EHL PROFILES

Sustainability Report 2025

EHL Profiles Group

Lediard Foto

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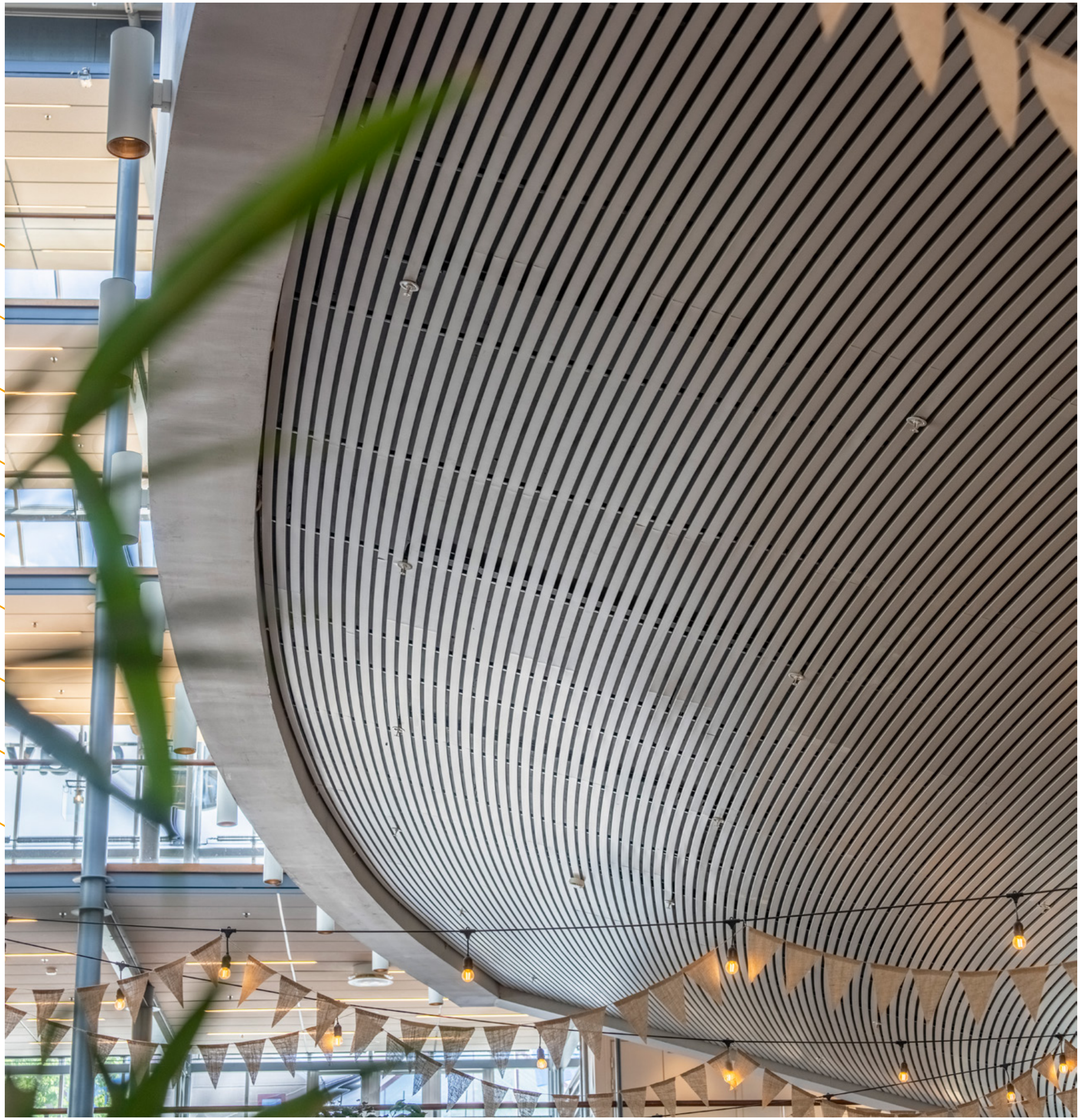
Introduction

About the report

This sustainability report presents an overview of EHL Profiles Group's approach to sustainability, highlighting ambitions, initiatives, and progress in areas considered material to its own operations, customers, and other stakeholders.

While mandatory sustainability reporting requirements do not currently apply to EHL, we acknowledge evolving regulatory expectations and increased stakeholder demand for transparency. Therefore, building on our first sustainability report published in 2025, we continue to develop our sustainability reporting to enhance transparency and support informed stakeholder engagement.

The reporting period covers 1 January–31 December 2025 and includes all companies within the Group.



Letter from CEO

At EHL Profiles Group, sustainability is an integral part of how we develop our business and manage our operations.

During 2025, we improved the quality and consistency of sustainability data and further integrated sustainability considerations into operational decision-making across the Group. Several production sites implemented energy efficiency measures and process improvements while continuing to work with responsibly sourced wood-based raw materials.

We continued our greenhouse gas reporting by calculating Scope 1, Scope 2, and Scope 3 emissions. In addition, we expanded our disclosures to include relevant topics aligned with the European Sustainability Reporting Standards (ESRS).

Another important step during the year was the establishment of group-level sustainability targets for 2030. These targets cover our material topics across environmental, social, and governance areas and provide clearer direction for our work in the coming years.

These developments reflect our efforts across the group in collaboration with our customers and suppliers.

We look forward to continuing this work in the years ahead.

Best regards,

Andrus Rooks
CEO, EHL Profiles Group

Our Business Model

EHL Profiles Group designs, produces, and distributes wooden mouldings and interior profiles used primarily in the construction and interior design sectors. Our operations extend from sourcing certified wood-based materials to manufacturing, finishing, sales, and distribution of products.

The group operates through seven business units located in Estonia (Eesti Höövelliist, Liistuvabrik), Sweden (EHL Prolist, Prolist Nordic, Grimslöv Trä & List), Norway (Rindalslist), and Poland (Drewest), and our products are sold to customers in more than 20 countries.

Our customers mainly consist of building material distributors, wholesalers, retailers, and industrial partners supplying the construction and interior markets. We maintain long-term relationships with both suppliers and customers, enabling reliable supply chains and consistent product quality.

The business model is based on responsible sourcing of raw materials, efficient production, and close collaboration with customers and partners across the value chain.

Annual production

above 70 million linear meters

Annual turnover

911.7 MSEK

Employees

476

Business units

7

Countries of operation

4

Customers served

20+

Sustainability Approach

Sustainability Vision

Our vision is to continue developing EHL as a forward-looking company that contributes to a more sustainable construction and interior industry.

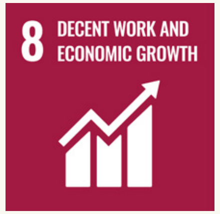
We aim to integrate sustainability more deeply into decision-making across the organisation, ensuring that environmental, social, and governance considerations are reflected in our daily work and long-term priorities.

This is supported by our sustainability targets defined for 2030, which provide a framework and a structured, action-oriented approach to managing our key material topics.

Through this approach, we aim to reduce negative impacts and strengthen responsible business practices across our operations and value chain.

UN Sustainable Development Goals

EHL Profiles Group supports the United Nations Sustainable Development Goals (SDGs) as a global framework for addressing environmental, economic and social challenges. Based on the nature of our business and our sustainability priorities, we focus on the below goals, where our activities and value chain can have the most meaningful impact.



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

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

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

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

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

Double Materiality Assessment

To define our key material topics, our first Double Materiality Assessment (DMA) was conducted in March 2024. We revisited the DMA in 2025 following an improved understanding of our sustainability impacts, risks, and opportunities (IROs), as well as their relevance to our operations, resulting in a few adjustments.

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.

The assessment was done in three steps:

Step 1: in collaboration with EHL Profiles Group's project team, the scope of the assessment was mapped out and agreed upon based on EHL Profiles Groups' main business activities, value chain partners and stakeholders. Additionally, the time horizons to be used in assessing the IROs were agreed upon.

Step 2: sustainability matters, which could include IROs for EHL, were identified.

Step 3: IROs were assessed, and material impacts, risks and opportunities were determined according to the double materiality principle, based on expert assessment and stakeholder engagement.

The assessment incorporated input from internal and external stakeholders, including employees, suppliers, customers, communities, investors, and financial institutions, supported by stakeholder interviews and desk research, based on publicly available sources.

Double materiality matrix

Material topics are highlighted in bold and in highlighted area

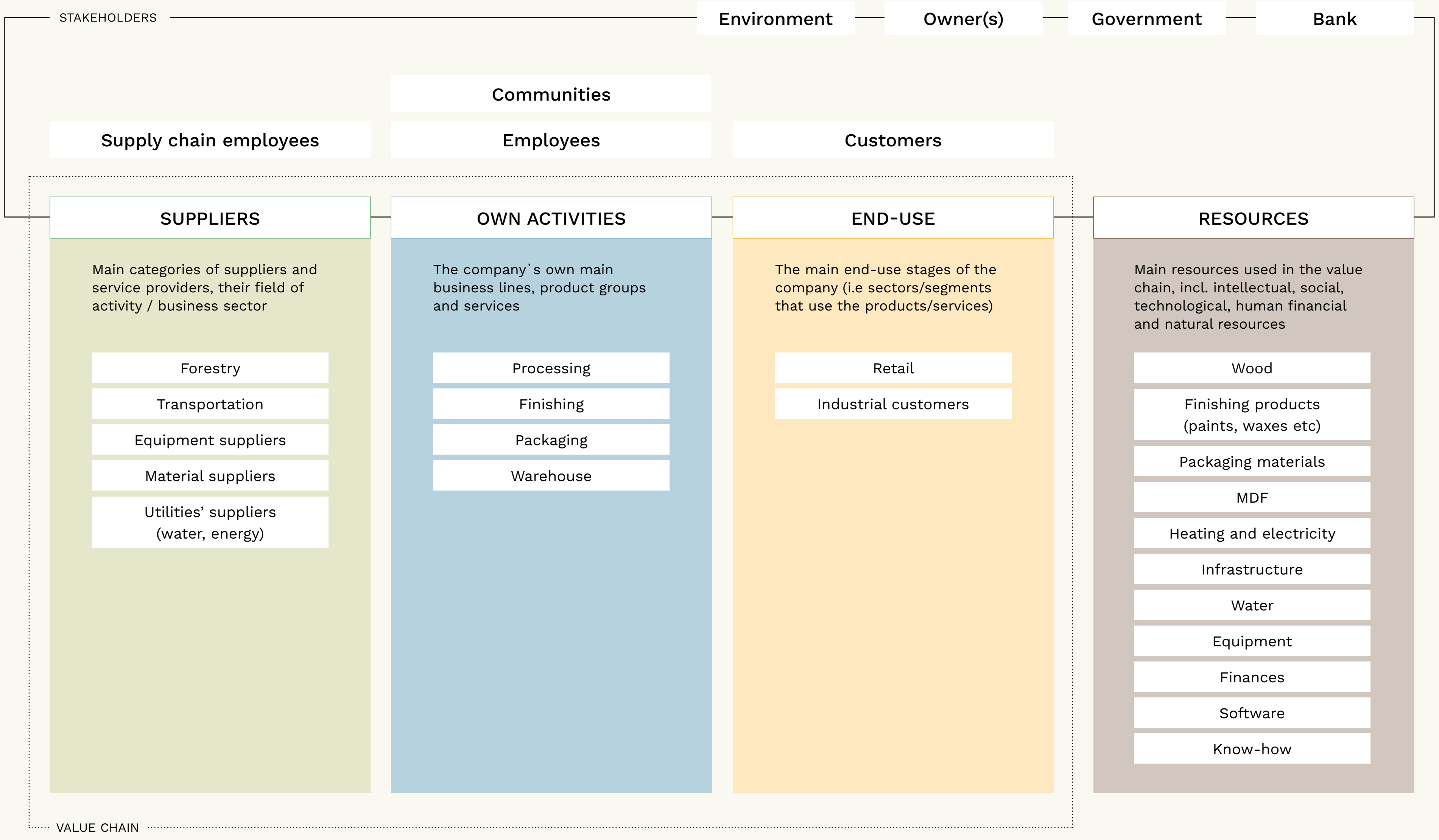
Legend: Environment, Social, Governance

IMPACT MATERIALITY	0	1	2	3	4
CRITICAL (10–12)				**S1 Health and safety** **E2 Pollution of air**	
SIGNIFICANT (7–9)		**E5 Resource use**	**E4 Biodiversity** **S1 Adequate wages** **S2 Working conditions in the value chain** **G1 Business conduct – corporate culture**	**E1 Energy** **E1 Climate change mitigation** **E5 Waste**	
IMPORTANT (4–6)	E3 Water withdrawal S3 Affected communities – engagement and support	E2 Pollution of water S3 Affected communities – operational impacts	E1 Climate change adaptation S2 Secure employment S2 Work-life balance S2 Social dialogue S2 Training and skills development S2 Diversity G1 Supplier relationships	**S4 Responsible marketing practices**	
INFORMATIVE (0–3)					

FINANCIAL MATERIALITY

As part of the assessment, the value chain was mapped to support the identification of material IROs (upstream, own operations, and downstream).

IROs were primarily identified in own operations, followed by upstream and downstream parts of the value chain.



Based on the double materiality assessment and value chain analysis, the Group identified material impacts, risks and opportunities.

	Subtopic→ sub-subtopic		IROs	Upstream	Operations	Downstream
ENVIRONMENT						
E1 Climate change	Mitigation	I	GHG emissions across the value chain (A)	●	●	●
		R	Increasing climate-related regulatory and reporting requirements		●	
		R	Changes in resource availability and sourcing conditions due to climate transition requirements		●	
		R	Increasing customer requirements for climate data and environmental transparency		●	
		O	Growing customer demand for products with verified environmental performance		●	
	Energy	I	Fossil-fuel-based energy consumption across operations and the value chain (A)	●	●	●
		R	Limited availability or higher costs of renewable and low-carbon energy sources		●	
		R	Dependence on fossil-fuel-based equipment and processes		●	
		R	Increased energy costs and price volatility		●	
		R	Limited flexibility to reduce energy consumption during peak-price periods		●	
E2 Pollution	Pollution of air	I	Air emissions associated with production processes, surface treatment activities and the use of materials containing substances of concern (A)		●	
E4 Biodiversity and ecosystems	Direct impact drivers of biodiversity loss→ Direct exploitation Impacts and dependencies on ecosystem services → Species population size	I	Biodiversity and species population size impacts due to direct exploitation through forestry activities in the value chain (A)	●		
E5 Resource use and circular economy	Waste	I	Utilisation of wood production residues through energy recovery (A)		●	
		R	Cost and operational challenges related to more circular packaging solutions		●	
	Resources use	I	Consumption of wood-based natural resources in production processes (A)		●	
		I	Use of renewable wood-based raw materials from responsibly managed sources (A)		●	
SOCIAL						
S1 Own workforce	Working conditions → Health and safety	I	Workplace health and safety through established standards and policies (A)		●	
		I	Employee health and safety resulting from occupational accidents (A, P)		●	
		R	Serious occupational health and safety incidents may result in workforce disruption and reputational damage		●	
	Working conditions → Adequate wages	I	Employee satisfaction and retention related to remuneration uncertainty (A)		●	
S2 Workers in the value chain	Working conditions → Health and safety	I	Severe accidents and safety issues (P)	●		●
S4 Consumers and end-users	Responsible marketing practices	I	Insufficient or inadequate sustainability information (P)			●
GOVERNANCE						
G1 Business conduct	Corporate culture	I	Responsible business conduct through corporate culture and governance (A)	●	●	●

I=Impacts
(A=Actual, P=Potential)

R=Risks
O=Opportunities

Sustainability Roadmap 2030

In September 2025, Pomona-gruppen approved its Sustainability Roadmap 2030, further strengthening and structuring the integration of sustainability into the business. As part of Pomona-gruppen, EHL aligned its sustainability work with this roadmap, which is based on the material IROs identified through the DMA across the group. The roadmap covers key topics including *Climate impact, Resource use and circularity, Our people, Sustainable supply chain*, and *Ethical business conduct.*

To access Pomona-gruppen Sustainability Roadmap 2030 → click here.

In November 2025, EHL Profiles Group further extended these targets by including material topics specific to its own operations, such as *Air pollution, Biodiversity and ecosystems, Adequate wages*, and *Responsible marketing practices*.

Environmental Responsibility

Environmental responsibility is an essential part of EHL Profiles Group's sustainability approach. The Group's environmental impacts are primarily related to the sourcing and processing of raw materials, energy use in operations, and emissions associated with logistics and transportation activities. To better understand and manage these impacts, EHL continues to develop its sustainability reporting and environmental data collection processes.

Environmental priorities are also guided by the DMA, which identified *Air pollution, Climate change mitigation, Energy efficiency, Waste management, Resource use,* and *Biodiversity* as key material environmental topics.

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

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

Air Pollution

Air pollution is primarily associated with emissions from production processes, including particulate matter and volatile organic compounds (VOCs), as well as the handling and use of materials containing substances of concern.

We monitor emissions from our operations, including wood dust, particulate matter, VOCs, and emissions related to surface treatment activities, in accordance with applicable regulatory requirements. Filtration and extraction systems are used to capture dust particles directly from production equipment, supporting effective dust control, improved indoor air quality, and reduced dust dispersion within production environments.

To support the management of air pollution impacts, our Sustainability Targets for 2030 include a commitment to:

- *Minimize air pollution from production processes and energy generation across all production sites.*

As part of these efforts, EHL Prolist replaced a diesel-powered forklift with an electric alternative, reducing emissions of nitrogen oxides and particulate matter, lowering greenhouse gas emissions, and improving indoor air quality.

Eesti Höövelliist continued to improve its surface treatment processes across its production facilities. Following investments in LED curing technology, solvent-based primers used in the paint line were replaced with a combination of LED-cured and water-based primers. In addition, technical modifications on a roller coating line enabled the replacement of UV-cured lacquer with LED-cured lacquer. These improvements reduced emissions associated with surface treatment activities, eliminated ozone generation during the curing process, and significantly reduced electricity consumption.

Climate Change Mitigation and Energy Efficiency

During 2025, we continued to develop our environmental management practices by enhancing environmental data collection and strengthening monitoring systems across our business units.

We further improved our greenhouse gas emissions reporting, covering Scope 1, Scope 2, and Scope 3 emissions, providing a more comprehensive and consistent overview of the climate impacts associated with our operations and value chain. The improved data supports the identification of reduction opportunities and helps guide investments and process improvements.

Scope 3 emissions continue to represent the largest share of the Group's greenhouse gas footprint. In 2025, the most significant contributors were purchased goods and services, fuel- and energy-related activities, and upstream transportation and distribution. This distribution highlights the importance of supplier engagement, responsible sourcing, and value chain collaboration as part of the Group's long-term approach to climate impact management.

GHG emissions (tonnes CO_2e)	2024	% of total emission*	2025	% of total emission*
Scope 1 emissions	259	1%	404	1.6%
Scope 2 emissions (location-based)	2,930		3,142	
Scope 2 emissions (market-based)	4,957	20.4%	5,320	20.8%
Scope 3	19,087	78.5%	19,830	77.6%
Total GHG emissions (location-based)	**22,277**		**23,376**	
Total GHG emissions (market-based)	**24,304**		**25,554**	

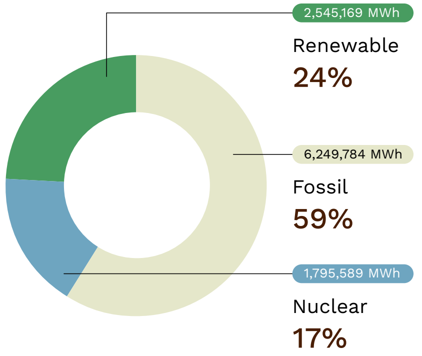
Note: Comparative 2024 emissions data have been revised following improvements in methodology and data transparency.
*Market-based.

Scope 3 emissions (tonnes CO_2e)		% of total Scope
Cat. 1: Purchased goods and services	13,569	68.4%
Cat. 2: Capital goods	527	2.7%
Cat. 3: Fuel- and energy-related activities, outside of scope 1 & 2	2,419	12.2%
Cat. 4: Upstream transportation and distribution	2,693	13.6%
Cat. 5: Waste generated in operations	41	0.2%
Cat. 6: Business travel	48	0.3%
Cat. 7: Employee commuting	365	1.8%
Cat. 8: Upstream leased assets	0	
Cat. 9: Downstream transportation and distribution	33	0.2%
Cat. 10: Processing of sold products	0	
Cat. 11: Use of sold products	0	
Cat. 12: End-of-life treatment of sold products	136	0.7%
Cat. 13: Downstream leased assets	0	
Cat. 14: Franchises	0	
Cat. 15: Investments	0	
Total Scope 3 emissions	**19,830**	

GHG intensity (tonnes of CO_2e /MSEK net sales)	
Total GHG emissions (market based)	21.13

Total energy intensity (MWh/MSEK net sales, base year 2025)	
	21.87

Electricity consumption by source (% of total electricity consumption)



Note: Covering company vehicles, stationary combustion, purchased electricity, heating and cooling.

Energy use remains a significant environmental aspect of our operations, making efficiency improvements a central focus of our environmental work. Based on the reported energy mix across the Group, total consumption during the reporting period consisted of 59.0% fossil sources, 17.0% nuclear sources, and 24.0% renewable sources. These figures further highlight the importance of improving energy efficiency and gradually reducing dependence on fossil-based sources.

The identified emission sources also provide an important basis for the implementation of the Group's climate-related targets and the prioritization of future reduction measures.

To support the management of climate-related impacts, EHL Profiles Group has established the following sustainability targets for 2030*:

- *Achieve a ≥42% reduction in absolute Scope 1 and Scope 2 emissions (tCO_2e).*
- *Transition to 100% fossil-free electricity sources.*
- *Reduce energy intensity ≥5% (MWh/MSEK net sales).*
- *Achieve a 20% reduction in Scope 3 emissions.*

*Baseline year 2025

In addition to monitoring and managing our own climate impacts, we provide environmental information to customers through Environmental Product Declarations (EPDs). EPDs are available for more than 95% of our products and provide third-party verified information on environmental impacts throughout the product lifecycle, helping customers evaluate the environmental performance of our products.

During the year, several initiatives were implemented across production sites to reduce energy consumption and improve operational efficiency.

At Eesti Höövelliist, the transition to LED technology in paint line dryers reduced electricity consumption for the affected units by approximately 60%. In addition, upgrades to boiler control systems at the Suure-Jaani factory, one of Eesti Höövelliist's production sites, improved combustion efficiency and operational control through automated fuel feeding and water temperature regulation, supporting more efficient energy use.

At Liistuvabrik, LED UV technology was introduced in several painting lines, significantly lowering energy demand compared with previous systems.

At Drewest, part of the production hall lighting was upgraded to LED solution, replacing traditional bulbs and contributing to reduced electricity consumption.

At Prolist Nordic, the cooling system used in production processes was upgraded to a more energy-efficient solution, reducing electricity consumption and improving operating conditions.

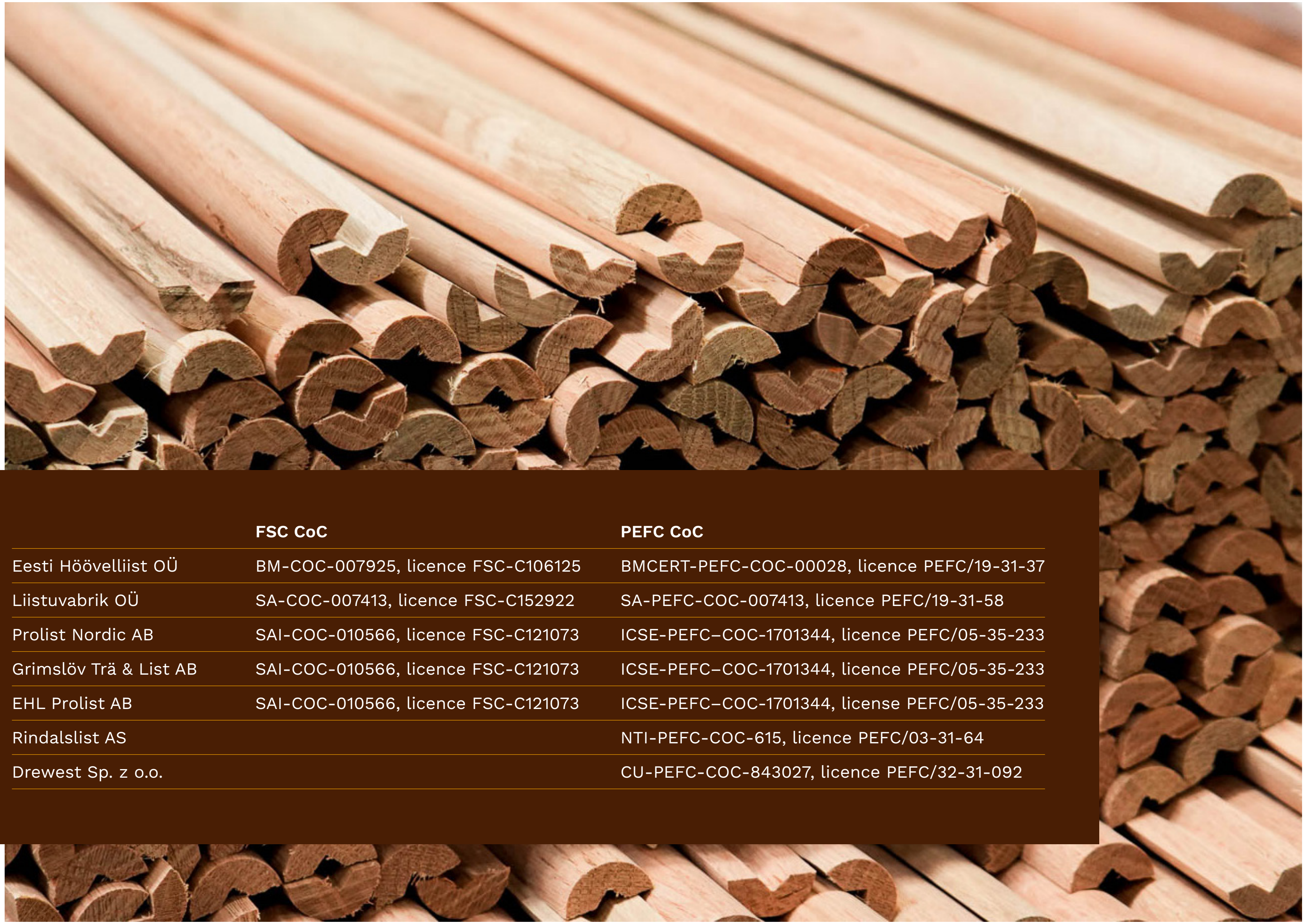
In addition, Rindalslist, part of EHL Profiles Group, has transitioned from conventional diesel to renewable diesel (MilesBIO HVO100) for approximately 90% of outbound transport from its site to customers across Norway, while EHL Prolist increased the share of transport using MilesBIO HVO100 from approximately 70% to 90%.

These initiatives illustrate how operational improvements can contribute both to environmental performance and operational efficiency.

Resource Use, Waste and Circularity

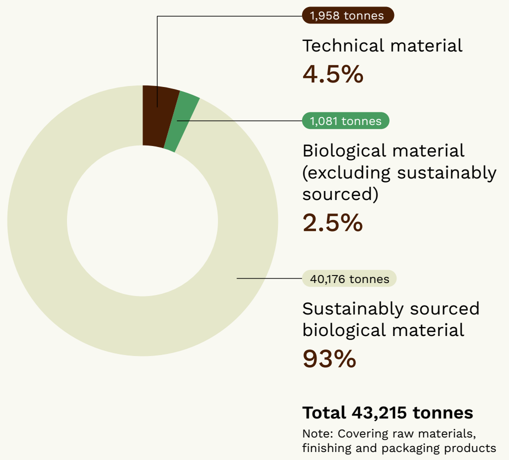
Responsible sourcing of wood-based raw materials is an important part of EHL Profiles Group's operations. We purchase raw materials only from certified suppliers and prioritize the use of certified wood — including materials certified under schemes such as FSC® (Forest Stewardship Council®) and PEFC (Programme for the Endorsement of Forest Certification), where applicable.

Our FSC and PEFC Chain of Custody certifications →



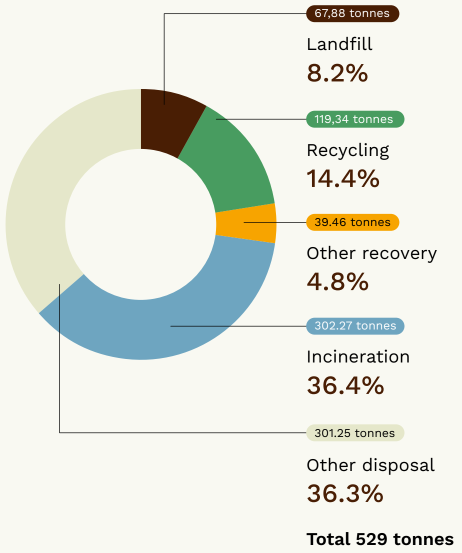
	FSC CoC	PEFC CoC
Eesti Höövelliist OÜ	BM-COC-007925, licence FSC-C106125	BMCERT-PEFC-COC-00028, licence PEFC/19-31-37
Liistuvabrik OÜ	SA-COC-007413, licence FSC-C152922	SA-PEFC-COC-007413, licence PEFC/19-31-58
Prolist Nordic AB	SAI-COC-010566, licence FSC-C121073	ICSE-PEFC–COC-1701344, licence PEFC/05-35-233
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, license 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

The majority of materials used across the Group during the reporting period consisted of certified biological materials, as illustrated below. ↓



***Sustainably sourced biological materials** include certified wood-based materials and certain packaging materials.*

Share of total waste by treatment method (%)



In addition to responsible sourcing practices, the Group continuously works to improve resource efficiency and reduce waste. Production processes are optimised to maximise the utilisation of wood-based raw materials through measures such as precise cutting, improved production planning, and finger-jointing. Production processes also include measures to reduce waste from finishing operations, including collection and reuse of excess paint materials where feasible.

To support resource efficiency and waste management, the Group has established *the following sustainability target to be reached by 2030:*

- *Reduce waste sent to landfill to ≤ 5% of total waste generated by 2030.*

Waste generated during production is managed through separation and recycling systems implemented across all production and sales sites, supporting the achievement of this target. All wood residues are processed into wood chips and used for energy recovery, reducing the amount of waste sent to landfill. Residues from finishing materials are managed through effective waste handling processes.

At Eesti Höövelliist and Liistuvabrik, a coagulation system is used on site to separate paint residues from process water, enabling safe disposal of treated water in accordance with applicable requirements. The system supports controlled handling of finishing-related waste streams, while separated paint residues are subsequently managed by an external waste management provider. Other sites use external waste management providers for the handling, treatment, and disposal of finishing material residues and other potentially hazardous waste streams, depending on local operational conditions and regulatory requirements.

Plastic waste is separated from other waste streams and handled through external waste management systems in accordance with local operational arrangements and requirements. The company also seeks to support circular resource use in other relevant operational areas. For example, at Prolist Nordic, workwear is provided through a circular textile service in which garments are reused, repaired, and professionally maintained to extend their service life. According to lifecycle assessment data provided by the service supplier, the rental-based model contributes to reduced textile waste, lower water consumption, and lower greenhouse gas emissions compared with conventional ownership and home laundering of workwear.

The company continues to improve monitoring and reporting systems to better understand material and waste flows, identify further reduction opportunities, and support continued improvements in resource use, waste management, and circular practices.

Biodiversity Protection

Although EHL's operations do not involve direct forest management activities, the business is connected to forest ecosystems through the sourcing of wood-based raw materials. Biodiversity-related impacts and dependencies are primarily linked to upstream forestry activities associated with the sourcing of wood-based raw materials, including forest management practices, impacts on species and habitats, and dependencies on ecosystem services.

The Group applies certified sourcing requirements, where possible, and maintains a focus on supply chain traceability in the procurement of wood-based raw materials. These measures support responsible forest management and provide additional assurance that environmental and biodiversity-related considerations are addressed in upstream operations.

To support biodiversity protection and responsible sourcing overall, the Group sustainability targets for 2030 include:

- *Ensure that all wood originates from responsibly managed and deforestation-free sources.*
- *Maintain zero incidents of illegally or unethically sourced raw materials.*

During 2025, the Group continued preparations related to the European Union Regulation on Deforestation-free Products (EUDR), which aims to reduce the risk of products placed on the EU market being associated with deforestation and forest degradation. Activities during the year focused on monitoring regulatory developments, assessing supply chain requirements, and preparing internal processes related to traceability and due diligence.

Through these activities, EHL seeks to strengthen transparency in its wood-based supply chains and support informed sourcing decisions related to biodiversity and forest-related risks.

Social Responsibility

People are central to the success of EHL Profiles Group. Creating safe, fair, and supportive workplaces is therefore an important part of our daily work.

Our social responsibility efforts focus on ensuring health and safety at work, maintaining fair employment practices, supporting employee well-being, and promoting responsible working conditions throughout our value chain. These areas are aligned with the United Nations Sustainable Development Goals (SDGs)—particularly:

- SDG 8: Decent Work and Economic Growth

Health & Safety

Providing a safe, respectful, and supportive work environment is our top priority. Health and safety includes both physical protection and the promotion of physical and psychological well-being.

To support this approach, the Group has established sustainability target for 2030:

- *Maintain health and safety procedures and practices covering all employees in accordance with applicable local regulations.*
- *Implement and maintain employee wellbeing initiatives across all EHL sites.*
- *Maintain zero fatalities and minimise work-related injuries across all operations.*
- *Maintain zero workplace discrimination incidents.*

Physical safety is integrated into daily operations through clear procedures, regular training, and established routines at all production and sales sites. We promote a proactive safety culture focused on risk awareness and continuous improvement. Workplace accidents are monitored and analyzed annually to identify trends and support preventive actions.

We maintain full compliance with applicable local health and safety regulations across all operations.

In 2025 we recorded a total of 8 workplace accidents: 5 low-severity (62.5%), 3 medium-severity incidents (37.5%). Injury rate calculated per one million employee working hours in 2025 is 10.4, showing a significant improvement compared to 17.5 in 2024. This improvement reflects our continued focus on preventive measures and safe working practices. Our ambition is to further reduce the number of workplace accidents over time. Additionally, no work-related fatalities or fatalities as a result of work-related ill health were recorded in 2025 similar to year 2024.

We promote a culture of openness and respect, supporting psychological well-being across our organisations. No incidents related to human rights, discrimination, harassment, or other workplace misconduct were reported.
Our approach is supported by targeted initiatives aimed at promoting employee well-being, workplace health and safety, and good working conditions. For example, employees at Eesti Höövelliist and Liistuvabrik were invited to participate in a voluntary step challenge—a monthly walking activity competition—during April, where participants tracked their daily steps throughout the month, with the initiative encouraging physical activity, fostering engagement across sites, and promoting a healthy lifestyle.

Eesti Höövelliist provided employees with voluntary weekly physiotherapy sessions as a preventive health and well-being initiative, exceeding local legal requirements.

At EHL Prolist, workplace assessments were conducted with the support of an external expert, covering physical health, mental well-being, and organisational and social working conditions. These assessments support early identification of potential risks and guide preventive actions at both individual and organisational level.

Adequate Wages & Fair Labor Practices

We maintain fair and responsible employment practices across all operations. This includes ensuring that employees are compensated fairly, work under reasonable conditions, and are treated with respect and transparency.

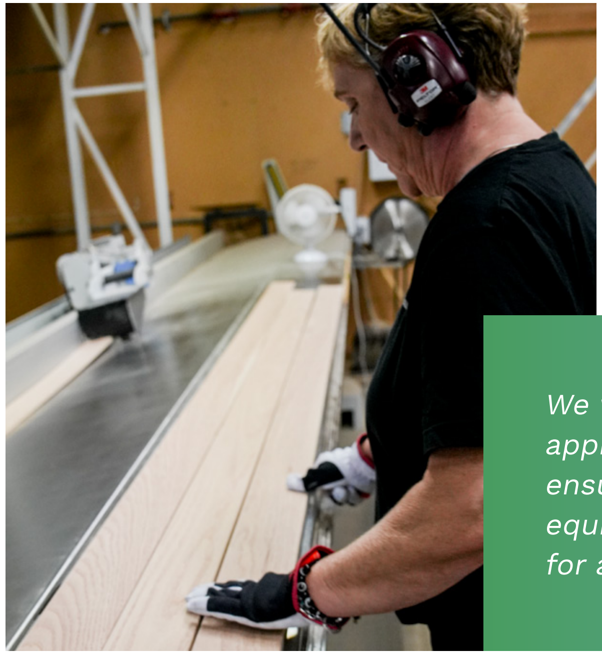
Group sustainability target for 2030 includes commitment to:

- *Ensure that all EHL employees receive wages that meet or exceed local living wages and minimum legal standards.*

We comply with applicable national labour laws in all countries where we operate, including requirements related to wages, working hours, and employment conditions. In Sweden and Norway, all employees are covered by collective agreements. In Estonia and Poland, we ensure compliance with legal wage requirements and report salary-related data to the relevant public authorities and institutions.

We monitor workforce composition as part of our approach to fair and responsible employment practices. In 2025, the Group employed a total of 476 people, with a balanced gender distribution of 48% women and 52% men. The majority of employees (97%) were employed

on a full-time basis, and 99% held permanent contracts, reflecting a stable and secure employment structure. Gender representation is also monitored at the management level. In 2025, women represented 27% and men 73% of top management positions, providing additional insight into the composition of the Group's leadership. The average employee turnover rate across all 7 organisations was 16%, reflecting variations between sites.



We will continue to strengthen our approach to fair labour practices and ensure that our workplaces remain equitable, compliant, and supportive for all employees.

Working Conditions in the Value Chain

We promote fair and safe working conditions throughout our value chain through our Supplier Code of Conduct, which sets requirements for responsible business practices and labor standards.

To support this approach, the Group has established sustainability target for 2030:

- *Achieve 100% supplier commitment to EHL's Code of Conduct, covering ≥95% of total spend.*

During 2025, suppliers representing approximately 79% of our total supplier spend had committed to our Supplier Code of Conduct, based on internal supplier reporting and procurement monitoring.

The Supplier Code of Conduct sets requirements for:

- Support of human rights
- Prohibition of forced labor, slavery or human trafficking
- Prohibition and prevention of child labor
- Provision of a healthy and safe work environment for all 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
- Cultivation and promotion of diversity and inclusion
- Commitment to proper due diligence and regular review and mitigation of adverse impacts

Sustainability considerations are integrated into our supplier selection and supplier relationship management processes. As described in the Resource Use, Waste and Circularity chapter, a significant share of our wood-based raw materials is sourced through certified supply chains, providing additional assurance regarding responsible sourcing practices in upstream operations. Supplier engagement and monitoring activities further support transparency and continuous improvement across the value chain.

Community Engagement and Social Impact

Although community engagement was not identified as a material topic in the Group's DMA, EHL Profiles Group continues to support selected local initiatives and sports activities in the communities where it operates. During the reporting period, support was provided to regional sports organisations and youth activities, including volleyball, cycling, biathlon, and table tennis. Through these initiatives, EHL seeks to support local engagement, youth participation, and community well-being.

Governance

At EHL Profiles Group, good governance forms the basis of how we conduct our business. It supports transparency, accountability, and ethical behavior across the organisation, and helps guide decision-making that considers financial, environmental, and social aspects.

Business conduct – corporate culture and **responsible marketing** practices are key governance-related topics. This highlights the importance of maintaining high ethical standards, building trust across our value chain, and ensuring responsible interactions with customers, suppliers, and other stakeholders.

We have established a governance structure that defines roles and responsibilities, supports risk management and prioritization, and enables follow-up of progress. This structure helps ensure that sustainability considerations are reflected in both daily activities and longer-term planning.

The sustainability governance structure consists of the following bodies →

Supervisor Board
Sets the strategic direction. Oversees performance of sustainability matters. 3 members, company management, and major shareholders.

Management Board
Supervises the implementation of the strategies. 2 members: CEO, Management Board Member.

CEO

Group Management Team
Implements the strategic direction and manages the operations of the company on sustainability matters. 8 members at the end of 2024, including the CEO and CFO.

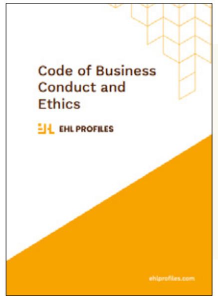
Business and Sustainability Strategy

Sustainability Steering Committee
Leads and coordinates the sustainability work across the company. Chief Sustainability Officer of Pomona-gruppen and Sustainability Manager of EHL Profiles Group.

Group Sustainability Organization
Sustainability Manager of EHL Profiles Group and EHL Profiles Group Quality Specialist. Executes actions to deliver in line with the roadmap, policies, and directives. Supports progress on prioritized sustainability areas.

Policies

Our governance approach is supported by internal policies and guidelines, including the *Code of Business Conduct and Ethics* for employees and the *Supplier Code of Conduct*, which together set expectations for social responsibility, business ethics, and environmental performance across the Group and its value chain.



To access EHL Profiles' Code of Business Conduct and Ethics, **click here.**

To access EHL Profiles' Supplier Code of Conduct, **click here.**

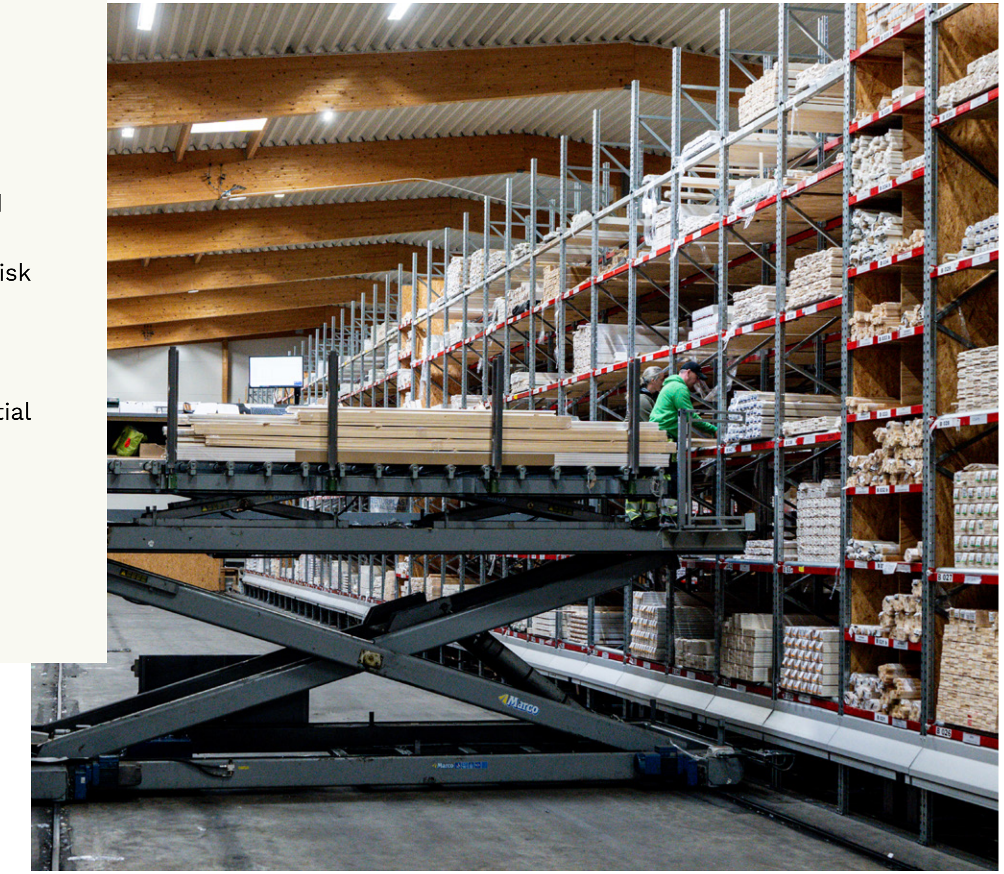
The framework is further supported by group-level policies, including Environmental and Quality policies, as well as site-specific procedures and guidelines that reflect local operations and requirements.

Together, these policies provide a structured basis for managing risks, ensuring compliance, and supporting responsible business practices across the Group.

Risk Management

EHL Profiles Group integrates sustainability-related risks into its governance and operational processes across the value chain. The management of sustainability risks is supported through established purchasing and supplier management procedures, including verification of certifications for wood-based materials and confirmation of adherence to the Supplier Code of Conduct among key suppliers. Supplier risks are assessed regularly and, for higher-risk or strategic suppliers, may include on-site visits.

In Norway, annual due diligence assessments are conducted in accordance with the Transparency Act to identify and assess potential risks related to human rights and working conditions in the supply chain. The results are reported publicly.



Business Conduct – Corporate Culture

Our *Code of Business Conduct and Ethics for employees*, and the Supplier Code of Conduct for suppliers, provide the foundation for a strong corporate culture and responsible relationships with employees, suppliers, customers, and other stakeholders. The Codes 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

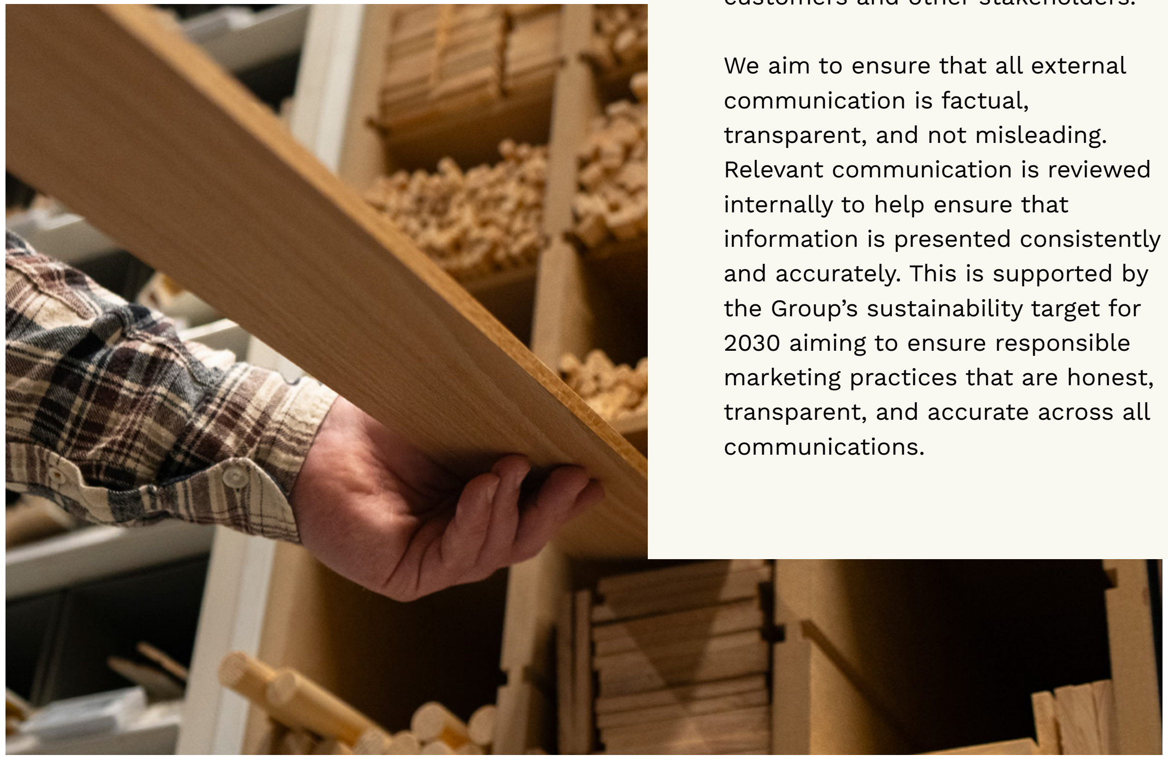
Sustainability due diligence forms part of our approach to responsible business conduct. During 2025, initial steps were taken to improve our understanding of sustainability due diligence in line with the OECD Due Diligence Guidance for Responsible Business Conduct. As an initial step towards sustainability due diligence, the Group conducted a preliminary review of country-level human rights risks relevant to its supply chain and collected information on suppliers' potential involvement in historical human rights-related violations. The process was supported by implementation of the Supplier Code of Conduct among suppliers (see chapter Working Conditions in the Value Chain). In addition, around 99% of employees had received an introduction to and signed the Code of Business Conduct and Ethics.

As part of its commitment to responsible business conduct and a strong ethical culture, the Group has established the following sustainability targets for 2030:

- Ensure that all employees understand and acknowledge the Code of Business Conduct and Ethics.
- Maintain zero incidents of bribery, corruption, or serious ethical violations.

To support further transparency and responsible business practices, we maintain externally managed reporting channels that enable employees and external stakeholders to confidentially report suspected misconduct or non-compliance with applicable laws and regulations. During 2025, no confirmed cases related to corruption, bribery, discrimination, harassment, human rights violations, or other significant compliance breaches were reported through whistleblower channels.

We will continue to strengthen this work through further supplier engagement, as well as employee training and internal communication.



Responsible Marketing Practices

Responsible marketing is considered a material topic in our double materiality assessment and reflects our commitment to ethical business conduct, transparency, and responsible communication with customers and other stakeholders.

We aim to ensure that all external communication is factual, transparent, and not misleading. Relevant communication is reviewed internally to help ensure that information is presented consistently and accurately. This is supported by the Group's sustainability target for 2030 aiming to ensure responsible marketing practices that are honest, transparent, and accurate across all communications.

Our Challenges

As sustainability expectations and reporting requirements continue to evolve, EHL Profiles Group continues to develop its sustainability practices, processes, and internal capabilities.

Further development is still needed in areas such as sustainability-related data availability, improving data quality and consistency across the Group.

Addressing emissions across the value chain also remains a long-term challenge, as progress depends not only on internal actions but also on collaboration with suppliers, service providers, and customers.

At the same time, the regulatory landscape continues to evolve rapidly, with increasingly broad and complex sustainability-related requirements affecting multiple areas of the business and value chain.

Despite these challenges, we remain committed to continuously strengthening our sustainability approach and improving our environmental, social and governance performance over time.

Future Commitments

Looking forward, EHL Profiles Group will continue developing its sustainability work through a combination of operational improvements, stronger data management, and closer collaboration with stakeholders.

A key focus for the coming years will be the implementation of the Group's Sustainability Roadmap 2030 and the achievement of its sustainability targets for 2030. We will continue to improve our sustainability performance through operational improvements, stronger data management, and closer collaboration with suppliers, customers, and other stakeholders. This includes continued efforts to improve energy efficiency, reduce greenhouse gas emissions, strengthen responsible sourcing and supplier engagement, support employee well-being, and further develop sustainability-related governance and reporting practices.

By integrating sustainability considerations into long-term strategy and day-to-day operations, we aim to support the long-term resilience of the business and create value for our stakeholders.

EHL PROFILES

This is EHL Profiles Group's sustainability report for the full year of 2025.

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

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