



KeyPlants
Sustainability
Report 2025

About the Sustainability Report

This is the KeyPlants Sustainability Report for calendar and financial year 2025. The report has been prepared in alignment with the EFRAG Voluntary Sustainability Reporting Standard for non listed SMEs (VSME), Basic Module. The consolidated sustainability report covers the following KeyPlants Group companies:

- 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.

The KeyPlants Group Sustainability Report includes information about the sustainability performance of KeyPlants Group companies with regard to employee and social sustainability, safety, water and energy use, waste, greenhouse gas emissions, and circular economy. The report describes the sustainability governance structure at KeyPlants and presents a summary of the Group's governing policies and guidelines. It also highlights external initiatives of which KeyPlants is a member, outlines the Group's efforts related to those initiatives, and identifies selected UN Sustainable Development Goals (SDGs) relevant to KeyPlants' strategic and sustainability work.

Detailed tables and a VSME Basic Module disclosure index are provided in a separate Appendices document, available via QR code and on our Sustainability webpage.



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.



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 the world, including both regional and several of the top 10 pharmaceutical companies.

Who We Are

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:

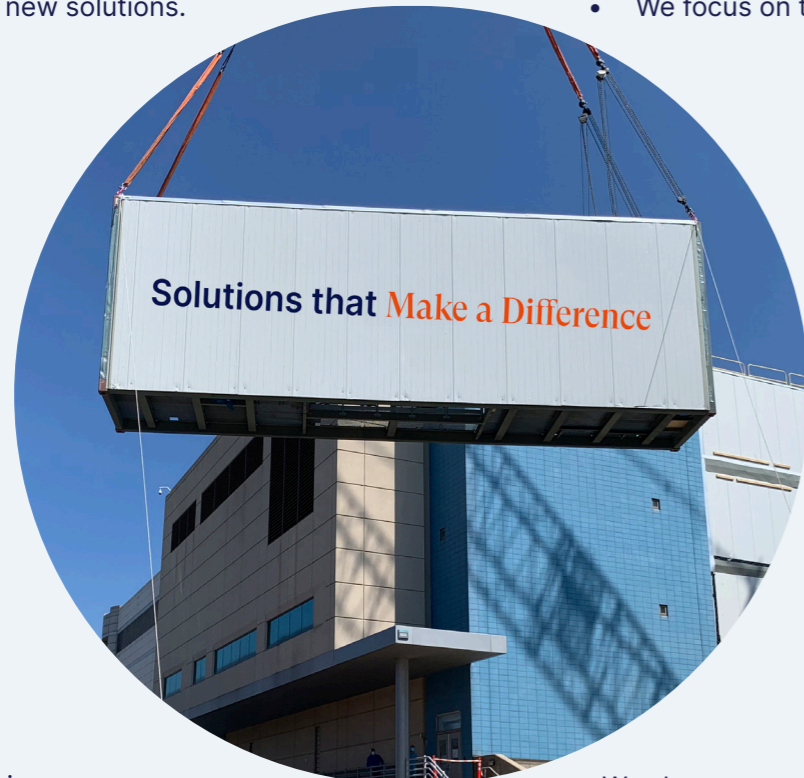
KeyPlants has four core values which guide our decisions, behavior, and actions at work:

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.

Our Approach to Sustainability

KeyPlants Group integrates sustainability into its operations to support responsible business conduct, regulatory compliance, and long-term business development. Sustainability considerations are applied across environmental, social, and governance areas through established practices, internal policies, and structured follow-up.

Current Sustainability Practices

KeyPlants applies sustainability practices across its operations with a focus on reducing environmental impact, maintaining safe and healthy workplaces, and responsible business conduct. This includes monitoring greenhouse gas emissions, energy and water use, and waste generation; health and safety management across operations; sustainable design through modular construction and efficient material use; and workforce practices related to safety, ethics, and competence development.

Policies Supporting Sustainability

KeyPlants Group has adopted internal policies supporting sustainability across health and safety, responsible procurement, ethical business conduct, and whistleblowing, among others. These policies apply across the Group's operations and are communicated internally to employees and relevant stakeholders.

Future Initiatives & Planned Developments

KeyPlants has identified several initiatives intended to further strengthen sustainability integration over time, including further development of emissions calculations, supplier engagement and supply chain mapping, and incorporation of sustainability into project design and execution. The scope and timing of initiatives are reviewed regularly.

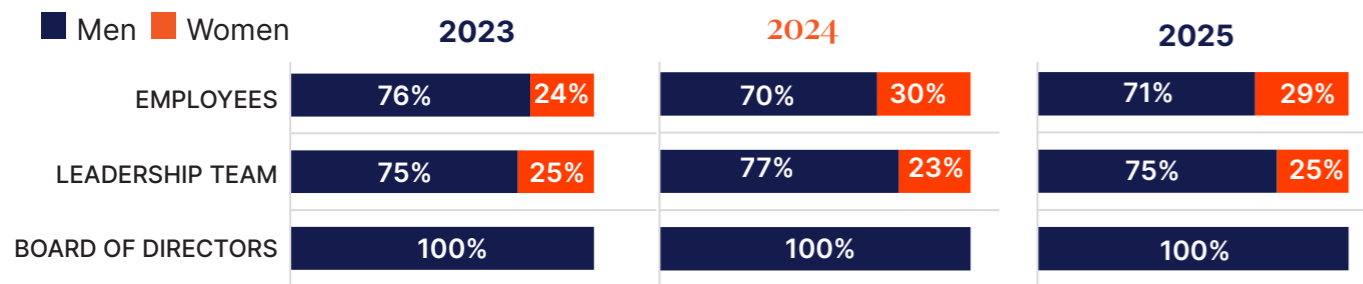
Monitoring Progress & Implementation

Sustainability practices and policies are followed up through management review, sustainability reporting, and performance tracking. Where applicable, targets and key indicators support monitoring and continuous improvement within KeyPlants Group's governance framework.

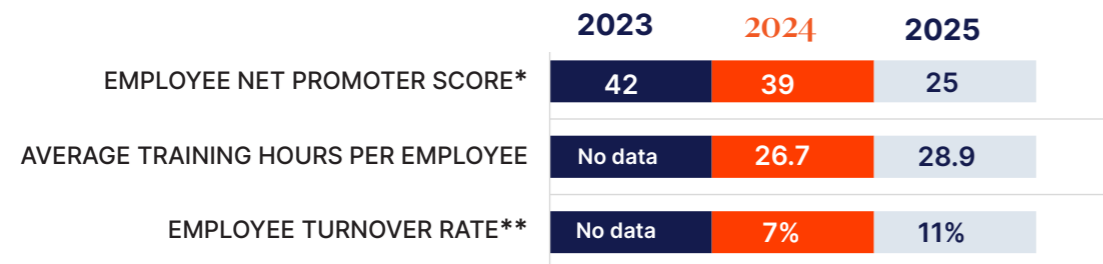
Employee & Social Sustainability

KeyPlants Group continued to grow its workforce in 2025 while maintaining a strong focus on employee engagement, development, and responsible employment practices. The Group monitors workforce composition, training, engagement, and turnover on an ongoing basis to support a stable, inclusive, and attractive working environment. In recent years, increased attention has been given to structured training, competence development, and tracking of employee-related indicators, providing a basis for follow-up and continuous improvement. This included further strengthening HR capacity in 2025 with a dedicated focus on recruitment, onboarding, and talent development.

Workforce - Employees by Gender



Employee Engagement & Training



*Global benchmark scores - 2023: 14 2024: 16 2025: 18

**Turnover definition according to VSME includes departures due to resignation, dismissal, retirement, or death in service (if applicable).

Workforce (Headcount), 2025

CONTRACT TYPE		GENDER		COUNTRY OF EMPLOYMENT		
Permanent	Temporary	Male	Female	Sweden	Denmark	Total
169	1	120	50	169	1	170

Working Conditions & Responsible Employment

KeyPlants promotes responsible employment practices and ethical conduct across its operations. Employees receive pay at or above applicable minimum wage levels, as determined by law or collective bargaining agreements. Working conditions and pay equity are monitored as part of KeyPlants Group's approach to fair and responsible employment. Ethical conduct is supported through policies, reporting channels, training, and a formal grievance mechanism. No whistleblower, harassment, or corruption incidents were reported during the reporting period.

Ethics and Conduct - Reported Incidents

	2023	2024	2025
WHISTLEBLOWER INCIDENTS	0	0	0
HARASSMENT INCIDENTS	0	0	0
CORRUPTION INCIDENTS	0	0	0

Fair Pay & Collective Bargaining

	2023	2024	2025
GENDER PAY GAP	No data	6%	5%
EMPLOYEES COVERED BY COLLECTIVE BARGAINING	25%	21%	22%



Health & Safety

Safety remains a top priority at KeyPlants, reflecting the company's responsibility to provide a safe and healthy working environment. Health and safety management is applied across workshop and field activities and is supported by a revised HSE Policy streamlined to improve accessibility across the organization. KeyPlants maintains processes for reporting incidents and risk observations, and has introduced an enhanced safety reporting system to simplify and standardize reporting and improve follow-up. This focus has contributed to a continued low level of serious incidents and increased reporting of near misses and good saves, supporting prevention and learning.

Injuries & Illnesses Data - Number of Events

	2023	2024	2025
FATALITIES	0	0	0
LOST TIME INCIDENTS (LTI)	0	1	0
FIRST AID CASES	5	3	3
NEAR MISS REPORTS	9	22	39
GOOD SAVES	16	120	186
TOTAL RECORDABLE INCIDENT RATE (TRIR)	0.0	0.4	0.0

*Good saves are proactive observations that prevented potential incidents or unsafe situations.

KeyPlants has been assessed by Highwire Safety annually since 2021, achieving a score above 90 in each assessment. Health and safety performance is tracked on a continuous basis across workshop and field activities.



Environment - Energy

KeyPlants monitors energy use and greenhouse gas emissions as part of its environmental management and climate-related work. Energy consumption and emissions are tracked across all company locations, supporting efforts to reduce environmental impact and improve operational efficiency.

Total energy consumption for KeyPlants Group is presented by energy carrier and split between renewable and non-renewable sources, in line with the VSME reporting standard. Reported figures primarily reflect energy used in offices and production facilities.

Energy Consumption (MWh)

	2023			2024			2025		
	RENEWABLE	NON-RENEWABLE	TOTAL	RENEWABLE	NON-RENEWABLE	TOTAL	RENEWABLE	NON-RENEWABLE	TOTAL
ELECTRICITY	457	392	849	354	308	662	345	327	672
DISTRICT HEATING/ COOLING	71	3	74	65	2	67	69	0	69
FUELS	0	201	201	0	90	90	0	154	154
TOTAL	528	596	1124	419	401	820	414	481	895

*Non-renewable includes electricity from nuclear sources, which are not classified as renewable under the applied sustainability reporting standard.



Environment - Emissions

Scope 1 and Scope 2 greenhouse gas emissions are reported for KeyPlants Group operations. Scope 1 emissions primarily relate to the use of fuels in owned or controlled equipment, while Scope 2 emissions relate to purchased energy. Scope 2 emissions are disclosed using both location-based and market-based methodologies. Greenhouse gas emissions intensity is calculated using gross Scope 1 and location based Scope 2 emissions relative to Group turnover, supporting year-on-year comparability.

GHG Emissions (t CO₂e)

	2023	2024	2025
SCOPE 1	46.5	21.4	37.0
SCOPE 2: LOCATION-BASED	61.8	48.6	49.4
SCOPE 2: MARKET-BASED	1.2	1.7	1.2
TOTAL: SCOPE 1 & SCOPE 2*	108.3	70.0	86.4
INTENSITY (t CO ₂ e/million €)*	1.2	0.6	0.9

* Total and emissions intensity are calculated using Scope 1 and location-based Scope 2 emissions

Environment - Water, Waste & Circular Economy

KeyPlants manages water use, waste, and circular economy practices as part of its environmental sustainability efforts. Water withdrawals and waste generation are tracked across all company locations. Waste management focuses on waste minimization and efficient material use through modular and standardized design. Circular economy principles are applied in operations and project delivery to promote resource efficiency and reduced waste.

Water Withdrawals

	2023	2024	2025
WATER WITHDRAWN (M ³)	1212	839	643

Waste Disposition

	2023			2024			2025		
	RECYCLE OR REUSE	DISPOSAL	TOTAL	RECYCLE OR REUSE	DISPOSAL	TOTAL	RECYCLE OR REUSE	DISPOSAL	TOTAL
NON-HAZARDOUS WASTE	131	46	177	70	9	79	95	15	110
HAZARDOUS WASTE	2	0	2	0	0	0	1	0	1
TOTAL WASTE	133	46	179	70	9	79	96	15	111

*Waste diverted to recycling or reuse includes recycling and incineration with energy recovery, in line with national waste management practices.

KeyPlants Group applies circular economy principles across projects and workshop operations, with a focus on resource efficiency and waste reduction.

- **Waste prevention and recycling:** Centralized, factory based production and standardized processes support efficient material use and waste prevention. Workshop waste is sorted for recycling or appropriate disposal.
- **Repairability:** Systems and equipment are designed to allow inspection, maintenance, and repair throughout their operational life.
- **Reusability and design for disassembly:** The modular building concept enables disassembly, reuse, reconfiguration, and relocation of modules, supporting extended asset lifetimes.



Governance

Governance & Management of Sustainability

The Board of Directors has final responsibility for the management and execution of KeyPlants' strategies, policies, and decisions, including matters related to sustainability. The KeyPlants Sustainability function consists of a Sustainability Controller and a Sustainability Steering Committee, who jointly report to the KeyPlants Senior Management Team. Environmental and Health & Safety matters at the Emtunga production facility are the responsibility of local site management. In addition, KeyPlants 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' sustainability-related policies form part of the company's formal Quality Management System and are regularly reviewed, updated, and made available to all employees. Additional governing documents, such as the employee handbook and Code of Conduct, are also distributed to all KeyPlants employees. Together, these documents outline KeyPlants' commitments and expectations related to minimizing environmental impacts, conserving natural resources, and providing 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.



Sustainability Strategy

KeyPlants' Sustainability Strategy, issued in 2025, supports business goals and stakeholders including employees, customers, partners, and communities. The strategy focuses on creating customer value, maintaining KeyPlants as an attractive employer, and meeting current and emerging legislative, regulatory, and sustainability requirements. It is structured around Environmental and External Sustainability, Social and Sustainability Integration, and Governance to ensure clarity, actionability, and alignment across KeyPlants Group.



Environmental & External Sustainability

KeyPlants maintains best-in-class sustainability status through participation in initiatives such as EcoVadis, UN Global Compact, and SBTi as well as by broadening emissions calculation and reporting, with a focus on Scope 3. Supply chain decarbonization, strengthened sustainable procurement, and the application of circular economy principles support continuous improvement and resilience.

Focus areas

- External initiatives: EcoVadis, SBTi, UNGC
- Sustainability in the value chain
- Emissions: calculations, reporting, and reductions

Social & Sustainability Integration

KeyPlants strengthens sustainability culture to enhance attractiveness and competitiveness as an employer. Sustainability is integrated across companies, departments, projects, and sites, supporting operational effectiveness and preparedness for increasing sustainability requirements, including improved data collection and reporting.

Focus areas

- Integration of sustainability in departments and projects
- Sustainability preparedness and culture
- Competitive employer and employee retention

Governance

KeyPlants develops governance frameworks to support growth and profitability, with a focus on risk assessment, employee training, and compliance. Sustainability systems and reporting are continuously refined to address evolving regulatory and customer requirements at local, national, and international levels.

Focus areas

- Robust sustainability systems including risk assessment and management
- Sustainability reporting
- Regulatory compliance



“At KeyPlants, sustainability is built into how we operate, make decisions, and develop our business. By embedding sustainability into our projects, value chain, and ways of working, we strengthen our ability to deliver innovative solutions and create long-term value for our customers and society.”

Anders Martinsson
CEO of KeyPlants



External Sustainability Initiatives

EcoVadis is an environmental, social, and governance (ESG) performance rating platform. KeyPlants' sustainability efforts have been assessed by EcoVadis since 2022. The company received a Silver rating in its first two years of assessment, followed by a Gold rating in 2024, 2025, and 2026. Only the top 5% of all companies rated by EcoVadis receive a Gold medal.



The Science-Based Targets initiative (SBTi) is a framework for setting greenhouse gas emissions reduction targets in line with the 1.5°C goal of the Paris Agreement. KeyPlants submitted climate targets to SBTi and had them verified in 2023, including a commitment to reduce Scope 1 and 2 emissions by 42% by 2030 compared to a 2021 baseline.



The United Nations Global Compact (UNGC) is a voluntary initiative encouraging organizations to align operations and strategies with ten principles covering human rights, labor, environment, and anti corruption, and to support the UN Sustainable Development Goals (SDGs). KeyPlants committed to the UN Global Compact in 2024 and submitted its first Communication on Progress in 2025.



Other External Engagements (2025)

KeyPlants participated in a regional forum hosted by Uppsala University focused on sustainability and climate related topics.

KeyPlants also collaborated with KTH Royal Institute of Technology on a master's thesis exploring sustainability aspects of modular construction.



Sustainability at KeyPlants Locations

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



KeyPlants
Gothenburg



KeyPlants
Malmö



KeyPlants
Stockholm

In addition, KeyPlants' workshop facility 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

These certified management systems support and strengthen sustainability performance at the Emtunga facility.



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. Of the 17 UN SDGs, KeyPlants has identified five as integral to its sustainability work.

Good Health and Well-Being:

KeyPlants contributes to improved health outcomes by delivering facilities for the research, development, and manufacturing of medicines and vaccines, including in regions with limited access to such treatments. The health and safety of our own workforce is also a top priority, supported through systematic health and safety management and access to occupational health resources.



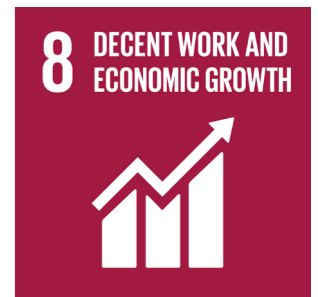
Gender Equality:

At KeyPlants, we promote equal treatment and opportunities across the workforce. Gender representation and pay equity are monitored at employee and management levels, and policies are in place to prevent discrimination and harassment, supporting balanced representation and fair treatment across the organization.



Decent Work and Economic Growth:

KeyPlants is committed to providing safe and secure working conditions across offices, workshops, and project sites. Employees at the production facility are covered by collective bargaining agreements, and KeyPlants does not employ children or forced labor. KeyPlants works toward fair pay practices and continued workforce development, including the recruitment and development of early-career talent.



Responsible Consumption and Production:

KeyPlants applies waste reduction and sorting practices at its workshop facility and considers material efficiency and sustainability principles in project delivery. The modular off-site production model supports efficient material use and reduced waste, while ongoing value-chain mapping and supplier engagement contribute to responsible production practices.



Climate Action:

KeyPlants has validated greenhouse gas emissions reduction targets through the Science Based Targets initiative and sources fossil-free electricity for all company locations. Emissions measurement and reporting are continuously strengthened across all scopes, with climate-related considerations integrated into broader sustainability and strategic work.



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