



GRANBERG®
FEARLESS PERFORMANCE

GRANBERG GROUP SUSTAINABILITY REPORT 2025

Reporting period 01.01.2024 - 31.12.2024





FROM OUR CEO

It is my privilege to present Granberg Group's Sustainability Report for 2024. Since our last report, we have made steady progress, our emissions mapping is broader, our data is more consistent, and our follow-up is closer to operations.

I am proud of how the organization expands its knowledge and turns it into practical measures. Responsibility at Granberg is part of daily work, in HSE, in product decisions, and in how we cooperate with suppliers and customers.

We operate in uncertain times. Supply chains and regulations continue to change, and risks must be managed continuously. Recent years have shown

that we can handle that pressure. Each challenge has helped us improve systems, routines, and readiness.

Looking ahead, our focus is clear. Use better information to make better decisions, reduce impact where it matters most, and keep building trust with partners and communities.

I am grateful for the commitment our colleagues show every day, and for the trust from our customers and partners. Together, we carry good momentum into the next year, and we look forward to what we can achieve.

Ole Marthon Granberg

President and CEO

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INTRODUCTION

With over six decades of experience in the hand protection industry, Granberg has become a household name known for quality products and innovative solutions. Our success in this competitive market can be attributed to our unwavering focus on quality, innovation, and a deep sense of responsibility toward our customers and the environment.

As we look to the future, we recognize that the world is changing rapidly, and our responsibility toward sustainability is even more critical. Our commitment to sustainability is not just a moral obligation but also a sound business practice to ensure the long-term success of our company.

At Granberg, we have been working on sustainability for many years, reflected in our initiatives to protect the environment, promote ethical trade, and ensure social rights for our employees and suppliers. We understand that sustainability is not just about caring for our immediate surroundings but about laying the foundation for future generations.

We are responsible for contributing to the sustainable development of our business operations. We strive to improve our processes and collaborate with our subcontractors and customers to reduce our environmental impact.

Our journey toward sustainability is ongoing, and we strive to seek smart, new ways to contribute toward a sustainable future. Our commitment to sustainability is a core value that defines who we are as a company. By choosing Granberg, you are partnering with a company that cares about the environment and is committed to building a sustainable future.



KEY FIGURES 2024



384 MNOK
Turnover Norway & Sweden



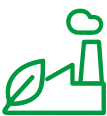
14
Production Countries



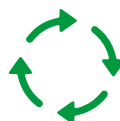
63
Employees Total
Norway: 49, Sweden: 14



45
Supplier Audits Conducted



68 tCO₂e
Scope 1 & 2 Emissions
-24.2% from 2023



94%
Audit Non-Conformities
Closure Rate



0.18% Product Order
Quality Return
Return Rate



0.35%
Air Freight Share



100%
Anti-Corruption Training
Completion



0
Serious Incidents in
Organization

ABOUT THE REPORT

This report provides an updated overview of Granberg's sustainability work. It does not cover every initiative in detail, but it is intended to give a clear view of our overall approach and direction. Further information on methods and data sources is available in the "Our Footprint" section.

The content reflects selected data and insights from across our locations to present a balanced picture of the company's current status. Granberg AS, the largest entity in the Granberg Group, is headquartered in Bjoa, Norway, and coordinates functions such as marketing, logistics, product development, and supply chain operations for our subsidiaries. Consequently, more granular data is available for Granberg AS than for other locations.

Our smaller sites, including the facility in Lithuania, are not included in the 2024 emissions inventory due to incomplete activity data. The Lithuanian site primarily develops and produces Kozane® material and supports R&D for the head office, rather than covering the full product range. Given its scale, the associated climate impact is expected to be proportionally lower than in Norway and Sweden.

Although quantitative figures are not yet reported, the Lithuanian site follows the same sustainability guidelines and management systems as the rest of Granberg and is covered by the same ISO certifications. It is therefore fully integrated into our overall sustainability program.

This sustainability report is updated annually and evolves in step with developments at Granberg and changes in the wider context. As requirements become more rigorous, Granberg aims to stay ahead of expectations and encourages partners and stakeholders to do the same.

Transparency remains a cornerstone of our practice and reporting. While this report has not yet undergone external assurance, we place strong emphasis on accuracy and reliability. Regular internal audits are conducted to validate the data and information presented. We will continue to strengthen both our practices and reporting procedures to further enhance transparency and accountability.

The reporting period is from January 1 to December 31, 2024. Sustainability reports are published annually on the Granberg website. For this edition, no restatements of information published in previous reports have been identified.

OUR HISTORY

The Granberg story began in the Norwegian countryside, with the world as our marketplace.

From the very start, our journey has been defined by deep roots, a strong will, and the foresight that comes from listening, learning, and delivering on our promises.

It all started in the small village of Bjoa, Norway, with Paul Granberg, a man driven by the dream of creating a better life for his family and his community. Recognizing the growing need for workers' hand protection in the fast-expanding industries of the 1960s, he set out to make a difference.

Granberg's pride in its history reflects the same determination that continues to guide us today. From one man's vision, we have grown into a leading manufacturer of high-quality hand protection. The Granberg family's

second and third generations now carry this legacy forward with the same dedication and purpose.

Over the decades, our passion for protection and performance has never wavered. Our mission remains to help people around the world achieve their tasks with Fearless Performance — keeping their hands safe, whatever the challenge.

Today, Granberg is a proud, globally recognized company, true to our customers, our people, and our planet.

Our evolution in product design and development has been fueled by patented materials, a diverse portfolio of innovative products, and the dedication of exceptional professionals. Together, we continue to grow — responsibly, sustainably, and always with our values at the core of everything we do.



WHAT WE DO

Granberg is a specialist in the design, development, and manufacturing of products serving a wide range of industries. With more than 60 years of experience protecting workers' hands against the challenges of the harsh Norwegian climate, the company has grown into a global supplier of work gloves. Today, our portfolio covers multiple product categories, including work safety gloves, medical gloves, leisure gloves, infection control equipment, and cut-protective textiles. These products are delivered to industries such as mechanical engineering, offshore operations,

construction, fisheries, food processing, and healthcare. Innovation is a constant driver in our work, ensuring that our products continue to meet evolving market demands and the needs of our customers.

Our head office and central warehouse are located in Bjoa, Norway, complemented by a smaller office in Stavanger. Beyond Norway, we operate an office and warehouse in Falkenberg, Sweden, and production facilities for cut-protective textiles in Kaunas, Lithuania. In 2024, we launched a new strategic initiative with the development of a production facility in Malaysia, designed to expand Kozane® textile production. This site is scheduled to become operational in 2025.

Our core activities and processes cover the full spectrum of organizational needs, including HR, Quality and HSE, sales, customer service, finance, warehousing, product and supply chain management, marketing, IT, operations, export, and support functions such as strategic planning, business development, and auditing. Overall responsibility for organizational processes rests with the General Manager/CEO, with delegated responsibilities distributed among department heads in each area and location. The administration department includes the CEO, strategic advisor, accounting, HSE & Quality, and HR. The sales department encompasses both export and internal sales. In addition, we have dedicated

departments for marketing, products and supply chain, IT & facilities, business development, and warehousing.

Granberg AS plays a central role in supporting other locations, taking responsibility for shared functions such as marketing, IT, and quality assurance support. The Granberg Group's offices, warehouses, and representatives collaborate closely, sharing resources and services to achieve efficiency across the organization. For example, the Norway office provides marketing and IT/operations services for the Swedish location, while the team in Lithuania contributes to R&D and testing activities for the product department in Norway.



EMPLOYEES, DIVERSITY AND INCLUSION

Granberg AS is the largest entity in the Granberg Group. The head office is in Bjoa, Norway, with 49 employees in 2024. The Falkenberg office and warehouse in Sweden employed 14 people during the same period, and three freelancers also contributed their expertise to Granberg AS. Local anchoring continues to be a defining feature of the company. Ninety percent of senior management positions are filled by individuals from the surrounding community. At Granberg, department heads are regarded as senior managers because they report directly to the CEO and Chairman of the Board, and eight such positions are currently held by people from the local area.

Recruitment and employee movements were stable in 2024. Three new employees joined the company, while five left, two of whom were temporary staff. The turnover rate for 2024 was 10.2 percent based on five departures among 49 employees in Norway. Sweden recorded 0 percent turnover.

Across the Group, full-time and part-time employees receive equal benefits. These include pension schemes, and in Sweden long-tenured employees are also offered additional retirement insurance. The company complies fully with legislation on parental leave, and two employees made use of this right in

2024. The company also follows all statutory notice periods and other requirements linked to operational changes.

Gender balance and inclusion remain key principles in both management and the broader workforce. In 2024, the management team consisted of 53.3 percent men and 46.7 percent women. The workforce overall represented an age range of 20 to 65 years. At the group level, gender distribution was 57.5 percent women and 42.5 percent men. Individuals from the local community fill the majority (approx. 90%) of senior management positions.

Granberg maintains a clear diversity and inclusion policy which ensures that recruitment, promotion and development are based solely on qualifications and competence, independent of race, ethnicity, gender, sexual orientation, gender identity, age, religion, disability or comparable characteristics. No incidents of discrimination, harassment or unfair treatment were reported in 2024. The company will continue to reinforce its diversity and inclusion practices by monitoring progress, setting measurable goals and adjusting policies and programs where needed so that Granberg remains a workplace where all employees are respected and valued.

OUR CORE VALUES



HONESTY

Be honest and genuine, with integrity in everything.



COURAGE

Be courageous. Building great things means taking risks.



PASSION

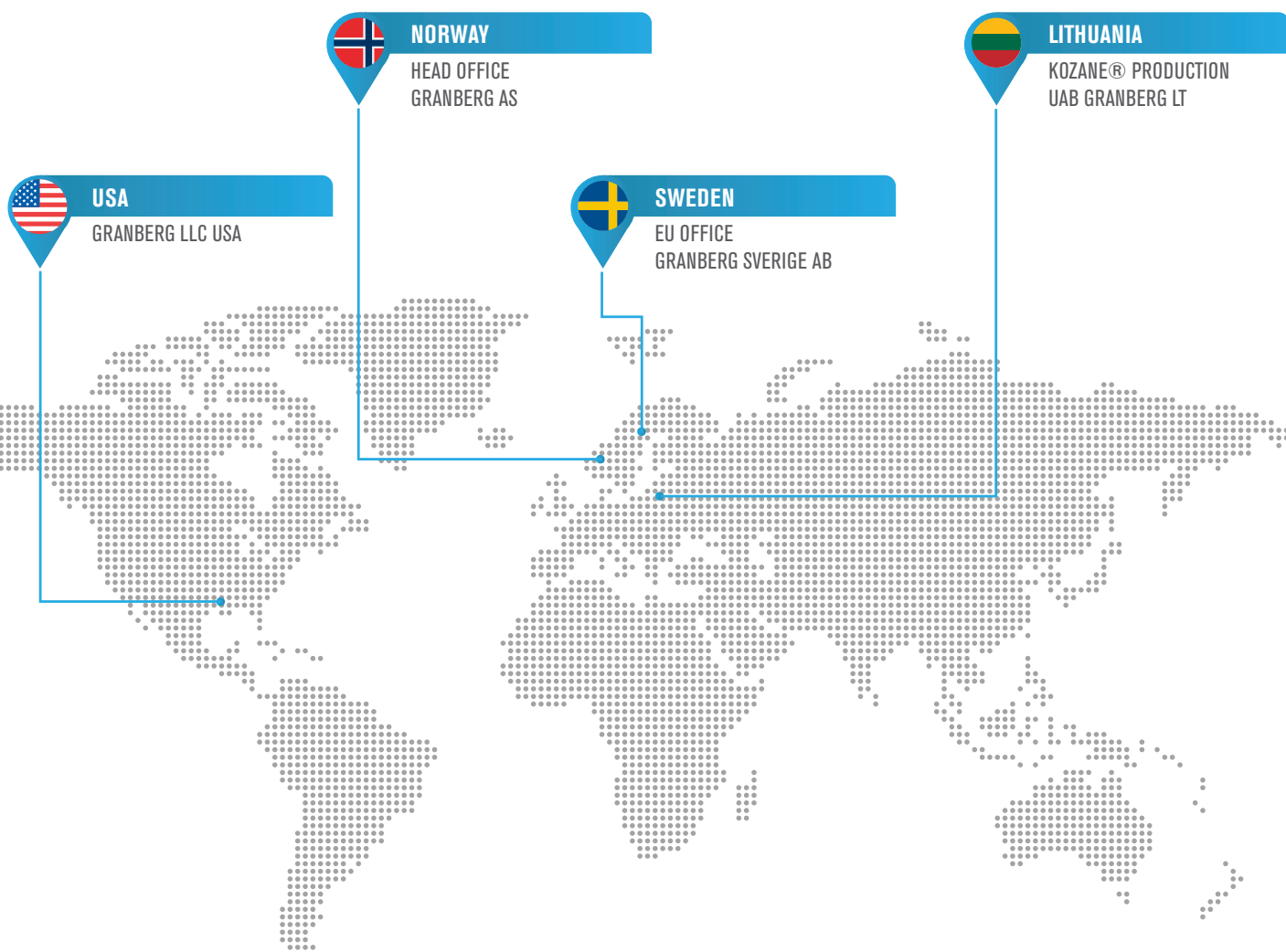
Be passionate and committed in your heart and mind.



TEAMWORK

Be a team player. Together everyone achieves more.

OUR PRESENCE



SINCE OUR LAST REPORT

Since our previous sustainability report, we have continued to strengthen our processes, expand our digital capabilities, and deepen collaboration with both customers and suppliers. The EU regulatory landscape is moving quickly, and we are preparing for new requirements early so our practices remain aligned with upcoming legislation and our operations stay resilient.

Our digital platform has entered a new phase of development. In addition to continuous improvements to the website, customers can now place orders directly through the site. Several early adopters have already shifted orders to the new flow, and their feedback is helping us refine usability, prevent errors in the order process, and reduce the need for corrections and returns.

In parallel, we are rolling out broader use of AI across operations to make everyday work more efficient and to support data driven decisions. We have also implemented several major systems that underpin core processes and strengthen follow up with both customers and suppliers, improving quality, transparency, and response times.

We have made solid progress in our project to map greenhouse gas emissions across the entire value chain down to product level. This is a substantial and ongoing effort that goes together with initiatives to reduce emissions and to cut plastic use where possible. We have started mapping production at our suppliers as well, with the goal of building a complete picture of product level emissions over time. This deeper insight will guide targeted reductions and make our reporting more robust.

Expansion of Operations: New Production Facility in Malaysia

In 2024, Granberg established a dedicated production site in Malaysia, which will specialize in the manufacturing of Kozane® textile. This strategic addition strengthens the Group's production capacity and enhances access to key markets, while also optimizing logistics across our broader operations.

The new facility will contribute to a more efficient supply chain for Kozane®, as it reduces the transportation distance for this material when incorporated into finished products. This adjustment is expected to have a positive impact on reducing emissions associated with Kozane® production. At the same time, it will shorten production lead times and increase the flexibility of our global operations.

As the Malaysian facility has been in its start-up phase during 2024, no separate emission measurements are included in this year's reporting. Emissions related to the start-up phase have been negligible. Over time, as operations become more established, the site's environmental performance will be monitored and considered in the Group's overall climate reporting.

This development not only strengthens the competitiveness of our product portfolio but also reflects our ongoing efforts to balance growth with sustainability. By aligning production closer to markets and reducing unnecessary transport, the facility is expected to generate both operational and environmental benefits in the years to come.



INTO THE FUTURE

As we look ahead, we will continue to build on the progress already made and focus on areas that will be crucial for our long-term development. The new systems that have been implemented across the company are only the beginning, and as they mature, we will increasingly use them to create synergies, improve efficiency, and secure better data for decision-making.

A central part of this work is our ongoing project to reach complete calculations of greenhouse gas emissions at product level. This is a demanding task, but it is also one of the most important steps in our sustainability strategy. We know that both customers and partners expect transparency in this area, and we are committed to delivering the data they need to make informed choices. Expanding the mapping to include supplier production is therefore a key step, enabling us to build a full picture of environmental impact across the value chain.

Looking ahead, expanding our Scope 3 coverage is one of the most important steps in our climate reporting. Purchased goods and services are expected to represent a significant share of our total footprint, and we have already initiated a mapping of key producers and engaged in dialogue with them. By building close collaboration with our suppliers, we aim to secure reliable data, ensure effective partnerships, and report these emissions transparently in future reports.

Another major focus for the coming period will be the implementation of a new Product Information Management (PIM) system. This project will be carried

out thoroughly and with the clear goal of simplifying the flow of information internally and externally. With this system, product data such as images, specifications, and characteristics will be distributed as automatically and seamlessly as possible, both to customers and to other platforms. Combined with more efficient internal processes, this will give us a more reliable and consistent way of managing the growing complexity of product information.

We are also extending our sustainability initiatives beyond emissions reporting. Documentation of progress, goals, and measures will become more systematic and transparent. Among the initiatives we are developing is a gradual reduction in the use of plastic, such as replacing plastic packaging with alternatives like paper banding around bundles. Together with ongoing efforts in emissions reduction, these actions will bring measurable improvements in both our environmental footprint and the services we provide to our customers.

The use of AI will play a growing role in our daily operations. By gradually integrating AI-based tools into more areas of the business, we aim to enhance decision-making, reduce manual processes, and support more precise follow-up of customers and suppliers. This will strengthen both operational resilience and sustainability outcomes.

Looking forward, our focus is clear: to ensure that Granberg continues to develop as a company that combines operational excellence with measurable environmental and social impact, and that remains a trusted partner for customers and suppliers in an increasingly complex business environment.



MANAGEMENT

Granberg is firmly committed to sustainability and ensures that sustainable principles are embedded across all areas of our business operations. To support this, we have developed robust management systems that encompass strategic planning, risk management, reporting, and monitoring. These systems form the foundation of our ability to address sustainability in a systematic and measurable way.

A key element of our approach is the continuous review of sustainability performance. This includes setting clear targets and goals, monitoring progress against them, and taking corrective measures whenever necessary. Internal audits, adherence to established standards, and frequent evaluations of processes, laws, and regulations ensure that we consistently meet both internal expectations and external legal requirements.

Sustainability reporting is fully integrated into our management framework and serves as a central channel of communication with our stakeholders, including customers, employees, and the wider community. By reporting regularly and transparently, we strengthen trust and demonstrate accountability.

We also recognize that sustainability is an evolving journey. For this reason, we continually review and improve our practices to ensure that our management systems remain aligned with our long-term sustainability objectives. This systematic approach enables Granberg to maintain and enhance our positive impact on the environment, society, and the economy.

WE ARE CERTIFIED



At Granberg, we recognize that demonstrating our commitment to sustainability requires more than words. It demands the integration of sustainable principles into our culture, operations, and decision-making processes. This means working systematically to meet the expectations of authorities, the market, and other stakeholders.

To reinforce this commitment, Granberg is certified under the internationally recognized standards ISO 14001:2015 and ISO 9001:2015, which confirm our dedication to both environmental responsibility and quality management.

ISO 14001:2015 is an environmental management standard designed to help organizations minimize their environmental footprint. It provides a structured framework for establishing an environmental management system that ensures compliance with relevant environmental regulations, supports the prevention of pollution, and drives continuous improvement in environmental performance.

ISO 9001:2015 is the world's most widely recognized quality management standard. Its main purpose is to enable organizations to meet customer requirements consistently and to ensure long-term customer satisfaction. The standard provides a framework for building and maintaining a quality management system that supports reliable delivery, enhances customer trust, and improves overall performance across operations.

Granberg also operates in line with guiding policies that reflect our core values and objectives. Certification under ISO 14001:2015 and ISO 9001:2015 strengthens our ability to align sustainability and quality, ensuring that we operate responsibly while delivering high-performing products and services to customers worldwide. By continually refining our systems, we adapt to evolving customer needs, regulatory requirements, and broader societal expectations.



Other approvals and standards

While ISO 14001:2015 and ISO 9001:2015 certify Granberg's management systems at the organizational level, products are tested and approved against application-specific standards to ensure safety, performance, and suitability in use. Granberg also manages products and materials in line with REACH requirements for the safe use of chemicals.

For protective gloves, examples include EN ISO 21420 (general requirements), EN 388 (mechanical risks), and the EN ISO 374 series for chemical and micro-organism protection. Where relevant, gloves are also tested for thermal and cold performance under EN 407 and EN 511. For food handling, selected products are approved for food contact according to EN 1186, and for medical use, certain products comply with EN 455 (medical gloves) and EN 14683 (medical face masks). In addition, selected items are certified under OEKO-TEX® STANDARD 100.

Granberg's Kozane® textiles illustrate how advanced materials are used to enhance safety and performance. These high-performance fabrics are designed to provide cut, slash, tear, puncture, and abrasion resistance while remaining flexible and breathable. Kozane® is tested against recognized international standards for cut protection, including EN 388 (Europe) and ANSI/ISEA 105 (United States). EN 388 involves both the coupe (rotating blade) test and the ISO 13997 (TDM-100) method for high-level protection, while ANSI uses the ASTM F2992-15 straight-blade method with cut scores ranging from A1 to A9. By benchmarking performance against these global standards, Kozane® ensures reliable, verifiable protection across a range of high-risk applications.



SUSTAINABILITY AT OUR CORE

Our Sustainability Policy has been a central guide in directing Granberg's sustainability efforts over the past years. While elements of sustainability were previously embedded in other policies such as our Environmental Policy and Health, Safety and Environment (HSE) Policy, we recognized the importance of establishing a dedicated policy that addresses sustainability in a broader and more comprehensive way.

This policy allows us to sharpen our focus on sustainability and strengthens our ability to communicate our commitments clearly and transparently to stakeholders. We understand that sustainability is not only a societal imperative but also a critical concern for our customers. The Sustainability Policy therefore provides a robust framework for implementing practices that align with both market expectations and our long-term vision for responsible business.

Looking ahead, the Sustainability Policy will continue to serve as a cornerstone of our approach, guiding initiatives and ensuring that Granberg remains firmly committed to sustainable development across all aspects of our operations.

SUSTAINABILITY POLICY

Granberg is committed to promoting sustainability throughout our operations, recognizing the importance of protecting the environment and ensuring a better future for all. This sustainability policy applies to all locations within the Granberg Group, regardless of country or region, and will be reviewed annually to ensure that we continuously improve our sustainability performance. We are committed to supporting applicable United Nations Sustainable Development Goals (SDGs) and aligning our sustainability strategy with these goals.

Governance and Management:

We shall have a designated responsible for our sustainability work ensuring that the company adheres to sustainable practices and that all employees are educated on sustainability principles. Sustainability is integrated into our overall business strategy and shall be reflected in our decision-making processes. We will engage with our stakeholders, including customers, suppliers, and employees, to identify sustainability issues and ensure we meet their expectations.

Environmental Sustainability:

We are committed to reducing greenhouse gas emissions and minimizing our carbon footprint. We will set, measure, and regularly review targets for reducing our carbon emissions. We will monitor and reduce our energy and water consumption by implementing energy-efficient technologies and conservation measures. We will minimize our waste generation and aim to recycle and reuse materials, including using sustainable packaging materials, wherever possible. We will ensure that our waste disposal methods are environmentally friendly and comply with local regulations. We will promote biodiversity conservation by minimizing the use of harmful chemicals and our impact on ecosystems and habitats.

Social Sustainability:

We will ensure that Granberg and our suppliers and partners adhere to ethical labor practices, respect human rights, and provide their employees with safe and healthy working conditions. HSE shall be a leading principle throughout the organization and the value chain, and we will promote diversity and inclusion in our workforce and provide equal opportunities for all employees, regardless of gender, race, ethnicity, religion, sexual orientation, or age. We will engage with the community and support local development initiatives that promote sustainability and social welfare.

Economic Sustainability:

We will ensure that our supply chain is sustainable and that our suppliers adhere to ethical and environmental standards. We will invest in sustainable technologies and research to promote innovation and sustainable development. We aim for financial sustainability by maintaining a profitable business model compatible with our sustainability goals.

POLICIES

Granberg's guidelines and policies are designed to ensure that our operations are conducted in a responsible, efficient, and transparent manner, fully aligned with our strategic goals and long-term vision. These governing documents provide structure to our daily practices while reinforcing our commitment to sustainability, quality, and accountability.

While not every internal policy is included in this sustainability report, we have chosen to highlight selected extracts from those that are most relevant to the themes addressed here. By presenting these excerpts, we aim to give our stakeholders a clearer understanding of how our values are embedded in formal guidelines and how these policies support sustainable business practices across the Granberg Group.

From our quality policy

Our mission is to offer the correct hand protection through customer proximity, responsiveness, knowledge, and technological innovation.

Our vision is to be the first choice in hand protection and the leading provider of hand protection in our market.

For our customers, we want to always offer the best quality and expertise in our product areas and disciplines. Granberg will deliver products and services meeting a high standard that are also reliable.

Our strategy is to establish such a good collaboration with our customers that it results in longterm relationships.

Through the quality policy, Granberg wants to convey the organization's vision and values

From our environmental policy

Granberg will take the environmental challenge and impact seriously and work purposefully on several levels to reduce its and our stakeholders' ecological impact.

The company undertakes to be environmentally conscious in all activities and operate by statutory requirements that we impose on our environmental aspects.

We will manage the business in a way that provides the most efficient use of energy and raw materials, including product development and our impact on our suppliers.

At the same time, we will work systematically to reduce emissions to air, water, and soil.

We must have a functioning environmental management system and be certified according to ISO 14001:2015.

We commit ourselves to help reach the UN sustainability goals we've identified.

Through information, attitude-creating work, and inclusion, we will contribute to strengthening environmental awareness among our employees, including thinking preventively.

From our HSE policy

In all its activities, Granberg shall follow applicable laws and regulations and work systematically to meet the requirements set by the public sector and others to maintain a good and safe working environment.

In addition, Granberg shall act in an ethical, sustainable, and socially responsible manner to prevent damage to people and the environment.

The goal is an HSE standard that gives employees the best physical and psychological work environment.

We must have a functioning environmental management system and be certified according to ISO 14001:2015.

We commit ourselves to helping reach the UN sustainability goals we've identified.

Through information, attitude-creating work, and inclusion, we will contribute to strengthening environmental awareness among our employees, including thinking preventively.

Through systematic HSE work, we will ensure a good and safe workplace, reduce work-related sickness absence, and minimize the risk of accidents and injuries to the external environment.

Granberg shall prepare its HSE policy with the active participation of the employees through continuous improvement work, deviation registration, and annual revisions of procedures.



ROLES IN SUSTAINABILITY

Granberg complies with Norwegian corporate governance requirements. The Board of Directors is the company's highest governing body. In practice, day-to-day governance and operational decisions are led by the management team under the CEO, within mandates set by the Board. The selection and nomination of management team members are based on professional qualifications, relevant experience, and alignment with Granberg's values and mission. The process includes a thorough review of credentials, structured interviews, and reference checks to ensure that governance remains both effective and consistent with the company's strategic objectives.

As the head of the governance body, the CEO holds overall responsibility for overseeing the management of sustainability impacts across the organization. The CEO is supported directly by the QHSE Manager, who is responsible for driving sustainability efforts and reporting. Reporting to the CEO, the QHSE Manager provides regular updates on sustainability performance, ensuring that operations remain aligned with the company's commitments and values.

The QHSE Manager's mandate extends across the entire Granberg Group, covering the identification, assessment, and management of sustainability impacts in all business areas. This role also involves the development and implementation of policies, procedures, and programs aimed at mitigating environmental, social, and economic impacts. The CEO and other members of the management team provide strategic guidance, ensuring that sustainability performance is continuously integrated into Granberg's overall business direction.

Sustainability is a prioritized area, and dedicated roles have been established to ensure that it is embedded into day-to-day operations. The CEO plays a pivotal

role in shaping Granberg's sustainability strategy, setting long-term goals, and aligning them with overall business objectives. The QHSE Manager oversees implementation, making certain that sustainability initiatives are carried out effectively and communicated clearly to employees, customers, and other stakeholders. In addition, local sustainability roles have been designated at other company locations, securing group-wide involvement and accountability.

To strengthen this structure further, Granberg has appointed a CSR Coordinator, who monitors the supply chain to ensure that suppliers comply with sustainability requirements and actively work to reduce their environmental impact. Complementing this role, we have also introduced a Sustainability Data Coordinator, who plays a key part in supporting the company's sustainability efforts by handling the increasingly demanding task of collecting, monitoring, and following up on sustainability-related data. With growing regulatory requirements and a rising demand from customers for more detailed and accurate environmental and sustainability information, this role represents an important step forward in our sustainability work. By enhancing both supply chain oversight and data management, we ensure that our sustainability governance continues to evolve in step with stakeholder expectations and regulatory developments.

Sustainability is a shared responsibility, and every department is accountable for quality, health, safety, and sustainability outcomes. Through this integrated governance model, Granberg ensures that sustainability is not managed in isolation, but rather embedded into all aspects of the organization, supporting both strategic objectives and a positive impact on society and the environment.

MATERIAL TOPICS

Material topics are those areas where Granberg’s operations have the most significant impacts on the economy, the environment, and society, including human rights. These topics are of critical importance because they directly influence our ability to create long-term value while shaping the decisions of our stakeholders. By identifying and addressing material topics, we ensure that our efforts are concentrated on the issues that matter most to our stakeholders and that drive our sustainability performance. Focusing on these areas also allows us to manage risks effectively, seize opportunities, and strengthen our positive contributions to sustainable development.

For Granberg, sustainability initiatives are closely linked with product quality and safety. Integrating these elements ensures that our processes are not only effective but also environmentally responsible and socially sustainable.

To identify and prioritize material topics, we carry out an assessment process that engages both internal and external stakeholders. This process involved analyzing environmental, social, and governance (ESG) issues relevant to our business operations and evaluating their potential impact on both our company and our stakeholders. The outcome of this assessment enables us to focus on the most significant topics, allocate resources more efficiently, and address material issues proactively.



Material topics are not static. As our organization evolves and as our understanding of our impacts and emissions improves, we will continue to review and adjust our material priorities. This is especially relevant at a time when we are upgrading and refining many of our processes to make better use of the data available to us. The more we learn about our organization and where we can drive the greatest improvements, the stronger our ability becomes to make meaningful changes in how we operate.

Transport

Transport of goods, including imports and outbound deliveries, is one of the most important environmental aspects for Granberg. Through the past year, our mapping of greenhouse gas emissions has given us far better insight into emissions related to Scope 3, and the data has confirmed that transport is by far the largest contributor to our footprint. A significant share of our emissions comes from upstream shipping, making this an area of even greater focus going forward. The work carried out in mapping these emissions has proven essential in prioritizing actions and identifying where we can have the most impact.

Transport emissions of CO₂, NO_x, and other pollutants contribute to global warming and have harmful effects on both people and nature. Recognizing this, we are committed to finding more sustainable transport solutions and working with partners to reduce our footprint across the entire supply chain.

GROUP TRANSPORT CO₂e EMISSIONS (tCO₂e)

	2023	2024
 UPSTREAM TRANSPORT	—	1010.3 tCO ₂ e
 DOWNSTREAM TRANSPORT	69.6 tCO ₂ e	74.5 tCO ₂ e

Waste management

Waste management remains a key material aspect, focusing on recycling and reduction in order to minimize the amount of waste generated. We acknowledge that improper waste handling can have significant environmental consequences, causing damage to nature and increasing overall waste volumes. By managing waste responsibly, we reduce negative impacts and improve efficiency across our operations.



To reduce packaging waste and use of plastic, several glove product lines are now delivered with paper banding and paper hooks instead of plastic wrap. This small but scalable change cuts plastic usage and simplifies waste handling for customers, contributing to lower downstream environmental impact.

R&D / Purchase

We take into account the purchase of goods and their composition. Our aim is to select products that are not linked to environmentally harmful production processes and that do not contain harmful substances. Neglecting these considerations can lead to negative impacts in several environmental areas.

At the same time, our Research and Development (R&D) efforts are central to influencing the environmental performance of our products. By investing in R&D, we are able to improve product designs, develop new solutions, and enhance manufacturing methods to further reduce emissions and other impacts linked to our products and processes.

Sustainability

Sustainability is a broad and material aspect that includes environmental, ethical, and social considerations. Our Corporate Social Responsibility (CSR) work is central in this regard, ensuring fair labor practices, promoting diversity and inclusion, and safeguarding human rights throughout our supply chain. We also work actively to reduce our carbon footprint, minimize waste, and select more sustainable materials to reduce environmental impacts. These priorities help us create long-term value for both the environment and the communities where we operate, while also strengthening trust among our stakeholders.

Product Quality

Product quality and safety are also material aspects of high importance, particularly for a company that supplies personal protective equipment. We ensure that our products meet strict quality standards and are thoroughly tested for safety and effectiveness. By maintaining this commitment, we strengthen customer trust and contribute to safer workplaces for those who depend on our products.

Granberg is committed to continuously improving within all of these areas. By focusing on transport, waste management, product development, sustainability, and product quality, we are directing our efforts toward the areas with the greatest potential to reduce our carbon footprint and improve overall performance. Continuous mapping and data collection remain vital in guiding our work and ensuring that resources are used where they create the most impact.



OUR FOOTPRINT

Climate change is one of the defining global challenges of our time, and Granberg is committed to contributing actively to its mitigation. A central part of this commitment is to understand and manage our greenhouse gas (GHG) emissions.

Scope 1 and Scope 2 cover the emissions most directly under our control, from fuel use in vehicles to purchased electricity. Scope 3 represents indirect emissions across our value chain, which are more complex to capture but critical to address.

This broad view gives us greater insight into where actions will have the most effect. It confirms transport as the largest driver of emissions and highlights areas

such as air freight and upstream shipping where improvements can make a tangible difference. At the same time, it provides a more solid foundation for dialogue with customers, partners and regulators, all of whom increasingly expect robust data and transparency.

By improving coverage and building capacity for more comprehensive reporting, Granberg strengthens its ability to set priorities, track real progress and align with evolving regulatory requirements. In doing so, we continue to integrate climate considerations into business decisions and demonstrate our commitment to reducing our environmental impact.

Our Data - Methodology and Data Sources

Measuring our impact is ultimately about making better decisions. Granberg's greenhouse gas calculations follow the Greenhouse Gas (GHG) Protocol and use the best data we have for the reporting period. We combine primary information from our own operations and partners with recognized secondary sources and, where needed, careful estimates. The aim is simple: a footprint that reflects reality as closely as possible.

Primary data

Wherever we can, we measure directly. This includes electricity and heating, water and waste, and transport data, with a majority of shipping emissions reported to us by the shipping companies themselves. For company-leased vehicles, we combine mileage records with manufacturer data and internal accounts.

Secondary data

When direct measurements are not available, we rely on established sources and standards. Emission factors primarily come from the Ecoinvent life-cycle database, version 3.11 (2024). For transport, we use recognized methodologies and standards, and national factors where relevant.

Estimates

Some activities don't have complete datasets yet. In those cases, we use comparable products, routes or factors and apply conservative assumptions. These estimates are designed to be transparent and practical, while still giving a reliable picture of our impact.

Data quality and assurance

Our work is supported by an external partner whose tools convert operational data into CO₂e using recognized databases. While this report is not externally assured, we use internal controls and regular checks to keep data quality high and to make methods consistent over time.

Expansion of Reporting: Inclusion of Upstream Transport

For the first time, this year's sustainability report includes emissions from Scope 3 upstream transport. This expansion represents an important step toward a more complete picture of our environmental footprint. Upstream transport is by far the largest single contributor to our total emissions, accounting for a major part of the organization's overall carbon footprint.

The inclusion of these emissions validates our prioritization of transport as a material topic in our sustainability strategy. With the newly integrated upstream transport data, we now have the figures to support and strengthen this assessment. It allows us to clearly identify where the greatest potential for improvement lies and to pinpoint opportunities for increased efficiency and reduced climate impact within our supply chain.

Purchased goods and services are not yet included in the Scope 3 calculations presented in this report. This category is also expected to be material, and work has already started to prepare for its inclusion in future reporting cycles.

Continuous improvement

We're increasing the share of primary data year by year, especially in Scope 3. Mapping of key producers is underway, and we've opened direct dialogue with suppliers to improve access to trustworthy data. At the same time, we acknowledge that sustainability reporting has limits: scope, definitions and methods can influence results. Our commitment is to be open about those limits, keep improving, and give readers a clear, useful view of our progress.



CO₂e emissions



This sustainability report presents location-based emission figures for Granberg AS in Norway and Granberg Sverige AB in Sweden. The results confirm that transport is the dominant driver of our measured footprint and that the expanded mapping during the year has given a clearer picture of where actions will have the greatest effect.

Scope 3 for our previous reports covered only business travel, waste and downstream transport, while 2024 adds upstream transport and employee commuting, and applies more complete data sets. This explains the step change in the total emission figures and should be considered when interpreting year-over-year movements.

These boundary and data-coverage changes explain most of the year-over-year movements and should be considered when interpreting trends. Like-for-like comparisons (holding coverage constant) indicate a stable underlying profile, while the expanded dataset offers a more accurate basis for decision-making at group level.



Overall, the 2024 figures give a clearer baseline for action. The expanded Scope 3 mapping confirms where measures will have the highest impact. Continued reduction in the total across scopes point to steady control of site related emissions. The improved coverage across the group strengthens our ability to target transport related emissions and to track real reductions going forward.

GROUP EMISSIONS (tCO₂e)

	2023	2024	CHANGE
 SCOPE 1 & 2 TOTAL tCO₂e	89.6	67.9	-24.2%
 LIKE-FOR-LIKE COMPARISON TOTAL tCO₂e EXCLUDING EXTENDED SCOPE 3 MAPPING FOR 2024	198.1	186.3	-6%

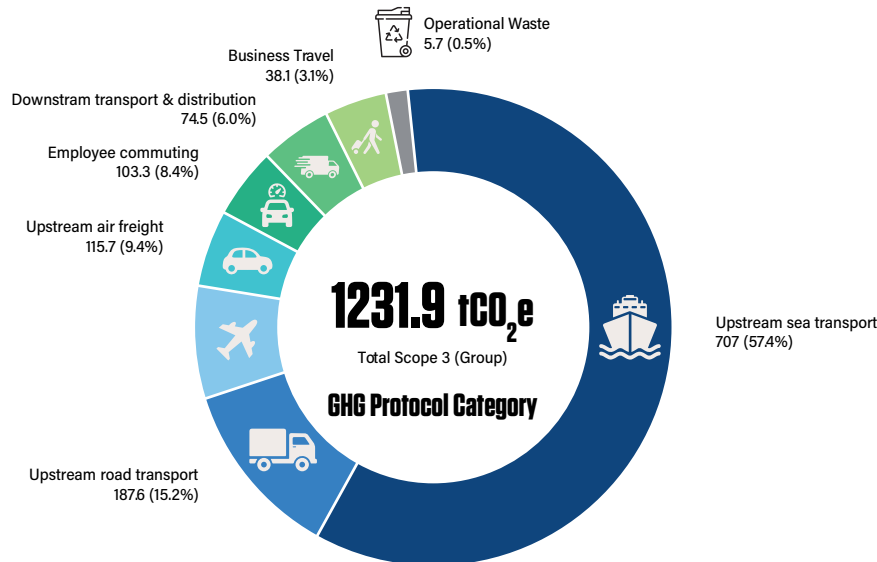
At group level, the total emissions, including extended mapping for 2024, are 1,299.9 tCO₂e, distributed as approximately 4 percent in Scope 1, 1.2 percent in Scope 2, and 94.8 percent in Scope 3. The dominance of upstream transport, especially ocean shipping, is consistent with the improved data coverage achieved this year and confirms that transport is the most material area for reduction initiatives.

TOTALS 2024 GROUP (tCO₂e)

	SCOPE 1	SCOPE 2	SCOPE 3	TOTAL
 NORWAY	42.4	8.4	822.7	873.5
 SWEDEN	9.6	7.5	409.2	426.4
SUM	52.0	15.9	1231.9	1299.9

The largest contribution comes from Scope 3 upstream. Within this, transoceanic shipping accounts for 707 tCO₂e. Business travel by ferry is not included due to limited data and is expected to be a minor share.

Granberg Group 2024: Scope 3 Emissions Breakdown

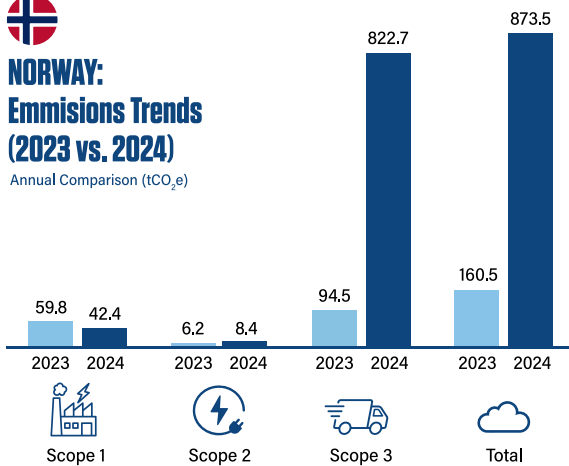


Reported total emissions for Norway increased compared with 2023. The total for 2024 is 873.5 tCO₂e. This increase is primarily explained by broader Scope 3 coverage, which now includes upstream shipping, lorry legs, air freight, and employee commuting.



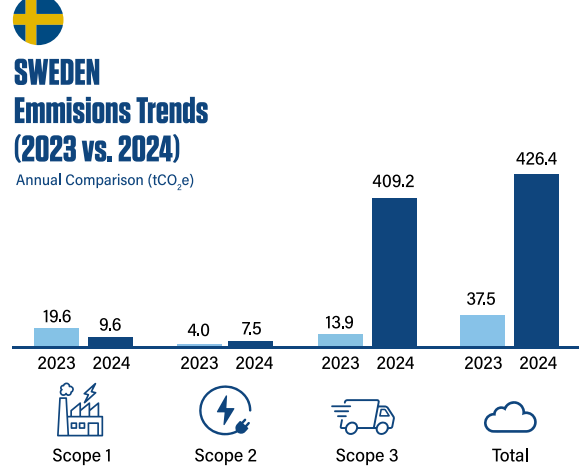
NORWAY: Emissions Trends (2023 vs. 2024)

Annual Comparison (tCO₂e)



SWEDEN Emissions Trends (2023 vs. 2024)

Annual Comparison (tCO₂e)



For Norway, direct emissions in Scope 1 decreased from 59.8 tCO₂e in 2023 to 42.4 tCO₂e in 2024, a reduction of about 29 percent, mainly linked to lower fuel use. Scope 2 rose from 6.2 tCO₂e in 2023 to 8.4 tCO₂e in 2024, which is consistent with higher electricity use but remains a small share of the total.

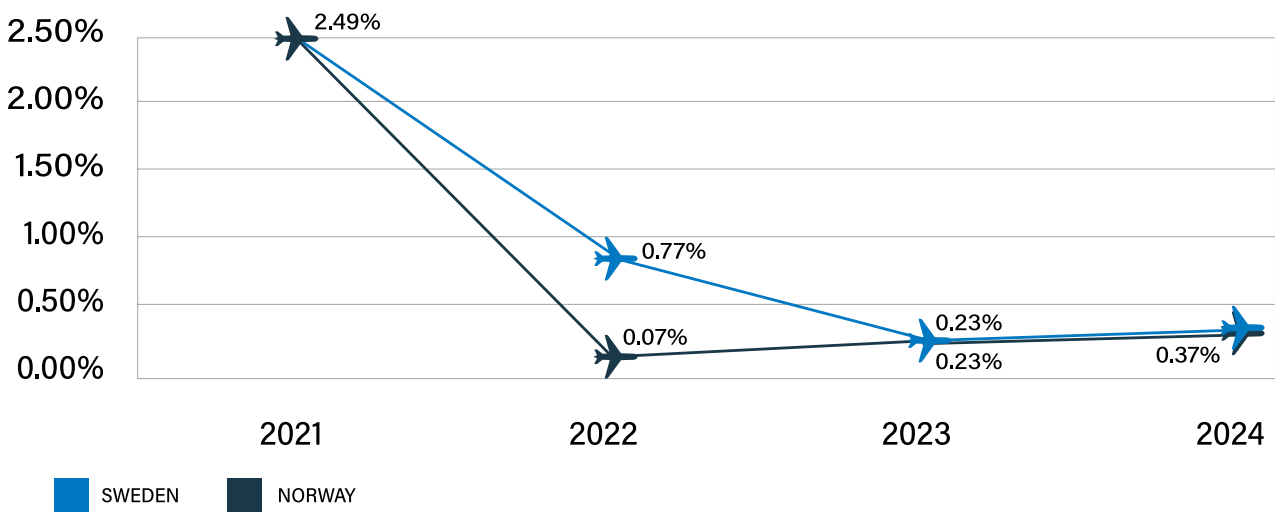
It is important to note that if upstream shipping and employee commuting are excluded to mirror last year's coverage, Norway's 2024 total would be approximately 155.2 tCO₂e, which is 3.4% below 2023 and indicates stability in the underlying profile.

When extended measurements introduced in 2024 are excluded, Sweden also shows a reduction in total emissions from 37.5 tCO₂e in 2023 to 31.1 tCO₂e in 2024. Scope 1 decreased from 19.6 tCO₂e to 9.6 tCO₂e, a 50 percent drop from the previous year. Scope 2 increased to 7.5 tCO₂e, reflecting higher electricity use at the site. Scope 3 upstream is 3.5 tCO₂e, for waste and business travel. Scope 3 downstream is 10.5 tCO₂e, reported under downstream transport. Taken together, the Swedish profile remains well managed with a lower total than in 2023.

Air Freight

Air freight continues to represent a notable share of transport emissions. Under the expanded 2024 measurement, shipment-level accounting shows 115.7 tCO₂e combined for Norway and Sweden, of which 93.5 tCO₂e relates to Norway. Reporting now draws on shipment-level emissions rather than historical revenue-share estimates, providing a more accurate basis for decisions. In 2024, the share of products shipped by air was 0.35% in Norway and 0.37% in Sweden, up from 0.23% in 2023 for both locations. The company continues to reserve air shipping for time-critical shipments and samples, and expects that better planning and improved supply chain systems will reduce the need for urgent shipments over time.

AIR FREIGHT SHARE TRENDS: NORWAY VS. SWEDEN (2021 - 2024)





Transport

Transport is confirmed as the largest driver of emissions in 2024. Upstream transport across Norway and Sweden totals 1,157.4 tCO₂e, with ocean shipping as the largest component (707.1 tCO₂e), followed by lorry transport (188.1 tCO₂e) and air freight (115.7 tCO₂e). Downstream effects are smaller but present, including 74.5 tCO₂e linked to downstream transportation. The improved mapping of Scope 3 provides a clearer view of where measures have the greatest effect, especially in ocean and road legs in upstream transport.

Energy

Electricity use remains a small share of total emissions but increased with higher activity in 2024. Norway reports 8.4 tCO₂e from about 194.2 MWh. Sweden reports 7.5 tCO₂e from about 137.2 MWh.

Water

Water use contributes only marginally to reported emissions in 2024. Norway accounts for about 62 kg CO₂e from water supply based on approximately 180,000 liters. In Norway, wastewater is treated on-site through a dedicated system, which reduces potential impacts on local waterways. The Swedish site accounts for about 34 kg CO₂e. Water remains monitored for responsible resource use, but it is not a material emissions driver compared with transport.

Waste

Waste-related emissions are low and stable. In 2024, Norway reported 3.8 tCO₂e from waste generated in operations; Sweden reported 1.9 tCO₂e from energy recovery and landfill. The company prioritizes source separation and material recovery, and packaging-reuse and reduction initiatives are tracked so that improvements are visible in future reporting. At the Norwegian head office, plastic waste volumes for 2024 were estimated from the number of collections by the waste collection provider, rather than direct measurement.

Most operational waste is directed to energy recovery or material recycling, leaving only small residual volumes to landfill. Energy recovery involves the incineration of residual waste to produce district heating, electricity and industrial steam, reducing reliance on fossil fuels and limiting the need for landfill.

Waste is included among our material topics, and work continues to reduce the environmental impact of our waste streams.

INNOVATION

Granberg's portfolio of brands covers a wide spectrum of applications and serves both heavy and light industries, including oil and gas, construction, fishing, food processing, and healthcare. Our protective gloves are designed to deliver unbeatable hand protection, enabling people to work with confidence and safety in even the most demanding environments.


We remain more dedicated than ever to developing innovative glove products that combine maximum safety with comfort and functionality. Our research and development team is highly skilled and deeply committed, working in specialized facilities and laboratories to create new functions, refine designs, and adapt products to evolving customer demands and market requirements. This ensures that our products consistently meet the changing needs of industries worldwide.

A prime example of our innovative strength is the High-Performance Cut-Resistant Fabric Kozane®. Kozane® represents a range of technical textiles that incorporate advanced materials and technologies to provide superior cut resistance. The fabrics are flexible,

lightweight, and breathable, offering protection without compromising comfort. Their unique composition makes them suitable for a wide variety of applications, including personal protective equipment for the military, security and law enforcement, industry, health and social care, special education, extreme sports, and other demanding areas.

With our new production facility in Malaysia becoming operational in 2025, Kozane® will take yet another important step forward, strengthening both its global reach and production capacity.

Innovation is not only central to the development of our products but also a driving force behind our sustainability initiatives. By advancing product design and production methods, we simultaneously enhance safety and reduce our environmental footprint. At the same time, we acknowledge the importance of minimizing our broader environmental impact. From production processes to transportation, we have identified key areas where meaningful improvements can be made to reduce emissions and resource consumption, ensuring that innovation and sustainability go hand in hand in shaping the future of Granberg.



Granberg's Kozane® fabrics demonstrate how durability and protection go hand in hand. The multi-layer, cut-resistant textile offers exceptional strength and extended lifespan, meaning gloves last longer, require fewer replacements, and reduce total resource use—benefiting both safety and sustainability.

OUR PRODUCTS

Granberg's product development is guided by functionality and durability, with sustainability considerations integrated into new designs. The portfolio is broad, with gloves for industrial, food and cleaning, healthcare, tactical, and sports and leisure applications accounting for approximately 95% of the product range. Granberg also supplies medical face masks and single-use clothing where required by specific customer needs.

Granberg operates an EN 388 laboratory and employs engineers with deep knowledge of polymers, textiles, and materials technology. This capability supports full life cycle thinking during development by helping select materials with lower impact where feasible, optimizing construction for durability and protection, and validating performance through testing. The combination of in-house testing and engineering expertise shortens iteration cycles and improves consistency across product families.

Strict standards and certifications remain a foundation. The company holds Oeko-Tex certificates 21.HNO.59941 and 2020OK0876 for applicable products, confirming compliance with demanding criteria for environmental and human health protection. Products and materials are also managed in line with REACH requirements for the safe use

of chemicals, including screening for substances of concern and requiring equivalent practices from suppliers. Innovation in hand protection has been recognized with Red Dot awards for product design. These recognitions sit alongside clear priorities on sustainability and responsible sourcing.

Supplier management and quality assurance are handled with the same discipline. New and existing suppliers are screened against environmental criteria that include management systems and performance history. Product quality is monitored continuously and information is kept transparent and accurate for customers. In 2024 the proportion of credit notes issued due to product quality was 0.18 percent. Corrective actions are followed up where needed and learnings are fed back to design and sourcing.


Packaging is a priority for improvement and concrete changes are already in place. Granberg has started to replace plastic packaging for several products. Bundles are now secured with paper banding rather than plastic where this is technically and hygienically appropriate. The change reduces plastic use, simplifies recycling for customers, and can lower packaging volume during transport. Work continues to expand the use of paper banding across more lines and to refine pack formats so that materials are easier to sort after use.

Use and re-use

Granberg views products as more than the gloves delivered to end users. Each item consists of multiple materials, made by different processes, shipped from various locations, and packed in different ways. Reducing environmental impact therefore includes what happens in warehouses and offices. Cardboard boxes are reused wherever possible. This includes boxes received from suppliers, office supply boxes, and parcels received by post. Every box that is reused means one less box produced or discarded. Many outgoing orders are packed in reused boxes. This is a simple and effective way to cut waste and costs while benefiting the environment. Boxes that are reused are checked to ensure that products are protected and that labels and documentation are correct.

Recycling remains part of the approach when reuse is not possible. Granberg is a member of Grønt Punkt Norge for packaging. Recycling ensures that damaged boxes and other materials are used several times. All packaging can be recycled and customers are encouraged to follow local guidance so that materials return to circulation.

Looking ahead on product information the company continues to strengthen data accuracy and accessibility. As internal systems mature, more product attributes and documentation can flow automatically to customers, including materials and care information and in the future the environmental data that many partners request. The aim is a reliable and efficient information stream that supports both customer decisions and continuous product improvement.



In line with our focus on employee wellbeing and skin health, the Granberg COATS® nitrile glove integrates colloidal oatmeal into the inner lining, soothing and protecting the skin for users who wear gloves for extended periods. This reflects how product innovation directly supports wellbeing objectives.

OUR RESPONSIBILITY

Granberg is committed to upholding the core values of health and safety, environmental responsibility, ethical trading, and corporate social responsibility (CSR) in every part of its operations. These values are essential for building a sustainable future, and responsibility for them is taken seriously throughout the organization. Together with employees, customers, subcontractors, and partners, clear efforts are made to achieve the defined sustainability goals.

A key focus area is health, safety, and environment (HSE) at work. HSE is fundamental for securing a sustainable working life for both present and future generations. As an employer, the company accepts its responsibility to provide a safe and healthy work environment and promotes systematic HSE practices across all workplaces.

HSE

A healthy and safe working environment supports productivity, quality, and long-term value creation. Investing in HSE strengthens competitiveness and helps build a culture where people can do their best work.

Granberg has established a Working Environment Committee (AMU), which serves as the company's Occupational Health and Safety Committee. The committee meets regularly to review HSE performance, employee well-being proposals, and staff activities. Elected safety representatives (verneombud) are in place, receive training, and conduct regular workplace walk-throughs; they have the authority to raise issues directly with AMU. AMU tracks trends,

prioritizes actions, and checks that measures are implemented and effective, creating a clear loop from reporting to follow-up and learning.

In 2024 a total of 286 incidents and improvement proposals were registered through the internal reporting tool. Of these, 243 were closed, and 43 are being processed or checked for effectiveness before closure. No serious incidents were recorded. One work-related injury occurred, when an employee sustained a foot injury that led to a one-week sick leave. The timely closure rate is approximately 85 percent, which indicates good handling while also showing where faster verification and closure can be achieved.



In addition to incident reporting, sickness absence is monitored as part of HSE performance. In 2024, the sickness absence rate was 7.0% in Norway and 1.1% in Sweden. The figure for Norway is broadly in line with the national average, while the significantly lower figure in Sweden reflects differences in workforce composition and national reporting practices.

Employee perception is an important part of HSE monitoring. Regular surveys capture feedback on topics such as workplace safety, well-being, leadership, and engagement. Results are reviewed by management, and actions are taken to strengthen areas where improvements are identified.

External audits were carried out for quality and environmental management. Internal audits and safety rounds did not reveal major errors or deficiencies for HSE. Findings are reviewed by management and by AMU to confirm that controls are working and that corrective measures are completed.

The focus going forward is simple. Keep participation high in reporting and suggestion channels. Use AMU to target the most important risks and to follow up actions to completion. Continue to use audits and safety rounds to verify that improvements hold over time. This approach keeps HSE embedded in daily operations and supports a stable, positive working culture.



As part of our HSE commitment, Granberg has developed accelerator-free nitrile gloves that eliminate common chemical accelerators while maintaining elasticity and grip. This innovation significantly reduces the risk of allergic reactions and skin irritation, supporting both employee health and workplace safety. These gloves are approved for food and medical use, meeting EN 455 and EN 374 standards.

WORLD MARKETPLACE

Operating as a global company entails significant responsibility for both employees and the wider communities affected by the business. This responsibility extends to the well-being of people, accountability toward stakeholders, and the safeguarding of the environment.

Sustainable and responsible operations are a core obligation, going beyond compliance with regulations to adopt practices that generate long-term positive impacts on society and the environment. This commitment is reflected in thorough monitoring of operations and supply chains, with regular evaluations

of policies and practices to ensure alignment with established values and corporate social responsibility (CSR) commitments.

Transparency remains a guiding principle, with open communication directed toward stakeholders including customers, partners, and suppliers. Sustainability is defined not only as reducing environmental impact but also as maintaining ethical, safe, and responsible business practices. Alongside strong health, safety, and ethical standards within the organization, attention is given to managing risks associated with a complex global supply chain.

RISKS

Granberg maintains a diverse supply chain with production in China, Malaysia, Pakistan, Sri Lanka, Thailand, Vietnam, South Korea, and Bangladesh, together with production in the United States and in Europe in France, Hungary, Lithuania, Poland, and Croatia. This also includes Granberg's own cut-resistant textile sites in Lithuania and Malaysia.

Operating in many countries brings risk. Granberg sets clear requirements aligned with OECD guidance on human rights, labor rights, the environment, anti-corruption, and transparency, and follows up through ongoing due diligence and supplier engagement. Inherent risk is higher in several producing countries, and typical sector risks include forced labor and child labor. These risk signals indicate where extra vigilance is needed and do not mean confirmed breaches at a specific site.

Supplier expectations are communicated through the Code of Conduct and verified using a set of practical tools.

- Strong long-term relationships with our suppliers and regular visits to production sites
- Self-assessment questionnaires
- Third-party audit reports by accredited third-party auditors
- Regular follow-up meetings with subcontractors
- Performing supplier checks using our own CSR Checklists
- Establishing anonymous whistleblower channels

Granberg works through long term relationships and regular site visits, self-assessment questionnaires, third party social audits, structured follow up meetings, Granberg on site checks using CSR checklists, and an anonymous whistleblower channel that is available to anyone through the website. Membership in Sedex strengthens information sharing and transparency with suppliers.

Due diligence activity in 2024 shows broad coverage and active follow-up. Third-party audits were completed at 45 supplier sites. Granberg received 63 self assessment questionnaires. Fourteen on-site checks were carried out by Granberg teams. Across audits at active suppliers, 151 findings were recorded. In addition, 11 findings were recorded at a former supplier and are not part of the ongoing follow up. By June 2025, 142 findings were closed and 7 remained under follow-up, including 3 items tracked as improvement focus rather than direct non-conformities. The most frequent themes were HSE and working time, including chemical management and labeling, electrical and fire safety, PPE use and availability, hygiene facilities, machine guarding, and use of overtime.

When issues are identified, Granberg agrees on corrective actions with suppliers and verifies closure. If a supplier does not show willingness to improve, cooperation is ended. Suppliers are required to communicate and enforce Granberg standards with their own subcontractors. This keeps responsible purchasing as both a firm requirement and a shared responsibility across the chain.

Since joining Sedex in 2021, Granberg has used the platform to structure supplier due diligence and information sharing. Sedex is used for self-assessment questionnaires, for hosting third-party social audit reports, and for documenting corrective actions and follow-up. The platform improves transparency and collaboration with suppliers and gives a clearer view of risk and progress over time. Before 2021 responsible purchasing was managed on an internal platform. Sedex has strengthened this work by making data easier to share and verify across the chain. Suppliers are expected to keep profiles updated and to grant access to relevant reports, while Granberg complements this with on site checks and regular meetings. An anonymous whistleblower channel remains open through the website so that concerns can be raised and handled securely.

SUPPLIER PERFORMANCE & AUDIT METRICS



CODE OF CONDUCT

Fair working conditions and sustainable environmental practices are promoted actively throughout the supply chain. Collaboration with suppliers and business partners is essential to achieving this, and expectations are clearly defined through a dedicated Code of Conduct. The Code sets requirements in key areas including human rights, workers' rights, environmental responsibility, and anti-corruption, and serves as a binding guideline for suppliers and partners to align their practices with these standards.

Continual improvement is emphasized as part of this process. Policies and practices are regularly reviewed, and support is provided to suppliers and partners to help them meet the requirements of the Code of Conduct. In this way, the supply chain becomes an integral part of Granberg's broader sustainability commitments, ensuring that responsible conduct extends beyond the company's own operations.

PRINCIPLES

All goods and services delivered to Granberg must comply with the company's Code of Conduct. Suppliers are required to communicate the Code effectively to their own sub-suppliers and to ensure that its principles are implemented throughout the supply chain.

At Granberg's request, suppliers must provide documented evidence of compliance with the Code of Conduct. Documentation may take the form of self-declarations, follow-up meetings, or on-site inspections of production conditions. Suppliers are also obliged to disclose and provide information on any sub-supplier that Granberg wishes to inspect.

In cases of non-compliance, a remediation plan is developed together with the supplier, who must implement corrective measures within a reasonable timeframe. Continued breaches or failure to respond to repeated inquiries will lead to termination of the contract.

The selection of new suppliers prioritizes adherence to established social and environmental standards. Business practices that involve illegal or unlawful monetary gifts, bribes, or any other form of improper remuneration are strictly prohibited. Such practices are never accepted as a means to obtain business advantages or personal benefits for Granberg, its customers, agents, or suppliers.

Furthermore, Granberg and its suppliers avoid business relationships with entities operating in countries subject to international boycotts imposed by the United Nations or Norwegian authorities.

REQUIREMENTS FOR SUPPLY CHAIN CONDITIONS

Granberg's Ethical Trade Principles are founded on fundamental UN and International Labor Organization conventions and documents. National laws shall be respected, and where the provisions of law and our ethical trade principles address the same subject, the most stringent applies.

FORCED AND COMPULSORY LABOUR

There shall be no forced, bonded, or involuntary prison labor anywhere in our supply chain. No one shall be required to hand over a deposit or identity papers to their employer, and workers shall be free to leave their employer after reasonable notice.

FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

Workers shall have the right to join or form trade unions and to bargain collectively without employer interference. Worker representatives shall not be discriminated against and have access to their representative functions in the workplace.

CHILD LABOUR

The minimum age for workers shall not be less than 15 years and comply with the national minimum age for employment or the age of completion of compulsory education, whichever of these is higher (exceptions under ILO Convention 138). No person under the age of 18 shall be engaged in labor hazardous to their health, safety, or morals, including night work.

DISCRIMINATION

There shall be no discrimination at the workplace in hiring, compensation, access to training, promotion, termination, or retirement based on ethnic background, religion, age, disability, gender, marital status, sexual orientation, union membership, or political affiliation. Measures shall be established to protect workers from sexually intrusive, threatening, insulting, or exploitative behavior, and from discrimination or termination of employment on unjustifiable grounds.

HARSH OR INHUMANE TREATMENT

Physical abuse or punishment, threats of physical abuse, sexual or other harassment, verbal abuse, and other forms of intimidation are prohibited.

HEALTH AND SAFETY

The working environment shall be safe and hygienic. Hazardous chemicals and other substances shall be carefully managed. Adequate steps shall be taken to prevent accidents and injury. Workers shall receive health and safety training. Access to clean toilet facilities, potable water, and sanitary facilities for food storage shall be provided. Accommodation shall be clean, safe, and adequately ventilated, and shall have access to clean toilet facilities and potable water.

WAGES

Wages and benefits paid for a standard working week shall, at minimum, meet national legal or industry benchmark standards, whichever is higher. Wages should always be enough to meet basic needs, including some discretionary income. All workers shall have a written contract outlining their wage conditions before entering employment.

WORKING HOURS

Working hours shall comply with national laws, benchmark industry standards, and not more than prevailing international standards. Workers shall be provided at least one day off every seven days, and overtime shall be paid, limited, and voluntary. Exceptions to working hours are accepted when regulated by a collective bargaining agreement

REGULAR EMPLOYMENT

Employee obligations shall not be avoided through short-term contracting, sub-contractors, or other labor relationships. All workers are entitled to a contract of employment in a language they understand. The duration and content of apprenticeship programs shall be clearly defined.

CORRUPTION

Corruption in any form is not accepted, including bribery, extortion, kickbacks, and improper private or professional benefits to customers, agents, contractors, suppliers, or employees of any such party or government officials.

MARGINALISED POPULATION

Production and the use of natural resources shall not contribute to the destruction and or degradation of the resources and income base for marginalized populations, such as in claiming large land areas, use of water, or other natural resources on which these populations depend.

ENVIRONMENT

Measures to minimize adverse impacts on human health and the environment shall be taken throughout the value chain. This includes minimizing pollution, promoting efficient and sustainable use of resources, including energy and water, and minimizing greenhouse gas emissions in production and transport. National and international environmental legislation and regulations shall be respected, and relevant discharge permits obtained.

ANIMAL WELFARE

Leather products are only to be made from utility animals such as pigs, sheep, and cattle, where the animal was initially slaughtered for meat production.

MANAGEMENT SYSTEMS OF SUPPLIERS

The management system is crucial to the implementation of the code of conduct. Granberg emphasizes the importance of suppliers having systems that support such implementation.

TRANSPARENCY FOR ALL

Under the Norwegian Transparency Act, larger enterprises are required to publish an annual report on their corporate social responsibility efforts by 30 June. The report must describe how adverse impacts on fundamental human rights and decent working conditions are addressed in connection with the production of goods and provision of services.

The report includes a general description of Granberg's structure and operations, as well as the guidelines and procedures in place for managing adverse impacts. It also provides information on actual negative impacts, significant risks of adverse effects, and the measures implemented or planned to mitigate them.

Several of these elements are already presented in this sustainability report. The due diligence report, however, provides more detailed information regarding the supply chain, offering stakeholders a clear view of how risks are assessed and managed. The report is made publicly available and can be accessed directly through the company website.

EU Deforestation Regulation (EUDR)

From 2025, the EU Deforestation Regulation (EUDR) will apply to several commodities, including natural rubber and latex. This regulation requires that all products containing these raw materials must be deforestation-free and produced in compliance with local legislation, with full traceability back to their place of origin.

Although latex products represent only a small share of our portfolio, we are committed to ensuring that these items comply fully with the regulation. In 2024, we initiated a review of our product classifications and supply chains to identify potential exposure. As part of this process, we will require suppliers to provide detailed documentation, including geolocation data, risk assessments, and legal compliance confirmations. Granberg will integrate these requirements into our operations, audits, and due diligence systems. By doing so, we aim not only to meet regulatory obligations, but also to play our part in preventing deforestation and promoting sustainable raw material sourcing.

ANTI-CORRUPTION AND BRIBERY

Corruption is widely recognized as a destructive practice that undermines society and damages economic growth. According to the OECD, it impedes development, distorts competition, and reduces foreign investment. The Granberg Group applies a strict zero-tolerance approach to corruption in all areas of its business. Sales and purchasing functions are particularly exposed to risks of bribery, and preventive measures have been implemented to address these vulnerabilities. In 2024, no cases of corruption were recorded, reflecting the effectiveness of these measures.

Employees with decision-making responsibilities, or who work directly with customers and suppliers, are required to complete anti-corruption training. By the end of 2024, 100% of applicable employees had completed the course. The training covers international and local legislation, guidelines for appropriate conduct, and practical scenarios relevant to the daily business environment.

The group has also adopted a comprehensive Anti-Corruption and Bribery Policy, which defines ethical standards and accountability measures across global operations. The policy places clear responsibility on management to ensure compliance and applies to all individuals representing the Granberg Group.

CASES OF CORRUPTION AT GROUP LEVEL

0

ZERO REPORTED INCIDENTS

SEE SOMETHING - SAY SOMETHING

With the publication of the first Granberg sustainability report in 2022, a new reporting tool was introduced to strengthen transparency and accountability across operations and the supply chain. The tool allows anyone to report negative experiences related to Granberg's activities or suppliers. A reporting form is accessible through the company website, and submissions can be made anonymously.

Providing an open and safe channel for communication ensures that concerns can be raised without barriers. All reports are taken seriously and investigated thoroughly, with appropriate follow-up actions implemented when necessary. This process contributes to building a more ethical, transparent, and responsible supply chain that benefits all stakeholders involved.



<https://forms.office.com/e/YKtm58xPmQ>

OUR CUSTOMERS

Sustainability efforts depend on active engagement with customers, who play a decisive role in driving positive change across operations and the wider value chain. The increasing emphasis on sustainability in society is clearly reflected in customer expectations, and this development provides both motivation and a strong incentive to continue improving and exploring new solutions.

Evolving expectations are challenging the company to go beyond established practices and adopt more sustainable ways of operating. Customers increasingly expect the use of eco-friendly materials, reduced waste, and a lower carbon footprint. There is also growing demand for fair labor practices, diversity and inclusion, and support for local communities. These expectations are not viewed as obstacles but as opportunities to raise standards and strengthen sustainability performance.

Customer expectations are also a powerful driver of innovation. By listening closely to customers, new solutions are developed that align with shared sustainability goals and create added value for all parties. Challenges from customers inspire continuous improvement and reinforce the commitment to deliver products and services that meet high standards of responsibility.

The company's ability to consistently deliver quality and ensure customer satisfaction provides a strong foundation for building trust and strengthening long-term partnerships. This experience and track record serve as valuable assets that benefit customers while advancing common sustainability objectives.

CUSTOMER SATISFACTION SCORE





In collaboration with Archer, a leading oil and gas company, Granberg developed the 6050 glove, combining impact protection with advanced chemical resistance. This glove was co-designed for real field conditions, illustrating Granberg's approach to innovation through close customer partnerships.

EQUALITY

Building a thriving and growing organization depends on a strong commitment to diversity and inclusion. Gender equality is recognized by the United Nations as a fundamental human right and a foundation for peace, prosperity, and sustainability. Promoting gender equality is a priority across all Granberg operations, both domestically and internationally, and the workplace is shaped by a culture where equality is regarded as essential.

Employees represent diverse cultural backgrounds and countries, and this multicultural environment is a significant strength. Valuing and fostering cultural diversity supports peace, stability, and human development. In 2024, the Group included colleagues from

Lithuania, Poland, the Philippines, Romania, Namibia, the Netherlands, Australia and the Czech Republic, working across functions and levels, including management. There were no reported incidents of discrimination, harassment or unfair treatment within the organization.

Gender distribution reflects a balanced workforce across locations. In Norway, women accounted for 59.2% and men 40.8% of full-time equivalents in 2024. In Sweden, the distribution was approximately 40% women and 60% men. These figures illustrate that both genders are well represented across the organization, although the balance varies somewhat between countries.

PERCENTAGE OF FEMALE AND MALE EMPLOYEES



NORWAY

Male	41%	Female	59%
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SWEDEN

Female	40%	Male	60%
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Sustainable working conditions are central to long-term success. Employees are the company's most valuable resource, and efforts are made to ensure decent pay, permanent employment opportunities, and full-time positions whenever possible. This commitment reflects a broader awareness of global challenges, where approximately half of the world's population earns wages too low to cover basic needs. Granberg seeks to counter

this by providing conditions where employees can thrive personally and professionally.

Equality is treated not as a privilege but as a right. The goal is to ensure that all individuals are treated with dignity and respect, regardless of gender, race, or background, and that the workplace actively contributes to a fairer and more inclusive society.

FINANCE

The Granberg Group upholds a fair remuneration practice that reflects company values and supports long-term business objectives. This practice covers all elements of remuneration, including base salary, bonuses, and benefits, and is reviewed regularly to ensure continued relevance and effectiveness. Fair and equitable compensation is regarded as essential for attracting and retaining talent, as well as for fostering employee engagement and satisfaction.

Diversity and inclusion are integral parts of the remuneration approach. While no specific ratio between female and male salaries is applied due to the unique requirements of different roles, all employees are compensated fairly for their contributions. Internal salary negotiations are conducted annually with all employees.

In 2024, the CEO to median pay ratio for the head company in Norway was 1.8, while the ratio for Sweden was 1.87. The share of full-time employees was 79.4% in

Norway and 100% in Sweden. Remuneration is evaluated on the basis of job responsibilities, experience, and performance, with continuous improvements made to align with company values and to promote a diverse and inclusive workplace.

No political contributions were made during the reporting period. As of 2024, no electricity or other energy subsidies were received in either Norway or Sweden.

The finance department manages tax governance, financial control, and risk management. Several annual audits are conducted by external parties to confirm compliance with local regulations. Ethical and transparent practices are prioritized across all financial operations, and all obligations under applicable laws and regulations are followed diligently. While detailed financial information is not disclosed in this sustainability report, key data such as revenue and profit remain publicly available.



UN SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The sustainability plan is aligned with the company's mission, vision, and core values and reflects a clear commitment to advance sustainable development together with employees, customers, and partners.

Six United Nations Sustainable Development Goals have been selected as the areas where the company can contribute most. The SDGs are seventeen interconnected goals that address urgent economic, social, and environmental challenges and provide a framework for policies and actions that promote inclusive growth, social progress, and environmental

responsibility.

Focusing on six goals concentrates effort where the company has real influence across operations, products, logistics, and the supply chain, and increases the likelihood of measurable results.

By prioritizing the selected SDGs, the company directs work toward areas where the greatest impact can be achieved. Collaboration with stakeholders remains essential so that progress becomes both practical in daily operations and meaningful at a broader level.



2 ZERO HUNGER



Goal 2: Zero Hunger

This goal aims to end hunger and malnutrition by promoting sustainable agriculture and improving food security. It calls for increased agricultural productivity and incomes for small scale farmers, safe and sufficient food for all, and the elimination of all forms of malnutrition.

8 DECENT WORK AND ECONOMIC GROWTH



Goal 8: Decent Work and Economic Growth

This goal promotes inclusive and sustainable economic growth, full and productive employment, and decent work for all. It calls for entrepreneurship, higher productivity, and reductions in informal employment, child labor, and human trafficking.

3 GOOD HEALTH AND WELL-BEING



Goal 3: Good Health and Well-being

This goal promotes physical and mental health, reduces preventable deaths, and improves overall well being. It calls for better access to quality healthcare, reduced incidence of communicable and non communicable diseases, strengthened mental health, and reduced substance abuse.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Goal 12: Responsible Consumption and Production

This goal aims to promote sustainable consumption and production patterns. It calls for reduced waste generation, responsible resource use, and wider adoption of sustainable practices in production and consumption.

4 QUALITY EDUCATION



Goal 4: Quality Education

This goal aims to ensure inclusive and equitable quality education for all. It calls for improved access, higher quality of education, and more opportunities for lifelong learning.

13 CLIMATE ACTION



Goal 13: Climate Action

This goal focuses on combating climate change and its impacts. It calls for reduced greenhouse gas emissions, stronger resilience and adaptation, and practices that help mitigate climate change.



THE GRANBERG WAY

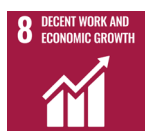
Granberg contributes to selected SDGs through company-wide programs and concrete measures that are embedded in daily work.



Goal 3 – Good Health and Well-Being. Initiatives promote employee health, safety and environmental awareness. This includes workout and teambuilding activities, ergonomic workspaces and HSE training. Membership fees for gyms, swimming and similar activities are covered to support regular exercise.



Goal 12 – Responsible Consumption and Production. Responsible material selection and sustainable solutions guide product and R&D decisions. Suppliers are encouraged to choose sustainable options. Waste generation is reduced, recycling is promoted, and plastics are replaced where feasible—including the move from plastic packaging to paper banding around bundles.



Goal 8 – Decent Work and Economic Growth. Suppliers sign agreements that prohibit slavery, trafficking and child labor. Labor rights, safe working environments, and diversity and inclusion are promoted across the company and throughout the supply chain.



Goal 13 – Climate Action. Climate measures are integrated into daily practice. This includes greenhouse-gas mapping, targeted emission reductions, investments in renewable energy where relevant, lower energy consumption, and improved sustainability competence supported by technical solutions that reduce emissions.



Image courtesy of <https://maf.org/>

PROJECTS WE SUPPORT

In 2024, Granberg contributed a total of NOK 350,000 to external initiatives that support UN Sustainable Development Goals 2 (Zero Hunger) and 4 (Quality Education). These projects extend beyond the company's direct operations but remain closely aligned with our principles and commitment to addressing urgent social needs. We take a long-term view of community support. Recipients may change from year to year, but selection is based on impact, local anchoring, and reach to vulnerable groups.



Goals 2 & 4

Mission Aviation Fellowship (MAF)

received NOK 50,000. MAF provides aviation services that bring critical aid, medical support, and education to people in remote areas, conducting thousands of ambulance flights each year and ensuring humanitarian workers can reach communities otherwise isolated from essential services.

A further NOK 300,000 was provided to Happy Church Main in Ozamiz City, Philippines. The church carries out extensive charitable work for the city's most vulnerable populations, including care for the elderly, shelter and education for orphans and street children, meal programs for the poorest households, and community development through housing, water supply, and small-scale farming. By combining practical support with long-term social initiatives, Happy Church contributes directly to reducing hunger and providing access to education in one of the country's most disadvantaged regions.



WHAT GETS MEASURED – GETS DONE

Sustainability at Granberg is managed as a measurable discipline. Progress is tracked systematically, and results are used to guide day-to-day decisions as well as long-term planning. What is measured becomes visible, and what is visible can be improved.

Since the last reporting cycle, coverage has been broadened to give a truer picture of the company's footprint. The extended view confirms that transport is the dominant driver of emissions and points directly to where reductions can be achieved.

More importantly, measurement is now shaping operations and product development. Environmental data is integrated earlier in design choices, leading to concrete actions such as replacing plastic wrapping with paper banding where suitable, piloting digital ordering to reduce urgent shipments, and strengthening packaging design to support recycling.

Data quality has also advanced. Supplier reporting is supported by Sedex and verified through audits and corrective actions, while internal systems and analytics provide better control of activity data such as ton-kilometers, electricity use, and waste. AI tools are being deployed to automate data capture and highlight anomalies, reducing time from record to insight.

Measurement is no longer an exercise in compliance but a driver of change. Granberg ensures that sustainability metrics translate into concrete improvements. This shift, where numbers guide both innovation and daily practice, strengthens the company's ability to deliver measurable impact across the value chain.

PAST REPORTS AND CHANGES

Granberg's reporting has evolved step by step toward broader coverage and higher data quality, so results are more decision-useful. Method notes explain what changed and why, and a like-for-like view is provided where updates could otherwise obscure real trends.

Scope and boundary. Over successive cycles, the boundary has expanded to include the most material drivers of impact. For 2024, Norwegian Scope 3 coverage was extended with upstream ocean and road transport, long-haul air freight, and employee commuting. This improves completeness and strengthens targeting of reduction measures.

Data and systems. Data governance has been tightened with clearer roles and definitions, improved source capture, and upgraded platforms for product and operational data. These changes reduce manual handling and improve traceability from record to report.

Supplier due diligence. The combination of Sedex, third-party audits and Granberg on-site checks has increased visibility into supplier practices and supported timely closure of findings. This information now feeds more systematically into risk management and reporting.

Structural changes. A dedicated Kozane® textile site in Malaysia entered start-up during 2024. As operations scale, baselines will be established and the site will be integrated into Group reporting once datasets meet inclusion criteria.



CONCLUSION

Granberg closes the 2024 reporting year with a clearer baseline, broader scope, and more robust systems behind the numbers. Coverage now includes upstream transport and employee commuting in Norway, confirming transport as the dominant driver of emissions and sharpening where reductions matter most. The like-for-like view indicates that 2024 performance is at or slightly better than 2023 once method changes are normalized, improving comparability and decision-usefulness of the data.

Operationally, the Group has moved from pilots to practice. Digital ordering is live with early adopters, reducing errors and enabling better planning, a new Product Information Management system is being implemented to make product data flow reliably, and AI is being introduced to strengthen capture, validation, and analysis. Packaging changes are underway, with plastic on selected bundles replaced by paper banding where appropriate to cut material use and simplify recycling.

The footprint work now rests on stronger process control and supplier engagement. Sedex-based due diligence, third-party audits and Granberg on-site checks produced broad coverage in 2024, with 45 supplier audits completed and the vast majority of findings closed by mid-2025, evidence that issues are identified and followed to resolution. HSE

practice remains embedded in daily operations, supported by AMU, audits and safety rounds, with high reporting and closure rates and no serious incidents recorded in 2024.

Strategically, capacity and logistics have been strengthened with a dedicated Kozane® textile site in Malaysia. While start-up emissions were negligible and not reported separately this year, the location is expected to shorten routes, improve lead times, and support future reductions as baselines are established and integrated into Group reporting.

Looking ahead, priorities are concrete. Granberg will extend Scope 3 to include purchased goods and services, and complete product-level emissions calculations and deepen supplier production mapping. In parallel, the company will continue preparing for evolving regulation, including deforestation-free sourcing requirements, and maintain transparency through method notes and like-for-like views so progress remains measurable and credible.

Taken together, broader measurement, stronger governance, and practical changes in products, packaging and processes, position Granberg to deliver steady, verifiable improvements supporting customers and partners with better information while reducing real-world impacts over time.

