



KeyPlants Sustainability Report 2024



About the Sustainability Report

This is the KeyPlants Sustainability Report for calendar and financial year 2024. The Report covers:

- KeyPlants AB (556569-0988)
- KeyPlants Emtunga AB (559310-9472)
- KeyPlants Automation AB (559162-6238)
- KeyPlants Malmö AB (559257-9410)

This Report has been prepared separately from the Annual Reports for each company.

KeyPlants' Sustainability Report includes information about the sustainability performance of KeyPlants Group companies with regard to employee and social sustainability, safety, water and energy use, and greenhouse gas emissions. The Sustainability governance structure at KeyPlants is described and a summary of KeyPlants' governing policies and guidelines is presented. The report also identifies the important external initiatives of which KeyPlants is a member, explains our efforts related to those initiatives, and identifies selected UN Sustainable Development Goals (SDGs) and how they related to KeyPlants' strategic and sustainability work.

Who We Are

KeyPlants AB is the leading provider of engineering technologies for life sciences. We deliver high quality design services and sustainable capital projects for the life science industry.

We simplify any complex issues, and reduce risk and cost, while increasing safety and speed.



HQ Stockholm



Emtunga Plant



Gothenburg Office



Malmö Office

KeyPlants is headquartered in Stockholm, Sweden, with offices in Malmö, Gothenburg, and Pennsylvania, as well as our manufacturing facility in Emtunga, Sweden.

KeyPlants were pioneers in bringing the modular facility concept to the life science industry and has delivered 100+ projects in over 30 countries.

Today, we partner with companies around in world, including both regional and several of the top 10 pharmaceutical companies.

Our Vision, Mission & Values

Our Vision: is to be the leading provider of innovative life science facilities.

Our Mission: is to provide fast track, high quality facility design and construction, as well as turnkey modular facility solutions, for the life science and advanced technology industries.

Our Values:

KeyPlants has four core values which guide our decisions, behavior, and actions at work:

We are pioneers

- We have confidence in what we do, and take pride in it.
- We take on challenges based on calculated risks.
- We simplify and find new solutions.

We are solution oriented

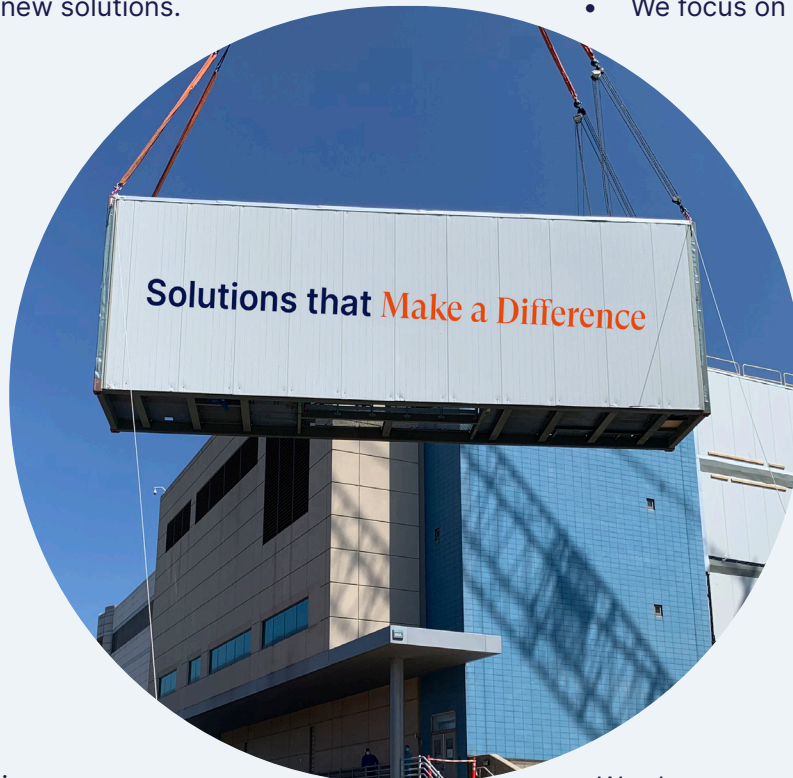
- We use our foresight to plan ahead.
- We provide comprehensive answers and break down complex problems into cost-effective solutions.
- We focus on the opportunities.

We are reliable

- We do not over promise.
- We manage and meet the expectations of all stakeholders.
- We are constantly developing our knowledge.

We work together

- We share success, information, and experiences.
- We deal with all challenges together.
- We respect each other and help each other improve.
- We put sustainability and safety first.



Employee & Social Sustainability

KeyPlants Group employment has grown each year since 2021 and that trend continued in 2024, reaching 160 employees by the end of the year. To support and develop our growing workforce, we launched the “Learning at KeyPlants” initiative, focused on competence transfer and technical training. In addition, we began tracking average employee training hours, which will be used to benchmark training in future years. KeyPlants also updated our employee Code of Conduct and Company Policy, clarifying roles and responsibilities as well as listing company quantitative objectives related to Social Sustainability.

KeyPlants Workforce - Employees by Gender

		2022	2023	2024			
Men	Women						
EMPLOYEES		79%	21%	76%	24%	70%	30%
LEADERSHIP TEAM		75%	25%	75%	25%	77%	23%
BOARD OF DIRECTORS		100%		100%		100%	

KeyPlants Culture & Ethics

	2022	2023	2024
WHISTLEBLOWER INCIDENTS	0	0	0
HARRASSMENT INCIDENTS	0	0	0
CORRUPTION INCIDENTS	0	0	0

Employee Engagement & Training

	2022	2023	2024
EMPLOYEE NET PROMOTOR SCORE*	43	42	39
AVERAGE TRAINING HOURS PER EMPLOYEE	No data	No data	21.8

*GLOBAL BENCHMARK SCORES - 2023: 14 2024: 16



Health & Safety

Safety will always have first priority at KeyPlants, and we recognize the importance of our employees’ well-being and the company’s role in establishing and maintaining a safe and healthy working environment. In 2024, KeyPlants made the Head of Safety role a permanent position and a part of the company’s senior leadership team. KeyPlants also updated our HSE policy, and we continued our track record of low safety incident rates, especially in comparison to industry benchmarks. KeyPlants also had an increased focus on safety reporting in 2024, which resulted in increases across all categories within safety reporting. This will continue to be a focus in 2025 as we implement a new safety reporting system.

Injuries & Illnesses Data - Number of Events

	2022	2023	2024
FATALITIES	0	0	0
LOST TIME INCIDENTS (LTI)	0	0	1
FIRST AID CASES	0	5	3
NEAR MISS REPORTS	3	9	31
GOOD SAVES	79	16	120
TOTAL RECORDABLE INCIDENT RATE (TRIR)	0.0	0.0	0.4

KeyPlants has been assessed by Highwire Safety each year since 2021, achieving a score above 90 every year. We also track safety data on a monthly and yearly basis for all factory and field work activities.



Environmental Scope

KeyPlants focuses on several environmental areas in alignment with the ambition to be an environmental and sustainability leader within our industry: greenhouse gas emissions, energy use, water use, and waste. Our objectives include minimizing Scope 1 and Scope 2 emissions through the use of electric vehicles and purchase of renewable energy, minimizing creation of waste through modular design and efficient material use, maximizing recovery of any generated waste, and promoting sustainable solutions and services to our customers and stakeholders.

KeyPlants Enviromental Key Performance Indicators

	2022	2023	2024
ENERGY USE (MWH)	894	922	729
FOSSIL-FREE ENERGY (% OF TOTAL ENERGY	99.8%	99.7%	99.7%
EMISSIONS: SCOPES 1 AND 2 (TONNES CO2)	19.1	22.1	8.1
WATER USE (CUBIC METERS)	1249	1212	839
WASTE RECOVERY (% OF TOTAL WASTE)	78%	73%	92%

The reported energy and water data is for all KeyPlants company locations, as are the reported emissions, which cover Scope 1 and Scope 2. Waste recovery data are from KeyPlants’ production facility in Emtunga.



Governance

Governance & Management of Sustainability

The Board of Directors has final responsibility for management and execution of KeyPlants strategies, policies, and decisions, including matters related to Sustainability. The KeyPlants Sustainability team consists of a Sustainability Controller and Sustainability Steering Committee, who jointly report to the KeyPlants Senior Management Team. Environmental and Health & Safety matters at our Emtunga production facility are the responsibility of management at that facility. KeyPlants also has a Head of Safety who is part of the Senior Management Team and responsible for safety company-wide. KeyPlants HR is responsible for workforce and social sustainability matters.

Governing Policies & Guidelines

KeyPlants policies related to Sustainability are part of the company's formal Quality Management System and are regularly reviewed, updated, and made available to all KeyPlants employees. Additional governing documents, such as the employee handbook and employee Code of Conduct, are also distributed to all KeyPlants employees. These documents outline KeyPlants' commitments and expectations regarding minimizing environmental impacts, conserving natural resources, and establishing a safe and healthy work environment.





Code of Conduct

The employee Code of Conduct expresses KeyPlants expectations as an employer and sets professional standards for employees of all KeyPlants companies in relation to colleagues, clients, and suppliers. It covers multiple aspects including business ethics and our zero-tolerance approach to discrimination and harassment, among others. All KeyPlants employees and others who act on behalf of KeyPlants must comply with the Code of Conduct.

External Sustainability Initiatives

EcoVadis is an environmental, social, and corporate governance (ESG) performance assessment platform. KeyPlants' Sustainability efforts have been assessed by EcoVadis since 2022; KeyPlants received a silver medal for the first two years and a gold medal for both 2024 and 2025. Only the top 5% of all companies assessed by EcoVadis receive a gold medal.



The Science-Based Targets initiative (SBTi) is a platform for companies' emissions targets which align with the 1.5 C Paris agreement. KeyPlants submitted and had targets verified in 2023. They include reducing scope 1 and 2 emissions by 42% by 2030, compared to a 2021 baseline.



The United Nations Global Compact (UNGC) is an initiative to implement university sustainability principles and support the UN Sustainability Development Goals (SDGs). KeyPlants committed to the UNGC for the first time in 2024 and we will submit our first Communication on Progress in 2025.

WE SUPPORT



“Earning the EcoVadis Gold rating for a second consecutive year reflects our ongoing efforts to integrate sustainability into our business operations. KeyPlants remains focused on maintaining a safe and healthy working environment for our employees, reducing our emissions and waste, improving sustainability across our value chain, and driving innovation in line with our company’s core values.”

Mathias Ribenmo
CEO of KeyPlants



Sustainability at KeyPlants Locations

All KeyPlants offices in Sweden are located in green certified buildings. Green building certifications evaluate energy and water use, construction materials, indoor environmental quality, site impact, and other factors. They reduce impacts during both the construction and operational phases, including through sustainable use by tenants like KeyPlants.



KeyPlants
Gothenburg



KeyPlants
Malmö



KeyPlants
Stockholm

In addition, KeyPlants' factory location in Emtunga, Sweden, is certified in accordance with:

- ISO 9001:2015 – Quality management systems
- ISO 14001:2015 – Environmental management systems
- ISO 45001:2018 - Occupational Health & Safety

The certified management systems contribute to and improve KeyPlants' sustainability efforts at our Emtunga factory.



KeyPlants & the UN SDGs

The UN SDGs are the United Nations' blueprint for achieving a sustainable, peaceful, and prosperous future for people and the planet. There are 17 UN SDGs; KeyPlants has identified five SDGs as being an integral part of our sustainability work.

Good Health and Well-Being:

We contribute toward a healthier world by constructing facilities for the research, development, and manufacturing of medicines and vaccines, including in countries with limited or no access to such treatments. The health and safety of our own workforce is also a top priority, including providing access to quality medical care for all employees.



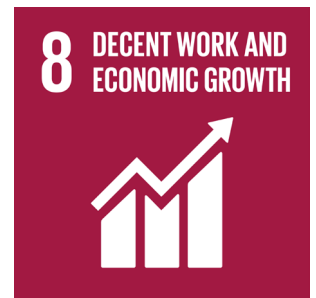
Gender Equality:

At KeyPlants we embrace a diverse workforce, including differences in gender. We monitor the ratio of women to men at the employee and management levels and the gender pay gap, always seeking to achieve gender equality. We also have policies in place to prevent discrimination and harassment and to support women at all levels within the company.



Decent Work and Economic Growth:

KeyPlants is committed to providing a safe and secure working environment at all our facilities and job sites. The employees at our production facility are unionized and KeyPlants never employs children or forced labor. We actively work toward equal pay for equal value and recruitment of young workers into the company is also a focus area.



Responsible Consumption and Production:

We have implemented comprehensive waste reduction and sorting programs at our manufacturing facility and started sourcing sustainable materials in accordance with green building principles for certain projects. KeyPlants' modular off-site production model also improves our material use efficiency and reduces our waste. We also introduced annual sustainability reporting in 2024 and have continued mapping our value chain, including engaging suppliers.



Climate Action:

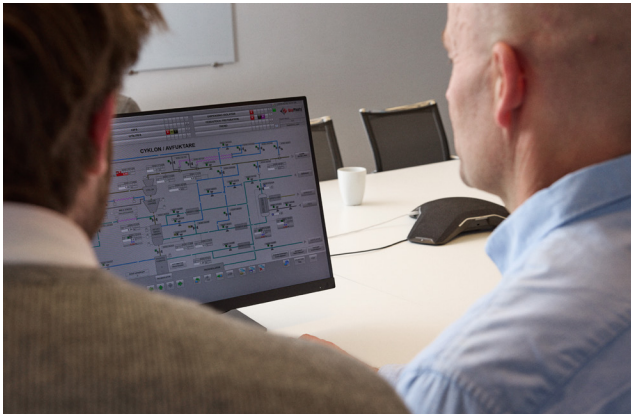
KeyPlants has validated greenhouse gas emission reduction targets through SBTi and we have agreements in place with our energy service providers to purchase fossil free electricity. We are finalizing our materiality assessment that will be used to integrate climate change adaptation into our company strategy and policies.



Sustainability Spotlight:

HVAC Energy Savings

In a typical pharmaceutical facility, HVAC can consume between 50-80% of the total energy for the facility. This makes HVAC systems an effective area to apply sustainability efforts related to energy efficiency. KeyPlants has provided design, modeling, and automation services for multiple customers to reduce HVAC energy consumption in their facilities, including:



Conducting CFD analysis to simulate clean room HVAC systems and reduce the number of air changes required, resulting in energy savings for a large pharmaceutical customer and reducing project costs.

Using building modelling software as part of project design to evaluate HVAC equipment alternatives for a new air handling unit at a major pharmaceutical manufacturer. The eventual solution implemented had potential energy savings of up to 55%.

Automating the cleanroom HVAC system for a new medical implant coating facility. KeyPlants Automation reduced cleanroom airflow by 20% during unoccupied hours at the facility, saving energy while still maintaining cleanroom integrity and the stringent standards required for safe manufacturing.



Sustainability through Modular Design

In 2024, KeyPlants was selected as the supplier of the modular facility for a new, full scale Renasys modular water purification plant. KeyPlants fabricated 8 modules, which were successfully delivered and installed in Førde, Norway in September 2024. Renasys' chemical-free technology treats wastewater and removes particles as small as 5 microns; KeyPlants' modular design enable turnkey connection to existing wastewater treatment facilities, immediately increasing treatment capacity.

This project represents a major milestone in advancing sustainable water treatment solutions and demonstrates the power of modular technology in delivering efficient, scalable, and sustainable solutions for critical infrastructure.



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