



Plastic System Solutions

Sustainability Report 2024

Acknowledging Our Responsibility

At AB Euroform, we recognize the responsibility we have in contributing to a more sustainable future. For us, sustainability is not only a requirement – it is an opportunity for innovation and long-term value creation. We believe that integrating sustainability into all aspects of our business strengthens our ability to drive positive change. This includes both environmental responsibility and social sustainability, such as human rights and employee well-being, which must go hand in hand. Our sustainability targets reflect this holistic approach.

While new EU regulations – such as CSRD, CSDDD, and the Taxonomy – do not yet apply to us, we support the push for greater transparency and accountability in corporate sustainability. By sharing this report, we aim to openly communicate our commitments, achievements, and the challenges we face in our sustainability journey. This transparency is essential for continuous improvement and for embedding sustainability more systematically into our operations.

About this report

This is AB Euroform's Sustainability Report for the operational year 2024 in line with laws and regulations. In accordance with ÅRL 6 Kap 11 §, the Sustainability Report is separate from the Annual Report.

The Sustainability Report (hereafter Report) includes the operations of AB Euroform, org. nr. 556289-1308, and fully owned subsidiary Euroform MediPharm AB, org. nr. 556872-8298. Both have their main office in Tranås, Sweden.

AB Euroform shall henceforth be referred to as Euroform, and Euroform MediPharm AB as MediPharm. Euroform Group will be used when referring to both.

The responsibility of publishing the Report lies with the board of AB Euroform. The company auditor has reviewed that a Sustainability Report in accordance with applicable laws regarding mandatory sustainability reporting has been issued.

Business Model & Governance

Business Model

With deep technical expertise and decades of experience, Euroform Group specializes in high-tech design, construction, and manufacturing of products and components using plastic injection moulding. The production process focuses on efficiency, precision, and sustainability, ensuring high-quality solutions for customers.

Sustainability is integrated into the process from the very beginning by engaging in early discussions with customers about sustainable material options and product design. The aim is to contribute to the future recyclability and reuse of products through prioritizing recycled materials and circular design principles. Additionally, Euroform Group collaborates with customers to develop new materials and techniques that reduce environmental impact while maintaining high performance.

At Euroform Group, operations are run with transparency, integrity, and a strong commitment to ethical business practices. The core values – respect for individuals, customer focus, quality, commitment, and innovation – shape the way business is done. Sustainability and resource efficiency are not just regulatory necessities, but also key drivers of competitiveness for customers.

By delivering cost-effective, high-quality solutions, the aim is to be a preferred and trusted supplier in the industry. The customers are brand owners, and Euroform Group provides everything from full plastic system solutions to individual components. The vision is to expand the in-house expertise beyond the role of a supplier, into product co-design with customers and, ultimately, to develop Euroform Group’s own market-ready products.

Governance & Transparency

Strong guidance and transparency are essential to conducting responsible and sustainable business. Compliance with applicable laws and regulations is a fundamental principle, and by implementing guiding company-wide policies, Euroform Group goes beyond legal requirements. These policies reflect the commitment to ethical business practices, environmental responsibility, and social sustainability:



Code of Conduct

Applies to all employees and external interactions, providing guidelines on environmental responsibility, social ethics, and maintaining a positive workplace culture.



Supplier Sustainability Policy and Code of Conduct

Ensure that business partners align with the set sustainability commitments, covering both environmental and social responsibility in supply chain operations.



Health & Safety Policy

Outlines measures to ensure a safe working environment, including PPE use, machine safety, emergency preparedness,

ergonomics, chemical handling, and risk management.



Environmental Policy

Commits to minimizing environmental impact through responsible resource use, emissions reduction, biodiversity protection, and continuous improvement in sustainability practices.



Whistleblowing Policy

Establishes a secure and anonymous mechanism for employees to report violations or unethical behaviour while ensuring protection against retaliation.

Business Ethics Policy

Defines the approach regarding financial integrity, transparency, intellectual property protection, and accountability in all business operations.

Work Environment Policy

Recognizes employees as the most valuable resource, emphasizing well-being, professional development, and an inclusive, supportive workplace.

Ethical Recruitment Policy

Ensures fair, non-discriminatory hiring practices and promotes diversity and

inclusion throughout the recruitment processes.

Quality Policy

Focuses on exceeding customer and stakeholder expectations through compliance, preventive measures, continuous improvement, and a zero-defect mindset.

Purchasing Policy

Encourages long-term, respectful supplier partnerships built on high expectations, clear communication, and close collaboration.

Furthermore, Euroform Group adheres to internationally recognized quality management systems to ensure high standards in environmental governance (**ISO 14001**), the medical technology industry (**ISO 13485**), cleanroom production (**ISO14644-1 class 8**) and the automotive industry (**IATF 16949**). Given the nature of the production, operations require environmental permits, and regular internal and external audits are conducted to ensure compliance. Additionally, by employing external experts to monitor and interpret relevant legal requirements, the operations remain compliant with current regulations.

Our Impact Areas

Stakeholders


Understanding the stakeholders and their expectations of Euroform Group is essential to the sustainability efforts. The stakeholders are characterized into two main groups:


- **Internal stakeholders:** Employees and personnel hired through external agencies.
- **External stakeholders:** Customers, owners, suppliers, contract manufacturers, accountants, insurance companies, local communities, public sector actors, government agencies, entrepreneurs, and mass media.

By maintaining an open dialogue with these stakeholders, the sustainability initiatives are kept in line with company priorities and societal expectations.

Impact Areas

Through stakeholder analysis, three key sustainability-related impact areas have been identified:

 Environmental impact

 Human rights issues

 Employee welfare

Environmental impact is addressed in two key areas in this report: resource use and climate impact. Additionally, in 2025, a risk assessment of the impact on biodiversity will be conducted. Based on the findings, issue-specific targets and a roadmap for improvement will be established.

Human rights, workers' rights, and employee well-being are central to the social sustainability strategy. These topics are assessed both internally, ensuring fair and safe working conditions for the employees, and across the supply chain to uphold responsible business practices.

Resource Use

Resource use is a key area for environmental impact in the production facilities. To ensure efficiency and continuous improvement, energy consumption, waste generation, and water usage are closely monitored through monthly evaluations.

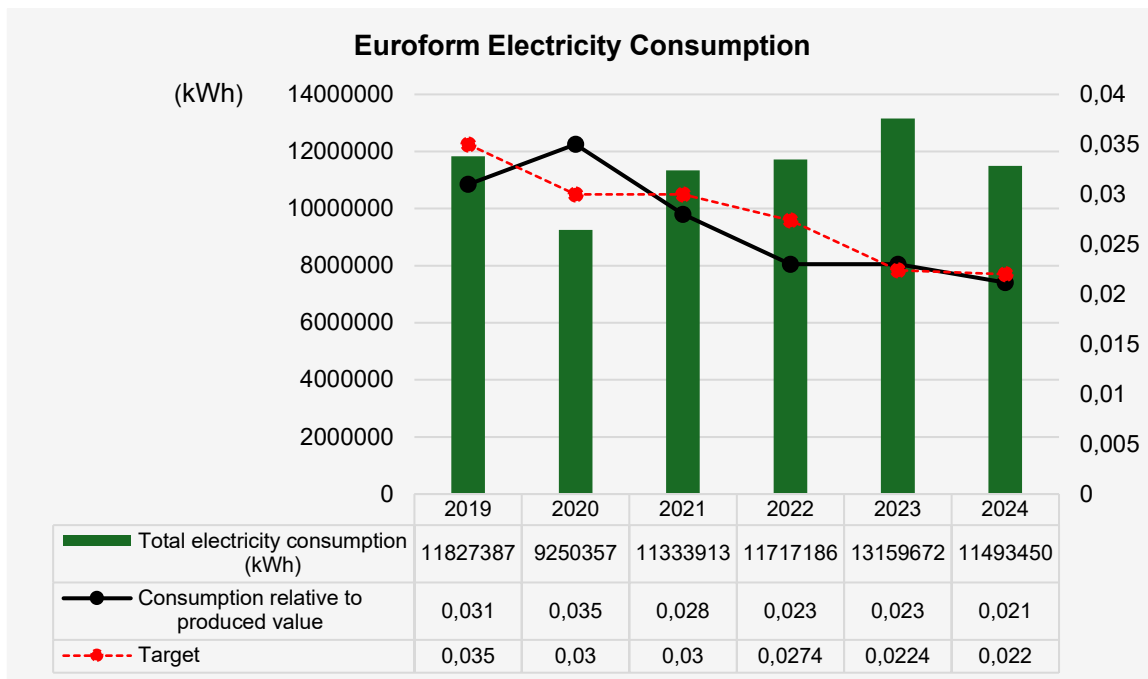
Energy

The production and office facilities at Euroform in Tranås are fully powered by renewable energy. Electricity is sourced from wind power, while heating comes from district heating generated by the combustion of wood chips. However, despite using renewable energy, reducing overall energy consumption is important.

To track efficiency, electricity consumption is measured in kWh per unit of produced value, with an annual target set accordingly. In 2024, the goal of 0,022 kWh per produced value was successfully met.

In Q4 2024, a pilot project to explore energy-saving solutions by installing cylinder insulation on the machines was launched. The goal is to reduce energy consumption in the production, and based on initial results, the plan is to extend the insulation project to additional machinery during 2025.

At the MediPharm facility in Motala, electricity is fully sourced from wind power, while district heating is primarily derived from renewable or recycled sources, with a small percentage still coming from fossil fuels. Since this was the first year methodically measuring energy consumption at MediPharm, there is no 2024 target for comparison. Future targets will be established as more data is gathered.



Left x-axis: electricity consumption (kWh)
Right x-axis: consumption/produced value

MediPharm Electricity Consumption

Total electricity consumption	1 732 750 kWh
Consumption relative to produced value	0,087

Waste

At the Euroform facility, the primary types of generated waste include combustible waste, plastic, scrap, wood, corrugated board, paper, electronics, fluorescent lights, and waste oil. To track and reduce the environmental impact, combustible waste generation is measured relative to produced value on an annual basis.

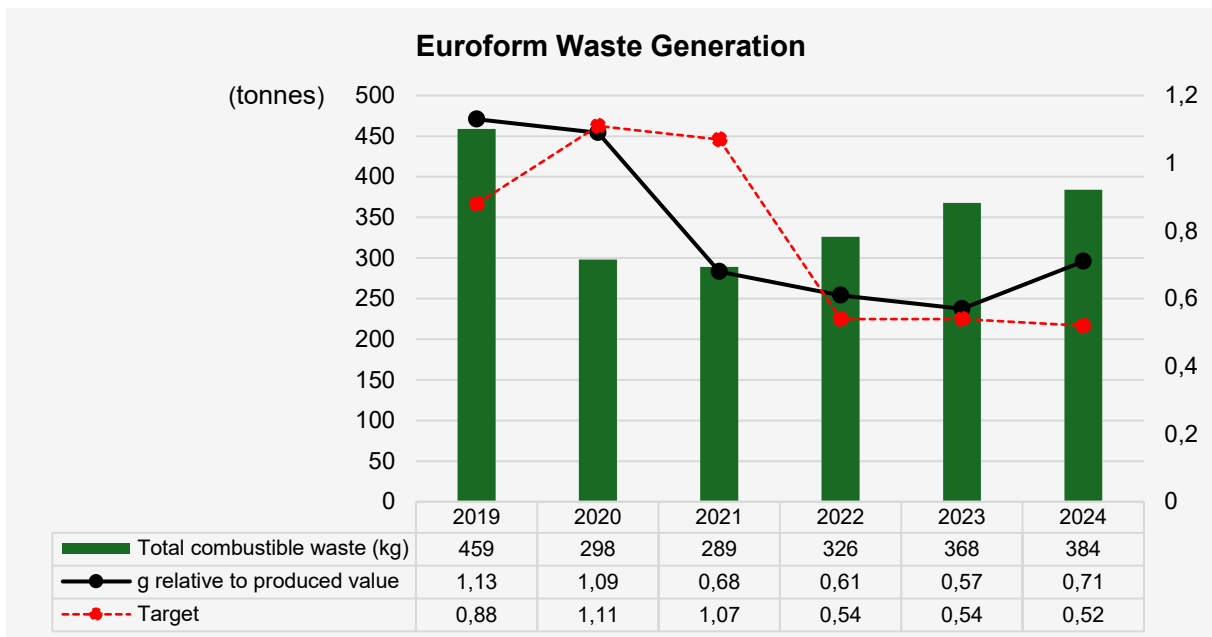
Despite reduction efforts, the targets for the past three years, including 2024, have not been met. This year, the recorded waste generation was 0,71 g per produced value, highlighting the need to strengthen the waste reduction initiatives moving forward. In 2025, the efforts to minimize combustible waste will intensify through measures such as:

- Optimizing waste management logistics for improved efficiency
- Employee training programs on proper waste sorting

At the MediPharm facility, the main waste streams consist of combustible waste, wood, electronic scrap, hazardous waste, fluorescent lights, and aerosols. Since this was the first year to systematically measure waste generation at MediPharm, there is no 2024 target for comparison. Future reduction goals will be set now that a clearer baseline has been established.

MediPharm Waste Generation

Total combustible waste	17,34 tonnes
Combustible waste grams/produced value	0,87



Left x-axis: total combustible waste (tonnes)
 Right x-axis: generated combustible waste/produced value (g)

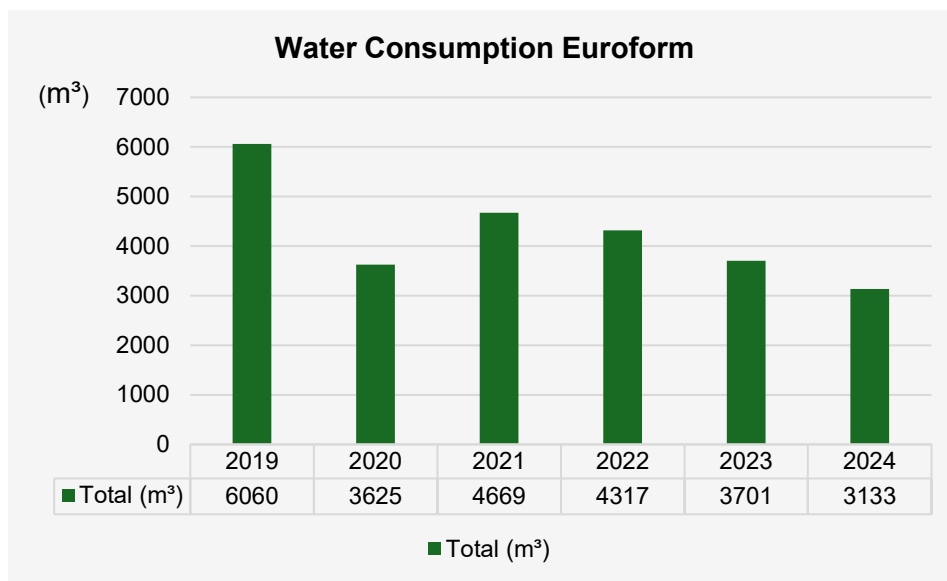
Water

The water consumption at Euroform has steadily decreased over the past four years. However, in 2024, there was a temporary spike in usage during August and September, likely due to unusually warm weather. Despite this increase, the total annual water consumption continued its overall downward trend. This reduction is partly attributed to the four-week summer production shutdown in 2024.

The primary water usage is for the machine cooling systems, and in 2025, the plan is to

invest in upgrades to applicable machinery to further reduce consumption.

At the MediPharm facility, 2024 marked the first year of actively measuring water consumption, establishing a baseline for future comparisons. Similar to Euroform, water usage at MediPharm is primarily linked to machine cooling systems. In 2024, the facility recorded an annual consumption of 684 m³.



Resource Use Targets for 2025

	Euroform	MediPharm
Electricity consumption	<i>0,020 kWh per produced value</i>	<i>0,084 kWh per produced value</i>
Combustible waste	<i>0,50 g per produced value</i>	<i>0,84 g per produced value</i>
Water consumption	<i>2663 m³</i>	<i>663 m³</i>

Climate Impact

2024 marked the first year of conducting a thorough mapping and calculations of the Euroform Group CO₂e-emissions. This allowed for the identification of improvement areas regarding operations, strategies, and data availability. These calculations therefore lay the foundation for the continued efforts to implement a solid climate strategy with accurate KPIs, long-term targets, and roadmap for net zero emissions.

Scope 1

Scope 1 includes the emissions from company-controlled vehicles and combustion of fuels for heating and cooling systems. For future calculations, the occurrence of fugitive emissions should be investigated and included.

Scope 2

Scope 2 includes the emissions from electricity, cooling, and heating used in the factories, offices, rented warehouse spaces, and a rented office space. The factories and offices are completely run on renewable power, and the emissions are therefore comparatively low. For the rented spaces however, the origin of the electricity is unknown and therefore calculated using the emission factors for Nordic residual mix for electricity. This should be investigated by next year's calculations. The emission factors for district heating varies depending on facility as Euroform Group has operations and offices at three different locations.

Scope 3

When calculating the indirect emissions in Scope 3, the following categories and aspects were examined:

3.1 Purchased goods and services

- **Indirect materials:** electronics and work clothes
- **Direct materials:** plastics, metals, rubber, and hydraulic oil
- **Packaging and pallets:** plastic, corrugated board, and paper

3.2 Capital goods

The CO₂e-emissions from the purchased capital goods were calculated using emission factors for environmental spend analysis.

3.3 Fuel- and energy-related activities

The Well-to-Tank (WTT) emissions of the consumed energy that were not reported on in Scopes 1 and 2, are instead included in this category.

3.4 Upstream transportation and distribution

The transportation data was gathered by contacting suppliers and shippers. When available, calculated CO₂e-emissions were

provided, otherwise distance and mode of transportation were reported. The estimated weight of the purchased material was then used to make approximate calculations of tonne-kilometres and emissions. The transportation data for rushes, however, was gathered from in-house documentation and approximate calculations were made based on estimated distances and modes of transportation. For transports where more than one mode of transportation was used, reasonable assumptions regarding distances and vehicles were made.

3.5 Waste generated in operations

The emissions calculations were provided by the employed waste disposal companies at Euroform and MediPharm.

3.6 Business travel

The calculated modes of transportation for business travel were airplane, train, and taxi. For MediPharm, travels by car were included. The distances travelled with taxi were estimations made based on the costs from

invoices. Documentation for travelled distances or consumed litres were not available. The emissions from hotel nights were calculated using an average of the climate impact from countries within and outside of the EU.

3.7 Employee commuting

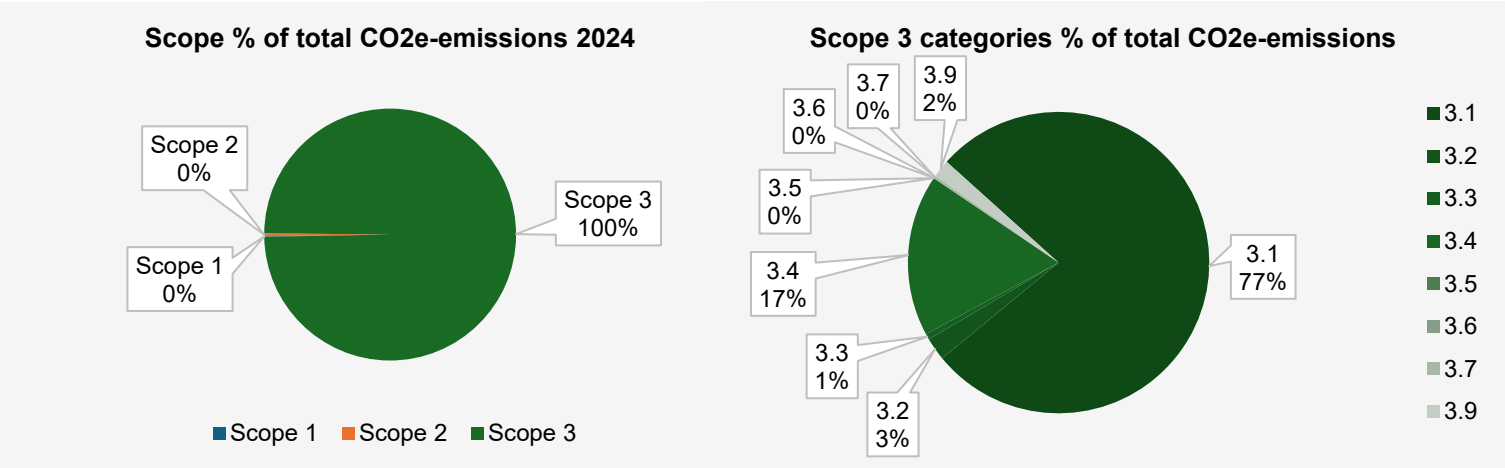
Instead of conducting a company-wide survey, a standard estimation method was applied to this category. An assumption was made that 60% commute by car, 10% by train, and 30% walk or ride a bike. The calculations are based

on an estimate of 45 work weeks with 5 workdays each throughout the year.

3.9 Downstream transportation and distribution

Data was gathered from in-house. Since freight weights were unavailable, the emissions calculations were made accounting only for distance, not tonne-kilometres. Assumptions and estimations based on the destinations for the transports were used to calculate the distances travelled.

Due to lack of availability of data regarding *Scope 3.10: Processing of sold goods*, this was excluded from this year’s calculations. This will be investigated throughout 2025.



Note: Due to significant difference in scale between Scope 3 emissions and those from Scopes 1 and 2, the latter round down to 0% when presented as percentages of total emissions. Similarly, within Scope 3, some categories appear as 0% due to rounding but still contribute to the overall footprint.

Continued Climate Efforts

This thorough mapping of the CO2e-emissions points to improvement areas for the Euroform Group operations. Firstly, the availability of the data necessary for emissions calculations should be prioritized to facilitate, improve, and ensure the accuracy of the results. The more accurate the results, the more accurate the climate strategy.

The calculations have also helped in identifying the main impact areas of the operations. Considering the results, a meaningful climate strategy should include emission reductions for purchases, and upstream and downstream transportations.

Based on these calculations, initial targets and a roadmap for net zero will be set. These should be reviewed regularly as the data accuracy improves.

Social Responsibility

Health & Safety

At Euroform Group, employee health and safety is fundamental to operations, and continuous improvements in promoting employee well-being is key to achieve this. In 2024, further steps toward systematically strengthening workplace safety were taken by updating policies and procedures related to:

- Safe machinery operation
- Proper use of protective equipment
- Encouraging the reporting of risk observations, incidents, and accidents

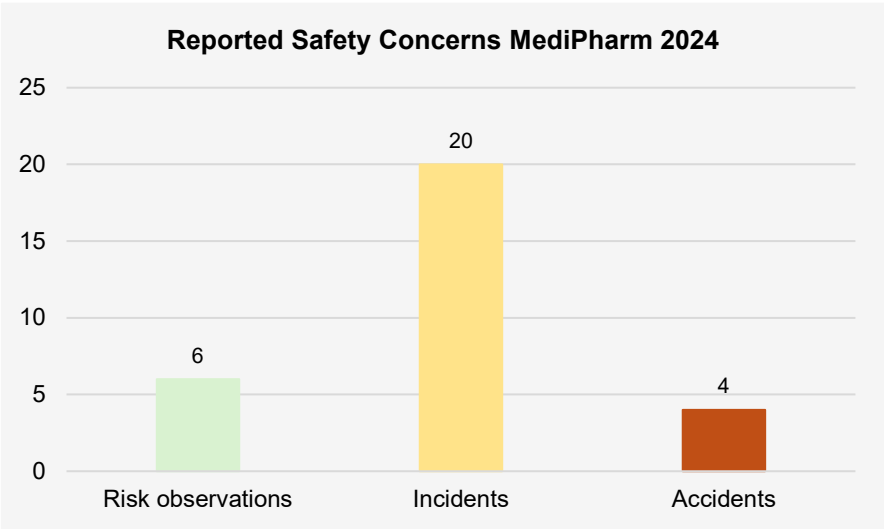
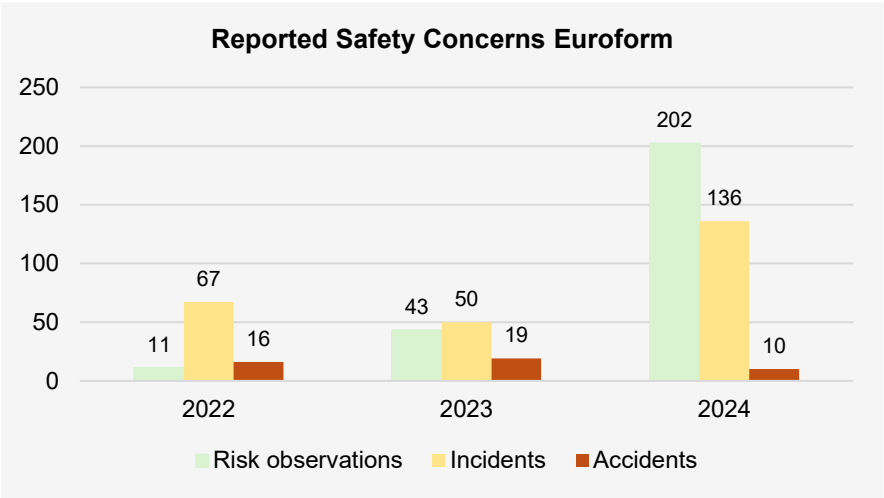
Additionally, a disciplinary matrix designed to reinforce a culture of safety by encouraging responsible behaviour and discouraging unsafe actions was introduced.

The 2024 target was to achieve an average of three risk observations per employee per year.

While this goal was not met, there was a significant improvement in reporting, with 202 risk observations recorded at Euroform – a notable increase from 43 the previous year.

During the review, a pattern of misclassification between risk observations, incidents, and accidents was identified. Many incidents should have been reported as risk observations, while some reported accidents should have been classified as incidents. To address this, additional training will be implemented in 2025 to help employees accurately distinguish between these categories.

Furthermore, in 2025, a more detailed reporting system will be introduced to improve data accuracy regarding accident types, including the differentiation between first-aid injuries and lost-time injuries. This will enable better analyses of trends to implement targeted safety measures.



Targets for 2025

3 risk observations per employee
By continuing to emphasize the vitality of safe working conditions and educating our employees.

Implementing a strategic safety approach
By implementing teams with specific safety focus areas, in line with the World Class Manufacturing Safety Pillar.

Employees & Local Community



The employees are the foundation of Euroform Group, and their physical and mental well-being is important. During 2024, regular surveys regarding employees' health and opinions were conducted through a digital pulse measurement tool. This continuous feedback process provided valuable insights into areas such as engagement, leadership, and overall job satisfaction, allowing for informed improvements. Over the past year, notable progress in several areas has been observed. There have been improvements in the overall engagement scores compared to 2023, and the willingness of employees to provide feedback has remained strong at 65% for Euroform and 67% for MediPharm. At both locations, the biggest increases were seen in regard to Participation, Job situation, and Meaningfulness. However, categories such as Autonomy and Personal growth receive a lower score and initiatives to improve these must therefore be considered. The changes driven over the past year have been necessary to secure the long-term growth of the organization and safeguard job stability. It is important to acknowledge that transitions and organizational development can present challenges. To ensure that the workforce feels supported throughout these processes, feedback from the pulse measurements is valuable. Moving forward, employee input will help foster a culture of transparency, collaboration, and continuous improvement.



Throughout 2024, the engagement with higher education institutions has improved and the support for local community initiatives has strengthened. Students from Jönköping University's Automation Engineering program and TUC Yrkeshögskola's Logistics and Economics programs have been provided with hands-on experience in a real industrial environment through internships. Engineering students have also taken part in key projects such as production flow simulations and temporary design assignments. The partnerships with higher education have thus

offered Euroform Group valuable fresh perspectives and innovative thinking.



The commitment to the local community is essential, and the sponsorship of Tranås BoIS continued throughout last year by providing a RedLocker subscription, ensuring free access to menstrual products for female athletes. By supporting this initiative, the wish is to contribute to a more inclusive and supportive environment for girls and women in sports, aligning with the Euroform Group core values of equality and well-being.



Gender equality is a priority within the own organization as well. As a company operating in a predominantly male industry, the efforts to ensure equal opportunities for all employees, regardless of gender, is consistently ongoing. Another key aspect of the sustainability efforts is maintaining a strong talent pipeline and supporting continuous development.



During 2024, there have been strategic recruitments of key personnel across various functions, reinforcing capabilities in procurement, production planning, and strategic sustainability. These new hires have provided fresh perspectives and expertise, strengthening the ability to navigate industry challenges and seize new opportunities. Significant emphasis on upskilling the workforce by implementing various training programs across critical areas has been present throughout the year. Employees have participated in external training on sustainability, chemical risks, quality management systems, planning, and production control. These initiatives ensure that the personnel remain at the forefront of industry developments and regulatory requirements, enabling them to contribute effectively to the strategic goals.

Targets and results for 2024:

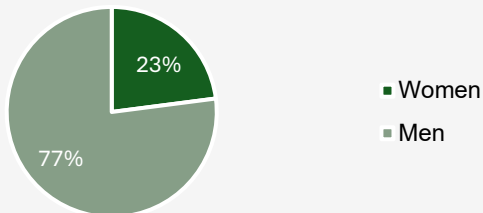
Short-time sick-leave (%) at Euroform

2022	2023	2024	Target 2025
3,3	3,1	2,9	2,7

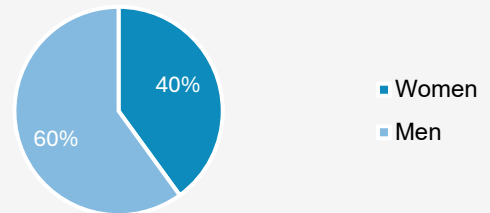
Short-time sick-leave (%) at MediPharm

2023	2024	Target 2025
2,7	2,2	2,0

Employees Euroform



Employees MediPharm



Training for employees (hours) at Euroform

2022	2023	2024	Target 2025
217	360	836	950

Training for employees (hours) at MediPharm

2024	Target 2025
64	150

Workers' Rights

At Euroform Group, we believe that all employees should have the opportunity and support to grow within the organization. All employees are hired in accordance with applicable collective bargaining agreements, ensuring fair working conditions.

To promote diversity and equal opportunity, the Ethical Recruitment Policy establishes a transparent and fair hiring process. Additionally, the Code of Conduct reinforces the commitment to upholding individual rights, diversity, and equality, while strictly prohibiting harassment, discrimination, child labour, and forced labour.

In 2024, no violations of these policies were reported through the whistleblower mechanism.

Supply Chain Ethics

Business partners are expected to uphold the same high standards for human rights protection and anti-corruption as stated in the Euroform Group company policies. In accordance with good business practice, Euroform Group does not participate in illegal industry collaboration and does not accept the occurrence of bribes in any form. Employees are encouraged to avoid situations where their loyalty towards the company might conflict with other personal interests. In 2024, an updated Code of Conduct for Suppliers was introduced, outlining stricter and more detailed expectations regarding ethical business practices. Suppliers are required to respect individual rights and equality, and maintain a zero-tolerance approach toward corruption, harassment, discrimination, child labour, and forced labour. During 2024, there were no reported cases of corruption, harassment, child labour, forced labour, or other such ethics violations that go against the company policies and Code of Conduct.

Beyond ethical and human rights standards, the Code of Conduct for Suppliers also reinforces the expectations for environmental responsibility, addressing key issues such as climate change, biodiversity preservation, and minimizing soil degradation and deforestation.

In 2024, a comprehensive supply chain mapping was initiated, requiring suppliers to sign declarations confirming the absence of Substances of Concern (SoC), Conflict Minerals, and PFAS (per- and polyfluoroalkyl substances) in their materials. This mapping will continue in 2025 to ensure that all suppliers actively support human rights protection and prevent hazardous substances from harming the environment and human health.

Targets for 2025

75% of direct material suppliers to have signed CoC and declarations for SoC, Conflict minerals, and PFAS.

60% of indirect material suppliers to have signed CoC and declarations for SoC, Conflict minerals, and PFAS.

Cumulative supplier average rating of 50% on the Euroform Group self-assessment form.

Looking to the future

Cross-functional Teams

In 2024, cross-functional teams were established to tackle sustainability related issues of the organization. The teams address areas concerning resource efficiency and waste reduction in the production facilities, managing ethics and environmental impacts both upstream and downstream in the value chain, as well as health and safety issues. These groups will continue to evolve during 2025, identifying and addressing improvement areas.

Focus Areas

Euroform Group has been provided with a sustainability handbook to help guide sustainability commitments over the upcoming years. The identified material areas stem from Agenda 2030 and focus on: adaptation to climate change, emissions and negative climate impact, energy consumption, pollution, biodiversity, resource use, waste, working conditions, health, security and safety, equality and equity, responsible procurement and supplier expectations, and business culture and ethics.

Continuous Social Sustainability Efforts

The commitment to expand the efforts in both education and community support continues as new opportunities for collaboration with academic institutions and local organizations are sought, ensuring that the engagement creates lasting value for both individuals and society as a whole. Additionally, even greater emphasis will be placed on competence supply and internal talent development, refining training initiatives to further develop the skills and expertise needed for the future. Strengthening the safety culture will remain a priority, ensuring continued improvements in risk awareness, reporting, and workplace well-being.

Preparing For Future Directives and Regulations

Although directives and regulations such as the Corporate Sustainability Reporting Directive (CSRD), the Corporate Sustainability Due Diligence Directive (CSDDD), and the Taxonomy are not yet applicable to Euroform Group, they will be soon and already are for some customers. Therefore, proactive steps to ensure the readiness of the organization for when the directives and regulations become applicable to SMEs are being taken. The organization is preparing by implementing processes to facilitate the reporting of emissions of not only the in-house operations (Scopes 1 and 2), but all throughout the value chain (Scope 3). Lastly, the supply chain risk assessments and supplier assessments are receiving more attention and will continue to do so in the future.