value of scale, extent, and remediability, which was then multiplied by the probability score. Sustainability matters with a total score exceeding 13 were deemed material from an impact perspective.

3.7.2 Financial Materiality Assessment

The financial materiality assessment was conducted using an approach consistent with the impact materiality assessment. Sustainability matters and topics were categorized based on whether their financial effects were positive or negative, and whether they were actual or potential. Each matter was then evaluated using a five-point Likert scale for both the magnitude of the financial effect and its probability of occurrence. The two scores were multiplied to determine the overall financial materiality score. Sustainability matters with a total score exceeding 13 were deemed financially material.

3.7.3 Validation and Approval

The results of the double materiality assessment were further validated by the Sustainability Strategist in collaboration with the external consultant and calibrated to ensure methodological robustness and alignment with the company's operations and risk profile. The final DMA results were then presented to the management team, including the Chief Executive Officer and Board of Director(s), where the outcomes were reviewed, discussed, and formally approved.

3.7.4 Outcome of the Double Materiality Assessment

The outcome of Industrilas’ double materiality assessment (DMA) for 2025 identified 12 material sustainability topics, which are presented in Table 2. The identified risks and opportunities are coordinated by the sustainability function, while the management and implementation of actions related to the material matters are handled within the relevant departments and dedicated workstreams across the organization.

The disclosures included in this report are based on the assessed relevance and significance of the material matters, in combination with the importance of addressing information needs expressed by stakeholders. Certain material risks identified under ESRS S1, S2, and G1 were assessed as material due to limited availability of data and statistical information to reliably determine the probability of occurrence. In the absence of sufficient visibility and supporting data, these topics were assigned a higher default probability and were therefore classified as material.

This precautionary approach was applied to ensure that Industrilas actively follows up on these material topics and undertakes further analysis to determine whether there are significant risks or actual negative impacts related to the matters identified.

ESRS standard	Sub-topic	Negative Impact	Positive Impact	Financial Risk	Financial Opportunity	Material
E1 - Climate change	Climate change mitigation	Yes	No	No	No	Yes
E1 - Climate change	Energy usage	Yes	No	No	No	Yes
E5 - Resource usage and circular economy	Resource inflows, including resource use	Yes	Yes	No	No	Yes
E5 - Resource usage and circular economy	Waste	Yes	No	No	No	Yes
S1 - Own workforce	Working conditions: Secure employment	No	Yes	No	Yes	Yes
S1 - Own workforce	Working conditions: Collective bargaining, including the rate of workers covered by collective agreements	No	Yes	No	No	Yes
S1 - Own workforce	Equal treatment and opportunities for all: Training and skills development	Yes	No	No	No	Yes
S1 - Own workforce	Equal treatment and opportunities for all: Employment and social inclusion of persons with disabilities	No	Yes	No	No	Yes
S1 - Own workforce	Equal treatment and opportunities for all: Diversity	No	No	No	Yes	Yes
S2-Workers in the value chain	Other work-related rights: Privacy at work	Yes	No	No	No	Yes
G1 - Business Conduct	Management of relationships with suppliers, including payment practices	No	Yes	No	No	Yes
G1 - Business Conduct	Prevention and detection of corruption and bribery, including training	Yes	Yes	No	No	Yes

Table 2, Results of the Double Materiality Assessment

3.8 Management System, Risk Management and Complaints

Industralas' operations require permits under the Environmental Code, and our production facilities are certified according to ISO 9001, ISO 14001, and IATF 16949. A significant part of the work on environmental and climate issues is carried out primarily within the framework of ISO 14001. Systems and structures are in place to continuously perform risk assessments, improve the work environment, and reduce the risk of accidents and the occurrence of mental health issues in the workplace.

Complaints and suspicions of breaches of good business ethics or other irregularities can be reported in several ways. A report can be made directly to the immediate supervisor or HR manager, where procedures are in place for overseeing such cases. Employees can also report irregularities via our whistleblower function, Hailey HR, which is available on the intranet for all employees. Through this function, the person reporting the case can remain anonymous while still receiving feedback on the reported case via an encrypted email function.

Over the past year, Industrias has not received any fines, and no incidents leading to sanctions have occurred.

4.0 Environmental Information and Disclosures

The following section aims to report Industrilas' work in the environment, activities, action plan, goals, and key figures.

4.1 Environmental Management

Industrilas' environmental work is based on and governed by our company code of conduct, environmental and sustainability policies and falls within the framework of ISO 14001. The environmental management system and policies ensure that Industrilas operates a safe and environmentally responsible business model. The environmental work is regularly monitored and undergoes external and internal audits. Follow-up is also conducted against legal requirements, regulatory authority requirements, and other aspects considered significant.

4.2 Climate Change

Industrilas is a large company operating worldwide. Our processes are energy-intensive, and a significant number of raw materials such as zinc and steel need to be processed for the products and locking solutions we produce. As a result of our operations, we acknowledge our adverse effect on the environment and on the planet.

4.2.1 Impact, Risks and Opportunities

Industrilas generates greenhouse gas (GHG) emissions through its own operations and contribute to climate change impacts across the full value chain through its products. The primary sources of emissions are associated with Scope 3 activities, particularly upstream activities related to purchased goods and services, where many of the materials used in our products are carbon-intensive.

Environmental risks are most pronounced upstream in the value chain. These risks are addressed through close collaboration with, and the strategic selection of, first-tier suppliers. By setting and promoting environmental requirements together with these suppliers and encouraging their application further upstream, Industrilas seeks to mitigate environmental risks and identifies opportunities to improve the overall environmental performance of the supply chain.

4.2.2 Climate Change Resilience Analysis

Industrilas conducted a climate change resilience analysis to assess the potential impacts of climate change on its operations and value chain. The analysis evaluated physical risks, transition risks, and associated financial risks under two climate scenarios.

The first scenario assumes that global climate mitigation efforts are successful and that the targets set by the Paris Agreement are achieved, limiting the increase in global average temperatures to between 1.5 °C and 3 °C. The second scenario assesses a situation in which the Paris Agreement targets are not met, resulting in an average global temperature increase of between 2 °C and 4 °C. The climate scenarios and assessment methodologies applied were based on sources and guidance from the Swedish Meteorological and Hydrological Institute (SMHI) and the Task Force on Climate-related Financial Disclosures (TCFD).

The results of the climate resilience analysis were subsequently presented to the company's senior management team. Identified risks and potential impacts were discussed and considered as input to strategic planning and risk management processes.

4.2.2.1 Climate Change Resilience Analysis: Scenario 1

Based on the assessment of transition, physical, and financial risks under the first climate scenario, Industrilas considers itself to be well positioned to manage potential future climate-related risks. Identified transition risks primarily relate to increasing customer requirements and stricter regulatory expectations, which are expected to drive the need for further development of sustainability-related knowledge and competencies to meet future business requirements.

An additional transition risk identified is the potential reduced availability of suppliers of materials and components as customer demands and regulatory requirements increase. As compliance requirements rise, the pool of suppliers able to fully meet these expectations may decrease. At the same time, this development presents opportunities to strengthen collaboration and long-term relationships with critical suppliers in order to jointly ensure compliance with future sustainability requirements.

Physical risks under the first scenario are mainly associated with increasingly unstable weather patterns and a higher frequency of extreme weather events. These conditions may result in disruptions to production and transportation activities within the supply chain, potentially affecting lead times and supply chain stability. Industrilas seeks to manage these risks through active supply base management, strengthened supplier relationships, and by expanding and diversifying the supplier base to enhance resilience in the event of disruptions.

The transition and physical risks identified may also have financial implications, including potential cost increases, and are therefore considered in the assessment of financial risks.

In addition to risks, the analysis identified several opportunities, including increased demand for innovative and low-carbon products, green technologies, and circular business models. The analysis also highlighted opportunities to further strengthen supply chain governance and control to adapt to the assessed climate scenario and support long-term resilience and sustainable value creation.

4.2.2.2 Climate Change Resilience Analysis: Scenario 2

Transition risks identified under the second climate scenario are primarily related to increased political tensions and geopolitical instability resulting from more severe climate impacts. These developments may lead to greater protectionism and potential barriers to global trade, underscoring the importance for Industrilas to maintain flexibility in its operations and supply chains in order to adapt to changing conditions. An additional transition risk identified under this scenario is the potential shortage of certain raw materials, which may require the identification and qualification of alternative materials.

Physical risks under the second scenario may directly and indirectly affect Industrilas through an increased risk of damage to buildings and infrastructure due to unstable climate conditions and more frequent extreme weather events. These impacts could result in disruptions to the company's own production as well as increased disturbances across global supply chains. The assessment also identified combined physical and financial risks related to less reliable energy production and availability in certain regions, potentially leading to higher energy costs.

Several opportunities were identified under the second scenario, including increased demand for green and low-carbon products and improved profitability linked to sustainable solutions and innovation. Industrilas is considered to be well positioned to develop new products and solutions

that respond to the challenges and needs arising under this scenario, supporting both resilience and long-term sustainable value creation.

4.2.3 Emissions of Greenhouse Gases

The year 2025 marks a milestone in Industrilas’ commitment to reducing greenhouse gas emissions. Industrilas is committed to reaching net-zero emissions by 2050, in line with the Paris Agreement and the 1.5 °C temperature target. The year 2024 has been selected as the base year for the company’s emissions reduction targets, as emission data collection and calculation methodologies were more mature and are expected to remain relatively stable from this point forward.

For the company’s own operations (Scope 1 and Scope 2), activities conducted such as changing the electricity mix to our factories and switching the car fleet to electric and hybrid vehicles has resulted in significant reductions and targets for 2030 and 2050 is currently under development. Detailed emissions reduction targets for Scope 3 are currently under development and are planned to be finalized during 2026, with the overall ambition of achieving net-zero emissions across the value chain by 2050.

Table 3 provides an overview of the emissions included in Industrilas’ CO₂ calculations and reflects that emission categories assessed as material in accordance with the Greenhouse Gas Protocol.

Table 1, Data included in the respective scope

Scope		
Scope 1	Scope 2	Scope 3
Fugitive emissions	Purchased electricity	Business trips
Company owned vehicles	Purchased district heating	Waste
		Purchased goods and services
		Transportation of goods

All greenhouse gas emissions reported in Scope 1 originate from company-owned vehicles. No emissions from refrigerant leakage or other fugitive emissions were recorded during the reporting periods. During 2025, a larger share of the company vehicle fleet was transitioned to fully electric and hybrid vehicles, resulting in a reduction in Scope 1 emissions from company-owned vehicles.

A significant reduction in absolute emissions was observed in Scope 2. This reduction is primarily attributable to the transition from a standard electricity mix to 100 percent fossil-free electricity. As a result, emissions from purchased electricity decreased by approximately 99 percent. This change was implemented from January 2025 and has reduced emissions associated with Industrilas’ production facilities and office operations. An increase in reported emissions from purchased district heating was also observed. This change is mainly due to adjustments in the district heating energy mix, where a higher share is now derived from renewable sources classified as fossil rather than biogenic, and is therefore reported as fossil emissions instead of biogenic emissions.

Indirect emissions in Scope 3 are primarily associated with purchased goods and services. Where reliable supplier-specific data and emission factors were available, these were applied. However,

the majority of Scope 3 emissions were calculated using emission factors sourced from the Ecoinvent database. As a result, most Scope 3 emissions are based on estimated data, which provides an approximation of total emissions but entails a lower level of data precision.

In 2025, Scope 3 emissions increased compared to 2024, mainly driven by higher emissions from purchased goods and services in connection with increased sales volumes. When emissions are normalized relative to turnover, emissions intensity decreased by 5.9 percent per thousand SEK in turnover compared to 2024.

Emissions of greenhouse gases					
Ton CO2e	2025	2024	2023	2022	2021
Scope 1, Direct emissions					
Fugitive emissions	0	0	0	0	0
Company owned vehicles	10,24	18,11	45,57	46,95	39,24
Total Scope 1	10,24	18,11	45,57	46,95	39,24
Scope 2, Indirect emissions					
Purchased electricity	31,63	2 920,91	2 500,03	1 953,99	2 188,15
Purchased district heating	19,51	3,99	4,45	3,79	1,46
Total Scope 2	51,14	2 924,90	2 504,48	1 957,78	2 189,61
Scope 3, Indirect emissions					
Business trips	52,88	55,22	67,48	42,95	5,02
Waste	263,60	248,15	190,347	198,19	318,06
Purchased goods and services	14142,50	13 311,16	11 835,09	12684,47	12788,26
Transportation of goods	588,3	965	910,83	568,18	682,50
Total Scope 3	15047,05	14 580	13 003,75	13 493,79	13 793,84
Sum of emissions (ton CO2e)	15 108,67	17 522,64	15 553,80	15 498,52	16 022,69

Table 2, Emissions of greenhouse gases from our operations presented in tons CO2e.

Biogenic emissions				
Ton CO2e	2025	2024	2023	2022
Year	2025	2024	2023	2022
Scope 1	0	0	0	0
Scope 2	2,6	15,48	17,35	14,8
Scope 3	0	0,015	0,00	0,031
Total	2,6	15,495	17,349	14,831

Table 3, Biogenic emissions

In 2025 we lowered our absolute emissions by 13,7 percent and in scope 1 and 2 the reduction of emissions where a total of 97,9 percent.

The emissions from our operations should primarily be used for internal comparison and measurement and should not be used to compare Industrilas with other companies and parties. Continuous work is being carried out to gradually increase the reliability of emission data from Industrilas. The calculations of our emissions refer to Industrilas in Nassjo AB.

4.2.4 Energy

Industrials’ production processes are energy-intensive, with certain operations running continuously. Routines and management systems are in place to systematically improve energy efficiency, supported by energy efficiency plans that are regularly monitored and followed up. All production processes are powered by purchased electricity, and one production facility also utilizes district heating as a source of thermal energy. In 2025, Industrials renewed its electricity supply agreement to source 100 percent fossil-free electricity, with the absolute majority of electricity originating from nuclear power.

In 2025, total energy consumption amounted to 6,326.9 MWh, including purchased electricity and district heating. Energy intensity was 19.6 kWh per planned production hour. Electricity represents the largest share of total energy use and is utilized across all production processes. The company did not meet its target to reduce energy consumption per planned production hour in 2025, as shown in Table 6. The reasons for the increase are currently under investigation in order to identify underlying drivers and define appropriate corrective measures.

Table 4, electricity used in kWh per produced hour, annual target for reduction is set at 3%.

Year	kWh/h	Change in percentage from last year (goal: -3%)
2020	18,67	+ 10,8
2021	14,67	- 21,4
2022	14,59	- 0,5
2023	19,15*	+ 31,3
2024	15,85	- 17,23
2025	19,60	+ 23,7

* The increased usage in 2023 is largely due to the addition of the new factory and the process of moving the production.

4.2.5 Material and Waste

Industrilas works actively to reduce process residues and waste generated in production. This is achieved through continuous efforts to reduce product defects and deviations that result in increased scrap, as well as through recycling of materials whenever feasible.

In the casting process, excess material is recycled directly, enabling value recovery, reduced consumption of virgin raw materials, and lower volumes of zinc waste. Similar practices are applied in plastic injection molding, where sprues are ground and remelted when possible to reduce plastic waste.

Waste that cannot be managed internally is sorted and transferred to external parties for appropriate handling and recycling. In 2025, total waste and scrap generated from operations amounted to 646.6 tonnes, of which approximately 76 percent was recycled. This represents an increase compared to 2024, partly attributable to higher production volumes and increased sales. The portion of the increase in waste generation that is not related to higher activity levels is currently under review to identify opportunities to further reduce waste in production.

The largest waste fractions from operations consist primarily of zinc and other scrap metals, including iron and steel. Zinc and other metal waste streams are handled by external recycling partners. Of the total scrap generated, 75.9 percent was recycled, with metal waste accounting for the majority of recycled materials. In 2025, Industrilas reported zero waste sent to landfill, reflecting improvements in waste sorting, handling, and recycling practices at the production facilities.

Table 5, Amount of waste and percentage of recycled waste.

	Waste, total amount			
Tons	2025	2024	2023	2022
Dangerous waste*	104,5	86,2	92,2	88,7
Non- dangerous waste	542,1	488,3	482,9	485,42
Total	646,6	574,5	575,06	574,12
Recyclable waste (%)	75,9	75,7	75	75

*The term dangerous waste refers to waste such as batteries, electronic waste, rest oil and oil spill, powder coat etc.

5.0 Social Information and Disclosures

Industralas aims to be an attractive employer that offers a developing and stimulating workplace. Everyone should feel safe at their workplace, and we strive for everyone to feel included.

5.1 Own Workers

Industralas' goal is to be the most attractive employer in our region. All employees at Industrilas are covered by collective agreements and are offered written contracts with fair wages for the work performed. We aim to create a safe workplace for everyone where everyone feels included and involved, and we want to support our employees in taking responsibility for their own personal development. In 2025, Industrilas had an average of 316 employees, of which 93% are permanently employed. In total, 36% of the workforce are women. In production, 39% of the workforce are women, and in the management team, the distribution is 25% women and 75% men.

Table 8, KPIs showing information about employees and gender diversity.

KPIs	2025	2024	2023	2022	2021	2020
Total number of employees ***	316	267	262	268		
Permanent employee, %	93	93	93			
Temporary employee, %**	7	7	7			
Full time employee, %	97	96	95			
Part time employee, %	3	4	5			
Women at the company, %	36	35	40			
Women represented in the management team, %	25	25	23	25	33,3	0
Women in the production, %	39	38	45	40	40,9	39,8

*Empty cells represent missing reliable data since the switch to a new HR system.

**In this data both temporary employees and hired staff is represented.

***Total number of employees and the breakdowns of employees in this table is counted by total number of employees during the year. This is different from the annual report where averages are shown. This is done to be able to get the breakdown of data and show the different percentages above.

5.2 Company Culture

The company culture at Industrilas is summarized in the company handbook, Victor. Victor describes the company's values, vision, and goals. It summarizes what Industrilas offers as a company and what is expected of all employees. In addition to the company handbook, the company culture is described in the company's vision, code of conduct, and policies.

5.3 Equality and Diversity

Industralas places significant importance on the equal value of all individuals in society. The company has an absolute zero-tolerance policy against discrimination, which includes discrimination based on gender, race, skin color, age, pregnancy, sexual orientation, religious beliefs, political opinions, nationality, ethnic origin, illness, and disability.

We are an inclusive employer that offers job opportunities and full employment for young people, adults, newcomers, and individuals with various disabilities. Everyone should have the same right to decent working conditions and fair wages for the work performed.

Diversity and equality are a significant part of our success and promote innovation, development, and well-being in the workplace.

5.4 Health and Safety

Industrilas aims to prevent all accidents and illnesses related to the workplace to create a world-class safe and secure work environment. Unfortunately, there is a risk of accidents occurring in our operations, primarily in our production facilities.

Industrilas actively work with union representatives and safety officers to continuously improve our work environment and reduce risks to prevent injuries and other work-related illnesses. We comply with the Work Environment Act and labor laws, with systems in place to systematically perform risk assessments to prevent injuries.

We also follow the regulations for the “organizational and social work environment” to prevent cases of psychosocial ill-health in connection with work. This approach allows us to regularly follow up on efforts to prevent psychosocial ill-health and continuously improve. The work to promote employees’ health is part of the company’s governance process and is continuously reviewed.

Tabell 9, KPIs displaying risk observations, incidents and accidents.

KPIs	2025	2024	2023	2022	2021	2020	Enhet
Number of risk observations*	44	38	55	59	32		St.
Number of incidents	23	14	20	17	16	10	St.
Number of accidents	17	21	16	21	26	21	St.
Short term sick leave	2,4	2,66	2,75	1,83	2,95	2,87	%
Long term sick leave	2,25	1,40	2,04	0,84	1,83	1,63	%

* Historical accurate data is missing where cells are empty.

*Accidents are defined as any incident that causes pain.

5.5 Workers in the Value Chain

It is within the supply chain Industrilas considers the risks of corruption and a bad work environment as the highest. Some supply chains are long and complex, which imposes a challenge to control all companies within the supply chain several tiers upstream. We have a global network of suppliers and customers where social standards, working laws, regulations and procedures for workers and human rights can vary. It is also seen as the largest risk due to the lack of visibility further up in the supply chain beyond tier one suppliers. Because of this Industrilas increases the view of risk in this part of the value chain.

To decrease risks in our up streams value chain Industrilas is constantly working in improving how we work and mitigate these risks. Standardized supplier audits where suppliers are classified according to their performance and their ability to meet the demands regarding the quality, environment, and work environment are conducted. If the supplier cannot meet the demands, they are at risk of being stopped as a supplier to Industrilas.

Our direct suppliers must now sign a new and updated supplier code of conduct and general supplier agreement where Industrilas suppliers are obliged to forward the same standard of demands further up towards their suppliers. If the applicable law puts demands less than the

demands and standards set in the supplier code of conduct suppliers should adhere to the supplier code of conduct as it sets a higher standard. Supplier audits and self-assessments have also been updated to include more demands on human rights and environmental demands.

The risk of corruption and poor working conditions with suppliers we are in direct contact with is therefore seen as low based on the demands put on supplier and the close relationships Industrials strive to have with our direct supplier network.

6.0 Governance

Industralas aims to act as a role model in the industry and places great importance on acting responsibly in all our areas of operation. Our work in responsible business practices includes respect for human rights, business ethics, and anti-corruption.

6.1 Code of Conduct

The Industrilas code of conduct is part of the company's ethical profile. The code of conduct describes how all employees at Industrilas are expected to behave and respect human rights, good business ethics, anti-corruption, children's rights, respect for laws, and more.

The code of conduct should be seen as a guide for all individuals representing the company and how the company expects employees to act at all times. It also describes and summarizes the ethical principles that the company stands for. The code of conduct is available to all employees in our quality manual and is presented and reviewed with all employees during their introduction.

Employees also receive their own copy of the code of conduct in their introduction handbook. The code of conduct applies to all employees and individuals who in any way represent Industrilas, including consultants, senior executives, and the board of directors.

6.2 Human Rights

The Industrilas code of conduct takes a clear stance that the organization supports and respects international human rights and has zero tolerance for violations of human rights and children's rights. There is also zero tolerance for all forms of harassment, discrimination, child labor, forced labor, slave labor, or illegal work, including trafficking and various forms of modern slavery. We comply with local legislation and international norms and standards, actively working to review risks and prevent irregularities within the company and where we operate.

The code of conduct is part of the operations manual and serves as a guiding document for all employees, providing guidelines to ensure ethical behavior in all aspects of the business. All employees are introduced to the code of conduct during their onboarding and receive it in their employee handbook. In addition to the code of conduct, there are additional policies and documents that specifically address certain areas and provide more detailed guidelines on the company's values and how employees should act.

A significant part of the company's work is done in collaboration with trade unions and their representatives, providing opportunities and channels for employees to engage in the development of the work and express their opinions. During the fiscal year, Industrilas had no reported cases of discrimination or harassment.

6.3 Anti-corruption and Business Ethics

We are a global company active in several markets, countries, and cultures where values and traditions can differ significantly from our own.

The company has a clear ethical profile based on our code of conduct and additional documents and policies that employees should use as guidelines to avoid associating with corruption, accepting bribes, or violating good business practices.

At Industrilas, there is zero tolerance for corruption and bribery, and we place high demands on employees and representatives regarding good business ethics. The work against corruption and bribery primarily involves Industrilas employees but also indirectly includes direct partners.

6.3.1 Channels for Grievances and Complaints

Industrilas encourages all employees to report suspected and actual violations of laws and actions that contradict our code of conduct and ethical profile. In addition to this, there is a whistleblower policy and guidelines for proper handling of reporting, ensuring that whistleblowers and staff who issue reports are protected against retaliation and harassment.

Reporting at Industrilas can be done through several channels, either via the immediate supervisor or HR representative. Employees can also report a suspected incident via our whistleblower function. Here, one can report suspected irregularities completely anonymously and also receive feedback on their case and how it is handled during the process by providing their email address, which is encrypted and kept confidential from those handling the case. This allows for communication during the handling of the case and the opportunity for additional information to be provided to the original report.

In 2025, there were no whistleblower reports. The whistleblower function is available via the company's intranet and is accessible in both Swedish and English.

6.4 Sustainable Purchasing

In several stages upstream in Industrilas' supply chain, we see the greatest risks for negative environmental impact and the greatest risks for corruption and human rights violations, where we simultaneously have limited control and see these as important issues.

In terms of weight, zinc is the largest purchase item for the company, followed by various purchases of wire, rod, and strip in different steel alloys.

As reported last year Industrilas has started to roll out our new supplier general agreement including a new supplier code of conduct with increased focus and direct demands on procedures and standards related to sustainability. The increased sustainability related demands where our supplier are obliged to put the same requirements upstream is a way for Industrilas to continuously decrease the sustainability related risks in the supply chain and how we can start to positively impact the performance of our global supply network.

We do not use conflict minerals (gold, tin, tungsten, and tantalum) and comply with REACH and RoHS, and upon request, supporting documents can be provided to customers as confirmation.

About the Report

Industrilås i Nässjö AB, org. number: 556139-7372, is subject to the legal requirements for sustainability reporting in the Annual Accounts Act. The information and statistics reported pertain to Industrilås i Nässjö AB.

The sustainability report is prepared in accordance with the requirements of Chapter 6 of the Annual Accounts Act. The organization's management, together with key employees, has been responsible for gathering information and identifying Industrilås' significant sustainability risks and goals.

The company's board of directors is responsible for the preparation and issuance of the company's sustainability report.