2025
SUSTAINABILITY REPORT

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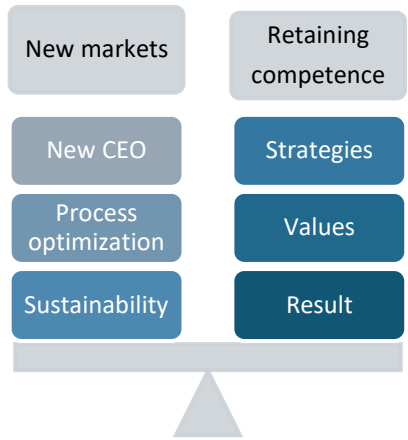
2025 Summarized

During 2025, Ytbehandlingsteknik i Näsum AB successfully reversed its negative trend. Through increased volumes, more efficient working methods, and strong performance across several key indicators – both financially and environmentally – the company strengthened its position once again. We are proud to announce that, thanks to these outstanding achievements, YTAB has been named a Gazelle Company of the Year for the fifth time!

Throughout this report, Ytbehandlingsteknik i Näsum AB will hereafter be referred to as "YTAB". Achieving our goals and strategic objectives requires the integration of economic, environmental, and social sustainability.

The points we have chosen to focus on now are the following:

3 Good Health and Well-being
4 Quality Education
5 Gender Equality
7 Affordable and Clean Energy
8 Decent Work and Economic Growth
10 Reduced inequality
12 Responsible Consumption and Production
16 Peace and Justice Strong Institutions



Pellets

Continues to be the primary energy source used to heat our production facilities.

Employees

The response rate for the employee survey in 2025 was **94%**.

Efficency

Measure-ment in our manual paint booths showed a strong improveme nt during 2025.

Ytbehandlingsteknik i Näsum AB continued to make progress toward its sustainability goals in 2025, with a target year of 2030 for achieving these objectives.

As in previous years, the company has worked in a structured and systematic manner to reach its established goals. The company continuously monitors its targets and key performance indicators (KPIs) to support a culture of continuous improvement.

Ytbehandlingsteknik i Näsum AB, Olofströmsvägen 470, 295 94 Näsum, info@ytab.com, 0456-204 50

Ytbehandlingsteknik i Näsum AB

The business

YTAB is owned by the parent company YTAB Group AB, the group includes a total of the parent company and three sister companies, two of which are located in Sweden and one in Hungary.

In 1995, the paint industry Ytbehandlingsteknik i Näsum was founded. Since its inception, a number of major changes have been implemented in the business. In 1997, investments were made in the first paint line for plastic parts.

Over the years, the company has gone through a long development process where it has rebuilt and expanded existing spaces. Today, YTAB consists of 10,000 sqm divided into production premises, warehouse facilities and an office building. To meet environmental requirements, a purification plant was established in 2003 at the same time as new paint booths were being established for test painting and smaller series. This year was an eventful year and at the same time they made sure to be certified according to ISO 9001.

The development of the company was constantly driven forward and when supplier agreements were signed with larger companies in the automotive industry, it was also ensured that 2008 was certified against the automotive industry's requirements for quality management system SIS-ISO TS 16949.

YTAB's strong will to develop led to a new certification in 2018, when it was certified according to IATF 16949 and in 2019 through certification of ISO 14001.

Business idea

Ytbehandlingsteknik i Näsum AB (YTAB) shall as a supplier of painted products, in a customer-oriented and competent manner, meet the customer´s specific wishes for a functional and aesthetically pleasing product.

Vision

YTAB's vision is to be the customer's number one choice in industrial wet painting and special treatments for the manufacturing industries. For society, YTAB wants to be an attractive workplace that is socially engaged in its employees and has a positive impact on our surroundings. YTAB wants

Operational Policy

and Economically Sustainable perspective to extract long-term profitability in its sustainable processes.

Y YOUR BEST SUPPLIER
Our goal is to be the natural choice when a customer chooses a supplier for industrial painting

T TEAM WORK
We are one team and achieve better results together

A ADDED VALUE
We want to meet the customers specific wishes for a functional and ethnically appealing product

B BREAKING BARRIERS
Tearing down obstacles and promoting cooperation between departments on the basis of common values

G GREAT PERFORMANCE
Continuous improvement for all our processes is a guiding star in our work

R RELIABLE
Reliability is important both within and around the company

O OPPORTUNITIES
Opportunities are opened for everyone, if you want to grow, we want to grow with you

U UNDERSTANDING
Understanding for each other is a primary target

P PROFESSIONAL PAINTERS
We are highly trained painters (to met our customers demand and expectations)

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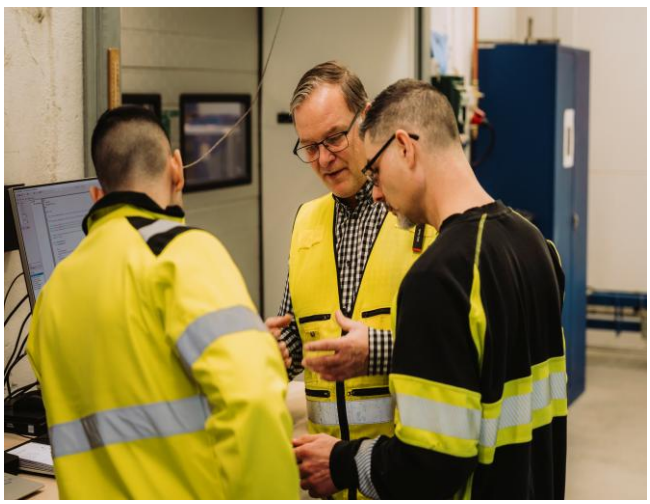
Ytbehandlingsteknik i Näsum AB

Operational Policy

Our objective is to be the natural choice when customers select a supplier for industrial coating services. We achieve this by focusing on quality, environmental responsibility, reliability of delivery, product safety, expertise, flexibility, and added value. To achieve the best results throughout the entire process, YTAB believes in building strong relationships with customers, employees, and suppliers.

Continuous improvement in all our processes is a guiding principle in our efforts to fulfill our zero-defect vision and meet our customers' specific requirements and expectations.We work closely with our customers to jointly develop tailored solutions. Our operations are characterized by considering environmental aspects in relation to their impact while maintaining sound economics for all stakeholders involved.



Employee Engagement & Leadership

At YTAB, we foster active employee engagement and strong leadership. More information can be found in the Sustainability Report, where YTAB's Personnel Policy and Leadership Matrix are described.Below you will find YTAB's Core Values, STEGRA.

Core Values

Our core values STEGRA
Cooperation – Delivering results and driving development. We focus on results, collaboration, and continuous improvement. We work with each other, not against each other.
Directness – We are honest with one another and communicate clearly and openly. We set clear expectations and ensure mutual understanding.
Engagement – With strong motivation and commitment. This contributes to positive development and creates a solid foundation for teamwork and pride in our work.
Joy at Work – We want work to be characterized by enjoyment and enthusiasm. We believe that job satisfaction is a prerequisite for taking pride in our work and professionalism, enabling us to deliver high quality.
Respect – We actively listen, care about one another, and demonstrate mutual respect and dignity.
Responsibility – We take ownership of our work, are reliable and punctual, and collaborate to achieve the best possible results.

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Quality in focus

As a supplier of painted products, YTAB shall, in a customer-oriented and competent manner, meet the customer's specific wishes for a functional and aesthetically pleasing product. Our customers are located all over Sweden and also in a certain part of the EU.

YTAB works with continuous improvement and continuous competence development is a natural part of our process to create long-term sustainable success for our customers, our organization, society and the environment.

In Sweden, we are certified according to **IATF 16949** and **ISO14001**.

The business is located in Näsum.

DNV

MANAGEMENT SYSTEM CERTIFICATE

Certificate no.: 280954-2018-AE-SWE-SWEDAC
Initial certification date: 28 August 2019
Valid: 28 August 2022 – 27 August 2025

This is to certify that the management system of
Ytbehandlingsteknik i Näsum AB
Olofströmsvägen 470, 295 94, NÄSUM, Sweden

has been found to conform to the Environmental Management System standard:
ISO 14001:2015

This certificate is valid for the following scope:
Industrial surface treatment

DNV

MANAGEMENT SYSTEM CERTIFICATE

Certificate no.: 45274-2008-AQ-SWE-IATF-426455
Valid: 18 July 2024 – 17 July 2027
IATF Certificate No: 0531744

This is to certify that the management system of
Ytbehandlingsteknik i Näsum AB
Olofströmsvägen 470, 295 94, NÄSUM, Sweden (USI: 62P9XP)

has been found to conform to the Quality Management System standard:
IATF 16949:2016

This certificate is valid for the following scope:
INDUSTRIAL SURFACE TREATMENT

EXCLUSION: 8.3 PRODUCT DESIGN

YTABs Management system In order for YTAB to be run in a well-structured way, we use AM System.

The management of YTAB sees the operating system as an aid for working with quality and environmental issues in a systematic way. The management system is part of our work to meet the demands of customers and other stakeholders in a way that satisfies high demands on products, services and handling from a quality and environmental perspective.

Our Management System describes management processes, main processes and support processes.

The system describes YTAB through process maps as well as documented procedures, instructions and instructions.

The management system is primarily designed to be an encyclopedia for internal use. The system is a tool for leading, controlling and improving the company's work with a focus on good production and quality.

Our commitment involves ensuring the management of outsourced processes so that they meet all customer and permit requirements.

Customer Focus

Market

YTAB primarily works with personal communication through our marketing department. We view strong customer relationships as essential for the company's development. Looking ahead, we see significant growth opportunities through social media, and our strategy is to remain active on Facebook, LinkedIn, and Instagram, where we strategically promote YTAB as a competent and innovative company. This is further strengthened by our ambition to showcase the workforce and expertise that exist within the company.

Follow us on LinkedIn!

YTAB's Principles with Customer and Quality in Focus

Teamwork

Through teamwork and by working together according to our core values, **we keep the customer in focus** and create as well as develop engaged employees and a safe workplace.

Quality

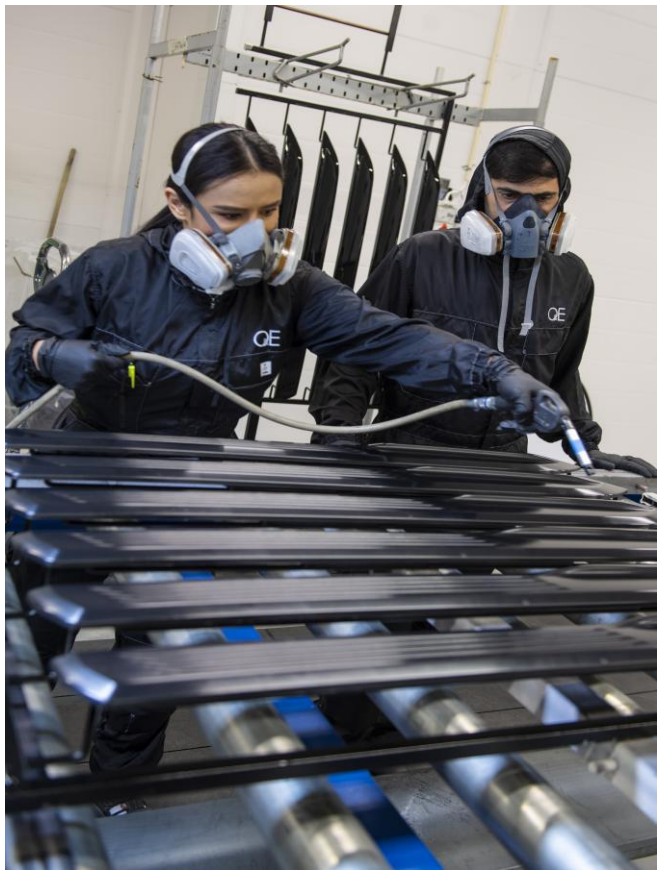
By ensuring that the right quality and the right quantity come from me, by stopping errors, and by visualizing data through daily performance management**, we keep the customer in focus**.

Standardized Working Methods

By working according to standardized working methods, always following the best-known method available, **we keep the customer in focus.**

Continuous Improvements

By working with continuous improvements, daring to challenge our processes, and learning new things every day, **we keep the customer in focus.**



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A word from the CEO

"*Together with our employees, we continue to develop YTAB into a more sustainable, efficient, and future-ready business.*"

Helena Lönegård, CEO

Since 15 September 2025, I have had the privilege of leading YTAB Group as CEO. I take on this role with great respect for the expertise and commitment within the organization, as well as for the work that has already been carried out to develop our business and strengthen our sustainability efforts.

YTAB Group consists of four companies, three of which operate in Sweden. Through our expertise in surface treatment and industrial coating, we work every day to deliver high quality to our customers while continuously developing our processes to become more efficient and sustainable.

During 2025, YTAB continued its focused efforts to develop and streamline its production processes. Through changes and improvements in production, we have optimized our ways of working and increased efficiency within our facilities. At the same time, measures have been implemented that have contributed to reduced energy consumption, which is an important step in our efforts to minimize the environmental impact of our operations.

A safe workplace and a healthy working environment are fundamental prerequisites for our business. We work systematically with health and safety issues and ensure that our employees have the knowledge and conditions required to work safely and securely. Through continuous training and proactive health and safety initiatives, we create a workplace where people can grow, contribute, and feel engaged. Together with our employees, customers, and partners, we will continue to develop YTAB Group and create long-term value through sustainable solutions, high quality, and strong relationships.

Diversity and inclusion are an important part of our corporate culture. We strive to create a workplace where people with different backgrounds, experiences, and perspectives are given equal opportunities to contribute and grow. We firmly believe that an inclusive work environment strengthens both our organization and our ability to meet the challenges of the future.

As a company, YTAB aims to be a responsible business and a good corporate citizen. By integrating sustainability into our operations, we contribute to a more sustainable business community and to a society where business success and responsibility go hand in hand.

6 March 2026
Helena Lönegård CEO, YTAB Group

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Ytbehandlingsteknik i Näsum AB

Code of conduct - short version

Ytab's Code of Conduct sets out the values that the company represents and guidelines for how employees, suppliers and partners are expected to behave.

Business principles

Laws, rules and regulations: Ytab complies with applicable laws, rules and regulations.
Gifts, benefits: Business and government contacts must be handled ethically. Ytab distances itself from all forms of corruption, including giving and taking bribes and trading that has been influenced by pressure.
Confllicts of interest: Emplyees must act in Ytab´s best interest and avoid conflicts of interest.
Competition law: Ytab's employees must not engage in anti-competitive practices or conduct that prevents, restricts or distorts competition.

Health and safety

Work environment: . Ytab's workplace must be safe and secure. The work environment must also be physically, mentally and socially healthy and give employees the opportunity to grow and develop.
Employees: Ytab's employees must be given the opportunity to participate, develop and take on new challenges
Use of private or public security forces We do not see that we could end up in a situation where we would have to use private or public security forces, but if the situation were to arise, these will only be used when it is absolutely unavoidable.

LEAVE NO ONE BEHIND

Human rights and working conditions

Gender equality and victimisation:
Ytab supports and respects internationally recognized human rights. Ytab promotes diversity and equality.
Working conditions: Obligations towards workers under national legislation and social security systems must be respected and complied with.

Child labour: Child labour must not occur at Ytab's facilities or in activities carried out by Ytab's business partners.
Freedom of association: The right of workers to form or join trade unions and bargain collectively must be respected.

Ethical recruitment We will recruit employees based on their qualifications, skills and experience, without discrimination in any form.

Environment

Ytab works continuously to improve the business's resource-use efficiency and energy performance. Air and water emissions and other disturbances shall be reduced as far as possible within a reasonable framework in terms of technology, benefits and costs.

Compliance and whistleblowing

At Ytab, we seek open and responsible communication, and we want our employees and other stakeholders to report behaviour that violates our Code of Conduct.

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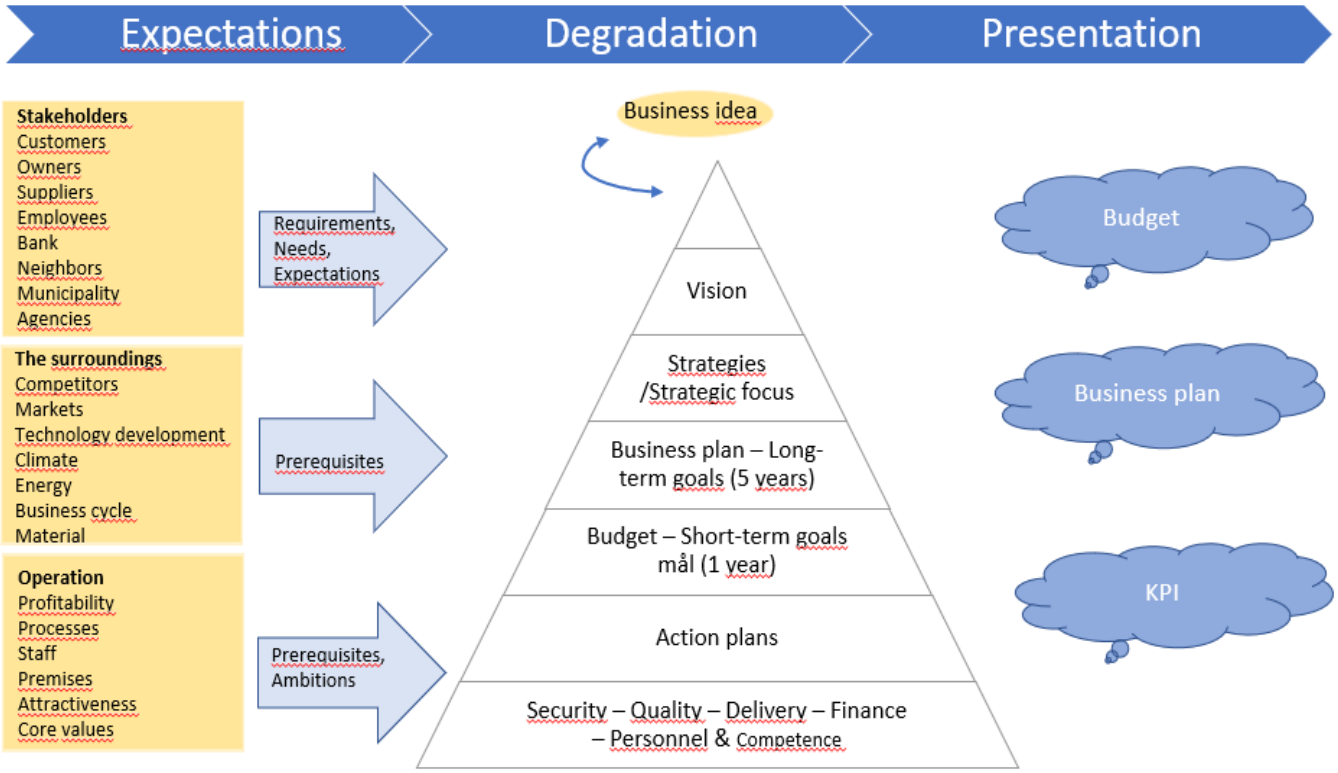
Sustainability at YTAB

Be a part of a prosperous society! – Part of the Management process

DECOMPOSTION OF VISION TO GOALS



YTAB wants to work for a sustainable society, with viable companies and prosperous individuals. We want to do this by inspiring stakeholders to a sustainable lifestyle. In our **Sustainability Report**, you can read about the investments we make, but also investments we do not. If you have any views or just want to talk a little about sustainability, get in touch!

The world faces a number of challenges, and we in the business community play an important role in these to create a more sustainable society. By integrating sustainability into our business model, we want to contribute to added value for both employees, customers and other stakeholders in our society. We want to be part of the solution to the challenges facing the world.

We want **Sustainability** to be naturally integrated into our strategic business plan. We are a small part of a long food chain, but we are motivated to contribute what we can in the pursuit of sustainability. Our customers are competent with high demands. A large percentage is found in the automotive industry. Because of our size of company, everyone knows each other and our values can be quickly communicated, accepted and followed up internally.

YTAB addresses its Sustainability Report to all of its Stakeholders, and a few pages ahead you will see YTAB's **Stakeholder Analysis**.

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Sustainability at YTAB

"Sustainable development is development that meets today's need to compromise on the ability of future generations to meet their needs," so define UN Sustainable Development.

This includes, among other things, poverty, gender equality, education and climate. In the UN Global Compact, sustainability is divided into human rights, working conditions, the environment and anti-corruption.

Sustainable business. A company where profitability, environmental consideration and social commitment are in focus and can be combined.

The UN has set 17 global sustainability goals that must be achieved by 2030 (Agenda 2030). Out of these 17, the company selected 8 targets that we want to be the focus area for YTAB and an integral part of our company.

The goals are meant to guide us and for us in the organization to make the right decisions.

YTAB has not seen any need to provide information on more of the 17 goals during the 2020-2025 report, but we are inspired by many other goals, and let them lift the motivation in our inner work.

We see a bright future and want to align with the CSRD (Corporate Sustainability Reporting Directive).

Sustainability
When all parts interact

Social — Health and safety, Human rights

Environmental — Depletion of natural resources, Greenhouse gas emissions

Governance — Corruption, Business ethics

1. Social

The company works to create a good working environment for our employees. At YTAB, we are proud of our competent employees, we will be a TEAM at our company. Our goal is to be an equal and inclusive society, where people want to stay

2. Environmental

The company shall be conducted in such a way that resource consumption and environmental impact are minimized as best we can.

3. Finance

Profitability, is in focus. YTAB strives for good profitability by controlling various KPIs that the company has decided are particularly important. YTAB works with constant process changes. Internally and externally, we work to meet the customer's needs through our incredible expertise.

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Sustainability at YTAB

ESRS - European Sustainability Reporting Standards

The standards cover:
General Requirements and Disclosures

Environmental (E)
Climate Change (E1)
Pollution (E2)
Water and Marine Resources (E3)
Biodiversity and Ecosystems (E4)
Resource Use and Circular Economy (E5)

Environmental

Social (S)
Own Workforce (S1)
Workers in t
he Value Chain (S2)
Affected Communities (S3)
Consumers and End-users (S4)

Social

Governance (G)
Business Conduct (G1)

Governance

Linked to these standards is the EU Taxonomy and its objectives:

EU Taxonomy The EU Taxonomy consists of six environmental objectives, all of which must be reported on Sustainability.

Requirements for an economic activity to be classified as environmentally sustainable, it must make a substantial contribution to one or more of the six environmental objectives, do no significant harm to any of the other objectives, and comply with minimum social and governance safeguards
.
The activity must also comply with more detailed requirements, known as technical screening criteria, established by the European Commission through delegated acts under the Taxonomy Regulation. These technical screening criteria are used to assess whether an economic activity makes a substantial contribution to, or causes significant harm to, the environmental objectives.

YTAB – Committed to Excellence Since 1995!

Environmental Objectives of the EU Taxonomy:

- Climate Change
- Mitigation Climate Change Adaptation
- Sustainable Use and Protection of Water and Marine Resources
- Transition to a Circular Economy
- Pollution Prevention and Control
- Protection and Restoration of Biodiversity and Ecosystems

YTAB values every individual across its value chain. Our employees are at the core of our success, and we are committed to fostering a workplace where people can develop, thrive, and contribute to the company's long-term growth. Continuous learning, competence development, and employee well-being are key priorities for YTAB.

1. Social

2. Environmental

3. Financial

YTAB's sustainability targets are linked to reducing CO_2 emissions in relation to turnover. Creating an inclusive workplace where every employee feels heard and respected is a key priority for YTAB. We are committed to promoting employee engagement, openness, and equal opportunities, while maintaining clear policies and high standards regarding business ethics, integrity, and professional conduct.

A strong commitment to responsible business practices is embedded throughout YTAB's operations. We believe that long-term success is achieved by balancing Financial, Environmental, and Social goals, ensuring sustainable growth while creating value for all stakeholders.

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Stakeholder analysis

Stakeholder	Needs, Requirements and Expectations	YTAB Provides	Evidence	Significant Requirements	Relevant Aspects
Customers	Defect-free, reliable products. On-time deliveries. Competitive prices.	YTAB shall be the natural choice when customers require high-quality painted products.	Returning customers. Customer value KPIs (customer complaints, delivery performance). Strong customer satisfaction results.	Yes	Quality Environment
Employees	A pleasant workplace. Security, fairness, safety, compensation, well-being and development opportunities.	The majority of our employees would recommend YTAB as a workplace to others.	Employee turnover. Competence development. Systematic work environment management. Sickness absence. Number of applicants for vacant positions.	Yes	Environment Work Environment
Suppliers	Stable customers who are straightforward to work with. Mutual benefits through joint development. Long-term relationships and stability.	Good advance planning of schedules and orders. Clear and easy-to-understand requirements. Joint development of technology and profitability.	Positive supplier experience. Suppliers' positive perception of YTAB.		Quality Environment
Owners / Management	Attractive investment. Minimized risks, utilized opportunities and effective planning.	Stability and profitability.	Long-term return on investment.	Yes	Quality Environment Work Environment

In accordance with the Management Review Schedule, an Interested Parties Analysis is conducted annually. The analysis is performed by the Management Team and documented in the Company's Management System.

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Stakeholder analysis

Stakeholder	Needs, Requirements and Expectations	YTAB Provides	Evidence	Significant Requirements	Relevant Aspects
Society (Regional & Global)	A responsible employer that operates and communicates with a strong commitment to Health & Safety, Environmental Responsibility, and Financial Sustainability.	YTAB contributes to the local and regional business community through transparency, environmental awareness, and a commitment to being an attractive employer.	KPIs for electricity consumption and combustible waste. No comments, concerns, or complaints received through communication with authorities or other stakeholders.	Yes	Environment
Authorities and Other Organizations	Compliance with applicable laws, regulations, and requirements. Society has high expectations that employers comply with legislation and regulatory requirements.	Compliance with laws and regulations.	Laws and regulations are monitored through the legal register maintained by RSMCO. Permit requirements are reported in the annual Environmental Report.	Yes	Environment Work Environment
Neighbours	Acceptable noise levels from the facility and no disruptive emissions from production activities.	YTAB monitors noise levels and odours related to production. In addition, YTAB strives to schedule production activities during daytime whenever possible.	Noise measurements have been conducted to ensure that noise levels do not disturb the surrounding area. No complaints have been received from neighbours.	Yes	Environment
Insurance Companies	Businesses should be insured against risks associated with their operations, both for the company and for individuals.	YTAB maintains the insurance coverage deemed necessary for its type of production and operations.	Insurance coverage is reviewed annually together with the insurance broker.	Yes	Environment
Competitors			Ongoing competitor analyses are conducted.	Yes	

The latest Interested Parties Analysis was conducted at YTAB on 10 September 2025 and is documented in the Management System.

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Social

Unfortunately, during 2025 we continued to fall short of our employee attendance target. However, we remain committed to continuously improving attendance levels. Rehabilitation cases and return-to-work plans are actively monitored and followed up for employees on long-term sick leave.We will continue to invest even further in the following five initiatives to promote higher employee attendance and well-being:1. A responsive and present leadership
2. Wellness
3. Invest in communication and participation
4. Include health factors in work environment management
5. Continue to measure health and health attendance

How do we plan to increase health attendance

- Flex-time for the staff for which they are possible, to facilitate work-life balance
- Careful about cleanliness and works continuously with information from the National Institute of Public Health to ensure the spread of infection is prevented
- We conduct an annual employee survey whose main purpose is to get the company management to understand the needs of the staff
- Employee appraisals are conducted annually
- Increase communication across production and administration.
- Increase the wellness allowance another level for our employees
- Increase continuity of communication and participation across processes within the company.

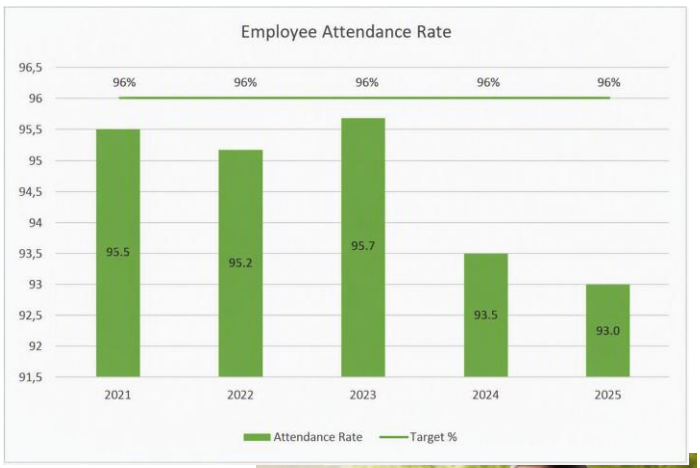
Smoke-free workplace

Since August 2023, YTAB has maintained a smoke-free workplace policy.
How does YTAB provide support?YTAB provides educational sessions on the health risks of smoking. In addition, employees may receive smoking cessation medication based on recommendations from the Occupational Health Service.

3 GOOD HEALTH AND WELL-BEING

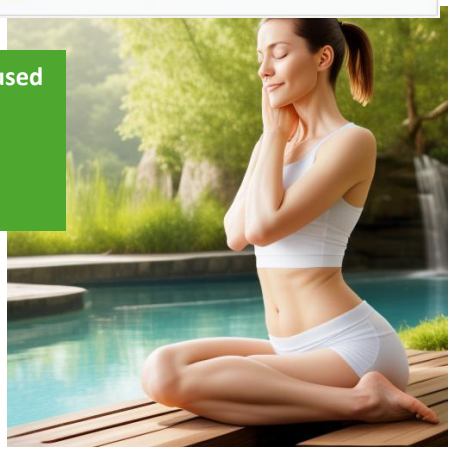
Goal 96%

HEALTHY ATTENDANCE 2025: 93 %



Wellness allowance used
2025: 45%
2024: 54 %
2023: 37%
2022: 36%

Average number of employees:
2025: 54
2024: 66
2023: 61



Since December 2023, our company has been affiliated with Epassi, a provider of employee wellness benefits. Through Epassi, a wide range of wellness activities is available in one place, making it easy for employees to choose the options that best support their health and well-being.Now, after more than a year with Epassi, we can evaluate the impact of this initiative, and the results are very encouraging. Through this solution, we have successfully increased the utilization of the employee wellness allowance.At YTAB, we are pleased to see that a large proportion of our employees take advantage of the wellness benefit offered to them.

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Social

The company's goal is to deliver good services and products to our customers and other stakeholders. We therefore carry out continuous skills development among our staff to meet the knowledge that the industry demands of us.

We train our staff on an ongoing basis, both internally and externally, because we constantly strive to achieve a higher level of competence within the organization.

We want to meet the individuals' needs for development and promote their skills. A competent staff will give the company a good development and sustainability in the long run.

In 2021, the company set a goal, created from our strategies, of x number of training hours per employee. After the first year, however, the goal was revised, and the company chose to separate training time between different types of employment.

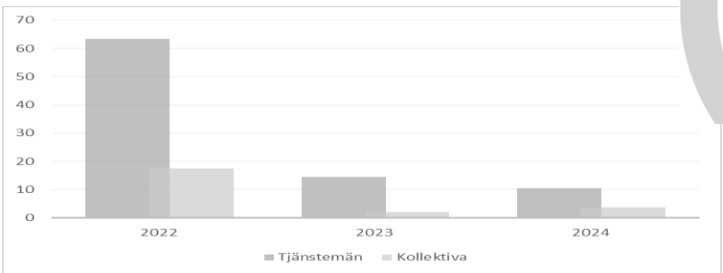
Goal 2025

- Education:
  8 h/år Blue collar
  16h/år white collar
  Result: 6,65h (average) white collar.
  Result: 5,7 h (average) blue collar.

Goal 2024

- Education:
  8 h/år Blue collar
  16h/år white collar
  Result: 10,6 h (average) white collar.
  Result: 3,7 h (average) blue collar.

The values are calculated on both internal and external training that has been carried out.



Goal:
Every year, train our staff to create a broad competence and to develop sustainability

Introduction
During 2025, we continued to enhance our onboarding process to ensure that new employees receive a comprehensive introduction to YTAB. By expanding the training offered at the start of employment, we have strengthened both competence development and employee integration from day one.

What is Learnifier?
Learnifier is YTAB's digital learning partner, enabling us to create and deliver online courses and training programs tailored to different employee groups across the organization.

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Social

Equality factor in % **2025**
- Total Employees YTAB 30% women
- Management team 50% women
- Board 0% women
- Owners 0% women

Equality factor in % 2024
- Total Employees YTAB 26% women
- Management team 50% women
- Board 0% women
- Owners 0% women

Equality factor in % 2023
- Total Employees YTAB 28% women
- Management team 50% women
- Board 0% women
- Owners 0% women

Equality factor in % 2022
- Total Employees YTAB 30% women
- Management team 60% women
- Board 0% women
- Owners 0% women

At YTAB, not everyone has the same sexual preferences or outlook on life, nor are we all born in the same country. These differences enrich us! Therefore, we choose and will continue to appreciate differences in our future recruitments, just as we do today! We see multiculturalism as a great advantage and lesson for all employees who work with us. We are proud to say that 36% (39%) of our employees were born in a country other than Sweden.

YTAB wants to enable and work to ensure that all people, regardless of age, gender, race, ethnicity, origin, religion or other status, are included in the social, economic and political society.

We believe that a good work environment where everyone thrives and feels involved is a prerequisite for success. We build a value-creating workplace together with our employees by acting proactively, being welcoming and valuing both innovation and differences.

Excert from YTABs – Code of conduct

Human rights and working conditions
Gender equality and victimisation: Ytab supports and respects internationally recognized human rights. Ytab promotes diversity and equality and strives to create an inclusive workplace where everyone feels valued and respected. Equal treatment and equal opportunities apply to everyone, regardless of ethnicity, nationality, gender, gender identity or expression, sexual orientation, religion or other belief, political opinion, social origin, disability, age, or any other status protected by applicable laws. Ytab does not accept any form of mental or physical abuse, threats of abuse, discrimination, bullying, sexual or other forms of harassment. Ytab does not accept any form of forced labour, including slavery, human trafficking or labour as a form of abuse. (see Policy on victimisation).

The rights of minorities and indigenous peoples must be respected and we oppose any form of discrimination based on their race, ethnicity or cultural background. Their land, forests and water rights must be respected.

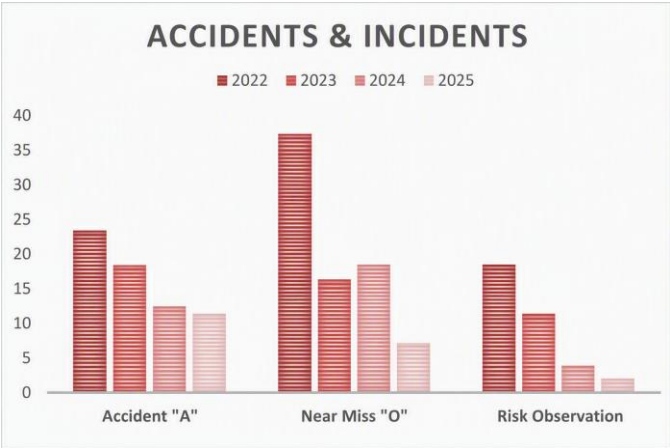
Social

YTAB continuously works to improve efficiency, drive operational improvements, and ensure long-term economic sustainability. A fundamental prerequisite for YTAB is to continue its journey towards sustainable and profitable growth. Over the years, the company has operated in an environment characterized by a certain degree of risk, both internally and externally.
Creating a safe and healthy workplace for our employees remains a key priority and an ongoing commitment. YTAB continuously develops and improves its occupational health and safety practices to minimize risks and promote employee well-being.
All incidents, accidents, and near misses are reported and managed through our management system, AM, using a structured case management process.

This ensures that events are investigated, corrective actions are implemented, and lessons learned are incorporated into our continuous improvement efforts. When reviewing the statistics, we can see a clear reduction in the number of accidents, near misses, and risk observations during the period 2022 to 2025. However, a closer analysis shows a decline in the number of reported risk observations. This raises an important question: are all workplace risks and observations being reported by our employees?
To strengthen our safety culture, we continue to increase awareness of the importance of reporting and the systematic management of occupational health and safety. Employees are encouraged to actively report risks, incidents, and observations through our reporting system, enabling us to identify potential hazards before they result in accidents.
Overall, the trend illustrated in the chart provides a positive indication that our established health and safety procedures are being followed and that our commitment to continuous improvement is contributing to a safer workplace.

8 DECENT WORK AND ECONOMIC GROWTH

At YTAB, there are safety representatives who have an important responsibility in the process of employees' rights for prerequisites.



YTAB shall work systematically by: Investigating the work environment through safety inspections and employee dialogue
Assessing risks
Addressing problems
Following up regularly

Excert from YTABs Code of conduct
Working conditions: Obligations towards workers under national legislation and social security systems must be respected and complied with. Working hours, pay, and other compensation must comply with applicable laws and agreements, as well as generally accepted industry standards.

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Social

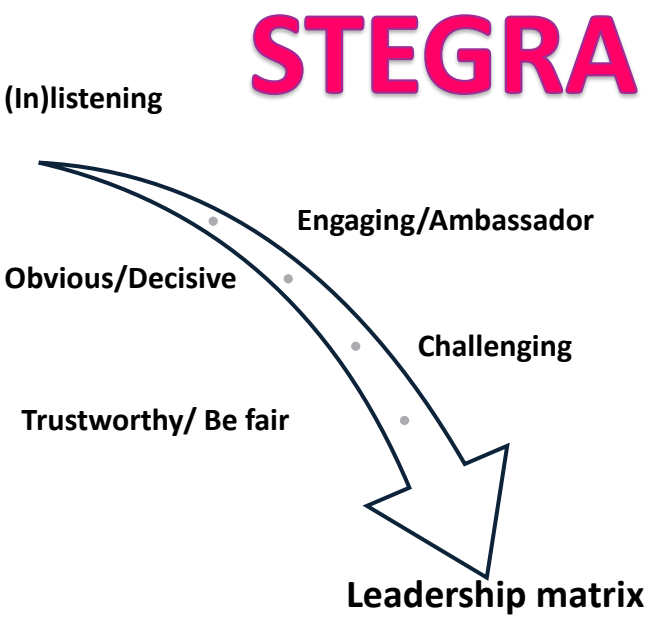
Leadership

During the employee survey in 2023, we asked the following questions to all staff at YTAB:

A. What do we want for "**employeeship**" Describe what you want a good co-worker to be like, in 3 words.

B. What do we want for "**leadership**" Describe how you want a good leader to be, in 3 words.

From these questions to our staff, a composite leadership team in YTAB then built a Leadership Matrix, with support via the production lift. This matrix is to be a guideline for how we want our leaders within the organization to be but can also be used as a tool via estimation of the leader to let the leader know which parts possibly need to be developed further.



All individuals at YTAB are equally important and everyone contributes to the company's progress.

Personnel Policy

By active employee engagement, we mean:
- Collaboration
- Clear and open communication
- Commitment and engagement
- Enjoyment and pride in our work
- Respect
- Responsibility

By active leadership, we mean:
- Listening and being receptive
- Engagement and acting as an ambassador
- Being clear and decisive
- Challenging and encouraging development
- Demonstrating trust and fairness

By a healthy and safe working environment, we mean:
- Risks are identified at an early stage and addressed without delay
- Strong emphasis is placed on teamwork and collaboration
- Individual needs for variety, development and influence are supported
- A culture characterized by openness and responsiveness
- Equality and equal opportun**ities**

Goal Emlpoyee survey: 3,5.
(scale 1-5)

Employee survey
2025: 3,67
2024: 3,37
2023: 4,08
2022: 3,91
2021: 3,99

För mer information se, Nyckeltal – sammanställning.

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Environment

The environment is an important issue in today's society, where we as a company must take our responsibility. YTAB is actively working to reduce its level of consumed electricity consumption.

Enkla Elbolaget

Klimatdiplom 2024

Tack för att ni väljer att köpa el från oss. Som elbolag har vi en unik möjlighet och ett ansvar att bidra till en mer hållbar framtid. Därför erbjuder vi enbart el med ursprungsgarantier, vilket säkerställer att varenda kWh som köps in produceras genom sol-, vind- och vattenkraft. Klimatklok el helt enkelt.

Tillsammans gör vi skillnad!

Ytbehandlingsteknik i Näsum AB

använder el med ursprungsgarantier från sol, vind och vatten

Kenneth Johansson, VD, Enkla Elbolaget

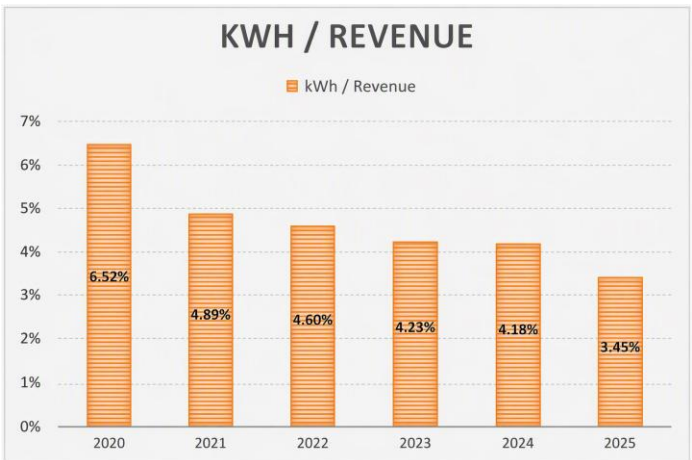
During the year 2025, we have worked actively with changes in production planning, to make it possible to achieve a lower kWh consumption.

Above you will find climate diplomas from Enkla Elbolaget AB. YTAB has since 2016 purchased climate-wise electricity from Enkla Elbolaget. Their climate-wise electricity comes from the sun, wind, and water.

7 AFFORDABLE AND CLEAN ENERGY

The table to the right presents energy consumption (kWh) relative to revenue, providing an indication of the company's energy intensity over the reporting period

During 2025, YTAB continued to reduce its energy intensity, measured as kWh in relation to revenue. We are pleased to report that our ongoing efficiency improvements and sustainability initiatives are bringing us closer to achieving our long-term sustainability target.



Goal: Reduce energy use by 50% untill 2030

Carbon dioxide emissions

In 2022, YTAB invested in pellet boilers. This is to replace the heating at the company with a more environmentally friendly process and thus be able to reduce carbon dioxide emissions, but also reduce costs.

	2023	2024	2025
Revenue (SEK thousand)	85,111	77,550	80,031
Wood Pellet Consumption (tonnes)	408.96	402.30	332.90
Pellet Energy (kWh) *1 tonne = 4,900 kWh*	2,003,904	1,971,270	1,631,210
Electricity Consumption (kWh)	1,386,799	1,269,595	1,132,394
Fuel Oil Consumption (m^3)	0	0	0
Fuel Oil Energy (kWh) *1 m^3 = 10,000 kWh*	0	0	0
kWh / Revenue	**0.040**	**0.042**	**3.45**

When YTAB works with the goal of reducing kWh consumption in relation to sales, we start from a base value that was established in 2018. The base value is set at 0.068, based on this we have developed a goal of 0.034.

How do we achieve our goal?

- Change heating from oil to pellets
- Recover energy with the help of new ventilation in our manual department. The next step is to be able to do this also in our large robot line (Mill)
- Plan production differently by optimizing timne for the plants

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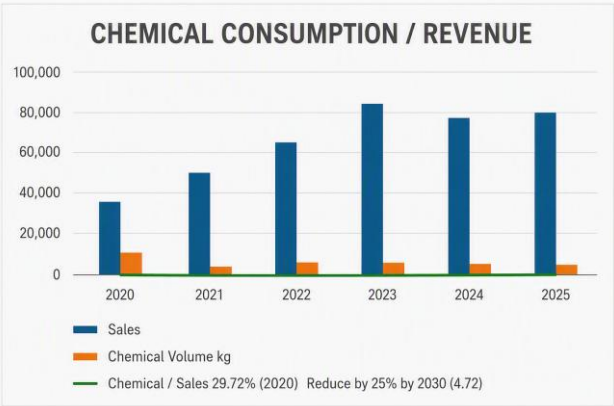
Environment

YTAB deals a lot with different types of chemicals and waste, we see the process and it's handling as very careful. We want to help minimize negative consequences for human health and the environment through how we at the company handle our waste. We carefully monitor the chemicals on the Swedish Chemicals Agency's phase-out and risk reduction list and, where possible, try to reduce consumption or phase out these chemicals.



Target: 4.72% by 2030.

In 2020, we had a chemical consumption of 29.72% in relation to sales. For the year 2025, this measurement achieves to 4,64%. The company has set a goal of reducing chemical consumption by 25% since base year 2020.

In 2025, YTAB successfully achieved this target. We met our objective of reducing chemical consumption while transitioning to more environmentally friendly chemicals in our wastewater treatment operations. This demonstrates our commitment to improving environmental performance while maintaining operational efficiency.

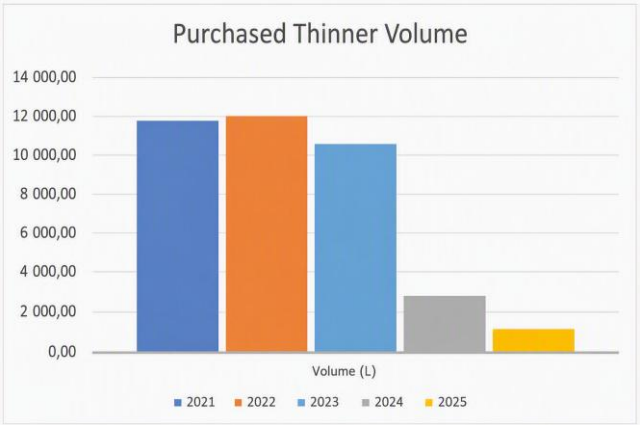
Goal 2025:

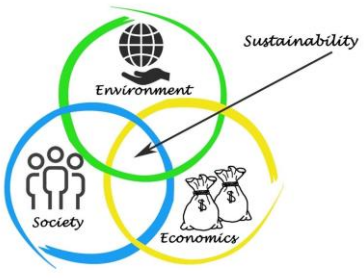
- Enhance employee competence through continuous sustainability training ☑
- Continue to promote and apply sustainable practices in sustainability reporting ☑
- Increase the recycling and reuse of bubble wrap packaging materials ☑

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

In 2023, our thinner boiler was installed, this was implemented so that it would be possible for the company to recover solvents through distillation. In the table below, we can follow the purchased volume of cellulose thinner.

In the summer of 2024, a temporary operational issue occurred in our new thinner recovery system, resulting in the need to purchase a small amount of thinner to ensure uninterrupted production. While YTAB is able to recover and reuse a significant portion of its cellulose thinner, complete circularity is not currently achievable, and a limited volume of virgin thinner is required on an ongoing basis to support the process.





For more information, see, Key figures – compilation.

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Finance

Goal
Solidity
<40%
EBITDA
>20%

Result	22/23	23/24	24/25
Solidity	38%	42%	39,5%
EBITDA	17%	18%	14%
Turnov.Tsek	76 813	84 791	77 640

In its business ethics policy, YTAB has confirmed that we oppose all corruption and bribery. In our policy on financial responsibility, you can read more about anti-money laundering and conflicts of interest.

Employees have been trained in all aspects of the company's business policy in order to be able to take these sensitive topics into account and combat. The training is included in the induction plan for each new employee.

The company sees the importance in reducing all forms of corruption and bribery of all kinds.

Whistleblowing is available at the company. YTAB's whistleblowing service can be accessed via our website but also internally via the company's management system.

Code of conduct
regulates Business principles such as
- Laws, rules and regulations
- Gifts, benefits
-Conflicts of interest
- Competition law

Financial responsibility policy includes
- Business and accounting principles
- Purchase
- Trade rules- Exports and imports
- Anti-money laundering
- Counterfeit parts

The investment in the thinner boiler in 2023 is estimated to have been repaid after 7.5 years. In addition to reducing consumption and creating recycling, which has a positive impact on the environment, our investment also generates financial savings.

Investment calculation	Cost without boiler	Cost with boiler	Savings per year
Investment (Tsek) 1250			
År 1	360	276	84
År 2	360	276	84
År 3	360	276	84
År 4	360	276	84
År 5	360	276	84
År 6	360	26	334
År 7	360	26	334

For more information, see, Key figures – compilation.

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Finance

A word from our CFO

"To me, YTAB is a family. We are one TEAM, where every person matters."

YTAB is more than a workplace to me, it is a family. We are one TEAM where every individual plays an important role. No matter what position you hold within the company, everyone is essential. We all contribute different pieces to the same journey and success.

Being part of the YTAB family has been an amazing experience. During my nine years with the company, I have witnessed and taken part in an incredible journey. It has enriched me both professionally and personally. Through successes and setbacks alike, we have stood together and continued to move forward. Seeing the opportunities ahead of us today is both rewarding and inspiring. There have been times when liquidity was challenging and difficult decisions had to be made, decisions that were not always easy, but that helped shape the company we are today.

As Finance Manager, ensuring that our investments are profitable is naturally a key responsibility. However, I have also learned the importance of looking beyond the financial perspective and considering how our decisions can contribute to a more sustainable future. One clear example is our investment in biomass pellet boilers, which has significantly reduced our CO_2 emissions while also lowering our heating costs.

Excerrpt from YTABs Code of conduct
Part, Business Principles
***Laws, rules and regulations:*:** Ytab complies with applicable laws, rules and regulations. Ytab respects and complies with competition rules, environmental legislation, labour market legislation, agreements and other provisions that form a framework for Ytab's operations. If there are differences between the Code of Conduct and the Regulations, the Regulation with the highest requirement shall apply.

Gifts, benefits: Business and government contacts must be handled ethically. Ytab distances itself from all forms of corruption, including giving and taking bribes and trading that has been influenced by pressure. This means that an employee may not accept, request, offer, promise, grant, or otherwise promote payments, gifts, or other benefits that are intended to influence the recipient's business or government decisions in a particular way. Participation in various events must be done in accordance with industry practices, and with moderation and transparency, without attempting to influence behavior.

Conflicts of interest: Employees must act in Ytab's best interests and avoid conflicts of interest. A conflict of interest arises when an employee's private interests and personal relationships interfere with Ytab's interests. When Ytab's employees perform their duties or assignments, they must not promote their own personal or financial interests or the interests of a close relative. A "close relative" means a close person, including family members, relatives, close friends or co-workers. It is forbidden for employees to enrich themselves at the expense of Ytab, or to receive financial benefits from Ytab, Ytab's customers, suppliers or partners through illegal or unethical methods. Nor is it permitted for employees to abuse their position at Ytab for personal gain.

Competition law: Ytab's employees may not engage in anti-competitive practices or conduct that prevents, restricts or distorts competition in violation of applicable competition law, such as pricing, market sharing or similar arrangements. If employees are unsure about what is allowed under competition law, they should always consult their immediate manager.

For more information, see, Key figures – compilation.

Key figures - Summerized

KEY SUSTAINABILITY INDICATORS	2023	2024	2025
Economic responsibility	(2022/2023)	(2023/2024)	(2024/2025)
Net sales, TSEK	76,813	84,791	77,640
Operating result (EBITDA*), TSEK	13,067	15,471	10,656
EBITDA margin, %	17.0%	18.0%	14.0%
Average number of employees	66	71	57
Environmental responsibility	**2023**	**2024**	**2025**
Reported environmental incidents, number of cases	0	0	0
Energy consumption, kWh/TSEK net sales	4.23%	4.18%	3.45%
Waste (combustible), ton/TSEK net sales	0.09%	0.10%	0.08%
Certified environmental management system ISO 14001	Yes	Yes	Yes
IATF 16949	Yes	Yes	Yes
Social responsibility	**2023**	**2024**	**2025**
Systematic work environment management in accordance with AFS 2001:1	Yes	Yes	Yes
Sick leave	95.70%	93.50%	93.00%
Female employees, %	28%	26%	30%
Employee satisfaction, Managing Director Next Level	100%	100%	92.5%
Training hours, White-collar staff/fte (average)	14.4	10.6	6.65
Training hours, Blue-collar staff/fte (average)	2.1	3.7	5.7
Absence due to illness	39%	36%	31%
Scope of ethical and human rights principles and registered incidents of corruption	0	0	0
Motivation/Responsibility-taking of at least 3.5 on Employee Survey	4.08	3.37	3.67

GRI Index 2025

GRI Indicator	Description	Comment	Page
Organisational profile			
102-1	Name of the organisation	Ytbehandlingsteknik i Näsum AB	2
102-2	Key brands, products and services	Coating of plastic components	2
102-3	Head office location	Näsum, Sweden	2
102-4	Countries of operation	1, Sweden	2
102-5	Ownership structure and legal form	Private limited company, part of YTAB Group AB	2
102-6	Markets served		
102-7	Scale of the organisation	Medium-sized Swedish company	
102-8	Information on employees	54 employees (average)	13
102-9	Supply chain		
102-10	Significant changes to the organisation and its supply chain	No	
102-11	Precautionary approach or principle	Implemented	7
102-12	External initiatives on sustainability	The Global Goals, Global Compact	
102-13	Memberships of associations	IKEM, F Metal	
Strategy and analysis			
102-14	Statement from the most senior decision-maker	Sustainability policy	3
Ethics & Integrity			
102-16	Values, principles and standards of behaviour	Sustainability policy	3
Governance			
102-18	Governance structure		8
102-19	Delegated authorities	All managers have delegated authorities	
Stakeholder engagement			
102-40	Stakeholder groups	Sustainability report	11
102-41	Proportion of employees covered by collective agreements	100%	
102-42	Identification and selection of stakeholder groups		11
102-43	Approach to stakeholder engagement		11
102-44	Key topics and concerns raised by stakeholders and how they are addressed	Ongoing dialogue with stakeholder groups	

GRI Index 2025

GRI Indicator	Description	Comment	Page
Reporting profile			
102-45	Entities included in the consolidated financial statements	Operating units in Näsum	2
102-46	Process for defining the content of the report and the topic boundaries		1
102-47	List of material topics		1
102-48	Restatements of information		
102-49	Changes in reporting	None	
102-50	Reporting period	2024–2025, financial calendar	
102-51	Date of most recent report	Sep-25	
102-52	Reporting cycle		
102-53	Contact point for questions about the report	Helena Lönegård	
102-54	Statement that the report follows the GRI Standards		1
102-55	GRI Content Index		23-24
Management approach			
103-1	Explanation of material topic boundaries		
103-2	Management approach	Organisational structure	
103-3	Evaluation of the sustainability management	Ref. to management review	
Economy			
201-1	Direct economic value generated and distributed	Income statement	
GRI 302: Energy			
302-1	Energy consumption within the organisation		18
302-3	Energy intensity		
302-4	Reduction of energy consumption		18-19
302-5	Reduction of energy consumption in products and services		18-19
GRI 307: Environmental compliance			
307-1	Non-compliance with environmental laws and regulations	None	
Social responsibility			
403-1	Participation in health and safety committees	Safety round carried out according to routine	16
403-2	Employee training	None	16
GRI 404: Training and education			
404-1	Average number of training hours per employee		14
404-3	Proportion of employees receiving regular performance and career development reviews	Employee survey	22
GRI 405: Diversity and equal opportunities			
405-1	Diversity in governance bodies and employees		15

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