



Sustainability
targets and
outcome

BERGS

Sustainability objectives

Sustainability component	Group objectives	Unit target	Timeframe	Action plan	Outcome 2025*	Outcome 2024	Outcome 2023	Outcome 2022
● Long-term profitability	Bergs strives to achieve an EBITDA margin of over 9%.	Financial targets are set individually for each subsidiary based on its business model.	The target for the Group was established in 2021.	Ongoing monthly follow-up.	6.0%	6.6%	0.8%	10.1%
● Responsible sourcing of raw materials	In the long term and over time, 100% of the purchased wood raw material shall be certified and/or covered by the Controlled Wood classification.	Each subsidiary must ensure the traceability of raw materials and input goods such as glass, aluminum, steel, and ceramics. Requirements for environmental performance of glass, where the aim is to use as high a proportion of recycled glass as possible, along with the ambition to develop more circular products. Increased focus on locally produced input materials to reduce transport-related emissions.	Wood: 100% going forward.	<u>Traceability in the supply chain:</u> Develop a system for traceability of all input materials. Require suppliers to state the origin of wood raw materials. Strive for circular products: develop products with longer lifespans and the possibility of recycling. Establish a reuse system for end-of-life products, especially for doors and windows. <u>Supplier relations:</u> Collaborative projects with key suppliers to reduce environmental impact. Code of Conduct requirements for all suppliers with an annual turnover exceeding SEK 5 million (pending CSDDD).	93% (99% including Controlled Wood)	94% (96% including controlled wood)	86% (93% including Controlled Wood)	78% (85% including controlled wood)
● A fossil-free world	All own operations shall be fossil-free (Scope 1+2).	All own operations shall be fossil-free (Scope 1+2).	2030	Increase the share of self-sufficient energy use, for example by installing solar panels at the units; consider the possibility of battery storage. Improve energy efficiency by sealing leaks, turning off machines when not in use, and similar measures. Establish a clear contingency plan for energy supply.	Scope 1+2: 1,371 tonnes CO ₂ e	Scope 1+2: 2,550 tonnes CO ₂ e	Scope 1+2: 2,998 tonnes CO ₂ e	Scope 1+2: 2,668 tonnes CO ₂ e
	Reduce emissions by 50% in Scope 3 compared to the base year 2021.	Reduce emissions by 50% in Scope 3 compared to the base year 2021. Actively strive to procure climate-neutral transport and construction services to reduce the climate impact reported under Scope 3.	2030	Update the company car policy at the units to promote electric alternatives. When acquiring machinery, focus on electric alternatives. In new construction, climate-efficient solutions must be prioritized. Prioritize suppliers with ambitious climate goals.	Scope 3: 9,777 tonnes CO ₂ e	Scope 3: 9,566 tonnes CO ₂ e	Scope 3: 7,215 tonnes CO ₂ e	Scope 3: 6,987 tonnes CO ₂ e
● Resource-efficient production units	Reduce waste by 10% compared to the base year 2021.	Reduce waste by 10% compared to the base year 2021.	2030	Optimize material use through improved product design.	1,666 tonnes of discarded waste.	2,198 tonnes of discarded waste.	1,140 tonnes of discarded waste.	686 tonnes of discarded waste.
	Zero contamination of groundwater.	Zero contamination of groundwater.		Reduce waste and maximize the reuse of scrap within production.				

* Results have been adjusted for divested operations for 2025 and also historically.

Sustainability objectives, *cont.*

Sustainability component	Group target	Unit target	Timeframe	Action plan	Results 2025	Results 2024	Results 2023	Results 2022
<p>● Safe, equal and fair workplaces</p>	<p>Strive for an improved gender balance among employees and ensure safe and fair workplaces.</p> <p>Reduce accidents.</p>	<p>Strive for an improved gender balance among employees and ensure safe and fair workplaces.</p> <p>Reduce accidents through safe machinery; all machines must be risk-assessed and equipped with the safety protections required by law.</p> <p>ALL new machines must be purchased with CE marking and, after installation, maintain the CE marking together with other connected parts.</p> <p>The working environment must be ensured with well-planned workstations with ventilation, lighting, heating, and appropriate work clothing.</p>	<p>The goal is always zero accidents.</p>	<p>Work according to the annual agenda with ongoing meetings of the sustainability/ safety committee, risk analyses, and safety inspections.</p> <p>All units must connect to the group-wide digital reporting system/app.</p>	<p>71% men</p> <p>10 accidents with sick leave of 24 hours or more per 1 million hours worked reported in 2025.</p>	<p>71% men</p> <p>11 accidents with sick leave of 24 hours or more per 1 million hours worked reported in 2024.</p>	<p>72% men</p> <p>6 accidents with sick leave of 24 hours or more per 1 million hours worked reported during 2023.</p>	<p>75% men</p> <p>5 accidents with sick leave of 24 hours or more per 1 million hours worked reported during 2022</p>
<p>● Values and ethics as well as viable local communities</p>	<p>All employees are informed and trained in the company's core values and sustainability work.</p>	<p>All employees are informed and trained in the company's core values and sustainability work.</p>		<p>Transparent communication about the origin of the material to customers.</p> <p>Strive for flourishing local communities and act as a responsible corporate citizen.</p> <p>Establish/create a routine/structure for supplier audits.</p> <p>Strategic suppliers to Bergs' subsidiaries shall sign a commitment to comply with the Group's Code of Conduct or demonstrate an equivalent standard.</p> <p><u>Proposed activities to promote Viable local communities:</u></p> <p>Number of jobs created locally (full-time/part-time).</p> <p>Proportion of employees recruited from the local community.</p> <p>Investments in local facilities and infrastructure.</p> <p>Proportion of purchases from local suppliers and subcontractors</p> <p>Internship and trainee programs.</p>	<p>Over 1,600 approved courses completed.</p> <p>During onboarding, everyone is informed about the code of conduct and sustainability work.</p>	<p>Over 1,600 approved courses completed.</p>		