



SUSTAINABILITY REPORT 2025

JERNBRO



Every day, we ensure that Scandinavian production does not stand still – and that it becomes more efficient than expected.

And when your facility needs to grow or change, we make sure everything runs smoothly.

We are the guarantor of a thriving Scandinavian industry.

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Daniel Backman
CEO



Fredrik Kringberg
HSEQ & ESG

Sustainable operational reliability in a changing world

The past year has been marked by economic uncertainty, with low growth, high interest rates and increased pressure on the industry. In this environment, Jernbro has continued to grow. It confirms that our offering – built on proximity, technical expertise and long-term partnerships – is robust.

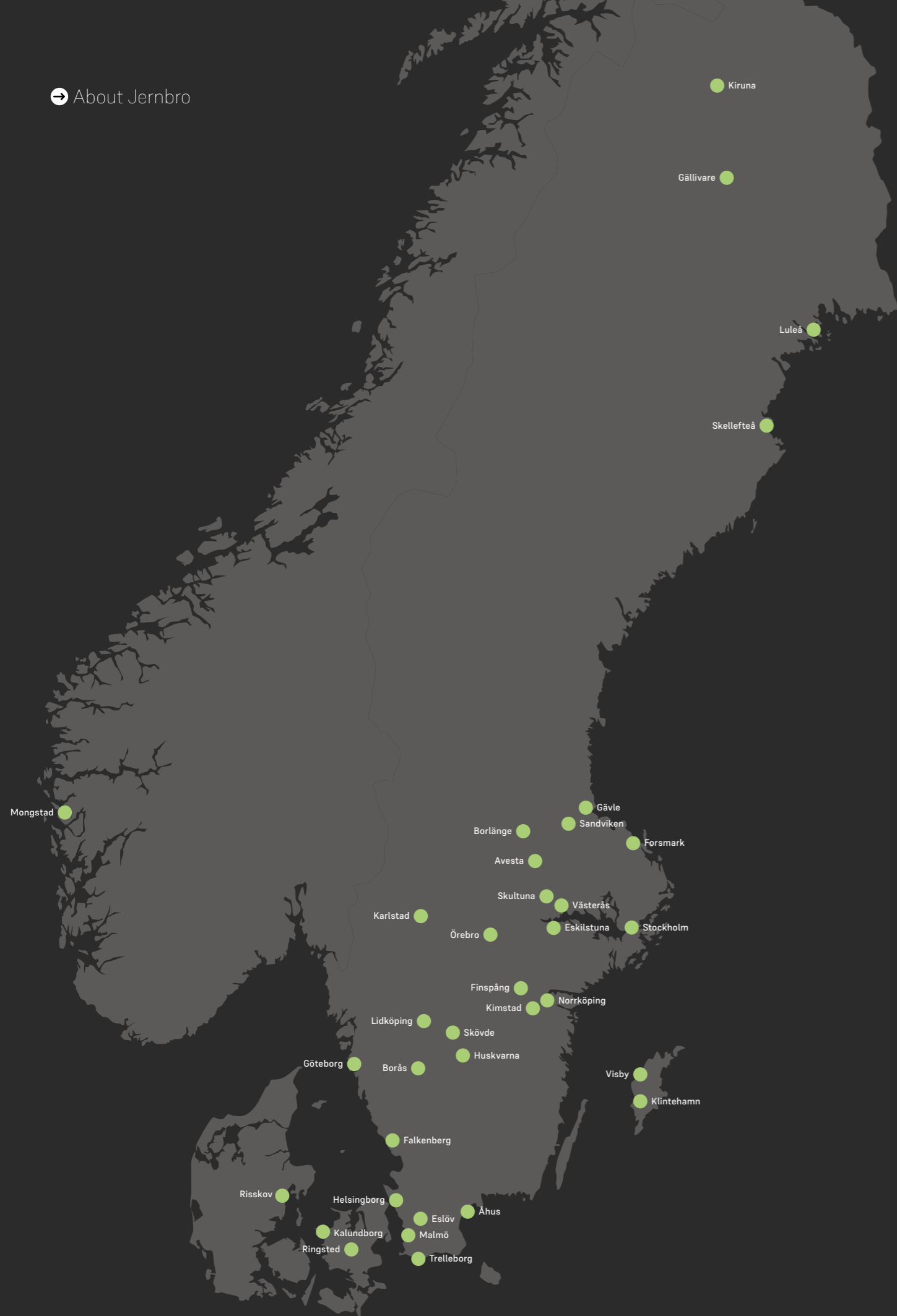
Sustainability is not a separate initiative for us. It is integrated into our business model. When we extend the lifetime of facilities, reduce energy use or strengthen the safety culture, we create both business value and societal value.

"Industry is facing major demands – for efficiency, safety and climate transition. For us, it has been a natural part of the transition. Sustainable operational reliability is not an add-on, it is the core of our offering," says Daniel Backman, CEO.

During the year, we have continued to strengthen our efforts in safety, environmental management and corporate governance. Safety performance shows a positive trend, while at the same time we are intensifying our initiatives to prevent accidents. Within the environmental area, we have continued to reduce environmentally

harmful chemicals and increase the electrification of vehicle fleets. Work on improving data quality and reporting has been further strengthened through the implementation of CSRD and a completed double materiality assessment.

"Sustainability issues are business-critical for us. Our customers demand transparency, structure and concrete results. Through systematic and long-term work, we strengthen both our competitiveness and our contribution to a more sustainable industry," says Fredrik Kringberg, HSEQ & ESG.



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At Jernbro, sustainability is a natural part of our mission – not something added afterwards. Through knowledge, technology and people, we take responsibility for how industry develops and how society thrives.

Jernbro - ensuring a thriving Scandinavian industry

The Jernbro Group is Scandinavia’s leading knowledge partner in industrial services for sustainable operational reliability.

By bridging knowledge, technology and people, we ensure that industrial production and critical infrastructure do not stop – around the clock.

When facilities need to grow or change, we lead and deliver each industrial project with tailored solutions that strengthen reliability and efficiency. Through industrial solutions, optimization initiatives and ongoing main-

tenance, we make sure that the full operation functions as intended and that our customers’ businesses can continue to develop over time.

Jernbro has annual revenue of SEK 2.5 billion and employs approximately 1,300 specialists. We operate locally from around 35 strategic locations across Sweden, Norway and Denmark, where our local presence and deep understanding of our customers’ processes contribute to improved efficiency, long-term competitiveness and sustainable value creation.

Industrial services for sustainable operational reliability

To achieve climate goals, increase production and quality, maximize uptime and at the same time reduce downtime – these are challenges facing every industrial company today. The demands for efficiency and transparency are increasing, while facilities are becoming

more complex and investments more capital-intensive.

At Jernbro, we support the entire lifecycle – from daily maintenance to large CAPEX projects. By combining knowledge, technology and people,

we help Scandinavian industry turn these challenges into opportunities. Opportunities for smarter maintenance, technical innovation and long-term competitiveness.

Industrial solutions – when facilities need to evolve

Industry is constantly changing. Production lines are built, capacity increases, technology is modernized and regulations are tightened. We lead and execute industrial projects that strengthen our customers' facilities – technically, operationally and in terms of safety.

We work with design and engineering, installation and assembly as well as fabrication of piping systems and steel structures. We carry out relocation and rebuilding of machines and complete production lines. Our electrical solutions and lifting systems are delivered with high demands on precision and compliance. Within water and wastewater, we contribute to robust systems for critical infrastructure.

Each project is carried out with a focus on reliability, energy efficiency and lifecycle performance. It is not only about building new – but about building for sustainable operations.



Together, we build a sustainable industry – and a thriving Scandinavia

Industrial maintenance – when production must perform every day

Development is crucial. But stable operations are the foundation for everything. Our responsibility is to ensure safe and efficient operations through comprehensive maintenance responsibility, maintenance agreements and structured maintenance development that secures uptime and maximizes asset lifetime.

We provide on-site teams with the right expertise and resources for efficient and safe execution. Through our resources and expertise, we often work integrated within our customers' organizations. Our component service, calibration, machining and welding workshops enable repair and refurbishment instead of replacement – delivering both economic and environmental benefits.

Maintenance is not reactive. It is a strategic discipline that creates stability, reduces risk and strengthens competitiveness.





Our sustainability work

To structure and develop our sustainability efforts, we take a holistic approach based on ESG – environmental, social and governance. These three perspectives guide our priorities and follow-up, while also reflecting how we impact our surroundings and how our surroundings impact us.

The environmental perspective includes our own climate impact, our energy use and our management of resources. It is about reducing emissions, using energy efficiently and contributing to a circular economy through

maintenance and refurbishment. The social perspective focuses on our employees' safety, health and development. The industry is a male-dominated sector with clear safety challenges. Therefore, our work to build a strong safety culture, competence development and an inclusive working environment is central. A safe workplace is a prerequisite for long-term development.

Governance is about ethics, transparency and stability. Our business shall be conducted with high moral stand-

ards and zero tolerance for corruption. Strong financial stability enables us to invest in safety, development and improvements. Cybersecurity is an integral part of this, where digital stability is crucial for both our operations and our customers.

External environment analysis

The world is facing major challenges. Climate change, loss of biodiversity and social factors affect both society and industry.

At the same time, regulatory require-

ments are increasing, not least through the EU's new directives on sustainability reporting.

In 2025, we conducted a double materiality assessment in accordance with CSRD and ESRS. The analysis has examined how our operations impact people and the environment, and how external sustainability factors affect our business.

Through the analysis, value chain review and dialogue with stakeholders, we have identified our most significant impact areas, risks and opportunities.



Our climate targets

- Reduce Jernbro's greenhouse gas emissions by 50% by 2030 compared to the 2022 base year
- Achieve net zero emissions in Scope 1 and 2 by 2035
- Achieve net zero greenhouse gas emissions by 2045, in line with Sweden's national climate targets

The work has strengthened our structure and clarified our priorities for the years ahead.

In 2026, we will continue to deepen and strengthen our sustainability efforts, in close interaction with our business plan and long-term strategy.

By creating measurable, improved processes and long-term initiatives, combined with modern technology, we reinforce Jernbro's role as a partner driving sustainable industrial development in Scandinavia.

Our contribution to Agenda 2030 in three dimensions

As an industrial partner, we influence the transition towards Agenda 2030. Our contribution is made through the operational work we carry out every day – in facilities,

processes and critical infrastructure. Our sustainability work is structured in three dimensions: **environment, social responsibility** and **governance**.

Environment

We continuously work to reduce our negative environmental impact, while contributing to a more resource-efficient and circular industry.

Through industrial maintenance, repairs, retrofits and technical upgrades, we extend the lifetime of facilities and reduce resource consumption. Transport and energy use are key areas in our climate-related work.

Our greenhouse gas emissions are measured and reported in accordance with the GHG Protocol. Scope 1 and 2 are reported with 2022 as the base year, and parts of Scope 3 with 2023 as the base year.

↓

Challenges:

Greenhouse gas emissions from transport and energy consumption

Global goals we contribute to:

7, 9, 12 and 13

Social responsibility

The safety and development of our employees are central to our operations. We work to create a safe, inclusive and equal working environment, free from discrimination, harassment and violations, with a vision of zero workplace accidents.

Through occupational health services,

wellness initiatives, skills development, union collaboration and collective agreements, we create stable and attractive working conditions. At the same time, we actively work to broaden the recruitment base in a traditionally male-dominated industry.

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Challenges:

Work-related accidents and a male-dominated industry

Global goals we contribute to:

3, 5, 8 and 10



Governance

Our business is conducted with high ethical standards, transparency and long-term financial stability. We have zero tolerance for corruption and set clear requirements in our value chain to reduce ESG risks.

Cybersecurity is a prerequisite for stable operations and trust.

We work continuously to strengthen both technical protection and employee awareness.

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Challenges:

ESG risks in the value chain

Global goals we contribute to:

8 and 9



Sustainability is a natural part of our mission

The framework for our responsibility

At Jernbro, sustainability is a natural part of our mission – not something added afterwards. Through knowledge, technology and people, we take responsibility for how industry develops and for long-term societal value.

Our sustainability policy applies to the entire Jernbro Group and covers all employees as well as individuals acting on our behalf. It sets the framework for our work within environment, social responsibility and governance – and forms the foundation for how we manage, follow up and develop our operations.

We take responsibility for climate and resources

We contribute to the green transition through our services in maintenance, repairs and industrial solutions that promote a circular economy. At the same time, we work systematically to reduce our own climate impact.

We monitor our greenhouse gas emissions and work to reduce our direct emissions by 50% by 2030 and reach net zero by 2045, in line with national targets. Energy efficiency, increased

use of renewable energy, efficient waste management and protection of water resources are central parts of our environmental work. We also contribute to preserving biodiversity through responsible sourcing of materials and services.

We put people and safety first

We work to create a safe, inclusive and equal workplace where no one is injured. Our vision of zero accidents guides our safety culture.

We promote equality, diversity and inclusion and have zero tolerance for discrimination.

We respect human rights and do not accept child labour, forced labour or human trafficking in our operations or value chain. Trade union collaboration and collective agreements are a natural part of how we operate. Skills development and fair working conditions are central to being a long-term and attractive employer.

We lead with ethics, transparency and governance

We conduct our business with integrity, transparency and high ethical

standards. We have zero tolerance for corruption, bribery, money laundering and fraud. Our policies and governance systems ensure structured management and continuous improvement.

We integrate sustainability into our business strategy and actively work to identify and manage risks, opportunities and impacts across our operations and value chain. Information and cybersecurity are prerequisites for stable operations and trust.

We encourage the reporting of misconduct and provide protection through our whistleblowing function.

We stand behind global principles

We follow applicable laws and regulations in the countries where we operate. In addition, we support the principles of the UN Global Compact, the UN Universal Declaration of Human Rights, the ILO core conventions and Agenda 2030.

The full sustainability policy is available at jernbro.com



EQUALITY AND INCLUSION IN PRACTICE



**RELIABILITY YOU
CAN TRUST – EVERY DAY**

Values that guide our business

At Jernbro, we don't just ensure that operations and critical infrastructure function safely and sustainably. It is equally much about our people and the culture we build together.

Our values are not a separate part of the business. They are embedded in how we develop our mission, how we take responsibility for each other, for our customers and for society. In an industry where risks are high and the consequences of failure can be serious, culture is crucial to ensuring quality and sustainable development.

Close and accessible in relationships and organization

We believe in personal and accessible collaboration. Short decision paths and close cooperation create clarity and accountability. Our local presence in Sweden, Norway and Denmark means we are close to our customers – and to each other.

A culture built on openness and respect strengthens both safety and quality in our deliveries. When colleagues support each other, managers are accessible and dialogue is active, risks are reduced and improvements happen faster.

Closeness is therefore not just a feeling – it is an operational strength.

Development in everyday work and with each other

Competence is a prerequisite for sus-

tainable operational reliability. That is why continuous development is integrated into our daily work.

Development happens in everyday operations – through teamwork, knowledge sharing and solving real challenges together. Through learning and experience, we ensure that we have the right competence where it is needed, when it is needed.

Giving employees the opportunity to grow – regardless of role – strengthens both the individual and the organization's long-term competitiveness.

Reliability you can trust every day

Reliability is reflected in how we work. Structured processes, clear routines and the right tools create the conditions for safe operations. But reliability is also about trust.

When employees feel secure in their roles, it shows in the quality of delivery. When customers experience stability in collaboration, long-term relationships are built. When the organization is characterized by responsibility and transparency, resilience is created over time.

Our values are therefore not just cultural guidelines – they are a prerequisite for safety, quality and sustainable development.



Understanding our impact and our risks

A relevant and long-term sustainable business requires an understanding of both impact and expectations. Therefore, dialogue with our stakeholders is a central part of our sustainability work.

We maintain an ongoing and structured dialogue with customers, employees, suppliers, owners and other stakeholders. This takes place through customer meetings, follow-ups, employee dialogues, employee surveys, supplier audits and daily operational interactions.

The purpose is to capture expectations, identify risks and opportunities, and prioritize the most significant areas. Through environmental analysis, value chain analysis and internal assessments, we have identified our most significant impacts, risks and opportunities. The results form the basis for priorities in our Sustainability Roadmap and strengthen our governance going forward.

The work with materiality analysis is

not a one-time effort. It is part of our continuous development and a prerequisite for being a relevant and responsible partner to the industry.

Material only from an impact perspective	Material from both perspectives
<p>8 9 17 19</p> <p>24 25 33 37</p>	<p>2 3 18 20</p> <p>21 23 32 36</p>
<p>1 4 5 6</p> <p>7 10 11 12</p> <p>13 14 15 16</p> <p>22 26 27 28</p> <p>29 30 31 34</p> <p>35</p>	
Not material	Material only from a financial perspective

Thematic ESRS	Topic	Subtopic
E1	Climate change	<ul style="list-style-type: none"> 1 Climate change adaptation 2 Climate change mitigation 3 Energy
E2	Pollution	<ul style="list-style-type: none"> 4 Pollution of air 5 Pollution of water 6 Pollution of soil 7 Pollution of living organisms and food resources 8 Substances of concern 9 Substances of very high concern 10 Microplastics
E3	Water and marine resources	<ul style="list-style-type: none"> 11 Water 12 Marine resources
E4	Biodiversity and ecosystems	<ul style="list-style-type: none"> 13 Direct impact drivers of biodiversity loss 14 Impacts on the state of species 15 Impacts on the extent and condition of ecosystems 16 Impacts on and dependencies on ecosystem services
E5	Resource use and circular economy	<ul style="list-style-type: none"> 17 Resource inflows, including resource use 18 Resource outflows related to products and services 19 Waste
S1	Own workforce	<ul style="list-style-type: none"> 20 Working conditions 21 Equal treatment and equal opportunities for all 22 Other work-related rights
S2	Workers in the value chain	<ul style="list-style-type: none"> 23 Working conditions 24 Equal treatment and equal opportunities for all 25 Other work-related rights
S3	Affected communities	<ul style="list-style-type: none"> 26 Economic, social and cultural rights of communities 27 Civil and political rights of communities 28 Rights of indigenous peoples
S4	Consumers and end-users	<ul style="list-style-type: none"> 29 Information-related impacts for consumers and/or end-users 30 Personal safety of consumers and/or end-users 31 Social inclusion of consumers and/or end-users
G1	Business conduct	<ul style="list-style-type: none"> 32 Corporate culture 33 Protection of whistleblowers 34 Animal welfare 35 Political engagement and lobbying activities 36 Management of relationships with suppliers, including payment practices 37 Corruption and bribery

Health and safety	2024 ³	2025
LTIFR ¹	3,5	3,3
TRIFR ²	15,6	11,5
Share of employees covered by organized safety committee work	100%	100%

¹ Lost Time Injury Frequency Rate (accidents with absence per million hours worked). Jernbro Group including subcontractors.

² Total Recordable Injury Frequency Rate (accidents with and without absence per million hours worked).

³ Jernbro Group including subcontractors.

Safety is our highest priority

In industrial environments, safety is not a support function – it is a core part of the business. The risks are real, and the consequences can be serious. Therefore, health and safety are a central part of our social responsibility and a prerequisite for sustainable operational reliability. Our starting point is clear: **no one should be injured at work.**

In recent years, we have worked systematically to strengthen our safety culture. The development of key indicators shows improvements over time, even if variations between years reflect the scope and complexity of operations.

LTIFR has decreased from 5.7 in 2022 to 3.3 in 2025. TRIFR has decreased over the same period from 13.8 to 11.5. After an increase in 2024, we now see a clear improvement in 2025. This confirms



No one should be injured at work

that long-term and structured efforts are effective.

At the same time, every incident reminds us that the work must continue.

100 percent of our employees are covered by organized safety work. Risk assessments are carried out before work begins and updated when conditions change. Incidents and risk observations are reported and followed up to prevent future events.

Training is a central part of our preventive work. Through safety training, onboarding programs and leadership within the work environment area, we continue to strengthen our safety culture. A strong safety culture is built through knowledge, clear routines and leadership that prioritizes what matters.



Basic safety rules

- ✓ I ALWAYS plan my work and carry out a risk assessment before starting, as well as in case of significant changes.
- ✓ I ALWAYS use the required personal protective equipment.
- ✓ I ALWAYS follow prescribed work methods, instructions and safety procedures.
- ✓ I ALWAYS ensure that tools, machines and other equipment are in proper condition (e.g. without visible damage).
- ✓ I ALWAYS maintain a safe distance from hazardous energy (e.g. electricity, suspended loads, hydraulics, rotating equipment).
- ✓ I ALWAYS work free from the influence of alcohol or drugs. I ALWAYS follow applicable traffic regulations.
- ✓ I ALWAYS report identified risks, incidents and improvement suggestions in TIA, to my supervisor or according to specific customer requirements.
- ✓ I ALWAYS intervene immediately if I observe unsafe situations or incorrect behavior.
- ✓ I ALWAYS show care for my colleagues, as it is a shared responsibility to pay attention to work behaviors.





Transparency drives development



Employees	2024	2025
Number of permanent employees <i>(excl. temporary staff, probationary employees and hourly employees)</i>	1150	1120
Of which women	9%	9%
Of which men	91%	91%
New hires		
Number of new hires	124	142
Of which women	8%	7%
Of which men	92%	93%
Change in number of employees due to M&A	306	33
People in leadership positions		
Number of people reporting directly to the CEO (C-suite) and those reporting to C-suite managers	41	25
Of which women	5	5
Of which men	36	20
Collective agreements		
Share of employees covered by collective agreements	100%	100%

Our employees

Our employees are the foundation for both delivery and long-term competitiveness. Transparency in employee-related key figures is a prerequisite for development.

In 2025, the number of permanent employees amounted to 1,120. After the strong increase in 2024, this reflects that the organization has stabilized.

Net changes linked to M&A have been limited during 2025.

The gender distribution is 9% women and 91% men, in line with previous years. In 2024, the share of women was 9%, and in 2025 it was 7%. The industry remains male-dominated, and broadening recruitment is a long-term development area.

The number of people in leadership positions amounts to 25, of which 5 are women and 20 are men.

In 2025, a group-wide training in DEI (Diversity, Equity and Inclusion) was conducted for all employees in Sweden, Norway and Denmark. The aim is to strengthen awareness and accountability in everyday work.

Together, we drive the circular transition

The circular economy is a central part of our environmental responsibility. For Jernbro, it is about both reducing our own environmental impact and contributing to a more resource-efficient industry through our services.

Our core business – maintenance, repairs and refurbishment – is the foundation of circularity. By extending the

lifetime of machines and components, we reduce the need for new production, raw material extraction and energy-intensive replacement investments. Repairing instead of replacing not only delivers economic benefits, but also environmental value.

Through optimization and efficiency improvements in production facilities,

we also contribute to reduced energy use and better resource utilization. This strengthens our customers' competitiveness while supporting their environmental and climate goals.

Our contribution to the circular economy is therefore not a separate initiative, but an integrated part of how we create sustainable operational reliability.

The starting point is to use less, use longer, reuse and recycle – in that order.



Use less



Use longer



Reuse



Recycle



**REPAIR INSTEAD
OF REPLACE**



Our climate impact

Reducing our climate impact is a central part of our environmental responsibility. For a service and industrial company, transport and energy use are the most significant emission sources.

During 2025, we have continued to measure Scope 1 and Scope 2 emissions according to the GHG Protocol. We apply a control approach and include operational control. Scope 3 reporting still includes selected categories such as waste and business travel

clear impact, as have general efficiency measures.

Scope 1 refers to emissions from owned or controlled sources, primarily fuel consumption from company vehicles and machinery. The electrification of the vehicle fleet contributes to a positive development, together with a strong focus on resource efficiency in vehicle usage.

Scope 2 omfattar köpt elektricitet och

Through improved data quality, method development and efficiency measures, we strengthen transparency and our ability to reduce climate impact.

Responsible chemical management
We work actively to replace chemicals with more environmentally and health-adapted alternatives. A central part of this is responsible chemical management.

We measure and follow up the number of hazardous chemicals with the ambition to reduce them over time. This is done through a structured and systematic approach, where appointed chemical coordinators at each workplace are responsible for coordination, follow-up and regulatory compliance.

During 2025, the total number of reported hazardous chemicals has increased.

The increase is due to Veltec's operations in Denmark and Norway being included in the reporting from 2025. For Jernbro in Sweden, the positive trend continues with a reduced number of hazardous chemicals, achieved through active substitution of hazardous substances and ongoing chemical inventories.

Through a unified approach across the group, we strengthen control over chemical risks and create better conditions for continued reduction over time.



Reduced emissions through systematic work and follow-up

During the year, the calculation method for fuel-related emissions has been adjusted to align with current standards. Historical data has been recalculated, which means that previously reported figures have been revised. The updated method results in lower reported emissions compared to earlier reporting.

Development 2025

Several activities show positive development, including reduced fuel consumption and the consolidation of operations into more efficient locations. Local initiatives have had a

fjärrvärme för hyrda lokaler. 99 percent of electricity consumption is now based on actual data. For district heating, 51 percent is based on actual consumption, while the remaining share is estimated based on area.

Scope 3 includes emissions from waste and business travel. Business travel is calculated based on actual travel data from contracted travel agencies, where emissions from flights, trains and cars are multiplied by the emission factors of the Swedish Environmental Protection Agency.

Energy	Base year (2022)	2024	2025
Purchased energy, electricity and heating [MWh]	11.533	10.753	10.506
Energy intensity, energy use in relation to net sales [MWh/MSEK]	4,31	4,30	4,35
Greenhouse gas emissions Scope 1, 2 and 3	Base year (2022)	2024	2025
Scope 1 - fuels [ton CO ₂ e]	1.202	1.227	1.185
Scope 2 - purchased energy (location-based) [ton CO ₂ e]	882	804	643
Scope 2 - – purchased energy (market-based) [ton CO ₂ e]	2.370 ¹	1.195 ¹	616
Total emissions Scope 1 and 2 (location-based) [ton CO ₂ e]	2.084	2.031	1.828
Emissions intensity Scope 1 and 2 (location-based) [ton CO ₂ e/MSEK]	0,78	0,81	0,76
Scope 3 – not complete (2 of 15 categories included: waste and business travel) [ton CO ₂ e]	x	3.067	15
Scope 3 - waste	x	2.840	113
Scope 3 - business travel	x	218	128

¹The calculation for purchased energy using the market-based method results in significantly higher figures. This is because the emission factor used for residual mix from the Swedish Energy Markets Inspectorate is higher than for the Nordic electricity mix.

Chemicals	2024	2025
Number of registered products in our chemical management system ¹	920	1.200
– of which hazardous ¹	141	149

¹From 2025 including Veltec.



Ethics, responsibility and clear frameworks

A sustainable business requires clear principles for how we act – internally and externally. Our operations are characterized by high ethical standards, transparency and long-term accountability.

Our two Codes of Conduct – for employees and suppliers respectively – form the foundation of this work. They cover areas such as the environment, working conditions, human rights, business ethics, anti-corruption, conflicts of interest and information management. The same requirements that apply to our own operations also apply to our suppliers and their subcontractors.

The Code of Conduct for employees is acknowledged by all employees and followed up annually in connection with performance reviews. The Supplier Code of Conduct is an integral part of the process for

approving suppliers and is a requirement for being included in our supply chain.

Regular supplier dialogues contribute to long-term development and reduced ESG risks in the value chain.

In 2025, training in ABC (Anti-Bribery and Corruption) was carried out to further strengthen knowledge and awareness of business ethics and corruption risks.

Whistleblowing and compliance
We encourage the reporting of suspected violations of laws, internal guidelines or our Codes of Conduct. Whistleblowing can be made via external and independent channels, with full protection against reprisals.

The whistleblowing function is part of our sustainability policy and applies to both employees and suppliers.

Policy framework

In addition to our Codes of Conduct, our operations are governed by a number of policies in areas such as equal treatment, working environment, anti-corruption, representation, travel, digital work and well-being.

These policies ensure that we:

- treat everyone equally and without discrimination
- offer fair and market-based conditions
- promote skills development and individual growth
- carry out business travel in an economically, socially and environmentally responsible way
- act legally and ethically in all business relationships

The principles of the UN Global Compact, the UN Universal Declaration of Human Rights and the ILO core conventions guide the entire group.

	2024	2025
Share of framework agreement suppliers that have been qualified and evaluated according to established procedures	100%	100%



Protection of information and digital stability

Digital infrastructure is a prerequisite for our operations and for our customers' trust. Information security is therefore an integrated part of Jernbro's corporate governance and risk management.

Cyberattacks and information breaches are a reality in today's business environment. An attack could impact our operational capability, lead to information loss or have consequences for customers and partners. Preventing and managing these risks is a leadership responsibility.

For several years, we have worked systematically to strengthen our information security. All employees undergo regular training in digital security to

increase awareness of threats, risk behaviors and responsibilities in everyday work.

Our way of working is structured in line with ISO 27001 and includes governance, risk assessment, technical security measures and continuous follow-up.

During 2025, a new information security policy was implemented, clarifying guidelines, responsibilities and goals for protecting information against unauthorized access, loss and damage.

Through the combination of technical solutions, clear processes and a high level of awareness, we strengthen resilience and ensure stable operations in a digitalized business environment.



Digital stability is a leadership issue



Financial stability enabling long-term value

Financial stability is a prerequisite for sustainable development. For Jernbro, this means being able to invest in safety, competence, technology and improvements over time – while also providing security for employees and customers.

Our financial strength is built on several factors. A central part is our diversified customer base and presence across multiple industries. This reduces dependence on individual sectors and creates resilience in times of economic fluctuation.

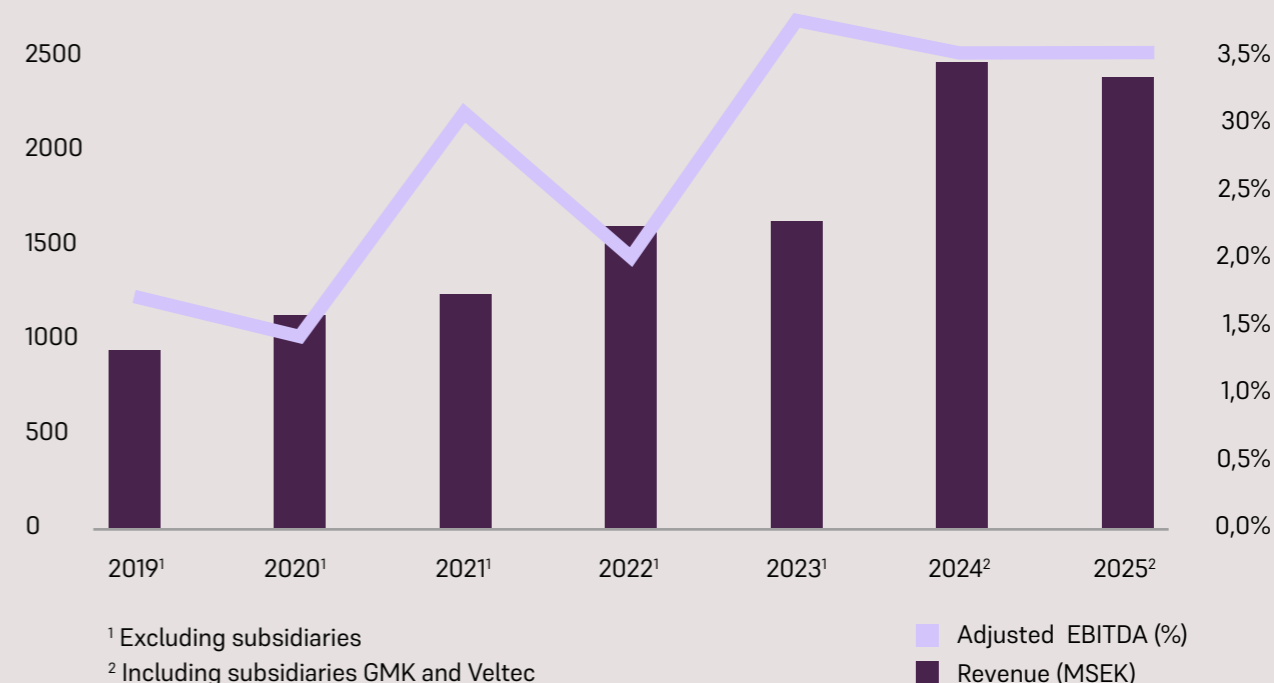
Our geographical footprint, with operations at approximately 35 locations

across Scandinavia, further contributes to stability and continuity. Our local presence, combined with the group structure, provides both flexibility and economies of scale.

Our business is largely service-based. This results in limited capital binding and relatively short project cycles, which in turn provides good liquidity and cash flow. This structure enables long-term planning and strategic investments.

The positive development in revenue and profitability creates a strong foundation for continued growth and responsible business conduct.

Revenue growth and earnings development are positive and provide Jernbro with strong financial stability.



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

Structure that ensures quality and compliance

A structured way of working is a prerequisite for quality, safety and long-term sustainability. Jernbro's management system covers quality, environment and occupational health and safety, and is based on clear processes, defined responsibilities and a systematic approach to how we plan, execute and follow up our assignments.

standards and that our governance is transparent and systematic. Jernbro is certified according to:

- **ISO 45001 for occupational health and safety**
- **ISO 9001 for quality**
- **ISO 14001 for environmental management**

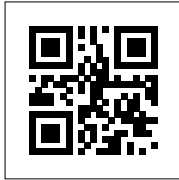
We comply with applicable legislation, including requirements for systematic work environment management and accurate financial reporting through collaboration with authorized auditors. Internal and external audits are conducted continuously as part of our improvement work.

In addition, we comply with relevant industry standards such as EN 1090 for load-bearing steel structures, ISO 3834-2 for quality assurance in welding, and SS-EN ISO/IEC 17025:2018 for temperature calibration in our accredited laboratory.

Our certifications confirm that our way of working meets established

Certifications are not an end in themselves, but tools for structure, risk control and continuous improvement.

**CERTIFICATION
CREATES STRUCTURE
AND IMPROVEMENT**



Visit Jernbro online

The Jernbro Group is Scandinavia's leading knowledge partner in industrial services for sustainable operational reliability, by bridging knowledge, technology and people. Around the clock, we ensure that industrial production and critical infrastructure do not stop.

When facilities need to grow or change, we lead and deliver each industrial project with tailored solutions that increase reliability and efficiency.

With a local presence across 35 locations in Scandinavia, we strengthen our customers' competitiveness – from industrial solutions and optimization initiatives to daily maintenance.

Jernbro – ensuring a thriving Scandinavian industry.

Jernbro reports annually on its sustainability work as part of its Annual Report.

The sustainability report is prepared in accordance with the provisions of the Swedish Annual Accounts Act (ÅRL), Chapter 6.

Jernbro's sustainability report has not been reviewed by a third party.

JERNBRO