



# SUSTAINABILITY REPORT 2024



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“Diab offer industry-leading competence and the broadest range of stronger, lighter, smarter sandwich cores and buoyancy materials, supplying a wide range of markets including marine, wind energy, transport, aerospace and industry.”

Throughout the document, the following definitions apply: “Diab Group AB” refers to the parent company of Diab. “Diab” refers to subsidiaries within the group, including the parent company Diab Group AB. “Group companies” refers to companies in Diab, excluding the parent company Diab Group AB and associates.

This report contains forward-looking statements that are based on the current expectations of the management of Diab Group AB. Although management believes that the expectations reflected in such forward-looking statements are reasonable, no assurance can be given that such expectations will prove correct. Accordingly, results could differ materially from those implied in the forward-looking statements as a result of, among other factors, changes in economic, market and competitive conditions, changes in the regulatory environment and other government actions, fluctuations in exchange rates and other factors.



# CEO WORDS

Despite a continued challenging global environment with wars, inflation etc. Diab has, thanks to our very skilled and committed global organization, managed to deliver a financial development above expectations. Even if the global wind market continues to be weak, the other segments of our business have proven to deliver strong growth and profits.

The trend of customers’ increased interest in the carbon footprint of our products and our ability to support more circular business models continues in all segments. Diab products and lightweight solutions are all part of the future society, in which lightweight delivers performance and enables circular product life cycles.

Since 2018, we have approved CO<sub>2</sub>e-reduction plans in accordance with the Science Based Targets Initiative requirements. During autumn 2024 we got our new targets approved and Diab is still the first company in our industry to have made this commitment.

A step towards meeting our goals in terms of CO<sub>2</sub>e emission reductions, Diab achieved mid 2024 the first ISCC PLUS certificate for mass balancing of bio-circular raw materials. We believe and hope that this initiative will lead to a large interest from the market and a significant step forward for our products getting more circular.

During the year we renewed our EPDs (Environmental Product Declarations) for our partly circular Divinycell PET PR but also Divinycell PVC, both with a significant decreased GWP (Global Warming Potential).

For the second year in a row Diab was assessed by EcoVadis, a leading sustainability intelligence platform that evaluates and rates the sustainability performance of companies. Diab earned a strong silver medal by autumn 2024 after a significant improvement from 2023, where we achieved bronze. This genuinely confirms that we are on the correct path towards sustainability.

JOHAN ARVIDSSON  
CEO  
February 28, 2025



**GRI Standard Guidelines and Annual Accounts Act**  
Diab's 2024 Sustainability Report is based on GRI Standards, the Global Reporting Initiative's Sustainability Reporting Guidelines  
The 2024 Sustainability Report is prepared for sustainability reporting in compliance with the Swedish Annual Accounts Act as applicable for Diab Group AB, 556603-1711.  
All companies in Diab are included in this report.

The sustainability report has been prepared in accordance with the requirements of the Annual Accounts Act and has been reviewed by the company's auditor.  
  
This sustainability report constitutes the group's and the company's statutory sustainability report and is part of the management report for Diab Group AB with organization number 556603-1711.  
This year's sustainability report covers the financial year 2024.





# ALWAYS AT THE CORE OF YOUR SOLUTION

Diab offer industry-leading competence and the broadest range of stronger, lighter, smarter sandwich cores and buoyancy materials, supplying a wide range of markets including marine, wind energy, transport, aerospace and industry. Since our start 75 years ago, we have developed, improved, and fine-tuned our products.

Diab develops stronger, lighter and smarter core materials that make our customers' products more competitive and sustainable. And we help our customers create the best solution possible by offering them our industry-leading knowledge and service.

We believe we have an important part to play in making the world more sustainable. We must all work together, respect each other and use our knowledge. It's when we are all moving in the same direction that we create a force strong enough to create an impact.

We love to help our customers to find smart solutions and make the world more sustainable. We do it by providing solutions that are stronger, to last longer, lighter, to save weight and energy resources, and smarter - to be more intelligent in use.

We always strive to develop new ways our material can be used to contribute to a more sustainable world.

Diab is the flexible, reliable, customer focused partner offering leading knowledge and a comprehensive range of high-quality core materials.

Always the core of your solution.



# CORE SUSTAINABILITY

**How we manage sustainability**

All sites have local management and/or teams within the environmental (E), social (HR) and financial (F) areas that report to the corresponding global management. The activities follow Diab's global directives, and local strategies are added, depending on country, area or production specific issues. A global sustainability network, with team members from each site, is coordinated by Sustainability & EHSQ Manager.

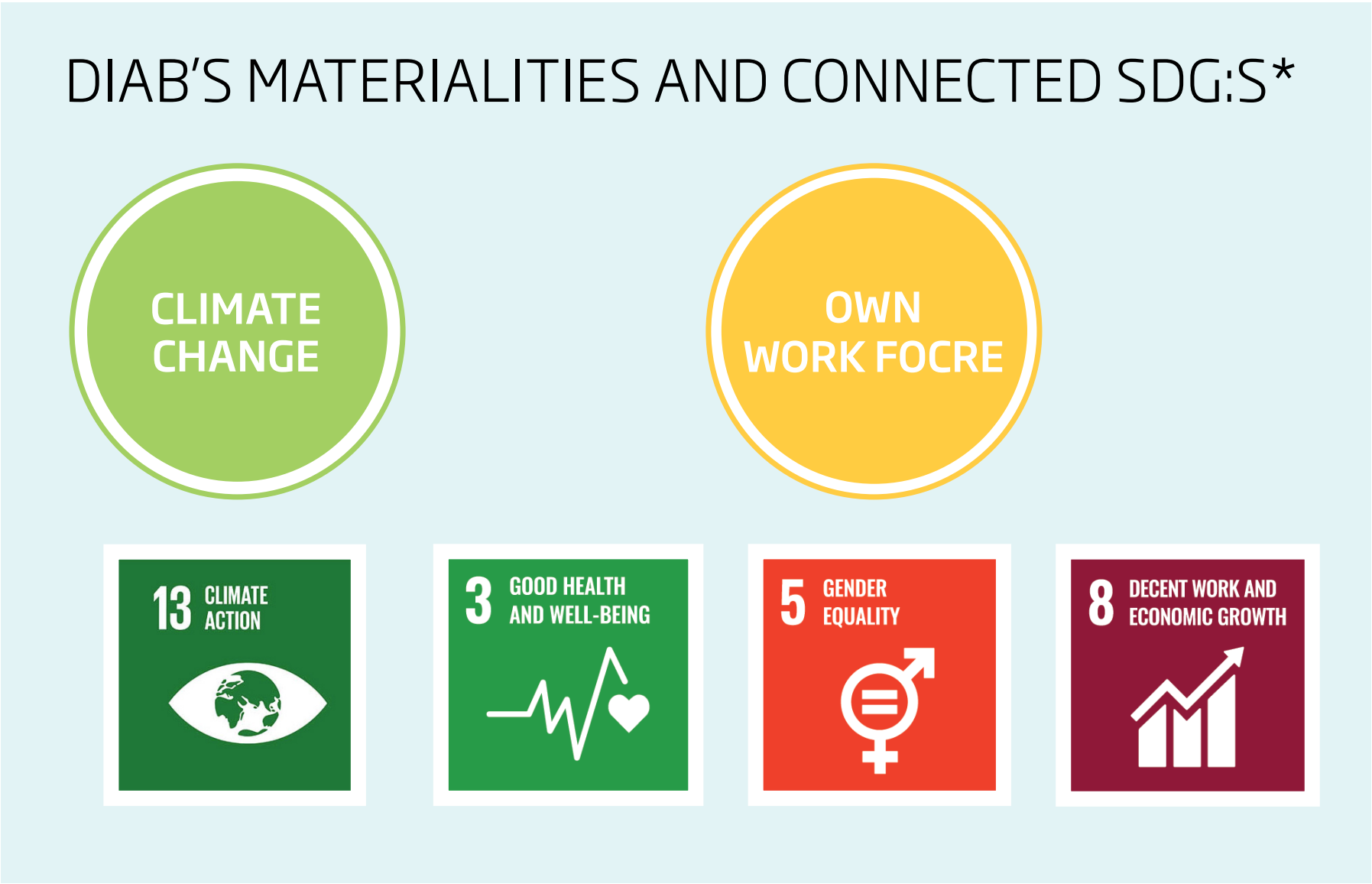
**A focus on materiality**

Diab's Sustainability Report for 2024, in line with GRI Standards, includes aspects relating to environmental, financial and social responsibility. Our ambition is for this report, together with supplementary information, to give our employees and external stakeholders a transparent view of the company's ESG (Environmental, Social and Governance) activities and performance.

Diab Group AB has participated in the double materiality analysis (DMA) carried out by the parent company, Ratos AB. The purpose of the DMA was to identify and prioritize the most material sustainability issues for Ratos Group, both from an impact (outward) and financial (inward) perspective. Representatives (CEO, CFO and other members of the management team when needed) from the majority owned subsidiaries participated at workshops facilitated by Ratos AB. Representatives were asked to assess, identify and prioritize both negative and positive consequences, risks, and possibilities for respective company. The results from the workshops were consolidated to identify the material sustainability issues for Ratos Group. Based on the DMA, two focus areas were selected for 2024 year's CSRD-inspired reporting: Climate Change and Own Workforce

**Reporting principles**

In line with the Ratos reporting requirements, Diab reports on the implementation and status of progress in Q1, annually. The reporting requirements are continuously updated and revised by Ratos' Head of Sustainability and reflect the wishes of Diab's shareholders. Each production unit provides quantitative and qualitative information in accordance with Diab's sustainability KPIs. The person responsible for sustainability in each company is responsible for assuring the quality of the information submitted. All data for Diab's carbon footprint is verified by an external consultant, before board approval.



\* UN Sustainable Development Goals



# CORE SUSTAINABILITY

## - LIST OF MATERIAL TOPICS

Area	Sustainability target	Performance in 2024
Environmental Responsibility		
Reduce CO <sub>2</sub> emissions and other greenhouse gases (GHG)	In 2024 Diab had the renewed Science Based Targets approved as set in line with the level of decarbonization required to keep the global temperature increase below 1.5°C compared to pre-industrial temperatures.	Diab continue the journey towards CO <sub>2</sub> e emission reductions by continued increased use of renewable electricity and energy. Further, focus on reductions in scope 3 by sourcing bio-circular raw materials through a new ISCC PLUS certificate achieved during 2024 is now enabled.
	Diab has now new both near and long term targets throughout all 3 scopes heading for 2028, 2030 and 2050.	The new approved SBTi targets are presented in depth on page 14. Below the near term targets together with the achievements for 2024 presented.
		<div>Target for scope 1 (2028) = 3,818 tCO<sub>2</sub>e 2024 achievement = 3,585 tCO<sub>2</sub>e</div> <div>Target for scope 2 (2030) = 100 % renewable electricity 2024 achievement = 45% renewable electricity</div> <div>Target scope 3 (2028) = 2,1 tCO<sub>2</sub> e/t sold product 2024 achievement = 4,5 tCO<sub>2</sub>e/t sold product</div> <div>Scope 1 is already met, whereas scope 2 and 3 requires further efforts as described above.</div>

Area	Sustainability target	Performance in 2024
Environmental Responsibility		
Increased re-cycling and safe waste handling	The Group-wide objective is for the volume of waste to be reduced by 50% from 2022 to 2028.	The global waste level throughout the last three years has been reported as below in absolute numbers: <div>2022: 25,230 tonnes 2023: 17,408 tonnes 2024: 16,930 tonnes</div>
Sustainable product life cycle	Diab markets sustainable products as they significantly contribute to reduced usage of fossil fuels and other types of energy. At the same time the products enable efficient building and generation of renewable energy when used in the blades of wind turbines.	Diab continuously develops and improves sustainable products. During 2024 new products within both the PET and PVC range were developed with significantly improved properties and reduced carbon footprint not only for Diab but also for the products of our customers and end-users. This is mirrored in our new EPDs (Environmental Product Declarations) for both Divinycell PET PR and Divinycell PVC published during late 2024 and beginning of 2025 on our web site.



# CORE SUSTAINABILITY

## - LIST OF MATERIAL TOPICS

Area	Sustainability target	Performance in 2024
Social Responsibility		
Health & Safety metrics, employees in Diab's own workforce	Reporting according to ESRS S1	See page 25
No child labor < 15 years	No incidents are acceptable. See Diab Code of Conduct	Zero incidences identified during the year.
Support for fair working conditions	See Diab Code of Conduct	Zero incidents of discrimination.
Competence Development	See page 24	See page 24-25
Diversity	We offer all individuals equal opportunities.	Zero incidents of discrimination.

Area	Sustainability target	Performance in 2024
Financial Responsibility		
Anti-corruption measures	There should be no cases of bribery, corruption or cartel formation. Continued active information for employees.	Diab has a whistleblowing system, no incident relating to corruption or inadequate business ethics was recorded in 2024.
Fair competitive business	This is a KPI for Diab and should be measured as the number of whistleblower incidents handled per year. This KPI shall remain low.	During the year, no whistleblow incidents were registered connected to this measure.
Reliable supplier	We keep our promises, both to each other internally and to our customers, partners and others externally. We work towards a sustainable society. Our work ethics are strong and we prove it every day.	As the sandwich composite industry is growing and customer requirements in the supply chain are increasing, Diab has made efforts to improve its performance during the year. The outcome of this was proven good during this year's yearly assessment by EcoVadis, where the section on Sustainable Procurement showed significant improvement from scoring 30% in 2023 to 70% in 2024.
Non-fossil business model	Diab business model is based on fossil feedstock. This is not unique for Diab or among our industry peers, but still a situation that will have a long term negative financial impact. At Diab we estimate that the cost for fossil alternatives will increase and hence the need to develop a more non-fossil sustainable business model.	The current performance is that Diab has a 99% fossil feedstock. During 2024 Diab's production unit in Laholm, Sweden achieved an ISCC PLUS certificate for mass balancing bio-circular raw materials for the production of foam core. This now enables the possibility to start reducing the fossil based feedstock.



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# STAKEHOLDER INVOLVEMENT

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## **Stakeholders**

Diab interacts with a number of stakeholder groups on an almost daily basis, which brings a range of requirements and expectations in relation to sustainable development. Our understanding of which stakeholders are significant – and what they consider to be important – is based on experience, commercial relationships and dialogue over a long period of time, as well as events over the past financial year. Also the regular customer satisfaction study provides valuable information for Diab.

## **The most prioritized topics for Diab's stakeholders**

### **Anti-corruption measures**

Diab Code of Conduct is clear on anti-corruption and in addition, we are continuously offering internal education on this subject. It has also been decided to annually record and report the number of corruption cases identified globally.

### **Sustainable Product Life Cycle**

Work on creating products with a sustainable Product Life Cycle has been identified by both external and internal stakeholders as being worthy of continued emphasis and priority. One example is that Diab is taking action internally by developing products that use circular raw materials like recycled materials. Our strategy to engage with customers that want a more circular business model has been tested since 2022. We are expecting more opportunities in 2025 especially with our new mass balance, ISCC PLUS certificate.

### **No child labor**

Diab is already putting a strong focus on this topic, but will continue to strengthen it through continuous work and follow-up processes in the Supplier Code of Conduct. In the Supplier Code of Conduct we state the following:

All forms of child labor are unacceptable, and documentation certifying the age of all employees must be available.

All forms of work that can have a negative impact on the child's right to a healthy childhood and development, or that prevent the child's education, are classified as child labor. All forms of violence, compulsion and the exploitation of children are unacceptable. A person below the age of 15 years is viewed as a child unless local legislation has defined other ages for being able to work or for mandatory schooling".

### **Reliable supplier**

As the sandwich composite industry is growing and customer requirements in the supply chain are increasing, Diab has made efforts to improve its performance during the year.

### **Efficient usage of resources**

Diab's continuous focus on using the resources we need for our production in a steadily more efficient way is mirrored in our way of working. We have done this through our global CO<sub>2</sub>e KPI measurements for several years, and this work is now even more pronounced with our newly approved Science Based Targets, where we clearly see how we perform according to our goal.

Last years, we have seen some very interesting behavior from some of our most important customers, whereby they are now asking us to report the carbon footprint of the products we deliver. In addition these customers have requested that we reduce the carbon footprint to which we have committed. Diab is well positioned for these requirements as we already have both near- and long-term reduction plan in our Science Based Targets.





# STAKEHOLDER INVOLVEMENT

Stakeholders	Aim, requirements and expectations	Value created
Customers	Diab believes that sustainability measures strengthen customer relationships. Many customers demand that Diab have a Code of Conduct, certified management systems and that we phase out non-sustainable chemicals. Also, as Diab offers resource-efficient products, customers expect us to continuously decrease the environmental impact of our product range during production and in the customer's final application.	Diab's sustainability work is continuously reviewed by customers, also during 2024. The overall results are good and Diab's sustainable development aims are valued by customers. In 2019 we finalized the first Life Cycle Assessments (LCA) of our main grades, which meant that we could start providing thorough Environmental Product Declarations (EPDs) to our customers, who want to have a clear picture of the environmental footprint connected to the usage of our products. The EPDs for PET PR and PVC have been updated during the year.
Consumers	All Diab's products are sold to industrial customers. Although this relates to some consumer products, such as yachts and sports equipment, it is unlikely that the product will be linked directly to Diab's operations.	Consumers' views were addressed during the year via dialogue with customers and the demands they place on Diab. These were mainly customers for surfboards and other watersports equipment manufacturers.
Own Workforce	Our employees are integral stakeholders in our sustainability journey. We actively engage with our workforce to foster a culture of sustainability and ensure their voices are heard in our decision-making processes.	By involving employees at all levels, we aim to: <b>Empower and Educate:</b> Provide comprehensive training and resources to enhance their understanding of sustainability practices. <b>Encourage Participation:</b> Create opportunities for employees to contribute ideas and initiatives that promote environmental and social responsibility. <b>Foster Collaboration:</b> Establish cross-functional teams to drive sustainability projects and initiatives, leveraging diverse perspectives and expertise. <b>Recognize Contributions:</b> Acknowledge and reward employees who demonstrate exceptional commitment to sustainability goals.

Stakeholders	Aim, requirements and expectations	Value created
Suppliers	Diab endeavours to have long-term and transparent relationships with suppliers. The aim is to ensure the right quality, financial stability and sustainable development for both parties.	Over the year Diab has conducted a limited number of assessments, which also addressed sustainability issues. Diab has communicated that reduction of carbon footprint will be introduced for some key suppliers.
Shareholders	The aim for the sustainability work at Diab is to create value for shareholders. Diab ensures this, for example, through efficient resource usage and investments in new sustainable technology. The integration of sustainability issues in business operations, such as more sustainable products, reduces risks and creates business opportunities.	Diab's major shareholder Ratos has a clear and mandatory Reporting Requirement. The status and progress of implementation of the framework are reported to Ratos annually in Q1. Diab's strategy to be the best ESG investment in its industry is in line with Ratos' expectations.
Society	Social engagement is an important aspect and something that is expected by local communities where Diab operates. As a global company, Diab is expected to undertake measures that contribute to global sustainable development goals.	Diab has reaffirmed its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-corruption.  In 2018, as the first company worldwide within the composite industry, Diab's Science Based Targets were approved. During 2019 Diab adjusted the SBT according to staying well below 1.5°C. In 2024 the targets were renewed, which is done every 5th year, and head for near-term 2028 and long-term 2050 to reach net-zero. See page 14 for more details.



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# STRATEGY & GOVERNANCE

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## **Sustainability Strategy - One Planet, One Diab**

Diab's strategy for sustainability is built on three pillars:

### **1. Products**

The more we sell the more we save the planet - leveraging Diab's potential contributes to a stronger, lighter and smarter future society.

### **2. Operations**

"Zero waste and closed loop" - waste that can be reduced must be eliminated to save resources and cost. Materials that cannot be eliminated need to find new customers as raw material in new products, to create closed loops.

### **3. People**

Sustainability in everything we do - it is our ambition that all business activities in Diab are performed in a resources effective and ethical manner in line with Diab Code of Conduct and external commitments to customers, owners and non-governmental organizations (NGOs).

Within each area selected, targets are set, that drive the activities. The activities are then funded and prioritized in the overall strategy and budget process on a yearly cycle.

It is clear that Diab products fit into a future sustainable society as the sandwich core composite solution and its applications are in many ways superior to traditional solutions mainly built of steel and other metals. The strategy for Diab is to identify the applications where our products add value both from a financial and sustainable perspective, as this is the only way to secure long-term sustainable solutions.

It is crucial to Diab to coordinate its activities, ensure consistency, and share best practice within the global organization.

There is special focus on "Zero waste and closed loop" as the potential for improvement has been identified as significant and will deliver best return on investment in the mid-term perspective, 1-3 years. Further, one of Diab's main materialities - **Climate Change** - is strongly connected to these topics.

## **Governance structure**

The legal levels of management consists of the Diab Group AB's Annual General Meeting, Board of Directors and CEO. The Annual General Meeting elects the Board of Directors and the Diab Group AB's CEO is appointed by the Board of Directors.

## **Shareholders' General Meeting**

The authority of the Shareholders to make decisions regarding comprehensive matters in the name of the Diab Group AB (including Group Companies) is exercised at the General Meetings. The Annual General Meeting for the parent company, Diab Group AB, shall take place within six months of the Diab Group's financial year-end, and the Board of Directors is obliged to discuss the Annual Reports in accordance with the Swedish Companies Act.

## **The Board of Directors**

The Sustainability Report is subject to the same liability rules as the annual report, which means that the Board is ultimately responsible for the report's establishment as well as its contents.

The Board of Directors is responsible for the organization of the Diab Group AB and the management of the Diab Group AB's affairs, such as compliance with law and the Articles of Association.

The board shall consist of minimum three and maximum eight directors and no more than six deputy directors and shall be elected each year at the annual general meeting of the shareholders for the period until the end of the next following annual general meeting.

In the formal work plan, laid down by the Board, it is defined which items should be discussed in the different meetings in accordance with a specific plan drawn up to ensure that the Board is able to fulfil its assignments in terms of operational control, the establishment of strategic guidelines which are significant to the business and development of the Diab Group AB, as well as evaluation of its own actions and the work carried out by the managing director.

The work plan stipulates that a minimum of three board meetings should be held during each year. The Diab Group AB auditors participate in the meeting that deals with the annual accounts. Throughout the financial year, the board members as well as the deputies and auditors receive written information about the Diab Group AB business, economic and financial position as well as other information of significance to the Diab Group AB.

## **Overall responsibility**

The Board is accountable to the shareholders for the organization and management of the Diab Group AB's and Diab's affairs. In background of this overall responsibility, the Board deals with any matter it considers relevant for the Diab Group AB or Diab.

These are, for example, to continuously assess the Diab Group AB's and Diab's financial situation.

The CEO for Diab Group AB is appointed by the Board of Directors and shall handle the day-to-day management and coordinate the operations of the Diab Group AB and Diab in accordance with the instructions set by the Board of Directors. That means that the CEO for Diab Group AB also is Group CEO.

The operating management bodies are created to support and control the operating group structure. Group management is executed through DMT (Diab Management Team).



# STRATEGY & GOVERNANCE

## DMT - Diab Management Team

The DMT shall discuss more long-term strategic questions and typically meets at least seven times per year. The DMT comprises President & CEO, CFO Finance & IT, EVP Business unit Wind, EVP Business unit MIA and EVP Business unit China.

The DMT has the overall responsibility for Diab's operations, strategies and financial control. CEO is the chairman of the group.

## Supply chain

Diab's main suppliers supply their raw materials as chemicals, plastic polymers and additives. There are in total 30-40 unique suppliers, mainly located in Europe and in Asia. About 5-10 suppliers are located in Asia to support the production in China.

For PVC (Polyvinyl Chloride) and PET (Polyethylene Terephthalate) production supplies are provided from Europe and Asia and PES (Polyethersulfone) from Europe.

“The overall target for Operations is to drive lowest cost and shortest lead times while meeting safety, quality and environmental demands.”

## DMT DIAB EXECUTIVE MANAGEMENT TEAM



Johan Arvidsson  
CEO



Henrik Lundkvist  
CFO



Aurélien Lafforgue  
EVP BU Marine,  
Industry & Aerospace



Magdalena Sandström  
EVP BU Wind



Robert Ramnér  
EVP BU China

## DIAB GROUP AB - BOARD MEMBERS

Jonas Wiström, Chairman  
Jonas Ågrup, Board member  
Jacob Landén, Board member  
Oscar Tydén, Board member  
Wilhelm Montgomery, Board member

Maria Ek, Board member  
Fredrik Nilsson, Board member  
Maria Sjöholm, Board alternate  
Conny Westerberg, Board alternate

### Diversity of governance bodies:

Diab Group AB Board members are divided as follows:

- 7 men and 2 woman
- 3 persons are in the age group of 30-50 years and 6 persons are >50 years

### DMT members are divided as follows:

- 4 men and 1 woman
- 2 person is in the age group of 30-50 years and 3 persons are >50 years



# ENVIRONMENTAL RESPONSIBILITY

### Risk assessment and environment

The DMT is continuously assessing the topics of risk relevant for the Diab Group AB. In the risk process a number of risks are assessed, such as market risks, operational risks, financial risks and business continuity risks. Based on this analysis, the relevant investments and activities are prioritized and relevant people are assigned for managing and mitigating the risks. This year, the environmental risk with the highest score was handling of PVC waste. The reason is that cost for waste management is increasing in all regions but also for contribution to green house gas emissions in scope 3 for the company.

### Energy

Diab Code of Conduct clearly states the importance of caring about natural resources, such as energy, by continuously improving how they are utilized. Each operating site measures and keeps track of the usage of energy, which is also reported internally on a monthly basis and annually to shareholders.

During 2016 Diab also implemented a yearly calculation on CO<sub>2</sub>e emissions, which clearly showed that the usage of natural gas within Diab is one of the main contributors to the CO<sub>2</sub>e emissions connected to energy consumption in the Group. Moving away from natural gas to renewable energy will be an efficient way ahead to reduce the carbon footprint. As a consequence, Diab in Laholm signed an agreement in

2017 with an external partner to change the natural gas boiler for a solid biofuel boiler. This plant was completed during mid-2019 and the transition from natural gas to biofuel was performed during 2020.

All data for energy consumption is measured from all production sites. These are put into a software tool “Our Impacts” which is designed to help conduct high-quality assessments of our organization’s greenhouse gas emissions.

“Our Impacts” is a flexible accounting service that brings together extensive research databases and carbon and energy expertise. In addition, this tool continuously receives updates on scientifically based emission factors for energy calculations.

From this sustainability reporting year, 2024, Diab will start reporting on a few measures from ESRS, *but* the sustainability report is not aligned with CSRD / ESRS. This means that partly new KPI:s are implemented and a few are no longer used, this applies for example to the energy reporting. For this reason only numbers for 2024 can be found in the table below (from ESRS E1) and no reference data from earlier years.

Energy consumption and mix	2024
(1) Fuel consumption from coal and coal products (MWh)	0
(2) Fuel consumption from crude oil and petroleum products (MWh)	0
(3) Fuel consumption from natural gas (MWh)	15136
(4) Fuel consumption from other fossil sources (MWh)	859
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	21708
(6) Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	37703
Share of fossil sources in total energy consumption (%)	48.8
(7) Consumption from nuclear sources (MWh)	59
Share of consumption from nuclear sources in total energy consumption (%)	0.08
(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	0
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	39492
(10) The consumption of self-generated non-fuel renewable energy (MWh)	0
(11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	39492
Share of renewable sources in total energy consumption (%)	51.14
Total energy consumption (MWh) (calculated as the sum of lines 6, 7, and 11)	77254



# ENVIRONMENTAL RESPONSIBILITY

### Emissions

Diab Code of Conduct clearly states a strive for continuous improvement of the environmental performance of our activities, products and services, preventing pollution to ground, air and water through the implementation of the principles in the ISO 14001 standard.

By the implementation of the yearly CO<sub>2</sub>e emissions calculations, a global and deeper understanding of all Diab activities and their corresponding contribution to CO<sub>2</sub>e emissions in Scope 1 to 3 has been achieved.

All, for Diab relevant, gases in the Kyoto Protocol, see table GWP of for Diab relevant Kyoto Gases (IPCC2007), have been included in the calculations, which have been carried out in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

Please see below the tCO<sub>2</sub>e emission volumes divided per scope for Diab in 2024 (2023/2022 values in brackets), in total.

Market-based, tCO <sub>2</sub> e:			
• Scope 1	3,585	(3,713)	(5,755)
• Scope 2	14,129	(11,453)	(13,431)
• Scope 3	58,338	(55,322)	(80,003)
• Total	76,051	(70,487)	(99,189)
• Biogenic	0,0	(0,0)	(0,0)

The consolidation approach for emissions is operational control, The GWP rates used are GWP of Kyoto Gases (IPCC 2007):

Greenhouse Gas	GWP
Carbon dioxide (CO <sub>2</sub> )	1
Methane (CH <sub>4</sub> )	25
Nitrous oxide (N <sub>2</sub> O)	298
Biogenic (CO <sub>2</sub> )	0
Biogenic (CH <sub>4</sub> )	24
CO <sub>2</sub> e	1
R427a	2138



The KPI, mentioned under Core Sustainability, showing tCO<sub>2</sub>e (scope 3)/t sold product, can also be considered the CO<sub>2</sub>e emissions intensity ratio for the organization. The reason for only including the scope 3 emissions are as this intensity measure is set as the SBTi target for scope 3. As for the before-mentioned calculations, all Kyoto gases are included.

2024 and also 2023 shows lower total tCO<sub>2</sub>e than in 2022. The main reasons for this is the lower overall volumes.

### Life Cycle Assesement (LCA) and Environmental Product Declaration (EPD)

Diab strives to continuously increase the knowledge of the way in which our products and processes make an impact on our environment and our planet. This forms the base for the ability to improve.

Our products generally contribute to reduced energy consumption and fuel usage and also to increased efficiency in different systems. But we want to do more. As already mentioned, we have performed calculations on all our global activities regarding CO<sub>2</sub>e emissions since 2016, which clearly point out which actions are necessary for us to implement in order to move toward minimizing our emissions. In 2018 we decided to calculate the environmental footprint of our main products, together with a third party, and performed LCAs on our main grades. This work has rendered updated and new EPDs (Environmental Product Declarations) since then. Divinycell PET PR and PVC has been updated during 2024 as mentioned earlier.

The LCA study starts with the extraction of the natural resources. It also covers transport from the supplier and finally presents production and packaging at Diab all the way up to the factory gate. We don't use any secondary materials or recovered energy and we declare any assumptions. Thus the assessment is based on the entire process, "from cradle to gate". The product life after gate exit from Diab, depends on customer usage.

The full assessment is presented with facts and data, covering the potential environmental impact, use of resources, waste production and output flows. The data is presented for each grade in their respective EPDs. For this year's new LCA revisions the most well-known potential environmental impact - the global warming potential (GWP) - was calculated for PVC foam to 4.04 kg CO<sub>2</sub>e/kg PVC and the corresponding value for PET PR foam to 2,83 kg CO<sub>2</sub>e/kg PET. These EPDs are now published on the Diab website together with the EPDs for PET and PES.



# ENVIRONMENTAL RESPONSIBILITY

### Science-Based Targets initiative, SBTi, Sustainable Development Goals, SDGs and Climate Action

As the first company within the field of composite materials in the world, Diab had its SBTs approved by the Science-Based Targets initiative for the second time 2024 (first time in 2018 but they need to be review and reapproved after 5 years). The SBTi, which is a collaboration between CDP, UNGC, WRI and WWF, that aims to help companies set SBTs as a powerful way of boosting their competitive advantage in the transition to a low-carbon economy. The setting of science-based emission reduction targets ensures that a company's strategy is in line with the latest scientific findings and that a business is resilient and prepared to adapt to the changing regulatory and business environment.

At Diab we believe that setting greenhouse gas emission reduction targets in line with climate science findings is the way forward to future-proof growth. By end 2024 over 7000 businesses globally had approved science based targets.

### Diab Chemical and materials Blacklist

During 2020 Diab developed and published a transparent list of chemicals and materials that cannot be part of Diab products. The purpose of this list is to clearly explain both to Diab suppliers and customers that these substances are not acceptable even though they might be legal in some markets around the world. The Diab Chemical and Materials Blacklist is available on our website.



SCIENCE  
BASED  
TARGETS  
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

✓


### APPROVED NEAR-TERM SCIENCE-BASED TARGETS

The Science Based Targets initiative has validated that the science-based greenhouse gas emissions reductions target(s) submitted by Diab International AB conform with the SBTi Criteria and Recommendations (Criteria version 5.1).

**SBTi has classified your company's scope 1 and 2 target ambition as in line with a 1.5°C trajectory.**

The official near-term science-based target language:

Diab International AB commits to reduce absolute scope 1 GHG emissions 33.6% by 2028 from a 2022 base year. Diab International AB also commits to increase active annual sourcing of renewable electricity from 51% in 2022 to 100% by 2030. Diab International AB further commits to reduce scope 3 GHG emissions 44% per metric tonne of sold product by 2028 from a 2022 base year.



SCIENCE  
BASED  
TARGETS  
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

✓

### APPROVED NET-ZERO SCIENCE-BASED TARGETS

The Science Based Targets initiative has validated that the science-based greenhouse gas emissions reductions target(s) submitted by Diab International AB conform with the SBTi Corporate Net Zero Standard.

**SBTi has classified your company's scope 1 and 2 target ambition as in line with a 1.5°C trajectory.**

The official net-zero science-based target language:

**Overall Net-Zero Target:** Diab International AB commits to reach net-zero greenhouse gas emissions across the value chain by 2050.

**Near-Term Targets:** Diab International AB commits to reduce absolute scope 1 GHG emissions 33.6% by 2028 from a 2022 base year. Diab International AB also commits to increase active annual sourcing of renewable electricity from 51% in 2022 to 100% by 2030. Diab International AB further commits to reduce scope 3 GHG emissions 44% per metric tonne of sold product by 2028 from a 2022 base year.

**Long-Term Targets:** Diab International AB commits to reduce absolute scope 1 GHG emissions 90% by 2050 from a 2022 base year. Diab International AB also commits to continue active annually sourcing 100% renewable electricity from 2030 through 2050 from a 2022 base year. Diab International AB further commits to reduce scope 3 GHG emissions 97% per metric tonne of sold product by 2050 from a 2022 base year.

### Sustainable Development Goals and Climate Action

The Sustainable Development Goals (SDG) are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including those related to poverty, inequality, climate change, environmental degradation, peace and justice. The 17 Goals are all interconnected, and in order to leave no one behind, it is important that we achieve them all by 2030. Diab has a very clear set target in our SBTs, as already mentioned, which is completely in line with SDG number 13 - Climate Action.

Climate change is now affecting every country on every continent. It is disrupting national economies and affecting lives, costing people, communities and countries dearly today and even more tomorrow. Weather patterns are changing, sea levels are rising, weather events are becoming more extreme and greenhouse gas emissions are now at their highest levels in history. Without action, the world's average surface temperature is likely to surpass 3 °C this century. The poorest and most vulnerable people are affected the most.

To strengthen the global response to the threat of climate change, countries adopted the Paris Agreement at the COP21 in Paris, which went into force in November of 2016. In the agreement, all countries agreed to work to limit global temperature rise to well below 2°C centigrade. As of April 2018, 175 parties had ratified the Paris Agreement and 10 developing countries had submitted their first iteration of their national adaptation plans for responding to climate change.





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# GLOBAL COMPACT REPORT

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**Diab - our commitment to sustainable business**

In order to confirm our commitment to sustainability, Diab has signed up as a member of the United Nations Global Compact. Through this membership we are given an international framework supporting our sustainability efforts. We also send a clear signal to our stakeholders on our commitment to operate according to the principles of the UN Global Compact and we gain a possibility to share experience and learn from other member organizations.

**What is the UN Global Compact?**

The UN Global Compact is the world's largest corporate sustainability initiative with above 25,000 corporate participants and other stakeholders in 167 countries. It was launched by Kofi Annan in 1999. Its aim is to transform the world, creating a sustainable and inclusive global economy that delivers lasting benefits to all people, communities and markets. To make this happen, the UN Global Compact supports its member companies to do business responsibly by following the Ten Principles on human rights, labor, environment and anti-corruption.

**What does it mean for Diab as a company?**

As a member of the UN Global Compact, Diab commits to:

- Continue the development of our business operations so that the UN Global Compact and the Ten Principles always are part of our strategy, culture and day-to-day operations, including in subsidiaries and the supply chain;
- Advocate the UN Global Compact and the Ten Principles via available communications channels.
- Communicate annually with our stakeholders on our sustainability efforts and the implementation of the UN Global Compact principles, and post this Communication on Progress (COP) on the UN Global Compact website.





# EU TAXONOMY REPORTING

**Reporting according to the EU Taxonomy for sustainable activities**

The European Commission has decided to introduce a framework for investors to help and support investments into sustainable activities or companies. Sustainable activities and companies are today called ESG (Environmental, Social and Governance) by investors but the definition is sometimes not so clear. The EU Taxonomy has the ambition to create a significantly better definition and transparency. Diab is through its owner Ratos included in the scope of reporting for the fiscal year 2024. Diab has decided that all activities related to the wind energy market are defined as being in line with the EU Taxonomy. This is used for calculating SALES and CAPEX. For OPEX, Diab follows the general instructions provided by Ratos that have been developed for this purpose.

Taxonomy reporting 2024, kSEK			
	Amount eligible	Amount non-eligible	Total amount
Turnover	163,173	1271,744	1434,917
Capex	2,552	63805	66,357
OPEX	20,373	55,211	75,584





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# ZERO WASTE

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## The waste hierarchy

Zero Waste is a goal that is ethical, economical, efficient and visionary, to guide people in changing their lifestyles and practices to emulate sustainable natural cycles, where all discarded materials are designed to become resources for others to use.

Zero Waste means designing and managing products and processes to systematically avoid and eliminate the volume and negative environmental impact of waste and materials, conserve and recover all resources, and not burn or bury them.

Implementing Zero Waste will eliminate all discharges to land, water or air that are a threat to planetary, human, animal or plant health.

Diab currently have actions in all stages of the waste hierarchy in different geographical locations within the group in order to close the loop and minimize the waste in a timely manner to meet our goals.

## Waste

We measure our waste in many different ways to be able to sum up the actual contribution of our waste to our total carbon footprint.

**Handle waste** includes the final stages of the waste, either put in landfill or incinerated.

**Raw material to produce** waste includes all the materials that Diab uses in order to produce the waste.

**Energy to produce waste** includes all energy needed to produce all waste.

**Transport waste** is waste that we transport between facilities.

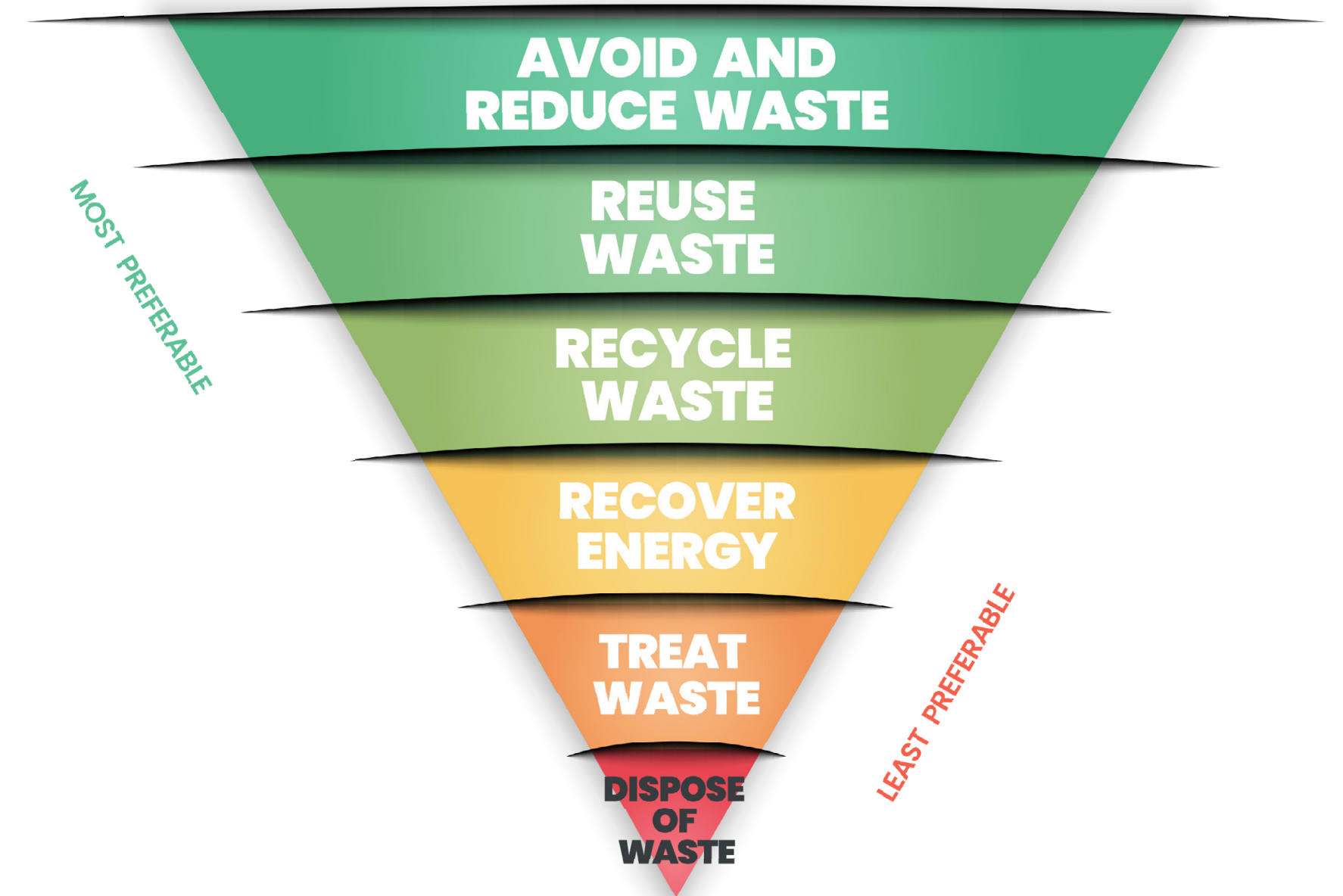
## PVC byproducts

The PVC waste is not possible to use in new PVC foam core, instead this is reused in other material flows. PVC byproducts created from the waste stream are associated with PVC core production. We wish to increase the market for this waste stream in order to convert it from a cost and a source of unnecessary CO<sub>2</sub>e emissions for Diab into something positive that could generate business.

## Pulverizing and Granulation of PET and PES

Recycling of PET production waste (which is the material used in our PL, PR, PN and PY grades) and PES (which is the material used in our F grade) typically requires a drying stage for the material, and considering the low density of the foam waste, a granulation or agglomeration process that minimizes the volume occupied is advised. An effective size reduction of the foam waste can be obtained using a mill or grinder whereas an agglomerator has to be used to produce a high quality granule that can be recycled. Agglomerators are installed in Italy, US, Sweden, China and India to recycle our internal waste of PET and PES.

# THE WASTE HIERARCHY





# ZERO WASTE

**Water discharge by quality and destination**

The measured water supply to Diab was calculated to a total of 4.3x10<sup>5</sup> m<sup>3</sup>. 3.8x10<sup>5</sup> m<sup>3</sup> of these are supplied to Longarone. The main part is taken from the river passing the factory and is used as cooling water. The water is recycled to the river after having passed the cooling system.

The same process is used in Laholm but the amount of water from the river here is not measured and therefore not calculated. In Zhangjiagang, the process utilizes a cooling water unit, as the climate is warmer most part of the year. The remaining water used in Laholm, Longarone and Zhangjiagang and the other sites is clean water used in offices and for minor parts of the factories.

**Waste by type and disposal method**

The waste disposal methods used and their percentage of the total waste amount are shown in table (2023/2022 values in brackets).

The waste disposal method is generally decided by the waste disposal contractor and as the PVC waste, which is the main part, is difficult to incinerate, only the landfill alternative remains for several production sites.

Measured water supply to Diab was calculated to a total of 4.3x10<sup>5</sup> m<sup>3</sup>.

	2024 (2023/2022)	
Landfilled waste:	57%	(58% /61%)
Incinerated waste:	30%	(31% /30%)
Recycled waste:	12%	(9% /8%)
Hazardous waste:	1 %	(1% /1%)





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# FINANCIAL RESPONSIBILITY

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Every company within Diab has a responsibility to fulfil legal requirements and to maintain a high standard of business ethics, as well as ensuring compliance with national policies and laws regarding financial responsibility.

**All entities included in the organization's consolidated financial statements:**

Diab Group AB (Sweden) 556603-1711  
Diab International AB (Sweden) 556509-3027  
Diab AB (Sweden)  
Diab GmbH (Germany)  
Diab AS (Norway)  
Diab Ltd (UK)  
Diab SAS (France)  
Diab SpA (Italy)  
Diab UAB (Lithuania)  
Diab Sp. z o.o. (Poland)  
Diab Spain S.L. (Spain)  
Diab New Material (Zhangjiagang) Co. Ltd. (China)  
Diab New Materials (ChangShu) Co.,Ltd. (China)  
Diab Technology (ChangShu)Co.Ltd (China)  
Diab Core Materials Private Ltd (India)  
Diab Australia Pty Ltd (Australia)  
Diab South East Asia Co. Ltd. (Thailand)  
Diab Holdings Inc. (USA) including:  
• Diab Ecuador S.A. (Ecuador)  
• Diab Investments Inc. (USA)  
• Diab Americas LP (USA)  
Subsea Composite Solutions AS (SCS), acquisition 20241230

**Quantity of products and services provided**

Diab offers a large quantity of products, amounting to approximately 19,000 articles. The number of services provided cannot be calculated in the same way, but Diab offers technical support to its customers, and additional calculations and support can be had through the Composites Consulting Group (CCG).

**Location of operations**

The company has production units for material in Sweden, Italy, USA and China. Material processing takes place in the production units as well as in Lithuania and Norway.

**Scale of the organization 2024  
(2023 values in brackets)**

- Total Number of Employees (FTE, December): 735 (742)
- Total number of Operations: 6 (6)
- Net sales of MSEK 1,426 (MSEK 1,686). Split between Private sector and Public Sector: 100% Private sector
- Total capitalization broken down in terms of debt and equity per December 31, 2024 is published on Ratos' website.

**Risk assessment and compliances**

The outcome of the risk assessment done by DMT, has been performed as part of the yearly cycle and in alignment with the owners process and necessary actions for mitigation has been identified to keep financial risks as low as possible. The owners has during the year made efforts to minimize financial risks for all the Ratos holdings.





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# ZERO CORRUPTION

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## **Risk assessment and corruption**

The outcome of the risk assessment done by DMT, as described under “Environmental responsibility”, on the risks related to corruption, identified the risks for corruption to be low as reported previous years. The framework of activities to eliminate and mitigate corruption is a continuous process.

## **Anti-corruption**

At Diab, we make it a rule to act with integrity at all times. Our business principles commit us to comply with all rules and regulations in each country where we operate and to not accept any form of corruption.

Anti-corruption is specifically covered in Diab Code of Conduct, which is published on our website.

## **Awareness**

We make all our business partners and employees aware of the Code of Conduct and we provide the information and training necessary to understand and comply with it. We inform all employees about the Code of Conduct through our e-learning programme and via our intranet.

The whistleblow system is accessible on our website both for internal and external stakeholders.

Diab has a confidential whistleblowing procedure in place whereby potential breaches can be reported confidentially, and we follow up on reported incidents in a thorough and responsible manner in a dedicated committee that also includes an external party. See Diab Code of Conduct and our whistleblow policy on our website.

An in-depth global training programme on the organization’s anti-corruption policy and procedures, together with general training on anti-corruption, is undertaken on a regular basis for all employees.

During 2024 Diab had zero incident of corruption (one case in 2023).





# SOCIAL RESPONSIBILITY

Diab is committed to the principles of the UN Global Compact and the UN Principles for Responsible Investments (PRI). The Diab Code of Conduct is aligned with these commitments, as well as the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the Declaration on Fundamental Principles and Rights at Work of the ILO, the ten fundamental conventions of the ILO, the International Bill of Human Rights, the ILO's conventions on human rights at work, the Rio Declaration on Environment and Development, and the UN Convention against Corruption.

As a global company, we have a considerable impact on the entire range of Human & Labor rights as well as the working conditions at our sites. In order to know and show that we respect these rights, we need to have certain policies and processes in place.

**Diab Code of Conduct**

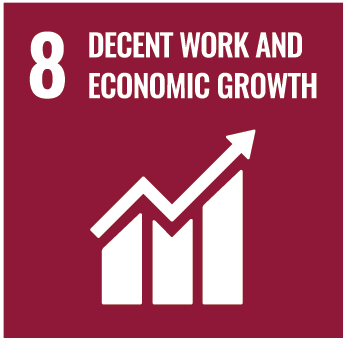
To ensure that we meet the commitments to our stakeholders and interact with our colleagues, customers, partners, internally as well as with local and global society, in a respectful and correct manner, we have implemented the Diab Code of Conduct. This document is available on our website and is meant to provide guidance on how to act in any given situation.

The Diab Code of Conduct describes the way we respect human and labor rights and defines the business ethics we expect all of our employees to show.

We believe that fulfilling our corporate social responsibilities is instrumental in meeting our commitment and reaching our targets.

**To this end:**

- Safety for our people always comes first. Simply put, no one should get hurt while working at Diab. Together, we all take responsibility for each other's safety.
- We work in strict adherence with regulatory requirements.
- We are a trustworthy partner for our business associates.
- We work in close cooperation with local society and continuously focus on minimizing the impact on the environment on a local and global scale.





# SOCIAL RESPONSIBILITY

**Discrimination**

2024, Diab had zero incidents of discrimination (zero incident in 2023).

**Risk assessment of child labor**

Operations within Diab are assessed to have very limited risk of child labor, young workers exposed to hazardous work or forced or compulsory labor. The risk for child labor, young workers exposed to hazardous work or forced or compulsory labor has earlier been assessed as possible for suppliers to our China operations. Diab has global suppliers and the problem is primarily associated with smaller local suppliers in China. Direct materials for production in China are mainly supplied by global European suppliers, where the risk for child labor, young workers exposed to hazardous work or forced or compulsory labor is deemed to be very low.

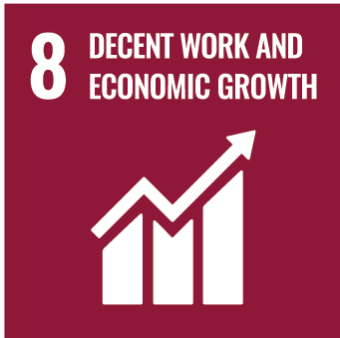
**Supplier Code of Conduct**

Indirect suppliers have not been audited, but have been invited to sign our Supplier Code of Conduct. In those cases a Supplier Code of Conduct has been sent, it has been accepted and signed, but at present it is not always offered. The main measures to be carried out in order to contribute to the effective abolition of child labor and to the elimination of all forms of forced or compulsory labor is to continuously increase the rate of acceptance of all suppliers in all regions, direct and indirect, to sign the Supplier Code of Conduct.

**Whistleblower system**

No operations have been subject to human rights reviews or human rights impact assessments during 2024. Diab Code of Conduct is very clear on human rights, which are the guidelines followed by all operations. If any infringement of the Diab Code of Conduct were to take place, this would be noted in the whistleblower system. During 2024 there has been zero reported incidents of infringements on human rights (zero incidents in 2023).

“Operations within Diab are assessed to have very limited risk of child labor, young workers exposed to hazardous work or forced or compulsory labor.”





# SOCIAL RESPONSIBILITY



From this sustainability reporting year, 2024, Diab will start reporting on a few measures from ESRS, BUT the sustainability report is not aligned with CSRD / ESRS. This means that partly new KPIs are implemented and a few are no longer used, this applies for example to the reporting on our own workforce. For this reason only numbers for 2024 can be found in the table below (from ESRS S1) and no reference data from earlier years. In the table below head count is reported.

Companies	Female	Male	Other	Not disclosed
Diab AB, Sweden	25	162	0	0
Diab Americas LP, US	21	63	0	0
Diab AS	1	2	0	0
Diab Australia Pty Ltd	1	4	0	0
Diab Changsu	11	60	0	0
Diab Core Materials Private Ltd	4	4	0	0
Diab GmbH	1	5	0	0
Diab International AB	10	29	0	0
Diab Ltd	2	3	0	0
Diab New Materials,(Zhangjiagang) Co	24	67	0	0
Diab Sas	2	7	0	0
Diab South East Asia Co. Ltd	5	0	0	0
Diab SpA, Italy	5	91	0	0
Diab Spain SL	2	2	0	0
Diab Spzoo	1	2	0	0
Diab UAB, Lithuania	26	59	0	0
Total	141	560	0	0

In the table below information on employees by contract type and gender is shown for FTE (full time equivalent) FTE is defined as a measure used to determine the number of full-time workers needed to perform an activity. It allows the conversion of hours worked by various part-time employees into hours worked by full-time employees, providing an effective measure of staff productivity. FTE accounts for the entire workforce, including full-time employees, part-time employees, and those hired during the month

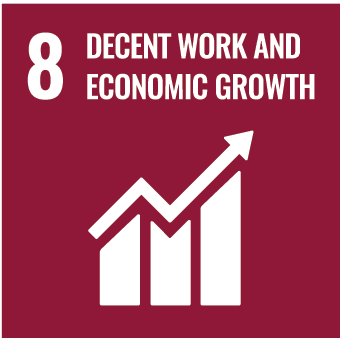
Employee category, FTE	Female	Male	Other *	Not disclosed	Total
Number of employees	148.7	586.6	0	0	735.3
Number of permanent employees	148.6	584	0	0	732.7
Number of temporary employees	0	1	0	0	1
Number of non-guaranteed hours employees	0	1.6	0	0	1.6
Number of full-time employees**	0	0	0	0	0
Number of part-time employees**	0	0	0	0	0

Further data on ESRS S1 is disclosed below as employee turnover and number of employee who left undertaking. A good level of employee turnover varies depending on the industry and the specific conditions of the company. Generally, an employee turnover rate of less than 10% per year is considered healthy. However, a very low turnover rate, such as below 1%, may indicate a lack of mobility and opportunities for advancement within the company

Employee turnover	2024
Employee turnover rate [%]	11.6
Employees who left the company during the reporting period	81



# SOCIAL RESPONSIBILITY



Diversity metrics from ESRS S1 measures can be found in the table below, where numbers of employees (head count) in different age groups are presented.

Distribution of employees by age	2024
Number of employees under 30 years old	93
Number of employees 30-50 years old	384
Number of employees over 50 years old	224
Percentage of employees under 30 years old [%]	13.3
Percentage of employees 30-50 years old [%]	54.8
Percentage of employees over 50 years old [%]	31.95

Work-life balance metrics from ESRS S1 measures can be found in, where percentage of employees entitled to take family-related leave, percentage of entitled employees that took family related leave and by gender is presented in the table below.

Work-life balance metrics	2024
Percentage of employees entitled to take family-related leave [%]	100
Percentage of entitled employees that took family-related leave [%]	40.9
Percentage of entitled women that took family-related leave [%]	39.4
Percentage of entitled men that took family-related leave [%]	41.3
Percentage of entitled other* employees that took family-related leave [%]	0

Diab is dedicated to fostering a culture of contious learning and professional development and to provide regular training sessions and educational opportunities to ensure our employees have the skills and knowledge needed to excel in their roles.

All employees have equal access to training and development programs. Diab offer mandatory training on compliance, ethics and company policies to ensure all employees understand and adhere to the standards of conduct. This includes training on antidis-crimination, harassment prevention and workplace safety. Diab supports employees in their career development goals and encour-age participation in workshops, seminars and courses that align with both individual career aspirations and organizational needs.

In the tables below the training and skills development indicators by gender and participation in regular performance and career development reviews from ESRS S1 are presented.

Average number of training	Hours
Average training hours per female employee	16.9
Average training hours per male employee	18.0
Average training hours per other* employee	0
Average training hours per employee with gender not disclosed	0
Average number of training hours per employee	17.8

Employees participation in performance reviews	2024
Total participation in performance reviews [%]	75.2
Percentage of women who participated in performance reviews [%]	73.8
Percentage of men who participated in performance reviews [%]	75.5
Percentage of other* employees who participated in performance reviews [%]	0
Percentage of employees with gender not disclosed who participated in performance reviews [%]	0



# SOCIAL RESPONSIBILITY

## EMPLOYEES



### Health & Safety Training

Diab has performed Health & Safety Training for a long time, recording it on all production sites with reports on a monthly basis. The reported training rate for the whole Diab from 2014 to 2024 is calculated as the hours of training per totally worked hours and shown in percent.

Health & Safety Training Rate, %	
2014	0.14
2015	0.33
2016	0.30
2017	0.40
2018	0.43
2019	0.60
2020	0.73
2021	0.50
2022	0.63
2023	0.70
2024	0.50

Health and safety metrics from ESRS S1 measures can be found in the tables below for employees in the own workforce but also non-employees in the own workforce.

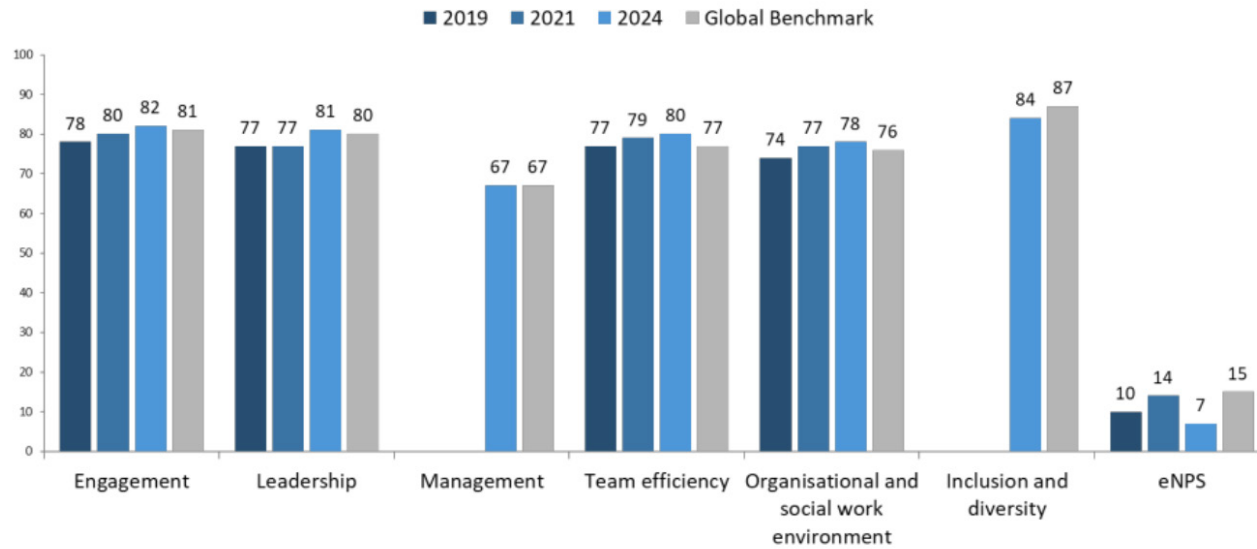
Employees in Diab’s own workforce	2024
Percentage of own workforce who are covered by the company’s health and safety management system based on legal requirements and/or recognised standards or guidelines [%]	100
Percentage of own workforce who are covered by a health and safety management system which is based on legal requirements and/or recognised standards or guidelines and which has been internally audited and/or audited or certified by an external party [%]	0
Fatalities as a result of work-related injuries	0
Fatalities as a result of work-related ill health	0
Recordable work-related accidents	9
Rate of recordable work-related accidents	7.9
Cases of recordable work-related ill health	26
Days lost to work-related injuries and fatalities from work-related accidents and work-related ill health and fatalities from ill health	665

Non-employees in Diab’s own workforce	2024
Percentage of non-employees who are covered by the company’s health and safety management system based on legal requirements and/or recognised standards or guidelines [%]	84
Fatalities as a result of work-related injuries and work-related ill health	0
Recordable work-related accidents	0
Rate of recordable work-related accidents	0
Cases of recordable work-related ill health	9
Days lost to work-related injuries and fatalities from work-related accidents and work-related ill health and fatalities from ill health	7.9

### Engagement Survey

During 2024 Diab engagement survey was performed, and the outcome of this vs earlier surveys and benchmark can be seen in the diagram where Diab’s performance in seven different areas are shown.

It can be concluded that Diab’s results overall mainly are improved, except for eNPS (Employee Net Promotor Score). This value can be directly linked to the relatively large reductions in work force that the organization has been forced to make, since the last survey, due to the declined demand within the wind power industry.





# SOCIAL RESPONSIBILITY

**Risk assessment and Health & Safety**

All facilities record Lost Time Accidents (LTA) and this year the mean value for all sites was 4.6 ppm, which is a significant decrease from earlier years. This is a clear verification of that actions performed to improve LTA performance has been successful throughout all sites. For the first time in a long period it can be concluded that Diab's LTA level is lower than benchmark for general industry.

**Recorded Health & Safety data**

Data collected at each production site on a monthly basis within this field includes types of injury and rates of injury, occupational diseases, lost days, absenteeism, and number of work-related fatalities. The data collection method used for safety recording adheres to safety regulations globally.

Nomenclature used:

*Lost Time Accidents (LTA):* Accidents that result in a employee missing the next regularly scheduled work day or shift. Diab records LTA per million of worked hours (including temps, but excluding contractors, and only accidents that have happened within our premises, not on the way to/from work).

*Occurrence index:* LTA + Recordable: Accidents that result in an employee not missing the next regularly scheduled work day or shift per million of worked hours (including temps, but excluding contractors, and only accidents that have happened within our premises, not on the way to/from work).

*Sick leave rate:* percentage of not worked hours in relation to worked hours due to sick leave.

**Recorded data Health & Safety - Values for all sites measured during 2024 (2023/2022 values in brackets)**

	LTA	Occurence index	Sick Leave Rate, %
Laholm, Sweden	9.6 (18.1/23.2)	19.2 (36.2/37.0)	5.3 (4.7/5.4)
Longarone, Italy	8.7 (25.1/16.3)	8.7 (25.1/26.2)	3.6 (6.1/7.9)
Siauliai, Lithuania	7.2 (7.6/0.0)	14.3 (7.6/4.5)	6.1 (5.1/3.1)
DeSoto, USA	0.0 (0.0/0.0)	22.6 (0.0/20.9)	1.8 (1.5/1.6)
Zhangjiagang, China	0.0 (4.3/4.2)	0.0 (4.4/7.8)	0.6 (0.1/0.3)
ChangShu, China	0.0 (0.0/0.0)	0.0 (7.5/7.2)	1.6 (1.4/1.9)
Diab Group	4.6 (10.5/9.3)	11.9 (16.7/14.4)	3.3 (3.2/3.6)





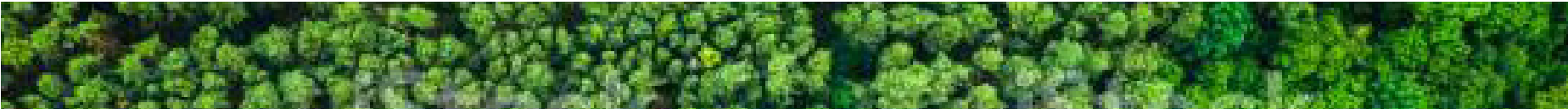
# GRI CONTENT INDEX

This report has been approved by the Board on March 28, 2025.

Diab Group’s sustainability reporting refers to calendar year 2024. This report has been prepared in line with the GRI Standards. This is Diab Group´s fifth sustainability reporting according to GRI and Diab Group intends to report annually.

In line with the Global Compact (GC) commitment, Diab Group submits a Communication on Progress (COP) that presents the task of implementing GC´s principles. The sustainability report is prepared based on GRI´s principles in order to determine content and ensure quality.

Stakeholder dialogues and materiality analysis are the basis for Diab Group’s sustainability work.



GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title	Page Number - Section	Omission
GRI 102	General Disclosures	102-01	Name of the organization	Diab Group AB	
GRI 102	General Disclosures	102-02	Activities, brands, products and services	04 - Always at the core of your solution	
GRI 102	General Disclosures	102-03	Location of headquarters	Helsingborg, Sweden	

GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title	Page Number - Section	Omission
GRI 102	General Disclosures	102-04	Location of operations	19 - Financial Responsibility	
GRI 102	General Disclosures	102-05	Ownership and legal form	Ratos 96%, Management & Board 4% Limited company	
GRI 102	General Disclosures	102-06	Markets served	Americas, Europe, Asia, Australia and Africa	
GRI 102	General Disclosures	102-07	Scale of the organization	19 - Financial Responsibility, Ratos´ website	
GRI 102	General Disclosures	102-08	Information on employees	23-26 - Social Responsibility	
GRI 102	General Disclosures	102-09	Supply chain	11 - Strategy & Governance	
GRI 102	General Disclosures	102-10	Significant changes to the organization and its supply chain	Organisation has not changed, but significant reduction in PET foam production.	
GRI 102	General Disclosures	102-11	Precautionary Principle or approach	See Diab Code of Conduct	
GRI 102	General Disclosures	102-12	External initiatives	See Diab Code of Conduct	
GRI 102	General Disclosures	102-13	Membership of associations	<i>Sweden:</i> IKEM, Svenskt Näringsliv, Unionen. Sv.Ing., Ledarna, IF Metall. <i>Italy:</i> Industrial Association (Chemical & Plastics). <i>Ecuador:</i> Cámara de Comercio Guayaquil. <i>USA:</i> Global Society of plastic Professionals, National Marine Mfg Association.	



# GRI CONTENT INDEX

GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title	Page Number - Section	Omission
GRI 102	General Disclosures	102-14	Statement from senior	03 - CEO words	decision-maker
GRI 102	General Disclosures	102-16	Values, principles, standards	See Diab Code of Conduct	
GRI 102	General Disclosures	102-18	Governance structure	10-11 Strategy & Governance	
GRI 102	General Disclosures	102-40	List of stakeholder groups	08-09 Stakeholder Involvement	
GRI 102	General Disclosures	102-41	Collective bargaining agreements	Employees with collective bargaining agreements are engaged in Italy and Sweden. They represent 46% of the personnel.	
GRI 102	General Disclosures	102-42	Identifying and selecting stakeholders	08-08 Stakeholder Involvement	
GRI 102	General Disclosures	102-43	Approach to stakeholder engagement	05 - Core Sustainability, 08 -09 Stakeholder Involvement	
GRI 102	General Disclosures	102-44	Key topics and concerns raised	04 - Core Sustainability, 07-08 Stakeholder Involvement	
GRI 102	General Disclosures	102-45	Entities included in the consolidated financial statements	19 - Financial Responsibility	
GRI 102	General Disclosures	102-46	Defining report content and topic boundaries	05 - Core Sustainability	
GRI 102	General Disclosures	102-47	List of material topics	05 - Core Sustainability	
GRI 102	General Disclosures	102-48	Restatements of information	None during the year approach	
GRI 102	General Disclosures	102-49	Changes in reporting	05 - Core Sustainability	

GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title	Page Number - Section	Omission
GRI 102	General Disclosures	102-50	Reporting period	The reporting period for the information provided is 2024	
GRI 102	General Disclosures	102-51	Date of most recent report	The Sustainability Report Issued March 28, 2025	
GRI 102	General Disclosures	102-52	Reporting cycle	The reporting cycle is annual	
GRI 102	General Disclosures	102-53	Contact point for questions regarding the report	Eva-Lotta Petersson Sustainability and EHSQ Manager eva-lotta.petersson@diabroup.com	
GRI 102	General Disclosures	102-54	Claims of reporting in accordance with the GRI Standards	27 - GRI Content Index	
GRI 102	General Disclosures	102-55	GRI Content Index	27 - GRI Content Index	
GRI 102	General Disclosures	102-56	External Assurance	03 - CEO Words, 27 - GRI Content Index, Website	
GRI 103	Management Approach	103-1	Explanation of the material topic and its boundary	05 - Core Sustainability - list of material topics	
GRI 103	Management Approach	103-2	The management approach and its components	05 - Core Sustainability and for subject specific information about sustainability control see each focus area respectively	
GRI 103	Management Approach	103-3	Evaluation of the management approach	05 - Core Sustainability	
GRI 205	Anti-corruption	205-1	Operations assessed for risks related to corruption	20 - Zero Corruption	
GRI 205	Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	20 - Zero Corruption	



# GRI CONTENT INDEX

GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title	Page Number - Section	Omission
GRI 205	Anti-corruption	205-3	Confirmed incidents of corruption and actions taken	20 - Zero Corruption	
GRI 302	Energy	302-1	Energy consumption within the organization	15 - Environmental Responsibility No energy has been sold from any of the production sites	
GRI 305	Emissions	305-1	Direct (Scope 1) GHG emissions	12 - Environmental Responsibility	
GRI 305	Emissions	305-2	Energy indirect (Scope 2) GHG emissions	13 - Environmental Responsibility	
GRI 305	Emissions	305-3	Other indirect (Scope 3) GHG emissions	13 - Environmental Responsibility	
GRI 305	Emissions	305-4	GHG emissions intensity	06 - Core Sustainabiltiy - list of material topics	
GRI 305	Emissions	305-5	Reduction of GHG emissions	15 - Environmental Responsibility 06 - Cores Sustainability - list of material topics	
GRI 306	Effluents and Waste	306-1	Water discharge by quality and destination	18 - Zero Waste	
GRI 306	Effluents and Waste	306-2	Waste by type and disposal method	18 - Zero Waste	
GRI 306	Effluents and Waste	306-3	Significant spills	Zero significant spills	
GRI 403	Occupational Health and Safety	403-9	Work-related injuries	25-26 Social Responsibility	
GRI 404	Training and Education	404-1	Average hours of training per year per employee	24- Social Responsibility	

GRI Standard Number	GRI Standard Title	Disclosure Number Title	Disclosure Title	Page Number - Section	Omission
GRI 405	Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	23-24 Social Responsibility 11 - Strategy & Governance	Partly legal prohibitions
GRI 406	Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	22 - Social Responsibility	
GRI 408	Child Labor	408-1	Operations and suppliers at significant risk for incidences of child labor	22 - Social Responsibility	
GRI 409	Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	22 - Social Responsibility	
GRI 414	Supplier Social Assessment	414-2	Negative social impacts in the supply chain and actions taken	a. 0 b. 0 c. 0 d. 0 e. 0	





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Diab is a world leader in sandwich composite solutions that make customers' products stronger, lighter and smarter. Diab provides a range of core materials, cost-effective kits and finishings, along with in-depth knowledge on composites. Diab also provides engineering services for composite technology through Diab Application Center. Diab is a participant in the UN Global Compact.

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Diab Sustainability Report 2024