

2024

Sustainability Report

OUR VISION

Flintab aims to be the Nordic region’s leading provider of the market’s smartest and most profitable registration systems.

We are convinced that a well-integrated sustainability strategy is essential to achieving our vision. Through sustainable solutions, we can also strengthen our customers’ businesses.

Flintab develops, manufactures, sells, and maintains registration systems with associated products.

We do this for both private and public organizations. Together with our partners, we create solutions that maximize profitability and efficiency.

We deliver competitiveness, quality, and societal benefit to our customers.

We are one of Sweden’s leading companies in industrial weighing, and with a nationwide sales and service organization, we can quickly and easily reach our customers. In everything we do, we strive to ensure that our customers gain maximum business value from what we deliver.

We are industry leaders in developing registration systems related to weighing and integrating them with our customers’ own systems.

The registration system connects the weighing information with other business-critical data for purposes such as delivery control, statistics, reporting, invoicing documentation, and many other areas.

Flintab is certified according to ISO 9001, 14001, 45001, and 27001, and is also accredited by SWEDAC for calibration and recurring inspections.

YEAR 2024

490MWh

in saved energy for our customers through smart temperature control of vehicle scales

YEAR 2024

62%

Renewable fuel weight transports

YEAR 2024

0LTI

accidents with absence per million hours worked

YEAR 2024

>10 000_{st}

performed calibrations

YEAR 2024

87_{st}

employees

YEAR 2024

>170MSEK

revenue

Act responsibly

Our world faces significant challenges – economic uncertainty, global changes, and increasing environmental demands. To meet these demands, collaboration and a long-term commitment to sustainable development are necessary.

Sustainability is a core part of our business and guides our leadership. For us, sustainability means not only working to reduce our environmental impact but also ensuring that our operations remain profitable and competitive. Through proactive sustainability efforts, we create advantages that strengthen our market position, make us attractive to both employees and customers, and reduce the risks that come with a changing world.

At Flintab, responsible business practices are a given. To meet future needs, we continuously adapt to market developments and play an active role in the industry's transition to digital solutions and connected products. We balance innovation with respect for our history and experience.

As part of Dacke Industrier, we now have new opportunities to grow and develop in the Nordic market. Dacke Industrier, a long-term owner, invests in innovative technology companies and strengthens our focus on offering customer-tailored solutions.

We operate with high integrity in everything we do and are proud of the trust we have built with our customers, employees, and partners. This trust is something we constantly strive to nurture and develop.

Our sustainability strategy goes beyond just our own operations. By working more closely with customers and suppliers, we aim to jointly advance sustainability issues and contribute to positive societal development.



Our values guide our actions and are an important part of our company culture. They support our promise: “We deliver on our commitments.”

Present

We are where our customers need us. On site, by phone, online, and on the web.

Reliable

We keep our promises, no matter what. Our customers should feel confident knowing we prioritize them and value their time and commitment.

Specialized

At Flintab, our customers and partners can count on meeting the industry's most skilled and well-trained professionals. We aim to lead the industry in expertise and cutting-edge technology.

Committed

The curiosity and dedication of everyone at Flintab are essential to our success. Our customers should always feel confident that we understand their operations and are fully committed to delivering the best possible results.

Sustainability is a natural part of Flintab’s core business and strategy.

Flintab has been producing weighing solutions for over 40 years, and we aim to continue doing so sustainably for at least another 40. We understand that our business and actions impact economic, environmental, and social factors both locally and globally. With this report, we want to provide a transparent view of the challenges and opportunities we face on our path

Long-term goals

By sustainability, we mean striving to balance long-term environmental considerations with social and economic demands.

Our operations have a global impact—primarily on the climate, but also through social risks in the long supply chains of electronics. Locally, we are also involved in construction and infrastructure projects where health and safety must be taken with the utmost seriousness.

Our long-term goal is to make the weighing industry more sustainable. There are no simple ways to radically change how weighing can be done sustainably—it requires a long-term commitment.

Some of the questions we aim to address include:

- How can Flintab become fossil-neutral by 2040?
- How does Flintab impact health, human rights, and working conditions?
- Does Flintab have a business model that encourages long-term sustainability and a circular economy?

The environmental aspects of Flintab’s operations with the greatest impact are business travel, transport of

weights, and our products from a life cycle perspective.

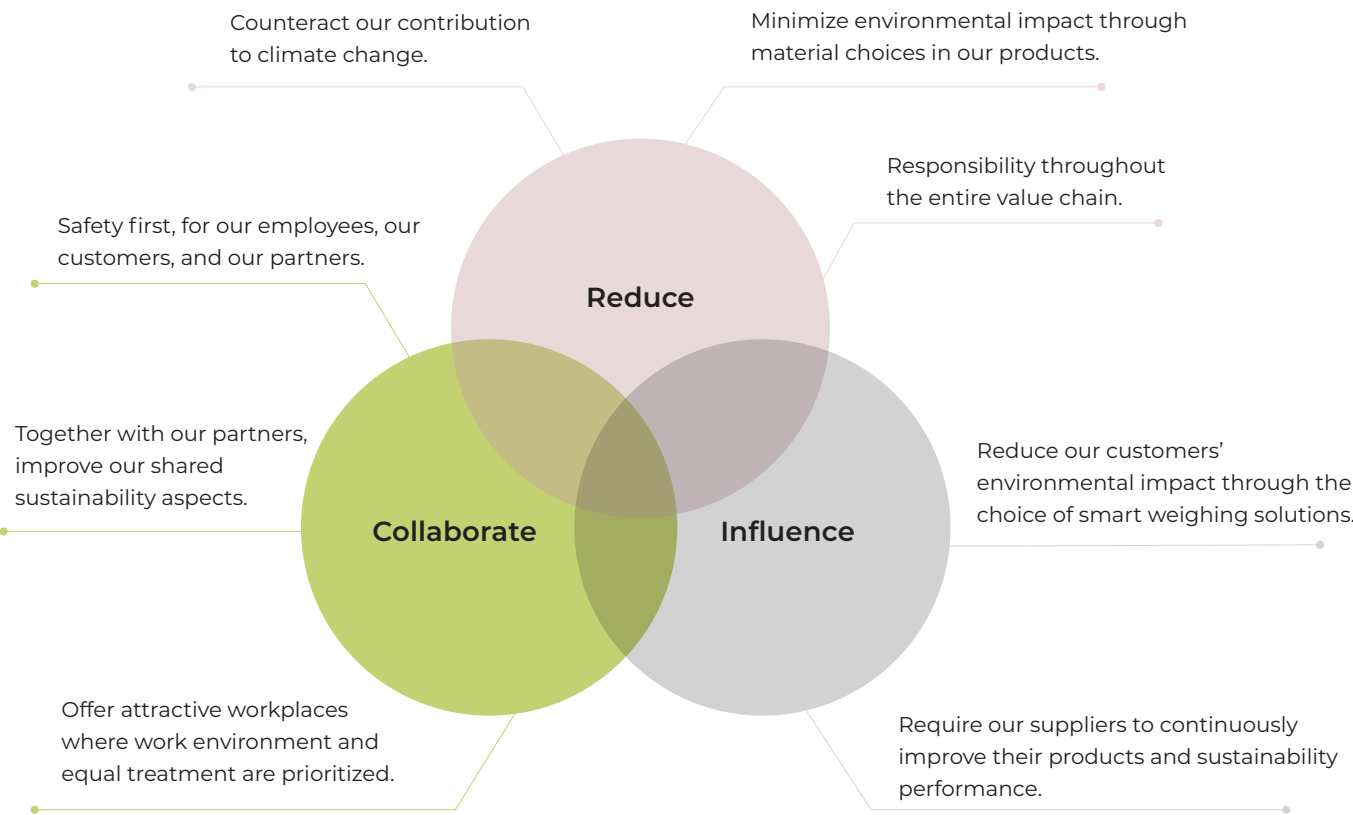
Our strategy encompasses all essential dimensions of sustainability. Today, we focus on three core areas: reducing climate and environmental impact, engaging responsibly with our close stakeholders, and influencing actors in the value chain in the right direction.

We hope for—and welcome—more customers to place higher demands on us in terms of sustainability. Together, we need to find solutions that reduce our footprint and are also feasible from an economic and business perspective, so that they create value throughout the entire value chain.

The overall aim is to direct investments toward more sustainable alternatives. Although this will be demanding, it will also provide clarity on the rules of the game. With the EU’s sustainability reporting regulations, companies will be required to adopt a broader perspective on sustainability—especially by reviewing their entire value chain. As part of a larger corporate group, Flintab reports its sustainability work to the group level.

We hope that you, the reader, will gain an understanding of both the opportunities and the challenges.

Our sustainability plan is divided into three focus areas.



Sustainability goals in focus

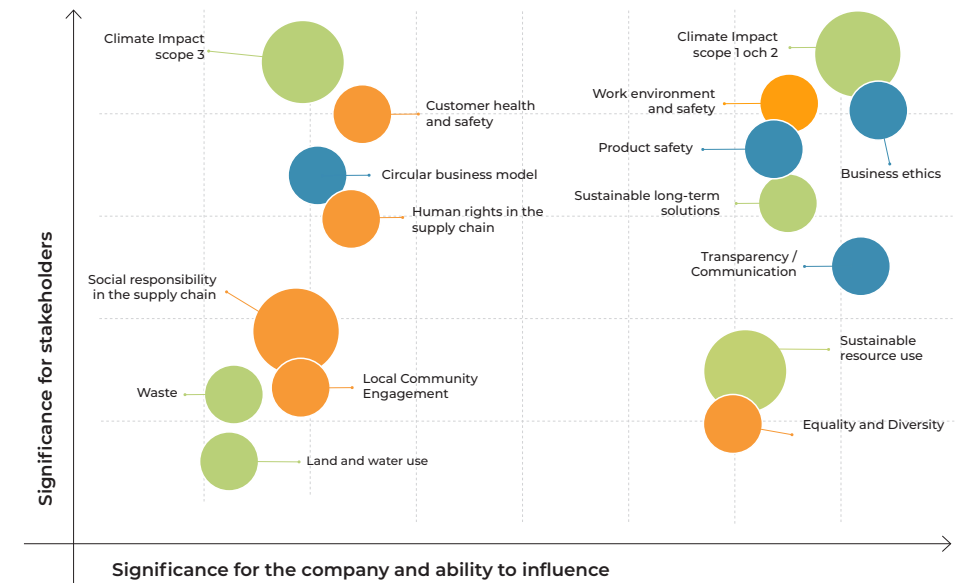
The UN's Global Sustainable Development Goals support all types of companies and organizations in their sustainability efforts. At Flintab, we work with several of these goals, with our most important being Goal 13 – Climate Action. The transport sector accounts for more than a quarter of global emissions. Flintab's business model involves travel, and we recognize our responsibility to help drive the transition toward sustaina-

This is how we work with the most important goals.



Materiality Analysis

Flintab's materiality analysis was conducted in 2020 and has since been continuously updated and developed.



During 2023, Flintab's management carried out a strategic process that included an analysis of important external factors as well as the demands and expectations from our various stakeholders.

The materiality analysis shows the extent of impact that different sustainability issues have on the world from environmental, social, and economic perspectives, as well as how significant these sustainability issues are for different stakeholders when making decisions related to Flintab's operations.

The analysis reflects our products and industry, taking into account both short-term and long-term impacts.

The materiality analysis is based on the principle of impact * likelihood.

Reducing climate impact continues to be a highly prioritized issue among stakeholders. We also observe a shift toward considering climate impact throughout the entire value chain.

The environmental impact of weighbridge construction, especially regarding concrete and steel, remains an important issue. The circular perspective is increasingly emphasized both politically and within the business community. This will demand innovative thinking in the industry.



Dialogue for development

Our primary stakeholders are owners, suppliers, customers, employees, and society/environment. These groups have been identified based on their interest and the actual and potential impact they have on us and vice versa.

We maintain ongoing dialogue with our stakeholders to ensure that our material sustainability issues align with external expectations and to understand which issues

are most important. This helps us continuously improve our operations and build long-term relationships with our stakeholders.

Stakeholder dialogues occur continuously through various channels. We conduct customer surveys and have daily contact with customers and suppliers through our sales and purchasing organizations, where we can capture expectations regarding our sustainability work.

Stakeholders and forms of dialogue

STAKEHOLDERS	DIALOUGE	KEY ISSUES
CUSTOMERS	<ul style="list-style-type: none">Customer meetingsMarketing materialsCustomer surveys	<ul style="list-style-type: none">Provide products that meet customers' requirements for environmental, social, and resource-efficient solutions.Contribute to customers' sustainability profiling.Influence the inclusion of environmental certification as a requirement in procurement processes.
SOCIETY	<ul style="list-style-type: none">Receive feedback and trends through various channelsSponsorship	<ul style="list-style-type: none">Comply with all legal requirementsSponsorship and support through appropriate channelsApply the precautionary principle
INDUSTRY ORGANIZATIONS	<ul style="list-style-type: none">Meetings and trade fairs with interest groups and industry organizations	<ul style="list-style-type: none">Flintab actively participates in shaping and advancing sustainability issues on the agenda.
SUPPLIER	<ul style="list-style-type: none">Meetings during framework agreement procurement, orders, and supplier meetingsAudits and site visits	<ul style="list-style-type: none">Clear requirements for environment, work environment, quality, and social responsibility.Long-term relationships and strategic partnerships.
OWNERS	<ul style="list-style-type: none">Network groupsBoard meetings	<ul style="list-style-type: none">Ethical and sustainable business practicesLong-term stable operations in accordance with goals and strategiesClear communication
EMPLOYEES	<ul style="list-style-type: none">Employee appraisals and goal-setting processesEmployee surveys	<ul style="list-style-type: none">An attractive employer with good working conditionsA safe and healthy work environmentGood opportunities for skills developmentUnderstanding of one's own impact within Flintab's operations

Sustainable solutions for customers

Energy-efficient heating of weighbridges

For weighbridges to function properly and ensure traffic safety, a snow- and ice-free driving surface is required. This is typically achieved with electric or water-based heating, where energy consumption can sometimes be high. Flintab's smart heating control has long reduced energy use by 50–75% compared to conventional thermostat-controlled heating.

Now, we are taking the next step with heat pump operation. By combining a weighbridge prepared for heat pump use with a suitable heat pump, energy consumption can be further reduced by 60% compared to an electric-heated weighbridge with smart heating control. Additionally, the power demand is significantly lowered, which can lead to

“**Flintab, together with a certified heat pump installer, has developed package solutions for heat pump operation, making the technology accessible to more customers. The installation cost is slightly higher, but the investment pays off within 3–5 years, depending on the climate zone, network owner, and electricity area.**”

Fredrik Wånelid, Sales and Marketing Manager



Photo by: Mattias Johansson, Brigad/Ragn-Sells

Smarter waste management

Efficient waste management in large properties is becoming increasingly important. To achieve better sorting according to the waste hierarchy, weighing can be a valuable tool early in the process. An example is Mall of Scandinavia, where traditional waste management has been supplemented with a weighing system.

In traditional waste management, tenants are charged a fixed fee regardless of the amount of waste they generate. With a weighing system, each waste fraction is recorded and weighed when emptied in the property's waste room. This enables fair cost distribution, where each tenant pays for their actual share. The system also identifies both the container owner and the type of waste, providing accurate statistics and cost tracking.

This solution is especially suitable for office buildings, shopping centers, and public facilities looking to improve their environmental efforts.

The results show that:

- » The sorting rate increases
- » Total waste costs decrease

Environmental impact of Flintab's products



Flintab's products consist of components that affect both people and the environment. Therefore, it is important that we view our products from a life cycle perspective.

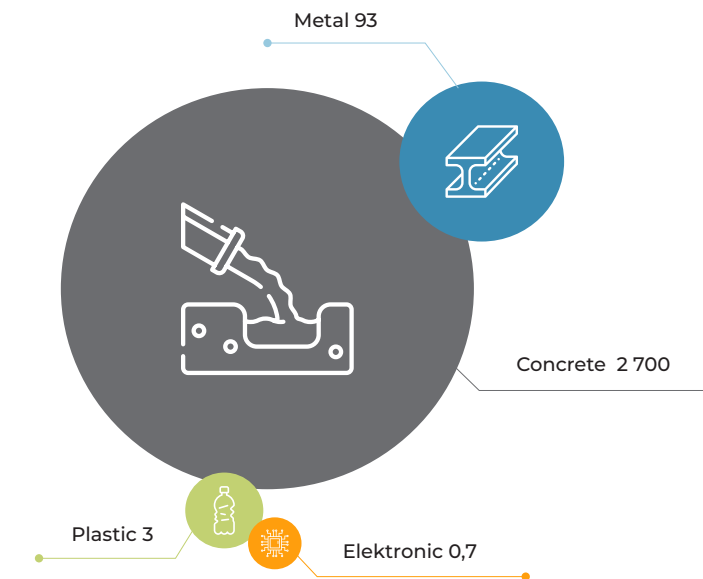
- We have three product areas:**
- Scales primarily made of steel
 - Scales primarily made of concrete
 - Electronics – instruments, terminals, other electronics

Looking at the full picture helps us identify how we can best manage our impact, how we create value for our various stakeholders, and what risks we need to be prepared to handle.

We exert influence both upstream and downstream in the value chain, but our ability to impact varies at different stages.

It is therefore important to increase awareness of which materials are the most sustainable. The life cycle analyses conducted during the year show that increasing the proportion of recycled raw materials in our products is the simplest short-term solution.

Weight distribution of sold goods(



Life cycle perspective

1. Primary production

The extraction of stone, ore, lime, and metals has a significant impact on nature and is often associated with poor working conditions. We strive to choose materials with lower environmental impact.

2. Processing

Flintab primarily selects Swedish suppliers with good environmental management and strives to increase the proportion of recycled materials. Supplier assessments and setting requirements.

3. Production

To produce with as low environmental impact as possible. To have suppliers with certified environmental and occupational health and safety management systems.

4. Installation

Minimize material and chemical use and ensure proper waste management. We maintain certified environmental and occupational health and safety management systems.

5. Use at customer site

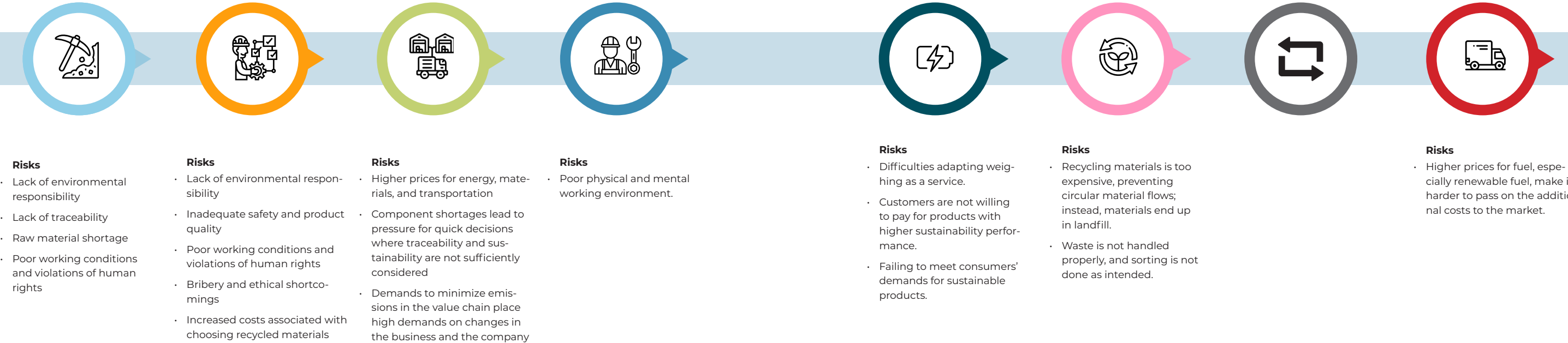
That Flintab manages energy consumption as an important part of the product. That we have a transparent and clear sustainability strategy and communication.

6. Handling of end-of-life product

That Flintab develops products so that it is easy to separate mechanics from electronics. Also, that we take producer responsibility through Elkretsen.

7. Transport

Flintab has many heavy transports, so it is important that we make the right priorities when choosing carriers and when purchasing our own vehicles.



Reduced climate impact from our concrete vehicle scales

Concrete is a building material that has a significant environmental impact during the production phase, primarily from cement manufacturing, but also from the production of steel used for reinforcement. By weight, concrete vehicle scales are the product Flintab produces the most of by a considerable margin.

The climate impact of producing our vehicle scales is roughly comparable to that of our business travel — meaning it is a significant impact.

At Flintab, we follow with great interest the developments in alternative methods of cement production. The concrete industry aims to have climate-neutral concrete available on the market by 2030, and Flintab wants to be part of that journey.

Until climate-neutral concrete becomes widely available, we continue to reduce the amount of cement by using alternative binders. Unfortunately, clear environmental classifications for concrete from a market perspective are lacking, which makes it harder to promote the environmental work being done.

Climate-Improved Concrete

In cooperation with our supplier, Flintab actively strives to be at the forefront regarding climate-improved concrete — a term developed by the industry organization Svensk Betong (Swedish Concrete Association) based on a standard concrete reference. A new version was released

in 2022. Improvements can be made in three steps, depending on how much the carbon footprint is reduced. Flintab's vehicle scale 14-15 currently reaches 280 kg CO₂ equivalents per m³, meaning it comfortably meets step 2.

Slag Replaces Cement

The production is environmentally declared and audited by an independent party. The assessment is based on a Life Cycle Assessment (LCA) perspective, which includes raw material extraction, transport, and production.

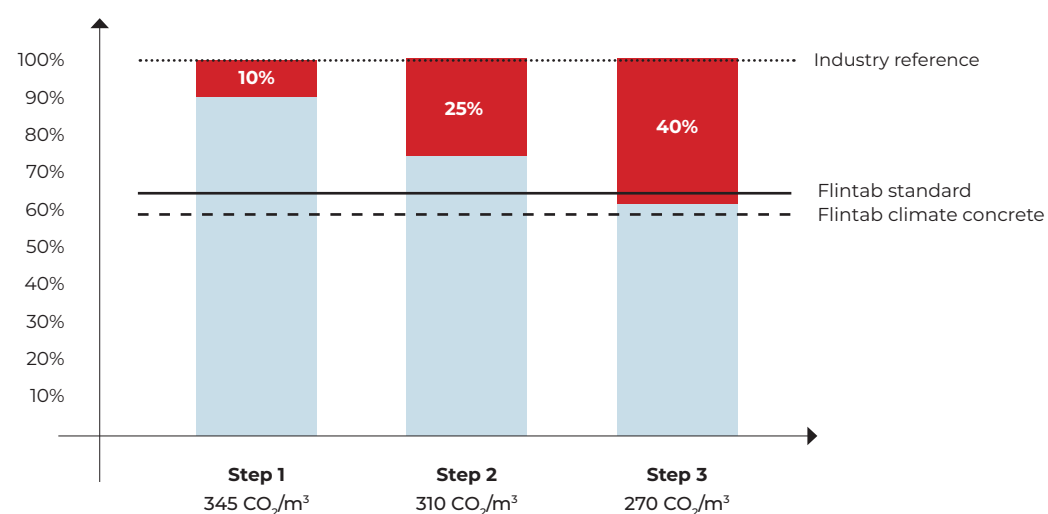
Key factors include, for example:

- The ballast is from crushed rock, not natural gravel
- A high proportion of slag is used to replace cement
- Recycling of leftover concrete
- Transports conducted with fossil-free fuels

Since the vehicle scale 14-15 also meets the highest quality requirements (exposure classes XF4, XD3), step 3 is not currently feasible due to technical and regulatory limitations. However, Flintab aims to offer a corresponding option for customers who want to take an extra step for the climate.

Climate-Improved Concrete

■ Reduction of carbon dioxide compared to industry reference



How we work with travel and energy consumption

For the year, we have reached the goal of 62% renewable fuel for our weight transports, resulting in an approximately 48% reduction in CO2e emissions.

Reduced emissions from business travel

A large part of our operations takes place at our customers' sites. Performing service and calibration requires access to spare parts and weights, making our service vans an important tool.

This is what we do...

- We reduce our climate impact by investing in vehicles, fuels, and technologies that are independent of fossil fuels.
- We increase transport efficiency by improving route optimization and minimizing the number of "empty runs."
- We educate our employees and create engagement to accelerate our climate efforts. We discuss climate work with our customers, suppliers, and partners to raise awareness and motivation to do more.
- Eco-driving training is provided to all company car users.
- We apply progressive requirements when purchasing new company vehicles.

Our company cars have, during the year, partly been influenced by waiting for new emission regulations to be implemented. Through further tightening of requirements in Flintab's vehicle policy, new company cars have transitioned entirely to electric and plug-in hybrids. The average CO2 emissions according to the manufacturer's specifications now stand at 68 g/km among our company cars (excluding service vans), thereby meeting this year's target.

Choosing HVO instead of diesel

Biofuels help us achieve fossil freedom. We try to select the fuel option with the best environmental profile at each refueling station. Our goal is to increase the proportion of renewable fuel. For our service trips, increasing the share of HVO is the strategy we consider most appropriate. When renewing the vehicle fleet, we have focused on models capable of running on 100% HVO.

Phasing out fossil fuels in our calibration weight transports

Many heavy weights are needed to calibrate vehicle scales and other larger scales. These transports are carried out by our partners, meaning the development of the vehicle fleet primarily happens through collaboration and setting requirements.

This is what we do...

- We conduct supplier assessments to select carriers with lower environmental impact.
- We seek suppliers who can demonstrate that their vehicle fleet meets Euro 6 standards or better and prioritize the use of biofuels.
- We collaborate with our haulers to switch fuels and vehicle technologies as quickly as possible to achieve fossil-free operations.
- We optimize routes for planned calibrations to minimize the number of kilometers traveled.

Increase the frequency of digital / travel-free meetings

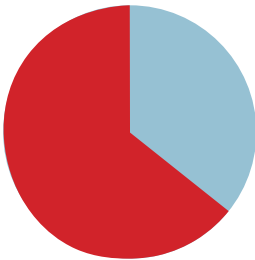
Updated equipment for digital meetings. Most customer trainings have also been conducted digitally.

Premises powered by renewable energy

The heating of the headquarters in Jönköping is supplied by district heating, and the electricity contract is tied to renewable energy sources. Electricity consumption has decreased during the year, but since many have worked from home, there is a natural reduction. Measures taken primarily include replacing lighting with LED light sources and installing motion sensors.

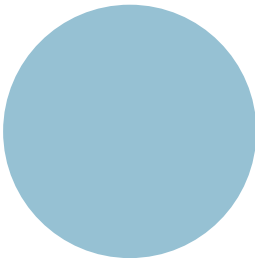


Renewable fuel for service trips 39%*

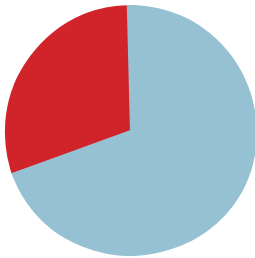


*Reduction of greenhouse gas emissions compared to fossil fuel

Company car drivers trained in ECO-driving 100%



Renewable fuel for weight transport 62%



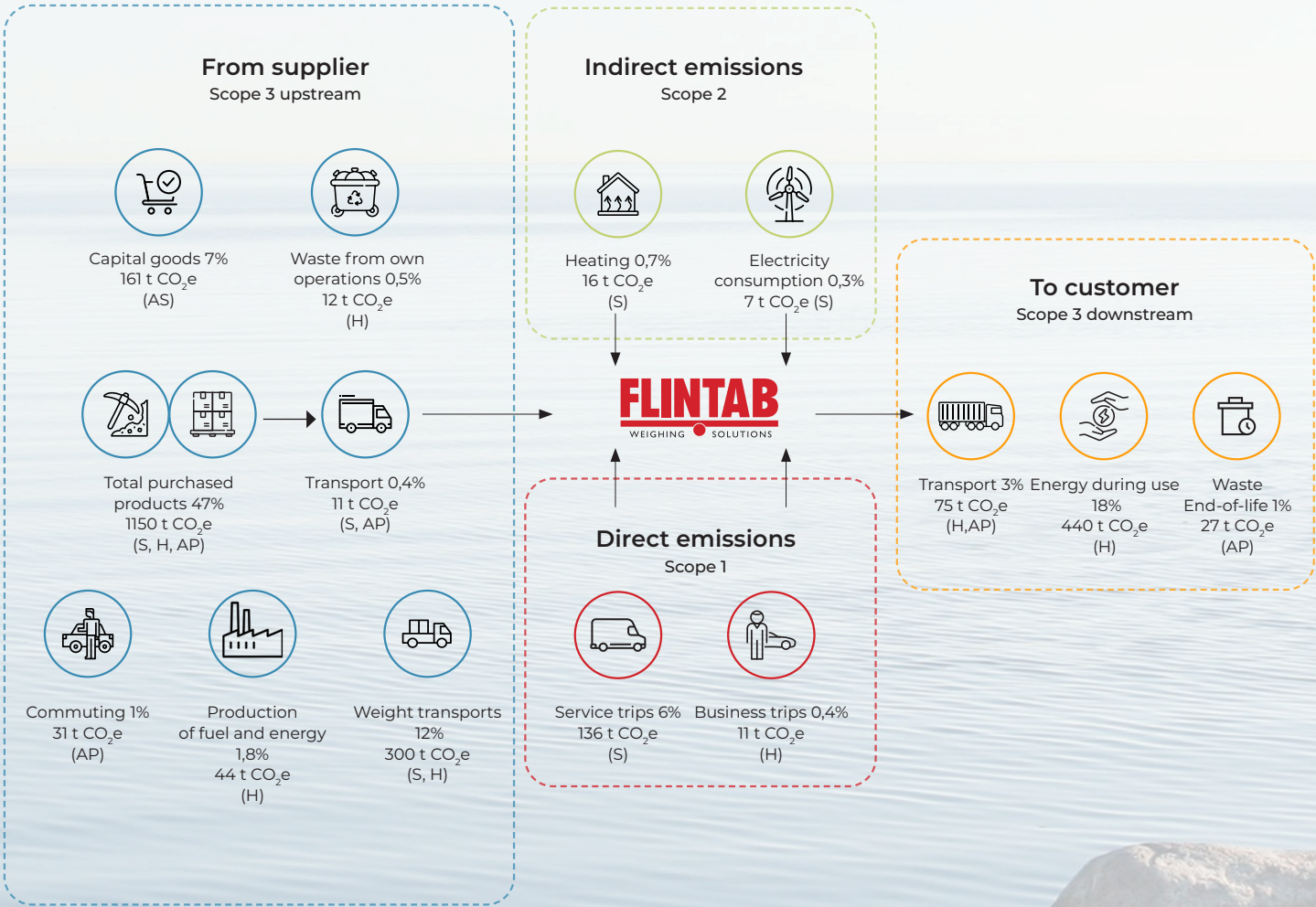
Climate impact in the value chain

An important part of Flintab's sustainability work is maintaining a sustainable supply chain, which requires working with the right suppliers and the right materials. Due to limitations in knowledge about how and where exactly our materials originate, some data in our analyses are generalized.

We have calculated all emissions within scopes 1, 2, and 3. The majority of our emissions occur outside our own operations, which is referred to as scope 3.

The production of our products accounts for most of the total climate impact, followed by the energy consumption of the products. Another significant factor is the transportation of products, calibration weights, and service trips.

Reaching our goals presents challenges because we do not have direct control over all emissions. It simply requires collaboration with our partners to achieve change.



GHG-protocol methods:
S = Supplier-specific
H = Hybrid
AP = Average-product
AS = Average spend-based

Percentage indicates the share of CO₂e of the total

Health and safety

Flintab has a goal of a zero-accident workplace, for both the company's own employees and those engaged in our projects.



Health and Safety

Flintab has a goal of an accident-free workplace, both for the company's own employees and those engaged in our projects. A strong safety culture is essential for success, and therefore we work purposefully to build our internal competence.

Another important safety aspect is that our products meet relevant safety requirements. We collaborate with authorities and customers to validate product safety and work based on risk assessments. No customer has reported injuries caused by our equipment, and no recalls have been made.

During the year, we have placed extra focus on renewing risk analyses, increasing the number of safety rounds, and creating a culture where employees feel safe to speak up and report incidents and risks. Encouraging active employee participation in occupational health and safety work—such as reporting more near-misses and risks—is a key success factor, and we must continue to stimulate this.

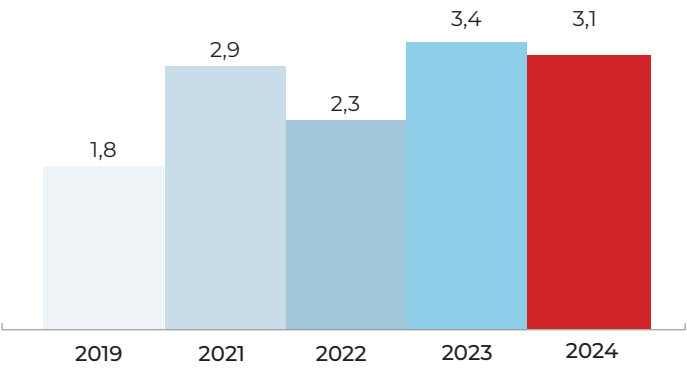
It is through our employees' experience, knowledge, and commitment that we create the conditions for a safe and pleasant workplace. During the year, all managers have undergone extensive training focused on systematic occupational health and safety work. The purpose of the training has been to further strengthen our framework around workplace safety to increase protection for our employees. Through wellness initiatives and offering health check-ups to all employees, the goal is to maintain a high level of wellbeing. Working with the calibration of scales invol-

ves many heavy lifts. This year, we have invested heavily in training on ergonomic lifting techniques and have evaluated lighter-weight calibration weights.

Traffic Safety

Many of our employees drive daily during work. Traffic safety is a key focus for us, and we are very committed to ensuring both employees and the public feel safe on the roads. Therefore, we work systematically to prevent and minimize the number of traffic accidents. We have provided first aid training for traffic accidents and have decided that all new service vehicles will be equipped with additional lights and warning lights.

Sick leave



Working at Flintab

Employees' needs and wishes are addressed in annual conversations that all employees have with their immediate manager. During these discussions, employees and managers talk about support needs, what is required to feel engaged, and how to avoid negative stress. Individual plans are developed and followed up on every six months.

Collaboration with employees

At Flintab, we value a healthy and active lifestyle while recognizing the importance of strengthening company camaraderie. Over the year, we have implemented several initiatives that combine movement and togetherness.

At our annual kickoff, the focus was on team building through activities such as golf, padel, and climbing — a well-appreciated element that both promoted collaboration and energized us for the fall.

We also participated in the Blood Run (Blodomloppet), where we ran together to raise awareness about the importance of blood donation and physical activity. Through these initiatives, we not only strengthen our community but also encourage an active and balanced lifestyle.

We work systematically with workplace environment issues, conducting regular risk assessments and safety rounds in cooperation with safety representatives.

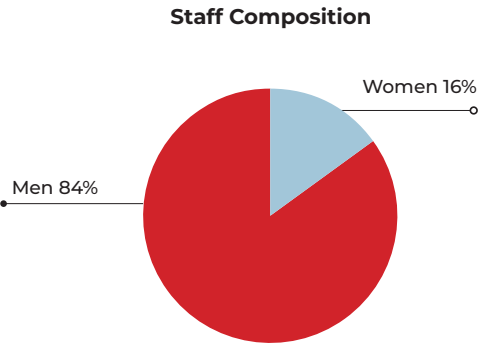
Action plans are developed and followed up to ensure a sustainable and pleasant work environment for all employees.

Equality and non-discrimination are important parts of our daily work and a natural part of our operational development.

We have a clearly implemented policy on equal treatment and actively work to ensure that all employees have equal opportunities to develop and contribute to the company's success.

To secure our long-term competitiveness, we work strategically with skills supply. Within service and technology, there is a continuous need for high competence, especially in system development.

We prioritize internal recruitment and skills development through regular employee appraisals where individual goals and development opportunities are clarified. All departments actively work with training plans based on business needs and employees' wishes.



Ethics and values

Business Ethics

Conducting business with strong ethics and clear values is central to Flintab. Our work is based on Dacke Industrier's Code of Conduct and employee policies.

At Flintab, acting with integrity in all interactions—with customers, competitors, authorities, employees, and others we meet in our professional roles—is extremely important. We have clear guidelines that direct us, and our employees receive regular information to ensure they have a good understanding of what applies.

Flintab has an absolute zero tolerance for corruption and behaviors that violate applicable competition laws. No conflicts of business interest are allowed.

We welcome and support whistleblowers. If any of our stakeholders discover something wrong, we want to make it easier for them to report it. We have tools to allow anonymous reporting.

Evaluating Our Suppliers

The majority of Flintab's supplier base is located in Europe, primarily in Sweden. Our focus is on first-tier suppliers. By using recognized and reputable suppliers,

we minimize the risk of violations against fundamental human rights and principles. When selecting suppliers outside the EU, we assess on a case-by-case basis. Flintab is a small player with limited resources to conduct on-site audits ourselves.

One of the biggest challenges in our sustainability work with suppliers is ensuring transparency and compliance throughout the supply chain. Several of our suppliers have relatively complex subcontractor structures, which makes it challenging to gain full insight into how sustainability requirements are met at all levels.

We actively work on these challenges through dialogue and cooperation with our suppliers.

Flintab places great focus on long-term relationships. All our suppliers must comply with our Supplier Code of Conduct, which includes environmental, occupational health and safety, ethics, security, and human rights criteria. No supplier has been identified with significant negative impact. During the year, we have worked to strengthen knowledge of our supply chain by conducting risk assessments of the next supplier tier (tier 2) based on the country of production.



“ By having our suppliers disclose the source of their materials, we gain deeper insight into our supply chain. This enables us both to identify potential risks and to act on the most critical ones.

These risks can affect us as a company, for example through delivery uncertainties, but also impact relevant stakeholders such as local labor, communities, and the environment.”

Johan Rytkönen, Strategic Buyer

Corporate governance

For Flintab, it is important to be an active part of society from a financial perspective, particularly regarding taxes.

We are registered as a business, meaning we hold F-tax status, are VAT-registered, and registered as an employer.

We continuously fulfill our tax obligations and consider it important to be responsible corporate citizens.

For our stakeholders – including customers, suppliers, government authorities, municipalities, and employees – it is essential that Flintab maintains strong and sustainable profitability, managed with care. This is reflected in our high credit ratings, such as AAA from Bisnode and Risk Class 5 (the highest possible) from UC.

Head Office and Board of Directors

- Flintab's head office is located in Jönköping.
- The company's executive management includes the heads of the various departments.
- The Board of Directors consists of shareholder representatives, employee representatives, and external members.
- Flintab is a subsidiary of Dacke Industri AB (corporate ID: 556868-7973), headquartered in Helsingborg. Dacke Industri is in turn owned by Nordstjernan, whose largest shareholder is the Axel and Margaret Ax:son Johnson Foundations.
- Sustainability efforts are integrated into the governance and follow-up processes of the company's operations. Flintab's management is responsible for setting strategies, policies, and targets for sustainability work. Our CEO holds ultimate responsibility for the outcomes of our sustainability initiatives.
- Flintab's Sustainability Manager prepares the sustainability goals and, together with the management team, leads our sustainability efforts toward achieving these objectives.
- Our operational policy is available on our website and has been approved by the Board of Directors. In this policy, we commit to acting with care and to respecting human rights. The policy has been communicated to employees through training and our management system.

A Reliable and Creditworthy Business Partner
Flintab holds a AAA credit rating, the highest possible. This rating is awarded to companies that demonstrate long-term stability, both in periods of economic growth and downturns.



Key sustainability figures

Climate Impact		2024	2023	2022	2021	2020
CO ₂ Scope 1&2 / turnover		0,94	1,02			
Energy Use in Production and Facilities						
Electricity Consumption (MWh)		155	138	166	151	168
District Heating (kWh)		268	198	211	228	174
CO ₂ e Emissions from Energy Use (t)	Scope 2	24,2	19,4	20,0	21,6	13,5
Transport (Well-to-Wheel)						
CO ₂ e Emissions from Company Cars (t)	Scope 1	136	169	212,4	210,9	241,0
CO ₂ e Emissions from Business Travel (t)	Scope 3	11	8	8	4	4
CO ₂ e Emissions from Weight-Based Transport (t)	Scope 3	298	224	182,0	154,2	136,4
CO ₂ e Emissions from Goods Transport to Customers (t)	Scope 3	75	35	21,7	25,9	
Waste						
CO ₂ e Emissions from Waste Management (t)	Scope 3	2,4	0,3*	0,6*	0,6*	
Waste for Recycling (t)		6,2	5,6	10,9	7	4,7
Waste for Energy Recovery (t)		2,1	0,9	2	2	2,3
Hazardous Waste (t)		0,5	0,6	0,5	0,9	3,1
Refers to combustible waste only						
Value Chain						
Share of Suppliers with Production in the Local Area / Southern Sweden		> 70%	> 70%			
Share of Suppliers with Production in Europe		> 60%	> 60%			
Employees						
Sick Leave (%)		3,1	3,2	4,3	2,30	2,90
Reported Workplace Accidents		4	2	5		
Gender Distribution F / M (%)		16/84	15/85	15/85		
Age Distribution: <30, 30–50, >50 (%)		20/44/36	10/51/38	9/47/44		
Share Covered by Collective Bargaining Agreements		100%	100%	100%		
Employees, Number of FTEs		85	80	78		
Employee Turnover, Age Group <30, 30–50, >50 (%)		1/6/0	13/10/13	29/8/9		

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2-25	Process to Address Negative Impacts	6, 7, 9, 11
2-26	Mechanisms for Advice and Grievance Reporting	21
2-27	Compliance with Laws and Regulations	No deviations
2-29	Stakeholder Groups	11
2-30	Proportion of Workforce Covered by Collective Agreements	24
3-1	Process to Determine Material Topics	7, 9, 10, 18
3-2	List of Material Topics	9, 18
3-3	Management of Material Topics	7, 9, 10, 19
204-1	Share of Local Suppliers	21, 26
302-1	Organization's Energy Consumption	19, 26
302-4	Energy Intensity	26
302-5	Reduction in Energy Use	26
305-1--3	Direct Greenhouse Gas Emissions (Scope 1)	18, 26
305-4	Greenhouse Gas Emission Intensity	26
306-1--5	Waste Generation and Management	13, 26
307-1	Violations of Environmental Laws	No deviations
308-1	New Suppliers Assessed Using Environmental Criteria	21
308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	14, 18, 21
401-1	Employee Turnover	24
403-1--7	Occupational Health and Safety Governance	22
403-8	Workers Covered by an Occupational Health and Safety Management System	22
403-9	Work-Related Injuries	24
404-2	Talent Management and Workforce Development	23
404-3	Percentage of Employees Receiving Regular Performance and Development Reviews	23
405-1	Diversity in Leadership and Workforce	24
406-1	Incidents of Discrimination and Actions Taken	No deviations
414-1	New Suppliers Assessed Using Social Criteria	18
414-2	Negative Social Impacts in the Supply Chain and Actions Taken	14, 18, 21
416-1	Assessment of Health and Safety Impacts of Products	22
416-2	Compliance Regarding Product and Service Health and Safety	No deviations
418-1	Complaints Regarding Breaches of Customer Privacy and Data Loss	No incidents

The report has not been reviewed by an external audit firm.

In 2025, we continue our pursuit of a safer and more sustainable future.

Hello Sargon, Within QEHS, what major challenges and opportunities do you currently see for Flintab in the area of sustainability? What obstacles and future potential exist?

We foresee certain challenges, particularly with the increasing regulatory demands. Ever-stricter environmental and sustainability regulations may require significant adjustments and investments—something we at Flintab continuously monitor and work actively to address.

Reducing emissions and implementing carbon-neutral processes can be complex and costly. At Flintab, we collaborate with Dacke Industri and use Position Green as our reporting platform to support this important work.

At the same time, we also see significant opportunities. Through innovation and investments in sustainable technologies and product development, we can deliver new and improved solutions. Companies with a strong focus on sustainability attract more customers and partners who value environmental responsibility—making sustainability a clear competitive advantage.

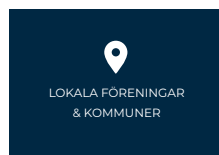
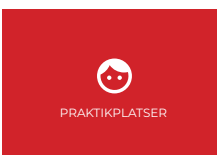
By prioritizing sustainability, Flintab can position itself as an industry leader and set the standard for others to follow. Our initiatives not only contribute to a more sustainable future but also open up new markets and business opportunities—especially in sectors where environmental responsibility is a priority.



Sargon Odicho, QEHS Manager

Flintab and society

Flintab supports associations and non-profit organizations both financially and with products. The organizations should align with Flintab's values, have a connection to the communities where we operate, and contribute to the common good.



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