



SUSTAINABILITY REPORT 2024



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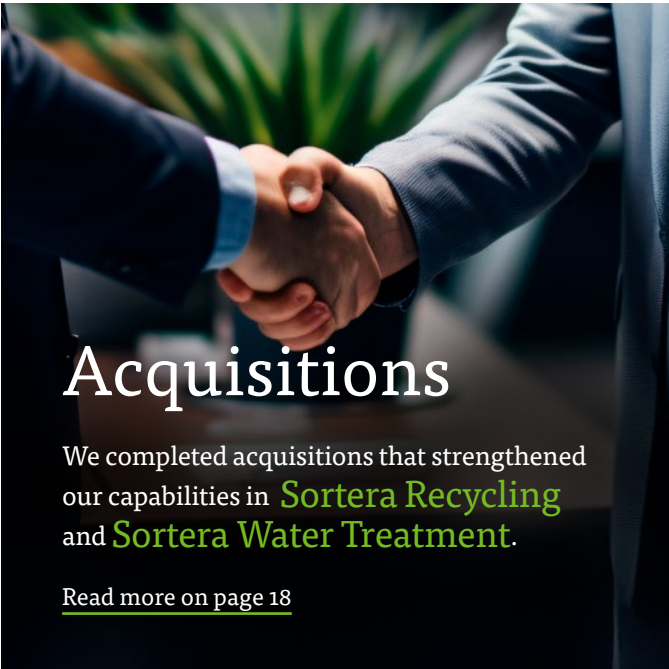
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INTRODUCTION

THE YEAR IN BRIEF



Acquisitions

We completed acquisitions that strengthened our capabilities in **Sortera Recycling** and **Sortera Water Treatment**.

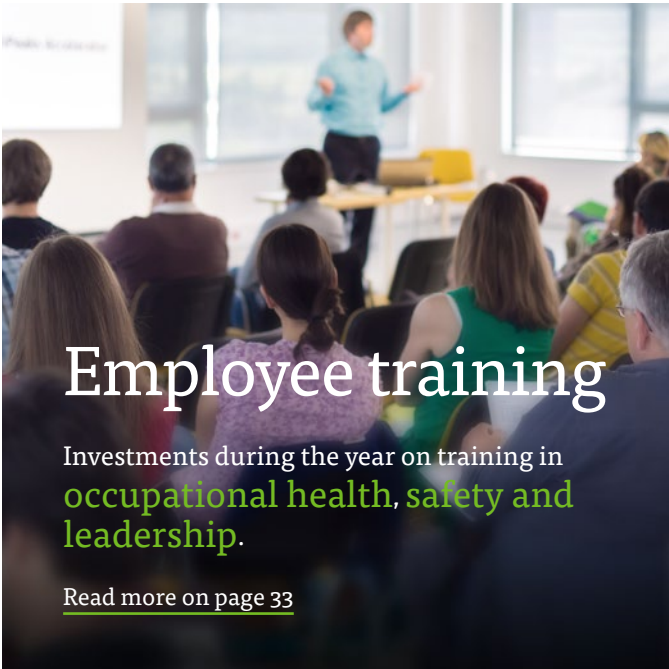
[Read more on page 18](#)



Reuse

Reuse is a new investment within our business area **Sortera Recycling**

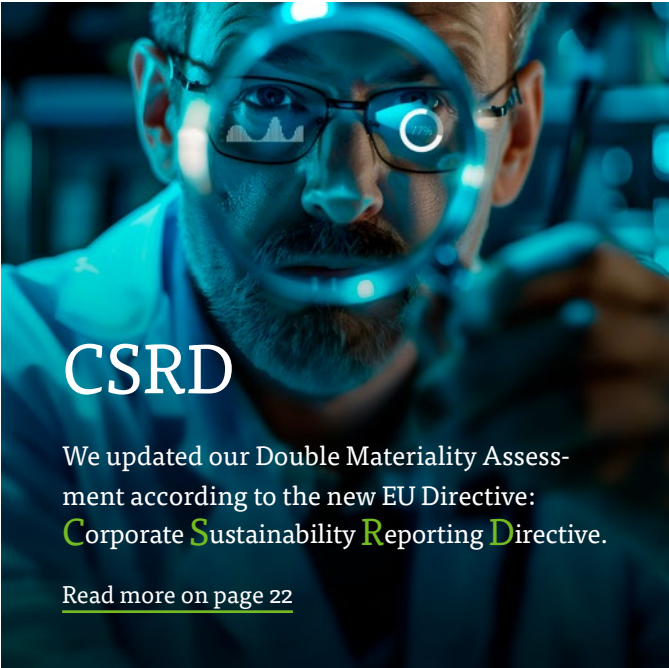
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Employee training

Investments during the year on training in **occupational health, safety and leadership**.

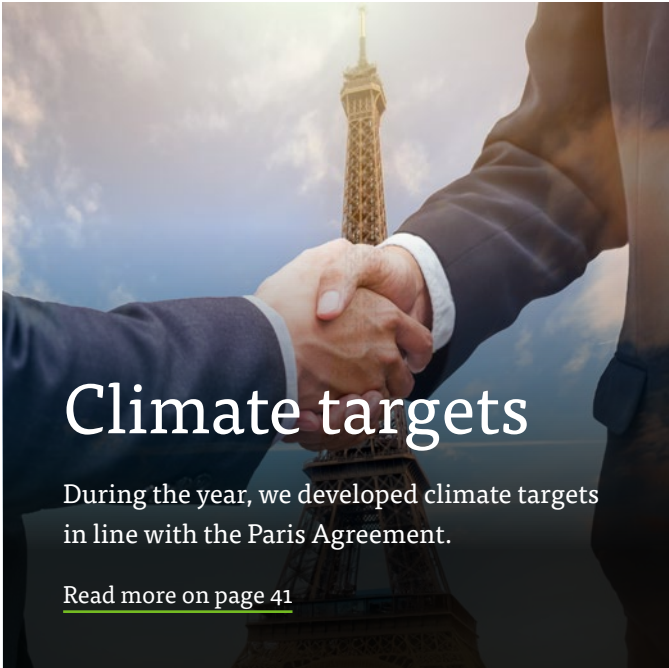
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CSRD

We updated our Double Materiality Assessment according to the new EU Directive: **Corporate Sustainability Reporting Directive**.

[Read more on page 22](#)



Climate targets

During the year, we developed climate targets in line with the Paris Agreement.

[Read more on page 41](#)

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”We continued our focus on reuse during the year. To further help our customers take the next step in the waste hierarchy, we formed a new unit in Sweden, **ReUse**, with the mission of helping them find reusing opportunities.”

■ Sebastian Wessman, CEO Sortera Group

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Sortera continues to develop in a changing industry. The need for circular solutions is increasing, and during the year we invested in both our business and our employees – through strategic acquisitions, a stronger customer offering, and investments in employee engagement.

2024 was a challenging year for the construction industry in general, with high interest rates, increased material costs, pricing pressure and a continued slowdown in new construction. Despite being affected by these trends, we continued to grow, expand our customer offering and invest in our business.

In spite of the challenging situation, we saw several glimmers of light during the year, with record-high volumes in Gothenburg, Örebro, and southern Sweden. Finland also had a very good year. Structured work with occupational health and safety continues to be at the top of our agenda, and we actively work to prevent accidents and report incidents. We continuously improved our handling of reported cases and have certified our operations to the ISO 45001 occupational health and safety management system during the year.

GROWTH THROUGH ACQUISITIONS

Growing through acquisitions remains an important way for us to strengthen our market position. We are actively looking for new markets where we see underlying growth in demand for Sortera’s services, but also for markets where we see that Sortera’s sustainability focus can help drive the transition to a more circular economy. In early 2024, we welcomed REWALBI Miljöteknik to Sortera. With

the acquisition, we strengthened our offering in mobile water treatment and handling contaminated water. We also broadened Sortera’s geographical presence so that our customers in western Sweden gain a strong local player with a broad offering in water treatment.

We continued our growth journey in the UK market through the acquisition of Reston Waste Management in July 2024. Through the acquisition, we expanded Sortera’s geographical presence, making it one of the largest independent players in London. After the summer of 2024, we expanded our sludge vacuuming operations with the acquisition of MÅSAB, a company with a strong position and expertise in sludge vacuuming in the Stockholm area.

INVESTMENT IN THE UK

In June, our acquired operations in London officially changed their name to Sortera, which means that the business is now operating under the Sortera brand. This marks a significant milestone in Sortera’s history. During the year, we made major investments in our operations in the UK, at our facilities, in our vehicle fleet and in our IT systems. We are now ready to pick up the pace and contribute to more circular material flows for the construction industry in London..

A TRANSFORMING INDUSTRY

The transition to a more circular economy is crucial to slowing climate change and achieving Nordic, UK, and EU climate goals. Using resources more efficiently, minimising waste and circulating materials is essen-

tial to meet the challenges of the future. The recycling industry plays a key role in this transition while also operating in a complex legislative environment. During the year, we saw significant initiatives to reform waste legislation, and it will be interesting to follow how these changes unfold and affect the industry in the future. The regulations are an important driver for increased circularity, while they must be clear and properly designed to enable real change.

Our customers are increasingly focusing on solutions that enable circular material flows, and here we can play an advisory role. During the year, we continued our focus on recycling. To further help our customers take the next step in the waste hierarchy, we formed a new unit in Sweden, ReUse, with the mission of helping customers find recycling opportunities. We also continued our work on making commercial products from certain waste streams as we have accelerated sales of our CE marked stone in Sweden and began the process of ‘productifying’ concrete.

UPCOMING SUSTAINABILITY REPORTING – CSRD

We continued our preparations to meet the forthcoming reporting requirements according to CSRD. We are well equipped for the new requirements and, among other things, updated our Double Materiality Assessment. During the year, we also prepared a climate risk and scenario analysis and adopted new climate targets in line with the Paris Agreement. Sustainability areas are being continuously integrated into operational activities, which will remain a priority.

DEVELOPMENTS THAT ARE MAKING A DIFFERENCE

Despite challenges in the world, we continue to invest in our operations to strengthen Sortera in the long term. We are also advancing our work with digitalisation and are continuously improving our customer interfaces, our internal tools and our digital security. We introduced a new weighing system at our facilities, continue to develop our customer portal, launched our own data platform and made further progress in information security. Through these investments, we create sustainable and effective solutions that benefit both us and our customers for the future.

We have also invested in our corporate culture and employee experience. The introduction of the Winningtemp tool in Sweden gives us valuable insight into how we are doing as an organisation, and we look forward to communicating our progress on both eNPS and the employee response rate. We launched a platform for learning and development, and we continue to strengthen our leaders through our own leadership programme.

During the year, we took important steps to develop our brand and our communication to better reflect our role in the transition to a more circular economy.

We continue to develop solutions that make it easier for our customers to reduce their climate footprint and increase their resource utilisation. Through innovation, expertise and close collaboration with our customers and partners, we want to be a role model in the transition to a more circular future.

*Sebastian Wessman,
CEO Sortera Group*

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GLOBAL MEGATRENDS

There are several global megatrends that affect Sortera's business. We are well positioned to manage their impact.

Global megatrends are overall trends that affect companies and organisations as well as individuals and society. We manage these trends through continuous monitoring and analysis to identify potential impacts on Sortera's operations, based on risk management and new business opportunities. This section describes the key megatrends that affect Sortera's business.

GEOPOLITICAL CHANGES LEAD TO MORE REGIONALISATION

In recent years, there have been major changes in the global political situation with new alliances, escalating conflicts and wars. New trade barriers have also been proposed that could have major consequences for the entire global economy. Globalisation has been a strong megatrend in recent decades.

Many companies and organisations have built up complex, worldwide value chains and international dependencies for the supply of raw materials, components and products. We may now see a break in this trend.

In recent years, the vulnerabilities in global value chains have become clear. The Covid pandemic, geopolitical conflicts and new trade restrictions have highlighted the risks of long-distance supply chains. It is therefore

reasonable to imagine a development towards increased regionalisation, locally produced solutions and an increasing local circular thinking. For Sortera, which primarily operates locally, this development represents an opportunity to strengthen our regional presence and further develop sustainable, circular business models.

CLIMATE CHANGE AND RESOURCE SHORTAGES

Climate change is humanity's greatest long-term challenge. To mitigate climate change, the use of fossil fuels needs to be reduced, and the use of the Earth's resources must become more efficient. Promoting resource reuse and recycling supports this by enabling a more circular economy.

At global, regional and local level, ambitious climate targets and strategies for a circular economy have been developed, such as the EU's 'Green Deal' that includes a tool for environmentally sustainable finance, the EU Taxonomy, and the new Circular Economy Action Plan. Sortera has economic activities that are in line with the Taxonomy and is preparing to report according to CSRD.

URBANISATION AND POPULATION GROWTH

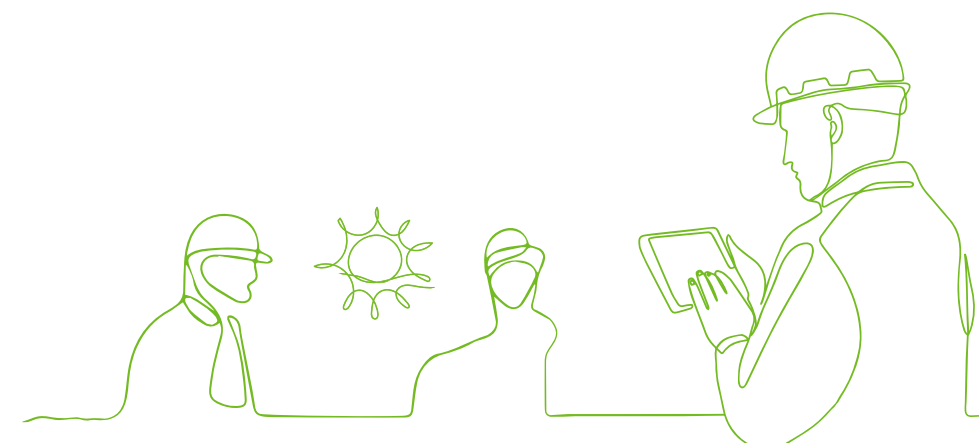
Urbanisation and population growth are driving forces shaping societies and markets globally. In the last ten years, the world's population has increased by approximately 1% per year and, according to UN calculations, the global population in 2050 is expected to reach almost 10 billion, of which approximately two-thirds are expected to live in cities. Population growth and urbanisation continue to drive increased demand for materials, infrastructure and sustainable solutions. At the same time, consumption patterns are also changing as younger generations become a larger part of the economy.

For our planet to support the projected global population, we need to decouple population and economic growth from the use of primary raw materials. For Sortera, these trends present both challenges and opportunities to adapt our offerings and strategies, while actively contributing to the circular economy and sustainable social development.

DIGITALISATION, AI AND TECHNOLOGICAL DEVELOPMENT

Rapid digitisation and technological development have a major impact on societies, companies and individuals. Artificial Intelligence (AI) and digital tools are becoming increasingly important for streamlining processes, making better decisions, and optimising resource use. At the same time, demands for data security and responsible handling of new technology are increasing.

Sortera is continuously working to improve the digital environment, such as customer interfaces, internal tools and our security. Through investments in new technology, innovation and digitalisation, we create more sustainable and efficient solutions that strengthen both our organisation and our customers now and in the long term.



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ABOUT SORTERA

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WHAT DOES SORTERA DO?

Our vision is to be a role model in the transition to a more circular society. By reducing our climate footprint and helping our customers reduce theirs, we actively contribute to a more sustainable future. We want to be a long-term and competent partner that is always there to help our customers in their transition.

FROM WASTE TO RESOURCES

As experts in construction, infrastructure and civil engineering materials, we work to transform waste into valuable new resources through reuse, recycling and energy recovery. Through our sustainable methods, we reduce our collective environmental footprint in the construction and civil engineering sector and strengthen circular flows throughout the industry. We work to create clean and circular material flows by increasing recyclability.

Our services also help maintain important social functions and the remediation of soil and water, making us a key player in the circular economy. Every day, our employees, together with thousands of customers, make a difference for the environment and society.

PROFITABLE GROWTH
AND EXPANSION INTO
NEW MARKETS

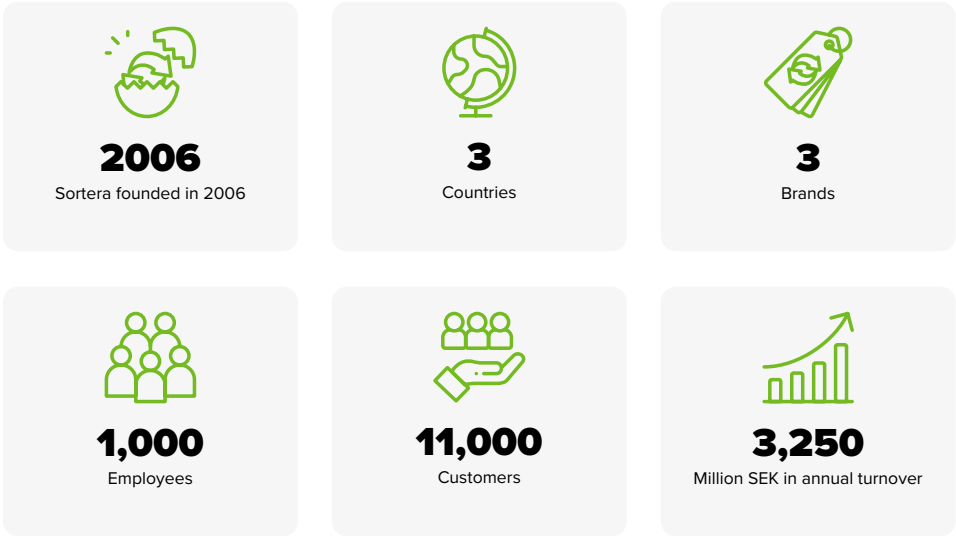
Sortera's strategy is based on profitable growth and being a leading player in sustainable and circular solutions in Northern Europe. Expansion is a key component of our strategy, as is

growth through acquisitions. Since our formation in 2006, we have completed more than 23 acquisitions to strengthen our geographical presence and broaden our offering. Read more about our acquisition journey on page 18.

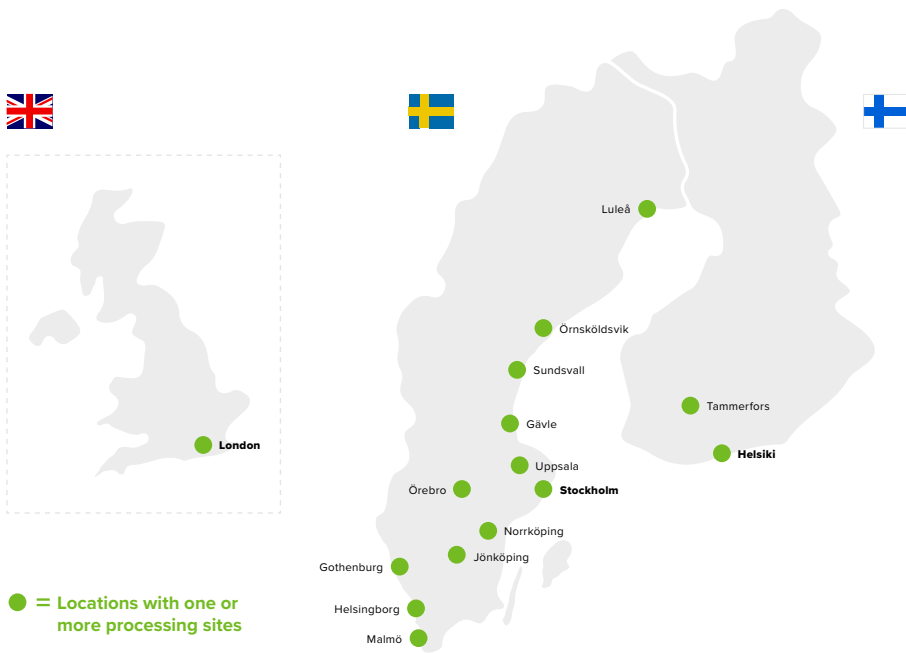
Sortera currently has approximately 1,000 employees in three markets with a turnover of 3.25 billion SEK. Sortera is established in most of Sweden, parts of Finland and parts of the UK, where we are the leading player in the collection and recycling of construction waste in the London area.

Sortera operates under the brands Sortera, BIG BAG and Envytech. Some of our acquired companies have continued to operate under their respective brands for a transitional period, with the aim of being integrated into the Sortera Group's brands. Since the beginning of 2024, Sortera has been divided into four business areas:

-  Sortera Recycling
-  Sortera Industry
-  Sortera Materials
-  Sortera Water Treatment



GEOGRAPHICAL PRESENCE



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SORTERA RECYCLING

**AN ENABLER OF CIRCULAR
RESOURCE FLOWS AND REUSE**

Sortera Recycling offers a comprehensive range of products and services for the cost-effective recycling/reuse of construction and civil engineering waste in an environmentally conscious manner. Our business covers the entire value chain – from collection, sorting and processing to disposal at responsible end recipients. We ensure that the highest possible value is maintained throughout the value chain. With our builder bags, containers, skips, wheelie bins and products for the handling of hazardous waste, we receive all types of construction and civil engineering waste at our facilities where sorting, treatment and preparation takes place for the end recipient. Sortera Recycling aims to recycle or reuse as much of the waste it handles as possible.

By offering innovative, efficient and flexible solutions for waste management to our customers, we create the conditions for sorting close to the source to optimise the proportion of waste recycled. Our recycling offering was further strengthened in 2024, which means, among other things, that we now offer recycling inventories at an early stage to increase the opportunities for recycling.

We also offer crane lifting, vacuum truck services and the delivery of various types of materials such as soil, gravel and stone. Through Sortera's customer portal, customers can manage everything from placing orders to obtaining specified environmental reports on their projects to monitor the sorting rate, as well as a summary of outcomes after the project is completed.

**CUSTOMER CASE STORY:
RELIABLE COLLABORATION AND
SHARPENED GOALS**

The question of how waste should be handled is constantly relevant in the construction industry. For the construction company M3 Bygg, the collaboration with Sortera has been crucial – today up to 95 percent of their construction waste is sorted and the goal is to raise the bar even further.

“We have clear environmental goals and achieved last year's goal of 85 percent. Today we are at 90 to 95 percent, which means it is time to sharpen our goals,” says Milla Leinonen, Sustainability Manager at M3 Bygg.



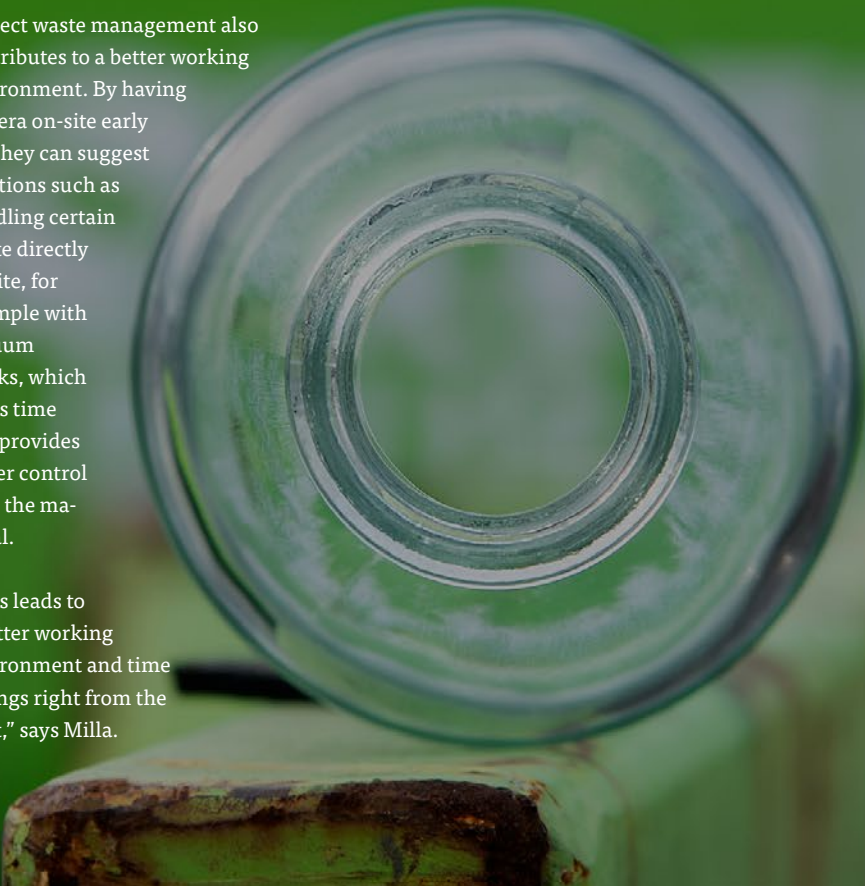
M3 Bygg and Sortera have collaborated for over 10 years. The partnership has developed and is strengthened through great commitment from both sides.

Sortera is involved in M3 Bygg's projects early on and contributes information and concrete solutions for efficient waste management.

“At kick-off meetings, we go through the project's needs and get suggestions on how waste should best be managed. There is a lot going on in materials development, so it is important to have up-to-date information on how different materials should be sorted,” says Milla.

Correct waste management also contributes to a better working environment. By having Sortera on-site early on, they can suggest solutions such as handling certain waste directly on site, for example with vacuum trucks, which saves time and provides better control over the material.

“This leads to a better working environment and time savings right from the start,” says Milla.



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SORTERA INDUSTRY

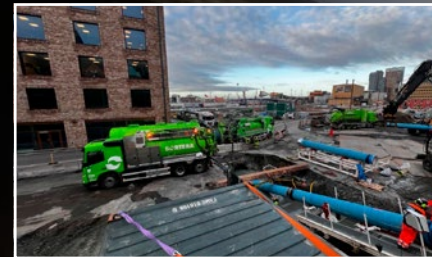
COMPLEX INDUSTRIAL REMEDiation SERVICES

Sortera Industry specialises in remediation and decontamination in heavy industry, as well as in the construction and demolition sectors. Sortera Industry offers vacuum and sludge vacuuming, material blowing, high-pressure flushing, industrial and asbestos remediation, and a variety of services in water and sewerage. Through our decontamination, flushing and lining of pipes, we can extend the life of the customer's infrastructure. Today, we are one of the leading players in these services and have broad experience and a wide range of equipment to carry out large and small projects.

By collaborating with Sortera's other business areas, we can tailor solutions such as water treatment for boiler cleaning and also support construction and civil engineering projects involving excavation and material delivery.

CUSTOMER CASE STORY: HOW TO GET RID OF 1,400 M³ OF CLAY IN THE MIDDLE OF GOTHENBURG?

When Karlastaden was built on Hisingen, a new 1.3 km water pipeline needed to be laid under the Göta River using directional drilling. Sortera was tasked with handling the large quantities of clay that were removed from the borehole.



To prevent the clay from blocking up the pipeline, the drilling had to continue uninterrupted for six days. BAB Rörtryckning, one of Sweden's leading players in directional drilling, needed a reliable partner to handle the 1–2 m³ of material that was removed from the borehole every minute.

EFFICIENT LOGISTICS WITH VACUUMING TRUCKS

Sortera solved the challenge by deploying five vacuum trucks in continuous use around the clock. The clay was transported to Sortera's reception facility on Hisingen, where preparations were made to receive the material quickly and efficiently. By loading trailers and

planning the transport to avoid rush hour traffic, disruptions were minimised.

DISTURBANCE-FREE DRILLING AND SATISFIED CUSTOMER

The project was carried out according to plan, and the water pipeline is now 12 metres below the Göta River. Tommie Mörkvist at BAB Rörtryckning summarises:

"A very good collaboration! Sortera was solution-oriented and delivered top-class service."



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SORTERA MATERIALS

**FROM WASTE TO RAW
MATERIALS AND PRODUCTS**

Sortera Materials handles waste materials at its own processing sites from Gävle in the north to Malmö in the south and assists customers with all types of resource flows in order to offer the most sustainable solution. At our facilities, we receive, sort and analyse materials such as soil, asphalt and concrete, which are then transported to appropriate disposal facilities. Several of our processing sites also handle traditional construction waste such as combustibles, timber and gypsum. We operate internationally with both the export and import of waste and residual fractions.

Sortera Materials has begun producing CE marked stone products that have been recycled from various excavation materials at several facilities in the Gothenburg region. The stone is crushed and sieved before being reused – to promote resource efficiency.

**CUSTOMER CASE STORY:
RECYCLING AND COLLABORA-
TION IN FOCUS WHEN CONVERT-
ING AN INDUSTRIAL SITE INTO A
RESIDENTIAL AREA**

Platzer's transformation of the Högsbo industrial area into the new Södra Änggården district required buildings to be demolished and the land cleared. As the general contractor for demolition and land clearing, Sortera played a central role in the project, which ran from the autumn of 2023 to the summer of 2024.



The work began with the demolition of two properties totalling 18,000 m2. To help Platzer achieve its goal of maximising material recycling, Sortera dismantled and recovered items including doors, ventilation units and fans, as well as bricks from the demolition waste. Recyclable materials were sent to the company Rebygg, which receives and reuses waste building materials.

Investigations of the soil showed the presence of PAHs, metals and DDT. Since the land is to be used for sensitive activities, the entire 13,000 m² area was decontaminated, sometimes down to a depth of five metres.

Some of the excavated material was used for backfilling.

Stone from the excavated material was crushed at Sortera's reception facility and reused as CE-certified backfill material, including for continued work in Högsbo. To minimise empty journeys, the trucks delivering the stone also returned with crushed material, which reduced the total number of journeys and reduced carbon dioxide emissions.



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SORTERA WATER TREATMENT

MOBILE WATER TREATMENT

Through the Envvytech brand, we offer cutting-edge expertise in mobile water treatment. We take full responsibility for water management in projects – whether it involves minor excavation work, large infrastructure projects or industrial maintenance. From planning and installation to operation, monitoring and final reporting, we ensure that contaminated water is managed with both efficiency and sustainability in mind.

By using modular systems, we can design and customise water treatment solutions to meet the particular needs of each project. Should conditions change during the project, we can easily adjust the facilities to ensure the best possible results.

PFAS IN WATER

PFAS, also known as ‘forever chemicals’, are extremely persistent substances that are dispersed in aquatic environments and pose a major risk to both health and the environment. Effectively cleaning PFAS-contaminated water requires knowledge and technology that goes beyond traditional water treatment methods.

Envvytech uses several technologies for the remediation of PFAS-contaminated water, including the SAFF (Surface Activated Foam Fractionation) method, and stabilises PFAS contaminants in the soil with In-Situ technology.

TREATMENT CENTRE

The Envvytech Treatment Centre in Gunnilse is a processing site for the disposal of liquid waste and residual materials. We treat contaminated water and sludge from industrial processes, stormwater wells, oil separators and car washes, and convert it into usable resources.

COMPREHENSIVE SOLUTIONS

Envvytech offers comprehensive solutions, with responsibility for everything from updating the authorities and ongoing authority contacts, to service, sampling, analyses and final reporting. This gives us 100% control over applicable guideline values and potential recipients, which together with a clear understanding of the challenge allows us to design the right solution.

CUSTOMER CASE STORY: SUSTAINABLE PFAS REMEDIATION IN DENMARK

Denmark's first SAFF project is underway at the firefighting school in Korsør to purify PFAS-contaminated water. The initiative

is part of the EU's Horizon2020 project SCENARIOS, where three teams are analysing PFAS distribution, toxicity and sustainable remediation solutions. Envvytech is playing a central role and is leading the remediation.



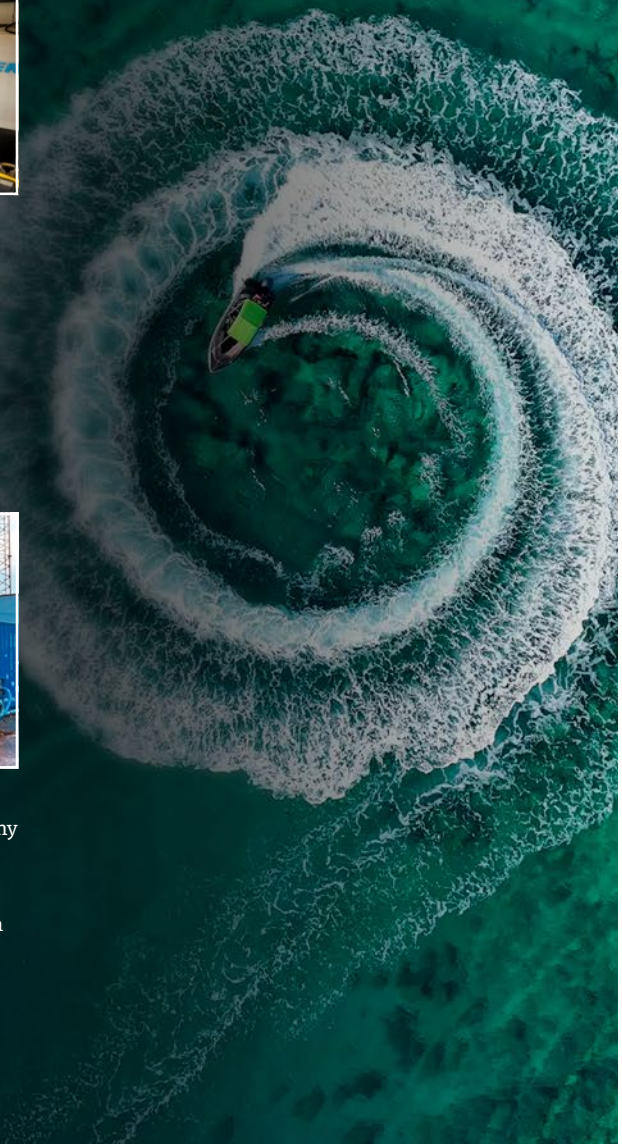
SAFF (Surface Active Foam Fractionation) is an innovative foam fractionation technology developed by EPOC Enviro. The method uses air bubbles to separate and remove up to 99.9% of the PFAS compounds – completely without filters or chemicals. To improve the purification of short-chain PFAS, specially developed additives are being tested in



collaboration with the biotechnology company Allonnia.

A SAFF20, a compact and mobile purification module with a capacity of 7–12 m³/h has been built in a container on the site. Two concentration stages minimise waste while

keeping energy consumption low (0.7 kWh/m³). The plant, which was operational in 2024, is an important step in the EU's goal to become a world leader in PFAS management.



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SATISFIED CUSTOMERS

The construction sector is resource-intensive and generates a large amount of waste. It accounts for 40% of the EU's total energy consumption and generates 25-30% of all waste in the EU. The construction sector is also responsible for 36% of the EU's total greenhouse gas emissions.

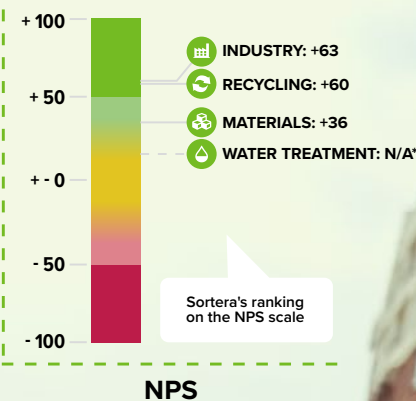
Increased material efficiency can avoid up to 80% of these emissions, while reducing the use of natural resources and energy. The EU has set rules on how waste should benefit a more circular economy. One example is the target that more than 70% of non-hazardous construction and demolition waste generated during the construction period must be prepared for reuse, recycling or other material recovery.

Sortera supports customers in their journey to increase the recycling rate of their construction-related waste and residual products. To achieve this, we offer services to handle our customers' waste correctly and in line with the applicable regulations and environmental requirements. It is very important to us that the customer sorts their own waste as much as possible as this facilitates material recycling. We also offer our customers training in logistics and sorting.

Sortera processes customer waste and residual products in-house. We also provide advice and fraction reports to our customers, while constantly improving our processes to reduce the proportion of waste that goes to landfill. Our customers' needs and expectations are constantly changing, and we develop our operations in close collaboration with our customers.

Feedback and opinions are primarily captured in direct dialogue and during customer visits. Customers' opinions about our operations in Sweden are also collected in our customer satisfaction survey, which has given us high ratings in recent years. We are proud and happy that our customers are largely satisfied with our services and offering, and that they would recommend us. In 2024, Sortera had an NPS value of 50, which is a good rating from our customers.

Sortera's ranking on the NPS scale

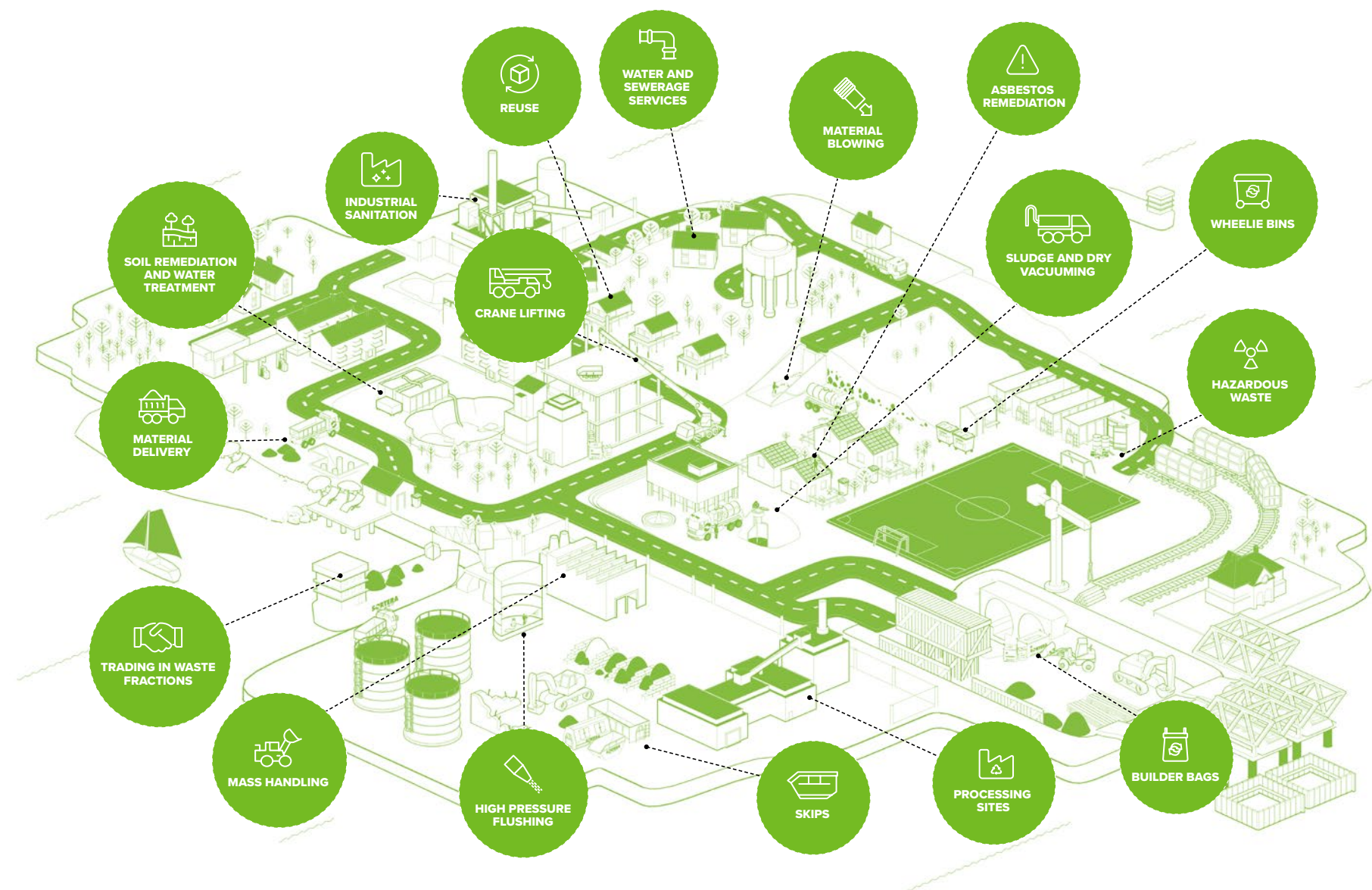


* Sortera Water Treatment is a new business area that has not yet implemented a structured NPS process.



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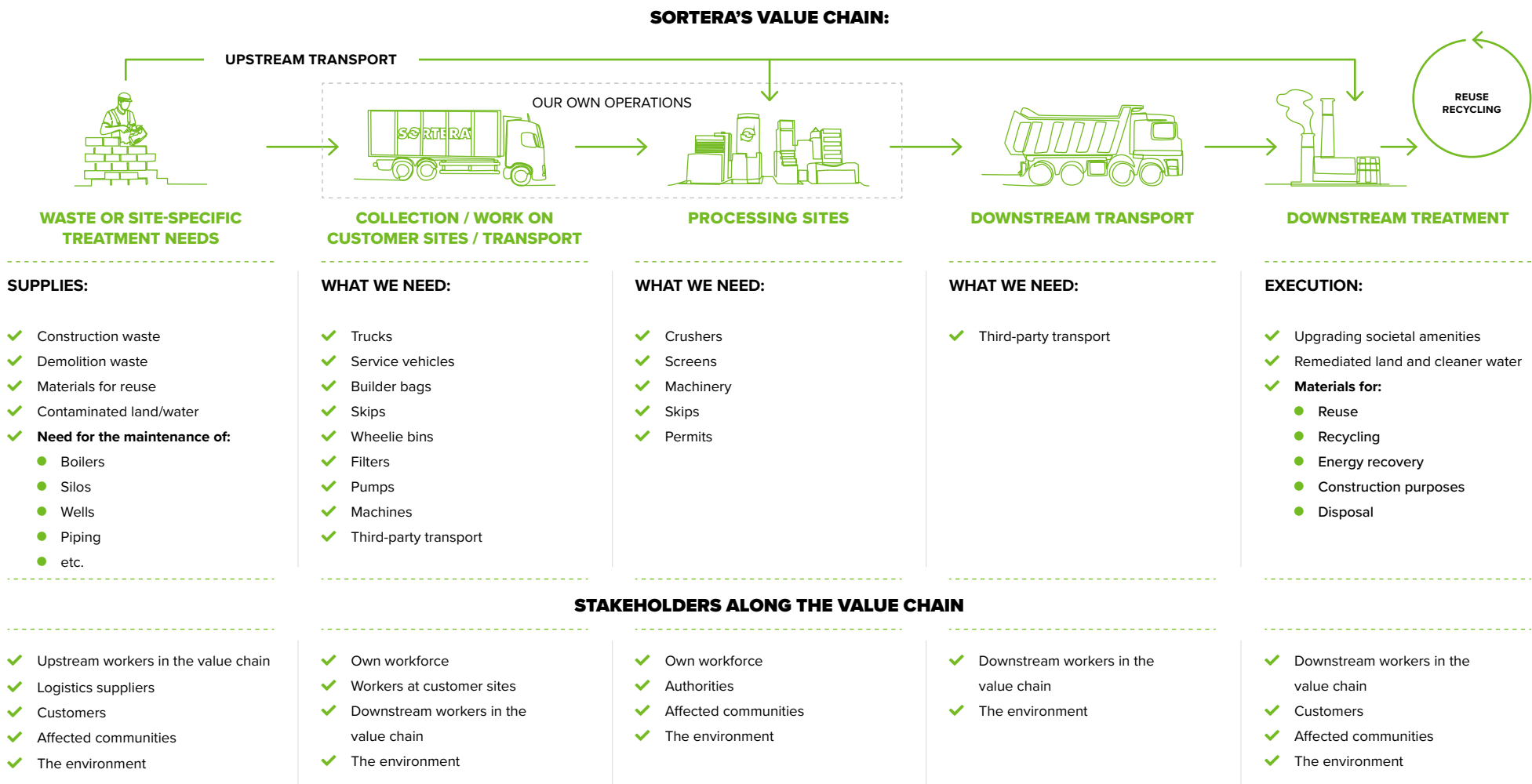
SORTERA IN SOCIETY



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SORTERA'S VALUE CHAIN

Our value chain starts with our customers and their needs and ends with the downstream treatment of the waste and residual products we handle.



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SORTERA'S STRATEGY

The basis of Sortera's strategy is to provide a strong customer offering, with a high level of service and quality throughout, supported by sustainable delivery and organisation.

Over time, this will lead to profitable growth that is better than the market average. To achieve this, we must always have highly satisfied customers and committed employees who enjoy their work. Since our vision is to be the industry role model in the transition to a circular society, it is crucial that we constantly develop as a company. A central part of our strategy is expansion into new markets and regions, which includes growth through acquisitions.

To run and develop the company according to our strategy, we work in a structured manner with several ongoing initiatives within different dimensions. This framework is called our Value Creation Plan (VCP). The VCP is a living document and is revised quarterly following our management meetings. Progress is also reported at each board meeting.

Sustainability is integrated into Sortera's strategy and several initiatives within our VCP cover important sustainability aspects. In 2024, we implemented several initiatives related to improved health and safety, reduced environmental impact from our transport, reuse and increased material recycling. We now offer reuse services as part of our offering and sell products such as stone and concrete that have undergone an end-of-waste process and are CE marked. We have also worked to prepare ourselves for sustainability reporting under CSRD.

Within digitalisation, we have further developed our customer portal for a better customer experience and reporting, implemented a new weighing system and enhanced our approach to data visualisation and reporting through the digital analysis tool Power BI.



VALUES

- ✓ Service
- ✓ Sustainability
- ✓ Competence



VISION

Our vision is to be a role model in the transition to a more circular society.

STRATEGY



BECOME A ROLE MODEL IN ESG

Becoming a leading ESG company goes beyond meeting regulatory requirements to driving ESG development in our industry.



DRIVE ORGANIC GROWTH

Drive price differentiation, expand our service/product portfolio in line with market demand and key trends, and support cross-selling in all Sortera markets to promote organic growth.



IMPROVE OPERATIONAL EXCELLENCE

Make continuous improvements in our operations by enhancing the digital customer journey and digital tools, improving facilities/machinery for capacity and efficiency, and driving CO₂ reductions from our own operations.



BUILD ORGANISATIONAL CAPACITY

Build organisational capacity to support the development of an international Group and enable the implementation of the 'Sortera Way' throughout the organisation.



ACCELERATE M&A & GEOGRAPHIC EXPANSION

Identify, acquire and integrate companies to support Sortera's strategic growth plan in new and existing markets.

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OUR ACQUISITION JOURNEY

Acquisitions have been an important part of Sortera's growth journey. Since the company was founded in 2006, a total of 23 companies have been acquired, with the aim of expanding Sortera's geographical presence and customer offering.

We actively look for new markets where we see growing demand for our services, but also those where our sustainability focus can drive the transition to a more circular economy in local markets. At the beginning of 2024, we welcomed REWALBI Miljöteknik to Sortera. The acquisition was signed in December 2023 but was completed in January 2024. With the acquisition of REWALBI, we strengthened our water treatment offering with expertise in mobile water treatment and processing contaminated water. We also continued our growth journey in the UK market

through the acquisition of Reston Waste Management in July 2024, an acquisition that makes Sortera one of the largest independent players in London. Reston is one of the largest construction waste collection and recycling companies in southwest London and the acquisition expanded Sortera's geographical presence. After the summer of 2024, we expanded our business in sludge vacuuming with the acquisition of MÄSAB, a company with a strong market position and expertise in sludge vacuuming in and around Stockholm.

ACQUISITION STRATEGY



EXTENDED SERVICE OFFERING

- ✓ Potential to expand with additional complementary services.



GEOGRAPHICAL EXPANSION

- ✓ The Sortera model is proven in cities/metropolitan areas, which makes larger cities in the Nordics and Northern Europe natural targets for expansion.
- ✓ Companies with a strong focus on sustainability that are part of the value chain from customer to secondary raw materials. We focus on companies with an innovative service offering and close customer engagement.



CONSOLIDATION WITHIN EXISTING MARKETS

- ✓ Consolidate the fragmented market in existing locations.
- ✓ Expand our offering to new geographic locations.

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SORTERA TAKES THE NEXT STEP IN WATER TREATMENT



Sortera works in a rapidly changing industry where the demands from both authorities and customers are constantly increasing for more sustainable and innovative solutions. For Sortera's newest business area, Sortera Water Treatment, this is something we work with daily by leading the development of innovative solutions for water treatment. We work with everything from polluted stormwater and process water to PFAS-contaminated water. This work is under continuous development with a strong focus on technology, efficiency and long-term sustainability. Acquisitions also play an important role as an enabler for both growth and development.

As an example of this, in 2024 we acquired the company REWALBI Miljöteknik, partly to strengthen our position in water treatment and partly to further deepen our expertise. REWALBI is a Gothenburg-based company that, with impressive growth in a relatively short time, has built a strong position in western Sweden in both mobile and permanent water treatment. Through the acquisition

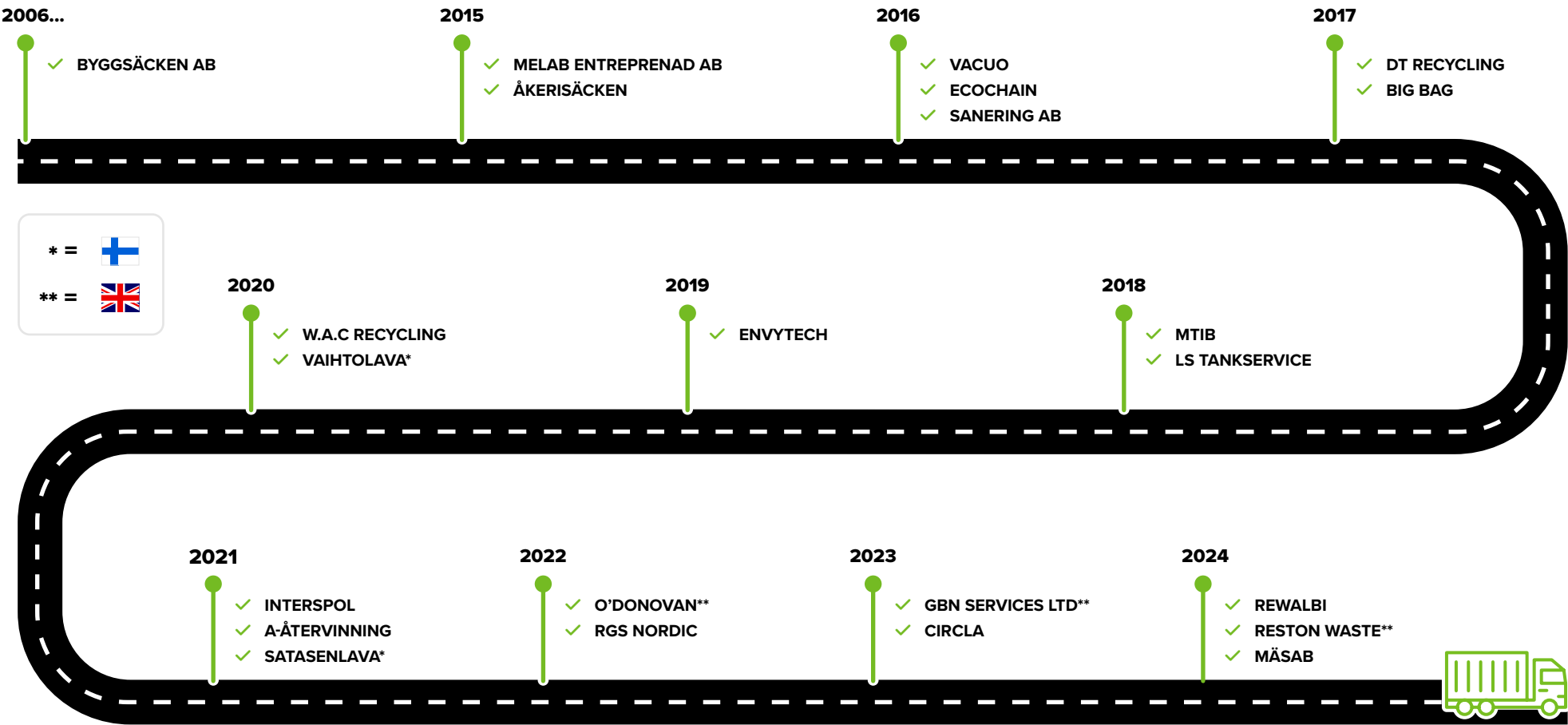
of REWALBI, we broadened our geographical presence so that our customers in western Sweden also gained a strong local player with a broad offering in water treatment. The acquisition was also made with the aim of expanding our service offering as REWALBI also operates a reception facility in Gothenburg – a capability in high demand which Sortera previously did not offer in-house. We therefore now have the opportunity to also receive and treat customer contaminated water in-house, regardless of whether it is contaminated water from stormwater pipes, oil separators, car washes or other industries. Together with REWALBI, we have therefore strengthened Sortera's ability to provide customers with the market's leading solution to meet their increased demands for the treatment of contaminated water.

The acquisition of REWALBI is a good example of how Sortera, through strategic acquisitions, broadens the business both geographically and by service scope to increase our market presence, and to be able to offer Sortera's customers the market's most sustainable solutions.

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ACQUISITION TIMELINE



ACQUISITION PROCESS



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FOCUSING ON WHAT'S
IMPORTANT

Sortera’s sustainability work is developed in collaboration with its customers, owners, employees, suppliers, subcontractors, authorities, and collaborative partners, as well as other key stakeholders.

During the year, we continued to work on our Double Materiality Assessment in accordance with the EU’s new directive – the Corporate Sustainability Reporting Directive (CSRD) – which was carried out in the autumn of 2023 to further align with the requirements of the directive and guidance published thereafter. The materiality analysis resulted in the identification of several material sustainability areas. Many of our previous material topics continue to be material according to the new directive. Some of our most important issues include developing the management of waste and residual products for increased material recycling and reuse, health and safety for our employees,

reduced climate and environmental impact, and the commercial integrity of our operations.

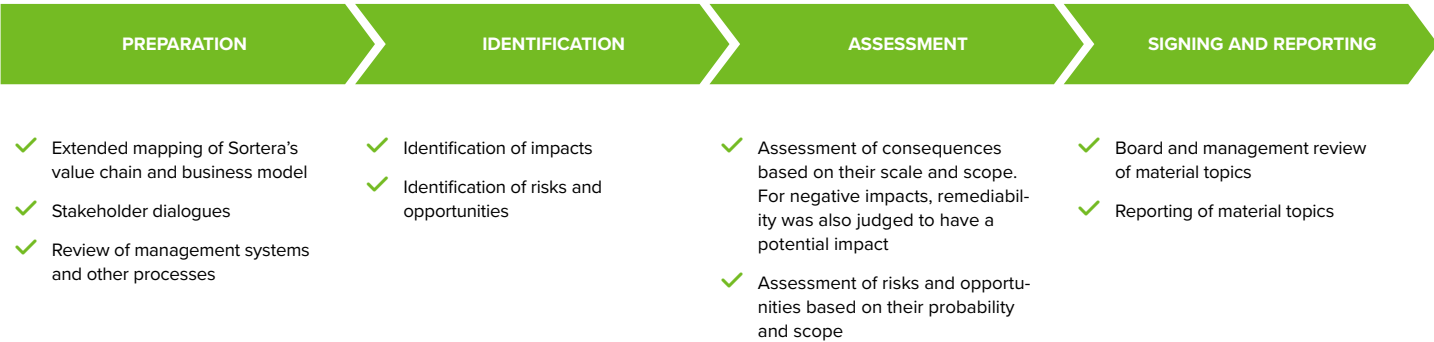
Reporting for 2024 is based on the results of our updated materiality analysis. This report does not fully comply with the ESRS requirements but is a step towards our adaptation to new legal requirements. In 2024, Sortera conducted a gap analysis of the standard requirements within the European Sustainability Reporting Standards (ESRS) that are relevant in relation to our Double Materiality Assessment. Several departments are involved in the work, and we see the results as a good basis for prioritising our work going forward.

DOUBLE MATERIALITY
ASSESSMENT

The identification of material impact, as well as material risks and opportunities, is done through our Double Materiality Assessment. The analysis considers Sortera’s impact on the environment and people, as well as the financial impact of various sustainability aspects.

Internal stakeholders have been included throughout the process to inform and validate the analysis. Where relevant, internal stakeholders have been consulted alongside representatives of external stakeholder groups, such as customers, suppliers, and affected communities.

The materiality analysis and its priorities will be reviewed regularly and confirmed annually by Sortera’s management team and board. A more comprehensive review is conducted whenever a significant change occurs, for example in the event of major acquisitions or divestments, the entry into new business areas or expansion into new geographic markets.



- E1 Climate change:**
- Adaptation to climate change (F)
 - Mitigate climate change (F,P)
 - Energy (F,P)
- E2 Pollution:**
- Air and water pollution (F,P)
- E4 Biodiversity and ecosystems:**
- Invasive species (F,P)
- E5 Circular economy:**
- Resource inflows and outflows (F,P)
- S1 Employees:**
- Health and safety (F,P)
 - Diversity (F,P)
 - Training and skills development (F,P)
 - Collective agreements (P)
 - Social dialogue (P)
 - Work-life balance (P)
- S2 Workers in the value chain:**
- Working conditions (P)
 - Equal treatment (P)
 - Forced labour and child labour (P)
- S4 Consumers and end users:**
- Responsible marketing (F,P)
- G1 Responsible business:**
- Corporate culture (F,P)
 - Corruption and bribery (F,P)
 - Supplier management (P)
 - Whistleblower protection (P)

F = financially material
P = material from an impact perspective

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CLIMATE CHANGE

Sortera’s operations have both potential benefits and impacts on the climate. Recycling waste allows recycled materials to be used instead of virgin materials, which can help avoid greenhouse gas emissions. Our greatest climate impact comes from our use of fuel for our trucks and machinery at our facilities.

CLIMATE BENEFIT
THROUGH RECYCLING

The climate benefit that Sortera contributes to mainly occurs because Sortera enables recycling. We make it possible to replace virgin raw materials with recycled material, which contributes to avoiding carbon dioxide emissions from the manufacture of primary raw materials. The extent of this benefit depends on both the type of waste and the recycling method.

Sortera also handles large amounts of excavation and inert waste, remediates soil and treats water. In many cases, we treat excavation and

inert waste to allow them to be reused in civil engineering projects instead of being sent to landfill, which also means that fewer virgin materials need to be extracted. Furthermore, remediating land and purifying water contributes to a less contaminated environment and helps ensure we leave cleaner land and water to future generations.

EFFICIENT TRANSPORT

Our largest direct climate impact from our operations comes from our trucks. Therefore, we are working, among other things,

to increase the proportion of renewable fuels, effectively plan our driving routes and train our drivers in Eco-Driving. In the UK, a new fuel monitoring system has been implemented, where fuel use per vehicle can be monitored continuously. Together, these efforts can contribute to lower fuel consumption and reduced maintenance needs. For renewable fuels, we see that HVO is not the only long-term solution for the transition to fossil-free transport, but alternative vehicle types such as biogas, electric trucks or hydrogen also need to be part of the solution for the transport sector.

Total liquid fuel consumption for 2024 was approximately 9.9 million litres (5 million litres in 2023), a doubling compared to 2023, which was due to our acquisitions in the UK.

CLIMATE IMPACT IN THE
VALUE CHAIN

Through our entry into the UK, our Scope 1 and 2 emissions have increased significantly. To further understand our emissions along the entire value chain, we began work in 2024 to thoroughly map and further measure our

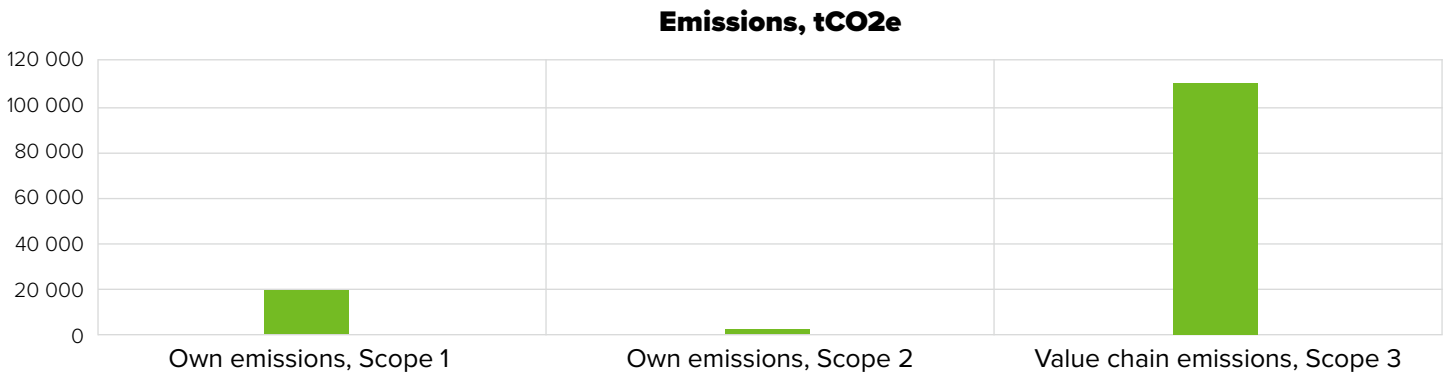
climate impact in the value chain, our Scope 3. Our largest Scope 3 emissions come from downstream in the transport and treatment of the waste and residual products we dispose of with third parties, as well as upstream in the value chain, in the manufacture of the products we depend on.

CLIMATE RISKS
AND OPPORTUNITIES

To increase our understanding of how climate change and its consequences may affect our operations, we conducted a climate risk analysis in 2024. The climate risk analysis considered both our own operations and the value chain in earlier and later stages. The climate risk analysis identified climate-related physical risks, such as rising temperatures that could lead to increased fire risk at our facilities, as well as climate-related transition events, such as carbon dioxide pricing or changing customer behaviour. Climate-related opportunities were also evaluated.

To assess transition-related climate risks and opportunities, the International Energy Agency (IEA) Net Zero Emissions 2050 (IEA NZE 2050) scenario was used, which means that global warming is limited to 1.5°C and we are in line with the Paris Agreement. Such transition may include, for example, stricter regulations and evolving market conditions.

To identify and assess physical climate risks, a high-emissions climate scenario from the United Nations Intergovernmental Panel on Climate Change (IPCC) ('SSP3-7.0') was used. Such scenarios often include increased impacts from climate change, either through direct damage or disruption to the value chain.



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In 2025, we will continue to review the results of our climate risk analysis to understand how key findings can be considered within our business.

CLIMATE TRANSITION PLAN

During the year, we made further progress with our climate transition plan, which lays the foundation for our efforts to reduce emissions throughout our value chain. The climate transition plan is based on our recently set climate targets, in line with the Paris Agreement, which cover our emissions throughout the value chain. To achieve our

targets, we have identified several focus areas within the climate transition plan where we have significant opportunities to reduce our emissions. These areas include:

- Fuel use in internal and external transport
- Energy use at our sites
- Purchasing and supplier cooperation
- Management of waste and residual products

In 2025, we will make further efforts to prioritise measures and implement the climate transition plan within our business areas.

SHORT-TERM GOALS	NET-ZERO TARGET
Sortera will reduce absolute carbon dioxide emissions within Scope 1 and 2 by 42% by 2030 from the base year 2022.	Sortera will reduce absolute carbon dioxide emissions within Scope 1, 2 and 3 by 90% by 2045 compared with the base year 2022.
Sortera will reduce absolute carbon dioxide emissions within Scope 3 by 25% by 2030 from the base year 2022.	



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RESOURCE USE AND CIRCULAR ECONOMY

The circular economy permeates our daily operations in collaboration with our customers and guides our investments in innovation and development projects.

A cornerstone of Sortera's strategy is to be a driving force behind a more circular economy, specifically in the construction and civil engineering sector. We contribute to material recycling, clean soil and water, and work with the maintenance of important societal amenities to extend their lifespan. Contributing to a circular economy and ensuring sustainable operations across our entire value chain involves significant challenges. Complex material flows and large quantities of waste or residual products of different origin complicates this task.

In 2024, Sortera disposed of approximately 2.3 million tonnes of waste and residual products from our customers in the construction and civil engineering sector, of which approximately 60% corresponded to heavy materials. Of the waste and residual materials we handled in 2024, 18% went to material recycling, 45% to construction purposes, 17% to energy recovery and 19% to landfill. The biggest difference from previous years is the proportion that went to material recycling, which increased from 3.4% in 2023 to 17% in 2024. This significant increase was primarily due to the inclusion of our operations in the UK but also depends on the material we receive from our customers and how we sort at our facilities.

Our customers, business partners and

authorities are setting increasingly higher demands in several respects, which will drive the entire value chain to advance within the waste hierarchy and create more circular flows. A clear example is increased demands and expectations for waste management and traceability, for example, requirements for information on how waste is recycled and where it ends up. We provide advice and waste fraction reports to customers, while we constantly improve our processes to reduce the proportion of waste that goes to landfill. In Sortera Recycling's customer portal, our customers can also easily place orders, receive summaries of their projects and reports on how Sortera handles their waste.

Parts of the waste that we collect are classified as hazardous waste and are then covered by special legislation, where all hazardous waste handling must be reported to the authorities. Some hazardous waste must go to landfill, for example materials containing asbestos. Some hazardous waste can instead either be incinerated with or without energy recovery, used as fill material in hazardous waste landfills or recycled.

At Sortera, we ensure that all hazardous waste is handled correctly and support our customers with their waste reporting. The materials that we receive and handle at our facilities are sent downstream in the value chain for further

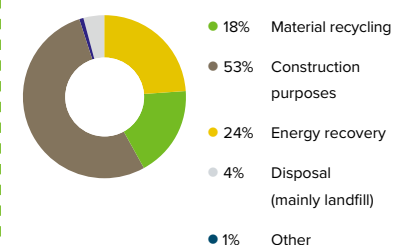
processing (e.g. metal recycling). It is essential that such materials are handled in a sustainable manner and by reputable actors.

WASTE AND RESIDUAL PRODUCTS IN OUR BUSINESS AREAS

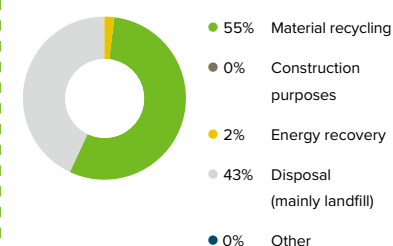


SORTERA RECYCLING in Sweden, Finland and the UK, has facilities where incoming waste and residual products are sorted into several fractions. Examples include metals and gypsum sent for recycling, inert materials reused in construction, and combustible fractions used for energy recovery in combined heat and power plants that produce both district heating and electricity.

WASTE DISTRIBUTION 2024 SORTERA RECYCLING - SWEDEN & FINLAND

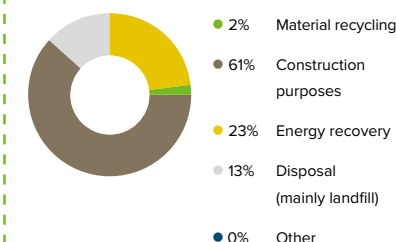


WASTE DISTRIBUTION 2024 SORTERA RECYCLING - UK



SORTERA MATERIALS receives over 1.4 million tonnes of different fraction types at its facilities, such as excavation waste, concrete, asphalt, wood, garden waste and construction and demolition waste. These are sorted and treated before being transported to appropriate processing or disposal facilities. Sortera Materials is also active on the international market with both the export and import of waste and residual fractions.

WASTE DISTRIBUTION 2024 SORTERA MATERIALS



SORTERA INDUSTRY transports the waste or residual products collected from customers, using sludge or dry vacuuming trucks, to the correct disposal. Sortera Industry does not usually own the waste but only acts as a transporter.



SORTERA WATER TREATMENT does not primarily handle waste. However, waste and residual products do arise from the treatment of water and sludge.

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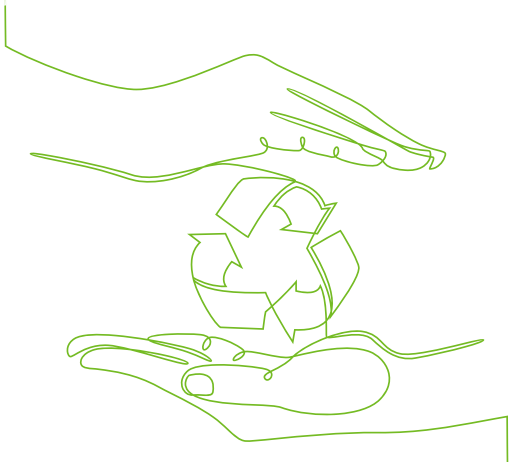
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**EXAMPLES OF SORTERA'S
CONTRIBUTION TO INCREASED
CIRCULAR MATERIAL FLOWS**




RECYCLED BUILDER BAGS

A major focus for Sortera is to be able to create a fully circular flow for builder bags or repurpose them into products that meet equally high quality standards. In 2024, Sortera Recycling continued to work together with its partner on recycling the plastic that our builder bags consist of. At our facilities, the builder bags used by our customers are emptied and compacted using balers and transported to our partner for washing and granulation. At the end of the process, the resulting material is plastic granules (beads, flakes, etc.) that can be used in various plastic products. Through its Circular Economy Action Plan, the EU has set a clear ambition to create plastic products that are more circular, for example by improving the recyclability of plastic and increasing the demand for recycled plastic. In the coming years, we will continue our work to improve the recycling opportunities for used builder bags and contribute to the EU’s ambition.



Sortera ReUse
gives used building
materials a new life.


Sortera ReUse is our service for inventorying and recycling everything that can be reused. We offer two different levels, and our inventories are digital and searchable.



PRODUCTIFICATION

We are constantly investigating commercial opportunities for the waste and residual products that we receive at our facilities. This is done by looking at new technology to be able to refine the incoming materials and by working closely with our customers to find practical areas of use for the products produced. As an example, we continue to sell the stone macadam (gravel) product that was developed by Sortera Materials in 2023.

Waste stone is crushed and screened at our facilities to obtain the desired size before being distributed. The performance of the products is declared and CE marked in accordance with the standard SS-EN 13242. The use of the products is risk assessed in terms of potential impact on health and the environment and the product is continuously checked during the manufacturing process.



RECYCLING FOR OUR CUSTOMERS

In 2024, we continued our focus on recycling in the construction sector. To further help our customers take the next step in the waste hierarchy, Sortera formed the ReUse unit in 2024, with the mission of finding recycling opportunities together with our customers. By getting involved early in the process, we can connect the right product with the right user, without unnecessary intermediate steps.

“Reuse is where we can make the greatest difference. Part of our offering is to carry out recycling inventories, which involve identifying what can be reused and what can be recycled. Through a careful review, we develop action plans that give customers insight into costs, savings opportunities and the environmental benefits that come with increased reuse and recycling,” says Pelle Halling, Head of ReUse at Sortera.

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Cutting-edge expertise in
environment and technology

Through its subsidiary Envytech, our business area Sortera Water treatment provides one of the Nordic countries' largest and most modern fleets of mobile water treatment plants. We treat all types of water and pollutants but are world leaders in treating PFAS-contaminated water and have carried out the first stabilisation projects in Europe of PFAS-contaminated soils.

POLLUTION

Through our operations, at our processing sites and logistics, we contribute negatively to pollution of both air and water. We also have a positive impact through our water purification services.

Through our own operations, pollution arises from various sources related to both our processing sites and logistics. Air pollutants such as nitrogen oxides and particulates are primarily generated by emissions from our heavy transport vehicles but also through emissions at our facilities in the form of particles, dust and odours.

To reduce our impact on air pollution, we are investing in opportunities to use the highest Euro-class vehicles. In 2024, we continued to invest in Euro 6 vehicles, to reach our goal of having an entire vehicle fleet consisting of Euro 6 vehicles or higher by 2025. 96% (up from 89% in 2023) of our total vehicle fleet of heavy and light trucks in Sweden, Finland and the UK consisted of Euro 6 vehicles at the end of 2024. Our construction machinery, used to sort and handle materials at our sites, also has the highest environmental class (which is currently stage 5) on their engines.

Our facilities also handle stormwater that has been in contact with waste, which, depending on the content of the waste we handle, may contain contaminants that risk spreading into water and soil. All our facilities are covered by locally designed control programmes that include sampling and analysis of outgoing water to ensure that our permitted limit values are not exceeded.

In the value chain, there is also a risk that the waste and residual products we leave behind are not handled correctly, which can then contribute to the pollution of water and soil. Sortera also purchases logistics services that further contribute to the emission of pollutants into the air in our value chain.

Sortera's water treatment services purify water from various pollutants to contribute towards a non-toxic environment. An example of this is the handling of PFAS (per- and polyfluoroalkyl substances), which is a type of pollution we are increasingly encountering in our remediation assignments. It is a growing problem due to its solubility, tendency to spread, and properties that can be damaging to the environment and human health. Not least, several PFAS substances are carcinogenic and harmful to human reproduction. In 2019, Sortera, through the Envytech brand, began a collaboration with the Australian company EPOC Enviro, on a new revolutionary technology for purifying PFAS from water. By adding air bubbles that bind the PFAS molecules, a foam is formed that is collected. All that remains is a concentrate of pure PFAS. Envytech is the first in the world to carry out projects using this technology on a full scale.

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WATER AND MARINE RESOURCES

Water is used in some of Sortera’s operations, primarily to manage dust and fire risk at our production sites.

Water and marine resources are not currently considered a significant sustainability issue for Sortera, due to our limited consumption and emissions, and the locations in which we operate.

At our facilities, water is used primarily to reduce dust and to moisten the waste that is stored at our facilities, in order to reduce the fire risk during warmer months. When possible, rain or recycled water is used, but in some cases particle-free water is required, which means that municipal water is used.

Treated water is also discharged from our production sites. These volumes are monitored

within our environmental permits and water undergoes several purification processes before it is discharged. These volumes and purification processes differ between sites. Our use and discharge of water can have a potential negative impact on the local area’s access to water. Based on the areas we operate in, this impact is currently assessed as being low. Our offices only use water for sanitary purposes.

In our downstream value chain, additional water may be used for handling and treating waste, which in turn is also discharged. The amount of water used and discharged varies depending on the type of waste, treatment and local regulations.



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BIODIVERSITY

Sortera’s operations may have an indirect impact on various aspects of biodiversity. As this area of focus evolves, we continue to evaluate our impact and how we can reduce it.

Our production sites and logistics activities may impact biodiversity both directly and through our broader value chain. Indirect impacts on ecosystems and species may occur through other areas such as our contribution to climate change, pollution and resource use. Our production sites may also have a direct impact on nearby natural areas, through noise, odour and activity in the surrounding environment.

Another potentially negative impact on biodiversity includes invasive species, which may be present in the waste we handle and transport. This is particularly relevant when we handle soil and other materials. To prevent the spread, waste suspected of containing

invasive species is either sent directly to incineration or handled separately and transported directly to an approved final recipient. In our downstream value chain, biodiversity impacts can occur during further waste processing and handling with our suppliers.

Biodiversity is an area under development where knowledge is constantly increasing. We will therefore continue to evaluate our impact on various aspects of biodiversity going forward.



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ESG – SOCIAL RESPONSIBILITY

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OUR EMPLOYEES

At Sortera, we consider our employees to be our most valuable resource. We prioritise their health, safety and well-being by creating work environments where health and safety are at the centre.

Our goal is to eliminate workplace accidents by working preventively and implementing safety measures. We invest in occupational health and safety training and focus on continuous skill development. This is to strengthen both the individual and the team, which contributes to an inclusive and committed work culture. To encourage a good work-life balance, we offer health-promoting activities, workplace breakfasts and company activities to strengthen cohesion.

EMPLOYEE ENGAGEMENT

High satisfaction and employee engagement is an important goal for us. We measure areas that are important for engagement and satisfaction on an ongoing basis. In 2024, the general employee engagement index in Sweden was 7.4 on a 10-point scale. Areas measured include how employees experience their work situation, job satisfaction, team spirit and leadership. Each manager works closely with their teams to improve the workplace and address key issues affecting well-being. The three areas that employees were most satisfied with were 'Team spirit', 'Engagement' and 'Leadership' – a result that we are very proud of.

In 2024, 2,695 comments were received from

our employees. Of these comments, 77% were positive, showing that our efforts to gather employee perspectives and improve well-being and engagement are yielding good results. This is an opportunity for all our employees to



anonymously provide their feedback and give us their perception of Sortera.

Implementing tools for ongoing employee surveys in the UK and Finland will also contribute to increased transparency around employee perceptions of Sortera as an employer. This will give us further insights and opportunities to further develop as an employer.

NEW EMPLOYEES

Sortera has attracted and recruited employees in all three of our countries by offering a safe and supportive workplace with a focus on sustainability and long-term development. We promote a positive culture where collaboration, diversity and personal development are at the heart of everything we do. Through continuous training opportunities and activities, we create workplaces where employees can grow both professionally and personally. Onboarding new employees is an important part of this process. Through the Sortera Academy, that was launched in

several reasons such as voluntary resignation, discontinued operations, retirements and agreements due to labour shortages. In the UK, we have integrated two companies and restructured our organisation, which contributed to higher turnover. In Sweden, divestments have also led to increased turnover. We are actively working on various initiatives and improvements with the aim of reducing employee turnover.

COLLECTIVE AGREEMENTS AND SOCIAL DIALOGUE

All companies in Sweden and Finland within the Sortera Group have collective agreements. We have different collective agreements for our business areas. **Recycling, Materials and Group** are affiliated with logistics companies, and follow collective agreements for drivers and construction personnel. **Industry** is affiliated with the employer organisation Almega and has a special agreement for sanitation, operators, relining personnel and service contracts for white-collar workers.

Water Treatments collective agreement is for white-collar workers in construction companies.

In the UK, where collective agreements do not apply, working and employment conditions similar to those in the collective agreements are applied wherever possible. In 2024, new benefits were introduced in the UK to promote employee well-being, engagement and work-life balance. Regular opportunities for staff to ask questions are also organised to promote dialogue and transparency.

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DIVERSITY AND INCLUSION
PROMOTES DEVELOPMENT

Sortera has great cultural diversity among its employees. For some employees, Sortera can offer their first step into the labour market, while for more experienced employees with deeper specialist knowledge, it means a further step in their career. We are proud of the diversity we have among our employees, which represents many different nationalities, and we are convinced that this leads to more innovation and the development of our working methods for our customers.

Sortera operates in an industry where there are fewer women than men, mainly within our employee group working at our processing sites and as drivers. One of Sortera’s objectives is to achieve an equal gender distribution at all levels over time. We want to retain, attract and recruit people of the underrepresented gender by getting more women into male-dominated roles and more men into female-dominated roles.

TRAINING AND COMPE-
TENCE DEVELOPMENT

Our employees are given opportunities to continuously develop their skills in all our business areas. Training courses such as Ecodriving aim to help our drivers to drive more efficiently, we have waste sorting training at our facilities and training courses in hazardous waste management. Many of our employees undergo regular training to maintain their certifications, professional competence certificates (YKB) and other statutory training. In 2024, our skills register in Sweden was digitised, which ensures that our organisation

meets the requirements set by our ISO certification. The skills register makes it easy for our managers to follow up and manage expiring certificates and quickly identify and address skill gaps in an effective manner. This supports continuous development and ensures we have the right skills in the right place.

In 2024, we launched our training portal on the intranet in Sweden, Sortera Academy, where all employees can access our training catalogue, which is divided into three areas: Employeeship, Leadership and Role-specific training. As part of Sortera Academy, we have also introduced mandatory training for our employees in Sweden, such as IT, cardiopulmonary resuscitation (CPR), environment, and occupational health and safety. We plan to expand our training offering in 2025.

In the UK, various training initiatives are being implemented, for example related to the onboarding of new drivers, occupational health and safety and improved customer service. In 2025, additional initiatives will be implemented for further training and the coaching of managers in areas such as communication and leadership.

SAFE WORKPLACES

One of our most important goals is to ensure a safe and sustainable workplace. Our Occupational Health and Safety Policy guides the entire Group in our work for a safe and healthy work environment. Most health and safety tasks are distributed across our business areas, where department managers work with employees to ensure safe work environments. An important element of this work is that there are clear routines, instructions and guidelines for per-

forming tasks. In 2024, Sortera’s operations in Sweden underwent an audit to become certified according to ISO 45001, a standard to which Sortera UK’s operations are already certified.

In our operations in Sweden and Finland, we use non-conformance management systems that help us to systematically manage, investigate and address incidents. The reporting of incidents and near misses is important to improve workplace safety and prevent injuries. In the UK, a new reporting system was implemented in 2024 that also enables anonymous reporting.

Collaboration with our suppliers and customers is of great importance to ensure that all employees work safely. In cases where our employees work on assignments at a customer site, we conduct safety rounds and risk analyses together with the customer. A total of 88 accidents were reported in Sortera’s operations in 2024. Of these accidents, 18 resulted in absence of more than 8 hours and of these, 6 accidents lasted longer than 14 days (long-term sick leave). Extensive efforts are underway to strengthen our preventive health and safety work to reduce the number of accidents throughout the Group. In Sweden, unfortunately, the number of workplace accidents has increased in recent years, and this also applies to the industries that Sortera operates in, i.e. recycling, construction/civil engineering and transport. We take this trend seriously at Sortera and we have introduced several measures to reinforce our commitment to workplace safety.

We continued to work with our safety committees in Sweden in 2024. The committees provide a strong focus and increased collaboration to improve occupational health and safety measures. We also continued to gather monthly

information on safety, with the aim of sharing experiences and insights on incidents and accidents. The goal is to promote a preventive approach by providing important information and increasing the knowledge among both employees and managers. The information gathering and the safety committee has also led to better sharing of information about incidents and the measures taken in the organisation.

In 2024, we produced new information on the greatest occupational health and safety risks in Sortera’s operations. Information boards have been created throughout our Swedish organisation and digital information on screens located around the operation has been posted. Another focus area for 2024 was emergency preparedness, including the revision of emergency plans and all personnel in Sweden completed training in CPR.

OCCUPATIONAL HEALTH
AND SAFETY TRAINING FOR
ALL MANAGERS

Occupational health and safety training has been arranged for managers in Sweden to strengthen and maintain the knowledge to promote safety. Our managers need to have a high level of competence covering both laws and risks related to their operations, it is essential that they have a deep understanding of the importance of integrating these issues into their daily work.

In addition to the BAM training, our managers are also offered Sortera’s internal occupational health and safety training. The focus is on our systematic approach at Sortera and how we can work systematically with legal compliance, controls and follow-up. The training also includes

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concrete exercises to increase the quality of the investigations and action plans that are created in response to reported incidents.

Similar training in occupational health and safety for managers is also offered in our operations in other countries.

SICK LEAVE

In 2024, sick leave in Sweden amounted to 4.9%, in Finland to 6% and in the UK to 2.8%. Efforts to reduce sick leave were made in 2024 and will continue in 2025. In this area too, Sortera reflects the general trend in Sweden of increasing sick leave rates.

In Sweden, we have implemented Power BI as a tool to obtain transparent and relevant data about our operations. This data contains key figures such as staff turnover, sick leave and number of employees, which gives us valuable insight into our employee trends. This work is linked to our Group-wide goals and provides a stronger foundation for improving our working methods and make well-founded decisions based on these insights. At the same time, our operations in the UK worked to implement a new HR system to coordinate HR-related data from all our operations in the UK in a simple and structured way. This will improve data quality and enable more effective follow-up in the coming years.

HEALTH AND WELLBEING

Sortera is committed to organising various initiatives to promote employee wellbeing. We encourage and offer, for example, joint training and other activities that promote

community, health and well-being. A simple breakfast is provided in our kitchens each morning. We think it is a good start to the day and a great opportunity to greet colleagues. Regular company activities, such as sponsored runs and other events, are also important for fostering wellbeing and engagement among employees. In the UK, improvements were made at most sites in 2024 to enable increased employee well-being. Sortera employees are offered regular health checks.

During 2024, Sortera in Sweden continued its collaboration with Feelgood and Medhelp, which enables our employees to receive qualified advice from nurses when they are ill or need to care for their sick children. We also continued our collaboration with local health partners to provide health-care support to employees and managers in different locations. Digital health and safety and lifestyle surveys are carried out, as well as specific tests for certain professional categories in the form of medical checks.

In Finland, all employees are offered a cultural and wellness allowance as part of our work with employee health and wellbeing.

COMPENSATION AND SALARIES

We offer full and productive employment with good working conditions for all women and men, with equal pay for equal work. Sortera sets salaries based on the applicable collective agreements, which in the majority of cases means individual and differentiated salary setting based on position and performance. Salaries are not discriminatory based on factors such as gender and age.



”I appreciate the freedom I have in my job as I plan my own daily routes based on the orders I receive. I also like my colleagues, and we have a good spirit throughout the whole group, which makes it fun to come to work”

■ Employee portrait: Tobias Fryksäter

Tobias Fryksäter is out emptying a container of treated wood, on a foggy day in Gothenburg. He has worked as a driver at Sortera for 3.5 years.

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SOCIETAL ENGAGEMENT

Sortera contributes to the development of local communities – primarily by directly employing people, but also through targeted initiatives. These initiatives are often local and differ between countries.

As we operate locally and have various partners, both upstream and downstream, we also contribute to indirect employment opportunities. We estimate that each Sortera job creates an additional role among our subcontractors in the recycling industry and logistics companies.

SUPPORTING HEALTH INITIATIVES

In 2024, Sortera contributed to several initiatives, both in the fight against cancer and in efforts that promote better public health. In Finland, Sortera has been active for several years in an event called 'F**k Cancer Disc Golf'. This initiative aims to raise money for young people with cancer by playing disc golf. In Finland, we have also collaborated with 'the Children's Foundation' (Ronald McDonald house), which provides accommodation for parents of seriously ill children undergoing treatment. We also made donations to the Swedish Children's Cancer Foundation.

In Sweden, we partner with Marathongruppen, which has been a driving force in running for over 46 years. Marathongruppen organises several of the most famous exercise races in Sweden, such as the Stockholm Marathon, the Våruset and the Tjejmilen. Today, over

200,000 runners participate each year in one of the races. Sortera participates as both a waste management partner and sponsor for these events.

COMMUNITY PROJECTS AND CHARITY

Sortera contributes to several community projects and charities. In Finland, together with its partners, it has built playhouses from recycled wood and donated them to charitable causes. In 2024, the playhouses were donated to preschools. In 2024, we also supported the 'Christmas Party' initiative by transporting containers of clothes and food, free of charge, to those in need.

In the UK, we use our mobile event truck to support important initiatives and local efforts. Among other things, we participated in the 'Markfield Road Festival' in Tottenham, where the truck served as a creative space for children to paint with watercolours. We are also involved in the road safety initiative 'Exchanging Places', which highlights cyclist safety in urban areas. Lorries only make up 4% of London's traffic, but are involved in over half of all cycling incidents. Due to the large size difference between lorries and bicycles, the risk of serious accidents

is significant. Police officers were on site at 'Exchanging Places' to provide information about traffic safety around heavy vehicles, and visitors were able to sit in a stationary Sortera truck to experience what traffic looks like from a driver's perspective.



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CORPORATE GOVERNANCE

Sortera welcomes stricter laws and regulations to promote a circular economy. It is important that both environmental and socio-economic perspectives are considered when improving material flows. We are actively working to secure policies, processes and certifications that promote better management of environmental, quality and work-related risks.

BOARD OF DIRECTORS

The Annual General Meeting is Sortera’s highest decision-making body and elects all board members annually.

In Sortera, in addition to the board of the Group’s parent company, we have an external board in the Group’s operational structure. Board members are appointed on merit, with diverse qualifications and experience to provide the necessary expertise and to maintain diversity in aspects such as age, gender, geographical origin, education and professional background.

The board’s work mainly includes strategic issues, the appointment of the CEO, Annual Report and Sustainability Report, setting and monitoring business goals, business plans, internal control, risk management, sustainability issues, acquisitions and other decisions that must be handled by the board.

GROUP MANAGEMENT

The CEO’s responsibilities include human resources, finance, sustainability and corporate

governance issues as well as ongoing contact with the company’s stakeholders such as customers, authorities and financial partners. The CEO ensures that the Board receives the information it needs to make well-founded decisions.

Each business area has a Business Area Manager who reports directly to the CEO. The Business Area Managers are responsible for the respective business area’s operations and results and are responsible for ensuring that its operations are conducted in accordance with the decisions made by the Group Management. The Business Area Manager has their own administrative staff and Group-wide administrative functions to assist them. The Group Management consists of the CEO, CFO, COO and the Business Area Managers.

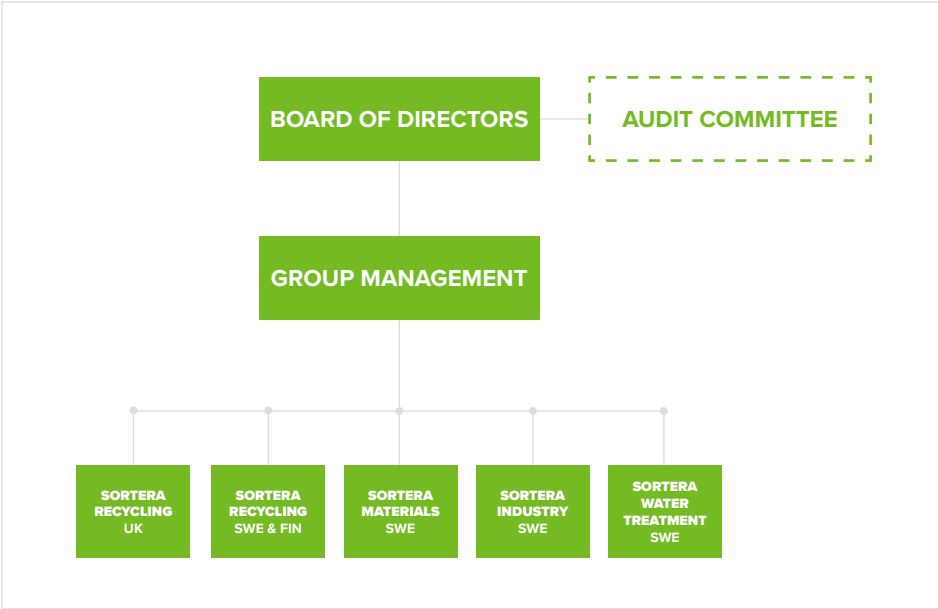
The Group Management holds regular meetings, including at least one per year devoted to discussing forward-looking strategies. Group-wide initiatives, market changes, current issues in the business areas and administrative functions, acquisitions and progress on targets in the business areas are discussed at the Group Management meetings.

CONTROL ENVIRONMENT

The Board is responsible for ensuring the necessary internal controls regarding business conduct, financial and sustainability reporting. The controls include how goals are set, how results are followed up, and how risks and opportunities are managed. Good controls are based on an organisational structure with clear decision-making paths, a corporate culture with shared values and an awareness among individuals of their role in maintaining good internal controls.

Internal control over financial and sustainability reporting aims to provide reasonable assurance of reliability, ensuring that external reporting complies with legislation, applicable accounting and reporting standards, and other relevant requirements. The control environ-

ment for external reporting is based on the division of roles and responsibilities within the organisation, established decision-making processes, instructions regarding authority and responsibility, and accounting and reporting guidelines. In addition, the Group has a certification system and various policies and guidelines covering operational activities. Sortera also has an Audit Committee consisting of board members and external specialists associated with the CFO activities. The tasks of the Audit Committee include, among other things, quality assurance of the company’s financial reporting, monitoring of internal control and compliance with sustainability reporting standards. All Audit Committee meetings are held with managers from the finance department and representatives from the external Group auditors, with the exception of meetings regarding budgets.



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RESPONSIBLE CORPORATE

CODE OF CONDUCT

Business ethics and compliance have always been a priority within Sortera. In 2024, we continued to communicate our principles regarding business ethics, anti-corruption, diversity and equality, discrimination and workplace practices. These are summarised in the Sortera Code of Conduct. We have zero tolerance for corruption, bribery and unsound business practices, and this applies to both employees and partners. Sortera's whistleblower channel is an important tool for mitigating risks and maintaining trust in our operations. Through it, we can identify and address suspected irregularities at an early stage. Guidelines for the whistleblower channel are accessible via Sortera's intranet and on Sortera's external website. Whistleblower reports can be submitted openly or anonymously via an external reporting channel. In 2024, no serious cases were reported via the whistleblower channel.

Sortera had no (o) convictions or confirmed cases of corruption or bribery during the year.

ENVIRONMENTAL PERMITS

Sortera's operations are subject to permits, with facilities in central and southern Sweden, Helsinki (Finland), and London (UK). With the acquisition of GBN in 2023, five facilities were added in London. Our facilities are operated in accordance with their environmental permits. Permits and regulatory compliance are checked annually

during inspection visits to each facility. We also perform annual compliance checks in accordance with our management system.

MANAGEMENT SYSTEM

Sortera Group has chosen to certify the parts of its management system that deal with the environment and quality according to ISO 14001 and ISO 9001 respectively. The certificates apply to our entire operations in Sweden, which means that we have certified the following activities: collection, transport and recycling of construction and industrial waste, trade in waste and material resources, construction and industrial decontamination, and water treatment. During 2025, we will continue the process of certifying our environmental and occupational health and safety management systems. Our operations in the UK also hold various management system certifications such as ISO 14001, ISO 9001 and ISO 45001.

RESPONSIBLE MARKETING

At Sortera, transparency and credibility are central to our marketing, which is also governed by our Communication Policy. All our marketing must be accurate, fact-based and free from misleading claims. We highlight our contribution to a more circular economy through honest, relevant communication, without exaggerating our environmental impact or sustainability efforts.



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SUPPLIER MANAGEMENT

Sortera is committed to respecting fundamental principles of human rights, labour law, environmental protection and anti-corruption across our operations and at all levels we can influence. This includes building sustainable relationships with our suppliers and business partners.

Sortera's value chain starts with a need from a customer, which is either to repair something/ maintain/remediate or to collect residual products or waste. As a result, our value chain is usually closely linked to the country or city in which we operate. We generally do not have customers or partners in countries where we do not also have operations. Sortera currently operates in Sweden, Finland and the UK, which are all low-risk countries in terms of corruption, social and environmental aspects.

DEVELOPING SUPPLIER CAPABILITIES

To be able to perform our services, we depend on specific products and vehicles. Goods and services delivered to Sortera shall be produced under conditions that are consistent with international principles and conventions as well as local laws and regulations. This is described in Sortera's Supplier Code of Conduct. We encourage our suppliers to

strive for continuous improvements and to establish, implement and maintain recognised management systems and standards addressed in the Sortera Code of Conduct.

Sortera's supplier assessment process includes several steps, which are shown in the illustration below.

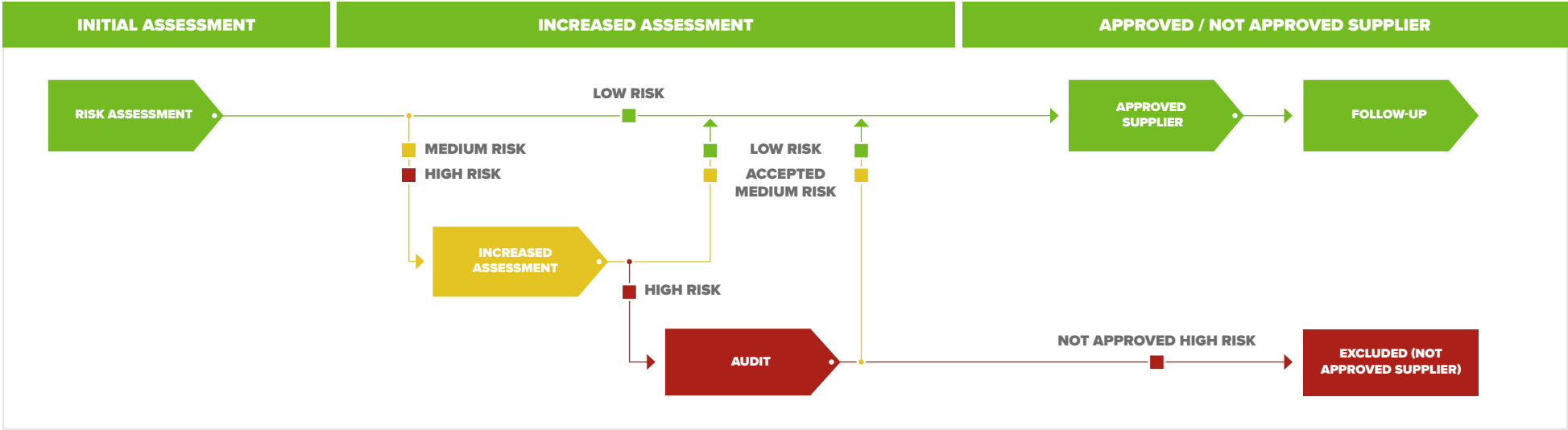
A clear example of our supplier assessment process in action is the purchase of our builder bags. The builder bags are manufactured in India, and we have extensive collaboration with the respective suppliers. In accordance with our supplier assessment process, self-checks and site visits are carried out on a regular basis. Continuous follow-up meetings also take place where the implementation of our Code of Conduct is a regular item on the meeting agenda.

In 2024, we continued our implementation of internal processes for adapting and conducting

supplier assessments based on different categories and materiality.

RECIPIENT VERIFICATION

We review all recipients of waste and residual products before they are approved. These reviews include checks with tax and regulatory authorities to ensure the necessary permits are in place for receiving and handling specific materials. Our downstream recipients of residual materials are primarily located in the countries where we operate and some in other Scandinavian countries. No waste is exported to countries with high risks from a social or environmental perspective.



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The background of the page is a photograph of a person's hands writing on a white notepad with a silver pen. The person is in a greenhouse, with rows of green leafy plants in black plastic pots visible in the background. The lighting is soft and natural.

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UN SUSTAINABLE DEVELOPMENT GOALS

Sortera contributes to the United Nations’ Sustainable Development Goals, which aim to achieve a socially, environmentally and economically sustainable world by the year 2030. The 17 goals are broken down into 169 sub-targets. We have identified seven goals to which we believe we can contribute the most.



**GOAL 5 – GENDER
EQUALITY**

SUB-TARGET: 5.5 – FULL PARTICIPATION OF WOMEN IN LEADERSHIP
Sortera works towards women’s full participation in, and equal opportunities for, leadership. We have set long-term objectives to increase the proportion of female managers and actively work to promote gender equality at all levels.



**GOAL 6 – CLEAN WATER
AND SANITATION**

SUB-TARGET: 6.3 – IMPROVE WATER QUALITY
Sortera works to improve water quality through soil remediation and water treatment, reducing pollution and minimising the release of hazardous chemicals and materials. Our services include everything from the management of water sediment on site to handling contaminated material and petroleum products. We

aim to be at the forefront of the development of remedial techniques, and in 2024, our efforts continued related to the decontamination of PFAS-contaminated areas.



**GOAL 8 – DECENT WORK
AND ECONOMIC GROWTH**

SUB-TARGET: 8.2 – PROMOTING ECONOMIC PRODUCTIVITY
How Sortera operates in the waste management industry contributes to increased economic productivity through (1) diversification – we have a broad product and service portfolio and can tailor solutions for our customers, (2) technological improvements – our facilities and our vehicles are state-of-the-art, and (3) innovation – remediation of PFAS and the development of new processes to move materials higher up the waste hierarchy.

SUB-TARGET: 8.4 – IMPROVE RESOURCE EFFICIENCY
Sortera improves resource efficiency in the pro-

duction of materials and energy when recycled materials are made available as raw materials. We also extend the lifespan through maintenance work on important community installations and prevent waste through recycling.

SUB-TARGET: 8.5 – DECENT WORKING CONDITIONS
Sortera offers full and productive employment with good working conditions for women and men, with equal pay for equal work.

SUB-TARGET: 8.7 – ERADICATE FORCED LABOUR, HUMAN TRAFFICKING AND CHILD LABOUR
Sortera only works with suppliers and business partners that share the principles of ending forced labour, modern slavery, human trafficking and all forms of child labour.

SUB-TARGET: 8.8 – EMPLOYEE RIGHTS AND GOOD WORKING ENVIRONMENT
Sortera works to protect the rights of employees and promote safe working environments for all employees. We have a vision of zero workplace accidents.



**GOAL 9 – INDUSTRY,
INNOVATION AND
INFRASTRUCTURE**

SUB-TARGETL: 9.4 – INCREASING SUSTAINABILITY FOR INDUSTRY AND INFRASTRUCTURE
Sortera contributes to making infrastructure, such as waste management infrastructure, more sustainable and contributes to the more efficient use of resources. We also carry out the maintenance of infrastructure to extend the lifespan of important social

functions such as heating plants, sewage systems and buildings.



**GOAL 11 – SUSTAINABLE
CITIES**

SUB-TARGETL: 11.6 – REDUCE THE ENVIRONMENTAL IMPACT OF CITIES
Sortera contributes to reducing the negative environmental impact of cities through efficient and sustainable waste management, the maintenance of sewage systems and stormwater drains as well as through land remediation and water treatment.



**GOAL 12 – RESPONSIBLE
CONSUMPTION AND
PRODUCTION**

SUB-TARGET: 12.2 – SUSTAINABLE USE OF NATURAL RESOURCES
Through our work with the collection, sorting and processing of residual products, we contribute to the sustainable management and efficient use of natural resources. Sortera enables material recycling, which in turn leads to reduced raw material consumption.

SUB-TARGET: 12.4 – RESPONSIBLE HANDLING OF CHEMICALS & WASTE
Sortera works with the responsible management of chemicals and all types of waste throughout their entire lifecycle. We therefore contribute to reducing emissions and minimising negative consequences on human health and the environment.

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**SUB-TARGET: 12.5 – SIGNIFICANTLY
REDUCE THE AMOUNT OF WASTE**

Sortera helps to reduce the amount of waste by enabling the reuse and recycling of materials. Our focus is to constantly find more environmentally responsible recycling solutions to replace virgin materials. PFAS-contaminated areas.

13



**GOAL 13 – CLIMATE
ACTION**

**SUB-TARGET: 13.2 – INTEGRATING
CLIMATE CHANGE MEASURES**

Sortera integrates climate measures into its business model. The more material we can recirculate, the fewer virgin raw materials we need, therefore helping to avoid carbon dioxide emissions. Sortera’s main contribution to mitigating climate impact is to optimise the recycling of the waste we handle. At Sortera, we work continuously to develop our offering and processes for waste management. In addition, our ambition is to replace fossil fuels as much as possible with bio-based fuels or alternatively switch to electrification. We have begun the electrification of our facilities and have already fully electrified the crushing lines at two of our processing sites.



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SUSTAINABILITY RISKS

Sortera applies a risk-based approach and strives to proactively manage risks.

We have a comprehensive framework for risk assessment, evaluation and management, which includes our sustainability risks. Risks are identified and evaluated. Internal controls are designed to manage, minimise or eliminate risks. Our framework

regularly analyses the effectiveness of our internal controls.

The table on the next page outlines our main sustainability risks and how they are managed.



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SUSTAINABILITY RISK	CONSEQUENCE	LIKELIHOOD	RISK MANAGEMENT	GUIDELINES / POLICIES
OCCUPATIONAL HEALTH AND SAFETY				
Inadequacies in health and safety.	Can lead to incidents, accidents and, in the worst case, death.	MEDIUM/HIGH	Sortera has preventive occupational health and safety processes that proactively identify, investigate and remedy risks. A company-wide system for incident and accident reporting has been introduced and supports the improvement work. In addition, Sortera's managers and supervisors receive occupational health and safety training.	<ul style="list-style-type: none">• Sustainability Policy• HR Policy• Code of Conduct• Health and Safety Policy• Road Safety Policy• Alcohol and Drug Policy
The risk of fire at one of our production sites.	Can lead to injury of people, and damage to the environment and our assets.	MEDIUM	Our facilities have daily safety rounds where we measure the temperature in the material piles with electronic equipment. All machines and crushers have their own fire suppression system and extinguishing equipment, and fire hydrants are checked regularly. To minimise the risk of a spark and its effects, employees have specific routines and procedures for handling material.	<ul style="list-style-type: none">• Health and Safety Policy• Code of Conduct
EMPLOYEES AND CULTURE				
Difficulty finding competent personnel and risk of losing key personnel.	May result in financial loss, reduced work capacity and/or operational impact.	MEDIUM	Continuous competence development in the form of training (both internal and external). We also offer market-based benefits and a workplace that promotes employee development and loyalty through various incentives.	<ul style="list-style-type: none">• Sustainability Policy• HR Policy• Code of Conduct
Risk of loss of corporate culture during acquisition and recruitment.	Can lead to operational impact, e.g. deterioration of service levels.	MEDIUM	We carry out careful due diligence processes and integrate new employees and companies with a focus on preserving and strengthening our existing culture – the Sortera Way. Well-planned inductions and training are the basis for this.	<ul style="list-style-type: none">• Sustainability Policy• HR Policy• Code of Conduct
ENVIRONMENT/LEGAL COMPLIANCE				
Lack of legal compliance, e.g. that permission is missing/not complied with, permit values/conditions not met.	Can lead to emissions to land, air and water and/or to losing the permit for the business.	LOW/MEDIUM	All our licensed activities are planned, carried out and followed up within the framework of our management systems. We check all recipients of waste that they have the relevant permit to receive and manage the specific type of waste.	<ul style="list-style-type: none">• Sustainability Policy• Code of Conduct• Business Policy• Sourcing Policy• Supplier Code of Conduct
Environmental risks regarding waste disposal.	Can lead to damage to the environment if waste ends up in places that do not have a permit and/or is handled incorrectly.	LOW/MEDIUM	Implemented policies, processes and routines for handling disposals as well as high competence in the area, including ensuring that relevant permits exist where we deposit materials.	<ul style="list-style-type: none">• Sustainability Policy• Code of Conduct• Business Policy• Sourcing Policy• Supplier Code of Conduct

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SUSTAINABILITY RISK	CONSEQUENCE	LIKELIHOOD	RISK MANAGEMENT	GUIDELINES / POLICIES
CLIMATE CHANGE				
Risk that Sortera is not prepared for climate transition risks, such as increased prices for fuel and electricity, carbon emission pricing, Sortera's range of services, etc.	Can lead to impact on operations, increased costs and reduced market share.	LOW/MEDIUM	Implementation of a climate transition plan as well as continuous monitoring of the external environment and continuous dialogue with both customers and industry organisations.	<ul style="list-style-type: none">• Sustainability Policy• Sourcing Policy• Supplier Code of Conduct
Physical risks related to increased fire risk.	Can lead to damage to people, the environment and assets.	LOW	Risk management is covered, among other things, through the work that is done to manage fire risk and monitor climate change such as increased temperatures or longer periods of drought.	<ul style="list-style-type: none">• Health and Safety Policy• Code of Conduct
CORRUPTION				
Risk of financial irregularities, corruption, fraud attempts.	Can lead to financial damage and loss of trust.	LOW/MEDIUM	Our Code of Conduct is available on the intranet and is covered in the induction of new employees. Through our internal controls, we follow up compliance with the code. In addition to conducting supplier assessments, we have developed a Supplier Code of Conduct that must be communicated to our suppliers and subcontractors.	<ul style="list-style-type: none">• Code of Conduct• Supplier Code of Conduct• Whistleblower Policy
HUMAN RIGHTS				
Risk of human rights violations in the supply chain.	Can lead to people in vulnerable situations getting hurt.	LOW	We assess all our suppliers. We have a dedicated Supplier Code of Conduct. We either carry out audits of high-risk suppliers ourselves or through third parties.	<ul style="list-style-type: none">• Code of Conduct• Sourcing Policy• Supplier Code of Conduct
INFORMATION SECURITY				
Information security risks and insufficient compliance with GDPR.	May lead to data breaches or manipulation of sensitive information, financial damage and a loss of trust.	LOW	We proactively work with GDPR and processes for information security.	<ul style="list-style-type: none">• Information Security Policy• Privacy Policy
COMMUNICATION				
Risk of misleading marketing.	Can lead to legal penalties, financial damage and lost trust capital.	LOW	Active work regarding continuous marketing and communication on various channels such as our websites, LinkedIn and in customer dialogue.	<ul style="list-style-type: none">• Communication Policy• Guidelines for external communications

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KEY FIGURES

Key figures cover Sortera’s operations in Sweden, Finland and the UK. Operations acquired in 2024 will be reported from FY2025 onwards.

For 2023 key figures, the number of employees and turnover for the entire business (including acquisitions in 2023) are included. The remaining key figures for 2023 only cover Sortera in Sweden and Finland, meaning that comparisons on the Group level between these years are not relevant.

COLOUR TARGET (status):

● = in line with target ● = specific activities are needed to achieve the target ● = not in line with the target

TURNOVER GROUP	2023	2024	
Billion (SEK)	2,980	3,249	

CUSTOMER SATISFACTION	2023	2024	TARGET	
NPS*	53	50	Target 2030: NPS > 50	●

* NPS applies to the business areas Sortera Recycling, Sortera Industry and Sortera Materials in Sweden

TOTAL DISPOSED QUANTITIES OF WASTE (KTONNE)	2023	2024	TARGET	
Total amount of waste disposed of*	2,180	2,332		
Of which material recycling (kTonnes)	75 (3,4%)	402 (17%)	Target 2025: The amount of waste, measured in tonnes, that is recycled must double by 2025 (base year 2020: 79 kTonne, 4.8%). **	●

* Volumes are dependent on different project sizes from year to year and show the scope of our operations; comparison between years is relevant in the context of evaluating Sortera’s ability to adapt.

** The 2025 target is compared to only Sweden and Finland, corresponding to 69 (3.9%) based on base year scope.

FUEL CONSUMPTION	2023	2024	
Liquid fuel (litre)	5,027,703	9,852,396	
Natural gas (kg)	6,322	148,675	

VEHICLE FLEET (NUMBER)	2023	2024	
Number of heavy trucks	198	373	
Number of light trucks/service vehicles	94	113	
Number of passenger cars/company cars	126	141	

PROPORTION OF EURO STANDARD TRUCKS (%)	2023	2024	TARGET	
Euro 6	89%	96%	Target 2025: All vehicles Euro 6 standard (or higher, alternatively hybrid/electric)	●

ENERGY CONSUMPTION AND MIX	2023	2024	
Total energy consumption (MWh)	52,891	104,397	
Energy consumption, fuel for vehicles and machinery (MWh)	48,493	99,065	
Proportion that is fossil-free	27%	26%	
Energy consumption, electricity and heat (MWh)	4,398	5,332	
Proportion that is fossil-free*	88%	78%	

Includes both renewable electricity and nuclear power

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CLIMATE IMPACT	2023	2024	TARGET
Scope 1 greenhouse gas emissions			Target 2030: reduce absolute Scope 1 and 2 emissions by 42% by 2030 compared with the base year 2022
Gross Scope 1 greenhouse gas emissions (tCO ₂ e)	7,266	20,053	
Proportion of Scope 1 greenhouse gas emissions from regulated emissions trading schemes (%)	-	-	
Scope 2 greenhouse gas emissions			Target 2030: reduce absolute Scope 3 emissions by 25% by 2030 compared with the base year 2022
Gross location-based Scope 2 greenhouse gas emissions (tCO ₂ e)	186	355	
Gross market-based Scope 2 greenhouse gas emissions (tCO ₂ e)	418	698	
Significant Scope 3 greenhouse gas emissions*			Target 2030: reduce absolute Scope 3 emissions by 25% by 2030 compared with the base year 2022
Total gross indirect Scope 3 emissions (tCO ₂ e)	-	110,478	
1 Purchased goods and services	-	5,917	
2 Capital goods	-	1,886	
3 Fuel and energy-related activities (not included in scope 1 or scope 2)	-	6,814	
4 Upstream transportation and distribution	-	8,584	
5 Waste managed** by the operation	-	53,089	
6 Business travel	-	215	

CLIMATE IMPACT	2023	2024
7 Employee commuting	-	1,418
8 Upstream leased assets	-	-
9 Downstream transportation	-	1,254
10 Processing of sold products	-	26,390
11 Use of sold products	-	4,735
12 End-of-life treatment of sold products	-	5
13 Downstream leased assets	-	170
14 Franchises	-	-
15 Investments	-	-
Total greenhouse gas emissions		
Total greenhouse gas emissions (location-based) (tCO ₂ e)	-	130,886
Total greenhouse gas emissions (market-based) (tCO ₂ e)	-	131,230

* Scope 3 was calculated for the entire Sortera Group for 2024 and therefore no comparative data is available.

** Sortera generates very little waste itself but handles large quantities as it is our core business to handle the waste of our customers.

GREENHOUSE GAS INTENSITY PER NET REVENUE	2023	2024
Total greenhouse gas emissions (location-based) per net revenue (tCO ₂ e/SEK)	-	0.041
Totala utsläpp av växthusgaser (marknadsbaserade) per nettointäkt (tCO ₂ e/SEK)	-	0.041

* As Scope 3 emissions were calculated for the entire Sortera Group for the first time in 2024, there is no comparative data for greenhouse gas intensity.

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NUMBER OF EMPLOYEES AND GENDER DIVERSITY	2023	2024
Men*	514	818
Women*	137	160
Total employees	651	978

NUMBER OF EMPLOYEES BY COUNTRY	2023	2024
Sweden	503	518
Finland	43	50
United Kingdom	105	410
Total employees	651	978


NUMBER OF EMPLOYEES & CONTRACT TYPE	2023	2024
Number of permanent employees (full-time equivalents)	-	996
Men*	-	828
Women*	-	168
Number of temporary employees (full-time equivalents)	-	0
Number of non-guaranteed hours employees (full-time equivalents)	-	9
Men*	-	8
Women*	-	1
Total full-time equivalents	-	1,005

* For all social key figures, none of Sortera's employees have stated their gender other than male or female.

COLLECTIVE BARGAINING AGREEMENT/SOCIAL DIALOGUE (coverage, %)	2023	2024
Employees in the European Economic Area (EEA), collective bargaining agreements		
Sweden	100%	100%
Finland	100%	100%
Employees – outside the EEA, collective bargaining agreements		
United Kingdom	0%	0%
Worker's representatives (EEA only), social dialogue		
Sweden	100%	100%
Finland	100%	100%

GENDER DISTRIBUTION GROUP MANAGEMENT (number of people and %)	2023	2024
Men*	7 (100%)	7 (100%)
Women*	0 (0%)	0 (0%)

GENDER DISTRIBUTION BOARD OF DIRECTORS (number of people and %)	2023	2024
Men*	4 (80%)	4 (80%)
Women*	1 (20%)	1 (20%)

SICK LEAVE	2023	2024	TARGET
Sick leave Sweden	5.3%	4.9%	Mål 2023/2024: < 4% 
Sick leave Finland	3.0%	6.0%	
Sick leave United Kingdom	-	2.8%	

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INCIDENTS AND ACCIDENTS	2023	2024
Proportion of Sortera's own workforce who are covered by the company's occupational health and safety management system due to legal requirements and/or recognised standards or guidelines.	93%	94%
Number of reported work-related accidents, total	71	88
Accident frequency, total, Group	98.9	50.4
Number of reported work-related accidents with lost time, LTI, Group	19	18
Lost time accident frequency, LTIF, Group	19.8	10.3
Number of fatalities as a result of work-related injuries and work-related ill health	0	0
Number of recordable work-related ill health cases subject, to legal restrictions on data collection (for company employees) ill health*	-	-
Number of days lost due to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health**	-	659

* Not possible to report due to employee rights.
** Not possible to include lost days due to ill health due to employee rights.

WAGES	2023	2024
Pay gap (%)	-	10.7%



The Board of TeraSor Topco AB (Corporate ID number: 559303-2567) and the CEO of the Sortera Group hereby submit the Sustainability Report for 2024 in accordance with the Swedish Annual Accounts Act (ÅRL). The report applies to all the Sortera Group's subsidiaries.

Sortera is an environmental company that collects and manages waste to ensure it is transformed into resources, through reuse, recycling or energy recovery, and that toxic or hazardous substances and soils are safely handles. The company's services include construction waste management, sludge and vacuum suction, industrial and soil decontamination, water purification and the trading of waste intended for energy recovery. Sortera differentiates itself through high-quality, reliable and fast services and logistics. The company was founded in 2006 and today provides services that improve the environment for thousands of companies and individuals in northern Europe.