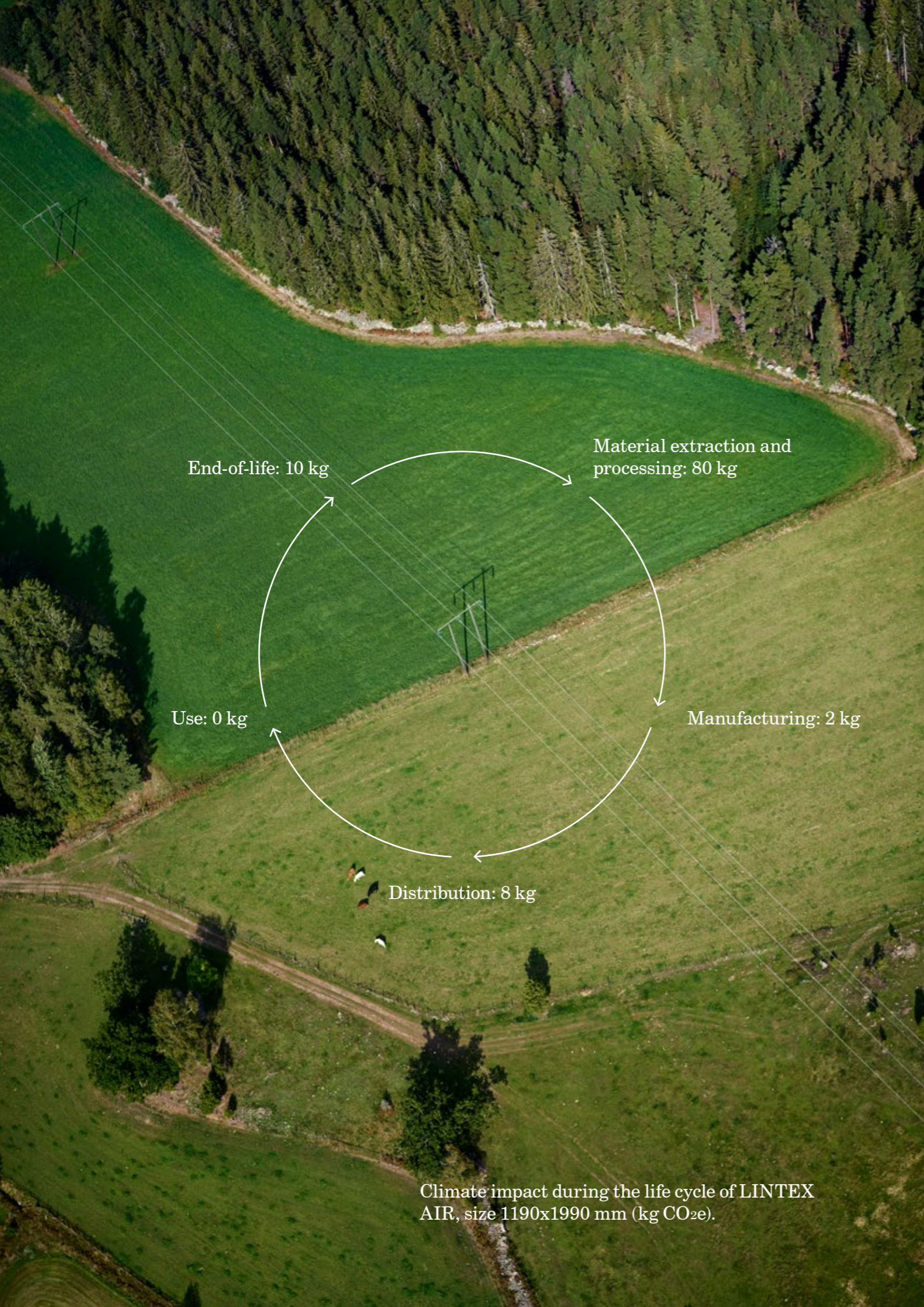


A report from LINTEX, Sweden, updated February 2023:
Sustainability is now. This is where we are.



Climate impact during the life cycle of LINTEX AIR, size 1190x1990 mm (kg CO₂e).

Working sustainably is a key element of our strategy, our culture and our day-to-day operations. We want our products to contribute to sustainable development through creativity, innovation, and constant learning. Cooperation with our suppliers, our customers, and the local communities where we operate is essential. Sustainability is a project that never ends, it's an ongoing journey towards an evolving destination.

OUR ROAD TO NET ZERO

Our ambition to reach net zero climate impact in our entire value chain by 2030 is defined according to criteria from the Science Based Target initiative. It is higher set than the Paris agreement interpreted as a global net zero by 2050. Being a successful company in a developed country, we are obliged to be among the first to reach the target. However, we are dependent on others and are therefore humble in relation to us reaching the target 20 years ahead.

To better understand how to reduce the climate impact, we have carried out extensive life cycle analyses for eleven of our product series, which represent a majority of our sales. The results are based on specific data, third party verified and published in EPD:s, easy accessible for everyone. The most important finding was that 80% of the climate footprint and 75–95% of the total environmental footprint lies in the production of raw material and components, mainly metals and textiles.

In 2022 we became a net producer of renewable energy, thanks to geothermal heating and over 4,200 solar panels installed on the factory roof, producing around 1,500 MWh annually. Together with energy efficient processes, this results in only 2–3% of the product's climate footprint coming from manufacturing.

It is very clear that we now need to focus on our supply chain. We are committed to finding material with the lowest climate impact possible, encourage suppliers to shift to renewable energy and work with local suppliers to minimize transports. Reaching net zero will be very challenging, but we believe we can succeed, in close cooperation with our suppliers and customers.

Energy produced in 2022 equals the amount used in our production, showrooms and sales offices.





During 2022 84% of all wood-based material bought was FSC® certified.

Climate impact LINTEX group: Calculating climate impact from material and components made it possible for us to get a good understanding of our climate impact. The decrease from 2019 is mainly due to reduced sales during the covid-pandemic.

| (ton CO ₂ -eq) | 2019 | 2020 | 2021 |
|---------------------------|--------|-------|-------|
| Scope 1 | 100 | 80 | 80 |
| Scope 2 | 140 | 120 | 130 |
| Scope 3 | 11,100 | 8,400 | 8,800 |
| Total | 11,340 | 8,600 | 9,010 |

Calculations are done according to the Greenhouse Gas (GHG) protocol. Scope 1 covers direct emissions, scope 2 contains emissions from energy bought and scope 3 includes all other emissions connected to the products' life cycle and other company activities. All scope 3 categories are included except 2, 7, 12 and 15. Results for 2022 will be published in Q2 2023.

Energy produced and used in LINTEX production: Energy is produced through solar panels on the factory roof. When we need to buy energy, it comes from certified renewable sources, mainly Swedish hydro power.

| (MWh) | 2020 | 2021 | 2022 |
|-----------------|-------|-------|-------|
| Energy produced | 1,116 | 1,000 | 1,550 |
| Energy used | 1,181 | 1,300 | 1,350 |
| Net production | -65 | -300 | +200 |

CIRCULAR PRODUCTS BY 2030

By circular products we mean attractive, timeless products with a long life-span that that can stand up to years of hard use. The products shall be made of reused or renewable material. When a product is damaged, it must be possible to repair it. When it is no longer needed, it shall be possible to disassemble it into parts that can be reused or material recycled. Preferably recycling shall be done in closed loops, keeping the value of the material.

We know that circularity starts in the design phase. Our primary goal is to create well-designed products that are attractive enough to survive a move from one office to another. For a long time we have been working with pure and recyclable material. However, few of our products are possible to fully disassemble. Complete reuse or material recyclability is therefore one of our most challenging tasks. We are now working our way through our product range making changes.

We also commit to constantly increase the amount of recycled material. So far more than 40% of filling,



We work with timeless design and certified materials,
and by 2030 our products will be 100% circular.

— Fabian af Ekenstam, Product Manager



We are certified according to the FSC® chain of custody (License Code: FSC-C170086).

fibre board, aluminium foil and casted aluminium is recycled. The packaging material is up to 80% recycled.

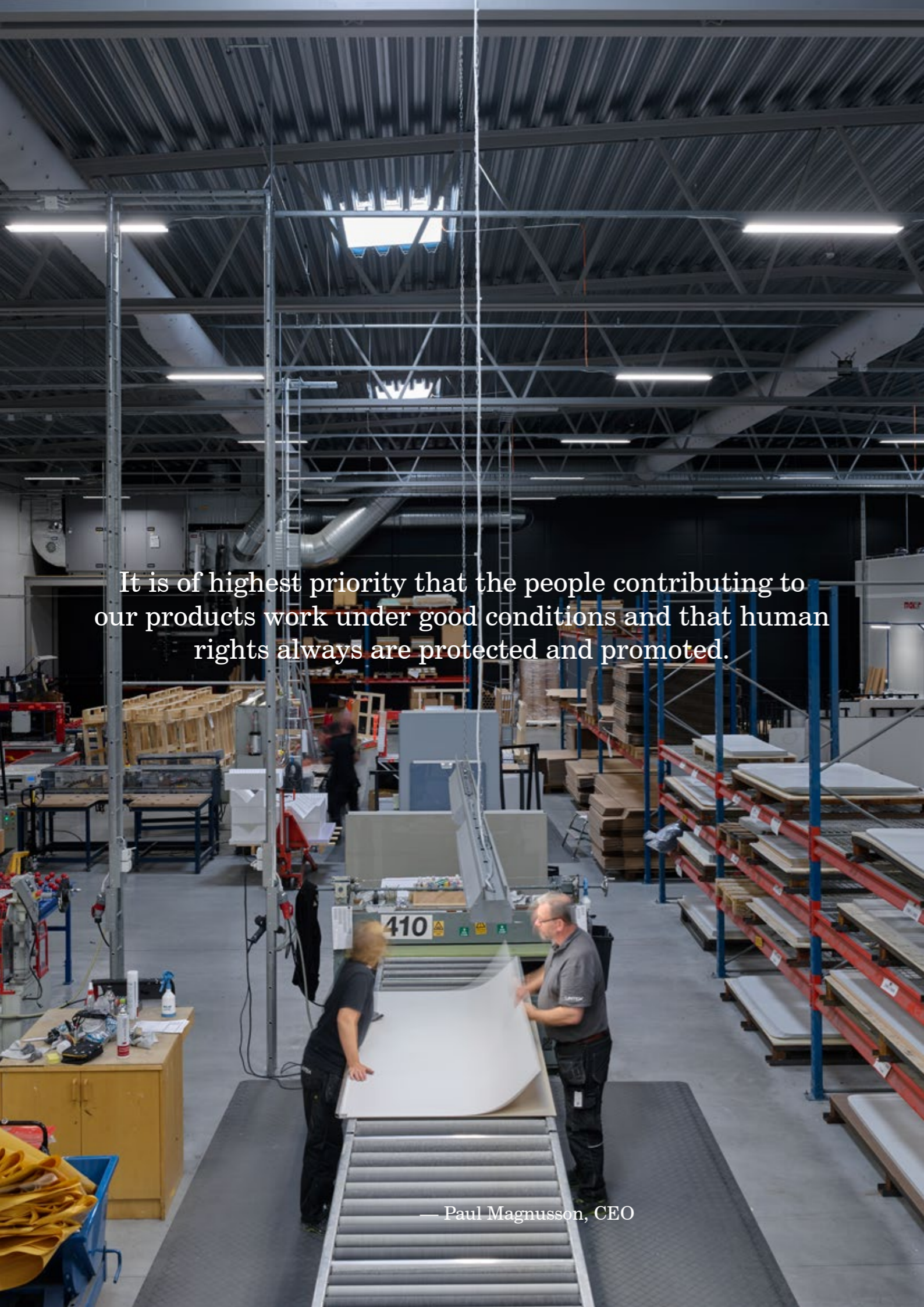
To be a part of a true circular economy renewable material must be sustainably produced. In 2021 we decided that all wood-based material used in our products should come from responsible forestry. We are now certified according to the FSC Chain of Custody and in 2023 we will reach our goal of 100% FSC certified wood. In 2022 84% of the wood-based material we bought was certified with FSC Mix.

To give our products a long life span we choose high quality materials such as aluminium and solid wood. The e3 ceramic steel whiteboard surface we use has a 30-year guarantee. Elimination of hazardous substances is a necessity for circularity. Therefore, we choose fabrics and filling certified with EU Ecolabel or Oekotex.

We certify our products with the Swedish assessment systems Byggvarubedömningen and Möbelfakta. Möbelfakta is a Swedish labelling system covering quality, environment, and social responsibility. Requirements include EN and ISO quality standards, absence of hazardous substances and compliance to the UN Global Compact principles. It is a type 1 eco-label according to ISO 14024. We are also ISO 14001-certified.

Today, 80% of our products are manufactured at our factory in Nybro, Småland.





It is of highest priority that the people contributing to our products work under good conditions and that human rights always are protected and promoted.

— Paul Magnusson, CEO

EMPOWERING PEOPLE

LINTEX is a Swedish family company founded in 1983. Today, more than 80% of our products are manufactured at our factory in Nybro, Småland, a region traditionally associated with innovation, enterprise and furniture production – a heritage that's very much alive in our staff.

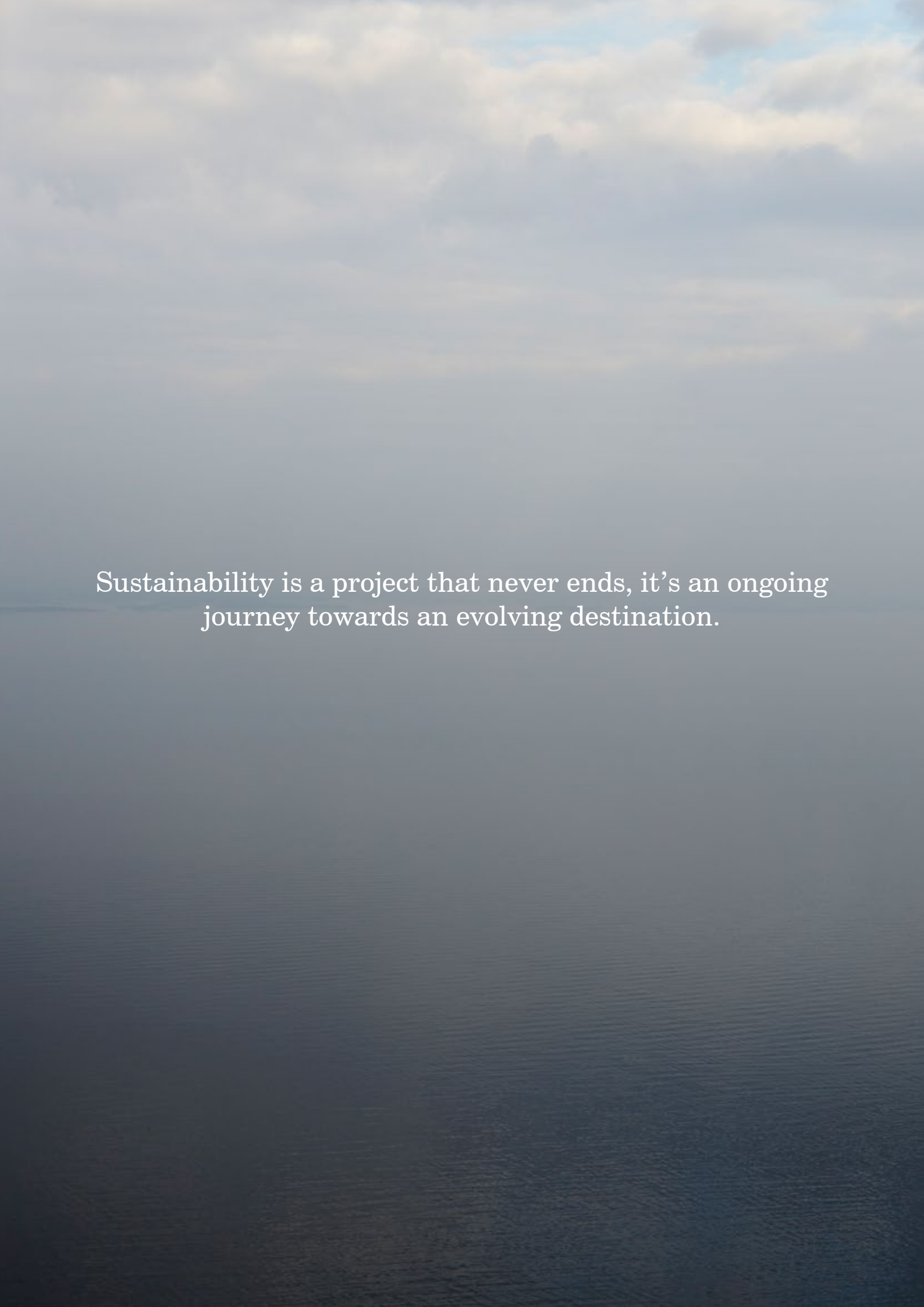
Our employees include several generations of people with experience in manufacturing everything from Swedish art glass to flat-pack furniture, from textiles to automobiles.

By delegating responsibilities and powers we want to create a working environment that provides physical wellbeing and mental satisfaction. It is of highest priority that the people contributing to our products, work under good conditions and that human rights always are protected and promoted. We have chosen third party audits according to SMETA to verify compliance with the Ethical Trade Initiative (ETI) base code and our own Supplier Code of conduct.

Finally, we want our products to empower the people using them, by making innovation, learning and creativity possible.

Text: Sara Gripstrand, Fabian af Ekenstam
Photography: Brendan Austin
Production: Henrik Nygren Design
Print: Taberg Media Group, Stockholm, February 2023

LINTEX AB, Madesjövägen 17, 382 45 Nybro, Sweden
T +46 (0) 481 799 000 info@lintex.se www.lintex.se



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