

EBP IN OLOFSTRÖM AB

SUSTAINABILITY REPORT 2024

PART OF pvi INDUSTRIES



CEO'S STATEMENT

During the year, we have continued to measure and improve our processes, strengthen our relationships with customers and suppliers, and work to reduce our environmental impact. Continuous improvement remains a key to our competitiveness.

Our employees' engagement is essential. Their willingness to develop, courage to embrace change, and pride in their work are what make us strong. A vital part of our sustainability efforts is to be an attractive employer – a place where people thrive, grow, and feel involved.

2024 has been a year of progress, structure, and deeper commitment. Together, we are moving towards becoming an even more sustainable company.

Sustainability is a natural part of our everyday operations. Throughout 2024, we have taken important steps to deepen and broaden our efforts – as a supplier, an employer, and a community partner. With a stable and efficient foundation, we continue to develop to meet future demands and expectations.

We have strengthened our sustainability work by appointing a Sustainability Manager who is also part of the management team. This role is central to driving the work forward and ensuring that sustainability is integrated into all our processes.

Our company culture is built on decentralized responsibility, where every employee contributes to our success. Respect and professionalism are our guiding principles – and through collaboration, we create a safe, supportive, and evolving workplace. We challenge each other, support each other, and always strive to improve.

Mattias Ivansson, VD

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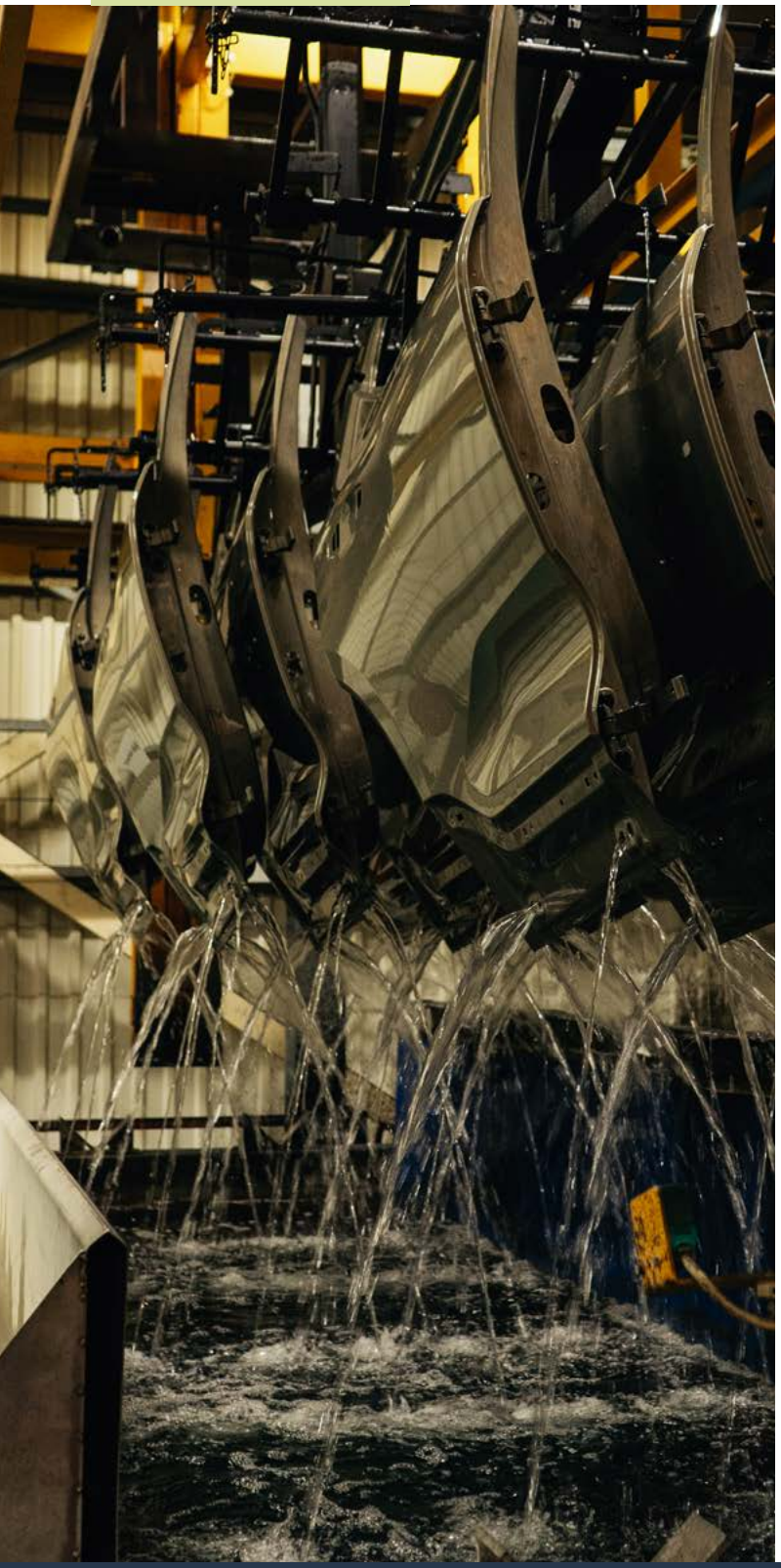
ABOUT THIS SUSTAINABILITY REPORT

This Sustainability Report covers the financial year 2024 and includes EBP i Olofström AB, corporate ID no. 556529-1928.

The Board of Directors is responsible for issuing the Sustainability Report.

EBP IN OLOFSTRÖM

EBP was founded in 1996 and is one of Northern Europe's leading suppliers of body panels for the automotive industry.



OUR BUSINESS IDEA

EBP aims to offer the market's most competitive full-service concept for sheet metal components. We strive for innovative and resource-efficient solutions.

OUR VISION

Through flexible, innovative sheet metal processing and genuine, long-term customer relationships, we shape a future built on care – for our customers, for ourselves, and for the world around us.

OUR VALUES

At EBP, we act with a sound set of values based on respect and trust. We take responsibility for our actions and comply with all rules and decisions. We value our owners, customers, colleagues, and the environment – and we act according to our guiding principles:

Respect – EBP is founded on respect for individuals, society, our employees, and our customers.

Professionalism – We strive to ensure that every business we engage in is not only commercially successful, but also reflects our high standards of quality, integrity, and commitment.



OUR BUSINESS MODEL

At EBP in Olofström we manufacture body components for several of Europe's leading car manufacturers and are specialized in advanced production of thin sheet metal parts. Our production facility is equipped with the competence and technology required to manufacture components that meet the automotive industry's high demands for quality, short lead times and fast adaptation to new model series. Our production includes stamping, laser cutting, laser welding, assembly, painting and packaging.

Our press line consists of six presses with a maximum press force of 2,200 tonnes and press beds measuring 5 x 2.5 metres. The line is fully automated with robots feeding blanks and parts between each press stage. It can operate with one to six press stages, with output after any chosen stage. The press line can also be run in reverse, starting from press 6, for even greater efficiency.

The laser department performs cutting operations using two five-axis 3D laser systems with table sizes of 6 x 4 metres. This area also includes processes for laser brazing and welding. After laser processing, various parts are assembled using all known joining techniques including welding, clinching, hemming, nut and rivet joints, adhesive bonding and curing. Our robotic assembly technology allows several joining methods to be used in parallel.

In the paint shop components are hung on carriers that are lowered into the various baths and the painted items are cured in ovens. The surface treatment plant is designed to meet both current and future environmental requirements and operates as a closed system. After painting, components are sealed and packaged according to customer specifications. The type of packaging depends on the component's size, the customer's logistics setup and the needs of the end user.

With our flexible production system we can optimize production series based on customer needs and product complexity, creating value for all our stakeholders.

During 2024 we continued to develop our business model to ensure its long-term attractiveness. Currently EBP can offer primer and anti-corrosion coating on painted parts. To reach new markets and expand our portfolio, a project has been initiated to introduce powder coating in the future. This process has made significant progress and we look forward to broadening our offering in the coming years.



WHAT WE NEED

- Invested capital
- Borrowed capital
- Production facility
- Machinery
- Materials
- Use of raw materials such as sheet metal, chemicals, gas, water, adhesives and oil
- Sustainable relationships with customers, partners and suppliers
- Specialist competence
- Flexibility and innovation
- In-house developed processes
- Skilled employees

WHAT WE DO



STAMPING



LASER PROCESSING



ASSEMBLY



ED-COATING



PACKAGING

WHAT WE OFFER



PRODUCT AND PRODUCTION ADAPTATION

SERIES PRODUCTION



SPARE-PART PRODUCTION



THE VALUE WE CREATE

Customers
- Competence
- Flexible solutions
- Sustainable relationships

Employees
- Competence and development
- Meaningful work

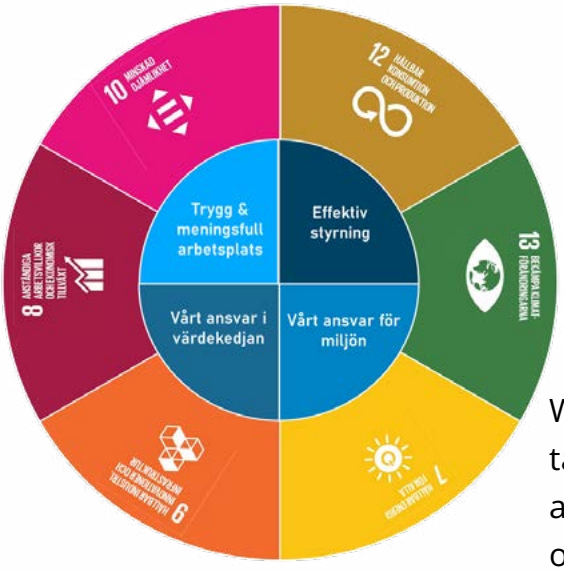
Partners
- Development
- Job opportunities
- Added value

Owners
- Sustainable growth
- Long-term returns
- Reinvestment

Local community
- Employment opportunities
- Contributing to positive societal development

A PARTNER THROUGHOUT A VEHICLE MODEL'S LIFECYCLE





OUR WORK FOR A SUSTAINABLE FUTURE

We at EBP want to contribute to sustainable development, take responsibility for reducing our environmental impact and increase our positive impact on people, both within our operations and throughout our value chain. We continue to develop our model for strategic sustainability work, which is divided into four focus areas.

Through a Safe and Meaningful Workplace, Efficient Governance, Our Environmental Responsibility and Our Responsibility in the Value Chain, we cover everything from our daily decisions to how we collaborate with our customers and suppliers.

Based on these four areas, we have identified which of the UN's 17 global goals we influence through our products and activities. The goals identified as most relevant to us are Goals 7, 8, 9, 10, 12 and 13. Goals 7, 12 and 13 are influenced through our production and resource use. Goals 8 and 9 are influenced in the value chain through supplier evaluations and follow-ups. Goals 8 and 10 have a direct connection to our employees and our role as a responsible employer. Read more about how we work with these topics in the following chapters.

Running our type of business means operating under specific environmental requirements and legislation, which makes continuous improvement and efficiency a natural part of our operations. The tools that guide this work are our quality and environmental management systems ISO 9001, 14001 and IATF 16949. We use these systems for ongoing monitoring and development to ensure high quality and low environmental impact in all our processes.

In addition to management systems, we have a company policy and a Code of Conduct, both serving as important tools for governance. Our suppliers and partners are also covered by our Code of Conduct, which defines their responsibilities regarding human rights, anti-corruption and business ethics.

At EBP we monitor eight overall KPIs that are reported at least monthly. These KPIs provide input to all activities, developments and actions we take. The management team and factory teams follow up results, conduct root cause analyses and define corrective measures continuously.

PROCESS INDICATORS
Number of accidents
Number of customer complaints
Scrap costs
Attendance rate
Productivity
Delivery precision
Operating margin, EBIT
Inventory value

OUR STAKEHOLDERS

At EBP we have several stakeholders who either influence or are influenced by our operations: customers, employees, suppliers, owners, partners, the local community and financiers. Through ongoing stakeholder dialogues, we ensure precision and relevance in our sustainability work.

We maintain continuous dialogue with our stakeholders through employee meetings, customer visits, board meetings, supplier surveys, authority inspections and other regular interactions.

Suppliers
When we listen: procurement processes and supplier meetings
What matters most: delivery, quality, economy, support and sustainability

Customers
When we listen: customer meetings, procurement processes and customer surveys
What matters most: delivery, quality, economy, support and sustainability

Local community
When we listen: contacts with authorities and participation in local collaboration forums
What matters most: compliance with legal requirements, offering jobs and internship opportunities



Employees
When we listen: workplace meetings, staff information sessions, employee dialogues, employee surveys, union collaboration and the work environment committee
What matters most: working conditions and work environment, equality, competence development

Financiers
When we listen: meetings with banks and financial institutions
What matters most: economy, investment plans and risk management

Owners
When we listen: board meetings, owner meetings and group conferences
What matters most: economy, sustainability, investment plans and risk management

Partners
When we listen: shared information materials and dialogues
What matters most: economy, work environment and labour law



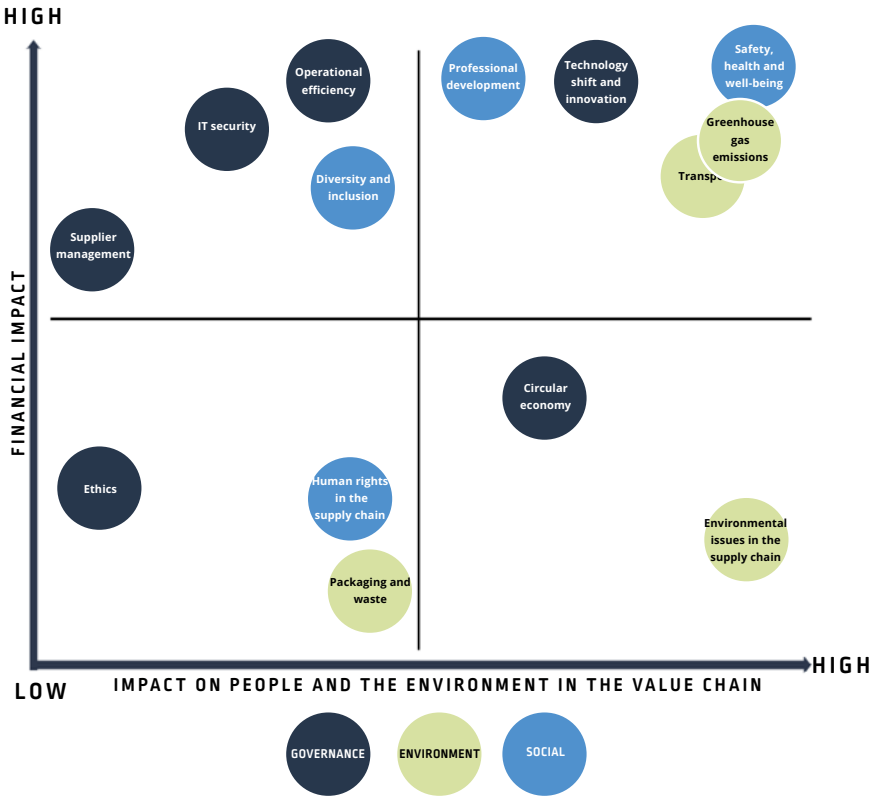
MATERIALITY ANALYSIS

For successful sustainability work focused on what truly matters, prioritization is essential. Our materiality analysis is updated at least once a year and helps us navigate stakeholder expectations, external requirements and the risks and opportunities affecting our business.

The analysis identifies the sustainability topics most significant for our company and focuses on those that have a major impact on the organization and its stakeholders, both internally and externally, while considering economic, social and environmental aspects. To work in a focused and strategic way with sustainability, we continuously analyse our most material topics from these three perspectives.

The materiality analysis is updated by the management team, with ongoing stakeholder dialogues as an important input. Read more about how we manage our risks and opportunities in each section of this report. During 2024, we deepened our stakeholder dialogues and thus gained better input for our materiality assessment.

MATERIAL TOPICS- EBP



MATERIAL TOPICS	
Efficient governance	
1	Operational efficiency
2	Technology shift and innovation
3	IT security
4	Circular economy
Our responsibility in the value chain	
5	Environmental issues in the supply chain
6	Supplier management
7	Human rights in the supply chain
8	Ethics
Our environmental responsibility	
9	Greenhouse gas emissions
10	Transport
11	Packaging and waste
A safe and meaningful workplace	
12	Professional development
13	Safety, health and well-being
14	Diversity and inclusion

EFFICIENT GOVERNANCE

With our business model we act as a sheet metal partner throughout all or parts of a vehicle model's life cycle, as well as for customers in other industries. In some projects we are involved already in the design phase, while in others we join at a later stage and produce using the customer's tooling. To ensure long-term profitability it is essential that we maintain safe and responsible production with sustainable growth, and that we deliver our products on time, at the right quality and at the right cost – both internally and externally.

Operational efficiency

Our operations are characterized by being conducted in a profitable way that enables us to contribute to society in the long term. Strong and stable profitability allows us to reinvest in sustainable development so that we can continuously improve our processes and increase our competitiveness. We aim to be a long-term sustainable partner to our customers and suppliers while generating sustainable returns for our owners.

During 2024, sales volumes increased both for existing and new customers. The development of the business and favourable conditions contributed to very strong financial results.

Our ongoing improvement work has continued to develop the company into a better workplace while also becoming more efficient, more competitive, more sustainable, safer and more progressive.

To ensure efficient, energy-saving and reliable production, continuous investments are required. During 2024, we have carried out several major investments focusing on energy efficiency, the environment and work environment improvements. New electric trucks have reduced CO_2 emissions from internal transports by at least 50%, increased safety and improved working conditions.

A new property control system – under development since 2024 – will further improve energy efficiency and create a foundation for future investments in the right measures related to building management and heating.

	2021	2022	2023	2024
Net sales, MSEK	279	337	375	394
Operating margin, EBIT	2,1%	8,7%	10,8%	13,9%
Equity ratio	53%	56%	44%	41,9%
Inventory value, MSEK	50,3	54,9	49,8	69,9

Technology shift and innovation

The ongoing technological transformation, with the electrification of society and the transition from fossil-based to so-called “green” steel, brings both opportunities and challenges. Industrial development is moving rapidly, and to strengthen our competitiveness it is crucial that we continuously develop our processes, material selection, equipment and competence. Our goal is to stay at the forefront when it comes to new technology and sustainable production. We therefore work actively to identify, test and implement innovative solutions in our processes and production flows. Through investments in modern equipment, increased automation and energy-efficient technologies, we strengthen our ability to deliver with high quality – while becoming more resource-, energy- and cost-efficient.

IT security

IT security has become an increasingly important part of our operations. As cyber threats grow, both customers and suppliers demand higher levels of information security, confidentiality and data protection. Over the past few years, we have built a more structured approach to IT security. New routines and technical solutions are now in place, and the work continues to develop continuously. Going forward, the focus is on further reducing the risk of intrusion, strengthening our preparedness in case of incidents and ensuring that all employees have the knowledge and routines needed to handle information securely.

Circular economy

For EBP, circular economy means making smarter and more sustainable use of resources throughout the entire value chain. Recycling and reuse are obvious components, but our approach to circularity goes beyond that.

We actively work to circulate raw materials, pallets, heat and by-products within our processes and to separate material flows – for example between steel and aluminium – to minimize mixed scrap and preserve the materials’ economic value. By providing product feedback and advice to our customers, we help optimize material usage already in the design phase. As a supplier of components and spare parts to the automotive industry, we are also an important part of the circular economy – many of our products help repair and extend the lifespan of customers’ vehicles, thereby reducing the need for new production.



OUR CONTRIBUTION IN THE VALUE CHAIN

Our contribution in the value chain is to manufacture body panels and other thin sheet metal components of the highest quality and to conduct operations characterized by high business ethics, responsible sourcing and sustainable relationships with our customers.

Purchasing – environment, governance and social responsibility

We place great emphasis on environmental issues and ethical responsibility when selecting suppliers. Their geographical location and how they manage environmental and sustainability aspects are important selection criteria. Since we almost exclusively collaborate with suppliers within Europe, we assess that the overall environmental standard is high. Through continuous stakeholder dialogue, we deepen cooperation with our suppliers and create better conditions for joint development within sustainability.

The purchasing function continuously follows up and manages our suppliers with a focus on delivery reliability, material availability, quality, cost efficiency and support. Through structured follow-ups in the supply chain, we ensure that our suppliers meet our requirements for timing, quality, environmental standards and communication – minimizing the risk of disruptions and deviations.

We have a clear respect for human rights in our own operations, but we recognize that ensuring this throughout the entire supply chain can be more challenging. The right to freedom, democracy, prohibition of slavery and the right to fair compensation are self-evident to us – but unfortunately not everywhere in the world. The risk of violations within our supplier base is considered low, as the majority of our suppliers are located in Europe and thus not operating in high-risk countries. All suppliers are expected to comply with our Code of Conduct, which clearly defines requirements related to human rights, ethics and social responsibility.

Ethics

Our global presence entails great responsibility – both for our own conduct and for how we influence others. Our group-wide Code of Conduct is a clear statement and applies to all employees, suppliers and business partners.

EBP always complies with applicable laws, regulations and directives in the markets where we operate. We act respectfully, transparently and professionally in all relationships and have zero tolerance for bribery, corruption and violations of human rights.

During 2024, no cases of bribery or corruption were reported.

OUR ENVIRONMENTAL RESPONSIBILITY

Climate change is one of the greatest challenges of our time. Environmental issues are therefore an important part of EBP's values, and as a company we take responsibility by using resources in a responsible way. With an efficient and energy-saving production system, a quality-assured manufacturing process and high productivity, we can reduce our environmental impact. We assess environmental aspects in relation to their environmental effects and the overall economic impact for all involved parties, and we continuously work to minimize our environmental footprint through the development of our production, our services and our processes. We also see it as natural to share our knowledge and, for example, influence customers in their choice of materials, chemicals, packaging and logistics solutions with consideration to environmental impact.

Greenhouse gas emissions

An important part of reducing our climate footprint is improving our energy efficiency. We see a clear link between energy efficiency, reduced environmental impact and lower operating costs.

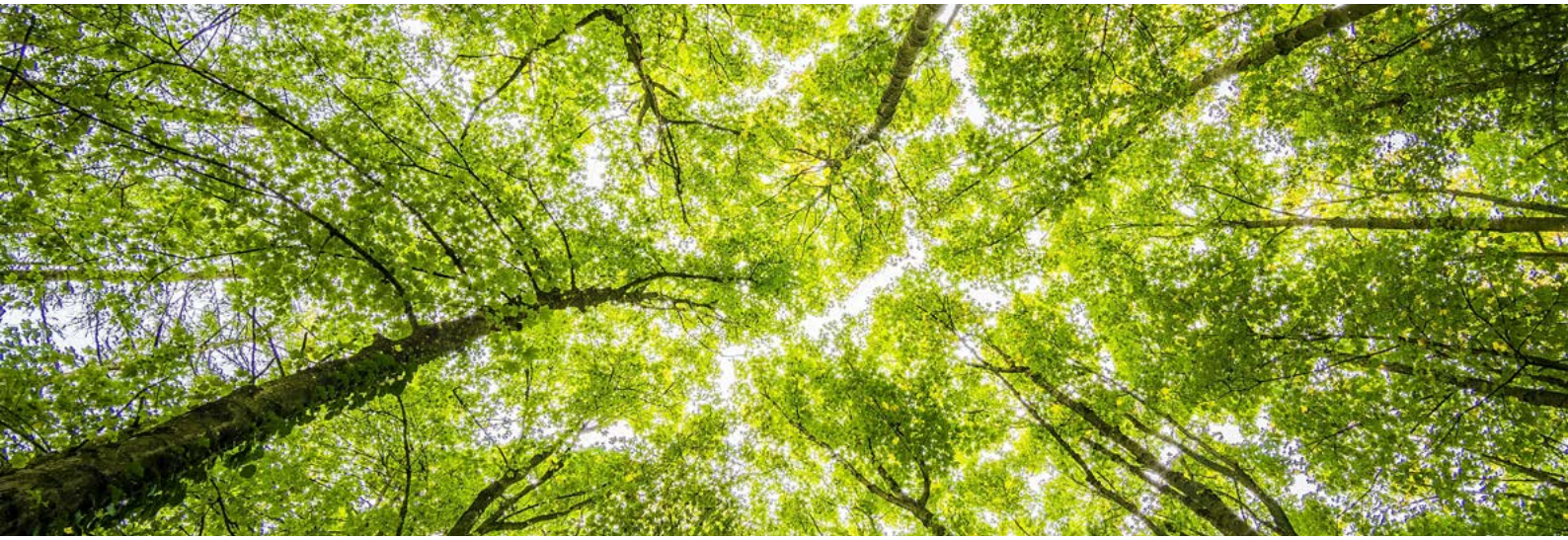
During 2024, an in-depth energy mapping was carried out, forming the basis for future improvements and investments. Total energy consumption decreased compared with the previous year, mainly due to a significant reduction in the use of propane gas. This reduction has had a major positive effect on our total CO_2 emissions for 2024 and is the result of optimization within property heating.

Emissions from our process

Acting responsibly to minimize and control emissions to soil and air is a natural part of our operations. Our processes can generate emissions of particles and other substances, but through our certified management systems and continuous improvement work, we systematically reduce the use of chemicals and thereby the risk of pollution.

Our air emissions are well below the limit values (TAK values) specified in our environmental permit.

	2021	2022	2023	2024
Average monthly energy use, electricity and gas, GWh	0,99	0,97	0,96	0,91
Propane gas, kWh/year	5 285 522	5 132 821	5 869 158	4 933 846
Electricity, kWh/year	7 701 175	6 326 985	5 731 046	6 096 794



Transport

With suppliers and customers spread across Europe, logistics is an important part of our operations. For outgoing deliveries from EBP, transport choices are made and managed by our customers, meaning that EBP has very limited influence over the selected transport methods. Based on customer needs and delivery schedules, we always strive to optimize load capacity to minimize the number of transports as much as possible.

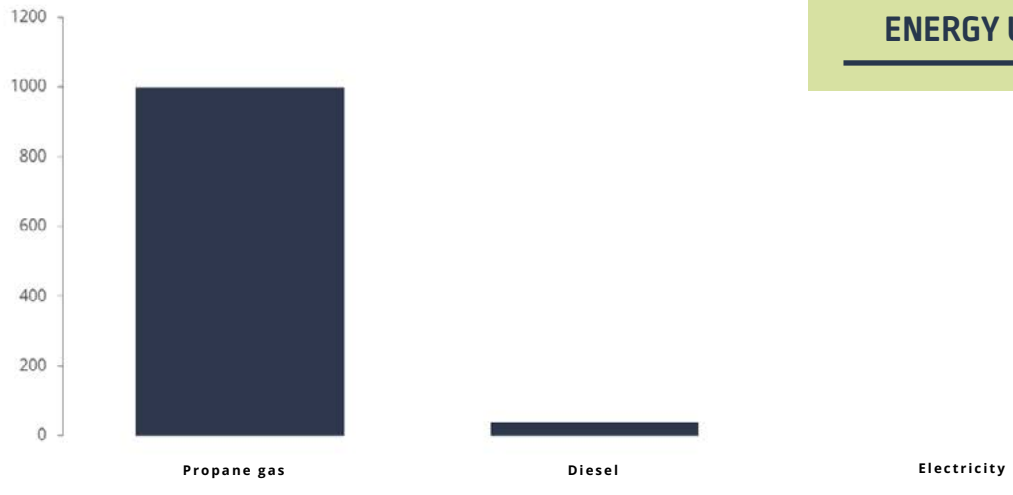
A key factor in reducing transports is to ensure high product quality. Customer complaints generate unnecessary transports in the form of returned goods and replacement deliveries. Our quality level is world class, with very low scrap rates and very few customer complaints.

Climate footprint

It is a given for us to report our climate emissions transparently and to continuously seek ways to reduce them.

Emissions in Scope 1 and 2 during 2024 amounted to 1,035 tonnes CO_2e, distributed as shown below. EBP has an electricity agreement based on 100% renewable energy, and therefore the climate impact from our electricity consumption is zero.

ENERGY USE TONNES CO_2E





Packaging and waste

Managing, sorting and recycling our waste is an important factor in minimizing our environmental footprint. At EBP we hold regular meetings with our waste management partner to improve routines and instructions related to waste handling and to stay updated on new developments in the field. An important factor that significantly reduces our and our products' environmental impact is how efficiently we run our processes and minimize errors in each production stage.

In connection with production, various types of residual products are generated – both industrial and hazardous waste. The largest source of hazardous waste comes from our paint process. To minimize the amount of hazardous waste from this process, we have implemented further improvements during the year. We have automated the chemical dosing in the process even more, resulting in greater stability, reduced chemical use and improved product quality.

To further reduce the amount of hazardous waste, we continuously work to improve the procurement of chemicals. We have a chemical management group that performs risk assessments for every new chemical product. We actively work to keep the number of chemicals low and place great emphasis on health and environmental aspects when evaluating new substances.

A SAFE AND MEANINGFUL WORKPLACE

With more than 100 employees, we have a great responsibility and an important mission to create a safe and meaningful workplace. At EBP, we aim to build long-term relationships with our employees by offering an inclusive and safe environment characterized by collaboration and continuous competence development. Our goal is to ensure positive development of the company through cooperation and dialogue between management, union representatives and employees.

Professional development

We are a future-oriented company with the European market as our base, and we aim to attract the best employees by being a great employer. We do this by offering opportunities for growth and creating conditions for employees to contribute to the company over the long term. The foundation is a safe and meaningful workplace with clear and supportive leadership and a culture that promotes teamwork, dialogue and development.

We strive to create a work environment that motivates and engages employees to take initiative, go the extra mile and maintain a positive attitude towards meeting customer needs.

We continuously ensure the right competence level through training and education of our employees. Each year, we perform a gap analysis to identify which employees need specific skill development. The company's training plan must always be relevant and linked to business needs and development. We strive to be a learning organization where employees share their knowledge with one another.

An important tool for employee development is the annual performance review.

To further improve work related to competence development, well-being and work environment, we conducted an employee survey in 2023. The results were very positive and also provided input for additional improvement activities. During 2024, we have continued to act on this feedback to further strengthen our workplace for all employees.



Safety, health and well-being

The health and safety of our employees are always in focus, and work environment and safety management are integrated throughout our operations. A safe and pleasant workplace is a fundamental requirement for being productive and competitive – but also for strengthening our employer brand and increasing our ability to attract and retain qualified employees.

We conduct active and systematic health and safety work to ensure a physically, mentally and socially sustainable workplace for everyone. Risks of work-related illness or accidents are continuously identified, prevented and monitored. Risk assessments are a natural part of daily work and are carried out in close dialogue with safety representatives and employees. Any deficiencies are addressed based on data from daily reporting, safety inspections, employee interviews and workplace meetings. All managers are responsible for carrying out risk assessments and taking preventive or corrective measures when needed.

During 2024, we introduced a new performance indicator – risk observations – designed to identify potential hazards before they lead to incidents or accidents. All employees are encouraged to report risk observations, which strengthens preventive safety work and contributes to an even safer work environment.

A central part of our safety work is the systematic work environment process and the role of the work environment committee. We continuously follow up on accidents, incidents and risk observations to ensure that necessary actions are taken. All events are reported and handled in our internal case management system, and safety topics are a standing agenda point in the Daily Management meetings. We actively encourage incident reporting, as it provides valuable input for preventive actions.

We also promote health and well-being through investments in wellness activities and other initiatives that strengthen EBP as an attractive and sustainable employer. In rehabilitation processes, we have established routines to facilitate return to work or suitable reassignment, both within and outside the company. Occupational health services, the Job Security Foundation and other preventive networks are important partners in this work.

We have a group-wide whistleblower policy that clearly describes how employees can report serious misconduct without risking reprisals or breaching loyalty obligations. The whistleblower function has been communicated to all employees to ensure everyone feels safe reporting potential irregularities.

	2021	2022	2023	2024	GOAL
Attendance rate, %	96,1	95,5	96,7	96,8	>97



Diversity and inclusion

Our organization is based on the principle that all employees should have equal rights, opportunities and responsibilities, regardless of gender, gender identity, ethnic origin, religion, disability, sexual orientation or age. Equality, diversity and inclusion contribute to better decision-making and a stronger corporate culture.

Diversity is encouraged at all levels of the company, and no form of harassment, discrimination or offensive treatment is tolerated.

We aim to increase diversity in the long term while striving for a more balanced gender distribution. Our work environment is suitable for both men and women. Achieving gender balance remains a challenge due to the low number of women available within our industry. During recruitment and promotion, diversity and gender balance are prioritized when candidates have equivalent competence.

The risks of human rights violations in our operations mainly concern discrimination or harassment within the workplace, as well as unfair working conditions among subcontractors and suppliers. These issues are clearly addressed in our Code of Conduct.

During 2024, no incidents related to equality or inclusion were reported.

	2021	2022	2023	2024
Average number of employees	109	96	98	102
Share of women/men, %	13/87	12/84	15/83	19/83



EBP

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