

Appendix to Rottneros Sustainability Report

SUSTAINABILITY DATA

Rottneros is not covered by the sustainability reporting requirements of the CSRD but still chooses to communicate the following information in accordance with the requirements of the ESRS.

E1-5 Energy consumption and energy mix

| ENERGY CONSUMPTION AND ENERGY MIX | | | | |
|---|------------|---------------------|---------------------|--------------|
| | Unit | 2025 | 2024 | 2025/2024, % |
| 1) Consumption of fuel from coal and coal products | MWh | 0 | 0 | 0 |
| 2) Fuel consumption from petroleum and petroleum products | MWh | 20,917.73 | 24,810.35 | -16 |
| 3) Fuel consumption from natural gas | MWh | 614.38 | 8,434.15 | -93 |
| 4) Fuel consumption from other fossil sources | MWh | 0 | 0 | 0 |
| 5) Consumption of purchased or obtained electricity, heat, steam and cooling from fossil sources | MWh | 62,656.09 | 166,106.60 | -62 |
| 6) Total fossil energy consumption (calculated as the sum of rows 1–5) | MWh | 84,188.21 | 199,351.10 | -58 |
| Share of fossil sources in total energy consumption (%) | % | 4.51 | 10.59 | -57 |
| 7) Nuclear energy consumption | MWh | 91,243.65 | 30,936.81 | 195 |
| Share of nuclear energy consumption in total energy consumption (%) | % | 4.89 | 1.64 | 197 |
| 8) Fuel consumption for renewable sources, including biomass (also including industrial and municipal waste of biological origin, biogas, renewable hydrogen, etc.) | MWh | 1,678,384.63 | 1,636,710.89 | 3 |
| 9) Consumption of purchased or obtained electricity, heat, steam and cooling from renewable sources | MWh | 10,807.86 | 15,258.14 | -29 |
| 10) Self-produced renewable energy consumption without the use of fuel | MWh | 1,791.00 | 145.48 | 1,131 |
| (11) Total renewable and low-carbon energy consumption (calculated as the sum of rows 8–10) | MWh | 1,690,983.49 | 1,652,114.51 | 2 |
| Share of renewables in total energy consumption | % | 90.60 | 87.77 | 3 |
| TOTAL POWER CONSUMPTION (calculated as the sum of rows 6, 7, and 11) | MWh | 1,866,415.35 | 1,882,402.42 | -1 |

E1-6 Scope 1, 2 and 3 gross greenhouse gas emissions and total greenhouse gas emissions

| GREENHOUSE GAS EMISSIONS | | | | |
|---|---------------------|------------|------------|--------------|
| | Unit | 2025 | 2024 | 2025/2024, % |
| Scope 1 greenhouse gas emissions | | | | |
| Gross Scope 1 | t CO ₂ e | 13,306.24 | 17,123.54 | -22 |
| Percentage of Scope 1 greenhouse gas emissions from regulated emissions trading systems | % | 86.42 | 89.96 | -4 |
| Scope 2 greenhouse gas emissions | | | | |
| Scope 2 by location-based method | t CO ₂ e | 1,153.64 | 1,698.78 | -32 |
| Scope 2 by market-based approach | t CO ₂ e | 42,694.51 | 110,452.81 | -61 |
| Scope 3 greenhouse gas emissions | | | | |
| Gross Scope 3 by Location-Based Method | t CO ₂ e | 248,105.97 | 264,746.74 | -6 |
| Gross Scope 3 according to the market-based method | t CO ₂ e | 261,981.85 | 300,184.50 | -13 |
| 1) Purchased goods and services | t CO ₂ e | 53,701.18 | 70,037.03 | -23 |
| 2) Capital Goods | t CO ₂ e | 3,213.75 | 9,413.28 | -66 |
| 3) Fuel and energy activities (not included in scope 1 or 2) by location-based approach | t CO ₂ e | 3,009.50 | 6,824.92 | -56 |
| 3) Fuel and energy activities (not included in scope 1 or 2) by market-based approach | t CO ₂ e | 16,885.38 | 42,262.68 | -60 |
| 4) Upstream transport and distribution | t CO ₂ e | 36,713.85 | 25,873.93 | 42 |
| 5) Waste generated by the operation | t CO ₂ e | 402.23 | 297.45 | 35 |
| 6) Business Travel | t CO ₂ e | 58.28 | 52.54 | 11 |
| 7) Employee commute to work | t CO ₂ e | 271.55 | 533.75 | -49 |
| 8) Location-based Location Leased Senior Assets | t CO ₂ e | 4.51 | 4.45 | 1 |
| 8) Market-based leased upstream assets | t CO ₂ e | 22.44 | 22.14 | 1 |
| 9) Downstream transport | t CO ₂ e | N/A | N/A | N/A |
| 10) Processing of Sold Products | t CO ₂ e | 149,787.28 | 150,182.74 | 0 |
| 11) Use of Sold Products | t CO ₂ e | 861.09 | 1,423.62 | -40 |
| 12) Processing of Sold Products at End of Life | t CO ₂ e | 60.31 | 80.89 | -25 |
| 13) Downstream assets leased | | N/A | N/A | N/A |
| 14) Franchises | | N/A | N/A | N/A |
| 15) Investments | | N/A | N/A | N/A |
| TOTAL GREENHOUSE GAS EMISSIONS | | | | |
| Total GHG emissions by location-based approach | t CO ₂ e | 262,565.85 | 283,569.06 | -7 |
| Total GHG emissions by market-based approach | t CO ₂ e | 317,982.60 | 427,760.85 | -26 |

| BIOGENIC EMISSIONS | | | | |
|--|---------------------|-------------------|-------------------|--------------|
| | Unit | 2025 | 2024 | 2025/2024, % |
| Mobile combustion | t CO ₂ e | 97.64 | 108.03 | -10 |
| Stationary combustion | t CO ₂ e | 587,087.87 | 571,710.01 | 3 |
| Steam, heat and cooling purchased | t CO ₂ e | 0.00 | 0.00 | 0,00 |
| Category 3 Fuel and energy activities (not included in scope 1 or 2) | t CO ₂ e | 0.00 | 0.00 | 0,00 |
| Executioner. 11 Use of Sold Products | t CO ₂ e | 139,469.22 | 193,259.69 | -28 |
| Amount | t CO ₂ e | 726,654.73 | 765,077.73 | -5 |

E2-4 Air, water and soil pollution

| AIR POLLUTANT EMISSIONS | | | | | |
|---|------|-----------|------------|-------------------|------------|
| | Unit | Rottneros | Vallvik | Total 2025 | Total 2024 |
| Methane (CH ₄) | kg | 1,713.00 | 10,956.32 | 12,669.32 | 12,202.28 |
| Carbon monoxide (CO) | kg | 1,713.28 | 374,272.91 | 375,986.18 | 424,300.81 |
| Hydrofluorocarbons (HFCs) | kg | 0.00 | 16.70 | 16.70 | 0.00 |
| Nitrous oxide (N ₂ O) | kg | 1,713.28 | 9,837.70 | 11,550.97 | 11,152.10 |
| Amoniak (NH ₃) | kg | 1,027.97 | 67,841.93 | 68,869.90 | 64,840.98 |
| Non-methane volatile organic compounds (NMVOCs) | kg | 6,853.10 | 464,941.77 | 471,794.87 | 444,160.68 |
| Nitrogen oxides (NO _x /NO ₂) | kg | 25,125.00 | 312,078.54 | 337,203.54 | 341,872.64 |
| Sulphur oxides (SO _x /SO ₂) | kg | 6,006.54 | 43,604.94 | 49,611.47 | 56,064.51 |
| Hydrochlorofluorocarbons (HCFCs) | kg | 0.00 | 0.00 | 0.00 | 0.00 |
| Arsenic and his compounds (as As) | kg | 0.07 | 5.22 | 5.29 | 4.98 |
| Cadmium and its compounds (as Cd) | kg | 0.17 | 3.26 | 3.43 | 3.26 |
| Chromium and its compounds (as Cr) | kg | 0.51 | 8.16 | 8.67 | 8.24 |
| Copper and its compounds (as Cu) | kg | 3.43 | 18.65 | 22.08 | 21.35 |
| Mercury and its compounds (as Hg) | kg | 0.07 | 0.56 | 0.63 | 0.60 |
| Nickel and its compounds (as Ni) | kg | 1.71 | 18.65 | 20.36 | 19.42 |
| Lead and its compounds (as Pb) | kg | 3.43 | 18.65 | 22.08 | 21.35 |
| Zinc and its compounds (as Zn) | kg | 34.27 | 74.64 | 108.90 | 108.39 |
| Chlorine and inorganic compounds (as HCl) | kg | 0.00 | 2,104.87 | 2,104.87 | 2,046.68 |
| Particulate matter (PM10) | kg | 2,195.10 | 46,088.42 | 48,283.52 | 45,759.76 |

E2-4 Air, water and soil pollution

| EMISSIONS OF POLLUTANTS TO WATER | | | | | |
|--|------|------------|--------------|---------------------|--------------|
| | Unit | Rottneros | Vallvik | Total 2025 | Total 2024 |
| Nitrogen | kg | 15,501.00 | 24,126.00 | 39,627.00 | 38,897.58 |
| Phosphorus | kg | 311.15 | 6,349.56 | 6,660.71 | 6,057.89 |
| Arsenic and its compounds (as As) | kg | 1.91 | 9.20 | 11.11 | 11.55 |
| Cadmium and its compounds (as Cd) | kg | 0.32 | 9.78 | 10.10 | 7.14 |
| Chromium and its compounds (as Cr) | kg | 30.75 | 20.76 | 51.51 | 32.38 |
| Copper and its compounds (as Cu) 2 | kg | 36.60 | 54.82 | 91.42 | 84.75 |
| Mercury and its compounds (as Hg) | kg | 0.20 | 0.00 | 0.20 | 0.21 |
| Nickel and its compounds (as Ni) | kg | 141.54 | 16.88 | 158.42 | 138.83 |
| Lead and its compounds (as Pb) | kg | 3.20 | 10.27 | 13.47 | 15.80 |
| Zinc and its compounds (as Zn) | kg | 463.66 | 897.75 | 1,361.41 | 1,576.46 |
| Halogenated organic compounds (as AOX) | kg | – | 11,265.96 | 11,265.96 | 8,967.70 |
| Total Organic Carbon (TOC) (as Total C or COD/3) | kg | 911,010.00 | 851,322.75 | 1,762,332.75 | 1,493,432.00 |
| Chlorides (as total Cl) | kg | 571,032.54 | 1,181,928.73 | 1,752,961.26 | 1,265,686.12 |

E2-5 Substances of concern and substances of very high concern

| HAZARD CLASS | | | | | | |
|--|------|--------------|--------------|--------------|------------------|-----------|
| | Unit | Produced | Purchased | Used | Sold in own form | Waste |
| Carcinogenicity category 1 | kg | | 1,106,055.88 | 1,105,907.62 | | 148.26 |
| Carcinogenicity category 2 | kg | | 84,530.00 | 84,530.00 | | 0 |
| Skin sensitisation category 1 | kg | 975,337.50 | 1,788,485.00 | 1,917,523.50 | 846,214.00 | 85.00 |
| Long-term threat to the aquatic environment category 1 | kg | 46,954.00 | 0.76 | 46,954.75 | | 0 |
| Long-term threat to the aquatic environment category 2 | kg | | 2,989,000.00 | 2,989,000.00 | | 0 |
| Long-term hazard to the aquatic environment category 3 | kg | | 12,600.00 | | | 12,600.00 |
| Specific target organ toxicity, single exposure category 1 | kg | 1,643,390.00 | 317,000.00 | 1,960,390.00 | | 0 |
| Total for 2025 | kg | 2,665,681.50 | 6,297,671.64 | 8,104,305.87 | 846,214.00 | 12,833.26 |
| Total for 2024 | kg | 2,635,846.00 | 6,731,054.64 | 8,403,625.50 | 942,246.00 | 9,029.14 |

E3-4 Water consumption

| WATER CONSUMPTION | | | |
|--|----------------------|------------------|------------------|
| | Unit | 2025 | 2024 |
| Total water consumption | m ³ | 559,677 | 609,330 |
| Water intake | m ³ | 24,581,863 | 26,478,909 |
| Water discharge | m ³ | 24,022,186 | 25,878,579 |
| Total water use in areas at risk of water stress, including areas with severe water scarcity | m ³ | 0 | 0 |
| Total water recycled and reused | m³ | 6,795,834 | 5,907,060 |

E5-4 Input Resources

| RESOURCES ENTERED INTO THE ORGANIZATION | | | |
|---|----------|---------------------|---------------------|
| | Unit | 2025 | 2024 |
| Total weight of products entering the organization | t | 0 | 0 |
| Total weight of technical materials entering the organization | t | 41,855.54 | 61,531.67 |
| Total weight of biological materials entering the organization | t | 1,148,192.00 | 1,158,735.09 |
| including sustainably sourced materials | t | 1,147,285.00 | 1,157,481.20 |
| Total weight of products, technical and biological materials introduced into the organization | t | 1,190,047.54 | 1,220,266.76 |
| Percentage of bio-based materials used to provide services and produce products (including packaging) from sustainable sources | % | 96.4 | 94.9 |
| Total weight of products, materials, components reused or recycled in the manufacturing process of products (including packaging) or services | t | 0 | 0 |
| Percentage of products, materials, components reused or recycled in the manufacturing process of products (including packaging) or services | % | 0 | 0 |

E5-5 Discharged resources

| RESOURCES DISCHARGED FROM THE ORGANIZATION | | | |
|--|----------|------------------|------------------|
| | Unit | 2025 | 2024 |
| Waste avoided disposal | t | 28,468.22 | 40,604.00 |
| Hazardous waste, including: | t | 177.949 | 114.28 |
| prepared for reuse | t | 0 | 0 |
| recyclable | t | 165,399 | 9.64 |
| subject to other recovery processes | t | 12.55 | 104.64 |
| Non-hazardous waste, including: | t | 28,290.28 | 40,489.72 |
| prepared for reuse | t | 1,978.25 | 2,262.09 |
| recyclable | t | 19,999.72 | 33,388.43 |
| subject to other recovery processes | t | 6,312.31 | 4,839.20 |
| Waste sent for disposal | t | 19,294.48 | 20,872.82 |
| Hazardous waste, including: | t | 11.724 | 7.76 |
| Burned | t | 1.524 | 3.56 |
| Stored | t | 0 | 0 |
| other disposal processes | t | 10.2 | 0 |
| Non-hazardous waste, including: | t | 19,282.76 | 20,869.26 |
| Burned | t | 1,381.99 | 1,425 |
| Stored | t | 17,900.77 | 19,444.26 |
| other disposal processes | t | 0 | 0 |
| Total radioactive waste | t | 0 | 0 |
| Total waste generated | t | 47,762.71 | 61,476.82 |
| Total hazardous waste | t | 189.673 | 117.85 |
| Total non-recycled waste | t | 19,294.48 | 20,872.82 |
| Percentage of non-recycled waste | % | 40.40 | 33.95 |
| Total non-hazardous waste | t | 47,573.04 | 61,358.98 |

S1-6 Entity staff characteristics

| GENDER | | | |
|--------------|--------------------------|--------------------------|--|
| | Number of employees 2025 | Number of employees 2024 | |
| Male | 228 | 256 | |
| Female | 46 | 61 | |
| Other | 0 | 0 | |
| Not reported | 0 | 0 | |
| Total | 274 | 317 | |

| COUNTRY | | | |
|--------------|--------------------------|--------------------------|--|
| | Number of employees 2025 | Number of employees 2024 | |
| Sweden | 271 | 314 | |
| Latvia | 3 | 3 | |
| Other | 0 | 0 | |
| Total | 274 | 317 | |

| TYPE OF EMPLOYMENT | | | | | |
|--|--------|------|-------|---------------|-------|
| | Female | Male | Other | Not disclosed | Total |
| Number of employees (whole number) | | | | | |
| 2025 | 46 | 228 | 0 | 0 | 274 |
| 2024 | 61 | 256 | 0 | 0 | 317 |
| Number of permanent employees (whole number) | | | | | |
| 2025 | 42 | 224 | 0 | 0 | 266 |
| 2024 | 59 | 249 | 0 | 0 | 308 |
| Number of temporary employees (total number) | | | | | |
| 2025 | 4 | 4 | 0 | 0 | 8 |
| 2024 | 2 | 7 | 0 | 0 | 9 |
| Number of employees who are not guaranteed working hours (number of employees) | | | | | |
| 2025 | 0 | 0 | 0 | 0 | 0 |
| 2024 | 0 | 0 | 0 | 0 | 0 |
| Number of full-time employees (total number) | | | | | |
| 2025 | 45 | 227 | 0 | 0 | 272 |
| 2024 | 61 | 255 | 0 | 0 | 316 |
| Number of part-time employees | | | | | |
| 2025 | 1 | 1 | 0 | 0 | 2 |
| 2024 | 0 | 1 | 0 | 0 | 1 |

| DEPARTURES/TURNOVER | | |
|---|------|------|
| | 2025 | 2024 |
| Number of employees who left their jobs | | 31 |
| Turnover rate, % | | 9.8 |

Turnover rate
= (number of employees who left/ number of employees as at 31 December of the year in question) x 100%

S1-8 Scope of collective bargaining and social dialogue

| | SCOPE OF COLLECTIVE BARGAINING | | SOCIAL DIALOGUE |
|---------|--------------------------------|--------------------|--------------------------|
| | Employees EEA* | Employees non-EEA* | Workplace representation |
| 0–19% | — | — | — |
| 20–39% | — | — | — |
| 40–59% | — | — | — |
| 60–79% | — | — | — |
| 80–100% | Sweden | — | Sweden |

* for countries with >50 employees representing >10 % of the total number of employees

S1-9 Diversity metrics

| CATEGORY | | | |
|--|------------------|-------|------|
| | Reporting period | Women | Men |
| Number of employees (persons) at top management level, % | 2025 | 3 | 5 |
| | 2024 | 4 | 6 |
| Percentage of employees at top management level, % | 2025 | 37.5 | 62.5 |
| | 2024 | 40.0 | 60.0 |

| Reporting period: 2025 | | Women | Men |
|---|--|-----------|------------|
| Number of employees (people) aged under 30 | | 8 | 14 |
| Percentage of employees aged under 30, % | | 2.9 | 5.1 |
| Number of employees (people) aged between 30 and 50 | | 20 | 107 |
| Percentage of employees aged between 30 and 50, % | | 7.3 | 39.1 |
| Number of employees (number of people) aged over 50 | | 18 | 106 |
| Percentage of employees aged over 50, % | | 6.6 | 38.7 |
| Total employees | | 46 | 228 |

| Reporting period: 2024 | | Women | Men |
|---|--|-----------|------------|
| Number of employees (people) aged under 30 | | 8 | 20 |
| Percentage of employees aged under 30, % | | 2.52 | 6.31 |
| Number of employees (people) aged between 30 and 50 | | 39 | 127 |
| Percentage of employees aged between 30 and 50, % | | 12.30 | 40.06 |
| Number of employees (number of people) aged over 50 | | 14 | 109 |
| Percentage of employees aged over 50, % | | 4.42 | 34.38 |
| Total employees | | 61 | 256 |

S1-10 Adequate pay

| ADEQUATE PAY | | |
|---|--------|--------|
| Country | Sweden | Latvia |
| The number of employees being paid below the agreed level of adequate remuneration | 0 | 0 |
| Percentage of employees receiving remuneration below the agreed level of adequate remuneration, % | 0 | 0 |

An adequate wage is a wage that ensures that the needs of the worker and his or her family are met in the light of national economic and social conditions

S1-13 Training and skills development metrics

| PERFORMANCE AND CAREER DEVELOPMENT REVIEWS | | |
|---|------|------|
| | 2025 | 2024 |
| Percentage of employees that participated in performance reviews, % | 57 | 68 |
| Percentage of women that participated in performance reviews, % | 51 | 48 |
| Percentage of men that participated in performance reviews, % | 58 | 73 |
| Agreed total number of performance and career development reviews | 303 | 284 |
| Agreed number of performance and career development reviews per employee per year | 1 | 1 |
| Percentage of performed reviews in proportion to the agreed number of reviews, % | 57 | 68 |

S1-14 Health and safety metrics

Percentage of employees covered by a health and safety management system based on legal requirements and/or recognised standards or guidelines 100%

Percentage of own workforce covered by a health and safety management system based on legal requirements and (or) recognised standards or guidelines that has been internally audited and (or) audited or certified by an external party 0%

| | 2025 | 2024 |
|--|------|------|
|--|------|------|

ACCIDENTS AND INJURIES AMONG WORKERS

| | | |
|--------------|-----------|-----------|
| Minor | 21 | 25 |
| Serious | 2 | 3 |
| Fatal | 0 | 0 |
| Total | 23 | 28 |

ACCIDENTS AND INJURIES AMONG SUBCONTRACTORS WORKING ON COMPANY PREMISES

| | | |
|--------------|----------|-----------|
| Minor | 5 | 8 |
| Serious | 1 | 2 |
| Fatal | 0 | 0 |
| Total | 6 | 10 |

Minor accidents: work-related incidents that did not result in temporary incapacity for work or resulted in sick leave.

Serious accidents: work-related incidents resulting in sick leave or leading to permanent disability.

| | 2025 | 2024 |
|--|------|------|
|--|------|------|

LTIFR 4.6 6.3

The Lost Time Injury Frequency Rate (LTIFR) is the number of lost time accidents per million hours worked

S1-15 Work-life balance metrics

| | 2025 | 2024 |
|--|------|------|
| Percentage of employees entitled to take family-related leave, % | 100 | 100 |
| Percentage of entitled employees that took family-related leave, % | 36 | 22 |
| Percentage of entitled men that took family-related leave, % | 37 | 23 |
| Percentage of entitled women that took family-related leave, % | 33 | 18 |

S1-16 Wage metrics (wage gap and total remuneration)

| | 2025 | 2024 |
|---|------|------|
| Average level of gross hourly pay for men (SEK) | 416 | 270 |
| Average level of gross hourly pay for women (SEK) | 444 | 305 |
| Gender pay gap, % | -7 | -9 |
| The ratio of the highest earner's salary to the median salary | 5.03 | 6.77 |

$$\left(\frac{\text{Average level of gross hourly wage of male employees} - \text{average level of gross hourly wage of female employees}}{\text{Average level of gross hourly wage of male employees}} \right) \times 100.$$

Annual total remuneration of the highest paid person in the Rottneros Group / Median annual total employee remuneration (excluding the highest paid person).

S1-17 Incidents, complaints and serious human rights impacts

| | 2025 | 2024 |
|--|------|------|
| Number of cases of discrimination | 0 | 0 |
| Number of complaints made through channels to own employees to express concerns | 0 | 1 |
| Number of complaints submitted to OECD National Contact Points for Multinational Enterprises | 0 | 0 |
| Number of serious human rights problems and incidents related to own workforce | 0 | 0 |
| Number of serious human rights issues and incidents related to own workforce that constitute non-compliance with the UN Guiding Principles and the OECD Guidelines for Multinational Enterprises | 0 | 0 |
| Number of serious human rights cases in which the company secured remedies for those affected | 0 | 0 |
| Amount of significant fines, penalties and compensation for serious human rights issues and incidents related to own workforce | 0 | 0 |
| Amount of material penalties, fines and reparations for damage caused by infringements of social and human rights factors | 0 | 0 |

G1-4 Incidents of corruption or bribery

| REPORTING PERIOD 2025 | | | | |
|--|-------------------------|-------------|---|-----------------|
| | Risk exposure functions | Managers | Administrative, management and supervisory bodies | Other employees |
| Total number of people at risk of corruption | 15 | 5 | 8 | 2 |
| Percentage of functions at risk covered by training programs, % | 40 | 40 | 40 | 40 |
| Number of people at risk of corruption and trained to deal with it | 6 | 2 | 3 | 1 |
| Delivery method and duration of training | | | | |
| Workshops | No | No | No | No |
| On-line | Yes | Yes | Yes | Yes |
| Training platform | No | No | No | No |
| Topics covered | | | | |
| Definition of corruption | Yes | Yes | Yes | Yes |
| Suspicion/detection procedures | Yes | Yes | Yes | Yes |
| Policy | Yes | Yes | Yes | Yes |
| Frequency | Once a year | Once a year | Once a year | Once a year |

| | Current reporting period 2025 | Current reporting period 2024 |
|---|-------------------------------|-------------------------------|
| Number of convictions for breaching anti-corruption regulations | 0 | 0 |
| Level of fines for breaching anti-corruption regulations | 0 | 0 |
| Incidents | 0 | 0 |