

The Sortera logo, featuring the word "SORTERA" in a bold, white, sans-serif font with a circular arrow icon to the left of the letter "O".

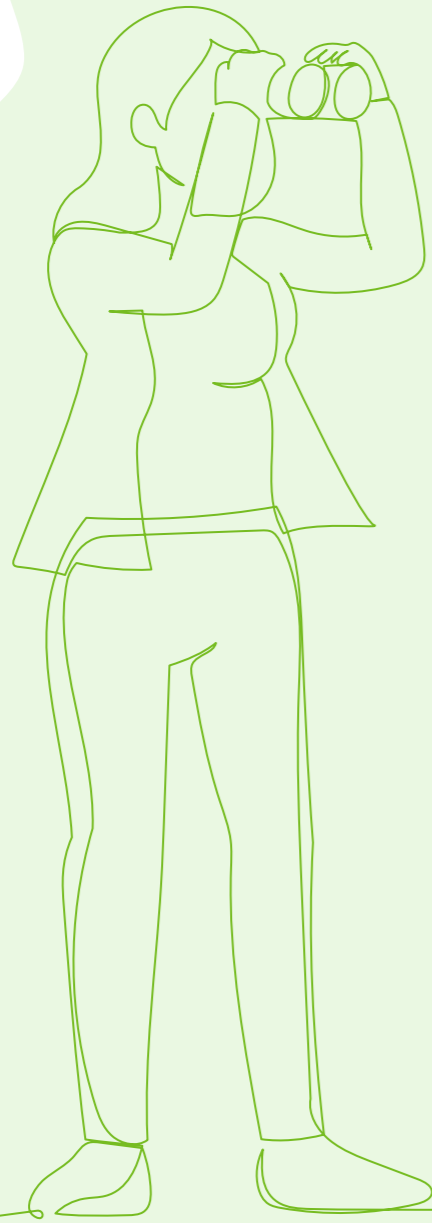
**SORTERA**

The text "SUSTAINABILITY STATEMENT 2025" is displayed in a large, bold, white, sans-serif font, positioned in the lower-left corner of the image.

**SUSTAINABILITY  
STATEMENT  
2025**



# CONTENT



## INTRODUCTION

The year in brief	4
CEO statement	5

## ABOUT SORTERA

What does Sortera do?	7
Sortera's strategy	9
Our sustainability targets	10
Our acquisition journey	11
Sortera's value chain	12
Sortera in society	13
Sortera's stakeholders	14
Satisfied customers	15
Customer case	16

## SUSTAINABILITY MATTERS

Our materiality assessment	19
ESG – Environment	21
Climate change	22
Circular economy and resource use	25
Pollution	27
Water and marine resources	28
Biodiversity	29
ESG – Social responsibility	30
Our employees	31
Societal engagement	35
ESG – Governance	36
Corporate governance	37
Responsible business conduct	38
Supplier management	39

## SUSTAINABILITY NOTES

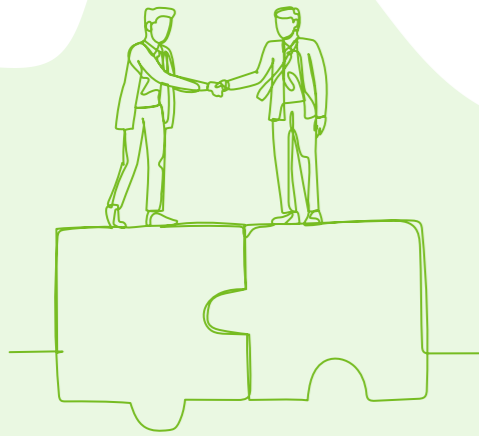
UN sustainable development goals	41
Sustainability risks	43
About this report	44

# INTRODUCTION

A SHORT FOREWORD



# THE YEAR IN BRIEF



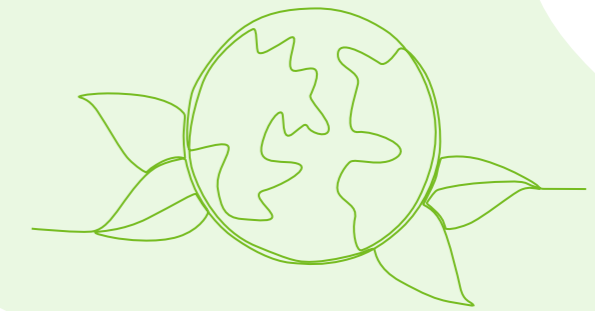
## ACQUISITIONS

We acquired Siisti Piha in Finland and integrated Reston Waste Management into Sortera UK.



## REUSE AND PRODUCTIFICATION

Our customers reused and purchased over 18,000 tonnes of our CE-marked products in the past year.



## CLIMATE TRANSITION PLAN

Our climate targets have been validated by the Science Based Targets initiative.

## IMPROVED FACILITIES

Major investments at our Edmonton processing site in London to increase capacity and long-term sustainability.



## EMPLOYEE TRAINING

We have rolled out a Code of Conduct training to all employees.



# CEO STATEMENT

## A role model in the transition to a circular society

Sortera is evolving in a changing industry. Geopolitical shifts, climate challenges and rapid technological development are reshaping societies, companies and our business alongside them. These megatrends bring new risks, but also significant opportunities. As global value chains grow more vulnerable, we see a clear movement towards regionalisation and local circular solutions, and this shift strengthens our position. Climate change is driving demand for fossil-free solutions and resource efficiency, and we are contributing through innovation and reuse as part of the green transition. The need for circular solutions is increasing, and even amid global uncertainty, we are investing in our operations and our people. By understanding and acting on these trends, we will continue to lead the transition to a circular society.

### WE CONTINUE TO GROW

2025 has been shaped by global uncertainty. Geopolitical tensions, shifting trade patterns and new regulations have affected our industry and our customers alike. At the same time, one trend is clear: demand for sustainable solutions is growing, giving us the opportunity to expand and contribute to a transition the world urgently needs. We have seen strong performance across several regions, with particularly good results in Gothenburg, Örebro and southern Sweden.

Our UK operations also continue to advance, most notably through the largest investment in the company's history, with new processing lines that will significantly increase material recycling.

### GROWTH THROUGH ACQUISITIONS

Expansion through acquisitions is an important part of our strategy. During 2025, we welcomed Siisti Piha in Finland, which strengthens our offering and geographical presence. In Sweden, Åkerisäcken now operates under the BIG BAG brand. In the UK, we made significant investments at our Edmonton processing site, where new processing lines mark a major step in modernising and streamlining operations. Our London business now operates under the Sortera brand, an important milestone in our international expansion.

### INCREASED DEMAND FOR SUSTAINABLE SOLUTIONS

The transition to a circular economy is crucial to slowing down climate change. New initiatives at EU and national level are accelerating this shift, and our customers are increasingly demanding solutions that enable circular material flows. We are a trusted partner in their transition.

During the year, we continued our efforts with reuse through our ReUse unit, whose main mission is to help our customers identify reuse opportunities. We have also continued to develop products from waste streams and increased sales of CE-marked stone. The process of turning concrete into marketable products continues to take important steps forward.

Rapid technological change is also reshaping our industry, with digitalisation and AI changing how we work and where we create value. We are responding with innovation and targeted digital investments, from new weighing systems and a customer portal to our own data platform and strengthened information security.

Envytech's award of the Recycling Gala's Special Prize of the Year is recognition of our efforts within mobile PFAS remediation. Through work both in Sweden and internationally, Envytech continues to drive development forward. Being among the world's leading actors in PFAS remediation will be an important component going forward as thresholds for emissions of PFAS are established and the need for water treatment equipment increases across all parts of society.

### SAFETY AND WORK ENVIRONMENT

A safe working environment is the foundation of our success. During the year, we carried out 'Safety Week' in Sweden and continued our systematic efforts to prevent accidents and strengthen our safety culture. Our Finnish operations carried out an external information campaign to strengthen workplace safety, highlighting different aspects of occupational

safety such as awareness of blind spots for trucks and safety at tranship stations. In this way, we share our knowledge about occupational and traffic safety, the importance of preventive measures and how small efforts can make a big difference.

### A STRONG CORPORATE CULTURE

Our corporate culture is crucial to our success. Over the past year, we expanded our learning and development platform, invested in our leaders, and continued to measure employee engagement, with strong eNPS (Employee Net Promoter Score) results. We also launched an internal training programme on our Code of Conduct, helping to further embed our shared values and ways of working.

Alongside this, we have developed our brand and communications to better reflect our role in the circular transition. Our new websites are one example, showcasing our circular services and combined offering.

### LOCAL PRESENCE

As regionalisation becomes increasingly important, we are strengthening our local presence through partnerships and community engagement. In 2025, we were proud official partners of the IIHF Ice Hockey World Championship, where we managed much of the recycling in the Fan Zone. We also took part in the Markfield Road Festival and supported a range of other local initiatives. By being visible in our communities and contributing with sustainable solutions, we show that we take responsibility and contribute to the local areas where we operate.

### VALIDATED CLIMATE TARGETS

A major milestone in 2025 was the validation of our climate targets by the Science Based Targets initiative (SBTi). Our emission reduction targets are now scientifically verified and aligned with the Paris Agreement's goal of limiting global warming. The validation confirms our commitment to a more sustainable future and reinforces our position as a frontrunner in the industry's transition.

### TOGETHER WE MAKE A DIFFERENCE

We believe in the power of collaboration. That is why we are active in networks and initiatives such as the Swedish Recycling Industries' Association (Återvinningsindustrierna, ÅI), Sustainable Innovation and a number of local climate partnerships. Through these, we help shape the industry, share knowledge and develop joint solutions that accelerate the shift to a circular society.

Working closely with our customers and partners, we continue to develop innovations that make it easier for them to reduce their climate footprint. Our ambition is to lead the way in the transition to a circular future.

Sebastian Wessman, CEO Sortera Group



# ABOUT SORTERA

WHO WE ARE AND WHAT WE DO



# WHAT DOES SORTERA DO?

## Sortera is a leading provider of environmental services for the construction and civil engineering sector.

Our vision is to be a role model in the transition to a more circular society. We aim to create the conditions for sustainability in every project, from small refurbishments to large construction projects. We believe in the power of considering waste as a resource and work to transform it into new sustainable materials and products.


Through our services in recycling, material processing, aggregates and soil as well as reuse, we work to create clean and circular material flows by increasing the share of recyclable material. Our broad offering also includes the maintenance of important societal functions as well as soil and water remediation, making us a key player in the circular economy.

Since the start in 2006, we have grown from an entrepreneur-led company into a Group of approximately 1,000 employees. We currently operate in Sweden, Finland and the UK.

Through 24 strategic acquisitions, we have strengthened our geographical presence and broadened our service offering. In London, we are today the leading player in the collection and recycling of construction waste, and in the Nordics we are a key player for circular solutions within construction and industry.

Our strategy is built on profitable growth and innovation. We invest in technology, expertise and digital solutions that help our customers meet their sustainability targets. Every day, our employees and thousands of customers make a real difference for the environment and society, contributing to lower emissions, higher recycling rates and a more resource-efficient world.

Sortera operates under the brands Sortera, BIG BAG and Envytech and is organisationally divided into two primary business areas: Sortera Recycling and Sortera Materials.



**2006**  
Founded in 2006




**1,000**  
Approximately 1,000 employees



**3**  
Operates in three countries



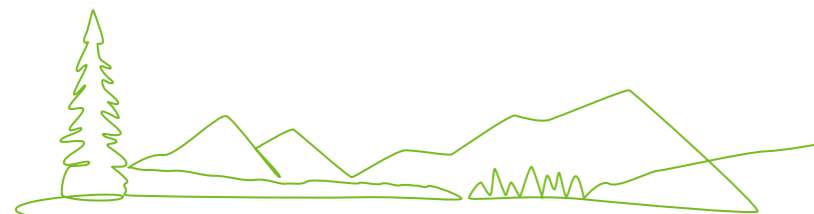
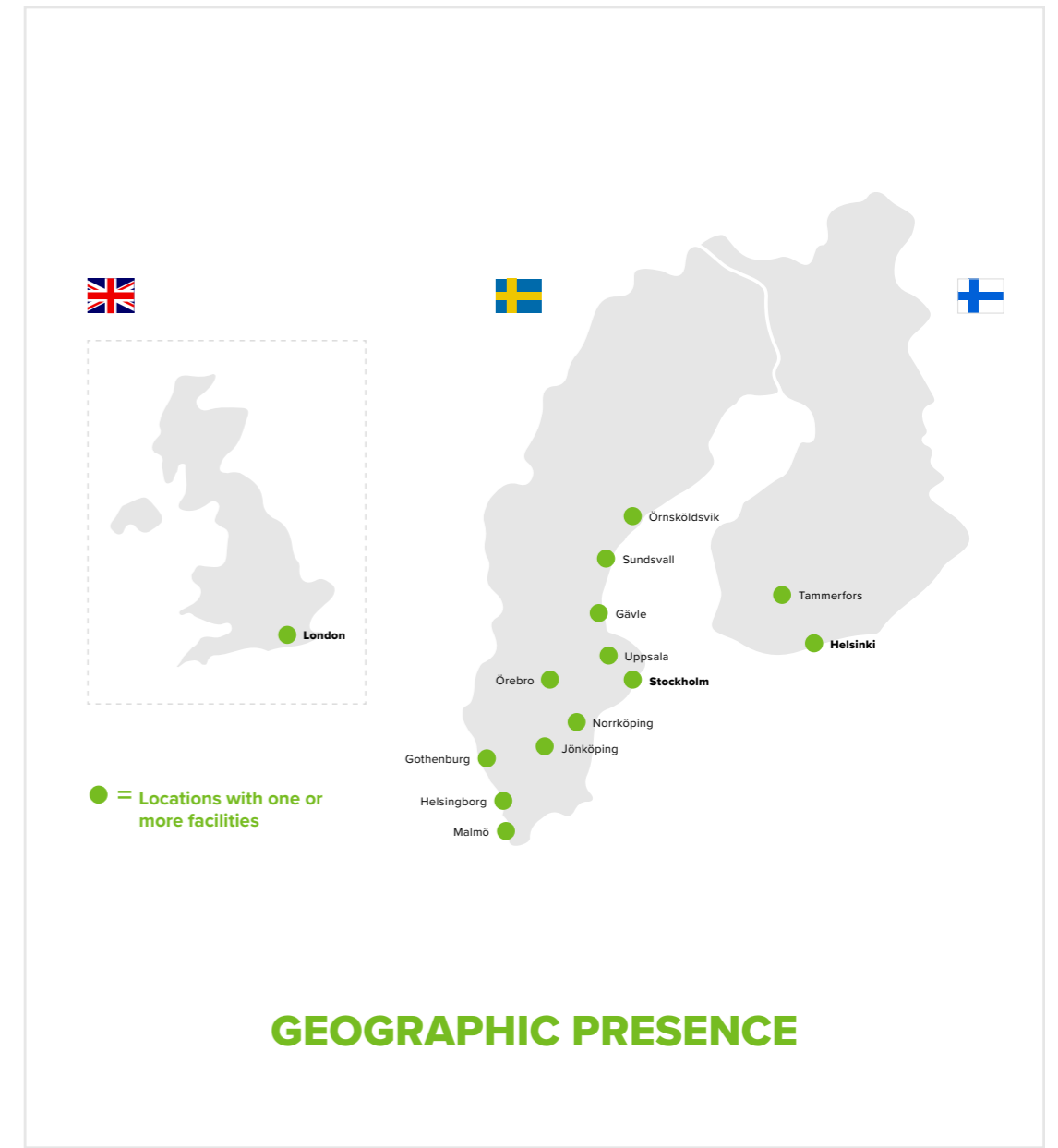
**11,000**  
Approximately 11,000 customers



**3**  
Operates under three brands



**3,330**  
Million SEK in annual turnover



## OUR SERVICES

Our core offering covers recycling, reuse, remediation, maintenance, material processing (including aggregates and soils) and water treatment. Combining expertise with technology, we deliver efficient solutions for small and medium-sized businesses across construction and civil engineering, industry, infrastructure and logistics.



### RECYCLING & REUSE

We manage the entire value chain for construction and civil engineering waste, from collection and sorting through to treatment and delivery to the appropriate recipient. With builder bags, skips, wheelie bins and dedicated solutions for hazardous waste, we make it easy for customers to sort at source. Our goal is to move up the waste hierarchy and increase the share of material that is recycled or reused.

Since 2024, we have offered digital reuse inventories at the early stages of projects, with each component labelled with QR codes for traceability, enabling structured reuse of materials. When reuse is not possible, materials are processed at our own facilities to recycle as much value as possible. This lowers greenhouse gas emissions and reduces costs for our customers, creating value for both the environment and the economy.

### REMEDIATION & MAINTENANCE

Sortera is one of the leading providers of remediation and maintenance services for the industrial and construction sectors. We offer vacuum extraction, sludge removal, material transfer, high-pressure flushing, and industrial and asbestos remediation. Our services in water and sewer technology, pipe flushing and relining extend the lifespan of our customers' infrastructure and reduce the need for new construction.

By combining deep experience with modern technology, we handle complex projects safely and efficiently. Our remediation services are essential for creating clean, safe environments, and they also contribute to circularity by recycling materials wherever possible. Every project is delivered to the highest standards, with a clear focus on minimising environmental impact.

### MATERIAL PROCESSING

Sortera Materials handles heavy materials such as soil, asphalt and concrete at our own recycling facilities in Sweden. We receive, sort and analyse materials to ensure correct allocation and the highest possible recycling rate. By processing excavation materials into CE-marked stone products, we conserve natural resources and create new applications for what would otherwise be waste.

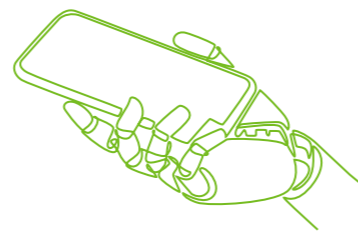
We also operate internationally through the import and export of residual materials, making us a key player in the global circular economy. Combining expertise with flexibility, we adapt our solutions to market conditions and customer needs, helping to reduce the

extraction of virgin raw materials and support sustainable development.

### WATER TREATMENT

Through our brand Envytech, we offer mobile water treatment as a complete service, from planning and installation to operation, monitoring and reporting. Our modular systems can be adapted as project conditions change, ensuring efficiency and sustainability.

At the Envytech Treatment Centre, we primarily handle contaminated water that requires safe treatment to protect people and the environment. Waste is separated into solid and liquid fractions, with the water treated before being returned to the natural water cycle. By centralising treatment, we also reduce transport requirements, lowering CO<sub>2</sub> emissions and contributing to a more circular system.



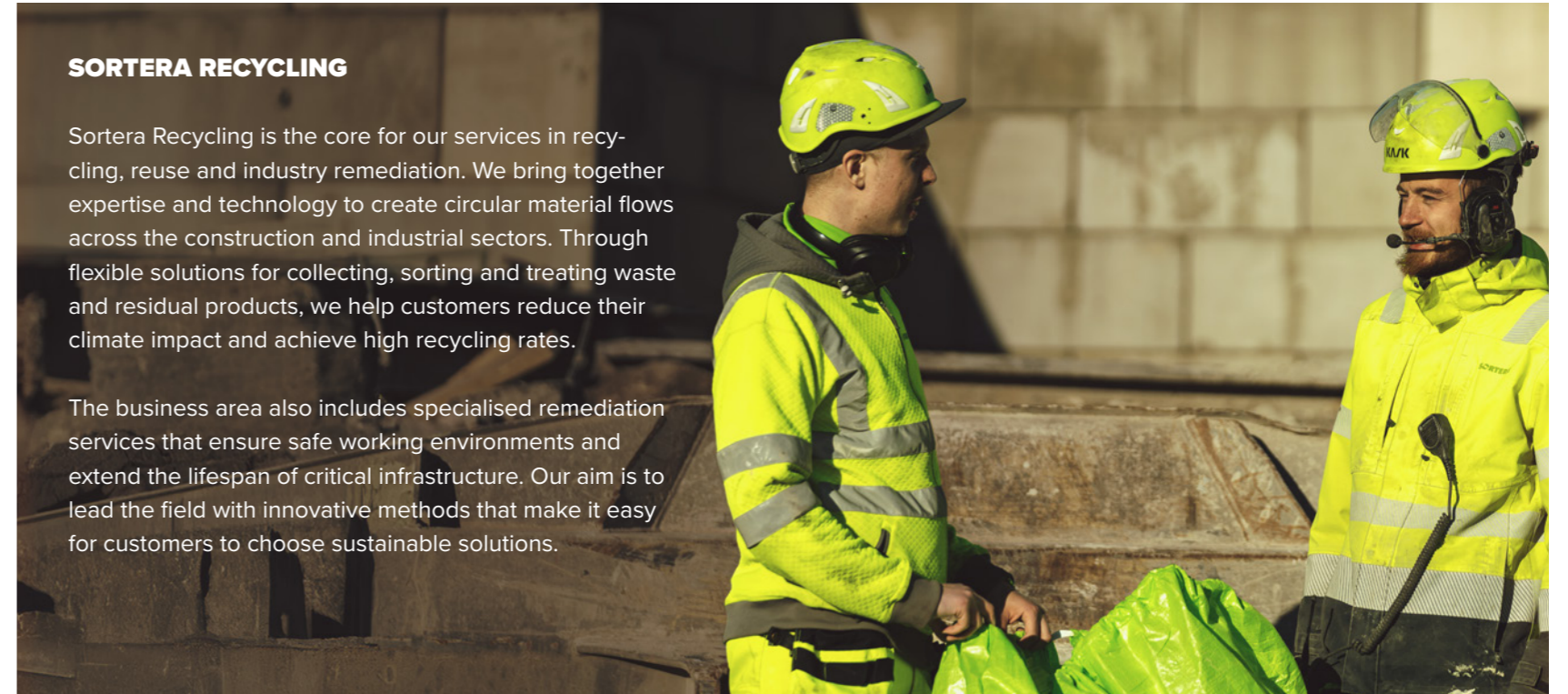
### INNOVATION AND DIGITAL SOLUTIONS

To simplify and streamline customer operations, we offer a customer portal that consolidates all functions in one place. Orders can be placed, waste fraction reports generated and sorting rates followed in real time. Through digitalisation, we create simplicity and precision at every step of the process.

### SORTERA RECYCLING

Sortera Recycling is the core for our services in recycling, reuse and industry remediation. We bring together expertise and technology to create circular material flows across the construction and industrial sectors. Through flexible solutions for collecting, sorting and treating waste and residual products, we help customers reduce their climate impact and achieve high recycling rates.

The business area also includes specialised remediation services that ensure safe working environments and extend the lifespan of critical infrastructure. Our aim is to lead the field with innovative methods that make it easy for customers to choose sustainable solutions.



### SORTERA MATERIALS

Sortera Materials is our area of expertise in processing aggregates and soils and in water treatment, two fields that are central to sustainable construction. We take waste materials such as soil, asphalt and concrete and refine them into new products, conserving natural resources and reducing the need for virgin materials.

Through CE-marked stone products and international partnerships, we create circular flows that extend beyond Sweden. In water treatment, we offer advanced solutions for managing contaminants, including PFAS, with industry-leading technology. Sortera Materials is therefore a key player in projects that demand both environmental responsibility and technical precision.



# SORTERA'S STRATEGY

**Sortera's strategy is built on a strong service offering, delivered with quality, reliability and sustainability at every stage.**

Over time, this is intended to deliver profitable growth above the market average. To achieve this, we must consistently have very satisfied customers and engaged employees who thrive and grow in their roles.

As a recycling company serving the construction and civil engineering sectors, with a strong focus on circularity, we combine efficient material and logistics flows, high delivery quality, and a clear advisory role for customers as demands increase around traceability, reporting and sustainability. Our ambition is not only to comply with regulations but to help raise standards across the industry.

To create long-term growth, we continuously develop our offering in line with customer needs and industry change. This means adding services adjacent to our core offering

and working more cohesively across Sortera, drawing on our combined expertise and breadth to deliver greater value for customers and the climate.

At the same time, we are strengthening Sortera's operational capability by modernising how we work, deploying digital tools including AI, and developing our facilities, vehicles and machinery. This makes things easier for customers, improves resource efficiency and reduces the climate impact of our own operations.

Strong expertise across our organisation is essential to achieving our strategic goals. By building a unified corporate culture and developing our internal capabilities, we are creating the right conditions for a scalable organisation that can grow and evolve over time.



## VISION

Our vision is to lead the transition to a circular society and set the benchmark for our industry. Getting there means constantly evolving how we work and how we do business.



## MISSION

Our mission is to solve our customers' environmental challenges and extend the lifespan of earth's resources.



## VALUES

- ✓ Service
- ✓ Sustainability
- ✓ Commitment



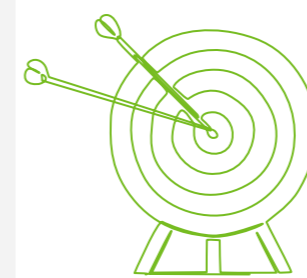
## BECOME A ROLE MODEL WITHIN ESG

Continue the journey towards becoming a leading ESG company that not only meets regulatory requirements but drives progress across our industry.



## DRIVE ORGANIC GROWTH

Meet the market's increasing demand for sustainable services and products by continuing to develop Sortera's customer offering and geographical presence.



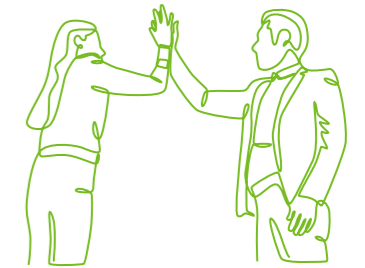
## CONTINUOUS IMPROVEMENTS

Improve our operations and process quality through digital tools, modern facilities and ongoing investment.



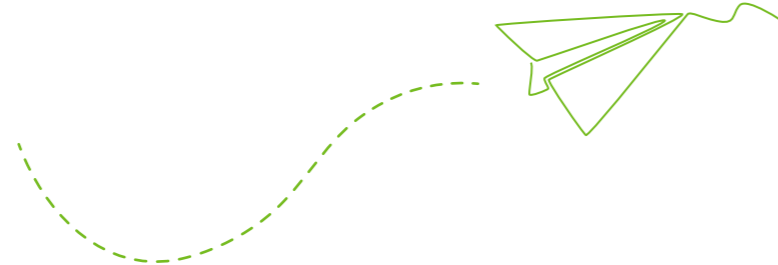
## ACCELERATE M&A AND GEOGRAPHICAL EXPANSION

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



## DEVELOP ORGANISATIONAL CAPABILITY

Continue to build a stronger organisation and invest in the skills of our people.



# OUR SUSTAINABILITY TARGETS

**To drive sustainable development, clear and relevant targets are required. Our sustainability targets are designed to support our overall strategy and create concrete impact where it matters most.**

The targets are linked to several of our material sustainability matters and serve as guidance for priorities and decisions. By integrating the targets into our operations,

we create conditions for long-term change. We strive to be a role model in the circular transition, and our targets reflect that ambition. They cover climate, resources,

social impact and business ethics. Transparency and follow-up are central elements of how we work with target achievement. The targets are not static; they evolve in line with changes in the external environment and our own development. In this section, we present our sustainability targets as the basis for our continued work towards a more sustainable society.



## SUSTAINABILITY TARGET

Material topic	Target	Target year	Baseline	Progress against target	Read more
Climate impact	Reduce absolute greenhouse gas emissions within Scope 1 and 2 by 42%	2030	2022	24%	<a href="#">p. 22</a>
Climate impact	Reduce absolute greenhouse gas emissions within Scope 3 by 25%	2030	2022	31%	<a href="#">p. 22</a>
Climate impact	Reduce absolute greenhouse gas emissions within Scope 1, 2 and 3 by 90%	2045	2022	32%	<a href="#">p. 22</a>
Climate impact	Net-zero greenhouse gas emissions	2045	2022	32%	<a href="#">p. 22</a>
Satisfied customers	NPS > 50	2030	-	53	<a href="#">p. 15</a>
Health and safety	LTIF4 < 7	2027	-	8.4	<a href="#">p. 32</a>
Health and safety	Accidents related to faulty equipment or procedures shall be 0	2027	-	11	<a href="#">p. 32</a>
Diversity	Share of women/men in Group management 50/50	2030	-	33/67	<a href="#">p. 33</a>
Diversity	Share of women/men among managers 30/70	2030	-	27/73	<a href="#">p. 33</a>
Diversity	Share of women/men in total workforce 30/70	2030	-	17/83	<a href="#">p. 33</a>
Employee engagement	eNPS in WinningTemp shall be at least 25	2030	-	18	<a href="#">p. 33</a>



Sortera's processing site in Jordbro outside Stockholm

# OUR ACQUISITION JOURNEY

**Acquisitions remain an important part of Sortera's growth. Since the company was founded in 2006, a total of 24 companies have been acquired with the aim of strengthening Sortera's geographical presence and offering.**

We actively explore new markets where there is structural growth in demand for Sortera's services and where our sustainability work can contribute to local circular development.

In April 2025, we acquired Siisti Piha in Finland, further strengthening Sortera's position as one of the leading recycling companies in Helsinki. Siisti Piha specialises in serving construction and demolition customers and is well known in Helsinki for its builder bags, which are used for both waste management and material delivery. Together, we can offer customers even more efficient solutions to meet the growing demand for sustainable recycling services.

In February 2025, Åkerisäcken was integrated into BIG BAG, giving its customers a broader service offering, access to our customer portal and more personalised service. This also strengthens the BIG BAG brand within the Sortera Group.

In UK, Reston Waste Management, which joined Sortera in July 2024, was fully integrated during the year and now operates under the Sortera brand. This strengthens our position in London and marks an important step in our continued UK growth. We are now bringing operations, systems and people together under a single brand, with long-term investments to create smarter solutions for the construction industry in the UK.

### STRATEGIC INTEGRATION AS AN ENABLER FOR SUSTAINABLE GROWTH

Since entering the UK market in 2022, Sortera has taken important steps to strengthen our position in an industry shaped by rapid change and growing demand for sustainable, innovative solutions. The expansion has allowed us to combine local expertise with our long-term ambition to drive circular flows and



Sortera's site in Edmonton, Great Britain

reduce environmental impact. Our acquisition strategy is central to this work. By integrating strong local players, we lay the foundations for more efficient processes, greater transparency and a broader service offering that meets our customers' growing needs.

A clear example is the acquisition of Reston Waste, which was integrated into Sortera UK during 2025. The acquisition broadened our presence in south London and enabled us to bring systems, people and operations together under a single brand. The integration has already delivered tangible improvements. Communication between our facilities is more streamlined, supporting better coordination and faster decision-making. We have introduced common systems for fuel and waste management, increasing transparency and reducing duplication. Collaboration between our north and south London teams has also strengthened, creating a more cohesive and flexible organisation.

One of the cornerstones of our expansion strategy is ongoing investment in modern, sustainable infrastructure. Targeted investments allow us to increase capacity, raise our recycling rates and reduce environmental impact across the sector. A clear example was the replacement of all production equipment at our largest London site, in Edmonton. Completed at year end, this is the single largest investment Sortera has ever made in production equipment, increasing capacity while improving precision, speed and material recycling.

Our expansion in UK shows how we put our vision into practice. By combining local expertise with innovative solutions, we create value for customers and society alike. We will continue to invest, develop and collaborate to meet the demands of the future for sustainability and efficiency.

## ACQUISITION STRATEGY



### EXTENDED SERVICE OFFERING

- ✓ Acquire companies with specialist expertise that further strengthen Sortera's position in the value chain.
- ✓ Increase customer value by acquiring companies that offer services that extend our offering.



### EXPAND INTERNATIONALLY

- ✓ Acquire companies in Northern Europe with a clear focus on the construction and civil engineering sector.
- ✓ Prioritise companies that combine a strong sustainability focus with innovative services, accessibility and a customer-centric approach.

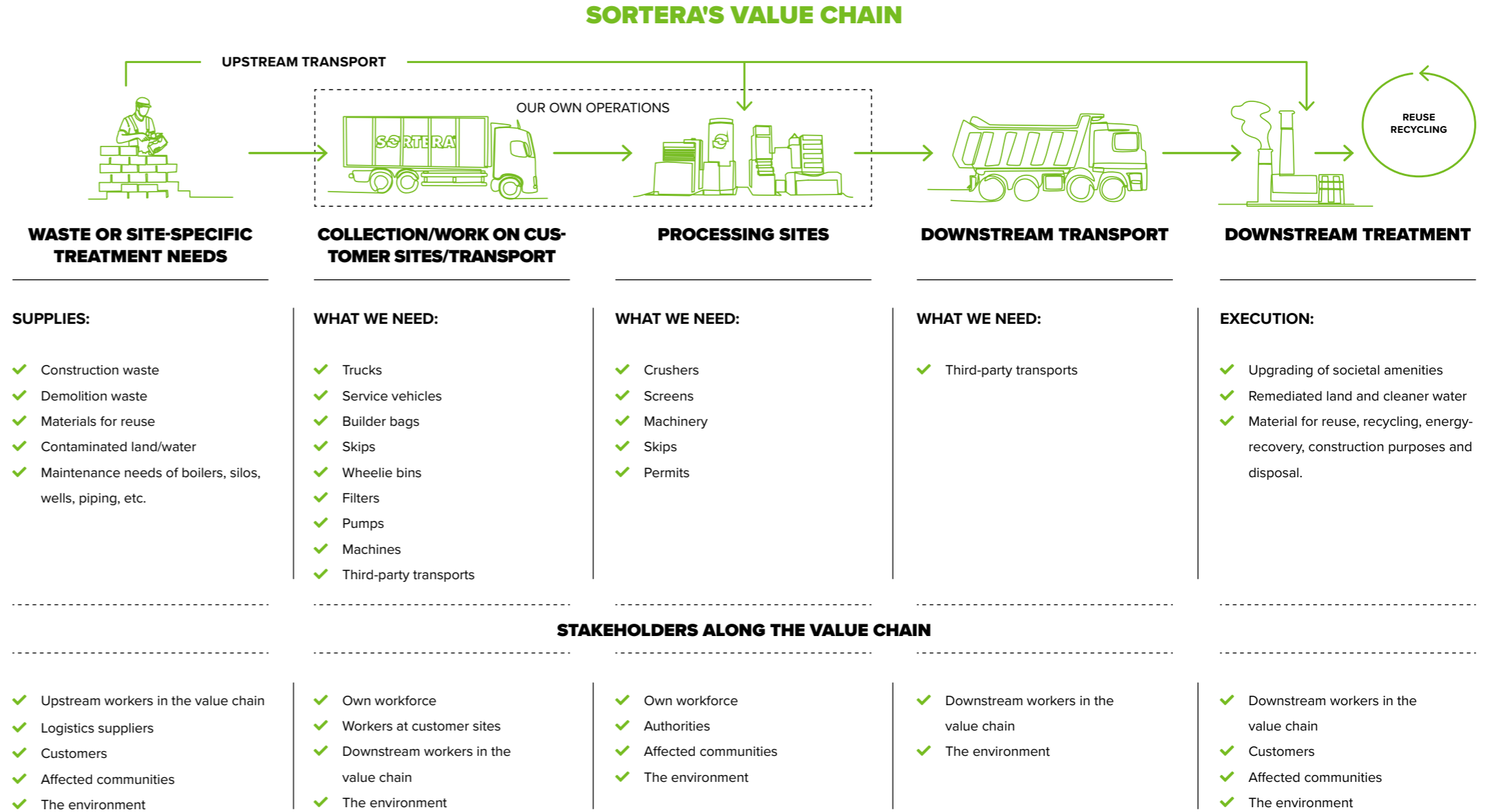
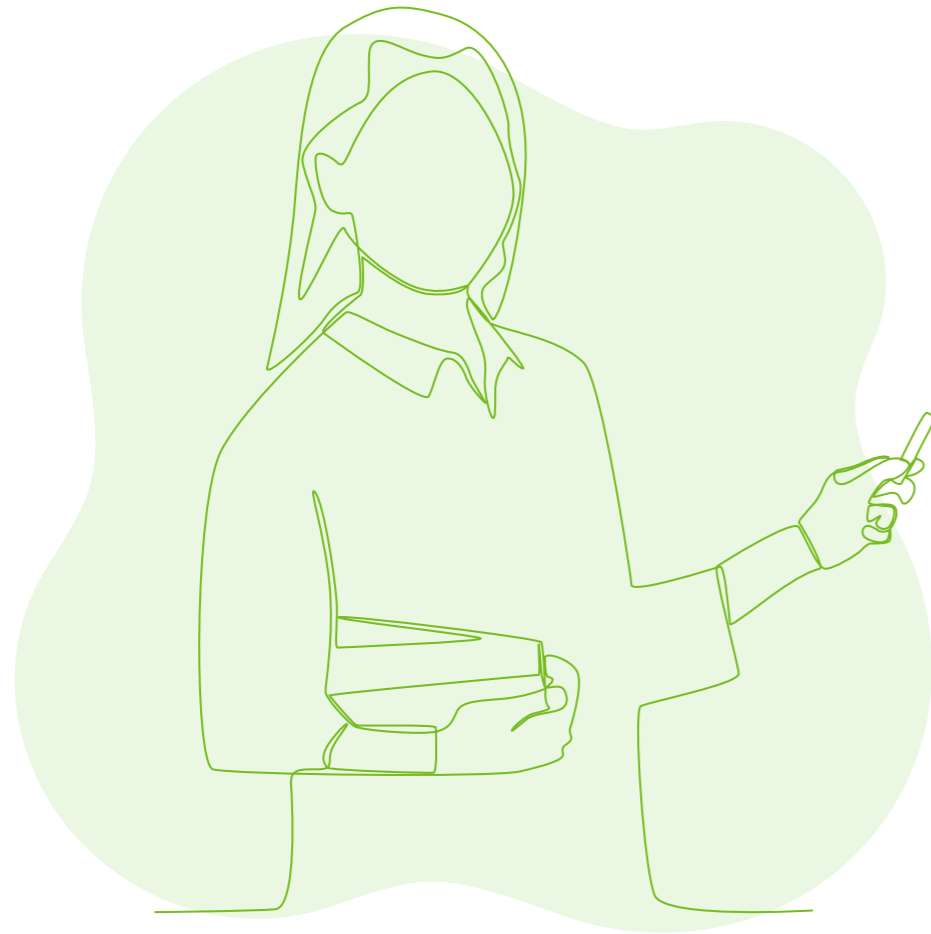


### CONSOLIDATE A FRAGMENTED MARKET

- ✓ Consolidate a fragmented market and to help create a more sustainable and efficient industry.
- ✓ Provide acquired companies with stability, long-term thinking and greater access to resources and investment.

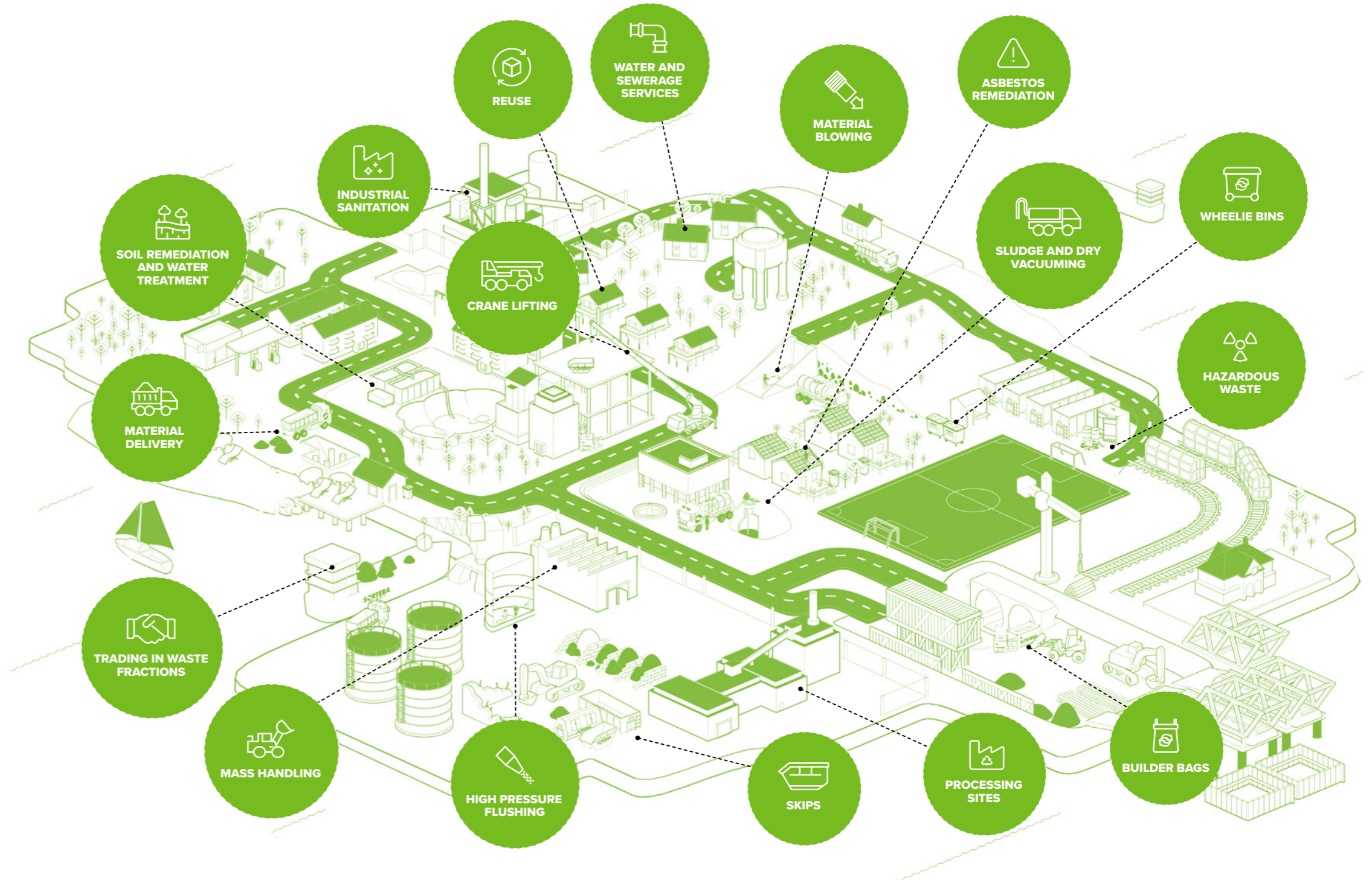
# SORTERA'S VALUE CHAIN

Our value chain begins with the customer and ends with the responsible treatment of every material we handle.



# SORTERA IN SOCIETY

From recycling to remediation, Sortera delivers complete solutions that drive circularity across the construction sector and beyond.



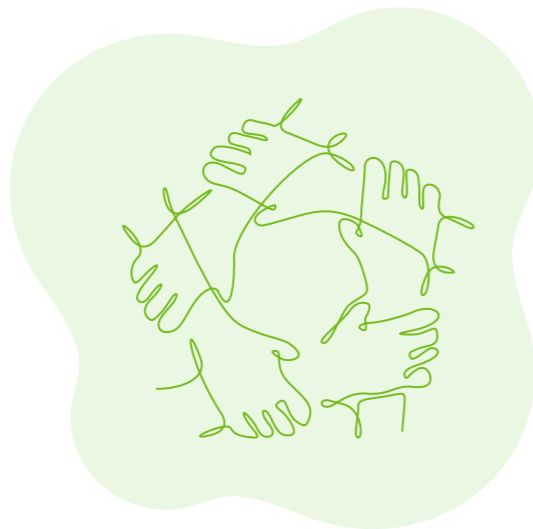
# SORTERA'S STAKEHOLDERS

**We aim to be a leader in circular material flows and to set the standard for recycling. That means delivering on what's expected of us.**

Sortera has several stakeholders along our value chain that affect, or are affected by, our operations, and whose views we want to integrate into our sustainability work. Our key stakeholders are our customers, employees, shareholders, lenders, suppliers, authorities, local communities and trade unions. We also engage with others, including the media and industry bodies.

Our stakeholders' views and insights are a valuable resource for Sortera's development, and how we engage with them matters. We use a range of channels to maintain an active dialogue, depending on each stakeholder's role and position in our value chain. These include direct dialogue with customers through our sales teams and customer service, anonymous employee surveys, and negotiations with trade unions. We incorporate the views, insights and knowledge gathered through daily operations and specific initia-

tives into our double materiality assessment. The table to the right summarises our stakeholder analysis.



STAKE HOLDER GROUP	DIALOGUE METHOD	EXAMPLES OF IMPORTANT TOPICS	PURPOSE OF DIALOGUE
<b>CUSTOMERS</b>	<ul style="list-style-type: none"> <li>Customer service and customer portal</li> <li>Sales contacts</li> <li>Training</li> <li>Customer survey</li> </ul>	<ul style="list-style-type: none"> <li>Deliver on time with quality and high service level</li> <li>Find customised solutions</li> <li>Maintain high competence</li> <li>Offer sustainable solutions</li> <li>Ensure knowledge sharing</li> </ul>	<ul style="list-style-type: none"> <li>Adapt solutions to customer needs</li> <li>Increase customer satisfaction</li> <li>Strengthen trust in Sortera's sustainability efforts</li> <li>Ensure knowledge sharing</li> </ul>
<b>EMPLOYEES</b>	<ul style="list-style-type: none"> <li>Continuous dialogue</li> <li>Internal communication and internal meeting forums</li> <li>Safety committees</li> <li>Employee surveys</li> <li>Whistleblower function</li> </ul>	<ul style="list-style-type: none"> <li>Ensure a safe workplace</li> <li>Create a workplace free from harassment and discrimination</li> <li>Promote a good working environment and healthy workload</li> <li>Offer career development</li> <li>Contribute to sustainable development and circular flows</li> </ul>	<ul style="list-style-type: none"> <li>Develop competence</li> <li>Strengthen well-being and increase engagement</li> <li>Attract new workforce</li> <li>Eliminate workplace accidents</li> <li>Reduce employee turnover</li> <li>Increase understanding of sustainability issues</li> </ul>
<b>OWNERS AND BOARD</b>	<ul style="list-style-type: none"> <li>Board meetings</li> <li>Committee meetings</li> <li>Owner networks</li> <li>Regular dialogue</li> </ul>	<ul style="list-style-type: none"> <li>Provide clear, transparent and regular reporting</li> <li>Ensure financial performance; Comply with applicable laws and regulations</li> <li>Monitor strategic direction</li> </ul>	<ul style="list-style-type: none"> <li>Build trust</li> <li>Demonstrate leadership within ESG</li> <li>Promote organic growth</li> <li>Share knowledge and experience</li> </ul>
<b>FINANCIERS</b>	<ul style="list-style-type: none"> <li>Financial reporting on a monthly, semi-annual and annual basis</li> <li>Regular dialogue</li> </ul>	<ul style="list-style-type: none"> <li>Develop company profitability and ensure timely payments;</li> <li>Deliver reporting in accordance with agreements;</li> <li>Develop and strengthen ESG</li> </ul>	<ul style="list-style-type: none"> <li>Maintain good relationships with financiers</li> <li>Demonstrate leadership within ESG</li> <li>Inform about future development</li> </ul>
<b>SUPPLIERS AND PARTNERS</b>	<ul style="list-style-type: none"> <li>Site visits and audits</li> <li>Surveys</li> <li>Interviews; Regular dialogue</li> </ul>	<ul style="list-style-type: none"> <li>Meet quality requirements and ensure delivery reliability</li> <li>Comply with occupational health and safety requirements and promote diversity</li> <li>Strengthen circular flows and offer sustainable solutions</li> <li>Promote open dialogue and collaboration</li> <li>Increase knowledge about recycling</li> </ul>	<ul style="list-style-type: none"> <li>Ensure economic stability</li> <li>Maintain good working conditions</li> <li>Improve joint processes</li> <li>Comply with the Supplier Code of Conduct</li> </ul>
<b>AUTHORITIES / LEGISLATORS</b>	<ul style="list-style-type: none"> <li>Open dialogue and consultations</li> <li>Notifications and applications</li> <li>Participation in industry organisations</li> <li>Information exchange</li> </ul>	<ul style="list-style-type: none"> <li>Comply with permit conditions, decisions and regulations</li> <li>Maintain open dialogue during supervision</li> <li>Report accidents, incidents and transport of hazardous waste;</li> <li>Submit annual environmental reports</li> <li>Respond to consultations and inform about major changes</li> </ul>	<ul style="list-style-type: none"> <li>Ensure compliance</li> <li>Build trust</li> <li>Promote transparency; Develop Sortera's operations</li> </ul>
<b>LOCAL COMMUNITIES</b>	<ul style="list-style-type: none"> <li>Engagement in local projects</li> <li>Local dialogue</li> <li>Cooperation with universities and higher education institutions</li> </ul>	<ul style="list-style-type: none"> <li>Comply with requirements regarding noise, dust, odour, traffic and littering</li> <li>Contribute to community engagement</li> <li>Contribute to sustainable development</li> </ul>	<ul style="list-style-type: none"> <li>Disseminate information about operations</li> <li>Strengthen Sortera's sustainability efforts</li> <li>Address shared societal challenges</li> </ul>
<b>TRADE UNIONS</b>	<ul style="list-style-type: none"> <li>Cooperation meetings</li> <li>Participation in investigations and risk assessments</li> <li>Safety committee meetings</li> <li>Union negotiations</li> </ul>	<ul style="list-style-type: none"> <li>Comply with collective agreements</li> <li>Ensure a good working environment</li> <li>Cooperate with employees</li> <li>Ensure training for safety representatives</li> </ul>	<ul style="list-style-type: none"> <li>Ensure a safe and sustainable working environment</li> <li>Promote cooperation</li> </ul>

# SATISFIED CUSTOMERS

**We aim to lead our industry and be the circular partner of choice for our customers. Our customers drive our development, and through close collaboration and joint projects we create solutions for sustainable, circular material flows.**

## THE CONSTRUCTION SECTOR'S CLIMATE IMPACT

The construction sector is one of the EU's most resource-intensive industries. It accounts for around 40% of total energy consumption, generates up to 30% of all waste, and causes 36% of the EU's greenhouse gas emissions. The sector plays a decisive role in the transition to a more sustainable society. Improving material efficiency alone could prevent up to 80% of these emissions while also reducing the use of natural resources and energy.

The EU has introduced new regulations to drive the shift to a circular economy. One example is the requirement to prepare at least 70% of non-hazardous construction and demolition waste for reuse or recycling. Waste producers also bear greater responsibility. For many businesses, this means new processes, investments and expertise. We want to be the reliable partner that makes the transition easier and more efficient.

## FROM WASTE TO RESOURCE

We work to help our customers view waste as a resource. Through our services, we help reduce climate impact, increase recycling and create circular flows. This benefits the environment, but also our customers' economy and brand.

### We offer:

- ✓ **Processing of waste and residual products** for safe and pure material flows
- ✓ **Training and advisory services** within sorting and logistics to simplify our customers' work.
- ✓ **Fraction reports and follow-up** that provide insight and support improvements.
- ✓ **Continuous process development** to increase the share being recycled.

By combining knowledge, technology and service, we help our customers achieve their sustainability goals while meeting legal requirements.

## CUSTOMER DIALOGUE THAT DRIVES DEVELOPMENT

We develop our services in close partnership with our customers. We gather feedback through customer visits, direct conversations and satisfaction surveys, and we are available by phone, email and online to respond quickly to questions and complaints.

Complaints are handled by our customer service team and routed to the relevant department for action. We also operate an anonymous whistleblowing channel on our website, supporting transparency and accountability across the business.

## CUSTOMER PORTAL AND DIGITAL SOLUTIONS

The launch of our UK e-commerce platform in 2025 marked an important step towards a more modern, digital customer experience, expanding the ways our customers can interact with us through our online portals.

For our Sortera Recycling customers, this

means a single digital home where they can book services, view pricing and manage their account quickly and easily. They can also access project summaries and reports showing exactly how their waste has been handled, simplifying day-to-day work and saving time.

Together, these tools reinforce our commitment to being a flexible, forward-looking partner that puts modern, accessible service at the heart of the customer relationship.

## CUSTOMER SATISFACTION IN FIGURES AND FUTURE TARGETS

Our goal is to achieve an NPS (Net Promoter Score) of at least 50 by 2030. In 2024, a weighted NPS of 50 was achieved in the operations included.

For 2025, when the Finnish operations were also included in the overall Group value, an NPS score of 53 was achieved. This represents an improvement compared with the previous year. When only considering the operations included in the previous year, the NPS was 49.6, i.e. slightly lower compared with the previous year.

We continue to develop our customer surveys and increase customer satisfaction through improved service, clearer communication and innovative solutions.

SATISFIED CUSTOMERS	2024*	2025	Δ
NPS	50	53	6%

\* 2024 includes only the Swedish operations and the companies Sortera Recycling, Sortera Materials and Sortera Industry. For 2025, the Finnish operations as well as the Swedish Envvytech and BIG BAG are also included.



## INCREASED RECYCLING RATE AT LLS LOGISTICS

LLS Logistics is a London-based construction logistics specialist working with major contractors to ensure efficient site logistics. As projects increase in complexity, the requirements for waste management also increase. This created a need for a solution that not only handled large volumes of different waste streams, but that was also integrated with their existing logistics services.

### THE SOLUTION

Sortera and LLS began their collaboration as early as 2012, and the partnership has developed into a long-term relationship built on flexibility and innovation. We deliver tailored solutions at several of LLS's project sites, where we handle everything from packaging and mixed waste to wood, metal and construction debris, always with a focus on safety and environmental responsibility. To meet LLS's needs, we combined scheduled collections with demand-based services.

We implemented compactors, containers and RoRo solutions adapted to project size and time-lines. In addition, we introduced digital reporting tools that provide full transparency and make it easy to follow up recycling rates and costs. Through close dialogue with site managers and operations teams, we ensure that waste management is always aligned with project activities.

### RESULTS THAT MAKE A DIFFERENCE

The partnership has delivered clear results. Through improved planning and compliance, LLS has been able to reduce downtime and increase recycling performance, which in turn has reduced the amount of waste sent to landfill. Digital reports have created better control and transparency, leading to increased cost efficiency and easier follow-up of targets.

LLS Logistics can now deliver projects safely, on time and within budget, while strengthening its work towards a more circular construction sector.



## EFFICIENT WASTE MANAGEMENT FOR RAKENNUSLIIKE POLTE

When Rakennusliike Polte Oy started a tenant improvement project in the Otaniemi district of Espoo, it was clear that the project required a partner capable of handling both advanced waste management and efficient lifting solutions. To ensure a smooth process, they chose Sortera.

### STRUCTURED ROUTINES ENABLE SOURCE SEPARATION

Sortera was responsible for the project's waste management, recycling and other support services. The close collaboration enabled improved logistics flows and efficient operations.

Through clear guidance and structured routines for source separation, order and control were quickly established in the waste

processes. The collaboration with Rakennusliike Polte Oy and other stakeholders worked seamlessly, making it easy to adapt our efforts in line with the project's development.

### RESULTS THAT CREATE VALUE

Thanks to improved sorting routines, the number of transports could be reduced while the amount of mixed waste was significantly decreased. The result was both cost savings and a higher recycling rate. The customer describes the collaboration as "excellent service that creates added value for everyone involved".

When it comes to waste management and circular services for the construction sector, the customer summarises it clearly: "There is no better partner."



## SUCCESSFUL REMEDIATION OF TEKNOS PAINT FACTORY

When the soil at a paint factory in Vedevåg needed remediation, the paint and surface treatment company Teknos turned to Sortera. More than 100 years of paint production and high levels of solvents in the soil meant that the site was facing a significant environmental challenge.

To enable the area to be reused, safe and controlled remediation was required. This involved managing both complex contamination levels and a time-critical project, while ensuring that environmental considerations remained central.

### A COMPREHENSIVE SOLUTION FOR SAFE REMEDIATION

Sortera took an integrated approach to the assignment and designed a remediation solution adapted to the site's specific condi-

tions. Through selective excavation, continuous sampling and carefully managed transports, we ensured that contaminated materials were handled responsibly and traceably.

The work was carried out in close dialogue with the customer, with both planning and flows adapted to minimise disruption and create full control over project progress.

### RESULTS THAT CREATE NEW OPPORTUNITIES

The remediation was carried out efficiently, safely and in line with regulatory requirements. Contaminated materials were treated correctly, making it possible for the area to be declassified and prepared for future development. Through a structured process and sustainable methods, the project contributed to reduced environmental impact and a land area that can now be given new life.



## ALSTOM ENABLES SUSTAINABLE OFFICE RELOCATION THROUGH REUSE

When Alstom relocated its office from Marievik to new premises in Stockholm, reuse was placed at the centre, demonstrating how the customer itself can enable sustainable change.

Together with Sortera, a project was carried out in which a total of 64 tonnes of furniture and fittings were reused, clear proof that large volumes can be handled resource-efficiently when the customer takes the initiative.

### REUSE AS A GUIDING PRINCIPLE

The project comprised several phases with reuse as the guiding principle. Alstom reused large parts of its existing furniture, sup-

plemented with second-hand furniture from other companies and Sortera's network, and invested in 600 reused computer screens. In the final phase, additional furniture was sold on for reuse.

Alstom's commitment also extended beyond Sweden. Furniture that could not be used was donated to Romania, where it improved environments in schools, hospitals and for vulnerable families – a concrete contribution to social inclusion and improved quality of life.

### CUSTOMER COMMITMENT DELIVERS RESULTS

By taking initiative and focusing on reuse, Alstom has demonstrated that the customer itself can enable both reduced climate impact and societal benefit. It is an inspiring example showing that a sustainable office relocation is fully achievable when the will and commitment are present.



# SUSTAINABILITY MATTERS

OUR FOCUS AREAS WITHIN SUSTAINABILITY



# OUR MATERIALITY ASSESSMENT

**We want to focus on what matters most, and we develop our sustainability strategy together with our key stakeholders. The following section sets out our double materiality assessment and the sustainability issues we have identified as material.**

Sortera follows developments under the EU's Corporate Sustainability Reporting Directive (CSRD) and the guidance issued by EFRAG. Although we are not yet subject to CSRD requirements, we use these frameworks to ensure transparency and relevance in our reporting, reflecting both our own ambitions and the rising expectations of our stakeholders.

A double materiality assessment (DMA) sits at the heart of CSRD. Through this assessment, we identify our material impacts, risks and opportunities, considering both Sortera's impact on the environment and people and the financial impact that sustainability issues may have on the business.

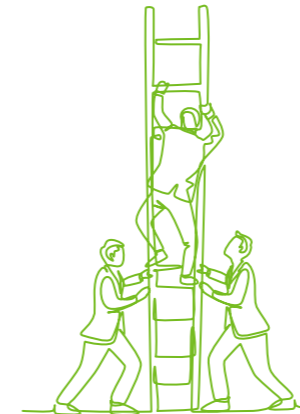
We carried out our first DMA in 2023, in line with the CSRD requirements then in force. We updated it in 2024, and a minor review in 2025 confirmed that the previous results remain valid.

Several departments contribute to the assessment, mapping our actual and potential positive and negative impacts alongside risks and opportunities. Through this process, the material sustainability topics to be reported on are determined. Impacts are assessed on scale and scope, with remediability also considered for negative impacts and probability for positive ones. Risks and opportunities are assessed on probability and scope. This work is integrated with Sortera's risk management system, which is built on regular reviews and risk assessments across the business. Risks are assessed based on their probability that the risk occur and the magnitude of the consequences if the risk does occur.

The assessment draws on multiple stakeholder groups across our value chain and a range of other sources. Internal stakeholders, including employees and owners, have

been involved throughout to inform and validate the analysis. Where appropriate, internal teams have also acted as proxies for external stakeholder groups, including customers, suppliers and affected communities. Read more about our stakeholder dialogues on [page 14](#).

Sortera's management team and Board of Directors review the assessment and its priorities regularly, with formal confirmation each year. A more comprehensive review is triggered by significant change, such as major acquisitions or divestments, entry into new business areas or expansion into new markets.



Unloading of a skip in Eriksberg, Gothenburg

PREPARATION	IDENTIFICATION	ASSESSMENT	SIGN-OFF AND REPORTING
<ul style="list-style-type: none"> <li>Expanded mapping of Sortera's value chain and business model</li> <li>Stakeholder dialogues</li> <li>Review of management systems and other processes</li> </ul>	<ul style="list-style-type: none"> <li>Identification of actual and potential positive and negative impacts</li> <li>Identification of sustainability-related risks and opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Impacts assessed based on scale, scope, remediability and probability</li> <li>Risks and opportunities assessed based on their probability and scope</li> </ul>	<ul style="list-style-type: none"> <li>Review of material topics by the Board and management</li> <li>Reporting of material topics</li> </ul>

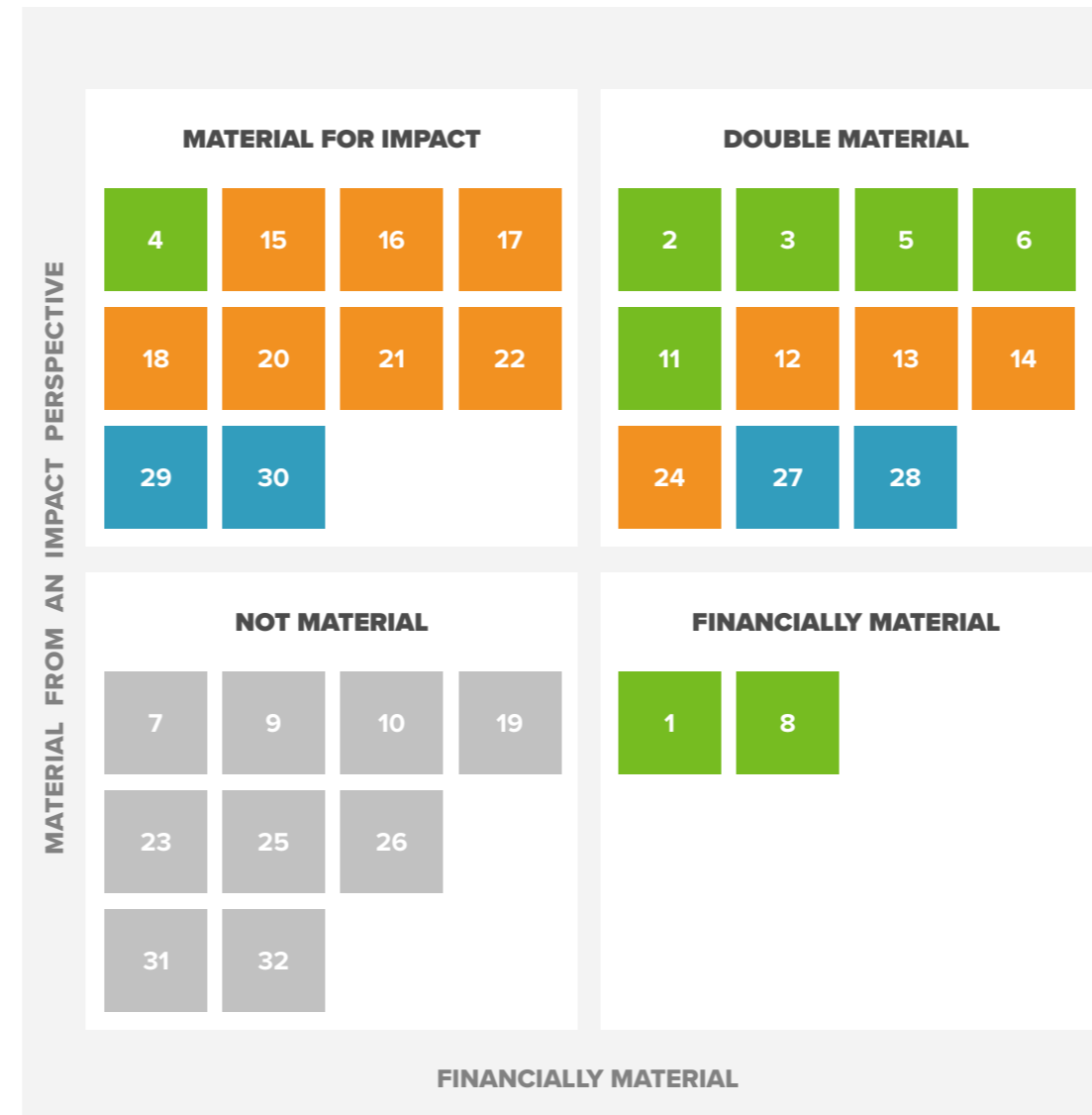


Employees at Sortera's facility in Torslanda

### OUR MATERIAL SUSTAINABILITY TOPICS

The double materiality assessment resulted in a number of material sustainability matters that are either material from a financial perspective or from an impact perspective, or from both perspectives. These matters form the basis for the reporting for 2025.

Non-material topics are not included in our reporting. Some of our most important matters include developing the management of waste and residual products towards increased material recycling and reuse, health and safety for our employees, reduced climate and environmental impact, and ensuring that the business is governed in a commercially proper manner.



### SUSTAINABILITY MATTERS:

#### E1 CLIMATE CHANGE:

- 1 Climate change adaptation (F)
- 2 Climate change mitigation (F, P)
- 3 Energy (F, P)

#### E2 POLLUTION:

- 4 Pollution of air (P)
- 5 Pollution of water (F, P)
- 6 Remediation of pollution (F, P)

#### E3 WATER:

- 7 Water consumption and withdrawals, water discharges and use of marine resources (I)

#### E4 BIODIVERSITY AND ECOSYSTEMS:

- 8 Invasive species (F)
- 9 Other direct impact factors leading to loss of biodiversity (I)
- 10 Consequences for the status and extent of species and ecosystems, as well as ecosystem services (I)

#### E5 CIRCULAR ECONOMY:

- 11 Resource inflows, outflows & waste management (F, P)

#### S1 OWN WORKFORCE:

- 12 Health and safety (F, P)
- 13 Diversity (F, P)
- 14 Training and skills development (F, P)
- 15 Collective bargaining (P)
- 16 Social dialogue (P)
- 17 Work-life balance (P)
- 18 Measures against violence and harassment (P)
- 19 Other labour-related rights (I)

#### S2 EMPLOYEES IN THE VALUE CHAIN:

- 20 Working conditions (P)

- 21 Equal treatment and equal opportunities (P)
- 22 Forced labour and child labour (P)

#### S3 AFFECTED COMMUNITIES:

- 23 Community and indigenous peoples' rights, e.g. economic, civil and cultural (I)

#### S4 CONSUMERS AND END USERS:

- 24 Responsible marketing (F, P)
- 25 Information-related impacts (I)
- 26 Personal safety (I)

#### G1 RESPONSIBLE BUSINESS:

- 27 Corporate culture (F, P)
- 28 Corruption and bribery (F, P)
- 29 Supplier follow-up (P)
- 30 Protection of whistle-blowers (P)
- 31 Political influence (I)
- 32 Animal welfare (I)

#### EXPLANATION

- F = Financially material
- P = Material from an impact perspective
- I = Not material
- Green square = Environmental topics
- Orange square = Social topics
- Blue square = Responsible business
- Grey square = Areas assessed as non-material



**ESG – ENVIRONMENT**

# CLIMATE CHANGE

## Sortera’s operations can generate potential climate benefits while also contributing to negative climate impacts.

Recycling and reuse improve resource efficiency, while our circular services keep materials in use for longer. Together, these activities could help avoid greenhouse gas emissions. Our most significant climate impacts arise from fuel use in our vehicles and machinery, external transport, and the treatment of the materials and waste we handle.

“  
Our climate targets provide us with a clear direction for reducing emissions and driving the industry towards a more sustainable future. The fact that our targets have now been approved by SBTi gives us even greater credibility and clarity, both internally and externally.”

Lovisa Curman  
Head of Sustainability, Sortera

emission reduction targets are now validated, along with our net-zero target. Our priority will be direct emission reductions, with any residual emissions neutralised through carbon removal to meet our net-zero commitment

### CLIMATE TRANSITION PLAN

During the year, we further developed our climate transition plan, which underpins our work to reduce emissions across the value chain. Our 2023 expansion into UK, part of our wider acquisition strategy, has increased our overall emissions, and the plan now needs to be adapted to the specific conditions in each country where we operate.

Our climate targets sit at the heart of the transition plan. From these, we have identified a set of key decarbonisation levers, the areas where we have significant opportunities to reduce emissions.

### OUR CLIMATE TARGETS

To contribute to a sustainable future, Sortera has set ambitious climate targets in line with the Paris Agreement, covering both the short and long term. By reducing our emissions across the entire value chain, we are taking responsibility for our impact and driving progress towards our 2045 commitment of net-zero greenhouse gas emissions. During the year, we prepared and submitted our climate targets for validation by the Science Based Targets initiative (SBTi). Both our near-term and long-term science-based

### These key decarbonisation levers are:

- ✓ Fuel use in our own operations
- ✓ External transport
- ✓ Waste and residual material management
- ✓ Circular material flows
- ✓ Procurement and supplier collaboration

Our climate targets are clearly focused on reducing our greenhouse gas emissions throughout the entire value chain, with particular emphasis on our own operations and the indirect emissions related to transport and material handling.

Compared with the base year 2022, we have already achieved a significant reduction in our direct emissions (–24% by 2025). Between 2024 and 2025, our direct emissions decreased (by 6%). This development demonstrates that we are on the right path towards our long-term targets for 2030 and 2045.

Our value chain emissions are strongly linked to the amount of waste and residual materials we handle. Our emissions have decreased by 28% between 2024 and 2025. This decrease is primarily due to changes in legislation in UK, which has led to significantly less waste being sent to landfill. Since our base year 2022, emissions have decreased by 34%, which means that we have reached our short-term target of a 25% reduction. However, if we only including categories in our 2030 target, emissions have decreased by 31%. If we exclude the category related to waste management linked to landfill (3.5), emissions have only decreased by 10% and we will therefore continue to work to achieve emission reductions in our value chain in line with our long-term target.

Through our efforts within our climate transition plan, we hope to be able to further reduce our own and our value chain's emissions. Over the past year, we have continued the implementation work on our climate transition plan, including monthly fuel monitoring, evaluation of electrification opportunities, and continued business development within circularity. We have also

#### SHORT-TERM TARGETS TO 2030

- ✓ Reduce absolute Scope 1 and 2 greenhouse gas emissions 42% by 2030 from a 2022 base year.\*
- ✓ Reduce absolute Scope 3 greenhouse gas emissions 25% by 2030 from a 2022 base year.\*\*

#### LONG-TERM TARGETS TO 2045

- ✓ Reduce absolute Scope 1, 2 and 3 greenhouse gas emissions 90% by 2045 from a 2022 base year.\*\*
- ✓ Achieve net-zero greenhouse gas emissions across the value chain by 2045.

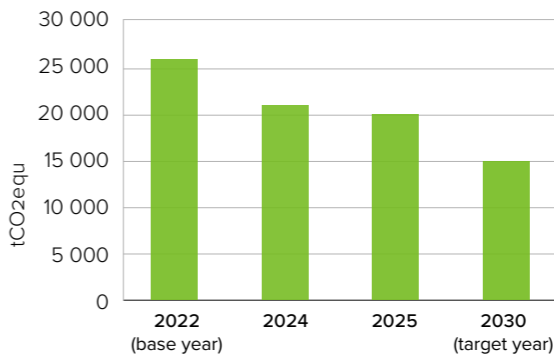
\* The targets include land-related emissions and removals from biogenic sources.  
\*\* Scope 3 includes purchased goods and services, capital goods, fuel- and energy-related activities, upstream transport and distribution, waste generated in operations, downstream transport and distribution, end-of-life treatment of sold products, and downstream leased assets.

involved managers and employees within the company to understand what is practical and economically viable in the short term. We have also sought various forms of support to accelerate the transition.

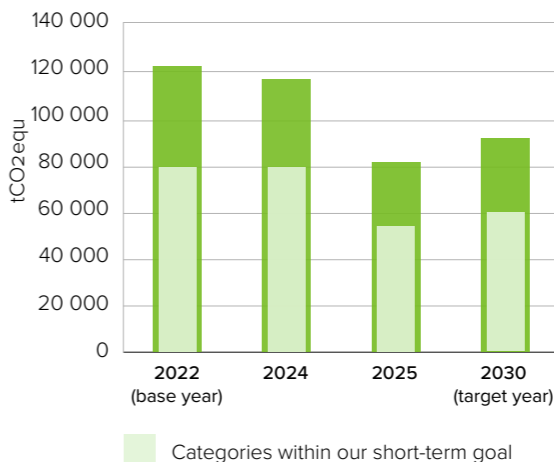
### EFFICIENT TRANSPORT AND EFFICIENT FACILITIES

The greatest direct climate impact from Sortera’s own operations comes from our

EMISSIONS VALUE CHAIN, SCOPE 1+2



EMISSIONS VALUE CHAIN, SCOPE 3



trucks and machinery. Approximately 70% of our total fuel consumption relates to transport and 30% to operations at our facilities. We therefore focus on high environmental standards for our vehicles and on increasing the share of renewable fuels in order to reduce our impact in the short term.

Renewable fuels such as HVO are not the only solution for the transition to fossil-free transport. To achieve long-term sustainability, other vehicle types, such as biogas trucks and electrified trucks and machinery, must also be part of the future transport system. We also work with efficient logistics planning and train our drivers in eco-driving to promote fuel-efficient and sustainable driving.

In 2025, we initiated more regular monitoring of fuel consumption and emissions linked to >>

### ABOUT THE SCIENCE-BASED TARGETS INITIATIVE

The Science Based Targets initiative (SBTi) was founded as a collaboration between CDP, United Nations Global Compact, We Mean Business Coalition, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). It is a global framework that enables companies to set emissions reduction targets in line with the latest climate science. The aim is to limit global warming to 1.5°C in accordance with the Paris Agreement.

our fuel consumption. By continuously collecting and analysing data, we gain a better understanding of our progress towards our climate targets, which enables more targeted measures to reduce our environmental impact. During 2025, fuel consumption across our entire business decreased slightly, mainly due to market conditions.

In UK, a new fuel monitoring system has been implemented throughout operations, enabling

improved continuous monitoring. This has resulted in greater transparency and enabled efficiencies in usage, providing a concrete example of how data-driven monitoring can contribute to more efficient use and reduced climate emissions.

In 2020, we set several targets related to our greenhouse gas emissions, including that all transport using our own vehicles should be fossil-free by 2025 and that all our purchased

electricity by 2025 should be fossil-free. These targets were set with the Swedish operations in mind, and unfortunately, we have not achieved either target. Our acquisitions in UK and Finland, as well as changing market conditions, have meant we did not reach these targets. Currently, our own transports in Sweden are 73% fossil-free, and 34% fossil-free across the entire group. Our electricity usage is 94% fossil-free in Sweden and 75% across the group. We continue to work towards our long-term climate targets for 2030 and 2045, focusing on both our electricity consumption and increasing the use of fossil-free fuels across our fleet.

### CLIMATE IMPACT IN THE VALUE CHAIN

We screened our Scope 3 emissions in 2024 and refined the assessment in 2025, with a particular focus on data quality for waste handling and external transport. The screening covered our services, our industry, and the countries where we operate. Our largest downstream emissions arise from the transport and treatment of waste and residual materials by external partners.

### CLIMATE IMPACT

Scope 1 greenhouse gas emissions	Base year 2022 (retrospective)	Comparative 2024*	Current 2025	Δ
Gross Scope 1 greenhouse gas emissions (tCO2e)	25 480	20 292	19 158	-6%
<b>Scope 2 greenhouse gas emissions</b>				
Gross location-based Scope 2 greenhouse gas emissions (tCO2e)	382	361	221	-39%
Gross market-based Scope 2 greenhouse gas emissions (tCO2e)	538	711	663	- 7%
<b>Significant Scope 3 greenhouse gas emissions*</b>				
Total gross indirect Scope 3 emissions (tCO2e)	122 467	113 497	81 219	-28%
1 Purchased goods and services	6 159	5 991	5 489	-8%
2 Capital goods	2 428	1 902	1 977	4%
3 Fuel and energy-related activities (not included in scope 1 or scope 2)	7 119	6 888	5 883	-15%
4 Upstream transportation and distribution	10 679	11 012	10 451	- 5%
5 Waste managed by the operation	53 094	53 087	30 616	-42%
6 Business travel	382	216	319	48%
7 Employee commuting	1 883	1 813	1 604	-12%
9 Downstream transportation	1 743	1 311	1 150	-12%
10 Processing of sold products	33 417	26 372	18 565	-30%
11 Use of sold products	5 437	4 730	4 784	1%
12 End-of-life treatment of sold products	4,4	4,7	5,2	10%
13 Downstream leased assets	122	170	375	121%
<b>Total greenhouse gas emissions</b>				
Total greenhouse gas emissions (location-based) (tCO2e)	148 329	134 150	100 597	-25%
Total greenhouse gas emissions (market-based) (tCO2e)	148 485	134 500	101 039	-25%

\* Compared to the Sustainability Report 2024, all emission figures for 2024 have been updated to take into account acquisitions carried out at the beginning of 2025.

### GREENHOUSE GAS INTENSITY PER NET REVENUE

	2024	2025	Δ
Total greenhouse gas emissions (location-based) per net revenue (tCO2e/SEK)	0,041	0,031	-25%
Total greenhouse gas emissions (market-based) per net revenue	0,041	0,031	-25%

### FUEL CONSUMPTION

	2024	2025	Δ
Liquid fuel (litre)	9 852 396	9 661 077	-2%
Natural gas (kg)*	148 675	222 843	50%

\* During the year, several gas-powered heavy trucks have been added, which has contributed to the increased use of biogas.

### VEHICLE FLEET (NUMBER)

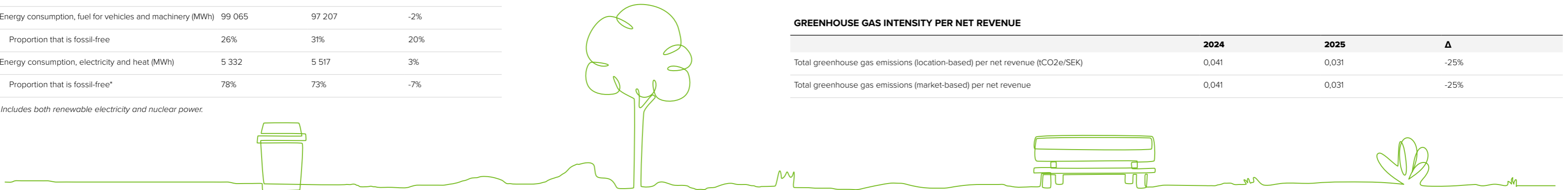
	2024*	2025
Number of heavy trucks	442	447
Number of light trucks/service vehicles	115	142
Number of passenger cars/company cars	141	140

\* The number of heavy trucks as well as light trucks/service vehicles has been adjusted for 2024 to include all operations in the UK.

### ENERGY CONSUMPTION AND MIX

	2024	2025	Δ
Total energy consumption (MWh)	104 397	102 724	-2%
Energy consumption, fuel for vehicles and machinery (MWh)	99 065	97 207	-2%
Proportion that is fossil-free	26%	31%	20%
Energy consumption, electricity and heat (MWh)	5 332	5 517	3%
Proportion that is fossil-free*	78%	73%	-7%

\* Includes both renewable electricity and nuclear power.



**BIOGENIC EMISSIONS AND EMISSIONS FROM WASTE INCINERATION**

Biogenic emissions arise mainly from the combustion of organic material such as wood waste, and from biofuels used in our vehicles and machinery. They differ from fossil emissions because they are part of the natural carbon cycle. In 2025, our biogenic emissions totalled 458,465 tCO<sub>2</sub>e, mainly from the incineration of wood waste.

Some emissions fall outside the GHG Protocol's system boundaries, including those from waste incineration used to produce electricity and district heating. Under the GHG Protocol, these emissions are allocated to the resulting product (such as district heating) rather than to the waste producer. To give a transparent and complete picture of our climate impact, we report them separately. In 2025, emissions from Sortera's waste sent to energy recovery totalled 102,578 tCO<sub>2</sub>e (2024: 83,534 tCO<sub>2</sub>e).

**CLIMATE RISKS AND OPPORTUNITIES**

To better understand how our operations may be affected by climate change and its consequences, we conducted a climate risk analysis during 2024. The analysis covered both our own operations and the entire value chain, from suppliers to customers. It identified both physical climate-related risks, such

as increased fire risk at our facilities due to rising temperatures, and transition-related factors such as changing customer behaviour and carbon pricing. Potential opportunities related to climate change were also assessed.

To assess transition risks and opportunities, we used the International Energy Agency's Net Zero Emissions by 2050 scenario (IEA NZE 2050), which is aligned with the Paris Agreement to limit global warming to 1.5°C. To identify physical climate risks, we applied a high-emissions scenario from the IPCC (SSP3-7.0), which describes increased climate-related impacts affecting both operations and the value chain.

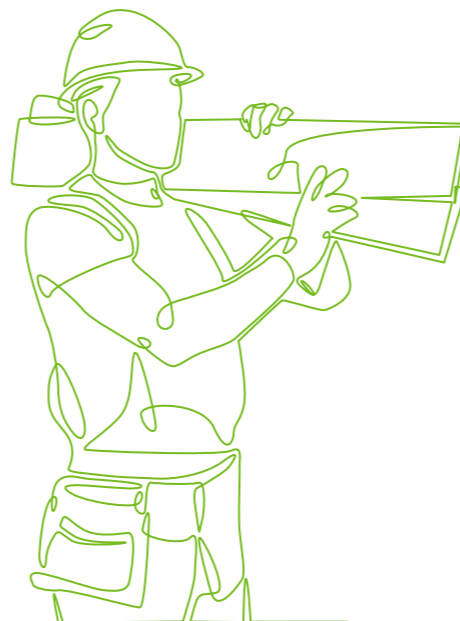
During the year, we continued to work specifically with our most relevant transition risks to further understand how our industry may be affected going forward. In the coming years, we will continue to use the results of the climate risk analysis to integrate these insights into our business development and strategic planning.

**CLIMATE BENEFITS THROUGH REUSE AND INCREASED RESOURCE EFFICIENCY**

The climate benefits that Sortera can contribute to arise partly from enabling increased material recycling, but primarily from reuse. Reuse is a central component of the transi-

tion towards a sustainable society, as giving materials a second life reduces the need for new resources and can result in reduced or avoided carbon emissions. Sortera has long worked to increase recycling and is now further strengthening its focus on reuse, particularly within construction materials and office furnishings. There we support our customers through the entire process, from inventory to recycling of what cannot be reused.

When reuse is not possible, efficient recycling becomes crucial. Sortera simplifies the recycling process through proactive solutions and technical systems. Increased recycling reduces emissions from primary raw material production. The climate benefits vary depending on the waste fraction, but our work begins with the customer and ends at our production facilities, where we ensure that each fraction is utilised in the most climate-efficient way possible.



**OWN EMISSIONS**

	2024	2025	Δ
Scope 1+2 (tCO <sub>2</sub> e)	6 620	7 255	10%
Scope 3 (tCO <sub>2</sub> e)	446 083	451 210	1%

# CIRCULAR ECONOMY AND RESOURCE USE

The circular economy shapes our daily operations, our partnerships with customers upstream and downstream, and our investments in innovation and development.



A cornerstone of Sortera's strategy is to drive the shift to a more circular economy, particularly in the construction and civil engineering sectors. Economic growth has traditionally led to greater consumption of natural resources and rising volumes of waste, known as the linear economy. A circular economy uses resources more efficiently through reuse and material recycling, while reducing hazardous substances and harm to health. At Sortera, we manage waste following the established waste hierarchy: the higher up the hierarchy waste is handled, the better the outcome for the environment. Complex material flows and large volumes of waste and residuals from many different sources make this work challenging. Our ambition is to keep improving how we work, moving waste further up the hierarchy and supporting a more resource-efficient, circular society.

## WASTE AND RESIDUAL MATERIALS WE MANAGE

In 2025, Sortera managed approximately 2.4 million tonnes of waste and residual materials from customers in the construction and civil engineering sectors. Around 60% of this volume consisted of heavy masses such as soil and inert materials. Of the total handled during the year, 16% went to material recycling, 54% was used for construction purposes, 20% to energy recovery and 9% to landfill. Compared with the previous year, the share sent to landfill fell from 19%, while the volume used for construction rose from 45%. In 2020, we set a target to double the volume of material-recy-

TOTAL DISPOSED QUANTITIES OF WASTE (KTONNE)

	2024	2025	Δ
Total amount of waste disposed of*	2 332	2 383	2%
Of which material recycling (kTonnes)	427 (18%)	379 (16%)	-11%

\* Volumes vary between years depending on the size and nature of projects and reflect the scale of our operations. Year-to-year comparisons should therefore be interpreted in the context of Sortera's ability to adapt its operations and treatment methods.

clad waste (measured in tonnes) by 2025, applying to our operations in Sweden and Finland. From a 2020 baseline of 79 kt (4.8% of total volume), the target was around 158 kt by 2025. Our 2025 figure was 61 kt (3.4% of total volume), meaning we did not meet the target. We will assess and set new circular targets in the coming years, alongside the work in our climate transition plan.

## REUSE FOR OUR CUSTOMERS

In 2025, we continued our focus on increasing reuse in the construction sector. Our ReUse service covers the full process, from inventory and planning through to reuse itself, with Sortera taking end-to-end responsibility and using digital tools to streamline operations and give customers a clear view of material flows.

Beyond construction, Sortera ReUse has delivered successful projects in office spaces, hotel interiors and IT equipment, with the goal of maximising reuse and creating value for our customers. As part of our wider sustainability work, we also support charitable initiatives by donating furnishings and interior items to organisations in Sweden and internationally, always in consultation with our customers. Materials that cannot be reused are processed for recycling at our own

production facilities, contributing to a more sustainable, circular use of resources.

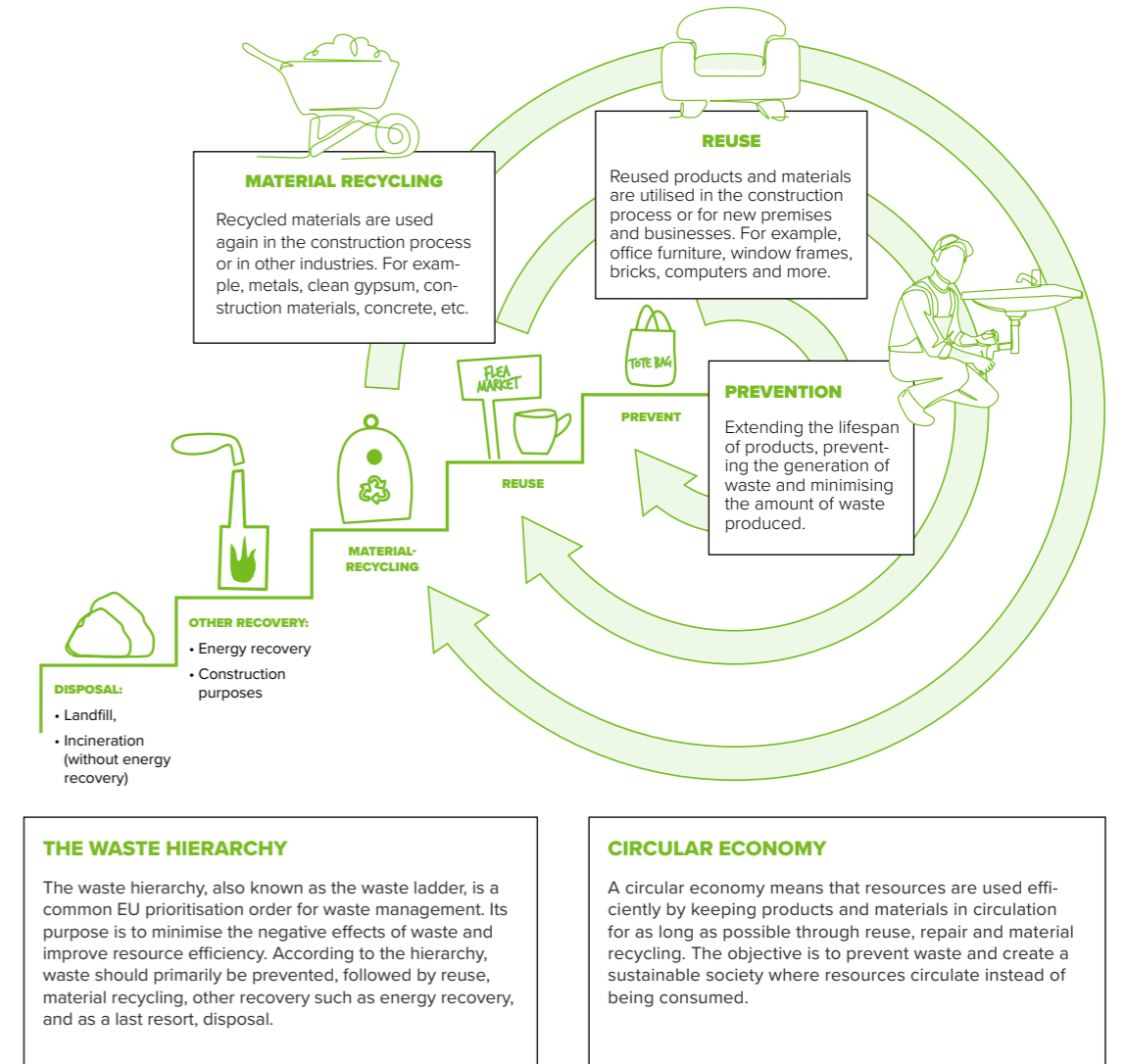
In 2025, our ReUse projects helped customers reuse 366 tonnes of furniture, interior items and other equipment. This is encouraging progress, and we will continue to invest in expanding and improving our reuse services in the coming years, so that more resources can circulate and find new users

## PRODUCTIFICATION

Sortera continuously explores opportunities to create products from the waste and residual materials received at our facilities. This is done by evaluating new technologies for processing incoming fractions and by working closely with customers to identify practical applications for the resulting products. Examples include the continued sale of recycled aggregate products and recycled concrete developed within Sortera Materials.

Stone materials are processed by crushing and screening at our facilities to achieve the desired size and distribution. Product performance is declared and CE-marked in accordance with the European standard SS-EN 12424. The products are risk-assessed with regard to health and environmental impact, and their content is continuously monitored during the production process.

Similar productification activities are also carried out in UK at our processing site in Tottenham, where secondary aggregates are produced in line with the WRAP Quality Protocol and classified for reuse in construction projects. The material is tested and then classified for reuse in construction and civil



engineering works, for example for roads, access roads, piling and as construction material.

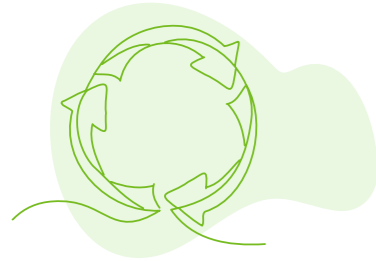
## HAZARDOUS WASTE

Building circular material flows also requires identifying and handling hazardous waste safely. This is essential to protect human health and the environment, and to ensure that materials emerging from recycling are safe for

reuse. The collection and handling of hazardous waste are governed by strict legislation, with all handling reported to the relevant authorities.

Some hazardous waste, such as materials containing asbestos, must be sent to landfill. Other hazardous waste may be incinerated, with or without energy recovery, used as construction material at hazardous waste landfill sites, or material-recycled following appropriate treatment.

At Sortera, we handle all hazardous waste under our applicable permits and the relevant legislation. We support our customers with their regulatory reporting, and we ensure that the materials we receive are properly classified and routed downstream for specialist treatment by qualified partners.



**CIRCULARITY IN OUR BUSINESS AREAS**

Sortera's environmental services contribute directly to more circular material flows. In recent years, we have seen growing interest in circularity from customers, business partners and authorities, a trend we welcome. Stricter requirements for waste handling and traceability, including expectations around how waste is recycled and where it goes, are an important driver in moving the value chain higher up the waste hierarchy and creating more circular material flows.

Building a circular economy and sustainable operations across the value chain comes with real challenges. These include managing complex material flows, fluctuating volumes of waste and residuals from many different sources, and varying contamination levels that affect how materials can be handled.

Circularity is embedded across both our business areas, Sortera Recycling and Sortera Materials.

**SORTERA RECYCLING**

**The business area Sortera Recycling offers services in recycling, reuse, remediation, and maintenance.**

Recycling services are available in our three countries of operation. Waste and residual products that arrive at our facilities are sorted into several fractions. Depending on the fraction, the waste is treated in different ways, which also varies between our different countries of operation. For example, metal and gypsum can go to material recycling, inert materials can be reused for various construction purposes, and combustible fractions and wood are sent for energy recovery at power plants that produce district heating and electricity.

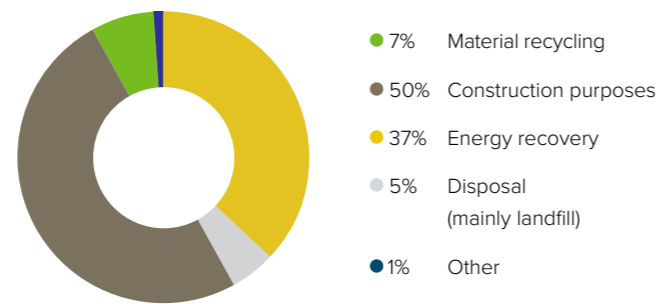
Sortera Recycling also offers remediation and maintenance services for pipes, water, and sew-

age in Sweden. For these services, the waste or residual products collected from customers are transported, using either sludge suction or dry suction trucks, to the correct disposal site. In these cases, we usually do not own the waste but act solely as a transporter.

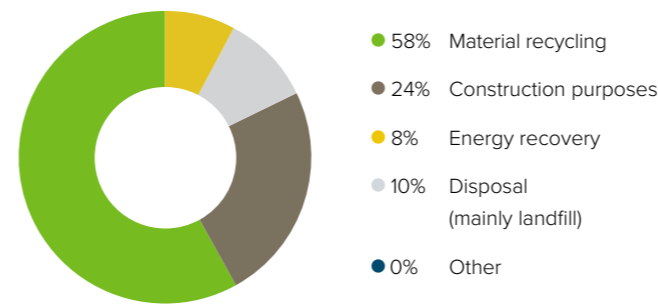
Sortera Recycling uses and sells builder bags in Sweden and Finland. Our ambition is to create a circular flow for these bags or find new uses for recycled plastic of the same high quality. During 2025, Sortera Recycling continued to work with our partners on recycling the plastic that our builder bags are made of. At our facilities, the bags are emptied and baled, and then washed and ground into plastic granules by our partner. The finished material can be used in new plastic products. We continue to improve recycling and support the EU's Action Plan for Circular Economy, which aims to increase circularity and demand for recycled plastic.



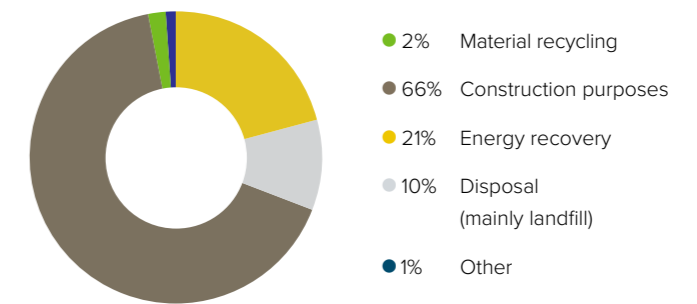
**WASTE DISTRIBUTION 2025**  
SORTERA RECYCLING - SWEDEN & FINLAND



**WASTE DISTRIBUTION 2025**  
SORTERA RECYCLING - GREAT BRITAIN



**WASTE DISTRIBUTION 2025**  
SORTERA MATERIALS



**SORTERA MATERIALS**

**Sortera Materials offers services in the handling of aggregates and soils, as well as water treatment.**

Our services in Sortera Materials cover everything from early-stage feasibility studies through to the remediation and restoration of land for future use. In 2025, we received more than 1.4 million tonnes of various fractions at our facilities, including excavated soil, concrete, asphalt, wood, garden waste and construction and demolition waste. These fractions are sorted and processed at our sites before being routed for the right downstream treatment.

We bring extensive expertise to remediation projects of all kinds. Our work includes excavation, sorting and crushing, as well as

sampling and classification of contaminated soil, water and masses. We also supply construction materials such as soil, crushed stone and gravel, and sell recycled CE-marked stone (to European standard SS-EN 13242) and recycled concrete aggregate. Sortera Materials operates internationally too, with both export and import of waste and residual fractions.

Through our Envytech brand, we deliver water treatment using mobile units that handle everything from contaminated stormwater and process water to water containing PFAS. While this part of the business is not primarily focused on waste, the treatment processes do produce residuals such as water and sludge. At our site in Gunnilse, we manage contaminated water and sludge from industrial processes, stormwater systems, oil separators and washing facilities.

# POLLUTION

**Our operations result in unavoidable airborne emissions, including nitrogen oxides and particulate matter from heavy transport, as well as particles, dust, and odour from our production facilities.**

However, we actively offset this footprint through our specialised water and soil remediation services. By directly removing pollutants, these services restore environmental health and deliver a tangible benefit to the ecosystem.

## AIR POLLUTION

To mitigate our impact on air quality, we prioritise vehicles that meet the highest European emission standards. Throughout 2025, Sortera continued to invest in our fleet, aiming for 100% of our vehicles to be Euro 6, hybrid, or fully electric by year-end. By the close of 2025, 98% of our combined heavy and light fleet across Sweden, Finland, and UK met this standard, representing an improvement from 96% in 2024. Looking specifically at Sweden and Finland, we achieved 95% compliance. While this falls marginally short of our ambitious target, we remain committed to fully transitioning the fleet as procurement opportunities arise. Furthermore, our operational machinery is maintained at the highest environmental engine classification (Stage V).

## WATER POLLUTION

At our facilities, we manage stormwater that has come into contact with waste. Depending on the waste's composition, this water may contain various substances, posing a potential risk of pollutant spread to local aquatic environments and surrounding soils.

Our permitted facilities operate under locally designed control programmes, which vary by region. Monitoring typically involves the sampling and analysis of outgoing water to ensure established limit values are strictly maintained. Over the past year, we reviewed our data collection processes to help compile a more comprehensive, forward-looking overview of our operations.

We remain fully aligned with local regulations and guidelines. In Sweden, for instance, we continuously improve cleaning routines across all sites to minimise stormwater impact. In UK, preventive measures include hard-surfaced operational areas and the collection of all wastewater in enclosed tanks, which are subsequently emptied by licensed local suppliers. Furthermore, operations at several

facilities across our regions take place under cover. This approach significantly reduces our environmental impact by limiting the spread of airborne particles and decreasing stormwater volumes. We also note that new permits increasingly emphasise indoor handling, particularly to ensure the safe management of highly contaminated fractions.

Beyond our direct operations, we recognise pollution risks across our entire value chain. Upstream, this primarily involves potential emissions from the production and transport of purchased goods. Downstream, there is a risk that the waste and residual materials we process are improperly handled by third parties, potentially leading to further water and soil contamination.

## OUR EFFORTS WITH WATER TREATMENT

Sortera also has a positive impact on pollution through our services in water treatment, soil remediation and landfill capping. These services involve water treatment and excavating contaminated soil on behalf of our customers, thereby actively contributing to reduced levels of pollutants in the environment.

With our modern fleet of mobile water treatment units, operated under the Envytech

brand, we handle everything from contaminated stormwater to PFAS-contaminated water. PFAS (per- and polyfluoroalkyl substances) are a type of pollutant that is increasingly common in our remediation

assignments. This is a growing problem due to their solubility, tendency to spread, and harmful effects on the environment and human health. Not least, several PFAS substances are assessed to be carcinogenic and toxic to reproduction.

Our soil remediation services contribute to the restoration of contaminated land, and in addition we minimise the amount of waste sent to landfill through recycling and the handling of hazardous waste. These services enable us to hand over cleaner water and soil to future generations.

During 2025, Sortera's subsidiary Envytech Solutions AB was awarded the Special Prize of the Year at the Recycling Gala. The award recognises Envytech's work in purifying water from PFAS using mobile water treatment technology. The prize is the result of strong collaboration between our dedicated employees, partners and customers, who together drive development towards cleaner water and a better environment. We regard the award as encouragement to continue developing innovative solutions in water treatment and environmental technology.



The Special Prize of the Year at the Recycling Gala 2025



Envytech – Water treatment at the Göta tunnel, Gothenburg

# WATER AND MARINE RESOURCES

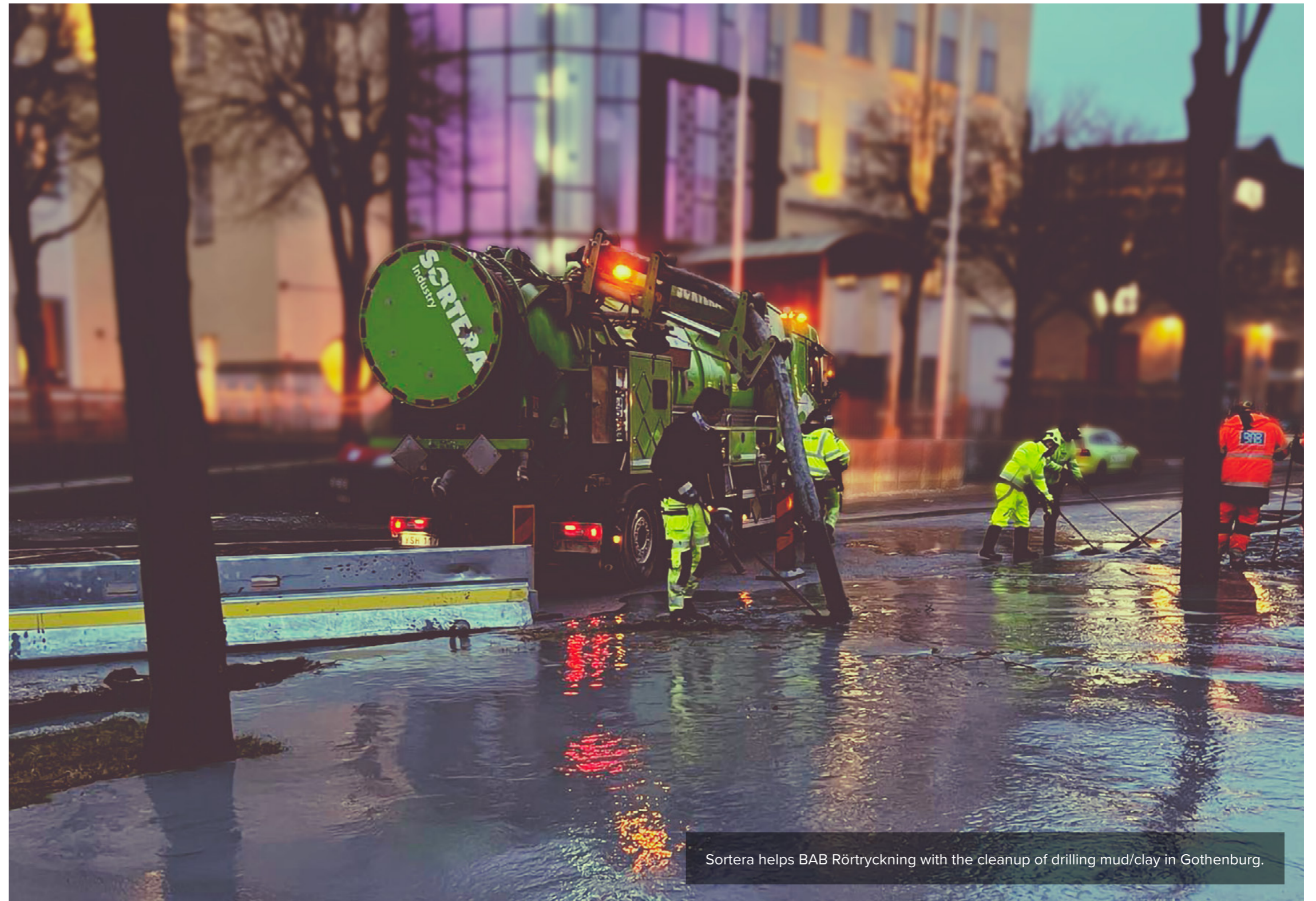
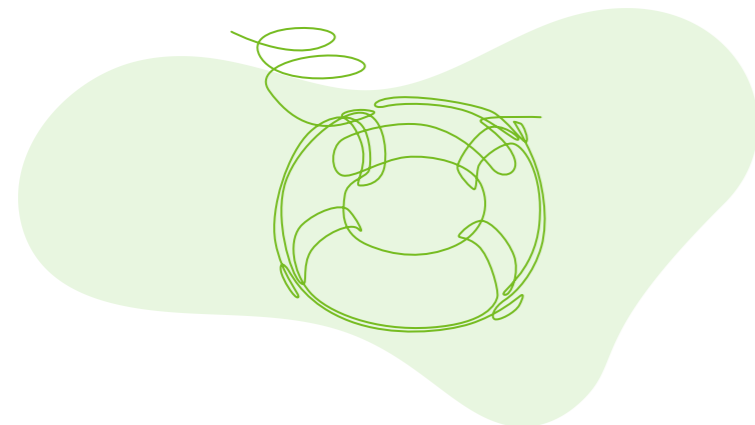
## Water use within Sortera's operations primarily concerns dust control and handling of any fires.

As our water consumption and water discharges are limited, water and marine resources are currently not assessed as a material sustainability matter for Sortera.

In our operations, water is used at our facilities to reduce dust levels and to moisten the waste present at the facilities, with the purpose of reducing fire risk during warmer months. Where possible, rainwater or recycled water is used. In specific cases, particle-free water is required, which means that regular tap water is used. At a limited number of facilities, washing of containers as well as washing of vehicles also occurs. Our offices only use water for sanitary purposes.

Water that is used, or that has fallen as rain on our facilities, is collected. Treated water is also discharged from our facilities; these volumes are monitored within the framework of our permits, and before the water is discharged it has undergone several treatment processes. These volumes and treatment processes differ between facilities.

In our downstream value chain, additional water may be used for the handling and recycling of waste, which is then discharged in accordance with legal requirements. The amount of water used and discharged varies depending on the type of waste, treatment method and local regulations



Sortera helps BAB Rörtryckning with the cleanup of drilling mud/clay in Gothenburg.

# BIODIVERSITY

## Sortera’s operations may have both a direct as well as an indirect impact on various aspects of biodiversity.

Biodiversity is an area that is under development, and Sortera will continue to assess our impact and our opportunities to reduce it.

### INVASIVE SPECIES

Invasive species pose a significant threat to biodiversity. By outcompeting native flora and fauna and altering local ecosystems, they can ultimately drive indigenous species to extinction. Without natural predators to keep them in check, these species thrive and spread rapidly, disrupting natural ecological balances.

These species may occasionally be present in the waste we handle and transport. Rigorous management is crucial to prevent their proliferation, as they can easily spread via seeds, plant fragments, and root systems. This is particularly critical when processing soil, excavation materials, and green waste from parks and gardens.

To mitigate this risk, we implement strict containment protocols. For instance, known invasive plant material is sent directly for incineration rather than being processed at our standard facilities. Any soil or excavation material suspected of contamination is isolated

and transported directly to an approved final recipient. We ensure all transport methods are secure to prevent accidental dispersal, and any equipment that comes into contact with contaminated material is thoroughly decontaminated.

At sites where Sortera provides final reception for this type of waste, we enforce established operational routines to prevent further environmental contamination. This includes burying invasive plant material at specified depths and securing it beneath protective layers. By providing our customers with secure, compliant disposal solutions, we actively prevent the spread of invasive species and protect local biodiversity.

Should invasive species be identified at any of Sortera’s own facilities, we take immediate and continuous action to manage the outbreak and halt further spread.

### OTHER IMPACTS ON BIODIVERSITY

Our operations and associated transport may affect biodiversity in several ways, both directly and indirectly. Nearby natural areas may be directly affected through, for example,

light, noise and odour from our facilities. Indirect impacts arise, among other things, through emissions that pollute air and water, impacts on the climate, and through the way we use resources.

As we are part of a larger value chain, there is also a risk that sensitive areas may be affected, both upstream and downstream in the chain. Upstream, this may involve direct disturbances related to our own operations; downstream, impacts may be amplified through how our waste is managed by recipients, which may further affect biodiversity.

### PROXIMITY TO AREAS WITH SENSITIVE BIODIVERSITY

During 2025, an analysis was conducted of Sortera’s operational impact on biodiversity-sensitive areas. The analysis included a geographical evaluation of our facilities, offices and other locations in relation to, for example, Natura 2000 areas, protected natural areas and World Heritage sites.

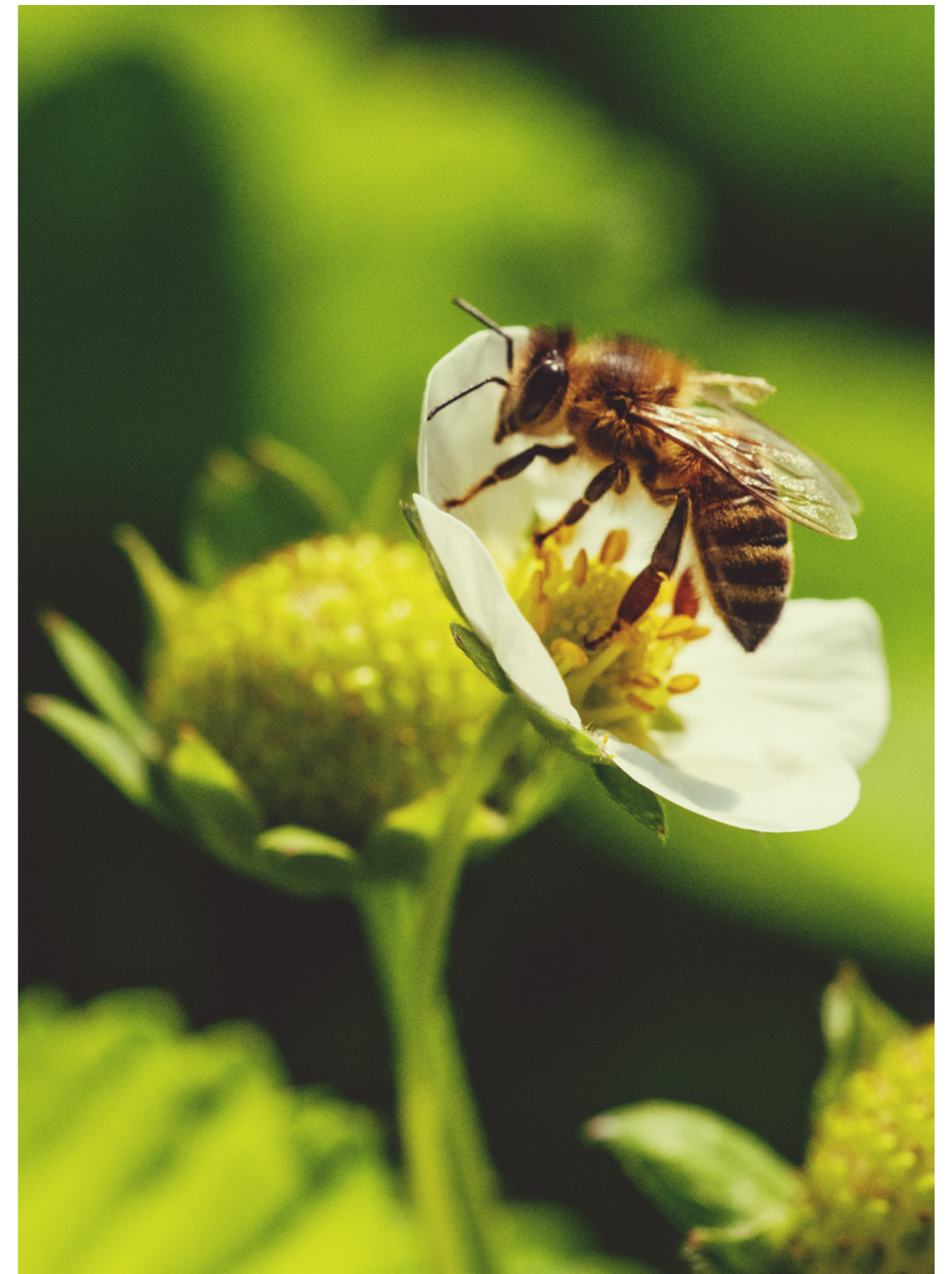
Based on the results of the analysis, we will continue to develop our work related to biodiversity. The analysis shows that we have 15 locations (24%) that are located close to (within 500 metres of) biodiversity-sensitive areas, such as Natura 2000 areas. In some of these areas, threatened species such as the hermit beetle and the freshwater pearl mussel are also present.

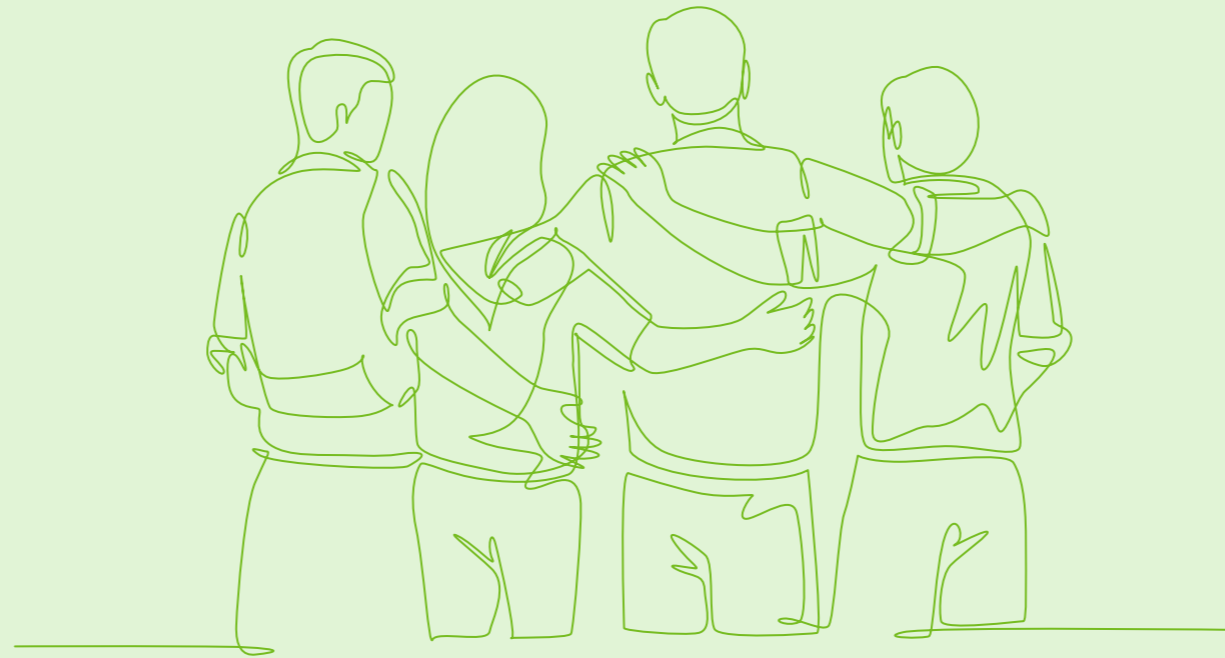
The analysis also included an assessment of whether the site may affect adjacent areas. Office operations are not considered to have a significant impact, whereas our facilities

where waste is handled are considered to potentially have such an impact. However, our facilities are located in existing industrial areas where land has already been claimed.

Our operations are subject to permit or notification requirements and are conducted within the framework of applicable permits. As part of applications for permits or notifications of environmentally hazardous activities, impacts on nearby natural environments are described, including potential effects of the operations and how these effects are managed. The competent authority then assesses the permissibility of the operations and establishes any conditions.

Based on this analysis, we assess that our operations do not have any significant impact that could lead to deteriorated habitats or living environments within the areas where we operate.

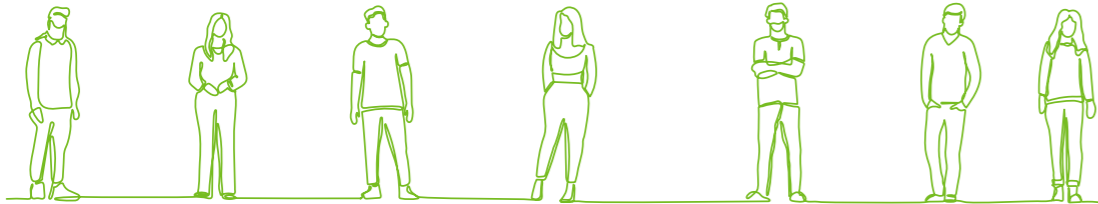




# **ESG – SOCIAL RESPONSIBILITY**

# OUR EMPLOYEES

**Our people are central to Sortera's success. We are deeply committed to ensuring their health, safety, and wellbeing by maintaining a secure and health-focused work environment.**



From drivers and site operatives to project managers and administrative staff, our diverse workforce is the foundation of our business. Delivering premium circular services relies entirely on our employees thriving; therefore, it is vital that they have access to development opportunities and feel empowered to shape their workplace.

Sortera's Code of Conduct constitutes a fundamental cornerstone for how we act in our operations and how we conduct business. The Code provides guidance in day-to-day work and sets the framework for ensuring ethical and correct conduct towards employees, customers and society. In addition to the Code of Conduct, we also have a number of overarching policies and guidelines, as well as routines relating, for example, to remuneration, alcohol and drug misuse, and diversity. Our extensive focus on health and safety ensures that our employees feel well, while at the same time we encourage

curiosity and offer opportunities for training and development in order to maintain a high level of competence within the organisation.

## NEW EMPLOYEES

In all three of our countries, Sortera has attracted and recruited employees by offering a safe and developing workplace with a focus on sustainability and long-term development. The onboarding of new employees is an important part of this process. The level of employee turnover in our industry is generally high, and Sortera has also had employees who have left for various natural reasons. During 2025, total employee turnover amounted to 25% for the Group (23% in 2024). This turnover includes several different reasons for leaving, such as voluntary resignations, discontinued operations, retirements and agreements due to redun-

dancy, but excludes intermittent employees. We work actively with various initiatives and improvements with the aim of reducing employee turnover.

Our operations in UK have continued to further develop their HR system in order to

coordinate HR-related data from the entire business in a simple and structured manner. With support from HR, the business has also implemented improvements to create a more consistent onboarding process across all sites and strengthened recruitment processes during the year.

### NUMBER OF EMPLOYEES AND GENDER DIVERSITY

	2024	2025
Men	818	857
Women	160	181
<b>Total employees*</b>	<b>978</b>	<b>1 037</b>

\* The aggregation of the total includes decimals and hence equals 1 037.

### NUMBER OF EMPLOYEES BY COUNTRY

	2024	2025
Sweden	518	518
Finland	50	62
United Kingdom	410	458
<b>Total employees*</b>	<b>978</b>	<b>1 037</b>

\* The aggregation of the total includes decimals and hence equals 1 037.

### NUMBER OF EMPLOYEES & CONTRACT TYPE (FULL-TIME EQUIVALENTS)

	2024	2025
Number of permanent employees	996	1 057
Men*	828	889
Women*	168	168
Number of temporary employees	0	0
Number of non-guaranteed hours employees	9	19
Men*	8	18
Women*	1	1
<b>Total full-time equivalents</b>	<b>1 005</b>	<b>1 076</b>

\* For all social key figures, none of Sortera's employees have themselves stated any gender other than man or woman.

## EMPLOYEE PROFILE



### Lucy Spires

Account Manager (Sales Team), London, UK

*“I love my job at Sortera because every day I get to see the direct impact of what we do: turning what others see as waste into something with new life and purpose. Working in Construction Waste Management has taught me how powerful small actions can be when they're part of a bigger mission, and it feels good knowing that my efforts help both our customers and the environment. I enjoy being part of a team that's passionate, hardworking, and committed to making a difference, and there's real satisfaction in knowing that our work contributes to a more sustainable future.”*

EMPLOYEE PROFILE



Mahyar Pourheidari

Hazardous waste driver, Stockholm, Sweden

“The best thing about this job is my fantastic colleagues, who are all very helpful and fun to work with. Everyone wants to contribute something and many enjoy helping others. Then there is something that is very important to me, and that is that you contribute a great deal to the planet when you work at Sortera. We take care of so much hazardous waste that might otherwise have ended up in the wrong place and damaged our environment. So it feels really good, and it is a fun aspect of the job, that we contribute so much to our Earth.”

HEALTH AND SAFETY

A cornerstone of strengthening employee health and wellbeing is a proactive approach to safety. For this reason, we work in accordance with a zero-vision for occupational injuries and work-related ill health. Our ambition is that all personnel working for us return home safe after every working day. By continuously improving our occupational health and safety management system, we strive to minimise risks and create a safe and secure workplace.



The majority of occupational health and safety work takes place within the business areas, where department managers work together with employees to create a safe environment. Clear routines, instructions and guidelines are important, and Sortera’s operations in Sweden and UK are certified in accordance with ISO 45001. Systematic occupational health and safety management is also conducted in Finland, where certification is sought. During 2025, a total of 86 accidents were reported within Sortera’s operations (88 in 2024).

To strengthen our safety efforts and minimize workplace accidents, we have set several safety-related targets.

These targets are:

✓ **By 2027:** Achieve an LTIF4 (lost time injury frequency) of less than 7, which is an international metric for accident frequency indicating the number of workplace accidents resulting in at least

four days of absence per million hours worked. For 2025, the LTIF4 is 8.4, which is a slight increase compared to the previous year.

✓ **By 2027:** Have zero (0) work-related accidents caused by insufficient protective equipment and/or incorrectly performed work. In 2025, we can attribute 11 accidents to inadequate protective equipment and/or incorrectly performed work. The ambition is to create and ensure solid routines where carelessness and mistakes are eliminated as much as possible.

PREVENTATIVE SAFETY EFFORTS

Significant efforts are underway to strengthen our proactive health and safety initiatives, aiming to reduce accident rates across the entire Group. A prime example from 2025 is ‘Safety Week’, held in late April across our Swedish operations. Designed to encourage open discussion and reflection on workplace safety and security, the initiative sparked valuable dialogues during morning briefings and site walkarounds. This engagement led to a 100% increase in reported improvement suggestions compared to an average month, and saw 85 employees complete CPR training. Given this collective commitment, Safety Week will become an annual fixture in Sweden.

In UK, we installed the Fire Rover system in 2025. This advanced, round-the-clock mon-

itoring solution enables a rapid response to fire risks, enhancing our ability to protect personnel and assets while minimising operational downtime.

Our safety committees in Sweden continued to mature throughout 2025, driving a unified focus on enhancing the work environment and promoting employee wellbeing. We also maintained our monthly safety newsletter, sharing vital lessons from recent incidents. This transparent approach aims to upskill both staff and management, reinforcing our preventative safety culture. Consequently, we have seen an uptick in proactive incident reporting and timely upgrades to work equipment. Similarly, our Finnish operations strengthened their safety governance by establishing an active safety committee that meets monthly. We also introduced a more

systematic approach to capturing safety observations, actively engaging employees in risk mitigation.

Collaboration with our suppliers and customers remains critical to ensuring a safe working environment. When our teams operate on customer sites, we conduct joint safety inspections and risk assessments.

Across all operations, we utilise robust incident and deviation management systems to systematically investigate and address safety events. High reporting rates for near-misses and risk observations are vital tools for driving continuous improvement. In the UK, we have maintained a dedicated function for the anonymous reporting of workplace risks, and we are actively working to encourage its wider use.

INCIDENTS AND ACCIDENTS

	2024	2025
Proportion of Sortera’s own workforce who are covered by the company’s occupational health and safety system due to legal requirements and/or recognised standards or guidelines.	94%	94%
Number of reported work-related accidents, total	88	86
Accident frequency, total, Group <sup>1</sup>	50.4	45
Number of reported work-related accidents with lost time, LTI, Group	18	19
Lost time accident frequency, LTIF, Group <sup>1</sup>	10.3	10.0
Lost time accident frequency, LTIF-4, Group <sup>1</sup>	8.0	8.4
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).	-	-
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	512

<sup>1</sup> The frequencies are all calculated using 1 000 000 hours.

**SICK LEAVE**

As an additional indicator of health, we continuously monitor sick leave. During 2025, sick leave amounted to 4.9% in Sweden, 3.4% in Finland and 1.5% in UK. Measures to reduce sick leave were implemented during the year and will continue going forward. In Sweden, we have continued to work proactively with health-promoting initiatives and to hold health dialogues with employees who require them. We also actively work to follow up and develop rehabilitation action plans for employees on long-term sick leave.

UK, increased efforts were implemented during the year to reduce sick leave, such as early intervention meetings in cases of repeated short-term absence, improved communication channels for employees on long-term sick leave, regular information meetings on wellbeing and safety, and temporary workplace adjustments where possible. These initiatives help us identify support needs at an earlier stage and reduce absence that could otherwise have been avoided.



**SICK LEAVE**

	2024	2025	Δ
Sick leave Sweden	4.9%	4.9%	0%
Sick leave Finland	6.0%	3.4%	-44%
Sick leave United Kingdom	2.8%	1.5%	-46%

**EMPLOYEE ENGAGEMENT**

Our employees thrive and demonstrate a high level of employee engagement is a fundamental prerequisite for Sortera's day-to-day operations to function. We believe that employees who enjoy their work are motivated to perform better and remain longer, which in turn permeates the stability of the entire organisation and drives it forward.

Sortera Sweden regularly measures engagement and wellbeing through monthly employee surveys. The surveys and their frequency make it possible to capture and develop our workplaces based on how they affect our employees in the short term. Through the surveys, our employees are given the opportunity to anonymously supplement their responses and provide their view of Sortera. Areas that are measured include, among other things, how employees perceive their work situation, job satisfaction, team spirit and leadership. During 2025, the overall employee engagement index in Sweden amounted to 7.6 on a 10-point scale (compared with 7.4 in 2024). Our employees are particularly satisfied with the areas "Team spirit", "Commitment" and "Leadership".

Sortera has a target of reaching an e-NPS of over 25 by 2030. For 2025, an e-NPS of 18 was achieved (15 in 2024), which includes only the Swedish operations.

**DIVERSITY AND INCLUSION**

Inclusion, gender equality and a workplace free from harassment are particularly important for Sortera. By making use of our differ-

ences, we gain access to a broad and varied range of experience, which is valued in our work and our organisation.

Sortera works to create an open and inclusive culture where all employees are treated and met in an equitable manner. Sortera does not accept, and takes seriously, discrimination, bullying and harassment of any kind. Everyone shall be treated equally and with respect regardless of age, gender, ethnicity, religion, political opinion, disability, sexual orientation or transgender identity.

When filling all positions, evaluating work performance, conducting salary reviews, providing competence development and allocating work tasks, an objective assessment of employees' competence and previous performance applies. We also see great value in taking gender equality into account in recruitment and promotion across all areas within Sortera, in order to act as a role model for gender equality and to strive to break traditional gender segregation within occupational groups.



It is the responsibility of every manager to work towards an inclusive culture and a gender-equal workplace. Likewise, every employee has an important role in contributing to a workplace free from abusive treatment and bullying. Support and assistance are available from HR and/or the employee's immediate manager, or through anonymous channels such as our whistleblowing channel.

During 2020, several diversity targets were set, including that by 2025 the proportion of men and women on the Board of Directors would be 50/50. Unfortunately, this target was not achieved given the composition of the Board during the relevant periods. Our diversity work includes, for example, the use of inclusive language in recruitment advertisements and anonymised application processes. During the year, the gender distribution (women/men) was 17/83 among employees, 27/73 among managers and 33/67 within the management team.

**GENDER DISTRIBUTION GROUP MANAGEMENT (NUMBER OF PEOPLE AND %)**

	2024	2025
Group management (EMT+ELT), men*	8 (73%)	6 (67%)
Group management (EMT+ELT), women*	3 (27%)	3 (33%)
Board of directors, men	4 (80%)	4 (80%)
Board of directors, women	1 (20%)	1 (20%)

\* Historical figures for group management have been adjusted to reflect Sortera's extended management team (EMT+ELT).

■ **EMPLOYEE PROFILE**



**Jonna Erfving**

Financial Administration Assistant, Helsinki, Finland

*"I have worked at Sortera for 5.5 years in the invoicing team. Alongside routine tasks, my work includes varied duties, taking part in events and interacting with customers. I enjoy the good atmosphere and shared sense of humour at our workplace. I value Sortera's flexibility and the way employees are appreciated. These things motivate me to keep developing in my work."*

### TRAINING AND SKILLS DEVELOPMENT

We actively pursue initiatives aimed at reducing employee turnover and boosting retention. Central to this is providing comprehensive training and professional development, ensuring our people have a workplace where they can grow both professionally and personally. A large proportion of our workforce undertakes continuous training to maintain critical certifications, such as Certificates of Professional Competence (YKB) and other statutory qualifications. To support our management teams, we hosted a dedicated leadership conference this year, alongside continuous initiatives to embed our leadership model into daily managerial practices. During 2025, a training platform was launched for the operations in UK, making it possible to gather all mandatory and role-specific training in one place. The training platform provides a clear overview of completed training, ensures a consistent introduction for new employees, improves managers' insight into their teams' competences and reduces administrative work. In addition, the platform provides flexibility to introduce new training modules. In the coming years, the platform will be expanded to include, among other things, additional leadership and safety modules.

Work on the Swedish training platform, Sortera Academy, continued during 2025. This platform already includes training in both environmental and occupational health and safety areas. The focus during the year was on legal compliance and safety. Examples include the launch of training in asbestos as a consequence of new legislation, and training in Sortera's Code of Con-

duct for all employees. The training aims to increase the level of knowledge regarding what the Code of Conduct states and to ensure that all staff have equal access to information about their rights and obligations as employees at Sortera.

### COLLECTIVE BARGAINING AND SOCIAL DIALOGUE

All companies in Sweden and Finland within the Sortera Group are covered by collective agreements. Sortera has different collective agreements for its various business areas. Recycling, Materials and Group are affiliated with The Swedish Confederation of Transport Enterprises, and our collective agreements are the Environmental Workers' Agreement (for drivers and personal at our production facilities) and The Swedish Confederation of Transport Enterprises White-Collar Agreement (for officials). Industry is affiliated with the employer organisation Almega and applies Special Services for Decontamination Operators/Relining Personnel and the Service Enterprise Special Services Agree-

ment for white-collar employees. Envytech's collective agreement is the Construction White-Collar Agreement, where The Swedish Construction Federation is our employer organisation. Recycling Finland is affiliated with the Finnish Transport Workers' Union.

In UK, where collective bargaining is not standard practice, we strive to provide employment and working conditions comparable to those found in our collective agreements elsewhere. In 2025, we significantly strengthened employee participation by holding general elections across all UK sites, allowing drivers and yard personnel to elect their own representatives. These representatives now form an employee committee that meets quarterly with management to discuss safety, wellbeing, operational improvements, and other relevant matters. We also maintain continuous open-door access to management and HR, alongside active safety representatives who champion occupational health and safety dialogues. Cooperation between employers and trade unions in Sweden is based on dialogue and participation. The purpose is to

jointly create a sustainable and safe working environment where both the needs of the business and the perspectives of employees are taken into account. Trade union negotiations and cooperation meetings take place continuously at various levels within the company, both formally in accordance with the Co-Determination in the Workplace Act



(MBL) and through recurring cooperation meetings. The dialogue typically concerns issues such as organisational changes, management appointments, salary reviews, occupational health and safety, and various policy and terms-and-conditions issues that affect employees.

During 2025, our dialogues with the trade union parties in Sweden particularly concerned management appointments and organisational changes. We also maintained a continuous focus on jointly creating a safe and secure workplace, including through ongoing dialogue on occupational health and safety and negotiations and cooperation

ahead of the introduction of background checks and drug testing. The aim has been to ensure a safe working environment for all our employees. We strive to conduct dialogue at an early stage and in consensus with our trade union counterparts, which strengthens both trust and the quality of decision-making processes.

Sweden continued to use various private healthcare services, enabling employees to receive qualified support and advice without employer involvement. The services covers a wide spectrum of issues, such as physical and mental health, risky use and co-dependency, providing quick and easy access to professional assistance. Sortera has also continued its collaborations with local health partners to provide employees and managers at different locations with better support in health-related matters.

Family-related leave routines are specific to the countries in which we operate and follow national legislation. All our employees are entitled to take family-related leave.

### COMPENSATION AND SALARIES

Sortera offers full and productive employment with good working conditions for all women and men, with equal pay for work of equal value. Sortera applies remuneration based on applicable collective agreements, which in the majority of cases entails individual and differentiated pay, meaning that salary is determined based on position and performance. Salaries shall not be discriminatory, and the same principles for remuneration shall apply to women and men, as well as to younger and older employees.

As a measure of this, we annually measure the gender pay gap, which for 2025 amounted to 4.9% compared with 10.7% the previous year. The difference compared with the previous year is primarily due to changes in personnel, with more women in qualified white-collar roles.

### WORK-LIFE BALANCE

To encourage a good balance between work and private life, Sortera invests in organising various activities for its employees. At many of our workplaces, a simple breakfast is served every morning in our kitchens. We believe this is a good start of the day and a nice opportunity to greet colleagues. Joint company activities such as sponsored running events and other staff events are other important parameters for creating wellbeing and engagement among employees.

Employee groups are also offered regular health checks. During 2025, Sortera in

COLLECTIVE BARGAINING AGREEMENT/SOCIAL DIALOGUE (COVERAGE, %)		
	2024	2025
<b>Employees in the European Economic Area (EEA), collective bargaining agreements</b>		
Sweden	100%	100%
Finland	100%	100%
<b>Employees – outside the EEA, collective bargaining agreements</b>		
United Kingdom	0%	0%
<b>Worker's representatives (EEA only), social dialogue</b>		
Sweden	100%	100%
Finland	100%	100 %

# SOCIETAL ENGAGEMENT

Sortera makes a difference not only through environmental efforts, but also through initiatives that promote health, safety, inclusion and sustainability. During 2025, we engaged in everything from sustainable sporting events and traffic-safety projects to charity, reuse and social initiatives in several countries.



## HEALTH AND SUSTAINABLE EVENTS

In Sweden, we partner with Marathongruppen to integrate responsible recycling into major sporting events. By managing waste and recycling at iconic races such as the Stockholm Marathon and Tjejmilen, we actively promote the intersection of public health and environmental sustainability. Collectively, these events engage over 200,000 runners annually.



## SOCIAL PROJECTS & TRAFFIC SAFETY

In UK, our mobile exhibition truck serves as a creative hub for community engagement. At Tottenham's Markfield Road Festival, for instance, we hosted watercolour sessions for children to actively support local social inclusion. Furthermore, we strongly champion road safety through our partnership with the Metropolitan Police on the 'Exchanging Places' initiative, alongside providing dedicated cycling proficiency training for London students. We have mirrored these safety efforts in Finland, driving public awareness of occupational and traffic safety through targeted campaigns and social media outreach.

## INCLUSION AND EQUALITY

As part of our work on inclusion and equality, Sortera participated for the fourth consecutive year in the Helsinki Pride festival. By actively showing support for the rights of LGBTQI+ people, we want to contribute to increased openness and inclusion in society.



## REUSE AND FURNITURE THAT MAKES A DIFFERENCE

Through several of our customers, we have donated furniture, screens and equipment to organisations in Sweden, Romania and Ukraine. The donated products have improved school environments, created safer care settings and provided families in vulnerable situations with better living conditions. By reusing quality furniture, we contribute to a circular society and reduced waste.



## ICE HOCKEY WORLD CHAMPIONSHIP – SUSTAINABILITY AT WORLD-CLASS LEVEL

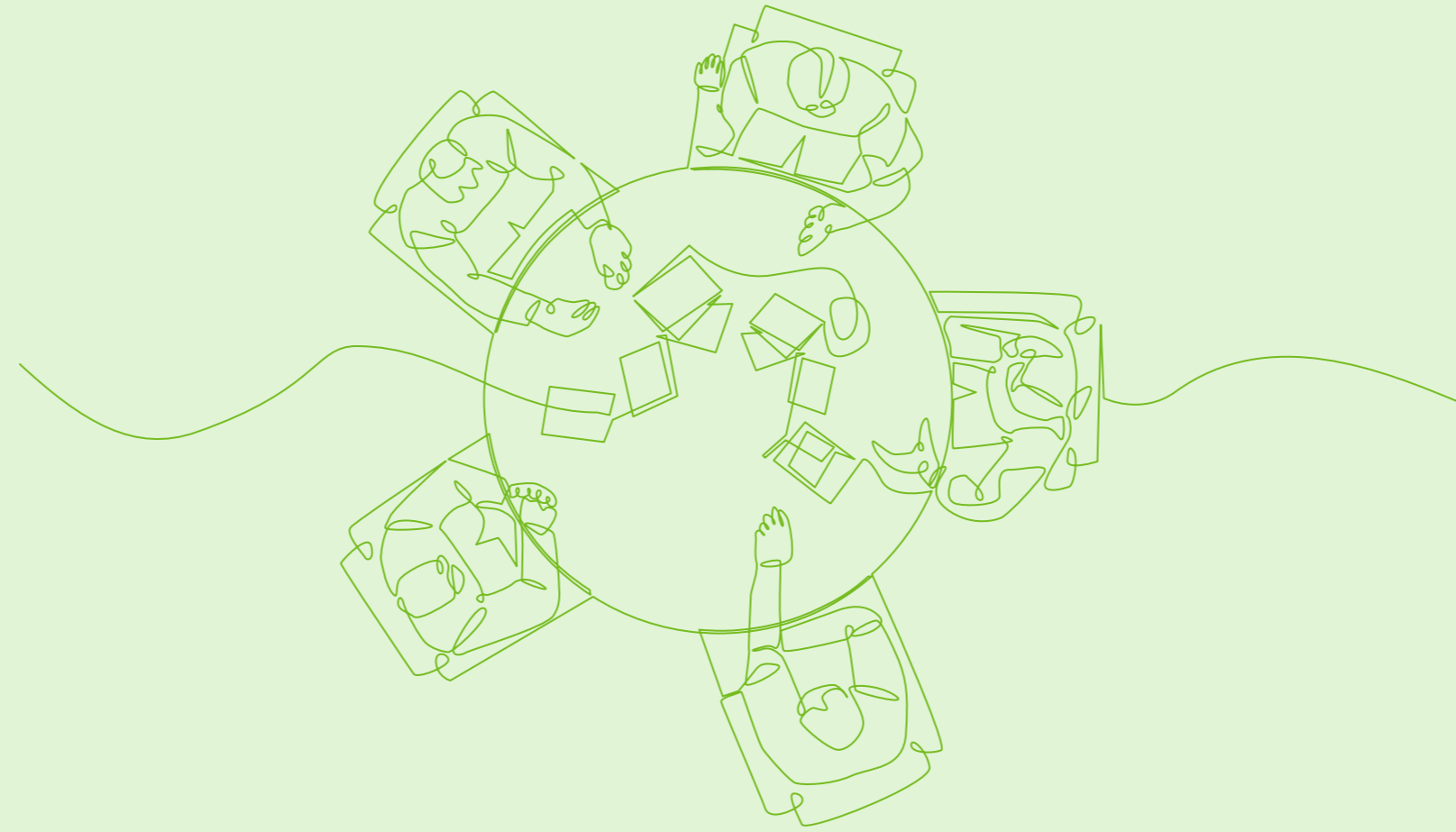
During the IIHF Ice Hockey World Championship in Sweden and Denmark, we worked to create a sustainable event with a high recycling rate. After the championship, approximately 70% of the event's venue dressing was reused in collaboration with the City of Stockholm's Culture Administration and other stakeholders. The textiles will be turned into raincoats and other products, a creative example of circular sustainability.



## CHARITY AND SUPPORT

We engage in initiatives such as 'F\*\*k Cancer Disc Golf' in Finland, which raises funds for young people affected by cancer. Since 2022, we have also collaborated in Finland with the Children's Foundation (Ronald McDonald House) and contributed with transport services for initiatives such as the Christmas Party.





# ESG – GOVERNANCE

# CORPORATE GOVERNANCE

Sortera works for corporate governance that promotes environmental and socio-economic sustainability. We welcome stricter regulations that support a circular economy and strive to improve material flows with consideration for both the environment and society.

## BOARD OF DIRECTORS

Sortera's highest decision-making body is the Annual General Meeting (AGM), which annually elects all members of the Board of Directors to serve until the subsequent AGM. Alongside the Group parent company's Board of Directors, an external operational board operates within the Group structure, whose members are similarly elected by the AGM.

Appointments to the operational board are strictly merit-based, ensuring the inclusion of necessary expertise. When composing the Board, we actively seek diversity across age, gender, geographical origin, education, and professional background.

The Board's remit covers key strategic matters. This includes the appointment of the Chief Executive Officer, approval of the Annual and Sustainability Reports, setting business targets

and plans, overseeing internal controls and risk management, guiding sustainability strategies, evaluating acquisitions, and executing other decisions in accordance with its formal rules of procedure.

## GROUP MANAGEMENT

Group management (Executive Management Team) consists of the CEO, CFO, COO and business area managers. Each business area is led by a Business Area Manager who reports directly to the CEO and is responsible for the performance of the operations and for ensuring that they are conducted in accordance with decisions made by Group management. The Business Area Managers are supported by both their own administrative staff and group-wide shared functions.

The CEO is responsible for human resources,

finance, sustainability and corporate governance matters, as well as contact with the company's stakeholders such as customers, authorities and financial partners. The CEO ensures that the Board receives the information required to make well-founded decisions.

Group management holds regular meetings at which group-wide initiatives, market changes, business area matters, acquisitions and target follow-up are discussed. At least one meeting per year is dedicated to forward-looking strategies.

Group management is further divided into the Extended Leadership Team, consisting of members including the EMT, with additional support from central group functions such as the CIO, Head of HR, Communications Director and Head of Sustainability.

## AUDIT COMMITTEE

The Audit Committee consists of members of the operational Board and external specialists linked to the CFO area. Its tasks include quality assurance of the company's financial reporting, monitoring of internal controls and compliance with sustainability reporting standards. All meetings of the Audit Committee are held together with management from the finance function as well as representatives of the external group auditors, except for budget meetings.

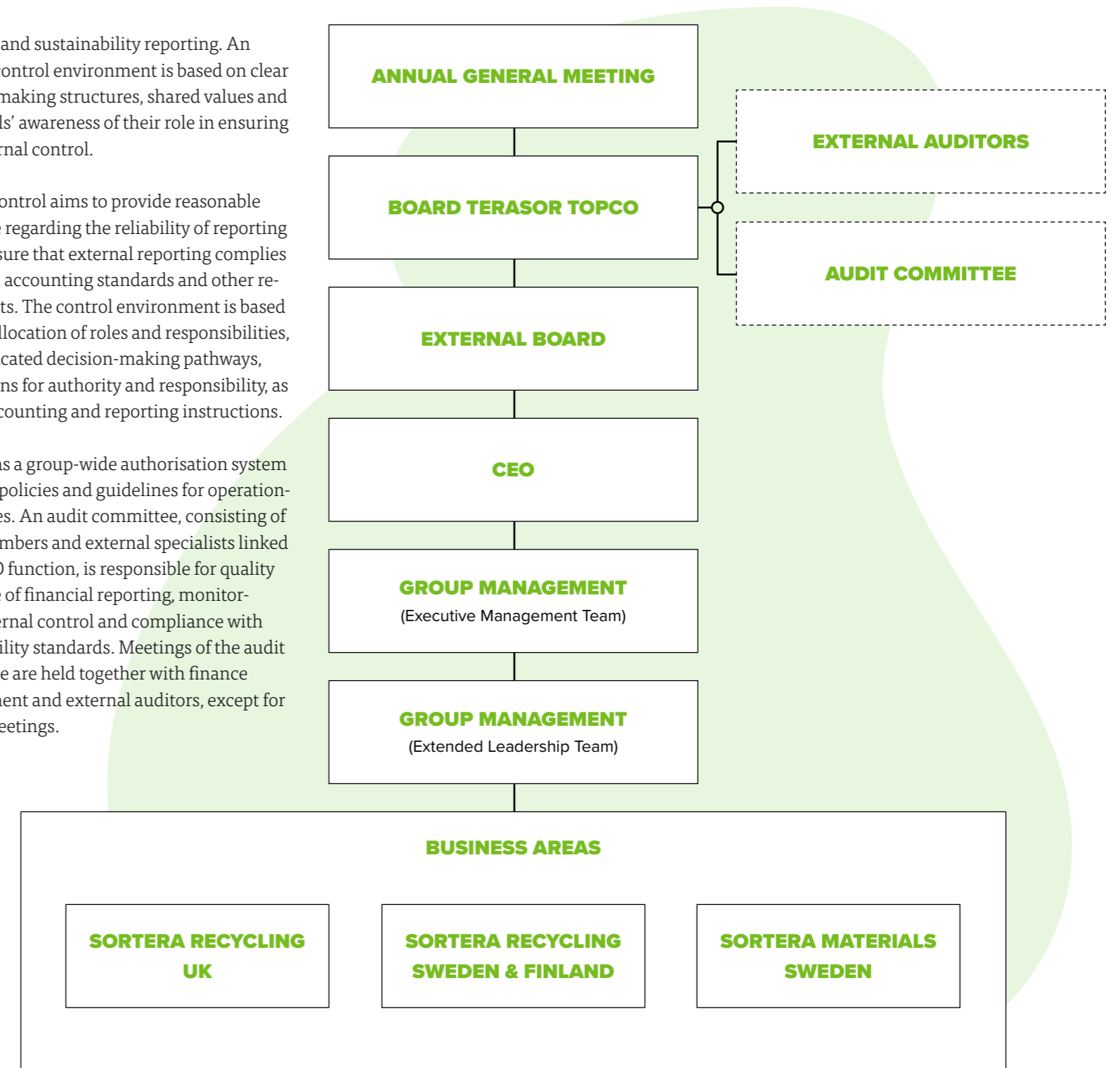
## CONTROL ENVIRONMENT

The operational board is responsible for maintaining a sound internal control environment covering business conduct, financial

reporting and sustainability reporting. An effective control environment is based on clear decision-making structures, shared values and individuals' awareness of their role in ensuring good internal control.

Internal control aims to provide reasonable assurance regarding the reliability of reporting and to ensure that external reporting complies with laws, accounting standards and other requirements. The control environment is based on clear allocation of roles and responsibilities, communicated decision-making pathways, instructions for authority and responsibility, as well as accounting and reporting instructions.

Sortera has a group-wide authorisation system as well as policies and guidelines for operational activities. An audit committee, consisting of Board members and external specialists linked to the CFO function, is responsible for quality assurance of financial reporting, monitoring of internal control and compliance with sustainability standards. Meetings of the audit committee are held together with finance management and external auditors, except for budget meetings.



# RESPONSIBLE BUSINESS CONDUCT

**At Sortera, responsible business conduct is a fundamental part of our operations. Through clear guidelines, training, certifications and transparency in our communication, we actively work to ensure regulatory compliance, ethical conduct and sustainable development.**

## CODE OF CONDUCT

Business ethics and regulatory compliance have always been a priority within Sortera. During 2025, Sortera updated its Code of Conduct, which now more clearly communicates our principles regarding business ethics, anti-corruption, diversity and equality, discrimination, environment and occupational health and safety. To ensure that all employees are well acquainted with these guidelines, we have developed an internal training based on the updated Code of Conduct. The training was launched during the year and has so far been completed by 50% of our employees.

As part of our onboarding process, it is also mandatory for all new employees to sign the Code of Conduct when they sign their employment contract. This ensures that our shared values and approaches are clear from the very first working day.

## WHISTLEBLOWING

Sortera's whistleblowing channel is an important tool for reducing risks and maintaining confidence in our operations. Through this channel, we can identify and address suspected misconduct at an early stage. Whistleblowing reports can be submitted openly or anonymously via an external reporting channel. Guidelines for the whistleblowing service are available via internal systems as well as on Sortera's external website. During 2025, no serious cases (o) were reported via the whistleblowing channel.

## ANTI-CORRUPTION AND BRIBERY

Sortera applies a zero-tolerance approach to corruption, bribery and unethical business practices. This applies to both employees and business partners and is governed,

among other things, by our Code of Conduct and our Supplier Code of Conduct. During 2025, there were no convictions (o) or confirmed cases (o) of corruption or bribery.

## ENVIRONMENTAL PERMITS

Sortera operates activities that are subject to environmental permits, and our facilities are run in accordance with local regulations and granted permits. Compliance with permits and regulations is regularly reviewed during supervisory inspections at our facilities, and we also carry out our own annual legal-compliance audits in line with our management system. As Sortera operates facilities in central and southern Sweden, Helsinki and London, requirements and inspections vary between facilities.

## MANAGEMENT SYSTEMS AND CERTIFICATIONS

In Sweden and UK, we have chosen to be certified in accordance with ISO 14001, ISO 9001 and ISO 45001. The latter was added for Sweden during 2025. The certifications cover our collection, transport and recycling of construction and industrial waste, trading in waste and material resources, construction and industrial remediation, and water treatment. All certificates will undergo recertification during 2026. During the year, we updated the system support for our management system within the Swedish operations to improve alignment with our business.

In Finland, we currently do not have a certified management system, but we operate in accordance with Sortera's overarching

guidelines and principles for quality, environment and occupational health and safety. The ambition is to develop structures over time that enable more formalised governance.

In UK, Sortera is also certified under FORS (Fleet Operator Recognition Scheme), which is a quality standard for the transport sector. FORS aims to improve safety, reduce environmental impact and increase efficiency for all those who operate and manage heavy vehicles and transport. During 2025, we achieved both Bronze and Silver levels, demonstrating that we work systematically and continuously to improve our transport operations in terms of environment, traffic safety and quality. Through FORS, we ensure that our routines and working methods meet high industry standards and that we take responsibility for further development towards even higher levels.

Our management systems are audited both internally and externally on an annual basis. Certificates are available at [www.sortera.se](http://www.sortera.se) as well as [www.sortera.co.uk](http://www.sortera.co.uk).

## RESPONSIBLE MARKETING

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



Employees at the office on Mölndalsvägen in Gothenburg.

# SUPPLIER MANAGEMENT

Following and working in accordance with fundamental principles of human rights, labour law and the environment, as well as combating corruption throughout the value chain, is a must for Sortera. To succeed in this, we place great importance on building sustainable relationships with our suppliers and business partners.

Sortera’s value chain most often starts with a customer need. This could, for example,

involve repairing, maintaining or remediating something, or collecting residual prod-

ucts and/or waste. As a consequence of the environmental services we offer, our value chain is usually limited to the country or city in which we operate. At present, Sortera conducts business in Sweden, Finland and UK, all three of which are considered low-risk countries in terms of corruption and other social and environmental factors. Beyond these three countries, we only have a handful of customers or partners in other nations, such as our builder bags suppliers in India and several suppliers within Europe.

## COLLABORATION IN THE VALUE CHAIN

To be able to deliver our services in a socially and environmentally sustainable manner, we depend on a well-functioning value chain. Through our Supplier Code of Conduct, we set requirements for our suppliers that the goods and services delivered to Sortera must

be produced under conditions consistent with the following international principles and conventions:

- ✓ The UN Global Compact’s ten principles,
- ✓ The UN Convention against Corruption,
- ✓ The Universal Declaration of Human Rights,
- ✓ The UN Guiding Principles on Business and Human Rights,
- ✓ The OECD Guidelines for Multinational Enterprises,
- ✓ The ILO’s eight core conventions (Nos. 29, 87, 98, 100, 105, 111, 138, and
- ✓ The UN Convention on the Rights of the Child, Article 32.

In addition, suppliers are expected to comply with local laws and regulations regarding labour protection, occupational health and safety, labour law and local environmental legislation.

Sortera’s Supplier Code of Conduct also describes how Sortera expects suppliers to observe the precautionary principle, actively counteract discrimination and ensure that child labour and forced labour, including slavery, bonded labour or involuntary prison labour, do not occur.

We encourage our suppliers to establish, implement and maintain recognised management systems and standards relevant to the Code of Conduct, and to strive for continuous improvement in their day-to-day work.

Through structured supplier assessments and risk analyses, Sortera has not identified any material exposure to forced labour or child labour in its upstream or downstream value chain. The assessment is based on supplier reviews, internal audits and third party assessments.

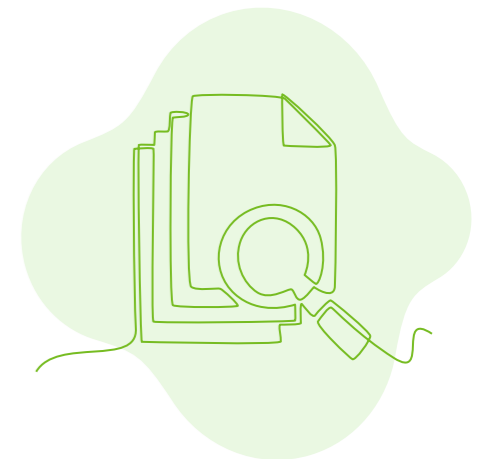
## SUPPLIER ASSESSMENT PROCESS

Sortera’s supplier assessment process consists of several steps. The initial step involves a basic assessment based on environmental, social and corruption risks related to the country and industry in which the supplier operates, as well as whether the supplier is considered critical to Sortera’s operations. If the outcome indicates a low risk level, the supplier is approved. If the initial assessment indicates a medium or high risk level, an extended assessment is conducted in which more ESG-related information is collected. If, following the extended assessment, the supplier is still considered to pose a high risk, an audit is carried out. If the supplier is deemed to comply with Sortera’s Supplier Code of Conduct, the supplier is approved. If, after the audit, there is considered to be a high risk that the Supplier Code of Conduct is not being complied with, the supplier is not approved.

We also hold continuous follow-up meetings in which implementation of our Supplier Code of Conduct is a standing agenda item.

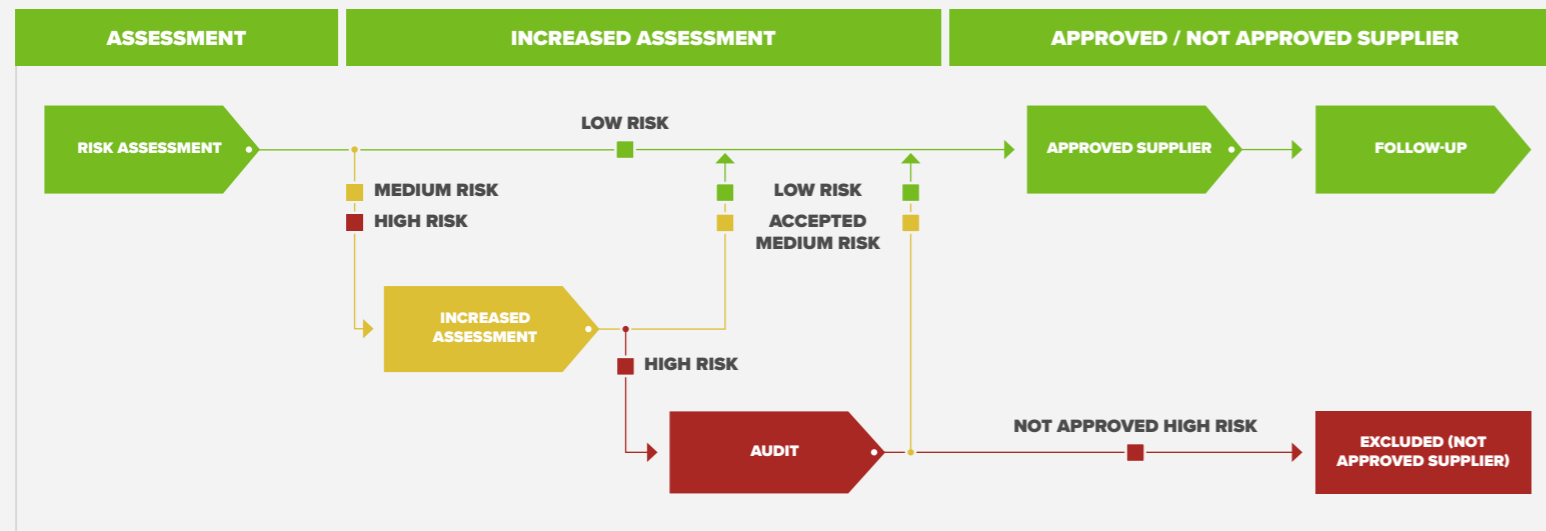
During 2025, we developed our internal processes for supplier assessments by obtaining more detailed documentation from our suppliers. We also ensured that extended assessments and site visits were conducted where justified.

A practical example of how our supplier assessment process has been applied concerns the procurement of our builder bags. The builder bags are manufactured in India, and we have long-standing cooperation with the respective suppliers. In accordance with our supplier assessment process, self-assessments and site visits are conducted. The most recent visit took place in autumn 2025, when all of our suppliers were audited on site. The audits were conducted by an external auditor, and a number of minor non-conformities were identified.



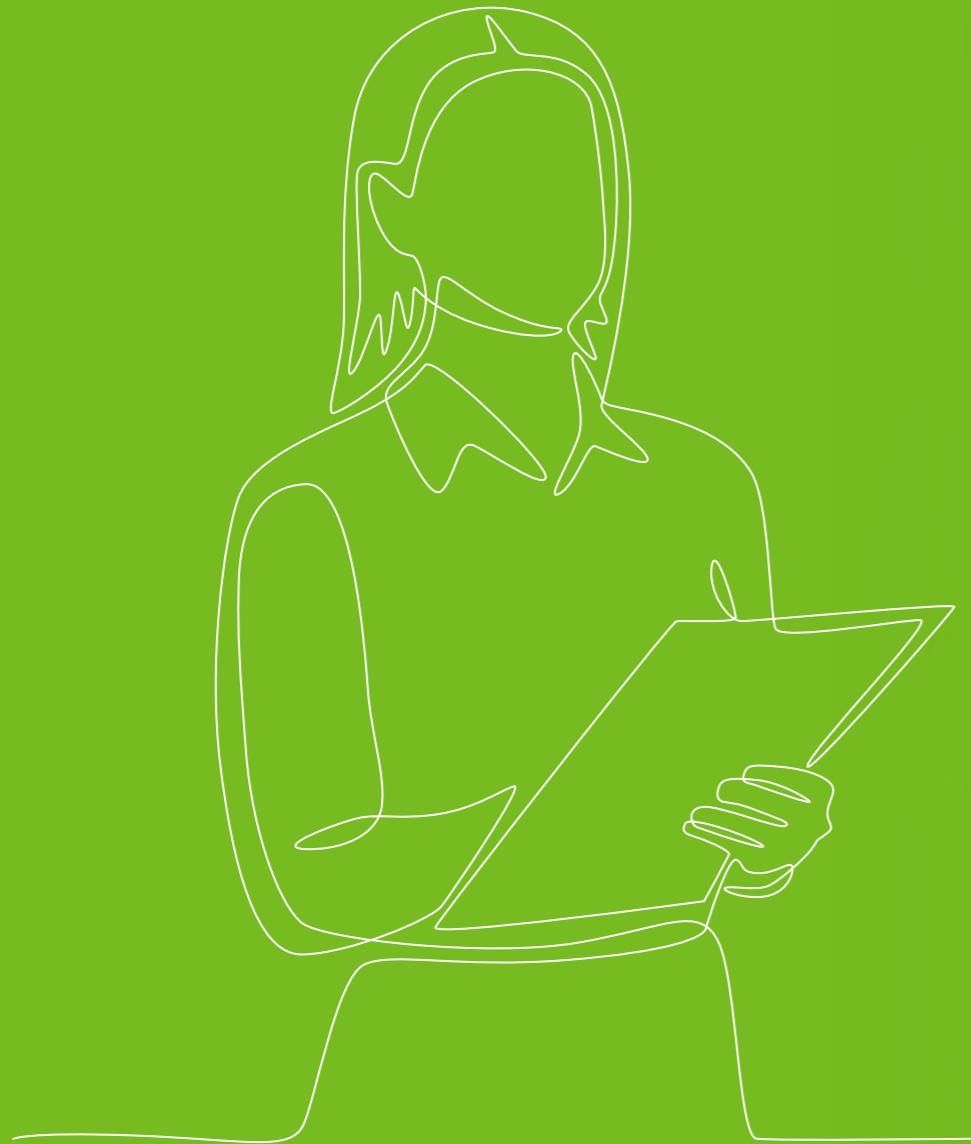
## RECIPIENT VERIFICATION

Another important part of our supplier monitoring is our review of recipients of waste and residual products before they are approved to act as recipients. This review includes, among other things, checks with tax authorities and other authorities to ensure that the relevant permits exist for receiving and handling the specific material. Our downstream recipients of residual materials are primarily located in the countries where we operate, with a small number elsewhere in Scandinavia. No export of waste takes place to countries with high social or environmental risk.



# SUSTAINABILITY NOTES

GLOBAL GOALS, SUSTAINABILITY RISKS  
AND INFORMATION ABOUT THE REPORT



# UN SUSTAINABLE DEVELOPMENT GOALS

Sortera supports the United Nations Sustainable Development Goals, which aim to create a socially, environmentally and economically sustainable world by 2030.

The goals consist of 17 overarching goals and 169 targets that together constitute a common agenda for sustainable development. We have identified seven of these goals where we

assess that we have the greatest opportunity to contribute through our operations, our services and our sustainability efforts.





**GOAL 5 – GENDER EQUALITY**

**TARGET: 5.5 – ENSURE WOMEN’S FULL AND EFFECTIVE PARTICIPATION AND EQUAL OPPORTUNITIES FOR LEADERSHIP**

Sortera works to ensure women's equal opportunities for leadership. To drive this work forward, we have set long-term targets to increase the proportion of female managers. Through our work on gender equality, we actively strive to balance gender representation at all levels, for example in recruitment, promotion and competence development.



**GOAL 6 – CLEAN WATER AND SANITATION**

**TARGET: 6.3 – IMPROVE WATER QUALITY**

Sortera contributes to improved water quality through our water-treatment services. Our services via Envitech include everything from contaminated stormwater and process water to PFAS-contaminated water. Our ambition is to remain at the forefront of the development of remediation technologies, and we continue our investment related to PFAS remediation. [Read more about our water treatment on page 27.](#)



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

**TARGET: 8.2 – ACHIEVE HIGHER LEVELS OF ECONOMIC PRODUCTIVITY**

Sortera’s operations increases economic productivity through technological development and a broad service offering. We provide tailored solutions through diversification, invest in modern technology for efficiency and safety, and drive innovation that lifts materials higher up the waste hierarchy. This strengthens both environmental benefits and the economy.

**TARGET: 8.4 – IMPROVE RESOURCE EFFICIENCY**

Sortera improves resource efficiency in the production of materials and energy by making recycled material available as secondary input raw material. We also extend service life through maintenance work on important societal installations and prevent waste through our reuse services.

**TARGET: 8.5 – FULL EMPLOYMENT AND DECENT WORK WITH EQUAL PAY**

Sortera offers full and productive employment with good working conditions for all women and men, with equal pay for work of equal value.

[Read more about our employees on page 31.](#)

**TARGET: 8.7 – END MODERN SLAVERY, TRAFFICKING AND CHILD LABOUR**

Sortera engages only suppliers and business partners who share the principles of abolishing forced labour, modern slavery, human trafficking and all forms of child labour, in accordance with our Supplier Code of Conduct. [Read more about our supplier monitoring on page 39.](#)

**TARGET: 8.8 – PROTECT LABOUR RIGHTS AND PROMOTE SAFE WORKING ENVIRONMENTS**

Sortera works actively to safeguard workers’ rights and to create a safe, secure and healthy working environment for all employees. We have a clear zero-vision for workplace accidents, and our occupational health and safety work is characterised by preventive measures, continuous follow-up and a strong focus on safety in daily operations.



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

**TARGET: 9.4 – UPGRADE ALL INDUSTRIES AND INFRASTRUCTURES FOR SUSTAINABILITY**

Sortera contributes to strengthening infrastructure within waste management through sustainable solutions and efficient resource use. Through maintenance work such as relining, we extend the service life of important societal functions such as district-heating plants, sewer systems and properties, without the need for extensive new construction.



**GOAL 11 – SUSTAINABLE CITIES AND COMMUNITIES**

**TARGET: 11.6 – REDUCE THE ENVIRONMENTAL IMPACT OF CITIES**

Sortera helps reduce the environmental impact of cities through efficient and sustainable waste management, remediation of contaminated land, water treatment, and maintenance of sewer and stormwater systems. Through these efforts, we strengthen important societal functions and promote more sustainable urban development.



**GOAL 12 – RESPONSIBLE CONSUMPTION AND PRODUCTION**

**TARGET: 12.2 – SUSTAINABLE MANAGEMENT AND USE OF NATURAL RESOURCES**

By collecting, sorting and refining waste and residual products, we contribute to a more sustainable use of natural resources. Our work enables material recycling, which reduces the need to extract new raw materials.

**TARGET: 12.4 – RESPONSIBLE MANAGEMENT OF CHEMICALS AND WASTE**

Sortera manages chemicals and waste responsibly throughout their life cycle. In this way, we help reduce emissions and limit negative effects on both human health and the environment.

**TARGET: 12.5 – SUBSTANTIALLY REDUCE WASTE GENERATION**

By promoting reuse of construction and demolition materials and efficient recycling of collected waste, Sortera contributes to reducing the total volume of waste. Our focus is to continuously develop more environmentally friendly solutions for recycling collected waste.



**GOAL 13 – CLIMATE ACTION**

**TARGET: 13.2 – INTEGRATE CLIMATE-CHANGE MEASURES INTO POLICIES AND PLANNING**

Sortera integrates the climate perspective throughout its business model, and our efforts are driven by our climate-transition plan. Our primary contribution to reduced climate impact is to ensure that as large a share as possible of the waste we manage is recycled or reused. We continuously work to develop our offerings and processes, focusing on both environmental benefits and efficiency. As part of our own climate work, we also strive to replace fossil fuels with bio-based alternatives or electrified solutions.

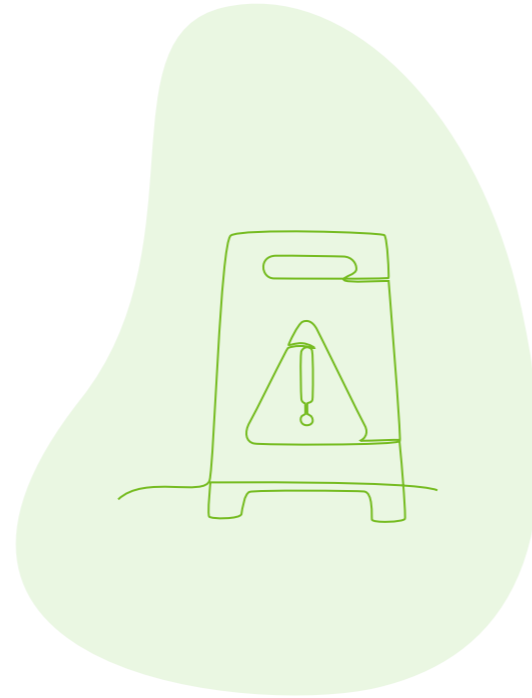


# SUSTAINABILITY RISKS

Sortera applies a risk-based approach and proactive risk management. Sustainability risks are identified on a regular basis and form a central part of the development of the business.

Sortera has a framework for risk assessment and management that covers sustainability risks. Internal controls are intended to reduce or eliminate these risks, and the effectiveness

of the internal controls is continuously evaluated. Sortera's most significant sustainability risks and how they are managed are presented in the tables.



SUSTAINABILITY RISK	CONSEQUENCE	LIKELIHOOD	RISK MANAGEMENT	GUIDELINES/POLICIES
<b>Occupational health and safety</b>				
Inadequacies in health and safety.	May result in financial loss, reduced work capacity and/or operational impact.	<b>MEDIUM</b>	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"> <li>Sustainability Policy</li> <li>HR Policy</li> <li>Code of Conduct</li> <li>Health and Safety Policy</li> <li>Road Safety Policy</li> <li>Alcohol and Drug Policy</li> </ul>
The risk of fire at one of our processing sites.	Can lead to injury of people, and damage to the environment and our assets.	<b>MEDIUM</b>	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"> <li>Health and Safety Policy</li> <li>Code of Conduct</li> </ul>
<b>Employees and culture</b>				
Difficulty finding competent personnel and risk of losing key personnel.	May result in financial loss, reduced work capacity and/or operational impact.	<b>MEDIUM</b>	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"> <li>Sustainability Policy</li> <li>HR Policy</li> <li>Code of Conduct</li> </ul>
Risk of loss of corporate culture during acquisition and recruitment.	Can lead to operational impact, e.g. deterioration of service levels.	<b>MEDIUM</b>	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"> <li>Sustainability Policy</li> <li>HR Policy</li> <li>Code of Conduct</li> </ul>

SUSTAINABILITY RISK	CONSEQUENCE	LIKELIHOOD	RISK MANAGEMENT	GUIDELINES/POLICIES
<b>Environment/Legal compliance</b>				
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.	<b>LOW/MEDIUM</b>	All our operations which require permits 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"> <li>Sustainability Policy</li> <li>Code of Conduct</li> <li>Environment and Quality Policy</li> <li>Sourcing Policy</li> <li>Supplier Code of Conduct</li> </ul>
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.	<b>LOW/MEDIUM</b>	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"> <li>Sustainability Policy</li> <li>Code of Conduct</li> <li>Environment and Quality Policy</li> <li>Sourcing Policy</li> <li>Supplier Code of Conduct</li> </ul>
<b>Climate</b>				
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.	<b>LOW/MEDIUM</b>	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"> <li>Sustainability Policy</li> <li>Sourcing Policy</li> <li>Supplier Code of Conduct</li> </ul>
Physical risks related to increased fire risk	Can lead to damage to people, the environment and assets..	<b>LOW</b>	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"> <li>Health and Safety Policy</li> <li>Code of Conduct</li> </ul>
<b>Corruption</b>				
Risk of financial irregularities, corruption, fraud attempts.	Can lead to financial damage and loss of trust..	<b>LOW/MEDIUM</b>	Our Code of Conduct is available on the intranet and is covered in the introduction 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"> <li>Code of Conduct</li> <li>Supplier Code of Conduct</li> </ul>
<b>Human rights</b>				
Risk of human rights violations in the supply chain.	Can lead to people in vulnerable situations getting hurt.	<b>LOW</b>	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"> <li>Code of Conduct</li> <li>Sourcing Policy</li> <li>Supplier Code of Conduct</li> </ul>
<b>Information security</b>				
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.	<b>LOW</b>	We proactively work with GDPR and other relevant data safety legislation as well as the implementation of policies and processes for information security.	<ul style="list-style-type: none"> <li>Information Security Policy</li> <li>Privacy Policy</li> </ul>
<b>Communication</b>				
Risk of misleading marketing.	Can lead to legal penalties, financial damage and lost trust capital.	<b>LOW</b>	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"> <li>Communication Policy</li> <li>Guidelines for external communications</li> </ul>
Risk of errors in sustainability reporting.	Can lead to lost trust capital and potential economic loss.	<b>LOW</b>	Risk is managed through internal control processes for sustainability reporting and linked processes.	<ul style="list-style-type: none"> <li>Sustainability Policy</li> <li>Sustainability reporting handbook</li> </ul>

# ABOUT THE REPORT

**Sortera’s annual sustainability report has been prepared in accordance with the Swedish Annual Accounts Act (ÅRL), inspired by the requirements of the EU Corporate Sustainability Reporting Directive (CSRD) and the voluntary sustainability standard for SMEs (VSME), both the basic and comprehensive modules.**

The report covers all companies within Sortera and has been prepared at Group level (TeraSor Topco AB).

The report covers material sustainability matters related to our own operations as well as relevant parts of the value chain, both upstream and downstream. The materiality assessment has been carried out in accordance with the principle of double materiality and forms the basis for the selection of reported topics, targets, actions and key figures.

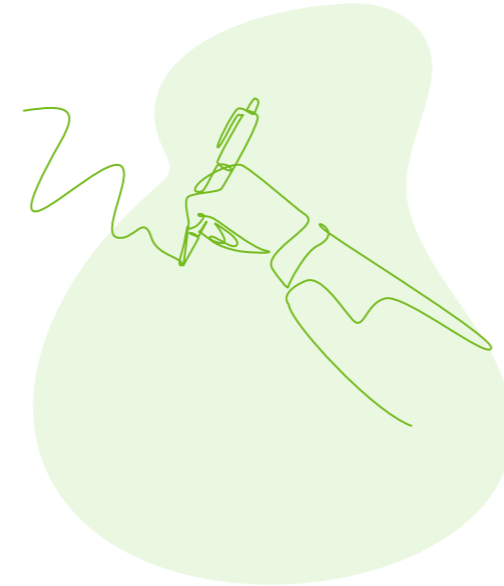
The report has been prepared taking into account, among other things, the following points

- ✓ Sortera follows the Greenhouse Gas Protocol’s recommendations for calculation and reporting of our greenhouse gas emissions. The calculations are made in accordance with the operational control approach and with emission factors from, among others, DEFRA, AIB, the Swedish

Energy Agency, the Nordic Council of Ministers, as well as from our suppliers.

- ✓ The number of employees (average) is calculated as an average of the number of employees on 1 January and 31 December, divided by two. Acquisitions or divestments are included from the acquisition date. Special consideration may be given if major acquisitions or divestments are made close to the beginning or end of the year, if this is deemed to have a material impact on the total number of employees.

- ✓ Full-time equivalents (FTE) are a representative measure of the time worked by a full-time employee and vary depending on country and year. One FTE is calculated based on the number of working days in the relevant year and the number of working hours per day. Total full-time equivalents are based on total hours worked.



- ✓ If information has been adjusted or corrected from previous years, this is described in a footnote to the relevant key figure. The most important adjustments from the previous year relate to retroactive updates of our emissions calculations, primarily due to the addition of acquisitions.

Sortera has processes for internal control and quality assurance of sustainability information. This includes internal follow-up routines and guidelines for data collection. The Board has overall responsibility for the sustainability report and follows up the work through our internal control routines.

**The report has been approved by the Board of Directors of TeraSor Topco AB (reg. no. 559303-2567) and covers the financial year 2025 (1 January 2025 – 31 December 2025).**



Employees at the office on Mölndalsvägen in Gothenburg.

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 handled. 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.