



SUSTAINABILITY REPORT

2022/2023



Plastic parts. Refined.

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AMB is a third-generation, family-owned company founded in 1946. It began as a Bakelite factory, and thanks to successful investments in thermoplastic injection moulding, vacuum metal deposition for mirrored surfaces and shielding, fully automatic painting facilities and clean room production for medical devices, it has grown and today medical technology is its largest business area.

Introduction

For several generations, AMB has taken a down-to-earth, long-term approach where responsibility has always formed part of our corporate culture. As a company, we have an important part to play in sustainable development, and we continue to see our initiatives result in rising expectations.

We not only note increasing interest from new and potential customers, but also from society and existing and future employees. This concerns many areas, such as social responsibility, business ethics and responsible resource utilisation, as well as the development of new products and processes.

WHILE AMB IS NOT REQUIRED to file sustainability reports, we nevertheless wish to give an account of the challenges we face and our contributions to the efforts to achieve sustainable development.



We are currently busy expanding our premises and building a large solar park on our land. At the same time, we are working on an application to extend an environmental permit to enable continued long-term growth. These activities will also characterise AMB next year and will enable us to improve conditions for further initiatives.

THIS YEAR'S REPORT IS the sixth in a row and serves as a testimony to how far we have come in our sustainability work, while also informing our customers, employees and other stakeholders about our progress. The report also serves as a tool for advancing sustainability by establishing new goals every year. Last year, following an assessment by EcoVadis, our sustainability work was awarded a silver medal, spurring us on to aim for gold.

A word from the CEO

During the financial year we continued to deepen our collaborations with existing customers by starting several new customer projects. Our long-term work with establishing good relations with new customers continues to be successful and we're constantly taking on projects from new partners. It's particularly gratifying that our business model, which includes consulting on sustainability in the context of product development, is so successful and profitable.



Medical technology, our dominant area, continues to be characterised by long-term thinking, stable customer relationships, long product life-cycles, low dependence on the economic cycle and very high quality standards.

THE VIRTUAL NORMALISATION of material and component shortages at the end of the year means a number of customers are once again placing orders with a short time horizon. Thanks to our flexible organisation and close collaboration with customers, we were successful in meeting changes in demand.

It was also a record year in terms of financial performance, even though sales did not reach our high growth target. Happily, our earnings are also on the increase thanks to greater machine utilisation in production that is ever more automated.

OUR PRODUCTION CAPACITY increased through a combination of replacement investments and additional new machining cells. We're currently making the biggest investments in the history of the company to

» **We're currently making the biggest investments in the history of the company.**

enable us to continue our successful journey. During the year, we began a 5,500 m² expansion of the production facilities in Broakulla, which is scheduled to begin operations in the spring of 2024. At the same time, a 20,000 m² solar park is also under construction, which will result in 25–30% of the company's electricity being generated in-house. Also, approval was granted for further investments in machining cells, and the latter are currently being produced.

Our work with monitoring developments in the materials area continues, and our processes and expertise allow us to act as an important link between our customers and material suppliers.


Tomas Magnusson
CEO

A historical perspective

As a concept, sustainability is more than just energy, the use of natural resources and emission levels. It's also about long-term thinking, endurance and ideas that bridge generational gaps. Just as a forest owner plants seedlings that will take a human generation to grow before they can be harvested as trees, a healthy manufacturing company also has a long-term perspective and forward planning.

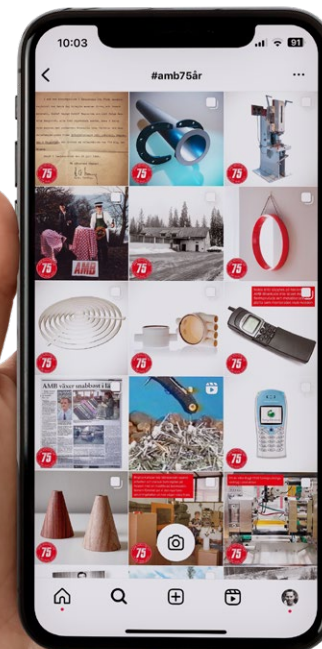
Not pursuing quick profits leads to better decisions that not only benefit the neighbourhood and immediate surroundings, but also the environment in a wider perspective, and thus future generations. This is the way we like to take responsibility.

AMB WAS FOUNDED IN 1946 on a site a few hundred metres north of today's factory. Back then, the Lyckeby River generated the hydroelectric power for the heating elements in the first Bakelite presses. Bakelite and other phenolic resins often used wood flour as a filler and were thus partly bio-based.

Today, more than 75 years later, AMB is once again powered by 100% green electricity, and we will soon begin generating our own energy again, this time in the form of solar power. Together with our customers, we're also busy looking for bio-based materials and other solutions to make our carbon footprint as small as possible. With the past as our springboard, we're aiming for the future.

A SERIES OF ARTICLES ABOUT OUR JOURNEY

We've been publishing a series of articles on our Facebook and Instagram pages since January 2021. The articles address events large and small, successful products and less successful initiatives, refurbishments and new construction, and most importantly the people who have come and gone over the years. Follow us!



52

articles have been published so far. Scan the code to get to the **#amb75years** Instagram feed, or follow us on Facebook.

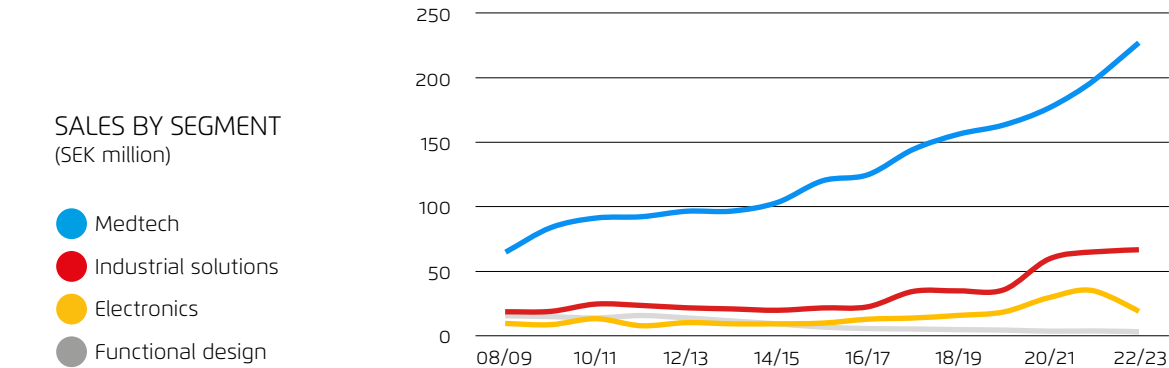
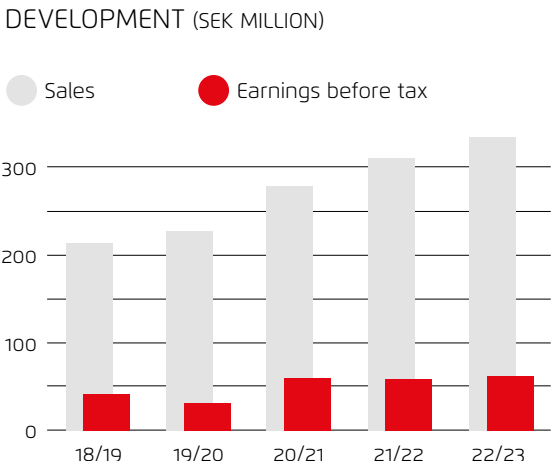
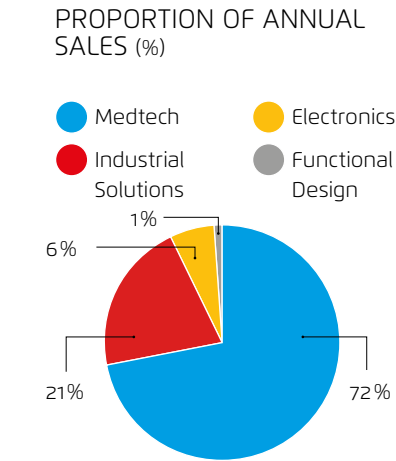


This is AMB

AMB operates as a sub-supplier to customers in the medical technology, electronics and mechanical engineering industries. AMB’s express purpose is to produce polymeric products that in various ways help to improve people’s lives and well-being. The target group comprises customers whose products are complex and who demand stable processes and high standards of project management and quality assurance. The broad customer offering includes project management and support for product development and the design of polymeric parts from initial drawings to the manufacture of finished products.

AMB HAS A complete in-house offering from product concept and design to volume production and logistics including project management, tool development, quality assurance, validation and measurement. The manufacturing processes and process stages include injection moulding, surface treatment, packaging, labelling and joining polymeric products, often with a high degree of automation. Surface treatments may be functional or decorative and take place through vacuum metal deposition, painting, printing and etching or a combination of these processes. Also offered are injection moulding and assembly in clean rooms, with controlled conditions in terms of particle quantity and the environment.

THE STRATEGY IS BASED ON responsible, long-term collaboration with customers. AMB seeks to help customers achieve their goals by applying its high-level skills, stable processes and excellent service. Floor space at the company’s production plant in Broakulla in south-eastern Sweden will soon be around 20,000 square meters. We also have sales offices in Falkenberg and Nora. The average number of employees during the 2022/23 financial year was 202.



OUR 4 MARKET SEGMENTS

MEDTECH

Medtech is AMB’s biggest business area and is split into two sub-groups: **Devices** and **Disposables**. Injection moulding and highly automated assembly in clean rooms are the key processes in the production of disposables.

ELECTRONICS

As a complement to injection moulding, lacquering and assembly, this segment often uses the vacuum metal deposition process for protection against static electricity and shielding electromagnetic radiation.

INDUSTRIAL SOLUTIONS

This includes technical items, often with stringent standards concerning mechanical properties, precision and durability. The products can be found in e.g. pumps, toys, mining and seaport industries and HVAC.

FUNCTIONAL DESIGN

Details where mould stability and/or surface finish are critical to the function of the end product. The coating techniques used by AMB are among the absolute best in the industry, and through vacuum metal deposition, plastic parts can be given mirror finishes or a metal layer for purely aesthetic reasons.



The Stekaremåla Dam on the Lyckeby River a few hundred metres upstream from today's property. The photo was taken at the site where the company was founded in 1946.

Sustainable development

RESPONSIBILITY AND OPPORTUNITIES

AMB manufactures products from polymeric materials, and this involves a number of significant environmental aspects, such as the use of raw materials, chemicals and energy. Other important environmental issues include greenhouse gas emissions from haulage, the use of solvents (VOC) and the generation of different types of waste. We show consideration for the environment through the efficient use of resources and our systematic work with environmental and sustainability issues.

AMB's operations in Broakulla are certified under the ISO 14001 environmental management system, a valuable tool in our systematic efforts to reduce our environmental impact. AMB receives operating permits from the County Administrative Board, but, due to its growth plans, the company will reach a point in a few years where permit restrictions will prevent us from growing. Thus, during the past year, we have drawn up documentation for an application for an extended environmental permit for submission to the County Administrative Board.

NOT ONLY DOES the development of knowledge and technology lead to economic growth, it

also enables us to counter risks and threats to the sustainable development of the environment, society and economy. Thanks to the production of additional data and the investigations necessary for a new environmental permit application, we now have even better insights into the environmental aspects that concern AMB. Thus we continue to exercise good governance when addressing shortcomings and preventing risks.

Sustainability efforts are among the essentials for good business operations in the long term. We always take sustainable development into consideration for investments, acquisitions, relationships with customers and suppliers, and when developing products together with the customer.

We are obliged to make constant efforts to reduce the environmental impact of our production and, based on our knowledge of various alternative materials and technical expertise in optimising processes, this also provides us with a great ability to help customers achieve their goals. We also believe the responsibility we take in sustainability issues enables us to recruit and retain the best employees.

STRATEGY AND GOVERNANCE

The company's vision is to serve as a role model in injection moulding and the surface treatment of plastics. Our growth takes place primarily with customers whose products are complex and who demand high standards of project management and quality assurance.


Our strategy is to run the business sustainably and actively contribute to sustainable development. We will also create business opportunities through consistent responsible behaviour.

AMB'S OVERARCHING environmental goals are to use the best available technology and work with energy savings and conservation to keep energy consumption as low as economically justifiable. Also, AMB works to reduce the company's environmental impact

from the use of chemicals in production and make sure that products falling under the restrictions of the REACH Regulation and the RoHS Directive are not used by AMB.

THE ULTIMATE RESPONSIBILITY for the environment and occupational health & safety lies with the CEO, but day-to-day work in the external environment is the responsibility of the environmental manager. Sustainability work and associated activities are constantly monitored by the management team, with whom it is a standing agenda item.

AMB takes part in seminars and training courses to gain information about upcoming changes in environmental legislation, stay abreast of sustainability issues and render practical environmental work efficient.



12%

reduction in our electricity consumption in relation to value added compared to the previous year. The target is 5%.

ENVIRONMENTAL LEGISLATION

AMB conducts operations subject to permits and must comply with both legislation and specific business conditions. The permits were issued by the County Administrative Board. Regular reports are submitted to the environmental authorities and AMB complies with the requirements of REACH, RoHS, producer liability for packaging waste, chemicals legislation and other relevant

environmental and occupational health & safety legislation. We engage external assistance for legal monitoring, and we conduct an annual law audit.

In addition to providing declarations to our customers concerning REACH and RoHS, we also have customers who need declarations on chemical contents as regulated by the Medical Device Regulation (MDR).


MANAGEMENT SYSTEM, OPERATIONS MANUAL

In addition to ISO 14001, AMB is certified according to the requirements of the ISO 9001 quality system and the industry-specific standard for medical technology, ISO 13485. Annual external audits are therefore carried out by RISE, and in December 2022 AMB passed the follow-up audits for all standards. Since 2017, AMB has been registered as a Contract Manufacturer with the FDA. In addition to the audit conducted by RISE, a

further seven audits were carried out by third parties at AMB during the year. No major deviations were noted by any of the external audits.

Although AMB has three internal auditors who carry out internal audits, all of them work in the quality department, so we engage external assistance when auditing the quality department.

The internal auditors noted no major deviations during the year.



3

quality standards under which AMB is certified: ISO 9001, ISO 14001 and ISO 13485.



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

AGENDA 2030

See how AMB supports the UN's global sustainability goals on page 28.

STAKEHOLDER DIALOGUES

While our employees, customers and suppliers are naturally important to us, AMB also interacts with several other stakeholder groups. The perception of which stakeholders are significant – and what they themselves consider to be significant – is not only based on experience, business relationships and

dialogues over long periods, but also on events that were of interest during the fiscal year.

Dialogues with stakeholders are conducted in various ways including performance reviews with employees, customer meetings and visits to suppliers.

OVERVIEW OF STAKEHOLDER DIALOGUES

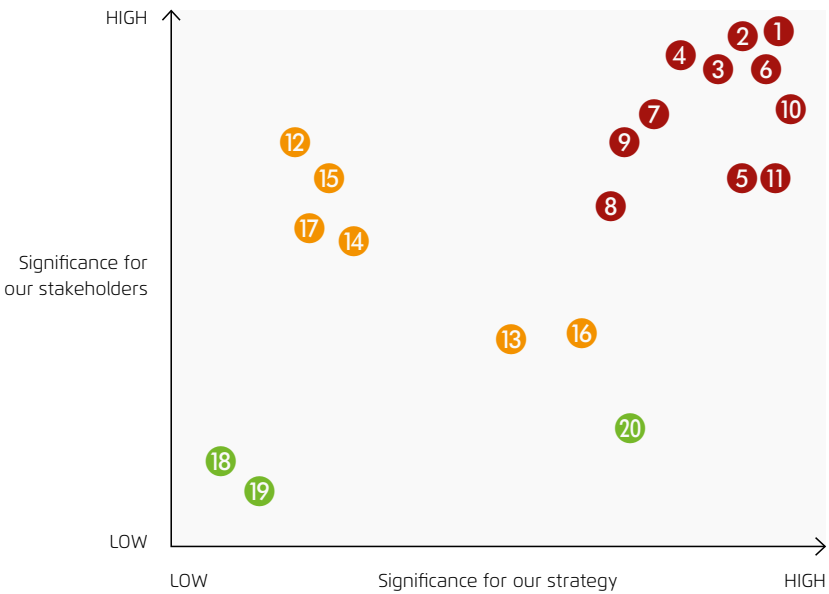
STAKEHOLDER	SIGNIFICANT AREAS	ACTIVITIES DURING THE YEAR	
Customers and potential customers	Environmental management systems, product declarations, presence of hazardous chemicals in products, environmental adaptation of products, code of conduct, delivery and serviceability, product quality, risk analyses, maintenance schedules and sustainability.	<ul style="list-style-type: none">Dialogues in connection with business contacts and at seminars, trade fairs, visits and audits.Customer survey completed in 2023.Signed a number of customer codes of conduct.Posted this year's sustainability report on the website.	<ul style="list-style-type: none">Responded to questions from multiple customers concerning compliance with REACH, RoHS and conflict minerals.Preventive maintenance of equipment.Cross-checks of delivery situation/forecasts in connection with material supply and material shortages.
Consumers	All AMB products are sold to industrial customers. It is unlikely that the products will be directly linked to AMB's business	<ul style="list-style-type: none">Consumer viewpoints are addressed through customer dialogues and the demands they place on us.	
Employees	Health & safety, pay, benefits, social conditions, well-being, opportunities for development and business ethics issues.	<ul style="list-style-type: none">Training, skills development, information, dialogues, negotiations, departmental meetings and performance reviews.	<ul style="list-style-type: none">Health examinations, risk analyses, incident reporting, health & safety rounds.Quarterly meetings and posts on social media.
Suppliers	Management systems and quality assurance. Environmental issues, health & safety in the workplace. Making sure the suppliers' code of conduct is in line with our requirements.	<ul style="list-style-type: none">Information, audits and supplier assessments.Quarterly follow-ups sent to A list suppliers.	<ul style="list-style-type: none">Negotiations with multiple suppliers for a standardised agreement with a quality focus.Extra appraisals in situations with materials shortages.
Owners	Risk management and the efficient use of resources. Integration of sustainability issues into business operations. Public relations and image.	<ul style="list-style-type: none">Meetings between all owners and the Board of Directors in connection with the statutory board meeting. Annual owners letter to members of the	Board. Regular reporting from AMB's CEO and Board. External audit by Access.
Community	Involvement in the local community. Participation in industrial networks and other organisations. Contribution to global goals for sustainable development.	<ul style="list-style-type: none">Contacts with schools and universities, e.g. Linnaeus University, Blekinge Institute of Technology, Bjurbäck School, Technology College and the Vilhelm Moberg Upper Secondary. Offered internships for newly arrived immigrants, LIA, API and holiday work. Employed newly arrived immigrants. Continued collaboration with Samhall. Sponsorship	<ul style="list-style-type: none">of local associations with youth activities, such as JIF, ESS, Eriksmåla Riding Club, Gantesbo Floor Ball and other organisations that involve our employees, such as the Swedish Cancer Society, Children's Rights in Society, Radio Aid and SOS Children's Villages.Multiple energy-saving measures when replacing equipment, e.g. injection moulding machines.
Authorities	Compliance with legislation. Reporting. Compliance with permits.	<ul style="list-style-type: none">Dialogues with environmental and occupational health & safety authorities in connection with inspections and site visits.	<ul style="list-style-type: none">Dialogues with the County Administrative Board and Emmaboda Municipality in connection with the extended environmental permit and revised detailed development plan.
Neighbours	External environment, haulage.	<ul style="list-style-type: none">Applied for and obtained permission for traffic calming measures along Kvarnvägen. Flower boxes placed to positive effect.	<ul style="list-style-type: none">Measures taken to reduce noise experienced on neighbouring property.Consultations before applying for an extended environmental permit.
Voluntary organisations (NGOs)	Climate issues, hazardous chemicals, energy and water usage, and social issues.	<ul style="list-style-type: none">During the year, AMB had no direct contacts with voluntary organisations.	

MATERIALITY ANALYSIS

Once we know what stakeholders consider to be significant, we conduct a materiality analysis. In it we note issues that are relevant to AMB's business strategy and which we are able to influence. We then weigh these issues against aspects we consider to be essential for our stakeholders.

The outcomes for 2022/23 can be seen in the diagram below.

- HIGH PRIORITY
- INTERMEDIATE PRIORITY
- LOW PRIORITY



- 1 Financial results
 - 2 Business ethics
 - 3 Health & safety
 - 4 Compliance with the law
 - 5 Plastics from a life cycle perspective
 - 6 Attractive employer
 - 7 Resource efficiency
 - 8 Suppliers
 - 9 Emissions to air and water
 - 10 IT
 - 11 Customer dependency
- 12 Waste
 - 13 Use of chemicals
 - 14 Community involvement
 - 15 Human rights
 - 16 Customer requirements (CR)
 - 17 Diversity
 - 18 External noise and odours
 - 19 Haulage
 - 20 Financing and liquidity

Sustainable development is often defined as one that “meets today's needs without jeopardising the ability of future generations to meet theirs.” It usually covers the areas economy, environment and social sustainability.



September 2023. Expansion and construction of the solar park in progress east of the factory.

KPI'S FOR OUR SUSTAINABILITY WORK

	2022/2023	2021/2022	2020/2021
ENVIRONMENTAL RESPONSIBILITY			
Energy consumption, kWh / SEK thousand in sales	15.3	17.6	19.6
Emissions VOC, tonnes*	2.3	2.9	3.4
Emissions VOC, g / 1000 items	60	81	83
Consumption of plastic raw materials, tonnes**	180	229	213
Consumption of recycled milled material, tonnes	1.44	1.07	0.68
Total waste, kg / SEK thousand in sales	0.5	0.6	0.7
Sorted waste, %	56.6	50.5	56.4
Water consumption, m³ / SEK million in sales	7.3	8.3	8.3
Violations of environmental legislation	0	0	0
SOCIAL RESPONSIBILITY			
Industrial accidents (including accidents to and from the workplace)	3	3	3
Female employees, %	42	43	43
Female employees in the management team, %	36	36	30
Supplier evaluations (Environment and Social responsibility)	50	56	44
FINANCIAL RESPONSIBILITY			
Net sales, SEK million	317	309	276
Operating earnings (EBIT), SEK million	64	62	60
Operating margin (EBIT), % of sales	20.1	20.1	21.7
Average number of employees***	202	210	198

*) Permit limit for solvent emissions = 7 tonnes/year (VOC = Volatile Organic Compounds).

**) Permit limit for consumption of plastic raw materials = 500 tonnes/year.

***) The average number of employees is based on hours of attendance paid by the company in relation to normal working hours.

Environmental responsibility

AMB manufactures products from polymeric materials, and this involves a number of significant environmental aspects, such as the use of raw materials (plastics and metals), chemicals (paints, adhesives and solvents) and energy. Other important environmental issues include greenhouse gas emissions, the use of solvents (VOC), haulage and the generation of different types of waste. Below are a number of environmental aspects that we believe could have a significant environmental impact.

CONSUMPTION OF NATURAL RESOURCES

AMB uses polymeric materials, chemical products and metals for surface treatment in production. For example, hydraulic oil for machinery, plastic materials, paints and solvents are petroleum products that are almost always produced from fossil raw materials.

In 2022/23, we used 180 tonnes (229) of plastic materials. AMB puts no new products on the market, and because we are a contract manufacturer, the customer decides the choice of materials. This means the customer's technical product requirements do not always go together with our ambitions for more environmentally sustainable alternatives. We have the ability to mill plastic waste from our production. We reuse it by mixing a certain percentage of milled material with new raw material. We increased the use of milled material by 34% compared to the previous year. Because most of the products manufactured by AMB are in the medical devices sector where virgin raw material is a requirement, only a small part of our waste can be reused in manufacturing. However, during the year we carried out tests using milled material in collaboration with a customer with medical device requirements. Tests were performed using both 50% and 100% recycled materials, and because the tests showed potential, work will continue next year.

IN THE CASE OF NEW PRODUCTS, AMB's project organisation is often involved in product design, where we have an opportunity to influence the customer's choice of materials. We follow developments in bio-based plastic materials and our goal is to help customers test and evaluate the use of alternatives. In consultation with the customer, we can also use our expertise to design tools that use as

little material as possible in the manufacturing process. Well-planned production set-ups and less internal scrap allow us to reduce the consumption of natural resources.

For example, during the year we helped develop a tool for testing several different materials that enjoy a higher classification in terms of sustainability. The customer's ultimate goal is to use solely renewable, bio-based materials. For another customer, we presented various alternative materials and held a workshop focused on enabling their products to be made using more sustainable options.

Plastic materials that become production waste and which cannot be reused by AMB, are sorted for reuse by other operators, as described overleaf.


DURING THE YEAR, AMB participated in a project led by the RISE research institute. Tests were carried out in one of AMB's paint facilities, aimed at investigating the possibility of increasing adhesion to plastic parts, thereby excluding a step in the painting process. In the project, cost calculations and life cycle analyses were also performed concerning the current paint technology and the alternative tested. The alternative would lead to a major reduction in the consumption of paint and thinners, and thus a major environmental saving in reduced emissions from haulage and emissions to air etc. While the project has shown both advantages and disadvantages, it has provided important knowledge that may come in useful.



180

tonnes of plastic materials were used during the financial year.

ENERGY


100%
of the total energy consumption of 4,940 MWh was green electricity.


7 AFFORDABLE AND CLEAN ENERGY
AGENDA 2030
See how AMB supports the UN's global sustainability goals on page 28.

Next year, AMB will take a major step forward in sustainable energy supply by investing in a solar park. The facility will have a collected load of 2 MW and will occupy 20,000 m². Land preparation work continued during the year and the solar park will be commissioned during the first half of 2024.

Energy consumption in 2022/23 totalled 4,940 MWh (5,443). The energy is used for production machinery, heating, ventilation, cooling, lighting and purification. The solar park will be able to supply AMB with 25–30% of our annual electricity consumption. For many years, AMB has only purchased green electricity, but moving forward we will also use solar energy generated in-house.

HOWEVER, BECAUSE ALL renewable energy has a detrimental effect on the environment in terms of lost natural values, continued energy conservation is of the utmost importance for a sustainable future. AMB works constantly with energy-saving measures through e.g. constant efforts to reduce scrap, leading in turn to lower energy consumption. Furthermore, we are transitioning to more energy-efficient injection moulding machines in conjunction with new investments, which also reduces the amount of hydraulic oils.

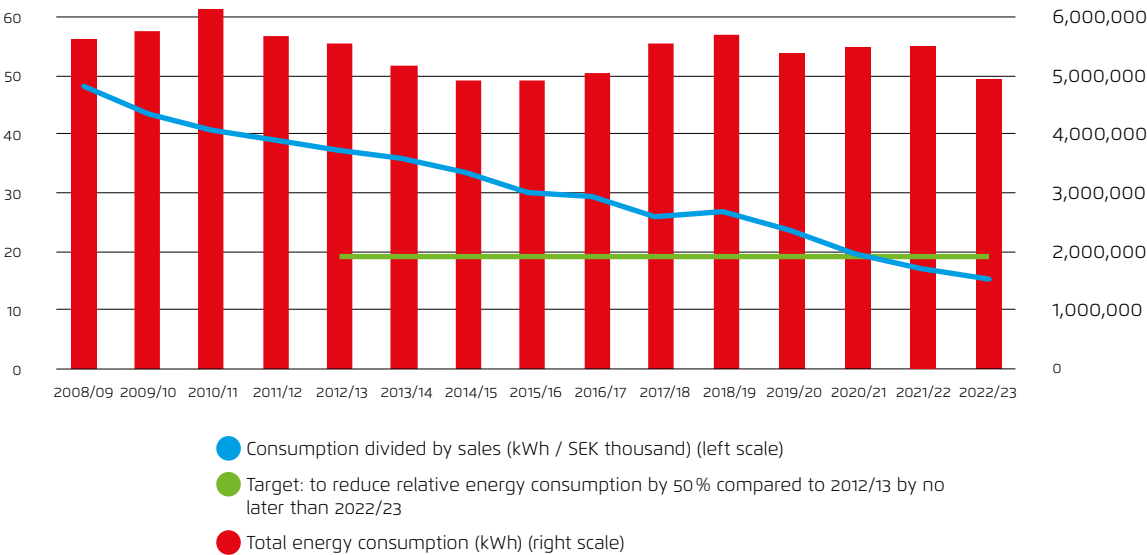
This year, we installed five new injection moulding machines, four of which replaced

older units. Resolutions on investments in additional machines, all of which are more energy efficient, have been made for next year. We are installing an increasing number of motion sensors for lighting, and we are gradually replacing lighting on the premises with LED technology.

IN NORMAL OPERATING YEARS, plans are made for multiple energy-saving investments and activities, but with the extension and upcoming reconstruction in the existing premises, many activities will have to wait their turn. During reconstruction, we must make sure we choose alternatives with low environmental impact, and that we make choices and investments that enable us to go on reaching our energy consumption goals. For example, two older refrigeration units will be replaced with more efficient models, and a heat pump will be installed moving forward. Also, we have decided to install adiabatic cooling as part of the energy efficiency improvements at AMB.

However, during the year we carried out a few activities that were not affected by reconstruction. We replaced 25 luminaires with LED lighting in the picking zone in one of the paint facilities, which will halve future energy consumption from lighting in that section. We also performed a leak check on the compressed air system.

ENERGY CONSUMPTION OVER TIME



RAPID DEVELOPMENT IN CLIMATE-SMART PLASTICS

AMB closely monitors matters concerning sustainability and polymeric materials. Beyond our walls, the major material manufacturers are increasingly focusing on the ability to offer a range of qualities from various material recycling solutions. In particular, there are options from the field of mechanically recycled industrial surpluses or material collected from consumers, while chemical recycling is also making strides and there are a number of commercially available grades.

THERE IS STILL TALK about bio-based and biodegradable plastics, and we actively monitor developments in these fields by

keeping the Board and employees who work closest to the customer and run new projects, abreast of developments.

We have also studied the requirements for certifying products in accordance with International Sustainability & Carbon Certification (ISCC). Should our customers wish to use more sustainable materials, gain certification and label their products with the ISCC logo, we must also be certified as a supplier, and we are keen to offer this to our customers.

BIO-BASED PLASTICS are produced wholly or in part from renewable raw materials, known as biomass.

BIODEGRADABLE PLASTICS can be broken down biologically, but just because a plastic is bio-based, it does not mean it is biodegradable; at the same time, there are fossil-based plastics that are biodegradable.



RECYCLING INSTEAD OF INCINERATION

Three years ago, we began a major plastic recycling project. In the past, injection moulding waste was sorted as a combustible and sent for incineration. This concerns plastics in the form of scrapped items, sprues, cleaning waste and surplus granulate that we send away for recycling. Once the material is granulated by the recipient, it is sold on and can be found in products such as outdoor furniture, boxes, piping and rubbish bins. Some of it also goes to the automotive industry.

Today, combustible waste from AMB goes to energy recovery, but the incineration of plastic accounts for 92–97% of the fossil emissions from waste in the electricity and district heating sector, according to a study by SMED (Swedish

Environmental Emissions Data) on behalf of the Swedish Environmental Protection Agency. The high carbon dioxide emissions from incinerated fossil-based plastics are a serious societal problem, and if Sweden is to achieve its goal of climate neutrality by 2045, it must reduce the amount of fossil plastics incinerated.

Since 2020, we have sorted and shipped over 100 tonnes of plastic material for recycling instead of incineration. During the year, we added a fraction to sorting and in collaboration with the recipient, we also found a solution for recycling painted plastic material. By sorting them into specific plastic materials, the customer has also found a use for painted sprues.



SILVER MEDAL FROM ECO-VADIS

EcoVadis is the world's largest provider of sustainability assessments, and it has created a global network of more than 120,000 rated companies. It offers suppliers and buyers a platform for exchanging CSR data. The purpose of its methodology is to assess the quality of a company's sustainability management system through the latter's policies, actions and outcomes.

AMB succeeded in earning a silver medal on our first assessment, and our ranking places us in the top 10%, which means our score is equal to or higher than 90% of all companies ranked by EcoVadis.

The market for voluntary climate offsets continues to grow. Five times as many climate credits were sold in 2022 compared to five years earlier. Three of the leading players in climate offsets in Sweden point to the growing concern companies show, and knowledge about climate change as the explanation. They also note that companies want to set scientific targets for living up to the Paris Agreement's 1.5-degree goal, and because many are beginning to realise that reducing their own emissions will not be enough, they use climate offsets as a complement.



Solvatten is a Swedish invention that uses sunshine to purify water.

CLIMATE OFFSETS THROUGH SOLVATTEN

Every year, this sustainability report presents the amount of CO₂ (carbon dioxide) emitted in conjunction with our business trips, transportation using the company's vehicles and the goods shipments AMB is responsible for. Last year, this transportation gave rise to emissions of 60 tonnes of CO₂.

The increase in CO₂ in the atmosphere is due to emissions by humans, from burning fossil fuels such as coal, oil and gas, and from deforestation. This reinforces the greenhouse effect and leads to changes in Earth's climate. Which is why it is important to reduce CO₂ emissions.

In order to take responsibility for the emissions that AMB generates through transportation, we have decided to offset our climate impact. Climate offsets help avoid, reduce or capture emissions in places that are most vulnerable to climate change.

THIS IS THE FOURTH YEAR running in which AMB is using climate offsets, and its employees have the opportunity to vote on one of several projects. This time, the proposals were made by the three previous winning projects. In 2021/2022, AMB offset emissions through Solvatten for the second time. Solvatten is a Swedish innovation that is manufactured in Sweden, and which uses sunshine to purify water. After a few hours in the sun, the water is free from the bacteria, viruses

and parasites that cause diseases such as dysentery and cholera. Currently, Solvatten reaches out to needy families through collaborations with authorities and companies seeking to pursue responsible, sustainable business.

The great majority of rural households in sub-Saharan Africa lack electricity, and the water is not of potable quality. Drinking water has to be boiled sterile before use. It requires wood and charcoal from disappearing forests. Fewer trees means more soil erosion and lost biodiversity. Deforestation in Kenya is fast-moving and today only 7% of Kenya's forest remains. A Solvatten in a home allows the consumption of wood and charcoal to be halved, reducing annual CO₂ emissions by 1 tonne. The verifiable global reduction in emissions this creates has a positive impact on the global sustainability goals.

Solvatten's impact has been carefully measured since the start, and it not only has a positive impact on the environment, but also on social perspectives such as the improvement in the situation for women. This is primarily because women and girls are traditionally seen to be the individuals who are expected to do most around the house and thus also gather wood. Solvatten has changed human habits and behaviour, and even the men in societies with a strong gender divide think that water purification is an OK chore for men.

EMISSIONS TO AIR

Our paint facilities generate VOC-laden air (organic solvent emissions). There is a treatment installation that removes a minimum of 90% of our emissions in process air. The latest measurement showed a purification level of 92.1%, and a new external measurement will be carried out next year.

With the assistance of experts in air emissions, we recently developed a calculation tool for converting emissions and the incineration of VOCs to CO₂e to enable us to report annual emissions to air from production. In 2022/23, CO₂e emissions from our paint facilities were estimated at 67.0 tonnes. Calculations for the previous year came in at 83.9 tonnes CO₂e.

An air quality study using dispersion calculations was also carried out during the year. The results show the highest concentration of each substance to be below comparison values by a very wide margin. The highest concentrations occur in the immediate vicinity of the facility and are thus significantly lower in surrounding communities.

AMB has 350 kg of HFCs, known as fluorinated gases, which are potent greenhouse gases. They can be found in our refrigeration systems, heat pumps and ventilation systems. Leak checks are carried out annually by an external company and internally in conjunction with quarterly health & safety rounds.

EMISSIONS TO WATER

AMB generates process water from the washing facility, which removes paint or metallic coatings from jigs. Today, rinse water from the cleaning process passes through filters where it is treated with acid to lower its pH value before releasing it into the municipal wastewater network. The pH value is monitored by means of a fixed measuring instrument. Discharge water is also sent for analysis every quarter. During the year, there was a broad margin to the process water limit values regulated by the environmental permit.

In recent years, industrial wastewater requirements and guidelines have become more stringent, and AMB has signed a new agreement with Emmaboda Energi och Miljö AB for the release of process water via the wastewater network. In connection with this, AMB has developed a wastewater quality plan. The requirement for better process wa-

HAULAGE TO and from AMB is by truck. It is difficult for AMB to influence this aspect as the customer is largely responsible for shipping finished goods from AMB. However, we can encourage surface treatment customers to move mould tools to AMB to reduce emissions when hauling products to and from the company, and to maintain on-time deliveries to avoid extra transport journeys. When AMB is able to do so, we choose primarily local suppliers.

We encourage teleconferencing and virtual meetings wherever possible to reduce the impact of business travel.

CALCULATIONS IN ACCORDANCE with the GHG protocol show that under Scope 1, AMB generated 20.9 tonnes of CO₂ (25.4) in emissions from transport from the company's vehicles, and 67.0 tonnes of CO₂e from the paint facilities. Because we only buy green electricity, there is nothing to report under Scope 2. Under Scope 3, we can report that business travel gave rise to emissions of 16.3 tonnes of CO₂ (15.7), and that purchased shipments resulted in emissions of 16.4 tonnes of CO₂ (24.1).

Customers and employees have the opportunity to recharge their EVs at AMB, in order to encourage travel to AMB in ways that have the least possible climate impact.

ter treatment was also raised in consultations with authorities prior to the new environmental permit.

IN ORDER TO MAKE SURE we meet the tougher future requirements, we have begun investigating the kind of treatment technology AMB should invest in. Next year, a new treatment plant will be installed alongside our washing process.

Recirculating water is used in our production processes both for cooling injection moulding machines and for water curtains in our paint facilities to capture particles. Thus water consumption in our processes is very low and there are no process water discharges.

AMB consumed 2,329 m³ of water during the past year, of which around 40% was used in the washing facility.



92%

of our solvent emissions from the paint facilities were removed.



5%

reduction of AMB's actual water consumption in 2022/23.

CHEMICAL PRODUCTS AND METALS

Many different types of chemical products are used in production at AMB. All chemical products are entered in a chemicals register to make sure the substances in each product are controlled, and to enable chemical risk assessments to be carried out throughout our operation.

AT AMB, WE MAKE SURE products containing especially hazardous substances according to the EU's REACH Regulation are not used by the company. These substances are included in the Candidate List, which is updated twice a year. While we took steps forward during the year by succeeding in finding replacements for the few products containing SVHCs, we also took a step backwards when the Candidate List was expanded to include substances found in existing products at AMB.

It is also important to minimise PFAS as these substances are man-made and extremely persistent in the environment, and some are hazardous to health. AMB only has a few products that contain PFAS, mainly in lubricants for maintenance. However, there is one additive that was previously used in several different articles, and we have now succeeded in almost completely excluding it from production.

SOLVENT-BASED PAINTS ARE USED in the paint facilities at AMB and, as with plastic materials, it is the end product's application and thus the customer's product requirements and product specifications that determine the choice of paint system. Water-based products would be better from both environmental and health & safety standpoints, but we cannot meet the tough product requirements with this type of paint. AMB constantly monitors developments in this field. During the year, tests were conducted at AMB in a project aimed at increasing the adhesion of surface treatment on polymeric materials. The project is run by the RISE research institute and has shown both advantages and disadvantages. So far, it has provided us with important knowledge that could lead to reduced paint and thinners consumption in the future.

Our annual risk assessment review for all chemicals was completed and our procedure for managing changes regarding Red List chemicals continues to work well.

Tungsten is used in one of AMB's processes. Because tungsten is classified as a conflict mineral, we request a declaration from the supplier making clear that the metal is not from the affected areas.

WASTE

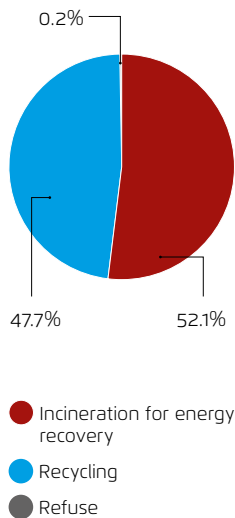
In 2022/23, a total of 173 tonnes (175) of waste was generated, of which 11 tonnes (24) was hazardous waste. The reason for last year's high amount of hazardous waste is the replacement of the active carbon in the process air treatment plant, which produced 11 tonnes of carbon waste.

All residues are taken care of by an approved recycler and of the total amount of waste 48 % (38) could be recycled. By enabling the use of recycled material instead of virgin material, we save both resources and energy. Last year's recycling corresponds to an emissions saving of 132 tonnes of CO₂ (106). Because Nybro Energi, which incinerates

our waste, has emission allowances, all of our combustible waste is offset.

AMB'S GOAL for next year is to sort at least 60% of other waste for recycling, i.e. waste that is not classified as hazardous. In 2022/23, 56.6% (50.5) was sorted for reuse, recycling or the production of biogas.

Materials that are immediately reused in production are not counted as waste.



EMERGENCY PREPAREDNESS

Fire protection is systematic and preventive. There are action plans and procedures for any accidents and we conduct regular training and fire protection drills. During the year, evacuation drills were carried out with satisfactory results. Evacuation leader training, electrical safety training, ADR 1.3 etc. were carried out.

AMB has three stormwater basins that prevent e.g. fire extinguishing water or chemical discharges from reaching the Lyckeby River, which flows immediately out-

side AMB. In conjunction with the stormwater survey carried out during the year, we made sure the capacity of the basins is sufficient. In the years ahead, we will install shut-off devices to further reduce the risk of contamination spreading.

Previously, voltages in electrical cabinets were checked at annual inspections, but we have now purchased our own equipment to enable voltage checks after each installation or change-over.

INSPECTIONS

Emmaboda Municipality visited AMB for the annual inspection in October 2022. While agenda items from the 2021 periodic inspection were followed up, no new items emerged during the inspection.

The next inspection is scheduled for the end of 2023, and a triennial inspection will take place at AMB in 2024.



0

accidents or uncontrolled emissions to the environment were recorded in 2022/23.



AGENDA 2030

See how AMB supports the UN's global sustainability goals on page 28.

ENVIRONMENTAL BENEFITS

For many people, plastic often has a negative connotation as attention is repeatedly drawn to its fossil origin and the fact that it may contain substances hazardous to health and the environment; that after use it causes problems in the oceans and natural environment where it breaks down into small particles known as micro-plastics that can affect living organisms. Much is being done by authorities and organisations to reduce the use of plastic in single-use products and to increase used-product recycling.

Because plastic is a cheap, strong, sustainable material, it is used in many invaluable applications and makes our everyday


lives easier in many ways, especially in the healthcare sector.

Since plastics as a material group have such a wide range of properties and are well suited for efficient production, they continue to contribute to major technological advances while often consuming less energy and resources than alternative materials.

Furthermore, there is an increasing focus on producing plastics from bio-based or recycled raw materials in order to reduce environmental impact.



Social responsibility



202

was the average number of employees in 2022/23.

AMB is a major local employer and plays an important part locally and regionally. We encourage local collaboration and participate actively in the local business community.

The average number of employees during the 2022/23 financial year was 202 (210), of which 42% were women and 58% men. Women accounted for 35% (29) of managers and supervisors with personnel responsibility and women accounted for a total of 41% (42) among white-collar staff (including coordinators). AMB's Board has 8 members, 38% of whom are women.

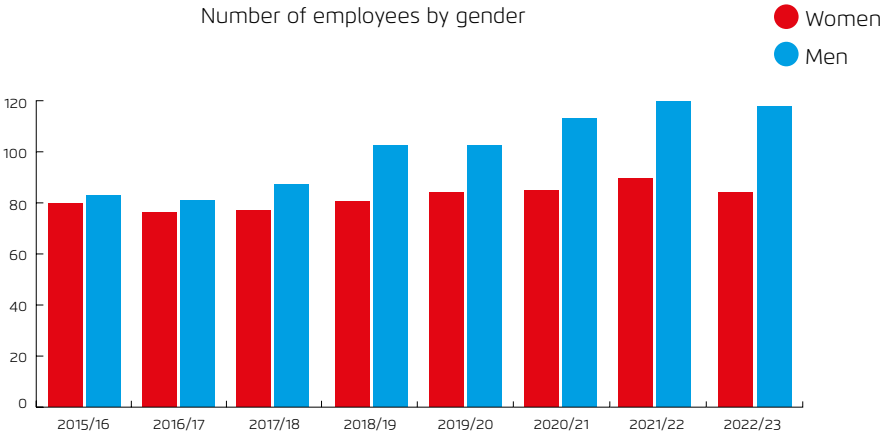
Performance reviews must be conducted annually with all employees, and 95% (97) took part in 2022/23. Of those who did not participate, 90% were women and 10% men. The principal reason for not attending a performance review was parental leave. Other reasons include leave of absence for studies and sick leave.

AMB HAS COLLABORATED with Samhall for several years as part of its sustainability

work. The collaboration works well and we have a stable manning level.

AMB collaborates with schools, both at the university and upper secondary levels as well as elementary schools. We had one person on language practice, students from industrial vocational courses did hands-on training with us, and students from upper secondary schools completed work experience. During the year, we offered students from industrial and technology courses and adult education six months' general employment on completion of their courses as part of our work to be an attractive employer, and to recruit future employees with the right skills. We continued working with the Swedish Public Employment Service and Polymercentrum to train operators and mould setters.

AMB'S PLAN for combating discrimination was developed in collaboration with trade union representatives at the company. The document describes the work carried out



and measures implemented to prevent discrimination under the Swedish Discrimination Act. The work seeks to create a balance between men and women in terms of employment conditions, recruitment, skills development, health & safety, pay and parental leave. The work also directs attention to harassment and workplace bullying.

The personnel policy describe such things as the fundamental values and expectations of employees and managers, and provides frameworks for setting pay, recruitment, skills development, health & safety, equal treatment, alcohol & drugs, wellness and rehabilitation.

AMB's book Red Thread describes what we want, where we are going and why we chose this particular route. Red Thread seeks

to facilitate an understanding of the way we want to work at AMB, as the continued development of the company depends on everyone working according to our common principles and understanding where we are headed.

In addition to the company's 12 principles for day-to-day work, the book explains AMB's purpose, vision, business concept, goals, strategies and code of conduct. All new employees are given an introduction to Red Thread.

All AMB employees are covered by collective bargaining agreements and IF Metall, the trade Union representing the most employees at AMB, has a local trade union chapter.



AGENDA 2030

See how AMB supports the UN's global sustainability goals on page 28.

CODE OF CONDUCT


AMB’s code of conduct clarifies how our values must be put into practice. It must serve as a moral compass and always be followed by every employee. The code of conduct also applies to Board members as well as contractors and consultants who are involved in AMB’s operations. It also shows what we expect of our business partners.

AMB’s code of conduct is communicated to our A and B suppliers. By signing it, they confirm that they work according to its principles, or refer to their own code of conduct as reviewed by AMB. Our code of conduct is based on the UN Global Compact, international

guidelines and the social responsibility standard, ISO 26000.

WE HAVE ZERO TOLERANCE for deviations from some of the key areas in the code of conduct. These include compliance with legislation, the application of human rights and issues related to bribery, corruption and competition law. In other areas, we work systematically and persistently with continuous improvement.

HEALTH AND SAFETY


3
accidents occurred in 2022/23.

We work systematically with health and safety through e.g. safety rounds, risk assessments, investigations into incidents and accidents, training and meetings with health & safety representatives and the safety committee.

During the year there were five health & safety representatives at AMB. The company also has an emergency response group that meets twice a year.

IN 2022/23, 116 incidents (98) were reported, of which 3 were classified as accidents. Accidents are those incidents that involve medical care for a casualty.

The trend for incident reports is positive since we began requiring more risk observations. The most common causes of incident reports are scratches, outdoor slips, tripping, minor burns and pinch injuries from forklift driving. During the year, the average processing time for an accident or incident report was 4 days (5).

AMB can rely on occupational health personnel for matters concerning rehab and health & safety.

TO ENCOURAGE HEALTHY lifestyles, all employees have the right to an annual wellness allowance of SEK 2,000. The company also pays entry fees for local fun runs.

Day-to-day work on preventive health care includes departmental pause gymnastics, and all employees are eligible for a massage when the masseur visits AMB one day a week.

KPIs FOR HEALTH AND SAFETY	2022/2023	2021/2022	2020/2021
Number of incident reports	116	98	76
Number of accidents	3	3	3
Number of fire incidents	0	1	0
Rectification time (average) for incidents/accidents (in days)	4	5	6
Attendance (%)	93.5	93.4	94.5




Djelan Kadrija, Amra Avdic, Adam Berndt, Mattias Garami and Eddie Gaal Svensson were all rewarded for their proposals in 2022.

THIS YEAR’S SUGGESTIONS FOR IMPROVEMENT

Every year, AMB rewards the best improvement proposal of the year. In 2022, 930 proposals were submitted by our employees, more than 4 proposals per person. Of the proposals submitted, 733 were implemented during the year.

This year, the management team chose to award prizes to five employees for their proposals for improvements in the categories Savings, Sustainability and Ergonomics.


930
suggestions for improvements were submitted in 2022/23.

TRAINING INITIATIVES

In 2022/23, around 5,400 training hours (5,200) were completed by AMB employees, which is 27 (25) hours per employee. Training requirements are identified during e.g. performance reviews.

Reported hours do not include all training time that occurs when production employees undergo training to change positions, or when white-collar staff attend various seminars to broaden their knowledge in different areas. During the year, a lot of unregistered time was also spent on training resulting from a major upgrade of the business system.

IN ADDITION TO an introduction to Red Thread, all new employees undergo training in quality and environmental management at AMB. During the year we carried out many training initiatives aimed at strengthening skills in different production areas such as automation, robot programming, mould setting, soft soldering, MED, instrumentation, colour theory, injection

moulding for managers, ISO 13485, hydro-sonic systems, forklift driving, gantry operation, thermosetting plastics, hot works and Lean.

We also completed training courses to ensure skills in fire protection, change management, pause gymnastics and IT. Training in sponsorship, contracts, BAM and self-assessment etc. was also completed.

AMB has a collaboration with Polymer-centrum in Anderstorp to further boost our injection mouldings skills and enable operators and machine setters to be trained locally at AMB, where theory is interwoven with practice. During the year, 12 out of 17 people completed their training and of these, 10 are now employed in various roles at AMB.


27
training hours per employee was the average for 2022/23.

**8** DECENT WORK AND ECONOMIC GROWTH

**10** REDUCED INEQUALITIES

AGENDA 2030
See how AMB supports the UN’s global sustainability goals on page 28.



Financial responsibility

73%

was AMB's equity/assets ratio for 2022/23 compared to an average for manufacturing companies in our sectors of 43–46%, according to Statistics Sweden.

Sales increased by 3% over the past year and earnings were clearly satisfactory. AMB continues to enjoy a very strong financial position. Growth in recent years means we are in great need of expanding our premises, and resolutions were passed during the year for a major expansion. The need is mainly for more production floor space for injection moulding, automation and storage capacity. The expansion will be completed in early 2024.

Production capacity at the company was raised during the year through an increase in the number of injection moulding machines. Also, approval was granted for further investments in production equipment for next year. An upgrade of our business management

system was completed, bringing many improvements.

ENVIRONMENTAL COSTS for 2022/23 totalled SEK 1,341 thousand (1,212). The major items for the previous year are costs for consultant services and investigations for use as supporting documentation for the environmental permit application, mainly investigations into noise, air quality and stormwater.

Other items consisted mainly of costs for waste recycling and disposal, fees to authorities, sampling and the chemical register.

Costs for water and wastewater totalled SEK 113 thousand (101), while energy costs totalled SEK 8,144 thousand (6,035).

	2022/2023	2021/2022	2020/2021
FINANCIAL KPIs			
Net sales, SEK million	317	309	276
Operating earnings (EBIT), SEK million	64	62	60
Operating profit (EBIT as % of sales)	20.1	20.1	21.7
Equity/assets ratio (%)	72.5	70.9	77.2
Average number of employees*	202	210	198

*) The average number of employees is based on hours of attendance paid by the company in relation to normal working hours.

AGENDA 2030

See how AMB supports the UN's global sustainability goals on page 28.

Stakeholders

FINANCIAL VALUE FOR STAKEHOLDERS (SEK million)	2022/23	2021/22	2020/21	
Suppliers	126.7	117.8	94.3	Remuneration goods and services (operating expenses)
Suppliers	22.7	10.0	10.7	Investments
Employees	117.5	117.7	108.4	Pay and social costs
Shareholders	12	72.8	9	Withdrawal of shares and dividends
Creditors	0	0	0	Interest expenses
Community	11.4	10.8	12.6	Reported tax

BUSINESS PARTNERS

Our Code of Conduct describes how we apply good business ethics:

1. We demand honesty and integrity in every part of our operation and expect the same from our business partners.
2. We never offer or receive gifts or benefits that may influence, or be perceived to influence, impartiality in the recipient's decisions or that are in breach of the law and/or local customs.
3. We avoid situations where loyalty to the company may conflict with personal interests.
4. We comply with competition law and promote fair competition.
5. All employees have the right to raise the alarm regarding financial and other irregularities without the risk of negative personal consequences.

No cases of bribery or corruption were reported during the year, and we can note that no supplier has acted inappropriately or made any inappropriate statement.

CUSTOMER REQUIREMENTS constantly contribute to the development of our organisation and AMB distributes a customer survey every year. On the basis of the responses, we can conclude that overall, AMB has very satisfied customers. Some customers awarded us fewer points, and the explanation was often that we unfortunately had to re-prioritise production.

When a customer shows dissatisfaction, we make contact directly and in many cases, ambiguities are clarified and the customer relationship improves thanks to the dialogue. The survey responses are presented and

discussed internally in order to achieve improvements; AMB primarily needs to improve delivery reliability.

SEVEN EXTERNAL AUDITS were conducted by customers during the year. We have under-signed several of our customers' Codes of Conduct, and requirements from our customers for information, certificates and documentation regarding REACH, RoHS and conflict minerals continue to be important areas of work.

We also submitted declarations for substances regulated in MDR and provided certificates to customers confirming that their products do not contain components from Russia.

ALL NEW SUPPLIERS of goods and services that impact quality and the environment must seek approval. Companies are assessed on their work in e.g. the field of environment and sustainability. Following approval, the supplier's ability to meet AMB's requirements and expectations will be assessed regularly. The frequency depends on the supplier's volume and risk. AMB communicates its code of conduct to all A and B suppliers. AMB signs quality agreements with larger, more important suppliers, if our risk assessments indicate the need.

During 2022/23, 17 (57) suppliers received approvals, and 50 (56) supplier evaluations took place according to our procedures. This year's valuations and evaluations did not show any risks related to social responsibility or the environment with any business partner.

7

customers carried out their own quality audits at AMB during 2022/23.

STAKEHOLDERS IN THE COMMUNITY

Our Code of Conduct states that:

1. We involve ourselves in the region and community where we and our employees work.
2. We endeavour to hire and develop local employees and leaders.
3. We actively participate in projects and collaborations with industrial networks, schools, universities and research institutes.
4. We work to ensure that the next generation will enjoy greater knowledge of our processes and business and seek to join our company.
5. We prioritise support for, and sponsorship agreements with, organisations that share our values and benefit the communities in which we operate. Thus we prioritise associations or organisations that are committed to issues of great value to our employees and their families.

WE DEMONSTRATE our commitment to society through e.g. contacts with schools and

universities, receiving study visits, offering internships, API, work experience and holiday work. We also hired several newly arrived immigrants.

Last year, AMB took part in a European Social Fund (ESF) project aimed at helping people fleeing the war in Ukraine contribute to their own livelihood and sustainable growth, while also providing employers with skilled labour. Contacts generated by the project led to two new employees at AMB.

AMB sponsors local sports clubs with youth activities and supports organisations such as SOS Children's Villages, the Swedish Cancer Society, Children's Rights in Society, Médecins Sans Frontières and the Swedish Childhood Cancer Foundation.

In addition to contributions directly from the company, collected (deposit) cans are donated to the local football club, and the staff are offered to buy surplus pallet collars, with all proceeds going directly to the Swedish Childhood Cancer Foundation.

NEIGHBOURS

AMB held consultations with its neighbours in connection with its wish to extend its environmental permit. To help our neighbours pose questions and express opinions about AMB's future plans, we provided them with information about the expansion of our property, as well as documentation concerning the environmental permit application. To make sure an extended environmental permit does not adversely affect our surrounding environment, we carried out investigations concerning noise, stormwater and air quality. The investigations show that there is nothing to indicate a negative impact for our neighbours

in our current or planned future operations.

No comments or complaints from local residents were noted in 2022/23. The traffic-calming flower boxes deployed during the summer months continue to have a positive effect.

We added to our bird boxes, and this year we heard many new songbird neighbours whose golden voices brightened our coffee breaks by the Lyckeby River. In conjunction with the preparation of land for the building extension and solar park, we plan to build a walkway to enable promenades around the property.

ensure good ongoing IT security.

When reviewing compliance with the Machinery Directive we found that we need to make sure compliance is documented.

AMB's ability to buy land, expand the property, build a solar park and continue to invest in machinery and equipment despite the downturn in the economy, naturally provides us with excellent opportunities to continue growing, as well as the conditions for achieving further sustainability goals.

GETTING BETTER at sustainable development also provides us with the opportunity to attract the best customers and the most capable employees. When customers began demanding a sustainability rating, we underwent an evaluation by EcoVadis. We will continue to communicate our focus on sustainability through their platform.

We also see great opportunities in actively following the development of more environmentally sustainable plastics. For example, during the year we helped develop a tool for testing several different materials for a customer whose ultimate goal is to use solely renewable bio-based materials. Together with another customer, we held a workshop focused on enabling their products to be made using more sustainable options. Because it has proceeded so well, we will continue our work and help the customer modify tools or develop new tools that provide significant savings in terms of both materials and costs, for the customer and AMB alike. The opportunity

to participate in projects like the one we took part in with the RISE research institute concerning surface treatment adhesion provides valuable knowledge for the future in terms of alternative technology and its impact from a life cycle perspective.

AS REGARDS OUR EMPLOYEES, our operations demand personnel with ever more technical training. Maintaining gender equality in our organisation is a challenge when female applicants, or applicants with other ethnic backgrounds, fail to seek technically oriented positions. However, in recent years we have succeeded in recruiting several newly arrived immigrants to our production.

One initiative involves collaboration with the Swedish Public Employment Service and the Polymercentrum in Anderstorp, which enables operators and mould setters to be trained locally at AMB. We also note that high fuel prices risk making recruitment more difficult, as the majority of employees have to commute by car to AMB. However, we offer employees the ability to recharge their EVs at AMB, and some positions have the opportunity for teleworking. However, we note that the supply of skilled labour increased as the economic climate began to cool.

We have worked together with universities and colleges for many years, and moving forward we would like to offer even more students the opportunity to write their degree theses in collaboration with AMB.

Ongoing work

Today, genuine sustainability work is one of the essential conditions for a long-term successful business enterprise. Accordingly, such work needs to continue with e.g. a reduction in the unnecessary use of resources, the analysis of risks, preventive environmental and occupational health & safety measures and continued investment in new technology. It is important for sustainability to be included in the day-to-day work of our business and not run as a project. Next year, we will also include our subsidiaries in the sustainability report.

We will set new goals for environmental and sustainability work every year, as without goals it's harder to reach the next level. In 2015, the UN's member states adopted 17 global goals to achieve socially, economically and environmentally sustainable development worldwide by 2030.

We consider the company able to contribute to 6 of the 17 global goals in Agenda 2030, and we present our commitments in each area below.

Risks and opportunities

Our regular risk assessments seek to identify risks in the areas of environment, finance, IT, ethics and social responsibility as early as possible. More stringent environmental legislation, tougher licensing requirements, taxes, fees and uncertainty regarding electricity prices and availability are all things that can cause significant costs for our industry. In addition to requirements to provide declarations to our

customers regarding REACH and RoHS, we must be able to process more inquiries regarding the content of chemicals regulated in MDR, and handle the registration of products in the SCIP database.

We have completed a fundamental security review of our IT system with the help of security experts. This resulted in several activities that we continue to work on to



AGENDA 2030

See how AMB supports the UN's global sustainability goals on page 28.

Agenda 2030



AGENDA 2030 GOAL	HOW AMB SUPPORTS AGENDA 2030	
	<ul style="list-style-type: none">• Achieve equality and the empowerment of all women and girls.• Gender equality is about the fair distribution of power, influence and resources.	<ul style="list-style-type: none">• We shall ensure equal rights, opportunities and conditions in our workplace and promote balance between women and men in senior positions and on the Board.
		<ul style="list-style-type: none">• Ensure universal access to affordable, reliable and modern energy services.• Substantially increase the share of renewable energy in the global energy mix.
	<ul style="list-style-type: none">• Promote inclusive, long-term sustainable economic growth, full and productive employment with decent working conditions for all.	<ul style="list-style-type: none">• We shall work for a safe and secure work environment, protect workers' rights and secure decent working conditions in our own operations and in the supply chain.• AMB will communicate the company's code of conduct to its suppliers.• We shall protect jobs and economic growth.
	<ul style="list-style-type: none">• Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.	<ul style="list-style-type: none">• We shall continue to work for the efficient use of resources and invest in environmentally friendly, resource-efficient technology.
	<ul style="list-style-type: none">• Reduce inequalities within and between countries.• An equal society is based on the principle of equal rights and opportunities for all, regardless of gender, ethnicity, religion, disability, age and other status.	<ul style="list-style-type: none">• We shall actively work to promote diversity and combat discrimination.• All employees should have equal opportunities for training, promotion and development at work.• We shall work to achieve lifelong learning in the company.• We shall ensure responsive and inclusive decision-making in the company.
	<ul style="list-style-type: none">• Promote sustainable consumption and production patterns.• The transition to sustainable production and consumption of goods is essential for reducing our negative impact on climate, the environment and human health.	<ul style="list-style-type: none">• We shall conserve our resources, reduce our waste, minimise emissions to air and water and work responsibly when handling chemicals.• We shall not use any substances listed on the Candidate List in our operations.• We shall publish our sustainability report openly and transparently.

Our short-term goals

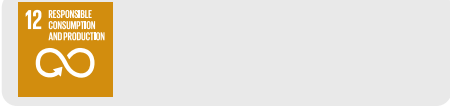
FINANCIAL AND ENVIRONMENTAL RESPONSIBILITY



- AMB seeks to:
- Annually reduce electricity consumption by 5% in relation to value added.
 - Commission a 2 MW solar park and monitor the park's electricity generation.
 - Install adiabatic cooling as an energy efficiency measure.
 - Move more tools to AMB to reduce transport between AMB and the customer.
 - Replace a number of injection moulding machines with more energy-efficient units.
 - Replace two refrigeration units with more efficient models.

- Install an additional heat pump.
- Submit an application to the County Administrative Board for an extended environmental permit.
- Check for leaks on the compressed air system.
- Make sure we choose alternatives with low environmental impact in connection with extensions.
- Complement the fire alarm in the existing property to extend fire protection and minimise the risk of damage to property and the environment.
- Investigate energy efficiency when choosing the heating, cooling and ventilation installation in connection with upgrades to existing property.
- Investigate the possibility of alternative technology for the primer layer in coatings.

ENVIRONMENTAL RESPONSIBILITY



- AMB seeks to:
- Sort at least 60% of waste.
 - Use at least 2 tonnes of milled plastic material returned to our production.
 - Follow developments in bio-based plastics and in dialogues with customers test and evaluate the use of alternative plastic materials with a lower environmental impact than fossil-based materials.
 - Install a process water treatment plant.
 - Not to use any substances listed on the Candidate List in our operations.

- Encourage on-line meetings as an alternative to travel.
- Reduce the amount of material by upgrading tools.
- Draw up a purchasing policy that clarifies our sustainability requirements.
- Choose local suppliers for lower environmental impact.
- Sell end-of-life equipment in the form of injection moulds and switchgear to enable reuse instead of scrapping.
- Ensure stormwater management by providing stormwater basins with shut-off devices.
- Replacing the company vehicle with an EV, given high safety when hauling heavy loads (mould tools).

SOCIAL RESPONSIBILITY



- AMB seeks to:
- Undergo sustainability assessment by EcoVadis, aiming for gold status.
 - Continue communicating our Code of Conduct to our suppliers.
 - Maintain collaboration with Samhall.

- Begin applying updated supplier follow-up that includes more sustainability issues.
- Increase the proportion of women in management positions.
- Offer students the chance to complete their degree projects in collaboration with AMB.
- In 2024, conduct an employee survey and update the pay survey.
- Implement training on mental illness for all managers and safety representatives.
- Introduce a whistle-blower system.

Glossary

Adiabatic cooling	A system that captures rising hot air and forces it to expand or compress so that it cools.
Candidate List	List of substances of very high concern (SVHCs) with properties that may have serious and lasting effects on human health and the environment.
CO₂e	By expressing greenhouse gas in carbon dioxide equivalents, the contribution of individual gases to the greenhouse effect can be compared.
Conflict minerals	Minerals extracted in areas of armed conflict, or where forced labour is common and working conditions are often inhumane.
EcoVadis	An independent, international analysis company that evaluates how companies work in the areas of the environment, working conditions, human rights, ethics and sustainable purchasing processes.
Environmental aspects	Parts of a business, services, products and activities that have or may have an impact on the environment.
Global goals	The Global Goals and Agenda 2030 seek to eradicate poverty and hunger, realise human rights for all, achieve gender equality and empowerment for all women and girls, and ensure sustainable protection for the planet and its natural resources.
Green electricity	Electricity produced by renewable energy sources; solar, wind and hydro. Renewable energy sources do not emit carbon dioxide nor consume the earth's resources.
HFC	Hydrofluorocarbon pollutants are gases that contribute to the greenhouse effect.
Human rights	Are based on the recognition of the equal rights of all people and form the basis of freedom, justice and peace in the world. Laid down in the United Nations Declaration of Human Rights (1948).
Injection moulding	A manufacturing method for the production of polymeric components. Plastic is injected under high pressure into a mould in which the component is manufactured.
ISCC	A global sustainability certification system covering all sustainable raw materials, including bio-based and circular materials.
ISO 13485	International Standards Organisation specification setting out the requirements for management systems governing medical device quality.
ISO 14001	International Standards Organisation specification setting out the requirements for environmental management systems.
ISO 9001	International Standards Organisation specification setting out the requirements for quality management systems.
LCA	Life Cycle Analysis – a method for calculating the environmental impact of a product's entire life cycle.

MDR	Medical Device Regulation: an EU regulation that ensures the safety and performance of medical devices.
Natural resources	Anything we take out of our natural environment and use. Non-renewable resources cannot be replaced by nature, e.g. minerals. Renewable resources are resources that nature can replace, e.g. wood and solar energy.
Polymeric products	Polymers are chemical compounds with very long chains made up of smaller repeating links. Plastic and rubber are polymeric materials.
Process	A series of activities performed in a specific sequence to produce a design, product or service.
REACH	EU legislation covering the production and (safe) use of chemicals and their potential impact on human health and the environment.
RoHS	EU legislation restricting the use of certain substances hazardous to the environment and health.
SCIP database	A tool for registering SVHCs / candidate substances in products with the European Chemicals Agency ECHA.
The Greenhouse Gas Protocol	A global standard for measuring and reporting greenhouse gas emissions under scopes 1, 2 and 3 to enable comparisons.
Validation	Documentary evidence ensuring that a process will consistently produce an item to a particular specification.
VOC	Volatile Organic Compounds evaporate easily at room temperature and contribute e.g. to the formation of ground-level ozone.

