



JERNBRO®

SUSTAINABILITY REPORT 2022

Every day, all year round, we help Swedish industry and owners of social infrastructure to achieve safer, more efficient and more sustainable production.

CEO AND ENVIRONMENTAL & SUSTAINABILITY OFFICER

PART OF THE SOLUTION FOR THE GREEN TRANSITION OF INDUSTRY

“Jernbro is a facilitator when it comes to sustainable solutions for Swedish industry, thanks to our wide range of services, which include maintenance that focuses on availability, service life, energy efficiency and reduced emissions, as well as equipment for water treatment, and various projects involving the green transition. We are, of course, also working to minimise our own environmental impact and to promote greater awareness of health and safety as a way of achieving our vision of zero accidents,” says Mikael Jansson, Jernbro’s CEO.

It is becoming increasingly clear that maintenance is a key function in delivering sustainable production. Correctly designed maintenance results in good operational reliability and enables the expected service life of all manner of equipment to be achieved and extended. It is a major contributing factor in the circular economy, but rarely gets a mention.

“We are seeing increased interest in our offering within energy efficiency. This involves feasibility studies and analyses, the implementation of action plans, and continual optimisation of results. These efforts contribute to a reduced environmental impact,” says Mikael.

In 2022, Jernbro also made the conscious decision to expand in northern Sweden with the acquisition of Gisab. This is intended to strengthen both our local presence and capacity, thereby contributing to the region’s green industrial transition. As a result, Jernbro has become more deeply involved in discussions around a number of prospective green projects in Norrbotten in northern Sweden.

“Our new operation has extensive experience of maintenance and projects within the mining industry, for example. In combination with Jernbro’s collective competence throughout the rest of Sweden, this will undoubtedly help to overcome some of the challenges posed by the green transition. We are, for instance, involved in projects that aim to open and operate old mines in a sustainable manner,” explains Mikael.

“In partnership with the company Flexiwaggon, we have also built a wagon for transporting trucks by rail. In short, the successful commercialisation of the concept would mean a marked reduction in the environmental footprint of trucks, as well as reduced costs and the elimination of issues around availability of drivers and restricted driving times. The Flexiwaggon concept will also enable the range of electric trucks to be extended through onboard charging,” continues Mikael.



Mikael Jansson, CEO



Jenny Eberger, Environmental & Sustainability Officer



Internally, we are working to reduce our own environmental impact by, for example, reducing greenhouse gas emissions, sorting waste and recycling, and introducing systematic chemicals management. In 2022, Jernbro has established a unit dedicated to accelerating our sustainability efforts going forward. A roadmap has also been produced, in which sustainability has been linked more broadly to both our business plan and strategy. We use the industry standard ESG (Environment, Social Responsibility and Corporate Governance) to measure our sustainability work.

“The most important thing we can do though, for both our customers and our employees, is to ensure a safe workplace. This is clear in our commitment to promoting health and safety, which has contributed to a notable improvement in the key figure for accidents resulting in absence, LTIFR1,” says Jenny Eberger, Environmental and Sustainability Officer.

“If we turn our attention to corporate governance, Jernbro’s leadership programme was relaunched in 2022 following the pandemic. This is a periodic activity that all managers must complete. As a result of our social responsibility, there is collaboration with schools, provision of apprenticeships, and information provided about jobs at Jernbro at educational fairs and recruitment events,” continues Jenny.

“It is important that Jernbro’s sustainability work reaches customers and all employees. We are therefore delighted when colleagues report that they too are working on sustainability, as I do. This goes to show that they have become more aware of Jernbro’s efforts in this area. It is also a promising development to have employees wanting to discuss how their unit can reduce its environmental impact and what sustainability goals they can adopt,” concludes Jenny.

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HEALTH AND SAFETY IS ALWAYS OUR TOP PRIORITY

"Jernbro has a zero vision for work-related accidents. No matter the workplace, the work environment must be **safe** and **secure**. Our working methods must be characterised by **respect** for and **prevention** of risks of accidents and injuries that employees, partners, customers and other parties may be exposed to when Jernbro is to carry out work."

Mikael Jansson, Jernbro's CEO

ABOUT JERNBRO

INDUSTRIAL SERVICES
FOR BETTER BUSINESS

Those of us who work at Jernbro possess extensive expertise in maintenance, projects, partnerships and specialist services. This enables us to develop both customers’ maintenance procedures and production facilities. Our goal is to improve productivity, while simultaneously reducing the total cost of creating a safer, more efficient and more sustainable production facility.

We like to be close to our customers. It’s one of our strengths. This proximity means that our expertise is already in place and that we can quickly provide the right resources at the right time. Close proximity also means that we get to know our customers’ processes and challenges. The aim is for the local area to grow and develop with us. Among Jernbro’s many customers, there are both small and medium-sized local companies and large international groups.

Jernbro has just over 1,000 employees and operates from around 30 sites. Many of us have extensive experience of Swedish industry. Long-term relationships in combination with a deep commitment and interest in technology and improvements have led to a thorough knowledge of industries such as engineering, automotive, mining, steel, food, energy, wood, paper and pulp, as well as water and sewerage. Jernbro’s annual turnover is SEK 1.7 billion.



By focusing on services and products for increased operational reliability and for expansion of capacity in production systems, we help our customers to get more for less.



ABOUT JERNBRO

WE HELP CUSTOMERS ACHIEVE THEIR SUSTAINABILITY GOALS

Depth of skills, an understanding of the conditions facing industries, and proximity to our customers means we dare to promise production that is not only safer and more efficient, but also more sustainable. This permeates all parts of Jernbro and through focused work and continuous customer focus, we contribute to our customers achieving their sustainability goals. Our business areas are **MAINTENANCE**, **PROJECTS**, **PARTNERSHIPS** and **SPECIALIST SERVICES**.

Within **MAINTENANCE**, we deliver operation and maintenance services and work with energy, electrical, mechanical and automation projects. This business area also includes **workshop services**, such as milling, turning, boring, grinding and gauging of various metals for reconditioning assignments and new manufacture. By contributing to the development and streamlining of customers' maintenance processes, we help them to make progress with their own sustainability goals.

As regards **PROJECTS**, we work with both large and complex projects within energy, basic industry, and water and sewerage. For example, we have broad experience of prefabricating pipe systems in a variety of metallic materials that can handle liquid fuels, such as gas and oil, as demonstrated by our **Industrial Piping** unit. On the project side, we offer products and services for the management and purification of process water for the municipal water and sewerage sector and the industrial sector. This area, which supplies products and services that make a major contribution to a cleaner environment, is called **Jernbro Water Technologies**.

Through **PARTNERSHIPS** we offer long-term cooperation, where we manage the customer's internal support functions (operation and maintenance), supply systems (media and energy), and personnel in relevant areas. This business area has the specific competence and the resources required for feasibility studies, implementation and execution. When it comes to energy, we have our dedicated **Energy Management** unit, where our offering includes everything from feasibility studies, complete with a cost-calculated and prioritised action plan, to implementation of measures, with guarantees for the result. We therefore take a holistic approach, which involves examining total resource use at the facility. Energy Management can deliver increased productivity within operation and maintenance, but also a considerable reduction in energy use and environmental impact.

Our **SPECIALIST SERVICES** include engineering and component servicing. **Engineering** has experienced maintenance engineers, project managers and designers, who possess cutting-edge expertise in machine safety, programming and system development. This comes in handy whether it is minor upgrades, brand new machines or complete production lines that are required. **Component Servicing** is the unit staffed by our specialists who extend the service life of components through repairs and servicing of electric motors, servomotors, servo drives, spindles, pumps, gearboxes and electronics. Extending the service life of components is a move in the right direction where sustainability is concerned.

At jernbro.com you can find more information about how we help companies achieve long-term sustainability.

ESG - ENVIRONMENT, SOCIAL, GOVERNANCE

OUR SUSTAINABILITY WORK

At Jernbro we care a great deal about how our business affects the environment, society and customers’ operations. We therefore expect Jernbro’s operations to be environmentally friendly, safe and delivered to a high standard.

ESG - Environment, Social, Governance

Jernbro defines its sustainability work across three focus areas: environment (E), social (S) and governance (G). By working actively within these three areas, we contribute to stable, sustainable development over time, which itself is a source of reassurance for employees, customers, suppliers and owners, as well as society in general. Sustainability issues are currently coordinated by the HSEQ* department through the role of Environmental & Sustainability Officer, which was created in 2022. As sustainability work is pursued in one way or another throughout the company, it is considered cross-functional work that involves every function at the company.

External analysis

Society is facing considerable challenges from, among other things, climate change, loss of biodiversity, social injustice and geopolitical tensions. Sustainability work is therefore essential if we are to achieve the global goals set out by Agenda 2030, the Paris Agreement and, most recently, the Kunming-Montreal Global Biodiversity Framework. We are also seeing increased regulation from the EU within the sustainability arena, which has a positive impact, helping to raise the level of companies’ sustainability efforts. Jernbro’s owner Bluewater also adopted more robust ambitions at the start of 2022, which should further push our sustainability work in a positive direction.

A roadmap for the future

A roadmap for Jernbro’s sustainability work, complete with goals, was produced during the second half of 2022. This roadmap will be presented externally during 2023 and highlights important areas for Jernbro, which we will focus on over the next three years. We continue to regard health and safety, reduced greenhouse gas emissions and economic development as important areas of focus for the future.

* Health, Safety, Environment, Quality



THE SUSTAINABLE DEVELOPMENT GOALS

OUR CONTRIBUTION TO THE GOALS IN AGENDA 2030

Environment

Our environmental responsibility includes efforts to constantly reduce our own negative environmental impact. This includes our contribution to a circular economy, where we work to achieve more efficient management of the Earth’s resources. We are helping to slow and reduce the throughput of resources by, for example, providing industrial maintenance, repairs, energy efficiency, water purification and projects that contribute to the green industrial transition. Naturally, we also work to reduce and sort our own waste to enable as much as possible to be recycled. At a number of sites, 80% of the waste we produce is recycled for material recovery. We also measure and report our greenhouse gas emissions within scope 1 and 2 in accordance with the GHG Protocol, with the base year being 2022.

Challenges: Greenhouse gas emissions from transport and energy consumption

Our environmental responsibility contributes to the following global goals: 7, 9, 12 and 13

Social responsibility

At Jernbro we protect our employees by endeavouring to provide a safe workplace that is inclusive, characterised by equality and diversity in thought and action, and free from bullying, harassment and discrimination. Our work environment must be safe and secure. We value and promote employee health and wellbeing through our vision of zero work-related accidents, qualitative occupational health care and encouragement to live a healthy everyday life, one incentive for which is the annual wellness allowance. Providing our employees with the opportunity to pursue career and skills development is part of our social responsibility, together with union cooperation and collective agreements.

Challenges: Work-related accidents and a male-dominated industry

Through our social responsibility we are contributing to the following global goals: 3, 5, 8 and 10

Corporate governance

Jernbro’s business must be characterised by a high ethical and moral standard and achieve good financial stability that leads to development and profitability. A prerequisite for sustainability is maintaining a business that is profitable year in, year out. This is affected by how the company is governed using Jernbro’s management systems. We take a zero tolerance approach to bribery and corruption. Setting the right supplier requirements and conditions is another important aspect when it comes to reducing ESG risks in our value chain. A prerequisite for stable corporate governance in today’s digital landscape is cyber-security. Cyberattacks occur every day around the world. If Jernbro were to fall victim to such an attack, it could disrupt our business if we were to lose valuable information, as well as affect third parties. We therefore work with cybersecurity on a daily basis and continually raise awareness of cybersecurity among our employees.

Challenges: ESG risks in the value chain

Through our corporate governance work, we are helping to achieve the following global goals: 8 and 9



SUSTAINABILITY POLICY

AN EXPRESSION OF OUR AMBITIONS

Jernbro is the market leader in industrial maintenance and projects in Sweden. Our success lies in our ability to handle industry's increasingly tough requirements for quality, health, safety, work environment, the environment generally, and sustainability. It is also down to the fact that we are able to offer unique expertise across a wide range of services that undoubtedly strengthens the competitiveness of Swedish industry.

Our sustainability policy expresses our overall ambitions in terms of quality, environment and work environment, including social responsibility. We regularly measure our customers' and our employees' experiences and expectations and act on the results to achieve continual improvement in our own operations and those of our customers.

JERNBRO'S OPERATIONS SHALL BE ENVIRONMENTALLY FRIENDLY, SAFE AND DELIVERED TO A HIGH STANDARD

We must offer services that meet customers' requirements regarding quality, functionality, economy, safety, environmental impact and development. We will achieve this by:

- endeavouring to protect our environment and reduce our own environmental impact in areas such as energy use, CO₂ emissions from transport, and chemicals management
- contributing to our customers fulfilling their environmental commitments and proactively proposing environmental improvement measures
- regularly following up on compliance with the relevant legislation and other binding requirements.

JERNBRO SHALL BE A RESPONSIBLE AND PROGRESSIVE EMPLOYER

Jernbro has a zero vision regarding work-related accidents. The work environment must be SAFE and SECURE. Our working methods must be characterised by RESPECT for and PREVENTION of risks of accidents and injuries that employees, partners, customers and other parties may be exposed to when Jernbro is to carry out work:

- all employees are involved and contribute to a safe, secure and pleasant work environment
- all employees participate in work environment management by continuously identifying risks and reporting accidents, incidents and risk observations
- maintain close cooperation with our customers and subcontractors on work environment issues.

JERNBRO SHALL CHOOSE ITS SUPPLIERS CAREFULLY

Our suppliers must conduct their business in a professional manner that meets all requirements set out in applicable legislation and current industry regulations and agreements, as well as maintain a high environmental standard. Our subcontractors must act in accordance with our Code of Conduct and be thoroughly familiar with our internal requirements and any requirements set by our customers.

JERNBRO SHALL COMMUNICATE WITH ITS STAKEHOLDERS

Jernbro must have a clear and open dialogue with all relevant stakeholders in each area. This includes employees, customers, suppliers, the authorities and our neighbours, as well as other relevant parties.



OUR VALUES

EVERYTHING WE DO IS BUILT ON RESPECT

Through personal development opportunities and by always putting safety first, we show **respect for our employees**

By trusting in the ability of our colleagues and creating a good collaborative climate, we show **respect for competence**

By focusing on sustainability and a local presence, we show **respect for the environment**

By being proactive and attentive and taking a professional approach, we show **respect for the customer**

By being business-like, loyal and willing to evolve, we show **respect for Jernbro**

DIALOGUE AND ANALYSIS

STAKEHOLDER DIALOGUE

Jernbro engages in regular dialogue with its stakeholders. At regular meetings with major customers, we identify important areas of focus. We decide together which areas need to be developed and plan accordingly. Each customer has different focus areas, which depend on the customer’s business and the challenges it faces. This work is handled locally.

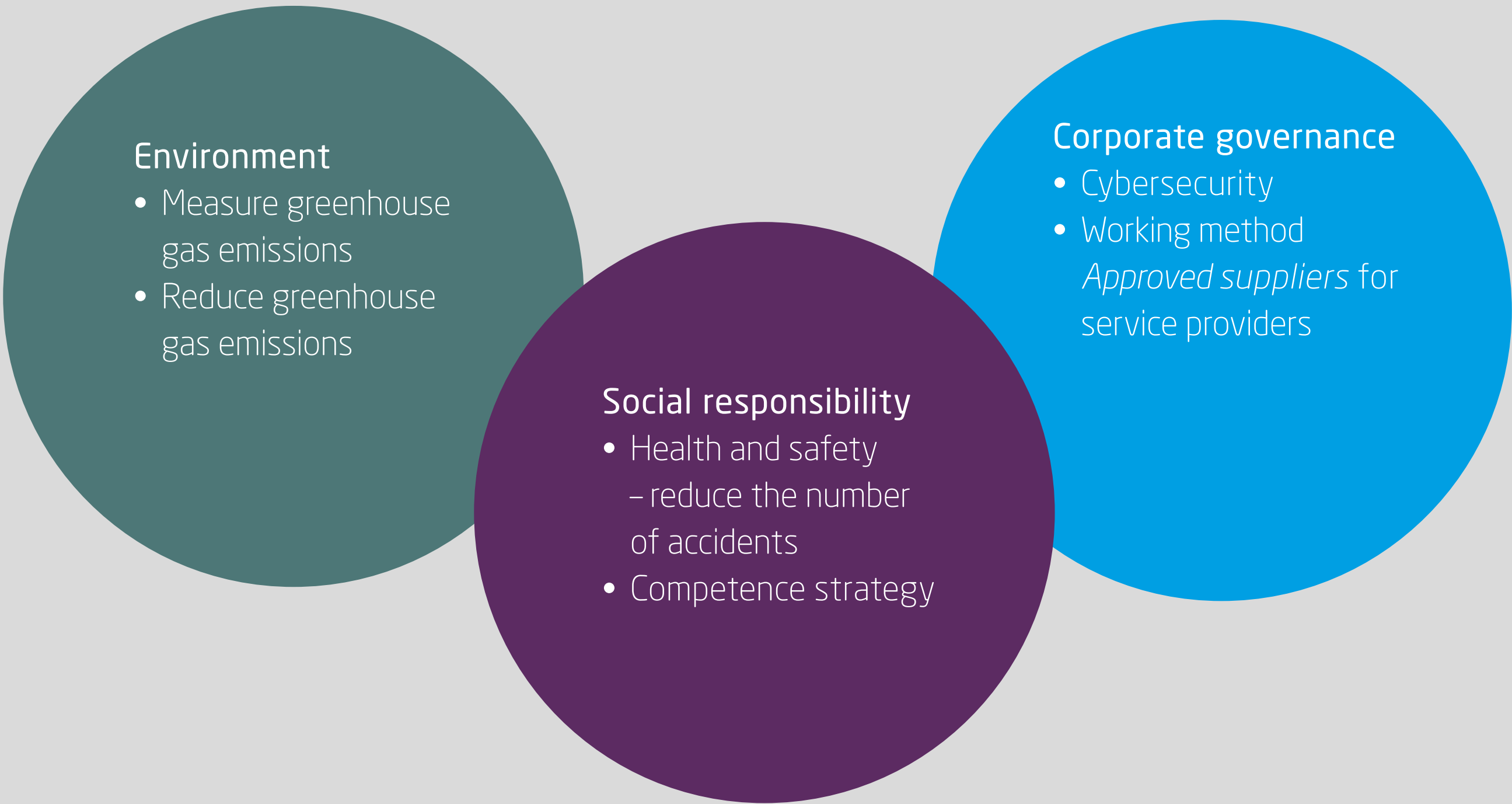
Through decentralised work with customer dialogues, goal-oriented management and our colleagues, employees’ views are also regularly captured. The stakeholder dialogue is then followed up on systematically at central level.

MATERIALITY ANALYSIS

In order to identify the most important areas for Jernbro to focus on as far as sustainability is concerned, a materiality analysis is performed. Together with the stakeholder dialogue and the process for goal-oriented management, both internal and external factors that can affect Jernbro are taken into account, along with factors through which Jernbro can influence society.

For 2022 the materiality analysis was performed within the framework of efforts to produce a roadmap for sustainability.

The 2022 analyses indicate that we should focus our efforts on the following important sustainability areas:



HEALTH AND SAFETY

SAFETY ALWAYS COMES FIRST AT JERNBRO

A safe, secure and stimulating work environment is fundamental to our business, our long-term profitability and our efforts to have the best safety culture in the industry.

All Jernbro employees and our subcontractors must return home to family and friends safely and in good health at the end of a shift. Our occupational health and safety management system, which is certified in accordance with ISO 45001, enables us to set a high standard in our continued development of this area, where we are seeing a positive downward trend in the number of work-related accidents in recent years as a result of focused work. And 2022 was no exception. Naturally, we want to achieve our vision of zero accidents and ill health.

In 2022, we have further strengthened our safety culture by implementing the Health and Safety Package that was developed in 2021. This comprises activities and actions that cover basic safety rules, skills development and risk inventories. We have also made progress in analysing, understanding, addressing and better communicating the root causes of incidents, in order to avoid them being repeated.

Health and safety	2020	2021	2022
LTIFRO** (>7 days' absence)	*	3.8	3.1
LTIFR1	*	8.3	5.7
Total number of work-related accidents	61	52	57
Proportion of employees covered by organised safety committee work	100%	100%	100%

* No data

** LTIFR = Lost Time Injury Frequency Rate (accidents resulting in absence per 1 million hours worked)



important things

Everyone at Jernbro adopts a common approach to safety issues that helps us to achieve our vision of zero accidents:

Your safety is your responsibility and mine.

1

THINK AHEAD

Always produce a risk inventory before starting work. Ensure that you know how to perform the tasks involved in a safe and secure manner.

2

PROTECT YOURSELF

Always wear the protective clothing and the protective equipment required.

3

REPORT

Always report risk observations, incidents and accidents. This enables us to learn from one another and implement measures in areas where this is required.

4

TAKE RESPONSIBILITY

Remind one another of the importance of focusing on safety in day-to-day work. Show care for our customers and visitors too by providing information about risks and safety procedures.

KEY FIGURES - PERSONNEL

OUR PERSONNEL ARE WHAT MATTERS MOST

We care about gender equality and equal treatment and want to be an attractive employer. That is why we are working to attract more women to the industrial sector and safeguarding opportunities for the younger generation to enter the labour market. It goes without saying that our more experienced colleagues are one of our most important resources when it comes to guiding Jernbro successfully towards our ambitious objectives and transferring knowledge to younger employees. By reviewing our key figures each year, we are able to compare these over time and so create the right conditions for development and achieving continual improvement.

Employees	2020	2021	2022
Number of permanent employees (<i>excl. probationary, fixed-term and hourly.</i>)	748	692 ¹	716 ²
– Of which women	8%	9%	9%
– Of which men	92%	91%	91%

New employees	2020	2021	2022
Number of new employees	49	85	111 ²
– Of which women	12%	8%	8%
– Of which men	88%	92%	92%

Persons discharging managerial responsibilities	2020	2021	2022
Number of unit managers, department heads, group managers	71	70	76 ²
– Of which women	4%	4%	5%
– Of which men	96%	96%	95%

Collective agreements	2020	2021	2022
Proportion of employees covered by collective agreements	100%	100%	100%

¹ The total excludes the Automation department, which was divested from Jernbro in 2021.

² The total excludes the subsidiaries GISAB and GMK.

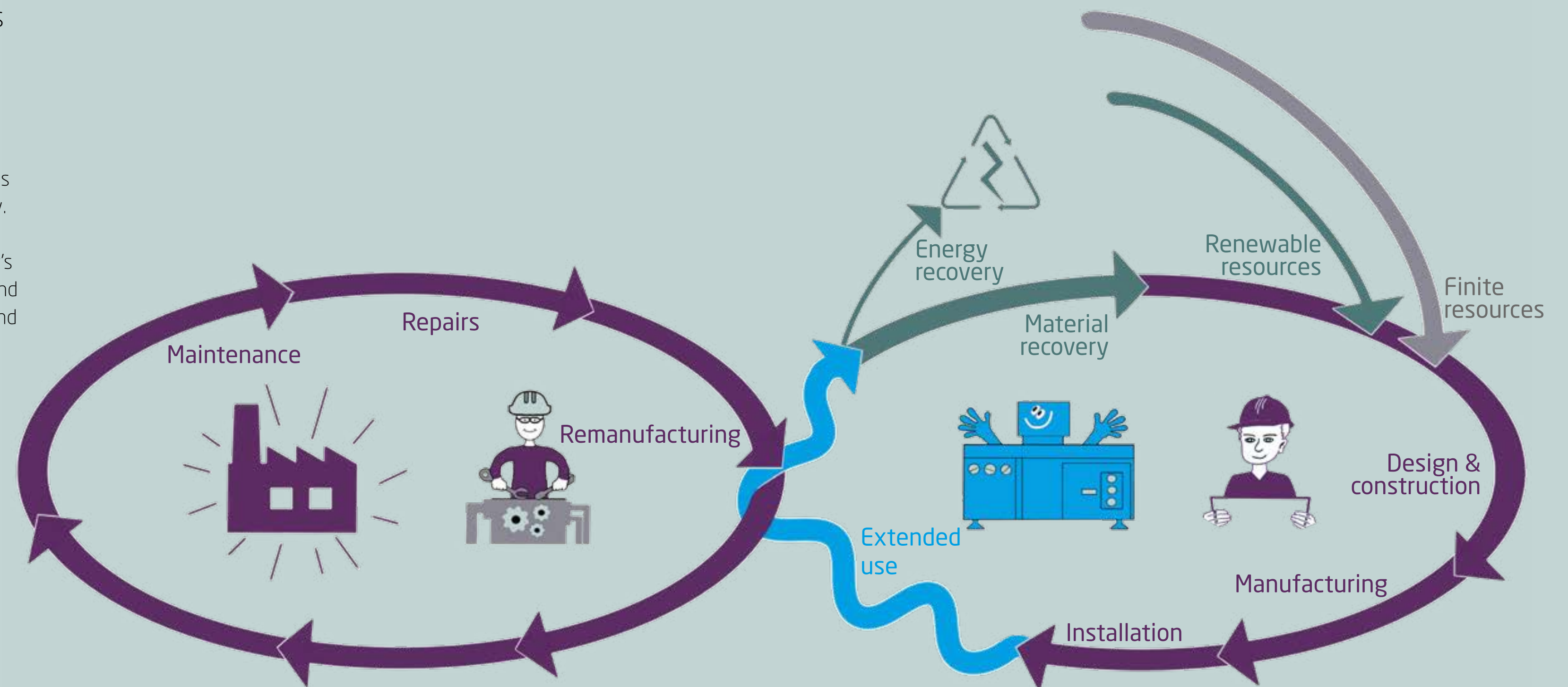
CIRCULAR ECONOMY

WE AND OUR CUSTOMERS ARE PART OF THE CIRCULAR TRANSITION

Our environmental responsibility includes efforts to constantly reduce our own negative environmental impact, as well as contribute to a circular economy, with our objective being more efficient management of the Earth's resources.

Maintenance, Repairs and Remanufacturing

Our social responsibility is clearly reflected in our offering, with several measures designed to promote more efficient use of customers' resources and energy. In this way our customers also fulfil their own environmental objectives. The image alongside clearly shows that we and our customers are part of society's circular transition and that we are contributing to the Maintenance, Repairs and Remanufacturing processes. This is possible because we work to streamline and optimise production facilities and to extend the service life of machinery and components by providing maintenance and repairs, for example.



KEY FIGURES - ENVIRONMENT

WE TAKE OUR SHARE OF RESPONSIBILITY

Our environmental responsibility includes efforts to constantly reduce our own environmental impact, as well as influence our customers and support them in their environmental efforts. Our responsibility is also reflected in the requirements we set for our suppliers.

We strive to protect the environment from several perspectives. Externally, for instance, we help our customers to meet their environmental commitments by proactively proposing environmental improvement measures through the services and products we offer. Internally, we protect the environment mainly by minimising our environmental impact from energy use and transport. While transport undoubtedly has an environmental impact, for a service company it is a prerequisite for being able to provide services and develop the business.

For 2022 we have mapped and measured our scope 1 and 2 greenhouse gas emissions in accordance with the GHG Protocol. The preferred methods are control approach and operational control.

Scope 1 refers to emissions from the combustion of fuel in company-controlled vehicles. Fuel consumption for the subsidiary GMK has been excluded for 2022. Data regarding consumption and emission factors for fuels has been obtained from the company's leasing agent for Jernbro Industrial Services. Any fuels purchased on private expenses are thus excluded from the summary. Consumption for the subsidiary GISAB has been estimated based on historic consumption.

Emissions within **Scope 2** refer to purchased electricity and district heating for leased premises. Actual electricity consumed is reported for 75% of the departments, while actual district heating consumed is reported for 44% of the departments. The remaining emissions within scope 2 are estimated based on square metre of floor space for each department.

Energy	2022 base year
Purchased energy, electricity and heating [MWh]	10,654
Energy intensity, energy consumption in relation to net turnover [MWh/MSek]	6.58
Greenhouse gas emissions	2022 base year
Scope 1 – fuel [tonnes CO ₂ e]	1,347
Scope 2 – Purchased energy (location-based method) [tonnes CO ₂ e]	370
Scope 2 – Purchased energy (market-based method) [tonnes CO ₂ e]	1,918 ¹
Total emissions scope 1 and 2 (location-based method) [tonnes CO ₂ e]	1,718
GHG intensity, emissions of greenhouse gases in relation to net turnover (location-based method) [tonnes CO ₂ e/MSek]	1.06

¹ The calculation for purchased energy through the market-based method produces significantly higher figures. This is due to the emission factor for the residual mix for 2021 from the Swedish Energy Markets Inspectorate (Energimarknadsinspektionen) being higher than the emission factor for the Nordic electricity mix.

KEY FIGURES - ENVIRONMENT

A PROFESSIONAL AND SAFE BUSINESS

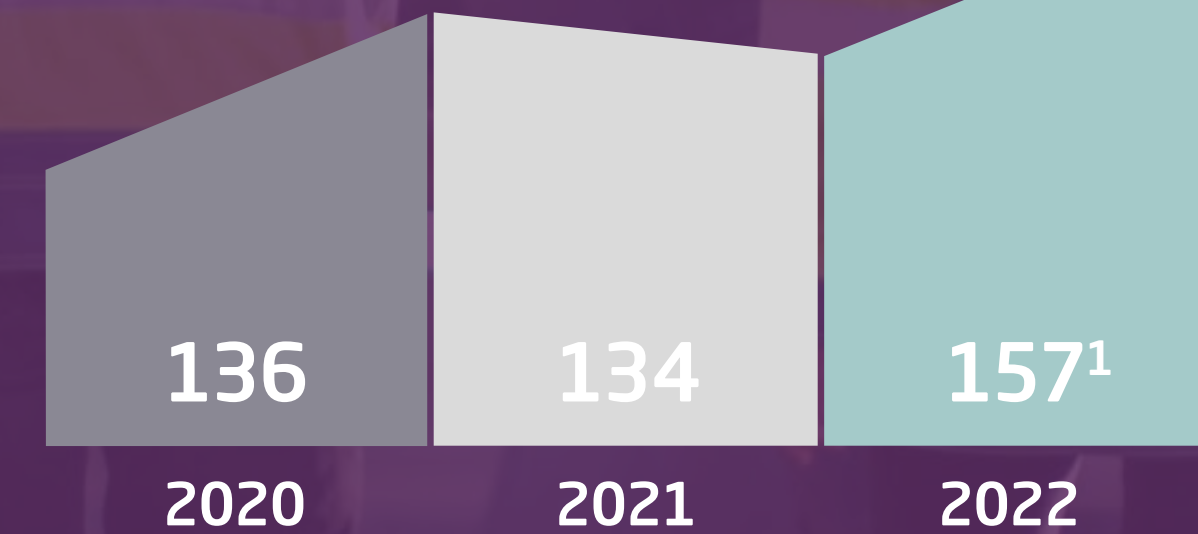
Jernbro's operations shall be environmentally friendly, safe and delivered to a high standard. This is achieved by, for instance, protecting our employees and the environment through safe chemicals management.

We measure and monitor the number of environmentally hazardous chemicals used, with the aim of reducing these over time. To do this, we take a safe and systematic approach to work, with Chemical Administrators appointed at each workplace, who are responsible for coordination of chemicals. Unfortunately, the number of environmentally hazardous chemicals appears to be increasing, which reinforces the importance of continued systematic selection of chemicals.

Chemicals	2020	2021	2022
Number of registered products in our chemicals management system	947	1,018	1,028 ¹
– Of which environmentally hazardous	136	134	157 ¹

¹ The increase is due mainly to Jernbro having acquired two companies in 2022

Number of environmentally hazardous products



CODES OF CONDUCT

WE TAKE RESPONSIBILITY FOR EMPLOYEES AND SUPPLIERS

Jernbro’s business must be characterised by a high ethical and moral standard. We care a great deal about how our business affects the environment, society and customers’ operations. We also strive to be a responsible and progressive employer. Jernbro’s Codes of Conduct govern how we behave in our work within the company and towards the outside world.

Our two Codes of Conduct contain principles related to the environment, work environments, laws and ethics, anti-corruption, money laundering, competition issues, conflicts of interest, working conditions, whistleblowing, communication and information. Jernbro and its subsidiaries comply with the principles in the UN Global Compact and the Universal Declaration of Human Rights, and with the ILO’s fundamental conventions on human rights at work. Our suppliers are also required to comply with these.

Jernbro’s Code of Conduct for employees obliges all employees to observe compliance in connection with their employment. The Code of Conduct is followed up on annually with all employees during their P&D discussion.

Jernbro’s Code of Conduct for suppliers sets the same high standards for suppliers and for any subcontractors they might use as we have adopted. This is signed by all major suppliers, in particular those who provide services to our customers. Another important measure is the regular meetings we organise with all major suppliers, where together we develop activities designed to deliver long-term sustainability. The Code of Conduct for suppliers is available on Jernbro’s website.

Supplier management	2020	2021	2022
Proportion of framework agreement suppliers who have been approved and/or evaluated as per the current procedure	100%	100%	100%



CODES OF CONDUCT & POLICIES

A GOOD ETHICAL AND MORAL APPROACH

Jernbro's two Codes of Conduct govern how we behave in our work within the company and towards the outside world. They set the overall agenda for how we should act. Jernbro also has a number of other policies, in addition to the Codes of Conduct, that guide and govern our behaviour and our work. Equal treatment, gender equality, the environment, wellbeing, anti-corruption and many more areas are important to Jernbro and are reflected in our policies. The company has a natural commitment to supporting employee wellbeing and development.

Equal treatment is a natural part of our business

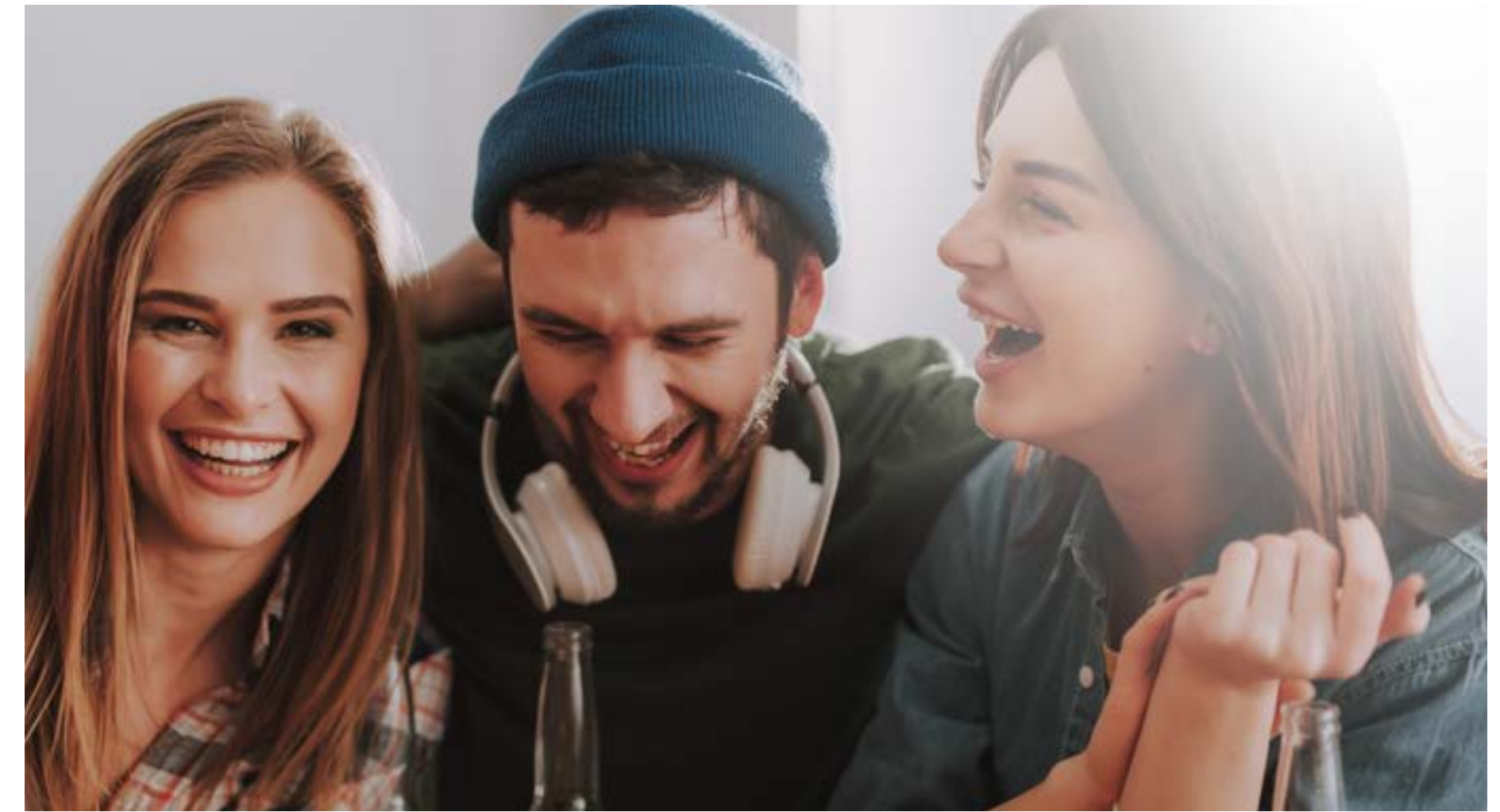
Our Equal Treatment Policy clarifies what is expected in terms of equal treatment and gender equality. In our eyes everyone should have equal rights and opportunities. Diversity and gender equality are also crucial in enabling us to achieve the company's goals and be an attractive employer. Together, we endeavour to provide a workplace that is inclusive, characterised by equality and diversity in thought and action, and free from bullying, harassment and discrimination. At Jernbro, everyone must be treated equally, irrespective of gender, ethnicity, sexual orientation, disability, religion, age or transgender identity.

Salaries must stimulate good performance and skills development

Jernbro's Salary Policy supports the company's business concept by stimulating, engaging and developing employees to deliver a good work performance and achieve job satisfaction. Salaries must be adapted for the company and the market in order to help recruit, retain and further develop competent employees and so successfully run and develop Jernbro. Everyone, regardless of gender, age and ethnicity, must be treated with respect and on equal terms and be given the same opportunities for salary development.

Employee wellbeing is paramount

We want our personnel to be fit and healthy in order to feel good both during and outside working hours. Healthy employees contribute both to their own wellbeing and to Jernbro's development as a company. In 2022, efforts in this area included increasing the annual wellness allowance.



Jernbro takes a positive view of career and skills development

Developing the right skills among our employees is one of the prerequisites for being able to achieve Jernbro's objectives and be an attractive employer. We are interested in employees maintaining and developing their skills and competence in line with Jernbro's strategy. Our employees play a key role in Jernbro's ability to provide services of a high professional standard, tailored to our customers. For this reason, each employee produces an individual development plan, together with their manager.

Our business trips reflect the best interests of the economy and the environment

Our Travel Policy explains that it is the responsibility of each employee to ensure that any business trips they take are economically and environmentally sustainable and safe. Where possible and justifiable in terms of time, train travel shall be chosen over other modes of transport. Digital meetings are also recommended, where these are deemed possible and appropriate.

Acting legally and ethically is essential

Anti-corruption is addressed in a number of ways at the company, including in our Hospitality Policy. In our business, internal and external business relationships are essential. It is therefore important that we act in a legally and ethically sound manner. All employees are encouraged to report suspected violations of applicable laws, regulations or our Codes of Conduct through our updated whistleblowing procedure. Jernbro does not accept any form of discrimination or other negative consequences for persons who have reported suspected violations in good faith.

CYBERSECURITY

HEIGHTENED AWARENESS ABOUT IT RISKS

For several years now Jernbro's IT department has been working hard to increase knowledge about information security among all employees. The reason for this is that our organisation is dependent on digital technology, and this makes us vulnerable.

IT attacks occur every day around the world. If Jernbro were to fall victim to such an attack, it could disrupt our business if we were to lose valuable information, as well as affect third parties.

Training has raised awareness among employees about these risks, and also improved security. All personnel at Jernbro regularly participate in online training about digital security.

During the year a cybersecurity assessment was carried out, which has led to the development of necessary measures. These efforts are supported by ISO 27001 as regards working methods for cybersecurity, information security and data protection.

ECONOMY

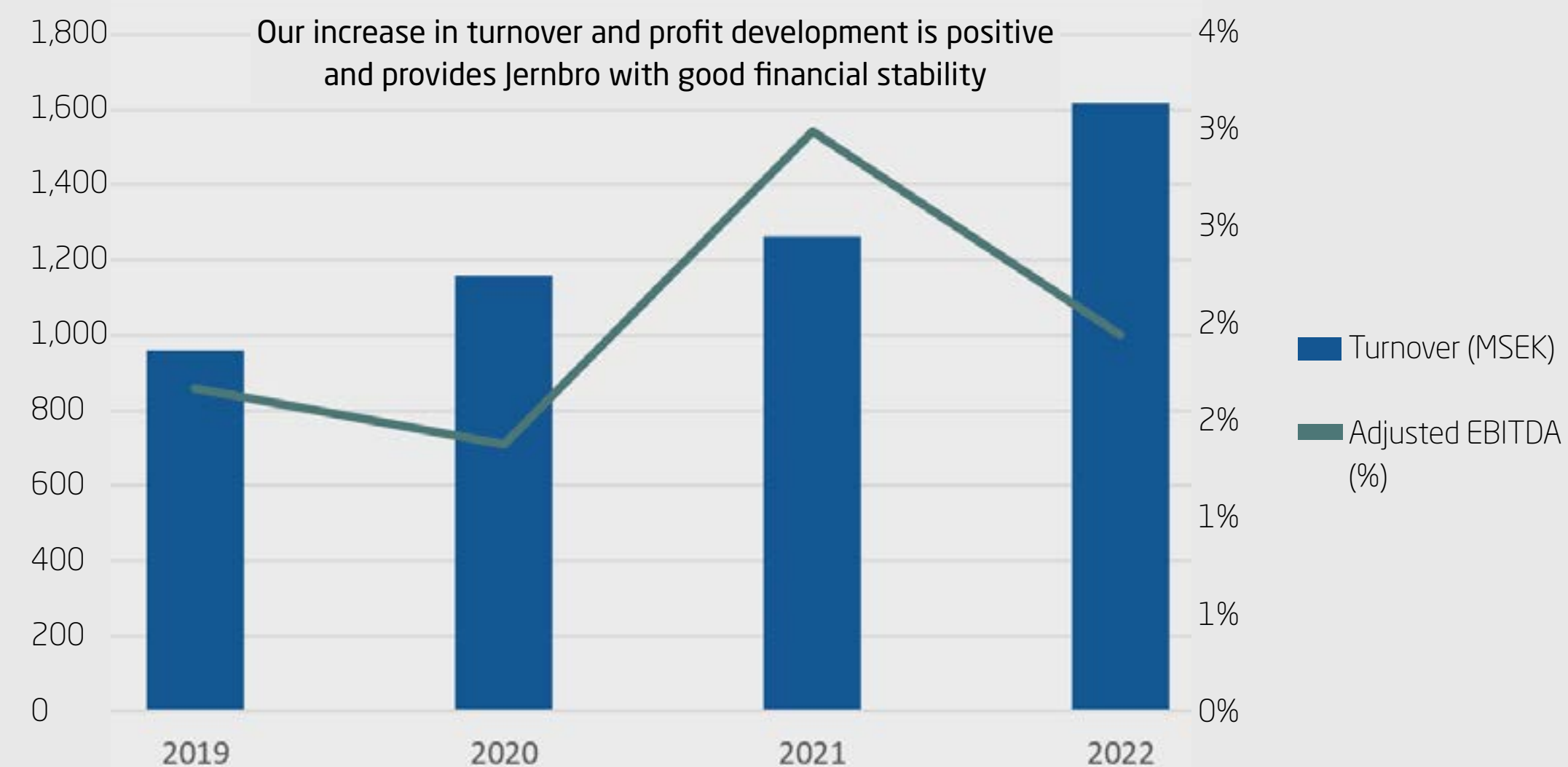
STABILITY LEADS TO DEVELOPMENT AND SECURITY

Jernbro's financial stability provides the foundation for our company's growth and provides security in the form of salaries for our employees.

Our financial stability is based on a number of parameters. An important aspect is that we operate in a large number of industries. This means greater flexibility and makes us less dependent on individual industries.

Jernbro operates from about 30 locations throughout Sweden. This geographical spread also provides us with financial continuity, which helps to safeguard and further develop the business.

As our customer offering tends to comprise services, few investments are required. In combination with the short cycles of projects and assignments, this gives Jernbro both good liquidity and cash generation, as well as an opportunity to make long-term plans.



For further financial information, we refer you to Jernbro's Annual Report.

SYSTEMATIC WORK AND GOVERNANCE

JERNBRO CONFORMS TO STANDARDISED REQUIREMENTS

The overall business management system at Jernbro focuses on quality, the environment and the work environment and comprises processes, tools and descriptions of how we should approach service, assignments and management.

Jernbro complies with current legislation regarding Systematic Work Environment Management.

In order to ensure accurate reporting of financial information, we cooperate with authorised public accountants.

In 2022 we have worked to ensure that the companies which we acquired during the year comply with Jernbro's processes and procedures, which will enable them to be certified in accordance with the stated standards.

Our certifications ensure that our working methods and processes conform to standardised requirements, and that the information provided in these areas is transparent and adheres to accepted principles.

ISO 45001 means that we are certified in relation to our work environment and that we operate in accordance with current regulations and standards. This certification also demonstrates that we work actively on the work environment and systematic improvements.

ISO 9001 means that we are quality certified. In order to guarantee quality-assured service delivery, we have developed a standardised delivery process that can be tailored to suit each customer.

ISO 14001 is the environmental management system standard under which Jernbro is certified. The system is a tool that facilitates systematic environmental management. Certification shows that our environmental work is an integral part of the company's operations.

EN 1090-1 means that we can CE-mark load-bearing components for delivery to a construction site or different types of support structures, such as steel frames, mezzanine floors, forgings, etc. during manufacture or in the event of modification at a workshop.

ISO 3834-2 contains quality requirements for the performance of welding.

SS-EN ISO/IEC 17025:2018 is the length calibration that our measurement instrument laboratory is accredited for.

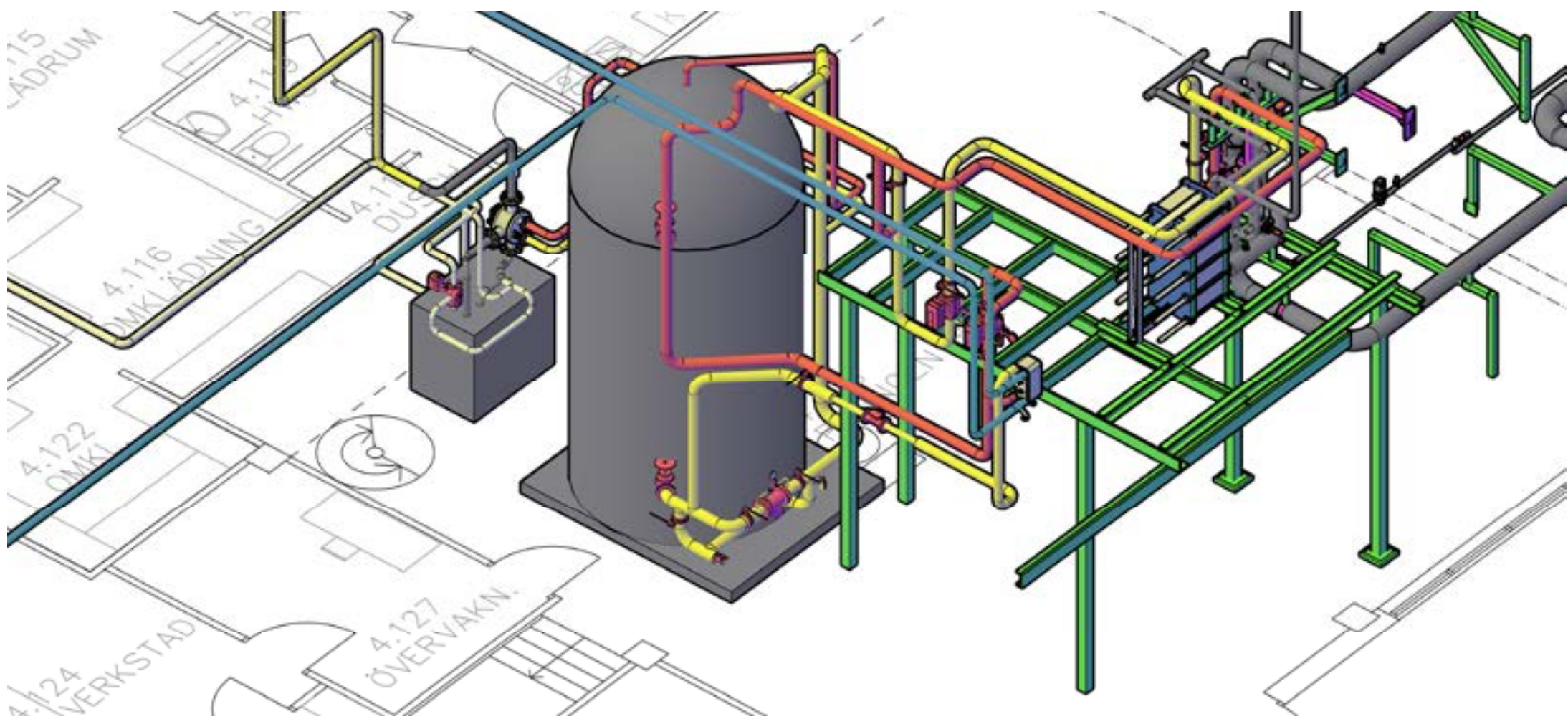
CUSTOMER CASES

WE HELP OUR CUSTOMERS WITH THEIR SUSTAINABILITY WORK



CORPOWER OCEAN PRODUCES ENERGY THROUGH WAVE POWER

Jernbro has contributed with the manufacture of complex components for CorPower Ocean's product. The result is a buoy that will generate energy from ocean waves. Jernbro has, for example, produced load-bearing components in high-strength steel with high tolerance requirements. CorPower Ocean appreciates the fact that Jernbro was able to realise their concept in a creative and competent way.



LARGE ENERGY SAVINGS AT HKSCAN

At HKScan in Linköping increased energy costs revealed an issue with inefficient heat recovery from cooling systems. The system has now been re-designed, re-dimensioned and re-built to suit its new operating conditions. The result is an efficient system with an increased lifespan, which also contributes to large energy savings.

Jernbro also identified the fact that HKScan should have a separate high-temperature heating system to reduce the use of district heating and to eliminate the risk to staff of excessively hot water. The existing heating system's supply temperature is now controlled by the outside temperature, which leads to reduced district heating consumption, better control of the heating effect, and lower return temperatures. HKScan now also benefits from reduced heat losses via heat release and reduced leakage from control valves for heating and ventilation because the heating system is now not set to the same high temperature all year round.



OLD AND NEW MACHINES KEPT RUNNING AT AC FLOBY

AC Floby is greatly impressed by Component Servicing's knowledge of both older and new machines. Jernbro and AC Floby have thus signed an agreement called Guaranteed Repair. The agreement means that Jernbro undertakes to replace or repair components as a way of ensuring that AC Floby's older machines can continue operating for a certain number of years.

Find out more about these customer cases at jernbro.com, where you can also read other cases and in-depth articles.

WE CREATE LOCAL GROWTH

Our goal is local growth and development. That is why we invest locally. Many of us live in the area. Our children go to school here. We therefore care about the area's survival and about there being jobs for the next generation. We strive to develop business relationships with local companies. In this way, we secure the competence needed for more efficient, safer production in your local area. This also creates new job opportunities.

Read more about us and how we can boost your production at jernbro.com

Jernbro reports its sustainability work on an annual basis as part of its annual report. The sustainability report complies with the provisions in chapter 6 of the Swedish Annual Accounts Act. Jernbro's sustainability report has not been audited by a third party.

JERNBRO®