



## SUSTAINABILITY REPORT

# 2023/2024



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 role to play in contributing to sustainable development, and we see that expectations for our efforts continue to grow. With expanded EU requirements regarding sustainability reporting—primarily through the CSRD (Corporate Sustainability Reporting Directive) and the CSDDD (Corporate Sustainability Due Diligence Directive)—as well as several customers setting ambitious targets to reduce their CO<sub>2</sub> footprints, we need to be able to provide customers with increasingly detailed sustainability data, focusing on CO<sub>2</sub> calculations.

New and potential customers, existing and future employees, as well as the broader community, continue to show growing interest in sustainability issues. This applies to many areas—such as social responsibility, business ethics, and responsible use of resources—but also in 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.

**THIS YEARS' REPORT** is our seventh, and these reports serve as evidence of how far we have progressed in our sustainability efforts, while also communicating our work to customers, employees, and other stakeholders. Additionally, the report functions as a tool to drive sustainability work forward by enabling us to set new goals each year.

In 2024, our sustainability efforts were evaluated by EcoVadis and earned us a Silver rating, but our ambition, of course, is to reach Gold.

Important activities during the 2023/2024 financial year presented in this report include:

- Commissioning of AMB's solar park.
- Expansion of warehouse and production facilities.
- Use of regrind material increased by 200%.
- We reached our target for material recycling of waste.
- The proportion of female employees has increased.
- An application for an extended environmental permit has been submitted.



## A word from the CEO

Our collaborations with existing customers continue to deepen through new projects. Our long-term efforts to establish strong relationships with new customers remain successful, and this year we have secured several projects from new partners, resulting in increased project revenues. Many of these projects will begin volume production in the coming year. Our business model, which includes sustainability consulting in connection with product development, continues to be successful. Our dominant area, medical technology, as previously, is characterized by long-term engagement, stable customer relationships, long product life cycles, low dependency on economic cycles, and very high quality requirements.

**DURING THE YEAR**, we have undertaken significant work with historically large and comprehensive investments to enhance our efficiency and enable continued expansion. In Broakulla, a 5,500 m<sup>2</sup> extension of the production facilities has been completed and put into operation. Several internal projects to renovate parts of the older premises and relocate certain processes have commenced to optimize our internal workflows. A 20,000 m<sup>2</sup> solar park has been commissioned and is expected to make the company 25–30% self-sufficient in electricity.

Our production capacity increased through replacement investments that offer higher efficiency, as well as additions of new machine cells. Decisions have also been made regarding further investments in production equipment for new customer projects.

**OUR RESULTS WERE** negatively affected by the IT attack (ransomware) we suffered during

» Thanks to our flexible organisation and close collaboration with customers, we have managed to meet changes in demand.

the fourth quarter. Paying any ransom to the attackers was never considered. The costs to recreate our entire IT environment and further secure it have impacted this year's results by several million SEK. Additionally, the attack forced us to postpone a number of deliveries, negatively affecting this year's turnover and results.

On a positive note, we have succeeded in reducing inventory value, despite several customers continuing to place orders on short notice. Thanks to our flexible organisation and close collaboration with customers, we have managed to meet changes in demand.

**TO ENABLE LONG-TERM** growth, we have prepared and submitted an application for an extended environmental permit to the County Administrative Board (Länsstyrelsen). During the year, the U.S. FDA (Food and Drug Administration) also conducted an inspection. The inspection did not result in any deviations, which we interpret as further confirmation of a well-managed operation.

*Tomas Magnusson*  
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 this year we began 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 HISTORIC EXPANSION OF OUR FACILITIES

During 2023/24, we completed the majority of our largest expansion project ever. Eighteen months and nearly 100 million SEK later,

5,500 m<sup>2</sup> of new factory space is ready, along with a 20,000 m<sup>2</sup> solar park. The latter was commissioned in August 2024.





## 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.

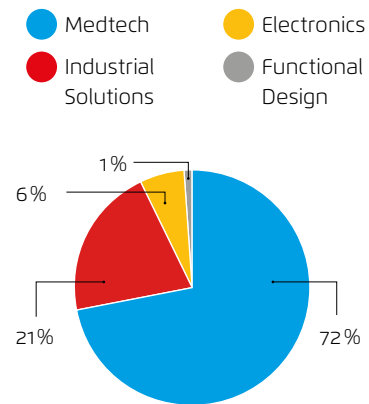
The manufacturing processes and process stages include injection moulding, surface treatment, packaging, labelling and joining polymeric products, often with a high degree of automation. Surface treatments may be functional or decorative and take place through vacuum metal deposition, painting, printing and etching or a combination of these processes. Also offered are injection moulding and as-

sembly in clean rooms, with controlled conditions in terms of particle quantity and the environment.

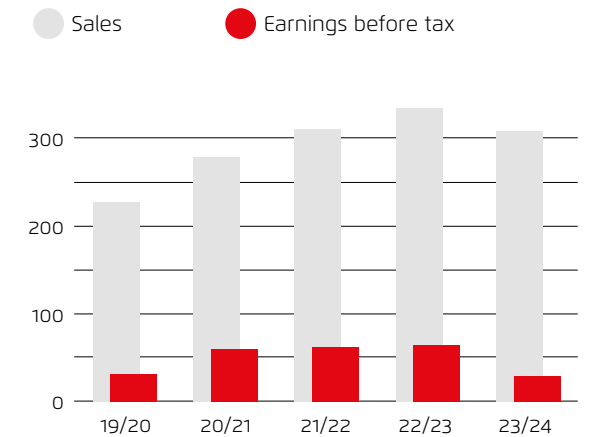
**THE STRATEGY IS BASED ON** responsible, long-term collaboration with customers. AMB seeks to help customers achieve their goals by applying its high-level skills, stable processes and excellent service.

Floor space at the company's production plant in Broakulla in south-eastern Sweden is around 21,000 square meters. We also have sales offices in Falkenberg and Nora. The average number of employees during the 2023/24 financial year was 199.

PROPORTION OF ANNUAL SALES (%)



DEVELOPMENT (SEK MILLION)



SALES BY SEGMENT (SEK million)



## 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. During the year, an application for an expanded environmental permit was therefore submitted to the County Administrative Board.

**AT THE SAME TIME**, advances in knowledge and technology not only drive economic growth but also give us the opportunity to counteract risks and threats to sustainable

development—for the environment, society, and the economy. The work involved in preparing the environmental permit application has provided us with even deeper insight into the environmental aspects affecting AMB. As a result, we remain well-positioned to address deficiencies and prevent risks. Additionally, several customers are strongly focused on reducing CO<sub>2</sub> emissions, which will place even greater emphasis on sustainable solutions in areas such as material selection, resource consumption, and logistics.

Sustainability efforts are one of the prerequisites for long-term successful business operations, and we always keep this in mind when making investments, managing customer and supplier relationships, and developing products in collaboration with our customers.

It is our responsibility to continually strive to reduce the environmental impact of our production. Our knowledge of various material options and our technical expertise in process optimization give us significant opportunities to help customers achieve their goals. We also believe that the responsibility we take in sustainability matters allows us to attract and retain the very 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 the workplace environment lies with the CEO, while day-to-day work related to the external environment is managed by the Environmental and Sustainability Officer. Sustainability efforts and related activities are continuously monitored by the management team.

AMB participates in seminars and training sessions to stay updated on sustainability issues and to be well-prepared for changes in environmental and sustainability legislation.

An application for an expanded environmental permit to enable continued long-term growth has been submitted to the County Administrative Board.

### 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 management system and the industry-specific standard for medical devices, ISO 13485. External audits by RISE are therefore conducted annually. In December 2023, a follow-up audit indicated generally positive observations, and in September 2024, AMB successfully completed the recertification audit for all standards. During the year, in addition to RISE's audit, a total of five external audits were carried out at AMB. No major deviations were noted in

any of the external audits.

Since 2017, AMB has been registered as a Contract Manufacturer with the FDA, and in April, the FDA conducted a routine four-day inspection at AMB. No deviations were noted.

AMB has three internal auditors who conduct internal audits. However, since all three work within the quality department, we also use external assistance for auditing the quality function. The internal auditors did not note any major deviations during the year.



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



### 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"> <li>Dialogues in connection with business contacts and at seminars, trade fairs, meetings, visits and audits.</li> <li>Customer survey completed in 2024.</li> <li>Signed some of our customers' codes of conduct and agreements..</li> <li>Posted this year's sustainability report on the website.</li> </ul>
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"> <li>Consumer viewpoints are addressed through customer dialogues and the demands they place on us.</li> </ul>
Employees	Health & safety, pay, benefits, social conditions, well-being, opportunities for development and business ethics issues.	<ul style="list-style-type: none"> <li>Training, skills development, information, dialogues, negotiations, departmental meetings and performance reviews.</li> <li>Health examinations, risk analyses, incident reporting, health &amp; safety rounds.</li> <li>Quarterly meetings and posts on social media.</li> </ul>
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"> <li>Information, audits and supplier assessments.</li> <li>Follow-ups sent to A-suppliers every six months.</li> <li>Extra appraisals in situations with materials shortages.</li> </ul>
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"> <li>Onboarding of a new board member.</li> <li>Meetings between all owners and the Board of Directors in connection with the statutory board meeting.</li> <li>Annual owners letter to members of the Board.</li> <li>Regular reporting from AMB's CEO and Board.</li> <li>External audit by Access.</li> <li>Annual insurance review.</li> </ul>
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"> <li>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. Continued collaboration with Samhall. Sponsorship of local associations with youth activities, such as JIF, ESS, Eriksmåla Riding Club, Verda, Gantesbo 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.</li> <li>Multiple energy-saving measures when replacing equipment, e.g. injection moulding machines, as well as renovations and expansions.</li> </ul>
Authorities	Compliance with legislation. Reporting. Compliance with permits.	<ul style="list-style-type: none"> <li>Dialogues with environmental and occupational health &amp; safety authorities in connection with inspections and site visits.</li> <li>Dialogues with the County Administrative Board and Emmaboda Municipality in connection with the extended environmental permit and revised detailed development plan.</li> </ul>
Neighbours	External environment, haulage.	<ul style="list-style-type: none"> <li>Measures taken to reduce noise experienced on neighbouring property.</li> <li>Consultations before applying for an extended environmental permit.</li> <li>Relocation of loading and unloading areas, as well as a new entrance for trucks.</li> </ul>
Voluntary organisations (NGOs)	Climate issues, hazardous chemicals, energy and water usage, and social issues.	<ul style="list-style-type: none"> <li>During the year, AMB had no direct contacts with voluntary organisations.</li> </ul>

# 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 2023/24 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 Suppliers
- 8 Emissions to air and water
- 9 CSR requirements from customers
- 10 IT security
- 11 Customer dependency
- 12 Contingency plan
- 13 Resource efficiency (energy, water, materials)
- 14 Waste
- 15 Use of chemicals
- 16 Community involvement
- 17 Human rights
- 18 Diversity
- 19 External Noise and Odors
- 20 Haulage
- 21 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.



July 2024. The expansion has been inaugurated, and the solar park to the east of the factory will be commissioned a few weeks after the photo was taken.

### KPI'S FOR OUR SUSTAINABILITY WORK

	2023/2024	2022/2023	2021/2022
<b>ENVIRONMENTAL RESPONSIBILITY</b>			
Energy consumption, kWh / SEK thousand in sales	16.3	15.3	17.6
Emissions VOC, tonnes*	2.1	2.3	2.9
Emissions VOC, g / 1000 items	65	60	81
Consumption of plastic raw materials, tonnes**	189	180	229
Consumption of recycled milled material, tonnes	4.31	1.44	1.07
Total waste, kg / SEK thousand in sales	0.5	0.5	0.6
Sorted waste, %	62.2	56.6	50.5
Water consumption, m <sup>3</sup> / SEK million in sales	8.2	7.3	8.3
Violations of environmental legislation	0	0	0
<b>SOCIAL RESPONSIBILITY</b>			
Industrial accidents (including accidents to and from the workplace)	1	3	3
Female employees, %	44	42	43
Female employees in the management team, %	36	36	36
Supplier evaluations (Environment and Social responsibility)	47	50	56
<b>FINANCIAL RESPONSIBILITY</b>			
Net sales, SEK million	307	317	309
Operating earnings (EBIT), SEK million	29	64	62
Operating margin (EBIT), % of sales	9.3	20.1	20.1
Average number of employees***	199	202	210

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

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

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

# 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 2023/24, we used 189 tonnes (180) 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 grind down plastic material that becomes scrap during production, and by focusing more on this work, we succeeded in increasing the use of regrind material by a full 200% compared to the previous year. The material is reused by mixing a certain proportion of regrind with virgin raw material. We have also installed a smaller grinder directly at one of our injection molding machines, where the scrap generated by the molding process is fed back into the process immediately.

Since the majority of the products manufactured at AMB fall within the medical technology field, virgin raw material is required, meaning only a small portion of the scrap can be reused in production. Most of the remaining scrap material is sent to other entities for reuse, as described on page 15. However, we are currently in dialogue with one of our major medical technology customers about the possibility of using regrind material, as tests indicate there is potential.

**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.

This year, we have truly succeeded in our goal of helping customers find more sustainable materials. Tests have been conducted, and series production using recycled material will begin at AMB next year.

Discussions are also underway with another customer about using bio-based material in their new product. We expect to work more on this type of issue as many customers have started efforts to reduce their CO<sub>2</sub>e emissions.



# 189

tonnes of plastic materials were used during the financial year.

## ENERGY

**100%**  
of the total energy consumption of 5,006 MWh was green electricity.

**7 AFFORDABLE AND CLEAN ENERGY**  
**AGENDA 2030**

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

A major step in sustainability efforts related to energy supply was taken at AMB this year with the commissioning of our solar park. The solar park covers 20,000 m<sup>2</sup> of AMB's land, and the investment in the facility, which has a connected capacity of 2 MW, will supply AMB with 25–30% of its annual electricity consumption. For many years, AMB has purchased only green electricity, but we can now also use electricity from our own solar energy production.

Energy consumption during 2023/24 amounted to 5,006 MWh (4,940). The energy is used for production machinery, heating, ventilation, cooling, lighting, and purification.

We have successfully achieved the goal of reducing electricity consumption by 5% annually in relation to our value-added output for many years, but over the past year, electricity consumption has increased significantly. The main explanations are the new, larger facilities and the higher electricity consumption during the construction period, as well as the lower value-added output.

**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

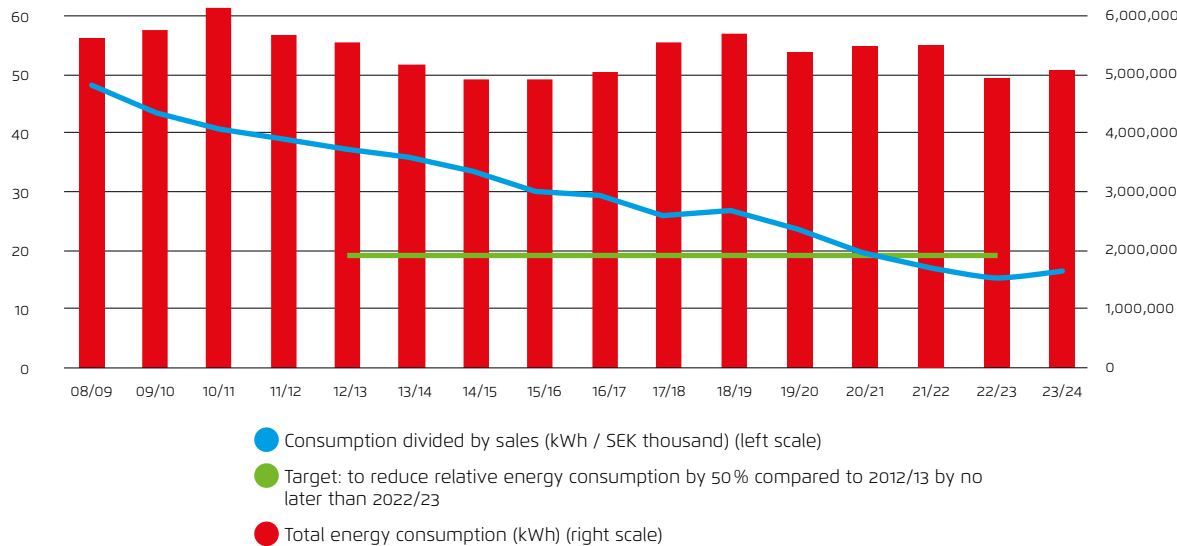
in conjunction with new investments, which also reduces the amount of hydraulic oils.

This year we installed one heat pump and three new injection molding machines, two 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. Annually, a leak search is carried out on the compressed air system to find any leaks and save energy.

**A NORMAL OPERATING YEAR** typically includes several planned energy-saving investments and activities, but due to ongoing renovations in the existing premises, many initiatives must wait. At the same time, we ensure that we choose options with low environmental impact during the renovation and make choices and investments that allow us to continue reducing electricity consumption in relation to our value-added output. Among other improvements, two older chillers will be replaced with more efficient units in the coming year. Additionally, a decision has been made to install adiabatic cooling as part of AMB's energy efficiency measures.

Because significant changes have been made—through expansion, renovations, and the commissioning of the solar park—energy usage needs to be monitored for about a year before we can set new targets, both short-term and long-term.

## 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.

During the year, a joint development project was conducted with a new customer to find a sustainable material for their product. Several different material options were evaluated, and the choices ultimately fell on two recycled materials—one consisting of 100% PIR (Post-Industrial

Recycling) and another in which at least 85% comes from PCR (Post-Consumer Recycling).

**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.



## RECYCLING INSTEAD OF INCINERATION

Four 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 150 tonnes of plastic material for recycling instead of incineration.

**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.



## ECOVADIS SILVER MEDAL

EcoVadis is the world's largest provider of sustainability assessments, and it has created a global network of more than 130,000 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, and our ranking places us in the top 6%, which means our score is equal to or higher than 94% (90) of all companies ranked by EcoVadis.





Mangrove forest in the Vanga Blue Forest, on the border between Kenya and Tanzania.

## CLIMATE COMPENSATION THROUGH TREE PLANTING IN KENYA

Climate compensation is a method where companies, organizations, or individuals offset their greenhouse gas emissions by investing in projects aimed at reducing or capturing an equivalent amount of carbon dioxide. These projects may include tree planting, supporting renewable energy, or improving energy efficiency.

Critics argue that one is "buying their way out" of responsibility through climate compensation, while supporters say it raises public awareness and incentivizes companies to support worthy causes through climate financing. We view climate compensation as a complement, not an alternative, to reducing emissions.

Every year, this sustainability report presents the amount of CO<sub>2</sub> (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 54 tonnes of CO<sub>2</sub>.

The increase in CO<sub>2</sub> 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 CO<sub>2</sub> emissions.

By using climate compensation, emissions can be avoided, reduced, or captured in locations most vulnerable to climate change.

To take responsibility for the emissions caused by AMB through our transports, we have decided to compensate for them by supporting a project that captures carbon and supports sustainable development.

**THIS IS THE FIFTH YEAR** that AMB has engaged in climate compensation, and each year employees have the opportunity to vote on one of several projects. For the 2022/2023 emissions, AMB chose



to support a project in Kenya called Vanga Blue Forest, which works to preserve mangrove forests. Its climate benefits arise from protecting mangrove trees and replanting deforested areas. The work is carried out in collaboration with local communities in three nearby villages, thus providing them with an additional source of income. Mangrove trees provide valuable ecosystem services, including carbon sequestration, coastal protection, water purification, and a strengthened habitat for wildlife.

## EMISSIONS TO AIR

From our painting facilities, VOC-laden air (emissions of organic solvents) is generated. To purify the process air, we have a treatment system designed to remove at least 90% of our emissions. Efficiency measurements carried out during the year showed a purification rate of 91.5%.

Last year, with the assistance of air emissions experts, we developed a calculation tool to convert VOC emissions and their combustion into CO<sub>2</sub>e. This allows us to report our annual air emissions from production. For 2023/24, CO<sub>2</sub>e emissions from our painting facilities were calculated at 61.3 tons (67.0).

The air quality study, supported by dispersion calculations, conducted ahead of the environmental permit application shows that the highest concentrations of each substance are well below comparison values. The highest levels occur in the immediate vicinity of the facility, and thus are significantly lower in the surrounding residential areas.

AMB has 336 kg (350) of HFCs, known as F-gases, which are powerful greenhouse gases. They are found in our cooling systems, heat pumps, and ventilation systems. Leakage inspections are performed annually by an external company and are monitored internally through quarterly environmental inspections.

**TRANSPORTS TO AND FROM** AMB take place by truck. AMB has limited influence over this, as customers largely handle the transport

of finished goods from AMB. What we can do is encourage surface treatment customers to move their molds to AMB to reduce emissions from transporting products to and from the company, as well as maintain good delivery precision to avoid extra shipments. When AMB can choose suppliers, we will prioritize local ones.

To reduce the impact of business travel, we advocate using teleconferencing and virtual meetings wherever possible.

During the year, dust measurements were also performed on the air discharged from the grinder where we process plastic materials for reuse. The reference value is 10 mg/Nm<sup>3</sup>g\*, but the dust content we release after our filters is only 0.2 mg/Nm<sup>3</sup>g.

Calculations in accordance with the GHG Protocol show that under Scope 1, AMB generated 26.3 tons of CO<sub>2</sub> (20.9) from company vehicle transportation and 61.3 tons of CO<sub>2</sub>e (67.0) from the painting facilities. Under Scope 2, there is nothing to report since we only purchase and produce green electricity. Under Scope 3, we can report that transportation for business travel caused emissions of 18.3 tons of CO<sub>2</sub> (16.3) and purchased freight caused emissions of 24.2 tons of CO<sub>2</sub> (16.4). The plan is to expand these calculations to report the full range of emissions under Scopes 1, 2, and 3.

Customers and employees have the opportunity to charge their vehicles at AMB, encouraging travel in the most climate-friendly manner possible.

*\*) Nm<sup>3</sup>g is a common unit for describing gas flows and pollutants, such as dust, in technical and environmental contexts. It stands for "Normal cubic meter dry gas".*



26

tonnes of CO<sub>2</sub> was emitted by transport with our own vehicles during 2023/24.

## EMISSIONS TO WATER

At AMB, process water is generated from the washing system that cleans fixtures from paint or metal layers. Previously, the rinse water from this cleaning process passed through a filtration system and was treated with acid to lower the pH before being discharged into the municipal wastewater network. During the year, we explored possible treatment techniques to better purify our process water. The solution that yielded the best results for our process water is a treatment plant using chemical precipitation and a sand filter. The facility has been ordered, and installation and fine-tuning will occur at the end of 2024. With this investment, we can meet increased requirements and guidelines for industrial wastewater.

Since last year, we have a new agreement with Emmaboda Energi och Miljö AB that allows us to discharge process water via the wastewater network. The new agreement contains stricter

purification requirements, and in connection with this, AMB developed a quality plan for wastewater. In consultation with authorities ahead of the new environmental permit, the requirement for better purification of process water was also raised, which we will fulfill starting early next year.

**OUTGOING WATER IS** sent for analysis every quarter. During the year, we have maintained a good margin below the limit values for process water set by the environmental permit.

In our production processes, recirculated water is used for cooling the injection molding machines, as well as in the water curtains of our painting facilities to capture particles. Thus, water consumption in our production processes is very low, and no process water is generated there.

During the past year, AMB consumed 2,513 m<sup>3</sup> (2,329) of water, of which about 40% was used in the washing system.

## 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 WORK** to ensure that products containing substances of very high concern (SVHC) according to the EU's REACH regulation are not used at the company. These substances are listed in the Candidate List, which is updated twice a year. We have succeeded in replacing a solder alloy that contained lead, and we have finalized arrangements with a material supplier to provide a plastic material without any substances from the Candidate List going forward.

Minimizing PFAS substances is also important since these are human-made, extremely persistent in the environment, and can pose health risks. We've noted an increased focus on PFAS from customers, and based on previous supplier information, PFAS were only found in a few products at AMB, primarily in maintenance lubricants. With more thorough examination, however, it turned out that PFAS are present in a couple of the topcoats we purchase. Activities are planned with the supplier and customer to conduct tests with modified coatings.

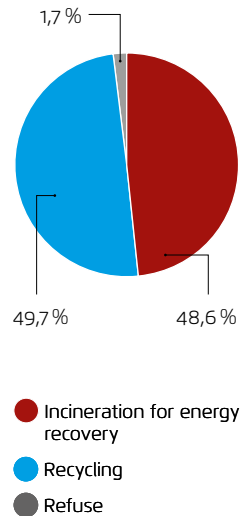
**SOLVENT-BASED PAINTS ARE USED** in the paint facilities at AMB and, as with plastic materials, it is the end product's application and thus the customer's product requirements and product specifications that determine the choice of paint system. Water-based products would be better from both environmental and health & safety standpoints, but we cannot meet the tough product requirements with this type of paint. AMB constantly monitors developments in this field.

Unfortunately, the tests conducted last year in a project led by the research institute RISE—aimed at increasing adhesion on polymeric materials intended for surface treatment—did not result in the elimination of a step in the coating process.

Our annual risk assessment review of all chemicals has been completed, and our procedure for managing changes to red-listed chemicals continues to function well.

In the metallization process used for surface treatment, tungsten is employed in one of the steps. Since tungsten is classified as a conflict mineral, we request a declaration from our supplier confirming that the metal does not originate from affected areas.

## WASTE



During 2023/24, a total of 172 tonnes (173) of waste was generated, of which 9 tonnes (11) was hazardous waste. All residual products are handled by approved recycling companies, and of the total amount of waste, 50% (48%) was recycled as materials. By enabling the use of recycled instead of virgin materials, both resources and energy are conserved. For last year, our recycling efforts correspond to an emissions reduction of 86 tonnes of CO<sub>2</sub>e. Since Nybro Energi, which incinerates our waste, has emission allowances, all of our combustible waste is climate-compensated.

Over the past year, we also handed over decommissioned computer equipment for reuse/recycling through one of our IT suppliers.

Ensuring that the equipment can be utilized again results in a saving of 468 kg CO<sub>2</sub>e.

**ONE OF AMB'S** environmental goals has been to sort out at least 60% of miscellaneous waste—that is, waste not classified as hazardous—for recycling. The amount of miscellaneous waste was exactly the same as the previous year, and during 2023/24, we sorted out 62.2% (56.6%) for reuse, material recycling, or biogas production. This means we reduced combustible waste by 12 tonnes compared to the previous year. For next year, we are raising the target to 65% to continually strive for improvement.

Material that is directly reused in our production is not counted as waste.

## EMERGENCY PREPAREDNESS

The contingency group has met as planned during the year, in addition to conducting a crisis exercise facilitated by an external party. The feedback received indicated that AMB's contingency plan is functioning well.

Fire safety work is conducted systematically and proactively. There are action plans and procedures in place for potential accidents, and we regularly carry out training and drills in fire safety. Evacuation drills have been conducted during the year with satisfactory results. Safety inspections, risk analyses, and approved corrective actions have been implemented.

Training sessions on evacuation leadership, electrical safety, EX (explosive atmosphere) safety, fire safety, the use of defibrillators, and hot work procedures, among

others, have been completed. The responsible person also attended a course on handling flammable goods. The fire and rescue service visited AMB and toured the premises with their incident commanders so they could become well-acquainted with AMB's facilities.

AMB has three retention ponds designed to prevent, for example, extinguishing water or chemical spills from reaching the Lyckebyån river, which runs just outside the company. A stormwater assessment carried out in connection with the environmental permit application confirmed that the ponds have sufficient capacity. Nonetheless, the ponds were slightly expanded when vegetation was removed during the year. Next year, shut-off capabilities will be installed to further reduce the risk of contamination spreading.

## INSPECTIONS

In 2023, the supervisory authority did not conduct an on-site inspection, but asked AMB to submit a written report. An inspection report without any remarks was received. No on-site inspection was planned for 2024, as a representative from the supervisory

authority participated in the periodic inspection, which takes place every three years at AMB.

The periodic inspection took place in November 2024. The inspector found nothing warranting any observations.



### 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.

0 accidents or uncontrolled emissions to the environment were recorded in 2023/24.



## Social responsibility



**199**

was the average number of employees in 2023/24.

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.

AMB collaborates with schools, both at the university and upper secondary levels as well as elementary schools. AMB collaborates with educational institutions at all levels—universities, high schools, and primary schools. We are active within Teknikcollage and the program council for the VMG high school. We have hosted job-shadowing students (PRAO) from junior high schools, and students from the industrial program have completed their workplace-based learning (APL) with us. We also welcomed ninth-grade students on the “Technology Is the Future” theme day to give them an insight into our operations.

As part of our efforts to be an attractive employer and to secure future employees with the right competencies for AMB, we have offered graduates from industrial and technical programs, as well as adult education, a six-month fixed-term employment contract after completion of their studies. We

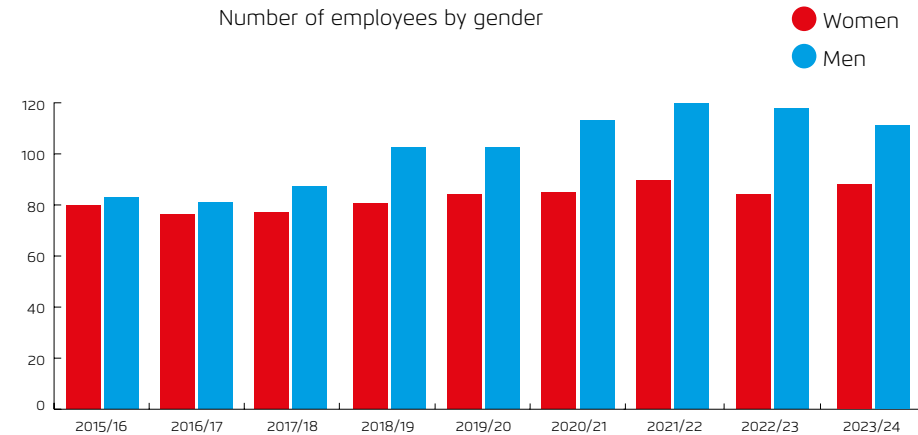
continue our collaboration with the Public Employment Service and Polymercentrum, where students alternate between theory and practice at AMB to be trained as operators and machine setters.

As part of our sustainability efforts, AMB has worked with Samhall for several years. This collaboration is considered successful, providing stable staffing.

**THE AVERAGE NUMBER** of employees during the 2023/24 financial year was 199 (202), with a distribution of 44% (42) women and 56% (58) men. Increasing the proportion of women in leadership positions has been one of our sustainability goals, and we have successfully made progress over several years. Of our managers/leaders with personnel responsibility, 41% (35) are women, and among office staff (including coordinators), women represent 46% (41). On AMB’s board of directors, 9 individuals serve, of whom 44% (38) are women.

Annual development discussions are to be held with all employees, and during 2023/24, 96% (95) participated. Of those

Number of employees by gender



who did not participate, 78% were women and 22% were men. The primary reason for not holding a development discussion was parental leave. Other reasons included study leave and sick leave.

**AT AMB THERE IS** a plan to prevent discrimination, developed in cooperation with union representatives. This document outlines the measures and actions taken to prevent discrimination in accordance with anti-discrimination laws. The work aims to achieve gender balance in terms of employment conditions, recruitment, skills development, work environment, salary, and parental leave. It also addresses harassment and offensive treatment.

All employees at AMB are covered by collective bargaining agreements, and IF Metall—the labor union representing the largest number of employees at AMB—has a local union branch.

Since AMB’s customers operate globally, we sometimes receive questions that they pose to all their suppliers worldwide. One such question concerns a “living wage.” This concept ensures that an employee earns enough to meet basic needs such as housing, food, and healthcare. It is often most relevant in countries with low minimum wages or weaker labor market regulations and social insurance systems than those in Sweden.

Because our collective agreements ensure minimum wages above the subsistence level and include pension, vacation, and sick pay, employees in Sweden enjoy strong protection that exceeds the concept of a living wage. We require our suppliers to accept and follow AMB’s Code of Conduct, which includes social responsibility, and we expect them to pass on these values to their own suppliers.

**AT AMB WE HAVE** the “Röda tråden” (“Red Thread”) handbook, a document explaining what we want, where we’re headed, and why we’ve chosen this path. Röda tråden helps everyone understand how we want to work at AMB, since the company’s ongoing development depends on everyone knowing our direction and working according to our common principles.

In addition to the company’s 12 principles for daily work, Röda tråden explains AMB’s purpose, vision, business idea, goals, strategies, and Code of Conduct. All new employees receive an introduction to Röda tråden.

AMB also has a personnel policy that describes fundamental values and expectations for employees and managers, and sets guidelines for compensation, recruitment, skills development, work environment, equal treatment, alcohol and drugs, health and wellness, and rehabilitation.



### AGENDA 2030

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

## CODE OF CONDUCT



0

cases were submitted through the whistleblower function during 2023/24.

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.

## HEALTH AND SAFETY



1

accident occurred in 2023/24.

We work systematically with health and safety through e.g. safety rounds, risk assessments, investigations into incidents and accidents, training and quarterly 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 2023/24**, 149 incidents (116) were reported, of which 1 were classified as an accident. 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 reasons for incident reports are scratches, bruises, pinch injuries, minor cuts, and risks associated with forklift driving. The external accidents reported involve wildlife collisions on the way to or from work and outdoor slip-and-fall incidents. During

**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.

Since the end of 2023, a whistleblower function has been in place, allowing for the anonymous reporting of serious misconduct that may be of public interest. No cases have been reported during the year.

the year, the average processing time for an accident or incident report was 4 days (4).

Next year, we will investigate whether introducing a new system for incidents and accidents could simplify the work and lead to even more risk observations and incident reports.

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.

In connection with the expansion, a 1.3-kilometer walking path was constructed around the property, which several employees use during their breaks.



Anette Magnusson, Nathalie Hagel, Johan Einebrant and Johan Svensson were all rewarded for their proposals in 2023.

## THIS YEAR'S IMPROVEMENT PROPOSALS

Every year, AMB rewards the best improvement proposal of the year. In 2023, 612 proposals were submitted by our employees, equal to 3 proposals per person. Of the proposals submitted, 412 were implemented during the year.

This year, the management team chose to award prizes to four employees, and the winning proposals not only deliver savings in terms of time and money but also have a positive impact on ergonomics and the environment.



612

proposals for improvements were submitted in 2023.

## TRAINING INITIATIVES

During 2023/24, AMB employees completed over 5,700 training hours (5,400), which amounts to 29 (27) hours per employee. Training needs are identified, among other ways, during development discussions.

The reported hours do not include all training time that occurs when production employees are being cross-trained for other positions, or when office staff participate in various seminars to broaden their knowledge in different areas.

Noteworthy this year is the organization's enhanced IT competence, due to the extensive work required when we rebuilt our entire IT environment following the data breach.

**IN ADDITION TO** receiving an introduction to "Röda tråden," all new hires receive training in AMB's quality and environmental work. As usual, we have conducted many training sessions throughout the year to strengthen competencies in various areas of our production,

including automation training, ESD training, soft soldering, MED training, measuring instrument training, injection molding training for managers, forklift training, overhead crane training, thermoset plastics training, hot works training, chemical training, and Lean training.

We have also conducted training to ensure competency in fire safety work, and we have had personnel undergo mentor (fadder) training, contract training, and BAM (Work Environment Training).

To further strengthen our injection molding expertise, AMB collaborates with Polymer-centrum in Anderstorp. This collaboration allows us to train operators and machine setters locally at AMB, where theory is combined with practice. In addition, two of our setters completed a process technician training program, and training is ongoing for two more individuals.



29

training hours per employee was the average for 2023/24.

### KPIs FOR HEALTH AND SAFETY

	2023/2024	2022/2023	2021/2022
Number of incident reports	149	116	98
Number of accidents	1	3	3
Number of fire incidents	0	0	1
Rectification time (average) for incidents/accidents (in days)	4	4	5
Attendance (%)	93.8	93.5	93.4



## 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 2023/24 compared to an average for manufacturing companies in our sectors of 40–45 %, according to Statistics Sweden.

Our ambitious growth target was not met this year. Turnover decreased by 4.6 % (previous year +3.3 %). Our operating margin (EBIT) has worsened, primarily due to lower sales, higher labor costs, and significantly increased IT costs. Despite this, AMB still maintains a very strong financial position. In recent years, our growth has created a need to expand our facilities, mainly by increasing production areas for injection molding and automation, as well as warehouse capacity. This has now been realized through a 5,500 m<sup>2</sup> expansion constructed during the year. Total investments during the financial year amounted to SEK 96.6 million, with the building project and solar park representing the largest expenditures.

Over the course of the year, we have increased the company's production capacity by adding new injection molding machines. Decisions have also been made for additional investments in production equipment for next year.

**ENVIRONMENTAL COSTS** amounted to SEK 845,000 (1,341) in 2023/24. Major items include costs for recycling and waste management, maintaining a chemical register, sampling, and regulatory fees. Water and sewage costs reached SEK 132,000 (123) and energy costs amounted to SEK 7,410,000 (8,144). In addition, we have invested over SEK 2 million in a new treatment plant to purify process water from the washing facility.

FINANCIAL KPIS	2023/2024	2022/2023	2021/2022
Net sales, SEK million	307	317	309
Operating earnings (EBIT), SEK million	29	64	62
Operating profit (EBIT as % of sales)	9.3	20.1	20.1
Equity/assets ratio (%)	66.3	72.5	70.9
Average number of employees*	199	202	210

\*) 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)	2023/24	2022/23	2021/22	
Suppliers	143.8	126.7	117.8	Remuneration goods and services (operating expenses)
Suppliers	93.8	22.7	10.0	Investments
Employees	119.8	117.5	117.7	Pay and social costs
Shareholders	13.0	12.0	72.8	Withdrawal of shares and dividends
Creditors	0.9	0	0	Interest expenses
Community	5.0	1.4	10.8	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 organization, and AMB sends out a customer survey annually. Based on the responses, we can conclude that, overall, AMB's customers are very satisfied. A few customers provided lower scores, and in many cases, this was due to the need for production reprioritizations, especially in connection with the IT attack.

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.

**FIVE EXTERNAL AUDITS** were conducted by customers during the year. There were slightly fewer inspections than usual, but AMB focused heavily on the FDA inspection conducted this past spring.

We have signed several of our customers' codes of conduct and provided information and certifications regarding the substances contained in our products. Ensuring documentation for REACH, RoHS, and conflict minerals continues to be a key area of focus. In addition, attention to PFAS has increased significantly over the past year.

We have also submitted declarations for substances regulated under MDR (Medical Device Regulation), TSCA (Toxic Substances Control Act), and the POPs (Persistent Organic Pollutants) Regulation, among others.

**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 2023/24, 57 (17) suppliers received approvals, and 47 (50) 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.



**5**

customers carried out their own quality audits at AMB during 2023/24.

## 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.

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, and Children of the World.

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. The investigations prepared for the application emphasize that neither the current operations nor the planned activities indicate any negative impact on our neighbours. No feedback or complaints from nearby residents were noted during 2023/24.

The flower boxes that AMB was permitted to place along the road during the summer months, as a measure to reduce vehicle speeds outside the facility, have been replaced by speed bumps installed by the municipality. These measures have been

effective and have increased safety along the road.

The birdhouses we have placed have been supplemented this year, once again attracting many cheerful birds that brightened our breaks by the Lyckebyån river.

In connection with the expansion and solar park, a walking path has been created, enabling employees and visitors to take walks around the property.

## Risks and opportunities

Through regular risk assessments, our goal is to identify risks related to the environment, economy, IT, ethics, and social responsibility as early as possible. Despite conducting a thorough security review of our IT systems with the help of security experts, we experienced an IT attack. This incident was a costly lesson, but it led to strengthened security measures, increased internal knowledge, collaboration with external resources, and

continuous system monitoring. Thanks to our flexible and competent employees, production and deliveries exceeded expectations during this challenging period.

Other factors that could lead to significant costs in our industry include stricter environmental legislation, tougher permit requirements, taxes, fees, and uncertainty regarding electricity prices and supply. Our solar park has made us less vulnerable to sudden changes

in the energy market, and our process water treatment facility enables us to meet stricter water-related environmental requirements. These investments also benefit us during customer sustainability assessments.

AMB'S ability to purchase land, expand facilities, build a solar park, and continue investing in machinery and equipment, even during an economic downturn, provides excellent opportunities for continued growth and achieving more sustainability goals.

**IMPROVING SUSTAINABLE** development not only helps us meet these goals but also attracts the best customers and most talented employees. We remain responsive to our customers' needs and understand that they will increasingly require detailed data on the environmental impact of products to calculate carbon emissions and conduct LCA analyses. Several of our existing customers have begun efforts to reduce their CO<sub>2</sub>e emissions, and we aim to support them in this work. Reducing emissions often leads to lower resource consumption and reduced costs over time.

We continue to see significant opportunities in actively tracking the development of more environmentally sustainable plastic materials. Next year, AMB will launch series production using purchased recycled materials. Additionally, we are in discussions with another customer about using bio-based materials for a new product, and we are exploring the possibility

of producing with regrind materials for a third customer.

We remain committed to helping customers rebuild or develop new tools that provide significant material and cost savings for both the customer and AMB.

As our customers operate in various sectors and markets, and as regulations around material content reporting become more stringent, we need to handle an increasing number and variety of inquiries regarding material composition.

We will continue to communicate our sustainability focus via the EcoVadis platform.

**REGARDING OUR WORKFORCE**, our operations increasingly demand technically trained personnel. Maintaining gender balance in our organization remains a challenge as female applicants, or applicants from diverse ethnic backgrounds, are underrepresented in technical roles. In the long term, we are concerned about the availability of qualified labor, as too few young people are pursuing education in science and technology fields.

To address this, we collaborate with the Public Employment Service and Polymercentrum in Anderstorp, enabling local training for operators and machine setters at AMB.

We have also worked closely with universities and colleges for many years, and moving forward, we aim to offer even more students the opportunity to write their theses in partnership 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. It is also important that customers can rely on AMB to provide environmental and sustainability data for the products and services they purchase from us.

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.



### 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"> <li>Achieve equality and the empowerment of all women and girls.</li> <li>Gender equality is about the fair distribution of power, influence and resources.</li> </ul>	<ul style="list-style-type: none"> <li>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.</li> </ul>
	<ul style="list-style-type: none"> <li>Ensure universal access to affordable, reliable and modern energy services.</li> <li>Substantially increase the share of renewable energy in the global energy mix.</li> </ul>	<ul style="list-style-type: none"> <li>AMB will work constantly with energy efficiency improvements.</li> <li>We have built our own solar park which shall provide us with 25–30% of our energy needs.</li> </ul>
	<ul style="list-style-type: none"> <li>Promote inclusive, long-term sustainable economic growth, full and productive employment with decent working conditions for all.</li> </ul>	<ul style="list-style-type: none"> <li>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.</li> <li>AMB will communicate the company's code of conduct to its suppliers.</li> <li>We shall protect jobs and economic growth.</li> </ul>
	<ul style="list-style-type: none"> <li>Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.</li> </ul>	<ul style="list-style-type: none"> <li>We shall continue to work for the efficient use of resources and invest in environmentally friendly, resource-efficient technology.</li> <li>We are installing a treatment plant to purify our process water.</li> </ul>
	<ul style="list-style-type: none"> <li>Reduce inequalities within and between countries.</li> <li>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.</li> </ul>	<ul style="list-style-type: none"> <li>We shall actively work to promote diversity and combat discrimination.</li> <li>All employees should have equal opportunities for training, promotion and development at work.</li> <li>We shall work to achieve lifelong learning in the company.</li> <li>We shall ensure responsive and inclusive decision-making in the company.</li> </ul>
	<ul style="list-style-type: none"> <li>Promote sustainable consumption and production patterns.</li> <li>The transition to sustainable production and consumption of goods is essential for reducing our negative impact on climate, the environment and human health.</li> </ul>	<ul style="list-style-type: none"> <li>We shall conserve our resources, reduce our waste, minimise emissions to air and water and work responsibly when handling chemicals.</li> <li>We shall not use any substances listed on the Candidate List in our operations.</li> <li>We shall publish our sustainability report openly and transparently.</li> </ul>

# Our short-term goals

## FINANCIAL AND ENVIRONMENTAL RESPONSIBILITY



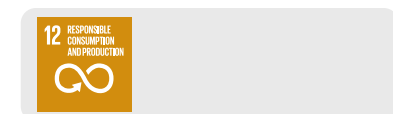
AMB seeks to:

- Monitor energy usage following the expansion of production areas and establish new energy consumption targets for both the short and long term.
- Ensure the functionality of the solar park and monitor its electricity production.
- Install adiabatic cooling as part of energy efficiency efforts.
- Move more tools to AMB to reduce

- transportation between AMB and customers.
- Investigate whether automated blowing of products prior to painting can reduce rejections due to dust and blemishes.
- Assess whether dust on painted parts can be reduced after relocating automation equipment to the new hall.
- Replace two chillers with more efficient systems.
- Conduct leak detection on cooling and ventilation systems.
- During renovations, ensure environmentally friendly alternatives are chosen.

- Evaluate energy efficiency when selecting heating, cooling, and ventilation systems for renovations in existing facilities.
- Upgrade the fire alarm system in existing facilities to further enhance fire safety and minimize potential damage to the property and environment.
- Review the handling and transportation of plastic waste for recycling to improve sustainability.
- Sell decommissioned equipment, such as injection molding machines, to enable reuse instead of scrapping.

## ENVIRONMENTAL RESPONSIBILITY



AMB seeks to:

- Sort at least 65% of waste.
- Increase the use of regrind plastic material reintroduced into our production to 5,000 kg.
- Assess the need for a new grinder for material processing.
- Continue enhancing our expertise in bio-based plastics. In projects where applicable, present alternatives with lower environmental impact compared to fossil-based materials.

- Ensure the functionality of the process water treatment plant to meet established requirements.
- Eliminate the use of substances listed on the REACH Candidate List within our operations.
- Start producing components using purchased PIR (Post-Industrial Recycling) and PCR (Post-Consumer Recycling) materials.
- Work to ensure that products containing PFAS are not used at AMB.
- Opt for digital meetings as an alternative to travel whenever possible.
- Conduct periodic inspections and implement improvement suggestions if necessary.

- Choose local suppliers to reduce environmental impact.
- Send computer equipment for recycling or reuse instead of scrapping it.
- Ensure proper stormwater management by equipping retention ponds with shut-off capabilities.
- Replace the company car with an electric vehicle, provided it meets safety standards for transporting heavy loads (such as molds).
- Calculate AMB's total emissions according to Scope 1, 2, and 3.

## SOCIAL RESPONSIBILITY



AMB seeks to:

- Undergo a sustainability assessment with EcoVadis, aiming to upgrade from Silver to Gold.
- Continue communicating our Code of Conduct to our suppliers.

- Increase the proportion of women in leadership positions.
- Maintain the partnership with Samhall.
- Offer students opportunities to complete their thesis in collaboration with AMB.
- Conduct an employee survey and update the salary mapping next year.
- Complete renovations to improve and ensure a safer work environ-

ment, as well as refurbish dining areas to enhance employee satisfaction.

# Glossary

<b>Adiabatic cooling</b>	A system that captures rising hot air and forces it to expand or compress so that it cools.	<b>ISO 13485</b>	International Standards Organisation specification setting out the requirements for management systems governing medical device quality.
<b>Candidate List</b>	List of substances of very high concern (SVHCs) with properties that may have serious and lasting effects on human health and the environment.	<b>ISO 14001</b>	International Standards Organisation specification setting out the requirements for environmental management systems.
<b>CO<sub>2</sub>e</b>	By expressing greenhouse gas in carbon dioxide equivalents, the contribution of individual gases to the greenhouse effect can be compared.	<b>ISO 9001</b>	International Standards Organisation specification setting out the requirements for quality management systems.
<b>CSDDD</b>	The Corporate Sustainability Due Diligence Directive is a directive mandating larger companies to identify and address sustainability risks throughout their entire value chain.	<b>LCA</b>	Life Cycle Analysis – a method for calculating the environmental impact of a product’s entire life cycle.
<b>CSRD</b>	The Corporate Sustainability Reporting Directive is an EU regulation requiring large and publicly listed companies to perform comprehensive sustainability reporting.	<b>MDR</b>	Medical Device Regulation: an EU regulation that ensures the safety and performance of medical devices.
<b>Conflict minerals</b>	Minerals extracted in areas of armed conflict, or where forced labour is common and working conditions are often inhumane.	<b>Natural resources</b>	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.
<b>EcoVadis</b>	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.	<b>PCR</b>	Post-Consumer Recycling refers to materials sourced from end-user waste—products that have already been used, collected, and recycled.
<b>Environmental aspects</b>	Parts of a business, services, products and activities that have or may have an impact on the environment.	<b>PFAS</b>	Per- and Polyfluoroalkyl Substances are a group of over 10,000 synthetic substances. These high-fluorinated compounds are man-made and cannot break down naturally in the environment.
<b>FDA</b>	The United States Food and Drug Administration is a U.S. agency responsible for regulating various products, including medical devices. To sell products on the U.S. market, they must comply with the FDA’s legal requirements, known as the Quality System Regulation (QSR).	<b>PIR</b>	Post-Industrial Recycling refers to materials derived from waste generated during industrial processes.
<b>Global goals</b>	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.	<b>Polymeric products</b>	Polymers are chemical compounds with very long chains made up of smaller repeating links. Plastic and rubber are polymeric materials.
<b>Green electricity</b>	Electricity produced by renewable energy sources; solar, wind and hydro. Renewable energy sources do not emit carbon dioxide nor consume the earth’s resources.	<b>Process</b>	A series of activities performed in a specific sequence to produce a design, product or service.
<b>HFC</b>	Hydrofluorocarbon pollutants are gases that contribute to the greenhouse effect.	<b>REACH</b>	EU legislation covering the production and (safe) use of chemicals and their potential impact on human health and the environment.
<b>Human rights</b>	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).	<b>RoHS</b>	EU legislation restricting the use of certain substances hazardous to the environment and health.
<b>Injection moulding</b>	A manufacturing method for the production of polymeric components. Plastic is injected under high pressure into a mould in which the component is manufactured.	<b>SCIP database</b>	A tool for registering SVHCs / candidate substances in products with the European Chemicals Agency ECHA.
<b>ISCC</b>	A global sustainability certification system covering all sustainable raw materials, including bio-based and circular materials.	<b>The Greenhouse Gas Protocol</b>	A global standard for measuring and reporting greenhouse gas emissions under scopes 1, 2 and 3 to enable comparisons.
		<b>Validation</b>	Documentary evidence ensuring that a process will consistently produce an item to a particular specification.
		<b>VOC</b>	Volatile Organic Compounds evaporate easily at room temperature and contribute e.g. to the formation of ground-level ozone.



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