The path to sustainable urban environments

Sustainability report 2025

Contents

About this report

This 2025 sustainability report illustrates Envac's holistic sustainability work and demonstrates how sustainability is both our licence to operate and a key accelerator for our business. Envac is a wholly owned portfolio company of Stena Adactum, which is part of Stena AB, a family-owned global group. Accordingly, Envac's sustainability reporting follows the guidelines established by Stena AB. In this year's report, we have further developed the structure and introduced an Environment, Social, and Governance (ESG) section in line with the upcoming EU reporting directives.

Cover: Karlatornet in Gothenburg has installed a vacuum waste collection system from Envac.

"Cities don't become future ready by adding more waste collection trucks and bins. They evolve by rethinking the systems no one sees but everyone depends on. Envac turns waste collection into smart, space creating infrastructure that gives cities cleaner air, safer streets and room to grow. When the underground works intelligently, life above ground becomes better for everyone."

Joakim Karlsson, CEO, Envac Group

7.4
million daily users

40
countries

1,300
systems

Envac is organised into five business regions with systems in 40 countries, with 35 local offices worldwide. In 2025, Envac reported a revenue of SEK 1.6 billion and had 725 employees globally.

Business regions

- Envac China, South East Asia & India
- Envac Europe, Middle East & Africa
- Envac North Europe
- Envac North America
- Envac South Korea & Australia

This is Envac

Envac is a Swedish-founded company that designs and delivers automated, underground waste collection systems and operates across Europe and globally. With more than 60 years of experience and its first system installed in 1961, Envac's solutions are today used in more than 1,300 systems across 40 countries on six continents. Envac is recognised as a global provider and early innovator in modern automated waste collection, with a large installed base and long-standing reference projects in Europe, Asia, the Middle East and the Americas.

Envac regards automated waste collection as a cornerstone of sustainable urban development, the circular economy and urban resilience – particularly in dense cities facing challenges related to climate, housing provision and mobility.

Mission

Combining innovation and experience, we create and implement clean, clever and resource-efficient waste handling technologies, providing our customers with game-changing solutions for sustainability and quality of life.

Vision

Our vision is to create smarter cities, improve the quality of life today, and help secure a greener planet for future generations.

Global Waste Report

2.1 to 3.8 billion tonnes

Municipal solid waste generation is predicted to grow about 80%, from 2.1 billion tonnes in 2023 to 3.8 billion tonnes by 2050. Without urgent action, this will place increasing pressure on infrastructure, public health, and the environment, particularly in rapidly growing urban areas."

About the Global Waste Report
The Global Waste Management Outlook, published by UNEP and ISWA, is a recurring flagship report that provides a comprehensive assessment of global waste generation, current management practices, and their environmental, social, and economic impacts. It also outlines future scenarios and emphasizes the urgent need to improve waste systems and accelerate the transition towards a circular economy.

Our contributions

How does Envac drive sustainable urban development globally?

Envac supports sustainable urban development by turning waste collection into low carbon, space efficient and resilient urban infrastructure. Our underground, automated systems replace truck based collection, cutting heavy vehicle movements by around 90% in districts such as Stockholm Royal Seaport. This frees valuable land from bins and service roads for new housing, commerce, green areas and high quality public spaces even in dense, inner city locations.

We deliver measurable climate and circularity gains

Across documented projects, automated systems have achieved up to about 90% lower emissions from waste collection vehicles and around 70% lower energy use in certain facilities compared with traditional solutions[1]. The system enables cleaner, well-separated waste collection, which improves recycling quality. Our digital ReFlow application, in turn, supports clear recycling targets that can be aligned with municipal or city goals to drive circularity.

We help cities respond to global policy trends

At Envac we help cities respond to policy trends such as Pay As You Throw (PAYT) and landfill reduction, particularly in fast growing Asian markets where land is scarce and landfill impacts are acute. Envac's multi fraction, underground systems support high participation sorting, reduce the land footprint of waste infrastructure and enable clean waste collection in dense, high rise districts, in cities including Seoul, Guangzhou and Doha.

We strengthen resilience, health and safety in complex environments

On Roosevelt Island in New York, an Envac system installed in the 1970s handles roughly 2,500–2,600 tonnes of household waste per year for about 14,000 residents through more than four kilometres of underground pipes, with limited disruption even during severe winter storms and Hurricane Sandy. In hospitals around the world, our closed systems for waste and laundry have, in documented cases, been linked to roughly halving certain infection risks, while improving working conditions for staff. At major airports such as Hamad International in Doha and Marco Polo in Venice, we manage large waste volumes without disrupting passenger flows and with improved security by minimising vehicle access to sensitive airside areas.

We also protect cultural heritage while raising the quality of life

In historic districts like Bergen's old town and Nyhavn in Copenhagen, Envac systems remove waste collection vehicles from narrow streets, reducing emissions, noise, road wear and fire risk while preserving vulnerable urban environments.

As a partner to cities and policy-makers, Envac brings more than 60 years of experience integrating modern waste infrastructure into smart city programmes and reconstruction efforts placing waste and resource management firmly at the heart of sustainable urban development globally.

1 Data from Sweco's study in Stora Ursvik area in Stockholm and https://www.envacgroup.com/insights/maximising-efficiency-how-optimised-facilities-reduce-energy-and-costs/

“Our R&D is grounded in real-world performance, with research centres in South Korea and Spain and decades of experience across urban cities, healthcare and airport environments. By continuously testing, refining and innovating with our customers, we combine IoT, real-time data and smart energy use to create intelligent, automated waste systems that maximise efficiency and optimise resource use for tomorrow’s cities.”

Kent Norlenius, Chief Technical Officer, Envac AB

Our solutions

Enabling sustainable urban environments

Optical sorting

- Multiple recyclables and collection methods – one sorting plant
- Encouraging user engagement for successful recycling
- Data-driven waste sorting for a smarter circular economy
- Cost-effective recycling solutions for a circular economy

ReFlow

- Effective and improved recycling
- An interactive and cost-effective digital solution
- The world’s first smart meter for waste collection
- Seamless waste management

Automated waste collection – solution for smart cities

- Higher quality of life for residents
- Greater operational efficiencies, 24/7 availability
- Lower risk of work injuries
- Real-time, data-driven decision-making
- Saves space

Waste handling solution for healthcare

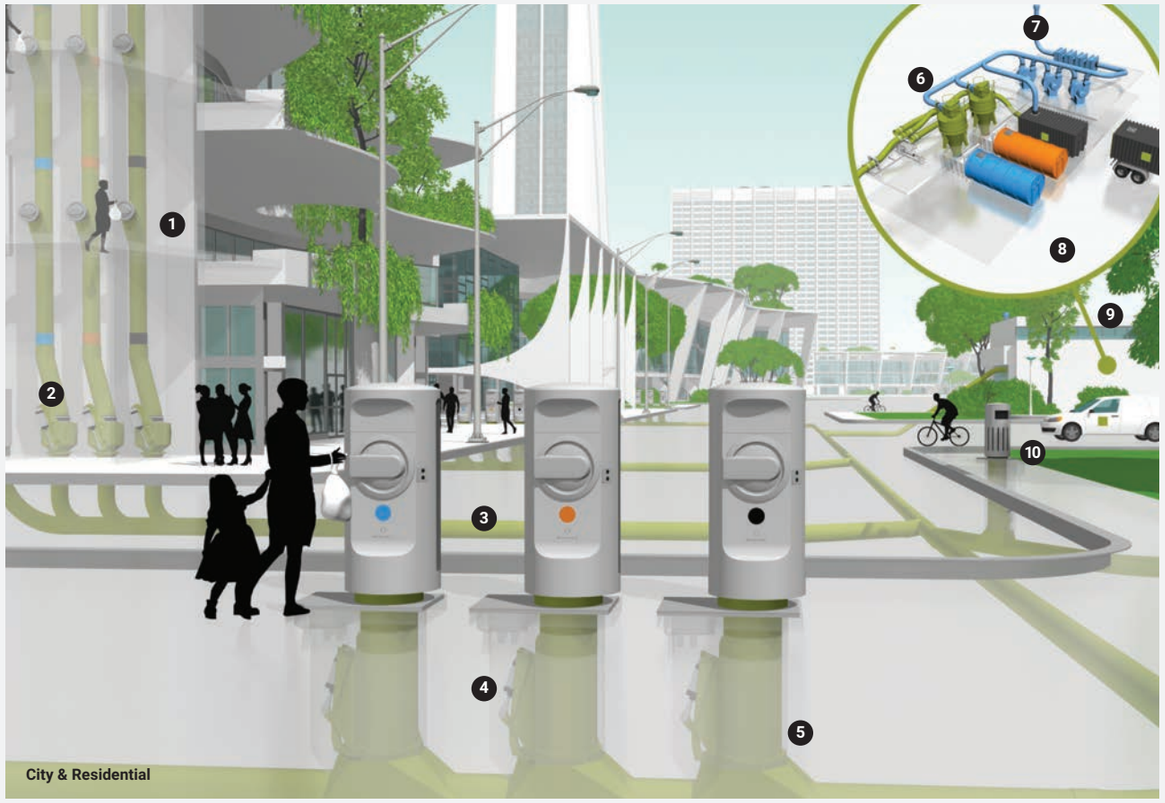
- Improving logistics and safety with soiled hospital linen collection
- Strengthening hospital reputation and ensuring regulatory compliance
- Reducing costs and maximising ROI with automated waste management
- Reducing the spread of infection

Waste handling solution for airports

- Ensure security and regulatory compliance
- Eliminate overflowing bins, airside or landside
- Improve cleanliness and the guest experience
- Achieve labour cost efficiencies

Kitchen waste collection solution

- Save space, improve logistics
- Eliminate contamination risks, improve kitchen safety
- Minimise manual handling, gain operational efficiencies
- Better food waste sorting at the source



Our solutions

How smart waste collection works

1

Indoor waste disposal points placed on each floor or in the entrance hall.

2

Air inlet valves transport air into the system upon signal from the control system. The valves placed outside can be easily hidden in green spaces.

3

The inlets for each type of waste and recyclables are placed close to the building. The easier it is to dispose of sorted waste, the more waste will be sorted.

4

Bags are stored in vertical storage chutes until they are full. Sensors in the chute send a signal to the collection station, triggering an emptying cycle. Valves open when the system is pressurised.

5

Waste inlets are connected to an underground pipe network that transports waste bags to the collection station at a speed of approx. 70 kph.

6

A diverter valve directs bags to the correct cyclone and container, where a cyclone separates the transport air from the bags.

7

The transport air is filtered before being released, powerful fans create airflow in the pipes.

8

Full containers are transported to the recycling center and returned empty.

9

The waste collection station can be located up to 2 km from the central urban area, reducing the impact of heavy traffic, noise, air pollution, and congestion. By collecting all waste at a single point, the system is easier to maintain and more cost-efficient than traditional handling.

10

Public self-emptying litter bins can be connected to the system for improved waste management.

11

At airports, it helps address logistical challenges by efficiently managing both regular and food waste.

12

Being underground makes the system resilient against extreme weather events or societal pressure. This resilient system is part of the smart city's infrastructure and is available 24/7/365.

13

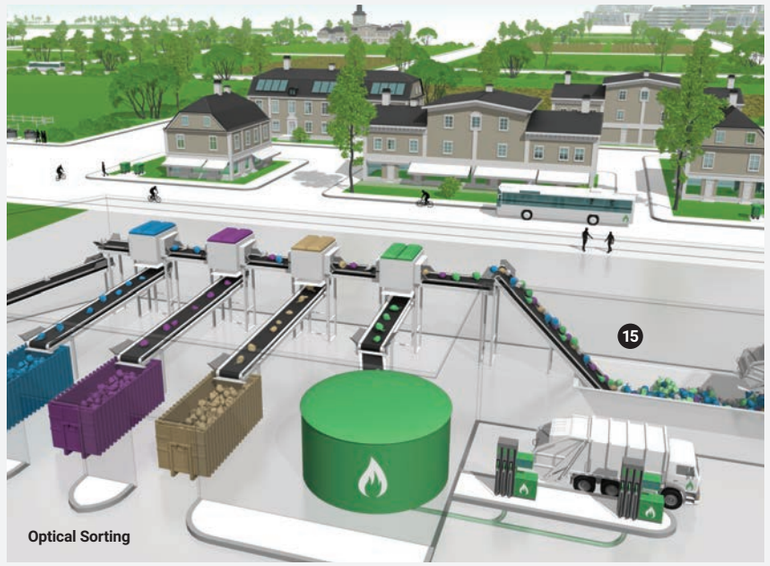
The Envac System works efficiently in healthcare. For hospitals, it can handle all waste fractions, including general, soiled linen and infectious waste. The Infectious Waste Collection (IWC) system is now officially in operation at CHU University Hospital of Rennes in France, where it represents the first fully integrated automatic collection and on-site treatment solution for infectious waste in a hospital anywhere in the world.

14

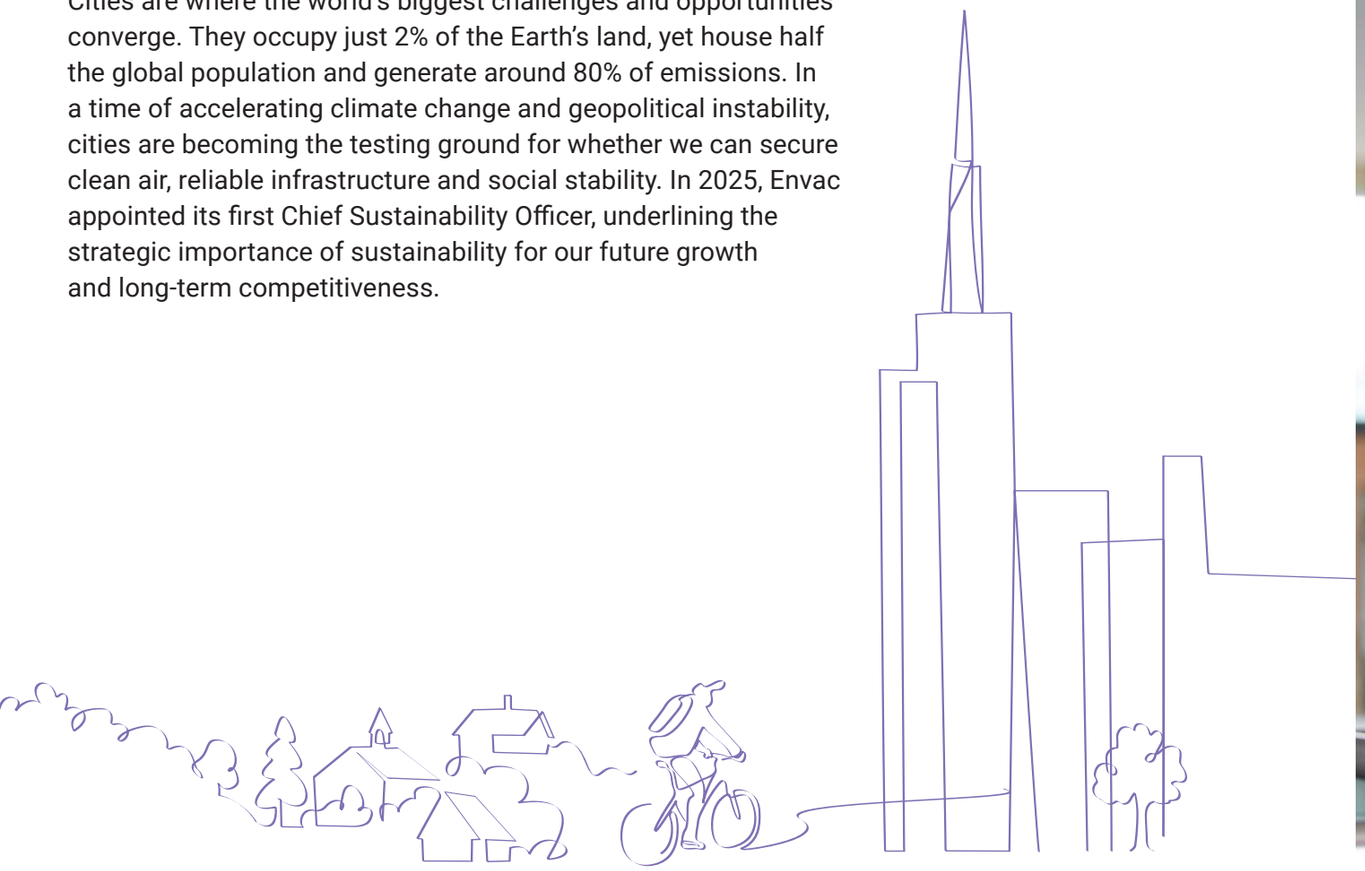
The system removes overflowing waste containers and litter bins by replacing them with a sealed underground system. Waste inlets are emptied immediately, eliminating foul odours and preventing littering in residential areas.

15

This sorting solution is ideal for both high-density urban areas and sparsely populated municipalities. All waste fractions are disposed of in the same bin but separated into different coloured bags, which are then optically sorted at a recycling facility. This solution can be used alongside any waste collection method.



Cities are where the world's biggest challenges and opportunities converge. They occupy just 2% of the Earth's land, yet house half the global population and generate around 80% of emissions. In a time of accelerating climate change and geopolitical instability, cities are becoming the testing ground for whether we can secure clean air, reliable infrastructure and social stability. In 2025, Envac appointed its first Chief Sustainability Officer, underlining the strategic importance of sustainability for our future growth and long-term competitiveness.



Naznoush Habashian
Envac Group, Chief Sustainability Officer

Meet our CSO

Designing cities for circularity and resilience

How can Envac help cities become more circular and resilient amid geopolitical instability and climate change?

Envac contributes in a very concrete way. Our automated waste collection systems move waste through underground pipes instead of crowded streets, reducing emissions, noise and traffic while freeing up space for housing and green areas. Because the systems are designed for source separation, materials circulate back into the economy – making cities more circular by design.

Resilience, to me, is not abstract. My background in defence has shown how quickly systems can be stressed – and how stability depends on functioning infrastructure. By automating collection and placing it underground, we reduce vulnerability to disruptions such as labour shortages, extreme weather or blocked streets. Our systems also generate data that gives cities a clear, evidence-based understanding of waste flows, enabling better decisions in uncertain times.

What makes long-term infrastructure solutions essential – and what are the biggest opportunities and barriers?

We won't reach the Paris Agreement or the SDGs through short-term projects. We need to transform the backbone of urban systems. With Envac, the benefits accumulate every day over decades: fewer trucks, cleaner air and more efficient land use. Our data makes climate impact and cost efficiency visible, helping cities and investors act with confidence.

The opportunities are significant - urbanisation, regulation and rising expectations are accelerating change. But barriers remain. Short-term thinking, fragmented systems and human behaviour still slow progress. The way forward is to focus on solutions that work in real cities, that scale and deliver visible results.

How do you see the global momentum around sustainability, and what role can Envac play?

Sustainability is no longer debated – it is expected. The real questions now are about speed, scale and fairness. Cities are central to this shift, and if people don't experience improvements in everyday life, trust erodes. Envac helps bridge global ambition and local reality by delivering measurable results and insights that accelerate circularity.

How would you summarise the past year?

It has been a year of both complexity and clarity. The world has become more uncertain – but it's also clearer than ever that circular, resilient infrastructure is essential. We've strengthened our capabilities and partnerships, and continue to move from doom to do-ability – scaling solutions that make a real difference in cities worldwide.

"If we want cities to thrive, we must dare to rethink them. Scaling up proven solutions and retrofitting dense urban areas is no longer optional — it's urgent. And at the heart of that transformation lies one truth we can't ignore: waste management is critical infrastructure. When we treat it as such, we unlock cleaner, smarter and more resilient cities for generations to come."

The year in brief

Global milestones and measurable impact

From major project milestones and international recognition to operational growth and improved sorting results, 2025 was marked by steady progress across Envac's business. These highlights reflect continued momentum in smart waste collection, stronger global engagement, and tangible environmental and commercial impact.

30 years in South Korea

Envac Korea celebrated 30 years of operations, with more than 50 automated waste collection systems now installed across 11 cities and 16 large-scale urban district projects delivered. Together, these systems have helped make automated waste collection a recognised part of sustainable urban development in South Korea.

50 years on Roosevelt Island

On Roosevelt Island in the USA, Envac marked 50 years of operation for its pioneering pneumatic waste collection system, installed in 1975 and still running reliably. The long-term collaboration has delivered a robust, low-emission waste solution that continues to serve the island's residents and stands as a global reference for durable infrastructure.

Bergen in the spotlight – from local solution to global example

Envac's underground system in Bergen, Norway, attracted strong international attention.

The **Washington Post** highlighted how the 7.5 km pneumatic network – designed to serve up to 30,000 households and manage around 50 tonnes of waste per week – contributes to cleaner streets, fewer trucks and more liveable neighbourhoods. The **World Economic Forum** also profiled the system as a leading example of innovative, climate-smart urban infrastructure.

725 employees

In 2025, Envac had 725 employees

SEK 1.6 billion

In 2025, Envac reported revenue of SEK 1.6 billion

Envac on the global climate stage at COP30

Envac took part in COP30 in Belém, Brazil, where the Chief Sustainability Officer joined the UN Climate Change Conference delegation. Envac's presence highlighted how automated waste collection and circular material flows can underpin resilient cities worldwide.

A new gateway project at Marco Polo Airport

In partnership with Gruppo SAVE, Envac launched a new pneumatic waste collection system at Venice's Marco Polo Airport. Over 500 metres of underground piping now connect terminal inlets to a central collection station, in a project with a total investment exceeding EUR 2.1 million – improving hygiene and efficiency in one of Europe's most iconic transport hubs.

Earthshot Prize nomination

At the end of 2025, Envac was nominated for the 2026 Earthshot Prize in the "Build a Waste-Free World" category, with additional recognition under "Fix Our Climate". The nomination highlights Envac's role as a frontrunner in scalable, system-level solutions that enable circular resource flows, cut emissions and help cities around the world move towards a lower-carbon, waste-free future.

Rising international interest in Envac

Envac's reference systems in Stockholm Royal Seaport and Hammarby Sjöstad continued to attract visitors from around the world. During the year, delegations from Bolivia, Bosnia and Herzegovina, Brazil, Canada, Chile, China, the Czech Republic, India, Saudi Arabia, across South America, Thailand and Vietnam visited the sites to learn how automated waste collection supports climate, circularity and high-quality urban living.

Digital behaviour change in Hammarby Sjöstad

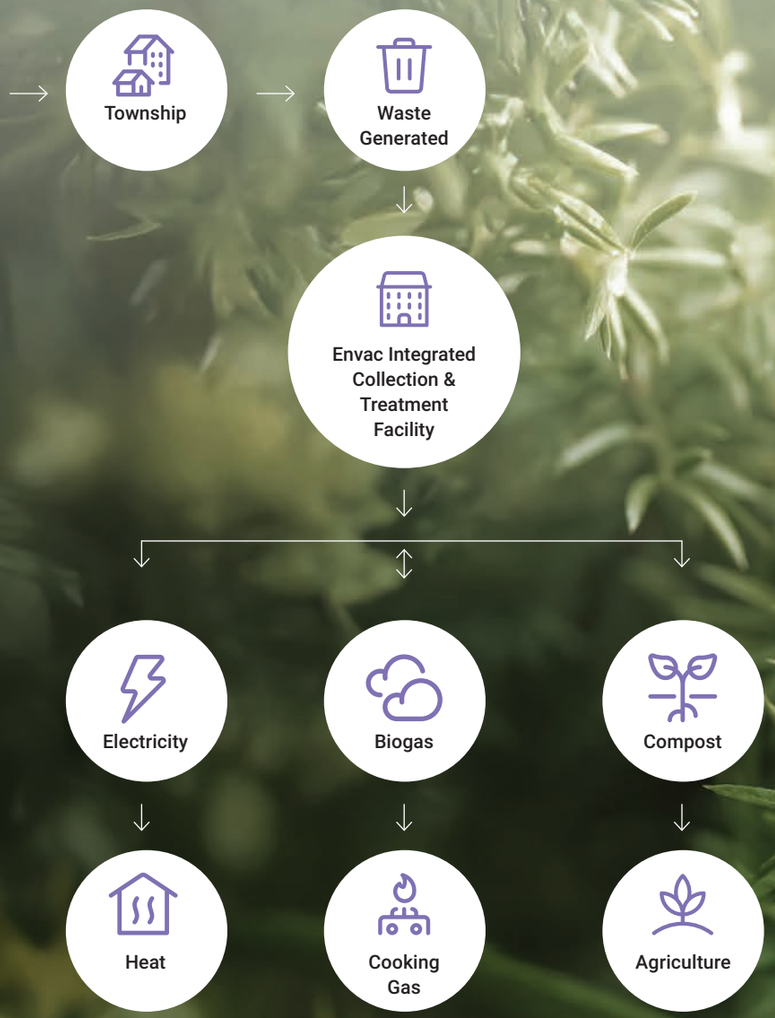
In Stockholm's Hammarby Sjöstad, a pilot using the Envac ReFlow app showed that better digital feedback can dramatically improve sorting. In a qualitative study done among households in the area using the application, plastic sorting increased by 44%. This indicates that the model could help Stockholm cut 40,000 tonnes of CO_2 emissions per year – equivalent to roughly half the fossil emissions from household waste.

Strategy & core areas

Enabling sustainable urban development

As urban populations are projected to increase by 2.5 billion by 2050[1], the amount of waste generated is expected to double, necessitating smarter and more sustainable waste management solutions in cities. Proper waste management is crucial for promoting resource circularity, as it enables materials to be reused, recycled, and repurposed rather than ending up in landfills. By implementing effective waste management systems and promoting behavioural change, cities can pave the way toward a circular economy, where resources are kept in use for as long as possible, minimising waste and reducing environmental impact.

How Envac adds value to the urban environment



1 According to United Nations.

Strategy & core areas

Four prioritised core areas

1 Quality of life

2 Minimise emissions

3 Resource circularity

4 Business responsibility

Sustainability has always been at the core of what we do and is an essential driver of our business. We enable smart, sustainable communities and drive the circular economy by redefining how society thinks about waste – today and for future generations.

Envac is part of the broader solution by promoting circular resource use and clean energy solutions. In doing so, our system improves quality of life and creates added value for property developers. Our strategy revolves around enabling our customers, including end-users, to make responsible choices in sustainable urban developments.

Based on our strategy development, using learning from previous Life Cycle Assessment (LCA), the Double Materiality Assessment (DMA) results and this year's scope 3 emissions assessment; the company has focused on four prioritised core areas to reach this strategy. The current report is built around these core areas and how we must act ourselves and empower our customers to drive sustainable business growth and advance circularity.

To read more about our DMA, please see page 69.

Cheolsan Xi, South Korea, equipped with Envac's system

1

Quality of life

At Envac, we are committed to improving people's quality of life – both today and for the future. Our waste solution has a visible impact on the places where people live and work, making communities cleaner, greener and safer.

For a better quality of life

At Envac, we are committed to improving people's quality of life – both today and in the future. Our waste solution has a visible impact on the places where people live and work, making communities cleaner, greener and safer.

Safer streets

Unlike traditional waste rooms or garbage bins, our inlet system with its underground pipe network removes waste from public spaces swiftly, silently and in a fully sealed environment. This minimises unsightly trash, unpleasant smells and the spread of disease from vermin infestations, creating a more hygienic and enjoyable urban environment.

By reducing the need for heavy garbage trucks to collect waste from multiple locations, our system helps lower traffic congestion, minimises noise pollution and reduces the risk of accidents caused by these vehicles. Fewer trucks mean lower emissions, leading to cleaner air and a healthier cityscape.

Simple, convenient and accessible

Our waste inlets are placed close to where people live and work, providing a simple and efficient disposal solution that is accessible 24/7, 365 days a year. With no overflowing bins or manual handling, waste collection becomes effortless and hassle-free.

More space for greener cities

By eliminating the need for waste bins and traditional collection points, our system frees up valuable above ground space, creating opportunities for more parks, green areas, bike lanes and pedestrian-friendly streets. This contributes to more attractive, sustainable, and liveable cities. Inside buildings, our solution reduces the need for dedicated waste rooms, allowing building owners to repurpose space for commercial use or additional apartments.

2

Minimise emissions

Energy efficiency is essential for combating climate change, as it significantly cuts down on both direct greenhouse gas emissions (GHG) from fossil fuel use and indirect emissions from electricity generation. Envac's technology and automation helps facility and infrastructure managers save energy and minimise emissions.

Driving energy efficiency savings

Facilities can significantly reduce their carbon footprint and operational costs by implementing energy-efficient technologies and practices. The integration of renewable energy sources, such as solar panels, further enhances sustainability by delivering long-term financial benefits alongside reduced emissions. Efficient energy management not only cuts utility bills, but supports corporate social responsibility - benefitting both the planet and the bottom line performance.

The Envac system exemplifies these principles by reducing the emissions associated with waste management. Through advanced automation and sensor-driven technology, it optimises energy consumption and operational efficiency. Real-time monitoring and control of energy assets allow loads to be adjusted based on user-defined peak thresholds, ensuring that the system operates only when necessary.

For instance, level sensors are activated only when capacity is reached, optimising space utilisation and scheduling collection efficiently.

Intelligent control with the Envac Automation Platform

At the heart of this innovation is Envac's Automation Platform (EAP), the software that powers more efficient, sustainable and resource-saving waste operations. The platform continuously learns and optimises performance, enabling cities and businesses to gain clear insights into their waste generation. This data-driven approach supports better monitoring, planning and real-time decision-making, resulting in energy savings and a reduced environmental footprint.

This strategy reduces power consumption

While traditional automated waste collection systems have faced criticism for their energy use, the latest version of Envac's platform has made significant strides in energy efficiency. Its peak-shaving feature, for example, can pause operations automatically when a specified kilowatt threshold is exceeded, and then resume at the start of the next hour. This strategy reduces power consumption – thereby lowering operational costs, reducing reliance on fossil fuels and shrinking the overall carbon footprint.

Less truck traffic helps to slash transport emissions

By eliminating the need for frequent conventional waste collection vehicles, the system also decreases truck traffic and transport emissions, and the risks associated with manual handling.

Compared to the traditional practice of multiple pick-ups, automated waste collection and disposal using pneumatic tubes has been shown to reduce carbon emissions by up to 90%[1] – making the Envac system a key component in progress towardsthe UN's sustainable development goals.

Automation room inside the Cheolsan Xi project terminal in South Korea

1 Data from Sweco's study in Stora Ursvik area in Stockholm

Outdoor inlets in The H Firstier I'Park, South Korea

3

Resource circularity

Envac is making it easier for people to turn waste into worth. We are helping cities across the world make it simple for their citizens to change behaviours and get involved in achieving climate and recycling goals with solutions such as, Optical Sorting and ReFlow, that supports resource circularity.

How we help to make every action count

Envac's automated waste collection system integrates waste collection into the circular economy. Our system handles multiple waste streams — helping to ensure that materials are sorted and reused. For example, food waste can be transformed into bioenergy and biofertilisers, while other materials can be repurposed for recycling or energy recovery. This streamlined approach improves recycling rates, but also eases the environmental burden on landfills and helps lower carbon emissions.

Promoting source separation, recycling and beyond

By offering dedicated inlets for specific waste fractions — such as newspapers, compostable materials, and combustibles — we make it easy for residents to sort waste at the source. Strategically placed near or within residential areas, these inlets facilitate proper separation, which in turn enables treatment facilities to process each fraction more efficiently. Combustible waste can be incinerated for heat, compostable materials converted into biogas or fertiliser, and newspapers recycled into new paper products.

Envac integrated collection & treatment facility

The following are some examples of how collected waste can be treated in different markets:

- Electricity: Organic waste collected through Envac systems in cities such as Cité Verte in Quebec City (Canada) and Eunpyung Newtown (Korea) is used to generate renewable electricity that helps power local communities.
- Biogas: In municipalities including Ljungby and Alvesta (Sweden), food waste collected by Envac is sent to biogas plants, where it is transformed into biogas and used as a low-carbon energy source.
- Compost: The digestate from biogas production is processed into nutrient-rich compost and bio-fertiliser, which is returned to agriculture in countries such as Sweden, India, Spain and Korea to improve soil health and close the nutrient loop between cities and farms.
- Heat: In Stockholm Royal Seaport (Sweden), Eunpyung Newtown (Korea) and Cité Verte (Canada), energy recovered from Envac-collected waste contributes to district heating, reducing reliance on fossil fuels for space heating.

Dedicated sorting solution

Envac's sorting solution uses a system of colour-coded bags to simplify the recycling process. Whether integrated with our pneumatic collection system or retrofitted into traditional setups with kerbside pickup, each recyclable material is placed in its designated bag. This clear, user-friendly method not only assists new users in properly sorting their waste, but also allows all bags to be collected together and sorted by colour at a central facility. Improved sorting can help reduce overall environmental footprint and enables the end user to make better waste handling decisions.

ReFlow citizen app boosts engagement

The ReFlow citizen app is an innovative digital tool designed to improve waste management for both individuals and municipalities. Developed alongside experts in social and behavioural sciences, ReFlow leverages urban data streams to visualise waste flows and educate citizens on recycling best practices. The app offers tailored guidance on sorting recyclables and provides feedback on users' recycling performance and environmental impact. It also promotes community engagement by enabling the sharing of recyclable goods and displaying real-time recycling information on apartment entrance screens.

How Envac ReFlow enables behavourial change

- Real-time data empowers users to make informed choices that reduce waste generation.
- Guidance on waste sorting helps minimise landfill contributions.
- Feedback on recycling performance and support for continuous improvement.
- Digital solutions foster asset sharing and reuse, advancing overall resource circularity.

4

Business responsibility

Envac is committed to ensuring that both our employees and external partners operate responsibly and safely. Guided by corporate governance policies and principles, our approach to business responsibility rests on three key pillars: fair and ethical business, ethical supply chains, and healthy, safe workplaces.

Fair and ethical business

Fair and ethical business practices form the foundation of our safety culture. We maintain a comprehensive code of conduct that is regularly communicated through training and signed off on by all employees. A dedicated whistle-blowing system is available to every stakeholder, and regular internal audits confirm compliance with our standards. In 2025, 100% of employees were aligned with and had formally signed Envac's Code of Conduct.

Ethical supply chains

Our commitment to ethics extends through our supplier value chain. Envac's mandatory supplier code of conduct, which reflects our high ethical and sustainability standards, is signed by all key suppliers.

We conduct regular evaluations of supplier performance and implement targeted action plans to correct any deviations. This systematic approach not only upholds our standards but also builds stronger, more transparent relationships with our supply partners, ensuring that ethical practices are maintained at every stage of our operations. Among key suppliers, 100% were aligned with and had formally committed to Envac's Supplier Code of Conduct in 2025.

Healthy, safe workplaces

Envac is creating healthy and safe workplaces for our employees and the broader communities that are impacted by our solutions. Manual handling of waste accounts for nearly one-third of all over-seven-day work-related injuries in the UK waste sector[1]. We have waste collection solution that minimises manual handling, a leading cause of lost-time injuries in waste management. By reducing physically demanding tasks, we also benefit sectors like healthcare, where activities like handling soiled linen and waste pose significant risks.

At Envac, safety is on every meeting agenda, with global policies and guidelines established to prioritise safety across the Envac Group. We conduct yearly employee surveys to measure physical and psychological safety and overall health. The Employee Safety at Work Index has remained consistently stable over the past four years, reflecting a established safety culture with an average score of 4.30 out of 5 (2021–2024).

Diversity & Inclusion

We have established a diversity & inclusion policy and structured guidelines for moving forward. In 2024, we collaborated with external companies to introduce foreign talent into our Swedish workforce, offering paid internships and development programs, along with cultural integration. We are working to be a more inclusive workplace. Envac is committed to ensuring that both our employees and external partners operate responsibly and safely. Guided by corporate governance policies and principles, our approach to business responsibility rests on three key pillars: fair and ethical business, ethical supply chains, and healthy, safe workplaces.

4.30/5.00
Employee Safety at Work Index score 4.30/5.00

Seok Hoon Jang, Sang Woon Myoung, Dong Won Cho, and Ho Young Um from Cheolxan Xi project team in South Korea.

1 https://www.hse.gov.uk/statistics/assets/docs/waste-recycling.pdf

Strategy & core areas

United Nations Sustainable Development Goals

Every year, the world produces over two billion tonnes of municipal solid waste – a staggering volume that is fuelling a triple planetary crisis: climate change, pollution and biodiversity loss. This global challenge not only poses severe environmental risks but also raises pressing questions of social and environmental justice, as communities grapple with the impacts of inadequate waste management.

Good health and well-being

Envac's system eliminates the need for unsafe waste practices, such as dumping or open burning, thereby safeguarding public health. Our touchless, automated technology prevents unsanitary conditions, minimises odours and deters vermin infestation that can lead to disease.

By reducing waste collection traffic in densely populated areas, we further decrease the risks of traffic accidents. In healthcare facilities, our solutions ensure the secure handling of contaminated laundry and medical waste, ultimately fostering safer environments for all, especially the most vulnerable.

Decent work and economic growth

Envac is committed to driving sustainable business practices through our automated waste collection platform. By streamlining operations and adopting green energy initiatives, we help the economy grow circularily.

Our innovative business models improve resource efficiency while creating safe, decent work opportunities – building a sustainable future for communities and economies worldwide.

Industry, innovation and infrastructure

Designed for resilience, Envac's decentralised system operates continuously – even under extreme weather conditions – and can be seamlessly retrofitted in sensitive or historic urban areas.

Our installations in Bergen, Norway, and Leon and Barcelona, Spain serve as prime examples of how innovative infrastructure can attract private investment, stimulate local technology development and boost entrepreneurial opportunities. In doing so, our solution promotes resource efficiency and reduces financial risks for municipalities.

Sustainable cities and communities

Envac's automated system reduces waste collection traffic, thereby improving air quality and creating opportunities to transform urban spaces – replacing congested roads with walkways, bike lanes and green areas.

By ensuring efficient waste management, we contribute to building safe and resilient communities that focuses on the quality of life for all residents.

Responsible consumption and production

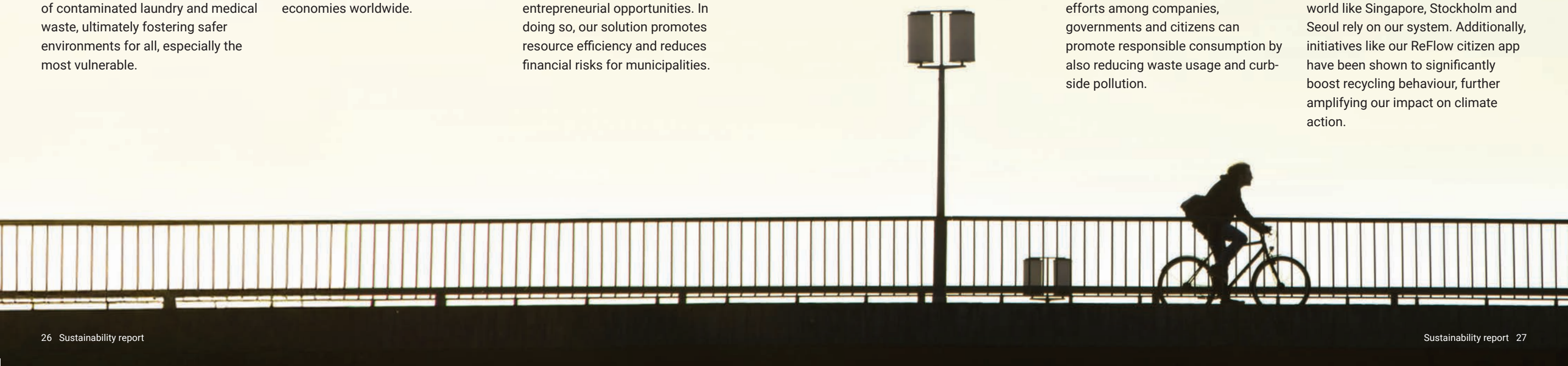
Envac's system is a key solution in promoting responsible consumption. By integrating waste collection into the circular economy, we streamline the sorting and recycling of multiple waste fractions, enabling the transformation of waste into reusable resources.

Our approach minimises water usage and help convert food waste into bioenergy and fertilisers. This demonstrates how collaborative efforts among companies, governments and citizens can promote responsible consumption by also reducing waste usage and curb-side pollution.

Climate action

Envac's pneumatic waste collection system is a powerful tool in the fight against climate change. By cutting carbon emissions from waste transport by up to 90%, our technology directly addresses harmful emissions – from methane at landfills to black carbon from open burning.

Pneumatic waste collection is recognised by the European Commission as a best practice for urban areas, and cities around the world like Singapore, Stockholm and Seoul rely on our system. Additionally, initiatives like our ReFlow citizen app have been shown to significantly boost recycling behaviour, further amplifying our impact on climate action.



Our value chain

The value chain illustrates the main areas where our activities impact society and the environment in different ways. To maximise our positive impact and minimise our negative impact, we continuously analyse the various parts of the value chain.

Research & development

We develop and improve products with end-users in mind while ensuring quality, cost-efficiency, and regulatory compliance.

Supply

We partner with top suppliers that have robust manufacturing processes to ensure high-quality standards of ethical and environmental practices.

Sales & marketing

To effectively sell Envac systems, it is important to understand the sustainability benefits of our systems, using verified facts from trusted sources.

Project installation

We prioritise environmental, occupational health, and social standards in our installation work, which is often physically demanding and carries safety risks.

Operation & maintenance

Our technicians maintain the system for optimal operation and a long-life cycle.

Modernisation

Envac works with its customers to offer necessary system upgrades to improve efficiency and prolong the lifespan.

End of life

At the end of life, the customer considers various solutions such as demounting hazards and recycling materials.

Sustainability risks

Annual risk review

We have a yearly process to evaluate and update our sustainability risks. In 2025, we made some minor adjustments that did not affect the overall outcome, and we concluded that our identified risks and mitigation actions remained largely unchanged. As part of this process, we conducted an internal analysis assessing our sustainability risks in the context of the current urban socio-political and geographical environment.

External risk context

In 2025, this assessment was undertaken against the backdrop of a fragile global socio-economic landscape marked by geopolitical uncertainty, economic volatility and shifting sustainability priorities across markets. These dynamics influence both the risk exposure and the pace of sustainability transformation in different regions where we operate.

Risk analysis and next steps

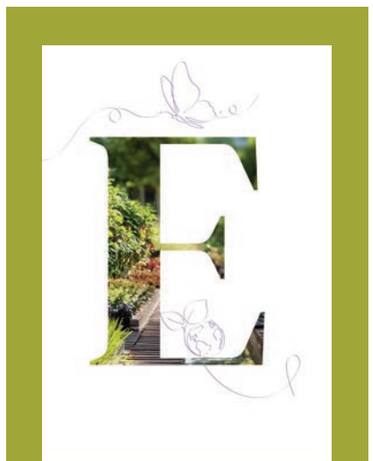
Our analysis included a review of demographic trends, local policies and socio-economic factors that may impact our operations and the communities we serve. By aligning our sustainability efforts with these insights, we strengthen our ability to anticipate risk, adapt mitigation measures and identify opportunities for collaboration.

In 2026, we will further deepen our risk analysis and Double Materiality Assessment (DMA), engaging independent third-party experts to enhance robustness, transparency and strategic alignment.

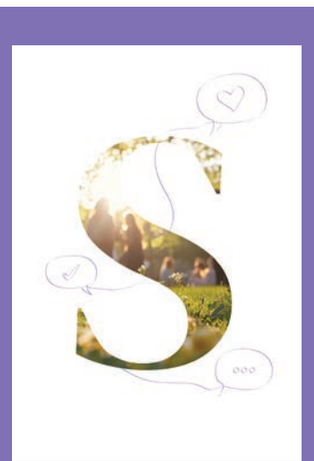
Envac Sweden's service team performing condition-based maintenance on inlets to ensure the lowest downtime possible

In the following sections – Environmental, Social and Governance – we describe our journey towards a sustainable business and value chain. Envac conducted its first Double Materiality Assessment (DMA) in 2023 to identify significant sustainability impacts, risks, and opportunities. In these sections, we present our impacts based on the results of the double materiality assessment, as well as how we govern, develop, and prioritise our work within each area.

Sustainability journey



Read more on page 32–43



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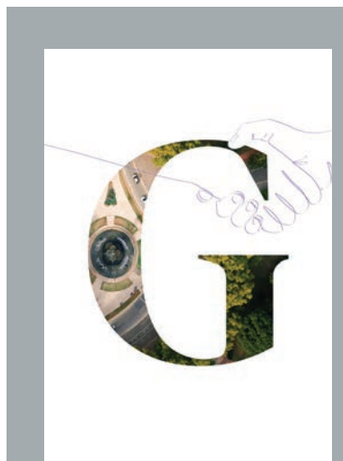


Read more on page 58–67

Sustainability journey

Environmental information

Why it matters

Climate change, resource depletion and rapid urbanisation are reshaping the conditions for modern societies. At the same time, geopolitical uncertainty and growing pressure on critical infrastructure highlight the need for cities that are not only sustainable, but resilient. Climate, public health, security and reliable infrastructure are deeply interconnected — none of these challenges can be solved in isolation.

Envac's solutions are designed to support the transition toward low carbon, resource efficient and resilient cities. By automating waste collection and optimising energy use across our systems, we help reduce greenhouse gas emissions, minimise transport-related impacts and contribute to cleaner, healthier urban environments. Our digital tools and data insights further enable more circular material flows and support better informed decisions for municipalities, developers and operators.

We also recognise that our own operations and installed systems consume energy and generate emissions. Reducing this footprint — through continuous efficiency improvements, smarter system design and close collaboration with customers and suppliers — is a core part of Envac's environmental strategy.

Envac's automated waste collection terminal in Ursvik, Sweden

Our impact

Urbanisation, growing waste volumes and rising energy demand are putting increasing pressure on the climate and on finite natural resources. How cities handle waste is therefore critical for reducing emissions, improving air quality and enabling high-quality material recovery rather than landfilling and incineration.

Envac's technology addresses these challenges by moving waste flows into closed, underground, automated systems that cut transport-related emissions, reduce noise and air pollution, and optimise energy use in collection and treatment. At the same time, our solutions shape energy and resource consumption patterns – both in our customers' operations and in our own – by enabling cleaner fractions, higher recycling rates and more efficient, data-driven waste infrastructure that supports climate mitigation, climate adaptation and the transition to a circular urban economy. Our environmental priorities are aligned with the material topics identified in our operations and value chain through our Double Materiality Assessment (DMA).

Environmental material topics[1]

Positive impacts
- Climate change adaptation
- Circular economy
  - Resource inflows

Negative impacts
- Climate change mitigation
- Energy consumption and energy mix within the organisation

1 In 2024, Envac completed an assessment of Scope 3 greenhouse gas emissions and a Life Cycle Assessment (LCA) of its systems. These analyses confirmed that resource circularity and energy efficiency are among the company's most material environmental impact areas. The findings are being integrated into product development, customer offerings and operational priorities, and guide our efforts to reduce environmental impacts across the value chain.

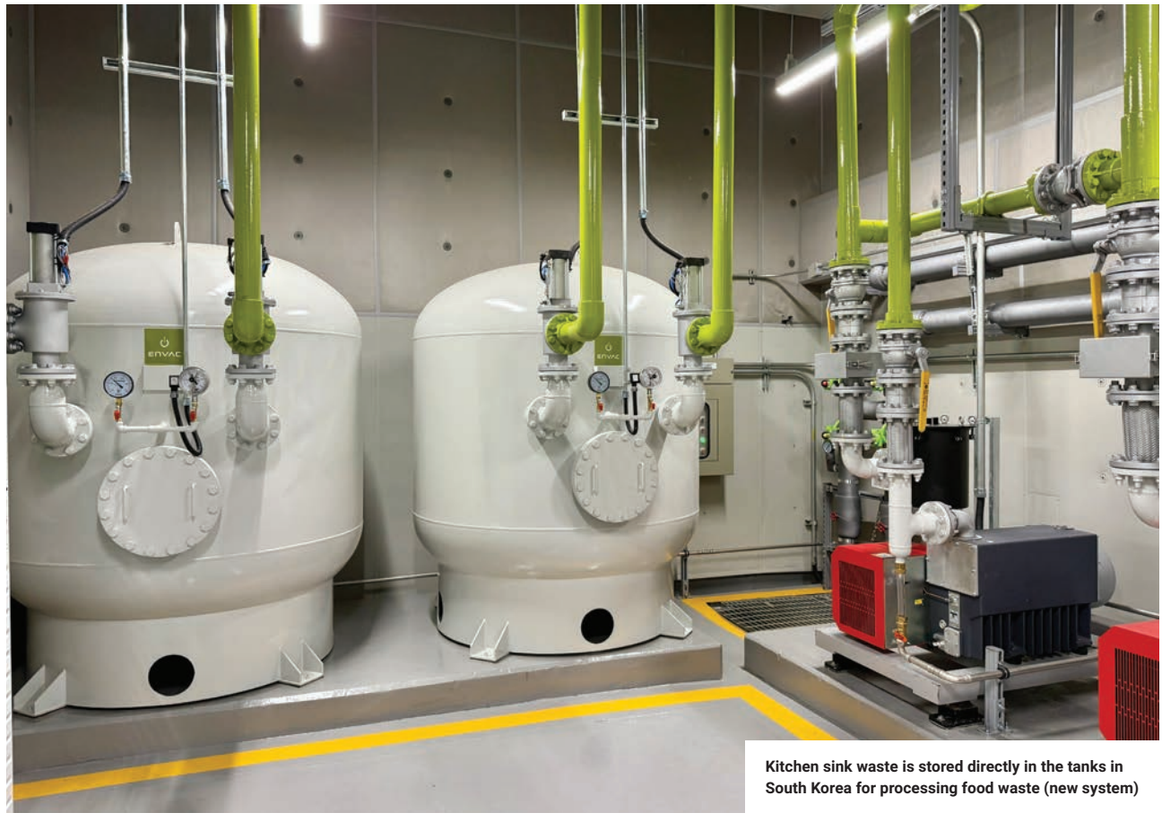
Description of our positive impact

Reduced transport emissions
By eliminating or significantly reducing the need for traditional waste collection trucks, Envac systems decrease road traffic, air pollution and associated carbon emissions. Depending on local conditions and system design, pneumatic waste collection has in documented cases reduced emissions linked to collection vehicles by up to 90% compared with conventional multi-stop pick-ups. These results are backed by real reference projects in dense urban areas, where underground systems replace frequent lorry movements with automated transport in pipes.

Energy optimisation through intelligent automation
Envac Automation Platform (EAP) enables real-time monitoring and optimisation of system performance. Intelligent features such as peak shaving automatically pause operations when predefined kilowatt thresholds are reached and resume when demand stabilises, helping customers limit power use during high-tariff or peak-load periods. In benchmarked installations, this type of smart control has reduced power consumption by up to 70%, while maintaining service levels and reliability. Level sensors and demand-based activation ensure that systems operate only when needed, which further reduces unnecessary energy use, operational costs and strain on local grids.

Resource circularity
Envac systems enable material recovery and improved sorting behaviour by supporting multiple waste fractions and source separation. This allows materials to be reused, recycled or converted into energy, for example:
- Food waste can be transformed into biogas and biofertiliser.
- Combustible waste can be used for district heating and power generation.
- Paper and plastics can be recycled into new products, supporting circular value chains.

Solutions such as optical sorting and colour-coded bag systems make it easier for users to sort correctly and for operators to recover high-quality material fractions at scale, further improving overall circularity.



Kitchen sink waste is stored directly in the tanks in South Korea for processing food waste (new system)

Description of our negative impact

Despite our positive impact, we have identified the following negative environmental impact linked to:

Responsibility for climate mitigation
Regulatory expectations on climate action are increasing and global, regional and local climate targets are tightening. Envac must therefore continuously improve the energy performance of its solutions and reduce greenhouse gas emissions across the value chain, ensuring that our technology remains a clear net contributor to climate mitigation.

Energy consumption in installed systems
Envac systems require electricity to power fans, compressors and control systems. Their environmental footprint is influenced both by technical efficiency and by the carbon intensity of the local energy mix. If systems are not optimised or operated efficiently, they can contribute unnecessarily to energy demand and related emissions.

Energy consumption within our own organisation
Our offices, production activities, business travel and supply chain generate Scope 1, 2 and 3 emissions. Without systematic management, these emissions risk undermining our overall climate contribution. We therefore need to actively measure, manage and reduce our own operational footprint.

Strategic direction and actions

Envac's environmental strategy is structured around two main pillars:

1. Minimising emissions and energy use in our systems and operations
2. Maximising circular resource flows and enabling behavioural change

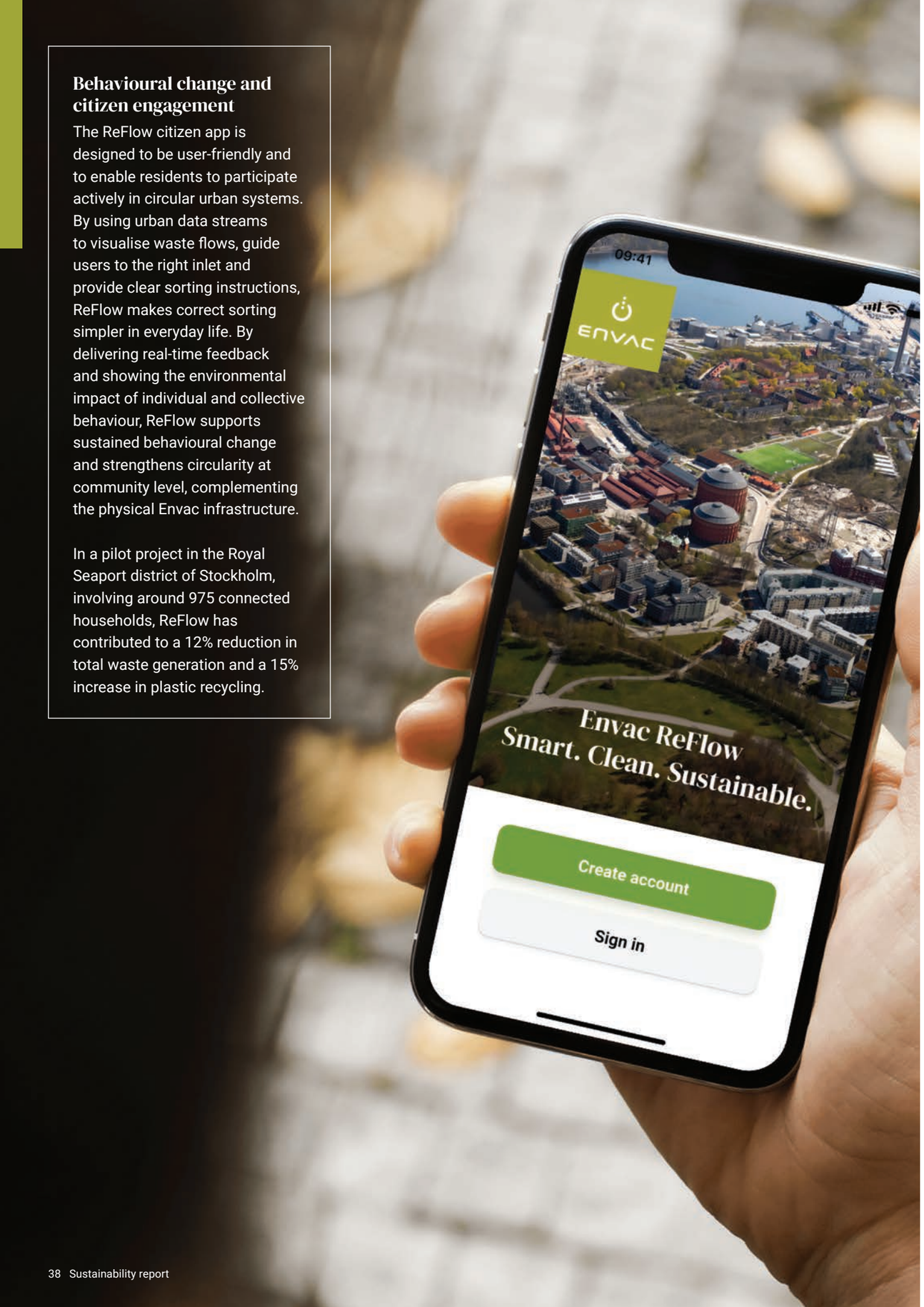
These pillars guide how we design our technology, run our projects and manage our own footprint.

Actions and initiatives during the year

Energy efficiency and system optimisation
- Continued development of the Envac Automation Platform (EAP), with a focus on energy and performance optimisation
- Implementation of peak-shaving functionality in new and upgraded systems
- Rollout of real-time energy monitoring and demand-based control
- Further refined scheduling based on sensor activation and actual system usage

Reduction of transport-related emissions
- Deployment of new automated systems that replace or significantly reduce traditional truck-based collection
- Integration of waste collection systems into broader sustainable urban development projects, reducing heavy vehicle movements in dense areas

Circular economy solutions
- Expansion of optical sorting solutions that improve the quality of recovered fractions
- Increased deployment of colour-coded bag systems to simplify sorting for users
- Integration of multiple waste fractions into single, streamlined systems to support higher material recovery and circular flows
- Digital engagement including using apps, online platforms, etc.
- Further development and roll-out of the ReFlow citizen app in selected districts
- Enhanced visualisation of waste flows and user feedback to support correct sorting
- Strengthening of community-based sharing and reuse functionality to reduce waste generation



Behavioural change and citizen engagement

The ReFlow citizen app is designed to be user-friendly and to enable residents to participate actively in circular urban systems. By using urban data streams to visualise waste flows, guide users to the right inlet and provide clear sorting instructions, ReFlow makes correct sorting simpler in everyday life. By delivering real-time feedback and showing the environmental impact of individual and collective behaviour, ReFlow supports sustained behavioural change and strengthens circularity at community level, complementing the physical Envac infrastructure.

In a pilot project in the Royal Seaport district of Stockholm, involving around 975 connected households, ReFlow has contributed to a 12% reduction in total waste generation and a 15% increase in plastic recycling.

Mikael Suvari, Service Technician, Envac North Europe

Future focus

In the coming years, Envac will focus on:

- Further improving the energy efficiency of our systems
- Strengthening data-driven optimisation through the Envac Automation Platform
- Expanding circular waste solutions and material recovery in new and existing projects
- Scaling digital engagement tools such as ReFlow to support behavioural change at the neighbourhood level
- Enhancing measurement, target-setting, and transparency in our environmental performance, in line with evolving reporting frameworks

Governance and responsibility for environmental performance

Envac's environmental performance is governed through a clear structure that ensures accountability from strategic decision-making to operational execution. Overall responsibility for environmental performance lies with Group Management and is overseen by the Board of Directors. This ensures that environmental considerations are integrated into long-term planning and business strategy.

Sustainability function
- Develops Envac's sustainability strategy
- Sets environmental targets and key performance indicators
- Leads environmental reporting and disclosure

Product and technology
- Drives innovation in energy efficient system design
- Develops automation and digital solutions that reduce environmental impact
- Ensures environmental considerations are integrated into product development

Operations
- Ensures efficient installation processes
- Optimises system performance to reduce energy use and emissions
- Supports continuous improvement in environmental efficiency

Regional organisations
- Own regional P&L and environmental performance
- Translate global sustainability targets into regional action plans
- Support implementation across markets within each region

Local market organisations
- Implement environmental initiatives in local projects
- Engage with customers to support ongoing environmental performance
- Ensure compliance with local environmental regulations and standards

KPIs and results

Minimise emissions with focus on energy efficiency	Base year 2025[1]	Target 2030	Results 2025
New or upgraded installations (EAP4)	174 KwH/ Tonnes	<50 KwH/ Ton	174 KwH/ Tonnes
Number of installations running on renewable energy	3%	25%	3%

Resource circularity – empower behavioural change with ReFlow	Base year 2025[1]	Target 2027	Results 2025
Number of ReFlow connected apartments	17,000	>100,000	17,000

1 2025 is the base year for the KPI in this section

Envac inlets in the city centre of Maroochydore, Australia

Case: Venice Marco Polo Airport

Advancing zero-emission goals with smart waste management

> **"The path undertaken by our airport to achieve zero emissions by 2030 is proceeding with concrete actions, applying the most modern technologies to energy, water and waste management. The Envac system is an important step in this roadmap and reflects our strong focus on the circular economy."**
>
> Monica Scarpa,
> CEO, Gruppo SAVE

In 2025, Venice Marco Polo Airport took a major step forward in its sustainability journey by launching a pneumatic waste collection system developed in collaboration with Envac and Gruppo SAVE. It marks the airport as one of the first large European hubs to implement advanced automated waste infrastructure. The installation supports the airport's zero-emissions target by 2030 and is part of SAVE's long-term environmental roadmap. Envac's solution includes more than 500 metres of underground pipes transporting source-segregated waste from the terminal to a central collection station. Operating 24/7, the system handles multiple waste streams (plastic, glass, and cans and organic waste), in sealed containers, that improve hygienic and eliminating the need for intermediary storage points across the airport.

The system has already delivered measurable environmental and operational benefits. Waste separation has become more accurate and efficient, manual handling errors are eliminated, and internal waste transport vehicles have been removed – cutting CO_2 emissions by six tonnes annually. In addition, the solution improves safety, working conditions, and supports a more circular waste management model.

The project demonstrates how automated waste systems can reduce environmental impact while supporting efficient, future-ready infrastructure.

30k
daily passengers

3
Waste fractions. Dry and wet waste, glass, plastic and tins

3
Waste disposal points. 2 outdoor, 1 indoor with 3 bins each

Case: Roosevelt Island

50 years of reducing urban waste emissions

Roosevelt Island in New York was one of the first places in the world to implement Envac's automated waste collection system. Since its installation in 1975, the system has provided consistent environmental and operational benefits, helping to reduce the impact of waste collection in a dense urban neighbourhood. By transporting waste through underground pneumatic pipes instead of relying on frequent truck collections, the system significantly reduces traffic, noise and emissions associated with traditional waste transport. Continuous upgrades have improved efficiency and lowered energy use, while the system's resilience ensures a clean, quiet environment with waste fully contained from building to disposal. Over five decades, it has demonstrated how automated waste infrastructure can support efficient resource management and more liveable cities.

2,555
tonnes of waste per year is the capacity the solution can handle

1
waste fraction: rest

4,430
meters of pipe network for underground transport of waste from buildings to collection station

"Fifty years ago, Roosevelt Island made a bold decision to embrace automated waste collection—and it's still paying off today. The system has stood strong through decades of change and every kind of weather imaginable, continuing to deliver clean, quiet, and pest-free waste management for the community. It's a true testament to the vision of the island and the reliability of Envac's technology."

Tom Embley, Regional President, Envac North America

"The Maroochydore project really changed how I see urban waste. Instead of trucks and congestion, the Envac system moves waste efficiently underground, creating a cleaner and more liveable city environment. It shows how smart infrastructure can support both sustainability and quality of life as cities grow."

Amanda Yeates, former CEO, Sun Central Maroochydore.

Case: Maroochydore

Enabling circular and low-emission city development

In the new city centre of Maroochydore, Australia, Envac is part of an ambitious project to create one of the country's most sustainable urban districts. The automated waste collection system transports waste through underground pipes to a central collection facility, reducing the need for truck traffic and associated emissions in the growing city centre.

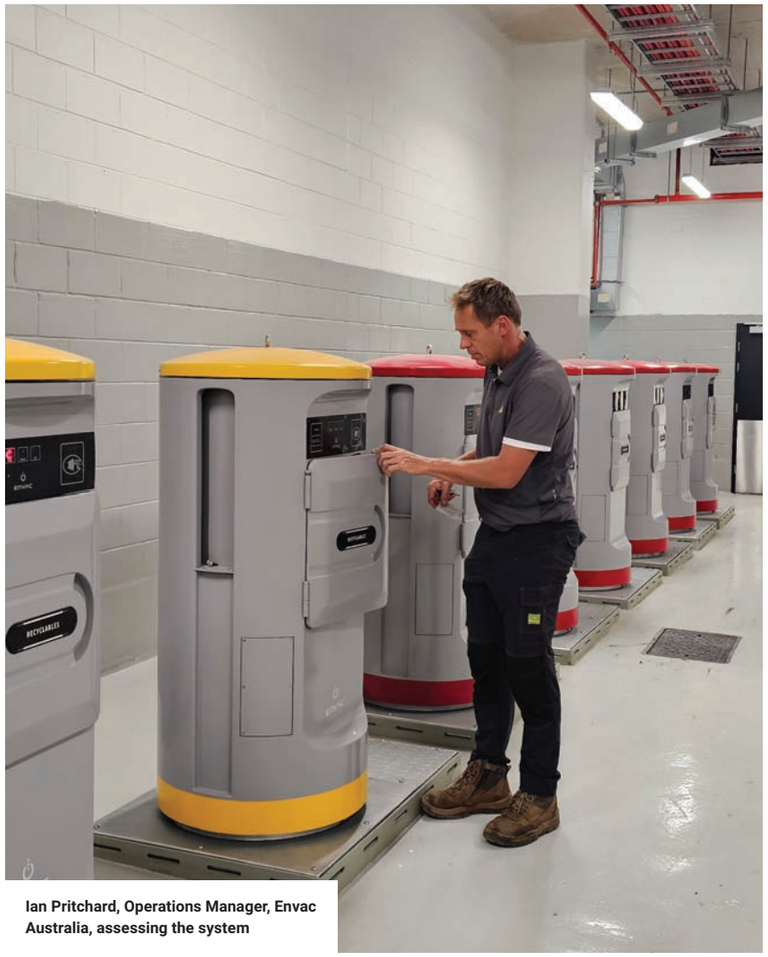
By enabling efficient source separation and supporting circular waste management, the system helps maximise resource recovery while contributing to cleaner streets, reduced emissions and a more sustainable urban environment.

Maroochydore's greenfield status made automated waste collection and circular-economy design easier: with no retrofit constraints, innovation could be built in from day one, enabling Australia-first AWCS from the earliest planning stages.

9
Tonnes/day design capacity

2
waste fractions: household waste and recyclables

300
Waste inlets: General Outdoor, Recyclable Outdoor, Public Litterbins



Ian Pritchard, Operations Manager, Envac Australia, assessing the system

Sustainability journey

Social information

Why it matters

Reliable infrastructure, public health, and environmental protection are closely interconnected. When basic needs such as clean air, safe streets, and well-functioning urban systems are not met, the stability and resilience of communities are undermined.

At Envac, we are committed to improving the quality of life for people in the communities where we operate and for everyone who interacts with our systems. Our automated waste collection solutions are designed to increase efficiency and sustainability while enabling safer, healthier, and more livable urban environments. By contributing to safer streets, cleaner public spaces, better working conditions, and improved accessibility, we create long-term social value and support resilient, inclusive and equitable cities.

We also recognise our responsibility to ensure safe and healthy working conditions, as well as equal treatment and opportunities for all employees. We also promote fair, healthy, and safe working conditions for workers across the value chain.

Our impact

Urban environments fundamentally shape people's health, safety, well-being, and equality. Waste management systems play a critical role by influencing public hygiene, air quality, noise levels, traffic safety, and the design and use of shared urban spaces.

As cities grow denser, the need for infrastructure that reduces environmental and operational risks while improving urban functionality becomes increasingly important.

Envac's systems are designed to reduce heavy waste collection traffic, minimise noise and dust, limit exposure to vermin, and decrease manual handling risks, thereby contributing to healthier and safer communities. This impact is reflected in tangible operational improvements and risk reductions across urban environments. Our social priorities are aligned with the material topics identified in our operations and value chain through our Double Materiality Assessment (DMA).

Social material topics

Positive impacts
- Own workforce – equal treatment and opportunities for all
- Consumers and end-users
  - Health and safety
- Affected communities
  - Land-related impacts

Negative impacts
- Own workforce working conditions – health and safety
- Workers in the value chain working conditions – health and safety

Description of our positive impact

Own workforce – equal treatment and opportunities for all
Social sustainability begins within our own organisation. Promoting diversity, equal opportunities and inclusive working environments strengthens innovation, employee engagement and long-term performance. We aim to ensure that every employee, regardless of background, has fair access to development, progression and participation.

Consumers and end-users – health and safety
Safer and cleaner public environments: Unlike traditional waste rooms or outdoor bins, Envac's automated, sealed inlet system and underground pipe network remove waste quickly and hygienically. This minimises overflowing waste, unpleasant odours, vermin infestation and spread of disease and manual handling risks. The closed system reduces direct human contact with waste, contributing to improved hygiene standards in residential areas, hospitals, airports and commercial districts.

Reduced traffic risks and noise pollution: By significantly reducing the need for heavy garbage trucks in residential neighbourhoods, our system lowers traffic congestion, reduces accident risks, decreases noise pollution and improves air quality. Fewer heavy vehicles contribute to safer streets, particularly for children, elderly residents and cyclists while also contributing to a calmer and more liveable urban soundscape.

Affected communities – land-related impacts
By eliminating traditional waste bins and collection points, our system frees up valuable surface space. This enables cities and developers to expansion of parks and green areas, creation of bike lanes and pedestrian-friendly streets and more efficient land use in dense urban environments. Inside buildings, the reduced need for dedicated waste rooms allows property owners to repurpose space for commercial use, community functions or additional housing.

Seok Hoon Jang, Gibbeum Jang, and Ju Hee Lee from team Envac Korea at the Cheolsan Xi project terminal

Description of our negative impact

Own workforce working conditions – health and safety
Installation, maintenance and technical operations involve physical work and potential exposure to occupational hazards. Ensuring safe working conditions through proper training and a robust safety culture is critical to preventing incidents and protecting our people.

Workers in the value chain working conditions – health and safety
Suppliers, subcontractors and manufacturing partners may face occupational health and safety risks in their own operations. We are responsible for promoting responsible labour practices across our value chain. Our Supplier Code of Conduct sets minimum requirements within areas such as working conditions, health and safety and human rights, and forms the basis for our supplier selection, onboarding and follow-up. Failure to manage these risks could lead to injuries, reputational damage and regulatory non-compliance and human rights impacts.

Strategic direction and actions

Envac's social strategy is structured around three main pillars:

1. Enhancing public health and safety through our solutions
2. Ensuring safe and inclusive workplaces
3. Promoting responsible practices across our value chain

These pillars guide how we develop our solutions, engage with our employees and partners, and manage social impacts across our operations and value chain.

Actions and initiatives during the year

User insights to enhance health, safety and accessibility
An end-user satisfaction survey was conducted across six countries: South Korea, Spain, Sweden, Norway, China, and Singapore, gathering feedback on user-friendliness, cleanliness, perceived safety, and noise levels. The results are being used to refine inlet design, signage, and communication, and to inform the development of digital tools such as ReFlow.

Safer healthcare environments through automated solutions
The first installation of our Infectious Waste Collection solution in a French hospital became operational, building on decades of experience with automated hospital systems that reduce manual handling and infection risks for both staff and patients.

Improved working conditions and safety in airport operations
At Marco Polo Airport in Venice, the pneumatic waste collection system reduces manual handling and limits the need for internal waste transport in passenger areas, contributing to safer and more ergonomic working conditions for operators, as well as improved security in a high-traffic environment.

Strengthened health and safety performance and culture
Near-miss and risk observation reporting continued to be integrated into Envac's Quality, Health, Safety, and Environment (QHSE) processes. The Lost Time Injury Rate (LTIR) is used as a core Group key performance indicator (KPI) and is regularly followed up in ISO-certified regions and through audits.

An image representing the challenges of traditional waste collection

Governance and responsibility for social performance

Envac's social performance is governed through a clear structure that ensures accountability. Overall responsibility lies with Group Management and is overseen by the Board of Directors and operational responsibility is distributed across different functions. This model ensures that social sustainability is integrated into business strategy and daily operations.

Human resources (HR)
- Drives diversity, inclusion, equal treatment, and employee well-being
- Supports organisational culture and employee engagement

Health & safety (HSE)
- Develops and implements occupational health and safety policies
- Monitors performance and provides training to ensure safe working environments

Procurement
- Ensures implementation of the Supplier Code of Conduct
- Conducts due diligence across the value chain

Operations
- Ensures safe installation, commissioning, and maintenance procedures
- Manages operational risks related to health and safety

Compliance and legal
- Maintains the Group Code of Conduct and integrity framework
- Oversees whistleblowing mechanisms and ethical compliance

Future focus

In the coming years, Envac will focus on:
- Integrate updated health and safety policies and guidelines into Envac's Group-wide governance model and annual wheel, ensuring clearer roles, responsibilities and follow-up at both Group and regional level.
- Further strengthen our safety culture by harmonising procedures for incident, near-miss and risk reporting across regions, with a focus on learning, prevention and transparent follow-up of both employee and third-party incidents.
- Continue to use ReFlow and other digital interfaces as channels for collecting end-user feedback and incident reports and connect this feedback to our continuous improvement work on safety, accessibility and user experience.

KPIs and results

User reach and satisfaction	Target 2030	2023	2024	Results 2025
Envac system users (number of users)	≈ 8,000,000	6,600,000	7,000,000	7,400,000
End-user satisfaction index[1]	4.0 out of 5	n/a	n/a	4.09

Health and safety performance	Target 2030	2023	2024	Results 2025
Own operations – occupational health and safety (LTIR)[2]	0	1.21	1.6	0.8
Third-party incidents (number of OHS accidents)[3]	0	4	1	1

1 Measured through a consolidated satisfaction survey index. In 2025, the first Group-wide survey covering six countries was conducted.
2 LTIR (Lost Time Injury Rate) measures the number of work-related injuries resulting in lost work time, divided by the total hours worked, and then multiplied by 200,000. This shows the number of lost time injuries per approximately 100 full-time employees in a normal work year.
3 Root cause has been analysed and corrective actions have been implemented.

Envac inlets at Yantai Hammarby Eco City, China

Case: Bergen, Norway

Protecting cultural heritage while improving quality of life

> **“Garbage trucks make fewer trips down Bergen’s narrow streets, easing traffic, reducing air pollution and cutting diesel emissions up to 90%, local officials say. Residents say the streets look neater and rat sightings are down.”**
>
> – The Washington Post

In the historic city of Bergen, Norway, Envac’s automated waste collection system helps improve quality of life while protecting the city’s unique cultural heritage. Bergen’s historic centre is characterised by narrow streets and centuries-old wooden buildings, including the UNESCO-listed Bryggen district. Traditional waste collection with large trucks and street-level bins posed challenges in this sensitive environment, affecting traffic flow, hygiene and the overall urban experience for residents and visitors.

To address these challenges, the city implemented Envac’s underground automated waste collection system. Waste is deposited in discreet inlets and transported through sealed underground pipes to a central collection station, eliminating the need for frequent garbage truck traffic in the historic streets.

The system has helped create cleaner, quieter and safer public spaces. By reducing noise, odours and truck movements, it improves pedestrian safety and makes the historic city centre more accessible and attractive for both residents and tourists.

By integrating modern infrastructure beneath the historic streetscape, Bergen demonstrates how cities can preserve cultural heritage while improving urban quality of life. The solution has received international recognition and has been highlighted by both the World Economic Forum and The Washington Post as an example of smart and sustainable urban infrastructure.

30k
Connected households plus businesses when completed

4
Waste fractions: rest, paper, plastics, cardboard

1,200
Waste inlets conveniently located across the city for easy disposal

Case: Precision AirConvey (PAC) , USA

Industrial sustainability in action at Avery Dennison, Miamisburg

Precision AirConvey (PAC) is industrial side of Envac business in North America since 2022.

Envac North America’s industrial business, Precision AirConvey (PAC), helps manufacturers turn production waste into measurable sustainability and efficiency gains. At Avery Dennison’s facility in Miamisburg, Ohio, PAC implemented an integrated trim removal system that improves uptime, reduces environmental impact and creates a better working environment.

Previously, trim waste caused frequent blockages and press stoppages - particularly during high-speed runs with synthetic materials - leading to lost labour hours, reduced production speeds and increased physical strain on operators.

PAC’s solution enables reliable, high-speed trim handling without interrupting production. By centralising operations and using energy efficient equipment, the system reduces electricity use, noise and maintenance needs. Trim-related stoppages have been effectively eliminated, improving production stability and saving around 900 labour hours annually.

Environmental performance has also improved. More trim is captured and diverted from landfill, with a greater share converted to energy. Energy-efficient equipment supports lower electricity use and emissions.

Workplace conditions have improved, with noise levels reduced by around 8 decibels and improved air quality through 48 HEPA filters. Reduced manual handling also lowers physical strain and safety risks.

This case shows how PAC turns a production challenge into a long-term value driver.

Case: CHU University Hospital Rennes, France

Safer waste handling in healthcare

“The Envac system has been operational since February 2025 and is already collecting and handling general waste, recyclables, infectious medical waste, and soon, hospital linen. This is an ambitious project, and everyone involved has done an exceptional job.”

Joakim Karlsson, CEO,
Envac Group

At the CHU University Hospital of Rennes in France, Envac implemented the world’s first integrated automated system for the collection and on-site treatment of infectious healthcare waste in 2025. The system transports waste from care units through a sealed pneumatic network integrated within the hospital infrastructure to a central logistics area. This reduces manual handling, improves hygiene and significantly lowers the risk of cross-contamination for healthcare workers and patients.

A key innovation is the on-site treatment process, where infectious waste is automatically shredded and disinfected, converting it into non-hazardous waste. This enables a safer and more efficient logistics flow while reducing the need for specialised transport and handling.

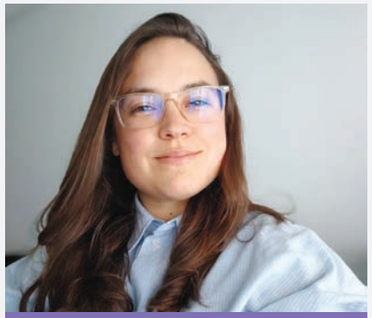
By combining automated transport with integrated treatment, the solution supports safer working conditions, improved infection control and more efficient hospital operations, while also reducing environmental impact and resource use.

Envac Group CEO, Joakim Karlsson, with the French team at Rennes Hospital system inauguration

Across Envac, women are at the forefront of innovation – leading, building and shaping the future of sustainable cities. Their expertise, drive and fresh perspectives power our progress and define who we are: a global organisation where talent thrives and people make a real difference.

Social

Strength in every perspective



EMEA

BLANCA DEL VALLE
Head of O&M

Blanca’s drive for excellence is rooted in trust in her team, their skills, and their shared mission. As the leader of Maintenance in Envac’s EMEA region, she blends technical expertise with a genuine, people-centred approach that inspires those around her to reach new heights. Her teams feel valued and supported, creating an environment where creativity thrives, and solutions naturally unfold. For Blanca, Envac should foster growth, balance, and equal opportunity, a place where everyone can stretch their potential and shape sustainable solutions together.

China, SEA and India

CHERRY FAN
Senior HR Manager

Cherry sees people as the heart of true sustainability. Guiding HR and sustainability across China, Southeast Asia, and India, she treats every interaction as an opportunity to nurture a safer, more compassionate workplace. Her conviction is simple: when people feel valued and empowered, they bring their brightest selves to work. At Envac, she aims to build a culture where growth, safety, and well-being are inseparable, ensuring everyone can build confidence, feel uplifted, and help create an inclusive, thriving organisation.

Korea & Australia

BOHYUN KIM
Manager, Design Team
For over 16 years, Bohyun has reimagined how cities can work smarter. As a system design engineer and Design Team Manager, she bridges design and R&D, transforming bold concepts into efficient, intelligent infrastructure for projects worldwide. Every new system is a puzzle she is eager to solve: how to move resources wisely, cut waste, and support growing cities without straining the planet. Since joining Envac in 2019, she has found pride in knowing her designs do more than link pipes; they help realise a vision of cleaner, smarter, and more sustainable cities for all.

North Europe

TOVE MOURALT
Operations & Maintenance Director
Tove operates where cities, people, and technology converge. Overseeing operations and maintenance in Sweden, Finland, and the Netherlands, she ensures Envac's systems quietly underpin daily life safely, efficiently, and sustainably. Her leadership is anchored in responsibility: safeguarding her teams, delivering top-quality service, and considering the lasting impact on communities. By staying in close conversation with customers and anticipating new sustainability challenges, she adapts operations to meet tomorrow's needs. Tove finds purpose in knowing her work helps drive Envac's vision to transform cities into cleaner, more sustainable homes for all.

North Europe

CHRISTINA DAVIDSSON
After Sales Manager
For Christina, every Envac installation marks the start of a lasting partnership. In sales, aftersales and customer relations, she stands with customers long after systems are in place, ensuring they remain safe, reliable, and energy efficient. Alongside the O&M team, she champions preventive care and ongoing upgrades, always seeking ways to boost performance, extend lifespan, and save energy. Her guiding belief is simple: caring for systems means caring for the people and communities they serve. By helping customers get more from their installations, Christina advances Envac's sustainability goals, one thoughtful improvement at a time.

North America

CASEY ALMANZA
Aftermarket Administrator
For Casey, a customer's journey begins when installation ends. As an Aftermarket Administrator, she is the steady presence making sure promises are honoured, systems run seamlessly, and help is always close by. She orchestrates every detail so that both the company's and the customer's needs are met from the first call to the final follow-up, transforming complex logistics into smooth, trustworthy experiences. At home in Lancaster County, Pennsylvania, Casey's world is brightened by her daughter's laughter and family moments, a daily reminder of why dependable, sustainable infrastructure matters. Through her work at Envac, she helps lay the foundation for a future where the next generation can flourish.

Global Office

DIVYA SINGH
Group Communications Manager
Divya has always trusted in the magic of storytelling. As Envac's Group Communications Manager, she transforms complex technology and sustainability efforts into relatable stories that resonate worldwide. With experience spanning the US, Middle East, and India, she infuses every message with a global outlook, ensuring Envac's voice is both unified and personal. Her mission goes beyond brand; it is about showing how Envac's solutions touch daily life and why they matter for the cities of tomorrow. With each narrative, she brings Envac's purpose to life: innovation, sustainability, and people at the centre.

Sustainability journey

Governance information

Why it matters

Strong governance frameworks are critical to ensuring responsible public and political engagement, transparent supplier relationships, and ethical business conduct. They provide the foundation for consistent decision-making, effective risk management, and resilient business practices across markets. Robust governance also helps us comply with evolving regulations, safeguard data and privacy, and prevent corruption or misconduct throughout our value chain.

At Envac, we are committed to promoting ethical, responsible, and safe behaviour among employees and business partners. Our governance framework supports operations with integrity, transparency, and accountability across all markets. It defines clear roles and responsibilities, guides how we evaluate and manage risks, and ensures that sustainability considerations are embedded in strategic and day-to-day decisions. This enables long-term value creation for our stakeholders and strengthens trust in Envac as a partner.

Envac inlet at the Pearl Island in Doha, Qatar

Our impact

Guided by our corporate governance policies, and internal controls, we actively promote a strong ethical culture, responsible stakeholder engagement, and safeguards against corruption and misconduct across our operations and value chain. Weak governance or insufficient internal controls could expose Envac to legal penalties, reputational damage, financial losses and exclusion from public procurement processes.

By maintaining a strong governance framework, we mitigate these risks while strengthening trust with customers, partners, and society at large. Our governance priorities are aligned with the material topics identified in our operations and value chain through our Double Materiality Assessment (DMA).

Governance material topics

Positive impacts
- Business conduct
  - Corporate culture
- Political engagement
- Relationship with suppliers

Negative impacts
- Corruption and bribery

Description of our positive impact

Business conduct – corporate culture

Envac promotes a corporate culture built on integrity, accountability and transparency. Our Code of Conduct defines expectations regarding ethical behaviour, compliance and conflicts of interest.

All employees are required to sign and adhere to the Code of Conduct, which is supported by regular training and internal communication. Compliance is monitored through ongoing internal audits, and a whistleblowing system is available to all stakeholders to report concerns.

This structured framework strengthens ethical decision-making and reinforces a responsible corporate culture across all business units.

Political engagement

Envac engages responsibly with public institutions and policymakers, particularly in discussions related to urban development and sustainability. As a provider of critical infrastructure solutions, open and constructive dialogue with municipalities and public authorities is essential.

Our political engagement is guided by transparency regarding our positions and interests, as well as compliance with applicable laws and regulations governing lobbying and public affairs. We do not tolerate improper influence or non-transparent political contributions. Internal approval procedures are in place for any public policy engagement carried out on behalf of Envac.

Relationship with suppliers

Envac´s governance responsibilities extend throughout our supply chain. We maintain long-term and transparent relationships with suppliers based on mutual accountability and robust ethical standards.

All key suppliers are required to adhere to our Supplier Code of Conduct, which includes requirements related to human rights and labour standards, anti-corruption principles, as well as environmental and safety practices.

This structured approach strengthens transparency, supports responsible business conduct, and reduces operational and reputational risks.

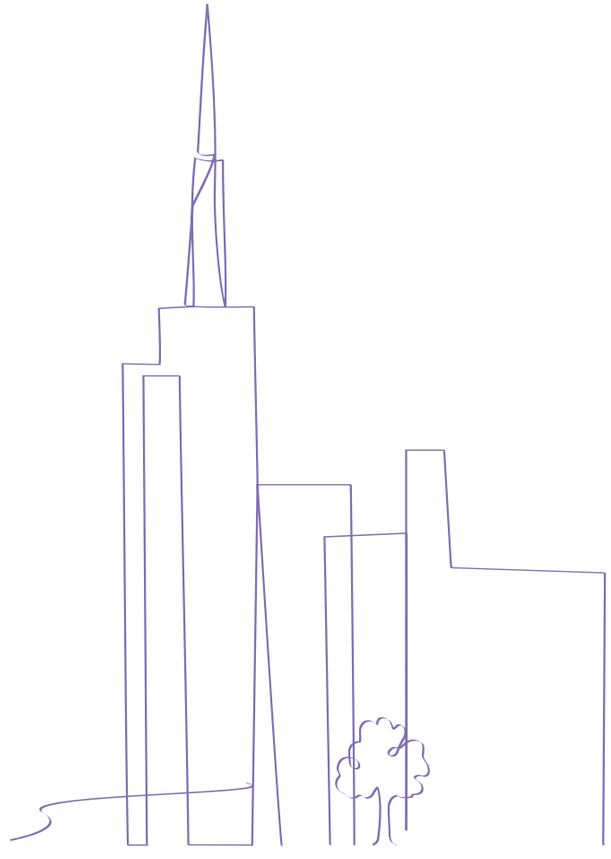


Image representing manual waste collection using traditional truck based transporation

Description of our negative impact

Corruption and bribery
Operating globally, particularly in infrastructure and public procurement, exposes Envac to risks related to corruption and bribery. Failure to manage these risks could result in legal sanctions, financial penalties and loss of stakeholder confidence.

To mitigate these risks, Envac applies a zero-tolerance approach to corruption, supported by mandatory Code of Conduct training and a whistleblowing mechanism that enables confidential reporting of concerns. These measures are reinforced through internal control systems, regular audits, and clear approval procedures governing gifts, hospitality, and the use of third-party intermediaries.

Envac does not tolerate improper influence and does not engage in non-transparent political donations or contributions.

Strategic direction and actions

Envac's governance strategy is structured around four key pillars:

1. Strengthening an ethical corporate culture
2. Enhancing transparency in political and public engagement
3. Improving supply chain governance
4. Preventing corruption and bribery

These pillars guide how we manage governance risks, ensure compliance, and promote ethical and responsible business practices across our operations and value chain.

Actions and initiatives during the year

Corporate culture and business conduct
During the year, Envac conducted an annual employee survey assessing the ethical climate, inclusion, and safety across the organisation. Mandatory Code of Conduct training for employees continued to be implemented, supported by regular internal audits and spot checks to confirm compliance and identify areas for improvement.

Global engagement and recognition
As a provider of urban infrastructure solutions, Envac engages with policymakers, industry partners and international organisations to share knowledge and contribute to the development of more sustainable cities. Through participation in global forums and collaborations with public institutions, Envac helps advance dialogue on circular waste management, climate action and resilient urban infrastructure.

Supplier governance
Envac maintained its requirement for key suppliers and strategic partners to adhere to the Supplier Code of Conduct. Regular supplier evaluations were carried out with a focus on quality, ethics, and sustainability. Where necessary, corrective action plans were implemented, including structured follow-up and escalation procedures.

Corruption and bribery measures
Efforts during the year included reinforcing and communicating the zero-tolerance policy on bribery and corruption, as well as maintaining and promoting a confidential whistleblowing channel.

Envac waste collection inlets at Barkabystaden in Sweden

Management and responsibility for governance performance

Governance, risk management, and sustainability follow-up are supported by Group-wide tools and structured management systems. Envac's sustainability work is further supported by ISO-based management systems, including ISO 14001 (environmental management), ISO 9001 (quality management), and ISO 45001 (occupational health and safety), which provide a framework for target-setting, risk management, and continuous improvement.

Governance responsibilities at Envac are distributed across the organisation as follows:

- Board of Directors – overall oversight of governance, sustainability, and risk management
- CEO and Executive Management – overall responsibility for the implementation of policies, the sustainability strategy, and the internal control framework
- CFO, CTO, and CSO – shared responsibility for core governance processes:
  - CFO – internal control, financial compliance, and Group-wide risk management
  - CTO – operational responsibility for ISO-based management systems and QHSE processes
- Procurement / sourcing
  - Supplier selection, due diligence, and contract requirements, including sustainability and Code of Conduct clauses
- Regional management
  - Implementation of Group policies and processes in each region, including local risk management and QHSE follow-up
- Line managers and function owners – day-to-day compliance, employee training, and handling of incidents and whistleblowing cases within their respective areas

Future focus

In the coming years, Envac will focus to:

- Integrate governance, risk management, and sustainability with clearer roles, responsibilities, and follow-up.
- Strengthen the joint CFO, CTO, and CSO role in governance by improving coordination between internal control, ISO-based management systems, QHSE, and sustainability strategy.
- Clarify and strengthen governance of sustainability-related laws and reporting by systematically working with ESG regulations across all regions.
- Harmonise and digitalise governance processes across regions, risk assessments, internal control, and policy implementation.
- Reinforce line managers' and function owners' responsibilities for compliance, training, and handling incidents and whistleblowing.

KPIs and results

	Target 2030	2024	Results 2025
Employees trained and signed Code of conduct	100%	100%	100%
Key suppliers signed supplier code of conduct	100%	72%	100%

Transformed residential area in Norway with Envac's waste collection system

Case: Climate Week NYC, USA

Global climate dialogue and urban resilience leadership

During Climate Week NYC in September 2025, held in connection with the United Nations General Assembly, Envac was invited to an exclusive roundtable hosted by the Confederation of Swedish Enterprise and the construction company Skanska.

The event takes place every year in partnership with the United Nations General Assembly and is run in coordination with the United Nations and the City of New York. The event brought together cross-industry leaders to explore how business can accelerate the development of resilient and sustainable cities. The discussion addressed some of urbanisation's most urgent challenges – including waste, mobility, energy and construction – and highlighted the importance of innovation and collaboration in tackling them.

Envac presented its Automated Waste Collection System (AWCS) as a proven resilience solution, demonstrating how the system on Roosevelt Island, New York, has remained operational during extreme events such as major snowstorms and Hurricane Sandy. Envac also shared how AI and data analytics are now being used to optimise material flows, increase circularity and support climate-neutral urban development. Through this type of high-level engagement, Envac contributes to Sweden's position as a "climate matchmaker", helping cities worldwide transition from risk to resilience and from linear to circular economies.

Case: COP30, Brazil

Envac champions circular urban solutions

Image

In November 2025 at the United Nations Climate Change Conference COP30 in Belém, Brazil, Envac participated as part of the International Chamber of Commerce business delegation. The conference provided an important platform to engage with policymakers, industry leaders and innovators on how circular urban infrastructure and automated waste systems can contribute to climate action and more resilient cities.

Envac's General Executive Board members with the team in Barking Riverside, London, during their visit in 2025

Case: Global

Building global capacity and shared understanding of circular waste infrastructure

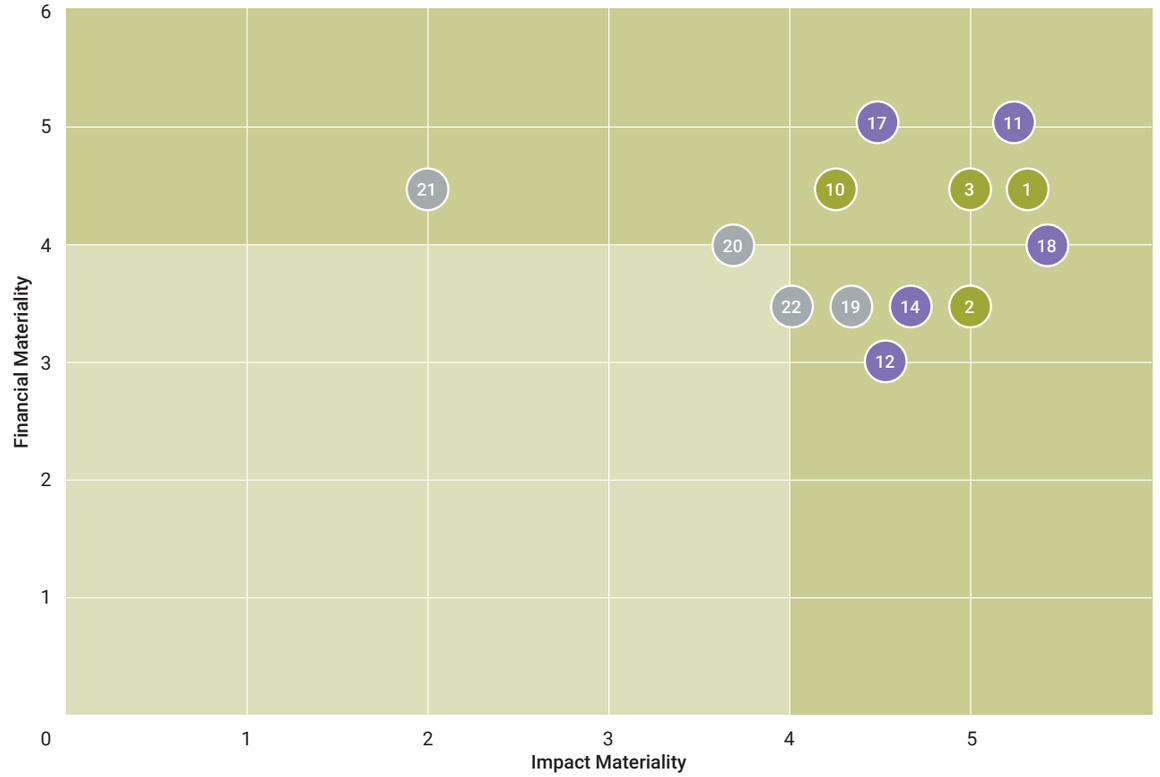
Beyond delivering infrastructure, Envac invests in awareness building and knowledge sharing on sustainable waste systems. In Stockholm, the Envac visit programme recently hosted around 20 delegations from across the globe, including universities, politicians, municipalities, planners, utilities, developers and industry partners. Participants visited live automated waste collection sites, observed AWCS operations in practice and discussed climate, health and safety outcomes, as well as how similar solutions could be adapted to their own urban contexts. These study visits, often combined with lectures and workshops, help demystify circular waste infrastructure, create a common language between technical and non technical stakeholders, and encourage future city leaders and engineers to see waste as a resource rather than a problem. In parallel, Envac engages in knowledge exchange in Asia – for example, by hosting delegations from Singaporean municipal and infrastructure stakeholders in South Korea to explore progressive models such as Pay As You Throw (PAYT) and to align urban waste systems with the needs of fast growing cities for climate smart, space efficient infrastructure.

Appendix

Double materiality assessment (DMA)

We conducted our first Double Materiality Assessment (DMA) in 2023, identifying material topics across our value chain, including both the negative and positive impacts of our business within environmental, social and governance areas. The process followed the framework established by Stena AB, and the results have been reviewed internally within Envac. The outcome is presented in the illustration below and guides the Environmental, Social and Governance sections of this report, where a more in-depth description of our impacts is provided.

To further strengthen our understanding of key sustainability impact areas, we will continue to improve the alignment between our focus areas, materiality impacts, sustainability risks, and the development of targets and KPIs. The DMA will be updated in 2026 to include financial materiality and better reflect evolving regulations, stakeholder expectations and business priorities, supported by ongoing stakeholder dialogue to identify the topics most material to our business.



Material Subjects		Positive		Negative
Environment	3.	Climate change adaption	1.	Climate change mitigation
	10.	Circular economy- resource inflow	2.	Energy consumption and mix within the organisation
Social	12.	Own workforce equal treatment and opportunities - diversity	11.	Own workforce working conditions - Health and safety
	18.	Consumers and end-users - Health and safety	14.	Value chain workers working conditions - Health and safety
	17.	Affected communities - Land related impacts		
Governance	19.	Business conduct - Corporate culture	20.	Corruption and bribery
	21.	Political engagement		
	22.	Relationship with suppliers		

Sustainability risks

Envac has an annual process to evaluate and update its sustainability risks. In 2025, we made some minor adjustments that did not affect the overall outcome, and we concluded that our identified risks and mitigation actions remained largely unchanged. In the table below you will find an overview of our sustainability risks.

Environment

Risk	Risk if not Controlled	Risk Mitigation	
Climate change emissions Envac's main emission impact comes from operation of our customer's systems	• Unnecessary use of energy at customer sites • Unnecessary use of fossil fuels in transport • Cost of manufacturing and raw material	• Global R&D process • Optimising energy use at customer sites	High
Climate change emissions Manufacturing of products including transport to installation is a contributor to emissions	• Unnecessary emissions from fossil fuels	• Transport efficiency measures through supplier partnership with transport companies • Local sourcing for the majority of our products	Medium
Climate change Envac's internal energy use comes from company fleet and office energy use	• Unnecessary use of fuel • Unnecessary use of electricity, heating and cooling	• Fuel efficiency/electrification • Energy sourcing via rental agreements	Medium
Climate change Pipes of steel and coating is put in the ground as a part of the waste handling solution. The compound of that material can have an impact on the soil.	• Pollution of the ground	• Global R&D process • Relevant third party evaluation of our products	Low
Product material & design The design of the product is important to make sure the quality of life of residents keeps improving	• Noise levels • Odour levels • Cleanliness of the system • Presence of vermin	• Global R&D process • Professional design in each customer project • Continuous improvement through global reporting system	Low
Supplier sourcing If suppliers do not handle their responsibility correctly this indirectly effects Envac's sustainability impact	• Environment issues • Fair business ethics • Quality of products	• Supplier evaluations • Supplier code of conduct • Business agreements	Medium
Operation & maintenance Our O&M team maintains the system for optimal operation and a long life cycle	• Unnecessary use of energy at customer sites • Less waste go to recycling	• Continous improvement of O&M best practices	Medium-High
Modernisation Envac's new technologies can be used to upgrade exisiting installations to improve efficiency and extend the waste systems life	• Unnecessary use of electricity • Shorter life span of customer systems	• Global R&D process • Continous improvement of O&M best practices	Medium-Low
End of use/Life of products & services At the end of life, the customer considers various solutions such as demounting hazardous and recycling materials	• Hazardous material in old buildings • Injuries while dismounting the system	• Risk assessments • OHS policies and procedures	Low

Social

Risk	Risk if not Controlled	Risk Mitigation	
Own workforce - Health & safety Lack of understanding the OHS risks in the instal-lation process could lead to physical or medical incidents	• Injuries at work • Severe injuries for employees	• Risk assessments • Global OHS Policy • OHS policies and procedures	High
Responsible communication & marketing Envac communicates that we enable a smart, efficient and more sustainable urban development	• Unclear sustainability marketing/communication • Bad brand reputation • Greenwashing/Greenhushing • Loss of market share	• Third-party evaluations • Follow acknowledged standards • Transparency in sources of statements	Medium-Low
Workers in the value chain - Health & safety Lack of understanding the OHS risks in installing our system we might end up with physical or medical incidents (contractor or subcontractor)	• Injuries at work • Severe injuries to third party workers	• Subcontractor agreements • Risk assessments • OHS policies and procedures	High
Discrimination Envac is a global business that believes in the strength of diversity and inclusion	Unethical behaviour related to: Gender, age, ethnic origin, sexual orientation, political opinion, religion, trade union activity, pregnancy or other legally protected characteristics	• Code of Conduct • Supplier Code of Conduct • Global Diversity & Inclusion Policy	Medium
Business conduct Envac does business with private customers and municipalities. This also includes working with public tenders. Envac also works with different joint organisations and comes in contact with policymakers. This responsibility also means we need to make sure our suppliers keep a fair business practice.	• Unethical business • Corruption and bribery • Unfair competition	• Code of Conduct • Supplier Code of Conduct	Medium

Governance

Risk	Risk if not Controlled	Risk Mitigation	
Business conduct Envac does business with private customers and municipalities. This also includes working with public tenders. Envac also works with different joint organisations and comes in contact with policymakers. This responsibility also means we need to make sure our suppliers keep a fair business practice.	• Unethical business • Corruption and bribery • Unfair competition	• Code of Conduct • Supplier Code of Conduct	Medium

KPI:s and data collection

To ensure our sustainability reporting is reliable, comparable and transparent, we apply high standards to how data is collected, validated, and documented.

Envac has established structured processes for sustainability data management, including common definitions, templates, and routines applied across all regions. We support the regions with system tools and clear guidance on how data should be gathered, checked and reported, ensuring consistency and traceability.

As external regulatory and stakeholder requirements increase, we continuously strengthen our quality assurance procedures before publication. This includes additional reviews, plausibility checks and closer collaboration between Group functions and regional teams. This ongoing work strengthens the robustness and reliability of our sustainability disclosures.

Performance Indicators and Sustainability Data

In line with our sustainability strategy, we report on a set of targets, KPIs, and sustainability data linked to our four focus areas. The targets and KPIs guide our work and show our direct and indirect efforts to improve our own impact and to empower our customers to make smart, green, and sustainable decisions. We continuously collect monitoring data points to track our performance over time and to indicate direction, enable benchmarking, and support the prioritisation of our focus areas, with both short-term and long-term targets steering our progress.

“Robust system support, DMA-aligned data processes and rigorous data quality assurance provide a solid basis for well-informed sustainability decisions. In 2025, we strengthened this foundation with enhanced processes and better methods to verify our data, reinforcing credibility and transparency towards our stakeholders.”

Christer Lundberg,
Lead for the 2025 Sustainability Data Collection Process

Quality of life

Focus	KPI	Target 2030	2023	2024	Results 2025
Envac system users	Number of users	~8.000.000 daily users	6.600.000 daily users	7.000.000 daily users	7.400.000 daily users
End-User satisfaction	Satisfaction survey index	4 out of 5	N/A	N/A	4.09 out of 5

Minimise emissions

Focus	KPI	Target 2030	2023	2024	Results 2025
Energy efficiency	New or upgraded installations (EAP4)	<50KwH/ Tonnes	N/A	N/A	174 KwH/ Tonnes
Energy efficiency	Number of installations running on Renewable energy	25%	N/A	N/A	3%

Resource circularity

Focus	KPI	Target 2027	2023	2024	Results 2025
Empower behavioural change with ReFlow	Number of ReFlow connected apart-ments	>100.000 apartment	N/A	N/A	17.000

Business responsibility

Focus	KPI	Target 2030	2023	2024	Results 2025
Internal OHS	LTIR (Envac use the 200.000 factor to calculate LTIR)	0	1.21	1.6	0.8
Third party incidents	Number of External OHS accidents	0	4	1	1
Business ethics	Employees trained and signed Code of Conduct	100%	99.3%	100%	100%
Business ethics	Key supplier signed supplier Code of Conduct	100%	87%	72%	100%

Environmental data

Impact Category	Response	2025 tCO2e	2024 tCO2e	2023 tCO2e
Scope 1				
Fuel for vehicles	Operational efficiency	651	757	667
Heating & Cooling	Operational efficiency	42	39	137
Scope 2				
Market based electricity	Operational efficiency	171	188	73
Location based electricity	Operational efficiency	136	163	551
Scope 3				
Category 1 – Purchased goods	Operational efficiency	34000	31000	N/A
Category 3 – Fuel related activities	Operational efficiency	44	50	N/A
Category 4 – Tranport of goods to Customer sites	Operational efficiency	355	568	N/A
Category 6 – Business travel	Minimise emissions	312	496	677
Category 7 – Employee commuting	Minimise emissions	508	655	N/A
Category 8 – Upstream leased assets	Operational efficiency	70	68	N/A
Category 11 – Use of sold products	Minimise emissions	57000[1)]	26000	N/A

1 The major difference is due to bigger system installations in Middle East. Electricity with high emission factor used is the main driver of this. Middle East installation is about 75% of all CO_2e in this category for 2025.

Social data

Employee data

Business region	Number of employees	Number of managers	Global Executive Board members
North Europe	Male: 119 Female: 21	Male: 11 Female: 3	Male: 1 Female: 0
China, South East Asia & India	Male: 153 Female 19	Male: 21 Female: 5	Male: 0 Female: 1
North America	Male: 35 Female: 6	Male: 5 Female: 1	Male: 1 Female: 0
Korea & Australia	Male: 106 Female: 7	Male: 6 Female: 0	Male: 1 Female: 0
EMEA (Europe, Middle East & Africa)	Male: 219 Female: 22	Male: 18 Female: 1	Male: 1 Female: 0
Headquarters (Sweden)	Male: 9 Female: 9	Male: 2 Female: 2	Male: 2 Female: 3
Total:	Male: 641 Female: 84	Male: 63 Female: 12	Male: 6 Female: 4

Social data

Number of accidents[1]

Business region	Number of accidents
North Europe	5
China, South East Asia & India	1
North America	1
Korea & Australia	0
EMEA (Europe, Middle East & Africa)	12
Headquarters (Sweden)	0
Total:	19

Governance data

Whistleblowing cases

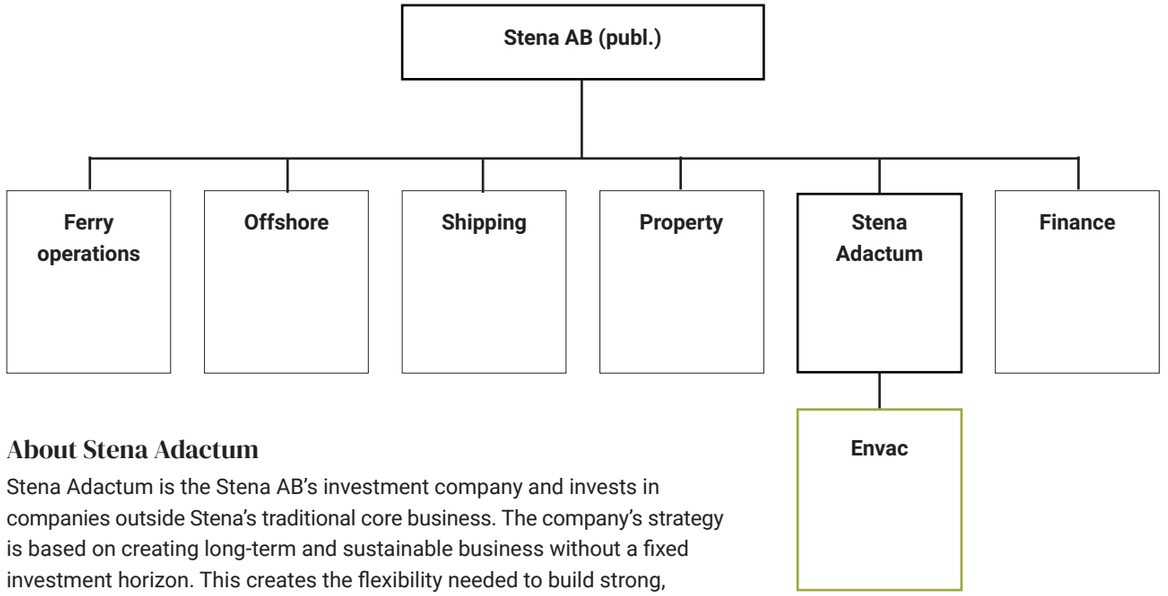
Business region	Number of whistle-blowing cases
North Europe	0
China, South East Asia & India	0
North America	0
Korea & Australia	0
EMEA (Europe, Middle East & Africa)	0
Headquarters (Sweden)	0
Total:	0

1 With and without absence and including first-aid accidents. We report total accident statistics to show how we manage health and safety and to demonstrate our proactive work to prevent incidents and improve workplace safety. We choose to report total accidents to show correlation between LTIR and minor non critical accidents. Our safety work is reflected in our safety index as a result of yearly employee survey, please read on page 24.

Envac – part of Stena AB

About Stena AB

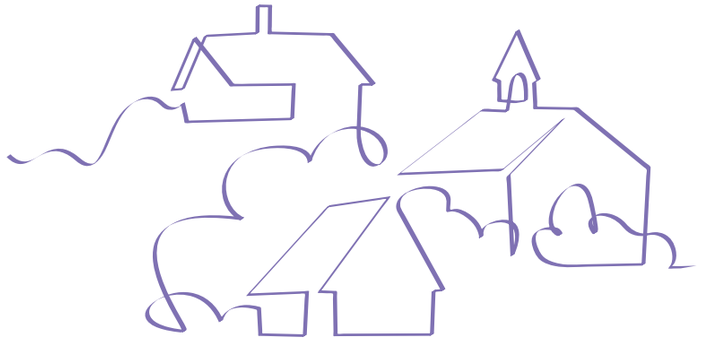
Stena AB is one of the largest family-owned companies in Sweden and has global operations in shipping, ferry lines, offshore, real estate and finance. Stena also creates new businesses for the future.



About Stena Adactum

Stena Adactum is the Stena AB's investment company and invests in companies outside Stena's traditional core business. The company's strategy is based on creating long-term and sustainable business without a fixed investment horizon. This creates the flexibility needed to build strong, growing and profitable businesses for future generations.

Envac is a fully owned portfolio company of Stena Adactum since 2005. Other holdings of Stena Adactum are Ballingslöv International, Blomsterlandet, Plantehallen, SR Energy, Gunnebo, Svedbergs group, Midsona, and Ependion.



Envac embodies the kind of long-term thinking and purposeful innovation that we, as an owner, seek to support and develop. As a pioneer in automated waste collection, the company is transforming something often overlooked into a visible and vital part of how modern cities function and grow sustainably. Our mission directly addresses today's need for cleaner, safer and more resilient infrastructure, integrated into the very fabric of the city. By rethinking how waste moves, we help cities unlock environmental, social and economic value – not only for today's citizens, but for generations to come.

Anders Wassberg,
President and CEO, Stena Adactum AB,
Chairman of the Board, Envac AB