

Sustainability Report



Introduction

This Sustainability Report was prepared in accordance with the Corporate Social Responsibility Reporting Directive (CSRD) and the associated European Sustainability Reporting Standards (ESRS) framework.

It is based on Bergman & Beving's double materiality assessment that identifies material impacts, risks and opportunities based on the Group's own operations, value chain and stakeholder dialogues. These form the basis for sustainability reporting and can be found in the topic-specific sections under each disclosure requirement.

This Sustainability Report is subject to review by Bergman & Beving's auditor, Deloitte. The metrics reported in this report were not validated by any other external party.

Implementing the CSRD marks an important step in progressing towards more structured, transparent and comparable sustainability reporting at Bergman & Beving. This report forms the basis of long-term efforts to strengthen governance, follow-up and communication regarding the Group's sustainability work.



Arbesko is a successful company with its own product development and manufacturing of safety and work footwear for professionals. The company was founded back in 1839 and is a strong industrial brand in the Nordics.



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ESRS 2 General disclosures

Elkington is a leading actor in floor access hatches in Sweden, but also offers related products such as wall and roof hatches.

Basis for preparation

BP-1: General basis for preparation of sustainability statements

This Sustainability Report constitutes Bergman & Beving's statutory sustainability reporting in accordance with the Swedish Annual Accounts Act and has been prepared in accordance with ESRS: The report was prepared at the Group level and follows the same consolidation principles as the financial statements. These principles are presented in Note 1 Significant accounting policies, while a list of subsidiaries is presented in Note 26 Group companies.

The report covers the company's own operations as well as material activities both upstream and downstream in the value chain. A general description of the value chain is presented on page 56 and additional clarification is provided under each sustainability topic.

Bergman & Beving did not exercise any exemptions regarding intellectual property, know-how or the results of innovation deemed material from a sustainability perspective. Nor did Bergman & Beving exercise any exemptions regarding ongoing development or matters under negotiation.

BP-2: Disclosures in relation to specific circumstances

Use of phase-in provisions in accordance with Appendix C of ESRS 1

Bergman & Beving has identified the following ESRS Standards as material sustainability topics: Climate change (ESRS E1), Resource use and circular economy (ESRS E5), Own workforce (ESRS S1), Workers in the value chain (ESRS S2) and Business conduct (ESRS G1).

Bergman & Beving reports on all material topics, with the exception of ESRS 2 which is being phased in. See also the description at the end of S1 on page 82. We are also applying the phase-in provisions for some areas where additional time is needed for data collection and analysis:

- Anticipated financial effects related to the disclosure requirements in SBM-3, E1-9 and E5-6
- Characteristics of non-employees in the undertaking's own workforce in S1-7
- Collective bargaining coverage and social dialogue, partially in S1-8
- Persons with disabilities in S1-12
- Training and skills development metrics in S1-13
- Health and safety metrics, partially in S1-14
- Work-life balance metrics in S1-15



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BVS produces and supplies passive fire protection solutions focusing on fire curtains, smoke ventilation and inspection hatches under its proprietary product brands and operates in Norway and Sweden.



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Time horizons

Time horizons in this report are defined in accordance with those given in ESRS 1, whereby short term is less than one year, medium term is one to five years and long term is more than five years.

Value chain estimation

In most cases, Bergman & Beving used the spend-based method to calculate climate impact in the value chain. Scope 3, meaning the financial value was the basis of calculating CO₂eq emissions and general emissions factors were used (see the metric in ESRS E1-6). Bergman & Beving thus strives to include all Category 1 emissions, as in those from all purchases of products and services during the year. When our suppliers can provide exact CO₂eq emissions per purchased product or service, these are included instead of the spend-based method. Bergman & Beving supports this development through ongoing dialogues and by setting demands for suppliers and partners to provide better

information and data. Scope 1 and 2 emissions are primarily based on the Group companies' own activity data, but are largely based on external average emissions factors. All emissions factors are updated annually.

Changes in how sustainability information is prepared or presented

Bergman & Beving has transitioned to using the ESRS reporting framework for the 2025/2026 financial year, resulting in significant changes to the structure and contents of the report. Bergman & Beving did not identify any material errors in previously reported sustainability data.

Sources of estimation and outcome uncertainty

Bergman & Beving is aware that measurement uncertainty can arise as a result of various factors, such as the reliability of measurement methodologies and data quality in the value chain. For each metric identified, we will disclose these sources and

thereby provide stakeholders with the context to assess uncertainties in the disclosures.

The quantitative metric with the highest degree of measurement uncertainty is Scope 3 GHG emissions, especially Category 1, which accounts for approximately 94 percent of the Group's total CO₂eq emissions. These emissions are calculated largely with the help of financial spend data and average spend-based emissions factors, meaning that they do not always reflect actual climate impact. Uncertainty primarily stems from a lack of detailed activity data in the value chain and the use of general emissions factors that do not capture variations between suppliers. As a result, our Scope 3 metric is affected by a high level of measurement uncertainty. In Scope 3, the spend-based method is used when reporting categories 1, 2, 4 and 6. Other methods are used to calculate emissions in the rest of the categories. More information about calculating climate impact is presented in section E1-6.

Governance

GOV-1: The role of the administrative, management and supervisory bodies

The composition and diversity of the Board

The Board, including its committees, is the highest decision-making body in the Group.

Bergman & Beving's Articles of Association stipulate that the Board is to always consist of five to eight directors. The Board of Bergman & Beving has consisted of a total of eight directors for several years, including in 2025/2026. All Board members are non-executive members. Two directors are worker representatives. All directors have experience from other company Boards. The gender composition of the Board during the year was 25 percent women and 75 percent men. The share of independent directors in the Board is 63 percent, supporting robust governance and impartial decision-making processes.

Expertise and skills of the Board and management

The Board of Bergman & Beving has a diverse composition with comprehensive experience and expertise. Two members are Presidents and two others are Chairs of listed large cap companies, all with experience in handling complex sustainability matters. All have experience governing and monitoring sustainability work in a decentralised organisation like Bergman & Beving, which requires strong coordination between independent business units.

Management has deep insight into the industry and in our products and services as well as in our geographic markets, with a central focus on sustainability and quality. They were chosen for their expertise and actively promote a culture of compliance and quality, which is essential for a listed Group.

Bergman & Beving also has a sustainability function that, together with subsidiaries, has in-depth expertise in governance, reporting and other sustainability-related areas. Bergman & Beving also complements these internal skills with external expertise through sustainability consultants for specific matters and areas.

Luna Group is one of Northern Europe's leading suppliers of tools and industrial supplies for professional users in construction and industry, with over 50,000 items from more than 500 brands.

Roles and responsibilities of the Board and management

The Board has the overall responsibility for Bergman & Beving's strategic sustainability work and for overseeing material sustainability impacts, risks and opportunities (IROs). The review process for compliance corresponds to the process applied to the consolidated financial reporting in the Group, under which the Board as a whole monitors progress and compliance with legal requirements such as regulatory reporting and statutory compliance.

The management team of each subsidiary is responsible for operational sustainability and implementing and integrating sustainability in practice at their respective operations, including customer relationships, projects and services.

Bergman & Beving's Board is responsible for establishing Group-wide sustainability targets, policies, principles and processes, including carrying out the double materiality assessment and identifying material IROs.

The management team of every subsidiary is responsible for putting the sustainability strategy into practice and ensuring that it is integrated into daily operations. This includes measuring, monitoring and reporting GHG emissions and other sustainability data according to CSRD. The work is led by Bergman & Beving through a sustainability function that supports sustainability activities at the subsidiaries. Group reporting is presented once per year to Group management for follow-up and decision-making. Sustainability work is

closely connected to the Group's risk management processes and internal control system, which means that specific procedures for collecting and quality-assuring sustainability data have been established and coordinated with other functions. This ensures that the company's management of IROs is characterised by transparency and reliability.

The Board and management of each subsidiary monitor the establishment of sustainability targets and regularly follows up progress towards these targets through Board meetings and reporting KPIs. The Board of Bergman & Beving is responsible for ensuring that Bergman & Beving's Sustainability Report is prepared in accordance with the CSRD and ESRS.

Delegation

The Board has the overall responsibility for the Group but delegates daily management of each subsidiary to its management within the framework of approved delegation, financial objectives and Group policies. Some matters, including material investments, strategic changes and key appointments, are subject to Board approval.

Oversight

The Board exercises oversight through regular reporting on financial performance, operations, risk and compliance. Subsidiaries are subject to the Group's internal controls, risk management and internal audit framework. Material matters are to be escalated to the Board without delay.



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KGC has developed and delivered quality tools and accessories for bricklayers and tilers under the KGC brand for more than 60 years.

GOV-2: Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

The central sustainability function continuously reported on material sustainability matters (including identified IROs) to the Group's CFO, who is a member of Group management, for consideration and decision throughout the reporting period. The CFO is responsible for forwarding sustainability matters to Group management and the Board. The Board addresses sustainability matters at predetermined time points at least once per year and, when necessary, as a separate agenda item during Board meetings. During the period, sustainability decision-making included adopting and revising policies, confirming the double materiality assessment and other ongoing activities linked to sustainability work and CSRD reporting. The Board is responsible for updating and following up policies and procedures. The results of actions and metrics are primarily followed up when finalising the

annual Sustainability Report, since the data collected for the report is used to monitor the Group's progress in sustainability.

This process ensures that the Board and Group management have continuous access to relevant information to monitor the company's strategy, risk management and major decisions, and that they can take into account identified impacts, risks and opportunities in their decision-making. The identified IROs addressed during the period include related environmental, social and governance factors. Establishing targets, policies and processes is thus connected to sustainability work during the reporting period and aims to take advantage of opportunities, reduce risks and counteract negative impacts.

GOV-3: Integration of sustainability-related performance in incentive schemes

No incentive scheme or remuneration policies related to sustainability matters have been introduced for members of the administrative or management bodies. While it was actively discussed by the Board and Group management during the year, no framework has yet been decided. No incentive scheme or remuneration policies related to sustainability matters have been introduced for the Board.

GOV-4: Statement on due diligence

Due diligence means that the company identifies, prevents and manages negative impacts on people and the environment in its operations and value chain. Bergman & Beving does not yet have a fully established process for due diligence, but already applies some elements of the process. The following table shows where information about Bergman & Beving's work with due diligence can be found.

Core elements of due diligence	Disclosure requirements in the Sustainability Report
Embedding due diligence in governance, strategy and business model	GOV-2, GOV-3, SBM-3
Engaging with affected stakeholders in all key steps of the due diligence	GOV-2, SBM-2, IRO-1, S1-2
Identifying and assessing negative impacts	SBM-3, IRO-1 E1, IRO-1, S1
Taking actions to address those negative impacts	SBM-3, E1-3, S1-3, S1-4
Tracking the effectiveness of these efforts and communicating	E1-4, E1-5, E1-6, S1-5, S1-6, S1-9, S1-16, S1-17



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GOV-5: Risk management and internal controls over sustainability reporting



ESSVE is the Nordic market leader in fastening technology and develops innovative products in close collaboration with professional tradesmen.

The subsidiaries are the first level of control in sustainability reporting, followed by the central sustainability function. These functions are responsible for defining, implementing, monitoring and evaluating controls.

Bergman & Beving works actively to establish an internal control framework for sustainability reporting that includes preventive, investigative and corrective controls. Preventive controls include instructions, definitions and systematic measures. Investigative controls include analytical reviews and feasibility assessments, such as analysing deviations over time. The four-eye principle is applied in several data flows, such as environmental data and during consolidation. Corrective controls can include changes in systems or analytical methods.

Three material risk areas were identified: manual data processing; uncertainty among subsidiaries about the type of information to be reported; and insufficient documentation and formalisation of processes, which could lead to dependence on key personnel and variable data quality. Work began during the financial year on identifying and documenting internal controls in the sustainability reporting as well as to carry out feasibility assessments. Comprehensive efforts have also been made to clarify definitions and training for reporters at the subsidiaries. This is a continuous learning process for the entire organisation, with a particular focus

on subsidiaries. This work will continue during the coming financial year, since Bergman & Beving intends to further define processes and strengthen internal controls. Results of the risk assessment are integrated continuously in the sustainability reporting process and form the basis for developing procedures, system support and responsibility allocation. This ensures that identified risks are managed in relevant business functions and that internal controls become an integrated part of the reporting process.

Relevant risks and control activities are communicated to the Board and management. Risks identified during the annual quality review of the Sustainability Report are reported through the Audit Committee. This additional level of controls consists of reviews by auditors that are reported annually to the Board and management.



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Strategy

I SBM-1: Strategy, business model and value chain

Material groups of products and/or services

Bergman & Beving is a Swedish industrial group, specialising in acquiring and developing niche technology companies from a long-term ownership perspective. Bergman & Beving is a technology group with a focus on attracting, acquiring and, over the long term, developing leading companies in expansive technological niches.

Bergman & Beving's sustainability strategy is an integrated part of our business strategy. We focus on relevance and materiality with the aim of creating business value at all levels. We want to develop our operations while maintaining respect for human rights and lowering our climate impact.

Our vision is to be the leading niche supplier of productive, safe and sustainable solutions in the manufacturing and construction sectors. This vision also means that we strive to be a driving force

for sustainable development, which includes improved safety and productivity. Our companies work to offer products and solutions that help our customers become more sustainable.

Our decentralised structure, which focuses on entrepreneurship and local decision-making, enables our business units to act quickly and flexibly based on changes in the market. Companies are carrying out several sustainability initiatives in their own operations and along the entire value chain, which makes them more competitive in the long term. Business-focused sustainability activities are crucial for creating long-term value, attracting the right skills and promoting profitable growth.

Bergman & Beving's sustainability strategy is based on several materiality assessments, through which we have assessed where we have the greatest impact.

Significant markets and/or customer groups

Bergman & Beving is a long-term owner of companies with leading positions in expansive niches in the manufacturing and construction sectors, primarily in northern Europe. We have elected thus far to own companies with head offices located in the Nordic region or the UK, where our decentralised model has proven successful.

At the end of the 2025/2026 financial year, the Group has annual revenue of approximately SEK 5 billion and 1,300 employees in the following geographic areas:

- 720 employees in the Nordics
- 350 employees in the UK
- 200 employees in Other Europe
- 30 employees in Asia

Our Group is organised in four divisions:

Core Solutions

Refers to companies that sell components and solutions such as fastening elements, metal roofs, heat exchangers and inspection hatches. Division Core Solutions had annual revenue of approximately MSEK 1,600 for 2025 and around 340 employees at the end of the year in the following geographic areas:

- The Nordics (190)
- The UK (90)
- Other Europe (60)

Safety Technology

Refers to companies that sell products and solutions in personal safety, area protection, perimeter protection, technical safety and fire safety. The division had annual revenue of approximately MSEK 1,200 for 2025 and around 500 employees at the end of the year in the following geographic areas:

- The Nordics (200)
- The UK (200)
- Other Europe (80)
- The US (20)

Machinery & Equipment

Refers to companies that sell machinery, equipment, tools, instruments and appliances. The division had annual revenue of approximately MSEK 500 for 2025 and around 150 employees at the end of the year in the following geographic areas:

- The Nordics (125)
- The UK (25)

PPE & Utilities

Refers to companies that sell personal protective equipment and consumables with Nordic industrial and construction material resellers as their main customers. The division had annual revenue of approximately MSEK 1,600 for 2025 and around 300 employees at the end of the year in the following geographic areas:

- The Nordics (165)
- Other Europe (60)
- The UK (20)
- Asia (25)
- Brazil (30)



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Sustainability-related targets and strategy

Bergman & Beving focuses on relevance and materiality with the aim of creating business value at all levels. We strive to develop our operations while maintaining respect for human rights and generating a lower climate impact.

Bergman & Beving is a decentralised Group and does not have any sustainability-related targets at the Group level regarding specific product groups, customer categories, geographical areas or relationships with stakeholders.

Bergman & Beving has established overall sustainability targets that are expressed in general terms at the Group level, structured in a framework with six focus areas that were established in 2017. These targets are still relevant and applicable after several materiality assessments and stakeholder dialogues. The focus areas apply across all units within the Group (see the image below).

Each company can introduce entity-specific targets in addition to the Group-wide focus areas. Sustainability targets are set at each individual unit within the Group aside from the Group-wide, non-specific targets and each entity conducts its own sustainability initiatives. Employees carry out sustainability initiatives and develop the tools and processes necessary for promoting sustainability in each company.

The Board monitors sustainability efforts in connection with the annual strategy review.

Bergman & Beving does not operate in any of the following sectors: fossil fuels, chemicals production, controversial weapons or the cultivation and production of tobacco.

As of the current financial year, Bergman & Beving measures and reports Scope 1, 2 and 3 GHG emissions and climate impact according to the GHG Protocol as stipulated in ESRS E1. Other sustainability data will be reported in accordance with CSRD and Swedish legislation.







Description of business model and value chain

Bergman & Beving is a Swedish industrial group, specialising in acquiring and developing niche technology companies from a long-term ownership perspective. We focus on facilitating profitable growth for both customers and shareholders. The Group consists of over 110 legal entities that deliver products and solutions, primarily to the construction and manufacturing sectors. The Group's primary market is the Nordic region, but our companies are represented in about 25 countries. The Group's business model is based on acquiring and developing companies with strong market positions in niches with limited competition and high barriers to entry.

Bergman & Beving's decentralised model combines the agility of an entrepreneurial company with economies of scale and Group-wide support. Clear management by objectives, active Board work and support in strategic functions such as pricing and internationalisation lay the foundation for sustainable growth, healthy margins and efficient use of capital and resources, both in mature and in expansive markets.

Bergman & Beving applies a decentralised business model in which the divisions and business units have significant individual responsibility for their own operations. This structure allows key business decisions to be made close to the market, with clear accountability for results.

Sustainability is an important part of Bergman & Beving's operations and business model, with sustainability governance integrated into the overall operations as well as the management structure. This means that important decision-making processes throughout the organisation take sustainability matters into consideration.

<p>Focus area</p> <p>Emissions and energy consumption</p>  <p>Reduce GHG emissions</p>	<p>Focus area</p> <p>Product portfolio</p>  <p>Sustainable and certified products</p>	<p>Focus area</p> <p>Materials, waste and circular flows</p>  <p>Increase resource efficiency</p>
<p>Focus area</p> <p>Employees</p>  <p>Attract and develop employees</p>	<p>Focus area</p> <p>Gender equality and diversity</p>  <p>An inclusive work climate</p>	<p>Focus area</p> <p>Sustainable value chain</p>  <p>Responsible purchasing</p>



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Value chain



Upstream activities

Bergman & Beving's key upstream activities include purchasing the products, services, capital goods and energy necessary to conduct our operations. Products are then transported to Bergman & Beving's operations.

Our impact:

- An indirect impact on the environment, working conditions and human rights in the value chain, which is addressed through regular audits of suppliers.
- An indirect impact through emissions from transportation providers, which is addressed by using marine freight to the greatest possible extent, avoiding air freight and actively choosing transportation providers with a lower climate impact.
- A direct impact through coefficient of fullness for incoming and outgoing goods as well as packaging consumption.

Own operations

Key activities in Bergman & Beving's own operations include acquiring and developing niche technology companies. Own operations include all internal processes required to purchase, store, sell and distribute products. The manufacturing companies in the Group focus on assembling parts for new products rather than operating factories. Some units also work with design and product development, with clear goals to streamline resource use in order to reduce material consumption and to recycle and reuse more material and improve circular flows. According to the Group's Environmental Policy, activities should be based on circularity and efficient use of natural resources. The Group's own operations consist primarily of sales offices and warehouses, which require heating and energy consumption.

Our impact:

- A direct impact on workers' health and safety, with a focus on safe workplaces and good working conditions.
- A direct impact through energy consumption at our premises, which is addressed through energy efficiency actions.

Downstream activities

Bergman & Beving's downstream activities include transport and distribution of products to customers and resellers, product use by end customers, ongoing customer support, repairs and maintenance to extend the service life of products, and managing and recycling end-of-life products.

Our impact:

- A direct impact on customers, consumers and the environment through the use of our products, where we prioritise offering certified, safe and sustainable products with long service lives.
- An indirect impact through emissions from transportation suppliers, which is addressed by using marine freight to the greatest possible extent, avoiding air freight and actively choosing transportation suppliers with a lower climate impact.



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I SBM-2: Interests and views of stakeholders

Stakeholder expectations have been taken into consideration through the double materiality assessment and through recurring stakeholder dialogues. Their viewpoints are integrated into the development of targets, governance and priorities. The results affect the Group-wide strategies as well as local operations at the subsidiaries.

Bergman & Beving's primary stakeholders consist of employees, customers, suppliers, investors and society. Dialogues are held through physical meetings, customer projects, employee surveys, partnerships with trade unions, investor meetings, supplier assessments, industry initiatives as well as through the Group's other communications channels. The goal is to ensure long-term value creation, understand expectations and reduce risks. The results form the basis of strategy, risk management and goal formulation.

Stakeholder views and expectations are a key basis for the development of Bergman & Beving's strategy and business model. In particular, customers and institutional investors are increasingly demanding clear climate targets and transparency in sustainability work, which impacts the development of Bergman & Beving's strategy. Employees and subsidiaries have expressed a need for shared tools and support for sustainability, which has led to stronger Group-wide processes and guidelines. The business model remains decentralised, but it is supplemented by enhanced shared sustainability processes and reporting.

In 2023–2024, Bergman & Beving carried out a double materiality assessment in accordance with the CSRD. This was reviewed again in autumn 2025. Each individual matter is assessed with respect to IROs based on two primary criteria: likelihood and severity on Bergman & Beving as a Group and as a whole. Each topic was also assessed in terms of how the company impacts its operating environment (society and environment) and how the operating environment impacts the company financially.

Bergman & Beving works continuously to prioritise how we can maximise the impact of our sustainability initiatives. To enable targeted efforts and resources, Bergman & Beving's sustainability strategy is based on several materiality assessments, through which we have analysed where we have the greatest impact. The foundation for the Group's sustainability strategy was laid in 2017 when the first stakeholder dialogue and subsequent assessment were carried out. In 2021/2022 another materiality assessment was carried out in the form of stakeholder dialogues, through interviews and surveys sent to owners, employees, stakeholders in society, customers and suppliers. The results of this assessment indicated that a safe work environment and product safety remained the most important sustainability matters for our stakeholders, with the addition of climate impact calculations. The greatest consensus was surrounding transportation, sustainable product innovation and responsible purchasing.

According to the results of our stakeholder assessment and dialogues throughout the years, the most important sustainability matters in each stakeholder group are as follows:



Investors: Human rights, business ethics and anti-corruption, safe work environment, and climate impact



Employees: Safe work environment, human rights, product safety and certification



Customers: Product safety and certification, safe work environment, and climate impact



Suppliers: Business ethics and anti-corruption, product safety and certification, safe work environment and climate impact



Society: Responsible purchasing, safe work environment, and climate impact



Systemtext develops workplace signs and offers solutions such as Supernova+® and Skyltronden®.

From our stakeholder dialogues we can see that sustainability requirements and expectations are increasing. This will require increasingly stringent controls of supplier risks and measurement of climate impact in the entire value chain. Long supply chains entail elevated risks when suppliers assume a high level of responsibility. For this reason, it is important to actively collaborate with our suppliers on sustainability matters. It is important for our customers that they can trust us to take responsibility for the entire value chain. We have high ambitions to make our communication clearer and more transparent, and we are working towards measurable targets through focused activities where we have the greatest ability to make an impact.

The work with the double materiality assessment presented as of 2023 has provided the Board with the information it needs. The two largest owners have representatives in the Board to provide input from these stakeholders.

Description of how interests, views and rights for people in Bergman & Beving's own workforce, including respect for their human rights, impacts the company's strategy and business model

Commitment and employee satisfaction are monitored through regular employee surveys. These provide insight into employees' opinions and establish a connection between well-being, attitude, values and performance requirements. The results of the employee surveys are discussed at Board and Group management meetings and are taken into consideration when reviewing Bergman & Beving's strategy and business model.



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SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model

Bergman & Beving works with risk reduction for its identified material IROs. These are included in the annual risk assessment and form the basis of Bergman & Beving's strategy, which is updated as needed and followed up annually. The Group's identified risks are presented on pages 43–46 in the Annual Report and with the sustainability IROs in the table on the following page. All identified material IROs are covered by the sustainability topics in the ESRS Standards. These IROs were deemed material for Bergman & Beving as a part of the double materiality assessment. They are managed by Bergman & Beving's management.

The table displays the Group's material IROs. More details about their connection to the strategy and business model are presented in the topic-specific sections E1 Climate change, E5 Resource use and circular economy, S1 Own workforce (including S2 Workers in the value chain) and G1 Governance.

Climate scenario and resilience analysis

Bergman & Beving has not conducted any climate scenario analysis to test and support resilience in operations. Bergman & Beving's companies are deemed to be relatively resilient to climate change, meaning that major adjustments are not expected to be needed in the short to medium term. Bergman & Beving's companies do not currently have any established process for climate change adaptation. The risks considered in the double materiality assessment include physical risks, such as supply chain disruptions, as well as transition risk related to regulatory changes and increased climate-related requirements from other stakeholders besides regulators. None of these risks are deemed to be material at the Group level.

Bergman & Beving's decentralised business model is fundamentally reliant on every company adapting to the business climate and its stakeholders at all times. In terms of Scope 3 GHG emissions, Bergman & Beving's companies depend on their partners and suppliers, given that the majority of the Group's Scope 3 GHG emissions are upstream. Important components in our operations, such as acquiring assets, product and service portfolios, financing and skills transformation, take time to transition. As a result, major changes to the company's strategy and business model to mitigate climate change can typically only be implemented in the medium to the long term. Minor changes to the strategy and business

model can, on the other hand, be implemented in the short term.

Bergman & Beving has identified material IROs based on two KPIs: the highest rating in impact categories (scale, scope and irremediable character) in combination with likelihood. This is the logic followed by the primary guidelines for most of the IROs. For impacts identified as being serious human rights violations, however, severity was the deciding factor when assigning their materiality – even if likelihood was low.



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Material impacts, risks and opportunities

Impact materiality

ESRS Topic	Sub-topic	Impact	Description of impact	Type of IRO	Time horizon	Location in the value chain
E1 Climate change	Climate change mitigation	Climate impact from GHG emissions throughout the entire value chain	Bergman & Beving has an impact on the climate from GHG emissions throughout the entire value chain.	↘ Actual negative	Short, medium and long term	Upstream, own operations and downstream
	Energy	Energy consumption in the value chain	Energy consumption throughout the entire Group for in all value chains.	↘ Actual negative	Short, medium and long term	Upstream, own operations and downstream
E5 Resource use and circular economy	Resource outflows related to products and services	Offering quality products	Bergman & Beving's subsidiaries sell high-quality products with long service lives, leading to lower material consumption and reduced waste both upstream and downstream in the value chain.	↗ Actual positive	Short, medium and long term	Downstream
		Design of non-circular products	The majority of products sold are not designed based on circularity. However, all companies are working actively to increase recyclability and circularity, at the product's design phase as well as in the purchasing phase when deciding which products to include in the range.	↘ Actual negative	Short, medium and long term	Downstream
S1 Own workforce	Other work-related rights	Personal data of own workforce	Bergman & Beving stores and processes all personal data in accordance with the GDPR and other applicable regulations but, as is the case for all companies, there is always a risk of data breaches.	↘ Potential negative	Short, medium and long term	Own operations
	Working conditions	Physical injuries at the workplace	Like at all companies, there is always a potential risk of physical injuries at the workplace.	↘ Potential negative	Short, medium and long term	Own operations
S2 Workers in the value chain	Working conditions	Suppliers in countries with a high risk of poor working conditions	The Group has an inherent potential negative impact when purchasing raw goods, materials and products from suppliers in countries with a high risk of human rights violations. These suppliers are located in China, Pakistan, Taiwan and Brazil. There is always a potential negative risk when engaging suppliers in high-risk countries with respect to human rights, even though the Group has processes in place to avoid purchases from suppliers who do not meet our requirements. Subsidiaries also purchase products, components and materials from suppliers who lack sufficient control over their own supply chains, putting workers at risk.	↘ Potential negative	Short, medium and long term	Upstream



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Impact materiality

ESRS Topic	Sub-topic	Impact	Description of impact	Type of IRO	Time horizon	Location in the value chain
G1 Business conduct	Business conduct	Corporate values	The Group has a positive impact on society through its strong core values, which permeate all internal and external relationships. These values promote mutual respect, responsibility and ethical approach, and have a positive ripple effect in the communities where we operate. All operations within the Group are conducted in accordance with the Code of Conduct and the Group's policies, which ensures compliance with minimum ESG requirements. Our values and the Code of Conduct collectively form the basis of daily operations and of long-term relationships of trust with customers, suppliers and business partners.	➤ Actual positive	Short, medium and long term	Own operations
		Management systems	Several companies in the Group have implemented various management systems, for example ISO 14001. This ensures clear and consistent work processes and strengthens our reputation as a reliable, ethical business partner. This can in turn inspire an ethical approach in society at large.	➤ Actual positive	Short, medium and long term	Own operations
	Corruption and bribery	Lack of training in corruption and bribery	Training in corruption and bribery is not comprehensive within the Group, since only a few subsidiaries carry out such training. While this is classified as a negative impact in this context, it is not considered a financial risk since all companies that have this as a customer requirement train their employees accordingly.	➤ Potential negative	Short, medium and long term	Own operations
	Protection of whistleblowers	Internal and external whistleblowing system	The Group has an internal and external whistleblowing system that includes protection for whistleblowers.	➤ Actual positive	Recurring	Upstream, own operations and downstream

Financial materiality

ESRS Topic	Sub-topic	Impact	Description of impact	Type of IRO	Ownership	Time horizon	Location in the value chain
E1 Climate change	Climate change mitigation	Offers products and services with lower climate impact	If Bergman & Beving manages to offer products and services with a lower climate impact, this is a competitive advantage over other actors and makes us more appealing to investors, customers and employees. This includes the pursuit of climate-neutral transportation and distribution. This impact is considered an opportunity since it is essential for our long-term development and success.	💡 Opportunity	Direct control	Short, medium and long term	Own operations
S1 Own workforce	Equal treatment and opportunities for all	Training for all employees	The Group works systematically to ensure good health and safety for its employees. Financial opportunities increase for the Group when employee well-being is high and employees have the opportunity to develop their skills, since this reduces costs related to recruitment and absenteeism. A skilled workforce is essential for generating business and maintaining profitability in a changing landscape in constant flux.	💡 Opportunity	Direct control	Short, medium and long term	Own operations



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Impact, risk and opportunity management

IRO-1: Description of the processes to identify and assess material impacts, risks and opportunities

Bergman & Beving has carried out a double materiality assessment with the help of external consultants at a reputable audit firm to ensure an auditable, objective and robust process. The results form the basis of our sustainability reporting and were presented to, and formally approved by, the Board.

Bergman & Beving's subsidiaries were involved at an early stage. The companies received a questionnaire where they could share which IROs were relevant for them. In addition to the questionnaire, the Head of Sustainability engages in dialogue with other key individuals at Bergman & Beving to analyse operations from a sustainability perspective in order to gain a complete understanding. Based on the Group's business models and value chains, an understanding is generated of which activities and operations can cause or contribute to IROs. The assessment took our diversified composition of operations concentrated in Europe and certain parts of Asia into account. It also considers impacts that occur throughout the entire value chain, from upstream suppliers and resources to downstream customers, partners and end consumers as well as in the Group's own operations. The result was a value chain mapping at the Group level that describes activities in the Group's own operations as well as upstream and downstream in the value chain.

Each activity was analysed based on geographic location, the Group's business relationships linked to the activity, the most important resources used, and the stakeholders impacted or potentially impacted. Based on this mapping, the Group's actual and potential impact as well as the associated risks and opportunities were identified.

The double materiality assessment process has not, to date, been integrated into the Group's overall risk management process, but this is something we will continue to work on.

The double materiality assessment process did not include consultation with affected stakeholders, aside from our own workforce.

Processes to identify, assess, prioritise and monitor IROs

Identify

Impacts are identified based on whether the Group causes them, contributes to them or is directly linked to them through its business relationships. All sustainability matters given in ESRS 1 AR 16 were taken into consideration.

To map the Group's value chain and identify IROs, information was gathered directly from all subsidiaries through interviews and questionnaires. The interviews and questionnaires are designed specifically on the sustainability matters given in ESRS 1 AR 16, in order to identify actual and potential IROs related to the companies' business models and value chains. The companies' experiences and own dialogues with stakeholders form the basis of the information collected and the identification of IROs.

Assess

After impacts, risks and opportunities are identified, their materiality is assessed. All IROs are evaluated against predetermined materiality criteria. Impacts are analysed based on severity, including scale, scope and irremediable character, as well as likelihood. Risks and opportunities are assessed based on their financial impact or likelihood.

The highest materiality value that an IRO can have is 5, with a materiality threshold of 3. All impacts, risks and opportunities with a final materiality value of 3 or higher are therefore classified as material and included in this report. The same threshold is applied for all assessments.

The process concluded with verification of the results and approval of the assessments by Group management.

Monitor

Bergman & Beving carried out its first double materiality assessment in 2023/2024. The results have since been evaluated to ensure that the assessments are up-to-date. Evaluations and reviews will be carried out annually.



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ESRS Disclosure requirements in the Sustainability Report

I IRO-2: Disclosure requirements in ESRS covered by the undertaking's sustainability statement

ESRS 2 General disclosures	Disclosure Requirements	Page reference & information
Basis for preparation	BP-1 – General basis for preparation of sustainability statements	49
	BP-2 – Disclosures in relation to specific circumstances	49
Governance	GOV-1 – The role of the administrative, management and supervisory bodies	51
	GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	52
	GOV-3 – Integration of sustainability-related performance in incentive schemes	52
	GOV-4 – Statement on due diligence	52
	GOV-5 – Risk management and internal controls over sustainability reporting	53
Strategy	SBM-1 – Strategy, business model and value chain	54-56
	SBM-2 – Interests and views of stakeholders	57
	SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	58-60
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	IRO-2 – Disclosure requirements in ESRS covered by the undertaking's sustainability statement	62-65, 86-87
E1 - Climate change		
Strategy	E1-1 – Transition plan for climate change mitigation	66
	SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	66
Impact, risk and opportunity management	IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities	67
	E1-2 – Policies related to climate change mitigation and adaptation	67
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Metrics and targets	E1-4 – Targets related to climate change mitigation and adaptation	68
	E1-5 – Energy consumption and mix	68
	E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions	69-71
	E1-9 – Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Phase-in
E5 - Resource use and circular economy		
Impact, risk and opportunity management	IRO-1 – Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	74
	E5-1 – Policies related to resource use and circular economy	75
	E5-2 – Actions and resources related to resource use and circular economy	75
Metrics and targets	E5-3 – Targets related to resource use and circular economy	75
	E5-5 – Resource outflows	75
	E5-6 – Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	Phase-in



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S1 – Own workforce

Strategy	SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	76
Impact, risk and opportunity management	S1-1 – Policies related to own workforce	77
	S1-2 – Processes for engaging with own workforce and workers’ representatives about impacts	78
	S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns	78
	S1-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	79
Metrics and targets	S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	79
	S1-6 – Characteristics of the undertaking’s employees	80
	S1-7 – Characteristics of non-employees in the undertaking’s own workforce	Phase-in
	S1-9 – Diversity metrics	81
	S1-12 – Persons with disabilities	Phase-in
	S1-13 – Training and skills development metrics	Phase-in
	S1-14 – Health and safety metrics	81, partial phase-in
	S1-15 – Work-life balance metrics	Phase-in
Workers in the value chain	S1-16 – Remuneration metrics (pay gap and total remuneration)	81
	S1-17 – Incidents, complaints and severe human rights impacts	81
	All disclosures	82, phase-in with ESRS 2 Section 17 disclosure requirements

G1 – Business conduct

Governance	GOV-1 – The role of the administrative, management and supervisory bodies	83
Impact, risk and opportunity management	IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities	83
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ESRS Disclosure requirements in the sustainability report

Description of how Bergman & Beving has established the material information to be reported in relation to material IROs:

The assessment of each IRO is used to determine whether it is deemed material and whether its topic is thereby deemed material. The materiality threshold was defined as IROs with a “high” or “very high” rating in an external sustainability platform that Bergman & Beving uses for sustainability reporting. This means that topics with a risk or opportunity with a “high” or “very high” rating are considered financially material. Topics with an impact with a “high” or “very high” rating are considered material from an impact perspective. IROs that were not deemed material were not integrated into the sustainability report.

Description of the conclusions regarding topics and sub-topics that are not material:

Climate change adaptation (part of E1)

The assessment of all of Bergman & Beving’s companies is that there are not any expected major impacts related to climate change adaptation. No material IROs have therefore been identified.

Pollution (E2)

Pollution has not been deemed a material topic at the Group level, since Bergman & Beving’s own operations do not include any significant level of manufacturing. The Group therefore lacks direct control over production at suppliers and sub-suppliers. The Group manages the entirety of its material environmental impacts and climate emissions within E1.

In its double materiality assessment, the Group identified risks related to pollution in the value chain. They pertain mainly to emissions to air, soil and water that arise from raw material extraction and manufacturing processes and that can have a negative environmental impact. There is also a potential risk that harmful substances, should they end up in products, could spread to the environment when customers use products or send them to waste management.

Air pollution is also generated through volatile organic compounds (VOC), also known as fugitive emissions (non-CO₂eq emissions), related to the road transportation of goods both upstream and downstream in Bergman & Beving’s value chain. The Group’s maritime transportation can cause pollution to water and marine resources through transportation between distant geographical locations. Pollution related to the transportation of goods purchased by Bergman & Beving from sub-suppliers are



FireSeal is active in the marine and offshore sectors in Asia and the US, as well as the construction sector, primarily in Sweden and Norway, where FireSeal is the market leader in soft fire seal solutions.

transported across long stretches to warehouses and where they will be sold.

Group companies also handle substances of concern, but no especially high risk factors emerged from our double materiality assessment.

Since only a handful of the Group’s companies require any form of environmental permit to operate, and no actions as defined by ESRS have been identified within the Group, Bergman & Beving has no Group-wide action plan for pollution. None of the above impacts have therefore been deemed within the scope of potential future activities for Bergman & Beving, and consequently were not deemed material. However, developments will be closely monitored and materiality will be assessed in the coming years.

Water and marine resources (E3)

The Group’s potential impact on water and marine resources occurs upstream in the value chain through the purchase of products that contain components such as textiles, leather and steel, which require large amounts of water in the manufacturing process. There is no significant water use in the Group’s own operations with direct control. Nor does Bergman & Beving have any Group-wide targets, actions or action plans linked to water and marine resources as defined in ESRS. Since Bergman & Beving’s core operations do not involve the extraction or direct use of water or marine resources, this standard is not relevant for the operations.



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Biodiversity and ecosystems (E4)

Bergman & Beving's operations do not involve direct material interactions with natural habitats, biodiversity or ecosystems. Activities in the company's core operations do not typically have a direct impact on biodiversity and ecosystems compared with industries like agriculture, forestry or mining.

Waste (part of E5)

Waste has not been deemed a material sub-topic at the Group level, since Bergman & Beving's own operations do not include any significant level of manufacturing. The Group therefore lacks direct control over waste from production at suppliers and sub-suppliers. Waste in the Group's own operations was not deemed material after a quantitative analysis showed that the climate impact of waste from the Group's own operations was negligible. Bergman & Beving manages our material impact from waste in E5 Resource inflows and Resource outflows.

Waste has been included in the Group's "Material, waste and circular flows" focus area for many years, in the sense that Bergman & Beving works to reduce material consumption and to recycle and reuse more material and to improve circular flows. However, the focus area is more about addressing product design to reduce resource inflows and resource outflows rather than to specifically reduce waste, though it is a natural consequence of this.

One key figure that the Group has followed up for many years is packaging consumption per cubic metre delivered from our logistics centre. The Group divested this company in January 2026.

Resource inflows (part of E5)

Bergman & Beving is primarily a trading company, with material impacts and risks from our resource outflows. Material impacts from our resource inflows are strongly linked to, and governed by, our resource outflows. Resource inflows are therefore not deemed material in this context.

Working conditions (part of S1)

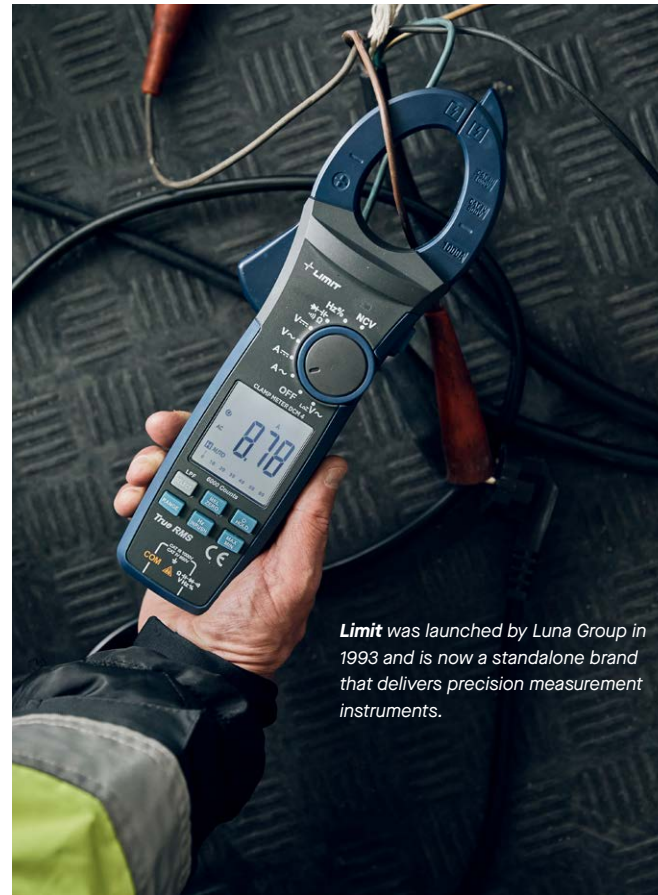
Given that all disclosures we are to include in our Sustainability Report are to be those linked to the ESRS topic that we have identified as material, working conditions have not been identified as a material topic for Bergman & Beving under S1 Own workforce. We therefore do not report metrics and targets for S1-8, S1-10 or S1-11.

Equal treatment and opportunities for all and Other work-related rights (part of S2)

While Bergman & Beving has suppliers and sub-suppliers in countries with a high risk of violations with respect to human rights, equal treatment for all and other work-related rights, we have processes to screen for suppliers with these risks. We have wholly owned subsidiaries in China, Taiwan and Brazil to enable control of the value chain. In Pakistan, we regularly carry out internal and external audits of our suppliers.

Affected communities (S3)

The interactions that Bergman & Beving's operations have with communities do not materially impact their economic, social or cultural rights. Any impact that Bergman & Beving could have on communities is deemed to be indirect and minimal.



Limit was launched by Luna Group in 1993 and is now a standalone brand that delivers precision measurement instruments.

Consumers and end-users (S4)

Bergman & Beving's core operations do not include processing consumer information or communication services where privacy and freedom of expression are primary matters. The company has limited direct interaction with end users or consumers. Primary interactions are with corporate customers, which means that matters pertaining to access to products and services as well as responsible marketing towards consumers are not equally relevant.

Management of relationships with suppliers including payment practices (part of G1)

Complying with supplier agreements, including payment terms, is of the utmost importance for Bergman & Beving. Our business relationships are based on long-term partnerships with customers and suppliers alike, with trust and a shared ambition to develop together representing a strong driving force. This is a prerequisite for long-term sustainability in our relationships and for the survival and development of Bergman & Beving. Our assessment is that our supplier relationships in particular, such as treating smaller suppliers less favourably, cannot be specifically linked to sustainability. Nor does the Group have a related risk, such as disruptions in the supply chain. From a Group perspective, minor suppliers represent a smaller portion of our total purchases and are therefore not of any significance. We have payment practices to prevent late payments to all suppliers, including SMEs. These procedures are not covered by our Group-wide policies, but we always strive to deliver on agreements with our partners, which is very important. Most of the Group's companies do not separate suppliers by size in our systems, meaning lists cannot be extracted based on supplier size.

Political engagement (part of G1)

Political engagement and lobbying activities are not directly relevant for Bergman & Beving's operations. Bergman & Beving's core operations do not typically involve significant political engagement or lobbying activities.

Animal welfare (part of G1)

The primary products and services provided by Bergman & Beving do not involve the use, production or management of animals, animal products or materials sourced from animals.



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ESRS E1 – Climate change

Introduction

This section covers Bergman & Beving's reporting of GHG emissions, energy consumption and energy mix. It also includes material IROs, relevant governing documents and policies, climate-related targets and actions. All information is structured according to ESRS to provide a clear overview of how the Group integrates climate matters into strategy, business model and decision making.

Bergman & Beving does not have any GHG removal or mitigation projects, nor does it finance any external projects through carbon credits. Therefore, it does not report according to the ESRS disclosure requirement E1-7 – GHG removals and GHG mitigation projects financed through carbon credits.

Strategy

SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model

Bergman & Beving impacts the climate through GHG emissions and through energy consumption throughout the entire value chain: upstream, own operations and downstream. The identified climate risks are deemed to be physical rather than transition risks. Bergman & Beving's value chain is linked to many countries around the world, so its impact is global. Likelihood is high, since there is an actual impact generated through the Group's own operations as well as in business relationships with suppliers and customers. However, Bergman & Beving has not conducted any systematic resilience analysis.

Our operations are conducted with a focus on resource efficiency and long-term solutions. To reduce the Group's climate impact, in recent years Bergman & Beving has focused on measuring GHG emissions and on improving energy consumption, for example by reducing the use of fossil fuels in its own vehicle fleet. By measuring our climate impact, we can implement focused measures to reduce our impact and help build better structures for sustainable consumption and production.



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The largest portion of Bergman & Beving's climate impact, however, is from upstream activities in the value chain through the products and services purchased by Bergman & Beving. Bergman & Beving's companies are therefore working closely with suppliers and business partners to offer customers simpler, better and more sustainable solutions that reduce their climate impact.

As market demand for effective, quality-assured solutions grows, management has identified an economic opportunity linked to offering products with lower climate impact. If Bergman & Beving manages to offer products and services with a lower climate impact, we will have an advantage over our competitors and become more appealing to investors, customers and employees.

E1-1: Transition plan for climate change mitigation

Bergman & Beving has not started development work on a transition plan for climate change mitigation. The Group plans to evaluate the possibility of preparing such a transition plan during the coming year.



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Impact, risk and opportunity management

IRO-1: Description of the processes to identify and assess material climate-related impacts, risks and opportunities

During the year, Bergman & Beving identified climate-related IROs through a structured process based on the principles of the double materiality assessment. Work focused on identifying which parts of the operations and value chain are most impacted by climate change, or can most impact the climate through emissions or other activities.

The Group used a combination of quantitative and qualitative methods to map climate IROs. The quantitative assessments are based on the collection of available emissions information, the companies' energy consumption, transportation flows and purchasing patterns. This documentation was supplemented with estimates when relevant data was unavailable.

The qualitative parts of the process consisted of internal workshops and dialogues with companies as well as informa-

tion collected from operational functions such as purchasing, logistics and product managers. These insights were used to assess whether climate change can impact the companies' operating conditions, costs and business relationships. Stakeholder perspectives were also included in the process.

During this reporting period, Bergman & Beving did not carry out any climate-related scenario analysis to evaluate potential physical risks, such as extreme weather or supply chain disruptions. This is a methodological limitation, and work is planned for the coming year to establish a more systematic analysis of physical climate impact factors.

To identify risks, however, we assumed that current trends as described in the RCP 8.5 climate scenario from the IPCC will continue. This suggests a future where global GHG emissions remain high, leading to more drastic climate change and increasing the risk of chronic and acute climate risks, such as higher temperatures and more extreme weather. Our assessment is that no chronic or acute physical climate risks named in ESRS E1 AR 11 are a material threat to Bergman & Beving's operations, since we are not dependent on a single location, supplier or customer. Our operations are conducted at multiple geographically dispersed locations. This also applies to our suppliers and customers, who also have a wide geographic spread. If any of them are impacted by a climate-related event, it is not expected to have any material impact on Bergman & Beving as a whole. This is why we have not carried out any in-depth assessments of our operational premises or a more comprehensive mapping of the specific geographic placement of our suppliers and customers.

In terms of transition risks, we have primarily focused on assessing reputational risks, changing customer requirements and regulatory risks, based on the RCP 2.6 climate scenario. This scenario is characterised by a stricter climate policy aimed at meeting the Paris Agreement's goal of limiting global warming to less than 2°C, ideally aiming for 1.5°C.

E1-2: Policies related to climate change mitigation and adaptation

Bergman & Beving has no Group-wide policy specifically linked to climate change mitigation and adaptation, or to energy efficiency, or renewable energy deployment, other than what is included in the Environmental Policy in the Group-wide Code of Conduct. The Code of Conduct is a key tool for supporting Bergman & Beving's decentralised organisation and it applies to everyone working directly or indirectly for Bergman & Beving.

E1-3: Actions and resources in relation to climate change policies

Bergman & Beving has no actions as defined in ESRS, but we have activities and initiatives aimed at mitigating the negative impacts from climate change. Nor does Bergman & Beving have any Group-wide climate change action plan. Action plans are developed at each subsidiary in the Group based on their specific stakeholders and business climate. Climate measures are an established part of most of our Group companies' strategies, and many of the initiatives are already underway and incorporated into existing business plans and financial positions. This primarily applies to activities in the Group's own operations, such as costs for renewable electricity, converting our facilities, energy efficiency actions and transitioning to a low-carbon vehicle fleet.

Going forward there will be greater focus on our largest climate impact, which is indirect and arises in our upstream value chain through the purchase of products. Bergman & Beving's current assessment is that we should not fund any transitional activities in the value chain.

If we implement climate actions that require additional resource allocation and investments, they will be integrated into financial planning. Any material impact on the financial statements will be identified and disclosed, if appropriate, in accordance with the existing method for financial reporting and associated standards.

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Metrics and targets

E1-4: Targets related to climate change mitigation and adaptation

Bergman & Beving has no targets for climate change mitigation and adaptation as defined in ESRS.

During the 2021/2022 financial year, Bergman & Beving started measuring and following up the Group's climate impact in its own operations, Scope 1 and 2, using data from 2020. As of the 2025/2026 financial year, climate reporting also includes upstream and downstream impacts. This will be our base year going forward. Since the climate reporting is still under development, the Group has not currently established any specific or formalised Group-wide targets other than the overall ones that have been in place for years as well as actions according to ESRS requirements for every Scope.

Bergman & Beving has not set any specific target at the Group level beyond expressing the following overall formulation for the "Emissions and energy consumption" focus area: *By measuring the climate impact of our operations, we can implement focused measures to reduce our impact and help build better structures for sustainable consumption and production. Through smart transportation, a higher coefficient of fullness for deliveries and working with energy efficiency solutions in our operations, we can reduce our environmental impact. The aim is for all operations to reduce their climate impact and to help reach the goals of the Paris Agreement.*

Since Bergman & Beving is a decentralised Group, it is up to each company to implement entity-specific targets in addition to the general ones set by the Group. The Board of each company and the Board for Bergman & Beving follow up sustainability work associated with the annual sustainability reporting, which includes climate calculations. Follow up is based on absolute emissions (tCO₂eq) and emissions intensity.

E1-5: Energy consumption and mix

Energy intensity

Energy intensity per net revenue	2025/2026
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh/MSEK)	2.3

Energy consumption and mix

Metric	2025/2026
Fuel consumption from coal and coal products (MWh)	0
Fuel consumption from crude oil and petroleum products (MWh)	4,338
Fuel consumption from natural gas (MWh)	132
Fuel consumption from other fossil sources (MWh)	0
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources (MWh)	2,916
Total fossil energy consumption (MWh)	7,386
Share of fossil sources in total energy consumption (%)	46%
Consumption from nuclear sources (MWh)	3,082
Share of consumption from nuclear sources in total energy consumption (%)	19%
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	0
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	5,429
The consumption of self-generated non-fuel renewable energy (MWh)	0
Total renewable energy consumption (MWh)	5,429
Share of renewable sources in total energy consumption	34%
Total energy consumption (MWh)	15,897

The ongoing work in transition is focused on gradually reducing the use of fossil fuels, increasing energy efficiency and promoting the transition to renewable energy sources.

Reporting principles E1-5

Non-renewable sources

Energy consumption from non-renewable sources includes fossil fuels and nuclear energy used in Bergman & Beving's various operations, such as diesel and petrol for vehicles, natural gas for heating premises and electricity purchased from non-renewable sources. Only energy over which the Group has financial control and can verify consumption is included.

Renewable sources

Energy consumption from renewable sources includes electricity, district heating and any renewable fuels used in the operation of subsidiaries and the Group's vehicle fleet, assuming that its origin can be documented. Only energy with clearly documented renewable origin is classified as renewable. If the energy's origin cannot be verified, it is reported as non-renewable according to a conservative reporting method.



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E1-6: Gross Scopes 1, 2, 3 and Total GHG emissions

Methods for calculating GHG emissions, including exemptions and boundaries, are presented in this section.

As of the 2025/2026 financial year, the climate reporting covers upstream and downstream emissions in order to provide a more comprehensive assessment of the Group's climate intensity, as well as a more comprehensive understanding of the Group's climate impact. Sustainability Reports from previous years only included Scope 1 and 2 emissions.

The climate transition is integrated into the Group's overall strategy and risk management, and the Group-wide target for all companies at Bergman & Beving is to reduce their climate impact to help achieve the goals of the Paris Agreement.

Emissions factors are updated annually.

GHG emissions	Retrospective				Milestones and target years		
	Base year 2020/2021	2024/2025	2025/2026	Change	2025/2026	2030	Annual % target base year
GHG Scope 1 emissions							
Gross Scope 1 GHG emissions (tCO ₂ eq)	-	1,067	897	-16%	-	-	-
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	-	-	0%	-	-	-	-
GHG Scope 2 emissions							
Gross location-based Scope 2 GHG emissions (tCO ₂ eq)	-	697	586	-16%	-	-	-
Gross market-based Scope 2 GHG emissions (tCO ₂ eq)	-	1,539	1,303	-15%	-	-	-
GHG Scope 3 emissions							
Total gross indirect (Scope 3) GHG emissions (tCO ₂ eq)	-	-	158,039	-	-	-	-
Category 1: Purchased goods and services	-	-	149,176	-	-	-	-
Category 2: Capital goods	-	-	634	-	-	-	-
Category 3: Fuel and energy-related activities	-	-	489	-	-	-	-
Category 4: Upstream transportation	-	-	6,250	-	-	-	-
Category 6: Business travel	-	-	650	-	-	-	-
Category 7: Employee commuting	-	-	668	-	-	-	-
Category 12: End-of-life treatment of sold products	-	-	171	-	-	-	-
Total GHG emissions							
Total GHG emissions (location-based) (tCO ₂ eq)	-	-	159,523	-	-	-	-
Total GHG emissions (market-based) (tCO ₂ eq)	-	-	160,239	-	-	-	-

GHG intensity per net revenue*

	2025/2026
Total GHG emissions (location-based) per net revenue (tCO ₂ eq/MSEK)	32
Total GHG emissions (market-based) per net revenue (tCO ₂ eq/MSEK)	32

Metric

*Net revenue refers to Bergman & Beving's total net sales of MSEK 4,972 according to the Group's income statement on page 89.



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Reporting principles E1-6

GHG emissions calculations follow the GHG Protocol and cover all fully-owned subsidiaries. All GHG emissions are reported in carbon dioxide equivalents (CO₂e), which includes CO₂ and other GHGs such as CH₄, N₂O and HFC. PFC, SF₆ and NF₃ are not deemed to be material/relevant for the operations.

Bergman & Beving uses financial control as a consolidation approach. Calendar year data is used for climate calculations, since it takes time to collect the amount of data needed from external partners. Calendar year data is thus more reliable, and there is enough time for the Group's subsidiaries to process and analyse it before reporting – an important factor for being able to present reliable climate reporting in the Sustainability Report. Financial year data is based on estimations taken from calendar year data.

For companies acquired during the current financial year, emissions linked to existing companies are estimated and smaller Group companies are included using standardised values.

Climate reporting is carried out through an external system separately from the financial Group reporting system, enabling quality assurance, comparability and comparability of historic data for the companies' emissions-generating activities.

The methodology and data sources for each Scope are described below.

Scope 1 – Direct emissions

Direct Scope 1 emissions are ones that we have direct control over and include the Group's direct emissions from:

- Fuel or energy consumption in owned or leased vehicles. The data collected is the number of business-related kilometres driven according to type of vehicle (electric car, petrol car, diesel car, electric/petrol hybrid car, electric/diesel hybrid car or other vehicle, for example trucks). The calculation is based on actual data and DEFRA (2025) and the Swedish Transport Administration (2024) are the sources for emissions factors.
- Combustion of fuels in stationary equipment, such as boilers, heaters and other equipment that releases GHGs into the

atmosphere. This includes fuel consumption at facilities owned or controlled by the reporting organisation and that are used to produce electricity, steam, heating or power. The type and amount of fuel is reported in litres and is based on actual data and calculated using the Average Data Method. The emissions factors are taken from DEFRA (2025).

- Refrigerants caused by leaks in cooling systems owned by the reporting organisation and used to generate heating or cooling. Companies that have refilled refrigerants during the reporting year are to report the type of refrigerant and kg of refilled refrigerant due to leakage. The emissions factors are taken from the Swedish Environmental Protection Agency (2022).

Scope 2 – Indirect emissions

Scope 2 includes indirect emissions from purchased energy, including electricity, district heating and district cooling in leased premises for the operations. The data collected is based on actual consumption, if such information is available, or on qualified calculations when such information is not available from the landlord. Climate calculations are carried out using both the location-based and the market-based methods.

The data collected is the number of consumed/purchased kWh according to type of energy (according to the agreement with the supplier); renewable energy or "national average" is all types of energy that are not renewable. The mix of fossil, nuclear or renewable energy is also reported. The emissions factors for purchased electricity come from the International Energy Agency (IEA) (2025). For district cooling and heating they come from DEFRA (2024/2025).

Scope 3 – Indirect emissions in the value chain

Bergman & Beving identified significant emissions in different categories based on quantitative methods and qualified assessments in order to demonstrate our complete climate impact, including Scope 3.

Significant categories were identified in two ways: Quantitatively, through reporting Scope 3 for 2024, and the qualitative assess-

ments associated with the start-up project from 2020–2023 that involved all of the Group's major companies.

The Scope 3 GHG emissions categories that are included or excluded from the list are presented below, with a justification for the Scope 3 categories excluded.

Scope 3 categories included

- *Category 1:* Purchased goods and services
- *Category 2:* Capital goods
- *Category 3:* Fuel and energy-related activities
- *Category 4:* Upstream transportation and distribution
- *Category 6:* Business travel
- *Category 7:* Employee commuting
- *Category 12:* End-of-life treatment of sold products

Scope 3 methods and data sources

The methodology and data sources for each Scope 3 category are described below.

- *Category 1:* Purchased goods and services
This category includes all upstream emissions from the production phase of purchased goods and services and the spend-based method is used for the majority of all purchases. The focus going forward is to include the Supplier-specific methodology when high-quality information can be obtained from the supplier. The emissions factors are taken from Exiobase 3.9 (2019).
- *Category 2:* Capital goods
All investments by companies in fixed assets are reported in this category. The spend-based method is used and data is taken from the Group's financial reporting systems. The emissions factors are taken from Exiobase 3.9 (2019).
- *Category 4:* Upstream transportation and distribution
Transportation and distribution carried out by third parties



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Reporting principles E1-6

on behalf of Bergman & Beving is reported in this category. The supplier-specific method is used when companies have qualitative information from suppliers. Otherwise, the spend-based method is used, with emissions factors from Exiobase 3.9 (2019).

- **Category 6: Business travel**
This category includes emissions from the transportation of employees for business-related operations in vehicles that are owned or operated by third parties, such as planes, trains, buses and personal cars. Information from the supplier is used, if we have received any. If we have better access to distance travelled, this information is used in reporting where the emissions factors come from DEFRA and NTM. If none of the above information is available, the spend-based method is applied with emissions factors from Exiobase 3.9 (2019).
 - **Category 7: Employee commuting**
GHG emissions linked to employee commuting and whether they work from home is included in this category. Commuting refers to emissions from employee transportation between their homes and their workplaces. This category also includes emissions based on how many days employees work from home. The emissions factors used come from DEFRA (2025), NTM (2018), NTMCalc.Advanced 4.0, IEA (2025), Bosch eBike system (2023), LCA of the TIER Mobility VI e-scooter (2022) depending on the type of commuting.
 - **Category 12: End-of-life treatment of sold products**
This category applies to the climate impact associated with the end-of-life treatment of sold products, meaning the emissions associated with the waste management and treatment of a company's sold products at the end of their useful lives, which includes the total estimated emissions at the end of the useful life for all products sold during the reporting year. It is reported here as the total tonnes of sold products broken down by waste management method according to each country's statistics (Waste-type specific method). The emissions factors are taken from DEFRA (2021) and DEFRA (2025).
- Scope 3 categories excluded and justifications**
- **Category 5: Waste generated in operations.** This category is excluded from reporting because quantitative reporting for 2024 indicated that it was negligible for our type of operations. Climate emissions from this category accounted for less than 0.01 percent of the total.
 - **Category 8: Upstream leased assets.** Emissions from leased assets are already included in Scope 1 or 2, such as leased company cars. Emissions from other leased assets, such as coffee machines, are assumed to be insignificant.
 - **Category 9: Downstream transportation and distribution.** Shipping that customers pay for is not material.
 - **Category 10: Processing of sold products.** Bergman & Beving does not sell products that require additional processing or transformation, or that are included in another product before use.
 - **Category 11: Use of sold products.** This category is not material for Bergman & Beving due to a lack of information from suppliers about the energy required to use the products we sell. At the Group level, the share of products we sell that require some form of energy for use is negligible.
 - **Category 13: Downstream leased assets.** This category only applies to landlords, meaning companies that receive payments from tenants. Bergman & Beving has no such operations.
 - **Category 14: Franchises.** This category only applies to franchisors. Bergman & Beving does not grant licenses to other entities to sell or distribute its products or services for a fee.
 - **Category 15: Investments.** This category applies to investors who provide capital or financing to other companies. Bergman & Beving has no such operations.



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EU taxonomy

While implementing the EU Taxonomy, Bergman & Beving carried out an assessment of the Group's operations according to the requirements of the EU Taxonomy Regulation and concluded that the vast majority of the Group's economic activities consist of trading activities, meaning that they are eligible under the Taxonomy's technical screening criteria. The internal assessments made when the Taxonomy was introduced have been discussed at repeated strategic follow-ups, and the conclusion is that the share of turnover, capital expenditure (CapEx), and operating expenditure (OpEx) linked to Taxonomy-eligible activities was negligible in relation to the Group's total activities. Given this, Bergman & Beving concluded that comprehensive and detailed Taxonomy reporting would not be proportional or provide meaningful information for decision-making for either the Group or stakeholders.

After the regulatory changes that entered into force in 2025, a new review indicated that during the 2025/2026 financial year, Bergman & Beving had CapEx linked to economic activities that are Taxonomy-eligible or -aligned. Bergman & Beving has the Taxonomy-eligible economic activities of "Acquisition and ownership of buildings" and "Transport by motorbikes, passenger cars and light commercial vehicles", which are presented in the tables on the next page. This affects comparability with last year's reporting.

Bergman & Beving's CapEx is largely associated with the acquisition of subsidiaries for which the spend on customer relations etc. was more than half of the total. Goodwill is excluded in line with the regulations. Acquisitions also increase CapEx since new right-of-use assets for premises are also included in connection with acquisitions. Since the Group's activities do not normally include owning buildings, which are instead leased and reported as right-of-use assets, the Group's OpEx is limited. Building operations are the responsibility of the lessor under most of the leases. The number of buildings owned by the Group, and their value, are therefore limited.

Minimum safeguards

In addition to meeting the criteria for substantial contribution and Do Not Significant Harm (DNSH), economic activities must also meet the minimum safeguards. This means that Bergman & Beving is to ensure that the Group has procedures and processes for managing human rights, anti-corruption, taxes and fair competition. The Group's Code of Conduct also stipulates that the Group operate in line with guidelines such as the UN Global Compact, the International Labour Organization (ILO) Core Conventions, the UN Universal Declaration of Human Rights as well as the OECD Guidelines for Multinational Enterprises, competition law and anti-corruption rules.

Bergman & Beving works according to the due diligence process for human rights described on page 52 and work with managing anti-corruption is presented on page 85. Bergman & Beving is fully compliant with applicable laws or regulations related to taxation or competition law. Matters of fair competition are addressed in the business ethics section of the Code of Conduct. The overall assessment is therefore that the Group's existing procedures and processes meet the minimum safeguards.



Tema Norge is a leading player in orbital welding and mechanised welding technology in Norway, with an especially strong position in offshore and automated welding solutions.



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Proportion of turnover, CapEx, OpEx from products or services associated with Taxonomy-eligible or -aligned economic activities – disclosure covering 2025/2026 (summary)

2025/2026 financial year

KPI	Breakdown by environmental objectives of Taxonomy-aligned activities											Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered non-material
	Total	Proportion of Taxonomy-eligible activities	Taxonomy-aligned activities	Proportion of Taxonomy-aligned activities	Climate Change Adaptation					Biodiversity				
					Climate Change Mitigation	Water	Circular Economy	Pollution						
	MSEK	%	MSEK	%	%	%	%	%	%	%	%	%	%	
Turnover	4,972	0%	–	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Capital expenditure (CapEx)	764	27%	–	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Operating expenditure (OpEx)	21	0%	–	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Proportion of CapEx from products or services associated with Taxonomy-eligible or -aligned economic activities – disclosure covering 2025/2026

CapEx
2025/2026 financial year

Economic activities	Code	Proportion of Taxonomy-eligible CapEx	Taxonomy-aligned CapEx	Proportion of Taxonomy-aligned CapEx	Environmental objective of Taxonomy-aligned activities							Enabling activity	Proportion of Taxonomy-aligned in Taxonomy-eligible
					Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Transitional activity		
		%	MSEK	%	%	%	%	%	%	%	%	%	
Acquisition and ownership of buildings	CCM 7.7	21%	–	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	6%	–	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Sum of alignment per objective					0%	0%	0%	0%	0%	0%			
Total CapEx		27%	–	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%



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ESRS E5 – Resource use and circular economy

Introduction

Bergman & Beving's business concept is based on the idea that the customer offerings from our operations should be a positive force for sustainability, with a focus on providing productive, safe and sustainable solutions to the construction and manufacturing sectors. High-quality products have a long service life, which saves the earth's resources. All of the companies in the Group are expected to continuously streamline their resource use, increase reuse and recycling through product design and purchasing processes.

Bergman & Beving excluded quantitative reporting of resource use for the 2025/2026 financial year due to a lack of reliable qualitative information. We do not believe that it is currently possible for us to do this in an efficient, value-creating way. Bergman & Beving is primarily a trading company, rather than the kind of production company that this report is primarily intended for. During the next financial year, Bergman & Beving will evaluate whether and how this reporting can benefit our operations.

Impact, risk and opportunity management

IRO-1: Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

As part of the double materiality assessment, Bergman & Beving identified IROs linked to resource use and circular economy. The assessment indicated that the Group has material impacts and risks from our resource outflows. Material impacts from our resource inflows are strongly linked to, and governed by, our resource outflows. Resource inflows are therefore not deemed material in this context.

The process to determine and assess material IROs was based on a value chain mapping at the Group level to identify activities in the Group's own operations as well as upstream and downstream in the value chain. Each activity was analysed based on geographic location, the Group's business relationships linked to the activity, the most important resources used, and the stakeholders impacted or potentially impacted. Based on this mapping, the Group's actual and potential impact as well as the associated risks and opportunities linked to resource use and circular economy were identified. Work was carried out through questionnaires and internal dialogues with purchasing, quality and sustainability functions in several companies, where local specialists provided

insights into resource inflows and outflows as well as waste. The assessment was primarily qualitative, since complete data in these areas is not currently available. This was identified as a methodological limitation and an area to address in the coming year. Affected communities were not consulted on this matter.

The identified IROs are used as the foundation of work with responsible supply chains and product design as well as product development. The assessment is updated annually with new insights, changes in the supply chain and developments in regulatory requirements.

The materiality assessment of our IROs linked to resource use and circular economy were carried out using the same procedures as for other sustainability matters. It was based on the methodology and the assessment criteria described in the section ESRS 2 – General disclosures, disclosure requirement IRO-1. Refer to the table in SBM-3 for material IROs.



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E5-1: Policies related to resource use and circular economy

Resource use and circular economy are expressed in the Group's "Materials, waste and circular flows" focus area. The aim is to improve resource efficiency and circular flows by working with circular product design and proactive purchasing efforts in order to offer our customers products and solutions that reduce resource use and increase reuse and recycling due to better circular design.

Our Environmental Policy, which is part of our Group-wide Code of Conduct (available on our website), states that our business operations are to have a circular economy perspective and proactively work with resource management. This means that our business activities are to aim for sustainable sourcing, including the use of renewable

resources. Important decisions must take into account an environmental perspective in order to thereby create long-term value for the Group's customers, employees, shareholders and society at large. The Environmental Policy does not address anything related to the waste hierarchy or strategies to avoid or reduce waste.

Each year, Bergman & Beving follows up the effectiveness of its policies with respect to its material IROs through a self-assessment of the corporate culture and control environments. This self-assessment is performed at the company level and is compiled by the Group's CFO for the Audit Committee at the end of the year. Our Code of Conduct is also continuously evaluated through the Group's whistleblowing service.

E5-2: Actions and resources related to resource use and circular economy

Bergman & Beving has no Group-wide actions or action plans related to resource use and circular economy as defined in ESRS, but the Group's various operations have activities and initiatives aimed at increasing our circular business flows. Actions and action plans are developed at each subsidiary in the Group based on their specific stakeholders and business climate.

The Group's subsidiaries have specific resources for working with circular economy by continuously working to develop the customer offering through both product development and purchasing. There are many examples of product design development at the Group's companies to support the circular economy.

Work to improve resource use and circularity are conducted within the framework of our business concept and are well-integrated into our operations. By extension,

this entails taking into account the entire life cycle of the goods and services we supply. By means of highly skilled employees and by continuously developing our knowledge, we can maintain an overview of these issues. Actions to reduce resource use and promote circularity must be implemented to the extent they are technically feasible, economically viable and environmentally justified. Bergman & Beving's current assessment is that we should not fund any transitional activities in the value chain. If we implement actions related to resource use and circular economy that require additional resource allocation and investments, they will be integrated into financial planning. Any material impact on the financial statements will be identified and disclosed, if appropriate, in accordance with the existing method for financial reporting and associated standards.

Metrics and targets

E5-3: Targets related to resource use and circular economy

Bergman & Beving has no Group-wide targets related to resource use and circular economy as defined in ESRS.

Since the sustainability reporting is still under development, the Group has not currently established any specific or formalised Group-wide targets related to resource use and circular economy. Bergman & Beving is a decentralised Group, where it is up to each company to implement entity-specific targets.

E5-5: Resource outflows

Bergman & Beving's subsidiaries offer high-quality products with long service lives, which has a positive impact on the climate and environment since it reduces waste and resource use both upstream and downstream in the value chain.

Bergman & Beving is primarily a trading company, with material impacts and risks from our resource outflows. Material impacts from our resource inflows are strongly linked to, and governed by, our resource outflows. Resource inflows are therefore not deemed material in this context.

Bergman & Beving is primarily a trading company, with limited own manufacturing. It is therefore not possible to provide a description of the primary materials or products that come out of the production processes, since suppliers and sub-suppliers have direct control over this information. Consequently, Bergman & Beving cannot describe the expected sustainability, reparability or share of recyclable material in the products we release to market without receiving comprehensive information from all of our suppliers operating in all of our various industries and niches around the world. One of the Group's subsidiaries, for example, has over 33,000 items in stock.

The majority of products that Bergman & Beving offers our customers are not designed according to circularity principles, but all companies at Bergman & Beving are to work to increase recycling and circularity. This is to be accomplished in the product design phase as well as in the purchasing phase when deciding which products to be included in our customer offering.



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ESRS S1 – Own workforce

Introduction

Bergman & Beving's greatest asset is its skilled employees, our own workforce. Their commitment is essential for developing new and existing business. Our ambition is to leverage our employees' desire to develop, and Bergman & Beving's decentralised governance model is important for achieving this ambition and for attracting new, skilled employees.

Bergman & Beving defines own workforce as individuals who are compensated, with a salary or otherwise, for work performed and who have some form of contract, as well as individuals in Bergman & Beving's workforce who are not directly employed by Bergman & Beving but are reported as temporary external staff.

The number of workers is reported by all of the Group's companies according to gender, age, production/warehouse staff or salaried employees. Production/warehouse staff are defined as workers in production or at warehouses. All other workers are considered salaried employees.

Workers are reported in terms of number and in number of FTEs, meaning workforce in number of full-time positions as calculated from hours worked. The number of temporary contracted workers, including hourly contracts, is also reported.

Values & corporate culture

Our values and corporate culture form the basis of Bergman & Beving's sustainability agenda. The Group's values and corporate culture are based on genuine entrepreneurship. We strive to innovate and develop competitive offerings and build relationships. We summarise our values with keywords such as:

- Responsibility and freedom
- Simplicity
- Efficiency
- Openness and a willingness to change

All of the Group's companies conduct their operations with a high degree of freedom and are also held accountable for meeting our ambitious objectives. In practice, this means that our employees prioritise initiatives and take decisions as close to their customers and market as possible. This approach to employeeship fosters motivation, creative thinking, a sense of community and engagement, which moves the business forward. We act with integrity, are considered a good role model and take responsibility for sustainable, value-creating development.

Strategy

SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model

We assessed how material IROs pertaining to own workforce arise and impact our strategy and business model. These IROs were identified through the double materiality assessment and are part of the annual risk assessment.

The following material IROs linked to own workforce were identified:

- **Personal data linked to employees:** Bergman & Beving stores and processes all personal data in accordance with the GDPR and other regulations but, as is the case for all companies, there are still risks of data breaches. The resulting damage can be very serious and very difficult to address, though possible in the long term.
- **Physical injuries at the workplace:** Like at all companies, there is always a potential risk of physical injuries at the workplace. These can be very serious and impossible for the injured person to recover from.
- **Skills development for all employees:** The Group's decentralised business model is based on a skilled, healthy and engaged workforce, which entails strategic as well as financial opportunities. The material opportunities pertain especially to skills development, which is deemed to strengthen productivity, reduce absenteeism and improve the ability to attract and retain employees, which entails lower costs for recruitment and extra staff. A skilled workforce is also essential for generating business and maintaining profitability in a changing landscape.

Work-related accidents can lead to serious, irreversible consequences, while inadequate processing of personal data can lead to significant damage even if the company follows applicable regulations. These potential impacts are handled through Group-wide policies and guidelines, including the Code of Conduct and systematic work environment and incident management work. Results of the employee surveys and dialogues provide a structured basis for decision-making related to the strategic development of the business model. Insights into work environment, skills needs and support structures are monitored by management and the Board during the annual strategy review and affect the design of joint processes, objectives and resource allocation.



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Impact, risk and opportunity management

I S1-1: Policies related to own workforce

As a minimum, all Bergman & Beving companies – including own workforce – comply with the applicable laws and regulations in all countries where we operate and with existing Group policies and guidelines.

The Code of Conduct is a Group-wide policy and a key tool for supporting Bergman & Beving's decentralised organisation and it applies to everyone working directly or indirectly for Bergman & Beving. The Code of Conduct is available for everyone on Bergman & Beving's website.

Bergman & Beving's Code of Conduct contains the following portions, where the first point on human rights is the one that primarily relates to the Group's IROs:

- Human rights: Terms of employment, Work environment, Child labour, Disciplinary actions, Freedom of association, Gender equality, Diversity and discrimination (including harassment), Forced labour, Political engagement
- Business ethics
- Society
- Environmental Policy
- Application and compliance

The following specifically apply for Diversity and discrimination: Bergman & Beving does not accept any form of discrimination or harassment. The Group's employees are to have equal opportunities for development regardless of gender, age, ethnic origin, religion, political opinion, sexual orientation, disability or other distinguishing characteristics. We work actively to eliminate any differences in pay, for example, between men and women. We also promote an equal gender balance and equal rights to parental leave.

When it comes to processing personal data, another area where Bergman & Beving identified IROs, we comply with applicable laws in the area, such as GDPR. The potential impact of physical injuries at the workplace and skills development are addressed in the Work environment section of the Code of Conduct. Bergman & Beving strives to be a respected employer by continuously improving occupational health and safety. From both a physical and a psychosocial perspective, we provide a healthy work environment and strive to be an attractive employer in terms of employees' personal development. All necessary safety conditions are to be met. This includes providing appropriate equipment, training and information. Relationships with and between employees are to be based on mutual respect. As a minimum, we adhere strictly to national health and safety laws as well as the health and safety provisions arising from concluded contracts and/or collective agreements.

The Code of Conduct is based on documents such as the Universal Declaration of Human Rights, the International Labour Organization (ILO) Core Conventions, the OECD Guidelines for Multinational Enterprises and the principles of the UN Global Compact. The Code of Conduct is also based on the Code of Business Conduct from the Swedish Anti-Corruption Institute (IMM), a driving force within anti-corruption in society and business.

While many of the Group's companies have policies to prevent workplace accidents and management systems, there are none established at the Group-wide level.

Each year, Bergman & Beving follows up the effectiveness of its policies with respect to its material IROs through a self-assessment of the corporate culture and control environments. This self-assessment is performed at the company level and is compiled by the Group's CFO for the Audit Committee at the end of the year. Our Code of Conduct is also continuously evaluated through the Group's whistleblowing service.

Levypinta manufactures and sells bespoke, high-quality boards coated with high pressure laminate (HPL), primarily to manufacturers of special furniture used in Finnish and Swedish public properties.



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S1-2: Processes for engaging with own workforce and workers' representatives about impacts

Bergman & Beving strives to take the perspective of its own workforce into consideration when making decisions and in actions to address actual and potential impacts on employees.

Bergman & Beving's employee philosophy focuses on being an attractive employer with a workplace where people have a high degree of job satisfaction, feel they are involved and can develop. Commitment and employee satisfaction are monitored through regular employee surveys. These provide insight into employees' opinions and establish a connection between well-being, attitude, values and requirements for earnings performance. Employee surveys are carried out in most of the Group's companies around every 18 months. Companies use various tools and apply different time intervals for their employee surveys, so they cannot be summarised in a single result for the Group as a whole.

We operate in a male-dominated industry, and we can therefore make a difference with respect to diversity and gender equality. The organisation promotes an inclusive work climate where differences are utilised and where all employees have equal conditions and opportunities. Gender equality and diversity are considered central issues that affect the entire business model and corporate culture. We see a clear business value and we work purposefully with everything from equality in communication to skills-based, unbiased recruitment.

Contact with the Group's own operations primarily takes place through the executives at each subsidiary. This person is responsible for dialogues with the subsidiary's employees, sometimes with support from HR departments, financial officers or administrative staff, or through collaboration with trade unions. Communication channels include employee surveys, digital or physical meetings and conferences, in accordance with the Group's decentralised and entrepreneurial organisational model.

There is no central HR function at the Group level. HR resources are available at each major subsidiary and smaller companies share HR functions in some cases and as needed.

Whistleblowing service

The Group has a whistleblowing system where both internal and external stakeholders can report suspected irregularities and grievances. It is available via a link on Bergman & Beving's website as well as on all subsidiary websites.

The whistleblowing service provides all employees an opportunity to report a suspected case of serious misconduct. Our whistleblowing service is an "early warning system" to reduce risks. This is important for maintaining good corporate governance.

We encourage employees and other stakeholders to report circumstances that may give rise to a conflict with the Group's Code of Conduct to their immediate manager or their manager's superior. Should the employee be unable to approach these individuals for any reason, the Group's anonymous whistleblowing procedure should be followed. More information is provided at <https://www.bergmanbeving.com/en/whistleblowing-service>. No penalties or other negative consequences apply for individuals who submit a notification in good faith and pursuant to the objectives of the Code of Conduct. To ensure anonymity, we use an external whistleblowing partner, Whistle B, and the service is available in the following languages: Estonian, English, Norwegian, Polish, Portuguese, Finnish and two variants of Chinese. The reporting channel is encrypted and password-protected and all reports are handled confidentially. Personal data related to legal violations are only processed for key individuals or persons discharging managerial responsibilities. All complaints are sent to Group management and are addressed by two functions, CFO and Legal, according to the four-eye principle. The reporting party is guaranteed a response within ten days.

S1-3: Processes to remediate negative impacts and channels for own workers to raise concerns

Bergman & Beving has established clear procedures to prevent and manage negative impacts on own workforce. This work is governed by the Group-wide policy document and structured management procedures at the subsidiaries. In case of workplace accidents or other negative impacts, each subsidiary carries out an investigation into the incident according to local work environment processes. The investigation results in corrective and preventive actions, which ensures that remediation is carried out to established procedures when necessary. The effectiveness of these actions are evaluated continuously through feedback from projects, dialogues with safety officers and follow-up at the subsidiaries.

There are several established channels for employees to raise concerns and needs. This includes incident and accident reporting to immediate managers or safety officers, recurring employee surveys and an external, independent whistleblowing function. See also the description in S1-2.

Bergman & Beving systematically follows up reported incidents, accidents and whistle-blowing cases to ensure that reporting channels function as intended. Effectiveness is evaluated through feedback in projects, dialogues with safety officers and follow-up in each subsidiary. Executives at every subsidiary are responsible for correctly handling occupational health and safety matters and ensuring that employees have access to, are aware of and are confident that we manage everything according to laws and regulations and in accordance with our values.



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S1-4: Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

Bergman & Beving has no Group-wide actions or action plans as defined in ESRs linked to the material IROs identified and described in SBM-3, but the Group's various operations have activities and initiatives aimed at managing them.

It is Bergman & Beving's assessment that there is a low risk of forced labour or child labour in its own operations, since the Group primarily operates in markets where the labour market is strictly regulated and where collective bargaining agreements are the standard.

Based on the results of completed stakeholder dialogues and materiality assessments from previous years, management's priorities are structured in a framework with six focus areas and have been a part of the strategy and business model ever since. The strategy and business model linked to own workforce is expressed in the focus areas "Gender equality and diversity," "Employees" and in "Sustainable value chain."

Our governance model includes an internal Business School for training employees in business matters, explaining Bergman & Beving's values and facilitating the exchange of experience with other business units.

A Group-wide sustainability team consisting of a network of experts and enthusiasts has been helping Bergman & Beving strengthen and expand its focus on sustainability within the Group since 2021 by sharing knowledge, developing expertise and inspiring progress. All employees are to participate and contribute to a stronger focus on sustainability in the Group and every member has a clear mandate from their management, as well as a strong commitment, to promote sustainability matters in the operations. The aim is also to encourage collaboration within the Group and to steer activities towards more sustainable customer offerings.

Zekler sells ear, eye, breathing and skin protection for construction and manufacturing professionals. During the year the company launched its new range of hearing protection, Sonic.



Metrics and targets

S1-5: Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Bergman & Beving has not established any time-bound or result-oriented targets linked to material IROs for own workforce, as described above in SBM-3.



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I S1-6: Characteristics of the undertaking's employees

Employees by gender

We operate in a male-dominated industry, and we can therefore make a difference with respect to diversity and gender equality, key matters that affect the entire business model and corporate culture. Bergman & Beving works purposefully with this through everything from equality in communication to skills-based, unbiased recruitment. To provide customers with the best service possible, it is important to build competent teams and have a leadership that reflects the values of both the Group and society. We believe the gain will be that better decisions are made and that the industry will be perceived as more open for everyone. During the year, the proportion of women on the Group's boards increased 3 percentage points to 12 percent.

Gender	2025/2026
Women	387
Men	1,064
Other	-
Not reported	-
Total	1,451

At least 50 employees by head count representing at least 10 percent of Bergman & Beving's total number of employees

Country	2025/2026
Sweden	590
UK	250
Finland	159

See also Note 5 Employees and personnel costs in the financial information.

Employees by contract type

No information is currently obtained from subsidiaries regarding employee by contract type broken down by gender.

	2025/2026				
	Women	Men	Other	Not reported	Total
No. of employees					
Number of permanent employees	-	-	-	1,379	1,379
Number of temporary employees*	-	-	-	9	9

	2025/2026				Total
	Women	Men	Other	Not reported	
Number of non-guaranteed hours employees	-	-	-	63	63

*Refers to non-employees.

Employees by contract type and region (FTE)

	2025/2026	
	The Nordics	The UK
No. of employees		
Number of permanent employees	821	204
Number of temporary employees	7	2
Number of non-guaranteed hours employees	20	43

Employee turnover

Metric such as how many employees who left Bergman & Beving during the reporting period or employee turnover are not reported by Bergman & Beving's subsidiaries. Since employee turnover was not defined as a material IRO or as material for Bergman & Beving as a Group, Group management decided to not invest resources in collecting data from subsidiaries to report this KPI as described by ESRS. It is Bergman & Beving's assessment that there is no interest from stakeholders or value for Group management here, since the metric lacks meaning in aggregate form at the Group level. However, it can be of value for each subsidiary to follow up, and it is up to each company to implement this metric if necessary and to add value to their operations.

However, Bergman & Beving's subsidiaries have reported on number of employees by length of employment for many years. The numbers below refer to the end of the financial year.

Length of employment (FTE)	Number
Less than 2 years	351
2-5 years	429
6-10 years	254
11-15 years	120
16 years or more	193
Total	1,347

Reporting principles S1-6

Bergman & Beving defines own workforce as individuals who are compensated, with a salary or otherwise, for work performed and who have some form of contract, as well as individuals in Bergman & Beving's workforce who are not directly employed by Bergman & Beving but are reported as temporary external staff. Non-employees are contracted individuals who do not receive remuneration in the form of a salary and who are instead paid through invoices from the company where the individual is employed.

Information on staff is reported quarterly by all subsidiaries in AARO, the Group's financial system, and in an expanded form with more datapoints as of 31 March, the balance sheet date of the financial year.

Number of FTEs

The definition of FTEs is the sum of work hours divided by normal work hours corresponding to a full-time employment.

No. of employees

Based on the number of employees regardless of work hours during the month. The number of employees are broken down by production/warehouse staff and salaried employees.

Temporary and non-guaranteed hours

Individuals who have a temporary employment or who have a contract with non-guaranteed hours.

Non-employees

Non-employees in Bergman & Beving's workforce are reported as temporary external staff. They do not receive remuneration in the form of a salary and are therefore not part of the salary calculations. Remuneration for this work is instead paid through invoices from the company where the individual is employed. A typical example would be contracting extra staff during a period of three months to manage a temporary increase in our operating activities. We do not intend to permanently hire these individuals, but need resources to manage our workflow. Another example would be hiring a replacement for one of our employees going on leave for six months.

S1-9: Diversity metrics

Number of women in Group management, including expanded senior management team

The definition of senior management at Bergman & Beving includes Group management (CEO and CFO) and the expanded senior management team, including division heads.

Group management: 0 women (0%), 2 men (100%)

Expanded senior management team: 0 women (0%), 6 men (100%)

Employee distribution by age

The numbers below refer to the end of the financial year.

Distribution by age (FTE)	Number
Under 30 years old	140
30–50 years old	672
Over 50 years old	535
Total	1,347

S1-14 Health and safety metrics

Metric	2025/2026
The share of employees covered by the company's health and safety management system based on legal requirements and/or recognised norms or guidelines.	86%
Number of fatalities as a result of work-related injuries and work-related ill health	0
Number of recordable work-related injuries (excl. fatalities)	26
Rate of recordable work-related injuries (excl. fatalities)	9.3

S1-16 Remuneration metrics

Metric	2025/2026
Pay gap	70%
Remuneration ratio	17

S1-17 Incidents, complaints and severe human rights impacts

Bergman & Beving monitors irregularities within the Group and its subsidiaries through a whistleblowing function that enables anonymous reporting of suspected irregularities at subsidiaries and in the Group as a whole. All stakeholders, internal as well as external, can use the Group's whistleblowing service. It is openly available on Bergman & Beving's website as well as the website for every subsidiary. To ensure anonymity, we use an external whistleblowing partner, Whistle B.

Work-related discrimination can arise for internal and/or external stakeholders due to matters like gender, ethnicity, nationality, religion or other belief during the reporting period. Harassment is considered a specific form of discrimination.

The following incidents were reported for the financial year:

Metric	2025/2026
Number of work-related incidents (discrimination including harassment) reported	8
Number of complaints filed through the whistleblowing service	5
Number of severe human rights incidents connected to own workforce (forced labour, human trafficking or child labour, etc.)	0
Fines, penalties and compensation for damages during the reporting period in relation to the most relevant amount in the financial statements.	0

None of the above incidents led to fines, compensation or legal consequences.

Reporting principles S1-16

Bergman & Beving has developed a Group-wide methodology for definitions and calculation principles to calculate remuneration metrics in accordance with ESRS requirements. This includes the percentage difference between the salaries of male and female employees (pay gap), where all employees including the CEO are included in the calculation, as well as the ratio of the remuneration paid to the highest-paid worker and the median remuneration for all employees (remuneration ratio).

The following simplifications were made:

- The calculation of median remuneration for all employees is based on actual employees at the end of the financial year, rather than on all employees throughout the year.
- The calculation of the remuneration ratio does not include a remeasurement of defined-benefit pension plans. For the Group as a whole, this amounts to MSEK 19 for the financial year, but this sum cannot be allocated between male/female employees.

Median remuneration includes all employees, including the CEO of each subsidiary (not the Group's CEO). This includes salaries, bonuses and benefits. If a company has employees with non-guaranteed hours, or part-time contracts, they are included in the calculation. To ensure comparability, their income needs to be standardised according to a common basis. This is usually achieved by converting their income into a full-time equivalent (FTE). For example, if an employee works 20 hours per week at a company where full-time is 40 hours, their income is doubled to reflect a full-time salary.

KPI Pay gap: salary level of female employees, gross average hourly pay level, expressed as a percentage of salary level of male employees, gross average hourly pay level.

KPI Remuneration ratio: the highest-paid individual in the Group in relation to the median annual total remuneration for all employees (excluding the highest-paid individual).



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Workers in the value chain

Germ AB develops and manufactures equipment for professional and environmentally friendly handling of lubricants and liquids.



Matters relating to workers in the value chain were identified as material for the Group's sustainability work in Bergman & Beving's double materiality assessment. However, we have chosen to apply the Quick Fix provisions introduced by the EU in 2025 and report on this matter more briefly in accordance with ESRS requirements.

Workers in the supply chain are a material stakeholder group, especially since the Group operates in industries and geographies with varying levels of risk with regard to working conditions, human rights and workplace safety. Dialogue and information gathering is carried out through supplier assessments, third-party and internal audits, monitoring of Code of Conduct compliance and regular contact through the purchasing organisations. These interactions provide insights into expectations regarding safe working conditions, reasonable working times, equal treatment, the absence of forced and child labour, and compliance with business ethics requirements.

Risks identified in high-risk countries (such as China, Pakistan and Brazil) and the need for increased transparency and traceability in the supply chain have led to more robust audits, greater clarity regarding requirements for sub-suppliers, and increased requirements for certifications and Code of Conduct approval.

A sustainable value chain means responsible purchasing that complies with the Group's values with respect to business ethics, human rights, prohibitions on child and forced labour, and equitable working conditions. Bergman & Beving's Code of Conduct, which applies for everyone who directly or indirectly works for Bergman & Beving, imposes requirements on suppliers to respect fundamental human rights, to treat their workforce fairly and with respect, and to counteract corruption. Bergman & Beving's suppliers are to ensure that their sub-suppliers, contractors and agents act in accordance with the Group's Code of Conduct and evaluate their performance in relation to this Code.

At a minimum, Bergman & Beving complies with the applicable laws and regulations in all countries where the Group companies operate and with existing Group policies. Our first choice is to partner with suppliers that share our principles and values. The Code of Conduct summarises the ethical values that apply in our operations and in our relationships with our business partners.

The Code is based on the UN Global Compact, the International Labour Organization (ILO) Core Conventions, the UN Universal Declaration of Human Rights as well as the OECD Guidelines for Multi-national Enterprises, competition law and anti-corruption rules.

The Code of Conduct contains the following policies: Human Rights Policy, Business Ethics Policy, Social Policy and Environmental Policy. Workers in the value chain are primarily covered by the Human Rights Policy and the Business Ethics Policy.

The Human Rights Policy includes the following sections:

- Terms of employment
- Work environment
- Child labour
- Disciplinary measures
- Freedom of association
- Gender equality, diversity and discrimination
- Forced labour
- Political commitments

The Business Ethics Policy contains the following sections:

- Anti-corruption
- Conflict areas
- The company's property and resources
- Impartiality and conflicts of interest
- Fair competition

The Group also operates primarily through wholly owned subsidiaries to reduce any risk in the value chain. Bergman & Beving has been working actively for many years to minimise the risks associated with human rights and business ethics in our value chain as we are well aware of the fact that we purchase products and materials from countries such as China, Pakistan and Brazil. To minimise these risks, we have wholly owned subsidiaries in China and Brazil. These companies guide the selection of sub-suppliers in each country more effectively and can also make it easier to conduct physical audits.

Bergman & Beving does not currently have any time-bound or result-oriented targets specifically linked to workers in the value chain.

Risks associated with workers in the value chain have therefore been included in Bergman & Beving's strategy for many years and are expressed in the "Sustainable value chain" focus area. The Group-wide targets are formulated as follows: The Group's operations and products promote positive working conditions and economic growth in the entire value chain. Through responsible purchasing, we support equitable working conditions and human rights, and conduct operations according to good business ethics and without corruption.

It is important for the Group that its business partners meet its expectations and that each supplier actively approves and confirms that they will follow the Code of Conduct. We strive for a sustainable value chain by deliberately increasing the share of purchases from certified suppliers and the share of purchases from suppliers who have signed our Code of Conduct. The goal is to continuously increase purchases from certified suppliers and suppliers who have signed our Code of Conduct, which is followed up and measured by all subsidiaries in the Group.

The Group has a whistleblowing system where both internal and external stakeholders can report suspected irregularities and grievances. This system allows Bergman & Beving to remediate human rights violations. Read more about the Group's whistleblowing system in G1.

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ESRS – G1 Business conduct

Introduction

For Bergman & Beving, ethical business conduct means taking responsibility for how our operations achieve their return targets. This responsibility spans the entire value chain – from product development and purchasing to the end of the product’s life cycle. Our vision is to be the leading niche supplier of productive, safe and sustainable solutions to companies. This vision also means that we strive to be a driving force for sustainable development, including improved safety and productivity. For us, leading means the long-term ability to create value through sustainable development, growth and profitability. This means being a company that takes responsibility for society and the environment while it strives for higher profitability.

Achieving this goal will require, for example, smart product development and responsibility for the working conditions in the supply chain, dedicated employees that enjoy working for their employer and efficient transports. Sustainability creates business value in the form of more loyal customers, more satisfied employees and more sustainable products. Simply put, sustainability is a prerequisite for long-term profitability. The purpose of responsible business conduct is to reduce business risks and create business opportunities, while also pursuing a credible and future-oriented sustainability agenda.

Governance

GOV-1 – The role of the administrative, management and supervisory bodies

Since G1 is to be read together with the disclosures required under ESRS 2 with respect to governance, GOV-1, the reader is referred to that section of the Sustainability Report.

Impact, risk and opportunity management

IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities

The processes for identifying and assessing material IROs is based on a value chain mapping carried out at the Group level. The goal was to map activities in the Group’s own operations as well as upstream and downstream. Each activity was analysed based on geographic location, the Group’s business relationships linked to the activity, resources used, and the stakeholders impacted or potentially impacted. Based on this mapping, the Group’s actual and potential impacts as well as the associated risks and opportunities related to business conduct were identified. The work was carried out through questionnaires and internal dialogues with the purchasing, quality and sustainabil-



LabSense is a distributor to several leading global suppliers of technical laboratory equipment sold to the public and private sectors in Finland and Sweden.

ity functions at several of our companies, which provided local insights into areas such as corporate culture, whistleblowing, preventive training in corruption and bribery, and management systems. The materiality assessment is based primarily on qualitative assessments.

The identified IROs form the basis of Bergman & Beving’s work for a responsible supply chain. The assessment is updated annually to reflect new insights, changes in the supply chain and developments in regulatory requirements.



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I G1-1 Business conduct policies and corporate culture

Bergman & Beving's material IROs with a positive impact in G1 Business conduct were deemed to be our corporate values, the management systems implemented at several Group companies and protection of whistleblowers. A lack of training in corruption and bribery was identified as a negative IRO. These material topics in the Group's Code of Conduct are addressed as follows.

Together with our corporate culture and our core values (efficiency, responsibility and freedom, simplicity, and openness and willingness to change), the Code of Conduct forms the basis for how we are to behave and act in our daily work. Our operations build on close, long-term relationships with customers, suppliers and other business partners, and we strive to be perceived as a credible, long-term and reliable partner. Accordingly, it is critical that operations are conducted not only pursuant to the company's financial requirements, targets and guidelines, but also pursuant to high standards for integrity and ethics.

As a minimum, Bergman & Beving complies with the applicable laws and regulations in all countries where the Group companies operate and with existing Group policies. Bergman & Beving primarily chooses to work with suppliers that share its principles and values, which is why we also measure the portion of our purchasing that comes from suppliers that have signed our Code of Conduct.

The Code of Conduct is a key tool for supporting Bergman & Beving's decentralised organisation and it applies to everyone working directly or indirectly for Bergman & Beving. The Code of Conduct includes the following: Human Rights Policy, Business Ethics Policy, Social Policy and Environmental Policy.

The Code of Conduct summarises the ethical values that apply in our operations and in our relationships with our business partners. The Code of Conduct is based on documents such as the Universal Declaration of Human Rights, the International Labour Organization (ILO) Core Conventions, the OECD Guidelines for Multinational Enterprises and the principles of the UN Global Compact. The Code of Conduct is also based on the Code of Business Conduct from the Swedish Anti-Corruption Institute (IMM), a driving force within anti-corruption in society and business.

Bergman & Beving has a whistleblowing system where both internal and external stakeholders can report suspected irregularities and grievances. Protection and anonymity for the whistleblowing function is described under S1-2 on page 78. The service is available via a link on Bergman & Beving's website as well as on the subsidiary websites.

We encourage employees and other stakeholders to report circumstances that may give rise to a conflict with the Group's Code of Conduct through the Group's anonymous whistleblower procedure (<https://bergmanbeving.com/en/whistleblowing>). No penalties or other negative consequences apply for individuals who submit a notification in good faith and pursuant to the objectives of the Code of Conduct.

The Business Ethics Policy also states that Bergman & Beving does not accept corruption, bribery or unfair anti-competitive actions. The purchase, sale and marketing of our products and services must be handled professionally and in accordance with relevant laws and regulations. Everyone who directly or indirectly works for Bergman & Beving is to follow the applicable anti-corruption laws and regulations, including the Code of Business Conduct (the Swedish Anti-Corruption Institute's Code on Gifts, Rewards and other Benefits in Business). Terms and conditions for discounts, commissions and bonuses must be reasonable and set out in writing.

We do not offer or make any undue payment or other benefit to any person or organisation to influence that person or organisation to establish or maintain a business relationship with our Group companies. Furthermore, we neither directly nor indirectly solicit or accept any form of undue payment or other benefit given with the aim of establishing or maintaining a business relationship.

No one who, directly or indirectly, works for Bergman & Beving, is permitted to give or receive any gift, remuneration, reward or offer that could be considered an improper benefit. An improper benefit is defined as something that may influence the recipient's behaviour with the effect that said recipient acts disloyally or illegally toward their employer for personal gain. Gifts to public sector employees or in connection with public procurement are never permitted. We refrain from conducting business with customers or suppliers if we have reason to believe they are in breach of our anti-corruption rules.

Each year, Bergman & Beving follows up the effectiveness of its policies with respect to its material IROs through a self-assessment of the corporate culture and control environments. This self-assessment is performed at the company level and is compiled by the Group's CFO for the Audit Committee at the end of the year. Our Code of Conduct is also continuously evaluated through the Group's whistleblowing service.



Itaab is the market-leading manufacturer and supplier of metal roofing in Sweden, known as a flexible player with the highest quality in design and execution.



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G1-2 Management of relationships with suppliers

Complying with supplier agreements, including payment terms, is of the utmost importance for Bergman & Beving. Our business relationships are based on long-term partnerships with customers and suppliers, where trust and a shared ambition to develop together are strong driving forces. This is a prerequisite for long-term sustainability in our relationships and for the survival and development of Bergman & Beving. Bergman & Beving does not treat smaller suppliers worse than larger ones and we have not identified any materiality linked to this matter.

G1-3 Prevention and detection of corruption and bribery

Bergman & Beving has Group-wide systems to prevent, detect and manage corruption and bribery through the Group's Code of Conduct as well as through the Group's whistleblowing system described in G1-1 and S1-2.

The key mechanism for detecting and reporting suspected irregularities is the Group's whistleblowing function. The Board, the Audit Committee and Group management receive regular updates about reports filed and any incidents, which ensures that the Group's governing body has full insight into risks and occurrences linked to business ethics. Any confirmed violations result in corrective and preventive actions. Impartiality is ensured in all cases by incorporating two separate functions from the Parent Company, CFO and Legal, in the whistleblowing service. This creates a process that is completely independent from the companies' perspective but that addresses cases according to the four-eye principle from the Group perspective.

The subsidiaries reported 394 employees in positions at risk of corruption and bribery (such as certain functions in purchasing and sales), and 77 of these received training on the topic during the year. Bergman & Beving does not currently have independent, Group-wide, mandatory training in corruption and bribery. Instead, these matters are addressed as an integral part of the Group's work related to business conduct. Responsibility for implementing and ensuring compliance with relevant policies lies with the CEO and executives at each subsidiary, who have operational responsibility for ensuring that employees are aware of and follow applicable regulations.

Metrics and targets

G1-4 Incidents of corruption or bribery

Bergman & Beving has not established any time-bound or result-oriented Group-wide targets related to corruption and bribery as defined in ESRS.

No incidents of corruption or bribery were identified in Bergman & Beving's own operations during the financial year and thus no fines were issued.



A1 Shutters Limited supplies certified, customised fire curtains and fire shutters for use in commercial properties with high fire protection requirements.



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Datapoints derived from other EU legislation

I IRO-2: Disclosure requirements in ESRS covered by the undertaking's sustainability statement

Disclosure Requirement and related datapoint		SFDR refer- ence	Pillar 3 refer- ence	Benchmark Regu- lation reference	EU Climate Law reference	Page/ Comments
ESRS 2 GOV-1	Board's gender diversity paragraph 21 (d)	●		●		51
ESRS 2 GOV-1	Percentage of board members who are independent paragraph 21 (e)			●		51
ESRS 2 GOV-4	Statement on due diligence paragraph 30	●				52
ESRS 2 SBM-1	Involvement in activities related to fossil fuel activities paragraph 40 (d) i	●	●	●		N/A
ESRS 2 SBM-1	Involvement in activities related to chemical production paragraph 40 (d) ii	●		●		N/A
ESRS 2 SBM-1	Involvement in activities related to controversial weapons paragraph 40 (d) iii	●		●		N/A
ESRS 2 SBM-1	Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			●		N/A
ESRS E1-1	Transition plan to reach climate neutrality by 2050 paragraph 14				●	66
ESRS E1-1	Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		●	●		N/A
ESRS E1-4	GHG emission reduction targets paragraph 34	●	●	●		68
ESRS E1-5	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	●				68
ESRS E1-5	Energy consumption and mix paragraph 37	●				68
ESRS E1-5	Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	●				68
ESRS E1-6	Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	●	●	●		69
ESRS E1-6	Gross GHG emissions intensity paragraphs 53 to 55	●	●	●		69
ESRS E1-7	GHG removals and carbon credits paragraph 56				●	N/A
ESRS E1-9	Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			●		Phase-in
ESRS E1-9	Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).		●			Phase-in
ESRS E1-9	Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).		●			Phase-in
ESRS E1-9	Degree of exposure of the portfolio to climate- related opportunities paragraph 69			●		Phase-in
ESRS E2-4	Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	●				Non-material
ESRS E3-1	Water and marine resources paragraph 9	●				Non-material
ESRS E3-1	Dedicated policy paragraph 13	●				Non-material
ESRS E3-1	Sustainable oceans and seas paragraph 14	●				Non-material
ESRS E3-4	Total water recycled and reused paragraph 28 (c)	●				Non-material
ESRS E3-4	Total water consumption in m3 per net revenue on own operations paragraph 29	●				Non-material
ESRS 2 – IRO 1 – E4	paragraph 16 (a) i	●				Non-material
ESRS 2 – IRO 1 – E4	paragraph 16 (b)	●				Non-material
ESRS 2 – IRO 1 – E4	paragraph 16 (c)	●				Non-material
ESRS E4-2	Sustainable land / agriculture practices or policies paragraph 24 (b)	●				Non-material



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Datapoints derived from other EU legislation

Disclosure Requirement and related datapoint		SFDR refer- ence	Pillar 3 refer- ence	Benchmark Regu- lation reference	EU Climate Law reference	Page/ Comments
ESRS E4-2	Sustainable oceans / seas practices or policies paragraph 24 (c)	●				Non-material
ESRS E4-2	Policies to address deforestation paragraph 24 (d)	●				Non-material
ESRS E5-5	Non-recycled waste paragraph 37 (d)	●				66
ESRS E5-5	Hazardous waste and radioactive waste paragraph 39	●				N/A
ESRS 2 – SBM3 – S1	Risk of incidents of forced labour paragraph 14 (f)	●				79
ESRS 2 – SBM3 – S1	Risk of incidents of child labour paragraph 14 (g)	●				79
ESRS S1-1	Human rights policy commitments paragraph 20	●				77
ESRS S1-1	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			●		77
ESRS S1-1	Processes and measures for preventing trafficking in human beings paragraph 22	●				77
ESRS S1-1	Workplace accident prevention policy or management system paragraph 23	●				77
ESRS S1-3	Grievance/complaints handling mechanisms paragraph 32 (c)	●				78
ESRS S1-14	Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	●		●		81
ESRS S1-14	Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	●				Phase-in
ESRS S1-16	Unadjusted gender pay gap paragraph 97 (a)	●		●		81
ESRS S1-16	Excessive CEO pay ratio paragraph 97 (b)	●				81
ESRS S1-17	Incidents of discrimination paragraph 103 (a)	●				81
ESRS S1-17	Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 104 (a)	●		●		81
ESRS 2 – SBM3 – S2	Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	●				82
ESRS S2-1	Human rights policy commitments paragraph 17	●				82
ESRS S2-1	Policies related to value chain workers paragraph 18	●				82
ESRS S2-1	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	●		●		82
ESRS S2-1	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			●		82
ESRS S2-4	Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	●				N/A
ESRS S3-1	Human rights policy commitments paragraph 16	●				Non-material
ESRS S3-1	Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines paragraph 17	●		●		Non-material
ESRS S3-4	Human rights issues and incidents paragraph 36	●				Non-material
ESRS S4-1	Policies related to consumers and end-users paragraph 16	●				Non-material
ESRS S4-1	Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	●		●		Non-material
ESRS S4-4	Human rights issues and incidents paragraph 35	●				Non-material
ESRS G1-1	United Nations Convention against Corruption paragraph 10 (b)	●				84
ESRS G1-1	Protection of whistle-blowers paragraph 10 (d)	●				84
ESRS G1-4	Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	●		●		85
ESRS G1-4	Standards of anti-corruption and anti-bribery paragraph 24 (b)	●				N/A



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