

An aerial photograph of a two-lane asphalt road winding through a dense forest. The road is illuminated by the warm, golden light of a sunset or sunrise, with long shadows cast across the road surface. The sky is filled with dramatic, dark clouds, and the horizon shows distant hills under a hazy, orange glow. Two white trucks are visible on the road, one in the foreground and one further down the road.

Sustainability Report

2025



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About Liljas Plast

Liljas Plast consists of five units and operates in the following locations: Hillerstorp, Vansbro, Lagan, and Suzhou, China, with its headquarters in Hillerstorp. The companies' diverse strengths and expertise make Liljas Plast a complete contract manufacturer of high-quality, customized products. Liljas Plast comprises five different companies that share the same core values.

Our group produces advanced components for the industry, with a primary focus on injection molding of technical plastic components and parts made from high-performance thermoplastics, silicone, and rubber. Our vision is to always be at the forefront of technology and to act as a key player when new technologies and materials are introduced to the market. Our concept is to work with high-performance engineering materials and to serve as an extension of our customers' development departments. Our goal is to consistently maintain a high level of service, with fast decision-making processes and efficient production. Today, we supply both small and large companies around the world.

This sustainability report applies to all companies within the group.



Our owners Emil, Kjell och Frida Granstrand

Briefly about our history

Liljas Plast was founded in 1964 as a privately owned family company and still is today.

We originate from the Gnosjö region, which is characterized by its strong spirit of cooperation, commitment, and ability to take on challenges - an approach known as the “Gnosjö spirit.” This mindset is applied across all companies within the group. Liljas Plast takes responsibility for our shared future by placing sustainability at the core of our operations and by creating an attractive workplace that is profitable and resilient over time - this is what sustainability means to us.

Governance



Our board and management have the ultimate responsibility for this sustainability report. The daily work is led by our sustainability manager Madeleine Johansson.

Sustainability efforts in the Chinese operations are led by their HR Manager together with their team, who report to Madeleine. Between 2022 and 2025, the group engaged consultants from Aspia AB to, through workshops on environmental and social sustainability, increase sustainability awareness among employees, assess material areas, and establish short- and long-term goals. We use the PureAct management system, which aims to streamline and facilitate the monitoring and follow-up of sustainability targets.

Liljas Plast is not subject to any formal sustainability reporting requirements; however, we have chosen to prepare a voluntary sustainability report that reflects our work, as our customers and other stakeholders increasingly request such information.

We are certified in accordance with ISO 14001:2015 and ISO 9001, ensuring effective planning, execution, and follow-up of our environmental management efforts. Our operations in China are IATF-certified, which is an important step in ensuring high quality standards for the automotive industry.

Liljas Plast has established the following policies and governing documents: Quality and Environmental Policy, Occupational Health and Safety Policy, Anti-Corruption Policy, Fire Safety Policy, Car Policy, Anti-Discrimination Policy, IT Policy, Child Labor Policy, Alcohol and Drug Policy, as well as a Code of Conduct for employees and suppliers, all aimed at ensuring compliance and consistent practices. Our policies are reviewed annually and form an important part of the onboarding process for new employees.

Our operations in China follow specific policies and guidelines covering areas such as anti-money laundering, anti-counterfeiting, information disclosure, intellectual property, renewable energy, export controls, whistleblowing, and grievance mechanisms. Some of these topics, such as whistleblowing, GDPR, and anti-corruption, are also addressed in our Code of Conduct. Overall, our policies and governing documents differ between the two markets. At present, we assess that the significant differences between our operations make it more appropriate to maintain separate documents rather than consolidating them.



A few words from our CEO

Liljas Plast



The current global landscape remains highly dynamic, impacting companies, individuals, and society as a whole. For us at Liljas Plast, it is therefore more important than ever to stay committed to our sustainability efforts and continue looking ahead. Sustainability is a central part of our long-term development, and even as conditions change, we must not lose focus.

There is a great deal happening in the field of sustainability right now, not least in the form of new guidelines and standards. Although it can sometimes be challenging to keep up with all the changes, we have now concluded that our continued sustainability efforts will be based on the voluntary sustainability standard VSME. I am confident that this will provide us with clearer direction and strengthen our work by making it even more strategic, efficient, and results-oriented.

During the past year, we have made significant investments to reduce our climate footprint and water consumption. Together with Klimatklivet, we have carried out an energy conversion from an oil-fired boiler to geothermal heating and installed a closed-loop water cooling system at our facility in Vansbro. In addition, we have reviewed our company cars and replaced all of them with electric or plug-in hybrid vehicles.

One initiative I am particularly proud of this year is our wellness ambassador program, which you can read more about on page 18. For me, it is essential that our employees feel satisfied and maintain good well-being at work. Through this initiative, we combine team-building with health-promoting activities, contributing to strong social sustainability within the organization.

In the same way, we continue to drive our environmental sustainability efforts forward. Our circular economy project is a clear example, where we continuously work to reduce production waste and reuse unavoidable waste. More information about this can be found on page 14. My hope is that by strengthening our circular economy processes, we can reduce our climate impact and contribute to a more resource-efficient and sustainable industry.

As we now present our fourth sustainability report, we can conclude that our long-term efforts are yielding results. We see progress and stability in our prioritized areas, which confirms that systematic and goal-oriented improvement work makes a difference for our operations, our employees, and the communities in which we operate

Peter Johansson, CEO Liljas Plast

A few words from our CEO

Liljas Plastic Suzhou



At Liljas Plastic Suzhou, we specialize in high-tech industrial components, with a particularly strong presence in the automotive and telecommunications sectors. Our core expertise lies in injection molding of technical parts, ranging from very small details to large components, operating within the segment from 50 to 2,000 tons of clamping force.

In China, sustainability issues have become increasingly important, not least as the country has, for the first time, adopted targets to reduce its carbon emissions by 2035. For our operations, this confirms that it was the right decision to integrate sustainability early on as a natural part of our business. It also provides strong incentives for us to remain transparent regarding our CO₂e emissions and to continue transforming our production processes to improve energy and resource efficiency. In line with this, we have installed a new emissions filter, ensuring that we not only comply with but also remain well below the statutory limits for CO₂e emissions. This environmental management initiative is highly appreciated by our customers.

Liljas Plastic Suzhou has made extensive investments in the work environment, both in the office and in the factory, which we hope will further enhance employee satisfaction. In the office, this has included new desks, more open spaces, and additional meeting rooms to promote collaboration. In the factory, this has involved the implementation of the so-called 5S methodology, aimed at creating a safer, cleaner, and more efficient workplace through structured processes and clear routines. During the year, we also introduced a wellness allowance as part of our efforts to strengthen employee well-being and promote sustainable, healthy lifestyles.

I am proud of our sustainability ambitions, and despite the challenges we face, I am confident that we are on the right path and that our efforts can contribute to a sustainable future. I look forward to continuing our work in social, environmental, and governance-related sustainability together with our employees, customers, and partners.

Joakim Larsson, CEO, Liljas Plastic Suzhou



Our priorities

Defining materiality areas is the first step in sustainability work. They create the conditions for effective work that generate the greatest possible positive change.

We have based our materiality analysis on the possibilities of contributing to the UN's 17 global goals for sustainable development. In the assessment, the starting points have been industry and geographical location. Consideration has also been given to the expectations of our most important stakeholders. During the year 2022, we conducted an industry study to identify which sustainability areas are most relevant. In 2023, we sent out a survey to the employees to investigate which areas they think we should prioritize. Based on these analyses, we have decided to prioritize three materiality areas/global goals.

Stakeholders analysis

Stakeholders	Dialogues	Priority areas
Customers	<ul style="list-style-type: none">• Web pages• Meetings• Trade fairs• Sustainability report	<ul style="list-style-type: none">• Reducing greenhouse gas emissions• Sustainable transport• Resource efficiency• Responsible waste management• Responsible management of chemicals• Combating discrimination• Good working conditions• Combating corruption
Employees	<ul style="list-style-type: none">• Surveys	<ul style="list-style-type: none">• Combating discrimination• Good working conditions• Economic growth• Innovation• Technical development
Suppliers	<ul style="list-style-type: none">• Web pages• E-mail och telephone• Trade fairs• Sustainability report	<ul style="list-style-type: none">• Climate adaptation• Sustainable energy• Good working conditions
Financiers	<ul style="list-style-type: none">• E-mail• Meetings	<ul style="list-style-type: none">• Reduce greenhouse gas emissions
Municipalities	<ul style="list-style-type: none">• Web pages	<ul style="list-style-type: none">• Preventing pollution• Resource efficiency• Good working conditions



Materiality areas

Goal 8. Decent work and economic growth

The goal is about promoting lasting economic growth that does not come at the expense of social and environmental aspects. The skills and commitment of our employees are a great asset to Liljas Plast

Goal 9. Industry, innovation and infrastructure

The goal is to build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation and a sustainable business sector. Since Liljas Plast is focused on the production of high-tech components for industry, we have high demands on quality and manufacturing processes that take place according to the zero-defect principle. Our Chinese operations contribute to the goal by making equipment more energy efficient and that they have invested in solar cells.

Goal 12. Responsible consumption and production

The goal is to ensure sustainable consumption and production patterns through responsible waste management and resource efficiency. Hence, we strive to make our use of resources more efficient.

Goal 13: Climate Action

This goal focuses on taking urgent action to combat climate change and its impacts. We continuously strive to reduce our CO₂e emissions and have therefore conducted a comprehensive carbon footprint assessment (Scope 1, 2, and 3) to gain a clear understanding of our emissions. Concrete measures we have taken to contribute to Goal 13 include converting our energy system from an oil-fired boiler to geothermal heating, as well as upgrading our vehicle fleet to electric or plug-in hybrid cars.

Our sustainability work

For Liljas Plast, sustainability is a prioritized area that is gaining increasing importance within the organization. As a result of solid work according to long-term sustainability goals, the management system PureAct, and competence-enhancing efforts, we see clear progress in our sustainability work. However, we continue to expand our responsibility and develop to contribute to a sustainable future where the possibilities of plastic are taken advantage of.

During 2025, we carried out the following concrete efforts:

- Appointed wellness ambassadors within the Swedish companies.
- Replaced company cars with electric or hybrid vehicles.
- Switched plastic packaging to recycled materials.
- Completed an extension of production, warehouse, and office facilities in Hillerstorp.
- Replaced the oil-fired boiler with geothermal heating and installed a closed-loop water system in Vansbro. The investment was made in collaboration with Klimatklivet.
- All strategically selected suppliers have signed our Code of Conduct or have their own approved Code of Conduct.
- Implemented measures to reduce energy consumption by replacing older injection molding machines with new energy-efficient ones.
- Improved workplace ergonomics with electric pallet trucks and new ergonomic workbenches.
- Introduced new templates for employee performance reviews, forming the basis for competence mapping.
- Conducted a strategic sustainability day for Swedish management teams.
- Continued social initiatives through activities such as clothing donations, fruit picking, and participation in local events, demonstrating a genuine commitment to supporting and engaging with the communities in which we operate.
- Offered scheduled training sessions, promoting team spirit, physical activity, and a highly appreciated employee benefit.



Nominations & awards

During the year, we were nominated for four different awards - as a company, as owners, and with our Chairman of the Board at Liljas Plast also being recognized. We are very pleased and proud to have won one of the awards we were nominated for, namely the Nothin Award 2025. This prestigious award is presented annually to outstanding entrepreneurs in the Gnosjö region, with the aim of strengthening the business community and recognizing those who have made particularly significant and exceptional contributions through their entrepreneurship.

We are also very proud of our nomination for the Climate Council's Climate Award 2025, which is presented to companies contributing to the development of Jönköping County into a climate-smart, energy-positive region. In the nomination, Liljas Plast is described as “a company that demonstrates how solid, long-term sustainability efforts can be combined with technological innovation, business development, and deep respect for our shared future.” It further highlights our work to reduce climate impact within Scope 3, “where as much as 99 percent of the company’s climate footprint is found. Through several decisive measures, Liljas Plast shows that sustainability work is not about isolated actions, but about integrating climate responsibility into every stage - from energy choices to material strategies and supplier collaborations.” The nomination also emphasizes our goals, concrete actions, and strong commitment, describing us as a role model for other stakeholders in the region and a highly deserving candidate for the Climate Council's Climate Award.

In addition to the above-mentioned award and nomination, our Chairman of the Board, Per-Johan Dahlgren, was nominated for the Golden Gavel Award by the Swedish Academy of Board Directors in Jönköping County, and the owners of Liljas Plast were nominated for EY Entrepreneur of the Year. Being recognized in this way is truly an honor, and we see it as an inspiration to continue developing our sustainability efforts and to contribute further to strengthening the business community in the region.

A man wearing a black baseball cap with the 'OMEGA' logo and a black t-shirt is focused on operating a large industrial machine. He is holding a grey handheld device, possibly a handheld terminal or a specialized tool, and using a small screwdriver. The machine has a control panel with various buttons and a red emergency stop button. The background shows a factory setting with overhead lights and machinery.

Environmental sustainability

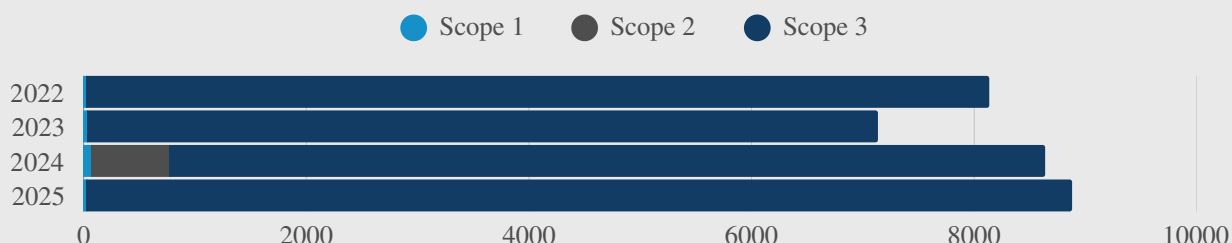
Our production requires both energy and water, and we use a wide range of materials. To reduce our environmental impact, we measure and monitor relevant key performance indicators linked to our priority areas in sustainable consumption, production, and industry.

Total Carbon Footprint (Scope 1, 2, and 3)

We calculate our carbon footprint in accordance with the global standard Greenhouse Gas Protocol (GHG Protocol). The carbon footprint is measured in carbon dioxide equivalents (CO₂e), and the calculation includes all companies within Liljas Plast.

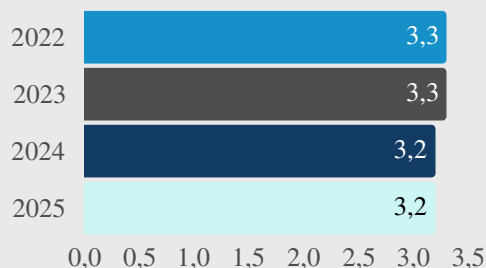
When aggregating the climate calculations for Sweden and China, total emissions have increased by 2% in absolute terms from 2024 to 2025. This is primarily due to a strategic expansion at one of our facilities to secure future growth. At the same time, the Swedish entities have achieved a 56% reduction in Scope 1 emissions compared to 2022. This has been made possible through a new company car policy and a change in heating solutions. Our Chinese entity has achieved a 69% reduction in Scope 1 emissions compared to its first calculation in 2024, also due to a transition in company cars.

This year, a base year adjustment has again been made following improvements in both methodology and data quality. The revised result for the base year is approximately 10% lower than the previously calculated figure. 99% of our carbon footprint falls within Scope 3 (indirect emissions), where our procurement of plastics is the largest emissions driver. Together with our customers, we actively work to select materials with the lowest possible environmental impact while maintaining the quality and properties required for the end product. Our total emissions relative to revenue have decreased by 23% since 2022.



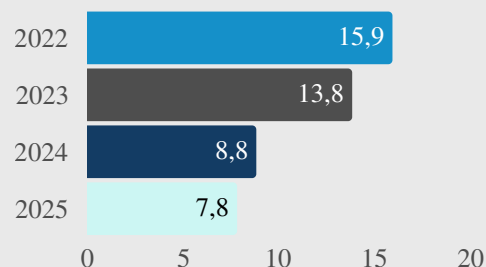
Total energy consumption (kWh) of consumed material in kg

The diagram shows total energy consumption. Our production is energy-intensive, and consumption is driven by the volume of production and sales. Today, all of our companies have electricity agreements based on renewable energy. Our company in China has solar panels that cover 30% of its energy consumption.



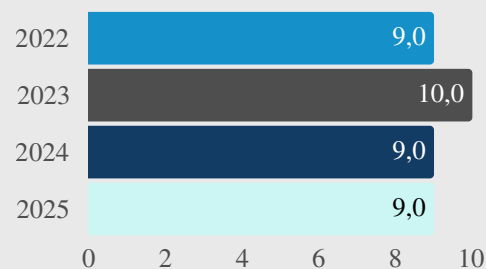
Total water consumption (kbn) of consumed material in Tonnes

The diagram shows total water consumption in relation to the materials used. Production requires a certain amount of water, which is why we monitor our annual water usage. In 2025, a closed-loop cooling system was installed at our Vansbro facility to reduce water consumption. The effect will be visible in 2026.



Proportion of combustible waste from used material

The diagram shows the proportion of combustible waste in relation to the materials used. By 2028, we aim to reduce our combustible waste by 30 percent compared to the base year 2022. The proportion of combustible waste is calculated in relation to the amount of material consumed. During 2025, we continued to explore ways to reduce our combustible waste by separating production scrap from combustible waste.



Circular Economy at Liljas Plast

At Liljas Plast, circular economy is a natural and fully integrated part of our operations. To reduce waste, we continuously work to reuse material that inevitably arises during production.

We closely monitor developments in tooling and production technology to identify solutions that reduce material consumption, energy use, and climate impact. These efforts not only contribute to lower costs but also to reduced carbon emissions. An important part of our work involves optimizing our internal processes. By continuously improving product quality, adjusting machine settings, and streamlining manufacturing flows, we reduce the amount of scrap and waste.

A concrete example of our circular economy efforts is a customer project where we manufacture a ladder entirely from 100% recycled material. The project is carried out in collaboration with a company that has specialized equipment to grind larger plastic components into recycled raw material. Experiences from this project show that products made from recycled material can achieve the same high quality as those made from virgin material, while significantly reducing climate impact.

The greatest challenge so far has been achieving the desired color shade, as recycled material often consists of multiple colors that need to be blended into, for example, dark gray or black to create a uniform color in the raw material. Some material suppliers can assist in sorting the plastic before it is ground, allowing us to better meet customers' aesthetic requirements without compromising sustainability.



Social sustainability

It is important to us that our employees work under good and safe conditions and that they feel well and enjoy their work. Liljas Plast strives for the shortest possible lead times while maintaining strict requirements for precision and quality. This places high demands on our routines and on the skills of our personnel. Our work can sometimes involve repetitive tasks in production. The physical and psychosocial work environment is regularly monitored through employee surveys.

Liljas Plast has a whistleblower system in place for both the Swedish and Chinese operations. This ensures that our employees and other external stakeholders can report irregularities, harassment, discrimination, or other violations. The whistleblower system is accessible via our website and allows for fully anonymous reporting to protect individuals from retaliation. During 2025, no incidents were reported.



Our employees are our most important resource

Our employees are our most valuable resource. We continuously work to ensure that everyone enjoys their work and feels that there are opportunities for development, both in their current role and by taking on new roles. Liljas Plast strives to create a workplace where employees are engaged in their work and feel that what they do is meaningful. By investing in our employees, we are simultaneously building the future of the entire company.

One example is our employee Olivia, who began as an intern in Hillerstorp during her studies and was offered a position immediately after graduation. Today, Olivia works as a machine setter and describes Liljas Plast as a company with excellent development opportunities and a fantastic work environment, where she can try new things while being challenged in her role. She also highlights the company's strong focus on innovation and sustainability, which provides confidence in being part of Liljas' future.

Another employee, Mattias, has been with Liljas Plast for 27 years and is a clear example of how investing in employees creates long-term value. Today, Mattias works as a production technician at the Vansbro facility and carries his responsibilities in the management team with great dedication, something we highly value.

Wellness ambassadors at Liljas Plast

We have introduced wellness ambassadors who are responsible for planning wellness-related activities and lectures for our employees. The goal is to get more people moving, thereby increasing well-being, strengthening team spirit, and ultimately reducing sick leave. Regular physical activity is beneficial both for employees with sedentary office work and for those working in production who are exposed to heavy lifting on a daily basis.

In 2025, the activities were organized as part of a dedicated wellness week or wellness month, but next year we plan to spread activities throughout the year. One of our activities involved climbing up and down a steep ski slope. Many employees said it felt difficult and would be a big challenge. And indeed it was tough, but it was incredibly rewarding to see how everyone encouraged each other and how the shared challenge strengthened team spirit!

One key takeaway from one of our wellness ambassadors is that it's not about what you do - it's most important to get started and be active together. Start simple and grow together, both as individuals and as a team!



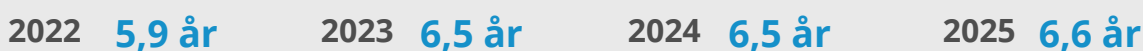
Employee satisfaction

The table shows employee satisfaction in percentage. The statistics are based on an annual employee survey, where each question is scored from 1 to 4. The results are summed, and the average score is divided by the maximum possible score. Moving forward, our goal is for employee satisfaction to remain at a minimum of 75 percent. We are proud that in 2025 we managed to increase an already high level of satisfaction, which we see as a result of the social initiatives implemented throughout the year.



Average length of employment

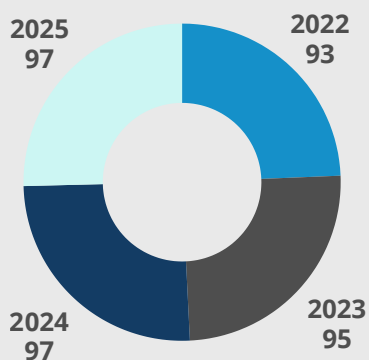
The statistics show the average length of employment.



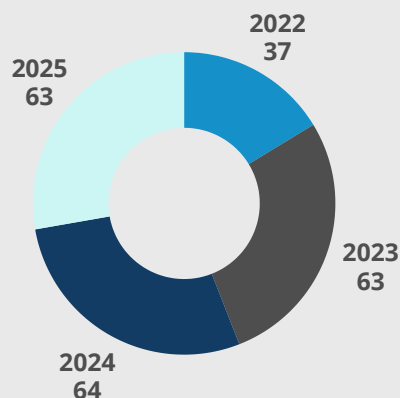
Health attendance and utilization of wellness allowance

The charts show the proportion of health attendance and the utilization of the wellness allowance among our employees. During the year, we increased the wellness allowance and encouraged our employees to make greater use of it, which we see has had a positive effect. The goal was to increase the wellness allowance by 50 percent in 2024, using 2022 as the base year, and we are proud to have achieved this. Moving forward, the goal is to maintain the utilization rate. Liljas Plast introduced the wellness allowance in 2025, and the data will be included from 2026 onwards.

Health attendance %

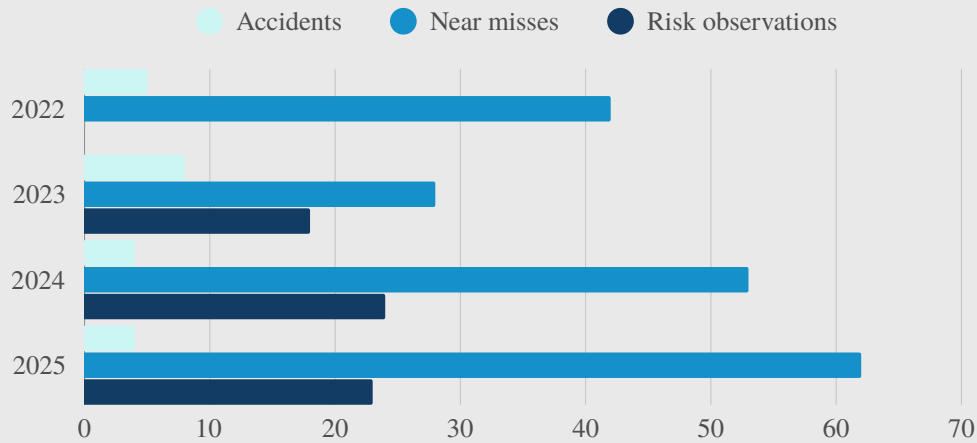


Utilization of wellness allowance %



Accidents, near misses & risk observations

The diagram shows the number of accidents, near misses, and risk observations. We view near misses and risk observations as opportunities to improve our work environment, which is why we are pleased that the chart shows more near misses and risk observations than accidents per year. To minimize the risk of injuries and accidents, we conduct ongoing fire rounds, safety inspections, and risk assessments. In 2025, we joined the IA system, where accidents, near misses, and risk observations can be easily recorded, and we encourage our employees to use it.



Gender distribution

The diagrams show the number and proportion of women and men among employees, in the management team and on the board.



Corporate activities

In our companies, we always try to celebrate good results, customer days, and holidays together. During 2025, we organized several social activities, which we believe have contributed, among other things, to the increased employee satisfaction. Below, we have compiled a collage showcasing a selection of these activities.





What is the best thing about working at Liljas Plaszt?

For me, the best thing is the variety in the work - no two days are ever the same. My colleagues also rank among the top reasons why working at Liljas Plaszt is so enjoyable.

Philip, Machine setter, Vansbro



What do you do in your role to strengthen our sustainability work?

As Chief Financial Officer, I work to create financial space for continued investments in sustainability. In my daily work, I also strive to highlight the importance of focusing on sustainability in order to strengthen our long-term business and customer offerings.

Rickard, CFO, Hillerstorp



If you were to explain to a customer what social sustainability means in our workplace, what would you say?

Physical and mental health are essential for employees to be fully engaged in their work, making regular health check-ups and a supportive, people-focused approach crucial. Fortunately, the company excels in both areas. We not only offer employees annual health check-ups to safeguard their well-being, but we also organize outdoor activities for team building. These activities allow everyone to improve communication, strengthen emotional bonds in a relaxed setting, and truly experience the warmth and care of the team.

Kathy, Quality manager, Suzhou



What does a sustainable workplace mean to you?

In my view, a sustainable workplace is one that goes the extra mile. It is a workplace that values social sustainability, including the work environment and employees, while also placing strong emphasis on environmental aspects of sustainability. In short, it is about sustainable development that cares for people, nature, and the company's best interests. A sustainable workplace keeps up with the times, develops products and operations to stay at the forefront, and is not afraid of change. It works with its surroundings, not against them.

Caroline, Operator, Lagan



Community involvement

Liljas Plast and our employees are part of the wider community. That is why we actively support and sponsor several local associations and sports activities.

Each year, we participate in a collaboration with our municipalities and local technical high schools in an initiative called Industry Night. This involves eighth-grade students visiting various companies in the municipality to spark interest in the industrial sector and the high school programs available. Liljas Plast has also had the pleasure of welcoming interns from lower secondary school.

In addition to school groups, we annually host other visitors such as associations, municipalities, and banks to showcase how we work. During 2025, we welcomed retirees, students from Jönköping University of Technology, local schools, and customers for guided tours of our factories. In collaboration with local suppliers, we have also organized customer days aimed at strengthening customers' knowledge of plastics.

Liljas Plast sponsors events such as Pepe's Cup in Vansbro, a children's football tournament. The entire community comes together to organize the cup, which is very popular. During the year, a new disc golf course opened in Hillerstorp. In connection with the opening, frisbees were donated to students at a local school just before the summer break.

Our operations in China organize fruit-picking activities for employees, with the purpose of supporting local farmers.

Objectives







Goals for 2026

During 2025, we continued our work on social sustainability and strengthened our environmental initiatives with a focus on recycling and more environmentally friendly materials. For 2026, we aim to further develop our environmental contribution.

In 2026, we plan to:

- Have the wellness ambassadors schedule ongoing activities throughout the year.
- Gradually replace our work vehicles with electric or hybrid models.
- Align our sustainability reporting with the VSME standard.
- Continue investing in resource efficiency.
- Continue efforts to reduce combustible waste in production.

Long-term goals

Long-term goal	Initiatives/ actions	Performance indicators	FN Sustainable development goals
By 2028, we must reduce our combustible waste by 30 percent compared to the amount of material used.	<p>Reduced internal scrap</p> <p>Reduced complaints</p>	Andel brännbart avfall av förbrukat material (%)	 
By 2030, we aim to halve our carbon footprint, using 2022 as the reference year.	<p>Reduced internal scrap</p> <p>Reduced complaints</p> <p>Reduced energy consumption</p>	<p>Complete carbon footprint</p> <p>Total energy consumption (kWh) per consumed material in kg</p> <p>Total water consumption (cubic meters) per consumed material in tons</p>	  
The goal moving forward is for employee satisfaction to remain at least 75 percent.	<p>Benefits</p> <p>Health-promoting activities</p> <p>Company activities</p>	<p>Employee satisfaction (%)</p> <p>Average value for average working hours (years)</p>	

In 2026, we will review our long-term goals and, if necessary, adjust or expand them in alignment with our other company objectives.

Risk analysis

Risk	Description	Probability/ Consequence	Management
Climate change	Greenhouse gas emissions. Plastic is a better alternative compared to other materials and manufacturing types, but we are aware of our impact.	Medium/Medium	Complete carbon calculation of the business group and actively working to reduce our footprint through resource efficiency, as well as close dialogue with customers and suppliers to find the best solutions.
Dependency on crude oil in plastics	Crude oil is a fossil natural resource and is therefore a limited asset.	Medium/High	Reuse as much material as possible, reduce internal waste, and encourage customers to choose recycled/environmentally friendly materials and resource-efficient design.
Physical and mental workplace deficiencies	High workload, repetitive tasks, working alone, heavy lifting, and night shifts can lead to work-related injuries.	Low/Medium	Prevention: Job rotation, wellness allowance, safety procedures, protective equipment, occupational health services, mandatory medical examinations for night workers, ergonomics training, lone worker alarms, break exercises. Accidents and incidents are measured. In case of deficiencies: Collective agreement with pension, accident, and health insurance.
IT attacks	Nationally, security is not keeping pace with the same speed as technological development. A functioning and secure IT system is a prerequisite for the operation to function.	Medium/High	IT provider that secures our IT environment and expertise within the group. Contingency plan available in case of attacks. Ongoing IT security training provided by the IT supplier.
Slow progress towards set environmental goals	Costs for transitioning to sustainable products/services. Too high costs for sustainable choices, both internally and externally.	High/Medium	Strategic decisions regarding sustainable investments and choices. Maintain good communication with customers and suppliers



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