

GRÄNGES' SUSTAINABILITY FRAMEWORK AND 2025 TARGETS

PILLARS	MATERIAL TOPICS	2025 TARGETS
<p>SECURE ETHICAL BUSINESS PRACTICES</p> 	<ul style="list-style-type: none"> Ethics and anti-corruption 	<ul style="list-style-type: none"> 100 per cent of employees annually trained in Gränges' Code of Conduct. 100 per cent of applicable employees¹⁾ annually trained in anti-corruption.
<p>ENSURE RESPONSIBLE AND SUSTAINABLE SOURCING</p> 	<ul style="list-style-type: none"> Responsible sourcing Sourced recycled aluminium Emissions and climate impact 	<ul style="list-style-type: none"> 100 per cent of the purchase value from significant suppliers²⁾ committed to Gränges' Supplier Code of Conduct or equivalent standard. 20 per cent sourced recycled aluminium of total sourced metal inputs. Increase the share of sourced renewable energy (electricity, heat, fuels).³⁾ Reduce indirect carbon emissions intensity from purchased materials and services.³⁾
<p>RUN SUSTAINABLE OPERATIONS</p> 	<ul style="list-style-type: none"> Workplace safety Energy Emissions and climate impact Water management 	<ul style="list-style-type: none"> 3.0 recordable accidents per million hours worked (Total Recordable Rate). 50 lost workdays per million hours worked (Severity Rate). 17 per cent reduction in energy intensity.³⁾ 25 per cent reduction in direct and energy indirect carbon emissions intensity.³⁾ All Gränges sites to have implemented a local water management plan.
<p>BUILD DIVERSE AND HIGH-PERFORMING TEAMS</p> 	<ul style="list-style-type: none"> Career and leadership development Diversity and equality Employee wellbeing 	<ul style="list-style-type: none"> 100 per cent of employees receiving annual performance and development discussion. At least 30 per cent women among senior management⁴⁾. Employee engagement index: 85.
<p>DEVELOP SUSTAINABLE PRODUCT OFFERINGS</p> 	<ul style="list-style-type: none"> Eco-responsible innovation Product life-cycle sustainability performance 	<ul style="list-style-type: none"> 80 per cent of Gränges' products have verified sustainability information available.

1) Employees working in sales, purchasing and senior executives who have external contacts.

2) Suppliers with a purchase value above 5 MSEK, 5 MCNY or 0.5 MUSD.

3) Versus baseline 2017.

4) Employees eligible to participate in Gränges' long-term incentive (LTI) programme.