



# Lammhults Design Group



Lammhults and Ragnars

# CEO Statement

“We embed sustainability across our business to drive responsible growth and contribute to a more sustainable future.”

## **Our continued commitment**

At Lammhults Design Group, we reaffirm our commitment to the Ten Principles of the United Nations Global Compact in the areas of human rights, labour, environment, and anti-corruption. These principles remain closely aligned with our values and guide how we operate responsibly, ethically, and with a long-term perspective.

## **Progress and strategic direction**

During 2025, we conducted a Double Materiality Assessment (DMA) as part of our preparation for the Corporate Sustainability Reporting Directive (CSRD). Although regulatory changes mean we are no longer formally in scope, the insights gained are highly valuable and will guide the continued development of our sustainability strategy.

For us, sustainability goes beyond compliance. It is a key driver of resilience, innovation, and long-term business success.

## **Circular design and climate responsibility**

Our business model is built on timeless design, high quality, and long product lifecycles. We continue to strengthen our focus on circularity through concepts such as Re:use, Re:cover, and Fora ReForm, enabling refurbishment, reuse, and reduced resource consumption.

We are also advancing our climate work. A significant share of our energy comes from renewable sources, and we continue to map and work to reduce emissions across Scope 1, 2, and 3. Environmental Product Declarations



Susanna Hilleskog, CEO

(EPDs) are being expanded across our portfolio, increasing transparency and supporting informed customer choices.

## **Responsibility across the value chain**

Our employees and suppliers are central to our sustainability efforts. During the year, we strengthened our supplier assessments, updated our Code of Conduct, and strengthened our whistleblowing framework. We also conducted a Group-wide employee survey, reinforcing our commitment to a safe and healthy workplace.

## **Looking ahead**

We remain committed to integrating sustainability into all aspects of our operations. By focusing on circular solutions, responsible sourcing, and continuous improvement, we aim to create long-term value for our stakeholders and contribute to a more sustainable future.

Together, we design for tomorrow.

SUSANNA HILLESKOG, CEO  
LAMMHULT, APRIL 2026

# Sustainability report

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The sustainability report covers the entire Group and includes all wholly owned subsidiaries. The Group's Board of Directors is responsible for the sustainability report. This document constitutes the statutory sustainability report for Lammhults Design Group, prepared in accordance with Chapter 6, Sections 10-14 of the Swedish Annual Accounts Act (Årsredovisningslagen).

This sustainability report is originally a part of Lammhults Design Group's annual report. The Summary data at the end of the document refers to pages in the full annual report as well as this sustainability report. The page numbering mirrors the original document.

This is a translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.

# Our path towards a more sustainable future

During 2025, Lammhults Design Group carried out a Double Materiality Assessment (DMA), which forms an important part of the Group's alignment with the Corporate Sustainability Reporting Directive (CSRD). Through this materiality assessment, the Group has identified the sustainability topics that are most relevant from both a business and sustainability perspective. The sustainability report for the year presents overarching insights and key findings from the assessment. In 2026, the Group will begin integrating the results of the analysis into its operations and sustainability strategy.

Compliance with regulations is a given; however, for Lammhults Design Group, sustainability goes beyond regulatory adherence. The Group views this as an opportunity to develop its operations in a responsible and long-term manner. Group policies and governing documents are continuously updated to ensure that sustainability is an integral part of day-to-day operations.

## Our Sustainability Vision

Lammhults Design Group's sustainability vision is to be a role model in sustainable development. This includes striving to develop more resource-efficient and sustainable solutions. All subsidiaries within the Group focus on circularity and separability. The ambition is to further strengthen efforts in areas where the Group can make the greatest impact - both through its product portfolio and its business model.

## Our Business Model

Lammhults Design Group is a leading player in Scandinavian design, furniture production and acoustic solutions, with sustainability and innovation as core values. Through conscious choices and strategic direction, the Group consistently aims to create products that remain relevant and sustainable for future generations. The Group comprises several well-established brands offering design furniture and interior solutions for public and private environments in a global market.

The business model is based on creating long-term value through design and quality. Through a combination of in-house production and strategic partnerships, the Group ensures high product quality, resource efficiency and reduced environmental impact. Lammhults Design Group actively works with more circular solutions, thoughtful material selection and product life cycles to meet the needs of customers and end users.

Customers are found in both the public and commercial sectors, where the Group supplies furniture and acoustic solutions for workplaces, schools, libraries and other public spaces.

## Design for Circularity and Long Product Life

Separability and circular material flows are central components of Lammhults Design Group's business model. The Group develops furniture and acoustic solutions with timeless design, high quality and long service life in order to reduce resource consumption over time.

Products are designed with a circular approach, where components can be repaired, upgraded or replaced, and where materials can to a large extent be recycled.

Through conscious material selection, close collaboration with designers and transparent documentation, the Group strives to develop products and solutions with low environmental impact and high long-term value. This strengthens competitiveness in a market where sustainable design and circular principles are becoming increasingly important.

# Sustainability reporting for Lammhults Design Group

## Sustainability - always in focus

At the beginning of 2025, it was established that Lammhults Design Group would be subject to the statutory sustainability reporting requirements under the Corporate Sustainability Reporting Directive (CSRD). However, during the year, the EU framework was revised, resulting in the Group no longer being within the scope of this requirement.

Despite this, sustainability remains a priority area for Lammhults Design Group, and the Group considers it essential for both business development and long-term success. Customers and investors have high expectations regarding transparency, accountability and innovation in the field of sustainability. In a competitive market, it is necessary to operate resource-efficiently and demonstrate responsibility towards the environment and society. Active sustainability work strengthens the Group's resilience, enhances the robustness of its business model and contributes to long-term profitability.

## The Double Materiality Assessment

As part of the preparatory work for CSRD reporting, a Group-wide Double Materiality Assessment was carried out during the spring. The analysis provided valuable insights into which sustainability issues are most significant from both a business and societal perspective. The results will therefore be central to the future development of the sustainability agenda, serving as a guide for identifying the areas where the Group's efforts can have the greatest impact.

## Next step - further development of the Group's sustainability strategy

As a result of the analysis, Lammhults Design Group has mapped the sustainability work across its subsidiaries during the year, with the aim of identifying concrete initiatives to strengthen sustainability performance. This work forms the foundation of the Group's sustainability strategy, which will be further developed over the coming year and will shape the Group's direction and ambitions going forward.



# Year in summary

During the year, Lammhults Design Group has continued to strengthen its sustainability efforts across the entire Group. Through a focus on measures to reduce its carbon footprint, improve employee health and well-being, and promote supplier collaboration, the Group has taken important steps towards becoming a more sustainable and responsible organisation.

## Measures to reduce climate impact

The Group continuously works to reduce energy consumption, climate impact and resource use throughout the value chain.

### Energy and climate impact

The Group is consistently working to reduce energy consumption and the climate impact of electricity and heating. Production at Swedish and Norwegian facilities is largely heated using bio-based district heating, and electricity consumption is primarily based on renewable energy from hydropower and wind power.

### Increased focus on Environmental Product Declarations

During the year, work has continued on Environmental Product Declarations (EPDs), which will soon be available for the majority of the Group's products. The aim is to extend coverage across the entire product portfolio. These product declarations increase transparency regarding environmental impact, strengthening the Group's sustainability efforts and responding to growing market demands.

### Environmental certifications

The Group is actively working to certify as large a share of its product range as possible. To ensure high environmental standards, many of its furniture products and textiles already carry certifications such as:

- Swedish Möbelfakta (Type I ecolabel)
- FSC - ensuring wood from responsible forestry
- Nordic Swan Ecolabel - Nordic environmental certification covering the product's full lifecycle
- EU Ecolabel - European certification for products with low environmental impact

A significant proportion of the wood components used in the Group's products come from FSC-certified suppliers. Ragnars, Abstracta and Lammhults Biblioteksdesign are FSC-certified. These initiatives contribute to sustainable production and strengthen the Group's environmental profile.

### Collaboration with transport partners

In terms of reporting transport emissions, the Group has continued to develop its cooperation with existing logistics providers. Dialogue has deepened regarding the transition to more fossil-free transport solutions, increased load efficiency, and improved monitoring of climate impact within transport operations.

Transport partners are continuously upgrading their vehicle fleets and investing in alternative fuels and electrified distribution solutions. Euro 6 engines currently represent the standard across large parts of the transport network, which is presently the highest environmental classification for diesel and petrol vehicles. For certain flows, electric or gas-powered transport is also used. Trials of fossil-reduced solutions for international deliveries have been initiated.

In parallel, joint efforts are being made to optimise load factors and coordinate transport flows, contributing to lower emissions per transported unit. This represents an important step in the Group's ongoing work to reduce climate impact across the value chain and strengthen Scope 3 emissions monitoring.

## Employees and suppliers

Our employees are at the core of the business, and our suppliers are key partners in our sustainability efforts. Together, they contribute to the Group's business strategy, accountability and long-term success.

### Employee structure and management

During the financial year, the Group's average number of employees amounted to 264, of whom 52 percent were women and 48 percent men. The Group Executive Management consists of eight members, of whom three are women (37.5 percent) and five are men (62.5 percent). The Board of Directors is evenly balanced with 50 percent women and 50 percent men.

### Group-wide employee survey

In autumn 2025, a Group-wide employee survey was conducted with the aim of strengthening dialogue with employees and identifying areas for improvement in working environment, leadership and organisational culture. The survey provides an important basis for the continued sustainability work and underpins both local and Group-wide action plans. The response rate was 88 percent.

The results will be followed up in 2026 through targeted initiatives and continued dialogue within the organisation. The survey was previously conducted in 2023 and before that in 2021. This year, employees were also given the opportunity to provide free-text comments on culture and future expectations. The results have been used to develop a Group-wide set of core values.

### Group-wide core values

At the end of 2025, a Group-wide set of core values was launched to serve as a guiding framework for how the Group acts as an employer, employee, business partner and societal actor. The values will be integrated into leadership development, employee appraisals, onboarding and internal follow-up processes.

### Work to prevent health issues

The proportion of permanent employees amounts to 98.9 percent, and 92.1 percent work full-time (87.8 percent of women and 97.2 percent of men). Total sick leave decreased compared with the previous year and amounted to 4.9 percent (6.2 percent). Short-term sick leave decreased to 2.0 percent compared with the previous year (2.1 percent).

### Work for improved mental health

During the year, the Group has continued to apply biophilic design across both business areas. The aim is to create calm, inspiring and inclusive indoor environments

that promote mental health and well-being, which research shows has a positive impact on both mood and productivity.

By incorporating natural elements such as greenery, daylight, nature-inspired materials, colours, sounds and scents, environments are created that promote relaxation and well-being. Library Interiors combines aesthetic and functional solutions for a harmonious and welcoming visitor experience, while Office Interiors provides concrete examples such as Ragnars Bloom Touchdown and associated room dividers, where considered and premium design is combined with greenery. Fora Form also develops safe and inspiring meeting environments that encourage meaningful dialogue and support mental well-being.

### Zero accident vision

Preventive work to reduce workplace accidents and incidents is a top priority, and incident reporting is actively encouraged throughout the organisation. During the year, a total of four workplace accidents resulting in absence occurred, of which two resulted in absence only on the day of the incident. In total, 13 incidents were reported, of which one was classified as serious. Active incident reporting is a central part of the Group's preventive health and safety work and its zero-accident vision.

### Workplace environment assessment

Lammhults Möbel, Fora Form and Abstracta have certified occupational health and safety management systems in accordance with ISO 45001. Employee surveys are conducted regularly, focusing on key areas such as working conditions, health, environment and motivation. These surveys are carried out at company level but are also followed up at Group level.

A routine for annual employee appraisals is in place, and during 2025, 82 percent of employees participated in such discussions. Employee appraisals are considered an important part of the Group's commitment to employee well-being and development.

### Updated whistleblowing policy

During the year, the Group updated its whistleblowing policy to strengthen transparency and ensure a safe channel for employees and external parties to report suspected irregularities or breaches of the Group's Code of Conduct. As part of this, additional internal reporting channels were introduced for companies with 50-249 employees, in accordance with the current requirements of whistleblowing legislation (implementation of the EU Whistleblowing Directive).

The policy and new channels aim to promote ethical and responsible conduct throughout the Group and are an important tool in the continued sustainability and governance work.

#### **Code of Conduct for employees and suppliers**

An updated Code of Conduct for both employees and suppliers was launched during the year. The updates aim to clarify the Group's expectations in areas such as business ethics, human rights, working conditions, environmental responsibility and regulatory compliance. For suppliers, the Code of Conduct is gradually being integrated into procurement processes and agreements. The documents have been distributed to all subsidiaries and made available to all employees.

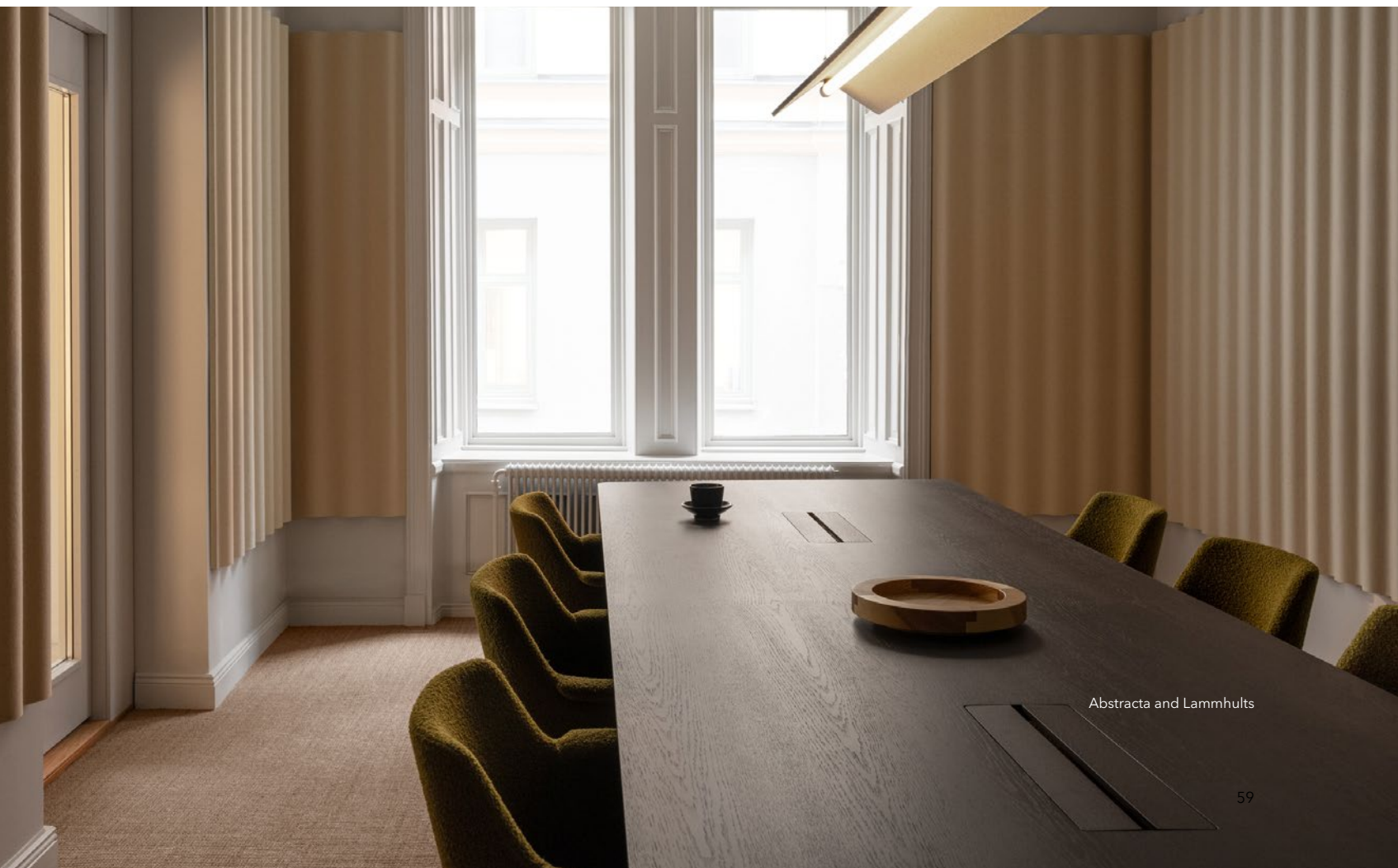
#### **Supplier collaboration**

Close collaboration with suppliers is essential to achieving the Group's sustainability goals. The companies within the Group actively work to consolidate volumes with fewer, larger suppliers in order to achieve synergies in transport and other areas. Today, 83 suppliers account for 80 percent of total volume (80 in the previous year).

#### **Prioritisation of local suppliers**

In 2025, approximately 34 percent of procurement value was sourced from suppliers in Sweden and approximately 37 percent from the rest of the Nordics. Western and Eastern Europe accounted for approximately 12 percent and 16 percent respectively, while around 1 percent of purchases were made from the rest of the world.

Procurement activities have continued to balance sustainability, quality and efficiency, with a focus on long-term partnerships and stable supply chains. A high proportion of sourcing from Nordic and European suppliers contributes to strong delivery reliability, transparency and close collaboration on sustainability matters. Supplier selection takes into account climate impact, resource efficiency and logistics flows, with the ambition of combining sustainability with commercial efficiency. The geographical distribution is therefore adapted based on where production and assembly take place, the origin of materials, and the ability to create efficient and sustainable transport solutions.



# Sustainability governance

The Group's governance of social and environmental sustainability is primarily determined by the codes of conduct and guidelines established by the Board of Directors. In summary, Lammhults Design Group conducts its operations in accordance with the ten principles of the UN Global Compact and the guiding standard ISO 26000, which has already been implemented in the majority of its subsidiaries.

Sustainability work is integrated into the various companies' business processes and management systems. The majority of subsidiaries are third-party certified in accordance with ISO 14001. Direct responsibility for environmental, health and safety, and ethical matters lies with each individual Group company. Local management teams are also responsible for ensuring that actual improvements in financial, environmental, social and societal performance are measured and followed up.

The management systems within Lammhults Möbel and Abstracta are also third-party certified and approved in accordance with ISO 9001 and OHSAS 18001, with a gradual transition to ISO 45001 currently underway. Fora Form was certified according to ISO 45001 as early as 2018 and also holds ISO 9001 and ISO 14001 certification.

## Sustainability Policy

Lammhults Design Group's sustainability policy provides guidance regarding product development, material selection, production processes, suppliers and how employees are expected to interact with the wider world. It guides employees in continuously, systematically and structurally seeking improvements in areas such as production, product development and administration, while also promoting proactivity and skills development. This is essential for maintaining the Group's competitiveness and meeting operational requirements and guidelines.

Lammhults Design Group strives to act responsibly towards both employees and society at large. Through its operations, supplier choices and production processes, the Group impacts both social and environmental conditions. It is therefore important to promote human rights, working conditions, equality and diversity throughout the value chain.

## Supplier responsibility and follow-up

Lammhults Design Group's suppliers are an integral part of the business and are expected to act in accordance

with the Group's values and guidelines. Since 2024, a digital tool has been used for collecting sustainability information and risk assessment of the supply chain. The tool is supplemented where necessary by audits, factory visits and dialogue, and forms a central part of the Group's supplier follow-up process.

During the year, focus has been placed on increasing data coverage and establishing a common baseline for monitoring sustainability-related risks and improvement areas. In total, 166 suppliers are now covered, compared with 121 in the previous year, representing a significant proportion of the Group's purchasing volume. The increased coverage enables more structured and risk-based monitoring and provides a stronger basis for future prioritisation.

The majority of suppliers have accepted the Code of Conduct, and all have undergone an initial screening, providing a clear baseline and a better understanding of the current situation and priority focus areas. Work on data collection, analysis and supplier dialogue will continue in the coming years. The baseline also provides conditions for developing more measurable targets, including those related to climate impact and emissions in the value chain (Scope 3).

## Code of Conduct for Employees

The Code of Conduct provides guidance on how employees within the Group are expected to act towards customers, suppliers and other stakeholders. It covers business ethics, fair competition, anti-corruption and bribery, and regulates the relationship between the company and its employees with regard to human rights, equal treatment, gender equality and diversity, as well as occupational health and safety.

During 2025, no cases of corruption, bribery or incidents related to human rights were reported, reflecting compliance with the Code of Conduct both internally and throughout the supply chain.



ISO 9001	Quality management systems
ISO 14001	Environmental management systems
ISO 26000	Guidance on social responsibility
ISO 45001	Occupational health and safety management systems
OHSAS 18001	Occupational health and safety management systems

# Sustainability strategy

Sustainability is an integral part of Lammhults Design Group's operations and permeates everything from design to production and procurement. By focusing on innovations for a sustainable lifestyle, circular materials and flows, and reduced climate impact, the Group develops products that contribute to a more resource-efficient and circular furniture industry. Timeless design, high quality and long lifespan have long formed the foundation of the Group's sustainability work and remain a central part of the business.

## A central part of the Business Plan

Lammhults Design Group continues to develop various business concepts that strengthen the Group's position in the premium segment. Through established processes for reuse and refurbishment, the Group reduces the climate footprint from manufacturing. In addition, the centralised procurement organisation enables economic efficiency and improved oversight. The sustainability strategy is therefore a core element of the Group's business plan, with the ambition to improve both profitability and reputation - supporting Lammhults Design Group's aim of becoming the natural choice for its stakeholders.

## Our three key environmental and sustainability focus areas

During 2025, Lammhults Design Group has focused on three key sustainability areas:

- Innovations for a sustainable lifestyle
- Circular materials and flows
- Reduced climate impact from production and transport

These areas reflect the industry's increasing demands for sustainable design and responsible production. By prioritising resource-efficient solutions, reuse, and reduced emissions, the Group strengthens its competitiveness and contributes to more sustainable development within furniture and acoustic solutions. The work is driven by a commitment to creating long-term value - both for customers and for the environment.

### The entire product lifecycle matters

Lammhults Design Group develops products, services and solutions that conserve the Earth's resources. Sustainability aspects are prioritised and clearly highlighted in the development and launch of new products.

Many of the Group's products are already certified with Möbelfakta, Svanen, FSC or other international environmental labels. The long-term ambition is for all in-house manufactured products to qualify for such certification.

To summarise the total environmental impact of products, Environmental Product Declarations (EPDs) are being developed. Today, EPDs exist for a significant share of product families, and further declarations are under development. The Group also offers concepts that enable restoration of entire products or components, for example reupholstery of upholstered furniture or replacement of wear parts. Several products also incorporate recycled or production waste materials, or consumer waste, as part of their construction - such as textile waste in acoustic absorbers, tabletops made from recycled plastic and e-waste, and products using recycled textiles. These initiatives contribute to reduced resource use and environmental impact across the product lifecycle.

### Circular materials and flows

Lammhults Design Group's products mainly consist of wood, metal, textiles and various types of foam. The ambition is to make products increasingly circular, with greater use of recycled raw materials, a focus on replaceable components, and designs that enable disassembly so that parts can be reused or recycled when the product can no longer be refurbished. Product developers work closely with designers to continuously identify more environmentally friendly solutions. A known challenge is finding sustainable alternatives to foam-based upholstery materials. The Group follows developments in this area and continues to seek viable long-term solutions. As part of the transition towards more circular products, the Group is increasingly using alternatives to adhesive bonding. This makes products easier to disassemble and materials easier to recycle.

### Reduced climate impact

Manufacturing, transport and raw material extraction contribute to negative climate impact. Lammhults Design Group works to limit greenhouse gas emissions in its own operations and throughout the value chain. For several years, the Group has been compiling carbon emissions from its own operations as well as selected parts of the value chain. The majority of electricity consumption comes from renewable sources such as solar, wind and hydro power. Heating in the Group's facilities is largely supplied by district heating.

# Group sustainability risks

Lammhults Design Group has identified a number of sustainability risks across various areas that are directly linked to its operations. The objective is to actively manage and mitigate these risks in order to minimise potential adverse impacts, while at the same time strengthening the Group's commitment to sustainability and responsible business practices.

## Environment

**Risk:** Failure to identify and manage environmental risks may lead to pollution, resource scarcity and potential legal consequences.

**Mitigation measures:** Regular environmental audits, implementation of environmentally friendly technologies, development of action plans to reduce environmental impact, and strengthened sustainability expertise within the Group. Environmental risks primarily arise within the supply chain, production and transport stages, and are linked to resource use, energy consumption, emissions and waste management. Through environmental certifications, Environmental Product Declarations (EPDs), and ongoing dialogue with transport providers regarding emissions and efficiency improvements, the Group reduces risks across the value chain.

## Human rights

**Risk:** Failure to address human rights issues may result in violations such as child labour, forced labour and discrimination.

**Mitigation measures:** The Group has clear policies and guidelines in place to prevent human rights violations. Suppliers who accept the Code of Conduct commit to identifying, preventing and reporting deviations. This structure provides clear allocation of responsibility and enables systematic follow-up, although data collection is still being further developed. During the year, focus has been placed on strengthening data collection and transparency within the supply chain. No human rights-related incidents were reported during 2025.

## Anti-Corruption

**Risk:** Insufficient management of corruption risks may result in involvement in unethical behaviour and legal consequences.

**Mitigation measures:** Implementation of a zero-tolerance policy towards corruption. Priority areas include supplier relationships, procurement processes and internal reporting mechanisms. Employees are informed about the Group's anti-corruption policy and are expected to comply with its ethical guidelines. Compliance is monitored through internal controls, training initiatives, and the ability to report suspected violations via whistleblowing channels. No material incidents of corruption were reported during the year.

## Social conditions

**Risk:** Poor management of social sustainability risks may negatively affect communities and stakeholders, potentially leading to reduced trust and weakened relationships.

**Mitigation measures:** Lammhults Design Group actively works to promote positive social impacts through engagement in local communities, support for community projects, and initiatives that strengthen social inclusion, gender equality and economic development.

## Employees

**Risk:** Inadequate management of employee-related risks may result in workplace health and safety issues and reduced productivity.

**Mitigation measures:** Systematic development and implementation of employee training programmes, establishment of open communication channels for reporting issues, and ensuring compliance with labour legislation. Occupational health and safety performance is monitored through indicators such as sickness absence, employee turnover and results from employee surveys. The Group continuously works to improve the working environment based on these outcomes.

# Our contribution to the UN Sustainable Development Goals

Lammhults Design Group contributes to the United Nations Sustainable Development Goals (SDGs). The Group has identified five goals that are particularly relevant to its operations.



## Good Health and Well-being

### Target 3.9 - Reduce illnesses and deaths from hazardous chemicals and pollution

By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

#### Lammhults Design Group's objectives

Non-toxic products, solvent-free production by 2030, increased healthy attendance, high employee satisfaction and high customer satisfaction.

#### Activities

Phasing out classified chemical substances (\*), phasing out organic solvents, and developing action plans.

#### Key measurable indicators

Number and volume of classified chemicals (hazard categories), VOC emissions (kg/year), sickness absence (%), Employee Net Promoter Score (eNPS) and staff turnover.



## Gender Equality

### Target 5.1 - End discrimination against women and girls

End all forms of discrimination against all women and girls everywhere.

### Target 5.5 - Ensure full participation of women in leadership and decision-making

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

### Target 5.C - Adopt policies and legislation for gender equality

Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

#### Lammhults Design Group's objectives

Gender-balanced employees, teams and management groups.

#### Activities

A new and updated Code of Conduct has been in force since 2025. It clarifies expectations regarding equal treatment, gender equality and diversity. Plans for skills development, career development and recruitment must be established in each company.

#### Key measurable indicators

Gender distribution among blue-collar employees, white-collar employees, management teams and boards of directors.



## Decent Work and Economic Growth

### Target 8.2 - Promote economic productivity through diversification, technological innovation and upgrading

Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.

### Target 8.4 - Improve resource efficiency in consumption and production

Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead.

#### Lammhults Design Group's objectives

Safe workplaces, zero vision for accidents, and a competitive supplier base that supports environmentally and socially responsible practices.

\* Classified chemical substances are chemicals classified as hazardous under the CLP Regulation.

\*\* VOC, Volatile Organic Compounds = volatile organic compounds (commonly referred to as organic solvents) - found in solvent-based lacquers and adhesives.

### Activities

Learning through active incident reporting and risk analysis, prioritising collaboration with selected suppliers, prioritising suppliers that work systematically with environmental improvements, ensuring that suppliers comply with and adhere to the Code of Conduct, and primarily working with suppliers in nearby regions.

### Key measurable indicators

Incident reporting, workplace accidents, number of sick-leave days due to accidents, systematic supplier assessments and development collaborations with selected suppliers, proportion of suppliers certified to ISO 14001 (80% of purchasing volume), proportion of local suppliers (%), number of suppliers in high-risk countries (BSCI/Amfori) and share of purchases from these countries, and proportion of suppliers in risk countries that have undergone audits.



## Responsible Consumption and Production

### Target 12.2 - Sustainable management and efficient use of natural resources

By 2030, achieve the sustainable management and efficient use of natural resources.

### Target 12.4 - Responsible management of chemicals and waste

By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

### Target 12.5 - Substantially reduce waste generation

By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

### Lammhults Design Group's objectives

Products designed for circular material flows, energy-efficient facilities, fossil-free production units before 2030, climate-smart suppliers, waste as a resource for other products, eco-labelled furniture and more sustainable transport solutions.

### Activities

Design and redesign for circularity, systematic energy efficiency work (Energy Efficiency Directive implemented), reduction of carbon emissions through renewable electricity and fossil-free heating as well as transition to electric vehicles, supplier chain with long-term action plans, material and process development, maximised recycling through reuse and material recovery, reduction of waste sent for incineration, all volume products to have Type I environmental labelling in accordance with ISO 14025, minimum Euro 6 standard for all long-distance transport.

### Key measurable indicators

Weighted Circular Material Index, energy consumption (normalised relative to net sales), carbon emissions from own operations and major suppliers, waste to landfill (kg), waste to material recycling versus incineration (volume and share of total), eco-labelled furniture (Möbelfakta, EU Ecolabel), share of Euro 6-compliant transport providers.



## Life on Land

### Target 15.2 - Promote sustainable forest management, halt deforestation and restore degraded forests

By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.

### Lammhults Design Group's objectives

All wood-based raw materials must come from sustainably managed forests.

### Activities

Requirements for and follow-up of traceability.

### Key measurable indicators

Share of wood-based raw materials with documented traceability (FSC or equivalent).





PROJECT

## Fora ReForm

### A system for the reuse of original furniture

With Fora ReForm, design classics are given a new life as part of a circular lifecycle. Fora Form offers a system in which furniture is collected from the customer and refurbished by certified local partners, minimising transportation and reducing carbon emissions.

Refurbishment through ReForm can reduce the carbon footprint by 50-70% compared with new production. The customer receives an upgraded piece of furniture with a renewed warranty and an updated Environmental Product Declaration (EPD). Only original components are used, ensuring quality, functionality and authenticity, while extending the product's lifespan and strengthening circular use.

# Sustainability work

Sustainability is a prerequisite for long-term success and a natural part of Lammhults Design Group's responsibility as a furniture manufacturer. By working with more sustainable solutions, the Group can reduce its environmental impact, meet the expectations of customers and society, and contribute to a more circular and responsible industry.

## Products with high environmental performance

The Group's brands work systematically with material selection, design, and construction to increase sustainability throughout the value chain. This includes continuous work with Environmental Product Declarations (EPDs). An EPD contains information about a product's environmental impact, material content, the proportion of recycled material used and recovered through the life cycle, as well as the product's specified service life.

The ambition is for EPDs to cover all of the Group's products. Through EPDs, Lammhults Design Group can provide verified environmental data for its products, enabling objective comparisons of environmental performance. This represents both a stronger market position and an active contribution to a more sustainable industry.

## Increased focus on certifications

The Group's brands are continuously working to increase the share of environmentally certified products. The majority of products from Abstracta and Lammhults Möbel are certified according to Möbelfakta, and a large share of Fora Form's and Ragnars' standard assortments are also included. Work to increase the share of Möbelfakta-approved products will continue during 2026. The certifications include requirements for traceability and legal forestry for wood and wood-based materials, meaning FSC or PEFC certification, or equivalent standards. More than 50 percent of the Group's sales consist of products certified according to Möbelfakta (Type I ecolabel).

Within Library Interiors, the 60/30 Classic and Lingo shelving systems have been certified with the EU Ecolabel, making it easier for customers to choose products that meet strict European environmental requirements. Wooden components such as end panels, top shelves, overlying top panels, and end panel shelves are FSC-certified, ensuring traceable and sustainable forestry.

## For sustainable forestry

For the Group's brands, it is important to contribute to more sustainable forestry that promotes biodiversity and combats climate change.

All brands continuously work to increase the share of products containing certified wood raw materials. For certain products, FSC-certified wood is used, ensuring that the raw material comes from responsible forestry and controlled sources. This ensures customers receive products that are both sustainable and of high quality, while the Group contributes to a long-term sustainable value chain.

## Concepts for refurbishment and reuse

With the aim of transitioning from a linear to a more circular business model, Fora Form has a market concept for reuse of its furniture, Fora ReForm. Through established cooperation with local certified partners, repair, reupholstery, service, and maintenance are offered.

Key customer benefits include the use of original parts in refurbishment, a renewed five-year warranty, and an Environmental Product Declaration showing the reduction in carbon emissions compared to purchasing a new product.

Lammhults Möbel continuously develops its services within refurbishment and reuse. Abstracta offers an established service for end-of-life products, where components are separated and all materials are recovered in a sustainable way. Within Library Interiors, reuse is a central part of the design process, where existing furniture and interiors are preserved and integrated as far as possible.

## Environmentally and climate-smart operations

The production facilities of Fora Form, Ragnars, Abstracta, and Lammhults Möbel are designed to minimize climate impact, for example through district heating from biogas/biomass, electricity from nearby hydro or wind power,



and waste management systems. These measures have continued to contribute to reduced carbon emissions and waste volumes during the year.

#### **Sustainability and efficiency in production**

Companies within Lammhults Design Group with in-house production continuously work on initiatives that combine efficiency, sustainability, and quality. The focus is on optimizing production and energy use while minimizing environmental impact and maintaining high quality.

Ragnars and Morgana use energy-efficient solutions such as LED lighting, air-source heat pumps, and solar panels, and all electricity used comes from 100% renewable sources. These measures reduce energy consumption and carbon emissions while maintaining production and quality.

At Abstracta, the factory in Lammhult has a 450-kW solar installation, and remaining electricity needs are covered by renewable energy sources.

Fora Form actively works with energy efficiency at its factory in Ørsta, where energy consumption and resource use are systematically monitored as part of its environmental and quality management work.

#### **Measuring climate impact**

Lammhults Design Group actively works to measure and reduce its climate impact. In recent years, the Group has collected data for all emission categories according to the GHG Protocol - Scope 1, 2, and 3. Mapping Scope 3 emissions is an important step toward creating a comprehensive picture of the Group's climate impact and enables continued development of sustainability efforts and preparation for stricter requirements.

Abstracta's factory in Lammhult is powered by electricity from its own rooftop solar installation, making the operation CO<sup>2</sup>-neutral in Scope 1 and 2. At the same time, Abstracta continues to reduce its climate footprint, with the ambition to reduce Scope 1 and 2 emissions by 25 percent by 2030 compared to 2024 levels.

#### **Sustainable supply chain structure and risk management**

The Group continuously develops procedures and processes to prevent and manage risks in the supply chain. The supplier base is designed with consideration for sustainability, quality, delivery reliability, and efficient logistics flows.

A significant share of purchases is made in close proximity to production, contributing to shorter transport distances, high delivery reliability, and close collaboration in quality and sustainability matters.

For example, more than 80 percent of Abstracta's purchases come from suppliers within a 250 km radius of the production site, while approximately 50 percent of Ragnars' purchases come from suppliers within a 100 km radius. This geographical distribution enables a balanced approach between sustainability, efficiency, and risk awareness in the supply chain.

Lammhults Möbel, Abstracta, Fora Form, Ragnars, Morgana, and Library Interiors' Swedish, Danish, and German entities are certified according to ISO 14001, ensuring systematic and continuous environmental management development.

#### **Digital tools for environmental reporting**

Lammhults Design Group has implemented several digital tools for reporting environmental impact across the Group. These tools facilitate sustainability reporting in accordance with international standards such as the GHG Protocol, the Global Reporting Initiative (GRI), and ISO 14001, supporting compliance with environmental reporting and sustainability disclosure requirements.

### **Focus on a good working environment**

All Group companies strive to maintain and further develop a good working environment and organizational culture, regularly conducting evaluations and implementing measures aligned with this ambition.

#### **Group-wide digital training platform**

A Group-wide digital training platform was launched in 2025. Through this platform, the Group can provide short training modules to increase knowledge in various areas. It is accessible to both employees, resellers, and architects.

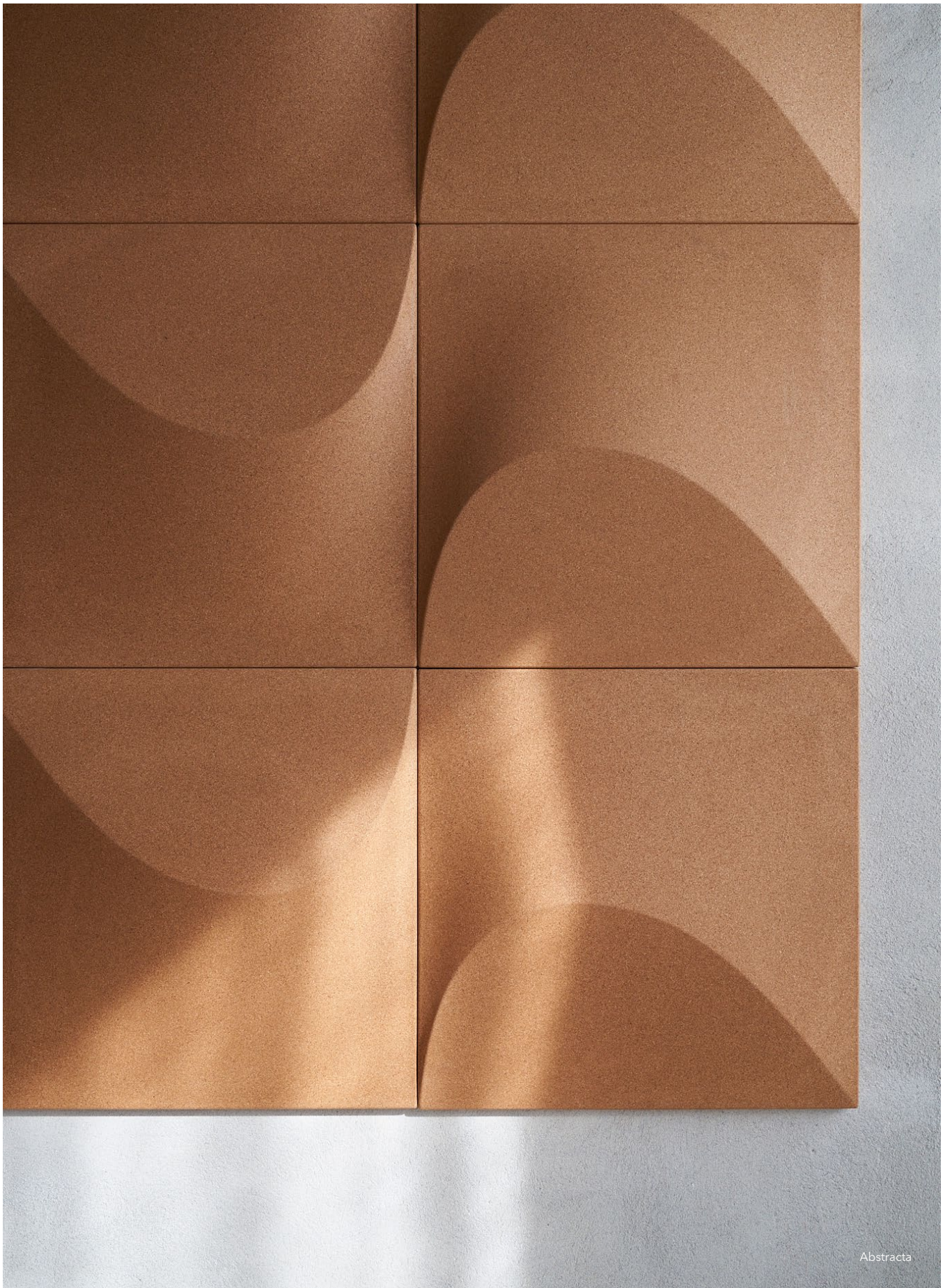
Training will be available via mobile phones or other digital devices to ensure accessibility. As part of this initiative, the Group's employee handbook will also be integrated into the platform. The handbook is continuously updated by HR and includes key policies such as harassment prevention and alcohol and drug policies. Some parts are Group-wide, while others apply to specific subsidiaries.

#### **A safe and healthy working environment**

To promote a safe and healthy working environment, rehabilitation meetings are conducted in cases of recurring sick leave to identify support needs and implement necessary measures. Established procedures exist for managing harassment cases, included in each company's management system.

Safety inspections are conducted twice a year (spring and autumn), followed by safety meetings where measures such as lighting replacement, cable removal, and other actions are implemented immediately. Each company has its own safety representative responsible for this work. Risk assessments are carried out in connection with organizational changes, such as management transitions, to identify and prevent potential workplace risks at an early stage.

Through these initiatives, we create a safe and positive working environment for all employees.



Abstracta



PROJECT

## **Re:use and Re:cover**

Through the Re:use and Re:cover concepts, Lammhults Möbel offers customers the opportunity to renew and refurbish their furniture while maintaining its quality. With Re:cover, upholstery and cushions can be easily replaced, while Re:use enables partial or complete refurbishment at Lammhults' production facility, including a new warranty. These concepts are based on thoughtful design and robust construction, which extend the lifespan of furniture, reduce resource consumption, and contribute to strengthening the Group's sustainability efforts.



# Sustainability Summary Data

## Share of purchases by country/region

	Percent
Sweden	34%
Other Nordic countries	37%
Rest of Western Europe	12%
Rest of Eastern Europe	16%
Rest of the world	1%
<b>Total number of suppliers</b>	<b>662</b>
Number of suppliers accounting for 80% of purchase value	83

## Average number of employees by region

	Women	Men	Total
Sweden	60	78	138
Norway	28	20	48
Denmark	30	12	42
Germany	5	2	7
Other countries	15	14	29
<b>Total</b>	<b>138</b>	<b>126</b>	<b>264</b>

## Employment type

	Women	Men	Total
Permanent and temporary employment	150	125	276
Temporary / agency / staffing	1	2	3
<b>Total</b>	<b>151</b>	<b>127</b>	<b>279</b>
Full-time employees	134	123	257
Part-time employees	19	3	22
<b>Total</b>	<b>152</b>	<b>126</b>	<b>279</b>
Share	55%	45%	

## Age distribution

	Women	Men	Total
< 30 years, White-collar employees	8	3	11
< 30 år, Blue-collar employees	1	5	6
30-50 years, White-collar employees	53	42	95
30-50 years, Blue-collar employees	12	24	36
> 50 years, White-collar employees	53	31	84
> 50 years, Blue-collar employees	11	21	32
<b>Total</b>	<b>138</b>	<b>126</b>	<b>264</b>

## Sick leave

Sweden, Denmark, Norway and Germany	Total
Sick leave < 14 days	2,0%
Sick leave > 14 days	2,9%
<b>Total</b>	<b>4,9%</b>

## Employee turnover by age group

	Hired	Left	Resigned	Terminated	Retired
< 30 years	5	4	2	2	-
31-50 years	24	30	21	9	-
> 50 years	8	15	8	4	3
<b>Total</b>	<b>37</b>	<b>49</b>	<b>31</b>	<b>15</b>	<b>3</b>

## Auditor's report on the statutory sustainability report

To the general meeting of the shareholders in Lammhults Design Group AB (publ), corporate identity number 556541-2094.

### Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability report for the year 2025 on pages 54-74 and that it has been prepared in accordance with the Annual Accounts Act according to the prior wording that was in effect before 1 July 2024.

### The scope of the audit

Our examination has been conducted in accordance with FAR's standard RevR 12 *The auditor's opinion regarding the statutory sustainability report*. This means that our examination of the statutory sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

### Opinion

A statutory sustainability report has been prepared.

Malmö on the day of our electronic signature  
Öhrlings PricewaterhouseCoopers AB

Sofia Götmar-Blomstedt  
Authorised Auditor  
Lead Auditor

Frida Wengbrand  
Authorised Auditor



Lammhults Design Group is a Swedish furniture group that develops products and interior solutions for public spaces and office environments. The Group operates through two business areas: Office Interiors and Library Interiors. It creates long-term profitable growth by developing and refining its brands, strengthening its customer offering, and driving operational efficiency. Its operations are built on customer insight, design, innovation, and sustainability. The portfolio includes some of Scandinavia's strongest brands, and the products are developed in close collaboration with leading designers in the industry. Lammhults Design Group is listed on Nasdaq Stockholm Small Cap.

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