



REAC Group Sustainability Highlights 2024

Climate and Emissions Performance

From 2022 to 2024, REAC Group reduced our total CO₂ emissions intensity by 11%, from 17.1 to 15.2 tCO₂e per MSEK. This reflects efficiency gains, cleaner energy, and direct emissions reductions.

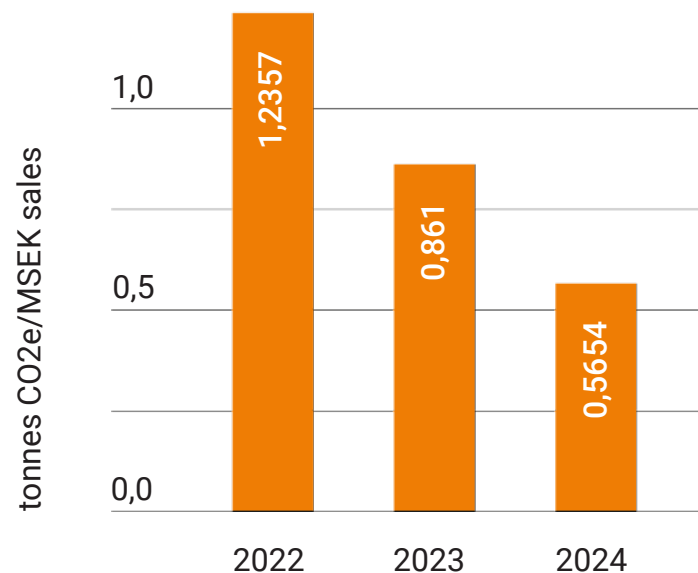
Scope 1 and 2: Direct Emissions and Electricity Emissions Intensity ►

Scope 1 = Direct emissions from our operations

Scope 2 = Indirect emissions from purchased electricity

From 2022 to 2024, the decline in emissions intensity was thanks to:

- Switching to renewable electricity
- Improving energy efficiency in operations
- Modernizing equipment and heating systems

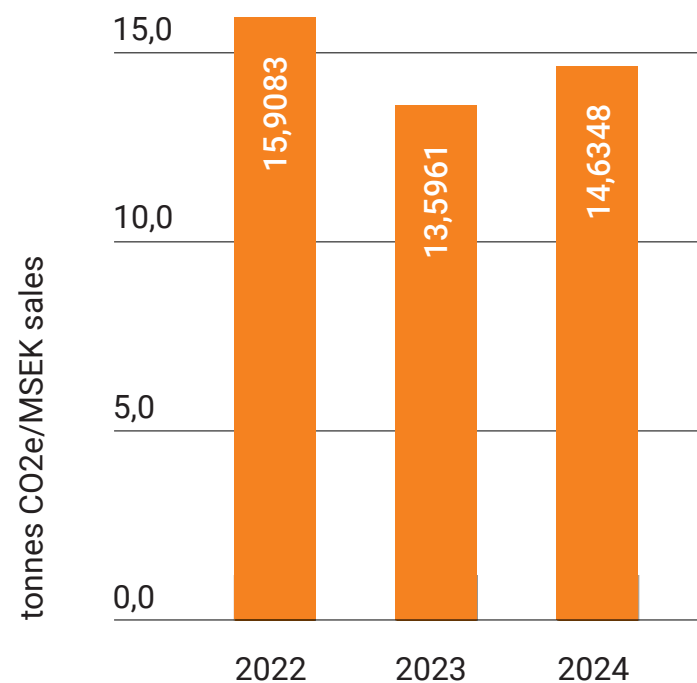


Climate and Emissions Performance cont.

Scope 3: Value Chain Emissions Intensity ►

Scope 3 includes all indirect emissions from activities such as:

- Purchased goods and materials
- Transport and logistics
- Employee commuting and travel
- Product use and disposal

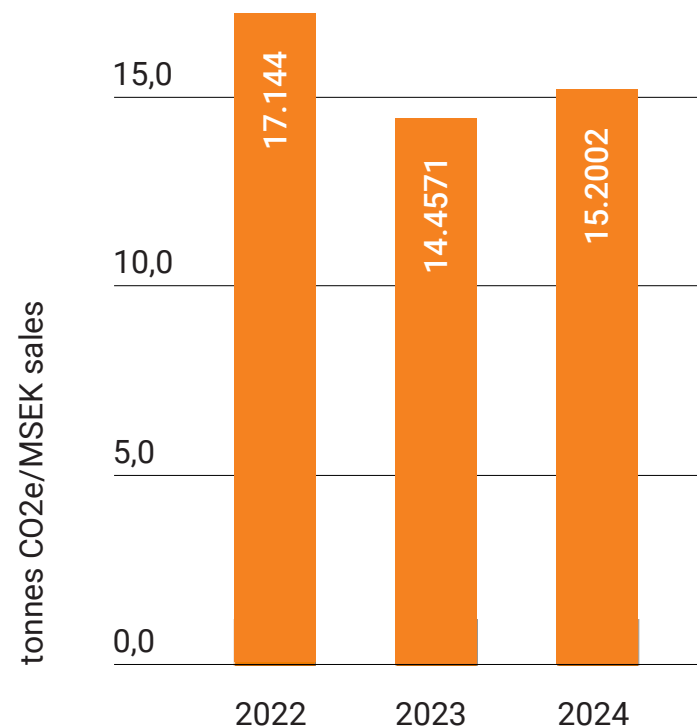


Climate and Emissions Performance cont.

Scope 1, 2 & 3 combined ►

The improvement reflects operational efficiency, cleaner energy use, and efforts to reduce direct emissions—even as scope 3 emissions grew with production. Continuing to lower emissions intensity remains a key focus as we scale. From 2022 to 2024, we improved by 11 percent in total (from 17.1 to 15.2 tCO₂e per MSEK).

11%
improvement
from 2022
to 2024



Environmental and Social Indicators

- ISO 14001 certified for environmental management
- ISO 45001 certified in occupational health and safety management
- 100% recycling of steel and packaging waste
- REAC's management team is gender-balanced with 50% women and 50% men
- In REAC Poland, women hold 60% of managerial roles
- Mandatory anti-corruption and code of conduct training for all managers and staff with commercial responsibilities
- Compliant to RoHS, REACH, Prop65, WEEE

