

# Sustainability report 2024

# A big thank you for choosing to read our sustainability report!

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In the past year, we have continued to develop our offering and knowledge in accordance with our vision: "G A Lindberg should be the first choice for the future's industry within sustainable chemical engineering solutions." It's no easy task, but it's something we are passionate about.

In 2024, we made significant strides in both sustainability and our employer brand. We have been certified as a Great Place To Work – and we are incredibly proud to have been awarded Gold in EcoVadis, a testament to our long-term work with sustainability and responsibility.

Our strength lies in sustainable values and expertise. We strive for sustainable development, which means taking long-term environmental aspects into account while balancing social and economic demands.

G A Lindberg celebrated its 80<sup>th</sup> anniversary in the past year. On a sunny day in May, we invited our customers to a day filled with seminars from 15 of our partners in innovation and sustainability. Through our transparent and close collaboration with our partners, we have a strong offering to foster a more sustainable business and society through local presence and technical expertise.

My summary of the market in 2024 is that it has been a year with mixed signals from the market and the different industries

we are involved in. In summary, we saw growth in the defense and electronics industries, while there was a decline in the basic industry. However, many exciting projects and inquiries we received in 2024 point to a strength in Swedish industry in general.

I would like to take this opportunity to thank the amazing efforts of our employees at G A Lindberg who have worked hard to get many new projects in place and develop large parts of our sales. We have a strong commitment, curiosity, and a desire to offer new solutions that contribute to reduced consumption and lower energy usage.

We look forward to an exciting and educational 2025, together with our customers and in collaboration with our partners.

Ulrika Gregorsson,  
CEO  
G A Lindberg



*"Having the opportunity to minimize energy consumption in our customers' production processes and maintenance is a challenge that, in itself, is rewarding."*

Ulrika Gregorsson, CEO

# This is G A Lindberg

G A Lindberg ChemTech AB is a growing company founded in Sweden in 1944. Today, it is part of the international technology and industrial group Indutrade AB, which is a publicly listed company on Nasdaq OMX, large cap. We are one of the largest suppliers of industrial products in the Nordic region from world-leading manufacturers in the fields of bonding, lubrication, and dosing to promote efficient processes.

## Technical expertise and sustainable solutions for industry

Our expertise extends to total cost and quality control, key components for well-functioning solutions, and optimal performance, with an overarching focus on long-term sustainability and environmental responsibility. Our service offering includes a variety of training programs and tailored courses, as well as functionality tests and technical recommendations from our application lab. We are dedicated to integrating sustainability into all aspects and supporting our customers on their journey towards responsible industrial use.



G A Lindberg Academy.

## Our values – Safety, Community & Commitment

At G A Lindberg, our company culture is characterized by safety, community, and commitment. We are solution-oriented, curious, and proactive, constantly challenging existing routines and processes to find better and more efficient ways of working – without compromising on quality.

## Job satisfaction and responsibility for long-term development

We put the team before the individual and highlight the right competence at the right time. Through togetherness, trust, and a strong sense of "we," we create an inclusive working environment where everyone can develop and contribute to the company's success. Our job satisfaction, loyalty, and respect for each other's differences create the conditions for responsibility and long-term development – both as individuals and as a company.

As a stable company with knowledgeable and flexible employees, we think long-term and uphold our values in everything we do.



# G A Lindberg's sustainability framework

An integrated approach to sustainability. At G A Lindberg, sustainability is a natural and integrated part of our business. We actively work to reduce our environmental impact, promote a sustainable industry, and ensure good working conditions. Through collaboration with our customers and suppliers, we create innovative solutions that benefit both business operations and the environment.

## Striving for reduced environmental impact

We have set ambitious climate goals and are working towards net-zero emissions by 2030. To achieve this:

- We collaborate with our customers and suppliers to reduce emissions across the entire value chain.
- We offer chemical engineering products for electrification, energy efficiency, and the circular economy.
- We drive innovation to develop sustainable and resource-efficient solutions.

## Promoting health, well-being, and decent working conditions

We strive to create a healthy and inclusive workplace by:

- Integrating health aspects into our business goals.
- Having clear guidelines and a code of conduct that ensures fair working conditions.
- Receiving awards such as "Healthy Place to Work," confirming our commitment to a sustainable work environment.
- Fostering a strong company culture characterized by community, trust, and commitment.

## Sustainable industry and resource efficiency

To ensure a sustainable industry, we focus on:

- Total cost and quality control – key factors for long-term sustainable solutions.
- Producer responsibility for the packaging of our products and active work with the circular economy.
- Innovative lubricants and adhesive solutions that reduce energy consumption and carbon emissions.

## A long-term commitment to sustainable development

G A Lindberg continues to develop and strengthen our sustainability efforts, with clear goals and strategies that benefit both business and environmental progress. We look forward to continuing our journey towards a more sustainable future – together with our customers, suppliers, and partners.



# Focus on reduced carbon footprint

## **Sustainable industry and innovation – energy efficiency through lubricants**

As society's electrification increases, so does the demand for energy. This means that electricity prices are expected to rise, creating significant challenges for energy-intensive industries. G A Lindberg is actively working to meet these challenges by offering sustainable solutions that reduce energy consumption, costs, and environmental impact.

## **G A Lindberg Academy**

With our technical expertise and consulting, we also offer comprehensive training programs – such as the Mobil School for lubrication technology, the Adhesives School for adhesives, and courses on the use of thermosetting plastics – to ensure the correct product choice and efficient application in industry. By combining innovative and practical solutions with solid knowledge transfer, G A Lindberg continues to lead the way toward a more sustainable and efficient future for Swedish industry.

## **Energy-saving lubricants – a key to sustainable production**

Lubricants play a crucial role in the manufacturing industry. With the right choice of lubricants, friction between machine parts can be reduced, leading to lower energy consumption, reduced wear, and fewer breakdowns. Our energy-saving lubricants have a documented effect that can reduce energy consumption by up to six percent.

One example is a customer collaboration where we worked with industrial sustainability economics through needs analysis and optimization proposals. We assisted a customer with 40 machines pressing graphite powder. By switching to a high-performance hydraulic oil, they saved approximately one million kronor per year – one-third from reduced electricity costs and the rest from reduced wear and maintenance. This also resulted in an annual reduction of carbon emissions by 17 tons.

## **Sustainability and reduced environmental impact**

The right lubricant not only contributes to financial savings but also to reduced emissions. Reduced energy consumption means that the business has a lower environmental impact, regardless of the energy source. Longer replacement intervals and reduced wear on machines also contribute to sustainability through increased resource efficiency.

## **Safety and efficiency**

By reducing downtime for maintenance, we not only increase productivity but also improve safety for the staff. Less need to handle machinery reduces the risk of work-related accidents.

## **G A Lindberg as a partner for sustainable solutions**

We are distributors of a wide range of lubricants from world-leading manufacturers and work independently of brands to recommend the optimal solution for each customer's unique needs. Our services also include solutions for automatic lubrication dosing, which reduces waste and optimizes costs.

To strengthen our customers' sustainability efforts, we offer training and share information about energy-saving and environmentally friendly alternatives. Through the principle of substitution, we drive innovation and contribute to a sustainable industrial future.

## **Promoting innovation and infrastructure**

As part of our sustainability efforts, we were published in an editorial article in Dagens Industri on October 1, 2024, titled "How the Manufacturing Industry Can Cut Electricity Costs – and Increase Sustainability." The article highlights the importance of optimizing energy use in industry and shows how our solutions create tangible results for both customers and the environment.



# Our Code of Conduct

Our Code of Conduct outlines our stance and guidelines for ethics, quality, safety, and sustainability. G A Lindberg, as a company, should continuously develop and improve in a way that is economically, environmentally, and socially responsible.

We live in a constantly changing world, and there is a growing need for ethical regulations.

G A Lindberg ChemTech AB is a company that interacts with many stakeholders, and for us, it is important to clarify, both for ourselves and for them, the values and principles we adhere to. Our business partners should feel confident that we operate in compliance with legal requirements and with high ethical standards to maintain a good reputation. Our company has a long history of responsible business practices, which commits us to the future. At the same time, we want to collaborate with stakeholders in the value chain who share our values, such as suppliers, resellers, customers, and other business partners.

G A Lindberg aims to promote sustainable development with regard to long-term environmental, social, and economic aspects. The Code of Conduct is based on the fundamental values expressed in the UN Global Compact's (UNGC) 10 principles for sustainable business.

## The geographical distribution of our suppliers



### Our suppliers are based in the following countries:

Belgium	Greece	Poland
Czech Republic	Hong Kong	Spain
Denmark	Ireland	Sweden
Finland	Italy	Switzerland
France	Japan	United Kingdom
Germany	Netherlands	USA

# Sustainability, environment, and quality

Sustainability efforts have become an increasingly important part of companies' long-term strategies, and there are higher demands for transparency in this area. This applies to both environmental impact and social responsibility, with compliance to ethical values within the company and in business relationships.

A holistic approach with an ESG perspective (Environmental, Social, Governance) is being discussed, and not least, legislation is increasingly requiring reporting from this perspective.

In addition to our certification in quality and environmental management systems according to SS-EN ISO 9001:2015 and SS-EN ISO 14001:2015, we have also had sustainability certification from EcoVadis since 2024.

The foundation for this is our Environmental and Quality Policy:

## G A Lindberg ChemTech AB – environmental and quality policy

- We develop and improve our operations to always stay at the forefront in terms of environment, quality, and sustainability.
  - We believe that the engagement and competence of each employee is a prerequisite for effective improvement work.
  - We ensure compliance with legislation and stakeholder requirements and continuously improve our systems with measurements, risk analyses, and deviation handling.
  - We work together with our customers and suppliers to ensure that the development of our operations is done with social responsibility.
  - We do our utmost to minimize our environmental impact and combat climate change.
- We work with:
    - Product/material selection
    - Safe chemical handling
    - Energy and resource consumption/efficiency/material reuse
    - Transition to renewable energy sources
    - Waste management/waste reduction/recycling
    - Transport and business travel
    - Awareness and education
    - Measurement of GHG emissions and reporting

## EcoVadis Gold – a confirmation of our sustainability Efforts

We are proud to have been awarded Gold in EcoVadis' sustainability ranking for 2025, an award that places us among the top 5% of all companies assessed by EcoVadis over the past 12 months.

This recognition is proof of our focused efforts in sustainability and our commitment to integrating responsible business practices throughout our operations. We see this not only as an achievement but also as a driving force to continue developing and creating long-term value for both people and the environment.

Our sustainability efforts focus on four key areas:

- Environmental Responsibility – Reduced climate impact and more efficient resource use
- Ethics and Transparency – High business ethics standards and responsible governance
- Labor Rights and Human Rights – Fair working conditions and social responsibility
- Sustainable Procurement – Responsible supply chain and product development

Through structured and long-term work, we continue to strengthen our sustainability strategy and develop our processes in line with industry standards and customer requirements. The EcoVadis award confirms that we are on the right track and motivates us to keep improving our sustainability efforts.

## Quality certifications

We are certified in our quality and environmental work according to SS-EN ISO 9001:2015 and SS-EN ISO 14001:2015.







# Sustainability in collaboration with Indutrade

The parent company, Indutrade Group AB, has a dedicated sustainability department and has integrated sustainability into its strategic framework with the aim of driving sustainable and profitable growth. The group is a signatory of the UN Global Compact and supports the ILO conventions, the UN’s Guiding Principles on Business and Human Rights, and the OECD guidelines for multinational enterprises.

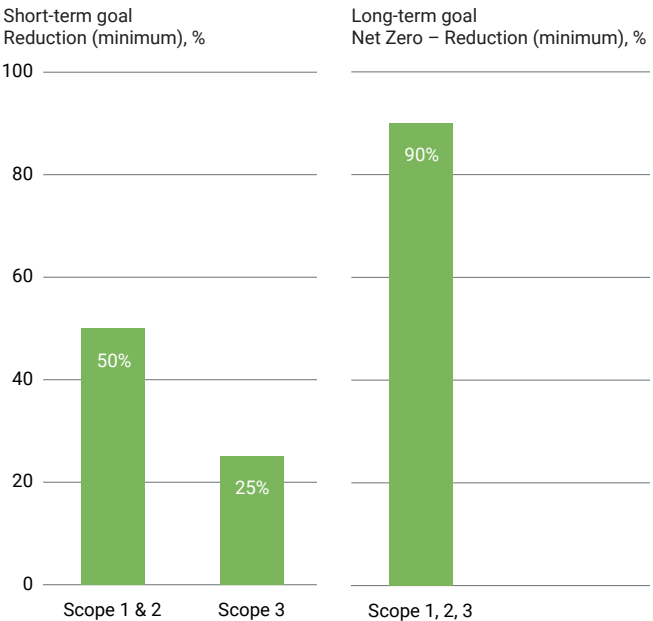
To map the sustainability work within the group of companies, an annual compilation of the subsidiaries’ key figures is made in the Worldfavor platform. The results provide an overview at the group, business area, and company levels, and should lead to the identification of the companies’ largest sources of emissions, as well as ways to address them.

Indutrade Group AB has registered its adopted climate goals with the SBTi (Science Based Targets initiative) and had them verified at the turn of 2024/2025. These are specific short-term and long-term emission reduction goals for Scope 1, 2, and 3 by 2030 and 2050 (with a base year of 2023). SBTi ensures that climate actions are in line with the latest scientific research.

Furthermore, Indutrade Group AB is preparing for the implementation of the CSRD (Corporate Sustainability Reporting Directive) in 2025. The CSRD is a European directive that came into force in 2023 as part of the “European Green Deal”; the European Union’s strategy to achieve net-zero emissions by 2050.

The CSRD requires companies to report on social and environmental aspects, which will impact the reporting requirements for Indutrade Group and its subsidiaries.

**Our new climate goals, in accordance with SBTi (Base year 2023)**



# Our business and value chain

Our business model is built on quality, innovation, and customer focus. We are primarily a distributor with a passion for custom solutions for our customers, as well as the development and testing of tailored products, while also serving a loyal and returning customer base for bulk products.

Sustainable choices can be made in many of our processes but extend beyond our own processes. We have an extended responsibility to other parts of the value chain, where requirements are set from one actor to the next. The shared responsibility involves influencing our business partners and having an overview of the value chain.

From a lifecycle perspective, the goal is to map the total impact of products throughout their lifecycle, from the origin of raw materials to waste management. The aim is to achieve 100% traceability of products in the value chain.

Below is a typical value chain for our products. Our direct process as a distributor is **Sales and Marketing**, and our impact directly involves which products we purchase, where we purchase them from, and how we transport the products to customers.

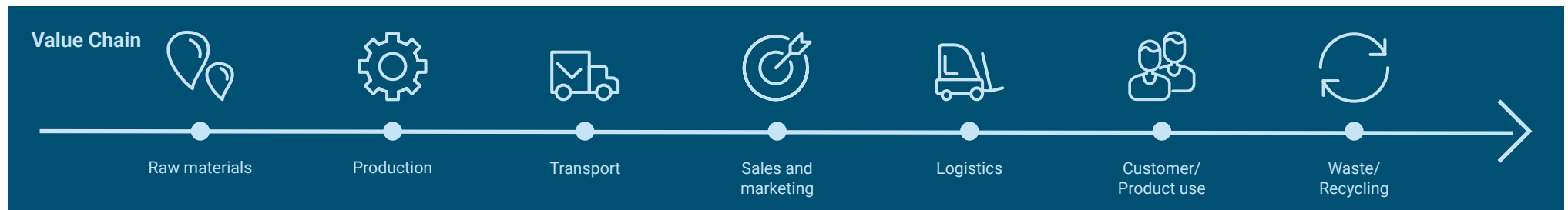
We take responsibility for our product packaging and are affiliated with NPA (Business Producer Responsibility). This means we report packaging volumes to the Swedish Environmental Protection Agency and contribute to financing waste management and circular material recycling.

The sub-processes are influenced by sustainable choices, such as:

Sub-processes	Influence
Customer preferences/Purchasing	Influences the choice of product range
Supplier evaluation	Influences the choice of supplier
Sales/Marketing/Product information	Influences the customer's product choice
Product transport	Environmental choices as standard: A consolidated delivery for sustainability

In addition, we have our internal impact through the operation of the business and the resulting opportunities for sustainable choices:

Sub-processes	Influence
Heating/Electricity for properties	Choice of renewable sources
Waste/Reduction of waste	Choice of internal routines
Business travel/Vehicles	Choice of vehicle type, fuel/choice of transport mode
Management/Training/Engagement	Motivation of employees



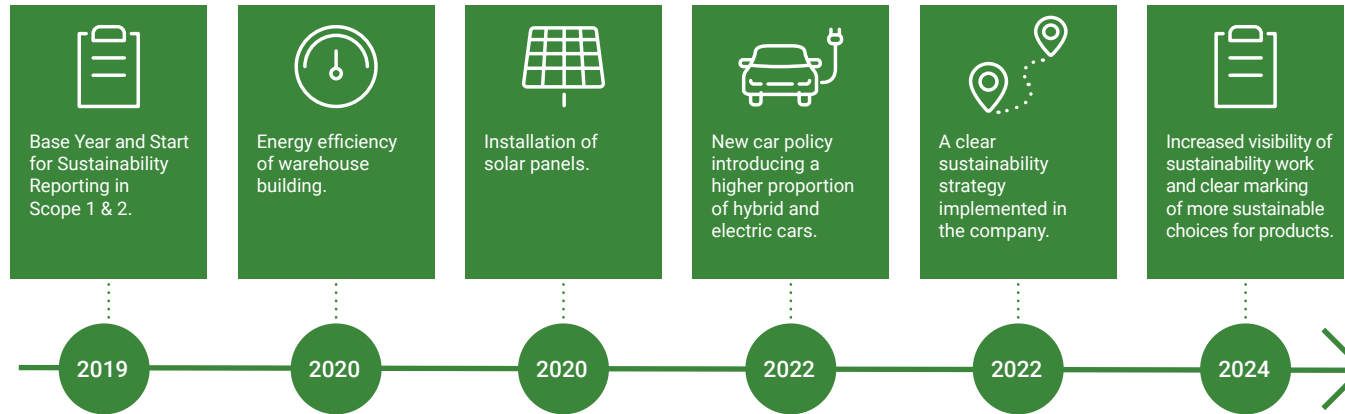
# Our sustainability journey towards Agenda 2030

At G A Lindberg, we continue our journey towards a sustainable future and, in 2024, strengthen our commitment to Agenda 2030, the global plan to create a better world for future generations. For us, this means taking clear responsibility and playing an active role in addressing the challenges our planet and society face.

Our sustainability ambition is deeply rooted in the company's values. We continue to focus on six of the UN's Sustainable Development Goals, which we consider to be particularly relevant to our business and stakeholders. These goals are not just a vision; they form the foundation for our daily decisions and shape our entire business model.

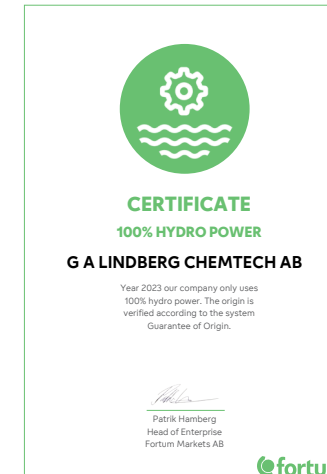
In 2024, we will deepen our work in these areas by further reducing our environmental impact, supporting social initiatives, and promoting economic justice within our value chains. Our goal is to demonstrate leadership and inspire others to take action for a more sustainable future – work that requires both long-term commitment and continuous development. Together, we are taking concrete steps to ensure that our planet and our communities thrive now and for future generations.

## Our actions



## Our progress

- Investments made in our warehouse building in Mölnlycke between 2009–2020 totaling 4.2 million SEK have resulted in a reduction of energy consumption by approximately 31% per year.
- Electricity supply from solar panels covers about 40% of the energy needs in our warehouse building.
- A strategy with selected focus areas forms the foundation for driving improvement measures and enables clear communication of our sustainability strategy.
- Sustainability reporting provides a starting point for evaluating and improving our sustainability efforts.



Certificate: 100% renewable electricity for the property in Kista.



Certificate: "Bra Miljöval" for the property in Mölnlycke. Issued in September 2024.



# THE GLOBAL GOALS

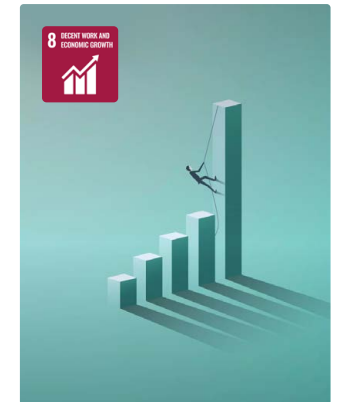
## For Sustainable Development

### Our strive for sustainability: A commitment to a better future

At G A Lindberg, we see ourselves as an active force for sustainability and as contributors to the solutions to the global challenges our planet faces. Through our work, we align with the global agenda in Agenda 2030 and the 17 Sustainable Development Goals that set the direction for a more sustainable and just future for all.

Our ambition is not only to reduce our own environmental impact but also to play a key role in creating long-term, positive changes for both people and the planet. We are convinced that sustainability must be part of everything we do, from our daily operations to the strategic decisions we make for the long term.

In line with this, we have chosen to focus on six specific global sustainability goals that we believe are particularly relevant to our business and the communities we are part of. These goals are not just a vision for the future; they are an integral part of our company's DNA and guide our decisions and actions. By working concretely toward these goals, we strive to be pioneers and inspire others to follow our path toward a more sustainable future.



# Our mapping of the global goals

By focusing our efforts on six of the UN's Global Sustainable Development Goals within the framework of Agenda 2030, we have created a clear direction for our sustainability work.

These goals are a central part of our sustainable governance model and permeate both our daily work and our long-term strategic decisions.

To further emphasize their importance, we have integrated the goals into our strategic scorecards, ensuring that sustainability is a natural part of our overall business strategy. In this way, we are not just reacting to external demands – we are proactively taking responsibility for our contribution to society and the planet.

With this mapping and our clear focus on the UN's Global Sustainable Development Goals, we are working together to create a better and more sustainable world for both current and future generations.



### 3. Good health and well-being

We strive to promote health and well-being by integrating health aspects into our business goals. As a company, we are committed to promoting health and preventing illness in the workplace. To ensure early detection of health risks, we offer OneLab corporate health

services, and we are proud to have achieved the "Healthy Place to Work" award.

During the year, we also installed a well-equipped gym in our warehouse in Mölnlycke to encourage physical activity and well-being among our employees. We have also conducted an employee



Inauguration of our new gym at the warehouse in Mölnlycke – an investment to promote health, well-being, and community among our employees.

survey in collaboration with Great Place to Work, which resulted in our certification. By continuously supporting our employees in preventing illness and proactively addressing health issues, we are creating a work environment that promotes both well-being and sustainability.

This commitment not only benefits our employees but also creates positive effects for our company and society at large. We offer financial support and opportunities for wellness, including wellness hours and access to training facilities. We also invest in continuous competence development, such as regular first-aid training.

To prevent ill-health, both internally and externally, we conduct safety procedures and training in chemical handling. We also ensure safe transportation by training our logistics staff in the handling of hazardous goods. Through these measures, we continue to create a healthy work environment and promote well-being both within and outside our organization.



## 6. Clean water and sanitation

We actively work to achieve Goal 6 on clean water and sanitation for all through our close collaboration with Solvatten. From the start, we contributed with an application solution that enables a sustainable assembly of Solvatten containers. In addition to this, G A Lindberg

donated several Solvatten units, which each year enabled the purification and distribution of approximately 4.5 million liters of water to countries in need and vulnerable areas – completely without the use of fossil fuels.

Through our long-term commitment with Solvatten, we contribute to better health, reduced deforestation, and lower carbon emissions in vulnerable regions. In Uganda, we collaborate with local actors to ensure that the Solvatten containers are used effectively in households and healthcare, where they make the greatest impact. This leads to improved access to clean water while significantly reducing the need to boil water with wood or charcoal.

Our partnership with Solvatten thus promotes a sustainable and environmentally friendly method for water purification and distribution. By ensuring access to clean water in areas where it might otherwise be scarce, we contribute to better living conditions for both individual families and entire communities – while also getting closer to the goal of clean water and sanitation for all.

For a deeper insight into how the project contributes to creating sustainable changes in the communities we support, read more about our collaboration with Solvatten on page 22.



Read more about our collaboration with Solvatten on page 22.



## 8. Decent working and economic growth

We strive to promote decent working conditions and economic growth by conducting our operations in a long-term and sustainable manner, while ensuring profitability. To create real value for our customers and reduce environmental impact, we focus on

understanding their operations and economics in depth. This way, we can offer efficient, cost-effective, and sustainable chemical engineering solutions over time.

We closely follow our workplace policy to continuously improve working conditions and maintain our high standards. To ensure decent working conditions in line with the UN's Global Goal 8, we have clear guidelines and a code of conduct that outlines our requirements and expectations. We adhere to our values and promote an inclusive workplace culture, which fosters a positive and safe work environment.

Our work for a sustainable work environment has been recognized through our certification as a Great Place to Work. The certification confirms that our employees experience a high degree of trust, community, and job satisfaction. To continually improve our work environment, we conduct annual employee surveys, where we gather feedback and identify areas for improvement. These insights are then translated into concrete actions at the departmental level, ensuring that we consistently work to strengthen well-being, engagement, and development opportunities across the organization.

Through this work, we create the conditions for a long-term sustainable workplace where our employees feel safe, motivated, and involved in the company's success.



## 9. Industry, innovation, and infrastructure

We promote sustainable industrial improvements by actively driving improvement initiatives within the industry, focusing on environmental care, productivity, and safety. As part of our efforts, we also collaborate with companies involved in the energy transition,

where we support the shift to more climate-smart solutions. Through the principle of substitution, we introduce energy-saving alternatives and provide training and information to our customers about products that are better choices for the environment, safety, and machine availability.

In our ongoing work for sustainable development, we also place great emphasis on ensuring that our suppliers meet high sustainability standards. Through close dialogue and collaboration, we choose suppliers who contribute to innovative and long-term sustainable products.

In this way, we strive not only to promote innovation and development within the industry but also to create a more sustainable and safe infrastructure for the future.



## 12. Responsible consumption and production

We offer clear guidance to our customers by labeling products that meet the requirements for more sustainable choices and products with reduced environmental impact. During the year, we also launched an e-commerce platform where we advocate for environmentally-friendly

deliveries and make it easy and visually clear for customers to see and choose more sustainable alternatives.

Our product range is carefully selected by our highly qualified technical product managers, who possess in-depth knowledge of alternative products. Through this combination of thoughtful product selection and clear information, it becomes easier for our customers to make conscious, environmentally-friendly choices.

**Over 10 years towards a sustainable future**  
Investments made in the warehouse in Mölnlycke during the period (2009-2020) totaling 4.2 million SEK have resulted in a reduction of energy consumption by approximately 180,000 kWh per year.



## 13. Climate action

We actively work to counteract climate change through a number of sustainable initiatives.

To reduce our energy consumption and carbon footprint, we have invested in energy-efficient solutions, including heating our 4,000 m<sup>2</sup>

warehouse with a pellet boiler and installing solar panels on the property's roof. We have also completed a full transition to LED lighting to further reduce energy consumption.

As part of our goal to reduce carbon emissions, we offer electric and hybrid cars as company vehicles, and we actively encourage the use of environmentally-friendly transportation. We also strive to minimize air travel and optimize our deliveries to limit emissions from transportation. To further reduce our environmental impact, we combine digital meetings with physical ones, which decreases the need for travel.

Through these initiatives, we take a holistic approach to continually reduce our carbon footprint and be part of the global solution to climate change.

# Materiality analysis

To identify the areas that are particularly important to work on for the company, a fundamental materiality analysis has been conducted. This has helped us in identifying key sustainability issues within the focus areas of people, environment, products, and customers.

This is a long-term effort where we continuously strive for 100% engaged people, carbon neutrality, and 100% contribution to sustainable customer value.



Long-term goals



**People**  
100% engaged people



**Environment**  
CO<sub>2</sub> neutral



**Products and customers**  
100% sustainable customer value

Focus areas

- Leadership
- Competence development and training
- Work environment
- Culture and values

- Transport and logistics
- Waste and recycling
- Sustainable product portfolio/ helping customers reduce their footprints
- Purchased products and services

- Increases resource efficiency
- Increases knowledge
- Reduces emissions

# 2024 in numbers

## Net turnover

SEK **321** million

## Total number of employees

**40** persons

## Average age of employees

**47** years

## Where we are

Our headquarters is located in Kista, Stockholm, and our warehouse is located in Mölnlycke, Gothenburg.

## Average length of employment

**9.7** years

The company is solid and has loyal employees with extensive experience and deep knowledge of the business and products, as well as established business relationships.

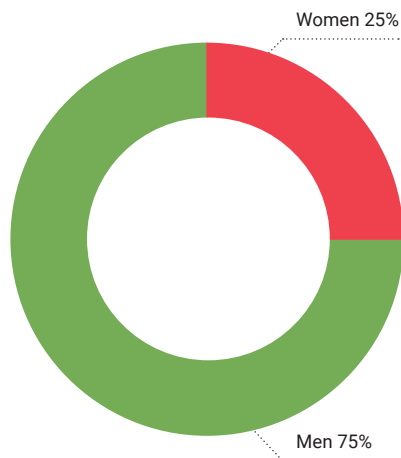
## Utilization of wellness allowance

**>79%**

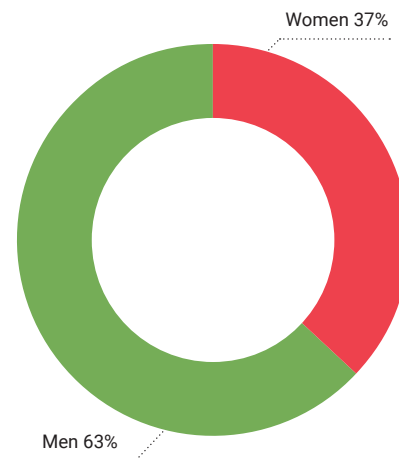
Maximal utilization of the wellness allowance remains a continued goal. In general, there are excellent conditions in place to improve each employee's use of wellness benefits. For example, the allowance is provided via Benify. At the Kista office, leader-led lunch sessions are offered for all companies in the building free of charge several times a week, and in Mölnlycke, a gym and ping-pong table were installed in 2024.

## Gender distribution of employees

### Distribution of women/men



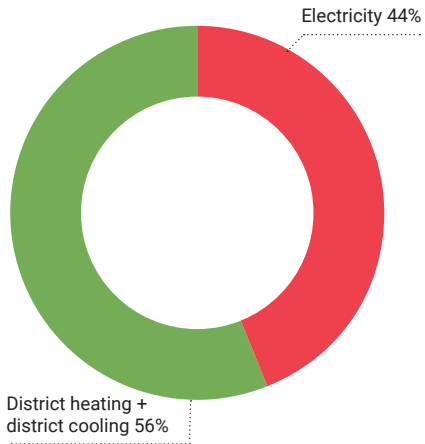
### Distribution of women/men in management





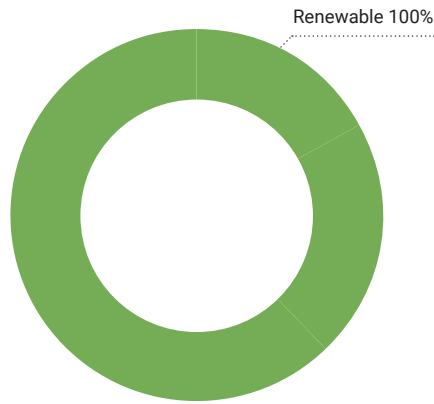
## Energy composition and source for our headquarters in Kista

### Composition of electricity



The property in Kista is powered by energy from Stockholm Exergi. G A Lindberg ChemTech AB rents 8.3% of the property's total area.

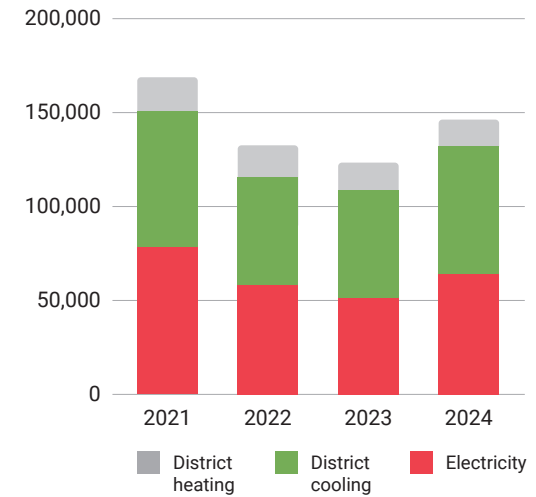
### Source of electricity



Since 2023, we have had 100% renewable electricity from hydropower in the property.

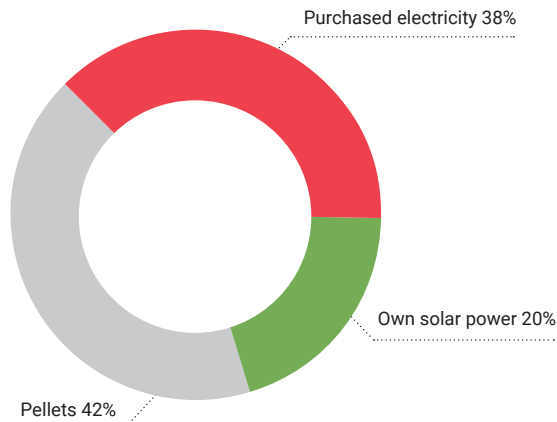
## Energy consumption at headquarters in Kista

### Total energy consumption, kWh



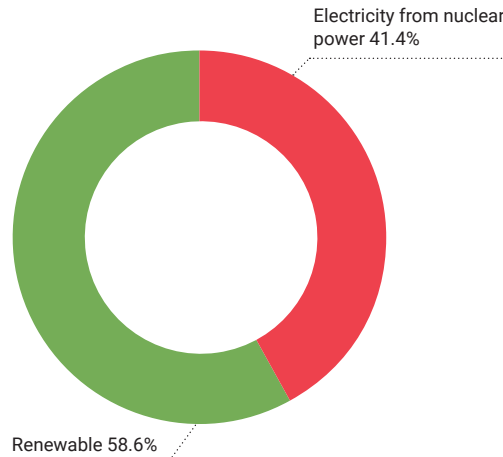
## Energy composition and source for our warehouse in Mölnlycke

### Composition of electricity



The property in Mölnlycke is powered by electricity from Göteborg Energi, self-produced electricity from solar panels, and heat from its own heating boiler powered by wood pellets.

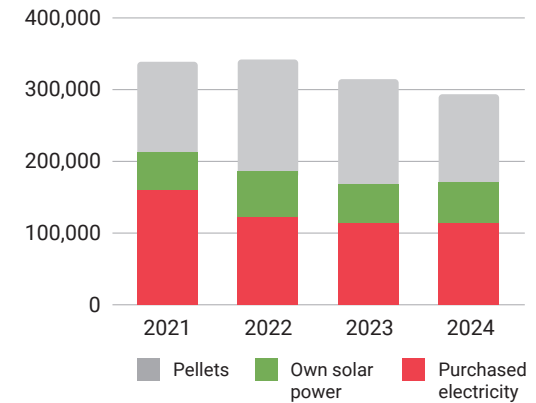
### Source of electricity



Since 2024, electricity is purchased with an environmental add-on, which can be reported as 41.4% from nuclear power and 58.6% from renewable sources (hydropower, wind, solar, biomass).

## Energy consumption, Mölnlycke

### Total energy consumption, kWh



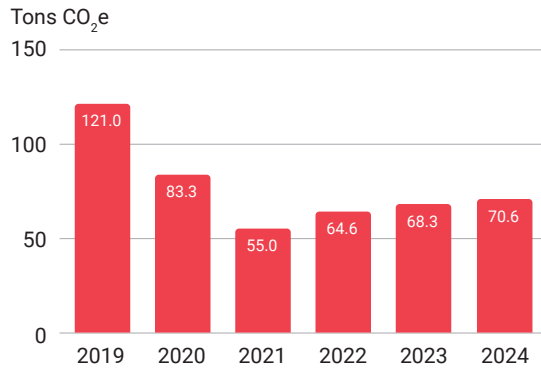
Solar panels were put into operation in 2020 and resulted in approximately a 30% reduction in purchased electricity. The solar panels cover about half of the warehouse roof area.

## Climate calculations

In the mapping of emissions for 2024, we have included several parts of Scope 3. We have accounted for multiple material categories for raw materials; in addition to mineral oil, glass, and aluminum (which were mapped in 2023), we have added the categories epoxy and silicone materials. A significant part of our product range consists of epoxy and silicone adhesives.

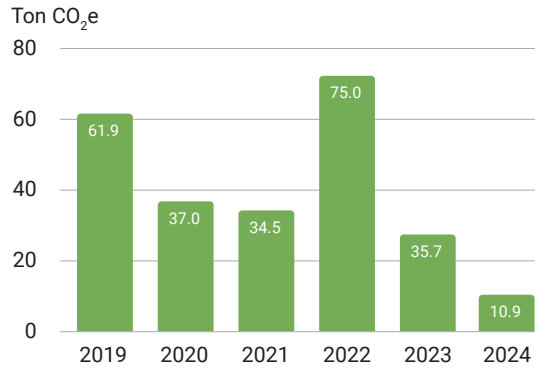
### Scope 1

**Direct emissions from operations: 70.6 tons**  
=> business travel using company-owned vehicles powered by petrol or diesel



### Scope 2

**Indirect emissions from operations: 10.9 tons**  
=> district heating/district cooling: 3.63 tons  
=> purchased electricity from non-renewable sources: 7.22 tons



Inconsistent reporting is due to adjustments in the reporting method for electricity from different sources. Before 2023, electricity from fossil fuels and nuclear power was reported together. In 2023, electricity from nuclear, fossil, and renewable sources was reported separately, meaning that from 2023 onwards, only emissions from fossil-based electricity are shown in this diagram. The share of electricity from renewable sources has increased.

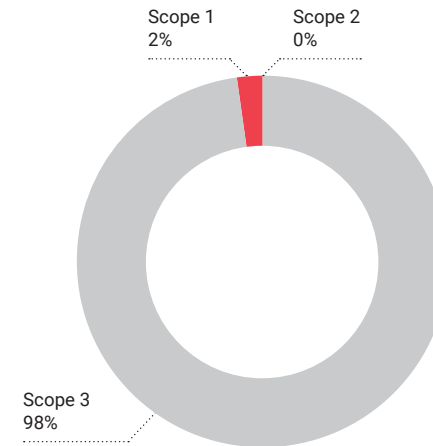
### Scope 3

**Indirect emissions from other parts of the value chain 4,044 tons**

**Upstream**  
=> Business travel by air: 15 tons  
=> Raw materials for purchased products: 3,598 tons  
=> Product transport: 97 tons

**Downstream**  
=> Use of sold products: 334 tons

### Emission distribution by Scope



The vast majority of our Scope 3 emissions come from purchased products, which by volume are lubricants, where mineral oil is the primary raw material.

Inclusion in Scope 3 for 2024 shows that, in addition to mineral oil, our purchased silicone products account for a significant share of emissions.

The evaluation of 2023 showed that Scope 1 and 2 emissions are "low-hanging fruit" that can be reduced – something we at G A Lindberg have done; we have significantly reduced our Scope 2 emissions (fossil electricity).

As a result, the distribution now shows an even smaller share from Scope 1 (1.71%) and Scope 2 (0.26%), with almost everything falling under Scope 3.



## Transition to PFAS-free formulations

As sustainability requirements increase and awareness of the environmental and health aspects of chemicals grows, G A Lindberg has made an active decision to offer PFAS-free lubricants, primarily within the food industry.

This shift is driven by a combination of regulatory changes, increased demand from the industry, and our long-term commitment to promoting sustainable solutions. Customers in the food industry have been a central driving force behind this initiative, and we have listened to their needs and requirements for more responsible production.

To ensure that our customers have access to sustainable alternatives, G A Lindberg has updated and expanded its range of PFAS-free, food-grade lubricants.



## Why PFAS-free lubricants?

PFAS (per- and polyfluoroalkyl substances) are a group of synthetic chemicals known for their persistence and potential health and environmental risks. Choosing PFAS-free alternatives means:

- Better environmental performance – PFAS do not break down in nature and can accumulate in ecosystems. By using PFAS-free lubricants, we contribute to a more sustainable industry.
- Increased food safety – In food production, safety and cleanliness are crucial. PFAS-free lubricants reduce the risk of unwanted contamination and ensure the highest standards.
- Future-proof solutions – Stricter global regulations on PFAS are coming, and by staying ahead of the curve, we help our customers comply with future laws and requirements.
- Stronger brand positioning – Companies that choose sustainable and safe alternatives enhance their competitiveness and reputation with both customers and partners.

## G A Lindberg's role in the transition

To support the shift to PFAS-free lubricants, we offer:

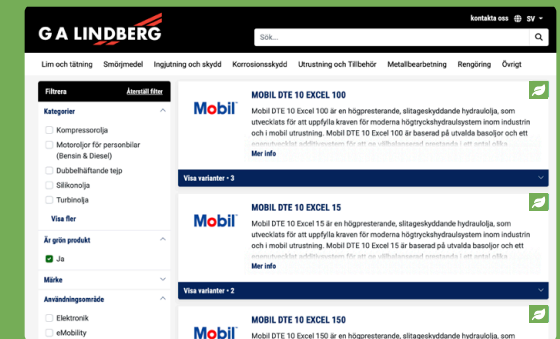
- **Technical advice** – Our experts help customers choose the right alternatives for their specific needs.
- **Training and information** – We host seminars and training sessions to ensure smooth implementation.

This transition is part of our broader sustainability efforts, where we actively work to help our customers reduce their environmental impact and secure future-proof solutions.



## We guide our customers toward more sustainable products

As part of our environmental efforts, we have introduced a label that identifies products considered more sustainable. This marking serves as a guide and helps our customers make informed choices and support products that are beneficial from a sustainability perspective. The label is communicated both on our website and in a product catalog.



It's easy to find more sustainable product alternatives on our website.



Our catalog – Sustainable Products provides guidance for more sustainable product choices.

# Risk management

Identifying and managing risks is a requirement according to the ISO standards we follow, and we have a comprehensive analysis in which risks related to the company's core processes are mapped out. Within our processes, there are routines for identifying risks/opportunities as well as for handling complaints, internal deviations including near misses and incidents, and improvement suggestions.

The perspective and requirements are increasingly shifting toward broader sustainability-related risks that encompass multiple parts of the value chain. One example is Human Rights Due Diligence (HRDD), an internationally recognized process for addressing a company's negative impact related to human rights. In practice, this means that supplier evaluations should not only include quality and environmental aspects but also sustainability aspects such as supplier governance, ethical trade, and working conditions.

To ensure business continuity, climate impact has also been included as a parameter in risk mapping as of 2024. This involves preparing for operational disruptions caused by, for example, natural disasters, disease outbreaks, as well as terrorism and software attacks.

Several processes require specific risk management, such as:

- The logistics process involving the transport of dangerous goods.
- We are audited annually by DGM Sweden, an external party whose safety advisors train and update us on the regulations concerning hazardous materials.
- Storage of products/chemicals at the warehouse in Mölnlycke.
- Routines for systematic fire protection are in place through the BUS (Fire and Evacuation System) portal. Regular safety inspections are carried out by an internal safety representative.
- IT security is managed by the IT department of the parent company,
- which has established safety routines for the properties in Kista and Mölnlycke, ensures data protection, and handles employee training in IT security.
- Risks related to employee well-being are managed through various wellness initiatives,
- regular health checks, and employee surveys.



Spill training at the warehouse in Mölnlycke.

# Stakeholder analysis

Stakeholder	Stakeholder requirements	Our compliance	Impact
UN	Contribute to the UN Sustainable Development Goals	Focus on SDGs 3,6,8,9,12,13 The climate impact of CO <sub>2</sub> emissions from our trade in products is one of our most significant environmental aspects. We work on optimizing transportation, warehousing, monitoring, and goals.	High
National authorities	<ul style="list-style-type: none"> <li>Comply with laws and regulations:</li> <li>The Environmental Code</li> <li>The Swedish Chemicals Agency's requirements (KIFS)</li> <li>REACH, CLP, RoHS, and WEEE</li> <li>Regulatory requirements for the import and sale of chemical products</li> <li>The Waste Ordinance</li> <li>The Swedish Work Environment Authority's requirements (AFS)</li> </ul>	<ul style="list-style-type: none"> <li>Reporting of certain key figures (products, waste)</li> <li>Legal overview and updates</li> <li>Competence in legislation</li> </ul>	Medium
Investors/owners	<ul style="list-style-type: none"> <li>Financial stability</li> <li>Sustainable growth</li> <li>Sustainability reporting</li> <li>Compliance with the parent company's ethical requirements</li> <li>Quality and environmental management systems</li> </ul>	<ul style="list-style-type: none"> <li>Financial business objectives</li> <li>Reporting in the WF portal</li> <li>Communication with the parent company</li> <li>ISO 9001 + ISO 14001</li> </ul>	High
Society	<ul style="list-style-type: none"> <li>Compliance with laws and regulations</li> <li>Contribution to ethical business relationships</li> </ul>	<ul style="list-style-type: none"> <li>Legal overview</li> <li>Code of Conduct</li> </ul>	Medium
Suppliers	<ul style="list-style-type: none"> <li>Contribution to ethical business relationships</li> <li>Traceability</li> <li>Efficient purchasing</li> </ul>	<ul style="list-style-type: none"> <li>Code of conduct</li> <li>Company policies</li> </ul>	Low
Customers	<ul style="list-style-type: none"> <li>Contribution to ethical business relationships</li> <li>Product quality</li> <li>Relevant product range</li> <li>Sustainable alternatives</li> <li>Product information and training</li> <li>Waste reduction</li> <li>Efficient/appropriate product transport</li> <li>Quality and environmental management systems</li> </ul>	<ul style="list-style-type: none"> <li>Code of Conduct</li> <li>Updated documents such as TDS, SDS, and product information</li> <li>Courses and seminars</li> <li>Customer service and support</li> <li>E-commerce</li> <li>Offering environmentally friendly deliveries</li> <li>ISO 9001 + ISO 14001</li> </ul>	High
Transport companies	<ul style="list-style-type: none"> <li>Efficient coordination of transport/purchasing</li> <li>Communication</li> </ul>	<ul style="list-style-type: none"> <li>Monitoring of CO<sub>2</sub> emissions</li> <li>Optimization of transport in business systems</li> </ul>	Medium
Waste companies	<ul style="list-style-type: none"> <li>Proper sorting and labeling of waste</li> <li>Reduction of waste/scraping</li> </ul>	<ul style="list-style-type: none"> <li>Competence in waste sorting</li> <li>Coordination of purchasing/sales</li> <li>Internal and external communication with suppliers/customers</li> </ul>	Medium
Employees	<ul style="list-style-type: none"> <li>Good working conditions</li> <li>Strong leadership and management systems</li> <li>Sufficient resources</li> <li>Investment in the right areas</li> <li>Motivation and engagement</li> <li>Well-functioning business systems</li> </ul>	<ul style="list-style-type: none"> <li>Company policies</li> <li>Effective internal communication</li> <li>Competent management team</li> <li>Focus on the right employees</li> <li>Highlight business goals and involve employees</li> </ul>	High

# Partnerships – CSR

Ensuring access to clean water and sanitation is a global challenge. G A Lindberg is proud of our long-standing partnership with Solvatten, which we have supported since 2011. Together, we are making a significant difference for people and the environment in Uganda. By using solar energy to purify and heat water, we have contributed to improving the quality of life for many in vulnerable communities.

## Results from 2024 that we are proud of:

- 540 people gained access to clean and warm water.
- 5,292 trees were saved from being used as firewood.
- 4.5 million liters of clean water were produced.
- Time savings gave women and children opportunities for education and employment.

Through these efforts, we have helped reduce illness, promote gender equality, and protect the environment in areas where access to water and energy is a daily challenge.

## Global reach and impact

Since its inception, Solvatten has reached people in countries such as Kenya, Mali, Indonesia, Haiti, Uganda, Rwanda, India, and Pakistan. Each year, G A Lindberg donates a number of Solvatten units, which are used directly by households and healthcare providers in need – without intermediaries.

## Social change and empowerment

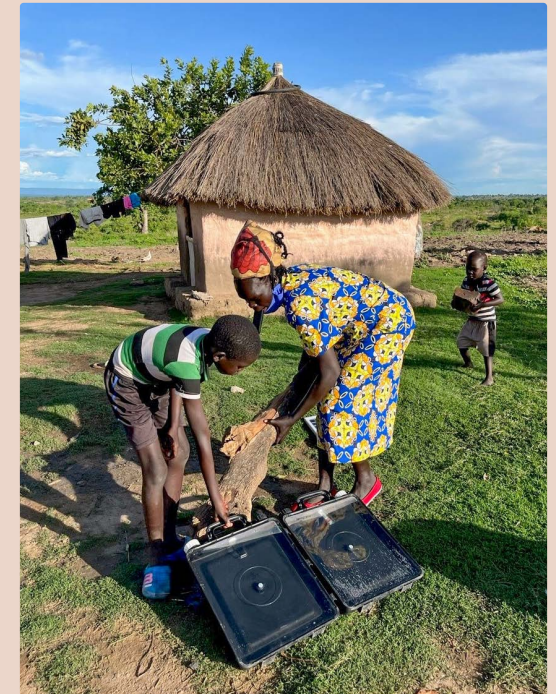
In addition to providing access to clean water, Solvatten has a broader societal impact. By saving time for women and children who would otherwise collect or purify water, new opportunities for education and work are created.

## Continued commitment and celebration of the partnership

Solvatten was one of the keynote speakers at G A Lindberg's 80<sup>th</sup> anniversary celebration in May, where they shared their inspiring story and spoke about the important work they do to improve lives and the environment in vulnerable areas. This celebration reinforced our long-term partnership and offered us the chance to reflect on the significant progress we've made together.



*"Through our donation, 4.5 million liters of water were purified in 2024"*



# G A Lindberg's 80<sup>th</sup> anniversary

– A day focused on innovation, sustainability, and the future

In 2024, we at G A Lindberg celebrated our 80<sup>th</sup> anniversary by bringing together 16 suppliers from Europe and the USA for a day filled with knowledge sharing and future insights. With over 200 customers in attendance, we created a platform for dialogue on the latest innovations in the industry, with a clear focus on sustainability, technological development, and the materials of the future.

The day's agenda featured a series of inspiring lectures and seminars, where leading experts shared insights and solutions for a more sustainable industry. On the main stage, the program included:

- Solvatten and their groundbreaking water purification solution that improves quality of life in developing countries.
- AI and the metaverse – a vision of the future of industry and innovation.
- A panel discussion on innovation, sustainability, and development within Swedish business.

## In-depth seminars on sustainable technology

Alongside the main event, our suppliers offered in-depth seminars on specific technology areas. Research and development teams were present to discuss the latest technologies and share insights on future innovations. The focus was on key topics such as PFAS-free lubricants, bio-based materials, energy-efficient solutions, and sustainable process optimization – giving our customers access to the latest developments and helping them adapt their operations for a more sustainable future



## G A Lindberg as a knowledge partner and innovation driver

Through this event, we strengthened our role as a knowledge partner and driver of innovation within the industry. We continue to work closely with our customers and suppliers to develop and implement sustainable solutions together. With our long-term commitment and focus on technological advancement, we look forward to being part of the industry's future for the next 80 years and beyond.





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