

The background of the entire page is a photograph of a calm body of water, likely a lake or a wide river. On the left side, there are large, lush green trees that lean over the water. In the distance, a line of trees marks the opposite shore under a blue sky with scattered white clouds. The water's surface is still, reflecting the sky and the surrounding greenery.

Sustainability Report 2025

**Doors
with
purpose.**

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Chairman's message

Construction and property development have wide-ranging environmental impacts, with the manufacture of building materials accounting for a substantial share of the sector's impacts. In 2025, Daloc continued working towards reducing the company's environmental footprint and seeking new methods for achieving its sustainability targets.

Daloc must be run in such a way that it does not harm our natural resources in the long term. Equally, we must safeguard the health and well-being of our employees, subcontractors and customers alike. Everybody who is affected by Daloc should be able to rely on us.

Reliability is one of Daloc's core values. The others are Long-term vision and Proactivity. These are watchwords guiding our efforts to be a better company in constant development.

Our core values are helpful in our sustainability efforts. Our long-term vision leads to wiser decisions from a sustainability perspective. Proactivity gives us the courage to innovate and improve, and supplying doors that protect people requires reliable suppliers and reliable employees.

Fredrik Silverstrand

Fredrik Silverstrand
Chairman

Overview of sustainability at Daloc

Environment and sustainability policy

The Daloc Group's products and services should correspond to current customer requirements regarding functionality and the environment. Our designs and methods are chosen to support Daloc's contribution to a robust and ecologically sustainable society.

The business is operated in such a way as to prevent negative impacts on natural resources over the long term. We are working continuously to optimise our energy performance and minimise our waste.

We comply with legal rules and requirements regarding our impact on the physical and psychosocial environment, both internally and externally. We are committed to protecting the health and well-being of our employees,

sub-suppliers, customers and anyone else affected by our business.

We select local and regional operators in the supply chain for both products and services whenever the possibility exists. We set requirements regarding our suppliers' conduct through our mandatory Code of Conduct (CoC).

Our financial resources are managed from a long-term perspective so that the company's future is secured and to ensure that we can live up to our owners' required return on investments.

Continuous improvement is our modus operandi.

About this report

This Sustainability Report constitutes Daloc AB's (556239-8239) statutory sustainability report in accordance with the Swedish Annual Accounts Act, for the 2025 financial year. The Sustainability Report contains information on the main factors for understanding the company's development, status and performance, and the impacts of its activities. This includes information concerning the environment, social factors, employees, respect for human rights and anti-corruption measures.

Daloc's Sustainability Policy comprises all of Daloc AB's entities and employees. Daloc's sustainability efforts are informed by corporate governance instructions and are integrated in all of the company's procedures. Our reporting data must be properly substantiated in order to provide an accurate impression of the company's sustainability performance.

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Financial sustainability at Daloc

As a third-generation family firm, Daloc has always made decisions from a long-term perspective with the rationale: if something needs doing, do it right.

This means that the shareholders re-invest in the business in order for Daloc to be able to offer safe doors with high customer value and quality that protect people and the environment.

By exercising control of our group-wide processes, and with continuous improvements, we create the conditions for being a business that contributes to sustainable development while creating value-added for Daloc's customers.

The UN's 17 Sustainable Development Goals

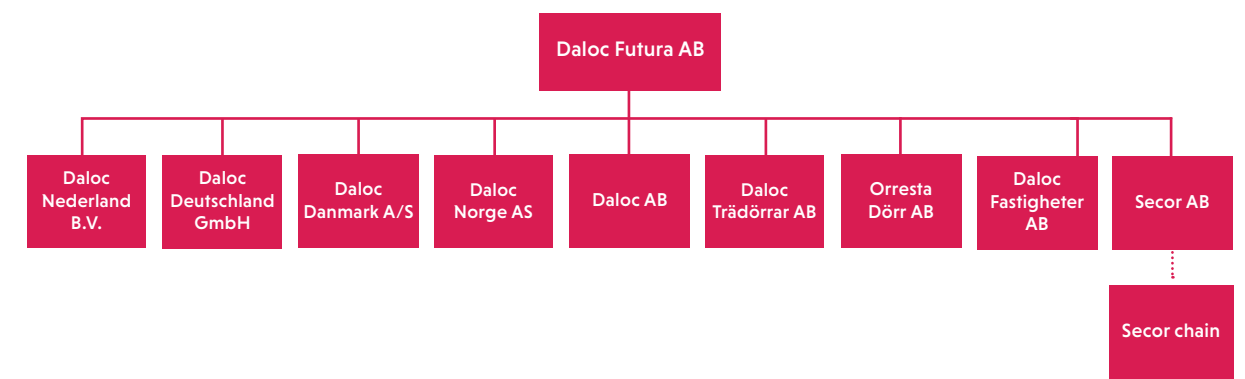
Of the 17 Sustainable Development Goals (SDGs), Daloc continued its efforts in 2025 on the following, since these are specific to our activities.



Daloc Group

The family-owned business Daloc is a well-established Swedish industrial group within manufacture and sale of rated steel and wooden doors which protect people and property against fire, noise, and intrusion.

Today, Daloc Group consists of several companies whose product and services are mutually complementary. Since 1956, the headquarters have been located in Töreboda, Sweden, where two of our state-of-the-art factories are sited near the Göta Canal. Our doors are made in Sweden and sold through our sales offices in Scandinavia and the rest of Europe.



Organisational and governance structure

Daloc Futura AB is the Group's parent company and is responsible for coordination and corporate affairs.

Daloc AB develops and manufactures steel fire doors, acoustic doors and security doors in a unique, highly-automated manufacturing process. This entity is also responsible for sales of both steel and wooden doors on the Swedish market and for export.

Daloc Trädörrar AB manufactures fire- and sound-rated solid wooden doors. This facility is Northern Europe's most state-of-the-art wooden door factory with unique production technologies.

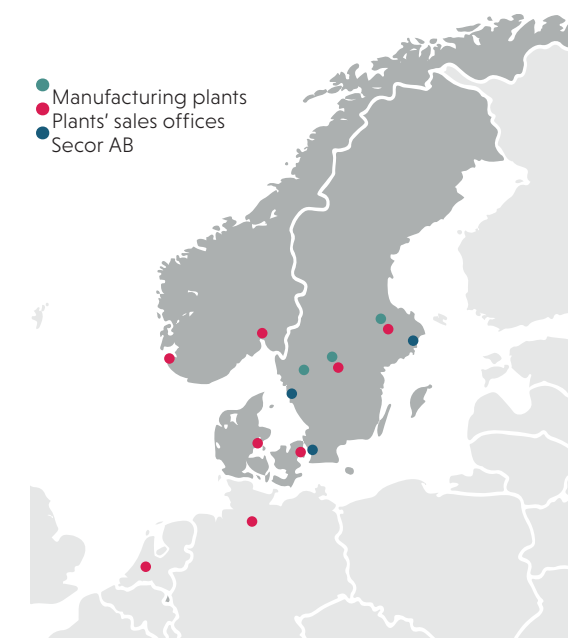
Daloc AB in Mellerud, Sweden manufactures the Group's stainless-steel doors, steel sections, high-security doors and fire doors.

Daloc Danmark A/S, Daloc Norge AS, Daloc Nederland B.V. and Daloc Deutschland GmbH sell Daloc Group products in Denmark, Norway, the Netherlands and Germany, respectively.

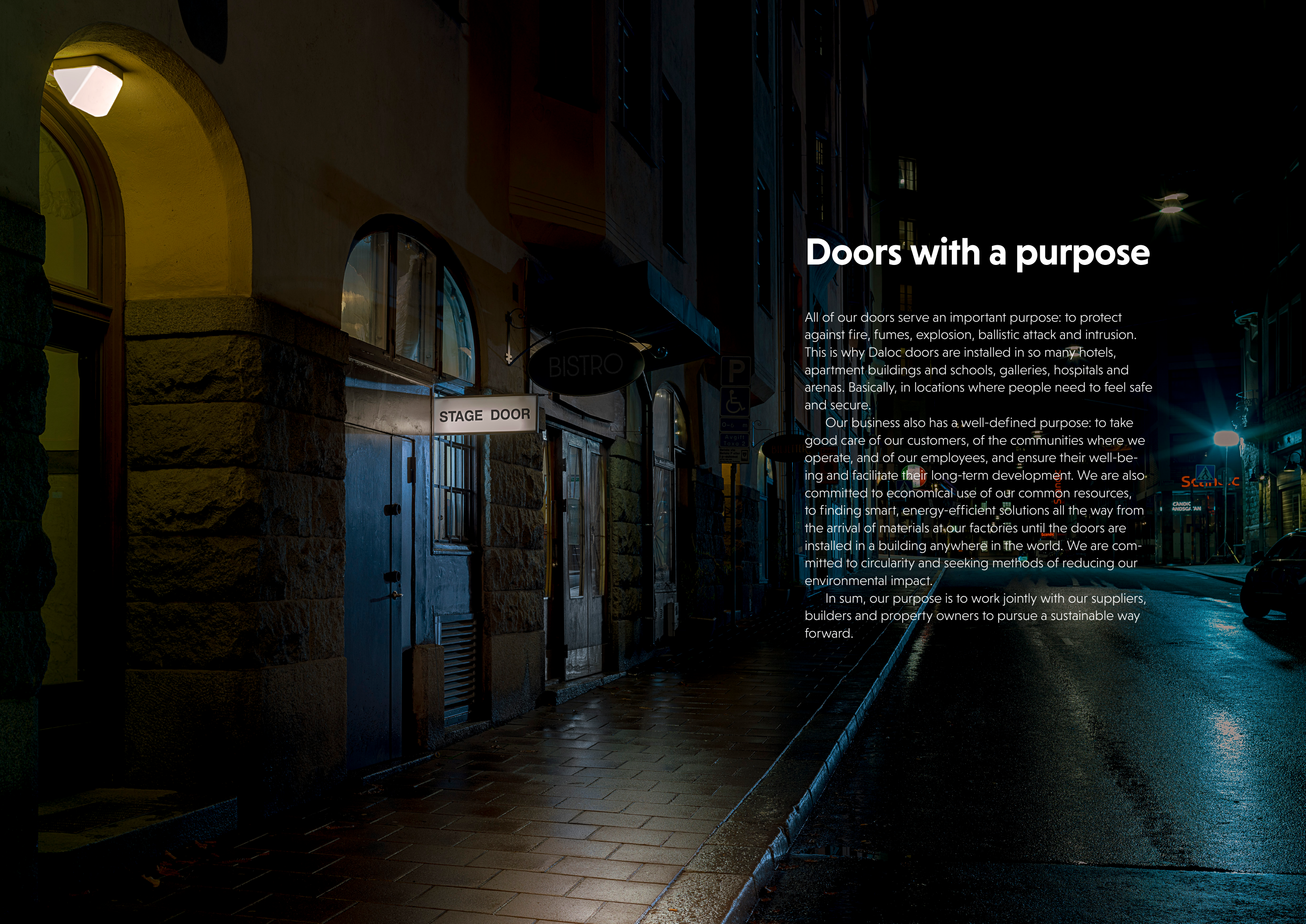
Daloc Fastigheter AB owns and manages a small proportion of the Group's property portfolio.

Secor AB is the franchisor of Secor, Daloc's Swedish nationwide sales and installation chain serving the multi-occupancy building renovation market.

Orresta Dörr AB in Sweden manufactures and sells Daloc Group's premium made-to-order wooden doors and glass panels.



Map of Daloc Group entities.



Doors with a purpose

All of our doors serve an important purpose: to protect against fire, fumes, explosion, ballistic attack and intrusion. This is why Daloc doors are installed in so many hotels, apartment buildings and schools, galleries, hospitals and arenas. Basically, in locations where people need to feel safe and secure.

Our business also has a well-defined purpose: to take good care of our customers, of the communities where we operate, and of our employees, and ensure their well-being and facilitate their long-term development. We are also committed to economical use of our common resources, to finding smart, energy-efficient solutions all the way from the arrival of materials at our factories until the doors are installed in a building anywhere in the world. We are committed to circularity and seeking methods of reducing our environmental impact.

In sum, our purpose is to work jointly with our suppliers, builders and property owners to pursue a sustainable way forward.

Daloc door lifecycle

By identifying which elements in the manufacturing chain have the greatest environmental impact, as a company, we can focus our efforts in the right direction and contribute to reducing negative environmental impacts. This applies equally to our own activities and to those of our suppliers and our customers. Daloc's efforts to pursue a lifecycle perspective forms part of the ISO 14001 environmental management system.



The result of the lifecycle analysis for each product is recorded in a formal Environmental Product Declaration (EPD). In 2023, Daloc implemented a major initiative to develop new EPDs for the largest product groups. Our EPDs contain information about the production and transport of incoming raw materials, our manufacturing, transport to our customers, installation of products and end-of-life treatment, to name just a few.

A1 – Raw materials

The main raw material in Daloc doors is steel, which also constitutes our greatest environmental impact. For steel doors, the greatest environmental impacts arise when the steel is manufactured at the steelworks. This is why we set strict requirements for our steel suppliers. Our main steel suppliers have signed up to ResponsibleSteel™, a multi-stakeholder standard and certification initiative advocating sound environmental and social practices in steel production. Daloc is working continuously to identify pro-environment solutions. Continuous improvement is our mantra.

A2 – Inbound transportation to Daloc

Daloc has always prioritised local and regional suppliers whenever possible to reduce the number of kilometres each product needs to be transported. Several of our key suppliers are located nearby, which we set great store by when planning our sourcing. This is also a way for us to support local businesses and support thriving communities in the vicinity of our operations.

We encourage our suppliers to test alternatives to non-fossil fuels, and readily share our own experience of using green alternatives. See item A4.

A3 – Manufacturing

Most of the energy we consume is in the form of electricity for operating machinery and other equipment. We work continuously to reduce our energy requirements and optimise our processes.

The solar panels installed on the roof of our steel door factory help to reduce our electricity and oil consumption. The electricity we purchase for production and offices at Daloc AB at the Töreboda site is 100% renewable energy.

Our factory in Mellerud, the Daloc R&D Centre and Daloc Customer Centre in Sweden are heated by energy-efficient ground-source heating. The steel door factory at Töreboda in Sweden is self-sufficient in heating generated by combustion of wood waste from our sister facility which makes wooden doors. The surplus heat from the combustion system is transferred via a culvert in an internal heat network.

Our sister company Daloc Trädörrar AB has previously expanded its capacity to use its wood waste for self-produced heat. This increase, together with the other improvements we have implemented, such as switching from an oil-based to an electricity-based process, has resulted in a reduction in our oil consumption of approximately 71% compared to 2020.

A4 - A5 Transport and installation

Daloc has all its manufacturing operations in Sweden close to its main markets. This gives us logistical advantages, and prevents needlessly long transport runs. The majority of Daloc's transport operations are carried out by a local transport company operating lorries bearing Daloc's colours and logo. For the transport of our goods, our transport partner runs on HVO100, which is a renewable fuel. The fleet operated by this company consists of 100% EURO 6 class vehicles.

Running on HVO100 instead of conventional diesel reduces CO₂ emissions by as much as 90%. We maintain a constant dialogue with our other freight forwarders to keep ourselves up-to-date on their environmental performance. After delivery, the customer can arrange for the installation of our products themselves using our installation instructions that are available on Daloc's website, or through our sister company Secor.

Due to our producer responsibility, we make sure that we pay the cost of packaging handling, collection and recycling.

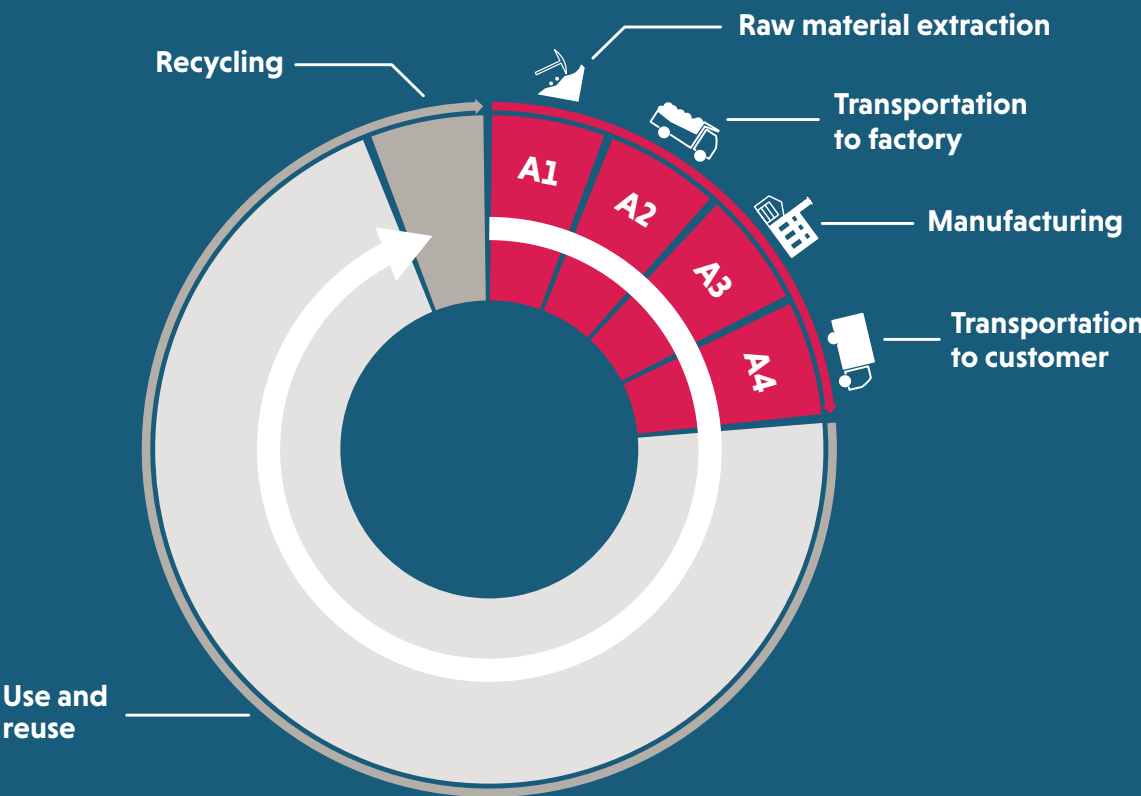
Use and reuse

Daloc develops and manufactures doors with a very long lifespan. If the activities in a building change, our doors can easily be dismantled and reused. We assist our customers with information about how to maintain the doors. By replacing locks and sealing strips, for example, the door's lifespan can be increased. Daloc recommends reusing rated doors in unrated environments.

Read more about reuse at Daloc's steel door factory on pages 12-13.

C1-C4 + D Recycling and "end of life"

When a door finally needs replacing after many years of use and reuse, it is designed to be disassembled in such a way that the materials can be easily separated for materials recycling. Up to 97% of door materials are recyclable.



The diagram illustrates the door lifecycle, starting from extraction of the raw material through its use, reuse and end-of-life recycling.



Environmental key performance indicators

As a manufacturing company, at Daloc AB we monitor our consumption of materials, water and energy in order to identify measures for minimising our climate footprint. The company is subject to an environmental reporting duty (type C), but has been granted a voluntary reporting permit by the County Administrative Board with reference to the Swedish Environmental Code referring to manufacture and carrying out surface treatments. The County Administrative Board’s decision specifies restrictions on emissions to air, emissions to water and noise levels from the factory.

Water use

Reliable access to water is essential for the functioning of society, which needs to be able to withstand droughts and water shortages in order to maintain a constant water supply. Daloc’s manufacturing has few processes requiring water consumption. Naturally, this is still an aspect we take into account in our investments, where the precautionary principle applies. Daloc monitors its annual water consumption in order to detect any anomalies.

Year	Water use ¹
2021	3,807 m³
2022	3,747 m³
2023	4,182 m³
2024	4,327 m³
2025	4,124 m³

¹ Applies to Daloc AB and their offices and changing rooms

Energy

The steel door factory at Töreboda is self-sufficient in heating generated by efficient combustion of wood waste from the wooden door factory. The surplus heat from the combustion system is transferred via a culvert in an internal heat network.

Our sister company Daloc Träddörrar AB has previously expanded its capacity to use its wood waste for self-produced heat. This increase, and the fact that we have gone from an oil-based process to an electricity-based process, has resulted in a reduction in our oil consumption of around 71% compared to 2020.

For more information about Daloc electricity consumption, see item A3 – Manufacturing on page 10.

Biodiversity

The Daloc Group’s manufacturing operations are sited in small communities: Töreboda, Mellerud and in Kärsta (near Västerås). This means that natural habitats and agriculture are just outside our premises. High nature-value sites such as the Borreboda dams at Töreboda and the Sagån river near the Orresta Dörr AB factory entail an extra responsibility. Daloc is well aware that its manufacture of doors entails handling substances that must not be discharged to the natural environment.

Circularity

Daloc doors are constructed from durable materials to last a long time. Businesses change, however, and premises sometimes need to be rebuilt. In this case, all Daloc door models can easily be dismantled and reused. For rated doors (fire, noise and intrusion) – Daloc recommends these for reuse in unrated environments. Unrated doors can be reused in similar environments, of course. Hardware and weatherstrips are also easily replaceable, making the doors a sustainable solution in the circular construction industry. All steel doors contain mineral wool for fire protection. All waste from our manufacturing is sent back to the supplier, where it is recycled and turned into new mineral wool.

The wooden pallets we use to deliver our doors are not only sent for energy recovery. We have chosen to collaborate with selected customers in order to reuse the pallets. This has positive environmental effects in that we are able to reuse the pallets without depleting natural resources for making new ones.

Reusing doors has been a part of our circularity efforts for almost five years. We make sure that functioning steel doors that would otherwise be scrapped – due to shipping damage,

being the wrong size or the wrong colour – are reclaimed and reused. In 2025, our reused doors have contributed to a reduction in carbon emissions estimated at 35,749 kg CO₂eq. Since 2025, offer reuse of returned wooden doors, provided that the doors meet Daloc’s requirements and criteria for reuse. These doors are offered for resale at www.daloc.se and are mainly sold to existing customers, Daloc employees and the local community.

Machine investments are always made with a clear idea of what function they will fulfill within the business, but these needs can change over time. It is therefore only natural for Daloc to always consider the possibility of reuse first. A central part of our sustainability work is to minimize waste, and whenever we can make use of machines, materials, or other equipment, we do so.

Chemicals

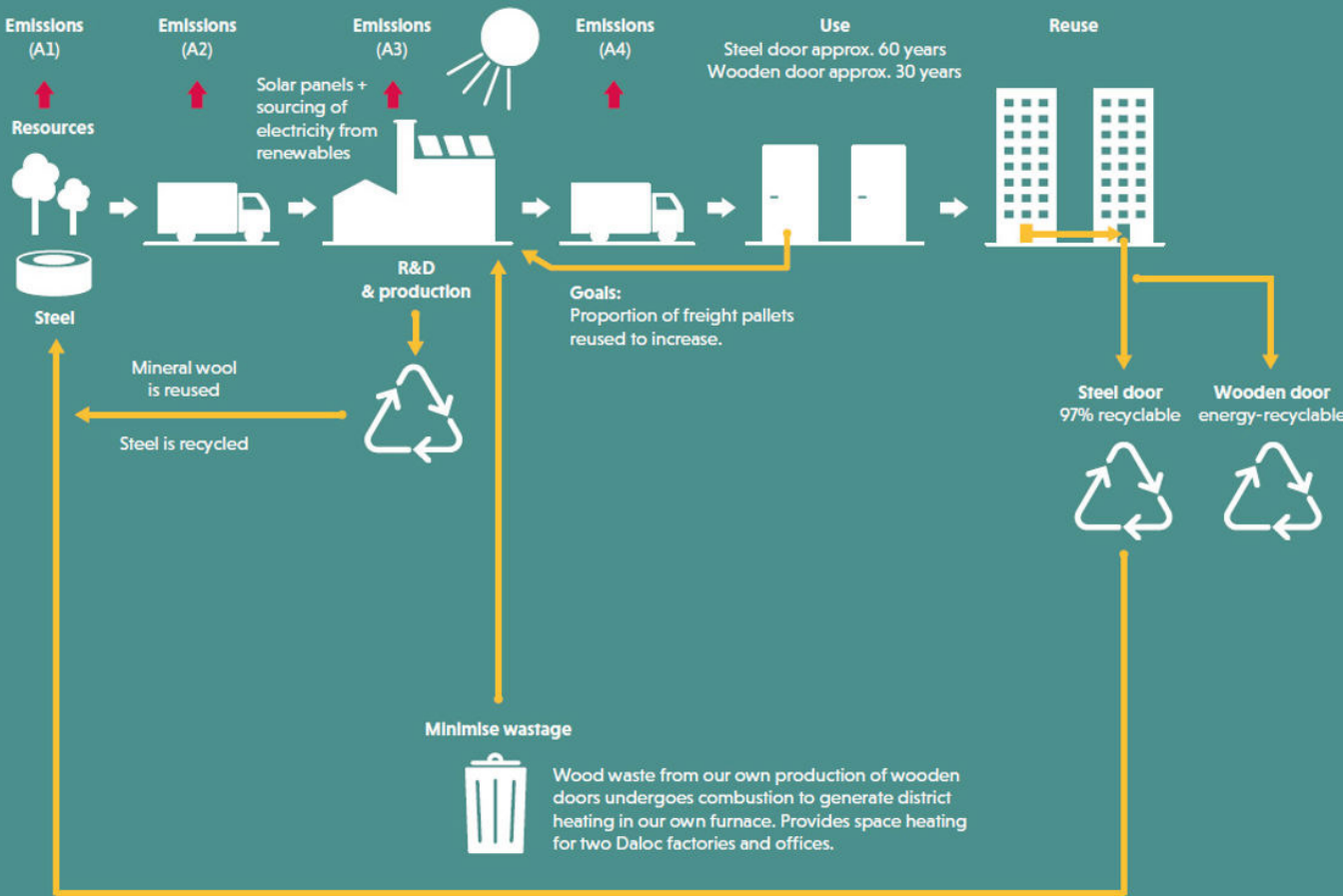
Chemicals essential for Daloc production are managed according to procedures specified in our environmental management system. We regularly verify compliance with these procedures by internal and external audits. Procedures

have been established for the handling, labeling, emergencies associated with and storage of chemicals. Daloc handles a large volume of paint products every year and we are working continuously to improve in this area. An example of an activity is the new thinner recycling since 2025 at our Mellerud-site.

VOC	%-reduction *
2021	7%
2022	41%
2023	52%
2024	52%
2025	36%

* Percentage reduction compared with the year 2020 per produced door

Circularity at Daloc AB



The illustration exemplifies circularity in the manufacture and use of Daloc steel or wooden doors.



Employees

Diversity, equal treatment and participation

Everyone is to be treated equally at Daloc, regardless of gender, age, gender identity and gender expression, disability, sexual orientation, ethnicity, religious or other beliefs. Everyone is to be accorded equal rights as regards work, employment and other labour conditions, as well as occupational development opportunities.

To live up to this, the Daloc Group works actively with the Equality Ombudsman's active measures. The work on active measures comprises preventive and promotional efforts designed to counter discrimination. Furthermore, the company must enable both women and men to combine parenthood with employment.

When new employees are recruited, the company must strive to achieve a more equal distribution of women and men within the different categories and different types of work. However, we can see a decrease in both the number of women in our workforce and the number of female managers in 2025.

Statistics Daloc AB	Women	Men	Women Manag-	Men Man-
2021	27%	73%	17%	83%
2022	30%	70%	17%	83%
2023	31%	69%	22%	78%
2024	28%	71%	20%	80%
2025	26%	74%	15%	85%

In order to increase participation within the business, the Daloc Group has established a forum called Dialogue Meeting. The Meeting is an opportunity for management and employees to come together to discuss how Daloc can become an even better workplace. All employees within the Swedish companies have the opportunity to participate.

Health and safety at Daloc

Daloc's occupational health and safety policy requires the workplace to be organised so as to maintain safety and retain motivated employees. We are committed to achieving this by, for example, working together to ensure increased employee co-determination in work processes. Safety Committees have been established for all manufacturing entities. There, developments are monitored in both the physical and psychosocial work environment and their role is to advance

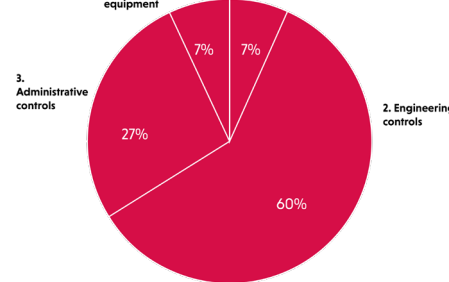
workplace safety. At all sites, this is done through the IA reporting system. The system means that we can report incidents and accidents directly, thereby creating an even safer and more secure workplace. The Daloc Group's work environment policy can be read on the company's website, www.daloc.se.

In 2025, per million hours worked, 15.1 accidents occurred in the steel door factory, which is a 12% reduction since 2024. This refers to accidents resulting in injuries requiring medical attention.

Daloc is committed to maintaining comprehensive procedures to safeguard the work environment for our employees. Daloc's ambition has always been for door manufacturing not to be done during anti-social hours (night shift). This ensures that family members can spend time together rather than only passing each other in the doorway on the way to or back from work. Daloc has well-defined routines and processes regarding continuous medical checkups for employees in environments that pose potential health risks.

In compliance with statutory requirements and depending on exposure, hard plastics tests and hard plastics training courses, as well as auditory tests and continuous health checkups, are carried out. These are monitored and followed up by the occupational health service and the HR department. In addition to complying with statutory provisions, Daloc has a well-designed rehabilitation programme and a close cooperation with the occupational health service. This facilitates prompt identification and counteraction of health problems within the organisation in order to direct focus at health-promoting activities. An example of this is the possibility of conducting personal health screening through each company's occupational health service. The offer applies to employees age 45+.

Outcome of safer work environment survey 2025:



The chart shows the outcome after incidents and accidents have been evaluated according to the action plan.

ISO 45001 – An occupational health and safety management standard

Daloc AB holds ISO 45001-certification which helps us to improve our systematic occupational health and safety performance. This management system places demands on areas such as occupational safety measures, the psychosocial work environment, management commitment and ensuring employee participation. Regular internal and external audits are conducted to verify compliance with the standard.

Training and competence development

For Daloc, competence means know-how, experience, creativity, networking, willpower and performance. Each supervisor is responsible for giving subordinate employees the opportunity to develop their competence, for example with support from various training programmes. 2025 is the seventh year of the highly popular mentorship programme. Here, we share experiences and knowledge with each other. The programme is a great opportunity for mentors and mentees to develop and learn from each other. During the year, Daloc also carried out its development programme in leadership and technology.

In 2025 as well, Daloc has continued to provide employees with the opportunity to participate in our internal study visits, which are a great way to get to know each other and gain deeper insight into our various operations. During 2025, several of our employees were also given the opportunity to try roles within HR and tendering.

Anti-discrimination commitment

Daloc has adopted a policy on offensive treatment. Daloc managers use this policy as a tool to detect early signs of offensive treatment and act accordingly. In 2025, we have focused extensively on training employees in respect of diversity and inclusion. This initiative has been appreciated and has led to a greater understanding of each other and, thereby, a greater sense of community.

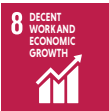
Daloc does not tolerate any form of offensive treatment and will therefore continue its efforts in this area. We have trained HR and certain leadership groups in conflict management, and this will continue into 2026.

An employee appraisal is a good example of a means for obtaining information about the occurrence of discrimination and harassment within the company.

If these occur, managers are required to listen to and interview anyone implicated in such misconduct, to treat such matters in complete confidence and to be unbiased and objective. Support must be given to the victim, and discrimination issues must be dealt with promptly.



Social factors



TARGET 8.6



PROMOTE YOUTH EMPLOYMENT, EDUCATION AND TRAINING

TARGET 8.7



END MODERN SLAVERY, TRAFFICKING AND CHILD LABOUR

TARGET 8.8



PROTECT LABOUR RIGHTS AND PROMOTE SAFE WORKING ENVIRONMENTS

Community engagement

Daloc has always engaged in close collaboration with colleges and universities and with local authorities and other public-sector entities in the regions we operate in. We provide opportunities for internships and employment, sponsor sports clubs, offer thesis projects, organize study visits, and actively participate in shaping technical education, all of which contribute to a strong and vibrant local community. Activities for school-age youngsters offered again by Daloc in 2025 included “Daloc Door Challenge” in which local 9th graders were set an assignment to create a new product, as well as ‘Camp Marie Curie,’ an initiative developed by Töreboda Municipality to promote interest in technology among eighth-grade girls, for which Daloc organised an activity day. The aim of both of these activities is to stimulate interest in technology among school leavers. For some years now, Daloc has required the associations it sponsors to commit to providing youth activities in conformity with the UN Convention on the Rights of the Child.

Daloc’s work with human rights

Daloc’s Code of Conduct clarifies the expectations we place on all potential and existing suppliers. The Code of Conduct is based on the UN’s ten Global Compact principles. We expect our suppliers to promote environmental, social and economic sustainability in the communities they operate in. Criteria concerning human rights, labour law, the environment and anti-corruption must be fulfilled in a satisfactory manner. In the internal Code of Conduct, we also clarify our responsibilities towards each other, our customers and suppliers. We are convinced that sustainable development can be achieved together with suppliers and employees who share our values.

All companies supplying manufacturing materials to Daloc, and suppliers of products, services, machinery or contracted works worth in excess of SEK 0.5 million per annum are required to sign Daloc’s Code of Conduct. Daloc has a small number of suppliers located outside Europe, mainly in China.

Again in 2025, extended supplier compliance audits have been conducted for Daloc AB’s

largest suppliers of direct materials. The suppliers were required to complete a self-assessment questionnaire covering their management of issues regarding the environment, occupational health and safety, and human rights. These compliance audits cover approx. 75% of our purchasing volume. After an in-depth survey had been conducted to map the location of our greatest human rights risk exposure, we found that we need to focus on our suppliers whose manufacturing is located in Asia. To minimise such risks and check that our suppliers comply with our Code of Conduct, in addition to the measures already described above, we have increased our contact with any we regard as high-risk suppliers.

Year	Proportion of suppliers with signed Code of Conduct *
2021	100%
2022	100%
2023	100%
2024	100%
2025	100%

* Refers to suppliers of Daloc AB who supplied goods worth in excess of SEK 0.5 million p.a.

Anti-bribery and corruption

For any suppliers we rate as high-risk, we maintain closer dialogue with them to ensure that they are complying with our Code of Conduct.

Daloc’s supply and distribution chain is confined within a limited area, and, in addition, we manufacture a great deal of goods in-house, with both measures being conducive to risk surveillance and mitigation.

Daloc’s assesses the risk of corruption as being limited, although it obviously cannot be ruled out altogether. Daloc has a practice of refraining from attending social events hosted by any supply chain entity. Our hospitality budgets are extremely limited and always require the approval of the chief executive officer. We handle cases related to corruption with the aid of our Code of Conduct (CoC).



We have procedures for sponsorship in terms of both what can be sponsored and decision-making authority. In practice, this means that Daloc’s sponsorship consists mainly of donations to junior sports and athletics associations in the local vicinity of Daloc’s manufacturing sites.

Daloc has procedures to control discount rates linked to customer purchasing volumes. Any deviation from the established discount rates is subject to prior approval by the managing director.

Customer health and safety

The doors we make are designed to last a long time. This places a great responsibility on us as a supplier. Everyone who has a door from Daloc should have complete confidence that the door provides protection against fire, noise and intrusion and that it emits no hazardous gases. In order to be certain that Daloc meets these demands, our steel doors are subjected to third-party testing for emissions levels and to verify the standard of fire, noise and intrusion protection. Safe and secure door installation is offered by Secor, which is Daloc Group’s nationwide installation chain of certified installers.

Daloc's strategic sustainability commitments to 2030

Daloc shall have climate-efficient production (towards net zero emissions), and its operations strive for energy neutrality. We contribute to social sustainability through engagement in local activities at our operating locations. CSR efforts are carried out in line with the UN Sustainable Development Goals and shall cover the entire supply chain.

Daloc's core values

At Daloc, we have three core values that summarize what we stand for, how we act, and what guides our decisions.

Forward thinking	Safety.	Long-term approach.
We are curious and see opportunities where others see obstacles. We constantly strive to develop ourselves and our products and to do what is best for our customers.	We work to create a safe and secure environment for each other, for our customers, and for everyone who lives, works, and exists behind our doors.	We are reliable and take responsibility. We act in a way that is sustainable today and in the future. We nurture our relationships and ensure that people feel good and thrive.

The Board's statement on the sustainability report in accordance with the Annual Accounts Act

This sustainability report constitutes the company's statutory sustainability report and forms part of the Directors' Report for Daloc AB, company registration number 556239-8239.

The sustainability report contains Daloc AB's information on the most important aspects for understanding the company's development, position, and results, as well as the consequences of its operations, including disclosures relating to environmental matters, social conditions, employees, respect for human rights, and anti-corruption. The Board of Directors, in its entirety, confirms, to the best of its knowledge and belief, the following:

- The sustainability report has been prepared in accordance with the Annual Accounts Act.
- The sustainability report contains no material misstatements, no material information has been omitted, and all information is consistent with the content of the annual report and the consolidated financial statements.



**Doors
with
purpose.**

