

# SUSTAINABILITY REPORT 2024

COMMUNICATION ON PROGRESS





## Statement from Owners - A Sustainable Future for Coming Generations

BIM Kemi is family-owned and built on a foundation of long-term sustainability. Sustainability is crucial for both our success and future generations. Over 50 years in the pulp and paper industry, we have continuously adapted to new environmental and technological demands. Our goal is to develop solutions that combine technical performance with sustainability.

Since the beginning, we have focused on specialty chemicals and environmentally friendly solutions for niche applications. Our work in green chemistry has led to significant technological advancements that have reshaped the industry. One example is the Bimogard program, a biotechnological innovation that has replaced large amounts of high-grade biocides in the forest industry. By applying advanced microbiological knowledge, we have created efficient, sustainable alternatives that reduce environmental impact without compromising functionality.

We have also driven the development of fibre-based packaging solutions that compete with plastic. Cellulose-based materials, powered by the strength of photosynthesis, create new opportunities for a sustainable industry. Additionally, we have consistently produced water based, high-performance solvent-free micro dispersions, making our products safer for both people and the environment while maintaining high performance.

Our success is built on engineering expertise, practical problem-solving, and innovation. By combining creative thinking with technical knowledge, we continuously develop new solutions that meet the growing demand for sustainability and efficiency.

BIM will remain a family-owned company, with a global presence and a strong commitment to R&D. We work closely with customers and suppliers to create high-performance, sustainable solutions. As climate change and new regulations push industries forward, we are ready to meet these challenges with engineering-driven solutions.

Our flexibility and technical expertise give us a strong competitive edge. We strive to deliver customized solutions that support a more sustainable future. The green in our logo is more than a colour—it represents our values, our history, and our commitment to driving progress in sustainable chemistry.

We look forward to the next phase of our journey.

*Peter Wållberg, Founder and Owner*

*Anna Wållberg Axelsson, Owner*

*Martin Wållberg, Owner*

Statement from CEO

To our stakeholders:

At BIM, our commitment to driving sustainability forward remains more important than ever. Thanks to the dedication and hard work of our team, we continue to meet our customers’ demands while maintaining a focus on sustainable development - even in an ever-changing world.

Although the political landscape is shifting rapidly, our sustainability efforts remain steadfast and are driven by even greater dedication.

Recent years have highlighted both the fragility and resilience of our global economic, environmental, and social systems. As conflicts persist and humanitarian support reaches unprecedented levels, the need for agility and collaboration across the value chain becomes one of our greatest challenges. We believe it is not enough to simply adapt to change; we must take decisive action and work together to ensure that our industry not only survives but thrives, creating a sustainable future for generations to come.

This sustainability report presents our Communication on Progress for 2024 in alignment with the United Nations Global Compact (UNGC). As a proud member since 2018, BIM Kemi reaffirms its commitment to the Ten Principles of the UNGC, covering Human Rights, Labour, Environment, and Anti-Corruption. This report details our ongoing efforts to integrate these principles into our business strategy, corporate culture, and daily operations - in full compliance with EU regulations and sanctions. This includes our decision to exit the Russian market entirely in 2022, a decision that remains unchanged.

We remain committed to transparency, ensuring our stakeholders receive clear and open communication through our primary channels.

Our focus areas in sustainability include reducing our climate impact in line with the Paris Agreement and further developing Green Chemistry. In 2024, total CO<sub>2</sub> emissions from Scope 1 and 2 increased by 6% compared to 2023. This rise was primarily due to reduced usage of the pellet boiler in Sweden - resulting from runnability issues that necessitated the use of diesel oil - and higher production rate on group level (7%). Although emissions increased slightly in 2024, we still achieved a substantial 41% reduction compared to the reference year 2021, and we are close to our 2030 target of a 50% reduction for Scope 1 & 2 emissions.

During 2024, our renewable energy consumption remained at elevated levels, constituting 56% of the Group’s total energy consumption—a 70% increase compared to 2021. Additionally, our GHG emission intensity ratio (kg CO<sub>2</sub> e/ton trade product) dropped by 1%. We continue to invest in long-term, collaborative innovation projects to develop more sustainable and nature-positive customer solutions that respect planetary boundaries.

Our sustainability work is founded on best practices, recent research, and the dedicated support of our employees and management. BIM Kemi remains committed to achieving long-term goals that will benefit future generations.

Sincerely,  
  
Anders Rietz CEO

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The reporting period for this sustainability report is full year 2024. This is the fourth GRI referenced report from BIM Kemi.



# General information

## Company Profile and Entities

### OWNERSHIP AND LEGAL FORM

BIM Kemi is a Swedish, privately-owned entrepreneurial chemical company supplying the pulp and paper industry with speciality chemicals and application expertise. The company has remained 100% family-owned by the Wållberg family since its foundation in 1973. We provide services and concepts all over the world through a global network of experts, production sites, and R&D facilities, employing approximately 220 employees.

BIM Kemi AB, headquartered in Gothenburg, Sweden, operates as a limited liability company (Aktiebolag, AB) under Swedish corporate law. The company is the parent entity of 11 fully owned subsidiaries, operating under local national legislations in Sweden, Norway, Finland, United Kingdom, Germany, Poland, Benelux, Czech Republic, Portugal, France, and South Africa.

The BIM group maintains five production sites in Sweden, Norway, Finland, United Kingdom, and South Africa, strategically positioned to support its global operations.

### PRODUCTS, SERVICES, AND MARKET

At BIM Kemi, we are committed to develop sustainable specialty chemicals that minimise environmental impact while enhancing performance in pulp, paper, and other industries. Our **Green Chemistry** approach integrates

bio-based, resource-efficient, and circular economy principles to deliver long-term value. Our customer-focused research and development drives innovation in specialty chemicals designed to improve customer products and processes in a cost-effective and sustainable way, by e.g., streamlining and maximising their energy, water, and fibre efficiency.

**Global strength, local presence.** We operate globally with a strong local presence, meaning that we can provide teamwork, services, and concepts all over the world, and have customers and local representation in most pulp and papermaking countries. Secondary market industries include construction, paint & coatings, and other industries. Our single-brand identity, BIM, unifies our values, vision, and commitment to sustainability, ensuring consistency across all markets.

## Value Chain

At BIM Kemi, we recognise that effective and sustainable supply chain management is essential for achieving long-term business success, customer satisfaction, and environmental responsibility. We take a holistic approach to sustainability across our entire value chain—from raw material sourcing to production, storage, and final product delivery. By considering environmental, social, and governance factors at each stage, we aim to minimise negative impacts while maximising value for all stakeholders. BIM Kemi operates a global value chain

Our Green Chemistry and customer-focused research and product development drive innovation in specialty chemicals designed to improve customer products and processes in a cost-effective and sustainable way.



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that involves a diverse supplier network across multiple regions.

BIM Kemi is committed to responsible sourcing and ethical business practices. Promoting proper business ethics, respect for internationally recognised human rights, decent working conditions, and environmental practices is part of our strategy, to act in a socially responsible manner. Adherence to applicable laws and regulations of the respective countries and applicable international laws is the basis for cooperation. Our Supplier Code of Conduct - aligned with the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the Sustainable Development Goals (SDGs) - sets strict requirements for labour rights, environmental impact, anti-corruption, and ethical business conduct.

We have a Group Supply Chain Team with representatives from our production sites and the Supply chain – Purchase, Quality, Environment, Production, and Logistics. The Supply Chain team cooperates and benchmark between the production sites to ensure that we work accord-

ing to best practice in our internal processes. A key aspect of ensuring the sustainability of our products and business is carefully selecting our suppliers and raw materials. We believe that strong supplier relationship management, along with a well-defined risk and compliance assessment framework, is essential for sustainable sourcing. We take pride in our high-quality specialty chemicals and solutions and the positive impact they create for our customers. It is equally important to us that our suppliers share our commitment to quality and sustainability. Therefore, we expect our business partners to adhere to our Supplier Code of Conduct. To ensure compliance, we have strengthened our supplier due diligence process, which includes Risk-based supplier assessments, Supplier audits and self-assessments to monitor adherence to our standards.

In 2024, several global challenges continued to impact supply chains, requiring proactive risk management:

- Geopolitical and logistics disruptions: The Red Sea crisis and the tension around the Panama channel is still affecting the freight situation. During this year, some improvement is predicted due to new shipping constellations which means an increase of in and outgoing ships from Sweden. We will also continue working to find alternate routes.

- Raw material availability & cost fluctuations: The supply shortages stabilised in 2024, the effects have however continued in some segments. Several transports strikes and also the recessions have had an impact on suppliers and customers stock levels. In some periods this has caused an unbalance in the

market which required us to further diversify sourcing and develop alternative supplier agreements.

Thanks to our cross-functional Supply Chain Team, we handled these challenges regarding raw materials and transport in a good way and ensured deliveries to our customers to the greatest extent possible. We are committed to continuously improving the sustainability of our raw materials and supplier relationships.

## Governance

BIM Kemi is governed by a five-member Board of Directors, consisting of two internal members and three external, independent directors. The Board provides strategic guidance based on the owners' vision, ensures alignment with our long-term sustainability objectives, and approves key decisions that shape the company's direction. The Board also plays a crucial role in overseeing sustainability governance, including ethical business conduct, risk management, and stakeholder engagement. Our Group Management Team (GMT), which includes representatives from each local subsidiary as well as our CEO and CFO, is responsible for executing the company's strategy and growing our business. Sustainability is integrated into all business functions, and the GMT is accountable for progress against sustainability objectives.

To track and measure sustainability performance, we utilise a structured framework of Key Performance Indicators (KPIs) and associated targets across critical areas, including Human resources and employee well-being, Quality and health & safety, Supply chain, Financial performance, Environmental



impact, and Sustainable product development. These KPIs are continuously monitored at the group level, with regular reporting to the Board of Directors and the GMT to ensure alignment with strategic goals.

BIM Kemi's sustainability governance is structured to ensure clear roles, accountability, and continuous improvements in managing sustainability risks and opportunities:

- The Sustainability Coordinator is responsible for developing and implementing management processes related to key corporate sustainability topics. This role ensures that

The focus forward is captured by our Green Chemistry concept. It is about having a life cycle perspective and sustainability focus in everything we do.



sustainability is embedded into our strategy and integrated management system.

■ The Corporate Sustainability Steering Group consists of representatives from each sustainability area, serving as a cross-functional collaboration forum. It ensures that sustainability initiatives are effectively implemented and followed up as part of daily business operations.

■ Our Ethics & Compliance Framework ensures adherence to international sustainability principles, including the UN Global Compact and OECD Guidelines for Multinational Enterprises. This includes monitoring ethical business conduct, anti-corruption policies, and corporate integrity across the organisation.

As part of our commitment to transparency and responsible corporate governance, BIM Kemi continuously evaluates and strengthens governance structures to align with evolving sustainability expectations and regulatory

developments. In 2025, we will focus on further strengthening sustainability governance by:

■ Enhancing Board-level sustainability oversight, with dedicated sustainability briefings and discussions.

■ Expanding ESG risk assessments, particularly concerning climate-related financial risks and regulatory compliance.

■ Increasing stakeholder engagement, ensuring that governance structures align with stakeholder expectations.

## Strategy, Policies, and Practices

### STATEMENT ON SUSTAINABLE DEVELOPMENT STRATEGY

BIM Kemi acknowledges the chemical industry's influence on the evolution of the modern environmental movement. As a supplier of chemicals and application techniques in the pulp and paper sector, we also recognise our substantial potential to enable a sustainable future - especially by improving our customers' energy, water, and fibre efficiency. By working closely with customers and partners and exploring new opportunities, our aim is to make life on Earth more comfortable, healthy, and inspiring.

We have based our sustainability strategy on the UN Global Compact Principles and the UN Sustainable Development Agenda. Accordingly, we define sustainable development as 'meeting the needs of the present without compromising the ability of future generations to meet their own.' We concentrate on four of the UN SDGs

that are most relevant to both our organisation and our stakeholders:

■ As a chemical industry company, we place utmost importance on ensuring **good health and wellbeing** for everyone who comes into contact with our products and operations. Health, safety, and compliance are always top priorities as we strive to prevent accidents and incidents, replace hazardous chemicals with safer alternatives, and provide accurate and comprehensive product safety information.

■ Our climate initiatives are integrated into our commitment to **responsible consumption and production**, as well as our Green Chemistry concept, which emphasizes the safe and sustainable design of our products and application techniques. This focus relies on indicators such as the use of renewable resources, recyclability, and climate impact. We also maintain high ambitions in our daily work through ISO-certified environmental and quality systems, which reflect our dedication to continuous improvement.

■ **Decent work and economic growth**, balancing social and environmental improvements with sufficient profitability is crucial, as it enables us to reinvest in innovation and promote healthy growth for sustainable development. Fostering our human resources and cultivating a supportive work environment are also essential to retain our most valuable asset—our employees. Their engagement, expertise, and experience are key to our success.

■ As collaboration is the core of our company, **partnerships for the goals** are key success factors. In our innovation processes,

we work closely with customers, suppliers, and other stakeholders, and participate in networks and research initiatives. While we may not be the largest player in the market, we excel at forming strong partnerships and adapting swiftly to changing conditions. We also understand that a value chain can only be as strong as its weakest link.

As members, we are committed to upholding the ten sustainability principles of the UN Global Compact. We also apply the precautionary principle (Principle 15 of the Rio Declaration) as part of our guidelines when developing new products. For further details on our specific initiatives, please refer to the sections on Products and Materials, Energy, and Climate Accounts in this report.

The sustainability goals set for the coming years are based on our materiality analysis and focus on:

■ **Sustainable products**  
Based on our Green Chemistry concept, we have established a 'Safe and Sustainable Design' guideline that serves as the framework for processes, procedures, checklists, and other tools in sourcing, product development, and product evaluations. The primary indicators for a sustainable product profile include circularity through the use of renewable and recycled resources, product reuse and recyclability, risk management and carbon footprint, as well as customer value and societal benefits. Our goal is to continually enhance our products in line with these guidelines

■ **Carbon footprint**  
Our long-term target is to decrease our climate impact and reach net zero emissions by 2050,

As a supplier of chemicals and application techniques in the pulp and paper sector, we recognise our substantial potential to enable a sustainable future—especially by improving our customers' energy, water, and fibre efficiency.

BIM Kemi is committed to conduct business sustainably and responsibly - in the interest of the company, its staff, and the public.



During 2024, BIM Kemi was awarded a top 5% Gold rating for Sustainability by EcoVadis.

in line with the Paris Agreement. To achieve this, we need to strengthen governance and reporting processes, impose more efficient supplier requirements, and implement measures to replace fossil fuels while reducing energy consumption.

For more information about these goals, please see sections about Sourcing, Products and materials, Energy, and Emissions/ Climate accounting.

AFFIRMATIONS AND ENDORSEMENTS

We maintain a high quality in our sustainability work, and have a continuous improvement process in place, which is strengthened by the following affirmations and endorsements:

■ Certificates according to **ISO 9001 and 14001**, environmental and quality management systems, based on yearly external audits.

■ Sustainability rating by the independent assessment agency **EcoVadis**. They assess companies globally and across several business sectors about environment, labour and human rights, ethics and sustainable procurement. The EcoVadis rating reflects the quality of the company’s sustainability management system regarding policies, actions, and results. The last years, we have made the assessment for BIM Kemi Group and achieved gold rating, with improved score result every year.

■ Membership of the **UN Global Compact**. We are committed to the ten sustainability principles, and we report our progress annually. This means that we operate in ways that meet fundamental responsibilities in the areas of

human rights, labour, environment, and anti-corruption.

■ Members of The International Council of Chemical Associations and **Responsible Care Global Charter**. Responsible Care is the global chemical industry’s unifying commitment to the safe management of chemicals throughout their life cycle, while promoting their role in improving quality of life and contributing to sustainable development.

POLICY COMMITMENTS

BIM Kemi is committed to conduct business sustainably and responsibly— in the interest of the company, its staff, and the public. As a medium-sized family-owned company, we are a part of society in all the regions in which we operate. Adherence to applicable laws and regulations of the respective countries is the basis for cooperation. In addition, we respect the cultural, social, political, and legal diversity of societies and nations.

Our core values and corporate philosophy are outlined in the internal documents BIM Spirit and BIM’s Code of Conduct, both available on our website. The Code of Conduct covers principles of Business Ethics, Human Rights, and Environmental responsibility, guiding employees’ behaviour within the company and in external interactions.

All employees acknowledge and sign the Code of Conduct upon employment. Updated and approved by the Board of Directors in 2023, the Code of Conduct is reviewed annually by Group Management to assess its effectiveness and ensure proper implementation.

Acting with integrity also involves preventing corruption and anticompetitive behaviour, as outlined in our **Anti-Corruption Policy**, which is accessible on our website. All of our operating units and employee roles undergo a corruption-related risk assessment. We have identified groups of employees who are more susceptible to corruption risks and implemented a procedure for mandatory training every three years.

At BIM Kemi, we expect every employee, including, but not limited to, the Board of Directors, permanent and temporary employees, volunteers, and representatives, to carry out their duties in full compliance with our Code of Conduct, as well as with relevant domestic and international laws, conventions, and BIM policies and directives. These include the **Sustainability, Environmental, Quality, and Occupational Health & Safety Policies**, all of which can be found on our website.

Additional internal guidelines related to equal treatment, IT, drugs and alcohol, and travel are available for all employees on our intranet.

We encourage our employees, partners, and other stakeholders to report any actual, potential, or suspected breaches of the BIM Code of Conduct. Reports can be made through our usual reporting and communication channels, or via the whistleblower mechanism and dedicated link on our website.

**COMPLIANCE WITH LAWS AND REGULATIONS**  
We are dedicated to strictly comply to applicable laws and regulations, as well as the standards for which we hold certifications and our own internal guidelines governing operations and products. According to our materiality

analysis, compliance is a top priority, and it is also a mandatory requirement under ISO 9001 and 14001. We continually work to cultivate a company-wide compliance culture, guided by the standards laid out in our Code of Conduct and related policies.

During the reporting period, BIM Kemi have not had any fines or other non-monetary sanctions for non-compliances with environmental, financial, or other laws and regulations.

Stakeholder Engagement

We select stakeholders based on their significance to our business—whether they influence it or are influenced by it. Our success depends on remaining relevant to our stakeholders. Receiving feedback from multiple perspectives is crucial, as it helps us prioritise the topics that matter most.

Acting with integrity also involves preventing corruption and anticompetitive behaviour, as outlined in our **Anti-Corruption Policy**. All of our operating units and employee roles undergo a corruption-related risk assessment.

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| STAKEHOLDER                          | ASPECTS                                                                                                                                      | COMMUNICATION STRATEGY                                                                                                                                                                                                        |
|--------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| External customers                   | <i>Right quality on time<br/>Product safety<br/>Data about sustainability performance, especially climate and CO2 emissions</i>              | <i>- Regular face-to-face communication from sales activities and meetings<br/>- Communication about sustainability and product safety matters<br/>- Customer survey, which will give input to improvement areas</i>          |
| Raw material supplier                | <i>Requirement specifications<br/>Forecasts<br/>Pricing<br/>Sustainability matters</i>                                                       | <i>- Regular communication regarding forecasts and prices<br/>- A yearly assessment of performance which is sent out for discussion to improve relations<br/>- Follow up of Code of Conduct and in some cases site audits</i> |
| Employees                            | <i>Clear responsibilities<br/>Communication<br/>Safe and stimulating workplace<br/>Development possibilities<br/>Values, Code of Conduct</i> | <i>- Yearly development talks<br/>- Biyearly employee survey, which is a platform for continuous improvement</i>                                                                                                              |
| Authorities and third party auditors | <i>Compliance with legal requirements and standards<br/>Improvements<br/>Clear communication</i>                                             | <i>- Regular reporting of specially environmental status.<br/>- Audits and inspections in the area of quality, environment and health &amp; safety</i>                                                                        |
| Owners                               | <i>Result and target fulfilment<br/>Culture</i>                                                                                              | <i>- Board meetings and regular informal meetings</i>                                                                                                                                                                         |
| Competitors                          | <i>Code of Conduct</i>                                                                                                                       | <i>- Benchmarking</i>                                                                                                                                                                                                         |

|                     |                                                                              |                                           |
|---------------------|------------------------------------------------------------------------------|-------------------------------------------|
| Transport companies | <i>Requirement specification<br/>Planning<br/>Pricing<br/>Climate impact</i> | <i>- Yearly assessment of performance</i> |
|---------------------|------------------------------------------------------------------------------|-------------------------------------------|

| STAKHOLDER                                                                                 | ASPECTS                                                             | COMMUNICATION STRATEGY                                                                                     |
|--------------------------------------------------------------------------------------------|---------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|
| Financial, bank, insurance companies, investors                                            | <i>Risk handling<br/>Economic stability</i>                         | <i>- Regular reporting</i>                                                                                 |
| Local community and NGOs                                                                   | <i>Local environmental aspects<br/>Employment possibilities</i>     | <i>- Networking<br/>- Seminars<br/>- Projects with local schools</i>                                       |
| Universities and research institutions<br>Other organisations within Pulp & Paper industry | <i>Knowledge sharing<br/>Product development<br/>Sustainability</i> | <i>- Attending in different projects<br/>- Seminars<br/>- Networking<br/>- Master thesis possibilities</i> |

## Reporting Practice and Material Topics

### REPORTING PERIOD AND ENTITIES INCLUDED

The reporting period for this sustainability report is 1 January 2024 to 31 December 2024. In some disclosures there are comparable values from previous years, but this is clearly described.

This is the fourth GRI referenced report from BIM Kemi.

Entities included in the report are all companies described above except for South Africa.

Publication date for this report is April, 2025.

Contact: [info@bimkemi.com](mailto:info@bimkemi.com)



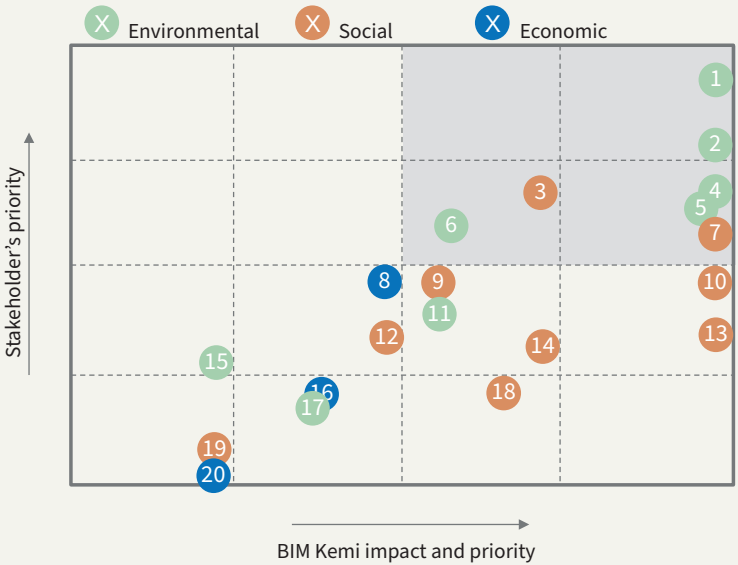
### MATERIALITY ANALYSIS

A materiality analysis survey was carried out to define a relevant and comprehensive scope for advancing our sustainability efforts.

Our management identified twenty GRI-standard topics, which were then sent to selected stakeholders who prioritised their top ten. Their rankings were compared against BIM's own

evaluation of each topic's impact, and these combined results were used as coordinates in the materiality analysis.

The topics in the upper-right quadrant have been chosen as key focus areas and strategic objectives.



- 1) Climate impact, GHG emissions
- 2) Renewable/non renewable materials
- 3) Human rights compliance
- 4) Compliance with environmental laws and regulations
- 5) Sustainable product profiles
- 6) Supplier environmental impact
- 7) Occupational health and safety
- 8) Direct economic value generated and distributed
- 9) Supplier Code of Conduct compliance
- 10) Product responsibility
- 11) Energy measures
- 12) Diversity and equal opportunity
- 13) Customer Health and Safety
- 14) Business ethics compliance & training
- 15) Waste measures
- 16) Distribution of employee wages and benefits
- 17) Water measures
- 18) Training and education of employees
- 19) Employment/employee turnover and parental leave
- 20) Research grants and tax relief for R&D

Graph: Materiality Analysis, BIM Kemi - stakeholders

**LIST OF MATERIAL TOPICS**

The total list of material topics is presented below together with topic boundaries:

| MATERIAL TOPIC                                     | GRI DISCLOSURE                          | WHY THE TOPIC IS MATERIAL                                                    | PART OF VALUE CHAIN        |
|----------------------------------------------------|-----------------------------------------|------------------------------------------------------------------------------|----------------------------|
| Climate impact, GHG emissions                      | 305-1<br>305-2<br>305-4                 | GHG emissions are the most important topic according to materiality analysis | Manufacturing              |
| Renewable/non renewable materials                  | 301-1                                   | High importance among our external stakeholders                              | Resources                  |
| Human rights compliance                            | 202-1<br>401-1<br>406<br>408-1<br>414-1 | BIM Kemi Code of Conduct<br>BIM Kemi Supplier Code of Conduct                | Manufacturing<br>Resources |
| Compliance with environmental laws and regulations | 2-27                                    | BIM Kemi Code of Conduct<br>BIM Kemi Supplier Code of Conduct                | Manufacturing<br>Resources |
| Sustainable product profiles                       | BIM Specific                            | High importance among our external stakeholders                              | Customer                   |
| Supplier environmental impact                      | 308-1                                   | BIM Kemi Supplier Code of Conduct                                            | Resources                  |
| Occupational health and safety                     | 403-1 --9                               | Our employees health is of most importance                                   | Manufacturing              |
| Direct economic value generated and distributed    | 201-1<br>201-4                          | Owners demand and expectation                                                | Resources                  |
| Supplier Code of Conduct compliance                | 308-1<br>408-1<br>414-1                 | BIM Kemi Supplier Code of Conduct                                            | Resources                  |
| Product responsibility                             | 416-1<br>416-2                          | Impacts of our products can be both positive and negative                    | Customer                   |

| MATERIAL TOPIC                                  | GRI DISCLOSURE                   | WHY THE TOPIC IS MATERIAL                                                                                                           | PART OF VALUE CHAIN |
|-------------------------------------------------|----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|---------------------|
| Energy measures                                 | 302-1<br>302-3                   | Energy is one of BIM Kemi ´s important environmental aspects                                                                        | Manufacturing       |
| Diversity and equal opportunity                 | 202-1<br>405-1<br>405-2          | BIM Kemi Code of Conduct                                                                                                            | Manufacturing       |
| Customer Health and Safety                      | 416-1<br>416-2<br>417-1<br>417-2 | Impacts of our products can be both positive and negative<br>Incidents of non-compliance of our products and services can be severe | Customer            |
| Business ethics compliance & training           | 205-2<br>205-3                   | BIM Kemi Code of Conduct                                                                                                            | Resources           |
| Waste measures                                  | 306-3                            | Waste is one of BIM Kemi ´s important environmental aspects                                                                         | Manufacturing       |
| Distribution of employee wages and benefits     | 202-1<br>405-2                   | BIM Kemi Code of Conduct                                                                                                            | Resources           |
| Water measures                                  | 303-3<br>303-4<br>303-5          | Water consumption is one of BIM Kemi ´s important environmental aspects                                                             | Manufacturing       |
| Training and education of employees             | 404-1<br>404-2<br>404-3          | Competence is a core value at BIM Kemi                                                                                              | Manufacturing       |
| Employment/employee turnover and parental leave | 401-1<br>401-3                   | Competence is a core value at BIM Kemi                                                                                              | Manufacturing       |
| Research grants and tax relief for R&D          | 201-4                            | Owners´ demand and expectation                                                                                                      | Resources           |

GRI 3-2 List of material topics



# Business

At BIM Kemi, every business decision and action is rooted in our commitment to maintaining a long-term, value-driven, and innovative approach as a family-owned company. Our focus extends beyond immediate business outcomes—we are dedicated to building a sustainable future for our company, our customers, and the broader community.

We recognise that our choices and the way we conduct business have a significant impact on our employees, customers, suppliers, and the communities in which we operate. As a responsible company, we strive to balance economic growth with social and environmental responsibility, ensuring that our business contributes positively to society and future generations.

Through our materiality analysis, we have identified and prioritised key sustainability topics that align with our business strategy and stakeholder expectations. The following sections outline our approach to these priority areas, reinforcing our commitment to sustainable and ethical business practices.

## Economic Performance

### MANAGEMENT APPROACH

Economic performance is fundamental to the long-term sustainability of the BIM Group and its subsidiaries. A strong financial foundation enables us to efficiently manage our resources, drive innovation, and support sustainable business growth. Our consolidated financial

statements include BIM Kemi AB, the parent company, and its legal entities.

BIM Kemi generates economic value by developing innovative, green specialty chemicals that provide sustainable solutions for our customers. By enabling our partners to create high-quality, sustainable products and processes, we contribute to a more sustainable society while fostering long-term business success. The economic value generated by BIM Kemi is distributed among various stakeholders:

- Suppliers and service providers – Payments for raw materials and services, fostering a sustainable and resilient supply chain.
- Employees – Compensation, benefits, and professional development opportunities.
- Investors and capital providers – Dividend and interest payments to support continued financial stability.
- Public sector contributions – Corporate tax payments that support public infrastructure and services.

Beyond direct economic contributions, BIM Kemi is committed to supporting local communities through sponsorships of associations, individuals, and initiatives that promote social engagement, healthy living, and environmental improvements.

All our business decisions and steps are founded in a strong commitment to ensure we remain a long-term, value based, and innovative family-owned company.

The economic value retained is reinvested into the company, funding capital investments, R&D, and innovation to create new sustainable products that align with evolving market and environmental demands.

All BIM Kemi legal entities report financial performance in compliance with their respective local GAAP, ensuring regulatory alignment and financial transparency.

Despite a stable revenue trend over the years, 2024 presented both growth opportunities and challenges. Revenue increased due to the successful introduction of new innovative

concepts, driving new business opportunities. Revenue increased due to the successful introduction of new innovative concepts, driving new business opportunities. The unstable global situation has a negative impact on BIM Kemi business.

To strengthen financial performance and resilience, BIM Kemi continuously enhances its administrative efficiency and maintains a strict focus on cash flow management. We proactively refine our financial processes and reporting structures to adapt to changing market conditions and ensure sustainable business growth.

DISCLOSURES

201-1 Direct economic value generated and distributed

| STAKEHOLDER                                | FINANCIAL VALUE                                         | 2024<br>(MSEK) | 2023<br>(MSEK) | 2022<br>(MSEK) |
|--------------------------------------------|---------------------------------------------------------|----------------|----------------|----------------|
| DIRECT ECONOMIC VALUE GENERATED (REVENUES) |                                                         |                |                |                |
| Customers                                  | <i>Income from customers</i>                            | 958            | 854            | 813            |
| DIRECT ECONOMIC VALUE DISTRIBUTED          |                                                         |                |                |                |
| Employees                                  | <i>Employee wages and benefits</i>                      | 178            | 166            | 156            |
| Suppliers                                  | <i>Supplier payments for raw materials and services</i> | 619            | 605            | 645            |
| Shareholders & banks                       | <i>Dividends, interest payments</i>                     | 35             | 10             | 4              |
| Government                                 | <i>Corporate income taxes</i>                           | 18             | 9              | 5              |
| ECONOMIC VALUE RETAINED                    |                                                         | 143            | 64             | 3              |

The numbers are based on BIM Kemi’s annual and operational report.

201-4 Financial assistance received from government

BIM Kemi receives government support in the form of reduced social taxes for employees engaged in product and process development, due to the high amount of R&D-work. As an innovative chemical supplier, staying at the forefront of research and development is essential. We actively participate in research projects and industry collaborations to drive advancements in the pulp and paper industry, contributing to a more sustainable and resource-efficient society.

To ensure high ethical, environmental, and quality standards, all suppliers undergo a selection and evaluation process, based on BIM Kemi's Supplier Questionnaire and BIM Kemi's Supplier Scorecard.

Procurement Practices

MANAGEMENT APPROACH

At BIM Kemi, effective supplier relationship management is a fundamental pillar of our procurement strategy, ensuring security of supply, responsible sourcing, and long-term profitability. Through our materiality analysis, we have identified three key stakeholder priorities in procurement: Human rights compliance, Supplier environmental impact, and Supplier Code of Conduct compliance.

The impact of our suppliers on the environment, human rights, employees, and society is an essential consideration in our group purchasing process to ensure responsible sourcing. This process applies to all raw material suppliers supplying our four European production sites in Sweden, Finland, Norway, and the UK.

BIM Kemi's Purchase Team is responsible for sourcing raw materials for our four European production sites. Our procurement activities include supplier identification and selection, contract negotiation and management, and ongoing supplier relationship management and performance evaluation.

To ensure high ethical, environmental, and quality standards, all suppliers undergo a selection and evaluation process, based on BIM Kemi's Supplier Questionnaire and BIM Kemi's Supplier Scorecard. The BIM Kemi Supplier Scorecard assesses critical areas such as supply security, business stability, cost competitiveness, sustainability performance, environmental and quality aspects, climate-related aspects, labour and human rights, ethics, innovation and service.

As part of the supplier development, suppliers

receive feedback on their performance to be able to improve in identified weak areas or maintain and develop identified strong areas. If sufficient improvements could not be implemented, suppliers falling below a set minimum score are not selected or a phase out plan is created for the supplier.

To qualify as a supplier to BIM Kemi, the supplier must comply with our Supplier Code of Conduct or an equivalent standard that provides the same level of protection. We expect suppliers to ensure compliance throughout their own supply chains, including subcontractors and business partners.

BIM Kemi's Code of Conduct for Suppliers is based on international sustainability frameworks, including the UN Global Compact, the UN Guiding Principles for Business and Human Rights, and the Sustainable Development Goals and covers the areas:

- General Principles, such as compliance with national and international laws and regulations
- Business Ethics, e.g., anti-Corruption & fraud prevention, transparency, and information security
- Human rights, e.g., non-discrimination freedom of Association and child labour prevention
- Health and Safety
- Environmental responsibility

To ensure that our suppliers maintain a high focus on these areas, commitment to the

Supplier Code of Conduct (or an equivalent standard with the same level of protection) is renewed every third years.

Environmental and quality criteria are core components of our Supplier score card. BIM Kemi expects suppliers to adhere to an environmental management system (ISO 14001) and a quality management system (ISO 9001) or "corresponding process". In general, BIM Kemi's suppliers have a good environmental standard. An important part of our procurement strategy

is supplier risk and compliance management, focusing on identifying, evaluating, and preventing risks in the supply chain. In 2022, we introduced on-site supplier audits covering production quality, supply security and CSR compliance for selected suppliers as a part of the sourcing process. To maintain high environmental and ethical standards across our supply chain, we continuously identify areas for improvement. Two key focus areas for 2025 are enhanced communication on green chemistry and increased focus on renewable raw materials.

An important part of our procurement strategy is supplier risk and compliance management, focusing on identifying, evaluating, and preventing risks in the supply chain.

DISCLOSURES

|           | TOTAL # OF SUPPLIERS | # OF SUPPLIERS FULFILLING CODE OF CONDUCT | % OF SUPPLIERS FULFILLING CODE OF CONDUCT |
|-----------|----------------------|-------------------------------------------|-------------------------------------------|
| BIM Group | 173                  | 173                                       | 100                                       |

|           | # NEW SUPPLIERS | # NEW SUPPLIERS SCREENED ACCORDING TO BIM SUPPLIER SCORE CARD | % NEW SUPPLIERS SCREENED ACCORDING TO BIM SUPPLIER SCORE CARD |
|-----------|-----------------|---------------------------------------------------------------|---------------------------------------------------------------|
| BIM Group | 10              | 10                                                            | 100                                                           |

**308-1 New suppliers that were screened using environmental criteria**  
All new suppliers were screened using environmental criteria as part of BIM Kemi's screening according to the BIM Supplier Score Card.

**408-1 Operations and suppliers at significant risk for incidents of child labour**  
In 2024, we have not identified any operations or suppliers at risk for incidents of child labour.

**414-1 New suppliers that were screened using social criteria**  
All new suppliers were screened using social criteria as part of BIM Kemi's screening according to the BIM Supplier Score Card.

**METHODOLOGY AND REFERENCES**  
- BIM Kemi's Supplier Score Card.  
BIM Kemi's Supplier Code of Conduct is based on BIM Kemi's Code of Conduct. The Supplier Code of Conduct can be found on our website, [www.bimkemi.com](http://www.bimkemi.com).



Our strategy for managing safe chemical products and applications is to ensure compliance with regulations and promote safe handling throughout the entire value chain.

## Product Responsibility

### MANAGEMENT APPROACH

Consistent with UN Sustainable Development Goal number three, BIM Kemi places a high priority on ensuring Good health and well-being for everyone who interacts with our operations and products. This commitment is outlined in our Sustainability Policy and further addressed in our Product Responsibility Policy as well as our Health and Safety Policy

Our strategy for managing safe chemical products and applications is to ensure compliance with regulations and promote safe handling throughout the entire value chain. Legislation specifies clear testing and documentation requirements that manufacturers and distributors must fulfil when placing chemicals on the market, demonstrating that our products meet

established safety standards and are suitable for their intended use, for example:

- We comply with the relevant legislation for regulated substances
- We inform our customers if the product contains regulated substances, according to CLP and REACH
- Our products have clear labelling in relevant language, including information about hazards identification, first aid measures, accidental release measures, protection equipment, according to CLP
- Regulated products and substances are reported to or registered at the legal authorities, both locally and on EU level.

BIM Kemi has established policies and procedures to gather relevant product safety data from our suppliers, remain current on the regulatory framework and risk assessment methodologies, evaluate all our products, and provide customers with the necessary information for safe handling. When introducing new products at a customer site, our sales and technical teams follow clear workflows, including detailed safety guidelines and documentation. In the event of an incident or emergency on a customer's premises, we have defined routines outlining responsibilities, communication, documentation, and support.

We conduct regular audits of our product responsibility framework in alignment with ISO 9001 and 14001. As part of our management system, we use a Non-Conformance Report (NCR) tool to record risks and incidents, followed by root cause analyses and the implementation of corrective and preventive measures. Compliance and NCR updates are also standard items on the management team's agenda. Further enhancements remain possible, particularly regarding the implementation of best practices across the BIM Kemi Group.

### DISCLOSURES

#### 416-1 Customer Health and Safety, assessments of health impacts of our products

In 2024, we continued building on the improvements to our organization, collaboration, and product responsibility implementation that began in 2022. This includes providing enhanced guidance on protective equipment use and better procedures for managing emergencies and non-conformities. The decision to concentrate on these areas came from an updated evaluation of our chemical management's health and safety impacts, drawing on internal non-con-

formities and benchmarking against EcoVadis, Responsible Care, and customer requirements.

#### 416-2 Customer Health and Safety, incidents of non-compliance

No incident of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services has occurred during 2024.

#### 417-1 Requirements for product and service information and labelling

We provide a REACH-formatted SDS for all products, even when not strictly required by law. The SDS includes guidelines for safe handling and can be used to conduct risk assessments, to adapt to local contexts, and identify suitable measures for a safe handling. All products are labelled in accordance with REACH and CLP.

In addition, BIM Kemi carries out various assessments to provide product safety, environmental, and sustainability information when required. Common requests include food contact compliance, Kosher certification, Ecolabel statements, Life Cycle Assessments, and Carbon Footprint evaluations, among others.

#### 417-2 Incidents of non-compliance concerning product and service information and labelling, penalties for incidents

During 2024, no incident of non-compliance concerning product and service information and labelling, penalties for incidents have occurred.

BIM Kemi has established policies and procedures to gather relevant product safety data from our suppliers, remain current on the regulatory framework and risk assessment methodologies, evaluate all our products, and provide customers with the necessary information for safe handling.

We are dedicated to maintaining integrity across all business activities and fostering a corporate culture based on trust, accountability, and compliance.

Anti-Corruption

MANAGEMENT APPROACH

BIM Kemi is committed to conducting business in an ethical, transparent, and responsible manner. Our zero-tolerance policy towards corruption ensures that we actively prevent all forms of corruption including bribery, facilitation payments, trading in influence and extortion. BIM Kemi complies with all relevant laws, including anti-corruption laws and the legal frameworks of the markets in which we operate. Bribery is punishable under the Swedish Criminal Code, and in the markets in which we operate. We are dedicated to maintaining integrity across all business activities and fostering a corporate culture based on trust, accountability, and compliance.

BIM Kemi’s anti-corruption principles are included in our anti-corruption policy as well as the BIM Kemi’s Code of Conduct and Supplier Code of Conduct. These policies are publicly available on [www.bimkemi.com](http://www.bimkemi.com) and accessible to all employees via the company intranet.

The anti-corruption policy has been communicated to all employees via the intranet. External anti-corruption training has been provided to all managers and employees in high-risk roles. In collaboration with external experts, BIM Kemi conducted a corruption risk assessment, identifying three high-risk employee groups: Purchase, Sales & Marketing, and Finance. Managers of these departments are responsible for securing continuous communication of and commitment to the anti-corruption policy within their teams.

All new employees receive information and a review of the anti-corruption policy as part of

their induction process. Employees will also receive regular, relevant training on how to adhere to this policy. In 2023, we updated our Code of Conduct and anti-corruption policy. A refresher training for high-risk employee groups (Purchase, Sales & Marketing, and Finance) is scheduled for 2025.

BIM Kemi expects our suppliers and other business partners to uphold the same high standards of integrity and ethical business conduct and act in accordance with our Code of Conduct. Information about BIM Kemi’s anti-corruption policy is included in the Supplier Code of Conduct, which all suppliers to BIM Kemi have committed compliance to. Compliance checks are conducted every three years, including the distribution of our latest updated anti-corruption policy. In 2024, we conducted the scheduled compliance check.

BIM Kemi’s Group Management Team reviews the effectiveness of the anti-corruption policy and its implementation on a yearly basis. .

DISCLOSURES

205-2 Number and percentage of suppliers/ partners received communication of the anti-corruption policy.

|           | NUMBER OF SUPPLIERS | % OF SUPPLIERS |
|-----------|---------------------|----------------|
| BIM Group | 173                 | 100            |

205-3 Confirmed incidents of corruption

During 2024, we have had no confirmed incidents of corruption in the BIM Group.

Customer Privacy

MANAGEMENT APPROACH

At BIM Kemi, we prioritise the privacy and protection of customer data and are committed to full compliance with data protection laws in all regions where we operate. Our data governance framework aligns with the EU General Data Protection Regulation (GDPR) and other relevant data privacy regulations, ensuring transparency, security, and integrity in all data processing activities.

All of our processing of data takes place in accordance with General Data Protection Regulation (“GDPR”). Our Privacy policy outlines how we process and ensure protection of personal and customer data. This policy is publicly available on our corporate website and internal intranet for all employees. We are committed to maintaining a high level of security in all processing of personal data by continuously considering both technical and organisational risks to protect our partner’s personal data from unauthorised access, usage, and deletion.

In accordance with data protection legislation, our business partners and customers have the right to at any time request access to their personal data processed by BIM Kemi, or If processing is based on consent, they are entitled at any time to withdraw the consent to processing.

We evaluate our data handling by a continuous control of access, permissions, organizational, and physical security environment. There is also a recurrent system review and spot-check of authorizations access and permissions. If any data breaches occur or any other improper handling of personal data according to GDPR,

there is a reporting structure in place to inform relevant authorities. Once a year we get a report from our whistle-blower system regarding the status of cases.

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

In 2024, we experienced two personal data incidents that were reported to the relevant authorities. Following thorough investigations, it was confirmed that no personal data, operational data, or other sensitive information was compromised or leaked to third parties.



At BIM Kemi, quality is not just a part of our business – it is at the core of everything we do.

## Quality

### MANAGEMENT APPROACH

At BIM Kemi, quality is not just a part of our business – it is at the core of everything we do. Our goal is to create value for our customers by delivering sustainable, high-quality products and process expertise. Achieving consistent quality requires a deep understanding of customer needs and close collaboration with key partners to develop solutions that address industry challenges. Our primary objective is to deliver products that not only meet but exceed customer expectations – every time, on time.

A strong foundation in quality is built on structured management systems, well-documented processes, and properly maintained equipment. BIM Kemi ensures high-quality standards through:

- ISO 9001 certification, which provides a systematic approach to quality management and continuous improvement.
- Well-defined work processes and standardised documentation to ensure consistency across operations.
- Advanced quality control measures, including real-time monitoring and process validation.

Quality is a company-wide responsibility – every part of the chain plays a crucial role in achieving excellence. Therefore, it is essential that all employees understand and follow BIM Kemi's Quality Policy and guidelines. To ensure this, we conduct regular internal audits to verify that we meet all requirements and continuously improve our practices.

To ensure our customers receive the right quality at the right time, we strive for predictable processes throughout the entire supply chain, with minimal variation. Every batch produced is checked against established quality parameters and logged in our ERP system. We also have a robust traceability system in place that ensures full visibility over our products, allowing us to track them back to specific raw material batches from our suppliers. This system guarantees transparency and accountability throughout the entire supply chain.

Quality is also about efficiency and sustainability. Unnecessary transport and rework lead to waste, which we actively work to eliminate. For every non-conformance, we take immediate corrective action to investigate and resolve the issue, as well as conduct root cause analysis to identify underlying factors and implement relevant preventive actions. A quality failure should not occur again.





# Environment

Environmental aspects of our operations are identified and managed both locally and at the group level by the Purchasing, R&D, and Supply Chain teams. Currently, three out of four sites hold ISO 14001 certification. Additionally, European and national laws and operational permits regulate environmental considerations. According to our materiality analysis, several key focus areas—such as climate impact and sustainable products—are linked to these environmental aspects. In this report, supplier-related environmental and social information and disclosures are presented together in the Business section.

## Materials and Products

### MANAGEMENT APPROACH

Drawing on our materiality assessment, sustainable products and materials form one of BIM Kemi’s three main focus areas. We offer products and services that are continually tailored to specific customer requirements and niches, and our Green Chemistry concept captures the most essential sustainability aspects. It encompasses circularity, chemical risk, climate impact, and other factors that enhance customer value. Rooted in a life cycle perspective, the concept covers everything from sourcing raw materials and developing products to manufacturing at our facilities, applying solutions at customer sites, and managing waste.

An improved and closer collaboration among the R&D, ERA, Supply Chain, Marketing, and Sales teams has proven essential to enhancing

the sustainability profile of our products. Key initiatives include identifying new sustainable raw materials from both existing and prospective suppliers, as well as targeting markets and customers who demonstrate a genuine commitment to sustainability.

In our product development process, we employ a project model informed by the Green Chemistry Concept to guide environmentally conscious design. New and adapted products are evaluated and optimized to enhance their sustainability profile. Exploring alternative renewable raw materials, conducting recyclability tests, and performing risk assessments form key elements of the initial feasibility study.

In 2024, our focus has been to continue to develop sustainable solutions for the packaging sector as a substitute for plastic and fluorocarbon-based materials i.e., BIM Oilguard and BIM Green Barriers. A new product concept to boost soap separation in the pulp production process has been launched. Projects with the goal to reduce the risk profile and food safety compliance for selected products have been completed during 2024.

In the coming year, we will continue to implement and refine our project model and design-for-environment methodology. Our objective is for 75% of product development projects to yield tangible sustainability improvements. We have also set specific targets to increase the proportion of bio-based and

### 2024 Focus

In 2024, our focus has been to continue to develop sustainable solutions for the packaging sector as a substitute for plastic and fluorocarbon-based materials i.e., BIM Oilguard and BIM Green Barriers.

We have set specific targets to increase the proportion of bio-based and recycled materials in our products, expand testing for recyclability, compostability, and repulpability for selected products, and phase out or replace hazardous components.

recycled materials in our products, expand testing for recyclability, compostability, and repulpability for selected products, and phase out or replace hazardous components.

Furthermore, our innovative sustainability efforts will remain concentrated on a few selected areas where there is strong market momentum and specific customer requirements. Sustainable packaging for food-contact applications is one such example. However, cost and product safety considerations continue to pose challenges, as many innovative renewable sources often lack both competitive pricing and the necessary safety assessment documentation.

To reinforce the sustainability focus within our product development process, we require accessible, reliable, and high-quality data for decision-making and follow-up. As a result, an ongoing project is adapting our ERP system to better support these needs.

We monitor the five perspectives of our Green Chemical concept during Project Review and steering group meetings, using them as indicators of each project’s sustainability profile. This serves as a steering tool for continuous improvement, aligning with our goal for 75% of ongoing development projects to center on sustainability enhancements by 2025.

Throughout 2024, we introduced value-based selling in our customer interactions to identify sustainability-related values and demands more effectively. Meanwhile, to improve our sustainable approach and strengthen the marketing and sales of our sustainable products, we continued to assess relevant products in our portfolio using our in-house laboratory

methods for compostability, repulpability, and recyclability.

DISCLOSURE  
301-1 Renewable and non-renewable materials used

In the table below, a summary of renewable and non-renewable materials, used to produce the organization’s primary products, has been compiled.

|                                        | SHARE (VOL-%) |      |      |
|----------------------------------------|---------------|------|------|
|                                        | 2024          | 2023 | 2022 |
| Renewable (bio-based)                  | 10            | 10   | 8    |
| Non-renewable (mineral/inorganic)      | 36            | 34   | 36   |
| Non-renewable (synthetic/fossil-based) | 54            | 56   | 56   |

BIM Disclosure Sustainable products

In 2024, the goal to improve and/or develop ten formulations with an improved substantial profile was met. The projects and activities completed during 2024 have contributed to increase safety during handling, reduce hazardous substances and compliance to food contact, contribution to sustainable development and to improve environmental impact after use, i.e., compostable, re-pulpable and recyclable. In 2024, approx. 32% of the new or modified

products contain renewable raw materials defined by our Green Chemical Concepts and approx. 48% is in line with at least one of the five life cycle perspectives in the definition.

Our ambition for 2025, is to stay on a continuous high level when it comes to improved substantial profile of our products and to have a project portfolio focusing on sustainability improvements.

External collaboration projects will have an important impact on the progress in the development of sustainable solutions. Close collaboration with customers and new suppliers of sustainable raw materials will also be important to be able to take further steps.

METHODOLOGY AND REFERENCES

The data in table 301-1 is based on the top 50 bestselling products during 2024. Materials from all four production sites are included in the calculation. The raw materials are treated as commodities, i.e., % wet material. All components in the products are included in the calculation except water used as dilution or for formulation purposes. 46% of the materials used to produce the organization’s primary products origin from non-fossil sources and 10% comes from renewable sources.

When comparing sales figures from 2023 to 2024, the composition of our top-selling products has changed. In 2024, we observed a significant increase—246 tons or 27%—in renewable (plant-based) raw materials in these top-selling items compared to 2023. Overall, the results are similar to the previous year, primarily because the total volume of products on the top sales list grew by about

11% (approximately 3,000 tons), meaning the ratio between renewable and fossil resources remains unchanged.

To further expand both the number and volume of renewable materials in our products, it’s crucial to identify new applications where sustainability requirements are clearly defined. Most newly developed solutions are still in the early stages of commercialization, and their sales volumes have yet to reach the threshold for the top list. As a result, they are not reflected in this year’s disclosure

To further develop new sustainable concepts based on renewable raw materials, research and collaboration is needed. We are taking part in several joint research projects with external partners involved.



Energy

Ongoing initiatives, as well as new ones planned for the coming year, are aimed at further enhancing our sustainable energy consumption.

Energy

MANAGEMENT APPROACH

In dialogues and surveys with customers and other stakeholders, climate change consistently emerges as a top priority. Our environmental management systems and operating permits also require us to address this issue. Reducing our climate impact aligns with our core values and our Green Chemistry concept.

Lowering our climate footprint has been identified as one of our three most significant objectives and will remain a key focus going forward. Energy use and its sources in our facilities play a major role in this effort, and it's also an area where we can directly execute changes. Additionally, there are financial incentives to optimize energy consumption.

Efforts in this area are guided by our Sustainability and Environmental Policy, along with our commitment to achieving net zero emissions by 2050 in line with the EU target. (See also the section on Emissions and Climate Accounting.) All related measures and actions are coordinated and monitored by the Supply Chain Management team, involving all four of our European production sites

Overall energy consumption at our facilities has increased by approximately 4% compared to 2023, primarily due to a 7% increase in production volumes during 2024. The proportion of renewable energy sources decreased by 0.2%, largely because of operational challenges with the steam boiler installed in Sweden in 2022, which relies on wood pellets.

These issues forced higher diesel oil usage for stationary combustion—rising from 809 MWh in

2023 to 1108 MWh in 2024 (a 37% increase). In Norway, non-renewable energy for stationary combustion also went up from 826 MWh in 2023 to 1011 MWh in 2024 (a 22% increase), reflecting a 13% increase in production.

Ongoing initiatives, as well as new ones planned for the coming year, are aimed at further enhancing our sustainable energy consumption. These include switching to LED lighting, installing inverters on feed pumps, reducing heating and cooling needs, setting up solar panels for energy production, recovering heat through heat pumps, and investigating alternative fuels for stationary combustion.

Several of the improvement projects and activities call for long-term investment plans. Whenever we invest in or replace energy systems and process equipment, both the energy source and its efficiency are key factors in our evaluations. To achieve success, these initiatives must be approached with a long-term perspective, and we will need to prioritize them even more in our future work.

DISCLOSURES

Energy is predominantly used for production. In our sites different sources are being used depending on local differences and availability. Electricity and district heating sourced from certified sources together with biofuel are included as Renewable Energy. Non-renewal sources are not certified electricity, diesel, and gas.

| DISCLOSURE 302-1             | ENERGY CONSUMPTION (MWH) |        |        | SHARE (%) |      |      |
|------------------------------|--------------------------|--------|--------|-----------|------|------|
|                              | 2024                     | 2023   | 2022   | 2024      | 2023 | 2022 |
| Total Energy consumption     | 11 026                   | 10 558 | 11 400 |           |      |      |
| From renewable resources     | 6 182                    | 6 203  | 5 440  | 56        | 59   | 48   |
| From non-renewable resources | 4 845                    | 4 355  | 5 960  | 44        | 41   | 52   |

In 2024, energy consumption from renewable resources decreased by 0,2% compared to 2023 and now constitutes 56% of the total energy consumption in the Group. Installed solar panels contribute to 0,2% of the total energy consumption (20,7 MWh).

|                            | 2024   | 2023   | 2022   |
|----------------------------|--------|--------|--------|
| Total energy usages (MWh)  | 11 026 | 10 558 | 11 400 |
| Total production (tons)    | 49 388 | 46 166 | 51 889 |
| Energy intensity (kWh/ton) | 223,3  | 228,7  | 219,7  |

302-3 Energy intensity

The energy intensity has decreased by 0.9% due to a higher production volume in 2024 compared to 2023.

METHODOLOGY AND REFERENCES

BIM Kemi has four production sites in Europe, all included in the report. No significant changes have been made in the company structure, size, or ownership during the year.

Usage of energy is highly dependent on production volume and product mix. High utilization will lead to a decrease in energy intensity, since there is a great portion of total energy used for keeping storage tanks and warehouses in temperature, lights, and general heating of buildings. The figures in the table are based on invoiced consumption from energy suppliers.

Although our region does not currently face high water stress, water is one of our most important raw materials. We continuously monitor its usage and consumption and strive for ongoing improvements in this area.

Water and Effluents

**MANAGEMENT APPROACH**  
Our environmental management systems and operating permits set clear requirements for handling water and effluents. Additionally, water is considered a critical resource within our circularity concept, highlighting the importance of reducing, reusing, and recycling water after treatment.

Although our region does not currently face high water stress, water is one of our most important raw materials. We continuously monitor its usage and consumption and strive for ongoing improvements in this area.

All activities and actions are coordinated and monitored within the Supply Chain team, involving all 4 production sites in Europe. The team meets every quarter and environmental performance and plans is a standing item on the agenda. All sites are using municipal water, and no other sources are utilized.

Apart from being a raw material, water is also used for cooling purposes. In most of our production sites, this is done in a closed circuit. We are currently investigating how to implement this for all sites, to bring down consumption.

Changing to use steam for cleaning tanks and processing equipment has been implemented in several places, but this work will continue. It will reduce water use. Work is also ongoing to investigate the actual cooling demand for some of our products to reduce the amount of cooling water needed.

Two of our production sites have internal wastewater treatment plants. The cleaned water is reused on one site and discharged to the municipal water treatment plant on the other site. None of the sites discharge wastewater directly to the recipient.

Some of the water reduction projects and activities require investments, which need to be included in a long-term investment plan.

|                                       | QUANTITY (M <sup>3</sup> ) |        |        |
|---------------------------------------|----------------------------|--------|--------|
|                                       | 2024                       | 2023   | 2022   |
| DISCLOSURE 303-3<br>Water withdrawal  | 42 314                     | 42 391 | 49 583 |
| DISCLOSURE 303-4<br>Water discharge   | 13 318                     | 12 361 | 18 491 |
| DISCLOSURE 303-5<br>Water consumption | 31 494                     | 30 001 | 31 092 |

**DISCLOSURES**  
Water is used as raw material in many of our products, and the usage in our products is shown as Water consumption. It is also used for cooling of products and cleaning, which is shown as Water discharge. Water used in offices is not included in the figures.

The overall water consumption within the Group has increased by 5% compared to last year mainly due to a higher production volume in 2024 compared to 2023.

**METHODOLOGY AND REFERENCES**  
BIM Kemi has four production sites in Europe, all of which are included in the report. No significant changes have been made in the company structure, size, or ownership. Usage of water is highly dependent on the production volumes. Sanitary water for offices etc. is not considered in the report. Water consumption is calculated from production statistics, and water discharge is coming from invoiced quantities from municipal treatment plants.



In 2024, total CO2 emissions from Scope 1 and 2 increased by 6% compared to 2023, but still a substantial decrease of CO2 emissions (41%) compared to the reference year 2021.

**Emission**

**MANAGEMENT APPROACH**

Air emissions from BIM Kemi’s operations mainly originate from energy consumption. In the materiality analysis, climate impact is a focus area, and this is the fourth year we publish our climate accountings for scope 1 and 2, according to the GHG Protocol. Our products do not contain volatile solvents and other emissions are regarded as not relevant.

It is the local production site that manages energy and refrigerant systems, as well as our owned vehicles. Our Group level Supply Chain team coordinates common plans and projects, and follow-up on overall goals. The Sustainability Coordinator supports the Supply Chain Team with data collection templates and performs the climate calculations, based on local site reports. To decrease the climate impact from our operations, we have focused on the transfer to renewable energy resources, mainly for stationary combustion. In June 2021, we installed a pellet boiler in Stenkullen replacing the oil pan. Two of our facilities have 100% renewable electricity and the others partially renewable electricity, which has further reduced emission levels.

In 2024, total CO2 emissions from Scope 1 and 2 increased by 6% compared to 2023, but still a substantial decrease of CO2 emissions (41%) compared to the reference year 2021. The main reasons for the increase during 2024 are decreased usage of the pellet boiler in Sweden due to runnability issues having to use diesel oil instead and higher production rates (13%) in Norway having effect on the CO2 emissions from the steam boiler run by fossil liquid

<sup>1</sup> Carbon Law, Stockholm Resilience Center (Johan Rockström)

petroleum gas. Although a minor increase of emissions can be noticed for 2024, we are close to the 2030 target of 50% reduction of emissions for scope 1 & 2, with 2021 as the reference year. GHG emissions intensity ration for BIM Kemi Group (kg CO2 e/ton trade product) has dropped by 0.9% compared to 2023.

Our long-term target is to decrease our climate impact by energy conversion and efficiency, to achieve net zero emissions by 2050, in accordance with the Paris Agreement. According to this agreement, the goal is to limit global warming to well below 2, preferably to 1.5 degrees Celsius, compared to pre-industrial levels. Until we have a rough estimation of our scope 3 contribution, we apply the Carbon Law , which implies a 50% reduction of emissions for scope 1 & 2 by 2030, with 2021 as the reference year.

For the coming years, we will focus on three main areas:

- Improve the basis for governance and reporting, e.g. perform a complete Scope 3 emission mapping for each production site, as well as refine our current life cycle assessment (LCA) methodology to ensure high quality sustainability data to all our stakeholders.

- Tighten the requirements on suppliers regarding management, reporting, and measures to decrease emissions.

- Continue to take measures to replace fossil fuels and reduce energy consumption.

Steering our operations and business toward more sustainable development requires

significant resources. Reducing our climate impact calls for investments in education initiatives, digitalization projects, and new energy systems. These are long-term commitments that demand dedication

and perseverance from management and employees at all levels. Moreover, economic, social, and broader environmental considerations must also be integrated into this progress.

DISCLOSURES

| CLIMATE ACCOUNTING                               |       |       |       |                               |
|--------------------------------------------------|-------|-------|-------|-------------------------------|
| Financial control scope                          | 2024  | 2023  | 2022  | 2024                          |
| TONS OF CO2E EMISSIONS                           |       |       |       | SHARE OF TOTAL CO2E EMISSIONS |
| DISCLOSURE 305-1 SCOPE 1, DIRECT GHG EMISSIONS   |       |       |       |                               |
| Stationary combustion                            | 951   | 836   | 1 477 | 60%                           |
| Mobile combustion (trucks and fork-lifts)        | 119   | 165   | 172   | 7%                            |
| Refrigerant leakage                              | 0     | 0     | 0     | 0%                            |
| Total Scope 1                                    | 1 070 | 1 002 | 1 648 | 67%                           |
| DISCLOSURE 305-2 SCOPE 2, INDIRECT GHG EMISSIONS |       |       |       |                               |
| Electricity (location-based)                     | 290   | 281   | 290   | 18%                           |
| District heating                                 | 237   | 223   | 245   | 15%                           |
| Total Scope 2                                    | 526   | 504   | 535   | 33%                           |
| Total Scope 1 & 2                                | 1 597 | 1 506 | 2 183 | 100%                          |

Additional information:  
Scope 1 Biogen CO2e from new pellet boiler

904 1006 772

| DISCLOSURE 305-4 GHG EMISSIONS INTENSITY                                                  | 2024 | 2023 | 2022 |
|-------------------------------------------------------------------------------------------|------|------|------|
| GHG emissions intensity ration for BIM Kemi Group (kg CO2e/ton trade product)             | 32,3 | 32,6 | 41,4 |
| A small decrease (1%) in GHG emission intensity due to higher production volumes in 2024. |      |      |      |

| GRI 305-7: NITROGEN OXIDES (NOX), SULFUR OXIDES (SOX), AND OTHER SIGNIFICANT AIR EMISSIONS FROM STATIONARY COMBUSTION IN SWEDEN, NORWAY, AND FINLAND. |                      |                      |                         |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|-------------------------|
| Year                                                                                                                                                  | NO <sub>x</sub> (kg) | SO <sub>x</sub> (kg) | Particulate matter (kg) |
| 2024                                                                                                                                                  | 849                  | 93                   | 110                     |
| 2023                                                                                                                                                  | 867                  | 68                   | 113                     |
| Change                                                                                                                                                | -2%                  | +37%                 | -3%                     |

The other air emissions from stationary combustion are at the same levels as last year expect for SOx mainly due to more diesel oil usage at the site in Sweden.

METHODOLOGY AND REFERENCES

The consolidation method for our climate accounting is financial control scope, including our sites in Europe. BIM Kemi rents the factory in Norway but owns all equipment such as the boiler. 90% of the electricity is used for produc- tion, thus, 10% belongs to scope 3 and is not included. Sales offices belong to scope 3, as

they are home or rental offices. Company cars are leased and belong to scope 3. BIM Kemi provides no return energy to the market and does not climate compensate. Biogenic emissions are reported separately, as well as the result from market-based electricity calculations. Please find references for emis- sion factors in the table below.

| CATEGORY                                                 | REFERENCE                                                                                                                                                                                                           |
|----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Stationary combustion                                    | Results 2021 Stationary combustion tool, version4-1, Green- house Gas Protocol l <sup>2</sup><br>Liquid fossil; Gas, Diesel oil (Swe, Fin, No)<br>Gaseous fossil; Natural gas (UK)                                  |
| Mobile combustion in UK                                  | Transport tool, version 2-6, Greenhouse Gas Protoco l <sup>2</sup><br>On-road diesel fuel                                                                                                                           |
| Mobile combustion in the Nordic countries                | Swedish Environmental Protection Agency, Tool for calculating the climate impact from transportation l <sup>3</sup><br>Work machine, diesel<br>Vehicle gas mixture                                                  |
| Local-based emission factor, Nordic electricity mix      | Nordic electricity mix: 69,6 ton CO2 e/kWh, Emissionsfaktor för nordisk elmix med hänsyn till import och export, IVL Svenska Miljöinstitutet i samarbete med Naturvårdsverket, Report Nr C 619, 2021 l <sup>4</sup> |
| Local-based emission factor, UK electricity mix          | UK electricity mix: 212,3 CO2 e/kWh, Greenhouse gas reporting on conversion factors for 2021, UK government l <sup>5</sup>                                                                                          |
| Local-based emission factor, District heating in Finland | District heating in Finland, Combined Heat and Power (CHP): 340 CO2 e/kWh, Fingrid (Finnish electricity network company), Conversion factors 2020 l <sup>6</sup>                                                    |

l<sup>2</sup> <https://ghgprotocol.org/calculation-tools>  
l<sup>3</sup> <https://www.naturvardsverket.se/>  
l<sup>4</sup> <https://www.ivl.se/download/18.556fc7e17c75c84933f392/1635759400558/FULLTEXT01.pdf>  
l<sup>5</sup> <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2021>  
l<sup>6</sup> <https://www.fingrid.fi/en/electricity-market/electricity-market-information/real-time-co2-emissions-estimate/>

Waste

Work is in progress on all sites to bring down the amount of waste, e.g. by preventing quality problems of stock and products which become outdated or fall outside the specification.

MANAGEMENT APPROACH

Although waste management is not listed as a top priority in our materiality analysis, our environmental management systems and operating permits impose strict requirements for handling waste streams. Circularity remains a central concept in our sustainability efforts, and plans to further reduce, reuse, and recycle waste are integral to our daily operations.

A major part of our waste fractions originates from production. It is a mix of packages, waste products and sludge from the wastewater treatment plants. Besides the financial aspect, we decrease and sort the waste to find more suitable treatments for environmental reasons. Our Quality- and Environmental management system provides policies and procedures to improve our way of working. By sorting waste fractions, we strive to move up in the waste hierarchy.

During the year, additional waste fractions have been introduced on some of the sites. A project

investigating improvements by Statistical Process Control has been done in Sweden and the UK, aiming to decrease quality issues in relation to process capability. The plan is to start implementing the results during the coming year.

In Sweden, a project has started to improve the quality of data received from our raw material suppliers. This data will be used to improve data analysis and continuous improvement work within the organization. Furthermore, on all sites work is in progress to bring down the amount of waste, e.g. by preventing quality problems of stock and products which become outdated or fall outside the specification.

Since the sites are in different countries, local legislation differs from site to site. In addition, the possibilities for final treatment of the waste varies. This implies that the strategies need to be somewhat different for each site, but we try to learn from each other. Thus, all work in this area is handled by a team consisting of representatives from all sites, which in turn reports to the Supply Chain team.



DISCLOSURE

Waste class and quantities are presented in the below table.

306-3 Waste generated

| WASTE CLASS | FRACTIONS            |                  |                   |           |                   |                                  |                                  |
|-------------|----------------------|------------------|-------------------|-----------|-------------------|----------------------------------|----------------------------------|
|             | Non-hazardous (tons) | Hazardous (tons) | Total 2024 (tons) | Share (%) | Total 2023 (tons) | Non-hazardous                    | Hazardous                        |
| Reuse       | 1 021,5              | 0,0              | 1021,5            | 61,4      | 1 111,3           | Washed IBC:s and drums           |                                  |
| Recycle     | 133,6                | 0,8              | 134,5             | 8,1       | 113,7             | Paper, Metal, Plastic, Glass     | Electronics                      |
| Recovery    | 172,7                | 283,4            | 456,1             | 27,4      | 356,3             | Mixed waste for incineration     | Cleaning water, laboratory waste |
| Landfill    | 17,1                 | 33,7             | 50,7              | 3,1       | 9,5               | MgO-waste, Paint, Adhesive waste | Chemical waste                   |

Increase of hazardous material to landfill was due to rebuilding of roof at the BIM UK site., i.e., roof waste contained asbestos.

METHODOLOGY AND REFERENCES

BIM Kemi has four production sites in Europe, all included in the reporting. No significant changes have been made in company structure, size or ownership. Figures and statistics are coming from invoiced quantities from different treatment plants for waste.



# People

At BIM Kemi, our people are the driving force behind our success. Their knowledge and expertise are key to achieving our long-term goals and maintaining our position as a knowledge-based and innovative company. We are committed to providing a safe, healthy, and inclusive work environment where our employees feel valued, supported, and empowered. By offering continuous learning and development opportunities, we support both individual growth and company success.

## Employment

### MANAGEMENT APPROACH

Our employees are our most valuable asset. Their creativity, passion, collaborative mindset, and ability to adapt to an ever-changing world, shape our company culture and drive our success. We refer to this as the BIM Spirit—a unique mindset that fosters engagement, innovation, and teamwork. To remain competitive and achieve our strategic goals, BIM Kemi is committed to attracting, developing, and retaining a skilled and motivated workforce. Our HR department leads our competence management process, ensuring we have the right skills today and in the future.

Our competence management process is based on a needs analysis to determine which skills need to be strengthened and how. It could, for example, be about recruitment, development measures for employees, or external skills support. When recruiting, we follow a structured

recruitment process that ensures we identify and employ skilled, competent, and motivated individuals in a fair, inclusive, and non-discriminatory manner.

All new employees participate in a well-defined induction program during their first weeks. Important parts include :

- Introduction to BIM Kemi’s values, Code of Conduct, and BIM Spirit.
- Role-specific training and integration into their team.
- Overview of company policies, including sustainability and ethical business practices.

At BIM Kemi, we believe that all employees should have the opportunity to influence their own work, feel responsible for their tasks and have the required power to feel motivated and engaged. We also believe that it’s important to have fun at work. Therefore, we arrange different social activities besides the ordinary work to strengthen the team spirit.

We want our employees to have a good work-life balance. Amongst others, we encourage all employees to take parental leave and support their transition back to work by developing plans for their return to work to ensure our employees feel motivated and welcomed after leave. Every year, we follow up the parental leave statistics.

Our employees are our most valuable asset. Their creativity, passion, collaborative mindset, and ability to adapt to an ever-changing world, shape our company culture and drive our success. We refer to this as the BIM Spirit—a unique mindset that fosters engagement, innovation, and teamwork.

To continuously improve, BIM Kemi conducts exit interviews with employees leaving BIM to get feedback for improvements, follow up employee turnover and reasons for leaving.

DISCLOSURES  
401-1 New employee hires and employee turnover

| NUMBER OF NEW HIRES    |      |      |      | NUMBER OF TURNOVERS   |      |    |      |     |      |     |  |
|------------------------|------|------|------|-----------------------|------|----|------|-----|------|-----|--|
|                        | 2024 | 2023 | 2022 |                       | 2024 |    | 2023 |     | 2022 |     |  |
| Total new hires        | 20   | 13   | 20   | Total turnover        | 10   | 5% | 28   | 15% | 29   | 15% |  |
| New hires by age group |      |      |      | Turnover by age group |      |    |      |     |      |     |  |
| <30                    | 8    | 3    | 8    | <30                   | 3    | 2% | 9    | 5%  | 5    | 3%  |  |
| 30-50                  | 7    | 9    | 10   | 30-50                 | 4    | 2% | 7    | 4%  | 18   | 9%  |  |
| >50                    | 5    | 1    | 2    | >50                   | 3    | 2% | 12   | 6%  | 6    | 3%  |  |
| New hires by gender    |      |      |      | Turnover by gender    |      |    |      |     |      |     |  |
| Females                | 5    | 1    | 7    | Females               | 3    | 2% | 9    | 5%  | 9    | 5%  |  |
| Men                    | 15   | 12   | 13   | Men                   | 7    | 4% | 18   | 10% | 20   | 10% |  |

401-3 Parental leave

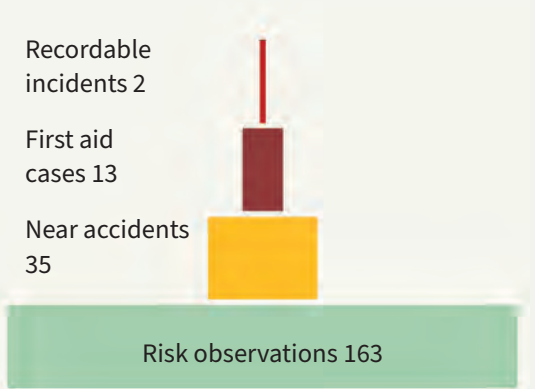
| PARENTAL LEAVE BY GENDER | 2024 | 2023 | 2022 |
|--------------------------|------|------|------|
| Females                  | 2    | 2    | 1    |
| Men                      | 1    | 2    | 2    |

We also conduct an employee survey every two years to measure the engagement of our employees. The outcome is basis for an improvement plan at both departmental and management levels, with identified focus areas and actions.

Occupational Health and Safety

**MANAGEMENT APPROACH**  
Based on our materiality analysis, Occupational Health and Safety is a top priority and a key strategic focus within the company. We are committed to providing an accident-free workplace where every employee feels safe, can develop, and remains motivated. Our goal is to foster a strong safety culture, ensuring that all employees—whether permanent, temporary, or hired personnel—are protected from workplace hazards.

To achieve an accident-free workplace, proactive risk management is essential. While BIM Kemi does not currently hold a formal certification under an occupational health and safety management system, we strictly comply with local work environmental regulations in each country where we operate. Our approach follows a systematic process similar to management systems, ensuring examination and analysis of workplace safety risks, implementation of preventive measures to reduce hazards, and continuous follow-up and improvement through monitoring and feedback.



Heinrich Triangle for 2024

BIM Kemi has a group-wide Health & Safety Policy, applicable to all employees, including temporary and contract workers. All employees are encouraged to actively report safety risks, the managers are responsible for analysing and mitigating risks in their areas, and the top management monitors health and safety performance through KPIs and regular safety reviews.

To ensure a proactive safety measures, BIM Kemi is using Total Recordable Incident Frequency Rate (TRIFR), which is the total number of Recordable Incident (TRI) multiplied with 1.000.000 divided by the total work hours. This is illustrated in a Heinrich triangle, ensuring that we work proactively by striving for the risk reporting always outweighing the near accidents and accidents. By emphasising preventive actions and early detection of hazards, we work to eliminate risks before they lead to injuries.

**DISCLOSURES**  
**403-2 Hazard identification, risk assessment, and incident investigation**  
Identification of hazards and risks is a regular management activity, by conducting safety walks with worker representatives to detect and address potential hazard. Chemical risks are monitored and managed by a dedicated chemical team. Also, as mentioned above, every employee has the responsibility and possibility to report risks within their working area. Every site has its own reporting system which is available for all employees.

Managers are responsible for investigating and addressing risks, near accidents, and accidents/injuries. When relevant, root cause analysis

To ensure the proactive safety measures, BIM Kemi is using Total Recordable Incident Frequency Rate (TRIFR).

This is illustrated in a Heinrich triangle, ensuring that we work proactively by striving for the risk reporting always outweighing the near accidents and accidents.



Through our systematic approach, we ensure that we have knowledge of risks as well as clear procedures for critical operations. Each critical work activity has been risk assessed, and there are clear instructions to lower the risk to workers.

is performed to find out the most effective preventive actions. Risks and accidents are discussed at regularly meetings, such as weekly production and laboratory meetings but also at quarterly health and safety committees. Severe accidents are reported to the work safety authority in the respective country. Through our systematic approach, we ensure that we have knowledge of risks as well as clear procedures for critical operations. Each critical work activity has been risk assessed, and there are clear instructions to lower the risk to workers. The assessments are reviewed annually

**403-4 Worker participation, consultation, and communication on occupational health and safety**

Each site has a Health & Safety committee that meets every three months. These committees include both management and worker

representatives who discuss topics such as sick leave, workplace accidents, dangerous substances, and needs for improvement. In addition to these meetings, regular safety walks are conducted throughout the year, involving department managers and employees to identify and address potential risks. At some sites, we also carry out 5S audits, where the workers are involved.

Health and safety information is shared in multiple ways, including the company intranet, notice boards, and internal meetings. When needed, direct and focused information is sent directly to relevant teams via email or at internal meetings. A formal safety report is compiled every month and sent to both local and top management.

| COUNTRY                          | 2024 | 2023 | 2022 |
|----------------------------------|------|------|------|
| TRI - Total Recordable incidents | 2    | 7    | 3    |
| Total Accidents                  | 15   | 12   | 12   |
| Fatalities                       | 0    | 0    | 0    |
| TRIFR                            | 5,32 | 15,9 | 7,98 |

BIM Kemi has not had any fatalities during 2024, and not even at all since the start of the company. The number of Total Recordable Injuries has been on a steady level over the last three years.

**403-5 Worker training on occupational health and safety**

All new employees receive introductory safety training covering essential workplace safety routines. In addition, all managers and worker health & safety representatives undergo training on legal health and safety requirements. Regular fire safety and first aid training sessions are held to keep employees prepared for emergencies. Employees also have access to online safety training, which covers various workplace hazards and preventive measures. Some safety courses are mandatory and must be completed at regular intervals, such as forklift certification and certain high-risk tasks.

well as mill specific in some cases. This is the daily life for our salespeople, who spend the most of their working time at the customers. This training includes potential risks, mandatory safety gear, and evacuation procedures. If an incident occurs at a customer site, BIM Kemi follows established reporting procedures to ensure that accidents are properly handled and internal learning about risks. Since our salespeople spend a large amount of time driving, they undergo regular training in safe driving practices to reduce the risk of traffic-related accidents and ensures that they can travel safely between customer visits.

**403-6 Promotion of worker health**

Through our wellness initiatives, we provide opportunities and create conditions for our employees to influence their mental and physical health through their lifestyle and participation in wellness activities with their own power.

For visitors and contractors at BIM Kemi units, there are site-specific safety rules to follow, and they are obliged to read and accept these rules when signing in at the site. Visitors are always accompanied by a BIM Kemi representant, who takes responsibility that all rules are followed.

**403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships**

Everyone who visits customer sites must complete a repetitive, mandatory safety training, as

**403-9 Work-related injuries**

BIM Kemi has not had any fatalities during 2024, and not even at all since the start of the company. The number of Total Recordable Injuries has been on a steady level over the last three years.

To stay at the forefront of our field of work, it is essential that every employee has access to regular training and education

Training and Education

MANAGEMENT APPROACH

BIM Kemi is an entrepreneurial company with knowledge, research, and development at its core. To stay at the forefront of our field of work, it is essential that every employee has access to regular training and education. This applies to all roles and positions, and we constantly strive to build high- performing teams.

Training needs are identified through individual development talks. BIM Kemi has set a target to carry out individual development talks with all employees annually and set goals for the coming year. To ensure that all employees receive individual development talks, we have strengthened the support to all managers by providing clear instructions and checklists. Learning and development at BIM Kemi go beyond external courses. We also promote our internal training sessions and job rotation program, networking activities, mentorship programs, and site visits to help employees grow within the company.

At the yearly management reviews, the competence needs are analysed at company level. To improve the quality of our performance reviews, we track a KPI from the employee survey, which measures employee feedback on the quality and content of these discussions. The survey is conducted every two years, with the most recent one completed in 2024, showing a big improvement in the quality of development discussions, reflecting our continuous efforts to enhance employee growth and engagement. We also monitor employee training hours by country, gender, and age group, allowing us to track participation and ensure equal access to development opportunities for all employees.

DISCLOSURES

404-1 Average hours of training per year per employee

| TRAINING HOUR | TOTAL 2024 | TOTAL 2023 | TOTAL 2022 |
|---------------|------------|------------|------------|
| Per employee  | 13,8       | 14,2       | 10,6       |

404-2 Programs for upgrading employee skills and transition assistance programs

Training priorities for the year are set based on current needs and skill gaps. In 2024, the primary focus was on enhancing technical and sales-related skills for our sales teams in the field, ensuring they have the expertise needed to meet customer demands effectively. Additionally, we placed a strong emphasis on sustainability training for the R&D team, preparing them for EU Green Deal compliance and ensuring they stay up to date with regulations and industry standards.

404-3 Percentage of employees receiving regular performance and career development reviews

| PER-FORMED REVIEWS | TOTAL 2024 | TOTAL 2023 | TOTAL 2022 |
|--------------------|------------|------------|------------|
| BIM group          | 100%       | 100%       | 81%        |

Diversity and Equal Opportunity

MANAGEMENT APPROACH

At BIM Kemi, we actively work for gender equality, diversity, and inclusion, and it is embedded in our culture to have an inclusive environment. Everyone at BIM Kemi has the right to be treated with respect, regardless of gender, age, sexual orientation or identity, religion, ethnicity, or disability. In the last years, we have worked according to a set plan to ensure equal treatment, counter-act discrimination, harassment, and abusive treatment. All employees are expected to contribute to a workplace where we promote respect for the equal value of all people, equality, and solidarity between people. According to the plan, we assess the level of equality at BIM Kemi regarding the areas sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, and age. If we identify areas that need improvement, we set specific goals that are followed up annually. We actively work to hire women in roles where men are currently in the majority. However, this can be difficult when there are few – or sometimes no – female applicants, especially in production and sales.

Every two years, all employees have the opportunity to participate in an employee survey, which includes questions about diversity and equal opportunities. If there is any indication of impaired results or trends, we take action. The 2024 survey showed a significant improvement in the perception of receiving equal pay for equal work, regardless of background i.e., ethnicity, disability, gender, cross-gender identity, sexual orientation, religion or age. This shows that our efforts are making a difference, but we

will continue working towards an even more inclusive workplace.

DISCLOSURES

405-1 Diversity of governance bodies and employees

| EMPLOYEES              | TOTAL 2024 |     | TOTAL 2023 |     | TOTAL 2022 |     |
|------------------------|------------|-----|------------|-----|------------|-----|
| Total no.              | 188        |     | 187        |     | 198        |     |
| <30                    | 16         |     | 14         |     | 20         |     |
| 30-50                  | 68         |     | 81         |     | 79         |     |
| >50                    | 104        |     | 92         |     | 100        |     |
| Female                 | 49         | 26% | 51         | 27% | 60         | 30% |
| <30                    | 4          |     | 3          |     | 6          |     |
| 30-50                  | 25         |     | 23         |     | 27         |     |
| >50                    | 20         |     | 25         |     | 27         |     |
| Men                    | 139        | 74% | 136        | 73% | 138        | 70% |
| <30                    | 12         |     | 9          |     | 14         |     |
| 30-50                  | 53         |     | 63         |     | 52         |     |
| >50                    | 74         |     | 64         |     | 72         |     |
| Total no. white collar | 138        | 73% | 142        | 76% | 156        | 79% |
| Total no. blue collar  | 50         | 27% | 45         | 24% | 42         | 21% |

| NUMBER OF MANAGERS | 2024 |     | 2023 |     | 2022 |     |
|--------------------|------|-----|------|-----|------|-----|
| Total              | 33   |     | 32   |     | 35   |     |
| By gender          |      |     |      |     |      |     |
| Females            | 6    | 18% | 7    | 22% | 8    | 23% |
| Men                | 27   | 82% | 25   | 78% | 27   | 77% |

**Comment:**

In our sales organisation in Central Europe there are no women employed at all, which affects the result of Mangers by gender. In Sweden, Finland and the UK 29%, 22% and 25% of the females are managers.

| Group Management | 2024 | 2023 | 2022 | Board of directors | 2024 | 2023 | 2022 |
|------------------|------|------|------|--------------------|------|------|------|
| Total            | 6    | 6    | 6    | Total              | 5    | 5    | 5    |
| Female           | 0    | 0    | 0    | Female             | 2    | 2    | 2    |
| Men              | 6    | 6    | 6    | Men                | 3    | 3    | 3    |
| Age group        |      |      |      | Age group          |      |      |      |
| <30              | 0    | 0    | 0    | <30                | 0    | 0    | 0    |
| 30-50            | 1    | 1    | 1    | 30-50              | 0    | 0    | 0    |
| >50              | 5    | 5    | 5    | >50                | 5    | 5    | 5    |



| 405-2<br>PAY RATIO SALARY WOMEN/MEN % |      |      |      |
|---------------------------------------|------|------|------|
|                                       | 2024 | 2023 | 2022 |
| COUNTRY                               |      |      |      |
| Sweden                                | 97   | 95   | 94   |
| Norway                                | 93   | 91   | 96   |
| Finland                               | 69   | 69   | 99   |
| UK                                    | 99   | 98   | 92   |
| Continental Europe                    | -    | -    | -    |

When analysing the pay ratio for women compared to men, there is almost equality in salary between gender in most companies except in BIM Finland. At present, there are no women employed in the sales organisation in Continental Europe.

**202-1 Ratios of standard entry level wage by gender compared to local minimum wage**  
100% of all salaries in BIM Kemi Group are above local minimum wages. The nature of our business requires that all our employees have competence and roles with salaries above local minimum wages. This is independent of gender.

At BIM Kemi, we do not tolerate any form of discrimination, harassment, or bullying. Everyone should be treated equally and with respect. We work systematically to identify and address any signs of inappropriate behaviour.

Non-Discrimination

MANAGEMENT APPROACH

At BIM Kemi, we do not tolerate any form of discrimination, harassment, or bullying. Everyone should be treated equally and with respect.

We work systematically to identify and address any signs of inappropriate behaviour. One key tool is our bi-yearly employee survey, where all employees can answer questions related to discrimination, harassment, threats, violence, or bullying. Additionally, we hold regular workshops where employees discuss workplace culture, ethical dilemmas, and how to behave towards each other. Other preventive measures include training in conflict management and teambuilding activities.

BIM Kemi has a group common policy and procedure in place for handling cases of discrimination, unequal treatment, or harassment.



We also fully comply with the EU directive on whistleblowing, providing a confidential reporting channel on our website.

In case of incidents, they are followed up both at the Group Management level and locally. Actions will be taken locally, including meetings with the individuals involved and broader discussions within departments.

It is essential that all our employees are aware of the policy regarding unequal treatment, discrimination, and harassment, and have the opportunity to discuss how to behave to each other.

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The reporting period for this sustainability report is full year 2024.  
This is the fourth GRI referenced report from BIM Kemi.

This is the fourth GRI referenced sustainability report for BIM Group.  
It is also our Communication of Progress in accordance with our  
membership in UN Global Compact.

More information and digital copy of this report is available at  
[www.bimkemi.com](http://www.bimkemi.com)

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