



TILLQUIST GROUP AB

Sustainability Report 2024

Approved by: Marcus Thuresson, CEO



For Tillquist, sustainability is a natural part of our operations.

By combining high quality, environmental consideration, and social responsibility, we are building a company for the future

Sustainability That Makes a Difference

At Tillquist Group AB sustainability is about conserving our own resources and reducing our negative environmental impact. Our sustainability work is based on shared values and the understanding that every link in the chain is important, from employees to suppliers and customers.

The sustainability work at Tillquist is guided by the company's policies and quality management system. The company is committed to develop and implement these policies to help our employees in their daily work with sustainability issues and in communication with other partners.

Sustainability Starts with Our Suppliers



We actively work to reduce our environmental impact and collaborate only with suppliers who meet our high standards. This means they comply with our environmental policy and supplier code of conduct, as well as applicable laws, regulations, and industry standards.

We ensure that our suppliers have control over their environmental impact and are continuously working on improvements – so that you, as a customer, can feel confident that our products meet both your requirements and the sustainability goals of the future.

Committed to High Sustainability Standards

The company is certified according to the international standard for Environmental Management Systems ISO 14001.

- ISO 14001:2004 certified since 2008
- ISO 14001:2015 certified since 2016



Tillquist is committed to long-term sustainable development and to be conservative with the earth's limited resources.

Our suppliers are expected to operate in line with our environmental policy and our supplier code of conduct.

We take producer responsibility and work towards a reduced impact on the environment.

We comply with regulations for REACH (chemicals), RoHS (hazardous substances) and CMRT (conflict minerals).

Clean Operations for a Sustainable Future

We actively work to reduce waste, minimize water consumption, and prevent pollution across our operations. By implementing efficient processes, choosing sustainable materials, and following strict environmental standards, we aim to lower our environmental footprint and contribute to a cleaner, more responsible future.

We collect and measure our waste in different fractions, aiming to recycle and reuse as much as possible to support a circular material lifecycle.

Emission report According to GHG scope 1 & 2



Scope 1

Scope 1 includes all direct emissions from company owned or controlled sources. For Tillquist group the Tank-to-Wheel emissions from leased and owned cars are included in this scope.

In total 19 cars were controlled by the company during 2024.

Out of these, 3 are fully electrical driven vehicles and 9 are hybrids.

Emissions from Scope 1: 17 836 kgCO₂e

Scope 2

Scope 2 at Tillquist Group includes indirect emission from purchased electricity, heat and cold. Two offices in Kista (Tillquist) and Nyköping (Instrumentcenter AB) are included in these calculations.

At Tillquist Group only fossil free energy sources are used for electricity and heating.

Emissions from Scope 2: Market-based: 4040 kgCO₂e

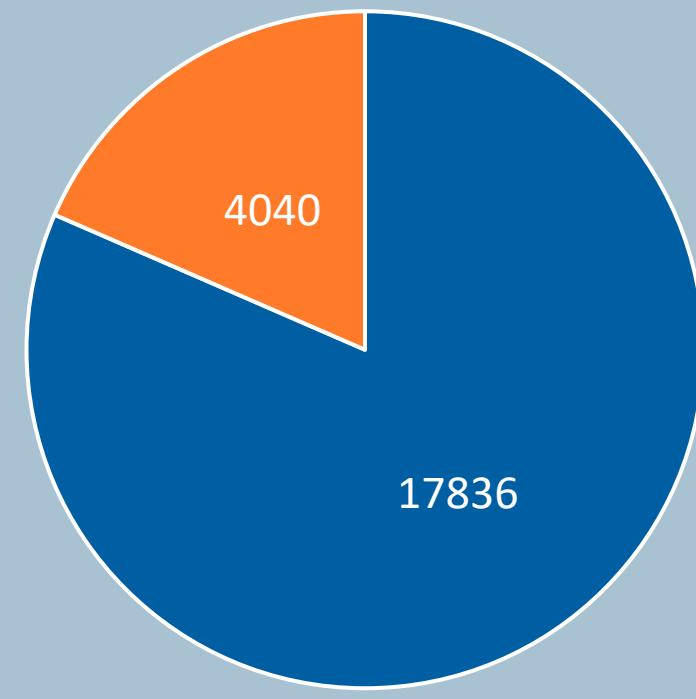
Emissions from Scope 2: Location-based: 5540 kgCO₂e

Total emissions

Total emissions from Scope 1 & 2:

21 876 kgCO₂e

Emissions (kgCO₂e)



■ Scope 1

■ Scope 2 (market-based)

Impact from Our Value Chain

Emissions from scope 3, upstream and downstream are not calculated. The roadmap is being created and data collection is initiated. We are aiming to have the emission from the complete value chain within three years.

This aligns with our ambition to commit to SBTi during 2028.

Reducing climate impact



Reducing Emissions

Tillquist are committed to reducing emissions from our daily operations and have identified transportation as a focus area for scope 1 & 2.

- For personal transportation by car, company policy allows only electric vehicles in order to reduce emissions.
- For conferences and other events, train is the preferred method of transportation.
- 18 of the 19 vehicles are leased cars, i.e. the leasing agreement expires every third year. These will be exchanged to electrical or hybrids as far as possible. This will reduce the emissions from scope 1 with 25% annually for the next three years. With the goal of reducing emissions of **scope 1 to 7500 kgCO₂ year 2027**.

Emission Targets

A new environment project is initiated at Tillquist Group with the following targets:

1. Calculated emissions from all 3 scopes according to the GHG-protocol, including upstream and downstream of scope 3.
2. Commitment to SBTi within 3 years.
3. Net Zero emissions in the complete value chain before 2040.
 - Starting by reduction through transition to electrical vehicles presented in previous slide.

Social Responsibility



Social Responsibility

Tillquist Group AB works continuously and consciously with issues of equality and social responsibility, in and outside the workplace - and it goes without saying that we expect our partners do the same.

We also sponsor ongoing activities, mainly in our local area, including initiatives around youth sports and activities.



Employee well-being initiatives

The relationship between employee and employer is built on mutual trust and together we take responsibility for our well-being and work environment.

Tillquist Group is connected to collective agreement (collective bargaining for employees by trade unions) through Teknikavtalet.

Tillquist offers yearly health-check up and occupational health care through a collaboration with Sollentunahälsan.

Tillquist offers wellness benefits (friskvårdsbidrag) to our employees and free activities for gym, golf and padel.

Tillquist provides our staff with opportunities to grow and develop through training, courses, conferences and seminars and also sponsors relevant studies that employees might want to participate in outside of work.

Employee Health and Safety in numbers

Tillquist is committed to providing all employees with a safe and healthy working environment and this is achieved through participation, collaboration, and co-responsibility by and together with the employees.

In 2024 total numbers of hours worked amounted to 61 474 h per 32 employees.

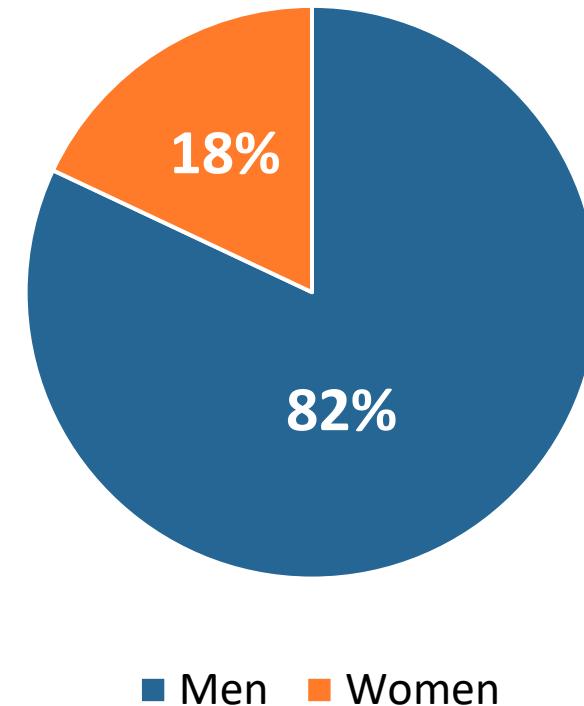
Total sick leave was 0.63% and long-term sick leave was 0% during 2024.

There were no work-related accidents, fatalities or work-related ill health in 2024 and therefore there were no working days lost due to these reason.

Gender equality and discrimination

- Tillquist has a gender equality policy and actively works to achieve an equal distribution between women and men in positions where there is not an equal distribution.
- In 2024, 82% of the employees at Tillquist were men. Tillquist are actively looking to hire more women to equalize the gender distribution.
- Tillquist strives for women and men to have equal pay for equal or equivalent work. Mapping of pay gaps performed based on data from 2024 has shown that there are no unreasonable differences in pay between men and women who perform work that is equal or equivalent.

All employees (2024)



Social commitment

Tillquist sponsors ongoing activities, mainly in our local area, including initiatives around youth sports and activities.

Tillquist sponsors athletes in Tennis, Padel and Alpine skiing.

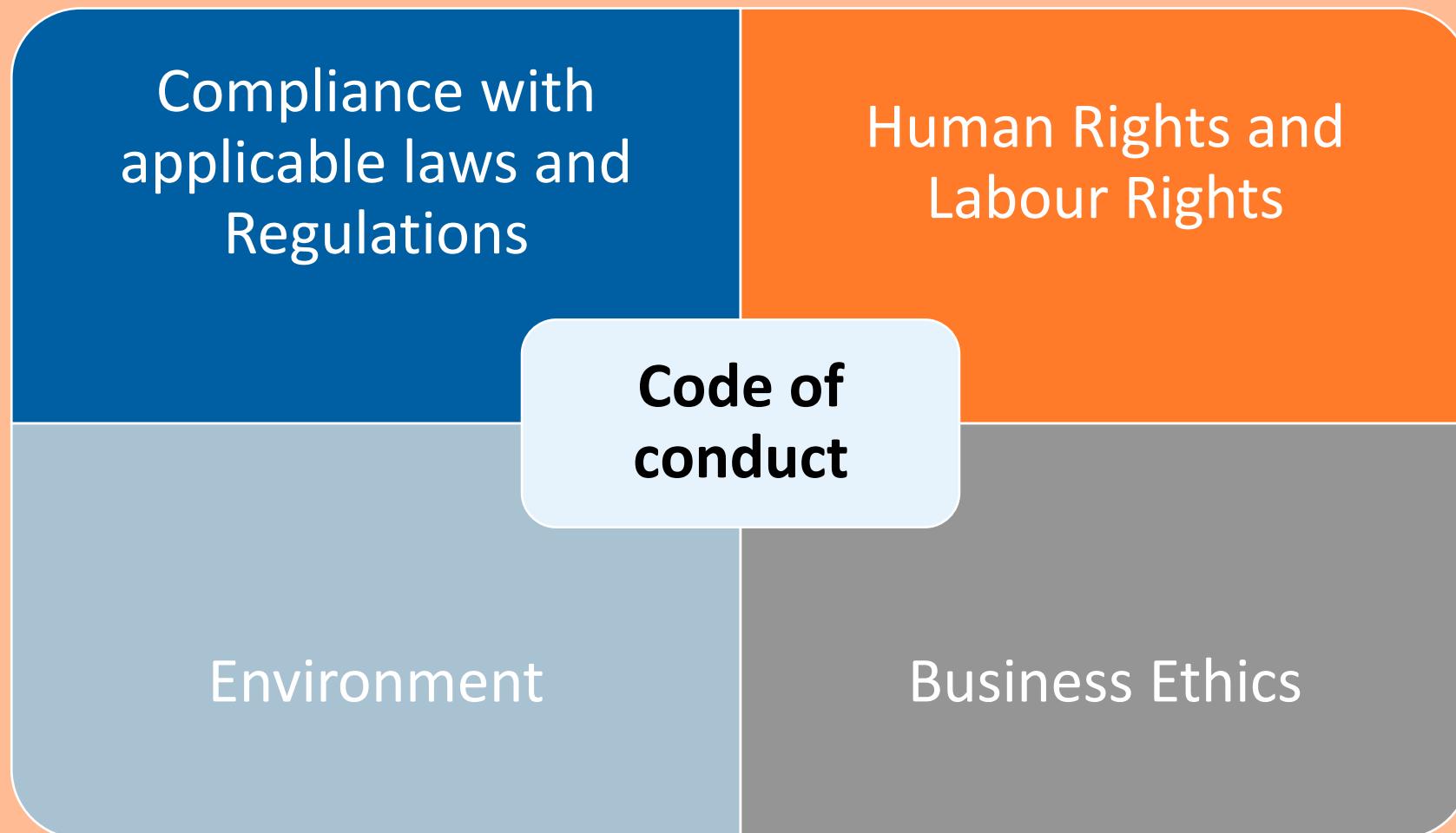
Tillquist supports the charity Stadsmisionen.

Ethical responsibility

Code of Conduct

- Tillquist expects all employees to follow and respect our core values and code of conduct.
- This also applies to our suppliers (**Supplier Code of Conduct**).
- Tillquist have functions for whistleblowing and IT-security policy.

Ethical responsibility – Tillquist and our suppliers





TILLQUIST GROUP AB

Sustainability Metrics 2024

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Sustainability metrics 2024

Total energy consumption: 194 253 kwh

Total renewable energy consumption: 103 279 kwh

Total weight of non-hazardous waste: 7 189 kg

Total weight of hazardous waste: 200 kg

Total weight of waste recovered: 3 658 kg

Total time spent on training: 576 h

Total time spent on training per employee: 18 h

Number of confirmed corruption incidents: 0

Number of confirmed information security incidents: 0



CONTACT INFORMATION

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