

The logo for Sortera, featuring the word "SORTERA" in a bold, white, sans-serif font. The letter "O" is replaced by a circular icon containing a stylized leaf or tree symbol. The logo is set against a solid green rectangular background.

SORTERA[®]

SUSTAINABILITY REPORT

2023

CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36

CONTENTS**INTRODUCTION**

The year in brief	4
CEO statement	5–6
Global megatrends	7

ABOUT SORTERA

What does Sortera do?	9–13
Sortera in society	14–15
Value creation model	16
Strategy	17
The acquisition journey	18–20

SUSTAINABILITY ASPECTS

Materiality assessment	22
Value creation and innovation	23–26
Climate and the environment	27–28
Health and safety	29–30
Employees and culture	31–32
Communities	33
Sustainable value chain	34
Ethics and rules	35

SUSTAINABILITY NOTES

Sustainable Development Goals	37–38
Sustainability risks	39–40
Key figures	41–42

CONTENTS

INTRODUCTION	3
The year in brief	4
CEO statement	5
Global megatrends	7
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36

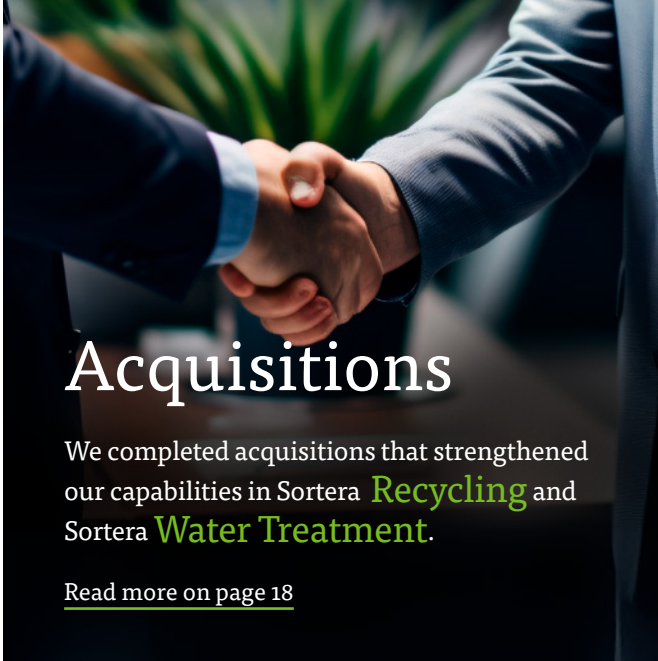


INTRODUCTION

CONTENTS

INTRODUCTION	3
The year in brief	4
CEO statement	5
Global megatrends	7
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36

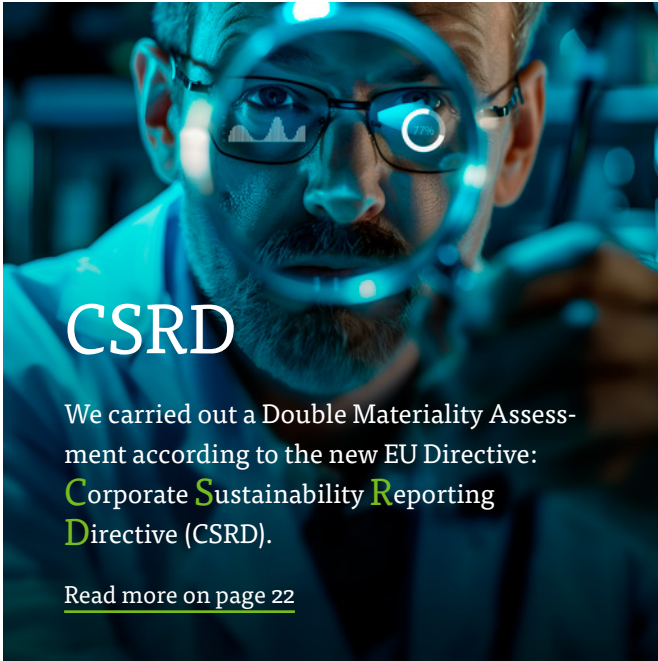
THE YEAR IN BRIEF



Acquisitions

We completed acquisitions that strengthened our capabilities in Sortera **Recycling** and Sortera **Water Treatment**.

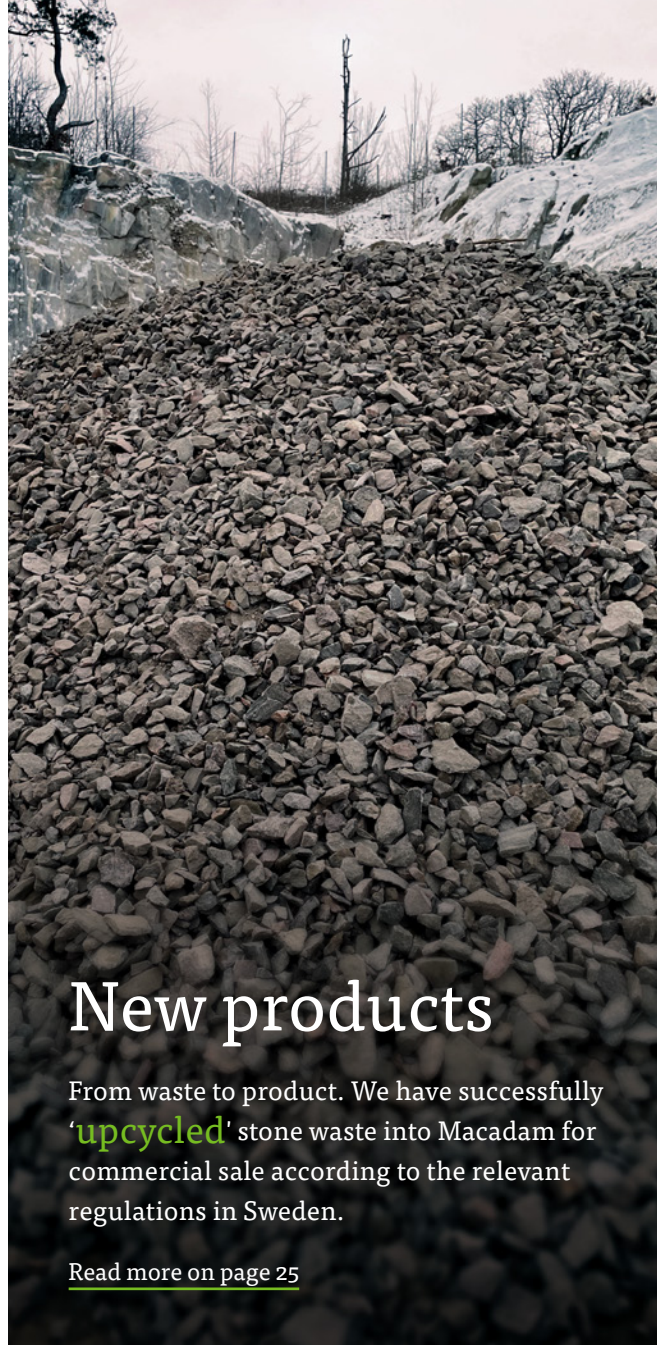
[Read more on page 18](#)



CSRD

We carried out a Double Materiality Assessment according to the new EU Directive: **C**orporate **S**ustainability **R**eporting **D**irective (CSRD).

[Read more on page 22](#)



New products

From waste to product. We have successfully **'upcycled'** stone waste into Macadam for commercial sale according to the relevant regulations in Sweden.

[Read more on page 25](#)



Employee training

Investment during the year on training in **occupational health, safety** and **leadership**.

[Read more on page 29](#)



Fossil-free

During the year, our investment in **HVO100** and biogas trucks reduced our direct emissions by **30%** compared with 2022.

[Read more on page 28](#)

CONTENTS

INTRODUCTION	3
The year in brief	4
CEO statement	5
Global megatrends	7
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36



”Our vision is to be the role model for the transition to a more circular society, and ensure we are involved in driving the development in our industry.”

■ Sebastian Wessman, CEO Sortera Group

Sortera supports the transition from a linear to a circular economy and we work actively to increase material recycling, create more circular material flows and find new value chains. Developments in recycling are happening rapidly and we see a growing demand for our expertise.

2023 was a difficult year for the construction sector, mainly due to great uncertainty within new construction. Thanks to our broad customer base in many different segments, we remained stable in a turbulent environment and we had a very satisfactory year. Volumes have fallen in certain segments, but infrastructure and repairs, renovation, conversions and extensions were more sta-

ble and we continued to gain market share in these areas.

2023 was also a year with a record number of workplace accidents in the construction industry in Sweden. Safety is at the top of our agenda at Sortera, and we have a zero-accident vision for workplace accidents. Unfortunately, we have also contributed to this trend of increased accidents, which is something that we take very seriously. As we are ultimately responsible for our operations, there is nothing more important than being able to provide all employees with safe workplaces. Therefore, we further invested in occupational health and safety and carried out a complete review of our work to >>

CONTENTS

INTRODUCTION	3
The year in brief	4
CEO statement	6
Global megatrends	7
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36

become certified. Consequently, we set up a new organisation for a structured approach to occupational health and safety, carried out training with all managers and improved how we handle reported incidents.

CONTINUED STRONG GROWTH

We see continued consolidation in our industry, which is a trend that we contribute to. Growing through acquisitions remains important to us to strengthen our market position and we have more than doubled our turnover in the past year and a half. In 2023, Sortera expanded its market presence in the United Kingdom through the acquisition of GBN Services Ltd, one of the larger companies in the collection and recycling of construction waste in central London. The acquisition is an important step in the ambition to establish Sortera as the leading player in collection and recycling of construction waste in the United Kingdom.

Sortera Recycling also strengthened its market position in the Stockholm area through the acquisition of Circla Recycling AB. Circla was founded in 2011 and over the years has developed into a successful company with an offering that complements Sortera. Together, we will further develop and strengthen Sortera's competitiveness in the market.

Sortera's third acquisition was completed in January 2024 and strengthened our capabilities in water treatment. REWALBI has a leading position in western Sweden in both mobile and fixed water treatment equipment and possesses expertise to meet our increased customer demands for treating and purifying

contaminated water. The acquisition has given us a very strong position in water treatment including PFAS remediation and a solid foundation for further growth.

Our recent acquisitions have strengthened our presence and market share in the capital cities of Sweden and the United Kingdom. We look forward to our growth journey in the future as we focus on additional acquisitions to further strengthen our market presence, as well as work to integrate our recent acquisitions.

KEY PLAYER IN THE CIRCULAR ECONOMY

The realisation that secondary material flows should be seen as potential raw materials is taking hold in the construction and civil engineering sector, which is our largest market. Our customers are increasingly seeking solutions that make circular resource flows possible, and we are experiencing an increasingly clear trend where collaboration with our customers has a greater focus on partnership, with the common goal of achieving greater resource efficiency. An example of this is the product we developed within Sortera Materials that involves processing waste stone into Macadam for commercial sale. At the same time, technological development will present opportunities to recycle a greater proportion of the materials we collect in the future. The objective is to raise secondary material flows up the waste hierarchy.

In 2023, we made several investments to further enhance our ability to promote circular resource flows. The investments included improved facilities, new digital services and investments in personnel and their skills.



FOR A FOSSIL-FREE VEHICLE FLEET

During the year, we continued to work towards a fossil-free heavy vehicle fleet by 2030. We continued our investments in HVO100 biodiesel and we purchased in our first biogas vehicles. However, the slow expansion of fuel stations for biogas presents significant challenges and it is clear that more actors need to work together to bring about the necessary change. We are also in dialogue with vehicle manufacturers, electricity companies and local authorities to accelerate the opportunities to invest in fast electric chargers for heavy vehicles at our processing sites for the future electrification of heavy trucks.

THE INDUSTRY BENCHMARK WITHIN ESG

2023 was the year we began our journey to meet the new EU requirements for sustainability reporting. We performed a Double

Materiality Assessment according to the EU Directive CSRD. We can see that many of our previously identified material topics continue to be material. The process also assessed the financial materiality of our most important sustainability issues.

Our vision is to be the role model for the transition to a more circular society, and ensure we are involved in driving the development in our industry. We will continue to develop our facilities to increase the proportion of materials we recycle and invest in new technology for an enhanced customer experience. I also look forward to continuing our internationalisation journey as we export our model for a more sustainable society to even more cities in the years ahead.



Sebastian Wessman, CEO Sortera Group

CONTENTS

INTRODUCTION	3
The year in brief	4
CEO statement	5
Global megatrends	7
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36

GLOBAL MEGATRENDS

The overarching global megatrends that have shaped the world over the last decade are still relevant and Sortera is well positioned to manage their impact.

Global megatrends are overall trends that affect companies and organisations as well as individuals and society. We manage these trends through continuous monitoring and analysis in order to identify potential impacts on Sortera's operations, based on risk management and new business opportunities. This section describes some of the most prominent megatrends that affect Sortera's business.

URBANISATION AND POPULATION GROWTH

The world's population is growing and continues to grow. In the last ten years, the world's population has increased by approximately 1% per year and, according to UN calculations, the global population in 2050 is expected to be almost 10 billion, of which approximately two-thirds are expected to live in cities. Only at the end of this century is the world's population growth expected to gradually decrease. Population growth in combination with urbanisation and increased prosperity is driving an increased demand for resources in the world. For our planet to cope with the projected future population, we need to decouple population growth and economic growth from the use of primary raw materials. We need new collaborations and more innovation to bring about a circular economy where more people can live sustainably and in prosperity. To contribute to

the circular economy and continuously develop more sustainable approaches is something that Sortera's customers are increasingly demanding. It also forms an essential part of Sortera's core business and priorities.

GLOBALISATION

Globalisation is a megatrend that has been ongoing for several decades. Many companies and organisations have built complex worldwide value chains and international dependencies for the supply of raw materials, components and products. Globalisation has contributed to increased economic prosperity around the world while also driving climate change, mainly through increased emissions from transport. In recent years, however, the vulnerability of global supply chains has become increasingly visible. The Covid pandemic affected the ability of supply chains to deliver, and wars and conflicts have resulted in a series of new international trade barriers and sanctions. Increased focus on national security has also begun a trend where countries are increasingly reducing their most critical dependencies on the outside world.

In general, this means that the progress of globalisation may have reached a tipping point, where resource development will instead go in the opposite direction in the coming years

towards more locally produced, and more localised circularity. Such a trend is likely to have a favourable impact on our business, as we primarily act locally, and Sortera's services could contribute to solving our customers' and society's challenges to an even greater extent.

CLIMATE CHANGE AND RESOURCE SHORTAGES

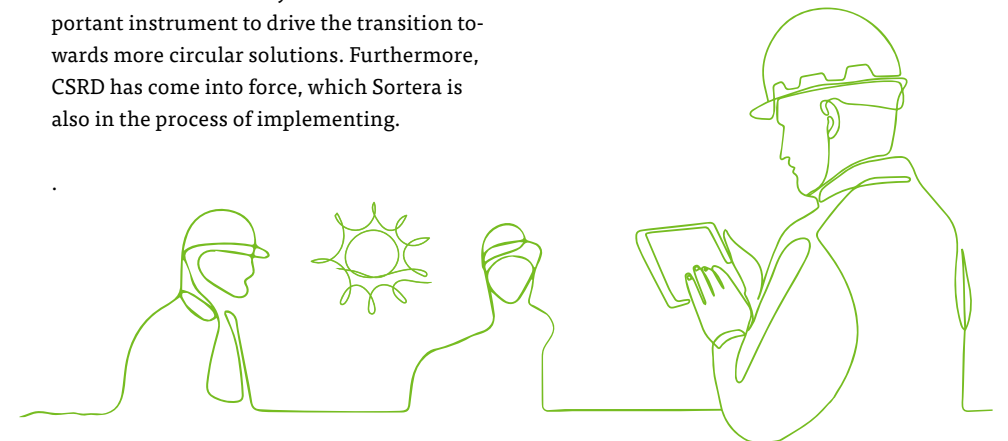
Climate change is humanity's greatest long-term challenge. To mitigate climate change, the use of fossil fuels needs to be reduced, and the use of the Earth's resources must become more efficient. Promoting resource reuse and recycling supports this by promoting a more circular economy.

At global, regional and local level, climate targets and strategies for a circular economy have been developed. The EU's 'Green Deal' includes a tool for environmentally sustainable finance: the EU Taxonomy. Sortera has economic activities that are in line with the Taxonomy and will start reporting on these from 2025. Within the Green Deal, there is also a 'Circular Economy Plan' that is an important instrument to drive the transition towards more circular solutions. Furthermore, CSRD has come into force, which Sortera is also in the process of implementing.

DIGITALISATION, AI AND TECHNOLOGICAL DEVELOPMENT

Rapid digitisation and technological development have a major impact on societies, companies and individuals. Increased transparency, faster information flows, sharing services and a higher degree of automation bring major changes, and enable completely new business models. Within the industry, the entire value chain is affected: product development, purchasing, logistics, supply of goods, product and service offerings, marketing and customer dialogue.

Customers are demanding more detailed information, and place higher demands on accessibility, but also on integrity. Many companies and organisations need to adopt AI and other digital and technical solutions. Sortera strives to lead the industry in terms of digitisation, and works constantly to improve its digital interfaces with customers, as well as its internal digital tools to manage the business.



CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
What does Sortera do?	9
Sortera in society	14
Value creation model	16
Strategy	17
The acquisition journey	18
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36



ABOUT SORTERA

CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
What does Sortera do?	9
Sortera in society	14
Value creation model	16
Strategy	17
The acquisition journey	18
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36

WHAT DOES SORTERA DO?

Sortera is a leading supplier of sustainable services and an important player in the transition from a linear to a circular economy. Every day, our employees make a positive difference to the environment and society together with thousands of customers.

Sortera handles waste and residual products mainly from the construction, civil engineering and industrial sectors, and converts them into societal resources through reuse, recycling or energy

recovery. Our offering also includes the maintenance of important societal functions as well as soil remediation and water treatment. This makes us a preferred circular economy partner.

VISION AND STRATEGY

Increasing material recycling, creating more circular material flows and finding new value chains is part of Sortera's overall strategy and drives both Sortera and its partners forward.


Our vision is to be the role model in our industry for the transition to a more circular society and we work actively to find solutions that contribute to reduced climate impact, both within our own operations and by actively supporting our customers in reducing their footprint. Being a present and competent partner to our customers is important to us at Sortera. With commitment and knowledge, we work together

with our customers towards more sustainable and circular society.

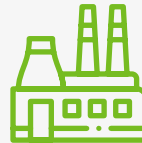
At the end of 2023, we had approximately 900 employees with a turnover of SEK 3 billion. Geographically, Sortera is established throughout Sweden, parts of Finland and London in the United Kingdom. Sortera operates under the brands Sortera, Big Bag, Åkerisäcken and Envytech. Some of our acquired companies have continued to operate under their respective brands, with the aim of being integrated into the Sortera brand. Since the beginning of 2024, Sortera has been divided into four business areas: Sortera Recycling, Sortera Industry, Sortera Materials and Sortera Water Treatment.




2006
Sortera was founded in 2006



4
Brands




24
Processing sites




900
Employees



3
Countries



11, 000
Customers



3, 000
Million SEK in annual turnover



1
Waste Handler of the Year at the Recycling Gala 2022.

CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
What does Sortera do?	10
Sortera in society	14
Value creation model	16
Strategy	17
The acquisition journey	18
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36



SORTERA RECYCLING

An enabler of circular resource flows

Sortera Recycling offers a comprehensive range of products and services for the cost-effective recycling/reuse of construction and civil engineering waste in an environmentally sympathetic manner. Our business covers the entire value chain – from collection, sorting and processing to disposal at responsible end recipients. We ensure that the highest possible value is maintained throughout the value chain. With our builder bags, containers, skips, wheely bins and products for the handling of hazardous waste, we receive all types of construction and civil engineering waste at our facilities where sorting, treatment and preparation takes place for the end recipient. Sortera Recycling aims to recycle or reuse as much of the waste it handles as possible. By offering innovative, efficient and flexible solutions for waste management to our customers, we create the conditions for sorting close to the source and an increased proportion of recycled waste. Our recycling offering will be further strengthened in 2024.

We also offer crane lifting, vacuum truck services and the delivery of various types of materials such as soil, gravel and stone. After completing a project, our customers can receive a comprehensive environmental report that details how we handled their waste.



CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
What does Sortera do?	11
Sortera in society	14
Value creation model	16
Strategy	17
The acquisition journey	18
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36



SORTERA INDUSTRY

Complex industrial remediation services

Sortera Industry specialises in remediation and decontamination in heavy industry as well as in the construction and demolition sectors. Sortera Industry offers vacuum and sludge vacuuming, material blowing, high-pressure flushing, industrial and asbestos remediation, and a variety of services within water and sewerage. Pipe flushing and pipelining also form part of Sortera Industry's offering. We are today one of the leading players in these services and have broad experience and a large assortment of equipment to carry out large and small projects.

In collaboration with Sortera's other business areas, we can tailor solutions such as water treatment when descaling cogeneration boilers, or be a natural part of construction and civil engineering solutions related to materials handling, such as vacuum suction of soil or insulation.



CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
What does Sortera do?	12
Sortera in society	14
Value creation model	16
Strategy	17
The acquisition journey	18
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36



SORTERA MATERIALS

From waste to raw materials and products

Sortera Materials handles waste materials at its own processing sites and assists customers with all types of resource flows to be able to offer the most sustainable solution for the waste in question. At our facilities, we receive, sort and analyse materials such as soil, asphalt and concrete, which are then transported to appropriate disposal facilities. Several of our processing sites also handle traditional construction waste such as combustibles, timber and gypsum. We also operate internationally with both the export and import of waste and residual fractions.

Sortera Materials has begun producing CE-marked stone products that have been recycled from various excavation materials at several facilities in the Gothenburg region. The stone is crushed and sieved before being reused – to conserve nature’s resources.



CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
What does Sortera do?	13
Sortera in society	14
Value creation model	16
Strategy	17
The acquisition journey	18
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36



SORTERA WATER TREATMENT

Remediation of contaminated land and water

Sortera Water Treatment, through the Envytech brand, provides comprehensive solutions for the treatment of contaminated soil and water. We carry out land and water remediation projects and have a large fleet of modern mobile water treatment plants. Envytech uses several techniques to remediate PFAS-contaminated water, including the unique Surface Activated Foam Fractionation (SAFF) method, and stabilises PFAS contamination in the ground using in-situ technology.

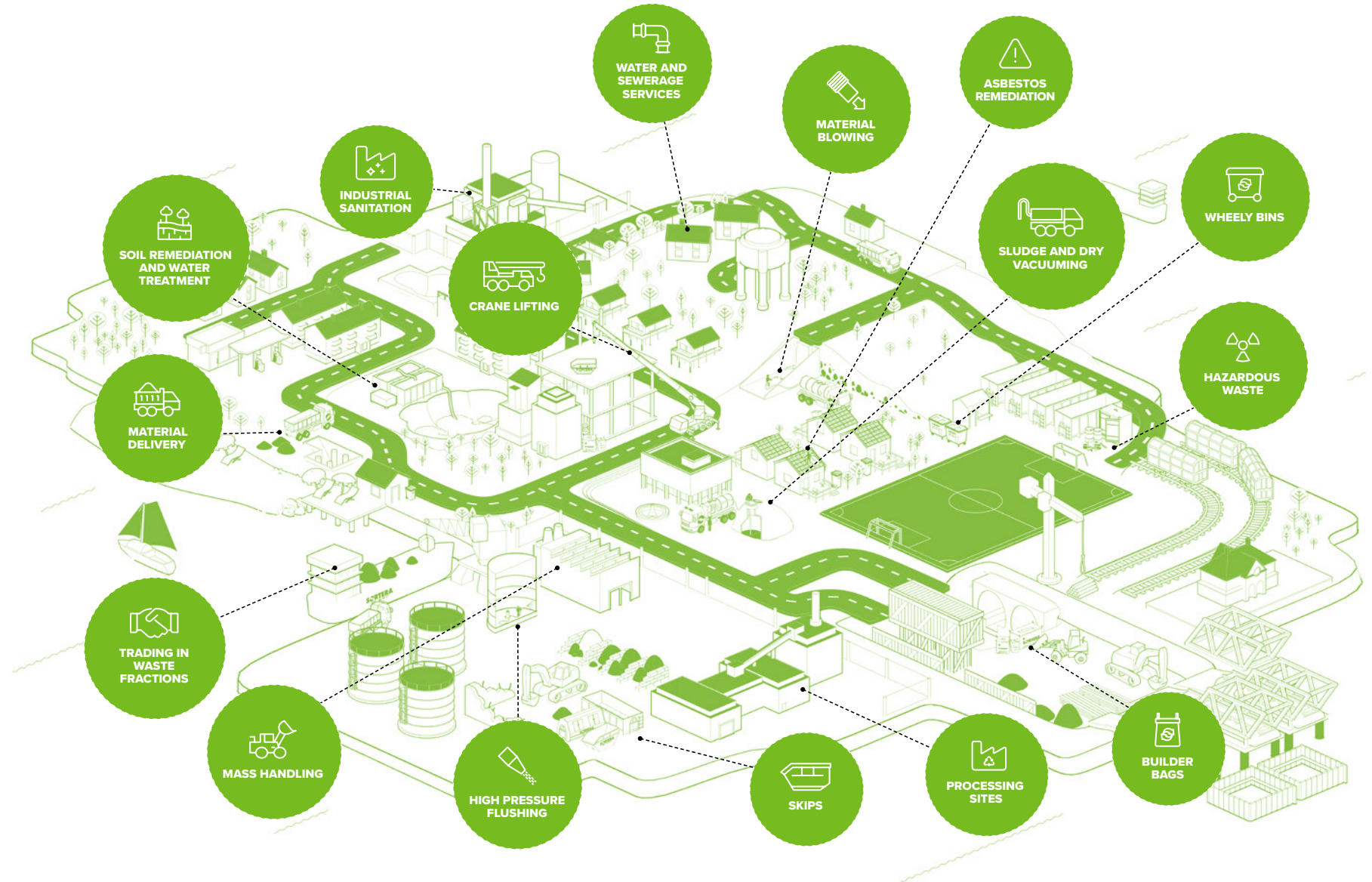
Envytech can offer comprehensive solutions, with responsibility for everything from ongoing contact with the authorities, to service, sampling, analyses and final reporting. This gives us complete control over the applicable targets and potential end recipients, which together with a clear understanding of the challenge, allows us to develop the optimal solution.



SORTERA IN SOCIETY

CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
What does Sortera do?	9
Sortera in society	14
Value creation model	16
Strategy	17
The acquisition journey	18
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36



CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
What does Sortera do?	9
Sortera in society	15
Value creation model	16
Strategy	17
The acquisition journey	18
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36

OUR SOCIETAL AREAS IN MORE DETAIL



WHEELY BINS

Wheely bins are a flexible complement to building bags and skips. They are available in three different sizes from 190 litres up to 660 litres.



WATER AND SEWERAGE SERVICES

Pipe flushing, pipe lining, drain camera inspections, grease and oil separators, food waste grinders and food waste systems.



CRANE LIFTING

We provide cranes with up to 85 metric tonne meters, and a reach of up to 37 meters.



HIGH PRESSURE CLEANING

From 50 bar to 3,000 bar. High pressure cleaning/descaling of cisterns and boilers etc.



ASBESTOS REMEDIATION

We have our own qualified staff who carry out asbestos remediation.



BUILDER BAGS

We provide builder bags in three sizes: Small: 0.2 m³, Medium: 1 m³ and Large: 2 m³.



INDUSTRIAL SANITATION

Vacuuming, high-pressure flushing and sanitation services in industrial environments.



SKIPS

We offer both open and closed skips from 5 m³ to 30 m³ in size.



MASS HANDLING

Treatment of heavy masses and construction waste such as excavation, concrete, asphalt, wood and garden waste.



TRADING IN WASTE FRACTIONS

We have significant expertise and a long experience in buying, selling and brokering all types of waste fractions.



MATERIAL DELIVERY

Delivery of materials such as soil, crushed stone and gravel in both builder bags and containers.



HAZARDOUS WASTE

We offer a full range of services and products to manage hazardous waste from construction sites.



SLUDGE AND DRY VACUUMING

Sludge vacuuming services include grease and oil separators, and stormwater drains. We also offer dry vacuuming and high pressure backfilling of soil and stone material, insulation material and residual waste from industry.



SOIL REMEDIATION AND WATER TREATMENT

Remediation services including risk assessment, soil surveys, sampling, grading, sanitation work, excavation work, material flow logistics and final documentation



PROCESSING SITES

At our processing sites, we sort and crush the waste for material recycling and energy recovery.



MATERIAL BLOWING

Material blowing for narrow cavities, including roofs and foundations.

CIRCULAR VALUE CREATION



VALUES

- ✓ Service
- ✓ Commitment
- ✓ Sustainability



STRATEGIC DIRECTION

The leading and most reliable supplier of environmental solutions for infrastructure, construction and industry in Northern Europe.

CONTENTS

INTRODUCTION 3

ABOUT SORTERA 8

 What does Sortera do? 9

 Sortera in society 14

Value creation model 16

 Strategy 17

 The acquisition journey 18

SUSTAINABILITY ASPECTS 21

SUSTAINABILITY NOTES 36

INPUTS – WHAT WE NEED:

BUSINESS MODEL – WHAT WE DO:

OUTPUTS – WHAT WE CREATE:

MATERIALS

- ✓ 2.3 million tonnes of residual products handled in 2023

PHYSICAL ASSETS

- ✓ Four business areas with approximately 24 processing sites in Sweden, Finland and the UK*
- ✓ 198 heavy vehicles (trucks)
- ✓ 96 light vehicles/service vehicles
- ✓ 126 cars

FINANCIAL CAPITAL

- ✓ Equity and investments

EMPLOYEES

- ✓ Approximately 900 competent and qualified employees

COMPETENCE

- ✓ Specialist competence in all business areas

SUPPLIERS/RECIPIENTS

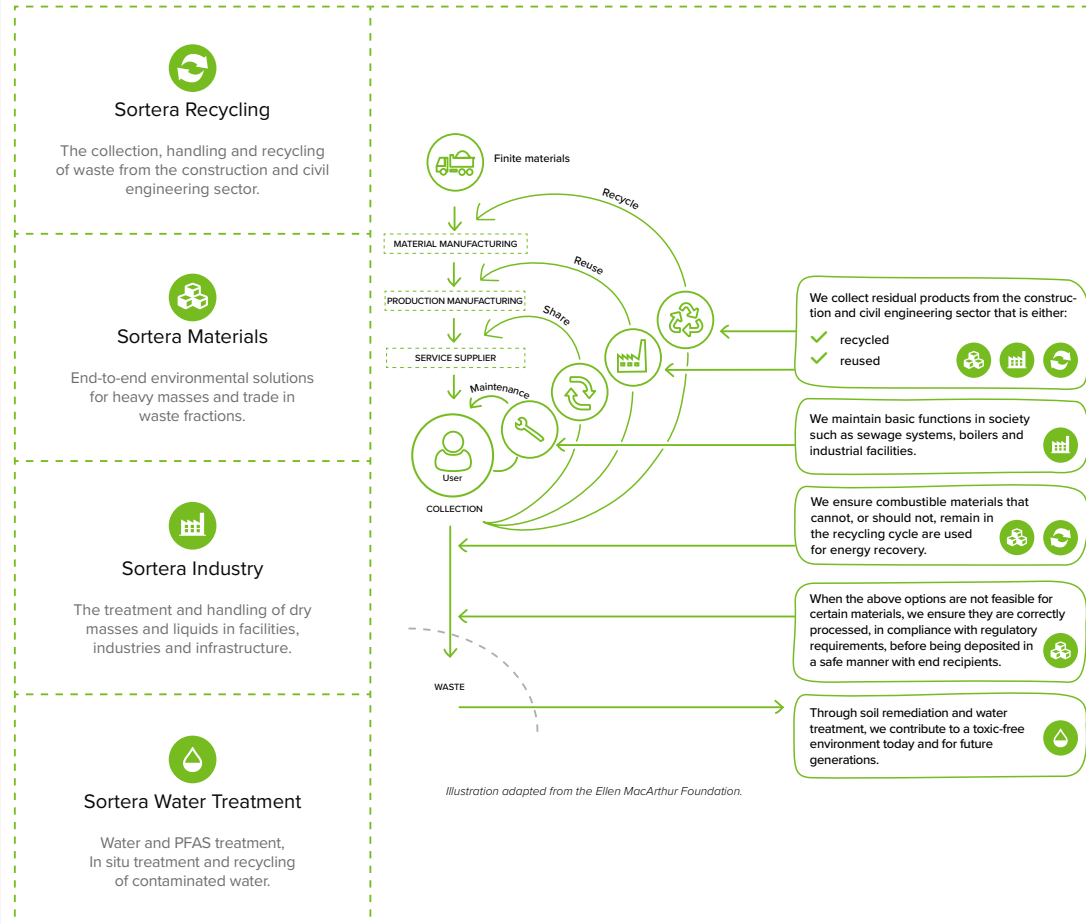
- ✓ Responsible suppliers and end recipients with high-quality services and products

RESEARCH AND DEVELOPMENT

- ✓ Research with Research Institutes of Sweden (RISE) in the recycling of plastic and timber
- ✓ Involved in R&D with the trade organisation Återvinningsindustrierna
- ✓ The EU LifeSource and Horizon projects that conduct R&D in PFAS water contamination
- ✓ MUDP, a Danish demonstration project for the treatment of PFAS-contaminated soil

BUSINESS CONCEPT

We recycle and extend the life of resources in society.



CUSTOMERS

- ✓ Effective and sustainable solutions for our customers
- ✓ Customer Satisfaction Index: 3.4 (4-point scale)
- ✓ Net Promoter Score: 57

EMPLOYEES

- ✓ Long-term employer
- ✓ Focus on creating safe workplaces
- ✓ Employee satisfaction: 73%
- ✓ Sick leave: 5.3%
- ✓ Diversity and equality
- ✓ Competence development

SUPPLIERS AND BUSINESS PARTNERS

- ✓ Long-term and responsible business relationships

SOCIETY AND ENVIRONMENT

- ✓ Recycled residual products > increased resource efficiency and contribution to the circular economy.
- ✓ Soil, water and asbestos remediation – contribution to non-toxic environments
- ✓ Avoidance of CO₂ emissions
- ✓ Direct and indirect employment
- ✓ Tax revenue

SHAREHOLDERS

- ✓ Profitable growth

Figures above include Sortera Sweden and Finland mainly. When Sortera UK is included it is clearly stated. * All of Sortera (including the UK)

SORTERA'S STRATEGY

The basis of Sortera's strategy is profitable growth, while concurrently we want to be the leading player in more sustainable and circular solutions.

We want to be at the forefront of digitisation and have the market's most satisfied customers and employees. As we work to become Northern Europe's leading operator for the recycling and disposal of residual products in the construction and civil engineering sector, expansion into new markets and regions is another key component of our strategy along with growth through acquisitions. To implement our strategy, we work in a structured manner with a number of ongoing initiatives that work on several fronts. We call the framework for this work our Value Creation Plan (VCP), which is a

living document and is adjusted quarterly in accordance with management meetings. The VCP is also reviewed by the Board. Sustainability is an integrated component of Sortera's strategy and several initiatives include important sustainability aspects. During 2023, for example, we worked on initiatives to improve employee health and safety, increased material recycling at our facilities, and reduced environmental and climate impact in our transport. In addition, in 2023 we implemented several digitisation initiatives, including the launch of a new customer portal for orders and waste reporting.



CONTENTS

INTRODUCTION 3

ABOUT SORTERA 8

 What does Sortera do? 9

 Sortera in society 14

 Value creation model 16

Strategy 17

 The acquisition journey 18

SUSTAINABILITY ASPECTS 21

SUSTAINABILITY NOTES 36

CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
What does Sortera do?	9
Sortera in society	14
Value creation model	16
Strategy	17
The acquisition journey	18
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36



OUR ACQUISITION JOURNEY

Acquisitions have been an important part of Sortera’s growth journey. Since the company was founded in 2006, a total of 21 companies have been acquired with the aim of expanding Sortera’s geographical presence and customer offering.

We actively look for new markets where we see growing demand for our services, but also where we see that our sustainability focus can help drive the transition to a more circular economy in local markets.

In 2023, Sortera acquired GBN Services in London, which strengthened our market position in the United Kingdom and made us one of the largest players in

our niche in the London area. During the year, Sortera also acquired Circla Recycling in Stockholm, which has now been integrated into the existing business within Sortera Recycling Stockholm. In December 2023, Sortera signed its third acquisition of the year by welcoming REWALBI Miljöteknik into the Sortera family, which strengthened our position in water treatment in the Swedish market.

ACQUISITION STRATEGY



EXTENDED SERVICE OFFERING

- ✓ Experience of integrating acquisitions, e.g. DT Recycling (Sortera Materials) and DK Sanering (Sortera Industry).
- ✓ Potential to expand with additional complementary services.



GEOGRAPHICAL EXPANSION

- ✓ The Sortera model is proven in cities/metropolitan areas, which makes larger cities in the Nordics and Northern Europe natural targets for expansion.
- ✓ Companies with a strong focus on sustainability that are part of the value chain from customer to secondary raw materials and that have a strong focus on the construction and civil engineering sector are interesting acquisitions. We focus on companies with an innovative service offering and close customer engagement.



CONSOLIDATION WITHIN EXISTING MARKETS

- ✓ Consolidate the fragmented market in existing locations
- ✓ Expand our offering to new geographic locations.

CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
What does Sortera do?	9
Sortera in society	14
Value creation model	16
Strategy	17
The acquisition journey	19
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36

SORTERA ENTERS THE UNITED KINGDOM

Establishing Sortera in new geographic markets through acquisitions is an important element of Sortera’s strategy to become the leading and most reliable player in environmental solutions within infrastructure, construction and industry in Northern Europe. In 2022, we entered the London market through the acquisition of O’Donovan Waste Disposal, and in 2023 we further strengthened our market position by acquiring GBN Services in the city.

London is an attractive market for Sortera with a strong demand for its services. In terms of size, the market in London is as large as the entire Swedish market, but of course concentrated in a much smaller area. And despite weak market development in 2023, we see strong underlying construction activity and an increasing need for the renovation of both private and commercial properties in the long term. This will continue to drive demand for services in the collection, recycling and reuse of construction waste and residual products. It is also a highly fragmented market with lots of entrepreneurs and family-owned local players, but with limited consolidation in the market.



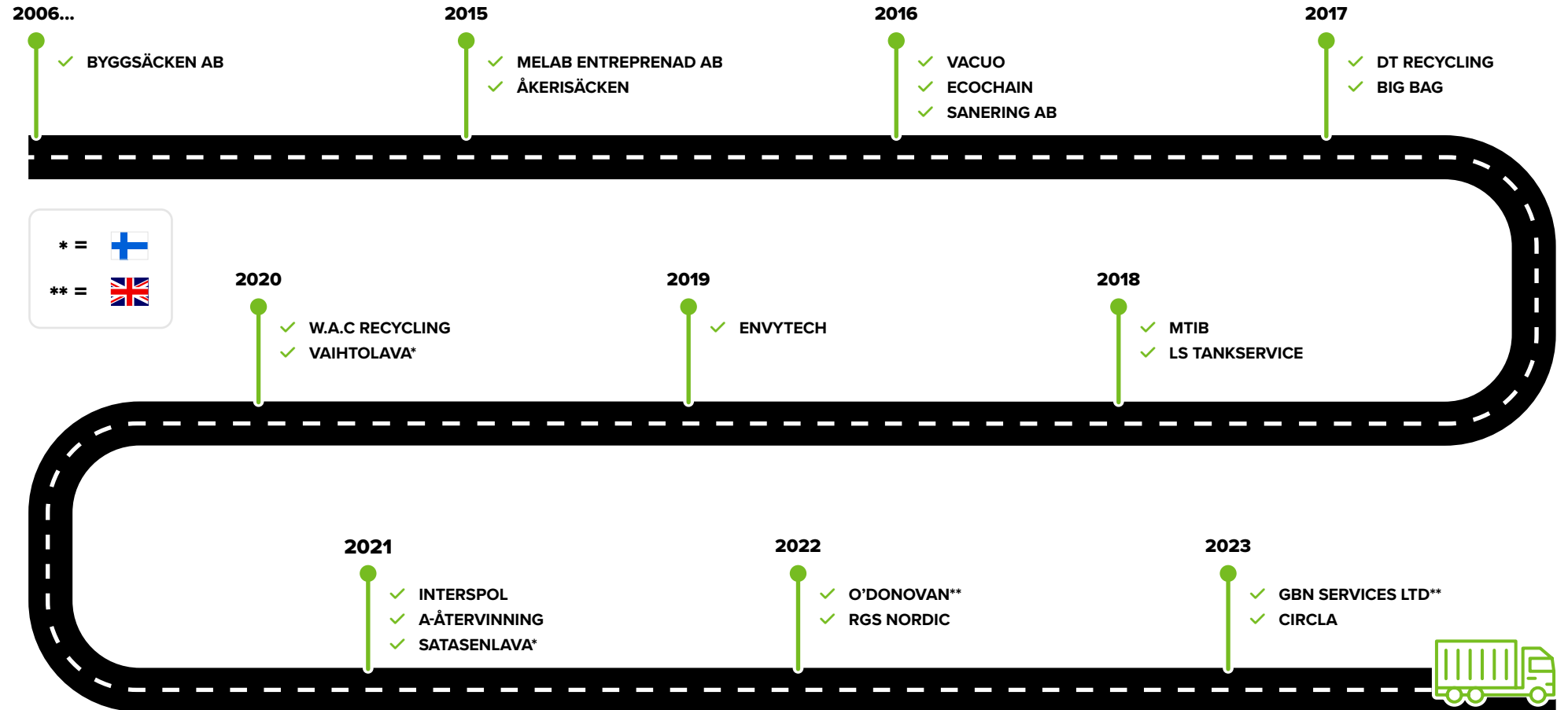
“Price and speed of delivery are the main parameters with which local players compete for customers today. We also see a rapidly increasing awareness of – and focus on – sustainability issues among both small and large customers, which is something that will continue to increase.”

– Christian Salomonsen, Head of M&A

In combination with increasingly strict regulations on the handling of construction waste, we see a great opportunity for Sortera, with its sustainability focus, to be a driving force in the transition to a more circular construction and civil engineering sector in London. Through the platform we now have with O’Donovan and GBN, we have a strong foundation to build on to establish Sortera as the strongest player in construction waste collection and recycling in London.



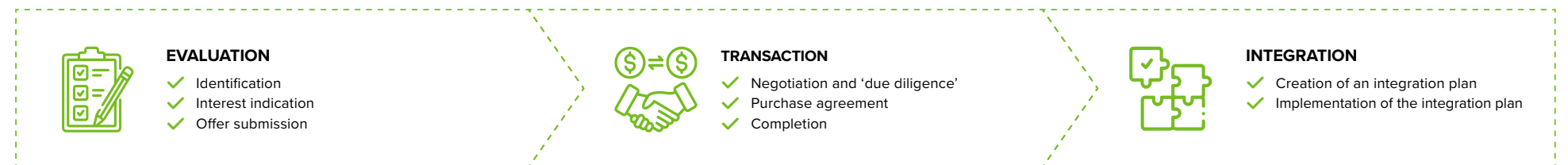
ACQUISITION TIMELINE



CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
What does Sortera do?	9
Sortera in society	14
Value creation model	16
Strategy	17
The acquisition journey	20
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36

ACQUISITION PROCESS



CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
Materiality assessment	22
Value creation and innovation	23
Climate and the environment	27
Health and safety	29
Employees and culture	31
Communities	33
Sustainable value chain	34
Ethics and rules	35
SUSTAINABILITY NOTES	36

SUSTAINABILITY ASPECTS

CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
Materiality assessment	22
Value creation and innovation	23
Climate and the environment	27
Health and safety	29
Employees and culture	31
Communities	33
Sustainable value chain	34
Ethics and rules	35
SUSTAINABILITY NOTES	36

FOCUSING ON WHAT'S IMPORTANT

Sortera's sustainability work is developed in collaboration with its customers, owners, employees, suppliers, subcontractors, authorities, and collaborative partners as well as other key stakeholders.

During the autumn of 2023, Sortera carried out a Double Materiality Assessment in accordance with CSRD. This analysis considered Sortera's impact on the environment and people, as well as the financial impacts various sustainability aspects can result in. During 2024, work will progress on a detailed GAP

analysis of the standard requirements (ESRS) that follow from our double materiality assessment. The double materiality assessment will form the basis of our sustainability work and reporting going forward. However, the reporting for the full year 2023 is based on our previous materiality assessment (see the

image below). By comparison, we can state that many of our previous topics continue to be material according to the new directive. Some of our most important topics include developing the handling of waste and residual products towards increased material recovery and reuse, health and safety of our employees, reduced climate and environmental impact, and that our business is managed in a responsible manner.

The materiality assessment and its priorities will be reviewed regularly, including an annual review, by Sortera's Management group and Board.

This 'Sustainability topics' section describes the business and includes figures from Sortera's Swedish and Finnish operations. The acquired companies in the United Kingdom will be included from 2024.

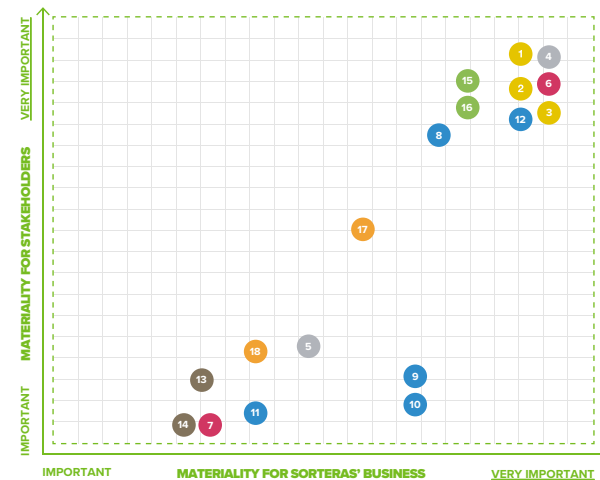
DOUBLE MATERIALITY ASSESSMENT

Below is the outcome of the Double Materiality Assessment that was carried out in 2023 in accordance with the ESRS requirements.

- E1 Climate change:**
 - Mitigate climate change (F,P)
 - Energy (F,P)
- E2 Pollution:**
 - Air and water pollution (F,P)
- E3 Water and marine resources:**
 - Water extraction (P)
- E4 Biodiversity and ecosystems:**
 - Invasive species (F,P)
- E5 Circular economy:**
 - Resource inflows and outflows (F,P)
- S1 Employees:**
 - Health and Safety (F,P)
 - Diversity (F,P)
 - Training and skills development (F,P)
 - Collective agreements (P)
 - Engagement (P)
 - Work-life balance (P)
- S2 Workers in the value chain:**
 - Working conditions (P)
 - Equal treatment (P)
 - Forced labour and child labour (P)
- S4 Consumers and end users:**
 - Responsible marketing (F,P)
- G1 Responsible business:**
 - Corporate culture (F,P)
 - Corruption and bribery (F,P)
 - Supplier follow-up (P)

F = financially material
P = material from an impact perspective

MATERIALITY ASSESSMENT – BASIS FOR OUR 2023 REPORTING



ECONOMIC SUSTAINABILITY

RELATED SUSTAINABLE DEVELOPMENT GOALS:



9 VALUE CREATION & INNOVATION

1. Constantly increase recycling in waste handling.
2. Develop innovative services and use new technology.
3. Promote long-term and sustainable economic growth, effectively use financial and human capital, and make sustainable investments.

ETHICS AND REGULATION

4. Manage the business in a way that ensures legislation is followed and Sortera's licence to operate is safeguarded.
5. Counter corruption and anti-competitive activities.

SOCIAL SUSTAINABILITY

RELATED SUSTAINABLE DEVELOPMENT GOALS:



OCCUPATIONAL HEALTH & SAFETY

6. Create safe and healthy workplaces.
7. Make workplaces more accessible.

EMPLOYEES & CULTURE

8. Develop employees and work constantly to raise their competence
9. Counter discrimination and harassment.
10. Work actively to increase equality and equal opportunities for the company's employees.
11. Increase diversity in the workplace.
12. Respect human rights in our business and throughout the entire value chain.

COMMUNITY DEVELOPMENT

13. Create employment opportunities.
14. Contribute to the development of local communities by supporting local associations, social projects, and so on.

ENVIRONMENTAL SUSTAINABILITY

RELATED SUSTAINABLE DEVELOPMENT GOALS:



CLIMATE & ENVIRONMENT

15. Reduce climate impact.
16. Reduce the impact of emissions to land, water and air.

SUSTAINABLE VALUE CHAIN

17. Ensure that suppliers and downstream recipients of waste work sustainably
18. Include sustainability objectives when procuring products.

CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
Materiality assessment	22
Value creation and innovation	23
Climate and the environment	27
Health and safety	29
Employees and culture	31
Communities	33
Sustainable value chain	34
Ethics and rules	35
SUSTAINABILITY NOTES	36

OUR CONTRIBUTION TO A CIRCULAR ECONOMY

Circularity permeates our everyday business in cooperation with our customers and guides our investments in innovation and projects.

FROM A LINEAR TO A CIRCULAR ECONOMY

A cornerstone of Sortera’s strategy is to be a driving force towards a more circular economy, specifically in the construction and civil engineering sector. We contribute to recycling, we remediate land and treat water, and help maintain important social functions to extend their lifespan. In addition, Sortera works to eliminate the negative impacts of toxins in the environment and their health impacts.

Contributing to a circular economy and ensuring sustainable operations across our entire value chain involves significant challenges. Complex material flows and large volumes of waste or residual products with different origins complicate the task.

A clear trend is also that customers, business partners and authorities are starting to set increasingly high demands in several areas, which will drive the entire value chain to become more sustainable and create more circular flows. A clear example is raised demands and expectations for the handling and traceability of waste.

HOW WE SUPPORT CUSTOMERS IN THE CONSTRUCTION SECTOR

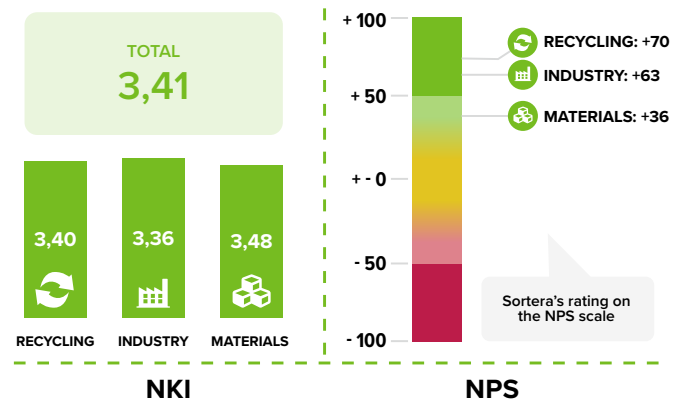
The construction sector is resource-intensive and is responsible for generating a significant proportion of society’s waste. The sector uses 40% of the EU’s total energy and generates 25-30% of all waste. The construction sector also accounts for 36% of the EU’s total greenhouse gas emissions.

Increased resource efficiency can save up to 80% of these emissions, while reducing the use of natural resources and energy. The EU has set regulation to promote a more circular economy. One example is the target that more than 70% of non-hazardous construction and demolition waste generated during construction must be reused or recycled.

Sortera supports customers to increase the recycling rate for their construction and civil engineering waste and residual products. To achieve this, we offer services to deal with our customers’ waste in the correct manner and in line with current regulatory and environmental requirements. It is very important for us that customers sort their waste themselves

as much as possible, as it facilitates material recycling. We offer our customers training in logistics and sorting.

Sortera processes the customers’ waste and residual products in-house. We also provide advice and waste reports by fraction to our customers, while constantly improving our processes to reduce the proportion of waste that goes to landfill. Our customers’ needs and expectations continuously change, and we develop our business in close collaboration with them. Feedback and opinions are primarily captured in direct dialogue and during customer visits. We see a significant and increasing focus and awareness on sustainability among our customers, who place increasingly high demands on reporting how waste is recycled and where it ends up. An example of how we



support customers is Sortera Recycling’s customer portal where they can easily place orders, receive summaries of their projects, and receive reports on how Sortera has handled their waste.

Customer feedback is also captured in our customer satisfaction survey, where customers

have rated us highly in recent years. The result for 2023 was 3.4 on a 4-point scale. The survey covers all business areas and provides a good overview of how our customers feel that we live up to our core values: service, commitment and sustainability. We are proud and pleased that our customers are largely satisfied with our services and our product offering, and that they say they would recommend us. In 2023, Sortera had an NPS value of 57, which is an excellent rating from our customers.

RECYCLING OF WASTE AND RESIDUAL PRODUCTS

In 2023, Sortera disposed of approximately 2.25 million tonnes of waste and residual products, of which over 1.5 million tonnes consisted of heavy masses, 670,000 tonnes of construction and demolition waste and 20,000 tonnes of industrial waste.

Some of the waste was classified as hazardous waste related to special legislation, which needs to be reported to the authorities. Some hazardous waste must be sent to landfill, for example materials containing asbestos. Certain hazardous waste can instead either be incinerated either with or without energy recovery, used for backfill or recycled. Sortera ensures that all hazardous waste is correctly dealt with and helps its customers manage the administration of reporting.

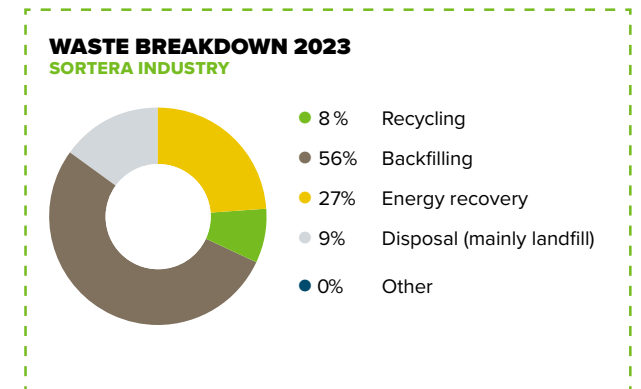
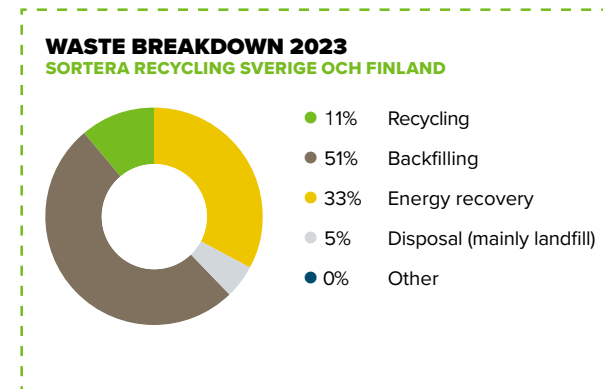
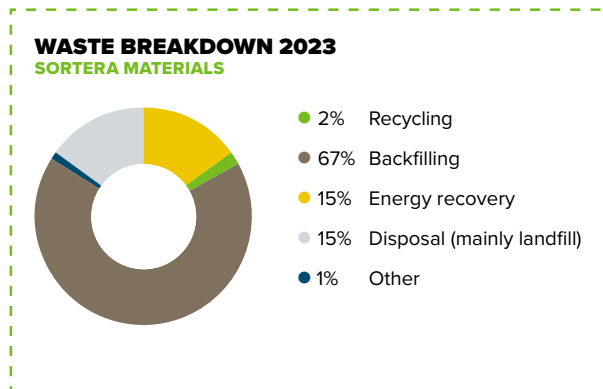
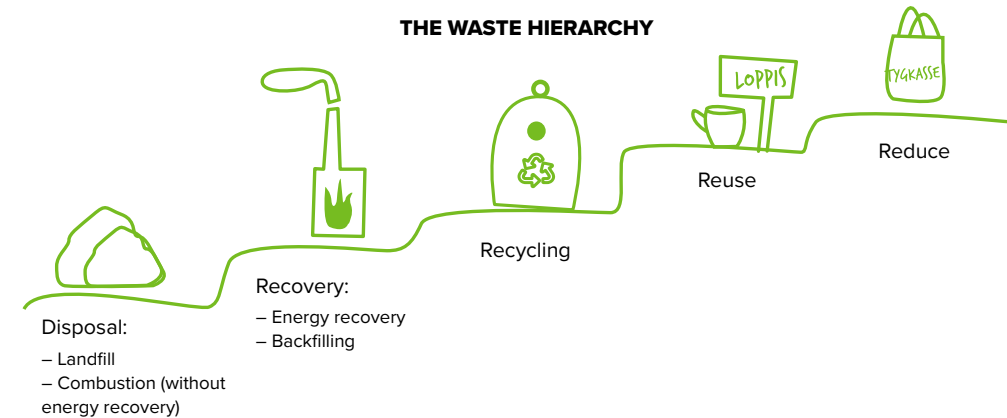
CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
Materiality assessment	22
Value creation and innovation	24
Climate and the environment	27
Health and safety	29
Employees and culture	31
Communities	33
Sustainable value chain	34
Ethics and rules	35
SUSTAINABILITY NOTES	36

SORTERA MATERIALS
 Receives over 1.8 million tonnes of waste at its facilities in various fractions, including excavation materials, concrete, asphalt, wood, garden waste and construction and demolition waste. These are sorted and processed before being sent for correct disposal. Sortera Materials also operates on the international market with both the export and import of waste and waste fractions. The proportion of waste that needs to be sent to landfill varies from year to year depending on the solutions required for customer projects. In 2023, less waste in the form of contaminated materials (14.6%) went to landfill compared to 2022 (30%), while more went to civil engineering projects. More combustible waste was sent to energy recovery (15.5% compared to 8% in 2022). The main reason for these differences in 2023 was the acquisition of RGS at the end of 2022, which led to more materials sent to processing plants and the fact that materials were allocated for energy recovery. During 2023, Sortera Materials began several projects together with customers to create more circular resource flows. These projects create products from the waste materials we process that can then be used in society. This is done by developing new technologies to be able to refine the incoming waste and by working closely with our customers to find practical uses for the resulting products. By promoting early dialogue in various projects, we can also contribute with competence and experience on how to best carry out the remediation of contaminated land. We offer various solutions related to traditional excavation waste management.

SORTERA RECYCLING
 Aims to recycle as much waste as possible. In 2023, close to 11% of the waste Sortera Recycling managed was sent to material recycling and 4.6% to landfill. The increase in the proportion of material that was sent to landfill was due to larger quantities of waste from demolition projects. At Sortera Recycling's facilities, incoming waste is sorted into several fractions, which can then be recycled and reused in society. Some examples are metal and gypsum that are sent for recycling. Inert materials can be reused in civil engineering. Combustible waste fractions are sent to energy recovery in co-generation plants that produce district heating and electricity to ensure they contribute to heating our cities and supporting the electricity grid.

SORTERA INDUSTRY
 Transports what has been collected from the customer, with either sludge or vacuum trucks, for proper disposal. Sortera Industry usually does not own the waste. About a quarter of the material handled by Sortera Industry is classified as hazardous waste. The largest proportion of material that goes to landfill consists of contaminated materials and sludge from various sources. We work constantly to increase efficiency and currently have a project to find solutions to be able to purify more water from the waste we collect to reduce the amount of water sent to end recipients.



CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
Materiality assessment	22
Value creation and innovation	25
Climate and the environment	27
Health and safety	29
Employees and culture	31
Communities	33
Sustainable value chain	34
Ethics and rules	35
SUSTAINABILITY NOTES	36

RESEARCH PROJECTS

Sortera actively participates in research and development for the industry. We do this by participating in various working groups within the trade organisation Återvinningsindustriern, but also by participating in different projects.

For example, Envytech is involved in three different research projects. LifeSource and Horizon are EU projects that conduct research in PFAS-contaminated water. MUDP is a Danish demonstration project for testing the technology for treating PFAS-contaminated soil on a pilot scale.

We also support a RISE project focusing on the sustainable use of wood in the construction industry. The project is based on the hypothesis that it is climate-smart and economically profitable to increase the circularity of timber structures. The project is expected to lead to the development of new products in the market, as well as new business models and collaboration partners based on the circularity of buildings.

RECYCLED BUILDER BAGS
During 2023, Sortera Recycling continued to collaborate with Accon Greentech on the recycling of the plastic that our builder bags are made from. At our facilities, the builder bags used by our customers are emptied and pressed into bales before being transported to Accon Greentech for washing and granulation. The process results in plastic granules (balls, flakes, etc.) that can be used in various plastic products. The plastic is already used in plastic pallets. However, the goal is to be able to create a completely circular flow of construction bags or to find other uses for the recycled construction bags in products that have at least the same high-quality requirements.



Excellence in environmental technologies

Our subsidiary Envytech provides one of the Nordic region's largest and most modern fleets of mobile water treatment plants. We sanitise all types of water and pollution, but are world leaders in removing PFAS from contaminated water and have carried out the first stabilisation projects of PFAS-contaminated soils in Europe.

UPCYCLING STONE
A concrete example of upcycling within Sortera Materials in 2023 is that we now process stone waste to produce a product – stone-macadam (gravel) for commercial sale. The stone is crushed and screened at our facilities to obtain the desired size and distribution. The product is certified and CE-marked in accordance with the standard SS-EN 13242. The use of the product is risk-assessed based on human health and environmental impact, and the product's content is continuously checked during the manufacturing process.

REMEDATION AND WATER TREATMENT FOR PFAS
PFAS (per- and poly-fluoroalkyl substances) is a pollutant that we increasingly find in our remediation assignments. It is a growing problem due to its solubility, dispersibility, and environmental and health-damaging properties. In fact, several PFAS substances are carcinogenic and damaging to human reproduction.

In 2019, Sortera, through the brand Envytech, began a collaboration with the Australian company OPEC Systems, on a new revolutionary technology for removing PFAS from water. No substances are added in the process apart from the addition of air bubbles. Envytech is the first in the world to carry out full-scale projects.

Eight SAFF facilities are installed in Sweden and abroad. Many players use inadequate solutions such as carbon filters and ion exchange compounds to purify water from landfills, which are unable to effectively remove all pollutants.



CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
Materiality assessment	22
Value creation and innovation	26
Climate and the environment	27
Health and safety	29
Employees and culture	31
Communities	33
Sustainable value chain	34
Ethics and rules	35
SUSTAINABILITY NOTES	36



WATER REUSE

Sortera Industry and Envytech have together helped our customer Söderenergi AB to save water and transport by treating and circulating water on site. Cleaning the boilers, which generate electricity and district heating, through high pressure cleaning requires thousands of litres of water. Instead of transporting the water off site with trucks, we treat the water on site with Envytech’s mobile water treatment plant. The water goes through sedimentation, flocculation and precipitation, and is passed through various filters, before being reused.



NITROGEN IN WATER FROM CIVIL ENGINEERING PROJECTS – AN IMPOSSIBLE TASK?

Civil engineering projects often involve a lot of rock blasting, primarily with dynamite. However, dynamite contains high levels of nitrates that is spread around the site through rain and local water systems to increase nitrogen levels on site.

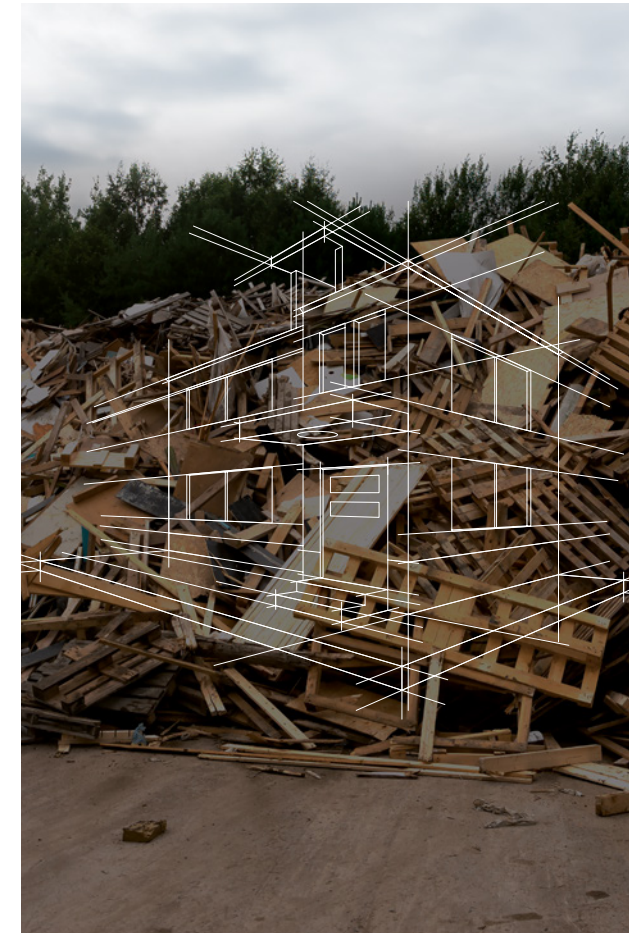
Through Envytech, Sortera has a project that uses encapsulated bacteria to reduce the levels of nitrogen on civil engineering sites. After a successful pilot project, in collaboration with a major construction company, we have shown that it is possible to minimise nitrogen levels in water on site. The project has created completely new site water management opportunities. The water can be completely treated on site and released to the recipient, which reduces the environmental footprint and operating costs. This in turn contributes to reducing the project’s overall environmental impact and minimises the risk of eutrophication of wetlands, lakes and seas.

This type of water management could also be applied in other areas with nitrogen issues, for example at wastewater treatment plants.



MATERIAL REUSE

In 2023, we made progress on projects to reuse building materials. We are now affiliated with CCBUILD, the Center for Circular Construction, and are testing different options for the reusable materials we receive. For example, a project was initiated to reuse timber waste from construction sites that will be used to build elements for a family home. Other examples include sending reusable materials to builders’ merchants. In 2024, we will invest more in developing our reuse offer to the construction sector and we look forward to continued close collaboration with our customers.



CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
Materiality assessment	22
Value creation and innovation	23
Climate and the environment	27
Health and safety	29
Employees and culture	31
Communities	33
Sustainable value chain	34
Ethics and rules	35
SUSTAINABILITY NOTES	36

CLIMATE MITIGATION FROM RECYCLING

Recycling waste can avoid greenhouse gas emissions when recycled materials are used as raw materials instead of virgin materials. This is Sortera’s main contribution to climate mitigation as a value chain player that promotes more circular resource flows.

BENEFITING THE CLIMATE

The climate benefit that Sortera contributes to mainly occurs because Sortera enables recycling. We make it possible to replace virgin raw materials with recycled material, which contributes to avoiding carbon dioxide emissions from the manufacture of primary raw materials. To what degree depends both on the type of waste and how the waste is recycled.



Sortera also handles large amounts of excavation and inert waste, remediates soil and treats water. In many cases, we treat excavation and inert waste to allow them to be reused in civil engineering projects instead of being sent to landfill, which also means that fewer virgin materials need to be extracted. Furthermore, remediating land and purifying water contributes to a more toxic-free environment and that we leave cleaner land and water to future generations.

TARGETS AND REPORTING

Sortera’s climate and environmental targets are as follows:

1. 100% of the transport with Sortera vehicles or vehicles from third parties to be carried out with fossil-free fuels by 2030 at the latest. In 2025, all transport with Sortera vehicles in Sweden must be fossil-free.
2. 100% of the fuel used at our facilities must be fossil-free by 2027 at the latest.
3. The amount of waste, measured in tonnes, that is recycled within each business area must double by 2025 (compared to the base year 2020)

An important tool for our work to drive the transition to fossil-free transport and circular resource flows is to develop and establish long-term and stable data collection and reporting. This helps us to develop and prioritise correctly. Sortera follows the GHG protocol, which is widely used and is consid-

ered a good starting point for aligning with CSRD. For Sortera, CSRD will be binding from the financial year 2025.

We are developing calculations related to climate impact and definitions for accounting principles. An important step taken in the last two years is to move from a spend-based analysis to an analysis based on more direct (real) data in the form of actual quantities (activity-based analysis). This will make comparisons with data from previous years more difficult. We will develop our reporting of activity data to include our subcontractors and other partners in the value chain.

Our direct emissions (scope 1) were 7,266 tonnes CO_{2e}, primarily generated from fuel use during transport and work in our facilities. We saw a decrease compared to 2022 (11,087 tonnes), mainly due to the increased use of HVO100. We also invested in our first biogas trucks in 2023 as part of our roadmap to become fossil free.

Our indirect emissions from electricity and heat (scope 2) amounted to 186 tonnes CO_{2e}. This is an increase compared to 2022 (95). This was mainly because we now have more offices and facilities due to the acquisitions made during the year.

During 2024, we will continue to develop our calculation models for our indirect emissions (scope 3) in accordance with the

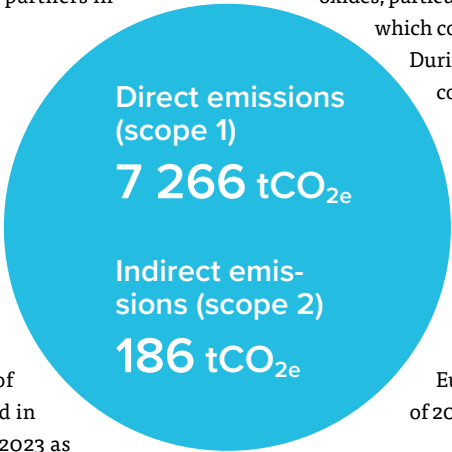
CSRD requirements. We have close collaboration with our main suppliers and see that specific activity-based emission factors will be a natural part of our data collection going forward.

HIGHEST ENVIRONMENTAL CLASS AND EFFICIENT TRANSPORT

The biggest direct climate impact from Sortera’s operations is from its vehicles. Our vehicles also emit pollutants such as nitrogen oxides, particulates and hydrocarbons, which contribute to air pollution. During 2023, Sortera therefore continued to invest in Euro 6 vehicles, to achieve its target for an entire vehicle fleet consisting of Euro 6 or higher by 2025. 89% (84%) of our total vehicle fleet of heavy and light trucks in Sweden and Finland were Euro 6 vehicles at the end of 2023.

In addition, we continued to train our drivers in Eco-driving, which contributes both to reduced fuel consumption and a reduced need for maintenance. We also plan our driving routes carefully to optimise transport and reduce climate impact as much as possible.

Our plant machines, which sort and handle incoming materials at our plants, also have the highest environmental standard engines (which is currently level 5), making them more energy efficient.



CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
Materiality assessment	22
Value creation and innovation	23
Climate and the environment	28
Health and safety	29
Employees and culture	31
Communities	33
Sustainable value chain	34
Ethics and rules	35
SUSTAINABILITY NOTES	36

Total fuel consumption for 2023 was 5 million litres, an increase of 11% compared to 2022 (4.5 million litres) due to both acquisitions and organic growth. We reduced our fuel consumption in Finland despite increased volumes of handled waste and residual products.

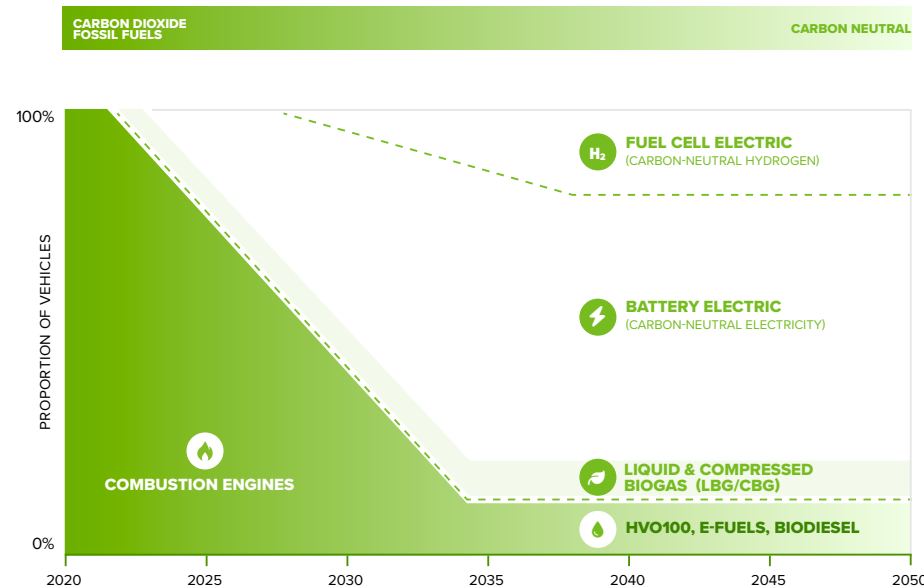
FOSSIL-FREE ROADMAP FOR HEAVY VEHICLES

HVO100 is not the only long-term solution for switching to fossil-free transport. We closely follow developments in biofuels and maintain ongoing dialogue with the manufacturers of heavy vehicles, in order to switch to alterna-

tive vehicles powered by biogas, electricity or hydrogen for example.

We believe that a mix of different solutions will be needed, where biogas, electrification and possibly hydrogen will be part of the solution to reduce emissions from the heavy transport sector.

During 2023, we received four new biogas trucks. We believe that battery-electric heavy-duty vehicles will take a few more years to be developed. The challenges are even greater for Sortera Industry's vehicle fleet, which is why we believe in the development of relevant electric vehicle technology towards 2030.



“Eco driving is fundamentally quite simple”

■ Employee profile: Norbert Wesolowski

Norbert Wesolowski has been working as a driver for Sortera since 2019. He thinks it is good that Sortera provides Eco-driving training.

“Eco-driving is fundamentally quite simple. It’s about keeping your attention on the road ahead and adjusting your speed accordingly. You learn over time how to optimally drive up hills, for example. We also use HVO100 fuel, which works perfectly, although of course you sometimes need to plan your fuel stops as HVO100 is not available at all fuel stations,” says Norbert.

In 2023, Sortera introduced a variable salary model where drivers receive a monthly bonus if, among other things, they have completed Eco-driving training.

“Personally, I think the bonus model is great and most drivers are also positive to it. It seems like a very good incentive,” concludes Norbert.

ECO DRIVING AND HVO100 REDUCES EMISSIONS



CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
Materiality assessment	22
Value creation and innovation	23
Climate and the environment	27
Health and safety	29
Employees and culture	31
Communities	33
Sustainable value chain	34
Ethics and rules	35
SUSTAINABILITY NOTES	36

OCCUPATIONAL HEALTH AND SAFETY

Workplace risks exist in our operations, both at our facilities and out on the roads. Creating workplaces that are safe and promote health is of utmost importance to Sortera. We have a zero vision for workplace accidents and work actively and preventively to promote positive, healthy physical and psychosocial working environments.

SAFE WORKPLACES

One of our most important objectives is to ensure safe and sustainable workplaces. Our Workplace Policy guides the entire Group in its work towards occupational health and safety. Throughout our business, department managers collaborate with employees to create safe working environments.

In operations in Sweden and Finland, deviation management systems are used to help us to manage, investigate and remedy incidents in a systematic way. The participation rate and reporting of incidents and risk observations are important tools for working on improvements and preventing incidents and injuries.

Cooperation with our suppliers and customers is of great importance to us to ensure everyone has safe and healthy working environments. When our employees work on assignments at customer sites, we carry out

safety walks and risk assessments together with the customer.

In total, 68 accidents were reported in Sweden in 2023. Of these accidents, 14 resulted in absences of longer than 8 hours and three of the accidents lasted longer than 14 days (long-term sick leave). A great deal of work is underway to strengthen our preventive occupational health and safety work to reduce the number of accidents.

In Sweden, the number of workplace accidents has unfortunately increased in recent years, including the industries that Sortera operates in, i.e. recycling, construction, civil engineering and transportation.

This is also a trend that we see at Sortera and we have taken several measures to increase our focus on occupational health and safety.

During 2023, all managers in the Swedish organisation received training on incident

management in the deviation management system. The entire organisation has been encouraged to step up their reporting. In the business areas, the focus has been on following up on how reported activities have been handled and investigated.

During 2023, Sortera strengthened its safety committee. This provided a stronger focus and increased joint efforts to improve occupational health and safety measures. We also introduced a monthly safety information report to share experience and insights about incidents and accidents. The goal is to promote a preventive approach by providing important information and enhancing the knowledge of both employees and managers. The report and the work of the safety committee have also led to greater dissemination of information about accidents and the measures taken in the organisation.

An important component of our occupational health and safety work is that there are clear routines, instructions and guidelines for how tasks are to be carried out. This work was stepped up in 2023 and will continue in 2024. Sortera also aims to be certified according to the ISO 45001 Occupational Health and Safety management system.

TRAINING FOR ALL MANAGERS

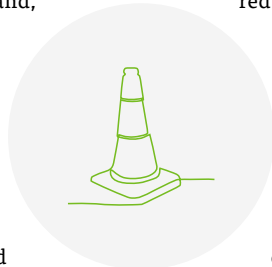
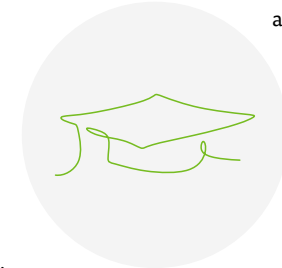
During 2022 and 2023, all managers in Sweden underwent training in BAM (Better

Working Environment) to strengthen and reinforce their knowledge which they need to maintain to ensure good working environments. Our managers require a high level of competence covering both legislation and the risks related to their operations, it is of great importance that they have a deep understanding of integrating these topics into their daily work.

In addition, we began internal work environment training in 2023 for our managers. The focus has been on Sortera's approach and how we can systematically work with legal compliance, verification and follow-up. The training includes practical exercises to increase the quality of the investigations and action plans that are created following reported incidents.

CUSTOMER COLLABORATION

Working collaboratively with customers on preventative occupational health and safety is also essential. As Sortera Industry conducts its assignments at customer facilities, customer collaboration on health and safety topics is important to ensure everyone's safety. Many customers must improve health and safety procedures at their construction projects. Sortera offers services that contribute to this. For example, vacuuming materials replaces heavy lifting and ensures employees are exposed to less dust compared with manual methods.



CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
Materiality assessment	22
Value creation and innovation	23
Climate and the environment	27
Health and safety	30
Employees and culture	31
Communities	33
Sustainable value chain	34
Ethics and rules	35
SUSTAINABILITY NOTES	36

HEALTH AND WELL-BEING

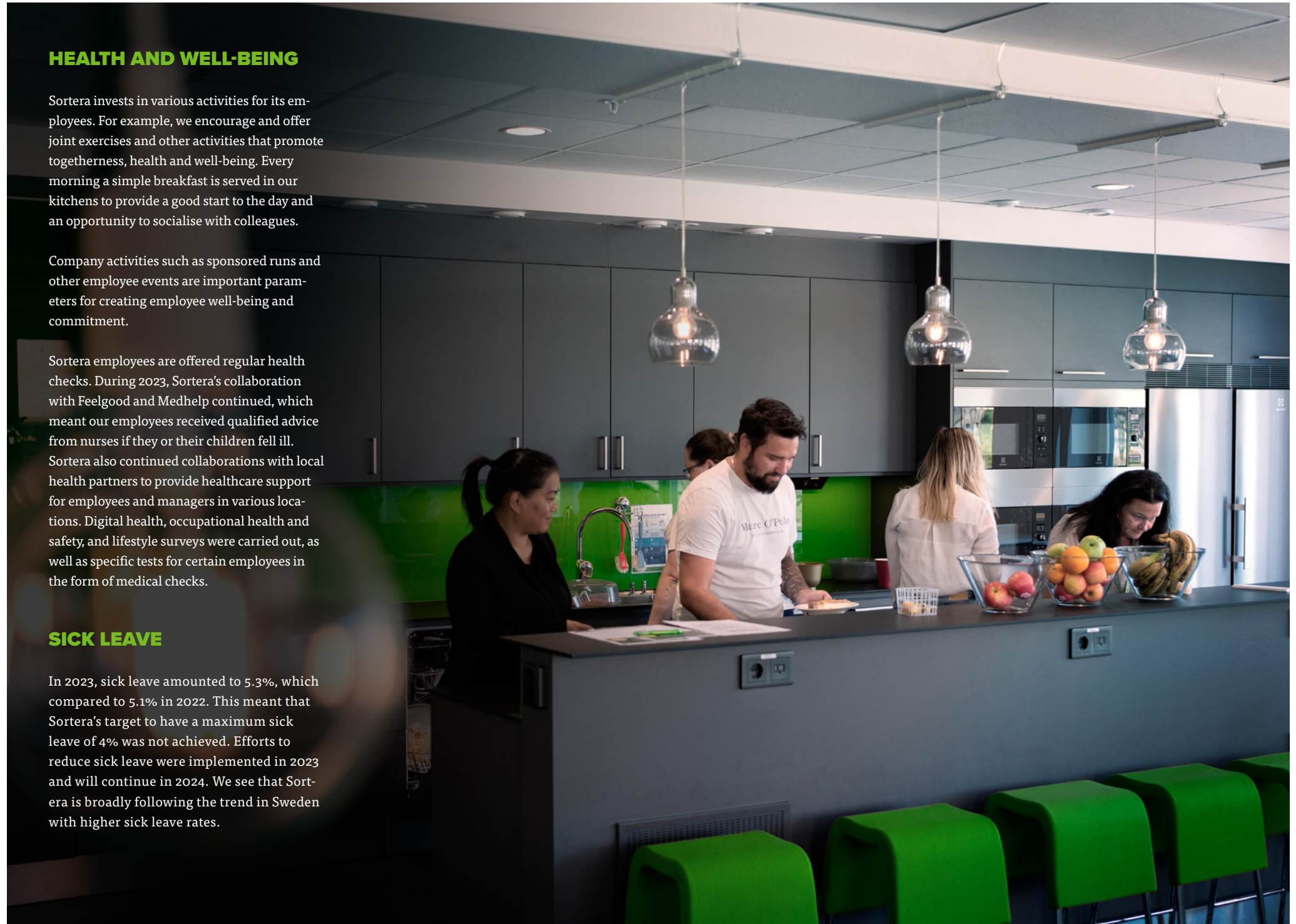
Sortera invests in various activities for its employees. For example, we encourage and offer joint exercises and other activities that promote togetherness, health and well-being. Every morning a simple breakfast is served in our kitchens to provide a good start to the day and an opportunity to socialise with colleagues.

Company activities such as sponsored runs and other employee events are important parameters for creating employee well-being and commitment.

Sortera employees are offered regular health checks. During 2023, Sortera's collaboration with Feelgood and Medhelp continued, which meant our employees received qualified advice from nurses if they or their children fell ill. Sortera also continued collaborations with local health partners to provide healthcare support for employees and managers in various locations. Digital health, occupational health and safety, and lifestyle surveys were carried out, as well as specific tests for certain employees in the form of medical checks.

SICK LEAVE

In 2023, sick leave amounted to 5.3%, which compared to 5.1% in 2022. This meant that Sortera's target to have a maximum sick leave of 4% was not achieved. Efforts to reduce sick leave were implemented in 2023 and will continue in 2024. We see that Sortera is broadly following the trend in Sweden with higher sick leave rates.



CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
Materiality assessment	22
Value creation and innovation	23
Climate and the environment	27
Health and safety	29
Employees and culture	31
Communities	33
Sustainable value chain	34
Ethics and rules	35
SUSTAINABILITY NOTES	36

EMPLOYEES AND CULTURE

Sortera’s success is due to its committed employees who are focused on delivering high quality of service. Our culture is characterised by a desire to further develop our working procedures, our customer relationships and our employees’ skills. Our focus on research and development combined with strong collaboration, quality awareness, high competence and service are the foundations for our work.

At Sortera, we prioritise and value the well-being, satisfaction and commitment of our employees. We encourage ongoing dialogue on our culture – the Sortera Way – which is based on our values: service, commitment and sustainability. The Sortera Way describes how our employees should act in their daily work, towards each other and our stakeholders.

DIVERSITY AND INCLUSION PROMOTES DEVELOPMENT

Sortera has great cultural diversity among its employees. For some employees, Sortera can offer the first step into the labour market, while for others it means a further step in their career where the position requires longer experience, deeper specialist knowledge or expertise. We are proud of the diversity we have among our employees, which represent many different nationalities and are convinced that this leads to the creation of better ideas in the development of our working methods for our customers. Sortera operates in an industry where there are fewer women than men, mainly within our groups such as plant staff and drivers.

One of Sortera’s objectives is to equalise the gender distribution at all levels over time. We also want to retain, attract and recruit people of the underrepresented gender in each work grouping.

LEADERSHIP AND COMPETENCE DEVELOPMENT

Sortera has a leadership programme that is part of the Sortera Academy. This includes three modules that aims to strengthen the leadership of managers, and enhance their ability to lead, coach and develop our employees, and improve operations and business acumen. Most management positions at Sortera have been appointed internally. This is proof that Sortera can retain and develop competent and committed employees, which reflects the importance of its investments in leadership development.

During 2023, Sortera continued its investment in a coaching programme for selected managers. Internally, webinars were held with various themes such as reducing sick leave, employee and salary negotiations and

salary audits. Sortera’s focus on developing employees, leadership and workplaces also intensified with a new tool for promoting employee engagement.

Competence development is ongoing for our employees in all our business areas. Examples of training include Eco-driving, which aims to train our drivers to drive more efficiently, waste sorting training at our facilities and training in handling hazardous waste. Many of our employees also undergo ongoing training to maintain their certifications, professional competence certificate (YKB) and other statutory training.

EMPLOYEE ENGAGEMENT

High job satisfaction and employee engagement are important for us. Until 2022, this was measured through an annual employee survey. During 2023, Sortera implemented a new tool to continuously engage with employees and improve working environments and well-being. The tool continuously measures how satisfied our employees are. Areas that are measured include how the employees experience their work situation, job satisfaction, team spirit and leadership. In this way, each manager can work together with their employees to develop our workplaces and the issues that are important for our employees’ work environments, health and well-being.

The tool was fully implemented in our Swedish operations by November 2023. At the time when this report was compiled, Sortera’s Swedish operations had an index of 7.3 on a 10-point scale. This corresponds to an employee customer satisfaction of 73%. As the new tool involves different questions

compared to previous employee surveys, it is not always possible to compare historical data. The results from the ongoing surveys, together with the results from our digital health, work environments and lifestyle surveys, form the basis for implementing preventive wellness measures.

NEW EMPLOYEES

Sortera recruits, hires and introduces new employees on an ongoing basis. One initiative implemented in 2023 was the simplification of our ‘onboarding’ for professional drivers, which is a high-turnover employee group – both in Sortera and the general industry. We produced a clear guide that describes the most important aspects of the driver’s role. The guide is designed to make it easier for new drivers but also to create a sense of belonging and professional pride. During 2023, we also introduced and evaluated a variable salary model where drivers were awarded a monthly bonus for completing the Eco-driving training, which helps to reduce vehicle wear and tear. This salary model is now under evaluation.

A significant proportion of Sortera employees took on new roles internally during 2023. This is part of our approach to develop and retain our competent employees.

Sortera’s target in 2023 was for employee turnover to decrease to less than 8%. However, employee turnover increased primarily among drivers who were in demand in the job market in 2023. Sortera works continuously with various concrete initiatives with the aim of reducing employee turnover, some of which are mentioned above..

CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
Materiality assessment	22
Value creation and innovation	23
Climate and the environment	27
Health and safety	29
Employees and culture	32
Communities	33
Sustainable value chain	34
Ethics and rules	35
SUSTAINABILITY NOTES	36

”I have my Sortera family at work”

■ Staff profile: Karolina Jensen

While Karolina Jensen was studying construction and civil engineering, she did her internship at Sortera. Six years later, she is still working at the facility in Gothenburg, where she has worked with most of the facility’s processes, but she enjoys filling builder bags with the excavator the most.

“The best thing about Sortera is my colleagues and the great collaboration we have. I have a lot of contact with our drivers, which is fun. I know what I’m good at and I get to organise my work myself, which I appreciate,” explains Karolina.

After several years at the same workplace, it is natural to get close to your colleagues.

“I started here as an 18-year-old, so it feels like I’ve grown up with Sortera. Now I have my own family at home, and then I have my Sortera family at work,” concludes Karolina.



CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
Materiality assessment	22
Value creation and innovation	23
Climate and the environment	27
Health and safety	29
Employees and culture	31
Communities	33
Sustainable value chain	34
Ethics and rules	35
SUSTAINABILITY NOTES	36

LOCAL COMMUNITY DEVELOPMENT

Sortera contributes to the development of local communities – primarily through directly employing people, but also through targeted initiatives. These initiatives are often local and differ between countries.

As we operate locally and have various partners, both upstream and downstream, Sortera also contributes to indirect work opportunities. We estimate that each Sortera job creates a job among our subcontractors in the recycling industry and transport companies.

SUPPORTING HEALTH INITIATIVES

During 2023, Sortera contributed to several initiatives to support the fight against cancer and ill health, and initiatives that promote better public health.

In Finland, Sortera participated in an event called 'F**k Cancer Disc Golf'. This initiative raised money for young people with cancer by playing disk golf.

In Finland, we also collaborated with 'the Children's Foundation' (Ronald McDonald House), which provides accommodation for parents of seriously ill children undergoing treatment. In addition, we donated to the Swedish Children's Cancer Foundation. In the United Kingdom, Sortera's subsidiary O'Donovan Waste Disposal was involved in 'Mental Health Awareness

Week', which is an initiative to raise awareness and support preventative work on mental illness. In Sweden, we again partnered with Marathongruppen, which for over 40 years has been a driving force in Swedish running. The organisation arranges several competitions in Sweden, such as the Stockholm Marathon, Våruset and Tjejmilen. More than 200,000 runners participate in these races each year. Sortera is a waste partner and sponsor at these competitions.

COMMUNITY PROJECTS AND CHARITY

Sortera also contributes to several community projects and charities. In Finland, together with its partners, it has built playhouses from recycled wood and donated them to charitable causes. In 2023, playhouses were donated to an organisation that offers temporary housing for people exposed to domestic violence. In 2023, we also participated in the 'Christmas Party' initiative by transporting clothes and food to the needy free of charge. In the United Kingdom, our subsidiary O'Donovan Waste Disposal contributed to the London Irish Centre which is a cultural centre promoting Irish arts and culture.



CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
Materiality assessment	22
Value creation and innovation	23
Climate and the environment	27
Health and safety	29
Employees and culture	31
Communities	33
Sustainable value chain	34
Ethics and rules	35
SUSTAINABILITY NOTES	36

SUSTAINABLE VALUE CHAIN

It is natural for Sortera to follow and respect basic principles on human rights, labour law, the environment and to fight corruption throughout our business and wider sphere of influence. This includes building sustainable relationships with our suppliers and business partners.

SORTERA'S VALUE CHAIN

Sortera's value chain starts with customer needs, which is either to repair, maintain, remediate, or collect residual products or waste. Our value chain is therefore usually related to the country or city in which we operate. We rarely have customers or part-

ners in countries where we do not have operations. Sortera currently operates in Sweden, Finland and the United Kingdom, which are countries with low risks of corruption, social and environmental issues.

DEVELOPMENT OF THE SUPPLY CHAIN

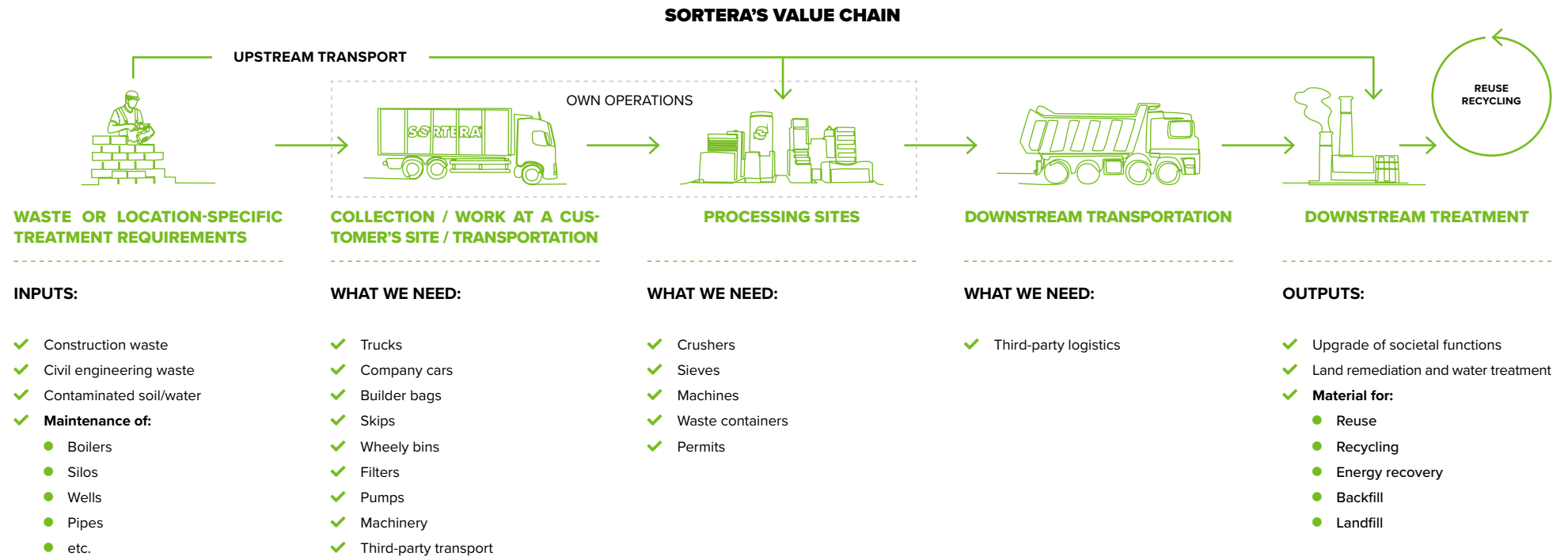
To perform our services, we need certain products and vehicles. Goods and services delivered to Sortera must be produced under conditions that are compatible with international principles and conventions as well as local laws and regulations. These are described in Sortera's Supplier Code of Conduct. We encourage our suppliers to strive for continuous improvements and to establish, implement and maintain recognised management systems and standards covered by the Code of Conduct.

Our builder bags are manufactured in India and we have far-reaching collaborations with the related suppliers. In accordance with our supplier assessment process, self-audits and site visits are carried out on a regular basis. We have also established continuous follow-up meetings where the implementation of our Code of Conduct is an established item on the agenda.

In 2023, we continued to implement internal processes for the adaptation and implementation of supplier assessments based on different categories and materiality.

MANAGEMENT OF END RECIPIENTS

We carefully review all recipients of waste and residual products before they are approved. Checks are made with the tax authorities and other authorities to ensure that the relevant permits exist to receive and handle the specific material. Our downstream recipients of residual material are mainly based in the countries where we operate, as well as some in other Nordic countries. No waste is exported to countries with high social or environmental risks. We therefore consider the risks of human rights violations in this part of the value chain to be low.



CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
Materiality assessment	22
Value creation and innovation	23
Climate and the environment	27
Health and safety	29
Employees and culture	31
Communities	33
Sustainable value chain	34
Ethics and rules	35
SUSTAINABILITY NOTES	36

ETHICS AND RULES

Sortera welcomes stricter laws and regulations to promote the circular economy. It is important that both environmental and socio-economic perspectives are considered when working towards more efficient resource flows. We work actively to secure the policies, processes and certifications that favour better management of the environment, quality standards and work-related risks.

ENVIRONMENTAL PERMITS

Sortera conducts permitted operations with facilities in central and southern Sweden as well as in Helsinki in Finland and in London in the United Kingdom. The acquisition of GBN added four facilities in London to Sortera's operations.

Our facilities are operated in accordance with all relevant permits and there have been no suspected irregularities or environmental breaches. Compliance with permits and regulations is verified annually during inspection visits to each facility.

We also carry out annual legal compliance checks in accordance with our management system.

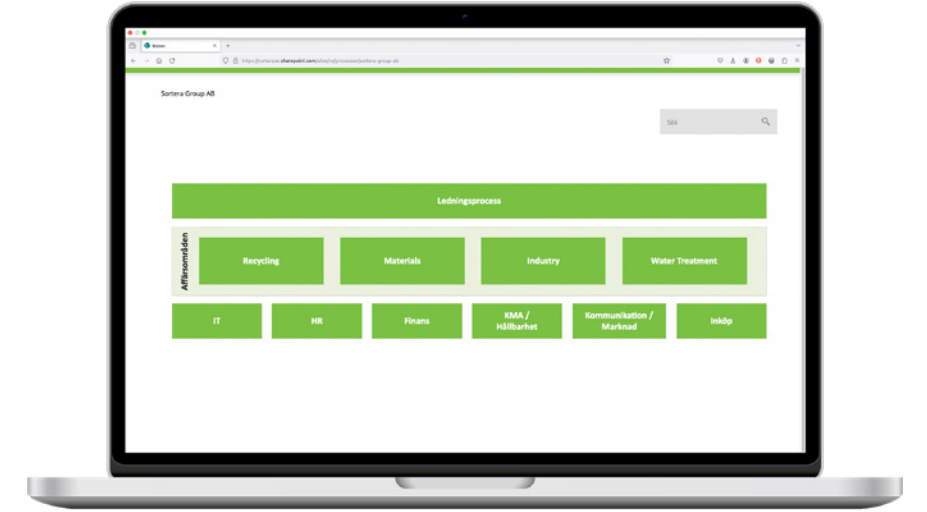
CODE OF CONDUCT

Sortera has always prioritised business ethics and regulatory compliance. During 2023, Sortera continued to communicate its principles on business ethics, anti-corruption, diversity and equality, discrimination, environment,

and occupational health and safety. These are summarised in the Sortera Code of Conduct. Sortera has zero tolerance for corruption, bribery and unethical business practices, and this applies to both employees and partners. Our whistleblower function is an important tool for mitigating risks and for maintaining trust in our operations. Through the function, we can identify and remedy suspected irregularities at an early stage. Guidelines for the whistleblower policy are accessible via Sortera's external website and internal intranet. Anyone can submit a report of a suspected violation either openly or anonymously via an external reporting channel. In 2023, no serious cases were reported via the whistleblower channel.

MANAGEMENT SYSTEM

During 2023, the digitisation of Sortera's management system continued. All employees now have access to process and procedural descriptions as well as policies in our management system on Sortera's intranet. This facilitates the management, and quality of, our processes and simplifies the induction of new employees.



Above, the homepage of Sortera's web-based management system.

ISO 14001 AND ISO 9001

Sortera Group has chosen to ISO certify the elements of its management system that deal with quality (ISO 9001) and the environment (ISO 14001). The certificates apply to our entire operations in Sweden, and covers the collection, transport and recycling of con-

struction and industrial waste, trade in waste and material resources, construction and industrial sanitation and water treatment.

The parts of the management system that oversee our occupational health and safety work will also be certified according to the ISO 45001 standard in 2024.



CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36
Sustainable Development Goals	37
Sustainability risks	39
Key figures	41



SUSTAINABILITY NOTES

CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36
Sustainable Development Goals	37
Sustainability risks	39
Key figures	41

SUSTAINABLE DEVELOPMENT GOALS

Sortera contributes to the United Nation's Sustainable Development Goals, which aim to achieve a socially, environmentally and economically sustainable world by the year 2030. The 17 goals are broken down into 169 sub-targets. We have identified seven goals we believe we can contribute the most to.



GOAL: 5 – GENDER EQUALITY

SUBTARGET: 5.5 – FULL PARTICIPATION OF WOMEN IN LEADERSHIP

Sortera works toward women's full participation in, and equal opportunities for, leadership. We have set long-term objectives to increase the proportion of female managers and work actively to promote gender equality at all levels.



GOAL: 6 – CLEAN WATER AND SANITATION

SUB-TARGET: 6.3 – IMPROVE WATER QUALITY

Sortera works to improve water quality through soil remediation and water treatment, reducing pollution and minimising the release of hazardous chemicals and materials. Our services include everything from the management of water sediment on site, to handling contaminated material and petroleum products. We aim to be at the forefront of the development of remedial techniques, and in 2023 our investment continued in the remediation of PFAS-contaminated areas.



GOAL: 8 – DECENT WORK AND ECONOMIC GROWTH

SUB-TARGET: 8.2 – PROMOTING ECONOMIC PRODUCTIVITY

How Sortera operates in the waste management industry contributes to increased economic productivity through (1) diversification – we have a broad product and service portfolio and can tailor solutions for our customers, (2) technological improvements – our facilities and our vehicles are state-of-the-art, and (3) innovation – remediation of PFAS and the development of new processes to elevate materials in the waste hierarchy.

SUB-TARGET: 8.4 – IMPROVE RESOURCE EFFICIENCY

Sortera improves resource efficiency in the production of materials and energy when recycled materials are made available as raw materials.

SUB-TARGET: 8.5 – DECENT WORKING CONDITIONS

Sortera offers full and productive employment with good working conditions for women and men, with equal pay for equal work.

SUB-TARGET: 8.7 – ERADICATE FORCED LABOUR, HUMAN TRAFFICKING AND CHILD LABOUR

Sortera only works with suppliers and business partners that share the principles of ending forced labour, modern slavery, human trafficking and all forms of child labour.

SUB-TARGET: 8.8 – EMPLOYEE RIGHTS AND GOOD WORKING ENVIRONMENT

Sortera works to protect the rights of employees and promote safe working environments for all employees. We have a vision of zero workplace accidents.



CONTENTS

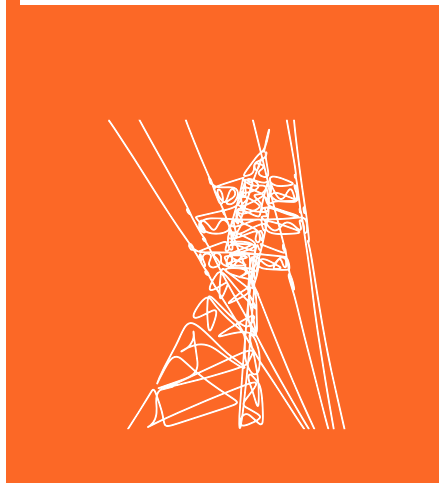
INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36
Sustainable Development Goals	38
Sustainability risks	39
Key figures	41



GOAL: 9 – SUSTAINABLE INDUSTRY AND INFRASTRUCTURE

SUB-TARGET: 9.4 – INCREASING SUSTAINABILITY FOR INDUSTRY AND INFRASTRUCTURE

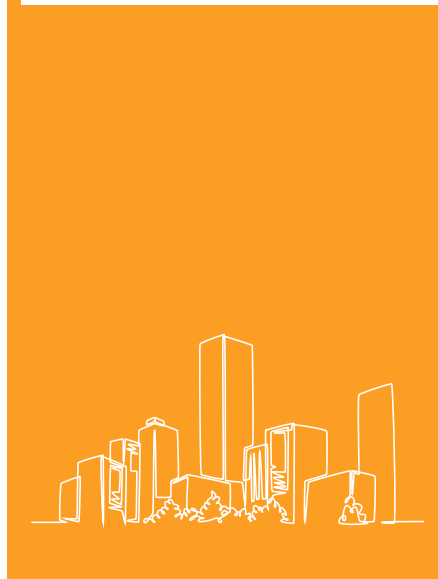
Sortera contributes to making infrastructure, such as waste management infrastructure, more sustainable and contributes to the more efficient use of resources. We also carry out the maintenance of infrastructure to extend the lifespan of important social functions such as in heating plants, sewage systems and buildings.



GOAL: 11 – SUSTAINABLE CITIES

SUB-TARGET: 11.6 – REDUCE THE ENVIRONMENTAL IMPACT OF CITIES

Sortera contributes to reducing the negative environmental impact of cities through efficient and sustainable waste management, the maintenance of sewage systems and stormwater drains as well as through land remediation and water treatment.



GOAL: 12 – SUSTAINABLE CONSUMPTION AND PRODUCTION

SUB-TARGET: 12.2 – SUSTAINABLE USE OF NATURAL RESOURCES

Through our work with the collection, sorting and processing of residual products, we contribute to the sustainable management and efficient use of natural resources. Sortera enables material recycling, which in turn leads to reduced raw material consumption.

SUB-TARGET: 12.4 – RESPONSIBLE HANDLING OF CHEMICALS & WASTE

Sortera works on the responsible management of chemicals and all types of waste throughout their entire lifecycle. Sortera therefore contributes to reducing emissions and minimising negative consequences on human health and the environment. Today, it is the law in Sweden to report all hazardous waste to the Swedish Environmental Protection Agency. In this work, Sortera acts as an agent for many of its customers.

SUB-TARGET: 12.5 – SIGNIFICANTLY REDUCE THE AMOUNT OF WASTE

Sortera helps to reduce the amount of waste by enabling the reuse and recycling of waste materials. Our focus is to constantly find more environmentally friendly solutions for recycling waste, to replace virgin materials.



GOAL: 13 – CLIMATE ACTION

SUB-TARGET: 13.2 – INTEGRATING CLIMATE CHANGE MEASURES

Sortera integrates climate measures into its business model. The more material we can recirculate, the fewer virgin raw materials we need, which can avoid carbon dioxide emissions. Sortera's main contribution to mitigating climate impact is to optimise the recycling of the waste we handle. At Sortera, we work continuously to develop our offering and processes for waste management. In addition, Sortera's ambition is to replace fossil fuels as much as possible with bio-based fuels or alternatively switch to electrification. We have begun the electrification of our facilities and already have fully electrified crushing lines at two of our processing facilities.



CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36
Sustainable Development Goals	37
Sustainability risks	39
Key figures	41

SUSTAINABILITY RISKS

Sortera applies a risk-based method and strives to always work proactively with risks and risk management.

Sortera has a comprehensive framework for risk assessment, evaluation and management, which includes the company's sustainability risks. Internal controls are designed to manage, minimise or eliminate risks. Our framework regularly analyses the effectiveness of our internal controls.

The table on the next page shows what are deemed to be Sortera's main sustainability risks and how they are managed.



CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36
Sustainable Development Goals	37
Sustainability risks	40
Key figures	41

SUSTAINABILITY RISK	CONSEQUENCE	LIKELIHOOD	RISK MANAGEMENT	GUIDELINES / POLICIES
OCCUPATIONAL HEALTH AND SAFETY				
Inadequacies in H&S	Can lead to incidents, accidents and, in the worst case, death.	MEDIUM / HIGH	The business has preventive occupational health and safety processes that proactively identify, investigate and remedy risks. A company-wide system for incident and accident reporting has been introduced and supports the improvement work. In addition, Sortera's managers and supervisors receive occupational health and safety training.	<ul style="list-style-type: none"> Sustainability Policy HR Policy Code of Conduct Health and Safety Policy Road Safety Policy Alcohol and Drug Policy
The risk of fire at one of our facilities.	Can lead to injury of people, and damage to the environment and our assets.	MEDIUM	Our facilities have daily safety rounds where we measure the temperature in the material piles with electronic equipment. All machines and crushers have their own fire suppression system and extinguishing equipment and fire hydrants are checked regularly. To minimise the risk of a spark and its effects, employees have special routines and procedures for handling material.	<ul style="list-style-type: none"> Health and Safety Policy Code of Conduct
EMPLOYEES AND CULTURE				
Difficulty finding competent personnel and risk of losing key personnel.	May result in financial loss, reduced work capacity and/or operational impact.	MEDIUM	Continuous competence development in the form of training (both internal and external). We also offer market-based benefits and a workplace that promotes employee development and loyalty through various incentives.	<ul style="list-style-type: none"> Sustainability Policy HR Policy Code of Conduct
Risk of loss of corporate culture during acquisition and recruitment.	Can lead to operational impact, e.g. deterioration of service levels.	MEDIUM	We carry out careful due diligence processes and integrate new employees and companies with a focus on preserving and strengthening our existing culture – the Sortera Way. Well-planned inductions and training are the basis for this.	<ul style="list-style-type: none"> Sustainability Policy HR Policy Code of Conduct
ENVIRONMENT / LEGAL COMPLIANCE				
Lack of legal compliance, e.g. that permission is missing/not complied with, permit values/conditions not met.	Can lead to emissions to land, air and water and/or to losing the permit for the business.	LOW / MEDIUM	All our licensed activities are planned, carried out and followed up within the framework of our management systems. We check all recipients of waste that they have the relevant permit to receive and manage the specific type of waste.	<ul style="list-style-type: none"> Sustainability Policy Code of Conduct Business Policy Sourcing Policy Supplier Code of Conduct
Environmental risks regarding waste disposal.	Can lead to damage to the environment if waste ends up in places that do not have a permit and/or is handled incorrectly.	LOW / MEDIUM	Implemented policies, processes and routines for handling disposals as well as high competence in the area, including ensuring that relevant permits exist where we deposit materials.	<ul style="list-style-type: none"> Sustainability Policy Code of Conduct Business Policy Sourcing Policy Supplier Code of Conduct
CORRUPTION				
Risk of financial irregularities, corruption, fraud attempts.	Can lead to financial damage and loss of trust.	LOW / MEDIUM	Our Code of Conduct is available on the intranet and is covered in the induction of new employees. Through our internal control work, we follow up compliance with the code. In addition to conducting supplier assessments, we have developed a Supplier Code of Conduct that must be communicated to our suppliers and subcontractors.	<ul style="list-style-type: none"> Code of Conduct Supplier Code of Conduct Whistleblower Policy
HUMAN RIGHTS				
Risk of human rights violations at supplier level.	Can lead to people in vulnerable situations getting hurt.	LOW	We assess all our suppliers. We have a dedicated Supplier Code of Conduct. We either carry out audits of high-risk suppliers ourselves or through third parties.	<ul style="list-style-type: none"> Code of Conduct Sourcing Policy Supplier Code of Conduct
INFORMATION SECURITY				
Information security risks and insufficient compliance with GDPR.	May lead to data breaches or manipulation of sensitive information, financial damage and a loss of trust.	LOW	We proactively work with GDPR and processes for information security.	<ul style="list-style-type: none"> Information Security Policy Privacy Policy

CONTENTS

- INTRODUCTION 3
- ABOUT SORTERA 8
- SUSTAINABILITY ASPECTS 21
- SUSTAINABILITY NOTES 36
 - Sustainable Development Goals 37
 - Sustainability risks 39
 - Key figures 41

KEY FIGURES

For key figures ‘number of employees’ and ‘turnover’ figures are for the entire Group (including acquisitions in 2023). The other key figures include Sortera Sweden and Sortera Finland only.

United Kingdom acquisitions (O’Donovan Waste Disposal, acquired in 2022 and GBN Services Ltd, acquired in 2023) will be merged and included in the Group’s reporting from financial year 2024.

COLOUR TARGET (status):

- = in line with target
- = specific activities are needed to achieve the target
- = not in line with the target

TURNOVER GROUP	2022	2023	TARGET
Billion SEK	2,20	2,98	

TOTAL DISPOSED QUANTITIES OF WASTE (kTonne)	2022	2023	TARGET
Volumes vary depending on different project sizes from year to year and show the extent of our business; comparison between years highlights Sortera’s ability to adapt.	1 246	2 252	
Of which reuse/recycling (tonnes).	88 (7%)	76 (3,4%)	Target 2025: The amount of waste, measured in tonnes, that is recycled within each business area must double by 2025 (base year 2020: 79 kTonne, 4.8%). ●

ENERGY CONSUMPTION (kWh)	2022	2023	TARGET
Total energy consumption	46 733 272	52 891 131	
Energy consumption, fuel for vehicles and machinery	43 278 095	48 493 252	
Of which fossil-free proportion (HVO100)	6,0%	27,0%	
Energy consumption, electricity and heat	3 455 177	4 397 879	
Of which fossil-free proportion	88%	88%	2025: All purchased electricity must be 100% fossil-free ●

FUEL CONSUMPTION (LITRE)	2022	2023	TARGET
Total fuel consumption	4 537 268	5 027 703	

CLIMATE IMPACT (tCO ₂ e)	2022	2023	TARGET
Climate impact – scope 1 emissions (direct emissions that occur in the company’s own operations, e.g. fuel combustion and fuels used in vehicles the organisation owns or controls).	11 087	7 266	In 2025, all our vehicles must be fossil-free. ● Goal 2027: 100% of the fuel used at our facilities must be fossil-free.
Climate impact – scope 2 emissions (indirect emissions from purchased electricity, steam, heat and cooling).	95	186	Goal 2025: All sourced electricity must be 100% fossil-free. ●
(includes CO ₂ emissions that are generated by end-users).	N/A	N/A	2024: Establish measurement method and cooperate with subcontractors and processors to reduce scope 3 emissions. ● 2030: 100% of our vehicles and third-party vehicles must use fossil-free fuels.

CONTENTS

INTRODUCTION	3
ABOUT SORTERA	8
SUSTAINABILITY ASPECTS	21
SUSTAINABILITY NOTES	36
Sustainable Development Goals	37
Sustainability risks	39
Key figures	42

PROPORTION OF EURO STANDARD TRUCKS	2022	2023	TARGET
Euro 6	84%	89%	Goal 2025: All vehicles Euro 6 class (or higher, alternatively hybrid/electric) ●

OCCUPATIONAL HEALTH AND SAFETY	2022	2023	TARGET
Number of reported accidents, total	54	71	
Number of reported accidents, Sweden	50	68	
Number of reported accidents, Finland	4	3	
Number of reported lost time accidents, LTI Group	17	19	Vision: 0
Number of reported lost time accidents, LTI Sweden	14	14	
Number of reported lost time accidents, LTI Finland	3	5	
Accident frequency, LTIF Group	20	19,8	Goal 2023: < 5 ●
Accident frequency, LTIF Sweden	19	15,7	
Accident frequency, LTIF Finland	36	61	
Number of reported incidents, Sweden	104	83	
Number of reported incidents, Finland	31	15	

EMPLOYEE SATISFACTION	2022	2023	TARGET
Well-being, employee survey*	80%	73%	

* In 2024, a new type of measurement was used.

NUMBER OF EMPLOYEES AND GENDER DIVERSITY	2022	2023	TARGET
Number of employees, total*	651	872	
Number of employees, Sweden	503	507	
Number of employees, Finland	43	40	
Number of employees, United Kingdom	105	325	
Proportion of women/men, total	21% / 79%	21% / 79%	Goal 2030: 30% / 70% ●
Proportion of women/men, managers total	23% / 77%	22% / 78%	Goal 2030: 30% / 70% ●
Proportion of women/men, Management Group	22% / 78%	0% / 100%	Goal 2030: 50% / 50% ●
Proportion of women/men, Board of Directors	17% / 83%	20% / 80%	Goal 2025: 50% / 50% ●

* Average number of employees, including acquisitions.

SICK LEAVE AND EMPLOYEE TURNOVER	2022	2023	TARGET
Sick leave Sweden	5,12%	5,3%	Goal 2023: < 4% ●
Sick leave Finland	3,90%	3,0%	
Staff turnover Sweden (termination at own request)	13,75%	14,99%	Goal 2023: < 8% ●
Staff turnover Finland (voluntary)	2,30%	9,64%	

CUSTOMER SATISFACTION	2022	2023	TARGET
Customer Satisfaction Index, CSI (4-point scale)	3,56	3,41	
NPS	39	57	

The Board of TeraSor Topco AB (Corporate ID number: 559303-2567) and the Managing Director of the Sortera Group hereby submit the Sustainability Report for 2023 in accordance with the Swedish Annual Accounts Act (ÅRL). The report applies to all the Sortera Group's subsidiaries.

Sortera is an environmental company that collects and manages waste to make sure it is transformed into resources, through reuse, recycling or energy recovery, and that toxic and harmful substances and soils are taken care of in a safe manner. Company services include construction waste management, sludge and vacuum suction, industrial and soil decontamination, water purification and trade with waste for energy recovery. Sortera supports its customers with responsiveness, great service and reliable logistics. The company was founded in 2006 and today it provides services that improve the environment for thousands of companies and individuals in northern Europe.