



Tegelmäster i Skåne AB

# Sustainability Report 2024

Developed by



FORMAT GREEN



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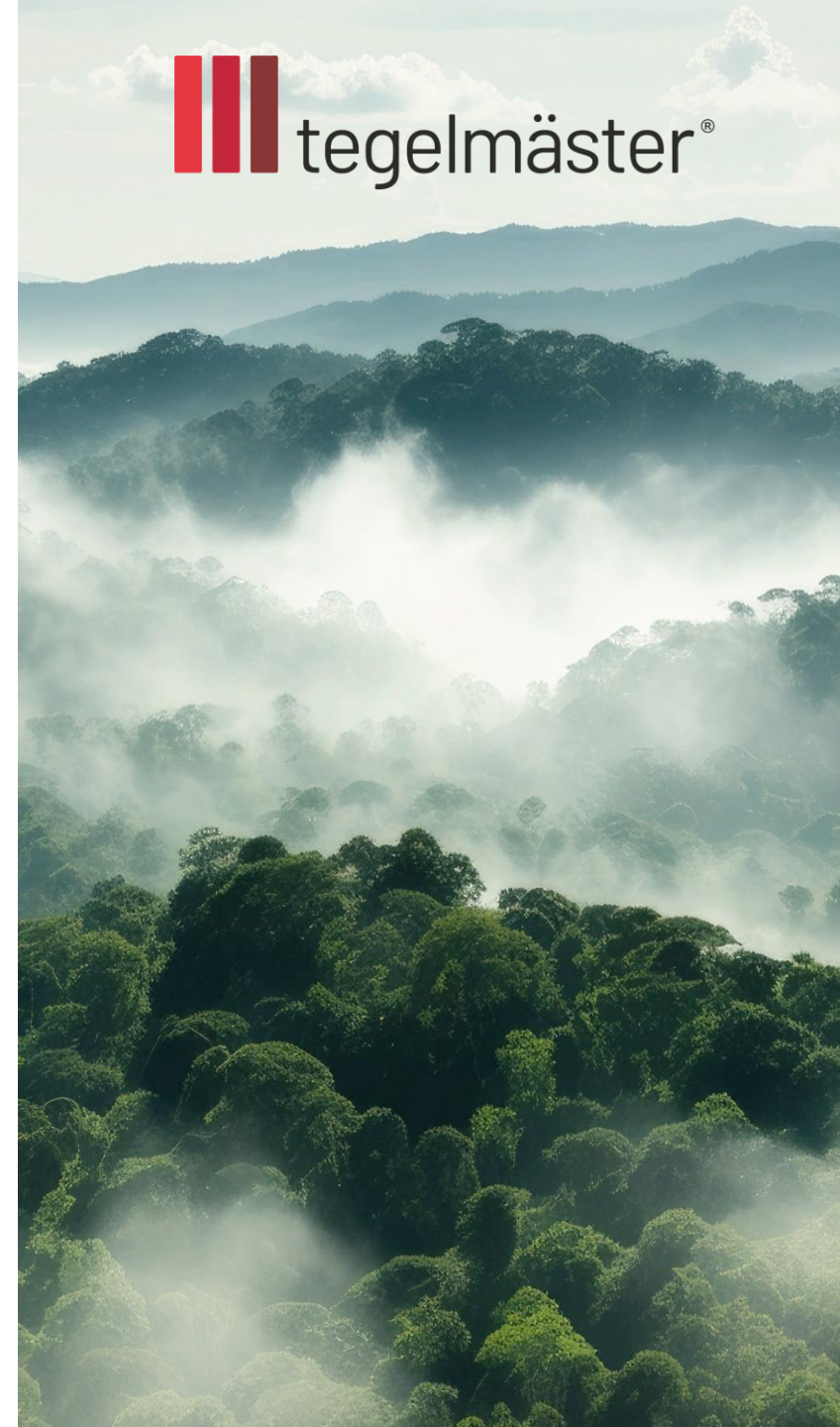
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# Executive summary

## CEO's Statement



**As the CEO of Tegelmäster i Skåne AB, I am pleased to present our first Sustainability Report for 2024. It reflects the actions we've taken as a company to work more consciously with sustainability in our daily operations.**

Tegelmäster is based in Sweden and operates within the Wholesale of wood, construction materials and sanitary equipment sector (NACE 46.83). We believe that every company, no matter its size or the industry it operates in, has a role to play in contributing to a more sustainable society. We aim to act responsibly and transparently, both in the services we deliver and in how we run our business.

In 2024, we formalized our sustainability work, with a focus on setting targets and selecting practical measures, as well as strengthening our internal policies.

This report is a reflection of where we stand today, and it forms the basis for our future improvements. We look forward to building on this work year by year.

– Catharina Holmström, Dec 18, 2025

*This report has been reviewed and approved by Catharina Holmström, CEO of Tegelmäster i Skåne AB. Responsibility for driving progress in this area rests with Catharina Holmström.*





# Executive summary

## Key Sustainability Highlights

- This is the company's first sustainability report, marking the start of its journey toward greater transparency and accountability, following the VSME Standard (Comprehensive Module).
- Established measurable KPIs across all relevant ESG topics and defined targeted measures to support continuous improvement over time.
- Established and implemented a formal Code of Conduct for our company.
- Formalised policies on climate mitigation, water and social areas such as employee training, which are embedded within our Sustainability Policy.

## Overview of ESG Strategy

**Tegelmäster's sustainability strategy is built around commitments and principles that reflect our company values and ethical foundation. We use the Comprehensive Module of the VSME Standard to guide our reporting, aligned with applicable EU frameworks.**

Our ESG strategy is designed to:

- Address key risks and opportunities identified through our operations, both within our offices and across client and supplier relationships.
- Focus on continuous improvement in the areas of governance, employee well-being, and environmental efficiency.
- Embed sustainability across the entire company, including our subsidiaries.
- Embed sustainability across the entire company.
- This report forms part of our approach to sustainability and is intended to foster long-term stakeholder trust and regulatory alignment.

# About the Sustainability Report



## Purpose and Scope

**This Sustainability Report presents the environmental, social, and governance (ESG) performance of Tegelmäster for the reporting period covering 2024. It is intended to provide stakeholders, clients, employees, and regulators with transparent and structured insights into our sustainability practices, impacts, and objectives. The scope of the report covers all operations conducted by Tegelmäster. This includes business operations at all registered offices.**

In a time of growing regulatory and societal expectations, we see sustainability not only as a compliance matter but as a strategic priority. Through this report, we aim to make our actions visible and understandable to all relevant stakeholders. It marks an important milestone in our journey towards integrated sustainability and accountability.

## Reporting Standards (VSME, GRI, EU Taxonomy, SDGs)

This report is primarily aligned with the Voluntary Sustainability Reporting Standard for SMEs (VSME), under the Comprehensive Module, which provides a structured framework tailored to the needs of micro, small and medium-sized enterprises in the EU. In addition, the report references and complements the following standards and guidelines:

- The GRI Standards, to enhance comparability and transparency on selected ESG topics.
- The EU Taxonomy Compass, especially for environmental disclosures aligned with climate adaptation and mitigation.
- The UN Sustainable Development Goals (SDGs), as a strategic reference point for how to contribute to broader societal and environmental objectives.
- The core conventions of the International Labour Organization (ILO), to ensure respect for internationally recognised labour rights and fair working conditions across operations.

This combination of standards ensures a robust and future-aligned reporting structure that prepares Tegelmäster for evolving EU disclosure requirements and stakeholder expectations.

# About the Sustainability Report



## Data Collection Methods

The social and governance data used in this report, such as diversity metrics and anti-corruption compliance, has been compiled through an external survey provided by Format Green AB. Environmental data, such as energy use, water use, and emissions, has been supplied by Tegelmäster to Format Green using their utility data sheet. Format Green has performed the calculations for the data. Tegelmäster has defined and selected its own targets, current actions and future initiatives.

## Omitted Disclosures

This report includes all disclosures required under the Comprehensive Module of the VSME Standard, based on the assumption that all “if applicable” conditions are met due to Tegelmäster’s operational profile (e.g. the number of employees, balance sheet total, net turnover, and activities within the industry).

An overview of all disclosures is listed in the annex titled “VSME Disclosures and Omission Justifications”. That section includes:

- The reference code of the VSME disclosure (e.g. C5 – 59)
- A brief reason for omission if the disclosure has not been included in this Sustainability Report
- Page number where the disclosure can be found
- References

This ensures full transparency about the scope and boundaries of this sustainability report and allows stakeholders to assess the relevance of omitted content based on verifiable criteria.







# Company overview

## Structure, Operations and Key Figures

Tegelmäster was founded in 1992 and operates primarily in Sweden. Our head office is located in Malmö. The company is registered as a private limited liability company under organisation number 556454-9003, and provides services within the wholesale sector (NACE 46.83). According to the EU definition of small and medium-sized enterprises (SMEs), Tegelmäster is classified as a small enterprise.

In 2024, we reported a net turnover of SEK 19 066 000, and a balance sheet total of SEK 57 965 000, reflecting a stable financial foundation for continued operations. This financial data has been converted to euro in the KPIs to the right, based on the average currency conversion rate for the reporting year, as established by European Central Bank exchange rates. For 2024, the exchange rate used for the financial data in this report is 1 EUR = 11,43217 SEK.

Sustainability efforts are overseen by Catharina Holmström who is responsible for setting goals and implementing actions.

1992

Foundation year

2024

First year of sustainability reporting

22

Number of employees

5 070 195

Balance sheet total (EUR)

1 667 702

Net turnover (EUR)

19 462 497

Revenue (EUR)

4

Locations in Sweden

Company size

**Small Enterprise**

# Company overview

## Business model

A company's business model defines how it creates value; economically, socially, and environmentally. Understanding the structure of operations, value creation, and stakeholder relationships is essential for identifying sustainability risks and opportunities. It also clarifies where in the value chain sustainability actions are most impactful.

The information below outlines the key components of Tegelmäster's business model as of 2024:



## Products and Services

Tegelmäster supplies masonry materials for construction projects primarily in Sweden, and in a few cases in Norway. Our deliveries are normally accompanied by masonry guidance documents that describe how the brickwork should be executed. We also offer early-stage design and planning services, where customers can purchase the masonry guidance separately without buying bricks from us.



## Key Suppliers

Our key brick suppliers are our owners Matzen Tegl and Petersen Tegl, as well as Steffen Sten and De Fries. For prefabricated brick beams and lintels, we collaborate with TS Tegl, Tegelbjælker and Bara Mineraler. Our main mortar suppliers are Finja, Bösarp and Combimix. For stainless steel components, we work primarily with Joma and Leviat.



## Key Customers

Our key customers are masonry contractors and other construction companies, including large contractors such as Skanska and PEAB. We work mainly with larger firms but also supply smaller specialised masonry contractors.



## Sales and Delivery Channels

Most of our sales take place through direct sales to contractors. We also sell a smaller share of our products via wholesalers and distributors serving the private market.





# Company overview

## Practices, policies and future initiatives

We began formalising our sustainability work during 2024, establishing the foundation for long-term integration of ESG principles across the organisation. This first year has focused on implementing baseline practices and adopting policies that reflect our ambition to align with the VSME Standard. This part of the sustainability report gives a comprehensive overview of Tegelmäster's current practices, formalised policies, and any forward-looking initiatives that support the transition to a more sustainable economy.

Policies set expectations, practices translate them into daily routines, and future initiatives capture planned improvements. This section gives a one-page view of where Tegelmäster stands today. This overview shows which topics have formal policies, which are supported by current practices, and where improvements are planned in the form of future initiatives.

Detailed targets, disclosures, and the related measures for each topic are presented in the dedicated topic slides later in this report. The overview table on the next page summarizes policy status, practices in place, planned initiatives, public availability, and whether a policy is linked to targets. These elements are also outlined in detail in our Sustainability Policy.

### Policies

These are the policies that Tegelmäster currently has in place for its workforce:

- Sustainability Policy
- Code of Conduct

### Operational framework

Our practices, policies and future initiatives will continuously be evaluated, updated, and scaled as the business grows, as part of our annual sustainability reporting and improvement cycle.

# Company overview

## Practices, policies and future initiatives

Topic	Policy in place	Practices in place	Future initiative planned	Publicly available	Policy linked to targets
Climate Change	Yes	Yes	Yes	Yes, in our Sustainability Policy	Yes
Pollution	No	-	-	-	-
Water and Marine Resources	Yes	Yes	No	Yes, in our Sustainability Policy	Yes
Biodiversity and Ecosystems	No	-	-	-	-
Circular Economy	No	-	-	-	-
Own Workforce	Yes	Yes	Yes	Yes, in our Sustainability Policy and in the Code of Conduct	Yes
Workers in the Value Chain	No	-	-	-	-
Affected Communities	No	-	-	-	-
Consumers and End-Users	No	-	-	-	-
Business Conduct	Yes	Yes	Yes	Yes, in our Sustainability Policy and in the Code of Conduct	Yes





# Company overview

## Practices, policies and future initiatives

Code of Conduct or Human Rights Policy:



In place

Complaints-handling mechanism:



In place

Topic	Policy in place	Publicly available
Child Labour	Yes	Yes, in our Code of Conduct
Forced Labour	Yes	Yes, in our Code of Conduct
Human Trafficking	Yes	Yes, in our Code of Conduct
Discrimination	Yes	Yes, in our Code of Conduct
Accident Prevention	Yes	Yes, in our Code of Conduct

## Chapter One

# ESG Topic – Environment





# ESG topic – Environment

## Introduction to Chapter One: Environment

Environmental responsibility is a central pillar of Tegelmäster's sustainability strategy. As part of this strategy, we track, manage, and report on key environmental impacts linked to our operations. Our environmental efforts are guided by our responsibility to reduce impacts and our ambition to contribute to a climate-resilient and resource-efficient economy.

This chapter includes the following environmental topics:

- Energy and Greenhouse Gas Emissions
- Water and Marine Resources

Each section presents relevant indicators, practices, and targets for the future. Where applicable, additional details are available in our annex.



### Energy and Greenhouse Gas Emissions

This section covers energy consumption and GHG emissions across Scopes 1 and 2, as well as related reduction targets and transition planning.



### Water and Marine Resources

We describe our approach to tracking and managing water use, including consumption intensity and site-specific withdrawal.

# Energy and greenhouse gas emissions

## Estimated gross GHG emissions – Reporting and targets

The table presents Tegelmäster's estimated gross greenhouse gas (GHG) emissions in tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e), calculated in accordance with the GHG Protocol Corporate Standard.

It includes Scope 1 emissions from owned or controlled sources (such as mobile combustion, fugitive emissions, and stationary combustion), as well as location-based and market-based Scope 2 emissions from the consumption of purchased energy (electricity and heating).

Scope 3 emissions are not yet included. As we are at an early stage of our sustainability journey, Tegelmäster is currently focusing on establishing reliable data collection and reporting processes for Scopes 1 and 2 before expanding to Scope 3 in future reporting cycles.

## GHG Emissions and Targets

Scope	2024 emissions (tCO <sub>2</sub> eq)	Share of Total	Target (Percentual reduction)	Target Year
<b>Scope 1</b>	6,799	12,4%	10%	2030
<b>Scope 2 Location-based</b>	9,485	17,3%	10%	2030
<b>Scope 2 Market-based</b>	38,526	70,3%	10%	2030
<b>Scope 3</b>	Not yet calculated		Not yet targeted	-

13 CLIMATE  
ACTION



Tegelmäster's contribution  
Through carbon accounting of our Scope 1 and 2 emissions, and setting appropriate reduction targets, we contribute to UN Sustainable Development Goal number 13.



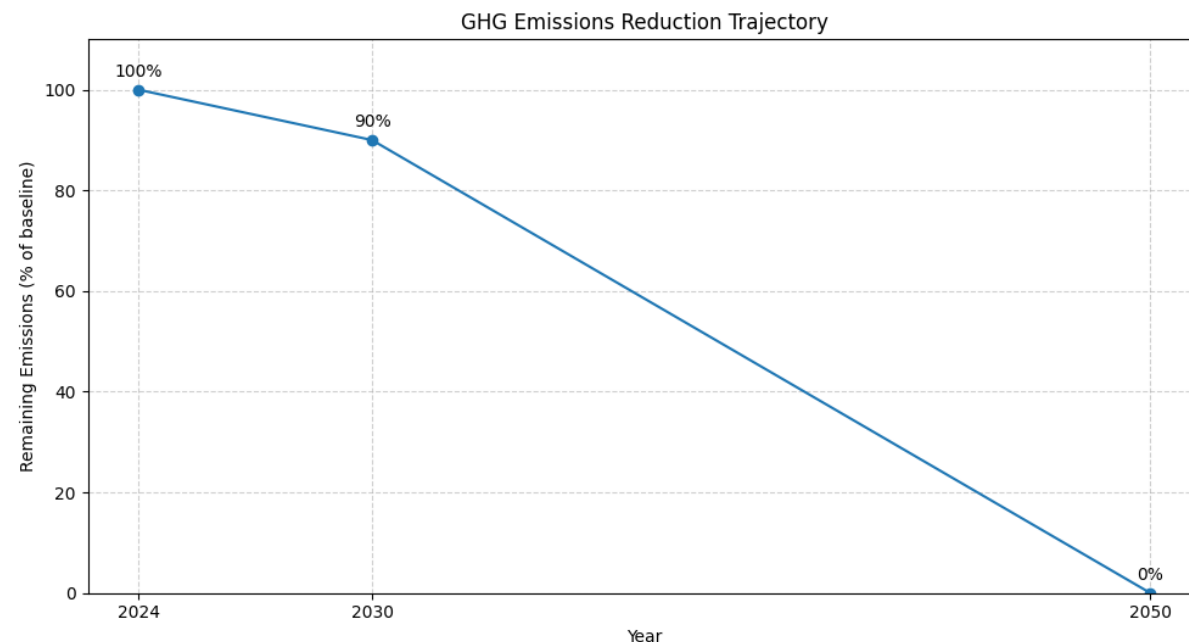
# Energy and greenhouse gas emissions

## GHG intensity – Reporting and targets

GHG intensity is a key metric for evaluating our energy efficiency relative to company output. We report GHG intensity as gross GHG emissions divided by our turnover (in Euro). This is meant to give a fair representation of our emissions compared to the size of our operations, even as the company changes in size.

In 2024, our GHG intensity (based on Scope 1 and Location-based Scope 2) was estimated at **9,76 tCO<sub>2</sub>e per 1 million euros of turnover**.

This metric will be used as a baseline to assess progress in reducing GHG intensity in future years.



13 CLIMATE ACTION



Tegelmäster's contribution  
Through carbon accounting of our Scope 1 and 2 emissions, and setting appropriate reduction targets, we contribute to UN Sustainable Development Goal number 13.

### Intensity target 2030

Reduce GHG intensity by **10%** compared to the baseline year

### Intensity target 2050

Reduce GHG intensity by **100%** compared to the baseline year

### Transition plan

We intend to adopt a transition plan for climate change mitigation within the coming years.

# Energy and greenhouse gas emissions

## Reduction of gross GHG Emissions – Measures

To begin reducing our greenhouse gas emissions, and as our first attempt towards reaching our GHG emissions targets, we have adopted a set of practical measures. These actions mark the starting point of our structured approach to emissions management and contribute to UN Sustainable Development Goal 13 – Climate Action.

We have also identified additional initiatives to be implemented over time. The table to the right summarizes our current practices and planned future initiatives.

13 CLIMATE ACTION



Tegelmäster's contribution  
Through carbon accounting of our Scope 1 and 2 emissions, and setting appropriate reduction targets, we contribute to UN Sustainable Development Goal number 13.

### Current practices

Using digital tools and platforms to reduce unnecessary travel and printing.

Prioritizing local suppliers and service providers to minimize emissions from freight and logistics.

Implementing waste reduction practices, including reuse of materials and proper sorting, to lower emissions from waste disposal.

Assessing our value chain to identify key sources of Scope 3 emissions.

Replacing company vehicles with electric alternatives when leases and/or ownership cycles expire.

### Future initiatives

Encouraging low-emission commuting by allowing remote work and promoting walking, cycling, or public transportation.

Choosing low-impact materials and products with verified environmental certifications wherever possible.

Introducing internal policies for low-emission business travel, including clear guidance on when travel is necessary.

Switching to low-emission delivery or logistics providers for customer and/or supplier shipments.



# Energy and greenhouse gas emissions

## Energy consumption – Reporting and targets

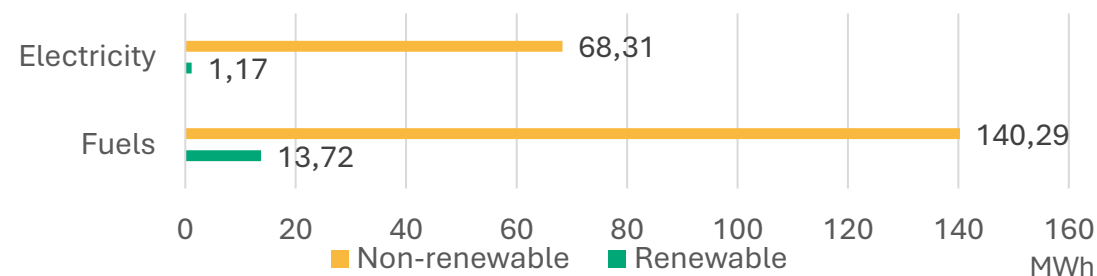
### Annual reduction target

Reduce energy use by  
1% annually

### Energy Consumption Overview (MWh)

Source Type:	Renewable (MWh)	Non-renewable (MWh)	Total (MWh)
Electricity	1,17	68,31	69,48
Fuels	13,72	71,98	85,70
<b>Total Energy Consumption</b>	14,89	140,29	155,18
<b>Energy intensity</b>	8,93 MWh / € million	84,12 MWh / € million	93,05 MWh / € million

### Energy mix



# Energy and greenhouse gas emissions

## Energy consumption – Measures

Tegelmäster tracks energy consumption associated with its day-to-day operations, focusing mainly on electricity use and, where relevant, on fuels. In 2024, total energy consumption was estimated at 155,18 MWh, based on available utility bills.

In 2024, 9,60% of total energy consumption was fossil-free. Fuels consumption represent the largest share of energy use and are a key area for efficiency improvements. The fossil-free share is lower for electricity than for fuels, indicating further potential to increase renewable electricity sourcing.

To begin improving energy performance, we have adopted a set of practical measures. These actions mark the starting point of our structured approach to energy management and contribute to UN Sustainable Development Goal 7 – Affordable and Clean Energy.

We have also identified additional initiatives to be implemented over time. The table to the right summarizes our current practices and planned future initiatives.

**7** AFFORDABLE AND  
CLEAN ENERGY



### Tegelmäster's contribution

By committing to the reduction of overall energy consumption and reducing the share of non-renewable energy, we contribute to UN Sustainable Development Goal number 7.

### Current practices

Encouraging staff to turn off lights, computers, and other equipment when not in use.

Avoiding excessive heating and cooling through thermostatic control and auto-shutdowns.

Installing lighting systems that automatically adjust based on occupancy and daylight levels thanks to motion and daylight sensors.

### Future initiatives

Using LED lighting in all our premises.

Switching to a certified renewable electricity provider for all owned and leased spaces.

Evaluating energy efficiency criteria when procuring new equipment and appliances.

Launching a staff engagement campaign on energy efficiency to promote behavioural change.



# Water and Marine Resources

## Water Withdrawal Reporting – Public Water Supply Network

Water is a critical natural resource that supports not only human well-being but also ecosystems and biodiversity. As climate change increases the risk of drought, flooding, and regional water scarcity, responsible water use is becoming essential for both environmental and business resilience.

The company only withdraws water from the public water network and discharges it into the sewer. While Tegelmäster does not operate in a water-intensive industry, we recognise the importance of managing water sustainably, especially in areas where availability is limited. In 2024, we tracked water use based on metered utility data and available estimates. Reporting includes:

- Total Water Withdrawal (m³): All water drawn into company operations, including tap water, well water, or externally supplied sources.
- Water Withdrawal Intensity (m³/€): Calculated by dividing total withdrawal by turnover to track efficiency.

Both of these values are also provided separately to show how much of the total water withdrawal occurred in water-stressed areas. Water-stress was assessed for all company sites by using the World Resources Institute’s Aqueduct tool.

## Water Use Summary – 2024

Indicator	Value (m³)
Total Water Withdrawal	233,98 m³
Water Withdrawal Intensity	140,3 m³ per €1 million of turnover
Water Withdrawal – High Water Stress Areas	8 m³
Water Withdrawal Intensity – High Water Stress Areas	4,8 m³ per €1 million of turnover

6

CLEAN WATER AND SANITATION



Tegelmäster’s contribution

By working to reduce water consumption in its operations, we contribute to UN Sustainable Development Goal number 6.

High stress 40-80%:  
0 sites

Extremely high stress >80%:  
1 site

# Water and Marine Resources

## Water Use – Targets

To reduce water use, Tegelmäster monitors key indicators and has established measurable targets for withdrawal and consumption.

These targets guide local actions, promote efficient water management, and support the responsible use of resources across operations and the value chain.

### Water withdrawal intensity:

Reduce water withdrawal intensity ( $\text{m}^3$  per € million of turnover) by 1% per year.

6 CLEAN WATER  
AND SANITATION



Tegelmäster's contribution  
By working to reduce water consumption in its operations, we contribute to UN Sustainable Development Goal number 6.



# Water and Marine Resources

## Water Use – Measures

To begin improving water management, we have adopted a set of practical measures aimed at using water efficiently and reducing overall consumption. These actions represent the starting point of our structured approach to responsible water use and contribute to UN Sustainable Development Goal 6 – Clean Water and Sanitation.

We have also identified additional initiatives to be implemented progressively. The table to the right summarizes our current practices and planned future initiatives.



Tegelmäster’s contribution  
By working to reduce water consumption in its operations, we contribute to UN Sustainable Development Goal number 6.

### Current practices

Fixing leaks and dripping taps promptly, to prevent unnecessary water loss.

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### Future initiatives

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A low-angle, wide shot of a modern building's interior or a glass-enclosed walkway. The space is filled with bright, natural light, creating a high-contrast scene. The glass walls reflect the surrounding greenery and trees, which are visible through the glass. Several people in business attire are walking through the space, their figures slightly blurred, suggesting movement. The floor is a polished, reflective surface that mirrors the light and the people. The overall atmosphere is one of a clean, bright, and modern corporate environment.

## Chapter Two

# ESG Topic – Social



# ESG topic - Social

## Introduction to Chapter Two: Social

At Tegelmäster, we view our employees as a key driver of long-term success and organizational resilience. Our workforce strategy focuses on diversity, employee well-being, and continuous development, while ensuring fair employment conditions and a safe, inclusive, and supportive working environment.

This chapter provides a structured overview of our workforce as of 31 December 2024. It covers general workforce characteristics, employee well-being, occupational health and safety, remuneration practices, training, and collective bargaining rights. These topics are reflected in our Code of Conduct, which sets expectations for ethical, fair, and respectful behaviour across the entire organisation.

### These indicators help us:

- Monitor workforce trends and turnover
- Assess gender balance and diversity in employment
- Ensure legal compliance and alignment with international labour standards
- Evaluate our progress toward internal social performance goals



### Workforce – General Characteristics

This section covers workforce structure, diversity, contract types, and employment locations, providing a foundation for fair work practices and strategic workforce planning.



### Working Conditions

This section covers employee health and occupational safety: how incidents are recorded and investigated, the measures taken to prevent harm, and initiatives that support well-being.



### Equal Treatment and Opportunities for All

This section covers minimum-wage compliance, the female–male pay gap, training hours, and collective-bargaining coverage, alongside actions that foster inclusion and skills development.



### Human Rights

This section sets out policies and processes for respecting human rights, including the Code of Conduct, grievance mechanisms, and (where relevant) disclosure of severe human-rights incidents and how they are addressed.

# ESG topic - Social

## Our commitment to labour standards:

Tegelmäster adheres to national employment laws and recognises internationally accepted labour standards, including the core conventions of the International Labour Organization (ILO).

### ILO Core Labour Standards

Freedom of association and the  
right to collective bargaining

Abolition of child labour

Elimination of discrimination in  
employment

Elimination of forced and  
compulsory labour



# Workforce – General characteristics

## General company characteristics – Reporting

A clear overview of the workforce structure supports transparency, fair employment practices, and informed planning. Tegelmäster monitors the composition of its workforce to assess stability, diversity, and geographic distribution.

We report the following workforce metrics as of 31 December 2024. At this point in time, the company consists of 22 employees in total. All employees have a permanent contract.

Our company is based in Sweden. Our main office is in Stockholm, and we also have locations in Göteborg and Malmö.

### Headcount

22

### Type of employment contract

(permanent or temporary)

Permanent

100%

Temporary

0%

### Country of employment

Our workforce is based in Sweden



8 DECENT WORK AND  
ECONOMIC GROWTH



Tegelmäster's contribution

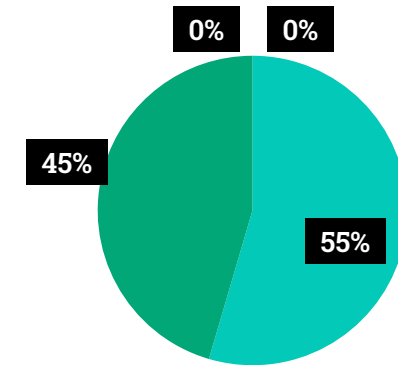
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

# Workforce – General characteristics

## General company characteristics – Gender ratio

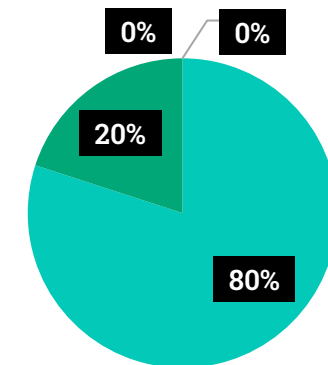
Reporting on the gender balance in our workforce is important for understanding how inclusive and equitable our organisation is. Gender ratio indicators help us identify potential barriers to equal opportunities, monitor representation over time, and assess whether our recruitment, promotion and pay practices support diversity. By tracking these figures, Tegelmäster can set clearer objectives for inclusion and take targeted action where imbalances exist.

Gender ratio at Tegelmäster 2024



■ Female ■ Male ■ Other ■ Not reported

Gender ratio in the board 2024



■ Female ■ Male ■ Other ■ Not reported

5 GENDER  
EQUALITY



### **Tegelmäster's contribution**

By tracking and improving gender balance across all levels of the organisation, we contribute to UN Sustainable Development Goal number 5.



# Working Conditions

## Working Conditions - Reporting

A safe and healthy working environment is essential for employee well-being and operational stability. Tegelmäster is committed to maintaining high health and safety standards not only for employees, but also for customers, contractors, and other stakeholders in our value chain. We report on work-related incidents, injuries, and fatalities to identify risks, improve our routines, and promote a culture of prevention and care.

Lost Time Injury Rate (LTIR) refers to the number of work-related injuries resulting in time off, per one million hours worked. It is a key indicator of workplace safety performance. An LTIR of 0 means that no injuries occurred during the reporting period that caused employees to miss work.

**3** GOOD HEALTH  
AND WELL-BEING



Tegelmäster's contribution  
By improving working conditions and promoting employee well-being, we contribute to UN Sustainable Development Goal number 3.

**8** DECENT WORK AND  
ECONOMIC GROWTH



Tegelmäster's contribution  
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

**LTIR**

**0**

**Number of work-  
related accidents**

**0**

**Number of work-  
related fatalities**

**0**

**Collective Bargaining  
Coverage**

*Percentage of employees covered by  
collective bargaining agreements*

**95%**

# Working Conditions

## Working Conditions - Targets

As part of our social commitments, Tegelmäster has set measurable targets to strengthen safety, integrity, and employee feedback and participation. The commitments listed here cover core expectations on zero harm and the Code of Conduct, and, where relevant, we mean to extend to collective bargaining, grievance access, absenteeism, and engagement. We will track progress and review annually.

**3** GOOD HEALTH  
AND WELL-BEING



Tegelmäster's contribution  
By improving working conditions and promoting employee well-being, we contribute to UN Sustainable Development Goal number 3.

**8** DECENT WORK AND  
ECONOMIC GROWTH



Tegelmäster's contribution  
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

### Zero injury target:

Zero workplace fatalities and serious injuries annually.

### Code of Conduct:

Ensure all employees and contractors are covered by the Code of Conduct.

### CoC training:

Train all staff on the Code of Conduct at onboarding.

### Secure complaints mechanism:

Ensure that all employees have access to a secure complaints and grievance mechanism.



# Working Conditions

## Working Conditions - Measures

To begin improving working conditions, we have adopted a set of practical measures focused on preventing injuries, strengthening safety culture, and ensuring respectful conduct with meaningful employee participation. These actions mark the starting point of our structured approach to occupational health and safety and contribute to UN SDG 8 – Decent Work and Economic Growth and SDG 3 – Good Health and Well-being.

We have also identified additional initiatives to be implemented progressively. The table to the right summarizes our current practices and planned future initiatives.

**3** GOOD HEALTH  
AND WELL-BEING



Tegelmäster's contribution  
By improving working conditions and promoting employee well-being, we contribute to UN Sustainable Development Goal number 3.

**8** DECENT WORK AND  
ECONOMIC GROWTH



Tegelmäster's contribution  
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

### Current practices

Issuing written employment agreements to all staff, specifying terms of employment, compensation, and working hours.

Providing flexible scheduling options where possible to accommodate work-life balance.

Offering a wellness allowance to promote physical and mental well-being among employees.

Ensuring equal treatment regardless of contract type (e.g., permanent, temporary, part-time).

Maintaining an open-door policy that encourages feedback and communication between staff and management.

Maintaining a secure, anonymous complaints and grievance mechanism that is accessible to all staff and regularly reviewed.

Implementing and communicating health and safety protocols to all employees, including clear procedures for incident and hazard reporting.

Launching a mental health and wellness program, including stress management, physical activity initiatives, and access to counselling services.

Developing and rolling out a formal onboarding and training program for new hires.

### Future initiatives

Providing all employees with mandatory safety training.

# Equal Treatment and Opportunities for All

## Equal Treatment and Opportunities for All - Reporting

Equal pay, access to development, and inclusion are central to a fair workplace. Tegelmäster commits to complying with minimum-wage requirements, keeping pay practices simple and transparent.

We support role-relevant learning and aim to provide opportunities proportionate to our size and resources. To monitor access, we track average annual training hours per employee, by gender. We also promote a respectful, inclusive environment, with clear guidance on anti-harassment and reasonable workplace adjustments where feasible, in accordance with our Code of Conduct.

**4** QUALITY  
EDUCATION



Tegelmäster's contribution  
By providing fair access to training, upskilling, and lifelong learning, we contribute to UN Sustainable Development Goal number 4.

**8** DECENT WORK AND  
ECONOMIC GROWTH



Tegelmäster's contribution  
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

### Minimum wage compliance

We confirm that all employees are paid at or above the legal minimum wage.

### Training hours - male employees 2024

**4** hours

### Training hours - female employees 2024

**5** hours



# Equal Treatment and Opportunities for All

## Equal Treatment and Opportunities for All - Targets

As part of our social commitments, Tegelmäster has set measurable targets to advance fair pay, equal opportunity, and inclusion, where appropriate for our operations. The commitments listed here cover core expectations on minimum-wage compliance, monitoring and addressing pay disparities (where applicable), and ensuring access to role-relevant training for all employees.

### Employee training target:

Provide 8 hours of training per employee annually.

4 QUALITY EDUCATION



Tegelmäster's contribution

By providing fair access to training, upskilling, and lifelong learning, we contribute to UN Sustainable Development Goal number 4.

8 DECENT WORK AND ECONOMIC GROWTH



Tegelmäster's contribution

By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.



# Equal Treatment and Opportunities for All

## Equal Treatment and Opportunities for All - Measures

As part of our social commitments, Tegelmäster sets measurable targets to advance fair pay, equal opportunity, and inclusion. The commitments listed here cover minimum-wage compliance, monitoring and addressing the female-male pay gap (where applicable), access to role-relevant training for all employees, and the availability of confidential, non-retaliatory reporting channels to support anti-harassment and equal treatment.

4

QUALITY  
EDUCATION

Tegelmäster’s contribution  
By providing fair access to training, upskilling, and lifelong learning, we contribute to UN Sustainable Development Goal number 4.

8

DECENT WORK AND  
ECONOMIC GROWTH

Tegelmäster’s contribution  
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

### Current practices

- Conducting annual performance and development reviews with all employees and ensuring access to relevant training.
- Ensuring job ads and recruitment processes are inclusive and free from bias.
- Communicating clear anti-harassment and anti-discrimination policies to all staff.
- Ensuring internal mobility and promotions are based on transparent, merit-based criteria.
- Regularly reviewing transparent pay structures to minimise unjustified disparities.
- Setting up a confidential reporting channel for discrimination and harassment.

### Future initiatives

- Partnering with local organisations to recruit from minority and immigrant communities.
- Developing targeted outreach and recruitment strategies to improve applicant diversity.
- Creating an accessibility improvement plan for inclusive workspaces, covering physical and digital access.



# Human Rights

## Human Rights Incidents – Reporting

Respect for human rights is fundamental to Tegelmäster's values and business conduct. We are committed to respecting the dignity and rights of every person connected to our business.

We work to prevent child and forced labour, discrimination, harassment, and privacy breaches, and we expect the same standards from everyone who works with us. To put this into practice, we maintain clear policies (including a Code of Conduct) with simple procedures people can follow.

**8** DECENT WORK AND  
ECONOMIC GROWTH



Tegelmäster's contribution  
By promoting stable, fair, and inclusive  
employment conditions, we contribute to UN  
Sustainable Development Goal number 8.

**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



Tegelmäster's contribution  
By promoting stable, fair, and inclusive  
employment conditions, we contribute to UN  
Sustainable Development Goal number 16.

Responsibilities are assigned, incidents are logged and reviewed, and lessons are built into training and day-to-day management.

Human rights risks can occur both within the company and beyond it. By reporting confirmed incidents in our value chain or communities, Tegelmäster recognises its broader responsibility to prevent and address harm linked to suppliers, contractors, and business partners. This approach helps ensure that ethical standards are upheld across the full scope of our influence.

**Confirmed incidents  
within the company**

**0**

**Confirmed incidents  
within the value chain or  
communities**

**0**

In 2024, Tegelmäster identified no confirmed human-rights incidents in the value chain or local community.

# Human Rights

## Tegelmäster's Code of Conduct

Tegelmäster's Code of Conduct sets out the ethical principles and expected behaviours that guide our day-to-day decisions. It applies to all employees and serves as a practical tool for promoting respect for human rights, fair working conditions and responsible business practices in everything we do.

**8** DECENT WORK AND  
ECONOMIC GROWTH



Tegelmäster's contribution  
By promoting stable, fair, and inclusive  
employment conditions, we contribute to UN  
Sustainable Development Goal number 8.

**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



Tegelmäster's contribution  
By promoting stable, fair, and inclusive  
employment conditions, we contribute to UN  
Sustainable Development Goal number 16.

**We have a Code of Conduct in place for our own workforce. This Code covers the following topics:**

Core values

Responsibility and Compliance

Responsibility for the Environment

Human Rights, Diversity, and Equal Opportunity

Fair Working Conditions, Accident Prevention, and Safety

Forced Labour, Child Labour and Human Trafficking

Community Engagement

Business Ethics, Conflicts of Interest, and Fair Competition

Anti-Corruption and Public Sector Integrity

Anti-Money Laundering

Data Privacy and GDPR



# Human Rights

## Human Rights - Targets

As part of our social commitments, Tegelmäster has set measurable targets to safeguard people's rights across our workforce and business relationships. The commitments listed here establish core expectations on zero tolerance for severe labour abuses and ethical conduct and, where relevant, extend to staff awareness and training, supplier due-diligence, privacy protections, and confidential, non-retaliatory grievance channels. Progress is tracked and reviewed annually.

### Zero incidents target:

Maintain zero confirmed incidents of child labour, forced labour, or human trafficking.

**8** DECENT WORK AND  
ECONOMIC GROWTH



Tegelmäster's contribution  
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



Tegelmäster's contribution  
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 16.



# Human Rights

## Human rights - Measures

To strengthen our human-rights practices, we have adopted a set of measures focused on safeguarding our employees and promoting ethical conduct. These actions mark the starting point of our structured approach to respecting rights in the workplace and contribute to UN SDG 8 – Decent Work and Economic Growth, and UN SDG 16 – Peace, Justice and Strong Institutions.

We have also identified additional initiatives to be implemented progressively. The table to the right summarizes our current practices and planned future initiatives.

8

DECENT WORK AND ECONOMIC GROWTH



Tegelmäster's contribution

By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

16

PEACE, JUSTICE AND STRONG INSTITUTIONS



Tegelmäster's contribution

By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 16.

### Current practices

Handling employee data in line with GDPR and restricting access to authorised personnel.
Prohibiting child and forced labour and ensuring voluntary employment terms through policy, procurement, and contracts.
Developing a dedicated HR/employee data privacy policy.

### Future initiatives

Conducting due diligence on suppliers and subcontractors, prioritising higher-risk regions and industries.
Including privacy and data protection awareness in onboarding and annual training.



## Chapter Three

# ESG Topic – Governance



# ESG topic – Governance



## Introduction to Chapter Three: Governance

Strong governance underpins transparency, accountability, and sound decision-making. At Tegelmäster, governance practices form the foundation for responsible decision-making, risk management, and sustainability integration.

This chapter outlines how expectations are set and enforced: the policy prohibiting bribery and improper advantages; roles and oversight; controls on gifts, hospitality and conflicts of interest; third-party due diligence; training and attestations; confidential, non-retaliatory reporting channels; and how concerns are investigated and addressed.

This chapter includes the following governance topic:

- Corruption and Bribery



### Corruption and Bribery

This section provides insight into the company's financial health, material economic risks and opportunities, and any relevant compliance or anti-corruption measures.



# Corruption and Bribery



## Corruption and Bribery – Reporting

This section addresses legal and ethical risks that can affect the company's financial standing and stakeholder trust. It includes disclosures on anti-corruption measures, any legal violations or fines, and revenue exposure to activities that may be excluded from EU sustainability benchmarks. Together, these elements reflect the company's commitment to compliance, transparency, and long-term resilience.

**In 2024, Tegelmäster recorded 0 convictions or regulatory fines.**

No convictions or fines were recorded during the reporting period.

**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



Tegelmäster's contribution  
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 16.

Tegelmäster does **not** operate in any of the sectors for which revenue disclosure is required, including controversial weapons, tobacco, fossil fuels, or the manufacture of pesticides and other agrochemical products. The company has **no related revenues to report.**

Tegelmäster does not operate in sectors excluded from EU benchmarks as defined in Article 12.1 and 12.2 of Commission Delegated Regulation (EU) 2020/1818. The company **derives no (significant) revenues** from coal, oil, gas, or high-emission electricity generation above the defined thresholds.

# Corruption and Bribery



## Corruption and Bribery – Targets

As part of our governance commitments, Tegelmäster has set measurable targets to prevent bribery and corruption across our operations and third-party relationships. The commitments listed here establish a zero-tolerance baseline for improper payments or advantages and, where relevant, extend to staff training and annual attestations, controls on gifts, hospitality and conflicts of interest, risk-based due diligence of suppliers and intermediaries, confidential, non-retaliatory reporting channels, and timely investigation and remediation of concerns. Progress is monitored and reviewed annually. More details are described in our Code of Conduct

### **Zero incidents target:**

Achieve and maintain zero confirmed incidents of corruption, bribery or facilitation payments.

# Corruption and Bribery



## Corruption and Bribery – Measures

Protecting integrity is built into how we work every day. Our approach emphasises prevention, awareness, and accountability so that decisions are made free from improper influence and concerns are handled promptly and fairly. Measures are proportionate to our risk profile and reviewed on a defined cycle to ensure they remain effective. The table to the right provides a concise view of what is in place today and the improvements we plan to implement next. Together, these efforts support UN SDG 16 – Peace, Justice and Strong Institutions.



Tegelmäster’s contribution  
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 16.

### Current practices

- Maintaining a Code of Conduct prohibiting corruption, bribery, facilitation payments, and undisclosed conflicts of interest
- Establishing a secure channel for employees and stakeholders to report concerns about potential misconduct confidentially.

### Future initiatives

- Ensuring employees in relevant roles complete regular training on anti-corruption and ethics.
- Integrating anti-corruption and ethics training in onboarding for relevant roles.
- Conducting due diligence on new suppliers and contractors before contracting.
- Maintaining clear procedures for reporting suspected misconduct or unethical behaviour.
- Providing scenario-based anti-corruption training for higher-risk roles.
- Implementing a standardised due-diligence process for all new suppliers and business partners.



## VSME Disclosures and Omission Justifications (Page 1/3)

VSME disclosure	Description	Page	Justification for omission	References
Basic module - General information				
B1 - Basis for preparation				
B1-24	Basic or comprehensive module	4	-	
B1-24	Omitted disclosures	42-44	-	
B1-24	Individual or consolidated report	-	No subsidiaries.	
B1-24	Company sites	7	-	
B1-24	Legal form	7	-	
B1-24	NACE sector classification code(s)	7	-	
B1-24	Balance sheet	7	-	
B1-24	Turnover	7	-	
B1-24	Number of employees	7	-	
B1-25	Sustainability certifications	-	No sustainability certifications or labels to report.	
B2 - Practices, policies and future initiatives for transitioning towards a more sustainable economy				
B2-26	Implemented policies, practices and future initiatives	10	-	
B2-27	Table overview of sustainability issues that are covered	10	-	
B2-28	Complement information in B2 with C2 datapoints	11	-	
Basic Module - Environment metrics				
B3 - Energy and greenhouse gas emissions				
B3-29	Total energy consumption	17, 18	-	
B3-30	Estimated GHG emissions for Scope 1 and Scope 2	14	-	
B3-31	GHG intensity	15	-	
B4 - Pollution of air, water and soil				
B4-32	Pollutant emissions to air, water and soil	-	No identified pollutant emissions from operations.	
B5 - Biodiversity				
B5-33	Sites in or near a biodiversity sensitive area	-	Operations not located near biodiversity-sensitive areas.	
B5-34	Land-use metrics	-	Land-use data not applicable to company activities.	
B6 - Water				
B6-35	Total water withdrawal	19	-	
B6-36	Water consumption from production processes	-	No production processes requiring water consumption.	

## VSME Disclosures and Omission Justifications (Page 2/3)

B7 - Resource use, circular economy and waste management			
B7-37	Circular economy principles	-	No circularity initiatives implemented to date.
B7-38	Waste generation and waste diversion	-	No waste data collected or available for the reporting year.
B7-38	Mass-flow	-	Mass-flow indicators not applicable to operations.
B8 - Workforce - General characteristics			
B8-39	Type of employment contracts	25	-
B8-39	Gender distribution	26	-
B8-39	Country of employment contract	25	-
B8-40	Employee turnover rate	-	Company has fewer than 50 employees; disclosure not required.
B9 - Workforce - Health and safety			
B9-41	Work-related accidents	27	-
B9-42	Work-related fatalities due to injuries and ill health	27	-
B10 - Workforce – Remuneration, collective bargaining and training			
B10-42	Minimum wage compliance	30	-
B10-42	Gender pay gap	-	Company has fewer than 150 employees; disclosure not required.
B10-42	Collective bargaining coverage	27	-
B10-42	Annual training hours broken down by gender	30	-
Basic Module - Governance metrics			
B11 - Convictions and fines for corruption and bribery			
B11-43	Total convictions and fines	39	-
Comprehensive module - General information			
C1 - Strategy: Business Model and Sustainability – Related Initiatives			
C1-47	Products and services	8	-
C1-47	Markets	8	-
C1-47	Business relationships	8	-
C1-47	Strategy elements related to sustainability	-	No formal strategy elements related to sustainability defined.
C2-48	Description complementing information from B2	-	Descriptions of practices, policies and future initiatives can all be found under each ESG topic in this report, and in our Sustainability Policy (available on our website).
C2-49	Most senior level responsible for sustainability measures implementation	3	-

## VSME Disclosures and Omission Justifications (Page 3/3)

Comprehensive module - Environmental metrics			
C3 - GHG reduction targets and climate transition			
C3-54	GHG reduction targets	15	-
C3-55	Transition plan description	-	No transition plan developed or disclosed yet.
C3-56	Transition plan adoption	15	-
C4 - Climate risks			
C4-57	Hazards and transition events	-	No climate risk assessment performed yet.
C4-57	Exposure and sensitivity	-	No climate risk assessment performed yet.
C4-57	Time horizons	-	No climate risk assessment performed yet.
C4-57	Climate change adaptation actions	-	No climate risk assessment performed yet.
C4-58	Adverse effects for financial performance or business operations	-	No climate risk assessment performed yet.
Comprehensive module - Social metrics			
C5 - Additional (general) workforce characteristics			
C5-59	Gender ratio at management level	-	Not disclosed.
C5-60	Self-employed and temporary workers	-	Not relevant.
C6 - Additional own workforce information - Human rights policies and processes			
C6-61	Code of conduct	34	-
C6-61	Topics covered by the code of conduct	34	-
C6-61	Complaints-handling mechanism	11	-
C7-62	Confirmed human rights incidents in own workforce	33	-
C7-62	Actions taken to address incidents in own workforce	-	No actions reported because no incidents occurred in own workforce.
C7-62	Confirmed human rights incidents in the value chain	33	-
Comprehensive module - Governance metrics			
C8 - Revenues from certain sectors and exclusion from EU reference benchmarks			
C8-63	Revenues disclosure	39	-
C8-64	Exclusion from EU reference benchmarks	39	-
C9 - Gender diversity ratio in the governance body			
C9-65	Gender ratio in governance body	26	-