

SUSTAINABILITY | PROTON GROUP

Perspective	Environment			Social			Economy																																																																																																																								
Focus area	Climate impact		Local impact	Coworker		Society	Development		Growth																																																																																																																						
Sustainable Development Goals																																																																																																																															
	We want to contribute to the goals of the Paris Agreement by reducing the climate footprint of our operations. As a first step, we carry out climate calculations for the various parts of our operations to then establish a plan for how we will reduce our climate impact and reach our goal of climate neutrality in 2045.		We want to contribute to better use of resources by preventing, reducing, reusing and recycling our waste. We also work with responsible handling of chemicals to reduce negative consequences for human health and the environment.	We want to contribute to safe and secure working environments where our employees have the opportunity to grow. We make it possible for people with different backgrounds to get work with good conditions. Through our products, we also contribute to the safety of our customers' employees.		We want to contribute to the goals of the Paris Agreement by reducing the climate footprint of our operations. As a first step, we carry out climate calculations for the various parts of our operations to then establish a plan for how we will reduce our climate impact and reach our goal of climate neutrality in 2045.	We want to contribute to better use of resources by preventing, reducing, reusing and recycling our waste. We also work with responsible handling of chemicals to reduce negative consequences for human health and the environment.		We want to contribute to safe and secure working environments where our employees have the opportunity to grow. We make it possible for people with different backgrounds to get work with good conditions. Through our products, we also contribute to the safety of our customers' employees.																																																																																																																						
Target	CO₂e-impact CO ₂ e/working hour (Scope 1+2) Target 2029: - 45% (Scope 1+2) Target 2035: Neutral and reduced CO ₂ e emissions with 90%. Scope 1+2) Target 2026: Connect Proton Group's climate goals to SBTi (Science Based Target initiative). <i>Climate targets above will be replaced by SBTi targets 2027.</i> Energy Purchased kWh/working hour Target 2035: -40% <i>Base year: 2021</i>		Waste Waste for landfill (D1) & energy extraction from the business (R1 & D10) Target 2035: 0 ton Listed chemicals – REACH SVHC Target 2035: 0 listed substances in sold products and used chemical products Company cars Target 2025: 100% purchase of hybrid or electrical cars (no pure fossil cars)	Ambassadors Target 2030: 25 eNPS(NMI) Safe and secure workplace Target: No accidents resulting in absence Target 2030: 10 identified risks per reported incident Personal development Target 2030: 16 hours of education per coworker per year Whistle blowing Target: No deviations/situations that lead to whistleblowing		Contribute with our resources in community development Target 2025: 100 activities Sustainable value chains Target 2026: a system /method in place to assess and evaluate suppliers from a sustainability point of view.	Sustainable products and services Mål 2030: 100% sustainability-reported products, services and activities Ex. EPD, product passport, climate footprint... Development projects promoting sustainability / Brand and business perspective Target 2025: Communication strategy developed and launched. Target 2025: Join the "Hållbarhetslöftet för företag" ("Sustainability pledge for companies", initiative from the County Administrative Board)		Profitability Target: 6-8 % over business cycle Growth Target: >7,2 % yearly (doubling every 10 years) Solvency Target: >35%																																																																																																																						
Result	CO2e-impact [kg/work.hour]* <table><tr><td>2021</td><td>2023</td><td>2024</td><td>2025</td></tr><tr><td>8,1</td><td>5,14</td><td>5,1</td><td>4,1</td></tr><tr><td>base</td><td>-37%</td><td>-37%</td><td>-49%</td></tr></table> Energy – purchased [kWh/work.hour]* <table><tr><td>2021</td><td>2023</td><td>2024</td><td>2025</td></tr><tr><td>68</td><td>50</td><td>48</td><td>45</td></tr><tr><td>base</td><td>-26%</td><td>-29%</td><td>-34%</td></tr></table> SBTi-process Commitment to SBTi Near Term targets February 2025.		2021	2023	2024	2025	8,1	5,14	5,1	4,1	base	-37%	-37%	-49%	2021	2023	2024	2025	68	50	48	45	base	-26%	-29%	-34%	Waste – Landfill & Energy extr. [ton] <table><tr><td></td><td>2023</td><td>2024</td><td>2025</td></tr><tr><td>amount</td><td>434</td><td>490</td><td>293</td></tr></table> Listed chemicals – REACH SVHC [number] <table><tr><td></td><td>2023</td><td>2024</td><td>2025</td></tr><tr><td>used</td><td>26</td><td>21</td><td>17</td></tr></table> Company cars [%] <table><tr><td></td><td>2023</td><td>2024</td><td>2025</td></tr><tr><td>part</td><td>100</td><td>87,5</td><td>100</td></tr></table>			2023	2024	2025	amount	434	490	293		2023	2024	2025	used	26	21	17		2023	2024	2025	part	100	87,5	100	Ambassadors (employees) <table><tr><td></td><td>2023</td><td>2024</td><td>2025</td></tr><tr><td>eNPS</td><td>-1</td><td>0</td><td>5</td></tr></table> Safe workplace [number] <table><tr><td></td><td>2023</td><td>2024</td><td>2025</td></tr><tr><td>accident**</td><td>7</td><td>8</td><td>5</td></tr><tr><td></td><td>2,59</td><td>2,03</td><td>1,36</td></tr></table> Personal development [h/employee] <table><tr><td></td><td>2023</td><td>2024</td><td>2025</td></tr><tr><td>11,93</td><td>12,84</td><td>13,92</td><td>15,15</td></tr></table> Whistle blowings [number] <table><tr><td></td><td>2023</td><td>2024</td><td>2025</td></tr><tr><td>incidents</td><td>0</td><td>1</td><td>1</td></tr></table>			2023	2024	2025	eNPS	-1	0	5		2023	2024	2025	accident**	7	8	5		2,59	2,03	1,36		2023	2024	2025	11,93	12,84	13,92	15,15		2023	2024	2025	incidents	0	1	1	Contribution in community develop. <table><tr><td></td><td>2023</td><td>2024</td><td>2025</td></tr><tr><td>activities</td><td>65</td><td>69</td><td>73</td></tr></table>			2023	2024	2025	activities	65	69	73	<i>New Communication strategy developed and launched 2025.</i> Sustainability assessments: Ecovadis Weldin 2025 – gold medal 80/100 Finishing 2025 – bronze medal 71/100 Lighting 2024 – silver medal 70/100 SAQ Engineering 2024 – 82/100		Profitability [%] <table><tr><td>2022</td><td>2023</td><td>2024</td><td>2025</td></tr><tr><td>4,5</td><td>2,2</td><td>1,2</td><td>0,7</td></tr></table> Growth [%] <table><tr><td>2022</td><td>2023</td><td>2024</td><td>2025</td></tr><tr><td>6,1</td><td>6,8</td><td>-6,7</td><td>-4,6</td></tr></table> Solvency [%] <table><tr><td>2022</td><td>2023</td><td>2024</td><td>2025</td></tr><tr><td>48,7</td><td>52</td><td>48,3</td><td>52</td></tr></table>	2022	2023	2024	2025	4,5	2,2	1,2	0,7	2022	2023	2024	2025	6,1	6,8	-6,7	-4,6	2022	2023	2024	2025	48,7	52	48,3	52
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Activities To come here we have done:	100 % fossil free electricity since 2012 100 % renewable electricity since 2020 - Biogas instead of natural gas since 2018 - Energy mapping - Calculation of climate footprint – Proton Group - Reduced LPG demand by shutting down the Flakes lines in Forsheda. - Close in-house surface treatment line at Lighting		- Renovations and improvements in production, process and water treatment. - Possibility of electric car charging at the companies. - Process with only passivation for zinc castings - Shutting down the Flakes lines in Forsheda - Close in-house surface treatment line at Lighting - Cascade rinsing in the barrel line in Anderstorp, no longer sending rinse water as hazardous waste.		- TIA for handling accidents, incidents and risks - Training efforts in development, risk prevention, and emergencies. - Benefits for welfare and bikes. - Improved staff facilities in the workplace. - Training of all employees regarding the Code of Conduct and whistleblowing. - Ongoing work with protection roofs and Blue lights on trucks in the direction of travel. - Leadership development program		- Sponsorship collaborations with several associations to mainly support children and youth activities. - Cooperation, contribution and help to Hjärta för barn, Internationella vänner and Vandalorums designskola. - Code of Conduct - Deeper collaborations with various local universities/educational programs, lectures, study visits, LIA, internships, and thesis projects. - Involvement in industry, business and water conservation associations		- Prototype and Development teams - LED products and lighting control system, BTDA - Corrosion protection => extended lifespan - Helping customers with energy conversion, energy and raw material efficiency. - Safety Concept, approach for customers to manage the journey towards "safe machines for all". - Business system change to Dynamics at Cedoc, Cotec Labs,		- Acquisition - Technology as leverage is used in sales work. - Better customer relationships through training and development of the sales team. - Cloudification of Cedoc - Restructuring Ligting's production and offerings to better meet customers' needs. - Koolmesh Academy																																																																																																																				

			Improved risk management and ways of working around the use of scaffolding.	- Development and collaboration meetings with municipal representatives - Machine safety training with an approved grant from AFA.	Lighting, JL Safety, Weldin and Services completed. Cloudification of Cedoc	Automotive approval of Stans 1
Activities To reach further we must do:	- Energy efficiency activities and investments. - New energy solution in Eskilstuna to replace use of oil and LPG. - Validate Proton Group's climate targets for SBTi - Carry out inventory work linked to the degree of recycled material in purchased materials and products. Develop KPIs. - Improve basis for climate calculation in Scope 3.1 for better basis for measures for reduced climate footprint. - Continued change to more energy-efficient lighting solutions in the business. - Only smart and controlled lighting solutions at Lighting production facilities.	- Inventory and phasing out of candidate list substances in used and sold products (SCIP-free). - Reduce the amount of hazardous waste through improvement measures and investments. - Reducing water use in Forsheda with cascade rinsing in the barrel line to a reduced amount of rinse water that becomes hazardous waste. - Map resource flows. - Waste procurement with a focus on improvement work and circular solutions, as well as reducing the amount of waste and increasing sorting rates.	- More simple regular safety training. Improve safety culture. - Work with safety rounds, risk inventories and risk assessments. - Action plans NMI, measuring NMI. - Restructuring of Lighting's premises, the staff are getting closer to each other, bringing the team together. - Remove all manual additions of chemistry. - Strengthen the introduction of a new employee. - Develop concepts for increased machine safety for Proton companies together with JL Safety.	- Implement tools/systems for supplier assessment/valuation from a sustainability perspective. - Internships, degree thesis, LIA work and co-operation with schools - Continued sponsorship of primarily youth activities. - Increased information about our sustainability work to our stakeholders to contribute to increased commitment and spreading of knowledge. - Machine safety, work towards more school collaborations around licensing and training.	- Increased use of control of luminaires for less energy consumption and longer life. - AI and automation projects - Change of business system to Dynamics. - LCA and EPD for lighting products. - Branding and website work to strengthen JL Safety. - Focus, move the overspecified from ED/powder to more environmentally friendly Bonderite/powder. - Map resource flows to be able to work on improvements and circular flows.	- Closer to the customer in the development process - Investment in new knowledge and technology. - Acquisitions. - Improvement work together with partners. - Improvement works linked to profitability and efficiency. - Branding and website work to strengthen JL Safety.