
Beckers
PIONEERING
PERFORMANCE
FOR POSITIVE
IMPACT

Towards 2030

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About this report

The 2025 Performance Report covers the period from 1 January to 31 December 2025 and includes all 28 of Beckers' legal entities across 21 countries.

In 2025, Beckers continued to adapt its sustainability reporting in preparation for the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). As part of this process, the structure and content of this year's report have been revised. The reported information has not been subject to external assurance except for E1-5 and E1-6.

Beckers' sustainability reporting is based on ongoing dialogue with stakeholders and regular materiality assessments. The structure of the Performance Report continues to reflect the company's efforts to address the material sustainability matters identified through its most recent double materiality assessment.

Work to further align the report with CSRD and ESRS requirements will continue in 2026. Beckers Group has 1,723 employees and is wholly owned by Lindéngruppen. Against this background and considering the evolving regulatory framework and Group reporting context, Beckers publishes this Performance Report on a voluntary basis. As such, the report does not include financial disclosures and is not presented as an integrated annual report. Beckers' statutory sustainability report forms an integrated part of Lindéngruppen's Sustainability Statement, which is included in its Annual and Sustainability Report.

Beckers Group
Becker Industrial Coatings Holding AB

Åsa Larsson
Global Sustainability Manager

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www.beckers-group.com

Produced by Beckers in cooperation with Hallvarsson & Halvarsson



About Beckers Group

Our aim is to be a solutions provider that offers more value than the sum of our products. Responsibility for the world around us is an integral part of Beckers. We consider ourselves pioneers in providing unique, high-performance coating solutions that improve customer competitiveness while protecting people and planet and want to make our coatings a force for good at every touchpoint.

With 160 years of experience in paint making, Beckers has grown from a small retail shop in Stockholm, Sweden, to become the number one supplier of coil coatings and a leading supplier of industrial paints worldwide.

Beckers today is a global company with more than 1,700 employees and 26 locations in 18 countries, providing products and custom-made solutions to customers in 54 countries around the world.

Beckers is owned by Lindéngruppen, a Swedish family business with a focus on the long-term development of industrial companies. Beckers' corporate head office is in Berlin, Germany.

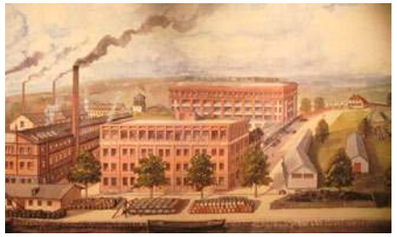
In this report, we detail how Beckers in 2025 took important steps towards achieving our sustainability goals.

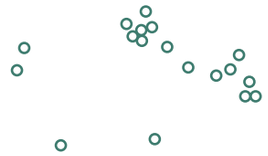
[1] The net interest-bearing debt includes interest-bearing liabilities and provisions for these obligations, minus interestbearing receivables, cash and cash equivalents.
[2] Costs for materials, product components, facilities, and services purchased.



160 years of paint-making

During our 160 years of operations, Beckers has developed from a small retail shop in Stockholm to a leading European coatings company operating on a global scale.





A global company

Beckers today is a global company with more than 1,700 employees and 26 locations in 18 countries, providing products and custom-made solutions to customers in 54 countries around the world.

Message from the CEO



Dear Stakeholders,

In 2025, Beckers took a series of decisive actions, driven by a strong focus on our long-term goals. These steps were crucial as we faced a new global trade system with changing tariffs that required ongoing adjustment. Despite these challenges, we made significant progress, agile and ready to meet these developments.

Delivering progress, being consistent and forward-looking

Market conditions in 2025 remained uneven. Softer demand in several regions, combined with tariff volatility affecting volumes in countries such as India, Vietnam, and Mexico, meant sales volumes were slightly below expectations, while showing a 2.4% increase versus 2024.

At the same time, we saw encouraging momentum in Europe where we improved market share. Our strong positions in the Middle East continued to deliver solid performance, and we further strengthened our presence in China with the inauguration of our new R&D Center in Shanghai.

We also reached several important milestones beyond financial performance. In March, Beckers became one of the first companies in our industry to have both near term and net zero targets approved by the Science Based Targets initiative (SBTi). This validation represents a major step forward in our decarbonization journey and provides a clear roadmap for reducing emissions across our operations and value chain.

Earlier in the year, we were also named one of Europe's Climate Leaders 2025 by the Financial Times. This represents a great reward and honor for our employees, recognizing the tangible progress we are making.

Innovation continued to be a key driver of impact. Sales of products in the Achiever category of the Beckers Sustainability Index reached a record of 52%. Through FutureLab, our global R&D teams, and partnerships with suppliers and universities, we advanced renewable-carbon technologies, expanded our UV/EB capabilities, and accelerated innovations that help customers reduce waste, VOCs, and carbon emissions.

Building a safer, more engaged organization

A major focus in 2025 was strengthening our safety culture. Through SPARK, a global Health & Safety program, we implemented numerous actions for fire safety, leadership engagement and proactive risk prevention. This work is essential to our long-term success – and it reflects our deep commitment to care, integrity and protecting our people.

We also saw strong results in our Global Engagement Survey, with a 93% participation rate and improvements across leadership, team efficiency, and learning culture. These results matter. They show that our people are engaged, committed, and ready to help move Beckers forward. We also made steady progress on gender equality, especially in operations, and continued implementing our global Living Wage Policy.

In total, Beckers delivered its highest-ever level of investments in 2025, reflecting our long-term commitment to growth, safety, sustainability and operational excellence.

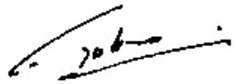
Looking ahead

The world around us will remain unpredictable. Tariffs and geopolitical tensions, changes in construction markets, and increasing regulatory expectations will continue to shape our operating environment. As we reflect on current events, we are now addressing the conflict in Iran and its implications for our people, business operations, and customers. At Beckers, we have taken measures to ensure the safety of our staff at our Middle East site.

Given the unpredictable nature of current developments, it remains challenging to foresee the progression. Nevertheless, we believe our strategy provides robust long-term protection for Beckers, and we are prepared to respond proactively to immediate challenges. Our long- term outlook is positive. We see significant opportunities in fast-growing regions in Asia and the United States.

As we look toward 2030, our ambition remains unchanged: to lead the coating industry's transition toward a defossilized future. We will continue to pioneer innovation together with our customers and partners, invest in our people and our sites, and strengthen the resilience of our business. Above all, we will continue to act with care and long-term responsibility – staying true to who we are and the values that have guided Beckers for more than 160 years.

Thank you to our shareholder, employees, customers, partners and stakeholders for your trust, collaboration and commitment. Together, we are creating coatings that perform with purpose and driving real, lasting progress toward a more sustainable future.



Christophe Sabas
CEO
Berlin, Germany, April 2026

"In 2025, we strengthened our sustainability leadership, reinforced the foundations for long-term growth, and demonstrated how our values guide us through complexity and change."

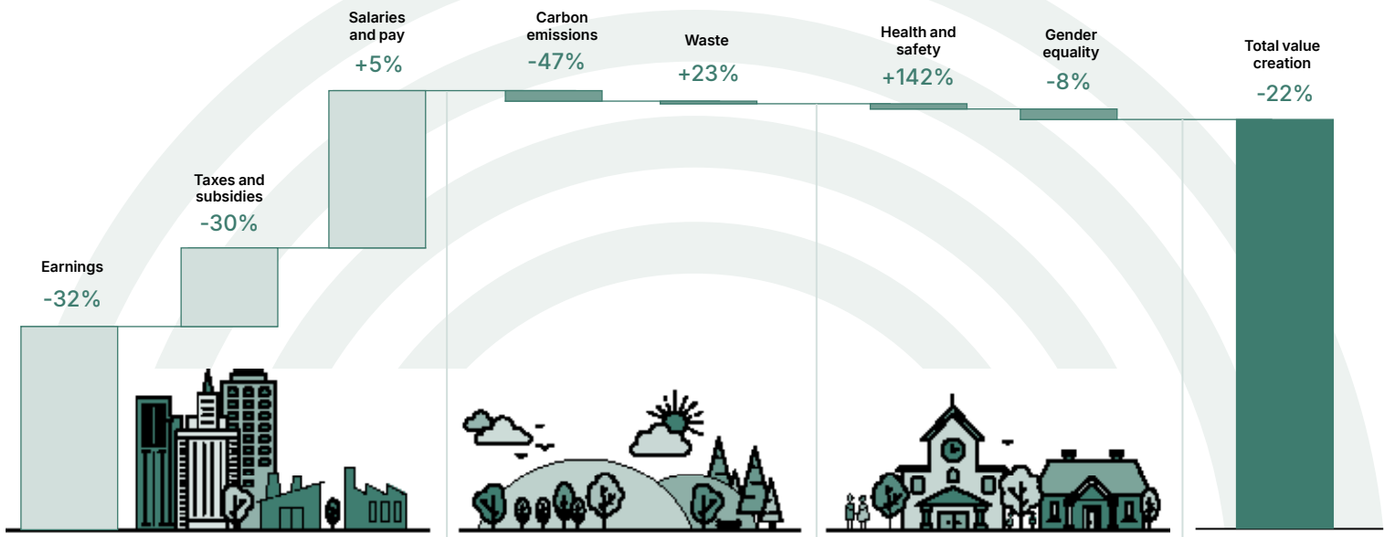
Value creation

Our value creation model

As part of Lindéngruppen, Beckers applies the owner's Value Creation Model to strengthen the integration of business strategy, sustainability and long-term value creation. The model provides a structured way to capture how economic, environmental and social impacts together contribute to the company's overall value creation and to more informed and responsible business decisions.

At Beckers, the Value Creation Model is used as a complementary management and analytical tool. It supports the integration of sustainability considerations into strategic priorities, target-setting and follow-up, and enhances transparency around how the company's operations and value chain generate both positive and negative impacts over time. The model is closely linked to Beckers' integrated business and sustainability strategy, the Green Lights Strategy, and informs the company's work on double materiality.

For Beckers True value creation was 31 mEUR in 2025, a decrease of 22% compared to 2024.



Economic impact

Economic impact totaled 33 mEUR, which includes 12 mEUR in salaries and wages and 6 mEUR in taxes paid minus subsidies received. Earnings in 2025 amounted to 15 mEUR, a decrease of 32% compared with 2024.

Environmental impact

Environmental impact amounted to -1 mEUR. The CO_2e component contributed -0.8 mEUR, which represents a reduction of roughly half compared with 2024. This improvement is primarily due to the increased use of renewable energy.

Social impact

Social impact was -1.2 mEUR. The negative impact on health and safety more than doubled compared with 2024, driven by a combination of more incidents and an increase in lost days. However, this was partly offset by improvements in gender equality, reflected in a higher diversity ratio.

Total value creation

True Value Creation decreased to 31 mEUR overall, which is 22% lower than in 2024.

Green Lights Strategy

Our Green Lights Strategy is our roadmap for the near future. It comprises four strong pillars centered around People, Products, Operations and Business that guide all our decisions. These pillars connect to our vision, purpose and values and are crucial for our success.

Raising the standard of care for our world through our Green Lights Strategy

The Green Lights Strategy integrates business and sustainability goals into one unified approach, ensuring sustainability is part of how we create long-term value, guide decision-making and drive sustainable growth at Beckers and across our entire value chain.

Built on four pillars – Business, Products, People and Operations with Impact – the strategy translates this approach into clear priorities across our business. Through these pillars, we balance reducing our environmental footprint in operations with increasing our positive handprint through making our products and solutions more sustainable, while strengthening our culture and responsible business practices.

Each pillar is grounded in clear targets and performance indicators that drive execution and accountability. They define priority outcomes across each pillar and set measurable targets to track progress over time. With a focus on tangible improvements and long-term value creation, these goals support consistent decision-making, guide investments and actions across the organization, and enable transparent follow-up on our sustainability performance. By integrating sustainability with innovation and business performance, we develop solutions that create value for our customers, strengthen our company, and contribute positively to society.

People with impact

By 2030, our ambition is to be the top employer and go-to partner for sustainability.

We empower People with Impact by cultivating working environments where safety, well-being and excellence thrive across our operations. Through ongoing training to prevent accidents, raising awareness on mental health, and initiatives to reduce VOC emissions, we prioritize the health of everyone involved in our operations.

By fostering a diverse, motivated and empowered workforce, we not only drive innovation and success within our organization, but also among our suppliers, research partners and beyond. Our commitment extends to engaging with the communities in which we operate, particularly in championing children's rights.

Products with impact

By 2030 our ambition is to deliver surface solutions that help advance society while protecting the planet.

We focus on innovation to drive development of more sustainable products, both in terms of material performance of the coatings produced, but also the functionality of the paint. We have developed tools to help categorize our products in different aspects of sustainability or risk factors.

To deliver Products with Impact, we consider many material topics, such as the raw materials, emissions across the life cycle, circularity and customer health.

Operations with impact

By 2030, we want our operations and supply chain to make a positive contribution to sustainability.

We focus on minimizing the environmental impacts in our operations and supply chain. Our work with climate action includes reducing our own emissions (Scope 1 and 2) and extends into our supply chain and the use of our products. As our greatest environmental impacts are in our value chain, working together with our suppliers and customers is critical.

Business with impact

By 2030, our ambition is to be the leader in coil coatings while driving innovation in strategic industrial coatings segments.

We prioritize strong market positions over short-term volume, focusing on growth in key markets such as Europe, China, the United States and India.

With a disciplined and resilient business model, supported by strong governance, ethical business conduct and transparency, we are able to navigate uncertain markets and create long-term value for our customers, shareholders and society.



Green Lights

Performance 2025

People with impact

Strengthening the foundations, especially in health and safety, for long-term performance remained a key priority within the “People with Impact” pillar.

A major step forward was the launch of SPARK, a global health & safety program designed to enhance fire safety, leadership engagement and proactive risk prevention. This reflects Beckers’ commitment to protecting its people and building a strong safety culture, while recognizing that continued efforts are needed to reach the ambition of zero accidents.

93% Employee engagement reached its highest level to date, with a 93% participation rate and improvements across leadership, team efficiency and learning culture. These results demonstrate a committed and engaged workforce ready to support Beckers’ continued progress.

Steady progress was also made on gender diversity, particularly in operations, supported by targeted actions to create more inclusive workplaces. At the same time, the global Living Wage Policy was further embedded, ensuring fair and responsible pay across the organization.

Efforts to positively impact children and youth were strengthened through a more structured approach to community engagement, improving the consistency and relevance of local initiatives.

This strengthens a more engaged and inclusive organization grounded in Beckers´ values of care and long-term responsibility.

Products with impact

Innovation remained a key driver within the “Products with Impact” pillar, supporting both customer value and sustainability progress.

52% Sales of products in the Beckers Sustainability Index (BSI) Achiever class reached 52%, reflecting a continued shift towards more sustainable solutions and strong customer demand. This milestone demonstrates solid progress while highlighting the importance of continuing to transform the portfolio. At the same time, Beckers advanced the phase-out of BSI Concern-class products, particularly through the transition to chromate-free technologies, supporting customers ahead of regulatory developments.

R&D Through FutureLab, global R&D teams and partnerships with suppliers and universities, Beckers further developed renewable-carbon technologies and expanded UV/EB capabilities. These innovations enable customers to reduce carbon emissions, waste and VOCs, reinforcing Beckers’ role as a partner in the transition to more sustainable solutions.

While circular material use remains at an early stage, initiatives such as ISCC+ certification pilots and collaborations with start-ups are building the foundation for future progress.

This positions Beckers to accelerate the transformation of its portfolio towards more sustainable and high-performing solutions.

Operations with impact

Decarbonization and resource efficiency continued to be central to the “Operations with Impact” pillar, supported by clear progress and increased investments during the year.

+76% A key milestone was the approval of near- and long-term climate targets by the Science Based Targets initiative (SBTi), providing a clear roadmap for reducing emissions across operations and the value chain. Renewable energy usage increased to 76%, exceeding the 2030 target ahead of schedule. This milestone reflects strong execution across regions and enables a sharper focus on deeper decarbonization, particularly in Scope 3 emissions and energy efficiency. As a result, Scope 1 and 2 emissions have been reduced by 81% compared to the 2019 baseline, demonstrating solid progress while confirming that continued efforts are required to meet long-term ambitions.

Waste reduction initiatives led to a significant decrease in landfill volumes, supported by improved waste management and recycling practices across several sites. At the same time, increased incineration highlights ongoing challenges in circularity and the need for further development of sustainable waste solutions.

Investments in site modernization, energy efficiency and process improvements supported both operational performance and safety, contributing to Beckers’ highest-ever investment level.

This supports a more efficient and lower-impact operational footprint, while enabling continued progress towards Beckers’ net-zero ambition.

Business with impact

Within the “Business with Impact” pillar, Beckers continued to deliver consistent progress while strengthening the foundations for future growth.

+2.4% Performance varied across regions, with softer demand in several markets impacting volumes, which were slightly below expectations, while still increasing by 2.4% compared to 2024. This reflects the strength of Beckers’ positioning in a challenging environment, with improved market share in Europe and continued solid performance in the Middle East. Navigating a year marked by geopolitical uncertainty, changing trade conditions and uneven market demand required agility and a clear focus on long-term priorities.

Sustainability remains fully integrated into business strategy, guiding investments, innovation and customer offerings. In 2025, Beckers delivered its highest-ever level of investments, supporting growth, operational excellence and sustainability ambitions. The company also strenghtened its presence in China through the inauguration of a new R&D Center in Shanghai, enhancing local innovation and customer collaboration.

While the external environment remains unpredictable, Beckers' strategy provides a strong foundation to respond proactively and capture opportunities in key markets.

This underlines Beckers’ ability to navigate complexity while combining performance with long-term, sustainable growth.

Performance 2025

Products with impact	**2030 Goals**	**Unit**	**2025**	**2024**	**2023**	**Base year**[1]	**Progress toward 2030 target**[8]
Sustainable sales	≥50% of revenue from BSI Achiever class[2]	%	52	50	41	34	100%
	Zero products from BSI Concern Class[2]	%	5	6	7	7	31%
Breakthrough innovation	100% of all new products from BSI Achiever Class	%	-	-	-	-	-
CO_2e emissions Scope 3	27.5% reduction (absolute, tCO_2e)[3]	%	20	20	23	0	73%
People with impact	**2030 Goals**		**2025**	**2024**	**2023**	**Base year**[1]	**Progress toward 2030 target**
Female employees	≥ 31%	%	28	28	26	26	52%
Female executives	≥40%	%	27	30	25	19	40%
Female new hires	≥40%	%	37	31	43	37	0%
Employee engagement	In line with top performing companies[4]	-	-	-	-	-	54%
Living wage	100% of employees earn a living wage[5]	%	99.8	99.7	-	99.7	21%
Zero accidents	Zero accidents reported as TRI	#	22	19	7	7	0%
Community engagement	All Beckers countries engage in activities that create positive impact on children and youth[5] [6]	#	9	8	-	8	13%
Operations with impact	**2030 Goals**		**2025**	**2024**	**2023**	**Base year**[1]	**Progress toward 2030 target**
CO_2e emissions Scope 1 and 2	75% reduction (absolute, tCO_2e)[3]	%	81	60	49	0	100%
CO_2e emissions, third-party logistics	50% reduction (intensity, tCO_2e/volume)[7]	%	23	13	17	0	46%
Renewable energy use	≥70%	%	76	66	58	36	100%
Landfill waste	Zero landfill waste	metric ton	67	74	3,063	301	78%
Waste efficiency	≤35 kg/metric ton	kg/metric ton	53	48	75	52	0%
Incinerated waste without heat recovery	70% reduction (absolute, metric ton)	%	64	67	59	0	92%
Incinerated waste with heat recovery	15% reduction (absolute, metric ton)	%	+22	0	+1	0	0%
Energy efficiency	≤0.30 MWh/metric ton	MWh/metric ton	0.41	0.41	0.42	0.39	0%
VOC	30% reduction (absolute, metric ton)	%	22	23	23	0	72%
Water withdrawal	50% reduction (absolute, m^3)	%	20	22	+2	0	41%
Water withdrawal in water stressed sites	50% reduction (intensity, m^3/employee)	%	11	27	30	0	22%
Suppliers Code of Conduct	100% signed	%	98	92	92	89	83%
Third party assessed and approved suppliers	≥85% direct material suppliers	%	92	88	85	75	100%
Audit of high-risk suppliers	100%	%	21	13	5	0	21%

[1] The base year for all 2030 Goals indicators is 2020. Exceptions are indicated

[2] Base year 2022.

[3] Base year 2019.

[4] Based on data from the last employee survey in 2025. Absolute figures are only disclosed internally.

[5] Base year 2024.

[6] Excluding countries with less than 20 employees.

[7] Base year 2013.

[8] Progress is measured relative to the base-year performance.

General Disclosures

10 Basis for preparation
11 Governance
18 Strategy
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General disclosures

Basis for preparation

BP 1 General basis for preparation of sustainability statements

The Performance Report 2025, covering the period from 1 January to 31 December 2025, includes all of Beckers' 28 legal entities in 21 countries and is prepared on a consolidated basis for the Beckers Group. This reporting scope does not correspond to the financial statements, as Beckers Group is fully consolidated within the financial reporting of its parent company, Lindéngruppen, and does not prepare consolidated financial statements of its own.

This voluntary report is prepared in accordance with selected requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). Although neither Beckers nor its parent company, Lindéngruppen, are yet legally required to report in accordance with CSRD, Beckers has voluntarily structured its reporting with inspiration from key elements of these requirements. This includes adjustments to the structure of the report and the application of a double materiality assessment, which forms the basis for the results presented in the Performance Report. For the disclosures E1-5 and E1-6, we are fully aligned with the reporting requirements outlined in ESRS. The double materiality assessment covers Beckers' own operations as well as impacts, risks and opportunities across the company's value chain. The ESRS disclosure numbering included across the report are used for structure purposes and does not indicate alignment nor adherence with the specific ESRS disclosures.

The Performance Report has not been externally assured. A separate limited assurance engagement has been conducted on Beckers' climate disclosures (E1-5 and E1-6) in accordance with International Standard on Assurance Engagement (ISAE) 3000, Assurance Engagement Other Than Audits or Review of Historic Financial Information. The assurance report issued by the auditor is presented on page 88.

ESRS cross-reference table is found at the end of the report on page 86-87.

BP 2 Disclosures in relation to specific circumstances

Time horizons

Beckers applies the time horizons defined in the ESRS. In this report, short term refers to the reporting period, medium term to one to five years, and the long term to more than five years, unless otherwise specified. The double materiality assessment was conducted using a five-year perspective. Beckers' climate-related targets follow these horizons, with near-term targets set for 2030 and long-term targets for 2050.

Estimations

Value chain data can be associated with uncertainties, particularly in relation to carbon emissions. Beckers uses primary data where available, combined with recognized emission factors. For harder-to-track emissions, secondary data such as industry average is used, and conservative estimates are applied.

Changes in preparation

During the year, Beckers has continued to evolve its sustainability work and further structured the report according to ESRS requirements. While individual updates are not listed in detail, any restatements, corrections of previously reported errors, or methodological changes that materially affect comparability are clearly disclosed.

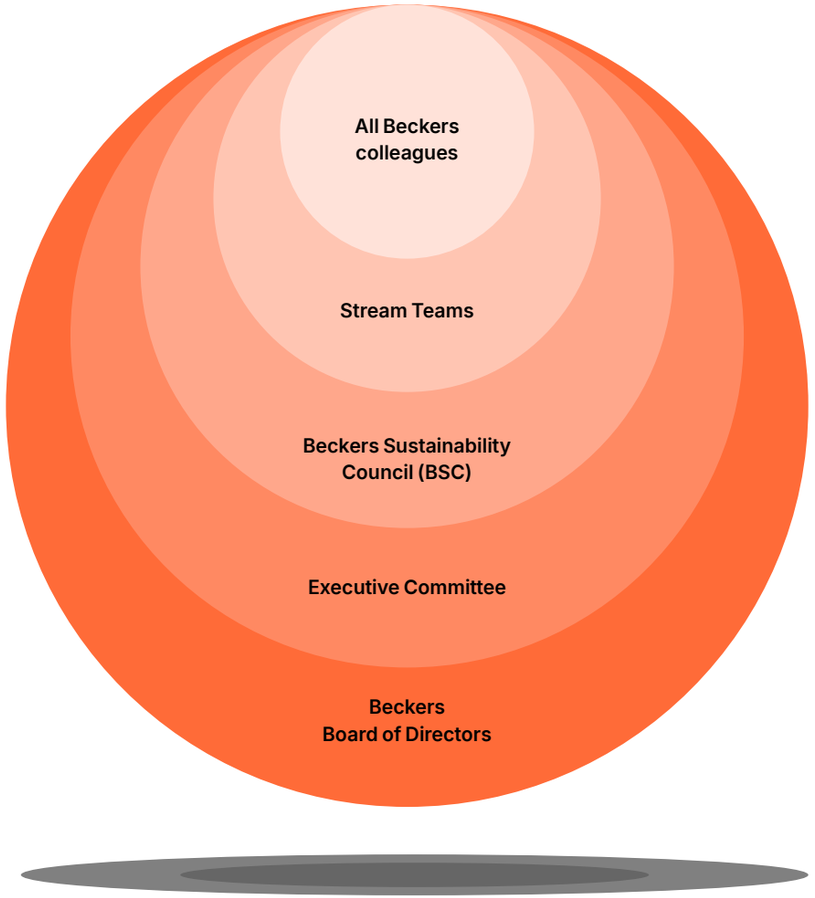
Reporting errors in prior periods

Where reporting practices have evolved, or where corrections to previously reported information have been identified, these updates are explained in the relevant sections of this report. No material errors from prior reporting periods have been identified.

Incorporation by reference

Beckers has not used incorporation by reference in the report but refers to relevant policies and additional information outside the report to provide further context.

General disclosures



Governance

GOV 1 The role of the administrative, management and supervisory bodies

Sustainability across the organization

Sustainability at Beckers is managed through a structured governance setup involving the Board of Directors, Executive Committee and cross-functional teams. The Board of Directors holds overall responsibility for long-term sustainable development.

The Executive Committee, led by the CEO, integrates the Green Lights Strategy into business operations. Each sustainability pillar, Products, People and Operations with Impact, is assigned to an Executive Committee member.

The Chief Sustainability Officer (CSO) leads the sustainability agenda and chairs the Beckers Sustainability Council (BSC). The BSC brings together senior leaders to guide the strategy, review Beckers' long-term sustainability goals and define the annual sustainability targets.

Implementation of the Green Lights Strategy is supported by the Stream Teams, which translate the strategy into actions, and by the global sustainability department, which coordinates processes and reporting.

Board of Directors

The Board of Directors is ultimately responsible for the management of Beckers Group. In line with Lindéngruppen's ownership governance model, the Board of Directors is composed of owner representatives, the Chief Executive Officer of the company, independent non-executive members and employee representatives.

The owner, together with the CEO of Lindéngruppen acts as the nomination committee for the appointment of Board members in Group companies, including Beckers. The CEO of Lindéngruppen, Fabio Pedrazzi, serves as Chair of Beckers' Board of Directors.

In 2025, the Board consisted of 37.5% independent Board members, 50% female members and 25% labor representatives.

The Board of Directors establishes the strategic direction of Beckers Group and is responsible for ensuring that the organization is able to drive long-term, sustainable business development, protect its assets and meet its financial targets. The Board continuously monitors the financial standing of the company, evaluates and decides on investments, and appoints and evaluates the Chief Executive Officer. The Board operates in accordance with Lindéngruppen's governance principles, including established procedures to prevent and manage conflicts of interest.

General disclosures

Board of Directors 2025

The Board of Directors presented below reflects individuals who served on the Board for all or part of the 2025 reporting period.



FABIO PEDRAZZI
Chair (as of 2024)

Other positions including: CEO and Board member of Lindéngruppen AB, Colart Group Holdings Ltd, Höganäs AB and cReal Food AB.



JENNY LINDÉN URNES
Board member (as of 1999)

Other positions including: Chair of Lindéngruppen, Färgfabriken Foundation and Board member of Colart Group Holdings Ltd, Alex Begg Group Ltd and cReal Food AB.



CHRISTOPHE SABAS
Board member (as of 2020)

Other positions including: CEO of Beckers Group (as of 2020).



MALIN PERSSON
Board member (as of 2013)

Other positions including: Board member of, among others, Hexpol, Peab, Getinge and Universeum.



HAINING AUPERIN
Board member (as of 2025)

Other positions including: Chief Human Resources Officer of Sulzer AG, non-executive member of the Board of Directors, ADAMA Agricultural Solutions Ltd., Israel



MARK HAMLIN
Board member (from Jan to Nov 2025)

Other positions including: Chair of Organisation Resource Ltd., Project 44 and Mission 44. Director of Gloucestershire Everyman Theatre, Cheltenham, UK.



PÄIVI KUKKONEN
Labor Representative (as of 2018)

Other positions including: Facility Support at Beckers Sweden



CHRISTOFFER AUTIO
Labor Representative (as of 2024)

Other positions including: Material Planner, Supply Chain at Beckers Sweden

General disclosures

Executive Committee Members 2025



CHRISTOPHE SABAS
Chief Executive Officer

Joined Beckers in 1999
MA Business Administration, Paris, France



OLIVIER LAUNE
Chief Financial Officer

Joined Beckers in 1996
Master of Business Administration, EM Lyon, France



JUDITH JUNGMANN
Chief Human Resources Officer

Joined Beckers in 2018 (until Nov 2025)
First and second law degree, Ludwig-Maximilians Universität München, Germany



GAVIN BOWN
Chief Technology Officer

Joined Beckers in 2021
BSc. Chemistry, University of Durham, UK; PhD in polymer physics, University of Durham, UK; Post-graduate diploma in business administration, Durham Business School, UK



SUSANNE GOLDAMMER
Chief Operations Officer

Joined Beckers in June 2025
Master of Business Administration, HHL Leipzig Graduate School of Management, Germany; PhD in Chemistry, Friedrich Schiller University, Germany



NICKLAS AUGUSTSSON
Chief Sustainability Officer

Joined Beckers in 2001
MSc Chemical Engineering; KTH Royal Institute of Technology Stockholm Sweden, INSEAD Transition to General Management; Stockholm School of Economics Business Administration and Development



PIA GÖTZE
President, Europe and Africa

Joined Beckers in 2022
Georg-August-University, Göttingen, Germany; PhD in organic chemistry. Georg-August-University, Göttingen, Germany; Chemistry Award and PhD scholarship of the Chemical Industry Fund



ERIC FOUISSAC
President, Asia and Middle East

Joined Beckers in 1997
PhD Chemistry, Université Grenoble Alpes; Transition to General Management Programme, INSEAD, France



JARED IRELAND
President, Americas

Joined Beckers in 2019
BEng Chemical Engineering University of Birmingham; MBA at Alliance Manchester Business School, UK

General disclosures

Executive Committee
The Executive Committee in general consists of the Chief Executive Officer (CEO), Chief Financial Officer (CFO), Chief Human Resources Officer (CHRO), Chief Operating Officer (COO), Chief Technology Officer (CTO), Chief Sustainability Officer (CSO) and the Presidents of all three business regions. The Executive Committee holds monthly meetings. The CEO and the Executive Committee are responsible for running the day-to-day operations of the company.

The CEO is also responsible for informing the Board of Directors of the company's market position and strategic status and for executing the strategy and the instructions received from the Board of Directors.

As part of Lindéngruppen, Beckers operates independently alongside other companies within Lindéngruppen. However, to support efficiency and alignment, all wholly owned companies owned by Lindéngruppen follow a shared annual business cycle and several key processes are coordinated centrally. These include sustainability, strategy, budget and audit processes, financial reporting as well as financing and cash management.

Beckers Sustainability Council
The Beckers Sustainability Council (BSC) is the highest formal governance body for sustainability within Beckers. The Council is chaired by the Chief Sustainability Officer (CSO) and comprises the CSO, Chief Operations Officer (COO), Chief Technology Officer (CTO), Chief Human Resources Officer (CHRO) and Chief Financial Officer (CFO), as well as representatives from Communications and Sustainability. To strengthen sustainability governance and ensure that sustainability decision-making reflects business realities across the organization, the Council also includes senior regional representatives from Europe & Africa (EA), Americas (AM), and Asia & Middle East (AME).

The Council is responsible for steering Beckers' sustainability strategy, ensuring alignment between business and sustainability priorities and monitoring progress against the Group's 2030 Goals, key performance indicators and material sustainability topics. It serves as the primary forum for cross-functional coordination on sustainability-related matters and for preparing sustainability topics for discussion and decision-making by the Executive Committee.

The newly refined structure of the BSC ensures that regional perspectives are systematically integrated into sustainability governance. Regional BSC representatives play a key role in engaging local management teams, supporting the implementation of sustainability priorities and ensuring alignment between global objectives, regional execution and site-level actions.

Every two years, the BSC re-evaluates the 2030 Goals and annually sets the Sustainability Target Catalogue as well as the Sustainability Contract with the Board. The Council regularly reports on progress and key sustainability matters to the Executive Committee and, through established governance processes, to the Board of Directors.

The Council regularly follows up on the work of the Global Stream Teams (People, Products and Operations with Impact).

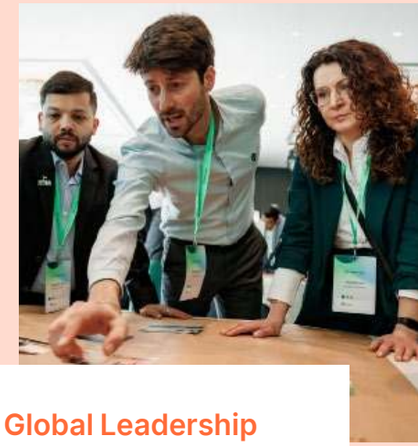
Global Stream Teams
The Global Stream Teams are cross-functional working groups responsible for driving the implementation of Beckers' sustainability strategy and 2030 Goals across the three strategic pillars: People, Products and Operations with Impact.

Each Global Stream Team is led by a member of the Executive Committee – CHRO (People), CTO (Products) and COO (Operations) – and brings together representatives from relevant corporate functions, regions and sites. The Stream Teams work on the global sustainability approach, identify priorities, actions and improvement areas and coordinate initiatives across Beckers' operations.

To strengthen sustainability reporting and prepare for alignment with CSRD and ESRS requirements, ESRS Topic Leads are part of the Global Stream Teams. The ESRS Topic Leads are responsible for coordinating content, data and performance follow-up for their respective ESRS topics, ensuring consistency between strategy, implementation and external reporting.

The Global Stream Teams support the development and follow-up of the Sustainability Target Catalogue and Sustainability Contract and ensure that site-level actions defined by Managing Directors contribute to the achievement of Beckers' 2030 Goals. Progress, key topics and identified risks or dependencies are regularly reported to the Beckers Sustainability Council.

Collective knowledge of the highest governance body
The Beckers' Board of Directors continuously updates its collective knowledge, skills and experience on sustainable development. At least once a year, the Board holds a dedicated session focused on material sustainability matters. As Beckers is owned by Lindéngruppen, the Board also benefits from Lindéngruppen's broader strategic partnerships, many of which are centered on sustainable development. These partnerships contribute insights and perspectives that support Beckers' sustainability work. Beckers Board of Directors takes stakeholder input into account when shaping the company's direction. This includes insights from Beckers' and Lindéngruppen's materiality assessments, as well as direct engagement between Board members, Executive Committee and key stakeholders.



Global Leadership Alignment Around Green Lights Strategy

Over 120 leaders gathered in Brussels to accelerate execution of the Green Lights Strategy. Sustainability, safety culture and SBTi goals were integrated into regional priorities and action plans. The conference strengthened alignment, accountability and collaboration across regions, ensuring consistent delivery of our 2030 ambitions.

General disclosures

GOV 2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

Sustainability

Sustainability is a standing item on the agenda of the Beckers Executive Committee where the overall responsibility lies with the CEO, Christophe Sabas. Beckers' sustainability agenda is led by the CSO and divided into three Streams; Products, People and Operations with Impact, each of which falls under the responsibility of an Executive Committee member. The Beckers Sustainability Council (BSC) supports development, stakeholder engagement and alignment across the organization.

Members of the Board of Directors and the Executive Committee receive regular briefings and structured updates on material sustainability matters, including progress against the 2030 Goals, key risks and strategic sustainability topics. Sustainability is discussed as a standing topic at Board meetings, complemented by periodic deep-dive sessions, while the Executive Committee receives regular updates through its monthly meetings and dedicated strategy sessions. This ensures that both bodies have the knowledge required to exercise informed oversight and decision-making.

Progress and performance

Beckers' sustainability progress and performance are reported to the Board of Directors by the CEO and/or the CSO on a quarterly basis or immediately if any material non-compliance or critical concern is reported.

The CEO of Beckers and selected Executive Group members participate in the Board's four annual meetings, which take place either in person or online. One of these meetings is dedicated to long-term strategic direction and planning. At each ordinary board meeting the following items are always discussed:

- Financial review/Earnings trend/Net debt position.
- Investments and/or other decision items.
- Update on HR and organization.
- Sustainability progress and performance review.
- Business review and CEO update.

Material non-compliance or critical concern is reported immediately to the Board by the CEO and/or the CSO.

During the reporting period, the Board and Executive Committee were informed about key sustainability matters, through regular updates, KPI dashboards and structured performance reviews, including progress on climate targets, developments in product sustainability and other relevant analyses used to support strategic decision-making.

The sustainability information provided to the Executive Committee and the Board serves as an important basis for strategic and operational decisions, including considerations related to investment planning, risk management and the development of Beckers' product portfolio.

Commitment and compliance oversight

Compliance with our Code of Conduct, applicable laws and other commitments is continuously monitored by Group management. The Chief Financial Officer (CFO) holds the executive accountability for compliance



whilst the newly appointed Global Compliance Officer provides group-wide guidance, strengthening the Compliance Management System and supports local compliance leads, establishing a clear point of contact for the organization. The Group's Audit Committee has been expanded and renamed the Audit & Compliance Committee.

All policies and commitments referenced in the Performance Report are approved by the Beckers Executive Committee. They are regularly updated, displayed centrally at our sites and made available to all employees through the Global Management System.

Strengthened Governance & Compliance

Beckers enhanced its governance structure by expanding the Audit Committee into an Audit & Compliance Committee and appointing a Global Compliance Officer. These steps reinforce accountability, transparency and ethical business conduct, ensuring robust oversight as regulatory expectations and sustainability requirements continue to evolve.

General disclosures

Policy	Key content and main objective of policy	Material sustainability impacts, risks and opportunities	Scope of policy	Senior level accountable for implementation	External initiatives
Code of Conduct	• Defines ethical principles for all employees and directors • Covers business ethics, legal compliance, human rights, children's rights,anti-corruption and anti-bribery • Establishes reporting channels • Objective is to ensure responsible behavior and uphold Beckers' values	• Ethical misconduct • Human and Children's rights impacts • Corruption and bribery risks • Governance and culture risks	• Applies to all employees and directors globally • Available digitally and displayed on all sites	• Chief Financial Officer	• UN Global Compact • UN Guiding Principles on Business & Human Rights • Universal Declaration of Human Rights • Children's Rights and Business Principles • ILO Core Conventions
Supplier Code of Conduct	• Defines expectations for suppliers regarding legal compliance • Covers human rights and labor standards • Prohibits child labor and forced labor • Requires safe and healthy working conditions • Includes environmental protection requirements • Establishes responsible sourcing expectations	• Environmental impacts in the supply chain • Human rights risk in supplier operations • Child and forced labor risks • Corruption risks • Supply chain transparency risks	• Applies to suppliers and subcontractors globally	• Chief Operations Officer	• EcoVadis • Human rights frameworks referenced in Code of Conduct
QEHSE Policy (Quality, Environment, Health, Safety & Energy)	• Commits to environmental protection and pollution prevention • Ensures occupational health and safety • Promotes safe and hygienic working conditions • Encourages energy efficiency • Requires compliance with legal and regulatory standards • Supports continuous improvement	• Environmental impacts • Health & safety risks • Operational accident risks • Energy consumption impacts	• Applies to all sites globally	• Chief Operations Officer	• ISO 14001 • ISO 45001 • ISO 50001 • ISO 9001
Sustainability Policy	• Integrates sustainability into business strategy • Aligns sustainability with governance and risk management • Supports compliance with sustainability regulations • Drives long-term value creation	• Enviornmental impacts • Climate-related risks • Social impacts • Governance and compliance	• Applies to all sites globally	• Chief Sustainability Officer	• UN Global Compact • Science Based Target initiative (SBTi)
Equal Employment Opportunity and Anti-Harassment Policy	• Supports Beckers Group's purpose to create positive impact for customers, society and the planet • Reflects company values, particularly Trust & Integrity and Team Spirit • Commits to an inclusive and diverse workplace • Ensures all employees are treated with respect and dignity • Promotes equal employment opportunities • Prohibits discrimination, abuse and harassment • Applies across all aspects of employment, including recruitment, hiring, training, compensation, promotion and disciplinary processes	• Discrimination and harassment risks • Inequality in employment practices • Employee wellbeing and workplace culture impacts • Inclusion and diversity-related risks and opportunities	• Applies to all employees globally • Covers all stages of employment and workplace interactions	• Chief Human Resources Officer	
Common Cause Commitment (Children & Youth)	• Commitment to focus community engagement on supporting children and youth.	• Social/community impacts; child rights	• Applied globally across Beckers Group	• Chief Human Resources Officer	• Children's Rights and Business Principles

General disclosures

Policy	Key content and main objective of policy	Material sustainability impacts, risks and opportunities	Scope of policy	Senior level accountable for implementation	External initiatives
Living Wage Policy	• Establishes a global framework for managing wage-related practices across Beckers Group • Ensures that implementation is governed at country level through local policies • Defines applicability based on local conditions and employment context • Clarifies that the policy does not constitute an entitlement or alter employment contracts	• Employee compensation and related wellbeing impacts • Risk of inconsistent wage practices across regions • Workforce stability and retention	• Applies globally across Beckers Group	• Chief Human Resources Officer	• WageIndicator.org methodology
Global Remote Working Policy	• Establishes global principles for remote working following COVID-19 developments • Defines remote working as a flexible work option where suitable for role, employee and business • Balances employee flexibility with business needs, collaboration and productivity • Supports competitiveness, work-life balance and reduced environmental impact • Ensures alignment with Beckers values while allowing local country autonomy • Requires compliance with all existing company policies, employment terms and applicable laws	• Employee wellbeing and work-life balance • Productivity and collaboration risks • Workplace culture and team cohesion • Health and safety risks in remote environments • Data protection and information security risks • Environmental impacts (e.g. reduced travel and office footprint)	• Applies globally across Beckers Group • Applicable to employees where remote work is deemed suitable • Does not constitute an entitlement or change to employment contracts	• Chief Human Resources Officer	

GOV 3 Integration of sustainability-related performance in incentive schemes

Throughout Beckers Group, remuneration for management positions, including the Executive Committee, consists of variable pay that is set in relation to the overall achievement of targets.

Employees eligible for variable compensation are required to set sustainability goals included in the Sustainability Target Catalogue, which translates Beckers' strategic ambitions into operational targets. For bonus-eligible employees, 30% of the total bonus is linked to these sustainability-related objectives

The performance of Beckers' Board of Directors is evaluated annually through a process led by the Chair. As part of this evaluation, Beckers' contribution to Lindéngruppen's overall sustainability impact is considered.

General disclosures

Strategy

SBM 1 Strategy, business model and value chain

With 160 years of experience in paint making, Beckers has grown from a small retail shop in Stockholm, Sweden, to become the number one supplier of coil coatings and a leading supplier of industrial paints worldwide. Beckers' strategic focus is on developing high-performance coating solutions that push the boundaries of performance while driving progress toward more responsible and impactful industrial practices.

Products and services

Beckers' portfolio centers on two main product groups:

- **Coil coatings**, which represent the largest business area and are used for building components, domestic appliances and a range of industrial applications.
- **Industrial coatings**, which are used across vehicles and heavy-duty machinery, industrial equipment and other speciality applications.

Within these groups, Beckers provides functional coating systems designed to deliver sustainability benefits along the value chain. These include solutions that improve energy efficiency in buildings and applications, as well as coatings that enhance durability and enable easy-to-clean surfaces, reducing maintenance needs, extending product lifetime and lowering resource use over time. The company is also accelerating innovation in UV/EB curing technologies, supported by the establishment of the FutureLab hub, to enable lower-emission, energy-efficient coating solutions. Over the reporting period, customers increasingly adopted more sustainable solutions, such as chromate-free primers, and 52% of sales were from products assessed in the Beckers Sustainability Index (BSI) as Achiever Class products. These developments reflect a deliberate strategic shift towards more sustainable products and services.

Markets and customer groups

Beckers serves customers in more than 50 countries, providing both standard and custom-made coating solutions. The business is organized into three regions; Asia & Middle East, Europe & Africa, and the Americas and serves customers in sectors such as coil coatings, vehicles and heavy-duty machinery and other industrial applications.

The company's customers are business-to-business (B2B) partners, including steel and aluminium processors, OEMs, component manufacturers and other value-chain actors who apply or specify coatings. Beckers works closely with these customers on performance, color design and sustainability, including support for reduced VOC emissions, higher energy efficiency and longer product lifetimes. During the reporting period, market conditions remained challenging in several regions, but Beckers continued to strengthen its sales and technical teams and to focus on innovation-driven, sustainability-oriented solutions to support customers' transition needs.

Employees by regions

Beckers is a global company with 1,723 employees and 26 locations in 18 countries. Beckers' corporate head office is in Berlin, Germany.

Employees by regions	2025
Asia & Middle East	548
Americas	144
Europe & Africa	1,031

For more information about Beckers' workforce and employee head count by country, see S1-6 on page 69.

Our Sustainability Goals

Beckers aims to lead the global coil coatings market and drive innovation in industrial coatings by embedding sustainability at the core of its business strategy, the Green Lights Strategy. This integrated approach ensures that sustainability is not a separate agenda but a fundamental part of how we create long-term value and growth.

By 2030, the company's ambition is to offer solutions that create positive impact for society while reducing environmental impact. This includes developing coatings based on safe, responsibly sourced components that provide functional sustainability benefits and leveraging the value chain to enable breakthrough innovation.

Beckers' people are central to achieving these ambitions, with a strong focus on empowerment, well-being and community impact. Across operations, Beckers is committed to pushing industry boundaries by advancing circularity, working toward zero-emission sites and ensuring supply-chain partners meet the same responsible standards. The goal is to create positive value across products, people and operations.

2025 has been a year of moving from strategy to implementation, with several milestones shaping our business, organization and sustainability performance. A key milestone was the approval of its near-term and net-zero targets by the Science Based Targets initiative (SBTi), making Beckers one of the first in the coil coatings industry to achieve this validation. The approved pathway commits the company to reducing absolute Scope 1 and 2 emissions by 75% and Scope 3 emissions by 27.5% by 2030, and to reaching net-zero across the value chain by 2050.

Beckers' Green Lights Strategy set the direction for how the company intends to drive meaningful sustainability impact across its business, products, people and operations. The goals within each pillar translate Beckers' long-term ambition, to raise the standard of care for our world, into clear and measurable commitments. They reflect the company's focus on reducing environmental impact, advancing sustainable innovation, fostering a safe and inclusive workplace and strengthening responsible operations throughout the value chain. Together, they guide decision-making across the organization and serve as a shared framework for progress.

General disclosures

Our 2030 Goals

Products with impact	**2030 Goals** [1]
Sustainable sales	≥50% of revenue from BSI Achiever class[2]
	Zero products from BSI Concern Class[2]
Breakthrough innovation	100% of all new products from BSI Achiever Class
CO_2e emissions Scope 3	27.5% reduction (absolute, tCO_2e)[3]
People with impact	**2030 Goals** [1]
Female employees	≥31%
Female executives	≥ 40%
Female new hires	≥ 40%
Employee engagement	In line with top performing companies
Living wage	100% of employees earn a living wage[4]
Zero accidents	Zero accidents reported as TRI
Community engagement	All Beckers countries engage in activities that creates positive impact on children and youth[4] [5]
Operations with impact	**2030 Goals** [1]
CO_2e emissions Scope 1 and 2	75% reduction (absolute, tCO_2e)[3]
CO_2e emissions, third-party logistics	50% reduction (intensity, tCO_2e/volume)[6]
Renewable energy use	≥70%
Landfill waste	Zero landfill waste
Waste efficiency	≤ 35 kg/metric ton
Incinerated waste without heat recovery	70% reduction (absolute, metric ton)
Incinerated waste with heat recovery	15% reduction (absolute, metric ton)
Energy efficiency	≤ 0.30 MWh/metric ton
VOC	30% reduction (absolute, metric ton)
Water withdrawal	50% reduction (absolute, m^3)
Water withdrawal in water stressed sites	50% reduction (intensity, m^3/employee)
Suppliers Code of Conduct	100% signed
Third party assessed and approved suppliers	≥ 85% direct material suppliers
Audit of high-risk suppliers	100%

[1] The base year for all 2030 Goals indicators is 2020. Exceptions are indicated

[2] Base year 2022.

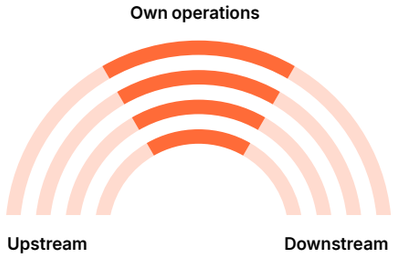
[3] Base year 2019.

[4] Base year 2024

[5] Excluding countries with less than 20 employees.

[6] Base year 2013.

General disclosures



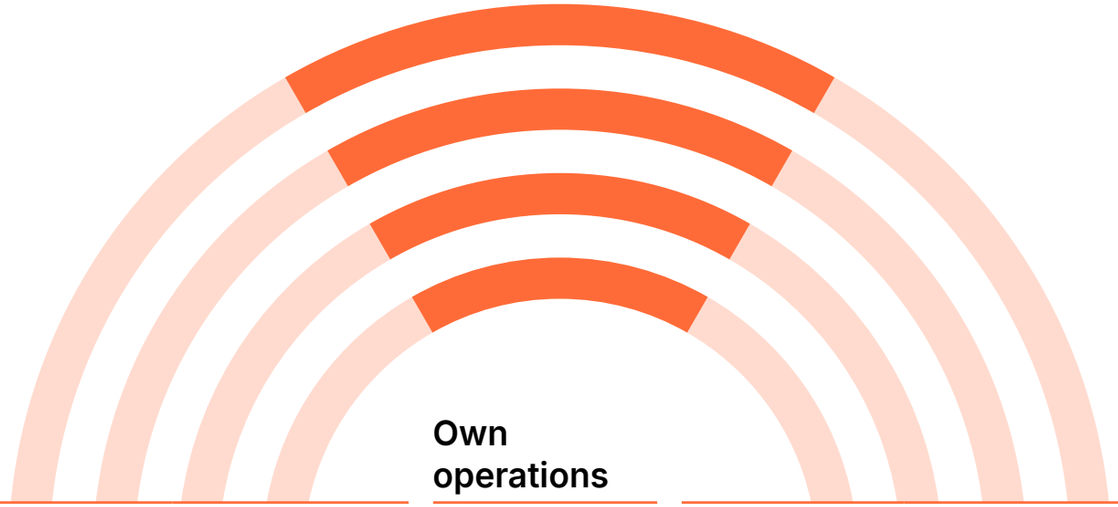
Our value chain

Beckers' impacts and engagement span the entire value chain, from sourcing raw materials to producing paints, supporting their application and considering end-of-life effects.

The company strives to take responsibility at each stage by identifying, assessing and managing impacts on people and the planet linked to its operations and products. This includes responsible sourcing, efforts to defossilize materials and processes, and close collaboration with customers to advance more sustainable coating solutions. By working with stakeholders across the value chain, Beckers drives innovation that reduces negative impacts and contributes to long-term value creation.



Our value chain



	Upstream			Own operations	Downstream		
	Raw materials	**Refinement and production**	**Upstream logistics**	**Facilities and operations**	**Downstream logistics**	**Product use**	**Recycling and waste**
What we do	Raw material sourcing involves the procurement and transport of fossil- and mineral-based inputs used in coating formulations. Beckers' key activities at this stage are the procurement of these raw materials and the management of their transport to production sites. The main business actors are suppliers within the mining, chemical, and oil and gas industries, selected based on internal criteria for sustainability and chemical risk. This ensures responsible and transparent sourcing that supports stability throughout the value chain.	Refinement and production covers the manufacturing and processing of refined chemicals used as inputs in Beckers' coating formulations. Key activities include the refinement of raw chemicals and the production of coating precursors that directly influence product performance and sustainability. The main business actors are chemical manufacturers and refiners, with whom Beckers works to increase preferred materials, reduce hazardous content, and align with climate transition pathways. Collaboration with these suppliers supports quality, sustainability, and a gradual shift away from fossil-based inputs.	Upstream logistics involves the transportation, storage, and handling of refined chemicals from suppliers to Beckers' production sites. Key activities include the coordination of inbound freight and warehousing of chemical inputs. The main business actors are third-party logistics providers operating across Beckers' global sourcing network. Efficient upstream logistics supports stable production operations and contributes to managing Scope 3 emissions and environmental risks associated with chemical handling.	Own operations encompass the manufacturing and refinement of coil coatings and industrial paints across Beckers' global production facilities. Key activities include mixing and grinding, product innovation, electricity and energy use and the internal functions, HR, Finance, Sales, Procurement, EHS, R&D and Sustainability, that support operations across all sites. As Beckers' core value-creating stage, own operations are subject to direct management and control. People and workforce are central to delivering operational excellence and ensuring safe, responsible, and efficient operations across the value chain.	Downstream logistics covers the distribution of finished coatings to customers, including transportation, storage, and warehousing. Key activities are the coordination of outbound freight and the management of product availability and quality in transit. The main business actors are third-party logistics and distribution partners operating in Beckers' key markets. Transport efficiency and warehousing performance directly affect delivery reliability and customer satisfaction.	Product use involves the application and use of Beckers' coatings by customers in their manufacturing processes. Key activities are sales to coil coaters and equipment producers, and the ongoing product use phase by customers across sectors such as construction, automotive, and consumer goods. The main business actors are OEM manufacturers and industrial customers who apply Beckers' products to support efficient application, durability, and reliable performance. Beckers' products are designed to minimize environmental impact during use and to meet customers' sustainability requirements.	Recycling and waste management covers the end-of-life handling of Beckers' products and packaging by customers and specialized third parties. Key activities include take-back programs, waste management for hazardous and non-hazardous materials, and recycling initiatives. The main business actors are customers, waste management companies, and recycling partners. Beckers supports circular packaging solutions, prioritizing reused or reconditioned drums and closed-loop options for metal IBCs and works to reduce surplus paint through recycling and reuse schemes that lower material use and environmental impact.
Sustainability matters:	E1 E2 E3 E5 S2 G1			E1 E2 E3 E5 S1 G1	E1 E2 E3 E5 S2 G1		

General disclosures

Our value creation model

As part of Lindéngruppen, Beckers applies the owner's Value Creation Model to strengthen the integration of business strategy, sustainability and long-term value creation. The model provides a structured way to capture how economic, environmental and social impacts together contribute to the company's overall value creation and to more informed and responsible business decisions.

At Beckers, the Value Creation Model is used as a complementary management and analytical tool. It supports the integration of sustainability considerations into strategic priorities, target-setting and follow-up, and enhances transparency around how the company's operations and value chain generate both positive and negative impacts over time. The model is closely linked to Beckers' integrated business and sustainability strategy, the Green Lights Strategy, and informs the company's work on double materiality.

SBM 2 Interests and views of stakeholders

We place strong emphasis on understanding our stakeholders' needs and their expectations on us. Collaboration takes place not only within our organization but also across the entire value chain to identify opportunities and address risks in a comprehensive way.

We define stakeholders in two ways: firstly, as entities or individuals that are, or could be, affected by our organization's activities, products or services; and secondly, as entities or individuals that may influence our organization's ability to implement its strategy and achieve its objectives. We group our key stakeholders into internal and external categories. Internal stakeholders comprise our employees and our owner, while external stakeholders include customers (such as specifiers and OEMs), suppliers, the communities in which we operate (including children and youth), NGOs, trade associations, legislators and governments.

Integrating stakeholders regularly

Our identification of material topics is rooted in fostering an ongoing dialogue with customers, suppliers and key stakeholders throughout the value chain. By engaging in collaborative discussions and trade industry initiatives such as the Renewable Carbon Initiative (RCI), we actively participate in shaping sustainable practices and solutions. This approach ensures that our perspectives are informed by diverse insights and that we align our strategies with the evolving expectations of our partners and the broader industry. Through these efforts, we aim to drive innovation and sustainability across the entire value chain.

Internal stakeholder engagement

Beckers today maintains a well-established dialogue with internal stakeholders – employees at all levels of our business and our owner. Every second year, we conduct a global employee survey to collect insights from our employees about their well-being and working conditions. As part of our strategic business development, we hold regular meetings with Lindéngruppen and an annual conference to discuss the sustainability agenda. The teams supporting our three sustainability pillars integrate material sustainability matters to every level of our company. In 2025, three Global Town Halls were held, where questions are posed to the Executive Committee both live and online and answered. The 2025 survey reached a 93% participation rate and informs local and global action plans that are monitored throughout the year.

External stakeholder engagement

As a global company with production sites on five continents and a diverse supplier network, we recognize the significant impact we have on the local communities that host us and on the people employed by the companies within our supply chain. We are committed to fostering positive relationships, supporting sustainable development and ensuring fair and ethical practices in every region where we operate.

We are also aware of the environmental impact of our raw materials sourcing and production processes. We clearly communicate our goals through our Supplier Code of Conduct and expect our suppliers to work to reduce their impact. We evaluate their progress toward these expectations through tools provided by EcoVadis, a business-sustainability service provider.

Our customers are one of our most important external stakeholder groups. Their ecological footprint is also our footprint. The more sustainable solutions we can provide them with, the more sustainable our business becomes. This requires a comprehensive understanding of the market, including how our customers use our products and what their specific needs might be. Our sales staff are vital for this as they have a close and well-established relationship with our customers. We also gather customer feedback through local surveys.

Trade associations such as the European Coil Coating Association (ECCA), the European Council of the Paint, Printing Ink, and Artist's Colours Industry (CEPE), and the National Coil Coatings Association (NCCA) provide us with industry insights. In addition, we consider relevant local reporting requirements, which may vary from country to country. We comply with all local laws and regulatory obligations in the jurisdictions where we operate.



Record Level of Strategic Investments

In 2025, Beckers reached a record level of investments, supporting growth, safety and sustainability. Key projects include construction of our first resin plant in Nagpur, capacity expansion in Europe, and global safety upgrades. These investments strengthen operational resilience and position Beckers for long-term competitive growth.

General disclosures

Stakeholder engagement channels and key issues

This overview shows how we pursue our material topics through strong interaction with our various stakeholder groups. At the same time, engagement across multiple channels reaches far beyond material topics wherever necessary.

Stakeholder	Key issues	Engagement channels
Internal		
Employees		
We aim to be a top employer and offer our employees valuable opportunities to grow personally and professionally.	• Employee well-being • Safe working conditions • Training and education • Good governance • Talent management • Diversity and inclusion • Non-discrimination • Beckers' sustainability footprint • Understanding Beckers' sustainability work and road forward	• Materiality survey • Global Employee Survey • Global Stream Teams • Internal communication (Town Hall, Intranet) • Dialogue with union representatives • Health and safety committees • Feedback through Check-In Conversation
Owner		
We are 100 percent owned by Lindéngruppen.	• Good governance • Understanding Beckers' sustainability work and road forward	• Owner directive • Materiality survey • Board meetings • Annual summits • Annual Sustainability Contract

General disclosures

Stakeholder	Key issues	Engagement channels
External		
Customers		
Customers (B2B) We need a comprehensive understanding of the market, how customers use our products and their individual needs. Customer focus means we serve our customers by creating value through sustainable solutions that encompass both products and services.	• Customer health and safety • Good governance • Climate action • Product quality and performance • Collaboration and co-creation for and of sustainable innovation	• Materiality survey • Local surveys • Meetings with representatives • Local, flexible and professional customer service • Reports • Meetings at industry events • Workshops and pilot projects on sustainable product developments • Market research and business development webinars
Supply chain		
Suppliers We rely on the products and services provided by our crucial partners. We cooperate for better synergies.	• Sustainability assessment • Good governance • Respect of Human Rights and Children's Rights • Interest and capacity in R&D for more sustainable raw materials and products • Long-term relationships • Healthy and safe working conditions	• Materiality survey • Survey to main suppliers in each region • Signing of Supplier Code of Conduct • Participation in EcoVadis assessment and following up on its results • On-site supplier audits • Sustainability workshops to evaluate joint developments with suppliers webinars

General disclosures

Stakeholder	Key issues	Engagement channels
The world around us		
Children and youth We agreed to focus on this one global common cause and are selecting NGOs, charities and partners to work with.	• Access to basic needs (food, clean water, health services) • Access to education • Violence against children and young people • Risks to health and safety • Working conditions and their impact on family life (e.g., working hours, business travel or working abroad, flexible working time, pay, Parental Leave Policy) • Potential exposure to harmful substances through applied coatings/chemicals	• Through NGOs, such as the Global Child Forum and SOS Children's Villages • Through contact points in our communities
NGOs and science (universities and research institutions) We are focusing on technology scouting, i.e., looking outside the company and the traditional supplier base for emerging new technologies.	• Latest research and innovation • Sustainability forecasts	• Workshops • Interviews • Collaboration and joint research project
Trade associations We value the exchange with other actors in the industry about political and economic developments.	• Environmental impact • Local regulatory compliance • Product safety and labeling standards • Training and education • Quality of life for people in the community	• Industry events • Regular meetings • Participation in working groups
Legislators/ government/ regulatory/local authorities We take our responsibilities as a responsible corporate citizen seriously. We comply with or exceed all applicable regulations in the countries in which we operate. We aim to positively contribute in our communities.	• Environmental impact • Local regulatory compliance • Product safety and labeling standards • Training and education • Quality of life for people in the community	• Personal meetings • Engagement with authorities

General disclosures



SBM 3 Material impacts, risks and opportunities and their interaction with strategy and business model

Beckers' double materiality assessment identified the company's material sustainability matters, together with the related impacts, risks and opportunities across its business model and value chain. These matters arise both within Beckers' own operations – including chemical processing, raw material use, energy consumption, occupational health and safety, and governance practices – and across upstream and downstream activities such as raw material extraction, supplier behavior, transport, customer application processes and the end-of-life of coated products. The assessment provides a comprehensive view of where Beckers' activities affect people and the environment, and where sustainability matters may influence the company's ability to create long-term value.

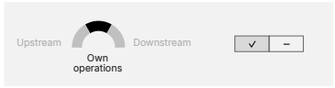
The double materiality assessment clarifies where impacts are concentrated and how these may translate into financial risks or opportunities. It also informs adjustments to Beckers' strategy and resource allocation, including product development priorities, supply chain expectations, operational improvements and actions within climate, people and governance areas. These considerations are embedded in the Green Lights Strategy, the 2030 Goals and the Group's sustainability governance structures.

The following table presents the impacts, risks and opportunities associated with Beckers' material sustainability matters and indicates how the company addresses them across the value chain. The approach for each material sustainability matter is described in detail in the corresponding topical ESRS standard.

General disclosures

Material sustainability matters	E1 Climate change adaptation	E1 Climate change mitigation	E1 Energy	E2 Pollution of air
Description	Beckers' adjustment to actual and expected climate change, including rising temperatures, extreme weather and water-stressed conditions that may affect production and suppliers.	Beckers' mitigation efforts focus on lowering greenhouse gas emissions across its whole value chain.	Energy use across Beckers' office locations and manufacturing facilities.	Pollution refers to the direct or indirect introduction of pollutants into the air. Beckers contributes to pollution of air through its production processes and transportation activities.
Value chain	Upstream, own operations	Upstream, own operations, downstream	Own operations	Upstream, own operations, downstream
Impact	Actual, Potential, Positive, Negative	Actual, Potential, Positive, Negative	Actual, Potential, Positive, Negative	Actual, Potential, Positive, Negative
Financial effect	Risk, Opportunity	Risk, Opportunity	Risk, Opportunity	Risk, Opportunity
Time horizons	Medium-term	Medium-term	Medium-term	Medium-term

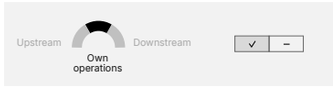
Material sustainability matters	E2 Pollution of water	E2 Pollution of soil	E2 Substances of concern & very high concern	E2 Microplastics
Description	Pollution refers to the direct or indirect release of pollutants into water. In Beckers' upstream value chain, activities such as raw material extraction and chemical production may give rise to potential water pollution.	Pollution refers to the direct or indirect release of pollutants into soil. Across our operations and upstream value chain, activites involving the use and management of chemicals and materials may give rise to potential soil pollution if not properly managed.	Substances of concern and substances of very high concern are defined according to regulatory criteria. As a downstream user of such chemical substances, Beckers contributes to the impacts associated with their use.	Beckers monitors the presence of microplastics in its products and has assessed its raw materials to identify and quantify those containing microplastics.
Value chain	Upstream	Upstream, own operations	Upstream, own operations, downstream	Upstream, own operations, downstream
Impact	Actual, Potential, Positive, Negative	Actual, Potential, Positive, Negative	Actual, Potential, Positive, Negative	Actual, Potential, Positive, Negative
Financial effect	Risk, Opportunity	Risk, Opportunity	Risk, Opportunity	Risk, Opportunity
Time horizons	Medium-term	Medium-term	Medium-term	Medium-term



General disclosures

Material sustainability matters	E3 Water withdrawals	E3 Water discharges	E5 Resource inflows including resource use	E5 Resource outflows related to products and services
Description	Water withdrawals represent the total volume of water taken from all sources across Beckers' own operation and upstream value chain.	The total volume of effluents and other water discharged from Beckers' operational boundaries and upstream value chain to surface water, groundwater or third parties.	Resources entering Beckers' facilities, including products (with packaging), materials (resins, pigments, solvents and other chemicals) as well as property, plant and equipment used in Beckers' operations and across its upstream value chain.	Resource outflows related to Beckers' products and services may affect resource efficiency and the circularity performance of downstream value chain activities, including impacts linked to material use, product lifetime extension, recyclability, packaging and end-of-life treatment.
Value chain	Upstream, own operations	Upstream, own operations	Upstream, own operations	Own operations, downstream
Impact	Actual · Potential · Positive · Negative	Actual · Potential · Positive · Negative	Actual · Potential · Positive · Negative	Actual · Potential · Positive · Negative
Financial effect	Risk · Opportunity	Risk · Opportunity	Risk · Opportunity	Risk · Opportunity
Time horizons	Medium-term	Medium-term	Medium-term	Medium-term

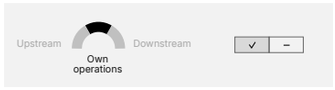
Material sustainability matters	E5 Waste	S1 Adequate wages	S1 Work-life balance	S1 Health and safety
Description	Waste refers to the generation of non-hazardous and hazardous materials across Beckers' own operations and value chain, including activities related to raw material extraction, chemical production and manufacturing processes.	A wage that allows Beckers' employees and their families to meet essential needs and maintain a decent standard of living, in line with national economic and social conditions.	Work-life balance refers to the ability of employees to balance professional responsibilities with personal and family life, supported by working conditions, flexible arrangements, leave policies and well-being initiatives.	Working conditions for Beckers' own workers regarding health, safety, and lost workdays.
Value chain	Upstream, own operations, downstream	Own operations	Own operations	Own operations
Impact	Actual · Potential · Positive · Negative	Actual · Potential · Positive · Negative	Actual · Potential · Positive · Negative	Actual · Potential · Positive · Negative
Financial effect	Risk · Opportunity	Risk · Opportunity	Risk · Opportunity	Risk · Opportunity
Time horizons	Medium-term	Medium-term	Medium-term	Medium-term



Material sustainability matters	S1 Gender equality and equal pay for work of equal value	S1 Training and skills development	S1 Measures against violence and harassment in the workplace	S1 Diversity
Description	Equal opportunities for Beckers' own workers regarding fair, non-discriminatory access to work, development and decision-making for all, and include equal pay for work of equal value and closing the gender pay gap.	Training and skills development for Beckers' own workers refer to the amount and distribution of training of employees with regular performance and development reviews.	For Beckers' employees, measures against workplace violence and harassment refer to actions that prevent and address unwanted conduct linked to protected characteristics, such as gender, age or sexual orientation, that undermines an individual's dignity.	Diversity in Beckers' own workforce refers to the representation of women and/or ethnic groups or minorities.
Value chain	Own operations	Own operations	Own operations	Own operations
Impact	Actual / Potential / Positive / Negative	Actual / Potential / Positive / Negative	Actual / Potential / Positive / Negative	Actual / Potential / Positive / Negative
Financial effect	Risk / Opportunity	Risk / Opportunity	Risk / Opportunity	Risk / Opportunity
Time horizons	Medium-term	Medium-term	Medium-term	Medium-term

Material sustainability matters	S2 Working conditions	S2 Other work-related rights
Description	Working conditions for employees at suppliers include health and safety, working hours, adequate wages, and social dialogue. This also covers freedom of association and the right to collective bargaining, as well as systematic efforts to ensure a safe and healthy work environment.	Work-related rights for supplier employees, including respect for fundamental human rights such as the prohibition of child labor and forced labor, access to adequate housing, access to clean water and sanitation, and the right to privacy.
Value chain	Upstream	Upstream
Impact	Actual / Potential / Positive / Negative	Actual / Potential / Positive / Negative
Financial effect	Risk / Opportunity	Risk / Opportunity
Time horizons	Medium-term	Medium-term





Material sustainability matters	G1 Corruption and bribery	G1 Corporate culture	G1 Protection of whistleblowers
Description	Corruption, labor and human rights violations.	Corporate culture within Beckers' operations.	Protection for both internal and external parties to report irregularities, misconduct or violations.
Value chain	Own operations	Own operations	Own operations
Impact	Actual / Potential / Positive / Negative	Actual / Potential / Positive / Negative	Actual / Potential / Positive / Negative
Financial effect	Risk / Opportunity	Risk / Opportunity	Risk / Opportunity
Time horizons	Medium-term	Medium-term	Medium-term

Upstream Own operations Downstream ✓ –





General disclosures

Impact, risk and opportunity management

IRO 1 Description of the processes to identify and assess material impacts, risks and opportunities

In 2024, Beckers carried out its double materiality assessment. Any sustainability matter identified as material in one of our regions is considered material for the company, and the assessment covers all entities owned by Beckers. We use the principle of materiality to review our strategic priorities and to address the sustainability matters most relevant to our stakeholders.

The assessment identifies material sustainability matters based on Beckers' impacts on people and the environment, as well as the risks and opportunities that may affect the company's financial performance. It highlights material sustainability matters across both our own operations and our wider value chain and defines the scope of the reporting. As this was the first year of conducting a double materiality assessment, we validated the results internally with a broader group of stakeholders. Validation with our owner, Lindéngruppen, and other companies in its portfolio further confirmed the relevance of the material sustainability matters identified.

The resulting impacts, risks and opportunities will be integrated into existing risk management processes and business strategies across all Beckers' sites. This integration aims to mitigate negative impacts and risks while maximizing opportunities.

Understanding the context of our organization
In collaboration with sustainability experts from across the organization, the process began with a desktop analysis of our business model, value chain, potential risks and opportunities, previous sustainability reports, competitor reports and relevant industry guidance. This analysis drew on both internal and external sources. Based on these insights, we carried out targeted interviews with key internal stakeholders and developed a consolidated list of relevant sustainability matters.

Identifying actual/ potential impacts, risks and opportunities
Each sustainability matter was described in terms of its impacts, risks, and opportunities along the value chain and was assessed based on predefined scores for impact and financial materiality as defined in ESRS 1 General Principles.

Assessing the sustainability matters
Workshops and validation discussions were held with internal experts and representatives from all departments and regions, including members of the executive management team. The aim was to review and refine the initial assessments of the impacts and financial effect of the identified sustainability matters.

Prioritizing and determining the sustainability matters for reporting
Based on the results of the assessments and the validation of discussions, appropriate thresholds were identified and applied to determine which sustainability matters are material. The outcomes of the double materiality assessment define Beckers' material sustainability matters and form the basis for the disclosure requirements presented in the sustainability statements. The Executive Committee approved Beckers' double materiality assessment. The Board of Directors was informed of the results, and the Lindengruppen Board of Directors approved the consolidated double materiality assessment at Lindengruppen Group level.

Determination process of our material topics

Annual identification and assessment of our impacts — **Determination of our material topics**

UNDERSTANDING
the context of our organization
1

IDENTIFYING
actual/potential impacts, risks and opportunities
2

ASSESSING
the sustainability matters
3

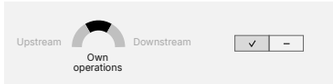
PRIORITIZING
and determining the sustainability matters for reporting
4

Environmental Disclosures

33 Climate change
48 Pollution
52 Water
55 Resource use and circular economy

E1 Climate Change

Material sustainability matters	E1 Climate change adaptation	E1 Climate change mitigation	E1 Energy
Value chain	Upstream, own operations	Upstream, own operations, downstream	Own operations
Impact	Actual / Positive / Potential / Negative	Actual / Positive / Potential / Negative	Actual / Positive / Potential / Negative
	The global value chain is affected by climate change, as extreme weather, rising temperatures and water stress impact supplier production and raw material availability. Operations are also exposed to physical climate impacts requiring adaptation. In parallel, the transition to a low-carbon economy drives changes in customer demand and product development.	Production-related greenhouse gas emissions negatively affect people and the environment. Although mitigation efforts are underway, significant challenges remain across all emission scopes.	Energy use in offices and manufacturing contributes to global warming and more frequent extreme weather events, degrading living and working conditions and placing increasing pressure on ecosystems.
Measures to reduce the impact	Adaptation and prevention plans will be developed for all sites, and product formulations are being adjusted to enhance climate resilience in operations and customers' products.	Scope 1 and 2 emissions are reduced through energy efficiency measures, electrification and renewable energy sourcing, including on-site solar. Scope 3 emissions are addressed through supplier collaboration, lower-carbon raw materials, reduced business travel and development of lower life-cycle impact products.	Energy use is reduced through improved efficiency in buildings and equipment. Measures include electrification of processes and equipment, increased use of on-site renewable energy generation, and sourcing renewable electricity and gas where available.
Financial effect	Risk / Opportunity	Risk / Opportunity	Risk / Opportunity
	Extreme weather events increase raw material costs, disrupt supply chains and require investments in site adaptation. Supplier disruptions have led to operational interruptions.	Emissions reduction requires significant investment, while expanding carbon pricing and high-carbon supply chains may increase cost, reputational and financing risks. Market and technology shifts may also influence the pace of transition.	
Time horizons	● ● ○ Medium-term	● ● ○ Medium-term	● ● ○ Medium-term



E1 Climate Change

Beckers is fully committed to addressing climate change and works consistently to reduce its carbon footprint through smart solutions and tangible actions. Our updated Climate Strategy covers the entire value chain – our products, suppliers, customers and own operations – in other words, every part of what we do.

All Beckers sites operate under a long-term industrial plan designed to minimize CO_2e emissions in Scope 1 and 2. This plan is driven by continuous improvements and targeted investments to reduce energy consumption, including electrification of processes and equipment, Energy Management Systems, heat recovery and efficient electric heating, cooling and ventilation concepts, and solar panels. At the same time, Beckers recognizes that more than 99% of its total emissions occur outside its own operations. These emissions are addressed through initiatives to increase the use of renewable and fossil-free raw materials, collaborate with suppliers to improve data quality and reduce embedded carbon, and develop coating technologies that lower energy use and emissions during customer application, while also advancing end-of-life solutions such as paint recycling.

In 2024, we strengthened our commitment by joining the Science Based Targets initiative (SBTi). During 2025, our emissions reduction targets were formally validated by SBTi, confirming that our ambitions align with the latest climate science and establishing Beckers as one of the first coil coatings companies with SBTi-approved net-zero targets for 2050.



E1 Climate Change

Strategy

E1 1 Transition plan for climate change mitigation

Beckers' Climate Strategy outlines the company's pathway to accelerate decarbonization and defossilization across the value chain and contribute to limiting global warming in line with the latest climate science. In 2024, Beckers committed to the Science Based Targets initiative (SBTi) and submitted near-term and long-term targets, which were officially validated in March 2025. These targets form the foundation of Beckers' Climate strategy and will guide the company's efforts toward achieving net-zero emissions by 2050.

Compatibility of the business model and strategy with a 1.5°C pathway

Beckers' climate-related targets use a 2019 baseline and are developed in line with the Science Based Targets initiative (SBTi), which applies recognized science-based decarbonization pathways.

Beckers has set the following climate targets:

- 75% absolute reduction in Scope 1 and 2 emissions by 2030.
- 27.5% absolute reduction in Scope 3 emissions by 2030.
- 90% reduction of total GHG emissions across Scopes 1, 2 and 3 by 2050 and
- Net-zero GHG emissions across the value chain by 2050.

The near-term targets for Scope 1 and 2 emissions are aligned with a 1.5°C pathway.

The near-term Scope 3 target is aligned with a well-below 2°C pathway, while Beckers' long-term net-zero commitment ensures alignment with a 1.5°C outcome over the long term.

The SBTi draws on recognized scenarios, including IPCC 1.5°C pathways and the IEA Net Zero Emissions by 2050 scenario, which underpin Beckers' climate transition strategy.

Key actions and levers to deliver the transition

Beckers' transition plan is implemented through four core decarbonization levers, addressing emissions across own operations, the product portfolio and the wider value chain, supported by strengthened data and decision-making capabilities.

Decarbonization of own operations (Scope 1, Scope 2, Scope 3.3 & 3.5)

Beckers continues to reduce emissions from its own operations through targeted investments and systematic energy and waste management. Key actions include:

- Increasing the share of renewable energy, reaching 76% renewable energy and 99% renewable electricity in 2025.
- Expanding the use of Energy Attribute Certificates (EACs) in markets with limited access to renewable electricity.
- Installing solar panels at seven sites, with additional installations planned.
- Electrification to phase out natural gas, LPG and diesel
- Implementing energy-efficiency projects such as gas boiler optimization and replacement by heat pumps, ventilation optimization and insulation of buildings.
- Maintaining ISO 50001 certification at seven sites as a framework for continuous improvement in energy performance.
- Installing online Energy Management Systems at all sites to continuously monitor energy consumption.
- Focus on reducing waste and eliminating the worst waste treatment method from a climate impact perspective.

Transforming the product portfolio (Scope 3.1 & 3.10)

Beckers advances coating technologies that reduce embedded carbon emissions in its products and reduce energy use and emissions during application, while enhancing durability and functional performance. Key actions include:

- Replacement of fossil based raw materials with renewable and lower carbon footprint feedstocks including key raw materials such as Polyesters, Aminos and solvents.
- Technology and product advancements and optimization linked to lower product carbon footprint.
- Active work with industry and association partners for the acceptance of the short-term mass-balance approach for faster progress towards defossilization.
- Expanding radiation curing (UV/EB) technologies, which radically reduces the energy required for the curing step, which enables the customers to reduce their emissions and to reach their decarbonization targets.
- Developing low Peak Metal Temperature (PMT) technologies that enable curing at lower temperatures and support reduced customer energy demand.
- Advancing high-solids coating technologies that reduce solvent content and VOC emissions, contributing to a lower carbon footprint during application.

Defossilized and decarbonized value chain (Scope 3.1, 3.4 & 3.10)

Value chain engagement is a central element of the transition plan to strengthen collaboration to reduce the emissions arising at our suppliers, customers and other partners. Key actions include:

- Implementation of suppliers' and customers' decarbonization roadmaps through switching to renewable energy and more energy efficient production.
- Reducing logistics-related emissions by increasing multimodal transport and introducing EV- and HVO-fueled deliveries in selected markets.
- Sustainable procurement strategy including systematic assessment of suppliers' climate performance, capabilities and engagement, and active choice of low carbon footprint solutions.
- Introducing more circular packaging solutions such as reconditioned drums, closed-loop refill systems with IBCs or bulk transportation.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

SBTi Targets Approved & FT Climate Leader Recognition

Beckers became one of the first companies in the coil coatings industry to have both near-term and net-zero targets approved by the Science Based Targets initiative. We commit to reducing absolute Scope 1 and 2 emissions by 75% and Scope 3 by 27.5% by 2030, reaching net-zero by 2050. Beckers was also recognized as a 2025 Financial Times Climate Leader.

E1 Climate Change

Strengthening data management and decision-making
Reliable emissions data and analytical capabilities are essential to guide the transition and support informed decisions. Key actions include:

- Completion of Beckers' first full Scope 3 inventory in 2024, covering all relevant GHG Protocol categories and refining emissions boundaries.
- Expansion of Life Cycle Assessment (LCA) capabilities and development of product carbon footprint (PCF) tools to support portfolio design, customer dialogue and decision-making.
- Increased collaboration with both suppliers and customers to improve the availability and quality of primary emissions data including strong governance process.

The transition plan is supported by governance structures that integrate climate objectives into business decision-making. The Beckers Sustainability Council (BSC), chaired by the Chief Sustainability Officer, oversees implementation across functions and regions. Progress is monitored through an annual Sustainability Contract with the Board of Directors, and sustainability KPIs, including site-level performance, are integrated into incentive schemes for eligible employees.

Dependencies and assumptions
The effectiveness of Beckers' transition plan is influenced by several external constraints:

The majority of emissions originate from suppliers and customers' downstream application processes, requiring strong collaboration and market readiness. Adoption of low-carbon coating technologies does require customer investment in new curing systems.

The integration of renewable low carbon raw materials will increase product prices to customers, who to date experience no incentives to adopt such solutions. Beckers' transition plan is informed by a near-term (to 2030) and long-term (to 2050) implementation plan, aligned with the company's Science Based Targets and long-term net-zero ambition. The plan is used to measure progress and identify gaps, particularly in the value chain.

For Scope 1 and Scope 2, Beckers applies a detailed plan, reflecting site-specific growth assumptions and expected development in energy use and production. The plan is based on internal business projections and assumes realistic adoption rates of identified decarbonization measures within Beckers' operational control.

For Scope 3, Beckers has defined the key levers both short and long term that can enable the target achievement. Achievement is only possible with substantial supportive regulatory conditions and strong alignment of ambitions with key suppliers and customers. There is substantial uncertainty related to supplier and customer decarbonization and the pace of technology adoption particularly for the achievement of the 2030 near term target.

For the 2050 time horizon, Scope 3 projections are informed by industry-specific and public reference pathways, including assumptions on the long-term availability and decarbonization of chemical feedstocks, recognizing that full value-chain transformation is required to achieve net-zero emissions.

Key assumptions
The transition plan is based on the following key assumptions:

Roadmap boundaries:

- Scopes 1 and 2 cover 99.3% of emissions; refrigerants are excluded.
- Scope 3 covers 99.2% of emissions; excluded categories include leased assets, downstream transport, employee commuting, and selected subcategories within capital goods and purchased goods.

Business growth:

- Growth assumptions are based on Beckers' internal projections.
- For Scopes 1 and 2, site-specific growth is applied to 2030, based on 2022 production volumes.
- For Scope 3, growth is based on sales volumes to 2030, with linear interpolation applied to 2050.

Reduction potential and adoption rates:

- Reduction rates are defined per intervention and informed by Beckers' internal calculations, emission factors and technology- or sector-specific pathways.
- Adoption rates are defined per intervention and informed by industry-specific and public reference pathways as well as Beckers' assessments.

Monitoring progress toward the transition plan
As of 2025, Beckers will report its progress toward near-term SBTi targets, including reductions in Scopes 1, 2 and 3 emissions, renewable energy sourcing and portfolio transformation metrics.

SBM 3 Material impacts, risks and opportunities and their interaction with strategy and business model

Climate change adaptation – impacts and financial effects
Climate change exposes Beckers' operations and global supply chain to increasing physical risks. Rising temperatures, extreme weather events and water stress in certain regions may disrupt production and require adaptation measures to maintain safe and efficient operations.

Our upstream supply chain faces similar vulnerabilities. Climate-driven disruptions can reduce raw material availability, affect supplier performance and lead to higher procurement and logistics costs. Such events have already caused interruptions, highlighting the need for strengthened resilience. In cases where suppliers are unable to adapt, there is a risk of operational delays or temporary shutdowns.

Climate change is also shifting customer expectations, driving demand for more climate-resilient and low-impact products. Our downstream supply chain faces similar vulnerabilities. This requires ongoing adjustments to our product offering and innovation priorities.

These developments may result in financial effects for Beckers, including increased operating and capital expenditures for site adaptations, higher raw material costs and potential business interruptions. Building climate resilience, both internally and across the value chain, is therefore essential to safeguard operational stability and support long-term competitiveness.

E1 Climate Change



Climate change mitigation – impacts and financial effects
Beckers contributes to greenhouse gas emissions across Scope 1, 2 and 3. While progress has been made, reducing emissions in all scopes remains a significant challenge, particularly in Scope 3 where the largest share of Beckers' climate impact occurs. Emission reduction efforts require substantial investments, and the company continues to work systematically to identify effective measures across its operations and value chain. Expectations from owners, employees and society at large are important drivers of our ambition level, even if market and customer demand for renewable products to date remains low. A major hurdle is higher cost without any incentives or regulatory requirements.

Beckers' production-related emissions have an actual negative impact on people and the environment. Although ongoing mitigation efforts aim to reduce emissions, the company recognizes that considerable reductions are still needed across all scopes to align with long-term climate goals.

There are also material financial risks associated with greenhouse gas emissions. Reducing emissions requires continued investment in energy efficiency, site upgrades, and fossil free raw materials. The financial risks of inaction are increasing: expanding carbon-pricing mechanisms such as CBAM may raise supply-chain costs while reliance on suppliers with high product carbon footprints could lead to reputational risks, weaker competitiveness and potential implications for financing. Reduced dependence on fossil-based raw materials is expected to lower exposure to price volatility in crude oil markets and thereby reduce the impact on Beckers' financial performance. Most of Beckers' more sustainable technologies also require customers to pay higher product prices and to invest in new curing equipment, which may initially limit market uptake.

These developments underline the importance of continued emission reduction efforts across the value chain to manage both operational and financial risks and to support Beckers' long-term resilience.

Energy – impacts
Beckers continues to work to reduce overall energy use and increase the share of renewable energy through electrification of processes and equipment, investments in on-site solar power, procurement of renewable fuels such as biogas, and efficiency upgrades in buildings and production processes.
Several sites are certified to the ISO 50001 Energy Management System standard, supporting better understanding and systematic improvements. Beckers plans to equip all sites with online energy management systems to improve monitoring and energy performance.

Beckers' energy consumption contributes indirectly to global warming, which accelerates extreme weather events and place pressure on ecosystems, living conditions and communities. While these factors are important from an environmental impact perspective, they have not been identified as material financial risks in Beckers current assessment.

ACCELERATING **RENEWABLE ENERGY** ACROSS OPERATIONS



In 2025, Beckers reached 76% renewable energy across the Group – exceeding our 2030 target of at least 70% five years ahead of schedule. This represents a significant increase from 66% in 2024 and reflects a coordinated operational effort to decarbonize our manufacturing footprint in line with our climate strategy.

From 2025, renewable energy reporting also includes company cars and trucks, broadening the scope of measurement compared with previous years. Despite this expanded boundary, the renewable energy share increased substantially.

Our 2025 focus was clear: transition sites to renewable electricity and strengthen operational energy management. Today, nearly all production sites operate on renewable electricity. In Sweden, a new supplier agreement ensures 100% renewable district heating from July 2025. At the same time, sites have actively reduced reliance on non-renewable energy sources such as natural gas wherever technically feasible.

Where direct access to renewable electricity remains limited, Energy Attribute Certificates (EACs) are used as a transition mechanism. Supported by our global partner EcoHz, EAC management ensures transparency and traceability while enabling renewable electricity generation in developing markets. In parallel, we continue to prioritize physical renewable sourcing wherever infrastructure allows.

Operational electrification has also progressed. During 2024 and 2025, several sites transitioned from diesel and LPG forklifts to electric alternatives, contributing to reduced fossil fuel use within site operations.

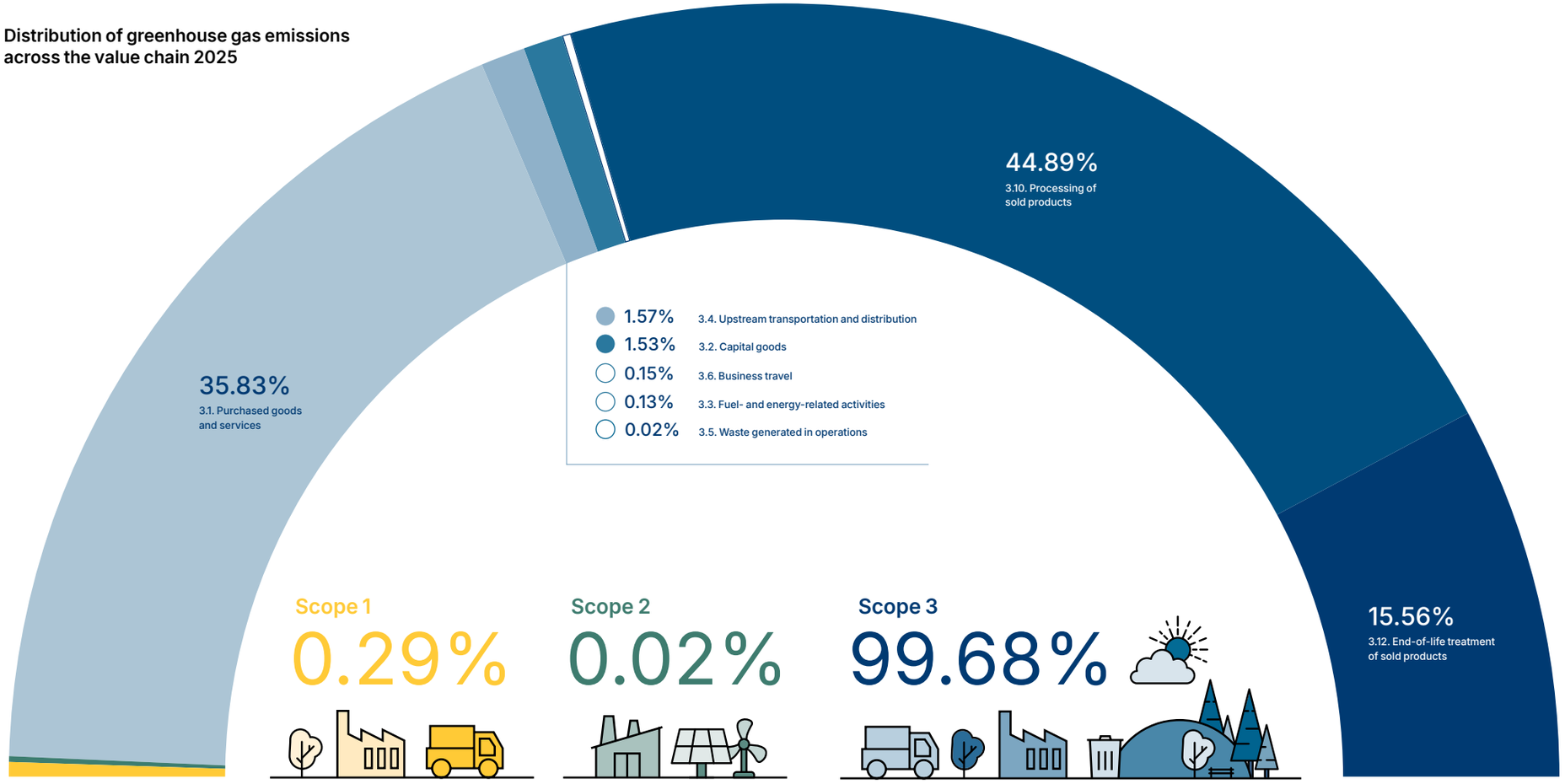
> **"Reaching 76% renewable energy five years ahead of target demonstrates how disciplined operational action can accelerate our climate transition."**

A key enabler of sustained improvement has been the deployment of a new Energy Management System (EMS) in 2025. The system enhances monitoring of electricity and natural gas consumption through additional submeters, enabling better visibility, reduced energy waste and more informed investment decisions.

Reaching 76% renewable energy marks an important milestone in reducing Scope 1 and 2 emissions. It also strengthens the foundation for the next phase of operational decarbonization – increasing physical renewable energy solutions, improving efficiency and embedding energy discipline across our global operations.

E1 Climate Change

Distribution of greenhouse gas emissions across the value chain 2025



E1 Climate Change

Impact, risk and opportunity management

IRO 1 Description of the processes to identify and assess material climate-related impacts, risks and opportunities

Beckers' Climate Strategy, updated in 2024, is grounded in an enhanced understanding of the company's greenhouse gas emissions profile and the scientific requirements for limiting global warming. In connection with this work, the company completed its first full Scope 3 emissions inventory, expanding its boundary conditions to fully align with the GHG Protocol. This provided a more detailed and accurate picture of Beckers' value chain emissions and enabled the company to identify the main drivers of its carbon footprint.

The updated strategy is supported by expanded Life Cycle Assessment capabilities and internal hotspot analyses, which confirm that most emissions occur outside Beckers' own operations. Raw materials account for approximately 36% of total emissions, making upstream engagement and renewable carbon solutions essential components of the company's long-term decarbonization pathway. But the fact that paint application is still dominating Beckers' calculated emissions by more than 44% highlights the importance of customer moving to more optimized curing technologies. The use of electricity and district heating in production, while improved in recent years, also serves as an underlying contributor to Scope 1 and Scope 2 emissions and informs Beckers' actions on renewable energy sourcing and energy efficiency.

Beckers' climate targets are based on the company's commitment to the Science Based Targets initiative (SBTi). The long-term targets define the company's decarbonization trajectory in line with a 1.5°C pathway and form the central assumptions for long-term planning and require substantial reductions across all scopes.

The Climate Strategy also incorporates external conditions that influence Beckers' ability to deliver these reductions. These include the varying availability of renewable electricity across regions, regulatory developments affecting energy markets and raw materials, and the pace of technological advancements that enable lower-carbon coating solutions, such as UV/EB curing and low-PMT curing technologies which bring a lot of value not only regarding carbon footprint reduction but it reduces the paint application energy consumption which means lower cost for customers. Supplier readiness to transition to renewable and lower-carbon footprint feedstocks, along with customers' ability to adopt new application technologies, also form important underlying assumptions.

Together, these analytical foundations, scientific benchmarks and operational dependencies define the context within which Beckers' climate-related targets have been established and are being implemented. For a more detailed description of the overarching process behind the company's double materiality assessment, see ESRS 2 IRO-1.

E1 2 Policies related to climate change mitigation and adaptation

In Beckers' strategic targets towards 2030, the company has committed to reducing greenhouse gas emissions in line with a science-based pathway and achieving net-zero emissions across its value chain by 2050. Beckers' sustainability framework sets out the principles and expectations that guide how climate considerations are integrated into business decisions, product development and operations.



Beckers applies a science-based approach to climate and sustainability, drawing on established sustainability principles and internationally recognized frameworks. This includes a clear commitment to progressively reducing dependency on fossil-based resources and avoiding practices that lead to a systematic increase in fossil carbon in products and operations.

Beckers' QEHSE policy establishes that the company shall work to reduce its climate-related footprint across its own operations and value chain. This commitment is operationalized through actions to minimize emissions from energy use, materials, logistics and product application, and through the continuous development of coating solutions that enable customers to reduce energy use and emissions in their own processes and applications.

E1 Climate Change

Climate considerations are integrated into Beckers' product strategy, sourcing decisions and operational management. In line with this approach, Beckers maintains climate-related policies and guidelines adapted to its business model, geographical footprint and value chain, supporting consistent implementation while allowing flexibility to address local conditions and priorities.

E1 3 Actions and resources in relation to climate change policies

Beckers' climate mitigation actions operationalise the company's transition plan and Science Based Targets, with a focus on reducing emissions across own operations and the value chain. The actions prioritize the most material emission sources and combine energy efficiency, renewable energy, technology development and supplier and customer engagement.

Actions addressing direct emissions (Scope 1)
Beckers continues to reduce direct emissions from its operations through systematic energy efficiency measures, fuel switching and optimisation of site-level processes.

In 2025, Beckers deployed a new Energy Management System (EMS), complemented by the installation of additional sub-metering for electricity and natural gas. The system improves visibility into energy consumption at site level and supports the identification and prevention of energy waste. Planned measures over the coming years include building insulation upgrades, installation of double-flow ventilation systems, replacement of legacy heating solutions, smart temperature control systems, and the purchase of more energy-efficient equipment for production, ventilation and ovens.

At some sites, building-level efficiency upgrades have been implemented to reduce heating and cooling demand. For instance, at the Märsta site, roof upgrades and replacement programs for ventilation equipment and windows have been ongoing since 2023 and are expected to continue until 2026.

Further reductions have been achieved through operational optimisation at sites such as Dormagen and Tarnow, including adjustments to gas boiler parameters, shutdown of non-essential equipment and reduced office temperature settings. In parallel, Beckers has initiated the gradual replacement of natural-gas-based systems with alternative technical solutions across sites, contributing to an estimated emission reduction of approximately 2,700 tCO_2e over the implementation period.

Beckers is transitioning its company-owned vehicle fleet to electric, hybrid or waste-based biofuel alternatives to reduce emissions. During 2025, nine sites replaced petrol vehicles with electric or hybrid options, with the UK site expected to follow in 2026. This initiative is expected to reduce emissions by approximately 117 tCO_2e.

Actions addressing indirect emissions from energy (Scope 2)
Beckers has accelerated its transition to renewable electricity as a key measure to reduce indirect emissions from energy consumption.

During 2025, additional Energy Attribute Certificates (EACs) were purchased to further increase the share of renewable electricity across Beckers' operations globally. The estimated greenhouse gas reduction associated with this action is approximately 3,000 tCO_2e.

In parallel, Beckers continued to deploy on-site renewable energy generation. This includes the extension of a solar farm in South Africa, increasing annual renewable electricity production by an additional 84 MWh. The investment amounted to 0.2 mEUR.

Actions addressing other indirect emissions (Scope 3)
As more than 99% of Beckers' total greenhouse gas emissions originate from Scope 3 categories, value-chain actions represent a critical component of the company's climate mitigation efforts.

Raw materials and sourcing
Beckers has established partnerships with start-ups and research institutions to develop and scale more sustainable raw materials. Planned actions include developing joint roadmaps with suppliers for key materials such as polyester, titanium dioxide, amino resins and solvents, substituting existing materials with lower-emission alternatives and implementing sustainable procurement strategies. Collectively, these measures are expected to reduce Scope 3 emissions by approximately 18–20% by 2030, representing the largest contribution to Beckers' Scope 3 reduction target.

The raw materials' emissions reduction plan includes:
• ***Supplier engagement and data development***
Beckers actively engages with suppliers to improve the availability and quality of emissions data and to gain insight into suppliers' decarbonization roadmaps. In parallel, internal capabilities have been developed to process, integrate and use this in sustainability reporting and decision-making. These actions are expected to contribute to a reduction of approximately 6–8% of Beckers' total Scope 3 emissions by 2030.

• ***Mass balance and low-emission raw materials***
As part of the raw materials action plan, Beckers supports the use of mass balance approaches for resins and solvents as a powerful pathway to reduce emissions in the raw material value chain.

Product design and life-cycle optimization
In 2025, Beckers launched an automated Life Cycle Assessment (LCA) tool tailored to customer-specific products. The tool supports the evaluation of emissions across the product life cycle and informs both product design and customer dialogue. In parallel, Beckers has tested and developed a range of solutions demonstrating the emissions reduction potential of advanced downstream application technologies such as UV/EB curing. These initiatives, once accepted by customers' are expected to reduce Scope 3 emissions by approximately 10–12%.

Resources, timelines and link to targets
These actions support the achievement of Beckers' near-term and long-term climate targets, including its Science Based Targets and net-zero ambition. Measures addressing Scope 1 and 2 emissions focus on technologies and investments under Beckers' direct control and deliver near-term reductions, while Scope 3 actions rely on supplier collaboration, product innovation and broader value-chain transformation with longer implementation timelines. Together, these actions form the basis for progress towards the emissions reduction targets.

E1 Climate Change

Metrics and targets

E1 4 Targets related to climate change mitigation and adaptation

Beckers has worked with climate action and emissions reduction targets for many years as part of its sustainability and business strategy. In 2024, the company reviewed and updated its existing climate targets to ensure full alignment with the Science Based Targets initiative (SBTi), resulting in the near-term and long-term targets validated in March 2025. From 2025 onwards, Beckers tracks progress against these updated targets:

Near-term targets (2030)
Beckers commits to reduce absolute greenhouse gas emissions by 2030, compared with the 2019 base year, as follows:

- Scope 1 and Scope 2: reduction of 75%.
- Scope 3: reduction of 27.5%.

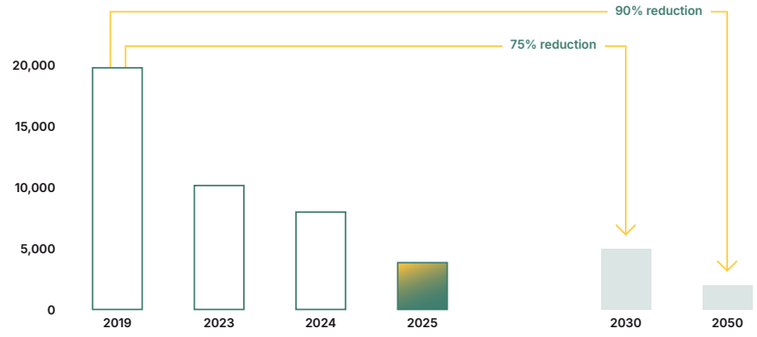
These near-term targets are designed to drive immediate emissions reductions across Beckers' own operations and value chain. The targets for Scope 1 and 2 emissions are aligned with a 1.5°C pathway, while Scope 3 target is aligned with a well-below 2°C trajectory, in accordance with SBTi criteria.

Long-term targets (2050)
Beckers commits to reduce absolute greenhouse gas emissions across Scopes 1, 2 and 3 by 90% by 2050, compared with the 2019 base year. The long-term target reflects the scale of transformation required across energy use, product technologies and the value chain to support a net-zero outcome.

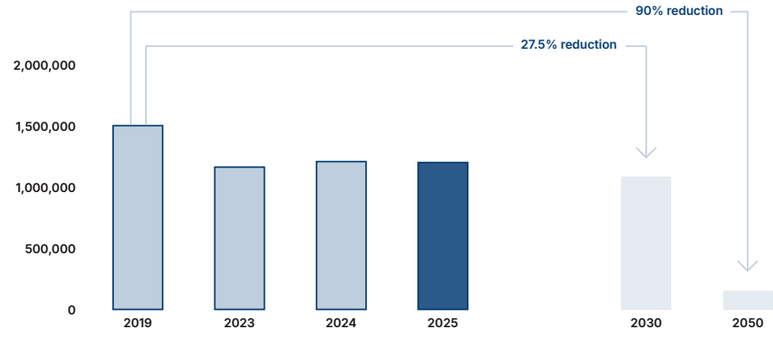
Net-zero target
Beckers commits to achieving net-zero greenhouse gas emissions across its value chain by 2050, in accordance with its Science Based Targets initiative (SBTi) validation. The target boundary includes land-related emissions and removals from bioenergy feedstocks, in line with SBTi requirements.

Link to climate mitigation actions and progress tracking
The targets are supported by Beckers' climate transition plan and implemented through detailed mitigation actions, covering decarbonization of own operations, transformation of the product portfolio and engagement across the value chain. Progress against the targets is monitored annually through Beckers' greenhouse gas inventory and internal performance management processes.

Total market-based Scope 1 and 2 GHG emissions, tCO_2e



Total Scope 3 GHG emissions, tCO_2e



E1 Climate Change

E1 5 Energy consumption and mix

Beckers discloses energy consumption from premises and company-owned vehicles in the table on page 43. In 2024, only energy consumed at our premises was reported, so the 2025 figures are not fully comparable as they also include energy used for company-owned vehicles. Compared with 2024, total premises energy consumption remained largely stable, while our use of renewable electricity and renewable fuels increased. Total energy use from premises decreased 2%, with 0.9% decrease in electricity consumption (produced product volume up by 2%), limited change in total gas usage (natural gas and biogas) and 15% decrease in district heating consumption.

Total renewable energy

Our efforts in reducing fossil fuel usage are demonstrated in the positive trend that we have had in the last ten years in the use of renewable energy. In 2024, the share of renewable energy in our total energy consumption from premises was 66%. In 2025, the share of renewable energy in our total energy consumption from premises and company-owned vehicles was 76%.

Renewable electricity

In 2025, we increased the share of renewable electricity at our premises to 99.8% This progress was achieved through the widespread procurement of Renewable Energy Certificates (RECs) or otherwise known as Energy Attribute Certificates (EACs), thereby reducing the share of non-renewable electricity in our energy mix. In certain locations our offices are part of multi-tenant buildings where common area or landlord controlled electricity is not procured as renewable.

Total fuel consumption

Total fuel consumption at our premises decreased by 0.7%, primarily due to a 15% reduction in non-renewable fuel usage. This reduction was driven by a notable 15% decrease in natural gas consumption. Other factors affecting the fuel consumption are a decrease in the on-site use of LPG (-79%) and diesel (-11%). The decrease in diesel and LPG is due to several sites shifting from diesel and LPG forklifts to electric forklifts. There is an increase in use of biodiesel (+3%) and biogas (+126%) compared to 2024.

Energy intensity ratio

Despite a slight increase in production volumes, the energy consumption remained stable, supported by the implementation of efficiency measures at several production sites.

As a paint manufacturer, Beckers operates in a high-impact climate sector of "manufacture of paints, varnishes and similar coatings". The energy intensity for these activities has been calculated by dividing Beckers' total energy consumption by its total net sales.

Overview of energy data

We continue to focus on energy efficiency for premises by optimizing facility usage where possible to improve visibility of energy use and identify opportunities for efficiency improvements.

For company-owned vehicles we continue to shift to electric and hybrid vehicles to decrease energy consumption from diesel and petrol vehicles.

Energy consumption & mix

Metric	Unit	2025	2024	2023
Total energy consumption	**MWh**	**55,826**	**54,693**	**54,502**
Total fossil energy consumption	**MWh**	**13,660**	**18,542**	**22,758**
Fuel consumption from coal and coal products	MWh	-	-	-
Fuel consumption from crude oil and petroleum products	MWh	2,674	621	741
Fuel consumption from natural gas	MWh	10,252	12,055	13,812
Fuel consumption from other fossil sources	MWh	-	-	-
Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources	MWh	734	5,866	8,204
Share of fossil sources in total energy consumption	%	24	34	42
Consumption from nuclear sources	**MWh**	**36**	-	-
Share of consumption from nuclear sources in total energy consumption	%	0.07	-	-
Total renewable energy consumption	**MWh**	**42,166**	**36,151**	**31,744**
Fuel consumption from renewable sources	MWh	3,253	1,455	19
Consumption of purchased or acquired electricity, heat, and cooling from renewable sources	MWh	37,727	33,746	30,825
Consumption of self-generated non-fuel renewable energy	MWh	**1,186**	**951**	**900**
Share of renewable sources in total energy consumption	%	76	66	58
Energy production	**MWh**	**1,370**	**971**	**967**
Non-renewable energy production	MWh	-	-	-
Renewable energy production	MWh	**1,370**	**971**	**967**

Energy intensity per net revenue

Metric	Unit	2025	2024	2023
Energy intensity in connection with activities in high climate impact sectors[1]	MWh/ mEUR	93	88	89

[1] When calculating energy intensity the net revenue of 600,720 kEUR was applied, as presented in our separate financial report on page 4.



Renewable Energy Target Achieved Ahead of Plan

Beckers reached 76% renewable energy use across operations in 2025 – exceeding our 2030 ambition five years early. The milestone reflects disciplined execution of site-level energy transitions and operational investments, reducing carbon exposure while strengthening cost resilience and supporting our SBTi-aligned decarbonization pathway.

E1 Climate Change

E1 6 Gross Scopes 1, 2, 3 and Total GHG emissions

Metric	Unit	2019	2023	2024	2025	% 2025 2024	2030	2050	Annual % target/ Base year
Total market-based Scope 1 and 2 GHG emissions	tCO_2e	19,741	10,125	7,952	3,821	−52%	4,935	1,974	−12%
Gross Scope 1 greenhouse gas emissions	tCO_2e	5,946	3,765	3,651	3,541	−3%			
Percentage of Scope 1 GHG emissions from regulated emission trading schemes	%	0	0	0	0	0%			
Gross location-based Scope 2 greenhouse gas emissions	tCO_2e	13,926	11,293	12,072	11,045	−9%			
Gross market-based Scope 2 greenhouse gas emissions	tCO_2e	13,795	6,360	4,301	280	−93%			
Total Gross Scope 3 GHG emissions	tCO_2e	1,501,426	1,163,126	1,208,084	1,200,457	−1%	1,088,534	150,143	−3%
1 Purchased goods and services	tCO_2e	586,554	444,678	446,465	431,442	−3%			
2 Capital goods	tCO_2e	5,428	10,539	19,335	18,453	−5%			
3 Fuel and energy-related activities	tCO_2e	3,695	3,078	2,548	1,551	−39%			
4 Upstream transportation and distribution	tCO_2e	24,452	19,067	21,071	18,961	−10%			
5 Waste generated in operations	tCO_2e	385	2,873	110	204	86%			
6 Business travel	tCO_2e	2,714	2,802	3,576	1,863	−48%			
7 Employee commuting	tCO_2e	-	-	-	-	-			
8 Upstream leased assets	tCO_2e	-	-	-	-	-			
9 Downstream transportation	tCO_2e	-	-	-	-	-			
10 Processing of sold products	tCO_2e	654,671	507,085	532,536	540,604	2%			
11 Use of sold products	tCO_2e	-	-	-	-	-			
12 End-of-life treatment of sold products	tCO_2e	223,526	173,005	182,443	187,379	3%			
13 Downstream leased assets	tCO_2e	-	-	-	-	-			
14 Franchises	tCO_2e	-	-	-	-	-			
15 Investments	tCO_2e	-	-	-	-	-			
Total GHG emissions									
Total GHG emissions (location-based)	tCO_2e	1,521,298	1,178,184	1,223,807	1,215,043	−1%			
Total GHG emissions (market-based)	tCO_2e	1,521,167	1,173,251	1,216,036	1,204,278	−1%			
GHG Intensity									
Total GHG emissions (location-based) per net revenue[1]	tCO_2e/ k EUR	2.48	1.92	1.97	2.02	3%			
Total GHG emissions (market-based) per net revenue[1]	tCO_2e/ k EUR	2.48	1.91	1.96	2.00	2%			
Biogenic emissions[2]									
Biogenic emissions outside of Scope 1	tCO_2b	2	18	2	6	196%			
Biogenic emissions outside of Scope 3	tCO_2b	510	313	4,919	2,512	−49%			

[1] When calculating GHG intensity the net revenue of 600,720 kEUR was applied, as presented in our separate financial report on page 4. [2] A calculation of biogenic emissions outside of Scope 2 could not be carried out due to unavailability of emission factors.

E1 Climate Change



Gross Scopes 1, 2, 3 and total GHG emissions
The reporting boundary conditions are aligned with the GHG protocol and SBTi. All significant and applicable Scope 3 categories are included in the annual inventory.

Climate adaptation and mitigation
During 2025, we achieved noteworthy progress in raw materials carbon footprint through sustainable sourcing. By integrating supplier-specific carbon footprint data into Scope 3.1 for the first time, we could differentiate between the suppliers' raw materials carbon footprint data and build roadmaps with our major suppliers to reduce carbon footprint by 2030, which led to a reduction in 2025 driven by understanding the supplier progress versus our 2019 baseline. In addition, industry average and secondary data improvement has also supported the progress. If updates of secondary data are due to data refinement, it's not considered as progress. This improvement was achieved through active collaboration with suppliers, enhancing data quality, transparency and building a strong governance and rules. The results can be seen in our 3.1 emissions presented on page 44.

Our science-based climate targets were approved by the SBTi, and we have now reached 76% renewable energy and reduced our Scope 1 and 2 emissions by 81% since 2019. In 2025, a significant increase in renewable energy certificates (RECs) was instrumental in the reduction.

Data collection
Beckers collects activity data at site level for Scope 1 and Scope 2 emissions, as well as for paper consumption, water supply, upstream transportation and distribution, waste volumes and business travel in a web-based reporting tool used jointly with our owner, Lindéngruppen.

Data for other categories, including raw materials and packaging, capital goods, processing of sold products and end-of-life treatment, are collected centrally using information from ERP systems, financial systems and industry sources such as the European Coil Coating Association (ECCA).

Of our total Scope 3 emissions, 14.7% are calculated using primary activity data. Primary data includes company-specific or supplier-specific information such as energy consumption, transport weights and distances, travel activity, procured and sales volumes as well as supplier-specific emission factors. The remaining emissions are estimated using secondary data, based on relevant parameters such as production volumes from previous years, number of employees, or other proxy indicators. Wherever possible, we use primary activity or emissions data from suppliers and internal systems; for harder-to-track categories, we rely on secondary datasets and apply conservative estimates in line with the GHG Protocol.

Calculation methodology
We report our greenhouse gas emissions in accordance with the GHG Protocol and apply Financial Control Approach. Our inventory covers the seven relevant greenhouse gases (CO_2, CH_4, N_2O, HFCs, PFCs, SF_6 and NF_3), and all emissions are expressed in carbon dioxide equivalents (CO_2e) using 100-year global warming potentials. CO_2e emission factors are selected based on their methodological relevance, recency, and availability to ensure consistency and accuracy in reporting.

Scope 1
Scope 1 emissions include direct emissions from sources owned or controlled by Beckers. These arise from stationary combustion, fuel use in company-owned vehicles, and the incineration of VOCs. Fugitive emissions are excluded due to their low materiality. Emissions from fuel and energy use are calculated by multiplying energy consumption with emission factors from DEFRA v14 / DESNZ 2025. Emissions from VOC incineration are calculated based on the mass of VOCs treated and apply VOC-specific factors derived using the methodology set out in the Report on Climate Change Consequences of VOC Emission Controls (AEA Energy & Environment, 2007).

Scope 2 location based
Our Scope 2 emissions include electricity and district heating consumed at our premises, as well as electricity used for company-owned vehicles. Under the location-based method, emissions are calculated by multiplying the amount of actual energy consumption with country-specific average grid emission factors from IEA v8 for electricity, and with recognized national heat emission factors such as Umweltbundesamt (2022) and Energi Företagen (2024) for district heating.

Scope 2 market based
Emissions under the market-based method are calculated following a defined hierarchy. Supplier-specific emission factors are used for electricity where available. In the absence of supplier-specific factors, residual mix emission factors from AIB v15 are applied. Where no residual mix exists, country-specific IEA v8 factors are used. For district heating, supplier-specific emission factors are used when provided; otherwise, the corresponding location-based factor is applied.

E1 Climate Change

Scope 3

1 Purchased goods and services

At Beckers, the reporting boundary for 3.1 comprises of raw materials, packaging, paper and water supply. Purchased services are excluded as suitable activity data is not available. The raw materials and packaging related Scope 3.1 emissions are calculated based on procured volume and accepted-quality emission factors. Primary data is used where a supplier-specific PCF is available and has passed Beckers' quality assurance carbon footprint data criteria. Otherwise PCF values from secondary databases (Ecoinvent 3.11, Sphera MLC 2025 and CEPE v4) are used. Emissions from paper and water supply are derived from the mass of paper used or procured and cubic meters of water withdrawal and relevant emission factors from the sources DEFRA v14/DESNZ 2025.

2 Capital Goods

Emissions from capital goods arise from the upstream production and processing of long-lived assets purchased by Beckers for use in its operations. Emissions are calculated using secondary, spend-based data, with the exception of solar panels. The spend-based emission factors are sourced from the Swedish National Agency for Public Procurement (2019). As these factors were originally expressed in Swedish kronor, they were converted to euros using a fixed exchange rate. For solar panels, emissions are calculated in the year of completion based on their watt-peak capacity. IT equipment purchases are excluded from this category due to their low materiality.

3 Fuel- and Energy-Related Activities

The calculation is based on the annual energy consumption data used to calculate the Scope 1 and 2 emissions, derived from activity data such as supplier invoices, meter readings, and other directly reported fuel and electricity consumption. These actual consumption figures are multiplied by the corresponding upstream emission factors sourced from Sphera MLC v18 and DEFRA v14 / DESNZ 2025.

4 Upstream Transportation and Distribution

Emissions from third-party transport arise when goods are delivered from tier-1 suppliers to Beckers sites or from Beckers sites to customers as well as movements of goods between Beckers' own facilities using vehicles not owned or controlled by Beckers. Activity data is based on shipment-specific information including the mass of the transported goods, transport distances, vehicle types, propulsion fuels, and load allocation. Emissions are then calculated using mode- and fuel-specific emission factors sourced from DEFRA v14 / DESNZ 2025, with DESNZ 2024 factors applied for transport using alternative fuels.

5 Waste Generated in Operations

Emissions from waste arise from both manufacturing and non-manufacturing operations. The calculation is based on tons of waste generated per waste type and waste treatment method, cubic meters of water discharge, and relevant emission factors from the source DEFRA v14/DESNZ 2025.

6 Business Travel

This category includes emissions from the transportation of employees for business-related activities in modes of transport owned or operated by third parties, such as aircraft, trains, and passenger cars. For air and rail travel, activity data is collected exclusively in passenger-kilometres (pkm), calculated based on the distance travelled and the number of passengers per trip. For passenger vehicles (employee-owned or hired), activity data may be reported as energy consumed, distance travelled, or spend-based data, depending on availability. Emissions are calculated using centrally defined emission factors: distance- and pkm- based factors from DEFRA v14 / DESNZ 2025; energy-based factors from DEFRA v14 / DESNZ 2025, IEA 2025, and Sphera MLC v18; and spend-based factors for hired vehicles from the Swedish National Agency for Public Procurement (2019). For rail travel specifically, country-specific emission factors are applied for Sweden, Germany, and France, sourced from SJ, Deutsche Bahn, and SNCF/Eurostar and selected according to rail category.

10 Processing of Sold Products

Scope 3.10 covers downstream energy use associated with curing and applying Beckers' coatings, including electricity, natural gas and solvent incineration during customer processes. The methodology applies standard assumptions regarding solvent content, coating coverage, and typical industry curing practices, using energy per m^2 benchmarks from ECCA and European electricity and natural gas emission factors from Ecoinvent 3.11. These parameters are applied to the total volume of sold products to estimate the emissions associated with downstream processing.

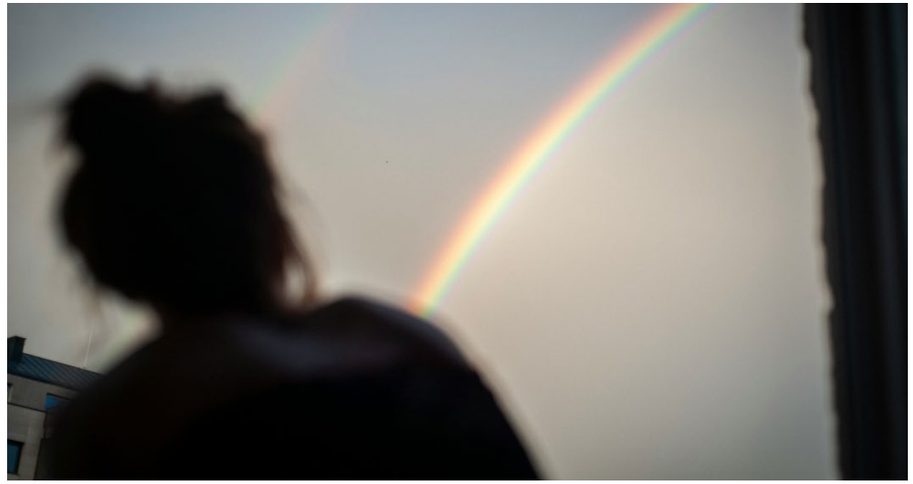
12 End-of-Life Treatment of Sold Products

This category includes emissions associated with the end-of-life treatment of our sold products and their packaging. The solid portion of coatings remaining at end-of-life is assumed to be fully incinerated using the general solid waste incineration emission factors from Ecoinvent 3.11, reflecting typical treatment routes for coil coating products. Packaging is reported in mass units and treated according to a standard recycling-to-disposal split, with emissions calculated using DEFRA v14/DESNZ 2025 factors.

Several Scope 3 categories are excluded from Beckers' annual GHG emissions inventory due to low materiality. Excluded categories include employee commuting (Category 7), upstream leased assets (Category 8), downstream transportation and distribution (Category 9), and downstream leased assets (Category 13). Together with purchased services (Category 1) and IT equipment (Category 2), these categories represented less than 1% of total Scope 3 emissions in the base year. In addition, certain categories are excluded because they are not applicable to Beckers' business model: Use of sold products (Category 11), as Beckers' products do not consume fuel or energy during use nor contain greenhouse gases that are emitted during the use phase; Franchises (Category 14), as Beckers does not operate franchise activities; and Investments (Category 15), as Beckers has no external investments that fall within this category.

As with all greenhouse-gas inventories, the use of estimates and secondary datasets introduces inherent uncertainty, especially in areas where primary activity data is not yet available. As data quality improves over time through methodological refinements, enhanced supplier engagement, and increased availability of primary data, reported figures may change accordingly. Beckers applies a formal base-year recalculation policy that triggers a recalculation when changes in methodology, data quality or organizational boundaries lead to a variation of more than ±5 percent in total emissions.

E1 Climate Change



Carbon emissions

Our total emissions

Our total emissions for the year amounted to 1,215,043 metric tons of carbon dioxide equivalents (tCO_2e) from location-based emissions and 1,204,278 tCO_2e from market-based emissions. This data encompasses Scope 1 emissions, which represent direct emissions from owned or controlled sources, Scope 2 emissions, which cover indirect emissions from the generation of purchased electricity and heating as well as Scope 3, for all the applicable GHG categories that are material for Beckers Group. Understanding and reducing our carbon footprint remains a priority as we work toward achieving our long-term environmental goals.

Total Scope 3 emissions for 2025 amounted to 1,200,457 tCO_2e, representing 99% of our total emissions. The largest contributors were:

- Processing of sold products (3.10) – 540,604 tCO_2e (45%of Scope 3).
- Purchased goods and services (3.1) – 431,442 tCO_2e (36% of Scope 3).
- End-of-life treatment of sold products (3.12) – 187,379 tCO_2e (16% of Scope 3).

We have continued our long-term trend of reducing our Scope 1 and Scope 2 (market-based) emissions, despite the increased volumes produced, and we have now reached 76% renewable energy and reduced our Scope 1 and 2 emissions by 81% since 2019. In 2025, a significant increase in renewable energy certificates (RECs) was instrumental in the reduction. We purchased both bundled (54%) and unbundled (46%) certificates. The emissions reductions at our own operations remain important to our Climate Strategy, even if they are small in comparison to Scope 3.

Within our 2030 targets, we track emissions from upstream transportation (GHG protocol category 3.4), which decreased by 10% in 2025, mainly due to reduced air freight and an increased use of HVO for ground freight.

Looking ahead, our Climate Strategy focuses on reducing emissions from key Scope 3 sources, particularly in customer use and the application of our sold products and raw materials. As part of our commitment to SBTi-aligned targets, these reductions are integrated into our long-term climate roadmap.

Emissions intensity

To adjust for the fact that operations might fluctuate and that the extent of operations might differ between locations, we use relative measurements to complement the absolutes. Our key emission intensity indicator is metric tons CO_2e per metric ton of sold product, in addition to the disclosure of emissions per net revenue.

Our total emissions per metric tonne of sold product have decreased by 3% since 2024. Emissions per net revenue in 2025 were 2 tonnes CO_2e per thousand Euro (market-based method), an increase of 2% compared to 2024.

Scope 1 and 2

In line with our commitment to reducing environmental impact, we have achieved a reduction of over 53% in our Scope 1 and 2 emissions per tonne product sold between 2024 and 2025, exceeding expectations. This achievement demonstrates our progress toward decarbonization and our ongoing efforts to align with global best practices.

Our efforts in 2025 have primarily focused on transitioning to renewable electricity for all sites and deploying energy management systems to better understand our energy consumptions, guide us to avoid energy waste and optimize our processes.

Scope 3

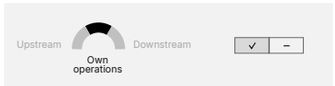
In 2025 we achieved a minor reduction in total Scope 3 emissions (less than 1%) and a 3% reduction in Scope 3 emissions per tonne product sold. The main contributor is a reduction (-3%) in overall emissions from raw materials and packaging compared to 2024, which translates into a reduction in emissions from raw materials and packaging per sold tonne of 6%. Through active collaborations, we launched a supplier survey and a webinar that helped us gather more primary data that we integrated into Scope 3.1 for the first time, and that has been done after confirming its quality not only for corporate reporting purposes but to be ready for use in our customers' LCAs as well. Overall, we have primary emissions data from suppliers covering 36% of total emissions from raw materials and packaging, and that was a major driver for carbon footprint reduction in 2025.

E2 Pollution

Beckers work systematically to prevent and reduce pollution across its operations. This section provides an overview of the policies, actions and targets that guide how we identify, manage and report our material impacts, risks and opportunities related to air, water and soil pollution, as well as our use of hazardous substances and microplastics.

SBM 3 Material impacts, risks and opportunities and their interaction with strategy and business model

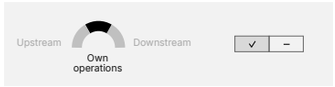
Material sustainability matters	E2 Pollution of air	E2 Pollution of water	E2 Pollution of soil
Value chain	Upstream, own operations, downstream	Upstream	Upstream, own operations
Impact	Actual | Positive Potential | Negative	Actual | Positive Potential | Negative	Actual | Positive Potential | Negative
	Air quality is impacted through production and transportation activities. The main emissions are VOCs, which can affect human health and contribute to smog and air quality degradation, while NOx, SOx and particulate matter (PM10) are primarily linked to upstream raw material handling.	Negative impacts on water quality occur in the upstream value chain, where raw material extraction and chemical production may lead to the release of pollutants such as nitrates, phosphates and heavy metals into water bodies.	Soil pollution occurs when hazardous substances, such as solvents, heavy metals or other chemical compounds, enter the ground through spills, leakages or improper waste disposal. Once present, pollutants can persist for extended periods, affecting soil quality, biodiversity and groundwater.
Measures to reduce the impact	Local environmental monitoring is conducted around most of our production sites, following local environmental regulatory requirements. Targeted VOC reduction initiatives have been implemented, with several sites carrying out specific projects to lower emissions.	Beckers addresses water pollution impacts upstream through its Supplier Code of Conduct and ongoing supplier engagement. Suppliers are required to minimize environmental pollution and improve performance.	Suppliers are required to minimize environmental pollution and improve performance. Preventive measures and when required, soil monitoring reduce the risk of local contamination from operations.
Financial effect	Risk | Opportunity	Risk | Opportunity	**Risk** | Opportunity The use of chemicals poses a risk of soil contamination in the event of leaks or spills. Contaminated sites may result in fines, remediation costs and reduced asset values.
Time horizons	● ● ○ Medium-term	● ● ○ Medium-term	● ● ○ Medium-term



E2 Pollution

SBM 3 Material impacts, risks and opportunities and their interaction with strategy and business model

Material sustainability matters	E2 Substances of concern & very high concern	E2 Microplastics
Value chain	Upstream, own operations, downstream	Upstream, own operations, downstream
Impact	Actual / Positive / Potential / **Negative**	Actual / Positive / Potential / **Negative**
	Negative impacts on human health and the environment are linked to Beckers' value chain, including upstream sourcing, own operations and downstream use of products, where the production, handling and use of hazardous substances and substances of concern may result in harmful exposures.	Microplastic pollution occurs when coating films degrades or delaminates through weathering, wear, or abrasion, releasing persistent particles into soil, waterways and air. For coatings applied to high-wear surfaces such as building materials and automotive components, this gradual breakdown is a recognized source of microplastic emissions.
Measures to reduce the impact	Suppliers are required to follow relevant international conventions and REACH requirements. Beckers reduces substances of concern through substitution and communicates safe use to downstream users through Safety Data Sheets.	Beckers monitors and manages microplastics in line with applicable regulatory requirements, including the EU REACH Microplastics Restriction, and has established processes to meet reporting obligations. Beckers also supports customers by providing relevant documentation and guidance on safe use and disposal.
Financial effect	Risk / Opportunity	Risk / Opportunity
Time horizons	● ● ○ Medium-term	● ● ○ Medium-term



E2 Pollution

Impact, risk and opportunity management

E2 1 Policies related to pollution

At Beckers, pollution-related impacts, risks and opportunities are governed through our Quality, Environment, Health & Safety and Energy Policy (QEHSE) which serves as our primary environmental management policy. The QEHSE Policy guides how Beckers identifies and manages pollution risks, reduce emissions to air, prevent water contamination and minimize soil pollution from chemical handling, leaks and spills. It also sets expectations for compliant and safe management of substances of concern and substances of very high concern, as well as for tracking and managing intentionally added microplastics in our formulations. The policy, which is applicable at all sites, underpins our approach to emergency preparedness, spill response and incident reporting.

These policy principles are applied across many Beckers sites through environmental management systems, permitting processes and operational procedures.

For more information on Beckers' QEHSE Policy, see ESRS 2 GOV-2 on page 16.

E2 2 Actions and resources related to pollution

In line with the QEHSE Policy, Beckers implements actions to mitigate pollution, reduce emissions of substances of concern and identify and reduce microplastics across its own operations and product portfolio. These actions support the achievement of Beckers' pollution-related objectives and targets and are carried out in compliance with applicable local and international regulations, including REACH and CLP.

Pollution of air, water and soil

Air, water and soil quality are monitored regularly at several sites in accordance with applicable local legislation.

Emissions-reduction measures focus on decreasing the consumption of natural gas, Liquefied Petroleum Gas (LPG) and diesel consumption; transitioning to renewable energy sources such as renewable electricity, biogas and biodiesel from waste; better operational procedures to avoid, contain, extract and abate VOCs (including closed circuits, vessel covers, aspiration systems and installation of technologies like VOC abatement systems).

Currently, eight sites have VOC abatement systems in place and investments to install more are planned through to 2030. In addition, pilots have been tested in 2025 to explore new technologies like UV/ozone/plasma & UV/advanced filters to abate VOC emissions with minimal electricity consumption to replace natural gas thermal oxidizers in the USA.

UV/EB curing for coil coatings is a technology without solvent, avoiding VOC at the source.

Land use and soil pollution risks are managed through site-specific procedures for chemical storage, spill prevention and remediation. To strengthen control of pollution to soil and water, Beckers is also enhancing leakage and spill monitoring.

Substances of concern and substances of very high concern

Beckers has developed a classification tool, The Beckers Sustainability Index (BSI), to measure sustainability performance of products, with the aim of reducing the content of substances of concern and very high concern in products. The BSI rates human and environmental health hazards and the occurrence of restricted or banned substances contained in one kilogram of formulated, finished, packed product. Beckers' goal for 2030 is to have zero products from the BSI Concern Class. Beckers conducts regular training on safe working practices for dealing with hazardous substances at sites.

Microplastics

Other planned actions for the future include improved microplastics reporting for Beckers as part of REACH compliance. Starting in 2026, a system to improve monitoring and accounting for microplastics in products will be developed.

Metrics and targets

E2 3 Targets related to pollution

Beckers has established pollution-related targets that support the implementation of its QEHSE Policy and address its material pollution-related impacts, risks, and opportunities. These targets include quantitative objectives to reduce VOC emissions from own operations, as well as portfolio-related ambitions such as the elimination of Beckers Sustainability Index (BSI) Concern Class products by 2030. By 2030, Beckers aims to reduce VOC emissions from its own operations by 30% compared to the 2020 baseline.

E2 4 Pollution of air, water and soil

Pollution of air, water and soil

Beckers discloses emissions of pollutants to air, water and soil from its own operations, as well as the microplastics it generates or uses. For Beckers, key air pollutants are VOCs, NOx, SOx and particulate matter (PM10 and PM2.5). Water pollution risks are linked to wastewater, cleaning processes and chemical handling at sites, while soil pollution risks arise from spills, storage and legacy contamination.

Microplastics

Microplastics are widely found in the environment and do not readily biodegrade, making their presence in water, soils and food chains a growing concern. Beckers has identified that approximately 5-7% of the content in its liquid paint products consists of intentionally added microplastics. Only intentionally added microplastics are disclosed, in line with industry standards, based on raw material purchase data and sales volumes. Beckers manages the associated risks through safe handling and disposal practices and by supporting customers with guidance on correct application and end-of-life management. Beckers actively monitors regulatory developments, including the REACH Microplastics Restriction, and is developing enhanced systems for tracking and reporting microplastics from 2026 onwards.

Methodologies and assumptions

Emissions are consolidated for facilities under Beckers'

E2 Pollution

financial and operational control. Where required by local permits, air emissions are measured using automatic monitoring systems and / or periodic sampling analyzed by accredited third-party laboratories. At other sites, emissions are estimated using energy consumption data and recognized emission factors, and mass balance calculation is used for VOC emissions. Soil and water pollution are monitored at locations where this is required by legislation through soil, wastewater and water sampling carried out by external laboratories. For microplastics, data is based on raw material purchase information combined with product sales volumes. Where estimates are used, the methodological uncertainty is assessed to be approximately 10 percent.

E2 5 Substances of concern and substances of very high concern

Beckers monitors and reports substances of concern (SoC) and substances of very high concern (SVHC) in line with the EU REACH and CLP regulations. Tracking these substances in our raw materials and product portfolio is an integral part of our chemical management and supports our ambition to minimize hazardous substances in our coatings.

Information on SoC and SVHC is obtained from Safety Data Sheets and supplier documentation and recorded in Beckers' chemical management systems. This allows us to identify substances present in purchased raw materials and to calculate the quantities that leave Beckers as part of finished products. Emissions of SoC and SVHC are excluded from reporting, as production takes place in controlled, closed environments where raw material losses are minimal and cannot be reliably measured.

Beckers' ambition is to reduce the use of SVHC and uses the Beckers Sustainability Index to identify products containing hazardous substances above regulatory thresholds and to guide substitution work.

Methodologies and assumptions

SoC follows the hazard classifications listed in Part 3 of Annex VI of the CLP Regulation, while SVHC is defined using the ECHA Candidate List. The REACH concentration threshold of 0.1% is applied for SVHC disclosures, and the generic concentration limits under CLP are applied for SoC.

SoC and SVHC are tracked using Safety Data Sheets and supplier information recorded in Beckers' chemical management systems. The quantities present in finished products are calculated by combining the concentration of these substances in raw materials with the volumes of products sold. Emissions of SoC and SVHC to air, water or soil are not reported due to the closed nature of Beckers' production processes and the absence of reliable measurement methods.

Reporting thresholds are applied in line with regulatory requirements. The resulting SoC and SVHC metrics for 2025 have not been externally validated beyond the independent assurance of the Sustainability Report.

Pollution of air

Metric	Unit	2025	2024	2023
Emissions of NOx	kg	5,822	23,363	32,386
Emissions of SOx	kg	1,750	19,804	29,581
Emissions of PM10	kg	599	8,197	12,280
Emissions of PM2.5	kg	232	5,527	8,451
Emissions of VOC	metric tons	369	363	363

Microplastics

Metric	Unit	2025	2024	2023
In raw materials purchased for production	metric tons	1,836	1,828	1,832
In sold products	metric tons	1,735	1,667	1,691

Substances of concern & Substances of very high concern

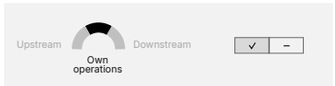
		2025		2024		2023	
Metric	Unit	SoC	SVHC	SoC	SVHC	SoC	SVHC
In raw materials purchased for production	metric tons	36,642	351	32,161	431	30,338	482
In sold products	metric tons	34,529	348	31,780	395	28,430	342

E3 Water

Water is a valuable resource. While Beckers' water withdrawal and consumption are limited, we take a responsible approach to water management to minimize environmental impacts and reduce operational risks. This section outlines Beckers' policies, actions, targets and performance related to water and marine resources. Our approach focuses on efficient water use, regulatory compliance, improved monitoring and prioritized actions in areas where water-related risks are higher.

SBM 3 Material impacts, risks and opportunities and their interaction with strategy and business model

Material sustainability matters	E3 Water withdrawals	E3 Water discharges
Value chain	Upstream, own operations	Upstream, own operations
Impact	Actual / Positive / Potential / **Negative**	Actual / Positive / Potential / **Negative**
	Negative water-withdrawal impacts occur mainly upstream in raw material extraction and supply, where sectors such as oil and gas put pressure on local water resources. Beckers' own water use is very limited and mainly used for cooling system in operations and for domestic use.	Negative impacts on water quality occur primarily upstream through water discharges associated with raw material extraction and direct material supply in the value chain.
Measures to reduce the impact	Water withdrawals are monitored to react as soon as possible in case of leakages, particularly in water-stressed areas.	Water is discharged via sewage systems to wastewater treatment plants (WWTPs). Contaminated water from cleaning processes or water-based products in own operations is sent for incineration or treated at specialised WWTPs.
Financial effect	Risk / Opportunity	Risk / Opportunity
Time horizons	● ● ○ Medium-term	● ● ○ Medium-term



E3 Water

Impact, risk and opportunity management

E3 1 Policies related to water and marine resources

QEHSE Policy

Beckers' approach to water management is governed through the QEHSE Policy, which applies to all sites globally and sets out expectations for responsible and efficient use of natural resources. This includes lowering our water consumption and environmental footprints on water, reducing risks of local pollution like leakages and spills at each of our locations. Beckers also monitors and reduces water withdrawals in water-stressed areas. The company has no material impacts related to marine resources or water treatment so these topics are not a focus of the policy.

Responsibility for Beckers' water management sits with the Global QEHSE organization and regional operational leadership, supported by site teams who integrate water-related requirements into daily operations, environmental permits and continuous-improvement processes. Oversight is provided by the Executive Committee. For more information on Beckers QEHSE Policy, see ESRS 2 GOV-2 on page 16.

E3 2 Actions and resources related to water and marine resources

Water withdrawals and water discharges

Beckers has initiated actions to strengthen its management of water-related impacts and risks, with a particular focus on sites located in water-stressed areas.

In 2025, Beckers participated in Lindéngruppen's water risk assessment using the WWF Water Risk Filter and the WRI Aqueduct Water Risk Atlas. The assessment covered 8 sites and confirmed that several Beckers sites operate in high-stress areas, guiding the prioritization of future action. The results provide a basis for prioritizing future actions, while further site-level assessments will be developed as data availability improves.

In 2025, to improve data quality and enable good understanding of our water withdrawals, some Beckers sites have installed and connected water meters to the Energy Management System. Further sites will install and connect water meters in the coming years. That way, all sites will have online monitoring systems of water and energy.

The systems are intended to improve visibility of water withdrawal and support monitoring of water use. Alerts for abnormal consumption are expected to help identify potential leakages or system malfunctions and enable timely follow-up. The systems also provide a foundation for future water-efficiency initiatives, which will be further developed once installation is completed and baseline data is available.

Operationally, Beckers continues to apply general water-efficiency practices, including optimization of cooling and cleaning processes, reduction of unnecessary water use in facility amenities, and robust wastewater management to prevent pollution. These practices are implemented as part of normal site operations and adapted to local conditions. More detailed action plans and follow-up routines will be developed as part of Beckers' ongoing environmental management work.

Water-related actions are managed within existing QEHSE and operational structures. Progress will be followed up through routine operational reviews, environmental permit compliance processes and annual sustainability reporting, with increasing data quality expected as monitoring systems are rolled out.



E3 Water

Metrics and targets

E3 3 Targets related to water and marine resources

Water withdrawals and water discharges

Beckers has set water-related targets for 2030 that reflect the nature of our impacts and the geographies in which we operate. The goal is to reduce total water withdrawal by 50% by 2030 compared with the 2020 baseline. In addition, we aim to reduce water intensity per employee by 50% at sites located in water-stressed areas over the same period. These targets strengthen our focus on operational efficiency and responsible resource use, particularly in water-stressed regions. Progress is monitored annually and strengthened by the ongoing roll-out of water-metering systems, which will enhance our ability to track improvements and detect deviations early.

E3 4 Water consumption

Beckers reports monthly on water withdrawal and discharge across all sites, as well as water use in areas of high or extremely high-water stress. Since Beckers uses negligible amounts of water in its products and 90% of the withdrawn water is returned to the environment, water consumption is not a material metric for our operations and is therefore not used to assess performance. Instead, our key indicators center on total withdrawals and intensity-based metrics for water-stressed areas, which together allow us to evaluate progress toward our 2030 targets and ensure responsible management of local water resources.

As the installation of water meters progresses, the granularity and reliability of Beckers' water data will continue to improve, providing a stronger basis for operational decisions, investment planning and long-term environmental stewardship.

Methodologies and assumptions

Water withdrawal data is collected based on water meters and invoices, with estimates used for some sites where water is not used for production processes. Water intensity ratio is defined as water consumption (m^3) per million Euros net revenues. Areas at material water risk, including areas of -water stress, were determined based on an extensive water and biodiversity risk analysis conducted by a third-party consultant using the Task Force for Nature-related Financial Disclosures' (TNFD) "LEAP" methodology.

Water stressed areas are defined as those classified as at high or extremely high baseline water stress according to the World Resources Institute (WRI) Aqueduct Water Risk Atlas Tool. These metrics have not been validated by any external entity aside from the assurance provider.

Water consumption

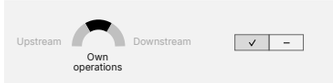
Metric	Unit	2025	2024	2023
Water consumption	m^3	9,205	8,489	5,333
Water consumption in areas at water risk, including areas of high-water stress	m^3	6,241	4,109	1,770
Water intensity ratio	m^3 / m EUR	15	14	9
Total water withdrawals	m^3	92,244	90,010	117,956
Total water discharges	m^3	83,039	81,521	112,623
Water consumption in areas of high or extremely high baseline water stress according to the WRI Aqueduct water risk atlas tool	%	68	48	33
Water withdrawals in areas of high or extremely high baseline water stress according to the WRI Aqueduct water risk atlas tool	%	20	16	12
Water discharges in areas of high or extremely high baseline water stress according to the WRI Aqueduct water risk atlas tool	%	15	13	11

E5 Resource use and circular economy

Beckers works systematically to use resources efficiently and advance the circular economy across its operations. This section provides an overview of the policies, actions and targets that guide how we identify, manage and report our material impacts, risks and opportunities related to resource use, circular design, waste prevention and the shift away from virgin fossil-based materials.

SBM 3 Material impacts, risks and opportunities and their interaction with strategy and business model

Material sustainability matters	E5 Resource inflows including resource use	E5 Resource outflows related to products and services	E5 Waste
Value chain	Upstream, own operations	Own operations, down stream	Upstream, own operations, down stream
Impact	Actual / **Positive** / Potential / **Negative**	Actual / **Positive** / Potential / Negative	Actual / Positive / Potential / **Negative**
	Negative impacts arise from reliance on virgin, predominantly fossil-based material inputs. Key materials include polyester resins, titanium dioxide and fossil-based solvents, with less than 1% currently biobased or recycled. Their extraction and production require finite natural resources, contributing to resource depletion and environmental pressure.	Positive contributions to resource outflows are achieved by extending the lifespan of steel and aluminium through durable coatings. Circular packaging solutions, including closed-loop refill systems, waste avoidance and reconditioned packaging. Life Cycle Assessments (LCAs) support improved product performance and resource efficiency across the value chain.	Operations generate both non-hazardous and hazardous waste, including chemical waste, contaminated materials, used cleaning solutions, packaging and manufacturing residues. Hazardous waste contributes to environmental and health impacts across the chemicals and extraction value chain.
Measures to reduce the impact	Circular economy principles are integrated across operations, applying life cycle thinking to minimize environmental and climate impacts, including material substitution. Product life cycle assessments (LCAs) are conducted to identify improvements and enhance material efficiency.		Measures to reduce waste include reusing and distilling cleaning solvents, reworking returned or leftover products and developing circular packaging solutions. The company also promotes employee training on waste avoidance and reduction, and improves internal waste segregation and disposal. In addition, Beckers collaborates with suppliers and customers to advance circular packaging through closed-loop systems.
Financial effect	Risk / **Opportunity**	Risk / Opportunity	Risk / Opportunity
	Innovation and circularity initiatives, including increased use of bio-based and renewable materials, reuse and remanufacturing, may strengthen long-term competitiveness, generate cost savings and enhance price stability. Adapting early to new labeling, traceability and due diligence requirements can also create market advantages and strengthen customer trust.		
Time horizons	● ● ○ Medium-term	● ● ○ Medium-term	● ● ○ Medium-term



E5 Resource use and circular economy

Impact, risk and opportunity management

E5 1 Policies related to resource use and circular economy

QEHSE Policy

Beckers' QEHSE Policy establishes a clear commitment to responsible resource use and the circular economy. The policy requires the integration of circular economy principles across the value chain, beginning with the selection of raw materials and extending through the reuse, remanufacturing and recycling of waste, as well as the improvement of product lifetime and end-of-life recovery.

Beckers is committed to developing more sustainable products, supported by life cycle assessments (LCA) and the Beckers Sustainability Index, to ensure that material efficiency and circularity are embedded in product design and innovation. The policy also sets expectations to systematically reduce waste generation and improve material efficiency, while complying with environmental regulations and incorporating scientific and technological advances into operational practices. Additionally, efforts to reduce spills and local pollution further support material efficiency and waste prevention. Through these measures, Beckers ensures that resource efficiency and circularity are integral to both its strategic objectives and daily operations. For more information on Beckers QEHSE Policy, see ESRS 2 GOV-2 on page 16.

This policy forms the foundation for Beckers' work on resource efficiency, circular design and waste reduction. Implementation is supported through the Global QEHSE Management System, annual improvement plans, performance monitoring, and a structured internal and external audit process.

E5 2 Actions related to resource use and circular economy

Resource inflows including resource use

Beckers undertakes a range of actions to improve resource efficiency and support the transition toward more circular material use in its operations and products. In raw material use, the company's R&D activities focus on identifying options to reduce dependence on virgin fossil-based inputs. The Beckers Sustainability Index (BSI) is used to assess both the material and functional sustainability of products and guides the selection or substitution of raw materials. This includes efforts to increase the use of renewable or recycled content where technically feasible, avoid minerals that are scarce or endangered and develop technologies such as UV/EB coatings that eliminate the need for fossil-based solvents, remove VOC emissions and provide higher surface coverage per kilogram of paint. Customer interest in these technologies continued to grow in 2025, supporting Beckers' ambition to increase the share of BSI Achiever-class products.

Beckers also works to integrate secondary materials into its production processes. This includes the reuse of distilled solvents, the use of reconditioned and recycled packaging materials and the incorporation of returned or surplus paints into new formulations where quality and safety requirements are allowed. These measures help reduce the need for virgin materials and contribute to improved resource efficiency across sites.

Resource outflows related to products and services

Through its products and services, Beckers works to reduce resource outflows by preventing waste and enabling material recirculation. Product-related actions focus on improving application efficiency and in-use performance, supporting longer service life of coated substrates and reducing avoidable material losses over the product life cycle. The effects of formulation improvements on in-use performance, durability and, where relevant, reduced energy demand during use are measured quantitatively for each product through the functional sustainability score within the BSI. The success of this work is reflected in the increasing rate of Achiever products in the BSI globally year on year (in 2025: 52% of global revenue).

Customer interfaces and delivery models further support circular handling of materials. These include paint return arrangements that allow unused paint and delivery containers to be returned for reprocessing or reuse, as well as reusable and reconditioned packaging systems and bulk deliveries that help reduce packaging waste.

Waste

In its operations, Beckers focuses on responsible and circular waste management. Waste prevention measures are implemented at site level. Bulk deliveries from our suppliers and to our customers help avoid packaging waste at our sites and at our customers' sites. When not possible, closed-loop packaging systems are put in place with some suppliers and customers, in which either IBCs or drums are returned and either cleaned and reused or refurbished, cleaned and reused. Proper management and reporting also contribute to reducing avoidable material losses. We track all spills above five liters.

Together, these actions support Beckers' implementation of circularity principles in practice, focusing on material efficiency, waste prevention, reuse and the development of more sustainable coating solutions.



FutureLab Accelerates Sustainable Innovation

FutureLab continues translating strategy into impact through renewable-carbon resin development and next-generation UV/EB coatings. Expanded collaboration with partners and new UV/EB capabilities strengthen our ability to deliver low-carbon technologies, reinforcing Beckers' leadership in sustainable coil coating innovation.

INNOVATION CLOSER TO WHERE DECARBONIZATION **MATTERS MOST**

When Beckers opened its new R&D Center in Shanghai's Songjiang district, the investment was about more than laboratory space. It marked a shift in how Beckers drives innovation for sustainable coatings.

By bringing 20 R&D specialists for coil and industrial coatings into one purpose-built facility in China, Beckers has moved development closer to where customer requirements, performance demands and sustainability expectations are accelerating. Here, solutions are increasingly developed in-market, under local conditions, together with customers, enabling faster response to market needs.

A key focus of the center is Radcure – Beckers' ultraviolet curing technology. Radcure enables coil coatings to be cured with significantly lower energy use and carbon footprint in coil coating production while maintaining high performance.

The facility includes dedicated space for customer collaboration, allowing Beckers' teams to work directly with manufacturers on application-specific challenges. Innovations developed here contribute to Beckers' global innovation network.

As Benoit Giraud, Managing Director of Beckers China, explains, "Customers increasingly expect both high-performance coatings and reduced environmental impact. The Shanghai R&D Center enables Beckers to deliver both, simultaneously".

This investment directly advances Beckers' Green Lights Strategy by accelerating the development and deployment of low-carbon technologies in one of the world's most important growth markets.

By moving innovation closer to customers and decarbonization challenges, Beckers is pioneering performance for positive impact – not only through what we develop, but through where and how we develop it.



> **"The proof of innovation is sales. China is an important growth market for Beckers Group and R&D plays a key role in helping us bring innovative and differentiated product solutions and capabilities to our customers. The new Beckers China R&D Center is both symbolic of and a key driver of that ambition."**
>
> Gavin Bown, CTO, Beckers Group

E5 Resource use and circular economy

Metrics and targets

E5 3 Targets related to resource use and circular economy

Beckers has established long-term waste reduction and resource efficiency targets that support the transition toward more circular practices. By 2030, the company aims to achieve zero waste to landfill, reduce waste efficiency to below 35 kilograms per ton of production and decrease waste incinerated without heat recovery by 70 percent and with heat recovery by 15%. These targets reflect Beckers' focus on minimizing waste generation and prioritizing higher levels of the waste hierarchy in line with circular economy principles.

Beckers is also working to increase the share of bio-based, recycled or reused materials in its product formulations and packaging. While the current share is below 3% in total and no quantitative target has yet been established, this is an ongoing area of development supported by R&D activities and partnerships. In addition, Beckers tracks the share of sales from BSI Achiever-class products, which indicates progress in developing coatings with improved material and functional sustainability; however, this indicator is not a formal circularity target under ESRS.

Taking together, these targets and related indicators demonstrate Beckers' current level of ambition in resource efficiency and waste reduction, while recognizing that circular material use targets will be further developed as data availability and technical feasibility improve.

E5 4 Resource inflows

Beckers' main material inflows consist of polyester resins, pigments such as titanium dioxide and a range of fossil fuel-based solvents and additives used in coating formulations. The share of bio-based and recycled raw materials remains below 2% in total, reflecting technical constraints and limited availability of suitable alternatives. Packaging materials include steel and plastic drums, steel and plastic intermediate bulk containers (IBCs), pails, cardboard, plastic bags and wooden pallets, some of which are reconditioned or reused through closed-loop arrangements with suppliers and customers, with or without a third party to recondition packaging.

Secondary materials form a small but important part of Beckers' resource inflows. Return of excess paints are reprocessed into new products where quality requirements allow and distilled cleaning solvents are reused across several sites, reducing the need for virgin solvent inputs. Reconditioned drums, IBCs and pallets also contribute to the use of secondary materials in packaging.

While Beckers receives biological materials such as wooden pallets, the share of certified sustainably sourced biological materials is assumed to be zero due to current data limitations.

Beckers continues to explore options to replace fossil-derived feedstocks with bio-based chemical alternatives, supported by ongoing R&D activities and participation in the Renewable Carbon Initiative. Quantitative metrics for total material inflows, sustainably sourced biological materials and secondary materials will be disclosed once data collection processes are in place.

Bio-based chemical materials

Metric	Unit	2025	2024	2023
Total weight of bio-based chemical materials	metric tons	917	827	712
Percentage of bio-based chemical materials	%	0.69	0.63	0.57

Sales from sustainable products

Metric	Unit	2025	2024	2023
Sales from sustainable products	%	52	50	41

Methodologies and assumptions

Biological materials are defined as materials wholly derived from biomass and safely returnable to the biosphere at the time of purchase. Bio-based chemical materials are materials wholly or partially derived from biomass and produced through chemical processes and may or may not be safely returned to the biosphere. All other materials are defined as technical materials. Sustainably sourced materials are certified by an appropriate third party, and secondary materials are defined as non-virgin materials.

At Beckers, data on packaging and raw materials, including recycled content and reconditioned packaging, is consolidated monthly using supplier invoice data from ERP systems. Data on distilled solvents, reprocessed paint returns and on-site solvent distillation are collected at site level using supplier invoices and internal journals.

Data on the biogenic carbon content of relevant raw materials is obtained from supplier technical data sheets. The metric has not been validated by any external entity other than the assurance provider (ESRS-MDR-M-77b).

E5 5 Resource outflows

Beckers' resource outflows relate primarily to pre-consumer waste generated in its operations and to the durability and end-of-life characteristics of its coatings. Across its sites, Beckers works to prevent waste wherever possible through measures such as waste avoidance and closed-loop practices, solvent recovery and the reworking of returned or surplus paints into new products when technically feasible. When waste cannot be avoided, the company focuses on reducing volumes and prioritizing recovery operations over disposal, including reuse by third parties, recycling and incineration with heat recovery options wherever possible.

Beckers' operations generate both hazardous and non-hazardous waste streams, including chemical residues, solvent mixtures, sludges and packaging materials. These are handled in accordance with regulatory requirements and internal procedures, and the company continues to strengthen its processes to reduce waste at source, improve segregation and support circular handling routes. Beckers monitors

E5 Resource use and circular economy

how its pre-consumer waste is treated through waste contractor documentation and internal reporting systems.

Circularity is also reflected in the performance and durability of Beckers' coatings. The company's products are designed to extend the lifetime of steel and aluminum substrates by offering long-lasting protection against weather, corrosion and UV exposure, thereby reducing resource use over the life cycle. Durability is a strategic focus for Beckers and is assessed through the Beckers Sustainability Index, where the functional score evaluates product longevity and in-use performance.

Repairability is not considered material for Beckers due to the nature of industrial coatings and the company's position in the value chain. While coated metal components can be repaired through aftermarket solutions, Beckers does not provide such services.

There are currently no industry-wide methods for recycling industrial coatings once applied to metal; during metal recycling processes, the coating is typically incinerated. Beckers therefore focuses on upstream measures such as material efficiency, durability improvements and packaging circularity. The company operates a paint-return program that enables customers to return unused paint and delivery drums for reprocessing or refurbishment. Circularity is further supported through the use of reconditioned drums and IBCs, bulk deliveries and multi-use metallic totes for selected product lines.

Methodologies and assumptions
Waste data is collected from invoices or waste management platforms. Where waste is not weighed, estimates are based on average bin weights and collection frequency. The metrics have not been validated by any external entity other than the assurance provider (ESRS-MDR-M-77b).

Sales of sustainable products are calculated using net sales data from financial systems and classified under the Beckers Sustainability Index (BSI). Only products in the "Achiever" category are included. The BSI has been reviewed by an independent third party and currently covers approximately 80 percent of external sales, excluding raw materials and intermediates.

Waste incinerated

Metric	Unit	2025	2024	2023
Total weight of waste incinerated with heat recovery	metric tons	3,273	2,684	2,720
Total weight of waste incinerated without heat recovery	metric tons	279	256	321

Resource outflows

Metric	Unit	2025	2024	2023
Waste generated	metric tons	7,265	6,463	9,662
Hazardous waste diverted from disposal				
Hazardous waste diverted from disposal due to preparation for reuse	metric tons	1,279	1,227	1,256
Hazardous waste diverted from disposal due to recycling	metric tons	787	951	898
Hazardous waste diverted from disposal due to other recovery operations	metric tons	-	-	-
Non-hazardous waste diverted from disposal				
Non-hazardous waste diverted from disposal due to preparation for reuse	metric tons	745	632	629
Non-hazardous waste diverted from disposal due to recycling	metric tons	835	639	775
Non-hazardous waste diverted from disposal due to other recovery operations	metric tons	-	-	-
Hazardous waste directed to disposal				
Hazardous waste directed to disposal by incineration	metric tons	3,140	2,569	2,697
Hazardous waste directed to disposal by landfilling	metric tons	23	25	1,400
Hazardous waste directed to disposal by other disposal operations	metric tons	-	-	-
Non-hazardous waste directed to disposal				
Non-hazardous waste directed to disposal by incineration	metric tons	412	371	343
Non-hazardous waste directed to disposal by landfilling	metric tons	44	49	1,663
Non-hazardous waste directed to disposal by other disposal operations	metric tons	-	-	-
Non-recycled waste				
Percentage of non-recycled waste	%	50	47	63

Social Disclosures

61 Own workforce

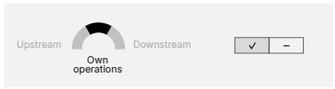
78 Workers in the value chain

S1 Own Workforce

Beckers Group is committed to fostering a workplace culture that respects human rights and prioritizes fair working conditions, health and safety, equal treatment, and diversity. We actively work to nurture an inclusive and supportive environment that positions Beckers as an employer of choice and drives long-term success. While we are in the process of strengthening our human rights due diligence approach, we remain focused on transparency and continuous improvement in working conditions and workforce engagement.

SBM 3 Material impacts, risks and opportunities and their interaction with strategy and business model

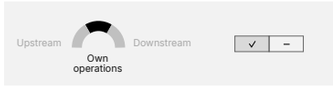
Material sustainability matters	S1 Adequate wages	S1 Work-life balance	S1 Health and safety
Value chain	Own operations	Own operations	Own operations
Impact	Actual / Positive / Potential / Negative	Actual / Positive / Potential / Negative	Actual / Positive / Potential / Negative
	Fair compensation is ensured globally, with salaries, overtime and benefits meeting or exceeding legal and industry standards. Living wage benchmarks are used to support a decent standard of living, and a global grading system strengthens consistency, pay equity assessments and benchmarking, addressing risks of salary gaps and limited coordination.	Work-life balance is supported through family-related leave and an increased focus on mental health. However, long-term sickness and external economic factors may negatively affect employee motivation, engagement and well-being.	As an industrial manufacturer handling hazardous materials, Beckers significantly impacts occupational health, safety and well-being. Workplace accidents have resulted in sick leave, and long-term illness may affect motivation and engagement. Health risks may also arise from workplace emissions, accidents and injuries.
Measures to reduce the impact		A global employee survey is conducted every two years to assess well-being and working conditions and inform necessary actions.	Safety standards are continuously strengthened in pursuit of zero accidents, with onsite audits placing increased focus on training, spill containment and adequate sprinkler systems across all plants.
Financial effect	Risk / Opportunity	Risk / Opportunity	Risk / Opportunity
			Health and safety have a significant financial impact due to the costs of risk management and mitigation measures. Poorly managed risks may result in severe financial consequences for the business.
Time horizons	Medium-term	Medium-term	Medium-term



S1 Own Workforce

SBM 3 Material impacts, risks and opportunities and their interaction with strategy and business model

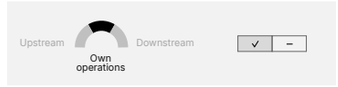
Material sustainability matters	S1 Gender equality and equal pay for work of equal value	S1 Training and skills development	S1 Measures against violence and harassment in the workplace
Value chain	Own operations	Own operations	Own operations
Impact	Actual / Positive / Potential / Negative	Actual / Positive / Potential / Negative	Actual / Positive / Potential / **Negative**
	Gender equality and equal pay for work of equal value are supported through global grading and benchmarking to ensure pay equity. A zero-tolerance approach to discrimination and equal opportunities in pay, development and benefits further fosters an inclusive workplace.	Internal training supports continuous employee development, including leadership skills. Regular training is also provided on key governance topics such as the Code of Conduct, fraud prevention, diversity and respect, competition law, information security and data privacy, with specialised Code of Conduct e-learning for relevant roles.	Negative impacts on the workforce have occurred through reported incidents of workplace violence and harassment, affecting employee safety and well-being.
Measures to reduce the impact			Monitored through the whistleblowing system and the global employee survey to identify gaps and implement corrective actions.
Financial effect	Risk / Opportunity	Risk / Opportunity	Risk / Opportunity
Time horizons	● ● ○ Medium-term	● ● ○ Medium-term	● ● ○ Medium-term



S1 Own Workforce

SBM 3 Material impacts, risks and opportunities and their interaction with strategy and business model

Material sustainability matters	S1 Diversity
Value chain	Own operations
Impact	Actual: Positive Potential: Negative Positive contributions to gender diversity are supported through targets to increase female representation and strengthened diversity efforts in recruitment, resulting in a higher share of women in the workforce. However, operations remain male-dominated, particularly in production roles, and limited focus beyond gender may constrain broader inclusion.
Measures to reduce the impact	Beckers promotes equal treatment, diversity and inclusion through targeted initiatives such as the Diversity@Operations program, which identifies barriers and supports sites in developing action plans to attract and retain a more diverse workforce.
Financial effect	Risk / Opportunity
Time horizons	● ● ○ Medium-term





S1 Own Workforce

Impacts, risks and opportunities management

S1 1 Policies related to own workforce

Beckers has a set of policies that guide us in how we identify, assess, manage and remediate material impacts on our own workforce. These policies are aligned with the overarching expectations set by our owner, Lindéngruppen, and adapted to our operational context as a global industrial manufacturer.

The following policies and guidelines address Beckers material sustainability matters within its own workforce:

- Code of Conduct.
- Living Wage Policy.
- QEHSE Policy.
- Equal Employment Opportunity & Anti-Harassment Policy.
- Global Remote Working Policy.

Code of Conduct
Beckers' Code of Conduct sets out the principles and expectations that govern how we treat our own workforce and how we manage impacts related to working conditions, well-being and equal treatment. It provides guidance for ethical decision-making and supports employees and leaders in addressing situations that may affect human rights, labor standards, health and safety or workplace behavior. The Code reflects our commitment to fair and freely chosen employment, safe and healthy working environments, respect for privacy and zero tolerance for discrimination, harassment or abuse. By promoting integrity, inclusion and continuous learning, the Code supports the prevention, identification and management of workforce-related risks while fostering a respectful and supportive workplace culture.

Living Wage Policy
Beckers' Living Wage Policy sets out how the company ensures fair and responsible pay for its own workforce and supports decent living standards across all locations where Beckers operates. The policy commits Beckers to ensuring that all employees receive compensation that meets or exceeds the local living wage benchmark, reflecting the cost of living in each location. Living wage levels are assessed using an external methodology (WageIndicator) and reviewed as part of the annual salary process. Where gaps are identified, corrective actions are taken. Living wage is also used as the 'min wage' for any new hires, to ensure new employees begin employment at Beckers, paid at or above a living wage. By embedding living wage assessments into compensation practices, the policy supports financial security, employee well-being and fair employment conditions across Beckers' operations.

QEHSE Policy
Beckers' global QEHSE Policy and related procedures guide a systematic approach to occupational health and safety, including safe ways of working, risk assessments, incident reporting and continuous improvement. The framework supports safe and healthy working conditions and training across Beckers operations. A new Global Health & Safety Policy is being launched in 2026.

Equal Employment Opportunity & Anti-Harassment Policy
Building on the principles set out in Beckers' Code of Conduct, the Equal Employment Opportunity and Anti-Harassment Policy define how we prevent and address discrimination, harassment and unequal treatment in the workplace. The policy promotes equal opportunities and respectful behavior across all stages of employment, including recruitment, development, compensation and career progression. It supports the identification and management of risks related to bias, exclusion and inappropriate conduct, with zero tolerance for discrimination, abuse or harassment. Beckers recognizes the impact of unconscious bias and addresses it through awareness, training and corrective measures. Clear reporting channels and a non-retaliation principle enable concerns to be raised safely and addressed appropriately.

Global Remote Working Policy
Beckers' Global remote working policy provides guidance for flexible work arrangements where appropriate for the role, employee and business needs. The policy establishes global principles while allowing local country management to define specific conditions in line with local laws and operational requirements. It outlines eligibility criteria, approval processes and responsibilities for employees and managers, as well as expectations related to working hours, performance, health and safety and data protection. By setting clear conditions for remote work, the policy supports employee well-being, productivity and collaboration while ensuring that remote working arrangements remain aligned with Beckers' operational needs.

S1 2 Processes for engaging with own workers and workers' representatives about impacts

Beckers engages continuously with employees and their representatives to understand actual and potential workforce impacts and to ensure that workers' perspectives inform decision-making. These processes form an integral part of Beckers' human rights due diligence.

Dialogue and communication
Beckers maintains regular dialogue with employees through site meetings, local leadership interactions and global communication channels. In 2025, three Global Town Hall meetings enabled employees to ask questions and raise concerns. These forums support transparent communication on working conditions and company developments.

Employee engagement surveys & dialogue with managers
A global employee engagement survey is conducted every two years. The 2025 survey reached a 93% participation rate and informs local and global action plans that are monitored throughout the year. 97% of teams completed an engagement survey workshop in 2025, where employees and managers discuss any areas of concern such as working conditions, teamwork etc. and align on a set of actions. In 2026, the focus shifts towards completing the agreed actions. Quarterly check-in conversations between employees and managers provide additional opportunities to discuss concerns, experiences and emerging risks. At the start of the year employee's and managers go deeper via a 'Year End Review', where both must discuss and document feedback regarding the employees past year.

S1 Own Workforce

Engagement with worker representatives
Where trade unions or worker representatives are present, Beckers engage through established local processes. Dialogue with representatives supports collective bargaining where applicable and ensures workers' voices are considered in operational and strategic decision-making.

Training and awareness
Training and communication initiatives strengthen employees' understanding of rights, policies and sustainability objectives, supporting their engagement in identifying and addressing impacts.

How engagement informs decision-making
Insights from surveys, check-ins, Town Halls and representative dialogue are reviewed by management and incorporated into action plans that drive continuous improvement in working conditions, safety culture, mental well-being and inclusion. The Chief Human Resources Officer (CHRO) holds overall responsibility for employee engagement, supported by local HR teams and site management.

S1 3 Processes to remediate negative impacts and channels for own workers to raise concerns

Beckers has several established channels through which employees and non-employee workers under their control can raise concerns, report potential or actual negative impacts and seek remedy. These mechanisms aim to ensure accessibility, confidentiality and non-retaliation for all individuals who choose to report concerns in good faith. Beckers' Code of Conduct sets the overarching expectations and operates its own independent whistleblowing channel and grievance processes tailored to its organizational context.

Whistleblowing and grievance channels
Employees can report suspected misconduct, violations, or other adverse impacts related to the work environment and working conditions through various channels including the company's third-party whistleblowing system. The principle of non-retaliation applies to all individuals who raise concerns in good faith. For additional information on governance and reporting channels, see ESRS 2 GOV-2 on page 15-16.

In addition to the whistleblowing system, co-workers are also expected and encouraged to raise concerns directly with their immediate manager, HR representative, worker representative or local unions depending on the nature of the matter and the local context.

Follow-up and remediation of negative impacts
Reports submitted through the whistleblowing system are reviewed and investigated by designated functions under the oversight of Beckers Compliance Officer. Investigations involve relevant internal stakeholders depending on the nature of the case. Where negative impacts are identified, Beckers defines and implements corrective actions. These may include:

- updates to policies or procedures.
- additional communication or training.
- disciplinary actions.
- workplace adjustments where appropriate.

All substantiated cases are followed up with remediation actions, which are documented and tracked until closure. Beckers monitors the number and nature of reported cases and their remediation status.

Health and safety incident remediation
Beckers provides immediate medical attention, conducts investigations and ensures follow-up for any workplace incident in accordance with global health and safety procedures. Incidents are investigated, corrective actions are defined and measures are implemented and tracked until closure.

Following serious incidents in previous years, Beckers also strengthened its overall health and safety culture through SPARK, a global initiative focused on leadership, behaviors and preventative practices. While SPARK is not an incident management process in itself, it supports more effective prevention and follow-up by strengthening:

- systematic root-cause analysis.
- leadership follow-up.
- improved site-level controls.
- targeted employee support and training.

Corrective actions are documented and tracked until closure.

Psychological safety and well-being
Beckers recognizes mental health as a key component of worker well-being and integrates psychological safety into its overall safety approach. Localized support is provided through the Mental Health First Aiders (MHFA) program, professional counseling in several countries, and targeted manager training. When workers raise concerns related to stress, psychosocial risks or harassment, appropriate support and remediation measures are implemented in collaboration with affected individuals.

Alignment with Lindéngruppen expectations
Lindéngruppen's Code of Conduct sets out the overarching principles on grievance mechanisms and remedy for all Lindéngruppen owned companies. It commits Beckers to:

- providing accessible channels for rightsholders to raise concerns.
- ensure effective investigation and corrective actions.
- provide or contribute to remedy where Beckers has caused or contributed to adverse impacts.
- track and communicate the effectiveness of its grievance mechanisms.

Beckers is expected to set up processes to fully align with these principles and are in the process of implementing them.

S1 4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

Working conditions
Beckers implements actions and initiatives to prevent, mitigate and remediate negative impacts on its workforce and to strengthen positive impacts related to working conditions, health and safety, equal treatment, inclusion and skills development.

ENSURING FAIR PAY **FOR EVERYONE, EVERYWHERE**

Following a living wage assessment of its employees' pay, Beckers took steps to promote a decent standard of living for all its employees, ensuring everyone, everywhere, will earn a living wage in the future.

According to the UN Global Compact, a living wage is the income required to provide a decent standard of living for workers and their families.

Measuring living wages at Beckers

With more than 1,700 employees in 26 locations across 18 countries, Beckers used the Wage-Indicator database to compare employee wages with regional living-wage levels. The analysis showed that 0.7 per cent of the workforce – 14 employees across three countries – earned less than what is deemed a living wage in their region.

An organization on a living wage mission

"On one hand, it was reassuring that we already paid 99.3% of our employees higher than the living wage, but we urgently needed to act to ensure everyone is above this level," says Sam Withers, Manager HR Data at Beckers. "We helped our country-level management teams interpret the data and worked with the three affected countries to assist them to close the living wage gaps through the annual salary review process where possible."

As of 2025, two of the three countries increased all employee wages above the living wage. In the remaining country, Beckers closed almost all gaps, resulting in 99.8% of employees being paid a living wage by the end of 2025.

"Our ambition is for 100% of our employees to earn above the relevant regional living wage thresholds and we are continuously working to ensure this," says Withers.

Ensuring living wages going forward

Ensuring that Beckers pays living wages is an ongoing process, particularly as the company's annual salary review integrates up-to-date living wage data. This ensures increasing regional living costs are reflected in HR decision-making.



> **"On one hand, it was reassuring that we already paid 99.3% of our employees higher than the living wage, but we urgently needed to act to ensure everyone is above this level."**
>
> Sam Withers, Manager HR Data at Beckers.

"Our work to achieve and then maintain living wages will continue, along with our work to eliminate gender pay gaps. We have the right tools and processes in place to minimize inequalities," concludes Withers.

What is a living wage?

A living wage is not the same as a legal minimum wage. It is a voluntary benchmark that reflects the income required for a decent standard of living in a specific region, considering factors such as food, housing, healthcare and education. For companies like Beckers, committing to living wages means going beyond legal requirements to ensure fair and responsible pay worldwide.

S1 Own Workforce



Living Wage
Beckers continue to ensure that salaries, including overtime and benefits, meet or exceed local legal and industry minimums and promote fair living standards. A global grading system supports equity studies and provides benchmark data.

Following the implementation of a global Living Wage Policy in 2024, Beckers has integrated the living wage review into its annual salary cycle. The process uses third-party data from WageIndicator.org to compare employee earnings with national and regional living wage levels. During the process, employee guaranteed earnings are analyzed to ensure they are above the local living wage. In cases where they are not, countries take action to increase earnings for the employee to or above the living wage. The company continues to close any remaining gaps and aims to ensure that all employees always earn a living wage.

Well-being and work-life balance
Employee well-being and work-life balance remain key priorities. Family-related leave is provided in accordance with local regulations. Regular employee engagement surveys, quarterly check-ins and Global Town Hall meetings ensure continuous dialogue and improvement of well-being and working conditions. Local initiatives such as flexible work arrangements, wellness campaigns and team-building activities support employee well-being.

Health & Safety
In early 2025, Beckers expanded its continuous focus on workplace health and safety with the launch of SPARK, a global Health & Safety culture initiative that builds on the SHIELD framework introduced in 2024. The initiative strengthens leadership, behavior and fire prevention through a structured approach. Findings from a comprehensive assessment carried out by ERM, a global EHS consultancy, laid the foundation for a global action plan including:

- A new Global Health & Safety Policy and Life-Saving Rules (to be launched in 2026).
- Enhanced management systems and documentation.
- Strengthened safety leadership through targeted training and engagement.
- Continued implementation of site-specific EHS Days, a dedicated global EHS Month and specialized training on static electricity, fire prevention and business continuity. Focus on identifying, assessing and mitigating workplace hazards.

These combined efforts aim to strengthen Beckers' proactive safety culture and reduce the Total Recordable Injury Frequency Rate (TRIFR).
Following any workplace incident, Beckers provides immediate medical attention, investigation and follow-up for any workplace incident in accordance with global H&S procedures.

Equal treatment and opportunities for all
Gender equality, equal pay
Beckers continues to promote equal treatment, diversity and inclusion throughout the organization. Building on the progress made in recent years, Beckers continued implementation of the Diversity@Operations program in 2025. Workshops have been held since 2024 with the focus to help identify barriers to inclusion, improve site facilities and working conditions as well as adapting operational roles to attract and retain more women. Each site develops an action plan based on workshop findings, supported by local HR, local Operations leaders and the global HR team.

Beckers also monitors wages globally to ensure equal pay for work of equal value and integrates diversity goals into local people strategies.

Discrimination and harassment
Beckers enforces a zero-tolerance policy for discrimination and harassment through its global Anti-Discrimination and Anti-Harassment Policy. Reported cases are investigated and resolved with corrective actions and awareness sessions are conducted locally.

Psychological safety and mental health
Psychological safety and mental health remain important elements of Beckers' inclusion culture. The Mental Health First Aiders program (MHFA), active in several countries, continues expanding to more sites, providing peer support and fostering openness around mental well-being. In 2025, focus has also been placed on upskilling managers at site level on mental health, so they are better equipped to support employees.

Training and skills development
Through Beckers Academy, we continue to strengthen the sustainability capabilities. From onboarding to more advanced programs, we develop modules around sustainability ensuring we have a common understanding from first level employees to management. In 2025, Beckers expanded access to the Leadership Journey training, which includes modules on collaboration, coaching skills and growth mindset. The Marketing & Sustainability School for Sales and Climate Fresk training programs has also continued globally, fostering awareness of sustainability and system thinking across functions.

S1 Own Workforce

Metrics and targets

S1 5 **Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities**

Beckers has established long-term, outcome-oriented targets to manage material impacts, risks and opportunities related to its own workforce. These targets focus on promoting fair and safe working conditions, equal opportunities and continuous employee development across the organization, and are supported by defined metrics and governance processes.

Within working conditions, Beckers aims to ensure that all employees receive wages that meet or exceed the living wage threshold, with a target of 100% coverage by 2030. In parallel, the company has set an ambition of zero workplace accidents by 2030, reflecting its focus on strengthening health and safety performance across all sites.

To advance equal treatment and opportunities for all, Beckers has defined targets to increase gender diversity across the organization by 2030. These include increasing the share of female employees, female new hires and female representation in management positions (Tier 0–2) to above defined thresholds, supporting a more balanced and inclusive workforce.

Beckers also focuses on enabling continuous learning and professional development through its global training framework, ensuring that employees have access to relevant skills development and regular performance and development reviews.

Employee engagement is monitored through regular surveys, with a long-term ambition to achieve engagement levels in line with top-performing companies.

Taken together, these targets and supporting metrics reflect Beckers' approach to strengthening workforce conditions, inclusion and engagement, while recognizing that continued progress depends on sustained organizational efforts and local implementation across sites.

Beckers uses a set of long-term, outcome-oriented targets to guide and measure progress on the material impacts, risks and opportunities related to its own workforce. These targets cover diversity and inclusion, fair wages, health and safety, employee engagement and skills development. Progress is monitored regularly through established metrics and Group-wide governance processes.

Beckers is committed to ensuring that all employees receive a wage that meets or exceeds the living wage threshold, with a 2030 target of 100% coverage. On health and safety, Beckers has set an ambition of zero workplace accidents by 2030.

To advance equal treatment and create a more inclusive organization, Beckers has defined 2030 targets to increase the share of female employees to above 31%, female new hires to above 40% and female management positions (Tier 0–2) to above 40%.

Beckers Academy provides a global framework for skills development, ensuring employees have access to relevant learning opportunities and regular performance and development reviews. Employee engagement is monitored through regular surveys, with a long-term ambition to achieve engagement levels in line with top-performing companies.

S1 Own Workforce

S1 6 Characteristics of the undertaking's employees

Beckers' workforce consists of employees across three business regions, reflecting a mix of functions including production, R&D, commercial and support functions and a mixture of levels including: Executive, Director, Manager, Supervisor, Professional, Technical and Front Line roles. Workforce composition provides important context for understanding impacts, risks and opportunities related to working conditions, diversity, health and safety, and skills development.

As of 31 December 2025 Beckers employed 1,723 employees globally. Headcount growth was driven primarily by increased activity in countries/regions. The proportion of full-time employees increased in line with overall growth in headcount, while the number of part-time employees decreased.

Methodologies and assumptions:
The data is collected from human resources reporting systems as a snapshot at the end of the reporting period and is reported as headcount. Active employees are defined as individuals engaged in an active Beckers employment contract with a Beckers entity and on the payroll of a Beckers entity.

The turnover rate is calculated by dividing the total leavers across the reporting period, by the average monthly headcount. Included in our leaver data is employees who left voluntarily or due to dismissal, retirement, or death in service during the reporting period.



Employee head count by gender

Metric	2025	2024	2023
Female	490	469	441
Male	1,232	1,230	1,227
Other	1	1	1
Total	1,723	1,700	1,669

Employee head count in countries with at least 50 employees, representing more than 10% of the total head count

Metric	2025	2024	2023
China	154	159	171
France	342	354	359
Germany	136	132	124
India	132	123	111
Italy	84	84	85
Malaysia	96	90	92
Poland	114	103	95
Sweden	126	128	121
United Arab Emirates	72	58	55
United Kingdom	141	142	138
United States of America	98	95	91
Vietnam	65	75	72
Countries with <50 Employees	163	157	155

S1 Own Workforce

Employee head count by contract type, broken down by gender

	2025				2024				2023			
Metric	**Female**	**Male**	**Other**	**Total**	**Female**	**Male**	**Other**	**Total**	**Female**	**Male**	**Other**	**Total**
Number of employees	490	1,232	1	1,723	469	1,230	1	1,700	441	1,227	1	1,669
Number of permanent employees	442	1,177	1	1,620	424	1,161	1	1,586	386	1,153	1	1,540
Number of temporary employees	48	55	0	103	45	69	0	114	55	74	0	129
Number of non-guaranteed hours employees	0	0	0	0	-	-	-	-	-	-	-	-
Number of full-time employees	466	1,222	1	1,689	444	1,220	1	1,665	412	1,219	1	1,632
Number of part-time employees	24	10	0	34	25	10	0	35	29	8	0	37

Employee head count by contract type, broken down by region

	2025				2024				2023			
Metric	**Asia & Middle East**	**Americas**	**Europe & Africa**	**Total**	**Asia & Middle East**	**Americas**	**Europe & Africa**	**Total**	**Asia & Middle East**	**Americas**	**Europe & Africa**	**Total**
Number of employees	548	144	1,031	1,723	529	139	1,032	1,700	521	135	1,013	1,669
Number of permanent employees	489	144	987	1,620	460	137	989	1,586	446	132	962	1,540
Number of temporary employees	59	0	44	103	69	2	43	114	75	3	51	129
Number of non-guaranteed hours employees	0	0	0	0	-	-	-	-	-	-	-	-
Number of full-time employees	547	143	999	1,689	528	137	1,000	1,665	520	134	978	1,632
Number of part-time employees	1	1	32	34	1	2	32	35	1	1	35	37

Employee turnover

Metric	**Unit**	**2025**	**2024**	**2023**
Rate	%	11	12	14
Number of employees who left the company	Head count	192	199	242

Characteristics of non-employee workers in the undertaking's own workforce

Metric	**Unit**	**2025**	**2024**	**2023**
Number of non-employees	Head count	236	-	-

S1 Own Workforce

S1 9 Diversity metrics

Beckers monitors gender diversity to support equal opportunities and inclusive leadership.

Methodologies and assumptions

Beckers defines top management as tier 0-2. For Beckers, vacancies can impact the reporting lines to the CEO until the vacancy is filled. In such cases, a judgment call is made whether to include the employees in the statistics or not. Key to such judgement is whether the reporting line is: (a) Temporary – with a clear decision to replace the vacant position in the future, in which case the level down is calculated as if the vacant position was filled; (b) Permanent – the vacancy reflects a permanent change in organizational structure, in which case the level down is calculated as per the current reporting line; (c) Unsure – if there is any ambiguity as to whether the vacancy is permanent or temporary, the level down is calculated as per the current reporting line.

Distribution of employees by age group

	2025		2024		2023	
Metric	**Headcount**	**%**	**Headcount**	**%**	**Headcount**	**%**
Employees under 30 years old	216	13	214	13	209	13
Employees between 30 and 50 years old	998	58	980	58	976	58
Employees over 50 years old	509	30	506	30	484	29

Gender distribution at top management (tier 0-2) and boards

		2025		2024		2023	
Metric		**Head count**	**%**	**Head count**	**%**	**Head count**	**%**
Gender distribution top management (tier 0–2)	Male	45	73	49	70	46	75
	Female	17	27	21	30	15	25
Gender distribution boards	Male	4	50	4	50	4	50
	Female	4	50	4	50	4	50

S1 Own Workforce



S1 10 Adequate wages

Beckers is committed to ensuring that all employees receive an adequate wage that allows them to meet basic needs and support a decent standard of living and is in line with industry benchmarks. Beckers has two key data sets to ensure this:

1. **Living Wage Benchmark** ensures employees earn an income to support basic living costs for themselves and their families. The Living Wage acts as a 'floor', which all Beckers employees should earn above regardless of position.

2. **Market Benchmarking** provides market rates for positions in the organization. This guides compensation decisions and ensures Beckers pays fairly for the work being completed.

Living Wage
In 2024, Beckers conducted a global living wage assessment across all sites in collaboration with an independent provider. The assessment confirmed the importance of using credible external benchmarks to evaluate wage adequacy. Minor salary adjustments were implemented where required to ensure alignment with living wage thresholds.

Living wage definition
Beckers defines a living wage as the income required to meet basic needs such as food, housing, healthcare, education and transportation to support a worker and their family.

Method: Use of external benchmarks
Beckers works with Wage Indicator, an independent third-party provider that maintains a robust, internationally recognized living wage database.

Wage Indicator:
- calculates living wage estimates based on the cost of essential goods and services;
- provides data at a regional level, reflecting differences within countries;
- updates cost-of-living information using a consistent and transparent methodology

These estimates serve as our official benchmark for assessing wage adequacy at all Beckers' sites.

Assessment approach
Annually, Beckers compares employee earnings against living wage benchmarks through periodic pay snapshots. Each snapshot is assessed against the relevant regional living wage estimate to verify whether employees' base salaries meet or exceed the threshold. Where gaps are identified, Beckers prepares and implements salary adjustments during the annual salary review process to ensure compliance.

Methodologies and assumptions
The WageIndicator Living Wage database provides Beckers with applicable living wage levels for the countries/regions where the company operates.

These living wage benchmarks are analyzed against snapshots of employee earnings collected from human resources reporting systems and other sources at the time of the benchmarking exercise.

Gaps are defined where an employee's End of Year snapshot for annual guaranteed income falls below the annual Living Wage estimate for the region.

Beckers' most recent living wage analysis (performed for End of Year 2025) included all employees globally who are in an employment relationship with Beckers, excluding employees with a temporary contract solely focused on vocational training (such as apprentices, working students and management trainees).

Adequate wages

Metric	Unit	2025	2024	2023
Percentage of employees earning 100% of applicable adequate wage benchmarks for the regions where they operate	%	99.8	99.7	-

S1 Own Workforce

S1 13 Training and skills development metrics

Beckers supports continuous professional development to strengthen employees' skills, support long-term employability and enable safe, compliant and sustainable operations. Training and skills development are coordinated through Beckers Academy, which provides a global framework for onboarding, leadership development, sustainability, compliance and functional training.

In 2025, the average training hours per employee increased across Beckers Group, with a strong focus on environment, health and safety, and compliance topics across multiple countries. Based on insights from the most recent employee engagement survey, Beckers continued to develop its Leadership Journey program, with a specific focus on growth mindset. The program is accessible via the company intranet and open to all employees. Beckers Academy also supports onboarding new employees, including dedicated R&D onboarding sessions with 40 participants.

We also kicked off the advanced program for R&D top talent, a two year program to develop our future experts in coil.

Training and education on governance topics
The proportion of employees trained in human rights policies or procedures was 53 percent in 2025.

Methodologies and assumptions
The data about training and skills development includes all employees who are in an employment relationship with Beckers. The numbers are collected from human resources reporting systems as well as manual submission and collection across sites.

The metrics related to training and skills development are not validated by any external body other than the assurance provider.



Training and skills development

Metric		Unit	2025	2024	2023
Percentage of employees that participated in regular performance and career development reviews	Female	%	97	98	-
	Male	%	98	96	-
	Other	%	100	100	-
	Total	%	98	97	97
Average number of training hours per employee	Female	Hour	21	22	15
	Male	Hour	17	18	14
	Other	Hour	0	0	0
	Total	Hour	18	19	14

S1 Own Workforce

S1 14 Health and safety metrics

Beckers aims to prevent work-related injuries and ill health through a structured global health and safety management system covering all employees.

Health and safety management system

All Beckers employees and non-employee workers are covered by the company's local and global Health & Safety procedures. These procedures define requirements for risk assessments, safe operating practices, emergency preparedness, incident reporting and continuous improvement.

Local sites are responsible for reporting risk observations, loss-of-containment and accidents in the global system. Reported incidents are analyzed and used to update risk assessments and preventive controls. All sites maintain emergency response plans and conduct regular evacuation drills.

Compliance with health and safety requirements is monitored through internal audits, external audits, self-assessments and inspections. In addition, sites undergo external, insurance-led fire safety audits every two to three years, depending on site size, risk profile and operational complexity

Coverage and certification

- Percentage of employees covered by the health and safety management system: 100
- Percentage of non-employee workers under Beckers' control covered by the system: 100
- As of 31 December 2025, 15 of 22 sites were certified to ISO 45001, representing 68% of sites and 86 % of employees.

Health and safety performance

Health and safety performance data are collected and tracked through the global health and safety management system, ensuring consistent data quality across regions.

Beckers uses Total Recordable Injury Frequency Rate (TRIFR) as its primary performance indicator, supported by Lost Time Injuries (LTI).

In FY 2025, Beckers recorded 14 LTIs across all sites, compared to 13 LTIs in 2024. The most frequent injury types in 2025 were slips, trips and falls, followed by muscle injuries from manual handling. TRIFR for 2025 was 5.4 (2024: 5.0), with incidents concentrated in one site. Manual handling–related back injuries remained a key challenge, alongside slips, trips, falls and burn-related incidents.

Methodologies and assumptions

The information about health and safety includes all people who are in an employment relationship with Beckers and non-employees such as temporary workers under the direction of Beckers, unless otherwise specified.

The data is collected from human resources reporting systems, safety reporting systems and health and safety reports.

The number of fatalities because of work-related injuries and work-related ill-health include value chain workers working on Beckers' sites. All known such cases are included; however, it may be undetermined if such ill health arose because of working at Beckers' site.

The number and rate of recordable work-related accidents include accidents that result in death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness. The rate of recordable work-related accidents for own workforce is calculated as: Number of accidents * 1,000,000 / Total number of worked hours.

The number of cases of recordable work-related ill health includes work-related ill health that results in any of the following: (i) death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or (ii) significant ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.

The number of days lost to work-related injuries include the first full lost day until the last day of absence. Calendar days are considered for the calculation, thus days on which the affected individual is not scheduled for work will count as lost days.

The number of lost-time incidents includes incidents that lead to injuries requiring absence from work for at least one day and is diagnosed and advised by a medical professional. The data is collected from human resources reporting systems, safety reporting systems and health and safety reports. The lost-time incident frequency rate is calculated as: Number of lost time incidents * 1,000,000/Total number of worked hours.

The total number of accidents for workers on the Group's sites includes employees, non-employees and value chain workers working on Beckers sites. The total number of accidents for all workers on the Group's sites includes accidents that result in death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness.

Metrics related to health and safety are not validated by any external body other than the assurance provider.

S1 Own Workforce

Health and safety indicators

		2025		2024		2023	
Metric	**Unit**	**Employees**	**Non-employees**	**Employees**	**Non-employees**	**Employees**	**Non-employees**
Percentage of own workers who are covered by health and safety management system based on legal requirements and (or) recognized standards or guidelines	%	100	100	100	100	100	100
Number of fatalities in own workforce as a result of work-related injuries and work-related ill health	Number	0	0	0	0	0	0
Number of recordable work-related accidents for own workforce[1]	Number	14	6	18	-	7	-
Rate of recordable work-related accidents for own workforce[1]	Cases per million hours worked	4.6	9.4	5.0	-	2.0	-
Number of cases of recordable work-related ill health of own workforce	Number	2	0	0	0	0	0
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health[1]	Number	421	93	273	-	100	-

[1] Split between employee and non-employee accidents only available from 2025

Fatalities

Metric	**Unit**	**2025**	**2024**	**2023**
Number of fatalities as result of work-related injuries and work-related ill health of value chain workers working on undertaking's sites	Number	0	0	0

Lost time incident frequency rate

Metric	**Unit**	**2025**	**2024**	**2023**
Lost-time incident frequency	Cases per million hours worked	3.8	3.6	1.1

Total number of accidents for all workers at the Group's sites

Metric	**Unit**	**2025**	**2024**	**2023**
Number of recordable work-related accidents (employee+non-employee+value chain workers)[1]	Number	22	19	7

[1] Value chain worker accidents include only incidents occurring on Beckers' sites



In 2026, we will advance our safety culture through a new Health and Safety Policy and the global rollout of Life-Saving Rules, reinforcing that everybody owns safety, supported by visible leadership engagement, Safety Moments and systematic learning from incidents.

S1 15 Work-life balance metrics

Work-life balance remains a key priority for Beckers. All employees are entitled to family-related leave in line with local laws and regulations in the countries where we operate. As a global organization, the structure and duration of family-related leave vary significantly by jurisdiction and employees make use of these entitlements at different rates depending on local norms and eligibility rules.

At present, Beckers does not have a harmonized global system in place to track family-related leave entitlement or family-related leave taken. While maternity and paternity leave usage is monitored at local level, the data is not yet consolidated across countries. As a result, Beckers is currently unable to disclose comparable global metrics on the percentage of entitled employees who took family-related leave, broken down by gender, as required under ESRS S1-15. At site level, the share of employees taking maternity or paternity leave varies widely, ranging from 0% to 100%, depending on local conditions.

Beckers is working to strengthen its reporting capabilities to meet the requirements of ESRS S1-15. Efforts are underway to establish a consistent global approach for collecting and consolidating family-related leave data, with the ambition to disclose complete and comparable metrics in time for the 2026 reporting cycle.

In addition to statutory family-related leave, many Beckers sites offer local initiatives that support work-life balance and employee well-being, such as flexible working arrangements, wellness activities and team-building initiatives. These practices are adapted to local needs and complement Beckers' broader commitment to employee well-being.

S1 16 Compensation metrics (pay gap and total compensation)

Equal treatment and opportunities for all:
Beckers promotes equal treatment and opportunities for all employees and uses global job grading and benchmarking to drive equal pay for work of equal value. The goal is to take a data driven approach to compensation, that minimizes all risks of pay bias.

At present, Beckers does not disclose quantitative remuneration metrics at Group level in line with ESRS S1-16. While payroll and compensation data is available locally, comparable global calculations of the unadjusted gender pay gap and the ratio between the highest-paid individual and the median employee are not yet disclosed at Group level.

Methodologies and assumptions
Remuneration metrics include all individuals who are in an employment relationship with Beckers, with the exception of students employed by Beckers on an hourly wage basis. Base salary, allowances, and target bonus are included in remuneration calculations. Employee earnings are collected using a year-end snapshot and converted to a common currency. The data is collected from payroll and human resources reporting systems. The male-female pay gap is calculated using average gross hourly pay levels based on employee earnings and contracted hours.

The remuneration ratio is calculated as: Total annual remuneration of the highest paid individual / Total annual remuneration of the median employee (minus the highest paid individual).



S1 17 Incidents, complaints and severe human rights impacts

Incidents, complaints and severe human rights impacts

During the reporting period, Beckers identified a limited number of work-related incidents and complaints related to alleged discrimination and inappropriate workplace conduct. These included allegations of disrespectful behavior, verbal harassment, bullying, and other forms of inappropriate conduct.

All reported cases were reviewed through established internal processes. Where concerns were substantiated, remediation measures were defined and implemented in line with Beckers' policies and procedures. All cases reported during the period were closed.

Equal opportunities and non-discrimination

In 2025, 6 incidents related to discrimination were reported. All cases were investigated, addressed through remediation plans and successfully closed.

The same process was applied in previous years, with three incidents reported in 2024, four in 2023, one in 2022 and three in 2021. No unresolved discrimination cases remain outstanding.

Methodological disclosure

Disclosed information about incidents, complaints and severe human rights impacts covers all employees who are in an employment relationship with Beckers. Data on incidents, complaints and impacts is collected from human resources reporting systems and whistleblowing channels.

Disclosed information about discrimination includes, subject to the relevant privacy regulations, work-related incidents of discrimination on the grounds of gender, racial or ethnic origin, nationality, religion or belief, disability, age, sexual orientation or other relevant forms of discrimination. This includes incidents of harassment as a specific form of discrimination.

Incidents, complaints and severe human rights impacts

Metric	Unit	2025	2024	2023
Number of incidents of discrimination	Number	6	3	4
Amount of fines, penalties, and compensation for damages as a result of incidents of discrimination and complaints connected to own workforce	EUR	0	0	0

Remediation plans

Metric	Unit	2025	2024	2023
Incidents reviewed by the undertaking	Number	6	3	4
Remediation plans being implemented	Number	1	0	0
Remediation plans that have been implemented	Number	5	3	4
Incidents no longer subject to action	Number	5	3	4



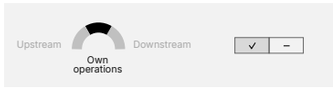


S2 Workers in the value chain

Beckers works to promote fair and safe working conditions across its value chain. This section outlines how we identify and manage our material impacts, risks and opportunities related to value chain workers, including our Supplier Code of Conduct, audit and engagement processes, grievance and remediation channels and actions to address labor-related risks. It also summarizes our targets for strengthening due diligence and improving working conditions among suppliers.

SBM 3 Material impacts, risks and opportunities and their interaction with strategy and business model

Material sustainability matters	S2 Working conditions	S2 Other work-related rights
Value chain	Upstream	Upstream
Impact	Actual / Potential; Positive / Negative	Actual / Potential; Positive / Negative
	Suppliers operate in high-risk sectors such as extractives, mining, conflict minerals and chemicals, where accidents, poor working conditions and exposure to hazardous substances are prevalent. Health and safety risks are closely linked to the right to information, as workers must be informed about potential exposure to harmful substances.	As a global chemical company with a complex supply chain, Beckers faces challenges in ensuring effective human rights due diligence. Vulnerable groups may be exposed to adverse impacts across the value chain, and if suppliers fail to uphold fair working conditions or fundamental rights, Beckers may indirectly contribute to negative impacts on workers.
Measures to reduce the impact	Conducting enhanced due diligence for suppliers in risk countries or sectors.	Supplier screening and assessments are conducted through EcoVadis, supported by the Code of Conduct, the Supplier Code of Conduct and ongoing risk analyses.
Financial effect	Risk / Opportunity	Risk / Opportunity
Time horizons	● ● ○ Medium-term	● ● ○ Medium-term



S2 Workers in the value chain

Impact, risk and opportunity management

S2 1 Policies related to value chain workers

Beckers' approach to workers in the value chain is guided by the Beckers Supplier Code of Conduct. The Code defines Beckers' expectations for suppliers with respect to labor rights, health and safety, ethical business practices and responsible handling of hazardous materials. Suppliers are required to prohibit child and forced labor, ensure fair and adequate wages, respect freedom of association, maintain safe working environments and provide grievance mechanisms for their workers. These expectations extend to sub-suppliers through cascading obligations.

The Supplier Code of Conduct forms an integral part of Beckers' responsible sourcing activities and supports the identification and management of risks related to value chain workers. It is embedded in procurement processes and overseen by the global procurement team, which ensures that supplier practices are monitored and, where necessary, addressed through engagement and corrective actions. For more information on Beckers Supplier Code of Conduct, see ESRS 2 GOV-2 on page 16.

S2 2 Processes for engaging with value chain workers about impacts

As part of its due diligence, Beckers engages with value chain workers primarily through supplier assessments and audits. These assessments provide insight into working conditions, health and safety practices and the availability of grievance mechanisms. During audits, engagement typically takes place with management representatives or designated worker representatives who can provide information about workplace conditions. Direct interviews with workers are included in the on-site audit of risk suppliers.

Engagement most often occurs during annual reviews of key and high-risk suppliers, conducted either on-site or through desktop audits. These assessments help identify actual or potential impacts on workers and guide the development of follow-up actions where needed. In addition, Beckers uses EcoVadis assessments to gain third-party insight into supplier practices, as the platform provides structured information on suppliers' management of labor rights, human rights, ethics and related sustainability topics. EcoVadis results and audit findings are considered in procurement decisions, including supplier acceptance, follow-up requirements and prioritization for further engagement.

Operational responsibility for ensuring that engagement takes place and informs decision-making rests with the global procurement team, with oversight from the Global Procurement Vice President. Beckers does not have any global framework agreements with trade unions or international labor organizations. The effectiveness of engagement is primarily assessed through audit follow-ups, supplier visits, annual supplier evaluations, and observed improvements in supplier performance over time.

Beckers recognizes that certain groups of workers in the value chain may be more exposed to risks – such as migrant workers, or workers in hazardous environments and therefore prioritizes suppliers in higher-risk sectors or geographies for assessment.

Suppliers that signed Supplier Code of Conduct

Metric	Unit	2025	2024	2023
Suppliers that signed Supplier Code of Conduct	% of spend	98	92	92

Direct material suppliers assessed and approved by a third party

Metric	Unit	2025	2024	2023
Direct material suppliers assessed and approved by a third party	% of spend	92	88	85

S2 3 Processes to remediate negative impacts and channels for value chain workers to raise concerns

Beckers provides an independent whistleblowing mechanism that is available to all external stakeholders, including workers in the value chain. This channel allows concerns related to labor rights, human rights, working conditions or compliance with the Supplier Code of Conduct to be raised confidentially and anonymously. The mechanism is hosted by a third party and is accessible through Beckers' public website, ensuring that value chain workers do not depend solely on their employer's internal systems to report concerns. All reports are handled promptly and impartially; individuals raising concerns in good faith are protected from retaliation.

The availability of worker voice mechanisms at supplier level is considered as part of Beckers' supplier assessments. Worker voice and grievance mechanisms are covered within the EcoVadis assessment framework, and suppliers meeting Beckers' EcoVadis qualification criteria are considered to have relevant management systems in place. For suppliers not approved through EcoVadis and identified as higher risk, external sustainability audits are conducted, which include review of labor practices and worker rights, including grievance-related questions and, where applicable, employee interviews. Beyond these assessment processes, Beckers does not conduct direct verification of all suppliers' workplace-level grievance mechanisms.

Where concerns about negative impacts arise, Beckers works with suppliers to determine appropriate remediation measures. These may include corrective actions, revisions to supplier practices, additional training, or other forms of targeted support. Follow-up assessments or discussions are used to evaluate whether remediation has been effective. While Beckers monitors the functioning and accessibility of the whistleblower channel, we have not yet assessed the extent to which value chain workers are aware of or trust this mechanism. Addressing this gap is an area of planned improvement.

Zero cases of violations of the principles in the Supplier Code involving value chain workers were reported during the year. Zero severe human rights issues involving value chain workers were reported during the period.

S2 Workers in the value chain

S2 4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions

Beckers takes action to prevent and mitigate negative impacts on workers in the value chain through responsible sourcing practices, the application of the Supplier Code of Conduct and risk-based supplier assessments. These actions focus primarily on the upstream value chain and focus on tier 1 suppliers, with particular attention to suppliers operating in higher-risk sectors or geographies. The objective is to identify labor-related risks early, set clear expectations for suppliers and support improvements in working conditions over time.

Signing Beckers' Supplier Code of Conduct is mandatory for new suppliers onboarded, except for the whitelist suppliers (for example small spending of non-raw material suppliers). Suppliers' own Code of Conduct is also acceptable, when certain terms are checked and approved by Beckers' legal counsel. All signed documents are uploaded into Beckers' procurement platform for storage and calculating the spending with code-of-conduct-signed suppliers.

Supplier assessments are conducted using a combination of third-party tools, depending on supplier characteristics and feasibility. EcoVadis is Beckers' primary assessment tool for screening and monitoring supplier sustainability performance, including environment, labor and human rights, ethics and sustainable procurement. Beckers requires all raw material suppliers to have a balanced sustainable management, which means the score of the four EcoVadis sections should all be above 40. For suppliers that are not able or willing to achieve EcoVadis 4x40 scores, on-site supplier audits are used as an alternative qualification and assessment approach, particularly for higher-risk suppliers.

Supplier audits are carried out by external auditing firms using a Beckers-defined audit framework and rating methodology, ensuring a consistent assessment standard across prioritized suppliers. The audits focus on areas such as labor practices, health and safety management and the availability of grievance mechanisms. The qualification score of the on-site audit is 60/100.

Where potential or actual negative impacts are identified, suppliers are required to define corrective action plans, including responsibilities and indicative timelines. Beckers follows up with suppliers through dialogue and review of progress and may request evidence of improvements where relevant. This risk-based approach supports continuous improvement without applying the same level of oversight to all suppliers.

EcoVadis assessments and supplier audits together support the identification of elevated sustainability risks and inform prioritization for further engagement and sourcing decisions. Suppliers with high spending but who do not reach EcoVadis or audit qualification threshold, are allowed to apply corrective actions with proven new reports within 24 months. If there is still no success, an exit plan will be implemented. Changes in assessment outcomes over time are used as indicators of progress.

Remedy for negative impacts is further supported by the whistleblowing mechanism described in S2-3, which is available to value chain workers and other external stakeholders. This mechanism enables concerns to be raised confidentially and provides a channel for identifying issues that may not be visible through audits or assessments. Reported cases are handled by Beckers and followed up with suppliers where applicable, with the aim of ensuring appropriate remediation and preventing recurrence.

Overall responsibility for implementing and overseeing these actions rests with the global procurement team, which integrates findings from supplier assessments, audits and grievance mechanism into ongoing supplier engagement and sourcing decisions.

Metrics and targets

S2 5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Beckers has established time-bound targets related to value chain workers as part of its 2030 Sustainability Goals for supply chain sustainability. These targets are linked to the Responsible Sourcing Strategy and the Supplier Code of Conduct. By 2030, Beckers aims for more than 85 percent of its raw material and packaging spend to be covered by suppliers reaching EcoVadis 4x40 scores or audit 60/100. This target reflects Beckers' ambition to strengthen human rights due diligence and improve transparency in its value chain. Independent supplier assessments provide important insight into labor rights, health and safety, human rights and ethical conduct, enabling more structured engagement and follow-up with suppliers where gaps are identified.

To approach the long-term target, an annual target has been set for each site/country. Progress towards the target is monitored through internal performance tracking based on supplier spend covered by approved EcoVadis assessments or audits. Performance is reviewed regularly, and results are shared with procurement teams to support follow-up and prioritization of suppliers requiring further engagement.

Beckers also aims to ensure that all high-risk suppliers undergo formal audits by the end of 2030, providing more detailed understanding of workplace practices and potential labor-related impacts. The annual audit plan is also under process, focusing on risky suppliers who held high spending in the previous year but didn't achieve EcoVadis 4x40. Strengthening EcoVadis coverage and audit follow-up supports Beckers' long-term efforts to improve conditions for value chain workers and enhances the overall effectiveness of the company's responsible sourcing program.

These targets are process- and governance-oriented targets designed to strengthen Beckers' human rights due diligence and responsible sourcing practices. They are monitored through internal performance reporting and do not have a scientific benchmark or formal social baseline, as they focus on strengthening due diligence processes rather than measuring direct social outcomes.

Governance Disclosures

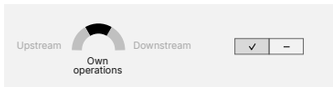
82 Business conduct

G1 Business conduct

At Beckers, responsible business conduct forms the foundation of our sustainability approach. We recognize that strong governance, ethical behavior and respect for human rights are essential to creating long-term value for our stakeholders and to maintaining trust across our global operations. Our material sustainability matters therefore reflect the issues that are most critical to ensuring that we act with integrity, safeguard people and uphold our responsibilities throughout the value chain. The following sections outline how these priorities are embedded in our culture, policies and everyday practices.

SBM 3 Material impacts, risks and opportunities and their interaction with strategy and business model

Material sustainability matters	G1 Corporate culture	G1 Protection of whistleblowers	G1 Corruption and bribery
Value chain	Own operations	Own operations	Own operations
Impact	Actual / Positive / Potential / Negative	Actual / Positive / Potential / Negative	Actual / Positive / Potential / Negative
	A positive corporate culture is supported by upholding high business ethics across all markets and the value chain, including partners and customers. A work environment is fostered where employees take responsibility for their safety, health, well-being, energy use and environmental impact.	As a global chemical company with a complex supply chain, Beckers recognizes the importance of strong human rights due diligence. The company works proactively with suppliers to uphold fair working conditions and fundamental rights, aiming to prevent and mitigate potential adverse impacts across its value chain.	Operating globally in complex markets with risks of corruption and labor and human rights violations, Beckers relies on a governance system grounded in its purpose and values, including employee training on risk exposure. The company applies zero tolerance by conducting annual risk assessments, verifying site-level reporting of bribery offers or receipts, and engaging third parties through its Anti-Corruption Due Diligence procedure for agents and distributors.
Measures to reduce the impact			
Financial effect	Risk / Opportunity	Risk / Opportunity	Risk / Opportunity
Time horizons	● ● ○ Medium-term	● ● ○ Medium-term	● ● ○ Medium-term



G1 Business conduct

Impact, risk and opportunity management

G1 1 Corporate culture and business conduct policies

Policies addressing business conduct:

- Code of Conduct.
- Supplier Code of Conduct.
- Whistleblowing procedures.

Code of Conduct

The Beckers Group Code of Conduct defines the framework for responsible business conduct across the company. It applies to all employees, managers and directors and sets expectations for ethical behavior, including respect for human rights, including children's rights, compliance with applicable laws, including competition, anti-bribery and anti-corruption and transparent record-keeping.

The Code also addresses conflicts of interest and encourages the reporting of any incidents or suspected breaches. Beckers applies a zero-tolerance approach to bribery and corruption and supports compliance through mandatory onboarding and periodic training. Through these measures, responsible business conduct and ethical decision-making are embedded across the company and throughout the value chain. For more information on Beckers Code of Conduct, see ESRS 2 GOV-2 on page 16.

Supplier Code of Conduct

Beckers Supplier Code of Conduct sets clear expectations for ethical business conduct throughout the supply chain. It requires suppliers to comply with all applicable laws; respect internationally recognized human rights and labor standards and maintain high standards of integrity and anti-corruption. The Supplier Code of Conduct covers areas such as respect for human rights, including children's rights, fair wages, safe working conditions, environmental responsibility, chemical safety and data privacy.

Suppliers are expected to implement appropriate policies and grievance mechanisms to prevent bribery and corruption, ensure transparency and support continuous improvement. Through these requirements, Beckers integrates responsible business conduct into supplier relationships and operations. For more information on Beckers Supplier Code of Conduct, see ESRS 2 GOV-2 on page 16.

Whistleblowing procedures

The whistleblower channel procedures described in Beckers Code of Conduct provide a confidential mechanism for reporting concerns or breaches related to ethical behavior, compliance and integrity. Employees are encouraged to report suspected non-compliance, including matters related to bribery, corruption, conflicts of interest or breaches of company policies. External stakeholders can also use the publicly available whistleblowing channel to report concerns.

Reports can be submitted anonymously and are handled in accordance with established procedures. Beckers prohibits retaliation against individuals who raise concerns in good faith, supporting a culture of openness, accountability and ethical conduct. For more information on Beckers Whistleblowing channel, see ESRS 2 GOV-2 on page 16.

G1 2 Management of relationships with suppliers

Beckers manages supplier relationships through a structured global procurement process designed to promote fair, responsible and transparent practices across the value chain.

All suppliers and subcontractors are expected to comply with the ethical standards set out in the Beckers Supplier Code of Conduct and are monitored to ensure alignment with Beckers' business ethics and sustainability expectations.

Sustainability is integrated into the supplier management cycle. All raw material and packaging suppliers are assessed through Beckers' sustainability rating system, which includes EcoVadis assessments or equivalent in-house audits where EcoVadis is not available. A minimum performance threshold applies, and suppliers below this level are required to implement corrective action plans prior to reassessment.

In 2025, 98% of suppliers based on global spend had signed the Supplier Code of Conduct, and 92% of raw material and packaging suppliers based on spend were approved through EcoVadis. Three in-house supplier audits were conducted during the year.

Beckers uses data-driven tools to support sustainable procurement decisions, including the consolidation of supplier sustainability data and tools to assess the cost and sustainability impacts of supplier or material changes. Supplier engagement is supported through regular dialogue and training of procurement teams, with the aim of fully integrating sustainability and cost considerations into purchasing decisions by 2026.

Through these processes, Beckers aims to ensure responsible sourcing and promote sustainable and ethical practices across the value chain.

G1 Business conduct

G1 3 Prevention and detection of corruption and bribery

Beckers applies a strict zero-tolerance approach to bribery and corruption. No employee, representative or business partner may directly or indirectly demand, accept, offer or give any bribe, kickback or other unlawful or unethical benefit. This principle is defined in the Beckers Code of Conduct and applies to all markets.

Whistleblowing channels

Beckers employees and external stakeholders can report concerns, incidents or suspected breaches of the Code of Conduct. Confidential whistleblowing channels are available and accessible to employees and external stakeholders across all Beckers locations. Reports can be made verbally or in writing, anonymously if preferred, via email or an online reporting portal. Beckers has a strict zero-retaliation approach against anyone reporting incidents or raising concerns in good faith.

Risk assessments and due diligence

Beckers conducts an annual risk assessment process covering compliance, operational, financial and strategic risks across the Group. Bribery and corruption risks are assessed as part of the compliance risk category.

As part of the annual Internal Control Self-Assessment, each site confirms its familiarity with global procedures and declares whether appropriate local processes are in place for reporting offers or receipts of bribes.

Internal Audit Reviews of sites are conducted on a three-year basis. During the reviews, a closer look is taken at the control environment, where among others corruption-related controls are verified. These reviews assess whether employees, especially those in functions with greater exposure to bribery risks, understand how to identify and report suspected bribery.

In addition, Beckers applies an Anti-Corruption Due Diligence Procedure for agents and distributors to mitigate corruption risks associated with engaging third parties.

Training

Anti-corruption and anti-bribery training are important elements of Beckers' prevention and detection approach and provided to Board members, management and employees as part of their ongoing skills development. All office workers receive Code of Conduct training, which includes anti-bribery and anti-corruption topics on an annual basis.

In 2025, Beckers introduced a redesigned Code of Conduct e-learning course on the new learning management system for all office workers. The updated training includes interactive scenarios based on real workplace situations, aligns with current global standards and is available in multiple languages. A dedicated version of the course for front-line employees is under development to ensure full coverage across all roles.

Prevention and detection of corruption and bribery

Metric	Unit	2025	2024	2023
Total receiving training	Number	920	871	630

Incidents of corruption or bribery

Metric	Unit	2025	2024	2023
Number of convictions for violation of anti-corruption and anti-bribery laws	Number	0	0	0
Amount of fines for violation of anti-corruption and anti-bribery laws	EUR	0	0	0

Number of cases reported through whistleblowing channels and number of cases followed up on with remediation plans

Metric	Unit	2025	2024	2023
Number of cases reported through whistleblowing channels	Number	12	5	14
Number of cases followed up on with remediation plans	Number	9	5	14

Metrics and targets

G1 4 Confirmed incidents of corruption or bribery

Beckers was not convicted of violating anti-corruption or anti-bribery laws, and no instances of non-compliance with applicable laws and regulations related to corruption or bribery were identified during the reporting period. No fines were paid.

Other

86 ESRS cross-references

88 Auditor’s limited assurance report on Beckers’ selected sustainability information

ESRS cross-references

**The ESRS cross-references below indicate where relevant information is located in this report.
They do not indicate alignment with or adherence to the specific ESRS disclosure requirements.**

IRO 2 Disclosure requirements in ESRS covered by the undertaking's sustainability statement

ESRS 2	ESRS 2 General disclosures	Page
BP-1	General basis for preparation of sustainability statements	10
BP-2	Disclosures in relation to specific circumstances	10
GOV-1	The role of the administrative, management and supervisory bodies	11-14
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	15-17
GOV-3	Integration of sustainability-related performance in incentive schemes	17
SBM-1	Strategy, business model and value chain	18-22
SBM-2	Interests and views of stakeholders	23-26
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	26-30
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	31
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	86

ESRS E1	ESRS E1 Climate change	Page
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	27, 33, 36-37
ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	17
E1-1	Transition plan for climate change mitigation	35-36
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Auditor's limited assurance report on Beckers Group's selected sustainability information

To Becker Industrial Coatings Holding AB, corporate identity number 556037-2392

Conclusion

We have been engaged by Becker Industrial Coatings Holding AB ("Beckers Group") to undertake a limited assurance engagement of selected sustainability information for the financial year 2025. The selected sustainability information consists of E1-5 Energy consumption and mix and E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions set out on pages 43-47 in the Performance Report 2025.

Based on our limited assurance engagement as described in the section *Auditor's responsibility*, nothing has come to our attention that causes us to believe that the selected sustainability information for the year 2025, are not prepared, in all material respects, in accordance with relevant parts of the ESRS (European Reporting Sustainability Standards) which are applicable for the selected sustainability information, as well as the accounting and calculation principles that the Company has developed.

Basis for conclusion

We have conducted the limited assurance engagement in accordance with ISAE 3000 (revised) *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*. Our responsibility according to this recommendation is further described in the section *Auditor's responsibility*.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Responsibilities of the Board of Directors and the Chief Executive Officer

The Board of Directors and the Chief Executive Officer are responsible for the preparation of the selected sustainability information in accordance with the applicable criteria, as explained on page 10 in the Performance Report 2025, and consists of relevant parts of the ESRS (European Reporting Sustainability Standards) which are applicable for the selected sustainability information, as well as the accounting and calculation principles that the Company has developed. This responsibility also includes the internal control relevant to the preparation of the selected sustainability information that is free from material misstatements, whether due to fraud or error.

Responsibilities of the auditor

Our responsibility is to express a conclusion on the selected sustainability information based on the limited assurance procedures we have performed. We conducted our limited assurance engagement in accordance with ISAE 3000 (revised) *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*. This recommendation requires that we plan and perform our procedures to obtain limited assurance that the selected sustainability information is prepared in accordance with the criteria described in the section *Responsibilities of the Board of Directors and the Chief Executive Officer*.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. This means that it is not possible for us to obtain such assurance that we become aware of all significant matters that could have been identified if a reasonable assurance engagement had been performed.

Our firm applies ISQM 1 (International Standard on Quality Management), which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We are independent of Beckers Group in accordance with professional ethics for auditors in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

A limited assurance engagement involves performing procedures to obtain evidence to support the selected sustainability information. The auditor selects the procedures to be performed, including assessing the risks of material misstatements in the selected sustainability information, whether due to fraud or error. In this risk assessment, the auditor considers the parts of the internal control that are relevant to how the Board of Directors and the Chief Executive Officer prepare the selected sustainability information, in order to design procedures that are appropriate under the circumstances, but not for the purpose of providing a conclusion on the effectiveness of the entity's internal control.

The review consists of making inquiries, primarily of persons responsible for the preparation of the selected sustainability information, performing analytical review, and conducting other limited review procedures.

The review procedures included but were not limited to the following:

- By inquiries obtain an understanding of the entity's control environment, reporting processes, and information systems relevant to the preparation of selected sustainability information
- Evaluate whether the structure and the presentation of the selected sustainability information is in accordance with the relevant requirements in ESRS
- Perform inquiries of relevant personnel and analytical procedures on selected sustainability information
- Perform substantive assurance procedures on a sample basis on selected sustainability information
- Perform inquiries and analytical procedures to evaluate whether the methods, data and significant assumptions used to make estimates in the selected sustainability information are appropriate and applied consistently

Malmö, April 21, 2026

Deloitte AB

Maria Ekelund
Authorized public accountant