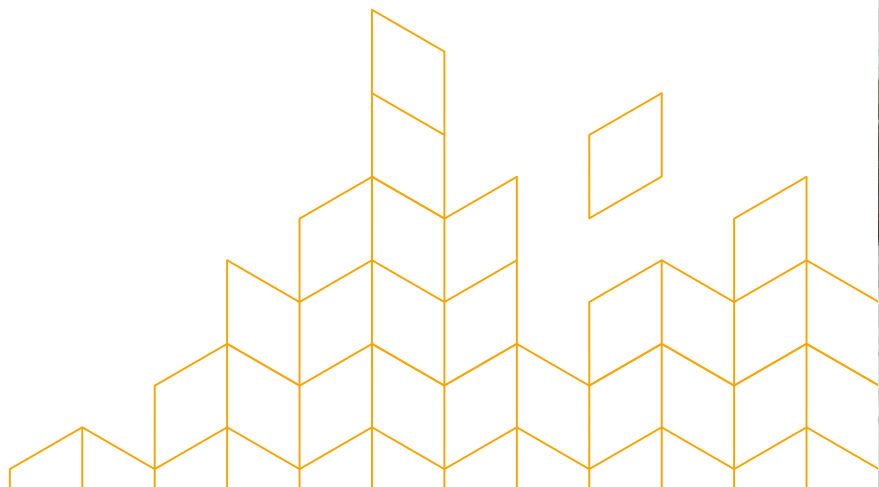




Sustainability Report 2024

EHL Profiles Group



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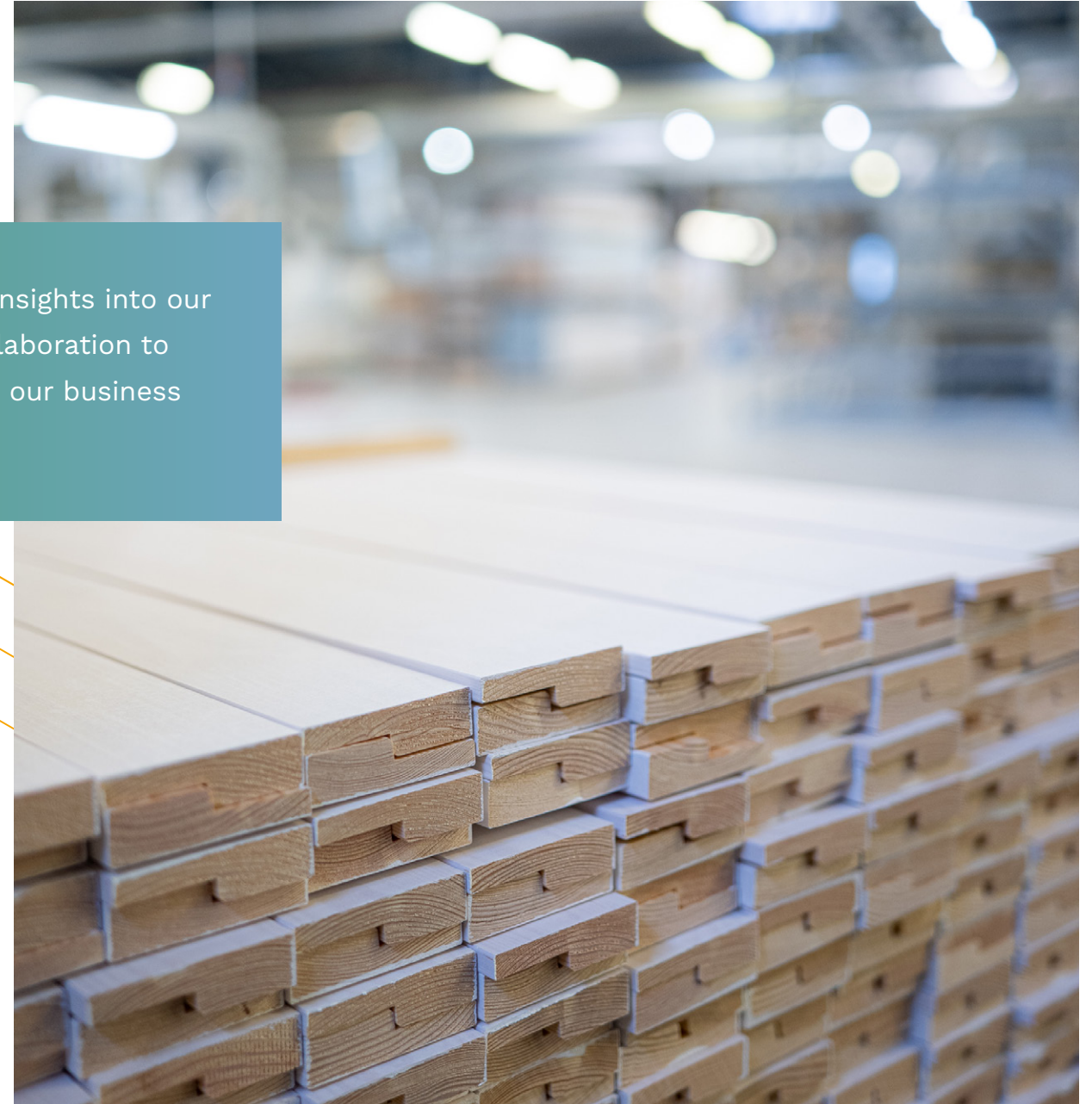
Introduction

About the report

This sustainability report presents an overview of EHL Profiles Group's approach to sustainability, highlighting our current initiatives, progress, and areas of focus. As our first and voluntary report, it marks an important milestone as we work toward a more structured sustainability approach, providing transparency on our efforts across the Environmental, Social, and Governance (ESG) dimensions. We acknowledge that sustainability is a continuous journey, and this report reflects both our achievements and the challenges we aim to address. It outlines:

- Our ongoing sustainability initiatives and key focus areas
- Our commitment to responsible business practices and continuous improvement
- Our alignment with the United Nations Sustainable Development Goals (SDGs)
- Climate-related data reported in accordance with the Greenhouse Gas (GHG) Protocol

By sharing this report, we provide insights into our sustainability efforts and invite collaboration to further integrate sustainability into our business operations and value chain.





Letter from CEO

At EHL Profiles Group, we recognize sustainability as a necessity for long-term success. As one of Europe's leading producers of high-quality wooden mouldings, profiles, and other wood-based products, we strive to reduce our environmental impact while maintaining the highest product standards.

Responsible business practices remain central to our operations, and we are committed to transparency, continuous improvement, and long-term value creation for our customers, employees, and partners. Over the past year, we have taken key steps to enhance sustainability, focusing on responsibly sourced raw materials, energy efficiency, and optimized manufacturing and production processes.

At the same time, we recognize that sustainability is an ongoing journey, offering opportunities to innovate, collaborate, and drive meaningful impact. Through continuous investments and knowledge-sharing, we are committed to developing responsible and future-oriented solutions that benefit both our business and the environment.

This report lays the foundation for future progress, and we look forward to working with our stakeholders to build a more resilient and sustainable future.

Best regards,

Andrus Rooks
CEO, EHL Profiles Group

Our Business Model

EHL Profiles Group designs, produces, and distributes wooden and wood-based mouldings and interior design products for the construction and interior sectors. We operate across the entire value chain, from the procurement of certified wood-based raw materials to final production, sales, and distribution.

We place strong emphasis on responsibly sourced wooden materials to ensure traceability and support sustainable forestry.

With 7 business units, an annual turnover of 858 million SEK, annual production of 70 million linear meters, and 416 employees across 4 countries (Estonia, Sweden, Norway, Poland), we serve customers in over 20 countries. Our business model is built on operational excellence, long-term partnerships, and a growing commitment to environmental and social responsibility.

Annual production

**70 million
linear meters**



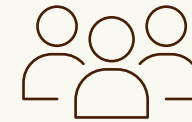
Annual turnover

**858
MSEK**



Employees

416



Business units

7



Locations
in countries

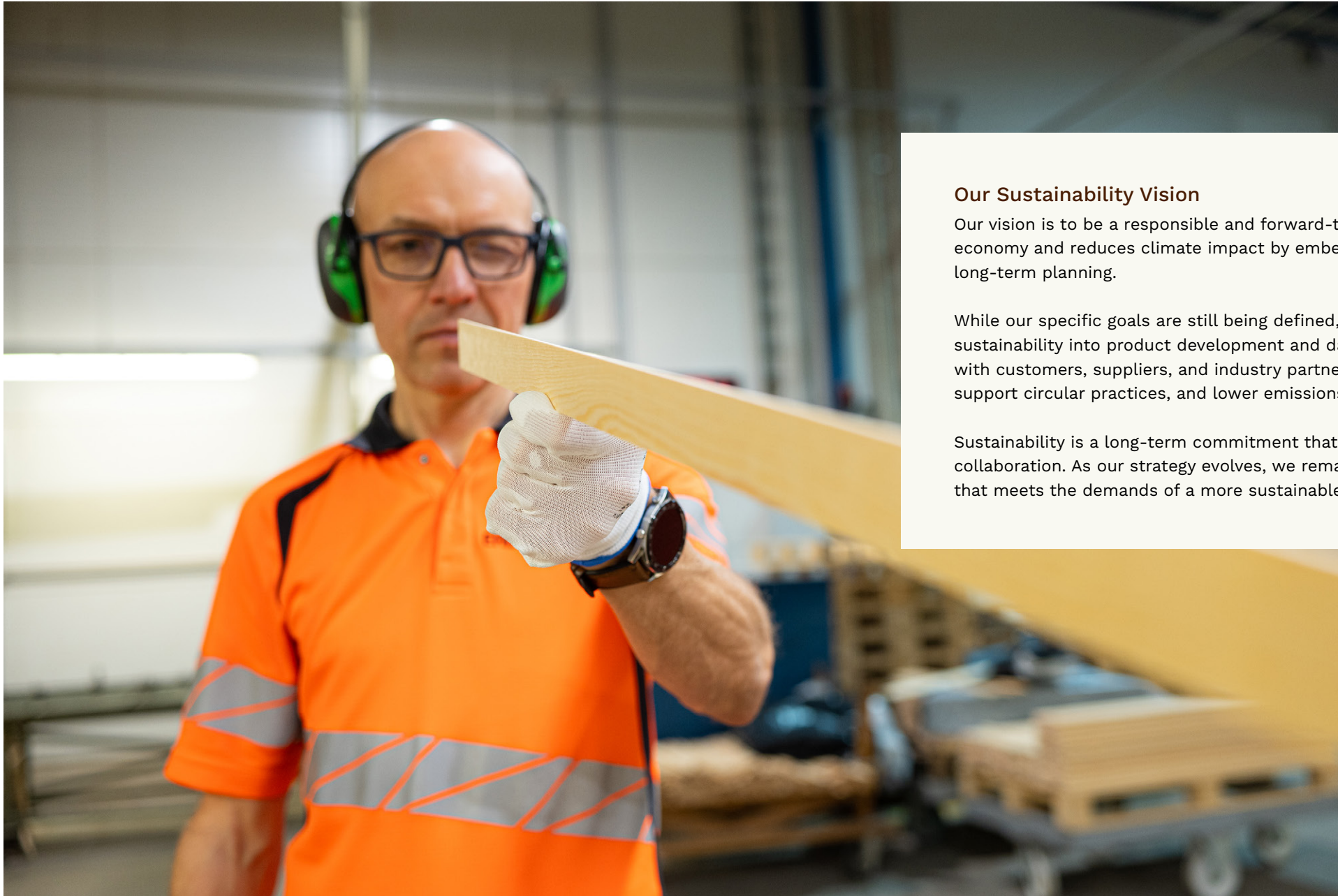
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Customers
in countries

20



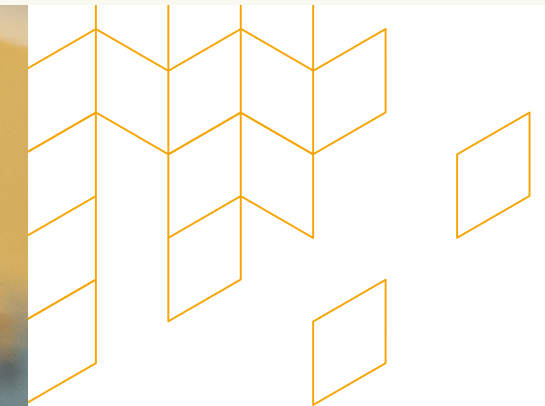


Our Sustainability Vision

Our vision is to be a responsible and forward-thinking company that supports a circular economy and reduces climate impact by embedding sustainability into our operations and long-term planning.

While our specific goals are still being defined, we are committed to integrating sustainability into product development and daily decision-making. By working closely with customers, suppliers, and industry partners, we aim to improve material efficiency, support circular practices, and lower emissions across our value chain.

Sustainability is a long-term commitment that requires transparency, innovation, and collaboration. As our strategy evolves, we remain focused on building a resilient business that meets the demands of a more sustainable economy.



Double Materiality Assessment

To identify and prioritize the most relevant sustainability issues, we conducted our first Double Materiality Assessment (DMA) in March 2024.

This assessment evaluated both the positive and negative impacts of our activities on people and the environment, as well as the financial risks and opportunities related to sustainability. It considered their significance in relation to our business performance, stakeholders, and long-term value creation. The insights helped us define key material topics to guide our sustainability efforts and initiatives.

The materiality assessment process was delivered in line with the double materiality principle set out in the EU Corporate Sustainability Reporting Directive (CSRD). This means that a sustainability matter is material if it meets the criteria defined for impact materiality or financial materiality, or both.

We have engaged with various internal and external stakeholders, including employees, suppliers, customers, society, investors, and banks to identify the material sustainability matters. This engagement has been through interviews and desktop research on publicly available materials.

We revisited the DMA in April 2025 due to improved understanding of our sustainability impacts, risks, and opportunities, as well as their relevance to our operational processes, leading to a few adjustments.



Double materiality matrix

IMPACT MATERIALITY	CRITICAL(10-12)				<ul style="list-style-type: none"> ● Health and safety ● Pollution of air 	
	SIGNIFICANT(7-9)		<ul style="list-style-type: none"> ● Resource use 	<ul style="list-style-type: none"> ● Biodiversity ● Adequate wages ● Working conditions in the value chain ● Business conduct – corporate culture 	<ul style="list-style-type: none"> ● Energy ● Climate change mitigation ● Waste 	
	IMPORTANT(4-6)	<ul style="list-style-type: none"> ● Water withdrawal ● Activities for community 	<ul style="list-style-type: none"> ● Pollution of Water ● Effect of production on the community 	<ul style="list-style-type: none"> ● Climate change adaptation ● Secure employment ● Work-life balance ● Social dialogue ● Training and skills development ● Diversity ● Suppliers 	<ul style="list-style-type: none"> ● Responsible marketing practices 	
	INFORMATIVE (0-3)					
		0	1	2	3	4
		FINANCIAL MATERIALITY				

Legend

- E
- S
- G

Material topics are highlighted in bold and in highlighted area

UN Sustainable Development Goals

Aligned with our sustainability focus areas and the nature of our business, as a producer of wooden products, we prioritize 5 key UN Sustainable Development Goals (SDGs):



Decent Work and Economic Growth
Ensuring fair working conditions and fostering long-term employment.



Industry, Innovation and Infrastructure
Investing in sustainable production methods and efficiency improvements.



Responsible Consumption and Production
Enhancing resource efficiency and reducing waste in our operations.



Climate Action
Minimizing our carbon footprint through responsible sourcing and energy efficiency.



Life on Land
Supporting sustainable forestry and responsible raw material sourcing.

These priorities reflect our commitment to sustainability, responsible sourcing, and reducing our environmental impact while fostering innovation and social responsibility.

Environmental Responsibility

At EHL Profiles Group, we are committed to reducing our environmental footprint while contributing to a more sustainable, low-impact future.

Our environmental priorities are guided by our DMA, which identifies the most significant environmental impacts of our operations—both in terms of business risks and broader ecological and societal outcomes.

Aligned with the United Nations Sustainable Development Goals (SDGs)—particularly:

- *SDG 9: Industry, Innovation, and Infrastructure*
- *SDG 12: Responsible Consumption and Production*
- *SDG 13: Climate Action*
- *SDG 15: Life on Land*

—we concentrate our efforts on material topics such as **pollution of air, climate change mitigation, energy efficiency, waste management, resource use and biodiversity**. These focus areas reflect where we have both the greatest impact and the greatest opportunity to contribute to environmental sustainability.

Emissions and Air Pollution

Air pollution was identified as a critical topic in our Double Materiality Assessment due to the use of materials containing substances of concern and production processes that generate emissions such as particulate matter, ozone, and volatile organic compounds (VOCs). We monitor and manage emissions from our operations — particularly wood dust and other particulate matter generated during production. We are continuously improving filtration and air quality control measures to protect both employee health and the surrounding environment.

Climate Change Mitigation and Energy Efficiency

In addition to local air pollutants reduction, we also track greenhouse gas emissions in accordance with the Greenhouse Gas Protocol as part of our efforts to mitigate climate change and reduce our overall environmental impact.

Our approach to climate change mitigation focuses on reducing greenhouse gas emissions and improving energy efficiency across our operations.

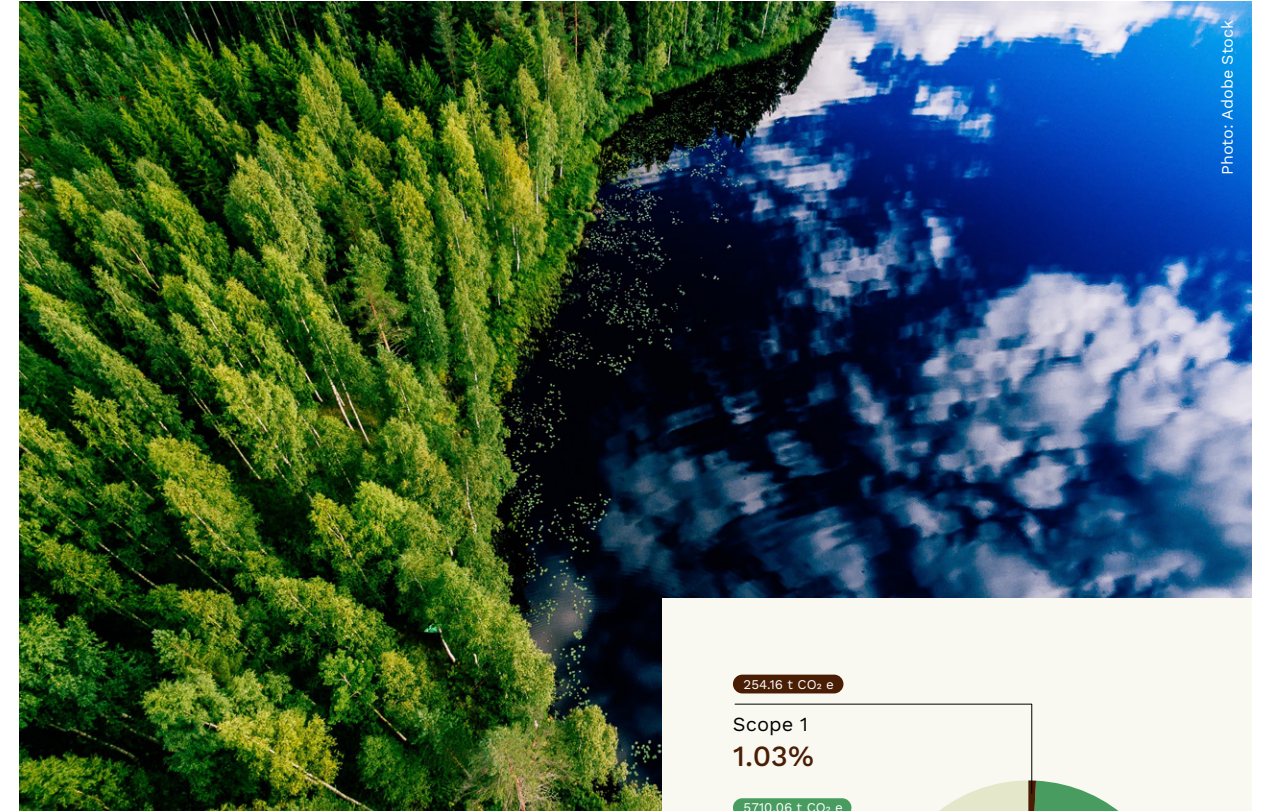
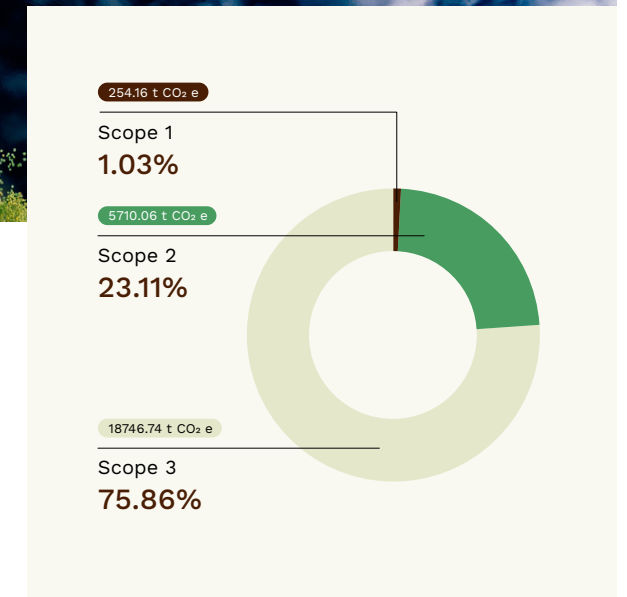


Photo: Adobe Stock

In 2024, we calculated Scope 1 and Scope 2 emissions for the year 2023, establishing our first baseline for direct and indirect energy-related emissions. In early 2025, we expanded this work to include Scope 3 emissions for 2024, reflecting our broader value chain impact.

These calculations help us better understand our climate footprint and guide future reduction strategies.



At the same time, we are taking action to reduce energy use and improve production efficiency through process improvements, machinery optimization, and the use of lower-impact energy sources — all of which reinforce one another and support both our climate goals and overall operational performance.

Key steps include the replacement of energy-intensive lighting with energy-efficient LED lights at the production sites, and the reduction of energy consumption in finishing line dryers by switching to more efficient heat sources — from electricity to hot water, and from IR and UV lamps to LED lamps. We have also improved process efficiency at the Sürgavere factory of Eesti Hõõvellist by reconstructing the compressed air pipeline, which reduces air volumes and lowers energy use. We have increased energy efficiency as well by heating incoming air with warm air extracted from the factory through convectors, reducing the need for additional heating. Additionally, we have replaced finishing materials with alternatives that require less energy in the production process, such as moving from waterborne UV paints to standard waterborne paints, and from UV to LED lacquers.

To further enhance climate-conscious decision-making, we also provide *Environmental Product Declarations (EPDs)* for over 95% of our products. These third-party verified documents reflect full life cycle environmental impacts, enabling our customers to make more informed, climate-conscious choices.

CDP Reporting

Building on our efforts in climate change mitigation and energy efficiency, we took another major step forward in transparency by completing Carbon Disclosure Project (CDP) report in 2024, reinforcing our commitment to data-driven climate action and emissions reduction (SDG 13).

By disclosing through CDP, organizations gain insights into their environmental performance and identify opportunities to reduce emissions and mitigate climate risks. CDP scoring methodology is fully aligned with the Task Force for Climate-Related Financial Disclosures (TCFD) and with major environmental standards, providing a comparable dataset across the market.

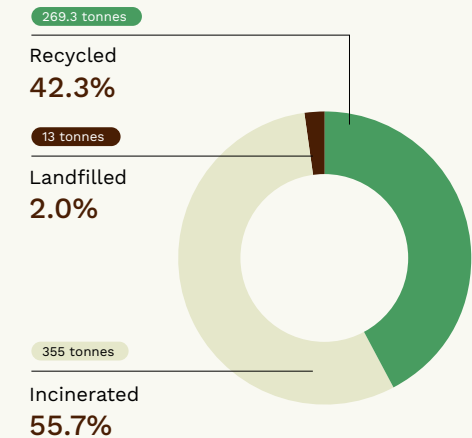
We achieved **SME B for Climate** category, which was the highest score awarded to SMEs in 2024. This score reflects commitment to climate action and environmental management, and B rating indicates that we have made progress in understanding and addressing our environmental impact while identifying opportunities for further improvement.



Waste Minimization

We are continuously working to reduce production and packaging waste, improve separation and recycling rates, and find new ways to reuse materials within our operations. Waste prevention is integrated into both product design and manufacturing, contributing to more circular and sustainable value chains (SDG 12).

In 2024, we recorded a total of 637.3 tonnes of waste. Approximately 42% of this waste was recycled, 56% was incinerated with energy recovery, and 2% was sent to landfill. We remain focused on identifying practical solutions to reduce overall waste generation and improve resource efficiency throughout our operations.



Sustainable Resource Use

We are committed to the responsible sourcing of wood-based materials and minimizing the environmental impact of our production processes. We purchase raw materials only from certified suppliers and prioritize the use of certified wood — including materials certified under schemes such as FSC® (Forest Stewardship Council®) and PEFC (Programme for the Endorsement of Forest Certification), where applicable, and optimize raw material utilization through careful planning, precise measurement systems and the use of finger-jointing method to make use of small offcuts.

Designing for durability, enhancing production efficiency, and reducing waste are central to our approach, aligning with circular economy principles and supporting SDG 9: Industry, Innovation and Infrastructure, and SDG 12:

Responsible Consumption and Production.

Our FSC and PEFC Chain of Custody certifications →



	FSC CoC	PEFC
Eesti Hõvelliist OÜ	BM-COC-007925, licence FSC-C106125	BMCERT-PEFC-COC-00028, licence PEFC/19-31-37
Liistuvabrik OÜ	SA-COC-007413, licence FSC-C152922	SA-PEFC-COC-007413, licence PEFC/19-31-58
Prolist Nordic AB	SAI-COC-010566, licence FSC-C121073	ICSE-PEFC-COC-1701344, licence PEFC/05-35-233
Grimslöv Trä & List AB	SAI-COC-010566, licence FSC-C121073	ICSE-PEFC-COC-1701344, licence PEFC/05-35-233
EHL Prolist AB	SAI-COC-010566, licence FSC-C121073	ICSE-PEFC-COC-1701344, licence PEFC/05-35-233
Rindalslist AS		NTI-PEFC-COC-615, licence PEFC/03-31-64
Drewest Sp. z o.o.		CU-PEFC-COC-843027, licence PEFC/32-31-092

Biodiversity Protection

Our commitment to biodiversity is reflected in our use of responsibly sourced, certified wood. By choosing suppliers who follow sustainable forestry practices, we help protect forest ecosystems and promote biodiversity conservation. This directly supports *SDG 15: Life on Land* and addresses a key impact area identified in our materiality assessment. While we are still in the process of developing more formal internal strategies and processes, we currently rely on credible third-party certifications to ensure that the wood we source comes from responsibly managed forests.

Our *Code of Business Conduct and Ethics*, and *Supplier Code of Conduct* outline as well our clear commitment to protecting biodiversity and promoting responsible forestry. More information on these policies is outlined in *Business Conduct – Corporate Culture* sub-chapter.

As part of our commitment to sustainable sourcing and biodiversity protection, we have begun aligning with the EU Regulation on Deforestation-free Products (EUDR). While we are still developing the due diligence framework, we are actively following regulatory developments and engaging in ongoing dialogue with our customers, suppliers, and other stakeholders to better understand expectations and practical implications.



Social Responsibility

We believe that sustainability starts with people. Taking care of our employees and acting responsibly across our operations and supply chain is essential to how we do business. Based on our Double Materiality Assessment, our key social priorities include **health and safety, adequate wages and working conditions in the value chain**. These areas are aligned with the United Nations Sustainable Development Goals (SDGs)—particularly:

SDG 8: Decent Work and Economic Growth—
and guide our ongoing efforts to ensure a safe and respectful workplace, promote fair and inclusive employment practices, and uphold ethical standards in everything we do.

Our sustainability efforts also extend beyond the environment and our direct operations—reaching into the communities we are part of, where we support initiatives that promote well-being and long-term social value.



Health & Safety

We are committed to providing a safe, respectful, and inclusive work environment — where safety means not just physical protection, but also mental well-being and fair treatment. We uphold zero tolerance for discrimination or harassment of any kind.

We take a proactive approach to health and safety by integrating preventive measures into our daily work. At all production sites, safety is part of regular routines through risk assessments, training, and clear procedures. Employees are encouraged to speak up early about any concerns and play an active role in improving safety.

If an incident occurs, we investigate thoroughly and make necessary improvements. At our largest sites, employee representatives meet regularly with management to discuss safety and working conditions. At smaller sites, this dialogue happens continuously to ensure concerns are addressed in a timely manner.

In 2024, we recorded a total of 13 workplace accidents: 9 low-severity (69.2%), 2 medium-severity (15.4%), and 2 high-severity (15.4%) incidents. This corresponds to an injury rate of 17.5 per one million hours worked. No work-related fatalities occurred.

Each incident was reviewed carefully to identify the root causes and guide corrective actions, helping us prevent recurrence and strengthen our overall safety culture. Together, these efforts reflect how we view health and safety — not just as preventing harm, but as building a workplace where everyone feels safe, heard, and valued.

Adequate Wages & Fair Labor Practices

We make every effort to ensure that EHL Profiles Group is a great place to work by upholding ethical employment practices across all business units. We comply with national labor laws, ensuring fair wages and reasonable working hours at all company sites. Additionally, we provide collective agreements in countries where this is a common practice, such as Sweden and Norway, even when not legally required.

Respect for human rights and decent working conditions is central to how we operate and engage with our employees. As such, we remain committed to fostering a culture of inclusion, fairness, and transparency.

Working Conditions in the Value Chain

We recognize the importance of promoting fair and ethical working conditions throughout our



supply chain. The social responsibility provisions of our Supplier Code of Conduct include:

- Support of human rights
- Prohibition of forced labour, slavery or human trafficking
- Prohibition and prevention of child labour
- Provision of a healthy and safe work environment for all your employees
- Provision of fair wages and benefits for all employees
- Ensuring humane working hours

- Respect of the right of freedom of association and collective bargaining
- Zero tolerance of harassment, abuse or discrimination.
- Promotion of diversity and inclusion

As stated in *Sustainable Resource Use* chapter, we also prioritize responsible sourcing practices, so a significant share of our raw materials is certified, which provides additional assurance that social criteria are respected in upstream operations.

Ongoing Commitments: Community Engagement and Social Impact

Although community engagement was not identified as a material topic in our Double Materiality Assessment, we recognize its importance in supporting the well-being of the communities where we operate.

We support local initiatives—particularly youth sports and sports programs—that promote inclusion, resilience, and community engagement. Through sponsorship of regional clubs and athletic programs, including cycling, biathlon, table tennis, and volleyball, we help foster values that strengthen individuals and the communities they are part of. These efforts help cultivate a sports culture—one that empowers young talent, promotes well-being, and contributes to lasting social impact.



Governance

At EHL Profiles Group, we view good governance as the foundation of responsible business. It ensures transparency, accountability, and ethical behavior across all aspects of our operations. Our governance approach supports long-term decision-making that balances economic performance with environmental and social responsibility.

Our Double Materiality Assessment identified the following as material governance-related topics: **Business Conduct – Corporate Culture** and **Responsible Marketing Practices**. This reflects the importance of upholding ethical values, building trust across our operations and value chain, and promoting responsible conduct both within our organization and among our business partners.

We have established a sustainability governance structure that guides how we manage risks, set priorities, and track progress. It defines roles and responsibilities across the organization and supports the consistent integration of sustainability into our operations and long-term goals.

The sustainability governance structure consists of the following bodies →



Business Conduct – Corporate Culture

Our *Code of Business Conduct and Ethics* for employees, and the *Supplier Code of Conduct* for our suppliers set clear expectations regarding business integrity, legal compliance, human rights, and environmental responsibility.

Business Ethics provisions in these policies include, but are not limited to:

- Zero tolerance for bribery and corruption
- Not participating in money laundering or terrorist financing
- Regularly monitoring cross-border transactions to ensure compliance with applicable trade sanctions and export control regulations
- Commitment to fair competition
- Protection of personal data and striving to use technology responsibly

These guidelines help us manage ethical risks and provide a foundation for building responsible relationships with all stakeholders.

In 2024, we continued integrating these standards into our operations, as part of the broader Sustainability Due Diligence framework. At the end of the year, we committed to strengthening employee engagement through training and internal communication in 2025,

along with introducing a formal acknowledgment process for our *Code of Business Conduct and Ethics*. A similar process will be implemented for our *Supplier Code of Conduct* to ensure shared understanding and accountability across our value chain.

As part of our commitment to accountability, we maintain whistleblower channels to enable confidential reporting of potential misconduct.

By embedding business conduct into our governance structures and daily operations, we aim not only to comply with regulations but also to foster a culture of trust, integrity, and fairness across EHL Profiles Group and throughout our value chain.

Responsible Marketing Practices

As a company committed to transparency and trust, we recognize the importance of clear and accurate communication with our customers and stakeholders. Responsible marketing is an integral part of ethical business conduct, particularly as sustainability expectations continue to grow and evolve.

We are taking steps to ensure that all external communication, including product-related

claims and sustainability messages, is factual, non-misleading, and compliant with applicable regulations. As we expand our sustainability work, we will continue to align our marketing practices with recognized standards and internal review processes to prevent greenwashing and promote honest, value-driven messaging.



Our Challenges

As we continue our sustainability journey, we also recognize that challenges lie ahead. Collecting consistent and reliable environmental, social, and governance data across our seven business units in four countries is a key priority. Strengthening systems and improving coordination across teams will help us move forward in this area.

Balancing our sustainability ambitions with the realities of daily operational and commercial needs remains a complex task. Progress in areas like biodiversity protection and circular resource use also demands specialized expertise, innovation, and strong partnerships, which take time and investment to build.

Finally, keeping pace with fast-changing sustainability regulations and reporting requirements will require flexibility and careful preparation. We know that overcoming these challenges will take ongoing commitment, but we remain determined to keep improving and growing our positive impact with the support of our employees, customers, and partners.



A Look ahead

As EHL Profiles Group continues to develop its sustainability work, we recognize that this report marks just the beginning of a more structured and transparent approach. Our first Double Materiality Assessment has helped us identify the most relevant environmental, social, and governance topics for our business and has laid the groundwork for more informed decision-making across all areas of our operations.

Looking ahead, our focus will be on deepening our understanding of sustainability impacts and risks, strengthening data collection, and improving the way we monitor and report progress. We will continue to build on the work already initiated—such as greenhouse gas emissions tracking, supply chain assessments, and employee health and safety—while also advancing in areas like biodiversity, circular resource use, and governance practices.

We are also increasingly mindful of the financial relevance of sustainability issues. As we strengthen our practices, we aim to integrate ESG considerations more closely into our strategic and financial decision-making. While this report is prepared voluntarily and separately from our financial reporting, we are aware of evolving frameworks such as the Corporate Sustainability Reporting Directive (CSRD) and broader market expectations, and we are preparing to further align our sustainability practices with evolving requirements.

Our ambition is to grow our contribution to a more sustainable future—through responsible business conduct, meaningful community engagement, and partnerships that reflect our values.

We thank all our employees, customers, and partners who are part of this journey, and we look forward to continuing to improve together.



This is EHL Profiles Group's sustainability report for the full year of 2024.

We value input on this report from all our stakeholders.
Feedback can be shared at: info@ehlprofiles.com

[Read about us](#)

