



SUSTAINABILITY REPORT 2022

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Inducore AB (556546-6835) presents its sustainability report for 2022. It covers all subsidiaries in the group included in the annual report and reflects our development during the period 1 January 2022 to 31 December 2022. The report, which is our first sustainability report, has been drawn up in accordance with the Annual Accounts Act and Global Reporting Initiative (GRI), level Core. It is approved by the board but has not been reviewed by the company's auditors, Öhrlings PricewaterhouseCoopers AB, as the board has decided to do so only for the period 1 January 2023 to 31 December 2023.

If you have any questions about the report, please contact Magnus Biesse, President and CEO, magnus.biesse@inducore.se or sustainability coordinator Monica Sundell monica@gehab.com

We develop sustainable companies with good profitable growth - owners has a say



Sustainability vision

Our vision is to be the world's best supplier to Swedish industry. To develop towards that vision, we work from the ESG perspective (Environmental, Social and Governance). We are convinced that the groups that see the value of their employees and develop efficiency in the use of resources will be successful, sustainable and profitable.

Goals for the sustainability strategy

The goals of the sustainability strategy are to be competitive and contribute to the transition to a better and climate smarter world. Our customers' sustainability work is world-leading and we want to develop together with them. Our companies are all over Sweden from Ockelbo to Tomelilla, we are in Norway, Poland and China. We see ourselves as part of society in Sweden, Europe and the world, and we want to show the way to better sustainability by making our industrial companies grow and develop with this as a focus.

Sustainability strategy

In 2020, we adopted the UN's 17 global goals at a meeting with all CEOs. We have continued to systematically develop our sustainability work with training efforts of all our employees from group management, CEOs and management teams, to all our employees. We carry out materiality analyzes in all our companies and set goals based on these and our focus areas. The materiality analysis identifies the most important sustainability issues based on impact and stakeholder expectations. From there, sustainability strategies are developed with defined overall goals and sub-goals as well as key figures that we update at least annually in all our companies.

How do we work with sustainability?

Our way of working is based on a decentralized organization and takes place mainly via the subsidiaries' boards, a common code of conduct, policies and guidelines as well as training and follow-up of data. The CEO and management of each subsidiary have operational responsibility for their sustainability work and for integrating sustainability aspects into their business models and strategies. Each board is also ultimately responsible for ensuring that the company follows its own and the group's guidelines and policies.

Group CEO has the say



The group in brief

Inducore is a privately owned industrial group that was founded in 1997 and comprises 17 operating companies organized in (three) business areas. As the industrial group, we operate in four countries with over 900 employees with a turnover of 2.1 billion. Since the beginning, we have worked from a long-term ownership perspective with a strong operational focus where both customers and stakeholders should feel secure that we have the strength to act on the market for a long time to come. Our long-term strategy is to grow both organically and through value-creating acquisitions, where we see entrepreneurship as an important success factor to be able to continuously develop and grow the business.

Business idea

As the industrial group, we contribute to globally strengthening competitiveness within Sweden industry through reliable deliveries and high quality. We create customer value through strong entrepreneurship, long-term perspective and efficient processes.

... our core values

Entrepreneurship

We encourage an entrepreneurial approach - it's basically about taking your own initiative and seeing opportunities for improvement and development. Through genuine entrepreneurship, new ideas are created and constant development ensures that our customer always gets the best solution.

Long term

We encourage a long-term perspective where our customers and stakeholders should feel secure that we have the strength to act on the market for a long time to come - it is about making use of our employees' knowledge and commitment, which in the long term stimulates organizational learning that develops and strengthens our collective competitiveness on the market.

Efficiency

We encourage efficient work processes – it's about challenging ourselves, always doing our best and asking ourselves every day what we can do even better. By having the right person do the right things at the right time, we ensure that the customer receives the highest perceived customer value every day.

The foundation of our organizational philosophy

Acquired companies retain their independence

We believe in a high degree of freedom within our operational activities - which creates good conditions for maintaining entrepreneurship in the organization. In addition, we believe that self-determination is an important factor in retaining key people. Within our acquisition model, the company retains its original identity, existing name, culture and management while the company gains access to the group's collective experience and knowledge.

Decentralized organizational model through strong local anchoring

We believe that the best decisions are made by the people who know the customer's needs and processes best. Therefore, our philosophy since the beginning in 1997 has been to run a decentralized organization where the financial responsibility rests on the business activities that generate business, results and cash flow. Our business operations have their own responsibility for profitability - which contributes to commitment and a strong entrepreneurial spirit. We see entrepreneurship as an important success factor in order to be able to continuously develop and grow with a minimum of group-wide resources.

Focus on goal management and competence development

We support our business activities through industrial know-how, goal management, financing and business development. We work from a long-term ownership perspective with a strong operational focus. Through a high degree of interaction and functional collaborations, we create opportunities to realize internal synergies that create a broader base for expansion. As the industrial group, it builds industrial clusters that create greater value for the customer.

Development based on the business operations' own strategy

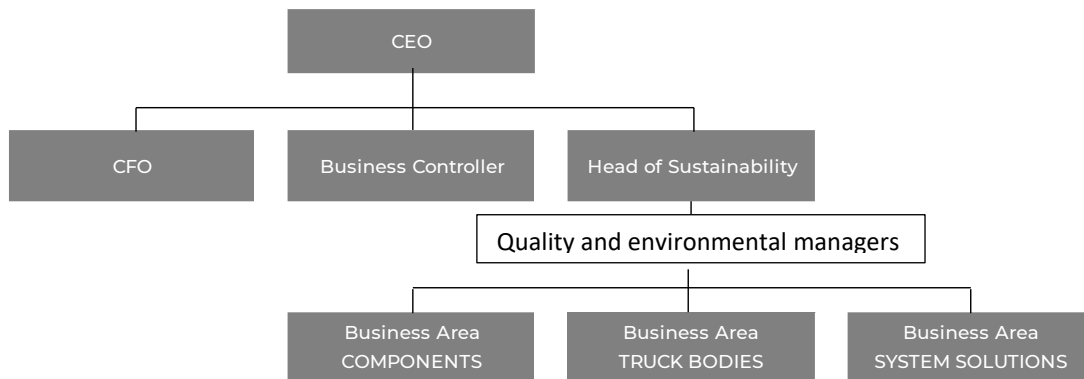
We believe that market leadership is a prerequisite for good profitability. Market leadership is fundamentally about an insight into how we position ourselves in the market, what makes us unique and what creates our competitiveness in the market. Market leadership is about being better than our competitors and in doing so choosing things that we don't have the conditions to be the best at. The conditions within our business activities differ a lot from each other, which makes it necessary that each business area / business activity designs its own strategy (inside and out).

The future

As an industrial group, Inducore consists of three business areas with a clear division towards different products, markets and customers, which creates a good spread of risk over time, which in turn reduces our sensitivity to economic fluctuations. We strive to form an industrial group through individually profitable business activities with the goal of growing organically as well as through value-creating acquisitions that complement today's business area structure.

Management and organization

Group management within Inducore annually prepares a strategic plan for the coming three-year period, which includes strategies, action plans and objectives for sustainability work. Group management approves and continuously follows up activities and objectives during the year, where the 'Head of sustainability' monitors and drives sustainability work forward and reports back to the CEO. Decisions linked to overall strategies and orientation are made by group management.



Business areas

Business Area TRUCK BODIES



Business Area COMPONENTS



Business Area SYSTEM SOLUTIONS

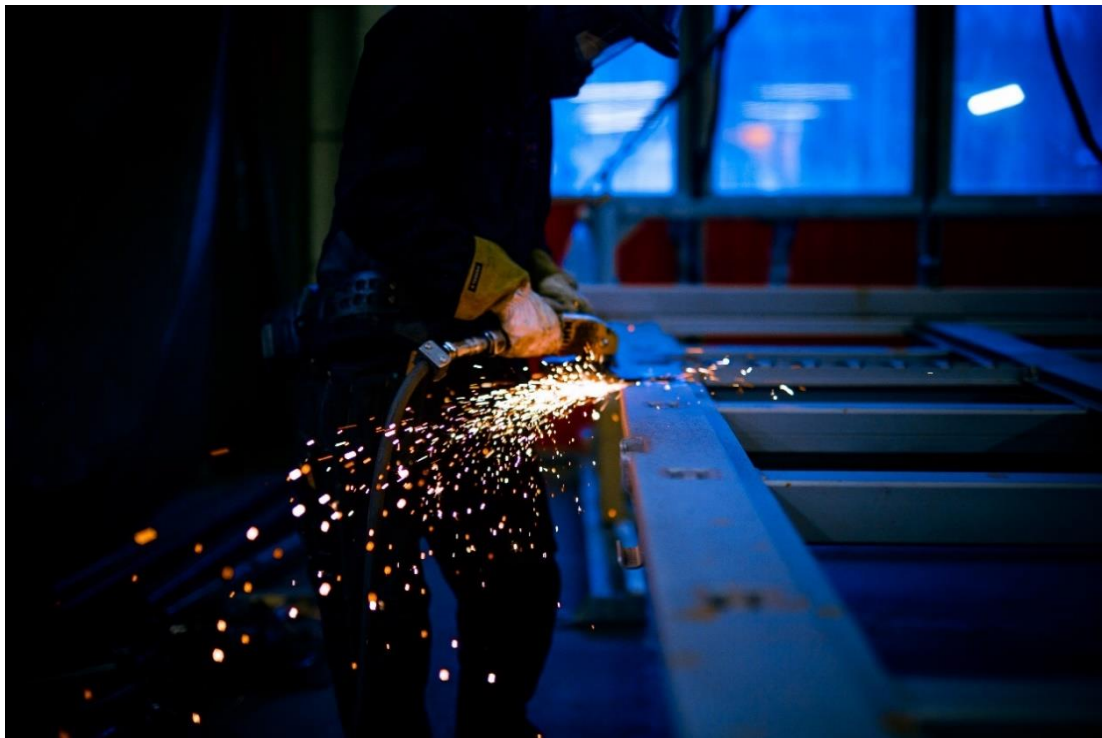


History

- 1997 – The group is founded in connection with Per Vannesjö through **AMYMONE INDUSTRI AB** acquires **HEDEMORA INDUSTERIAKUSTIK AB (HIAK)** with operations in Hedemora
- 2002 – Five years later, the acquisition of **ILSBO INDUSTRIER AB** including the subsidiary is Made **J.SÖRLING AB** with operations in Knivsta and Enånger.
- 2004 – The third acquisition will be **ATLINGS MASKINFABRIK AB** with operations in Ockelbo.
- 2006 – Acquisition of **ARENCO AB** with operations in Halmstad and Kalmar and with subsidiaries in Shanghai, China, **SHANGHAI ARENCO MACHINERY, CO LTD**
- 2007 – The operations **J.SÖRLING AB** and **ILSBO INDUSTRIER AB** are now being merged **J.SÖRLING-ILSBO AB** with continued operations in Knivsta and Enånger.
- 2008 – Acquisition of **PLS FLAK & SKÅP AB** with operations in Rydaholm. Acquisition of **WE-GRE VERKSTADS AB** with a business in Gävle. **HIAK AB** starts **HIAK AIR AB** which is owned by 50.1 percent.
- 2010 – **HIAK AIR AB** acquires **FILTAC AB** with operations in Kinna. The operations in **WE-GRE VERKSTADS AB** will become a profit unit within **ATLINGS MASKINFABRIK AB**.
- 2011 – The group now appoints its first external CEO (Petter Arvidsson). Acquisition of **BOLLNÄS VERKSTAD PRODUCTION AB** with operations in Alfta. Acquisition of **SALA KAROSS AB** in Sala.
- 2012 – **ATLINGS MASKINFABRIK AB** is discontinuing operations in Gävle.
- 2013 – Acquisition of **LEMONT AB** with operations in Ludvika, Grangärde and Morgårdshammar.
- 2015 – **AMYMONE INDUSTRI AB** changes name to **INDUCORE AB**.
The company **NORDIC TRUCK BODIES Sp z.o.o** is started in Wroclaw, Poland.
LEMONT AB acquires **SVANSTRÖMS LACKERINGAR AB** with operations in Smedjebacken and **LOGWELD AB** with operations in Nyhammar and Borlänge.
HIAK AIR AB chooses to divest the operations of **FILTAC AB**.
- 2016 – Acquisition of **AXIPTO AB** with operations in Nybro, Målilla and Mönsterås.
PLS TRUCK BODIES AB acquires **NORFRIG SVERIGE AB** with operations in Tomelilla, Malmö and Örebro. Joint sales company **PLS/NORFRIG AS** is started in Norway.
J.SÖRLING-ILSBO AB acquires 10 percent of the shares in **RICH STEEN AS** in Norway.
ARENCO AB acquires **KALMAR VERSTADSKOMPETENS AB**.

History - continued

- 2017 – Magnus Biesse takes over as the new CEO and CEO of **INDUCORE AB**. The operations of **SALA KAROSS AB** are being wound down.
- 2018 – **LOGWELD AB** is merged into **LEMONT AB**. Acquisition of **BJÖRKÖ MEKANISKA AB** with operations in Björköby and **BN-TEKNIK AB** with operations in Eksjö.
- 2021 – Acquisition of **GEHAB KVALITETSPÅBYGGAREN AB** with operations in Alvesta, Ulricehamn and Stockholm.



The value chain- our responsibility

We do not only focus on our own operations, but have chosen to include our entire value chain in our sustainability work. It is not an easy task but demands a lot from our organizations. The work includes material selection, design and manufacturing of our products as well as lifespan for our customers. How can the products be repaired, reused and ultimately recycled. It is about how we treat our fellow humans, mother earth with our waste and chemical management to minimize resource use and reduce emissions.

- **Materials** - choice and choice of suppliers for our inputs contain both environmental and social sustainability aspects and – risks.
- **Supplier** - Our code of conduct describes our expectations of our suppliers regarding ethics, human rights and environmental issues
- **In-depth logistics** -
- **Own operations** - The Group works primarily within the manufacturing industry business areas Truckbodies, systems solution and Components. The former develops and manufactures vehicle superstructures. Systems solution develops system solutions in noise reduction and offers machines and complete production lines for packaging, fish processing and match production. Components are among suppliers to automotive, medical, defense, forestry machinery, mining, robotics, energy manufacturing, among others.
- **Customers** - Consists of a diversity of the largest industries in Europe which place high demands on their subcontractors
- **Use of end product** - Since in most cases we sell our products to be part of a larger concept, it is important that we collaborate with our customers so that end users get an optimal and sustainable product for their business as possible.
- **Handling of end-of-life products** - Since in most cases we sell our products to be part of a larger concept, it is important that we collaborate with our customers so that end users get a product that, after it has done its job, can be reused and/or recycled safely and sustainably.

Sustainability – The past year

We have known for decades that the earth has become warmer. The climate changes we see today are unprecedented in a multi-thousand year perspective.

This is one of the reasons why Inducore decided to develop a common plan for all subsidiaries to work on contributing to improvements and reducing our impact.

We work in an industry with a high environmental impact. This is precisely why we need to put extra focus on this, and actively work to continue reducing our footprint.

During 2021, all management teams in the Inducore Group were trained in sustainability. In order to be able to spread the knowledge further in their organizations in the best way. We also analyzed our operations, worked on a value chain materiality and stakeholder analysis. To get a clear picture of where we should put our sustainability resources to have the best effect. And selection of focus areas where we have defined long-term goals. This set the foundations for our future work forward.

Insights from the work with the value chain

That you can influence more than you think

That it has been good to involve more people in the business in this work

In 2022, we have defined our objectives and key figures. A sustainability officer for coordinating the reporting of sustainability data and issuing reports was appointed. During the year, local level has continued to work with local goals and action plans. We have identified our largest suppliers and made a supplier follow-up with them to see if they can help us identify our CO2 footprint for freight transport and who can present data on how much virgin raw material our purchases consist of. Furthermore, work is ongoing with guidelines and training efforts, as well as updating of control documents (Code of conduct).

Follow-up has taken place quarterly during 2022

Business areas-Markets

Truck bodies - The vehicle body builder with the Nordics as the main market

System Solution- System solutions with the world as a market

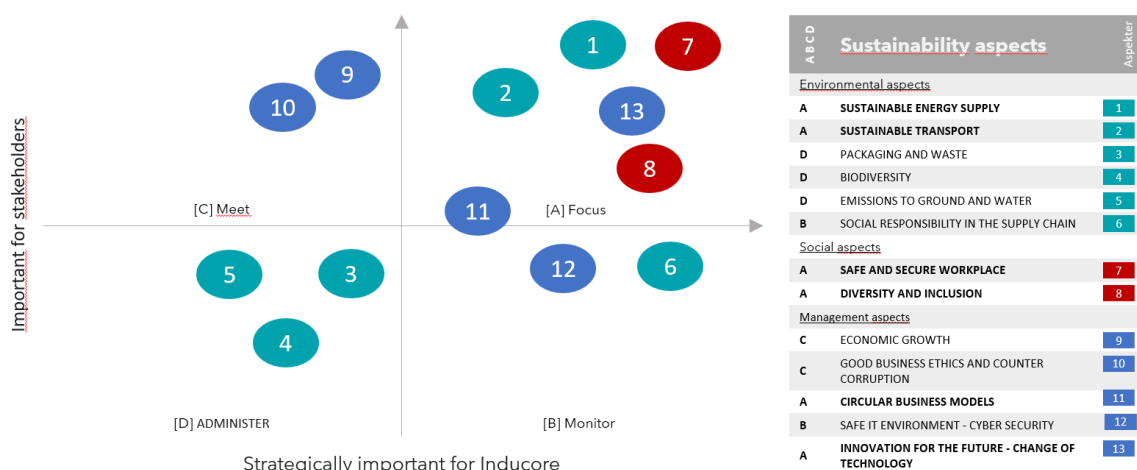
Components- Components with the Nordics as the main market

Revenue 2022	200450 TSEK
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Our focus areas

Our sustainability work is guided by an overarching goal – to constantly improve our operations based on both environmental, social and financial aspects. The basis of our prioritized focus areas is a dialogue with our customers, suppliers, employees, owners, the board and other stakeholders. Our long-term ambition and goal is to realize the opportunities and reduce the risks while reducing our costs and meeting the expectations of our stakeholders

OUR FOCUS AREAS



We have identified the Global Goals where we influence and can influence the most. We have focused on these in our goals and action plans. The group works decentralized, so each local site manager/CEO is responsible for developing their own to harmonize with the goals we decided together.

UN Global Goals

Focus areas

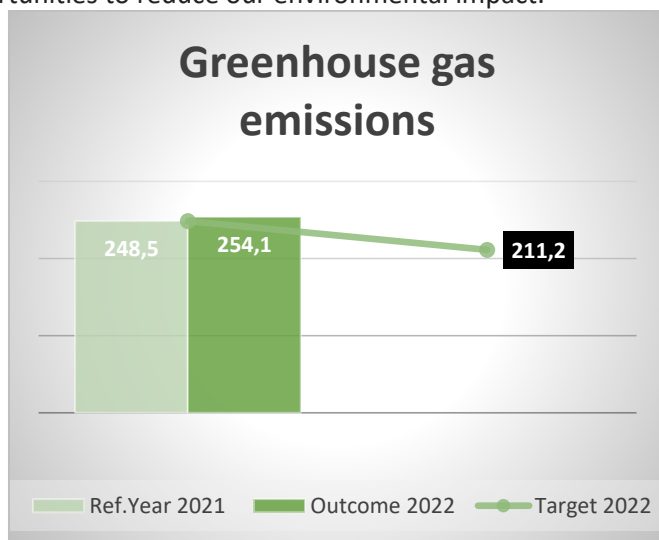
- 1 SUSTAINABLE TRANSPORT
reduced climate footprint
- 2 CIRCULAR BUSINESS MODELS
sustainable resource utilization
- 3 Renewable energy sources
sustainable energy supply
- 4 SAFE AND SECURE WORKPLACE
attractive employer
- 5 DIVERSITY AND INCLUSION
committed and motivated employees
- 6 INNOVATION FOR THE FUTURE
technology shift for a sustainable society

Our goal is to contribute to all of the UN's development goals in all our activities, but with a focus on the goals that are most relevant to our activities. For us as an industrial group, we have chosen the above global goals and identified six (6) focus areas where we see the greatest opportunity to make a difference.

Sustainable Transport-Reduced climate footprint

The Inducore group has chosen to start measuring scope 1 and 2 because our transport constitutes a large part of our total carbon dioxide emissions. We have also mapped our largest suppliers regarding scope 3 freight transport in order to get a good picture of how we can work together in the future to optimize our logistics flows.

In 2022 (2021) a total of 70 (79) vehicles owned or leased. Of these, 52 (63) were petrol or diesel-powered vehicles, 7 (4) electric cars, 11 (3) hybrids. In addition, there are diesel-powered forklifts, trucks, tractors, loaders and caddies. This is one of our focus areas where we have great opportunities to reduce our environmental impact.



Objective [KPI]

We will reduce our **CO₂ footprint by 60%** (SCOPE 1) from 2021 until 2025 by converting our own vehicle fleet to fossil-free vehicles and more energy-smart modes of transport at the same time as we convert our company cars from fossil fuels to electricity or renewable fuels

In the fall of 2022, we will map **our top 5 most significant suppliers** regarding inbound freight transport (SCOPE 3) in order to jointly optimize our logistics flows and avoid unnecessary transport

Follow-up objective [KPI]

Unfortunately, we have not met the goal for 2022, the outcome ended up slightly above the reference year. The reason for this is, among other things, that our travel was limited in 2021 due to Corona restrictions and that the vehicle fleet could not be renewed due to long delivery times of vehicles with renewable fuels.

We have **mapped our most significant suppliers** regarding inbound freight transport (SCOPE 3) Each company has been given 2-3 suppliers to interview. 21 responses have been received, 13 measure their CO₂ footprint, 4 can provide us with information about our deliveries, 8 have a plan to reduce theirs.

Circular business models-Sustainable resource utilization

The linear business models that have dominated since the industrial revolution in the mid-1800s are unsustainable. We know that today, but still the change to circular business models is happening far too slowly. We have a responsibility to develop new, innovative solutions that make our products more sustainable for people and the planet. Embracing circular subcontracting business models presents many challenges because we are so dependent on where our customers are going. To succeed, we need to work closely with our customers, partners and suppliers to develop together. As part of becoming more circular, we must work to reduce our waste that is not circular.



Objective [KPI]

We must reduce our waste by 20% until 2025.

By 2023, we shall have verified sustainability information available from our (5) largest suppliers with the aim of mapping whether purchased material originates from virgin or recycled material.

Follow-up objective [KPI]

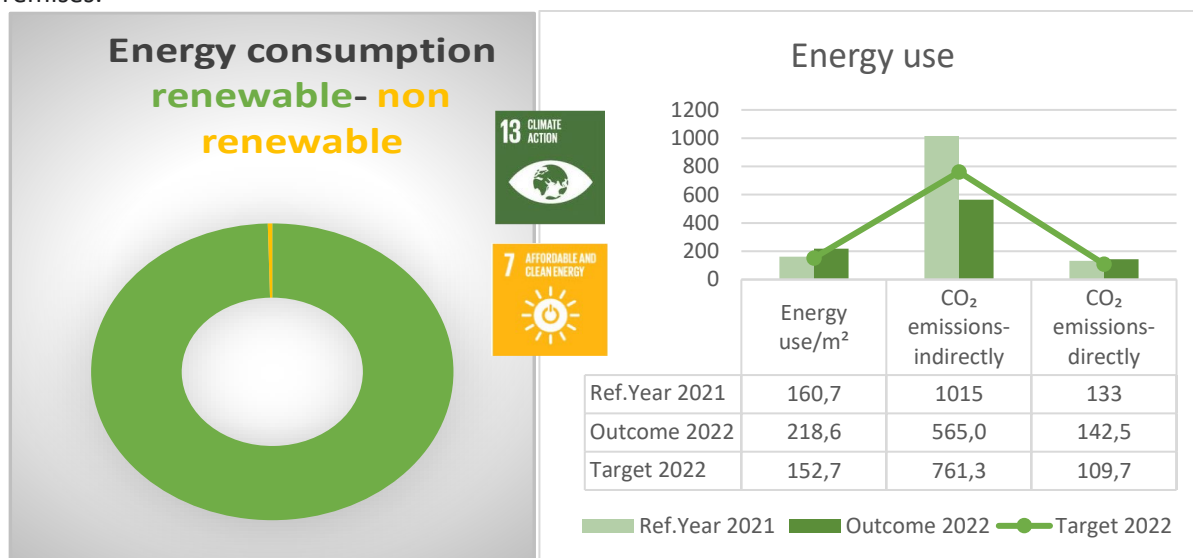
We have almost met the goal of reducing our waste by 5% by 2022. The BMA has contributed a lot as they have invested in a system to reuse the water they have in the tunnel washers and mix new cutting fluid with it. Atling has installed central coolant system to reduce its hazardous waste. Also a small smaller band saw to reduce steel waste. Otherwise, most have worked on improving waste management.

We have interviewed our most significant suppliers in order to verify sustainability information regarding whether purchased material is derived from virgin or recycled material. Each company in the group has been given 2-3 suppliers to interview. 21 answers have been received, 17 discuss circularity and 9 have information about virgin raw material 5 can provide us with information.

Renewable energy sources-Sustainable energy supply

The energy use is after all on everyone's tongue, capacity and electricity shortages and forced shutdowns. A well-functioning system for the transmission and production of electricity in cooperation with a well-functioning electricity market is a prerequisite for a secure electricity supply and for achieving the goal of a sustainable energy system.

Inducore's electricity use in 2022 (2021) totaled 21,856,746 kWh (16,034,273 kWh), of which 21,701,894 kWh (99%) came from 100% fossil-free energy sources. We will work to ensure that all our use comes from renewable sources. We will also invest in producing our own energy. We have target figures for energy use per m2 to see that we take into account use even when expanding our premises.



Objective [KPI]

Through energy efficiency improvements, we shall reduce our energy use/m2 by 20% until 2025
We must invest in facilities for our own production of electricity so that we produce 10% of our own use by 2025

We shall reduce our CO₂ footprint through 100% renewable energy (SCOPE 2) by 2025

Within our own facilities, we must reduce our CO₂ footprint by 70% (SCOPE 1) until 2025

Follow-up objective [KPI]

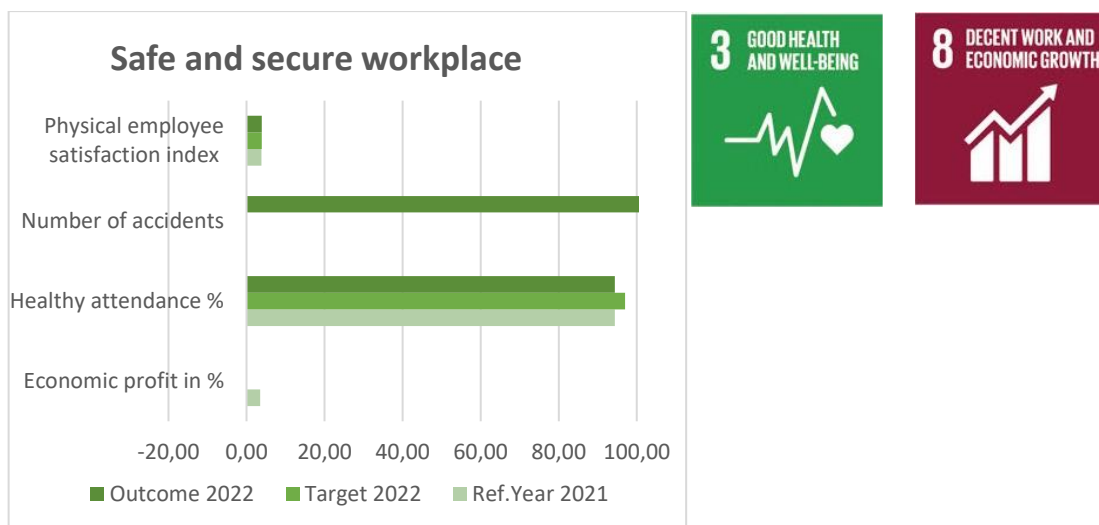
We have not reached the goal for 2022. Partly a Corona effect of the reference year that we did not go into high gear then. So overall, production has increased in the group, which is why more electricity has been used. Bollnäs Mech. Has gone up to two shifts and bought an adjacent company. Lemont has had a heat exchanger that was broken, which is why more district heating was used than normal. Actions taken across the board to reduce is the replacement of lighting with LED. See that lighting is not on in empty premises, etc. and then that most of the companies in the group have during the year struggled with material supply problems and price increases for materials which have affected liquidity so investments have had to wait. The same applies to investment for own consumption of electricity

CO₂e indirect. We have reached the goal. It is because we have switched to almost entirely renewable energy in China and Poland as well.

CO₂e direct. higher than ref. year. Among other things, more heating oil has been used at Sörling in Knivsta. But that part will completely disappear with the move in May.

Safe and secure workplace-Attractive employer

The importance of being a safe and secure workplace today is greater than ever as we live in a more insecure society. According to guidelines based on our Code Of Conduct (CoC), we must maintain a healthy and safe working environment. We must treat each other with dignity and respect. We do not tolerate any form of harassment or bullying. No one is allowed to possess, use or work under the influence of alcohol or drugs at our workplaces. All employees must be given the same treatment regardless of gender, marital status, religion, political opinion, ethnic or national affiliation, gender identity, age, sexual orientation or disability. We must show respect for human rights and at the same time give our employees the right to freedom of association.



Objective [KPI]

Our goal is to achieve an operating profit of between 6-8 percent by 2025.

We shall strive for an average healthy attendance > 97% within each business activity.

We have zero (0) vision regarding serious accidents and accidents during movement with load. We must reduce the number of accidents to < 0.05 which lead to sick leave.

Every year, we must improve our NMI in terms of well-being factors where our employees experience a safe and secure workplace, structure, order and order, a physical and psychosocial work environment, togetherness, respect and trust for each other, camaraderie, diversity and equal opportunities.

Follow-up objective [KPI]

We have not reached the goal of an operating profit. It has been a tough year with disruptions in material supply and material price increases.

We have not reached healthy attendance goal.

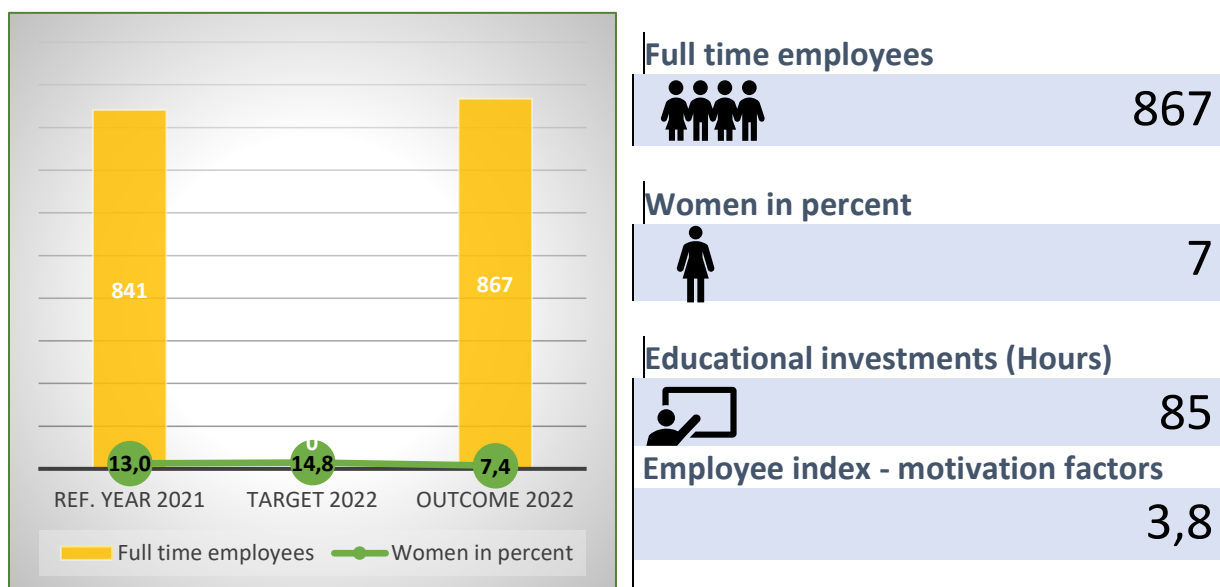
The outcome of the number of accidents that occurred during the year is 100 and this has resulted in 157 days of absence.

We have reached the target for NMI in satisfaction factors.

Safe and secure workplace-Attractive employer

Diversity is a prerequisite for a workplace of the future. Where the creativity and differences of our employees can contribute to making us a better and smarter industrial group. We have increased the number of employees from 841 to 867. However, the proportion of women has decreased from 13% down to 7.4%. Which we have set as a goal to increase, so we must put more focus on this. Overall, it is difficult to get hold of competent personnel for our male-dominated manufacturing industry. And with 50% of the population being women, it is important to make workplaces attractive to them.

We have a very good level of the number of training hours/employee and have exceeded the target of 13 hours by 72 hours⁹. There have been many training efforts during the year, so we probably won't be able to maintain the same high level in the future. All employees are covered by union agreements.



Objective [KPI]

Increase the number of women to 20% by 2025 and create the conditions for more women in senior positions.

Increase the number of training hours/employees.

We must improve our NMI every year in motivational factors where our employees experience a balance between work and leisure, feel personal development, participation, recognition, personal concern, inspiration and motivation, openness and honesty with a leadership that creates participation and commitment.

Follow-up objective [KPI]

We have not reached the goal. The manufacturing industry is unfortunately male-dominated and has difficulty attracting women.

We have reached the goal of training hours/employee.

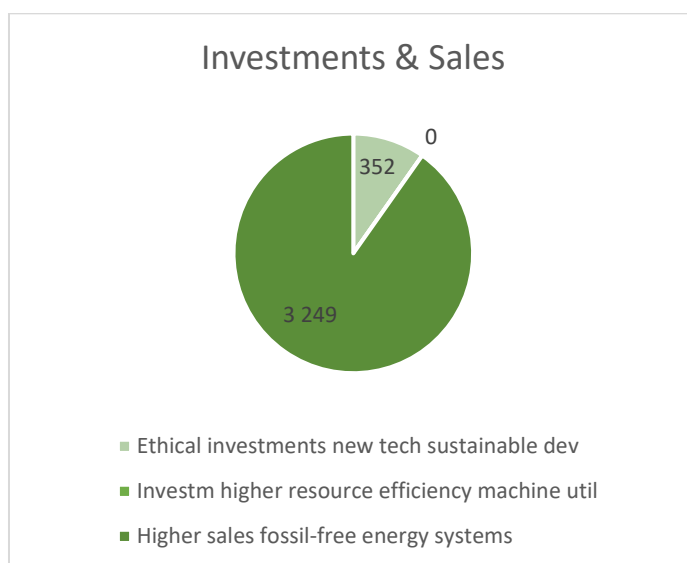
We have reached the goal to improve our NMI in motivation factors

Innovation for the future - Technology change for a sustainable society

Sustainable industry with functioning and stable infrastructure is a must to meet future challenges. Why we must invest in sustainable development, for better resource efficiency and machine utilization. The activities in Component that work towards the automotive industry need to increase their sales towards alternative fossil-free energy systems.

Investments have been made in various machines to reduce energy use and increase efficiency.

1 Robot, 2 lathes, 2 welders, change to LED lighting, Band saw, System for cutting fluid, etc. A project towards the electric car side is also underway.



No targets set for 2022

Ethical investments 'Sustainable Responsible Investments' (SRI) in new technology for sustainable development and circular material flows.

Investments for higher resource efficiency and machine utilization

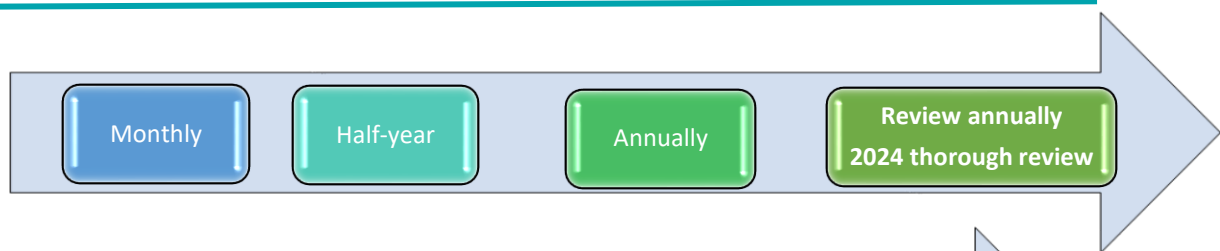
Contribute to a sustainable transition by increasing sales towards fossil-free energy systems

Other aspects

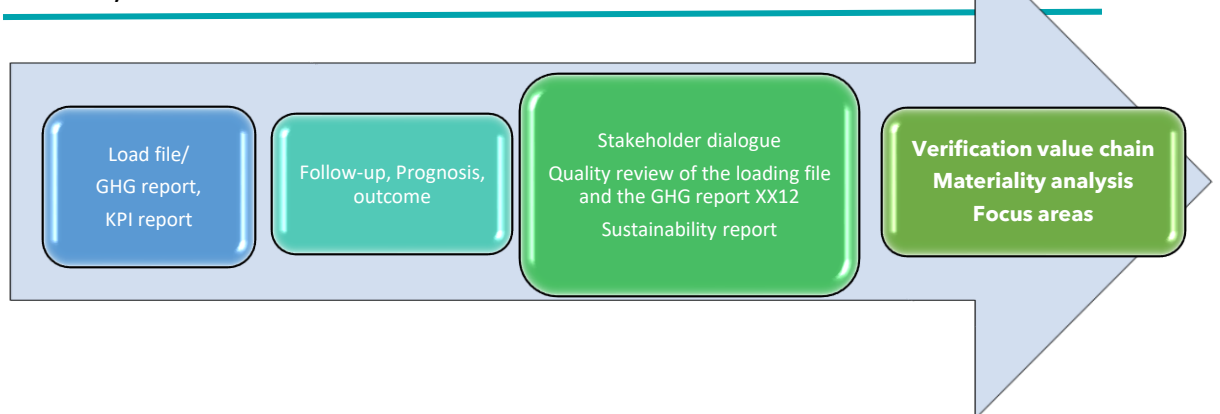
Environmental aspects	Goals 2022
Packaging and waste	In the product line that we have, we use relatively little single-use packaging, but most of it consists of reusable pallets and pallet collars, We have included waste as a focus area
Biodiversity	Biodiversity Not forgetting the importance of biodiversity and our chance of survival if the insects were to disappear is minimal! We are co-owners of a beehive. But there is a lot of development potential here. Plans are available at Butterfly Buffet and Insect Hotel. That you take it into account when planning expansions and new premises, e.g. projects for sedum roof. Bollnäs' workshop is located in one of Sweden's 7 biospheres.
Emissions to land and water	Through the operator's self-control, we have control over which chemicals we buy in and how to handle them to minimize emissions to land and water.
Social responsibility in the supply chain	Through our Code of Conduct, we take responsibility for our suppliers
Management aspects	
Economic growth	Is not in itself a focus area, but the importance of good economic growth is vital to being able to run a sustainable company.
Good business ethics and combating corruption	Through our Code of Conduct, we take responsibility for our suppliers
Secure IT environment-Cyber security	Considering everything that happens in the IT sector and the outside world, it is important that we have a secure IT environment to prevent hostile activities and powers from taking over our companies. Most of our companies have two-step authentication and all have external back-ups.

Governance structure

Interval



Activity



A sustainability coordinator has been appointed for the group. But each company's CEO or site manager is responsible for their sustainability data being collected and entered into the produced Excel file which is then exported into the common Cognos database. In Cognos, all financial and sustainability data from all the companies in the group is collected. This data is then used for Report-review meetings and board meetings, which take place 6 and 4 times/year, respectively. Participating CEO for the group and respective companies. A follow-up meeting with the Sustainability Coordinator is held twice a year. Partly during the autumn half-year results with forecast full year and in the spring the results for the previous year.

Stakeholder dialogue

Stakeholder dialogue must take place on an ongoing basis

Supplier: Via supplier evaluation/form/self-evaluation

Customers: Dialogue and customer focus groups, surveys.

Personnel: Annual employee survey

Other stakeholders (Owner, municipality, banks): Every three years

Evaluation

Evaluation of the year's work and plans for future activities are made at the group's CEO meeting, which is held 4 times a year.

Risk management

All of Inducore's subsidiaries have suppliers and customers in several countries, which entails risks in several areas such as the environment, human rights and corruption between the companies, suppliers and customers. Our joint Code of Conduct for employees and suppliers is our governing document and helps us make the right decisions in difficult situations. Our risk management process also gives us tools to raise awareness of our most important risks within the organization and create a common picture of how they should be avoided and managed.

We evaluate the suppliers whose influence is significant for our production based on all aspects of sustainability and quality, as well as potential risks annually.

The subsidiaries are certified according to several different systems, including ISO 9001 and ISO 14001, which means that risk management is a natural part of our daily routines. Each subsidiary has built up its own system for identifying and evaluating both risks and opportunities in its operations.

ASPECTS	RISK	MEASURES
CLIMATE IMPACT	Our operations have a significant climate impact primarily through the raw material we use in our products, which mainly consists of steel, as well as transport within and outside our operations and in the user phase of our products	Our focus areas: greenhouse gas emissions, technological change and circularity help us reduce this risk and turn it into an opportunity
HEALTH AND SAFETY	Most of the companies in the group have production, which means risks during processing such as heavy lifting, cuts, burns and crushing injuries. End users are also exposed to heavy work and the risk of accidents.	We carry out continuous risk assessment and act proactively to find solutions that reduce the risks and engage in dialogue with our customers to develop and improve our products.
AIR QUALITY AND HEALTH	Within the group, we have surface treatment and cutting fluids, these processes emit solvents and particles that are dangerous for people and the environment.	We have invested in processes to reduce the consumption of cutting fluids and paints as well as solvents and we use products that have as little environmental impact as possible without causing quality deficiencies.
OPERATIONAL RISKS	Our business depends on stable and efficient processes within all departments to maintain sustainable production and to deliver high-quality products to our customers. A failure risks increasing the use of materials and energy, contributing to unnecessary transport and low-quality products, which leads to higher costs, rework and impact on our brand.	Constant improvements and focus areas within all departments to ensure clear work processes, responsibilities and goals. We work closely with customers, partners and suppliers to understand expectations and needs to ensure efficient and correct development in terms of sustainability, products, sales, purchasing and production.
FINANCIAL RISKS	We live in a changing world where economic fluctuations, pandemics	Since the group consists of different types of companies,

	and wars affect us like everyone else. Finding new products and innovative solutions for the future is a challenge but a must for us to be a strong partner to our customers. Who is responsible for the biggest financing of this. So it is important to be an attractive partner. With unclear communication about the value of the sustainability benefits in the value chain, there is a risk of reduced demand and thus the development of sustainable products.	there will be different impacts during economic fluctuations and that we are controlled decentralized so we can be quick to adjust in the event of changes, which are major advantages. We believe our decision to promote sustainability will be a competitive advantage going forward.
COMPLIANCE	We have a code of conduct that we expect employees and business partners to follow. Violations risk damaging human rights, environmental damage, costs and branding.	We will improve our procedures to increase understanding and compliance with the code of conduct among our employees and business partners.
DIVERSITY AND INCLUSION	Tillverkningsindustrin är av tradition mansdominerad, både i ledning och övrig verksamhet, vilket är en risk då vi är övertygade om att det krävs mångfald för att utveckla vårt företag framgångsrikt. Flera olika kulturer är representerade, men risken kvarstår vad gäller könsfördelning.	We are working to recruit and retain more women at all levels in the company, but also examine our culture and conditions to ensure that we have an inclusive environment where everyone feels safe to express themselves.

GRI STANDARD	Information	Page	Comments and links to Agenda 2030
	Organisation		
	102-1 Name of the organization		Inducore Group
	102-2 Activity, trademarks, products and services	2-4	
	102-3 Headquarters location		Västerås, Sweden
	102-4 Countries where operations are conducted		Sweden, Norway, China and Polan
	102-5 Ownership structure and legal form	2-4	
	102-6 Markets	2-4	
	102-7 Size of the organization	8-14	
	102-8 Information about employees	14	
	102-9 Supply chain	7	
	102-10 Significant differences in the organization and its supply chain		
	102-11 Application of the precautionary principle	7	
	Strategy		
	102-14 The CEO has the say	2-4	
	102-15 Main impact, risks and opportunities	9-16,19-20	
	Ethics and integrity		
	102-16 Values, principles, standards and code of conduct		The company's code of conduct
	102-17 Mechanisms for advice and concerns about ethics		Company whistleblower policy
	Governance		
	102-18 Governance structure	2-4,17	
	102-19 The process for delegating responsibility for sustainability	2-4	
	102-20 Persons in company management with responsibility for sustainability issues	2-4	
	102-21 Processes for consultation between stakeholders and the board	2-4	
	102-22 Composition of the board and committees	2-4	
	102-23 The chairman of the board		Magnus Biesse, Inducore Group

102-29 Identify and manage economic, environmental and social impacts.	9-15		
102-31 Review of economic, environmental and social issues	9-15		
102-32 The board's role in the sustainability report	4		
Stakeholder relations			
102-40 Stakeholders, list	17		
102-41 Number of employees covered by collective agreements	14		
102-42 Identification and selection of stakeholders	17		
102-43 Communication with stakeholders	17		
102-44 Key areas and issues raised	9-15		
102-45 Entities included in the accounting	4		
102-46 Contents and limitations	9-15		
102-47 Essential issues	9-15		
102-48 Corrections from previous reporting	-		
102-49 Changes in reporting	-		
102-50 Reporting period	0		
102-51 Date of last report	-		
102-52 Reporting cycle	0		
102-53 Contact details for the sustainability report	0		
102-54 Claims to report in accordance with the GRI standard	0		
102-55 GRI table of contents	20-24		
102-56 External review	0		
Greenhouse gas emissions, including transport			
103-1 Explanation of the material issue and its limitations	9-15		
103-2 Management strategy and its components	9-15		
103-3 Evaluation of the control strategy	9-15		
305-1 Direct (Scope 1) greenhouse gas emissions	10		
305-2 Energy indirect (Scope 2) greenhouse gas emissions	12		
305-3 Other indirect (Scope 3) greenhouse gas emissions	10,12		
305-4 greenhouse gas emission intensity	10,12		

	305-5 Reduction of greenhouse gas emissions	10,12	
	305-6 Emissions of ozone-depleting substances (ODS)	-	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions	-	
	Circularity		
GRI 103: Management strategy	103-1 Explanation of the material issue and its limitations	9-15	
	103-2 Management strategy and its components	9-15	
	103-3 Evaluation of the control strategy	9-15	
GRI 306: Waste	306-1 Waste production and significant waste-related effects	11	
	306-2 Management of significant waste	11	
	306-3 Generated waste	11	
	306-4 Waste arising from disposal	11	
	306-5 Waste directed to disposal	11	
	Safety, health and well-being		
GRI 103: Management strategy	103-1 Explanation of the material issue and its limitations	9-15	
	103-2 Management strategy and its components	9-15	
	103-3 Evaluation of the control strategy	9-15	
GRI 403: Arbetsrelaterad hälsa och säkerhet	403-1 Work environment management system	13-14	
	403-2 Risk identification, risk assessment and incident investigation	13-14	
	403-3 Occupational health services	13-14	
	403-4 Worker participation, consultation and communication about work environment and security	13-14	
	403-5 Worker training on work environment and safety	13-14	
	403-6 Promotion of worker health	13-14	
	403-7 Prevention and limitation of health and safety impacts on the labor market directly		

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	403-8 Workers covered by a work environment management system	13-14	
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	Diversity and inclusion		
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GRI 405: Diversity and equal opportunities	405-1 Diversity in the board and among employees	14	
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GRI 103: Management strategy	103-1 Explanation of the material issue and its limitations	9-15	
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