

Sustainability report

At Inission, we see sustainability as an essential part of our business. We took important steps during 2024 to reduce our impact on the environment and society, but we are aware that there is more to be done. Our work in this area continues to evolve, and we are committed to constantly improving our processes. We are proud of what we have achieved so far, yet at the same time we look forward to further strengthening our sustainability work for 2025. There are still some areas where we can make a difference, and we are resolved to continue driving development forward.

/Fredrik Berghel, CEO Inission AB

We implemented a number of key measures in 2024, to ensure compliance with both the Greenhouse Gas Protocol (GHG) and the updated CSRD (Corporate Sustainability Reporting Directive) requirements. We have worked intensively in order to quality-assure our processes. This work is an important aspect of our efforts to reduce our environmental impact, as well as strengthen our sustainability work at all levels.

Analysis and areas for improvement

During 2024, we carried out comprehensive analyses of our operations and identified several areas of sustainability where we have the potential to make further improvements. These areas will form a major focus of our work in 2025, and beyond. We have also implemented processes in order to better track and report our sustainability data in line with the CSRD's requirements for detailed reporting of environmental, social issues, and corporate governance.

Our sustainability goals

Our primary goals are to reduce our carbon footprint and increase transparency in our sustainability reporting. We aim to achieve a significant reduction in our emissions, and to report clearly on our progress in accordance with the new European regulations.

Collaboration for sustainable development

Through our collaborations with South Pole and other partners, we are continuing to make important progress in our sustainability journey.

Climate impact and emissions

For 2024, we have calculated and reported our Group-wide climate impact, which corresponds to 0.77 CO₂e/MSEK. We report our emissions according to the GHG protocol, and we are committed to continue improving our measurement methods in order to ensure accurate and transparent reporting in accordance with the CSRD.

Responsibility and sustainable supplier relationships

We take our responsibility for the environment, society, and economy extremely seriously. By actively working on social issues, streamlining our processes, and ensuring ethical business conduct in all our facilities, we strengthen our commitment to sustainable development. We collaborate closely with our key suppliers to ensure that they adhere to our sustainability values and comply with our Code of Conduct. Monitoring our suppliers' sustainability work is a central part of our sustainability programme, and is carried out according to carefully defined criteria.

Increased interest and future commitments

We have noticed an increased interest in sustainability issues from all our stakeholders, which we see as a positive sign that sustainability is becoming an increasingly integrated part of the business world. We are proud of our longstanding commitment and high ambitions in relation to sustainability, and we are well equipped to continue being a leading player in the field.

As part of our commitment to the future, we are continuously developing our methods in order to meet the new requirements of the CSRD, including reporting on our goals, results, and the risks and opportunities we face in terms of sustainability. We look forward to continuing this journey and sharing our progress with all our stakeholders.

SUSTAINABILITY GOALS AND OUTCOMES 2024

Customer satisfaction (%)

Goal 2024: 100 » Outcome Inission 97 (97), Enedo 85.7 (85.7)
 Why: Inission's mission is to have the most satisfied customers.
 Satisfied customers are a prerequisite for new business and growth. Goal 2025: 100

Employee engagement (%)

Goal 2024: 75 » Outcome Inission 74 (71), Enedo 74.4 (71)
 Why: It's all about people, and ultimately they are our most important resource. We want to be a good employer where everyone thrives, develops, and grows. Goal 2025: 80

Health attendance (%)

Goal 2024: 96.3 » Outcome Inission 95.2 (93.6), Enedo 96.0 (97.7). Why: A high health attendance indicates a sound working environment that does not negatively affect the health of our employees. Inission has set a high goal for our employees to thrive at work. Goal 2025: 96.3

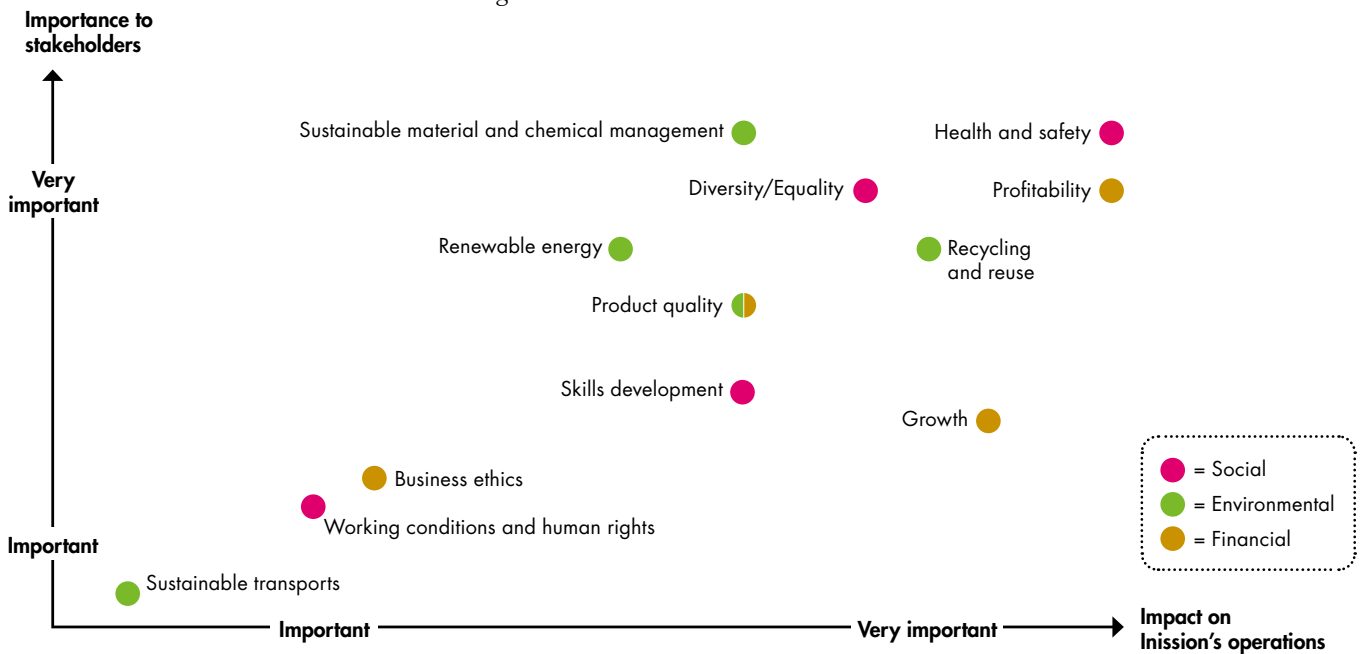
Environment (tonne CO₂/MSEK)

Goal 2024: 1.0 » Outcome Inission 0.5 (1.2), Enedo 1.9 (2.9)
 Why: The climate is changing and we need to act. Inission sees it as a given to reduce the CO₂ emissions caused by its activities. Our ambition is to become carbon neutral by 2025. Goal 2025: 0

* According to the GHG Protocol, Scope 1 & 2

MATERIALITY ANALYSIS

As part of this work, Inission has conducted a dual materiality analysis, where internal and external dialogues with various stakeholders form the basis of the results.



Global goals

Inission contributes to the UN's Agenda 2030 and the global goals for sustainable development. Based on the materiality analysis, four of the global goals are linked to Inission's sustainability work. Here, Inission also has an opportunity to contribute to achieving these goals from a global perspective.

Since 2021, Inission has been a Signatory member of the UN Global Compact. As a Signatory member, we have com-

mitted to following and working with the Ten Principles related to human rights, labor rights, the environment, and anti-corruption. The work is carried out in accordance with applicable laws and regulations, and based on this, group-wide policies are also established. Inission sets goals for the operations and measures and follows up on these goals.

In our Business Plan, which is prepared for each company, goals and activities

are defined. The business plan is revised annually, and follow-up takes place at all levels according to an established structure. In accordance with our decentralized business model, our production units are free to supplement with stricter requirements than the group-wide policies in place.



Social sustainability

We at Inission see social sustainability as an obvious part of our business. We strive to create and maintain a work environment that is characterised by respect for human rights and fair conditions. Our core values serve as guiding principles in all decisions we make, and our continuous work with these core values is central to ensuring that we live up to them.

In order to strengthen understanding of our values and principles, our Code of Conduct, in which we clearly communicate our expectations of employees and partners, is made available to everyone via our website. Our Code of Conduct is an important tool for addressing the most significant social sustainability risks we have identified, such as freedom of association, working conditions, discrimination, and issues related to conflict minerals.

We ensure that our production units have clear staff handbooks and policies that govern a range of important areas, including equality, working conditions, consultation with employees, trade union rights, harassment, and health and safety.

All incidents are reported through standardised procedures, which we follow up with measures to ensure a safe

working environment for our employees. We conduct annual employee surveys and performance reviews to promote employee engagement and well-being. These provide us with a good insight into our employees' experience of the workplace, and enables us to take measures in order to further improve our work environment. According to our most recent employee survey, conducted in 2024, we attained an ESI (Employee Satisfaction Index) result of 75.5 percent group-wide, reflecting our constant effort to create a workplace where employees thrive and develop.

We also ensure that our suppliers conform to the same high standards when it comes to social sustainability. By regularly reviewing our major suppliers, we ensure that they respect human rights and adhere to the ethical guidelines we have set out in our Code of Conduct. This is an important step in creating a sustainable and responsible supplier network.

Our employees are our greatest asset, and we continuously invest in their development and skills. Through Inission Academy, we offer training in a range of different areas, including leadership, LEAN, project management and product costing.

This initiative is an important aspect of our strategy in being an attractive employer, and to ensure that we have the necessary skills to face the challenges ahead. 1 807 training hours were completed in 2024, with 148 employees taking part in multiple training courses. Our collaboration with the Swedish Management Academy in relation to leadership training further strengthens our focus on long-term skills development.

In order to contribute to the development of society and the future workforce, we offer internships and degree projects for students. This initiative provides us the opportunity to build bridges to future talents, and gives students practical experience and insight into our operations. During the year, we introduced a larger internship programme. Through our initiatives and our long-term commitment to social sustainability, we pursue our work for a sustainable future, where both people and communities can develop in a positive and fair direction.



Environmental sustainability

At Inission, we are strongly committed to systematically and continuously reducing our environmental impact in accordance with our Environmental Policy. The largest proportion of our environmental impact comes from carbon dioxide emissions, and to manage this we set clear goals, take thorough measurements, and follow up on our results, in order to ensure the long-term reduction of our impact. We evaluate our emissions in accordance with the GHG (Greenhouse Gas Protocol), and work actively to reduce our impact on the climate.

All of Inission's production facilities are certified in accordance with ISO 14001, and we adhere to strict environmental permits and licences. We use ISO 14001 as a comprehensive tool to

the continuous improvement of our environmental performance. Inission's environmental management system includes both internal and external controls, ensuring that we comply with all relevant environmental requirements. We apply the precautionary principle, in which we avoid materials and methods that may pose potential environmental or health risks, where alternatives are available. In accordance with the new CSRD sustainability directive, Inission established a structure and trained key personnel during 2024, this to ensure compliance with the new requirements. We also implemented processes to be able to measure and follow up on GHG Scope 3, which will allow us to fully understand, as well as reduce, our indirect climate impact.

One of our top priorities is to reduce greenhouse gas emissions and ensure more sustainable operations. In order to achieve this, we have, where possible, switched to renewable energy at the majority of our units. Our goal is for all units to use renewable energy by 2030. Furthermore, each unit within Inission has developed and presented its own reduction plans to reduce emissions according to Scope 1 and 2. These plans are tailored to meet the specific challenges and opportunities within each business area.

With these measures and initiatives, Inission is striving to become a leading player within sustainability, while actively contributing to the positive development of our environment, and society as a whole.

Financial sustainability

At Inission, financial sustainability is a central part of our business and a decisive factor for our long-term success. We see 100% customer satisfaction as more than just a goal – it is a core value that permeates everything we do.

Sustainability doesn't only relate to environmental and social aspects, but also to ensuring sound and fair financial practices that benefit all of our stakeholders. One of the biggest challenges when it comes to financial sustainability is the risk of corruption, and at Inission we have a zero-tolerance policy against all forms of irregularities, such as bribery, extortion and kickbacks.

We are conscious of the fact that corruption not only damages business integrity but also undermines trust in the communities and institutions in which we operate. Our strategy for sustainability includes clear communication about our requirements and expectations in relation to business ethics and integrity, both internally and with our business partners. By integrating these principles into our operations, we create a stable financial environment in which companies can develop in a responsible and ethical manner.

In order to strengthen our sustainability work even further, we carried out a comprehensive GAP analysis within the framework of CSRD. This analysis provided us with valuable insights and helped us to identify areas for improvement, as well as to plan for future initiatives.

At Inission, we are determined to lead the way when it comes to financial sustainability. By adhering to our values and acting with transparency, integrity and responsibility, we strive to create a fair and sustainable business environment where companies and communities can develop together.

Activities

In 2024, we conducted a dual materiality analysis – a thorough review of which sustainability issues are most significant to our business and our stakeholders. The results of this analysis have laid the foundation for our strategic sustainability work for 2025. This year, we will be taking further steps to integrate sustainability throughout our operations in the form of concrete initiatives that strengthen our impact and transparency:

Reduced climate impact through clear reduction plans

We are continuing to work systematically to reduce the climate footprint of our business. Our reduction plans are being further developed and honed, with the aim of achieving our emissions goals and contributing to a sustainable transition.

More in-depth analysis of our greenhouse gas emissions

We are conducting an even more detailed analysis of our GHG (greenhouse gas) emissions data in order to maximise our positive environmental impact. By identifying the areas where we can make the greatest difference, we can streamline our climate work.

Greater transparency in sustainability reporting

We are reviewing and improving our internal processes in order to ensure transparent and clear reporting in accordance with the requirements of the CSRD (Corporate Sustainability Reporting Directive). By doing this, we can communicate our work in an open and responsible manner.

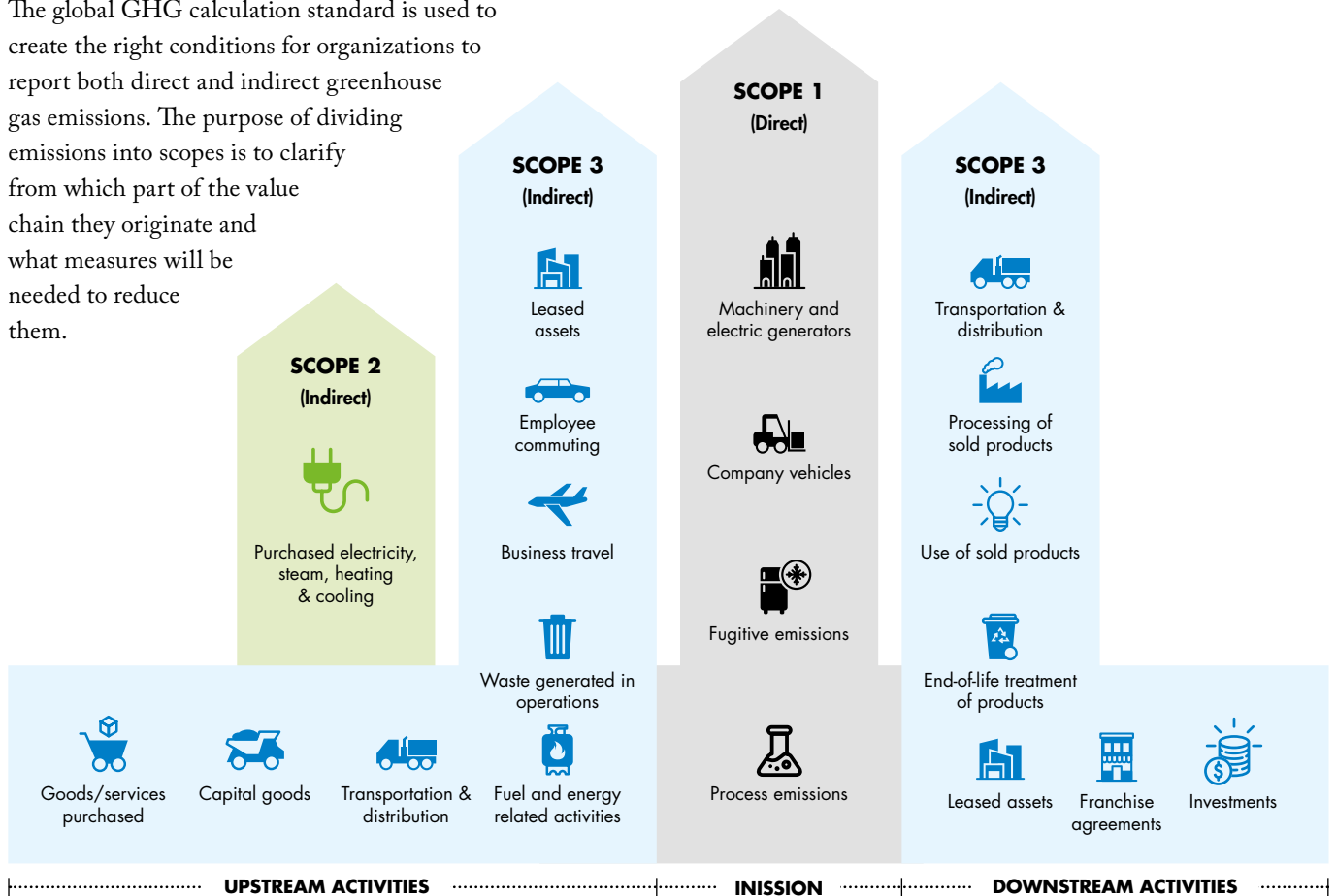
Active dialogue with our stakeholders

During the year, we will carry out a structured dialogue with our stakeholders in order to capture relevant perspectives and ensure that our priorities reflect the most important sustainability issues. By listening to our partners, customers, and other key players, we can bring about even more precise and effective sustainability work.

Through these investments, we will continue our journey towards a more sustainable business – where we not only reduce our environmental impact, but also create long-term value for our stakeholders and society as a whole.

GHG calculations within Scope 1, 2 and 3

The global GHG calculation standard is used to create the right conditions for organizations to report both direct and indirect greenhouse gas emissions. The purpose of dividing emissions into scopes is to clarify from which part of the value chain they originate and what measures will be needed to reduce them.



Inission's policies, guidelines, and manuals for sustainability work

At Inission, we firmly believe that clear policies and guidelines are the cornerstone of a responsible and sustainable business. Our policies are not just documents on paper; they are living expressions of our values and commitments to our stakeholders and society at large.

Code of Conduct

Our Code of Conduct is our ethical compass, guiding us in making the right decisions and acting responsibly towards our stakeholders, employees and society.

Whistleblower policy

Our whistleblower policy is a central part of our corporate culture and creates a safe environment where employees and stakeholders can report irregularities and potential misconduct without fear of retaliation.

Quality and environmental policy

We strive to improve our operations continuously by maintaining the highest possible quality and environmental impact standards. Our quality and environmental policy is the basis for our work in these areas.

Personnel policy

Our personnel policy is designed to promote a positive work environment and ensures that all employees are treated fairly and respectfully, regardless of background or position.

Equal opportunities policy

We are firmly committed to promoting equality and diversity in all aspects of our business and society at large. Our equal opportunities policy is integral to our commitment to creating an inclusive workplace.

GDPR¹

We care about protecting personal data and follow strict guidelines under the General Data Protection Regulation (GDPR) to ensure the integrity and confidentiality of all our stakeholders.

Drug policy

Our drug policy aims to create a safe and healthy work environment by preventing and managing drug use in the workplace.

Procurement manual

Our procurement manual regulates our purchasing processes and ensures that we work with suppliers who share our values and comply with our standards of ethics and sustainability.

Conflict minerals², RoHS³ and Reach⁴

We take seriously our responsibility to avoid conflict minerals and comply with the Restriction of Hazardous Substances (RoHS) Directive and Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) legislation. By following these guidelines, we contribute to a safer and more sustainable world.

In summary, our policies are not just rules to follow but guiding principles that strengthen our Company's moral compass and contribute to more sustainable and responsible operations.

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¹ GDPR (General Data Protection Regulation)

² Conflict minerals (Minerals that are extracted from Democratic Republic of Congo and nine neighbouring countries, where money from the exploitation used by local warlords and groups to fund ongoing conflicts)

³ RoHS (Restriction of Hazardous Substance)

⁴ REACH (Registration, Evaluation, Authorisation, and restriction of Chemicals)

