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# About this report

**Reporting company**

Bolon AB, Ulricehamnsvägen, Ulricehamn

**Ownership status**

Limited company

**Owner**

Bolon Group AB

**Reporting period**

01-01-2025 to 31-12-2025

Report number 6

**Publication date**

29-04-2026

**Contact person**

Madeleine Axebrink, Sustainability Coordinator

**Changes since previous report**

Expanded KPIs and targets





## About Bolon

We're a third-generation Swedish family company that started in 1949 with a brave idea: To turn waste material into woven flooring. Many years later, we're still driven by innovation, passion and a strong urge to create new dimensions by challenging traditional boundaries. The power of generations of innovators has made Bolon a global player, with representation at high-end stores, luxury hotels and offices of well-known brands worldwide.

People from all over the world walk on our floors every day. 92 % of our production is exported, and we are present in no fewer than 56 markets. In 2025, our largest markets were the USA, Sweden, France, Germany, and Italy. We had a turnover of 320 million Swedish krona (SEK) and, like previous years, continued to strengthen our position as a leading global design brand that produces and markets flooring.

All our production takes place in our factory in Ulricehamn, Sweden—and sustainability is a natural part of everything we do. We are proud that our sustainability work covers all our products, not just selected niche collections.

Together with top international designers, architects, and fashion labels, we have changed the industry's fundamentals by adding design status to traditional flooring. This makes us proud, but our journey to make everyday life more attractive does not stop here. As innovators, we continue our ambitious work towards our vision to thrill the world with brave innovation for a sustainable design experience. We are Bolon, and we are innovators by heart.

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TURNOVER (SEK)

**320M**

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MARKETS

**56**

# Important events during the year



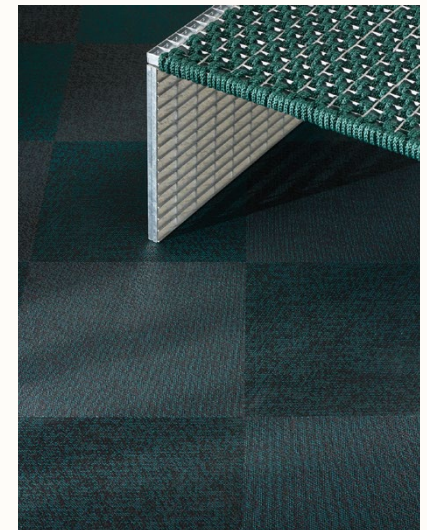
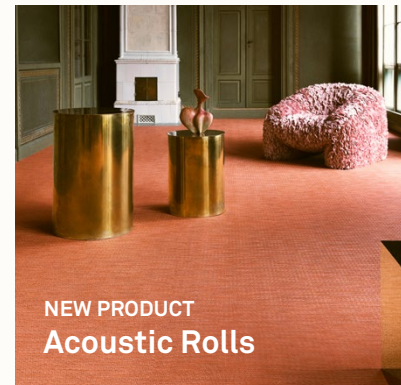
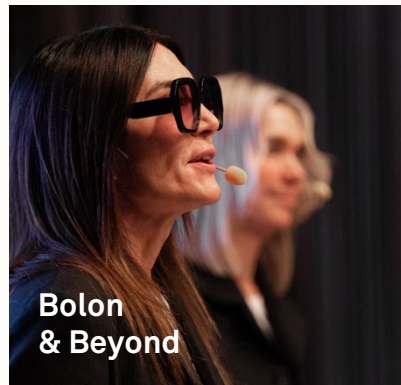
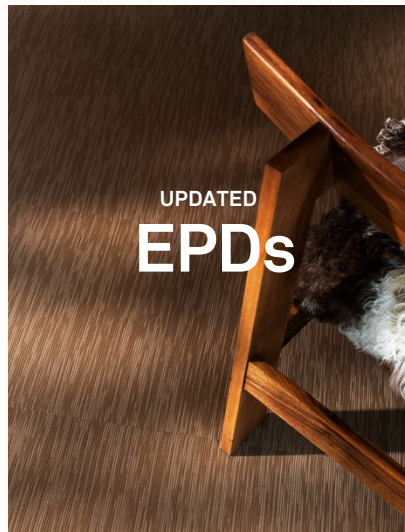
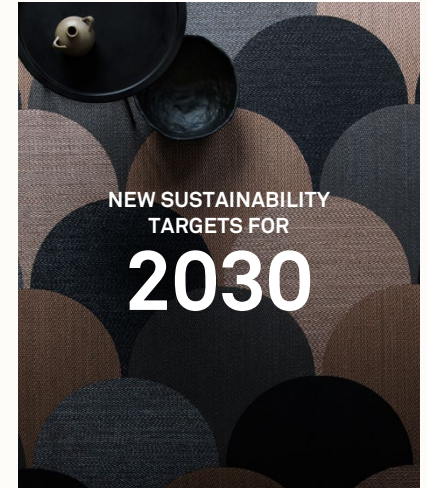
Bolon, together with OKO and BATTER by Sibille, took part in Zurich Design Weeks



Back2Bolon Turning old Bolon into bold Bolon with our new take-back programme



Milan Design Week EXODUS: A JOURNEY BEYOND REALITY in collaboration with JoAnn Tan and Luca Nichetto



Riff – A tiles-only collection with vibrant tones to a perfectly curated neutral base scale



## A word from our CEO

2025 has been an eventful year for us at Bolon. We are a family company with a story built on responsibility and innovation. Annica's and my grandfather had a passion for weaving rugs from textile waste. Today, we are continuing that legacy and taking it onto the global stage.

This year we have taken the next natural step with Back2Bolon – our recycling programme that transforms old products into new ones. With this recycling initiative, rugs and floors installed with non-permanent adhesive can be returned to our factory in Ulricehamn, where the material is then recycled. At Bolon, we have had our own recycling facility since 2014. This has put us in a unique position to make circularity a practical reality for architects, designers and customers all over the world.

With Back2Bolon, we continue to honour our heritage while always looking ahead. But we are not taking this journey alone – it is a partnership with our customers. Together, we can transform old into new and prove that innovative, beautiful design is truly circular.

Marie Eklund,  
CEO at Bolon

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*At Bolon, we have had our own recycling facility since 2014. This has put us in a unique position to make circularity a practical reality for architects, designers and customers all over the world.*

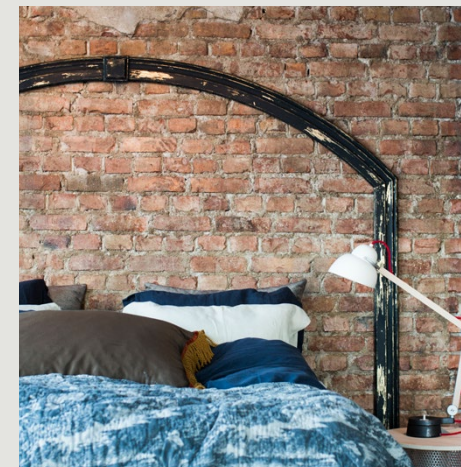
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## A small town that's big on hospitality

Bolon is a global brand with strong roots in our hometown of Ulricehamn, Sweden. It's here that we design and manufacture products that are used all over the world.

Our headquarters are located in the small town of Ulricehamn, and as a company, we play a role in many aspects of the local community. Every year, we plan and arrange visits for around 160 architects and designer, so they can get the chance to experience the Bolon brand. We have a special team of four people who are dedicated to organising events and visits. They ensure that all our guests enjoy an experience that is anything but ordinary.

“My team and I work with building the Bolon brand – from large events to the smallest details. We plan and arrange events, decorate our guesthouses and showrooms as well as Bolon’s headquarters. Our goal is to always surprise our guests by doing that little bit extra to ensure that they enjoy themselves and feel inspired. Each visit is an opportunity to strengthen our product and brand based on the softer values. We treat our guests to good food and drink in an inspiring environment. Here, we have the opportunity to build great relationships, which in turn can lead to business for Bolon”, explains Karin Rylander, Head of Customer & Event Experience.



To make each visit feel more personal, Bolon has two local guesthouses – Lake House and Urban House. This is where we create tailor-made experiences that inspire and form friendships – and where new ideas become reality.

On the ground floor of Urban House is the fashion store “Friends & Fashion”. The store is often visited by guests during architect visits and lunches held at Urban House. It is decorated with floors from Bolon. Every year, store owner Lena holds fashion evenings at Urban House, where she invites the locals to events that are designed to inspire.

When larger groups visit, who cannot all fit in our guesthouses, they stay at Hotel Bogesund, which is in

the heart of Ulricehamn. Since 2022, the hotel has been owned by 28-year-old Molly Segerqvist. Here, Bolon is represented with flooring in the corridors, which makes the hotel feel like part of our universe.

“Bolon always delivers quality and service – whether it is luscious new rugs for our corridors or groups of distributors or architects who come to stay overnight. We are proud of our cooperation with Bolon. Their management and way of driving the company forward is a great inspiration to me as a young entrepreneur and family business owner. Out of all our partners, Bolon accounts for the highest occupancy rate at our hotel. This is something my staff and I are grateful for,” says Molly Segerqvist.

During visits, we arrange memorable dinners at our guesthouses where we collaborate with chef Carl Kindblom. Carl is a happy chef from the forest with a genuine interest in creating dishes that everyone can enjoy and benefit from – including purchasing and working smartly with locally grown ingredients, preferably organic. Over the years, Carl has been responsible for everything from dinners, lunches and breakfasts to Christmas parties, après-ski gatherings and some really big events.

“When I receive guests of Bolon, I want them to feel cared for, seen and heard in a relaxed manner from the moment they step into the restaurant, Bolon’s own dining room, a guesthouse or the factory. They should always leave with a feeling of warmth and surprise – that they have been slightly spoiled and that they always want to come back. One of the first dinners I cooked was outdoors at one of Bolon’s guesthouses, Lake house. It was wild duck, confit potatoes, apple and buttered onion broth. To go with it, an easy-going Barolo from Villa La Madonna. That was seven years ago in April 2019. If it was up to me, I would continue for another seven – at least,” says Carl Kindblom.

The Bolon brand is represented all over the world. So, we are proud to be able to welcome guests to our hometown and give them a memorable experience together with our local partners. For us, it feels natural to work together with the local network and business community to promote mutual interests that will help Ulricehamn grow.




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*For us, it feels natural to work together with the local network and business community.*

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Chef Carl Kindblom has a genuine interest in creating dishes that everyone can enjoy and benefit from.

# ENVIRONMENTAL SUSTAINABILITY



## CLIMATE CHANGE

### POLICY AND GOAL-SETTING

The climate issue is currently at the top of the sustainability agenda. At the UN climate summit in Paris 2015, world leaders voted to achieve net zero emissions of greenhouse gases by 2050. For this goal to become reality, we need to be halfway there by as early as 2030 – and everyone must play their part.

At Bolon, our goal is to reduce the climate impact of our products by 80% throughout the entire value chain by 2030, compared with figures from 2018. We have divided our goal into several smaller projects with a focus on developing our raw materials and products in a more sustainable direction.

As a manufacturing company, a significant part of our climate impact comes from energy consumption. Therefore, we are actively working to save energy. Our aim is to reduce our energy consumption by 5% for every square meter produced by 2030, compared with our energy consumption in 2024.

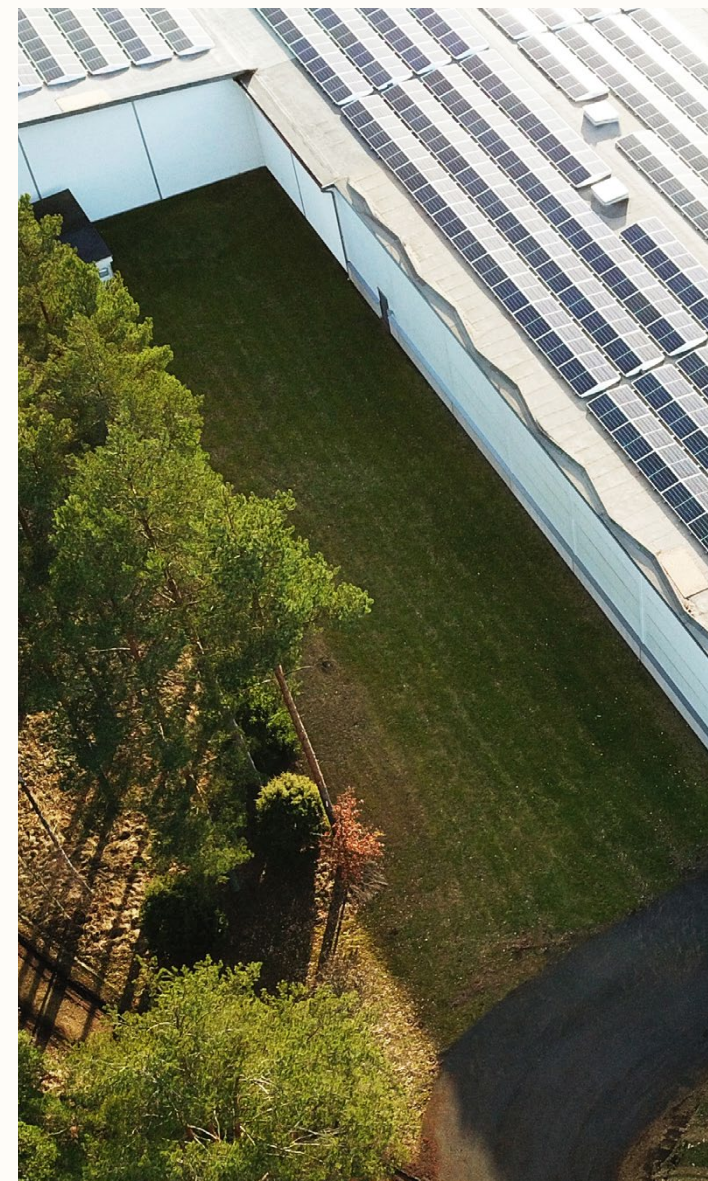
### ACTIVITIES AND PERFORMANCE

#### Raw materials

There is a strong link between recycled materials and climate impact. Every kilogram of recycled or bio-based material reduces the climate impact of our products. For several years, we have focused on our main raw materials, which has resulted in significant reductions in our climate impact. Through long-term, close collaboration with our suppliers, we have more opportunities to take the environmental performance of our products in a positive direction.

#### Energy

We use certified renewable electricity as well as electricity from our own solar-power plant. There are no emissions from gas combustion or other fossil fuels. All heat is produced using heat pumps. Producing our own electricity helps reduce our climate impact and even benefits others who can make use of the excess.

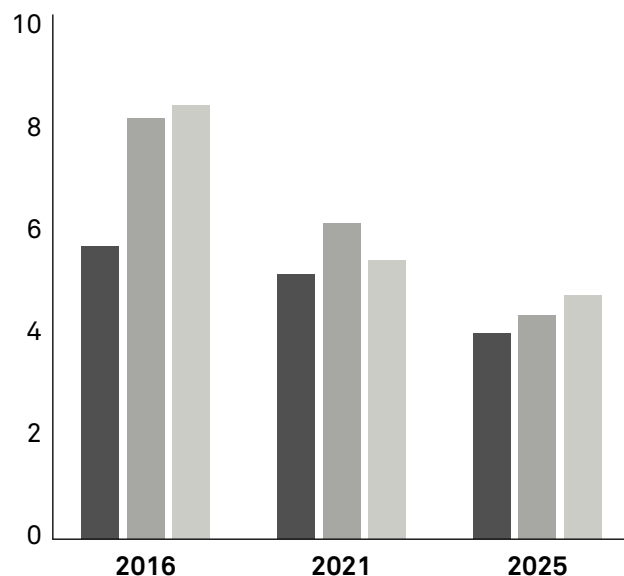


# The climate footprint of our floors

FIG. 1

THE CLIMATE FOOTPRINT OF OUR FLOORS\*

- Rolls
- Tiles
- Acoustic Tiles



\* kg CO<sub>2</sub> eq./m<sup>2</sup> according to A1–A3 in EPD

Our markets are increasingly requesting transparent, comparable facts about the climate impact of our floors. This information is reported through standardized and independently certified third-party Environmental Product Declarations (EPDs). These EPDs determine the climate impact of a product throughout the value chain and create reliable data, which enables sustainable choices in construction work and property development. They also help increase transparency in the industry and make it possible to track and compare actual improvements over time.

We produced our first EPDs in 2016 and published our second update in 2025. Our long-term dedication and focus on climate and circularity as well as how we continuously develop our products and processes is clearly reflected in the results.

The climate footprint, calculated to the EPD standard, is available for all our floors on the market. According to our EPDs, between 2016 and 2025 we reduced the climate impact of our products by an average of 40% in the production stage (A1–A3).

In addition to our EPDs, we also calculate the climate impact of our products using the avoidance method. With this method, bio-based and recycled materials replace virgin materials, resulting in negative emissions. As we use large quantities of recycled and bio-sourced PVC, as well as recycled chalk, our floors are climate-neutral, according to the avoidance method. This calculation refers to the production stage (A1–A3).

Using two different methods enables us to get a broader picture of our products' climate impact. For example, the EPD standard does not fully support the calculation of mass-balanced, bio-sourced material or pre-consumer waste, something that the avoidance method takes into account.



RESULTS

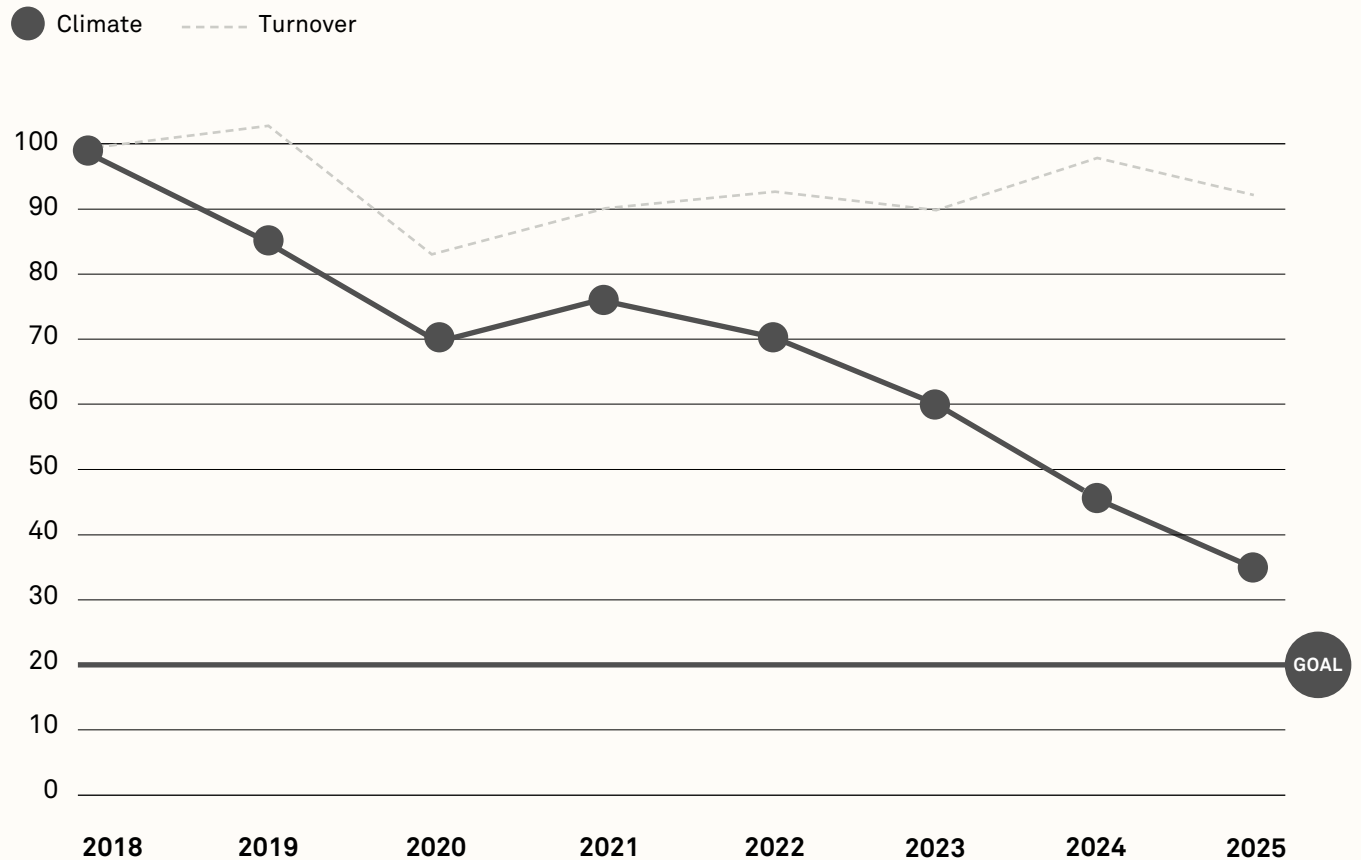
Our overall goal includes the climate impact of the products whole value chain. In 2021, we set the goal of halving our climate impact by 2028 – something we achieved in 2024.

So, in 2025, we set a new goal: to reduce our climate impact by 80% by 2030, using 2018 as the base year. We also set our climate impact against our turnover to show that it is possible to reduce climate impact while also increasing turnover. Between 2018 and 2025, we reduced kilograms of carbon dioxide per Swedish krona of turnover from 0.030 to 0.012.

Climate impact  
**-65%**  
 since 2018

Fig. 2

CLIMATE VS TURNOVER





## POLLUTION

### POLICY AND GOAL-SETTING

Emissions and the spread of environmentally hazardous substances have long been important topics in society. Completely non-toxic floors are essential if we are to create a circular economy where old floors become new resources.

As a fundamental principle, we will continue to phase out harmful chemicals in production. The goal is for 85% of the chemicals used in our production to be free of substances included on restriction lists by 2030.

### ACTIVITIES AND PERFORMANCE

#### Production

Our entire factory is currently classed as a Class C facility and the municipality is the supervisory authority. Between each inspection, we carry out our own inspections to check the impact of our operations on people and the environment.

Our own inspections include a risk analysis of the external environment, which is carried out based on guidelines drawn up in accordance with ISO 14001. The risk analysis has repeatedly shown that we pose minimal risk of emissions to land and water. We have no wells in our production, clear procedures for accidental emissions, and no protected watercourses are within our area of operation. We regularly measure

our emissions released into the air. We have not received any complaints and have never had any incidents that threatened the surrounding environment.

In our operations, chemicals are used for the service and maintenance of machinery and property. The issue of replacing hazardous chemicals is raised and discussed continuously throughout the year. If a hazardous chemical cannot be replaced, a risk analysis must be carried out in accordance with the requirements set out in the Swedish Work Environment Authority regulations.

#### Products

In our health and environmental work, we focus largely on the chemicals that are used as additives to create the right properties and look for our floors. We focused on hazardous substances early on in our environmental work. Back in 2003, we removed all heavy metals that were then commonly used as stabilizers in plastic. Today, calcium/zinc and soybean oil are used as stabilizers instead. Since 2014, our floors have also been completely free of phthalates. Instead, we use plasticizers such as Mesamol® and DOTP.

Our products comply with the REACH legislation and do not contain any substances listed as Substances of Very High Concern (SVHC).

The content of our products is checked and revised annually and each time a new material or supplier is used.

Our major challenge is to find waste and recycled materials that are free of hazardous substances. Each new raw material is checked and followed up to ensure that it maintains the same high standards as previous raw materials used.



**RESULTS**

**Production**

Based on the risk analysis and the precautionary measures that apply to our environmental permit, we have established several measuring points. One measuring point is emissions released into the air via our ventilation system. Emissions are measured every three years by an external party and summed up in total kilograms of hydrocarbons. Our emission levels are generally very low.

We also carry out our own checks. This allows us to work proactively and protect the surrounding environment in the event of an accident that could result in any discharge into water. In 2025, we updated the protection zone markings

around stormwater wells so that we can quickly find and plug them in the event of any leaks, preventing discharge into the wells.

Last year, we carried out a major mapping of process chemicals. This provided us with a clear picture of what we need to focus on going forward: replacements for certain chemicals that are hazardous to health and the environment as well as the digitalization of risk analyses in our chemical management system to ensure our processes are efficient and correct. We have developed routines and set goals to guide this work in the right direction.

Fig. 4

**AIR POLLUTION**

|                           | 2018 | 2021 | 2024 | 2030 |
|---------------------------|------|------|------|------|
| Total hydrocarbons (kg)*  | 273  | 166  | 217  |      |
| Average hydrocarbons (kg) | 78   | 70   | 73   | 73   |

|  | 2023 | 2024 | 2025 |    |
|--|------|------|------|----|
| Process chemicals free of substances included on restriction lists | -    | 45   | 45   | 85 |

\* Measurement is carried out every three years. Emissions are calculated by FID measurement.

**Products**

By carefully checking, declaring and registering the content, we feel secure with our products.

All content is reported transparently in the ‘Declaration of content’ and revised regularly—at least once a year. All our products and their contents are carefully checked using trusted systems such as ‘Basta’ and ‘GreenTag PHD’. As further proof of our transparency, we register our products in ‘eBVD’, ‘Byggvarubedömningen’ and ‘Declare’. It is also a requirement that all virgin PVC from our suppliers is best-practice certified. This is to ensure that it has been produced with a low environmental impact. See the summary of all our certificates and declarations in the appendix.





## WATER AND MARINE RESOURCES

### POLICY AND GOAL-SETTING

All our production takes place in Ulricehamn, Sweden. The entire factory is a dry plant. This means that we do not handle any liquids there except water.

In our factory, water is consumed in three different ways: for cooling of production processes, as a humidifier in production and as domestic water.

For the cooling of production processes, we have a closed, circular water system which is free from additives. The water is taken from deep drilled wells where it is cooled down before being used to cool our plant. It then returns to the ground. The system does not consume any water or create wastewater. Humidification in the production is there to prevent static electricity. No wastewater is formed here either.

The wastewater from our domestic water goes to the municipal treatment plant in Ulricehamn.

### RESULTS

Fig. 5

#### WATER CONSUMPTION

|   | 2023  | 2024  | 2025  |
|---|-------|-------|-------|
| Total water consumption (m <sup>3</sup> )               | 2 769 | 2 233 | 2030  |
| Domestic water (m <sup>3</sup> )                        | 1 805 | 1 248 | 1 185 |
| Factory humidification (m <sup>3</sup> )                | 964   | 985   | 845   |
| Total amount of water recycled/reused (m <sup>3</sup> ) | 0     | 0     | 0     |

# BACK2BOLON

We think that great design should be circular, that's why all our flooring and rugs are produced with 68% recycled material. To ensure that this material continues to be recycled, we have introduced Back2Bolon. This take-back programme allows your old Bolon flooring and rugs to be responsibly returned, recycled and transformed into new Bolon products. We have our own recycling plant at our factory in Sweden, where old products get a new life. Together, we close the loop and prove that recycled material is the new normal in design.

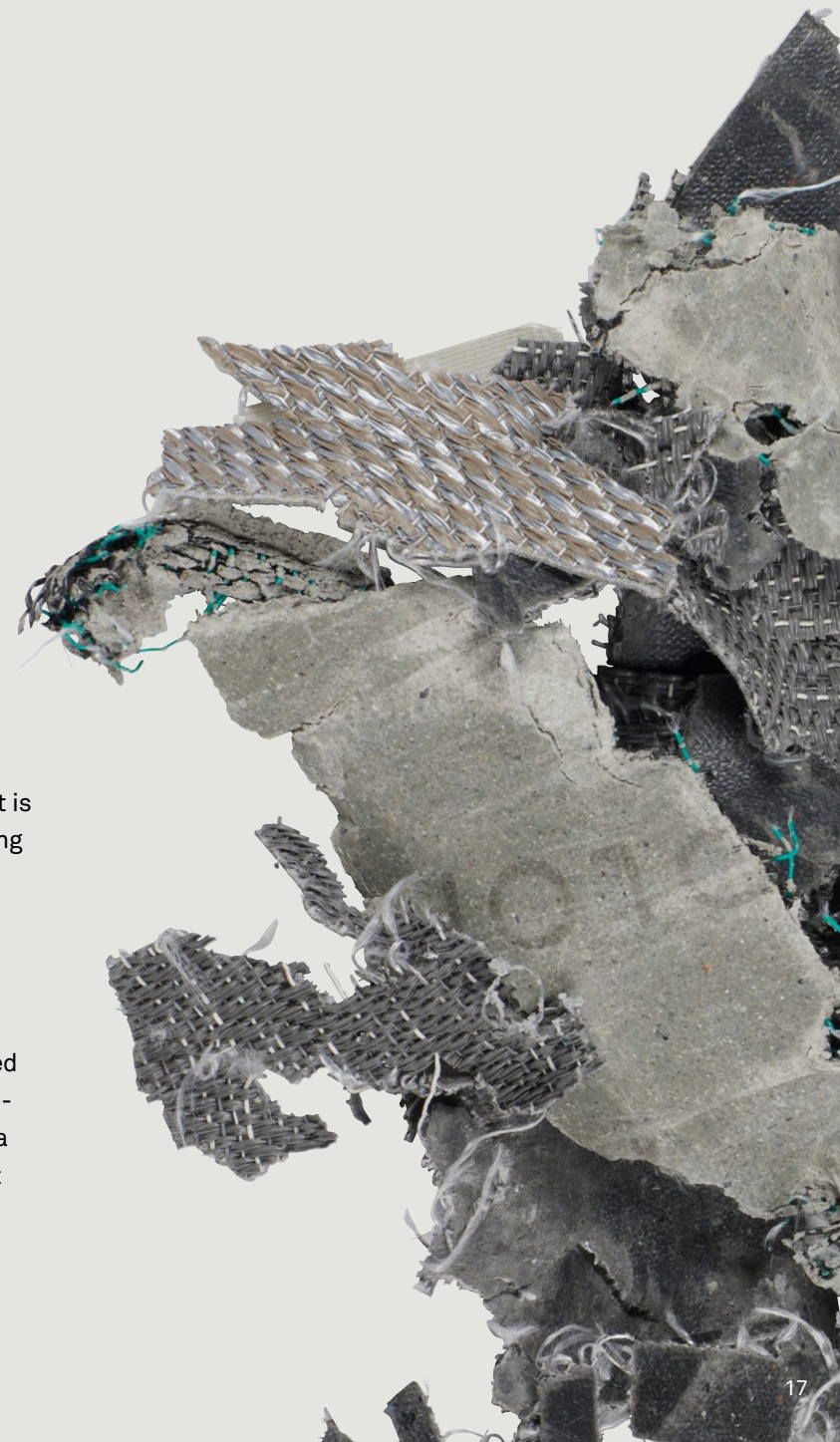
- We take back all flooring and rugs without acoustic backing, that has been installed with non-permanent solutions
- Nothing needs to be separated, we recycle the whole product
- We take back products from within the EU and OECD

## HOW IT WORKS:

1. The owner of the floor or rug contacts Bolon or their local distributor and requests a take-back of the product
2. The owner dismantles the floor or rug and sends it to Bolon or their distributor
3. When we receive the product, we calculate the climate and waste savings and provide you with a certificate of recognition
4. The material is taken care of at Bolon's own recycling facility in Ulricehamn, Sweden, where it is recycled and given a new life as new Bolon flooring and rugs

## BENEFITS:

The climate benefits of returning old products for recycling are significant. We calculate CO<sub>2</sub> savings based on the weight of the material we receive. We use third-party-verified figures from our life-cycle analysis as a basis for our calculations and also include the impact of return transport. The savings are approximately 3 kg CO<sub>2</sub> eq. per m<sup>2</sup>. It is usually more cost-effective to send the material back for recycling than to send the waste for incineration or landfill.



## RESOURCE USE AND CIRCULAR ECONOMY

### POLICY AND GOAL-SETTING

There is a growing interest in the circular economy and circular flows. Countries and regions such as the EU are focused on reducing waste by driving the development towards circular material flows. The same trend can be found among our customers in different markets. There is also a clear link between material flows and climate impact where circularity becomes part of the solution to the climate crisis. Basically, it's a matter of managing the development from linear material streams – which always lead to large amounts of waste – towards circular flows and zero waste. We began strategically investing in circular flooring as early as 2014 by building our own recycling plant that is directly connected to our factory. Based on our vision, our goal is to have products that contain, on average, at least 90% recycled or bio-based material by 2030.

We are also actively working on our packaging solutions. By 2030, our goal is to reduce the amount of packaging used per square meter produced by 5%. This is compared with figures from 2018.

Another priority is to reduce the amount of waste that goes to incineration. Our goal here is to reduce combustible waste per square meter produced by 10% by 2030, compared to 2024 figures. We will also never consciously sort waste for landfill.



## ACTIVITIES AND PERFORMANCE

We are actively working on moving from the linear to the circular. In 2020, we reached an important milestone by including recycled material in all our products and collections. Instead of having certain “green floors,” we have simply decided that all our floors will include the same high levels of performance when it comes to sustainability. The volume of recycled material we use is steadily increasing.

To achieve our goals, we have developed a series of projects and activities and added resources to drive our work forward. We constantly challenge ourselves and our suppliers to find new waste streams and raw materials that contain a higher percentage of recycled content. Our new recycling programme Back2Bolon is another step in the right direction. By taking back used floors and rugs, we have larger quantities of waste to recycle in our own facility. This reduces the amount of raw materials we need to purchase.

In 2025, we conducted analyses of the waste generated from our operations and took measures to simplify all sorting procedures. Together with this effort, our employees have undergone training in waste management with a focus on “it should be easy to do the right thing”. This is a step forward towards reducing the amount of waste that goes to incineration and increasing the amount of material that is recycled.

When our products are being delivered to our markets, they need to be securely packaged to minimize the



risk of damage. Any damage resulting from transport or installation means a higher use of resources and lower customer satisfaction. To prevent unnecessary and costly damage, we continuously review our processes and packaging solutions. We constantly challenge ourselves when it comes to using less material and are always open to improvements, whether big or small.

When our floors are installed, a certain amount of extra material is always required for splicing, room adaptation, incorrect measurements and so on. What is left over is called installation waste. In Sweden we have ‘GBR/Golvbranschen’ Floor Recycling – this is the industry’s common system for collecting installation waste and returning it to the manufacturers.

RESULTS

Our overall goal is based on an average of all our collections. In 2021, we set a goal of having 50% recycled or bio-based materials in our products by 2028. We already achieved this goal in 2024.

In 2025, we set a new goal: Our products should contain, on average, at least 90% recycled or bio-based material by 2030.

Circularity

**+53%**

since 2018

Fig. 6

CIRCULARITY VS TURNOVER

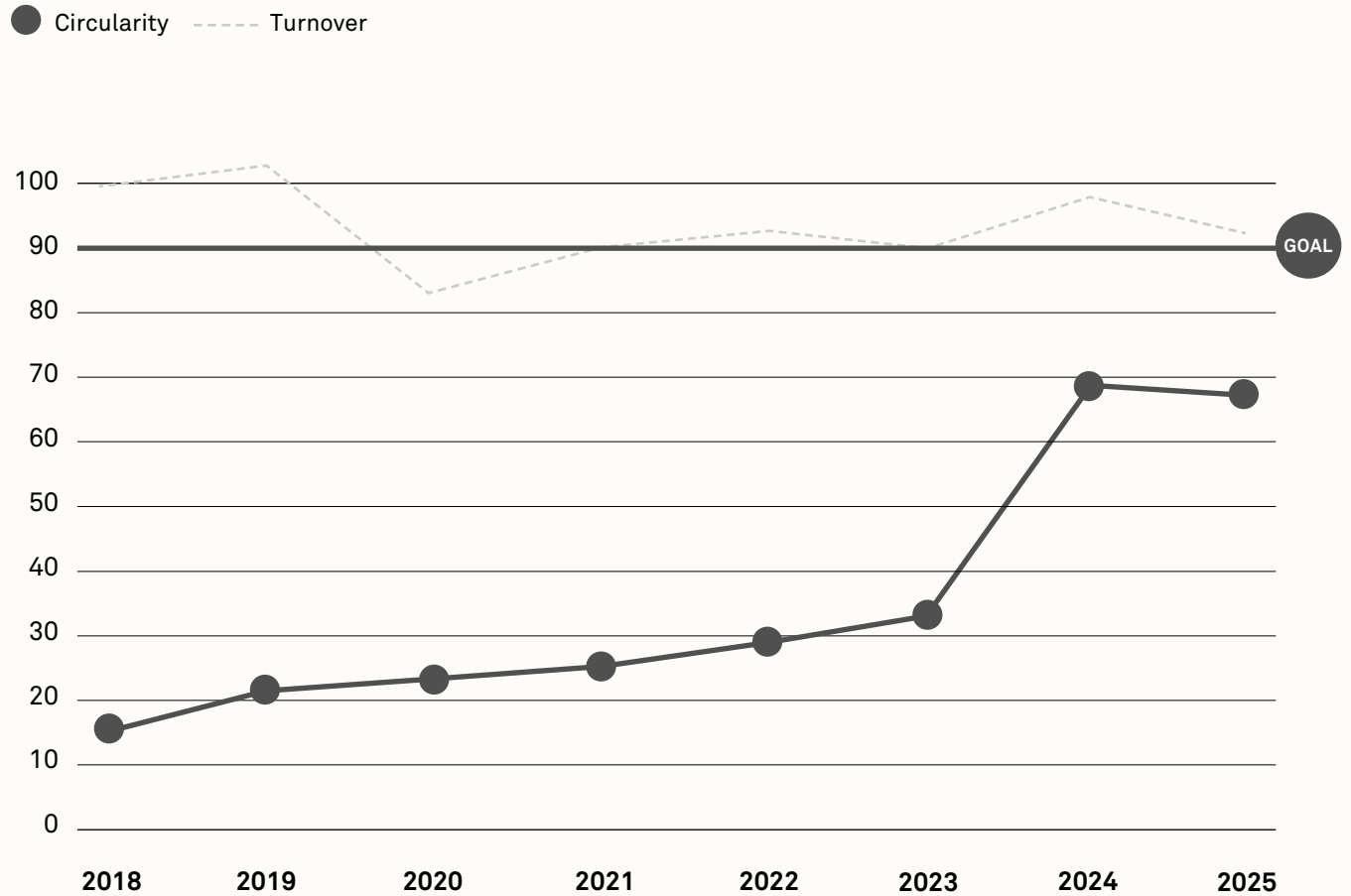
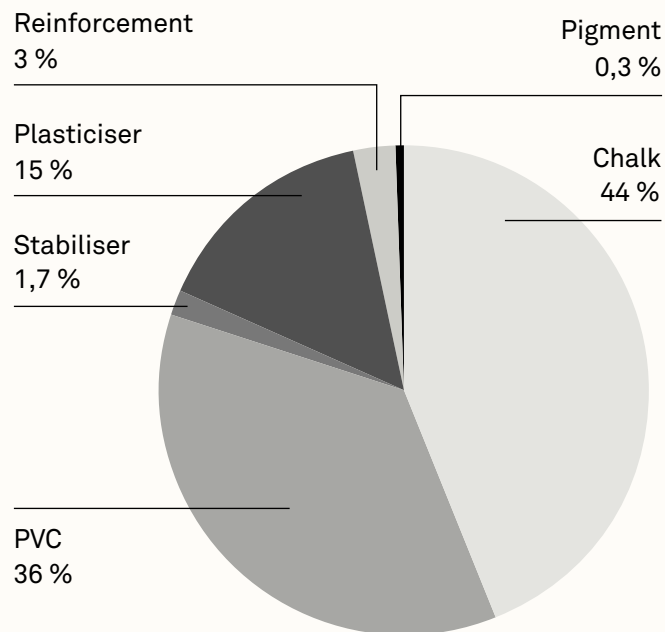


Fig. 7

DISTRIBUTION OF MATERIAL CONTENT IN OUR PRODUCTS\*



\*Distribution is based on most sold collection as rolls

Fig. 8

RESOURCE INFLOWS

|  | 2023      | 2024      | 2025      |
|--|-----------|-----------|-----------|
| Production volume (m <sup>2</sup> )                    | 930 873   | 1 038 562 | 987 502   |
| Total amount of raw material (kg)                      | 3 261 354 | 3 872 357 | 3 764 383 |
| Proportion of virgin raw material (%)                  | 67        | 40        | 33        |
| Proportion of recycled raw material, post-consumer (%) | 1         | 1         | 1         |
| Proportion of recycled raw material pre-consumer (%)   | 32        | 59        | 66        |
| Total amount of packaging material (kg)                | 233 299   | 248 423   | 218 398   |
| Proportion of virgin packaging material (%)            | –         | 70        | 68        |
| Proportion of recycled packaging material (%)          | –         | 30        | 32        |

Fig. 9

RESOURCE OUTFLOWS

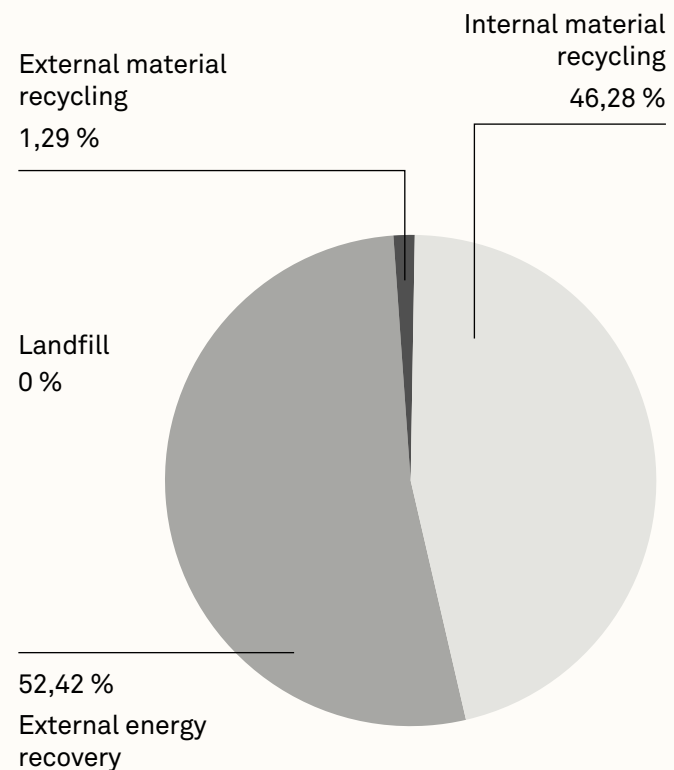
|  | 2023 | 2024 | 2025 | 2030 |
|--|------|------|------|------|
| Fossil-free content in product (average %) | 79   | 88   | 87   |      |
| Recycled content of product (average %)    | 48*  | 68*  | 68   |      |
| Recycled content Rolls (%)                 | 43*  | 63*  | 66   |      |
| Recycled content Tiles (%)                 | 50*  | 69*  | 72   |      |
| Recycled content Acoustic Rolls (%)        | -    | -    | 67   |      |
| Recycled content Acoustic Tiles (%)        | 50*  | 68*  | 67   |      |
| Recycled content in packaging (average %)  | -    | 30   | 32   |      |

\*Calculated on changes introduced during the current year and results for the period Q4

|   |         |         |         |      |
|---|---------|---------|---------|------|
| Total amount of waste (kg)  | 891 553 | 838 555 | 898 467 |      |
| Proportion of hazardous waste (%)   | 0,09    | 0,23    | 0,01    |      |
| Proportion of landfill (%)  | 0       | 0       | 0       | 0    |
| Amount of combustible waste/ produced m <sup>2</sup> (kg/m <sup>2</sup> ) | 0,36    | 0,35    | 0,44    | 0,31 |

Fig. 10

WASTE



# SOCIAL SUSTAINABILITY



## OWN WORKFORCE

### POLICY AND GOAL-SETTING

We are a Swedish company. Our floors are made in the Swedish city of Ulricehamn and our head office is also located there. To be an attractive employer, you have to offer much more than the basic requirements. Our employees are the backbone of our company and a valued resource. So, we strive to create a working environment that is not only safe and fair, but also inclusive and inspiring.

We have clear policies in important areas such as gender equality, wage-setting, anti-corruption, crisis management, emergency preparedness and the working environment—and we actively work with them. These policies are an important part of our commitment to promoting a sustainable, responsible workplace.

All employees have easy access to our personnel handbook, where these areas are clearly presented in a way that is easy to understand.

### ACTIVITIES AND PERFORMANCE

#### Labour unions

All employees are covered by collective agreements and a large proportion of our employees are union members. There are two unions where employees can organize themselves and turn for support or advice if needed.

Each union holds an annual meeting for its members. Union and management representatives meet every quarter to discuss and follow up any issues. Before every quarterly meeting, union members can submit questions, suggestions and ideas for improvement.

The minutes of all meetings are recorded. This ensures transparency, keeps everyone informed and involved, and provides the opportunity for feedback. This cooperation between unions and management is an important part of that contributes to an open, inclusive dialogue.

#### Equality

Gender equality should be an obvious and natural element of our operations, meaning that women and men have the same rights, opportunities and obligations in all areas. When it comes to gender, the company strives to distribute all work and tasks as evenly as possible.

All employees have the right to be treated with respect and have a legitimate right to privacy, regardless of gender, gender identity or expression, ethnicity, religion or other beliefs, disability, sexual orientation or age. Sexual harassment, offensive discrimination or other forms of bullying and harassment based on gender, are all prohibited in the workplace. Discrimination in any form will not be tolerated.

We believe that groups made up of individuals with different experiences and perspectives are more dynamic than groups where people are too alike. For us, equality is about creating an equal workplace but it's also about utilizing resources and skills to achieve a more efficient organization. This is why creating diverse, dynamic groups is an important part of our work and a natural component in ensuring the right skills in the long term.

#### The working environment

A positive and safe working environment is an important strategic issue for Bolon. Ensuring a good working environment should be an integrated and natural part of the company's overall operations, meaning that any work environment issues should be addressed together with everyday issues. A fundamental aim of our business is to prevent ill health and injuries caused by work. Achieving a positive and safe work environment is a profitable investment for the future, with high motivation, job satisfaction and low sick leave being the direct benefits.

The company's goal is to meet the requirements of the Swedish Work Environment Authority legislation. The work environment covers all operations as well as equipment, premises and the way work is managed and organized. This means that we actively work to minimize the risk of injuries, accidents and incidents. We also have activities that promote employee health, job satisfaction and efficiency.

This work is a continuous process and is run by the company's safety committee with representatives from the company, union representatives and safety representatives.

To ensure a good working environment, we carry out regular planned safety inspections and risk assessments throughout the year. Safety inspections and risk assessments are carried out to prevent unsafe behaviour and accidents. If an accident should occur, an incident report is created. Situations or deficiencies that could lead to an accident in the future are also reported in the system. The system ensures that action is taken, followed up and completed in a structured manner.

### Employee benefits

We care about the safety and wellbeing of our employees, both during and after their working lives. We offer all employees the following benefits:

- Occupational pension: all employees are covered by this pension, which supplements the national pension and helps contribute to a stable financial future.
- Private health insurance: ensures prompt, professional care for all employees, if and when needed.

These benefits are part of our commitment to creating a safe, sustainable work environment where our employees feel valued and cared for.





## RESULTS

Fig. 11

## OWN WORKFORCE

|   | 2023    | 2024    | 2025    |
|---|---------|---------|---------|
| Total number of employees (amount)                    | 98      | 93      | 89      |
| Proportion of permanent employees (%)                 | 99      | 97,3    | 97      |
| Proportion of temporary employees/hired personnel (%) | 1       | 2,7     | 3       |
| Proportion of female employees (%)                    | 44      | 44      | 45      |
| Proportion of women in management positions (%)       | 67      | 67      | 67      |
| Proportion of women on the board of directors (%)     | 80      | 80      | 80      |
| Employees covered by collective agreements (%)        | 100     | 100     | 100     |
| Total number of hours worked (h)                      | 134 566 | 125 538 | 136 061 |
| Sick leave (h)  | 6 622   | 5 908   | 9 438   |
| Absences due to workplace injury (h)                  | 0       | 85      | 0       |
| Number of work-related accidents (amount)             | 0       | 2       | 0       |
| Number of incidents (amount)*                         | -       | 27      | 18      |
| Wage gap (%)**  | -13     | -13     | -10     |

\*Includes both incidents and deficiencies that can lead to incidents

\*\* Wage gap calculated as a percentage of men's average salary. A negative number indicates a higher average salary for women than men in the organization

## WORKERS IN THE VALUE CHAIN

### POLICY AND GOAL-SETTING

Our commitment to sustainable procurement is based on our sustainability policy. This includes ensuring that all the products we sell are made using a production process that takes sustainability into account, has the lowest environmental impact and the most positive economic and social results.

#### Our fundamental principles:

- We strive to incorporate sustainability into all purchasing processes
- We maintain ethical and social practices
- We strive to optimize natural resources and promote recycling/circularity
- We encourage transparency and traceability in the value chain as well as long-term relationships and close collaboration

### ACTIVITIES AND PERFORMANCE

#### Suppliers

By collaborating with our suppliers, we can develop and implement new ways of working that help realize our vision. We want to be near to our suppliers—both geographically and through close dialogue. 79% of our purchased raw materials come from Swedish suppliers. This makes it easier for us to find synergy and develop together.

As an important part of our collaborations with our suppliers, we have developed a Code of Conduct. The products or services delivered to Bolon must meet the conditions required by the ILO core conventions and the ten principles of the UN sustainability initiative Global Compact, among others.

Every year, we conduct an extensive follow-up with our suppliers that consists of several parts. We assess importance and risk according to a matrix where we weigh up the type of product, country of production and purchase volume. We develop key figures regarding quality, performance, service, transparency – and other factors. Everything is compiled in an evaluation, where the results and any actions to be taken are reported and planned together with the suppliers.

Every two years, we conduct a survey to see how our suppliers work with sustainability issues. Based on the results, we can conclude that a large majority have solid sustainability work in place.





**RESULTS**

Fig. 12

SOURCING OF RAW MATERIAL

|  | 2023 | 2024 | 2025 |
|--|------|------|------|
| Proportion of raw material from Swedish suppliers (%)              | 77   | 79   | 79   |
| Proportion of raw material from European suppliers (Not Sweden)(%) | 22   | 19   | 20   |
| Proportion of raw material from suppliers outside EU (%)           | 1    | 2    | 1    |

Fig. 13

SUSTAINABILITY IN THE VALUE CHAIN

|   | 2025 |
|---|------|
| Proportion of suppliers calculating their climate impact (%)                            | 63   |
| Proportion of suppliers reporting on sustainability (%)                                 | 75   |
| Proportion of suppliers with social policy (%)  | 88   |
| Proportion of suppliers certified according to ISO 14001 (%)                            | 100  |
| Proportion of suppliers who signed our Code of Conduct or have their own equivalent (%) | 100  |

## CONSUMERS AND END USERS

### POLICY AND GOAL-SETTING

At Bolon, our vision is to offer supreme products that are part of circular material flows, and which are safe for humans and nature with zero climate impact. Based on this vision, we constantly work to ensure that end users feel safe with the products we deliver. We base our work on certifications and registrations in the markets where we operate. These certifications cover indoor environments, materials and sustainability.

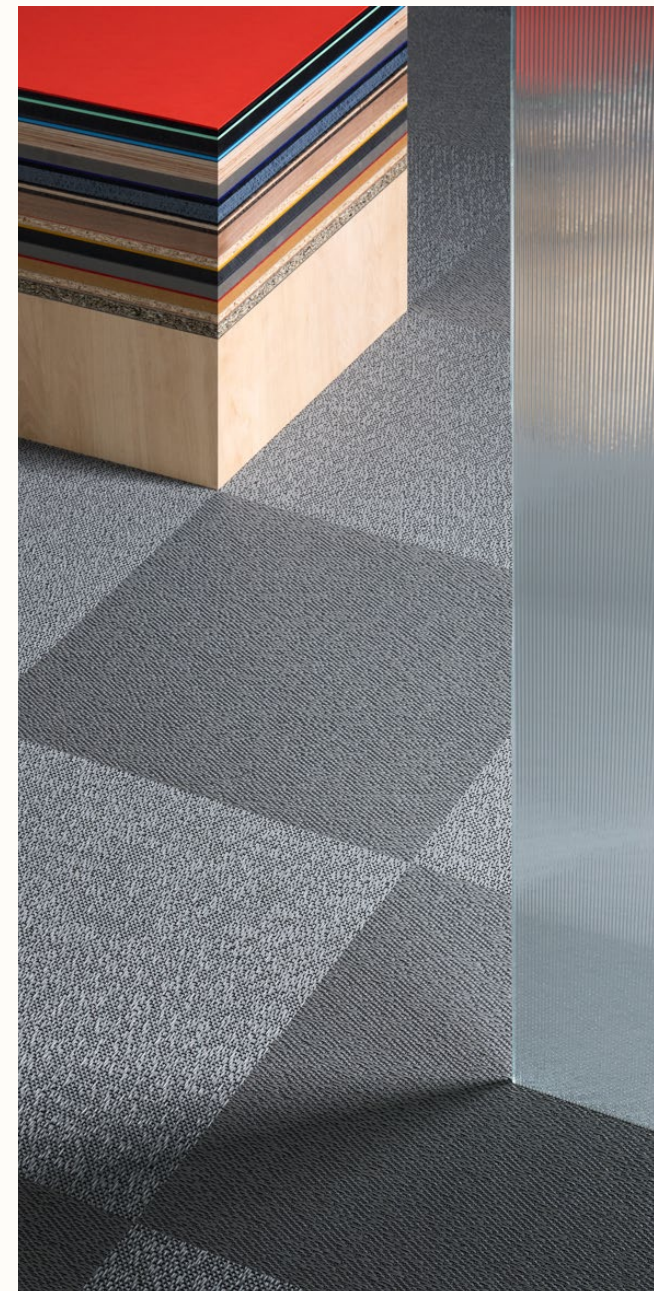
We have a team dedicated to continuously evaluating and ensuring that all relevant certifications and registrations are up-to-date and in line with current legal requirements.

### ACTIVITIES AND PERFORMANCE

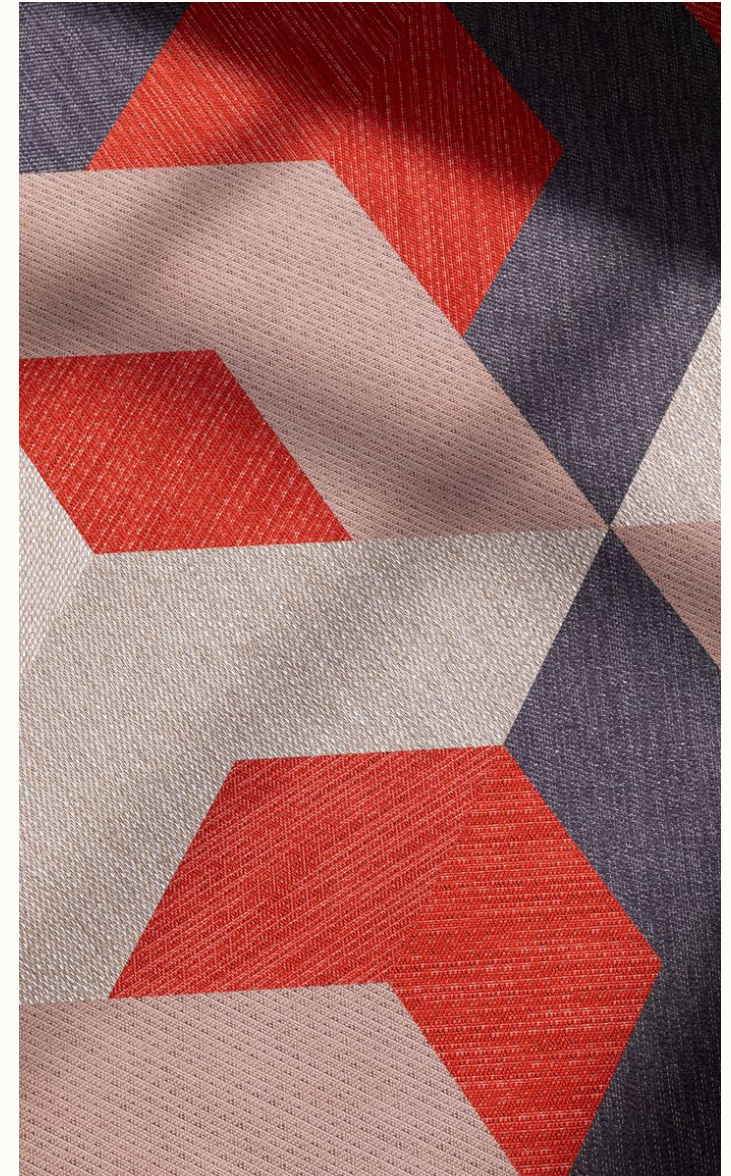
Our products and processes meet the relevant criteria for even the toughest certifications as well as the expectations placed on us by our customers. These certifications, which are carried out by a third party, are a way for us to be transparent with our products and processes.

The technical performance of our products is verified through testing at third-party laboratories to ensure that it meets expectations. Technical specifications have been developed for each product and are easily accessible on our website. This information is evaluated and updated annually to meet current market needs.

Our floors are tested according to international emissions standards and meet the certification requirements for low volatile organic compound (VOC) emissions. Our products meet the strict requirements for indoor air quality. These requirements are less than 0.5 milligrams/m<sup>3</sup> total volatile organic compounds (TVOC), which means that they comply with the international FloorScore certification. Our products also meet the requirements for French VOC and M1. A summary of all our certificates and declarations is available in the appendix.



# BUSINESS CONDUCT



## RESPONSIBLE BUSINESS

### POLICY AND GOAL-SETTING

#### Corruption and Bribery

We work consciously against corruption and see it not only as a matter of managing risks in the workplace but also as part of the entire organization's responsibility towards society at large. All employees within Bolon must conduct business legally and ethically.

We take a zero-tolerance approach to all forms of bribery and corruption. All business decisions should be made on factual, objective grounds, free from undue influence. All employees and business partners are expected to comply with this policy and its associated prohibitions and guidelines.

- All employees must act in accordance with the company's core values and business ethics guidelines.
- It is prohibited to offer, give or request bribes or improper benefits.
- It is prohibited to accept bribes, gifts or any improper benefits that may affect your objectivity and independence in your work.

- No employee may use their position for personal gain in a manner that violates laws or ethical guidelines.
- All business relationships and transactions must be transparent, documented and able to be audited.

#### Whistleblowing

The purpose is to do everything we can to detect any misconduct in our workplace at an early stage. We believe that engaging employees and other stakeholders is an important part of this. Therefore, we want to encourage a working environment where reporting wrongdoing is a natural and obvious part of our culture. The purpose of this policy is to ensure that all Bolon employees and stakeholders feel safe reporting wrongdoing or other serious incidents without fear of reprisals or other negative consequences. Whistleblowers can submit their report via the company intranet or via Bolon's website Bolon.com. Our whistleblower function allows individuals to submit their report in writing via a secure and anonymous cloud service provided by an independent third party.





### ACTIVITIES AND PERFORMANCE

Our action plan aims to prevent, detect, manage and address potential risks of corruption and bribery. Through clear guidelines and procedures, we will ensure that the company is run with a high level of integrity, in accordance with applicable legislation and our Corruption and Bribery Policy. The action plan consists of 4 parts.

#### Responsibility and compliance

- Management is responsible for ensuring that the Corruption and Bribery policy is implemented and complied with, as well as for spreading awareness and leading by example.

#### Risk assessment

- Management conducts an annual risk assessment that clearly highlights identified risks and includes an action plan to address them

#### Education and awareness

- With new employees, information about company policy should be included as part of the on-boarding process. Training and information should be provided as needed based on a risk assessment.

#### Reporting

- Employees are responsible for reporting suspicions of corruption or bribery. The company shall handle all reports confidentially and investigate each case thoroughly. If any suspicion is confirmed, measures are taken in accordance with applicable legislation. The number of cases reported is monitored annually.

### RESULTS

Fig. 14

#### RESPONSIBLE BUSINESS

|   | 2023 | 2024 | 2025 |
|---|------|------|------|
| Number of whistle-blower reports (amount) | 0    | 0    | 0    |
| Number of corruption reports (amount)     | -    | -    | 0    |

## GOVERNANCE

### POLICY AND GOAL-SETTING

We have set up a quality control system to ensure that our sustainability work is properly implemented and develops in the right direction. This system consists of three parts:

- i. Policy – vision and strategy
- ii. Governance
- iii. Documentation

The policy consists of vision, scope and goals for sustainability work.

Governance describes how all parts of our company can drive our sustainability work and ensure that it is carried out successfully.

### ACTIVITIES AND PERFORMANCE

#### Sustainability department

The sustainability department is responsible for analysing, planning and running operational work. This includes following up goals on a quarterly basis and carefully documenting essential data and information in the company's systems.

In addition, the sustainability department is also responsible for ensuring that suppliers meet all relevant sustainability requirements. New suppliers are reviewed while established suppliers are followed up every two years. Requirements set in the supply chain are implemented by the Purchasing Department.

#### Production

Our production is bound by requirements that come from local authorities, and which are consistent with our ISO 14001 certification. Regular audits and self-monitoring ensure that these requirements are met.

#### Product

Our products are subject to regulatory requirements as well as requirements that we have imposed on ourselves through different certifications and declarations. When it comes to product compliance, we have appointed a certification expert and a team to ensure the development and follow-up of different certifications.

For projects and activities that support our overall goals, we have established a steering group for technical product development. This group meets every month and works strategically and systematically from a developed plan. An extended steering group, consisting of owners and other decision-makers, meets once a quarter.

#### Sales and marketing

Bolon's sustainability communication should always be based on transparent facts and follow established standards regarding how sustainability is credibly communicated.

Data and evidence produced by the sustainability department is used as the basis for creating reliable sustainability communication. Prior to all launches and communication that include sustainability, everything is reviewed by the sustainability manager. The sustainability department is responsible for sustainability-related issues from markets.

To further ensure that we work strategically and systematically with sustainability issues, we have certified ourselves according to EcoVadis. This certification is confirmation that we manage ESG risks in the right way and meet our sustainability goals. It also provides us with guidance on how we can improve our sustainability performance further throughout the value chain.

# APPENDIX – Certifications

## CORPORATE RESPONSIBILITY



**ISO 14001**  
INTERNATIONAL

Internationally recognized standard for environmental management systems with systematic control and regular audits of our work to minimize our environmental impact.



**EcoVadis**  
INTERNATIONAL

Evaluates how we manage environmental, social and governance risks and meet our sustainability goals. Also provides guidance to help improve our value chain and sustainability performance.



**CE**  
EU

Label that verifies the product complies with current EU legislation regarding safety, health and the environment. It also sets requirements regarding the product's fire resistance.



**UKCA**  
UK

Label that verifies the product meets UK health, safety and environmental requirements following the UK's withdrawal from the EU.

## LIFE CYCLE PERSPECTIVE



**EPD**  
THE INTERNATIONAL EPD SYSTEM

**EPD**  
INTERNATIONAL

Environmental product declaration that describes the product's environmental impact throughout its life cycle. Verified by an independent third party. Created based on standards EN 15804 and ISO 14025. Published on environdec.com



**DGNB-Navigator**  
GERMANY/INTERNATIONAL

A platform that collects manufacturers' information on construction products. This information is required by planners and architects and is based on data from environmental product declarations.



**GreenTag- Green Rate**  
AUSTRALIA/INTERNATIONAL

Assesses the product's overall health and environmental impact. Factors such as emissions and social responsibility are also evaluated to provide a comprehensive sustainability perspective.

## INDOOR AIR



**M1**  
FINLAND/INTERNATIONAL

Classification with strict demands regarding low emissions to ensure good indoor air quality.



**FloorScore**  
INTERNATIONAL

Certification with strict demands regarding low emissions to ensure good indoor air quality.



**French VOC**  
FRANCE

French regulation that requires mandatory product labelling regarding emission classification.



**NAAF**  
NORWAY

Cooperation agreement confirming that our products are recommended by the Norwegian Asthma and Allergy Association.

## PRODUCT AND RAW MATERIAL



Registration with the aim of phasing out particularly hazardous substances in construction products. Our products and their contents are verified against specific criteria set by Basta.



Our products are evaluated according to 'Byggsvarubedömningen', which examines chemical content, life cycle and sustainable supply chains. The aim of 'Byggsvarubedömningen' is to promote a non-toxic and sustainable environment.



System that assesses products based on factors such as indoor air quality, substances hazardous to health and the environment, resource utilization and global warming potential.



Construction product declaration that provides transparency throughout the construction phase. All our products have construction product declarations.



Information database that gives customers the opportunity to view the content of a product throughout its entire life cycle. Based on information from eBVD.



Environmental labelling of PVC raw materials. Manufacturers and raw materials are all assessed based on criteria such as manufacturing technology, energy use and presence of substances hazardous to health and the environment.



Product Health Declaration proving that the manufacturer has provided a complete declaration of the product's toxicity. Raw materials are assessed from an environmental and occupational health and safety perspective during manufacturing as well as low emissions during use.



Platform where manufacturers declare product content. This facilitates the construction of houses that promote healthy conditions for people and the environment. Products are evaluated for compliance with Living Building Challenge, LEED and WELL.

## SOURCE FIGURES

| PAGE | FIGURE | DESCRIPTION                                 | SOURCE  |
|------|--------|---|---|
| 11   | 1      | The climate footprint of our floors         | Third-party Environmental Product Declarations (EPDs)   |
| 12   | 2      | Climate vs turnover                         | Production data, life cycle data and economic turnover.   |
| 13   | 3      | Energy consumption and mix                  | Production data, measurement data and supplier invoices.  |
| 15   | 4      | Air pollution                               | Air measurement 2024 (measurement carried out every 3 years. Emissions are calculated through FID measurement). |
| 16   | 5      | Water consumption                           | Measurement data internal system, readings and invoicing.   |
| 20   | 6      | Circular vs turnover                        | Production and purchasing data and economic turnover.   |
| 21   | 7      | Distribution of material content in product | Content declaration. Available for all collections.   |
| 21   | 8      | Resource inflows                            | Production and purchasing data.   |
| 22   | 9      | Resource outflows                           | Content declaration, production and purchasing data.  |
| 22   | 10     | Waste                                       | Production data and invoicing.  |
| 26   | 11     | Own workforce                               | Internal measurements.  |
| 28   | 12     | Sourcing of raw material                    | Survey completed in 2025.   |
| 28   | 13     | Sustainability in the value chain           | Survey completed in 2025.   |
| 32   | 14     | Responsible business                        | Internal measurements and reporting system.   |