

SUSTAINABILITY REPORT 2025



VALBRUNA
NORDIC



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Valbruna Nordic AB (556124–5639) presents its sustainability report for 2025. It also covers our subsidiaries in Denmark and Norway and reflects our performance during the period 1 January 2025 to 31 December 2025. The company's first sustainability report for 2020 was published on 5 February 2021. This report is our sixth sustainability report and has been prepared in accordance with the Annual Accounts Act and the Voluntary Sustainability Reporting Standard (VSME).

Our previous sustainability reports have been prepared with inspiration from the GRI standard, Foundation 2021, we have now switched to reporting according to VSME, the comprehensive module. By using the VSME standard, we align our reporting with the EU's recommendations for SMEs, while now fully adhering to a complete standard for sustainability reporting. The sustainability report has been approved by the board.

Published April 7th 2026.

If you have any questions about the report, please contact Johan Johansson, Quality Manager at Valbruna Nordic, johan.johansson@valbrunanordic.se

VALBRUNA NORDIC

– HOUSE OF STAINLESS BARS –

Valbruna Nordic has the largest stock in the Nordics of stainless steel, long products. Through marketing via local sales offices, Valbruna Nordic sells and distributes over 1000 different items. The name House of Stainless Bar means that we with our excellence want to be able to offer the market's widest range of products under one roof.

Vision and values

Valbruna Group's values are that we as a company should be dynamic, transparent and sustainable. We strive to be a partner that takes responsibility economically, socially and ethically, and that satisfies the needs and expectations of our customers and other stakeholders in a resource- and cost-effective manner. Our vision is *To be the most reliable supplier of stainless steel long products in the Nordic region, via added value operations to the most demanding markets.* Our continuous work focuses on improved quality and climate work, with sustainability, human well-being and environmental considerations as key elements.

Headquarters: Karlstad.

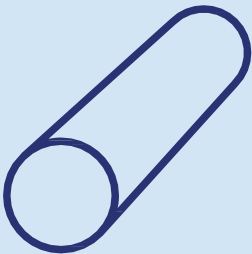
Branches with sales offices in Kolding, Denmark and Fjellhamar, Norway.

Owner: Acciaierie Valbruna S.p.A, Italy.

The main market is the Nordic region, but customers are all over the world.

The product range includes over 1000 items consisting of round, flat, square, angle and hexagonal bars in austenitic, martensitic and duplex stainless steels, stainless reinforcing steels and nickel and titanium alloys.

Customers are mainly in the process, paper and food industries as well as the energy sector.



BALANCE SHEET TOTAL

349 MILLION SEK

TURNOVER

546 MILLION SEK

NUMBER OF EMPLOYEES

SALES

35

8684 TONS

WORDS FROM OUR MD

The year 2025 has been characterized by uncertainty and strong market volatility, mainly driven by continuous changes in the geopolitical world situation. The end of 2024 passed at a slower pace, which left its mark on the beginning of the year. But when uncertainty arises, it becomes all the more important to focus on what we know for sure, which is our strengths and our commitment.

During the second half of the year, the market has been extremely dynamic, and we expect this level of activity to continue into early 2026. Some of our larger customers have responded to the uncertainty through inventory reduction strategies, which are now coming to an end. This opens the way for purchases to return to a normal pace next year.

The area of sustainability has also been characterized by great uncertainty during the year regarding the EU's sustainability legislation with the changes proposed with the Omnibus package. We started preparations for CSRD reporting but paused while waiting for a decision. Now we know that we are not covered, but our sustainability work continues with full force. For us, sustainability is not a legal requirement, but a strategic priority and a natural part of our future. At the same time, the demands from customers are also tightening. We work closely with our production facilities to meet customers' growing expectations for transparent and verified sustainability data. One of our key priorities is to deliver robust Environmental Product Declarations (EPDs) that strengthen trust and create long-term value.

Above all, our greatest security is the Valbruna Group. During its 100th anniversary, Valbruna has once again shown why we are so proud to be part of this family. Our history and values are a solid foundation to stand on – and we look forward to continuing to build the future together.

Renato Faggian,
CEO, Valbruna Nordic



SUSTAINABILITY STRATEGY AND WORKING METHODS

Systematic sustainability work

Valbruna Nordic works systematically to develop a more sustainable business. Our strategy is based on clear goals, structured working methods and regular dialogue with our stakeholders.

- **Planning:** We have a three-year business plan for 2026–2028 that includes both sustainability and environmental goals, which allows us to follow up and prioritize efforts for the coming years.
- **Stakeholder involvement:** We establish regular dialogues with our stakeholders to understand their expectations of the company and our sustainability work. This helps us adapt and improve our business.
- **Efficiency:** We optimize deliveries and loading to reduce the number of transports and increase the volume per transport. We are actively working to replace both vehicles and machines to reduce our climate impact and increase efficiency.
- **Workplace safety:** We have zero tolerance for work-related accidents and continuously work with safety to create a safe and healthy work environment.

Valbruna Nordic has certifications that support our sustainability work and ensure that we meet high standards for the environment and quality:

- ISO 14001 – environmental management system that helps us to systematically manage our environmental impact and improve our environmental performance.
- ISO 9001 – quality management system that helps us ensure high quality and continuously improve our processes.
- BASTA certification (reinforcement) – ensures that the products are free of hazardous chemical substances and registered in an independent system that facilitates sustainable material selection and construction certifications.

To complement these certifications, we also have sustainability policies, which are publicly available, in addition to the gender equality policy, which is available internally. The three last policies are directly from the holding company in Italy and apply to the entire group:

- **Quality & Environmental Policy** – guidance for quality and environmental work

- **Gender equality policy** – ensuring equal opportunities for all
- **Code of ethics** – ethical and responsible behavior
- **Conflict Minerals** – responsible material choice
- **Sustainability policy** – sustainability throughout the business

Our strategy and procedures show how sustainability is an integral part of our business model and our daily work, and how we work to continuously improve both environmental and work environment impact.

Double materiality analysis

In 2025, we started the work on a double materiality analysis, in preparation for sustainability reporting in accordance with CSRD. Double materiality is a method used to see both how our operations affect the environment and society, and how environmental and sustainability issues affect us. The aim is to get an overall picture that helps us prioritize the most important sustainability issues and focus our efforts where they are most useful. The process consists of four steps, where we reached the beginning of step 3 but then paused the work:

1. Sustainability context

We gathered a cross-functional group to get a common picture of the world around us, regulations, customer requirements and trends that affect our sustainability work and our business.

2. Impacts, risks and opportunities in the value chain

Value chain analysis to identify where our operations have the greatest impact on people and the environment, as well as which risks and opportunities are most relevant.

3. Stakeholder involvement

Dialogue with key stakeholders to understand their expectations and use their perspectives as a basis for the analysis.

4. Assessment and prioritization

Impacts and risks are assessed based on severity, probability and business relevance, which provides a basis for prioritizing the most significant areas.

Although we paused our work when the EU directive was amended, the process gave us valuable insights into our business and the world around us and confirmed that the areas we had previously chosen as most essential are still right for us.

UN Sustainable Development Goals

The UN's Sustainable Development Goals (SDGs) are an important guide for how companies can contribute to sustainable development from a broader context. Below are the global sustainability goals that are linked to the areas that we at Valbruna Nordic have identified as most important in our sustainability work. We describe our active contribution to these goals and identify the

areas where we face challenges. These are our internal goals linked to the global sustainability goals, which we continuously assess, follow up and develop.

UN SUSTAINABLE DEVELOPMENT GOALS	OUR STATUS TODAY	SET GOALS/ACTIVITIES
 5 GENDER EQUALITY	We have zero tolerance for all forms of discrimination and harassment and work actively to create a work environment where every individual feels valued and respected. Our sourcing work also reflects our commitment to gender equality and human rights by setting clear requirements for our suppliers to adhere to the principles of respect and non-discrimination as set out in our Supplier Code of Conduct.	• 100% signing of our main suppliers on our Code of Conduct by 2026 • 100% follow-up on the main suppliers' compliance with our Code of Conduct until 2026 • 100% Code of Ethics awareness among employees
 7 AFFORDABLE AND CLEAN ENERGY	We currently buy electricity produced with 100% renewable energy sources. Through our solar cells, we contribute to an increased production of renewable energy while becoming more self-sufficient in electricity during the summer months. In 2024, we switched to district heating labelled with Good Environmental Choice, which means that we buy district heating from 100% renewable energy.	• Maintain Scope 2 neutral by continuing to purchase renewable electricity and eco-labelled district heating • Continuously investing in more modern equipment when older equipment needs to be replaced
 8 DECENT WORK AND ECONOMIC GROWTH	We have collective agreements in place for our employees, offer fair wages and benefits, and promote a safe and secure work environment.	• <3.5% sick leave • Vision Zero for workplace accidents
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	By offering a wide range of stainless steel with an 84-95% share of recycled materials, we help our customers to be more resource efficient. Although our products are fully recyclable, it is the final design of the product that determines its recyclability when it has reached the end of its life cycle.	• Continue to deliver products made with highly recycled materials • At least 85% of the waste that cannot be avoided must be recycled
 13 CLIMATE ACTION	Valbruna Nordic is committed to minimizing the climate impact of our inbound and outbound transports, and to giving rise to virtually no emissions within its own operations. However, our biggest challenge is linked to scope 3, more specifically our purchases of stainless steel.	• 100% green cars in our vehicle fleet by 2026 • 50% reduction in scope 1 & 2 emissions to 2030 compared to 2021 • Net zero emissions in scope 1 & 2 by 2045 • Increase average tonnage per shipment by 5% by 2028 compared to 2025, corresponding to at least 2 tons per shipment

STAKEHOLDER ENGAGEMENT

Valbruna Nordic establishes regular dialogues with our stakeholders to ensure a better understanding of their expectations of us as a company as well as our sustainability work. The selection of stakeholders has been based on both their degree of interest in our business and their potential influence on us. The table below describes our key stakeholders, the form in which we typically engage in dialogues with them, and their most important issues.

Stakeholder dialogues are a central part of the double materiality analysis. We started this work in February 2025 by identifying who our key stakeholders are and what we want to get out of these dialogues. Our continuous work with our stakeholders means that we have a good basis for understanding their expectations of us.

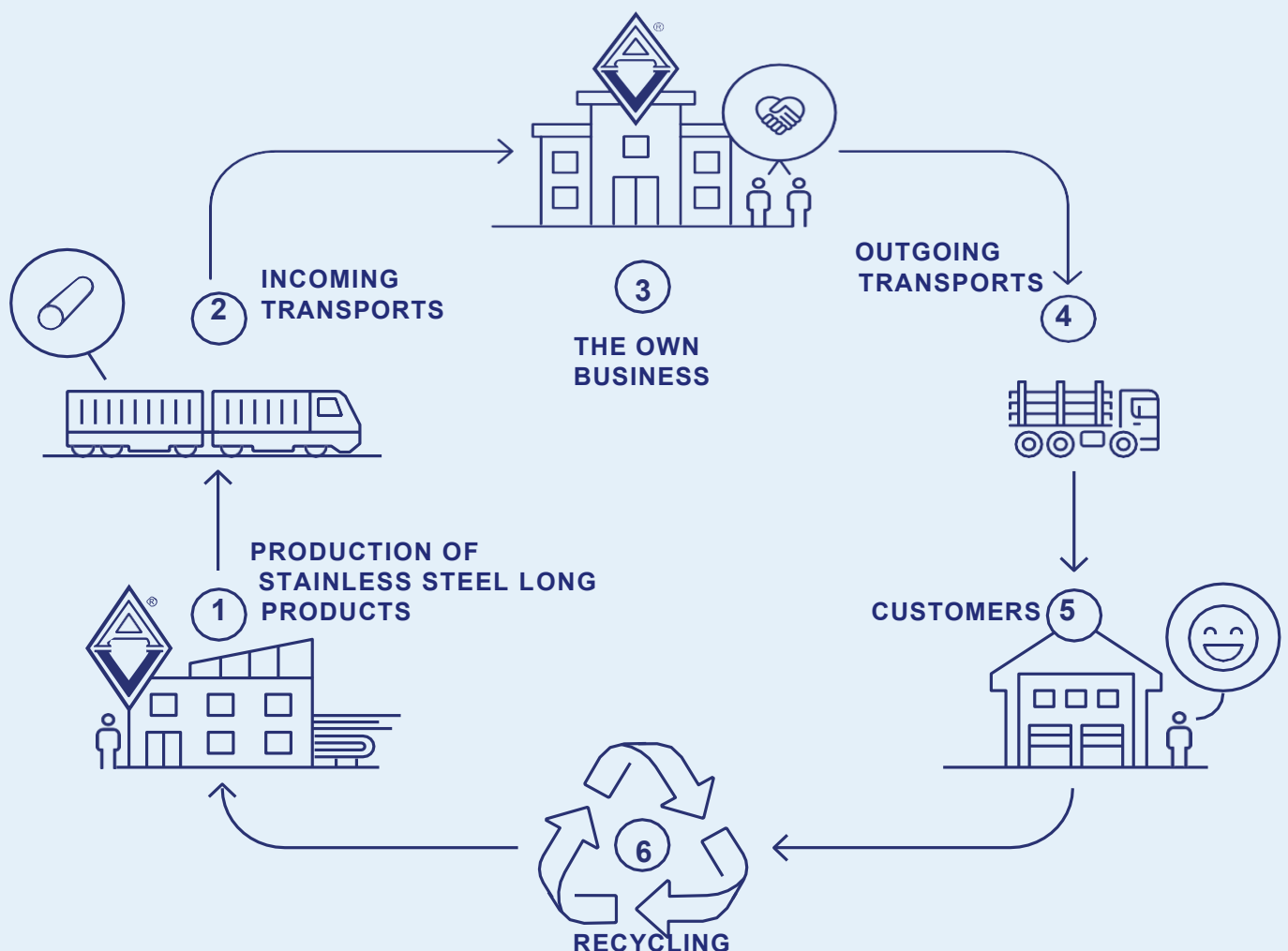
STAKEHOLDER	DEFINITION	DIALOGUE FORM	OUR STAKEHOLDERS' EXPECTATIONS OF US AS A COMPANY
Customers	Direct customers	Sales meetings, customer surveys, trade fairs	That we add value to customers by offering the market's widest range of products and cutting-edge expertise, gathered under one roof.
Employees	Current and potential	Daily conversations and meetings, union activities, internal training, incident follow-ups and employee appraisals	That we act responsibly both internally and externally to attract, develop and retain competent employees.
Owner	Acciaierie Valbruna S.p.A	Board meetings	That we develop long-term, stable, profitable and sustainable business in line with Valbruna's business model and strategies for profitability.
Suppliers	Direct suppliers	Purchasing meetings, supplier evaluations and trade fairs	That we add value in the form of efficient distribution, warehousing, further processing, expertise and knowledge of our markets. Dialogue and requirements regarding quality, environment and sustainability.
The planet	The environmental perspective	Research and science	That we take responsibility for limiting our emissions to soil, water and air, waste management, as well as promoting circularity in terms of both resource and energy efficiency.
Society	The local community in which we operate	Ongoing dialogues	That we create and offer jobs and are a responsible employer that complies with laws and regulations, that we contribute to local businesses (through sponsorship).

OUR RESPONSIBILITY AND IMPACT ALONG THE VALUE CHAIN

Valbruna Nordic specializes in the marketing, sales and distribution of long stainless-steel products. We strive to reduce our impact on the environment, people and human rights, by working closely with our suppliers and by streamlining our inbound and outbound transports. The largest proportion of our purchases come from Acciaierie Valbruna's production facilities in Vicenza and Bolzano, Italy. We also have a number of selected suppliers in Italy and Luxembourg. Data presented in our annual sustainability report on purchased products includes our direct suppliers, who account for the absolute majority of our total purchases. The remaining few percentages of purchases are made from several smaller European suppliers, as well as from an American company within the Group.

In order to be able to offer products that are of high quality and at the same time take responsibility for minimizing actual as well as potential negative impact on both people and the environment, continuous improvements are required throughout the value chain. The EU Corporate Sustainability Due Diligence Directive (CSDDD) deals with the responsibility for control companies have in their value chain. The directive has been simplified and will mainly apply to the very largest companies and is therefore not directly relevant to us at the moment. On the other hand, the issue of a safe, responsible and ethical value chain is important to us.

Below is a description of our value chain, the collaboration with our customers and suppliers, and where in the value chain we identify our greatest impact on the environment and people within each part of the value chain.



1. Production of stainless steel long products

The parent company Acciaierie Valbruna in Italy currently supplies 95% of our purchases of stainless steel bars in all profiles, steel grades and surface designs. The parent company complies with the EU Conflict Minerals Regulation in accordance with the OECD Due Diligence Guidance to ensure responsible supply chains for minerals from conflict-affected and high-risk areas. Raw materials are mainly purchased from European suppliers, with 95% of the scrap metal supplied by Italian companies. Suppliers of molybdenum are located in Chile and the Netherlands. In addition to this, our product range is also supplemented by the purchase of, among other things, cut flat bars, from suppliers in Italy and Luxembourg. Ability to influence: Medium 

Our biggest impact:

- The production of stainless steel long products is resource-intensive. Acciaierie Valbruna certifies that 80-90% recycled raw material is used in the steel they supply, which means greenhouse gas emissions and a more efficient use of natural resources.
- Today, both electricity and gas are used as energy sources for production, which contributes to significant emissions of greenhouse gases.
- That we can follow up and ensure human rights and how suppliers work to limit their impact on the environment and people is becoming increasingly important with CSDDD.

2. Inbound transport

Our inbound transports mainly consist of purchased products for Valbruna Nordic's head office with associated warehouse in Karlstad. This is done to over 90% by rail and the rest by truck. There are also direct deliveries to customers via truck corresponding to a few percent of our total purchases. Ability to Influence: High 

Our biggest impact:

- Greenhouse gas emissions generated during the transport of constituent materials.
- Other emissions to soil, air and water.
- The production of electricity for trains and fossil fuels for trucks.
- Labour law and safety for the carriers' employees.

3. The own business

We strive to conduct our business in a resource- and cost-effective manner as well as responsibly. With an extensive product range and broad experience in various industries, we help our customers choose the steel grade that best suits their specific business. Ability to Influence: High 

Our biggest impact:

- Greenhouse gas emissions from the use of fossil fuels in our company vehicles.
- Energy consumption in production.

- Waste from sawing products to customers.
- Work environment, safety and health for our employees.
- Job opportunities at our locations.

4. Outbound transports

Our outbound transports are primarily by truck. In addition to this, there are also few outbound transports by boat. Ability to Influence: High 

Our biggest impact:

- Greenhouse gas emissions generated during the transport of outgoing materials.
- Other emissions to soil, air and water.
- Labor law and safety for the carriers' employees.

5. Customers

Our customers have the opportunity to choose from different steel grades from our standard range as well as special alloys that are adapted to their specific industry and business. For us, it's about more than just providing high-quality stainless steel that can meet our customers' needs in the long term; It also deals with every aspect of the delivery. Although our main customers are mainly in the Nordic countries and Estonia, we also supply materials to other parts of the world, including the UK and southern Europe. Ability to influence: Medium 

Our biggest impact:

- We supply stainless steel long products with lower maintenance costs and a longer service life compared to carbon steel products. While the lifespan of a surface-protected carbon steel is 15-20 years, a roof made of stainless steel, for example, can last as long as the building it sits on.
- We offer special steels adapted to industries with particularly tough requirements, such as power generation as well as the oil and gas industry.

6. Recycling

Stainless steel retains its properties even after repeated recycling, making it a unique material. By using recycled materials in the manufacture of new stainless steel long products, the need to extract new raw materials is reduced, which in turn reduces greenhouse gas emissions over the entire life cycle of the product. Since our customers operate in different industries and our products have a long lifespan, we have limited opportunity to influence what happens when the products reach the end of their useful life. Ability to Influence: Low 

Our biggest impact:

- The recyclability of our products.
- Handling any waste when our products have reached the end of their life

MATERIAL TOPICS

Valbruna Nordic's strategic sustainability work encompasses the three fundamental aspects of sustainability: Environment, People and Sustainable Operations. Within these three areas, we have identified a number of key issues that we consider to be particularly important. This is based on the work with the double materiality analysis, as well as continuous dialogues with our key stakeholders and is in line with our vision and values that Valbruna Nordic should be an economically, socially and ethically responsible partner.

Environment and climate Greenhouse gas emissions and energy

The steel industry is currently one of the most emission-intensive industries. Increased use of recycled scrap is therefore crucial to reducing emissions. At the same time, it is necessary to continue producing steel from iron ore to meet the increasing demand. We are committed to doing our best to reduce the emissions generated by our operations. We measure and report our greenhouse gas emissions according to the Greenhouse Gas Protocol (GHG Protocol) since 2022, with a focus on scope 1, 2 and parts of scope 3.

Emissions from scope 1 & 2

We aim to halve our scope 1 & 2 emissions by 2030 compared to 2021 as a base year and to have net zero emissions in scope 1 & 2 by 2045. In 2025, scope 1 emissions were reduced by approximately 13% compared to 2024, as a result of lower fuel consumption for our diesel trucks and less driving in company cars. When it is time to replace our diesel trucks, we will invest in electric trucks, until then we continue to identify other measures that can reduce our scope 1 emissions. Our vehicle fleet has been expanded with a hybrid car during the year, and we still have a diesel car in use, as in previous years.

Scope 1 – Direct emissions (tons CO₂e)

2025 (2024)	Fuel consumption (liters)	Emissions (tons CO ₂ e)
Company cars ^{1,2}	1 977 (2 483)	4,1 (5,9)
Diesel trucks	5 300 (5 752)	13,6 (14,5)
TOTAL	7 277 (8 235)	17,7 (20,4)

1. Fuel consumption for company cars is estimated to be 6.7L/100km for diesel and 5.6L/100km for hybrid.

2. Calculations are based on emission factors per driven kilometer for diesel and hybrid cars and have been carried out by Greengoat Hållbarhetsbyrå AB.

Our energy consumption is mainly affected by delivery volumes and production operations, where the processing of materials is an energy-intensive process. Although the storage of materials is generally less energy-intensive, the outdoor climate can have a significant impact on our consumption of district heating – a factor over which we have limited control. In 2025, our district heating consumption decreased by just under 14% and our electricity consumption by 1.2%. Of our total electricity consumption of 246,373 kWh, 98,108 kWh was produced by our solar panels, which corresponds to 40% of the total consumption.

Scope 2 – Indirect emissions (tonnes CO₂e)

2025 (2024)	Energy consumption (MWh)	Emissions 1 (tonnes of CO ₂ e)
Electricity	246 (249)	0 (0)
District heating	296 (343)	0 (0)
Total share of renewable (%)	100	
TOTAL	542 (658)	0 (0)

¹ The table presents the results of calculations according to the market based method. Scope 2 emissions according to the location based method amounted to 19 tonnes of CO₂e based on emission factors for the Nordic electricity mix and District heating without Good Environmental Choice from Karlstad Energi.

Scope 3 emissions

Valbruna Nordic continues to report its emissions for business trips carried out by car, bus, train, and air. In 2025, total business travel decreased by 37% compared to 2024, which also led to a reduction in emissions from 9.1 to 5.2 tons of CO₂e. Air travel continued to account for all reported emissions and is thus the dominant source of climate impact, although flight distances decreased significantly between years. Travel by train and bus increased, but these do not give rise to emissions. No business trips by private car have taken place during the year.

Scope 3 – Other indirect emissions (tonnes CO₂e)

2025 (2024)	Business travel (miles)	Emissions (tonnes CO ₂ e)
Car	0 (974)	0 (0,8)
Bus	213 (31)	0 (0)
Train	290 (212)	0 (0)
Flights	3 644 (5 405)	5,2 (8,3)
TOTAL	4 147 (6 622)	5,2 (9,1)

The Carbon Border Adjustment Mechanism (CBAM) is an EU regulatory framework that aims to reduce the risk of carbon leakage by ensuring that imported goods from outside the EU with high greenhouse gas emissions are subject to the corresponding climate requirements as production within the EU.

In 2025, Valbruna imported goods covered by CBAM and has therefore reported emissions in accordance with the regulations during the transition period. In 2026, no imports of CBAM goods that entail a reporting obligation are expected. At the same time, Valbruna sees that the CBAM legislation has helped to speed up the work of suppliers to collect and structure climate data, which is perceived as positive from a transparency and follow-up perspective.

We collect data from our four largest suppliers to estimate the climate impact of our material purchases. The calculations in the table below are primarily based on Environmental Product Declarations (EPDs) from two of our suppliers and on scope 1 & 2 emission data for other suppliers.

In 2025, emissions from our material purchases decreased by approximately 14% as a result of lower purchasing volumes. In 2026, our main supplier Acciaierie Valbruna is expected to complete the work of developing EPDs for the material we purchase.

2025 (2024)	Purchased Raw Materials	Emissions (tons of CO ₂ e)
Purchase of materials (tonnes)	8 081 (9 557)	16 268 (18 945)

Based on our position between the steel producers and our customers, we have the greatest opportunity to influence total emissions through our choice of transport. We currently buy 95% of our material from the parent company in Italy, of which over 98% can be transported to us by rail, which enables greenhouse gas emissions of approximately 900 tons of CO₂e to be avoided compared to if the same transport were to take place by truck. Our inbound transports from other suppliers is mainly by truck, but also to some extent by train and ferry.

Outbound transport to our customers continues to be carried out by trucks, which are mainly powered by diesel. We are closely monitoring transport to our various customer markets and have continued the work of collecting climate reports from our carriers in 2025. For the 2025 financial year, we have received climate reports for most of our inbound transports. A certain percentage has been excluded, as these mainly consist of direct orders and orders where the customer is responsible for collection. When it comes to outbound transports that we pay for, we have received climate reports from all carriers.

2025 (2024)	Upstream transport (tonnes)	Emissions (tonnes of CO ₂ e)
Inbound transport	7 857 (9 190)	247 (280)
Outbound transports that Valbruna Nordic pays for	5 956 (7 943)	108 (173)
TOTAL	13 813 (17 133)	355 (453)

For outbound shipments to customers that we pay for, our continued focus has been to increase the number of tons per shipment to reduce the number of total shipments. The goal in 2025 was to increase the tonnage per shipment to at least 2 tons, the average for 2025 was 1.54 tons per shipment. We continue to review our logistics flows and reward carriers that have a pronounced and conscious focus on sustainability and the environment.



Objectives

To map the proportion of biofuels in all outbound transports by truck.

Increase tonnage by 5% on average per shipment by 2028 compared to 2025

Have an average of at least 2 tonnes per shipment in our outbound transports to the customer.

Biodiversity and water

As we report on sustainability for 2025 according to a new standard, VSME, there will be some new information to present. On the one hand, it is about operations that are subject to a permit must demonstrate their other emissions to soil, water and air, which Valbruna Nordic is not covered by. Biodiversity is another area that is receiving greater attention in the area of sustainability, which also means that it has its own reporting area in the standard. This question is about demonstrating its impact if the activity is located in or near a biologically sensitive area, which can be a Natura 2000 area, national park, nature reserve, wetland (Ramsar area) or other protected nature with high conservation values.

The plant in Karlstad is adjacent to such an area, so this impact and risks are continuously monitored in our environmental aspects. Valbruna Nordic's property borders on its east side to the Kaplansholmen Nature Reserve in the Klarälven delta, with less than 100 meters to the shore of the Klarälven river. The area consists of natural forested birch forest with rich ground vegetation and a rich bird life, including smaller woodpeckers. According to Karlstad municipality, no special requirements apply to our activities linked to the nature reserve. We see the proximity to a protected natural area as a strength, as it shows that our activities do not have a negative impact on local animal and plant life. The business has been established on the property since 2007 and has been conducted in accordance with current building permits and permits, which confirms that the establishment could take place without significant local environmental impact.

Water is another part to report on according to the standard, which we also follow in our environmental aspects. In 2025, our water uptake amounted to 301 cubic meters. We do not have any facilities that are located in water-stressed areas, or have a production that is water-intensive.

Circularity and resource efficiency

Steel can be melted over and over again without affecting its properties and is today one of the world's most recycled materials: 95% of the materials we buy are produced with between 80-90% recycled steel, while about 30% of our remaining purchases are produced with just over 84% recycled steel. For us, a high recycling rate and resource efficiency are key factors for us to be able to contribute to reducing the climate impact of our products. As part of this, we strive to make the use of both materials and energy more efficient. By offering our customers products made with a high proportion of recycled steel, we contribute to a lower climate impact during the product's entire life cycle, compared to similar products made with virgin raw materials. Something we do without compromising on either the quality or the product's lifespan.

As emptying only takes place when needed and is therefore irregular, the annual waste statistics may vary between specific years. Incoming packaging materials from our suppliers are largely reused for deliveries to customers. Generally speaking, a small amount of packaging material is used for deliveries, but through reuse we contribute to resource efficiency while reducing the amount of waste. The management and sorting of waste have been optimized based on environmental risks, resource opportunities, waste types and waste volumes. Stainless steel cutting shavings and stainless cutting scrap are 100% recycled. The waste is handled by recycling companies. We have a continuous way of working primarily to prevent waste, reuse if it cannot be avoided and recycle thirdly.

Waste management

Valbruna Nordic works actively to minimize the generation of scrap and waste. Of the waste generated in Valbruna Nordic's operations, 83% consists of metal, the rest consists mainly of combustible, wood and scrubbing water.

Waste per waste fraction

Waste	2025	2024
Total waste	107,189 kg	155 172 kg
Combustible	6,120 kg	7 450kg
Office paper and cardboard	1,415 kg	1,620 kg
Wood waste	7,000 kg	4,500kg
Mixed scrap*	4,640kg	5,080 kg
Stainless cut chips*	30,390 kg	32,100 kg
Stainless scrap*	53,342 kg	98,283 kg
Scrub water (Hazardouswaste)	3,000 kg	4,000 kg
Other (hazardous waste)**	352 kg	338 kg
Other crosscut scrap*	930 kg	1801 kg

*100% recyclable.

**Other (hazardous waste) consists of electrical waste, absorbents and aerosols.

Social sustainability

Safety

Valbruna Nordic works systematically towards a zero vision regarding workplace accidents, where the basic idea is that all accidents can be prevented. Our preventive work is covered by annual analyses linked to risk and our systematic work environment management (SAM) as well as safety and fire safety rounds at our warehouse and office. Specific risk analyses include measurement of particles in air in the warehouse, height work, noise, forklift driving and chemical handling. The results of the risk analyses carried out are carefully examined and the necessary risk minimisation measures are implemented to prevent the possible risks identified. In connection with our becoming infrastructure owners in 2022, a large safety system has also been added and an increased need for safety work linked to the railway into our area.

To improve safety at Valbruna Nordic, all employees complete CPR training combined with First Aid every two years and a training in basic fire protection every three years. Opportunities to increase safety are discussed by management and employees, and improvements are made on an ongoing basis. It is continued forklift driving and handling of cut products that are identified as the main safety risks, with crushing and cutting injuries being the most common safety incidents.

In 2025, we have put more resources into the work with security. During the year, two accidents with personal injuries were reported, one cut and one crush injury. Sick leave decreased in 2025 and we managed to reach our target of a maximum of 3.5% sick leave. Our goal is to continue to work towards sick leave not exceeding 3.5% and our zero vision regarding workplace accidents.

SICK LEAVE				
	2025	2024	2023	2022
Valbruna Nordic (Total sick leave)	2.6%	3,2%	3,4%	3,0%

Health and well-being

Having healthy and prosperous employees is a long-term investment. The well-being of all employees is a shared responsibility for Valbruna Nordic as an employer as well as an employee. The annual performance appraisals are a way to capture essential issues related to the safety, health and well-being of employees. It is also a way to ensure that every employee at Valbruna Nordic develops and thrives in the workplace. The results of the performance appraisals are presented by department and based on the areas for improvement that are identified, an action plan is developed. Valbruna Nordic uses occupational health care in its systematic work environment management. Employees have the opportunity to carry out health examinations and receive support in matters related to physical and psychosocial health.

All employees are offered wellness allowance and health insurance. At the head office in Karlstad, employees also have access to exercise equipment. In addition to this, since 2019, and when the restrictions allowed during the pandemic 2020–2021, it has been possible to book massages every other week. Something that we will continue to offer.

ACCIDENTS			
	2025	2024	
Number of work-related accidents	2	2	
Frequency of accidents*	8,2	8,2	
Work-related deaths	0	0	

*Based on V/SME guidance: (number of reported accidents / total hours worked)

* 200,000.

Diversity and inclusion

To succeed with diversity, we need to work actively to create a workplace where everyone is treated with respect and dignity. A workplace where we also encourage a culture of equal opportunities for everyone regardless of gender, ethnicity, religious beliefs, nationality, age, marital status, disability or sexual orientation. The work environment at Valbruna Nordic shall be safe and inclusive for our employees and free from harassment and discrimination. Instead of employee surveys, we conduct annual performance appraisals with full transparency in accordance with our guidelines, business systems and report any violations related to discrimination. In 2025, no cases of harassment or discrimination were reported.

The Group's Code of Conduct also states that all employees shall be treated fairly and that any form of discrimination, harassment or insult of any kind is unacceptable. In addition to this, Valbruna Nordic has its own Gender Equality Policy, to ensure equal treatment.

Collective agreements and skills development

All employees at Valbruna Nordic are covered by collective agreements and have the right to join available trade unions and to participate in collective bargaining in accordance with applicable local laws and regulations. We also comply with local laws and regulations that protect the right to fair working conditions, including contracted working hours, overtime, rest time and holidays. This commitment provides our employees with the necessary protections and guarantees for their work-related rights and well-being. This guarantees fair wages that are higher or equal to those in collective agreements.

Skills supply is an important business issue, and we work to give our employees the training they need and demand to develop, thrive and see long-term opportunities. The average number of training hours per year per employee is estimated at 5 hours, regardless of gender.

EMPLOYEES	
	2025
Full-time employees	35
Temporary employees	2
Employees by country	SE:31 DK: 3 NO:1

	2025		2024		2023		2022	
GENDER	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Employees	74%	26%	74%	26%	74%	26%	74%	26%
Management team	83%	17%	66%	34%	66%	34%	66%	34%
Board	100%	0%	100%	0%	100%	0%	100%	0%

Responsible business

Human rights

Valbruna Group has a common Code of Ethics that we encourage our employees, board members, customers, partners and suppliers to follow. Together with the Group's values (dynamic, transparent and sustainable), the Code provides guidelines for our employees' actions and decisions in daily operations. The Code of Conduct describes how we are expected to act towards each other, our customers, suppliers and partners. It also includes expectations of our internal work, such as gender equality, work environment (including safety) and career and skills development. Furthermore, the Code of Conduct provides our partners and suppliers with guidance on our expectations regarding ethical issues. The areas covered by the Code are corruption and bribery in all its forms, the exploitation of human beings as forced and child labor as well as human trafficking, discrimination, accident prevention, and environmental issues such as waste management and minimization of emissions to soil and water.

We expect every employee to act with honesty, integrity and responsibility in their work and to work with business partners who share our values. To encourage transparency and accountability, we have an internal whistleblower system available on our intranet. Employees have the opportunity to anonymously report any problems, inaccuracies, illegal behavior or irregularities that affect Valbruna Nordic's interests or the lives and health of individuals. The reporter can choose to have the message sent to a specific person, but the system is designed to guarantee anonymity if no name is given. In 2025, no irregularities were reported, neither internally nor in our value chain. We have not had any incidents of bribery and corruption.

IRREGULARITIES			
	2025	2024	2023
Number of irregularities reported	0	0	0
Of which were classified as whistleblowing	0	0	0

Supplier follow-up

Conducting business responsibly requires open and continuous communication with our suppliers, customers and partners. Our main supplier Acciaierie Valbruna S.p.A and other sister companies within the Group are expected, just like Valbruna Nordic, to comply with the Group's Code of Conduct. However, there is currently no data on the proportion of our other suppliers who have signed the Code of Conduct. In 2025, we have focused on further increasing awareness of the Code of Conduct among our employees, thereby setting a goal that everyone should be aware of the Code of Conduct. We also continue to develop our processes and routines for supplier follow-up, where the goal is for this to be integrated into our other supplier evaluation process.



Objectives

Signing of the Code of Conduct for Main Suppliers of Materials: **100%**.

Follow-up on main suppliers' compliance with the Code of Conduct: **100%**.

100% knowledge of the Code of Ethics for employees.



RISK MANAGEMENT AND CORPORATE GOVERNANCE

Risk

Valbruna Nordic works actively to analyze the sustainability-related risks that may affect our business. As part of the Board's strategy review, future strategic risks are evaluated, while the CEO and the management team are responsible for the operational risk assessment linked to the safety of people and the environment. Our environmental management is based on ISO 14001 and we are also certified according to ISO 9001. The table below presents the sustainability-related risks identified and the strategic actions included in our risk management.

ANNEXATION	RISK NAME	STRATEGIC ACTION
Environmental risk	Emissions to soil, air and water	Certification and compliance with ISO 14001 and ISO 9001 Quality and Environmental Policy
Environmental risk	Energy use	Energy Audit Energy Efficiency
Environmental risk	Fossil-based transport	Follow-up of carriers' emissions and other sustainability work
Operational risk	Lack of safety and health	Safety inspections and fire protection work
Social risk	Violation of Valbruna Nordic's values	Performance appraisals, Code of Ethics, Whistleblower system
Ethical risk	Violations of human rights	Code of Ethics, Whistleblower System
Ethical risk	Corruption	Code of Ethics Supplier Follow-up

Corporate governance

Valbruna Nordic is regulated by the Swedish Companies Act. Its highest governing body is thus the annual general meeting, where the company's Board is elected. Our current Board consists of four members, who together have the overall responsibility for the company's organization and management. This includes setting strategies and goals and deciding on major investments. The chairman leads the work of the Board and continuously monitors the company's operations in dialogue with the MD. The chairman of the Board also ensures that other board members are well

informed to ensure effective board work.

Valbruna Nordic's MD is responsible for the management of the day-to-day strategy work together with the management team. In addition to the MD, the management team consists of the CFO, Logistics and Purchasing Manager, Warehouse Manager, Marketing Manager and Quality Manager. The management team works continuously with sustainability issues in the daily operations, primarily in issues related to logistics, purchasing of materials and in dialogue with our customers, but also in the form of supplier evaluations and compliance with the existing Management system.



APPENDIX

Owned, leased or managed facilities by Valbruna Nordic

Location	SNI code	Address	Countries	Coordinates
Head office	25620; Item no. 46720	Lovartsgatan 7, 652 21 Karlstad	Sweden	59.376584841938374, 13.564216512743666
Sales office		Oscar Borgs vei 21, NO-1472 Fjellhammar	Norway	59.93673511919131, 10.986658455110003
Sales office		Trindholmsgade 4, 3 6000 Kolding	Denmark	55.48810887508489, 9.483628825975623



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