

scanmast

SUSTAINABILITY REPORT 2026

"Through our heritage, we are naturally equipped for some of the challenges of the future. The "Eastern Nordic spirit" has always been about being frugal with the resources we have, caring for nature and respecting our fellow human beings. We have had that with us for a long time, and we will also take that with us into the future as a significant foundation in our sustainability work."



Our roots, our heritage and our future

SUSTAINABLE INFRASTRUCTURE FOR FUTURE GENERATIONS

With roots in Mora, the heart of Dalarna with its fabulous nature and driven entrepreneurial spirit, it is easy to understand that we strongly protect our resources both in the nature in our immediate environment and on our planet, and in the people who work in our business. Östnor in Mora, where our head office is located, is an area that has historically been known for its iron handling and metal production. The metal industry in Dalarna contributed greatly to the region's industrial development and growth, and the driven people who worked here contributed to the emergence of the "Östnor spirit". It refers to the tradition and expertise that has been passed down through generations in the art of blacksmithing and metal handling in the area. It also represents a pride and a sense of community among the people who have been and are involved in the industry in Östnor with its long history and heritage. In what is happening now with our climate, we see it as one of our most important tasks to do everything we can to contribute to a more sustainable tomorrow for future generations in all aspects of our business.

Our sustainability work underpins what we do every day. It encompasses both short- and long-term goals, such as certifications to ensure we work safely, have decent working conditions, an inclusive corporate culture and protection against discrimination. It is also about promoting gender equality in the workplace and enabling employees to reconcile work and family life. We strive to ensure that our supply chains are sustainable and comply with ethical and environmental standards. This may involve evaluating suppliers' working conditions, environmental impact and social responsibility.

With our inherited drive and genuine care, our focused journey towards a more sustainable future continues. We carry a responsibility both figuratively and literally. **We carry. And care.**

Code of Conduct

Scanmast's Code of Conduct describes the approach and the values according to which we work to create value for our customers, employees, suppliers, and other stakeholders. The Code of Conduct provides an overall framework and is supplemented with policies and more detailed procedures and instructions for individual areas.

Employees as well as others who work on our behalf in areas where Scanmast has influence must know and follow the principles in this Code of Conduct. Our fundamental principle is to respect the UN Declaration on Human Rights, the UN Global Compact, and ILO's fundamental conventions (International Labour Organization).

The basis of our Code of Conduct is Scanmast's core values that guide us in everything we do.

OUR CORE VALUES

Our main focus in our daily work is our customers. In order to create strong relationships between us, we have established core values that permeate everything we do. By all employees knowing and working according to these three values, we create a strong and unified value system across the company. Our core values are our ethical compass.

RELIABLE

- We deliver top quality in everything we do.
- We are trustworthy and always keep our promises.
- We have a clear approach that provides added value to the customer.

DRIVEN

- We always listen to the customer.
- We shall be driven and passionate, but also sympathetic and never pushy.
- We see challenges and problems as opportunities to always do better.
- We aim to provide the customer with the latest knowledge in everything we do.

AUTHENTIC

- With our roots in the Province of Dalarna, we always keep both feet on the ground.
- We take pride in our history, which provides the key pillar on which we still stand today.
- Our genuine commitment to our customer's success is reflected in our straightforward communication.

WE CARE ABOUT
OUR CUSTOMERS
OUR CO-OWNERS



EMPLOYEE

Scanmast strives to be a respected and an attractive employer or client. We want a climate of good communication, a pleasant atmosphere, and respect for the individual. Our aim is for employees to feel committed, to know they can influence activities, and to contribute to our positive progress.

We constantly work to:

- Properly utilise the skills of our employees and offer opportunities for development, training, advancement, and preventive health care
- Give our employees the possibility to influence their own work situation
- Make sure employee tasks can be combined with family and hobbies

EMPLOYEE PARTICIPATION

We are each other's work environment and thus we bear a responsibility to positively contribute to it. Everyone is responsible for ensuring a good work environment. We must treat each other with dignity and respect. Refraining from alcohol consumption that risks affecting work and to completely refrain from non-medicinal use of controlled drugs is a matter of course. Scanmast condemns all forms of abusive discrimination and harassment.

DIVERSITY

Scanmast shall provide employees with equal opportunities. Scanmast shall give employees equal opportunities regardless of gender, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, or age. Scanmast regards equality between women and men as an asset to business and a prerequisite for being able to deliver on the promises we make to all our stakeholders. Gender equality shall always be a natural part of our business, with all employees working together to achieve an equal workplace.

ETHICAL BUSINESS RELATIONS AND ANTI-CORRUPTION

Scanmast's business operations shall be conducted with high standards of integrity and ethics. Our business is based on close and long-term relationships with customers and other partners. Scanmast wants

to be perceived as a credible, long-term, and reliable partner, and shall act professionally, honestly, and ethically. Scanmast shall contribute to an open attitude in the dialogue with those who are affected by our operations.

We do not accept corruption or bribery. Scanmast's policy is to always act and inform parties concerned in case of suspicion of corruption. In some cases, this may result in business being delayed, made more difficult, or interrupted. Compared to the damage caused by corruption, these are consequences that we are willing to accept. Any sale, marketing, and purchase of Scanmast's products and services must take place in accordance with relevant laws and regulations in each country. To achieve this, we work according to established procedures for anti-corruption and whistleblowing.

CORPORATE SOCIAL RESPONSIBILITY (CSR)

Scanmast and its partners shall strive to establish good relations in the regions where they operate and take their share of the responsibility for reducing environmental impact and contributing to long-term sustainable development.

Scanmast's social responsibility is based on a voluntary commitment to create a sustainable society by taking into account the effects of Scanmast's activities on customers, suppliers, employees, owners, and the environment.

COMPLIANCE

Scanmast and its partners are responsible for ensuring that their employees read this Code of Conduct and the supplementary policies. Current editions can be found in our operational system as well as on our external website.

Scanmast expects compliance with all Code of Conduct and policy principles and that measures are taken in case of any failure or violation. Scanmast has internal processes for assessing compliance with the Code of Conduct.

This Code of Conduct and the policies are reviewed on a yearly basis.

“ Scanmast strives to be a respected and attractive employer, that our employees feel committed and involved in the business and contribute to our positive development.

VICTORIA TENLÉN-HALVARSSON



Certifications

Our management system "VHS" covers our entire operation and is supplemented by our intranet. The management system is certified by RISE according to the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2023. The management system describes how we secure our deliveries and services with regard to quality, environment and work environment.

Certificates for both quality and environment were originally issued in February 2011, which were supplemented with work environment (OHSAS 18001) in 2015.

Certificates for CE marking our products according to SS-EN 1090-1 were originally issued on 2012-09-05 by A3cert. Follow-up audits are carried out annually by A3cert.

Scanmast AB is registered with the Swedish Electrical Safety Authority as an electrical installation company.

Scanmast AB has a permit for general cargo transport of hazardous waste, which is primarily used for the removal of dismantled material from telecom sites.

Our technology carriers and foundation solutions are dimensioned according to the Eurocodes together with national appendixes for the relevant country.

Scanmast has a certificate (comprehensive dimensioning, design and manufacturing of load-bearing parts and kits) for production control (FPC) according to EN 1090 1. With the support of the certificate, we can CE-mark our deliveries and certify the properties of our load-bearing products.





Our policies

Our policies covers our quality, environmental and ethics policies and describes how we work to meet the requirements we have towards all our stakeholders in these areas.

QUALITY POLICY

Scanmast shall actively work with constant improvements to meet the needs and expectations of customers by:

- Fulfilling the requirements according to ISO 9001
- Establishing project plans that prevent errors
- Delivering proper quality in our products and services
- Keeping set delivery times
- Meeting promised delivery times
- Integrating quality issues into our processes and working methods

ENVIRONMENT POLICY

Scanmast shall actively work to minimise the negative effects on the environment and contribute to sustainable development by:

- Fulfilling the requirements according to ISO 14001
- Designing products and services considering recycling aspects, function, quality requirements, production methods, health, and economy
- Striving for efficient use of resources and reduced pollution
- Having an environmentally focused dialogue with suppliers and customers
- Relating environmental targets as well as applicable laws and other requirements to Scanmast's environmental aspects
- Integrating environmental issues into our processes and working methods

OCCUPATIONAL HEALTH AND SAFETY

At Scanmast, we strive to ensure that all employees have a safe, secure and healthy work environment – both physically and mentally. We actively engage in systematic health and safety work by identifying, assessing, addressing, and following up on risks and measures within the organization. Our work includes not only the physical work environment but also the organizational and social work environment, including aspects such as working hours, workload, harassment, competence requirements and goals. We work to ensure that our employees have good well-being by promoting health and preventing ill health and accidents. No employee should be harmed as a result of their work.

Scanmast aims to be a workplace where employees experience job satisfaction, meaningfulness and opportunities for both professional and personal development. We share a common responsibility, and at the same time, all employees are expected to actively contribute to a positive work environment by following routines and reporting risks, incidents and accidents. We do not tolerate any form of discrimination, harassment, or offensive treatment. Scanmast shall be a workplace where everyone is treated equally and with respect.

Work shall be carried out in such a way that injuries and ill health are prevented by:

- Meeting the requirements of ISO 45001
- Working safely or not at all
- Integrating health and safety considerations into our processes and ways of working
- Ensuring active consultation and participation with employees and, where applicable, employee representatives
- Continuously identifying hazards and managing risks
- Continuously improving occupational health and safety performance
- Conducting operations in compliance with applicable laws and regulations

PRIVACY POLICY

Current policy is available via our website www.scanmast.com



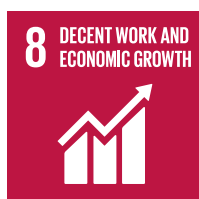
Agenda 2030

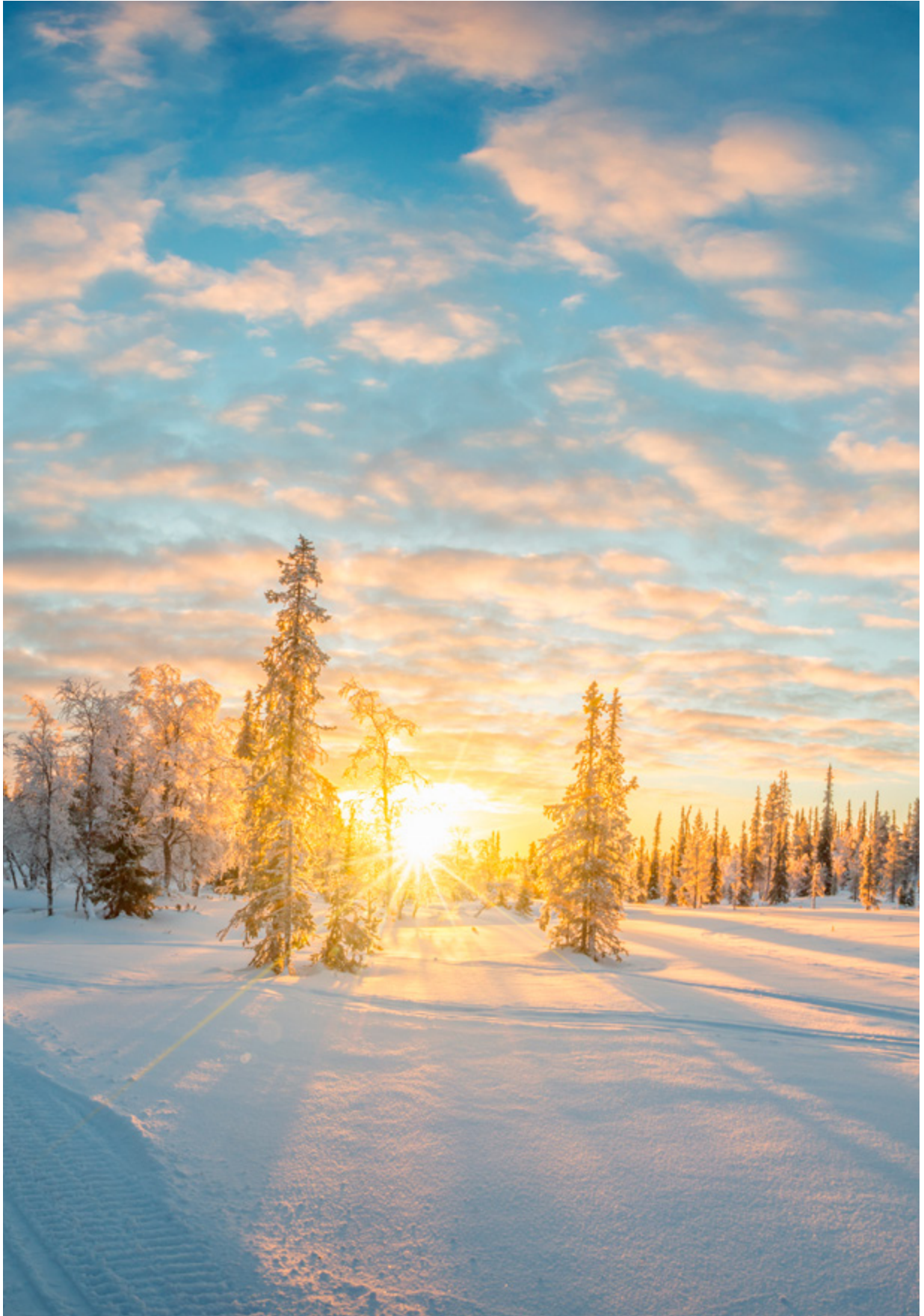
The 2030 Agenda is an ambitious and comprehensive plan adopted by the world's countries in 2015 to promote sustainable development on the planet. It includes 17 global goals, also known as the Sustainable Development Goals (SDGs), which aim to address different aspects of societies and the environment.

In order for companies to contribute to achieving these global goals, there are several strategies and methods they can adopt: such as business strategy alignment, i.e. integrating the global goals into their business strategies and work processes. This means identifying which goals are most relevant to their operations and then designing specific action plans to help achieve them.

From our owner Volati, there are group-wide focus areas and a sustainability policy that Scanmast follows. We also invest in training and awareness among our employees to promote a culture of sustainability and responsible business. By engaging and involving staff, we can increase understanding of the global goals and inspire action at all levels within the organization. We integrate the global goals into our operations to promote sustainable development and hopefully contribute to creating a more equitable and sustainable world for future generations. It is a strategic opportunity for long-term success and survival on a planet with limited resources.

At Scanmast, we are dedicated to achieving our goals, and we have selected the following four areas to focus on most heavily.





Our contribution to a sustainable future

Our strategy prepares the company for both growth and transformation of its role as an enabler to build tomorrow's society, simplify everyday life and build for sustainability. We have identified our focus areas for 2026 as follows:

Sustainability goals 2026





GOALS

- **Reduction Scope 1 and 2 by 40% by 2030 with 2021 as base year.**
- **Long-term goal; “net-zero” for scope 1,2&3.**
- **Volati AB, the parent company of Scanmast, has committed to the Science Based Targets initiative (SBTi) and is listed as “committed” since September 2024.**

This commitment covers the entire group and includes developing near-term and net-zero targets aligned with the 1.5°C ambition.

ACTIVITIES

ELECTRIC CARS AS COMPANY CARS

All new company cars introduced into the organization must be electric or hybrid. This is part of our sustainability policy and directly contributes to reducing the company's carbon emissions. By investing in electric cars, we also strengthen our brand as a modern and responsible employer at the forefront of the transition to fossil-free mobility.

SUCCESSIVE TRANSITION TO HVO IN SERVICE VEHICLES

For those service vehicles where electric operation is not yet a practical option, we are implementing a gradual transition to HVO (hydrogenated vegetable oil). This renewable fuel reduces greenhouse gas emissions and serves as an effective bridge until electric operation is fully possible for this vehicle category as well.

REDUCE TRANSPORTATION

We are working to reduce the number of transports to and from our production facilities. The focus is on coordinating deliveries, streamlining logistics flows and collaborating more closely with local suppliers. This reduces both climate impact and costs, while strengthening local presence and delivery reliability..

EFFICIENT MATERIAL USE

During development and production, site-specific calculations are used to optimize material consumption. By adapting material flows to each project's unique conditions, waste and climate impact are minimized, while maintaining high quality and sustainability in the end product.

ANALYSIS OF SCOPE 3 EMISSIONS

We are conducting an in-depth analysis of Scope 3 emissions, i.e. indirect emissions throughout the value chain. This analysis will result in a concrete action plan with clear targets and measures. The goal is to significantly reduce our total climate footprint in the long term by working closely with suppliers, customers and partners.

SECURING SOURCING OF GREEN STEEL

We are starting a transition to using green steel in our products. Initially, this means using fossil-free remelted steel, but our long-term ambition is to transition to completely fossil-free produced steel. This ensures that our products have a minimal climate footprint right from the raw material stage.

DEVELOPMENT OF EPDs

To increase transparency and clarify the environmental impact of our products, we develop Environmental Product Declarations (EPDs). These environmental product declarations are based on life cycle analyses and enable our customers to make informed decisions from a sustainability perspective.



GOALS

- Improved score in eNPS than previous year and >90% response rate
- 0 accidents with sick leave
- Collect 180 incidents/risk observations (2 /employee & year)
- Strive for 50% recruitment women



GOALS

- Sustainable value chain

ACTIVITES

INCREASED AMOUNT OF REPORTING

We will work systematically to increase the amount of reporting of incidents and risk observations within the organization. By creating a culture where it is easy and obvious to report, we will have a better basis for identifying risks and taking preventive measures. The goal is that each observation will lead to concrete improvements that strengthen both safety, the work environment and well-being.

INCREASE THE PROPORTION OF FEMALE EMPLOYEES

We will actively work towards a more even gender distribution in the organization. By designing attractive and inclusive job advertisements and targeting recruitment efforts at more female candidates, we create a broader recruitment base. The goal is to eventually increase the proportion of women in both operational and leadership roles, thereby contributing to increased diversity, innovation and profitability.

INVOLVE LEADERS AND EMPLOYEES IN STRATEGY WORK

We will include both managers and employees in the development and implementation of the company's strategies. Through workshops, dialogue forums and continuous reconciliations, we ensure that everyone feels involved and understands the direction forward. The goal is to create commitment, shared responsibility and higher execution power throughout the organization.

STRENGTHEN COMMUNICATION AND MEETING STRUCTURE

We will improve internal communication through a clearer and more predictable meeting structure. This means that meetings will be more efficient, that information will reach the right people and that decision-making paths will be shortened. The goal is to increase transparency, create better collaboration between departments and ensure that all employees have the information they need to do their job in the best way.

ACTIVITES

ANNUAL TRAINING POLICIES

We have established comprehensive annual training policies that ensure all employees receive continuous professional development, aligned with both organizational goals and industry standards. These trainings will cover areas such as compliance, safety, leadership, diversity and inclusion, and technical skills relevant to each role. By setting a structured training calendar, we aim to strengthen employee competence, foster a culture of lifelong learning, and ensure that our workforce remains agile and prepared for future challenges. Each training initiative will be evaluated through feedback and performance indicators, ensuring continuous improvement of content and delivery methods.

INCREASE SUPPLIER AUDITS

By increasing the number of supplier audits we will strengthen transparency, accountability, and quality assurance across our operations. This approach will not only enhance credibility but also help us identify potential risks and areas for improvement more effectively. The goal is to maintain high standards of compliance and governance, while ensuring that our operations are benchmarked against best practices in the industry.

Sustainability data, Key figures

Our sustainability performance is measured and reported annually to provide transparency, track progress, and identify areas for improvement. The key figures below cover environmental, social, and governance (ESG) aspects and reflect our ongoing commitment to responsible business practices

ENVIRONMENTAL INFORMATION

The environmental indicators focus on greenhouse gas emissions (Scopes 1, 2, and 3), CO₂ intensity relative to turnover, and water consumption, highlighting our efforts to reduce climate impact and resource use.

SOCIAL INFORMATION

The social indicators include employee turnover, sick leave, gender balance, workplace safety, and employee engagement. These figures reflect our ambition to foster a safe, inclusive, and attractive workplace, where employee wellbeing and participation are central.

CORPORATE GOVERNANCE INFORMATION

The corporate governance indicators track reported business ethics incidents and whistleblowing cases, ensuring accountability, integrity, and compliance across our operations.

By systematically following these key metrics, we create a clear foundation for setting goals, implementing improvements, and ensuring long-term sustainability in line with stakeholder expectations and international standards.



	2021	2022	2023	2024	2025
Environmental information					
tCO ₂ -emissions for Scope 1&2	169	199	217	218	165
CO ₂ -Intensity Scope 1&2 (tCO ₂ / turnover SEK million)	0,48	0,57	0,58	0,52	0,42
tCO ₂ -Scope 3 emissions	-	-	-	4966	5691
Water consumption (m3)	-	348	356	366	300
Social information					
Employee turnover (%)	-	29,4	27,0	12,3	18,5
Percentage of sick leave (%)	-	2,6	2,9	1,7	2,1
Gender distribution of all employees – proportion of women (%)	12	12	15	18	16
Number of employees	85	85	89	90	86
Number of reported incidents and risk observations	18	16	26	69	42
Number of reported accidents	7	12	6	8	7
Number of reported accidents with sick leave	0	2	3	0	0
Accident frequency	0	12,6	19,9	0	0
Employee survey eNPS	-24	18	39	5	11
Employee survey response rate	69	69	74	81	83
Corporate governance information					
Number of business ethics incidents	0	0	0	0	0
Number of reported incidents in whistleblowing function	0	0	0	0	0

Note

- Scope 3 emissions are 99% spend-based, measurement started in 2024
- Water consumption refers to the Mora office
- Accident frequency = Number of accidents with at least one day of sick leave per million hours worked

scanmast

SCANMAST AB
SE-792 95 MORA SWEDEN
Office: +46 (0)250 292 00
E-mail: sales@scanmast.com
Visiting Address: Landsvägen 49
scanmast.com