



Sustainability
targets and
outcome

BERGS

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Sustainability component	Group objectives	Time frame	Action plan	Outcome 2024	Outcome 2023	Outcome 2022
● Long-term profitability	Bergs aims to have an EBITDA margin in excess of 9%	Targets set in 2021	Ongoing monthly follow-up with each subsidiary	6.2%	Neg.	10.1%
● Responsible sourcing of raw materials	At least 82% of procured timber must be certified. Each subsidiary must ensure the traceability of raw materials and inputs such as glass, aluminium, steel and ceramics. Environmental performance requirements for glass, where as high a proportion of recycled glass as possible shall be sought.	2025 Sub targets: 2022: 68% 2023:70% 2024: 80% 2025: 82%	Procure as much certified timber as possible. Securing the supply chain. As high proportion of recycled glass as possible and dialogue with suppliers on quaility, performance, etc. The sale of windows with a U-value of 1.0 or lower and the sale of doors with a U-value of 1.2 or lower shall be favoured.	76% (99% including Controlled Wood)	75% (98% including Controlled Wood)	70% (94% including Controlled Wood)
● Fossil-free world	Zero fossil emissions from scope 1+2	2030 Interim target: (tonnes CO2e) 2022: 1+2 = 9,000 2023: 1+2 = 8,000 2024: 1+2 = 7,000 2025: 1+2 = 5,000	Increase the share of self-sufficient energy use with, for example, solar panels on the units. Emergency efficiency, sealing leaks, switching off machines, etc. Update company car policies in the units that promote electric options. When purchasing machinery focus on electric options. Climate-efficient solutions should be prioritised in new construction.	5,800 tonnes CO2e	6,600 tonnes CO2e	7,000 tones CO2e
	Halve 2021 fossil fuel emissions from scope 3	2030 Interim target: (tonnes CO2e) 2022: 3 = 29,000 2023: 3 = 28,000 2024: 3 = 27,000 2025: 3 = 26,000	Demand for more sustainable transport options. Requiring transport providers to give priority to fossil-free alternatives.	24,593 tonnes CO2e	24,740 tonnes CO2e	20,700 tones CO2e

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● Resource-efficient and clean value chains	Reduce waste by 10% from reference 2021	2022	Reduce the amount of own waste and purchased inputs. Sort more consciously and follow up.	1,791 tonnes of discarded wate	1,267 tonnes of discarded waste	854 tonnes of discarded waste
	Zero polution of groundwater	Ongoing	Continue to measure and control	No new known contaminants during 2024	No new known contaminants during 2024	No new known contaminants during 2024
● Safe, equal and fair workplaces	Improve gender balance among employees and ensure safe and fair workplaces	2025	Work according to the annual agenda with regular sustainability/safety committee meetings, risk analyses and safety rounds. Conduct employee surveys in all units. All units must connect to the group-wide digital reporting system.	73% men	73% men	77% men
	Reduce accidents with sick leave of 24 hours or more LTA (Lost Time Accidents) to 8 accidents per 1 million hours worked by 2025	2025 Sub-targets: 2022: 13 2023: 12 2024: 10 2025: 8	Work according to the annual agenda with regular sustainability/safety committee meetings, risk analyses and safety rounds.	10 accidents with sickness absence of 24 hours or more per 1 million hours worked reported in 2024	6 accidents with sickness absence of 24 hours or more per 1 million hours worked reported in 2023	6 accidents with sickness absence of 24 hours or more per 1 million hours worked reported in 2022
● Vibrant local communities	Strive for local value chains and short transport journeys	Ongoing	No quantifiable targets set	-	-	-
● Values and ethics	All employees trained in the company's values and sustainability work. Strategic suppliers to Berg's subsidiaries must sign an undertaking to comply with the Group's Code of Conduct.	2023	Review of the Code of Conduct for all employees via lectures and E-learning. Establish/create a procedure/structure for supplier control.	Over 1,600 approved courses completed	Training was ongoing in 2023 and continues in 2024	Training was ongoing in 2022 and will continue in 2023