

## SUSTAINABILITY FOR SAFE ACCESS SOLUTIONS

With the Safe Access Solutions business area, Midway strives to be part of building sustainable communities. Through HAKI – a key business within Safe Access Solutions – the Group's customers are offered safe working environments, where HAKI creates the conditions for building the sustainable homes, properties and urban environments of the future. This means that all operations in the business area must be sustainable, both as a supplier and as an employer.

### A sustainability strategy with a clear agenda

The materiality analysis conducted in 2019 identified the sustainability issues that should be the focus of our sustainability work, and also formed the basis of the three strategic sustainability commitments for Safe Access Solutions: *a leader in safety, an environmental partner, a responsible company*.

Our sustainability strategy is adapted to the UN's Agenda 2030, with three sustainability commitments being directly linked to selected UN goals and specific targets. To contribute to our operational work, each goal and target has been translated into a language that feels clearer and is also aligned with the businesses' way of working, which has been particularly important in reinforcing both internal and external sustainability communication.

Several specific activities, operational goals and milestones have been identified for each target, based on the strategy, and work continued on this in 2022. Some examples of activities carried out during the year are presented on **PAGES 20 AND 21**.

The report on the results and key data relating to our sustainability work is presented on **PAGE 25**, along with equivalent information for the Group's other business areas.

### SUSTAINABILITY STRATEGY FOR SAFE ACCESS SOLUTIONS

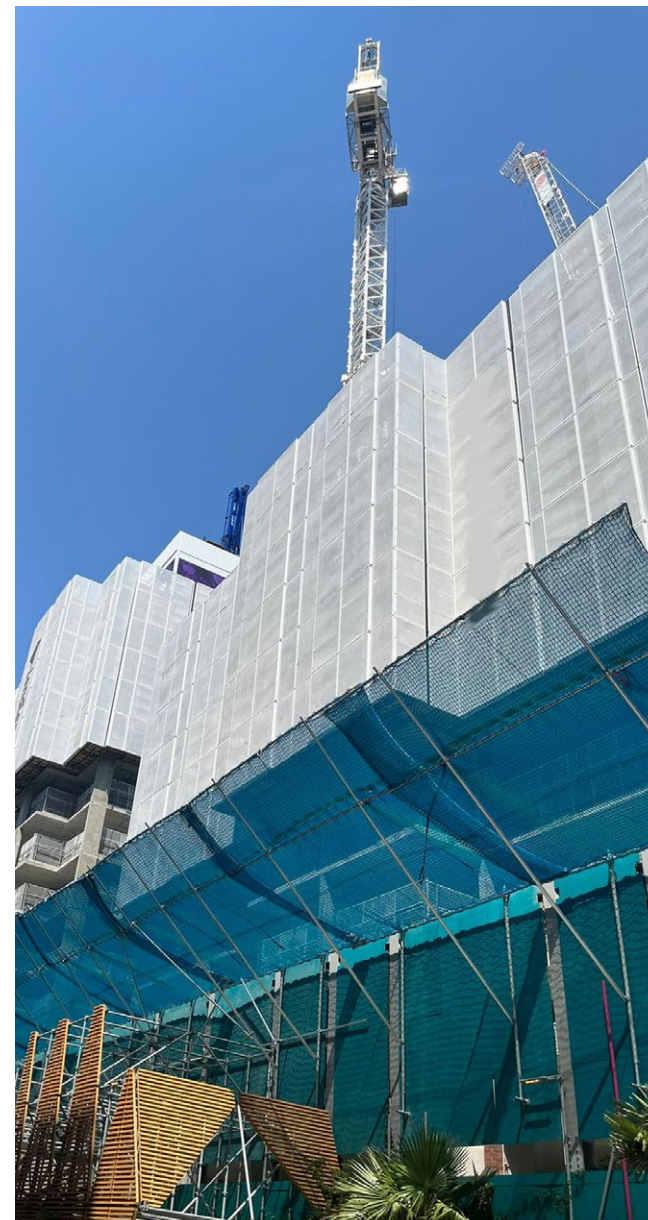
The sustainability strategy that guides the work of the Safe Access Solutions business area means that improvement measures and initiatives are focused on areas where the businesses can make the greatest difference. We strive to provide safe and healthy working environments, to play a part in environmental improvements in the industry and to be a role model for ethical business practices and gender equality in our sector.

### STRATEGIC SUSTAINABILITY COMMITMENTS FOR SAFE ACCESS SOLUTIONS

A leader in safety

An environmental partner

A responsible company



## STRATEGIC SUSTAINABILITY WORK WITHIN SAFE ACCESS SOLUTIONS

The model below illustrates the framework for the sustainability work carried out by the businesses within Safe Access Solutions. It indicates how our overall sustainability vision and strategic commitments link to the selected UN goals and targets.

The following page details examples of our sustainability work in 2022.

### HAKI SUSTAINABILITY VISION

Sustainability is an integral part of Safe Access Solutions' operations, and we choose to focus our efforts on areas that we have identified where we can make the most significant difference. We endeavour to provide safe and healthy working environments, to play a part in environmental improvements in the industry and to be a role model for ethical business practices and gender equality in our sector.



#### 1. A leader in safety

Safety is a top priority for the majority of Safe Access Solutions' customers.

Safe Access Solutions endeavours to provide safe and healthy working environments from two perspectives. Safe Access Solutions acts as a leader by continuously developing new products and services to protect scaffolders and employees from the risks associated with their work.

Safe Access Solutions contributes to **Goals 3** and **8** by providing safe and healthy working environments for both customers and employees.



#### 2. An environmental partner

Environmental aspects will gain increasing importance for customers. Safe Access Solutions wants to play a role in the environmental development of the industry by reducing its impact and thus becoming an attractive environmental partner for its customers.

Through continual innovation and optimisation of products, services and practices, commitments will focus on reducing emissions, recycling, waste management and sustainable procurement.

Through innovation and development, Safe Access Solutions contributes to **Goal 12** by actively minimising its own and its partners' environmental impact.



#### 3. A responsible company

Being a responsible company is crucial to being an attractive and credible employer and partner.

Safe Access Solutions wants to be a role model for ethical business practices and gender equality in its industry. Safe Access Solutions encourages a corporate culture and develops practices that promote integrity, ethical conduct and equality.

Safe Access Solutions contributes to **Goals 5, 10** and **16** by promoting values such as integrity, ethics and gender equality.



#### Target 3.4 Healthy workplace

Safe Access Solutions actively promotes a healthy lifestyle among all its employees.



#### Target 8.8 Safe working environments

Safe Access Solutions values the wellbeing of its customers and employees and actively promotes safe working environments within the value chain.



#### Target 12.2 Sustainable use of resources

Safe Access Solutions endeavours to minimise its negative impact on air, land and water by ensuring an efficient and sustainable use of resources throughout its operations.



#### Target 12.5 Waste management

Safe Access Solutions strives to reduce the amount of waste through methods to prevent, reduce, recycle and reuse waste both within its own manufacturing and through product development and optimisation.



#### Target 12.6 Sustainable practices

Safe Access Solutions promotes the adoption of sustainable practices and transparent information throughout the value chain.



#### Target 5.5 Equitable participation and representation

Safe Access Solutions ensures full and equal participation and representation for all within the organisation and endeavours to promote this within its value chain.



#### Target 10.3 Equal opportunities

Safe Access Solutions ensures fair and equal opportunities and working conditions for all within the organisation and strives to promote this in its value chain.



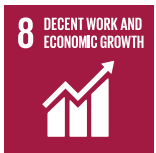
#### Target 16.5 Eliminating bribery and corruption

Safe Access Solutions promotes the values of fair competition and is actively engaged in combating all forms of bribery and corruption within its own organisation and value chain.

## SUSTAINABILITY WORK IN 2022

Since the sustainability strategy was developed and aligned with the 2030 Agenda in 2020, the business area's sustainability work has been based on the UN goals and targets identified as being relevant to the businesses. The work is ongoing and we carried out several activities in 2022, each of them comprising an important step in the process of fulfilling our overriding sustainability commitments.

This section presents selected examples of the work completed in 2022.



### 1. A leader in safety

#### HAKI organises Safety Summit

As a continuation of the round table discussion organised in autumn 2021, HAKI invited key industry stakeholders to an industry-wide meeting – the Safety Summit – in November 2022. The aim was to continue highlighting the issue of safety in the construction industry, which has gained significance over the past year.

The meeting was opened by Christer Fuglesang, Sweden's first astronaut, who shared his knowledge of how safety issues are managed in relation to space travel. Inspired by his insights, the meeting then continued with a panel discussion between Jörgen Eklund, a professor at KTH Royal Institute of Technology specialising in safety issues in the construction industry; Ulrika Bolietis, CEO of Håll Nollan, which promotes the vision of zero fatal accidents in the industry; Thomas Kullberg, chairman of the Swedish Buildings Workers' Union (Byggnads), and Hanna Magnusson, industry and association manager at the Swedish Construction Federation (Bygggföretagen) in Västernorrland. The audience also included representatives from the client side, the Swedish Work Environment Authority and politicians.

The event was highly appreciated and featured lively discussions on safety in the construction industry of the future. There was broad consensus among the panel and participants that planning and foresight have become even more important in improving safety in an industry characterised by time pressure and short lead times. It was also hoped that companies that prioritise certification and qualified staff could be encouraged in procurement processes, and that a general standard for this should be in place.

The Safety Summit also concluded that forums are needed for stakeholders to come together across borders and discuss possible solutions and ways to achieve a safe and secure working environment for the country's many construction companies.



HAKI Safety Summit 2022

The Safety Summit is one of several ways in which HAKI is taking on a leading role in safety for the industry, and the ambition is for the event to become a regular forum.

#### Expansion of the health and safety working group

During the year, the health and safety working group within Safe Access Solutions was expanded to include Vertemax. The group is made up of a representative from each plant, as well as country managers and health and safety and quality assurance officers – a total of six people. The working group's remit is to develop health and safety work, and they therefore meet regularly to review any accidents or incidents that could have resulted in a serious accident.

The group's work represents a new methodology within Safe Access Solutions, where the objective is to increase dissemination of knowledge and share solutions that can contribute to a safer work environment for all employees. Since 2022, the group's responsibilities also include documenting an accident or incident based on background description, causal analysis and measures to prevent recurrence.





## 2. An environmental partner

### Advanced chemicals management procedures

Chemicals are used within HAKI as part of the business in Sibbhult, but the aim is to gradually reduce their use. An inventory during the year resulted in a number of chemicals being discontinued, while an external consultant conducted a risk analysis into chemicals management. When new chemicals are acquired, a screening process is now undertaken based on usage and management, to reduce the health and safety risks and risk to the environment as a whole.

### Scope 1 and Scope 2 carbon offset projects

To reduce the environmental impact of the Safe Access Solutions business area, carbon offsetting is carried out based on Scope 1 and 2 emissions according to the GHG Protocol. In 2022, a vote was conducted in which all employees had the opportunity to have their say on which carbon offset project the business area should support. The aim is to increase internal awareness of climate work, while exploring which areas employees feel should be the focus of continued sustainability work. The winning entry was a project in India that is working with eco-friendly energy. The offsetting will be done via a third party, with Safe Access Solutions funding the project, which according to the UN has proven climate benefit.

### Product analysis carried out on environmental impact in value chain

A product analysis was conducted in 2022 to gain an overall picture of where the most significant emissions occur within the business area's value chain. The analysis offers key insights about where the impact arises and is included in preparatory work to enable us to report the business area's indirect, Scope 3, emissions. The result revealed that a certain group of components in HAKI's scaffolding has the greatest environmental impact, and efforts to reduce this will be the main focus of the company's product development over the coming period.



## HOW MIDWAY'S SUSTAINABILITY WORK IS MANAGED

In addition to the policies and policy documents that apply to all companies and operations within the Midway Group, HAKI has also drawn up specific guidelines for the organisation. These govern HAKI's conduct as a company in its day-to-day operations, and are combined in a number of different central policy documents that concern the environment, personnel, social conditions, human rights and anti-corruption. The policy documents that apply to HAKI as well as to the other companies and operations in the Group are detailed on page 24.

HAKI's ISO 9001 certification means that the company's policies must be followed up regularly, which is also a clear way of combatting risks in operations. HAKI's Code of Conduct serves as the company's ethical compass, and so governs the conduct of all employees and suppliers of HAKI, irrespective of worksite and function. The company's suppliers are expected to be aware of and comply with the Code of Conduct, and to ensure compliance at subcontractor level as well. The Code sets out HAKI's positions and expectations in the areas of business ethics, sustainable behaviour, human rights, health and safety, community engagement and communication. The Code of Conduct is reviewed annually by management, and no changes were made during the year.

The Environmental Policy provides details of how HAKI takes responsibility for the environment and sustainable societal development. The policy aims to support the continuous development of operational work, so that HAKI can strengthen both its capacity and competitiveness in the long term. The objective is for all employees to have a sound knowledge of environmental work within the company, and to get involved in improvement efforts. As a company, HAKI continually strives to achieve a higher standard than the minimum requirements set by legislation, international conventions, agreements and other conditions, and HAKI will also monitor suppliers' compliance with the same environmental requirements.

HAKI's Quality Management Policy sets out both what the company should offer its customers in the form of products, services and servicing, and how to go about ensuring the highest possible quality. The Quality Management Policy also clearly states that HAKI should be a pioneer with regard to safety in the industry, and that sustainability must be an integral aspect of operations.

### Management of sustainability risks

A key aspect of HAKI's risk management is about identifying and counteracting risks to the environment and health and safety. HAKI ensures safe worksites for customers with complex industrial and construction needs in an environmentally responsible manner.

HAKI's management includes continual analysis and monitoring of the risks associated with operations. Each identified risk is assessed on a five-point scale of severity and likelihood. In addition, an evaluation of the consequences for health, health and safety, and the environment of an identified risk is also carried out. The measures that are then implemented focus primarily on reducing the likelihood of each significant risk. A risk with a low overall value does not require any action, while risks with medium values should be managed by defining the appropriate action and establishing a deadline for such action to be taken. Risks with high aggregate values are considered unacceptable and should be addressed immediately. Details are given below of the risks that HAKI deems most relevant to operations, along with where they stand according to the five-point scale and how they are managed.

Emissions from production can contaminate both the air that we breathe and surface water. Such emissions may include particles or fumes from the welding process, chemical spills during unloading of dangerous raw materials and diesel spills during refuelling, which can have a detrimental impact on employees and the local community.

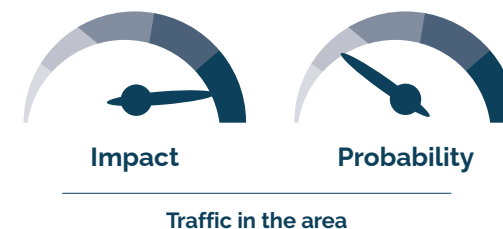
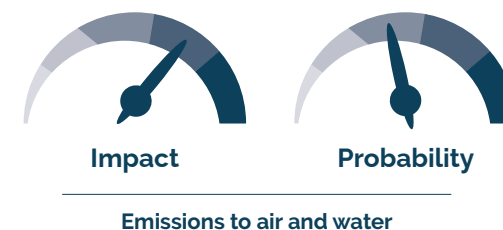
### Emissions to air and water

Risks are managed via measures such as personal protective equipment, checking and maintaining particulate filters, and the availability of sealing and decontamination materials at loading zones and in the vicinity of refuelling areas.

### Traffic in the area

The operation of trucks and forklifts in the area poses a risk to unprotected personnel. In addition, traffic in the area can contribute to excessive noise levels, which can have an adverse impact on the neighbourhood and the health of employees.

The risks are managed by means of special traffic instructions for all drivers, and by staff and visitors wearing high-visibility vests and hearing protection when in the area. A map of recommended walking routes is being developed.





## HOW MIDWAY'S SUSTAINABILITY WORK IS MANAGED CONT.

Management of the Midway Group's sustainability work is based on respect for the specific nature and conditions of each individual business. Based on a group-wide approach to sustainability, each business therefore focuses on the sustainability issues that are relevant to its own strategic direction and impact.

As Midway has transitioned from a conglomerate to a pure industrial group, the emphasis has been on the development of the Safe Access Solutions business area, with HAKI as the largest brand. This process is also reflected in the Group's sustainability work. As the Group's main impact is within the Safe Access Solutions business area, this is also where the focus is with regard to governance and initiatives related to sustainability. This is also evident in the Group's niche bolt-on acquisitions, which, as they are integrated into the business area, are also incorporated into the Group's sustainability strategy.

Midway's role is primarily to strengthen the development of the businesses owned by the Group, in terms of profitability and employees, as well as sustainability issues. This means that the Group's sustainability management has been designed to essentially complement and strengthen the work already being done. This support may in some cases involve the provision of resources or, in significant change management projects, the involvement of the Group as an active participant. For example, the Group participated together with HAKI in the development of the organisation's Agenda 2030 strategy. This ensures that the right tools are created to conduct sustainable business relevant to operations, which together help the Group as a whole live up to the expectations of its owners, customers and employees.

A sustainability risk assessment was conducted in 2018 for all Group companies. As the Group has grown, the nature of its activities has shifted and it has therefore become necessary to update the assessment. A new sustainability risk assessment will therefore be carried out in 2023 across the Group.

### Responsible engagement via frameworks

Responsible engagement in the businesses has several benefits for more sustainable development. At Group level, the focus may be on maintaining an overview, which helps to identify and recognise shared sustainability risks, and, particularly, opportunities at an early stage. It also contributes to the Group as a whole becoming better at meeting customers' demands for sustainable products and business, which strengthens both competitiveness and long-term profitability.

The backbone of Midway's sustainability management is a framework of policy documents that guide the work of individual businesses. All documents must be implemented at local level and are reviewed annually by the Group Board at its constitutive meeting.



## The main policy documents related to the Group's sustainability management are:

### Code of Conduct

The Group's core activities are to conduct business on a commercial basis with high ethical standards. The group-wide Code of Conduct details expectations as to how everyone in the Group should act in various situations, which ultimately helps employees, customers, owners and business partners feel confident about the Group's values.

The Code of Conduct illustrates the Group's approach to business ethics, and therefore addresses a range of issues. It provides guidelines on human rights, gender equality and diversity, health and safety and ethical business conduct and combatting corruption. By following the Code, the Group as a whole can fulfil the pledges in its Sustainability Policy to employees, the environment and society. This contributes to the Group's aim of making both the businesses and the entire supply chain more sustainable.

The Code of Conduct applies to members of the Board of Directors, all employees and anyone acting in the name of the Group and its businesses. Responsibility for its implementation lies with each business area, and all managers and leaders must create an environment in which employees feel confident about raising issues and reporting irregularities.

### Supplier Code of Conduct

It is important to the Group that good working conditions and high environmental standards are also maintained by the operators with whom it chooses to cooperate.

The Supplier Code of Conduct sets out the Group's expectations, which are based on widely accepted conventions such as the ILO (International Labour Organisation), human rights and the UN Global Compact. All suppliers are required to read and sign the Code and to be open to checks and dialogue on its content.

The Supplier Code sets out the Group's requirements in a number of areas that it asks suppliers to comply with. This includes areas such as child and forced labour, employment contracts, discrimination, the right to collective bargaining, health and safety, anti-corruption and environmental work. In the Safe Access Solutions business area, all of the 30 largest suppliers have now declared their compliance with the Supplier Code.

### Sustainability Policy

The Sustainability Policy sets the framework for Midway's sustainability management. It details the Group's pledges to its employees, the environment and society as a whole. The Sustainability Policy also defines the expectations of the Group's various businesses, all of which must offer safe worksites, conduct organised environmental work, act ethically and take responsibility both within their own organisation and by influencing suppliers.

The policy includes the areas in which Midway conducts active group-wide governance, and in which each business pursues initiatives independently. Examples of such independent areas include that the businesses should conduct organised health and safety work, have their own environmental policy and targets, and have a plan for managing sustainability risks in the supply chain.

### Whistleblower Policy

As a result of the annual policy review, the Group Board decided to develop a new group-wide Whistleblower Policy in 2021. The aim was to make it easier for employees, Board members, trainees and contractors to safely report specific suspicions of irregularities within the Group. This enhances the Group's ability to become aware of potential breaches of laws, regulations, internal rules and guidelines at an early stage, to minimise the risk of personal, material, intangible and reputational damage.

### Business Continuity Policy

The Coronavirus pandemic highlighted the need to clarify how the Group should organise its work in the event of a future crisis situation. This resulted in the development of a Business Continuity Policy, the contents of which include detailing who will form the Group's crisis team and how communication will be handled during a crisis. The policy defines the need for an annual risk inventory, and the importance of training and coordinated efforts to ensure effective management in the event of a crisis.

### Group-wide sustainability measurement

Group-wide sustainability management includes setting up an overall measurement and follow-up system that applies to all businesses. This will enable assessment of the development of the Group and its impact on the world around it, with the results informing the planning and implementation of key actions and development initiatives. The Group's sustainability data is summarised on page 25.

At the same time, each business is required to set up its own relevant metrics, which must be reported annually to Group management. The number of metrics and KPIs varies based on the size and significance of the Group's holdings, with businesses of higher strategic importance to the Group having more metrics and conducting more extensive monitoring.

The measurement and monitoring of sustainability work is a core part of the integration of the businesses acquired by the Group. At the same time, integration can often involve changes in the way the organisation works, which means that the implementation of new working methods and metrics must be gradual. As a result, newly acquired businesses may initially contribute to an increase in the Group's overall emissions, for example.

As the Midway Group is not currently covered by the EU taxonomy, no reporting is undertaken according to the taxonomy's disclosure requirements.

## SUSTAINABILITY DATA

Area	Indicator	2022	2021	2020	Comments
Management level	Number of corruption-related incidents	0	0	0	
	Employees covered by collective agreements	51%	51%	60%	The remaining percentages correspond to foreign sections of the Group's company holdings, which are predominantly covered by corresponding national collective agreements.
	Suppliers who have signed the Group's Code of Conduct	95%	100%	100%	
	Number of GDPR-related incidents	0	1	2	
Environmental sustainability	<b>Energy consumption (Kwh)</b>				
	Group level	3,995,377	3,782,762	3,606,279	For 2022, the newly acquired company EKRO is also included
	Safe Access Solutions	2,473,412	2,342,889	2,085,279	For 2022, the newly acquired company EKRO is also included
	Industrial Services	1,521,965	1,439,873	1,521,000	
	<b>Direct emissions – Scope 1 (tonnes CO<sub>2</sub>e)*</b>				
	Safe Access Solutions	377	303	268	Midway Holding chooses to focus on the business area that represents the Group's most significant environmental impact in terms of emissions, and therefore only reports data for Safe Access Solutions. For 2022, the newly acquired company EKRO is also included, whose total Scope 1 emissions were 62.8 tonnes CO <sub>2</sub> e. The Group company Novakorp is not included in the value for 2022, as the company was acquired during the year and had therefore not been fully integrated into the Group's emissions measurement procedures by year-end.
	<b>Indirect emissions – Scope 2 (tonnes CO<sub>2</sub>e)*</b>				
	Group level	444	414	634	
Social sustainability	Number of occupational accidents	14	7	7	In 2022, the reporting of incidents was improved, which contributed to an increase in the number of reported occupational accidents.
	Number of occupational accidents leading to absence (8 hours or more)	5	1	2	
	Employees who have undergone regular career development interviews	78%	100%	78%	
	Annual investment in training per employee (SEK)	SEK 3,319	SEK 3,324	SEK 3,168	

The proportion of employees covered by collective bargaining agreements remained at 51 percent in 2022 and only affects employees of HAKI AB, which is part of the Safe Access Solutions business area. HAKI AB is bound to the Collective Agreement for engineering companies (Swedish Engineering Employers Organisation, Teknikarbetsgivarna). Other foreign companies in the Group are predominantly covered by equivalent national collective agreements.

Suppliers of particular strategic importance to the Group are expected to sign the Code of Conduct, and during the year the proportion was 95 percent.

The change from the previous year was due to the fact that the composition of the Group's suppliers has changed as new acquisitions have been added. The Group's goal is for all strategically important suppliers to have signed the Code of Conduct, and efforts are underway to ensure this happens.

During the year, energy consumption in the Group as a whole totalled 3,995 MWh, which is an increase of 6 percent. Safe Access Solutions consumed 2,473 MWh and Industrial Services 1,522 MWh. The Group is actively engaged in cutting its energy consumption, and is implementing several energy-saving measures. The change compared with previous years

is largely attributable to the newly acquired company EKRO within Safe Access Solutions being included in calculations, adding energy consumption of 40.2 MWh. Over the next few years, EKRO will be included in the Group's joint energy-saving efforts.

At present, direct emissions (Scope 1) are only measured for Safe Access Solutions, as the Group has decided to focus on the business area that has the greatest environmental impact. Total direct emissions for Safe Access Solutions in 2022 were 377 tonnes CO<sub>2</sub>e. The difference compared with last year is primarily due to EKRO's emissions (62.8 tonnes CO<sub>2</sub>e). Adjusted for EKRO, the business area's direct emissions were 314.2 tonnes of CO<sub>2</sub>e, which is positive in relation to last year's level (303) given that activity in 2022 increased after the pandemic. The minimal increase in emissions was due to emissions reduction initiatives implemented during the year. The Group's goal is for Industrial Services to measure direct emissions as well.

Regarding the Group's indirect emissions from e.g. purchased energy and heating (Scope 2), the level was 44.4 tonnes CO<sub>2</sub>e, which is a marginal increase on 2021. Most of the Group's companies use eco-labelled electricity.

The number of occupational accidents increased during the year, mainly due to improved incident reporting. The fact that even minor incidents are now recognised has increased the total number of occupational accidents, but still means that the Group receives more detailed information that will contribute to prevention.

At the same time, the number of occupational accidents resulting in absences of more than eight hours increased to five during the year. Two of these have resulted in longer absences from work and related to a crush injury and a fracture caused by a falling load. As a result, procedures have been reviewed and improved and the results have been disseminated to all Group companies to prevent a recurrence.

The proportion of the Group's employees who had performance reviews during the year was 78 percent, which was lower than the previous year. The difference was due to the fact that employees of newly acquired companies had not been integrated into the Group's performance review procedure by year-end.

The Group prioritises giving employees the opportunity to develop their skills. During the year, investments in training were equivalent to SEK 3,319 per employee.



FAS Converting Machinery AB

INVESTING IN PRODUCT DEVELOPMENT BRINGS LONG-TERM STABILITY

FAS Converting is a global company that develops, produces and sells machinery for converting plastic film materials into products on rolls. Using the machine equipment, customers mainly produce waste bags and disposable aprons in polyethylene plastic and industrial film. With a focus on product development, the company is aiming for a long-term stable presence in established markets.

Heightened demand on North American market

FAS Converting operates in the global market for machines that manufacture plastic bags. The company's machinery sales are divided into three market areas: Europe, North America and the rest of the world. The European market represents about 40 percent, with Eastern Europe and the Baltics constituting a stable market. Performance in the North American market was favourable during the year, with demand for the company's machines continuing to increase. North America accounted for about half of the company's total sales in 2022, which is an improvement on the previous year. The rest of the world accounts for the remaining 10 percent of the company's sales.

Continued focus on sales and product development of machines

The core business of selling machinery currently accounts for 55 percent of the company's revenue. Machine sales are divided into two segments: individual machines that can be integrated into existing production lines, and stand-alone production lines. At the beginning of the year, order intake was strong in the European market, but the war in Ukraine and rising energy prices contributed to a decline in investment appetite and greater caution for the rest of the year. Demand for FAS Converting's machines in North America resulted in a strong orderbook during the year. Unlike Europe, the war has not affected the market in North America to any great extent, which also gives the company a firm basis for profitable growth in the future.

FAS Converting uses strategic product development to continue growing in existing segments and expand its portfolio. In 2022, FAS Converting further enhanced the company's standard machines and developed next-generation winders that enable customers to expand their capacity and differentiate themselves in the market. Alongside this, energy measurements were carried out on the machines to provide greater production transparency for customers. FAS Converting also developed an upgrade kit for an older model of its machines to allow existing customers to extend the life of their machines. The updated machines, production lines and the older, upgraded machine were then launched during the year at the K trade fair in

Düsseldorf, Germany, and were well received by visiting customers. The strategy going forward is to continue increasing the flexibility of the product portfolio by following the company's established product improvement plan.

Aftermarket in line with strategy

Approximately 45 percent of revenue is generated by aftermarket services, comprising sales of servicing and spare parts. Revenues from this increased year on year, which is in line with the company's strategy for the service offering to account for a larger share of sales. During the year, FAS Converting invested in new personnel in the segment in order to better structure its work and strengthen its offer to customers. Part of this work is to upgrade existing control systems, electrical components and spare parts. The potential to expand the range of services is considered significant, which will increase business benefits, strengthen the servicing portfolio and the company's sustainability efforts.

Unique partnership comes to fruition

Since 2020, FAS Converting has been part of a unique partnership with two customers on the North American and European markets. This partnership aims to develop a machine that produces plastic protective clothing. The final product is mainly aimed at healthcare professionals. The process of developing and designing the machine from scratch has been successful and effective. In early September 2022, FAS Converting delivered the first machine of its kind to a customer. FAS Converting is positive about the continued development of this co-operation, which may in the long run lead to more orders and subsequent servicing.

Sustainability drives the business forward

As a global company focusing on machinery for the production of plastic waste bags and disposable aprons, FAS Converting has significant opportunities to influence and contribute to a more sustainable production chain. FAS Converting prioritises sustainability in its core business, and ensures it is reflected throughout the company's activities, resource use, emissions, quality and ethical issues.

FAS Converting is a signatory to the UN Global Compact, a global initiative for business to support the implementation of the 10 core principles of human rights, labour, environment and anti-corruption. Last year, FAS Converting joined the UN Global Compact's SDG Ambition training programme, which aims to support the company in setting ambitious, measurable goals that are in line with the UN's Agenda 2030. During the year, the training resulted in FAS Converting

identifying the work to extend the lifespan of existing machines and to continue designing robust energy-efficient machines that are easy to maintain as the basis for the company's sustainability work. Both elements are part of the company's sustainability work based on the 'waste scale', which is a method for clarifying the necessary steps for minimising the loss of resources in the business. The company can strengthen its aftermarket offering by focusing even more on servicing, maintenance and machine upgrades.

FAS Converting works on the basis of selected sustainability goals, which were updated during the year. The targets have been identified as the areas where the company has the greatest opportunity to make a positive impact.

