TALENT PLASTICS

Talent Plastics
Sustainability report
2025

Introduction 3

About this report

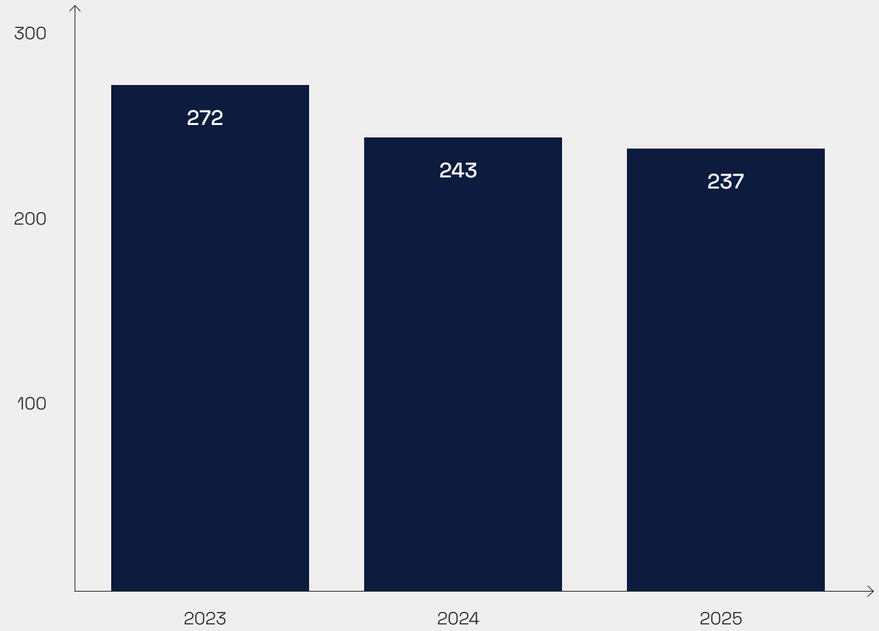
This Sustainability Report outlines how Talent Plastics works with sustainability across our operations and value chain, and how we continue strengthening our reporting systems in preparation for future CSRD requirements. It summarizes our environmental, social, and governance performance for 2025 and describes improvements in data quality, structure, and transparency in line with EcoVadis, CDP, SAQ 5.0, and IATF requirements.

During the year, our focus has been on strengthening data quality, expanding Scope 3 coverage, and establishing audit-ready processes across all production sites. Sustainability has increasingly become an integrated part of daily management and decision-making rather than a standalone reporting activity.

Talent Plastics in Short

1 owner	O.F. Ahlmarks & Co Eftr. AB, Karlstad, Sweden
237 employees	42% Female, 58% Male
5 sites	Sweden (Bredaryd, Gislaved, Laxå), Estonia (Tallinn, Tartu)
116 machines	1 new Machine in 2025
2797 tons	Raw material used to produce all products in 2025
>500 customers	Talent Plastics is a supplier to a mix of segments including Automotive, General Industry, Electronics and Medical
EcoVadis, CDP	Talent Plastics reported to CDP (B rated in Climate) and to EcoVadis

Headcount 2023–2025
The number of employees reflects normal year to year variation aligned with operational needs.



Part of Ahlmark Group

Ahlmark Group started in 1847, and we are, of course truly proud of our historical heritage, but our full focus now is on a sustainable future – for our employees, our corporate group, and the world around us.

Ahlmark Lines A.B. | Edman & Sjöberg | Byggbeslag Gruppen | Scan Unit | Miller Graphics | EuroForest

O.F AHLMARK & CO EFTR.A.B

Talent Plastics

Talent Plastics Laxå

Certifications:
– ISO 9001
– ISO 14001
– IATF 16949
– VDA 6.3

Talent Plastics Bredaryd

Certifications:
– ISO 9001
– ISO 14001
– NSF

Talent Plastics Gislaved

Certifications:
– ISO 9001
– ISO 14001
– IATF 16949
– VDA 6.3

Talent Plastics Tartu

Certifications:
– ISO 9001
– ISO 14001
– ISO 45001

Talent Plastics Tallinn

Certifications:
– ISO 9001
– ISO 14001
– IATF 16949

Glimpses from 2025

Across our five factories, 2025 became a year where sustainability moved from individual initiatives to real, measurable impact. The examples below reflect everyday progress — small steps and large — that together strengthen our environmental performance, data quality, and collaboration across the Group.

Local energy improvements at all factories
New ventilation systems, compressor upgrades, LED transitions and cooling optimization helped us reduce electricity intensity across all sites. Board and owners have been supporting us in investment for energy improvements.

Stronger material handling routines
Across our factories, teams worked together to improve how materials are sorted, reused, and handled in daily production. Clearer routines and shared ways of working made it easier for operators, quality teams, and managers to reduce waste and increase the use of regrind.

A more mature sustainability system
Clearer structure and shared routines made sustainability easier to understand and work with across all sites. By involving each site at the right level, reporting and follow up became more consistent and less dependent on individuals.

Growing collaboration between sites
New ways of working brought people from different sites together around shared challenges.

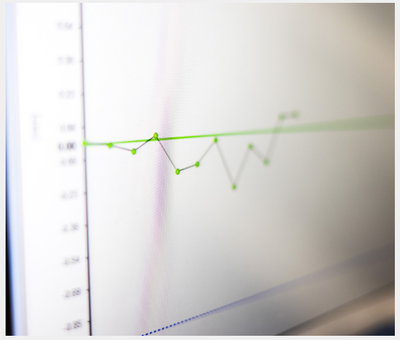
Regular cross-site meetings helped ideas spread faster and turn local improvements into progress as a group and turn local improvements into group-wide progress.

Our first Group-wide employee survey
In 2025, employees across all sites answered the same survey, creating a shared starting point for understanding leadership, wellbeing, and engagement.
The results will guide local actions and dialogue at each site during the coming year.

Activity during Health Challenge in Bredaryd
During Health Challenge in Bredaryd, colleagues took part in a shared health challenge, encouraging everyone to walk or run for 30 minutes, three times a week over ten weeks. The initiative created strong engagement, plenty of motivation, and impressive results.

New cooling system installed – saving both energy and noise.

Practical improvements on the shop floor — driven by people, every day.



A system built to support people — and stand up to audits.

Working more closely across borders — strengthening how we move forward together.

A foundation for continuous follow up — with the next survey planned for autumn 2026.

Better fitness, shared energy — and some well earned prizes along the way.

Mattias Hogane
CEO’s Message:

In last year´s sustainability report I wrote: ”We strongly believe that there is no going back and during 2025 we will continue to push forward”. That belief remains unchanged. Despite a shifting world order and setbacks from global and national actors, our conviction is stronger than ever. **There is no going back.**

In 2025, we took an important step by recruiting a Procurement & Sustainability Manager. For an injection molder, the greatest climate impact comes from material choices — decisions made by both our customers and us. Combining procurement and sustainability into one role was a natural move to better coordinate these efforts and drive meaningful change.

In this report, you will discover the progress we have made across our five factories during the year. Behind every initiative stands the commitment of our 237 colleagues to driving sustainable change. Our determination is to lead responsibly in an increasingly challenging environment.

> During 2025, sustainability has moved from a reporting topic to an integrated management responsibility.

Highlights for 2025

Across our five factories, 2025 became a year where sustainability moved from individual initiatives to real, measurable impact.

Energy Efficiency
During 2025, continued investments and structured improvement work supported more efficient use of electricity across operations. Measures such as ventilation upgrades, LED transitions, compressor improvements, and cooling system optimization contributed to lower electricity use per produced unit over time.

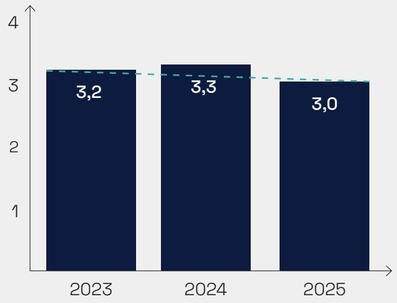
Although production volumes and operating conditions vary between years, the overall trend reflects a more systematic and long-term approach to energy efficiency.

Material Efficiency
In 2025, continued focus on material flows helped maintain the balance between raw material use and waste generation. Improvements in scrap sorting, regranulation, and internal processes supported stable waste levels per produced ton at approximately 12%.

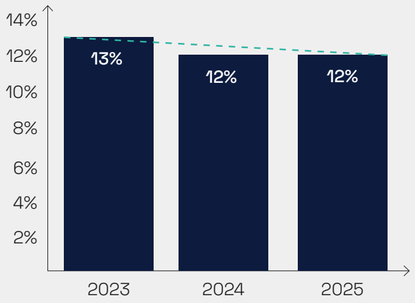
While practices continue to mature at different speeds across sites, the overall development reflects a more structured and consistent approach to material handling and follow-up.

Reporting & Transparency
During 2025, reporting systems and routines were further strengthened to meet external requirements and support consistent follow up across all sites. Expanded Scope 3 coverage, harmonized templates, and clearer documentation and improved data quality overall.

Significant effort was also invested in policies, verification processes, and training, creating a stronger and more robust foundation ahead of future CSRD requirements.



Energy intensity (MWh per ton), 2023–2025
The trend reflects ongoing energy efficiency improvements across the Group.



Waste (tons) per produced material (tons)
The chart illustrates the development of the waste-to-production ratio over time, showing a stable level of material efficiency.

Case: A successful shift to 100% recycled material — Tartu shows the way

At our Tartu factory, 2025 brought a milestone worth highlighting.

The team identified a running product where a shift to 100% recycled material could be made without compromising performance and decided to put it to the test.

The result?
– Lower CO_2 emissions
– Lower material cost
– Same quality, same performance
– A fully functioning recycled material in everyday production

This was not a pilot or a lab test — it became part of regular production.

A small but important proof that sustainable choices can also be smart business.

Governance Framework

Talent Plastics is part of O.F. Ahlmarks & Co Eftr. AB and follow the Group's governance principles, supported by our Code of Conduct, Supplier Code of Conduct, and a complete set of sustainability related policies and directives. Sustainability is integrated into the company's overall business strategy and forms part of the regular reporting and follow up structure across all sites.

Sustainability governance and operational integration at Talent Plastics

Sustainability responsibilities are embedded across leadership, operational teams, and key functions. Strategic direction is set by Group Management, coordinated through the Sustainability Steering Committee, and implemented locally through plant management and cross-functional teams.

Roles & Responsibilities

Our governance model ensures that sustainability responsibilities are clear and embedded across the organization. Sustainability targets are approved by the CEO and Group Management, and progress is periodically reviewed with the CEO and reported to the Board.

CEO – approves sustainability targets and policies, ensures resources and direction, and receives regular updates on sustainability performance.

Group Management – integrates sustainability into strategic and operational planning and approves long term sustainability goals.

Procurement & Sustainability Manager – leads climate reporting (incl. Scope 3), EcoVadis, CDP, and policy development, and coordinates implementation across the value chain.

Plant Managers – responsible for local performance, data quality, energy and material follow up, and HR-related processes such as social data, work environment routines, and implementation of system for HSE.

Finance/Administration – supports Plant Managers in carrying out HR-related tasks such as documentation, reporting and coordination.

Quality Managers – maintain management systems, internal audits, documentation, and ensure compliance.

Sales Teams – address customer sustainability requirements and support material transition in customer dialogues.

Sustainability governance and reporting flow
Operational performance data is collected across sites and functions and reported to the Sustainability Steering Committee, enabling continuous follow-up and management review.

Risk Management 14

Our Approach to Risk Management

Talent Plastics manages sustainability related risks through a structured process integrated into governance, business planning, and operational management. The purpose of this chapter is to describe how sustainability risks are identified, prioritized, and translated into decisions and follow-up, ensuring that material risks are managed consistently across the Group.

Talent Plastics identifies and manages sustainability related risks across the organization, including environmental, social, governance, and supply chain related topics.

Risk identification is carried out at both Group and site level and covers risks with potential impact on operations, compliance, cost structure, and long term financial performance. Identified risks are monitored and managed through a consistent approach, ensuring alignment across all sites and functions.

Supplier-related sustainability risks are addressed at Group level through common supplier requirements and an ongoing dialogue with suppliers regarding sustainability topics and data expectations.

The risks identified in this section form the input to Talent Plastics' double materiality assessment, ensuring that sustainability topics are evaluated in a structured and prioritized manner.

Risk area	Key risk (aligned with ESG overview)	Potential impact	Management & mitigation	Responsibility
Climate & Energy	Energy security and price volatility	Increased operating costs and reduced cost predictability	Energy efficiency measures, fossil-free electricity contracts, long-term energy sourcing strategy	Group Management / Sites
Climate & Energy	Emission regulations and Scope 3 expansion requirements	Increased compliance effort, reporting complexity, and long-term cost exposure	Improved data systems, expanded Scope 3 coverage, customer and supplier dialogue	Procurement & Sustainability
Materials	Transition to alternative and circular materials	Cost volatility, availability risks and emission exposure	Increased recycled content, regrind use, process optimization, customer collaboration	Plant Managers / Sites
Supply chain	Supplier due diligence and data availability	Compliance, reputational, and reporting risk	Supplier Code of Conduct, recurring supplier follow-ups, top-10 supplier evaluations at Group level	Procurement & Sustainability / Sites
Social	Talent retention, skills gaps, and employee engagement	Productivity, operational stability, and long-term capability	IA systems, employee survey, leadership development, structured follow-up	Plant Managers / CEO

The overview above summarizes the key sustainability risks currently prioritized at Group level.

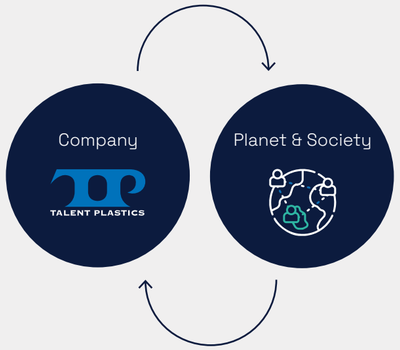
Double Materiality – Process Description

The risks identified on the previous page form the basis for Talent Plastics' double materiality assessment, which is used to determine which sustainability topics require strategic focus and management attention.

In 2025, Talent Plastics updated and formalized its double materiality assessment process. Sustainability topics are assessed from two complementary perspectives:

Financial materiality (outside-in): how sustainability-related developments and risks may affect Talent Plastics' financial performance, resilience, and long-term competitiveness.

Impact materiality (inside-out): how Talent Plastics' operations and value chain impact environmental and social outcomes.



Financial Materiality – Financial Risk Exposure

Outside-in perspective

- Energy price volatility & European energy market instability
- Rising raw material costs and limited sustainable material supply
- Regulatory pressure and carbon intensity exposure
- Increasing sustainability reporting obligations
- Geopolitical instability impacting supply chain
- Internal sustainability competence & capacity gap

Carbon intensity is the CO_2 emitted per unit of material — higher intensity means higher costs and stricter regulation.

Inside-out perspective

- Energy efficiency and renewable electricity
- Circular use of materials through regrinding, reuse & recycling
- Lower-carbon and more sustainable material choices
- Structured sustainability reporting & chemical/data compliance
- Sustainable supplier agreements & audits
- Employee training, well-being and sustainability competence

Impact Materiality – Strategic Response & Impact Areas

The assessment is conducted through structured workshops involving Group Management and key operational functions. Identified risks and impacts are evaluated and prioritized, forming the basis for defining strategic focus areas and guiding sustainability related decision making across the Group.

How we address sustainability risks

Based on the double materiality assessment, identified risks are translated into strategic focus area for Environment, Social and Governance, guiding how sustainability priorities are addressed across the Group.

How Talent Plastics addresses sustainability risks:

Environmental risks are addressed through a combination of operational improvements and strategic initiatives. This includes increasing energy efficiency in production, transitioning to renewable electricity, and implementing circular material strategies such as regrinding and reuse. Continuous process optimization supports reduced emissions, lower resource consumption, and improved cost efficiency.

These actions are integrated into operational targets and monitored through energy and material KPIs

Social risks are managed through a structured and preventive approach focused on people and workplace conditions. This includes systematic work environment management, leadership development, and initiatives to support employee well-being, engagement, and competence across all sites.

Progress is followed up through employee surveys, health and safety processes, and local management review.

Governance-related risks are addressed through a Group-wide framework ensuring responsible business conduct and regulatory compliance. This includes supplier due diligence processes, ESG data management and reporting controls, and established policies for business ethics and compliance.

Supplier performance and compliance are monitored through evaluations, audits, and ongoing dialogue.

Integration Into Decision Making

The outcomes of the risk identification and double materiality assessment are used to guide how sustainability risks and priorities are integrated into decision making, targets, and follow up across Talent Plastics.

Strategic focus areas are translated into actions, targets, and KPIs and are integrated into annual business planning, investment decisions, supplier engagement, and operational management at both Group and site level. Progress is monitored through regular KPI follow up and management review, ensuring that sustainability risks and opportunities are actively managed over time.

This integrated approach ensures that sustainability considerations are not handled in isolation, but are embedded into core management processes and continuous improvement efforts across the organization.

Integrated Risk management & decision-making process

The process illustrates how sustainability risks are identified, assessed through double materiality, translated into strategic focus areas, and integrated into targets, KPIs, and management follow up

Introduction

In 2025 we focused on strengthening our environmental reporting systems, expanding Scope 3 data coverage, and ensuring that our processes are audit-ready ahead of future CSRD requirements. Efforts were directed toward consistent data collection, clearer documentation, and improved integration with local site routines.

Scope 3 Category 1 (Purchased Goods and Services) represents the largest share of total emissions due to the material-intensive nature of our products. While this category is less directly controllable in the short term, our work during 2025 focused on improving data quality, strengthening supplier dialogue, and building a more robust reporting structure while tracking progress in areas we can directly influence.






Greenhouse Gas Emissions (GHG Protocol)

Method & System
Talent Plastics reports greenhouse gas emissions in accordance with the Greenhouse Gas Protocol. Data is collected through a group-wide reporting template based on invoices, meter readings, transport data, and verified waste provider reports. Where supplier-specific emission factors are not available, recognized secondary emission factors and documented assumptions are applied.

System Considerations
One of our facilities operates in a leased building where the electricity contract is managed by the property owner. Where sub-metering is not available, electricity consumption is allocated proportionally based on floor area. Dialogue with the landlord is ongoing to transition the site to a fossil-free electricity contract. Until this transition is completed, local energy efficiency measures remain the primary mitigation approach.

2025 Emission overview
Our total greenhouse gas emissions amounted to 10,317 tCO_2e.

The majority of emissions occur in the value chain, reflecting the material-intensive nature of injection molding production.

As Scope 3 emissions are largely driven by purchased materials, improving supplier data quality and material efficiency remains a key focus area for reducing our overall climate impact.

- **Scope 1 = 13 tCO_2e (0.1% of total)**
  Direct emissions from fuels used in company-controlled equipment and vehicles.
- **Scope 2 = 1,292 tCO_2e (12.5% of total)**
  Indirect emissions from purchased electricity and heating used in operations.
- **Scope 3 = 9,011 tCO_2e (87,3% of total)**
  Indirect emissions occurring in the value chain, primarily related to purchased raw materials and other upstream activities.

Energy

Energy consumption
Energy use in our operations consists primarily of electricity used in injection molding machines, dryers, cooling systems, and auxiliary equipment. A smaller share of energy is used for building heating through district heating or gas heating systems at certain sites.

In 2025, total reported energy consumption across all sites amounted to 8,291 MWh, of which 8,119 MWh electricity, representing an **11% reduction** compared with 2023.

Electricity represents the dominant share of energy use, accounting for more than 95% of total consumption, which is typical for injection molding operations.

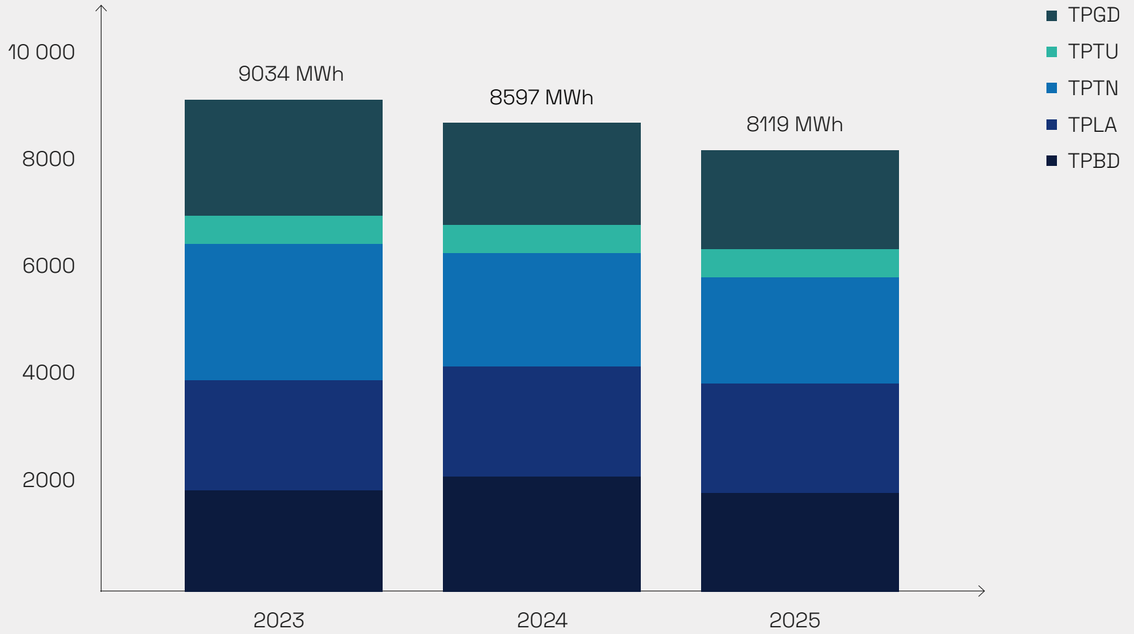
In leased buildings where heating is supplied by the landlord, detailed heating data is not always separately metered, and improvements in data availability remain an area for future development.

Electricity Consumption
Electricity consumption is monitored through energy invoices and internal reporting systems. The chart to the right illustrates the development between 2023 and 2025.

Electricity consumption decreased from 9,034 MWh in 2023 to 8,119 MWh in 2025, supported by ongoing efficiency improvements including ventilation upgrades, LED transitions, compressor optimization, and improved machine utilization.

2025 Focus
Energy efficiency is monitored using energy intensity (MWh per ton of processed material), allowing comparison across sites and production volumes.

In 2025, group energy intensity reached 3,01 MWh per ton, representing a 14% improvement compared with 2023.



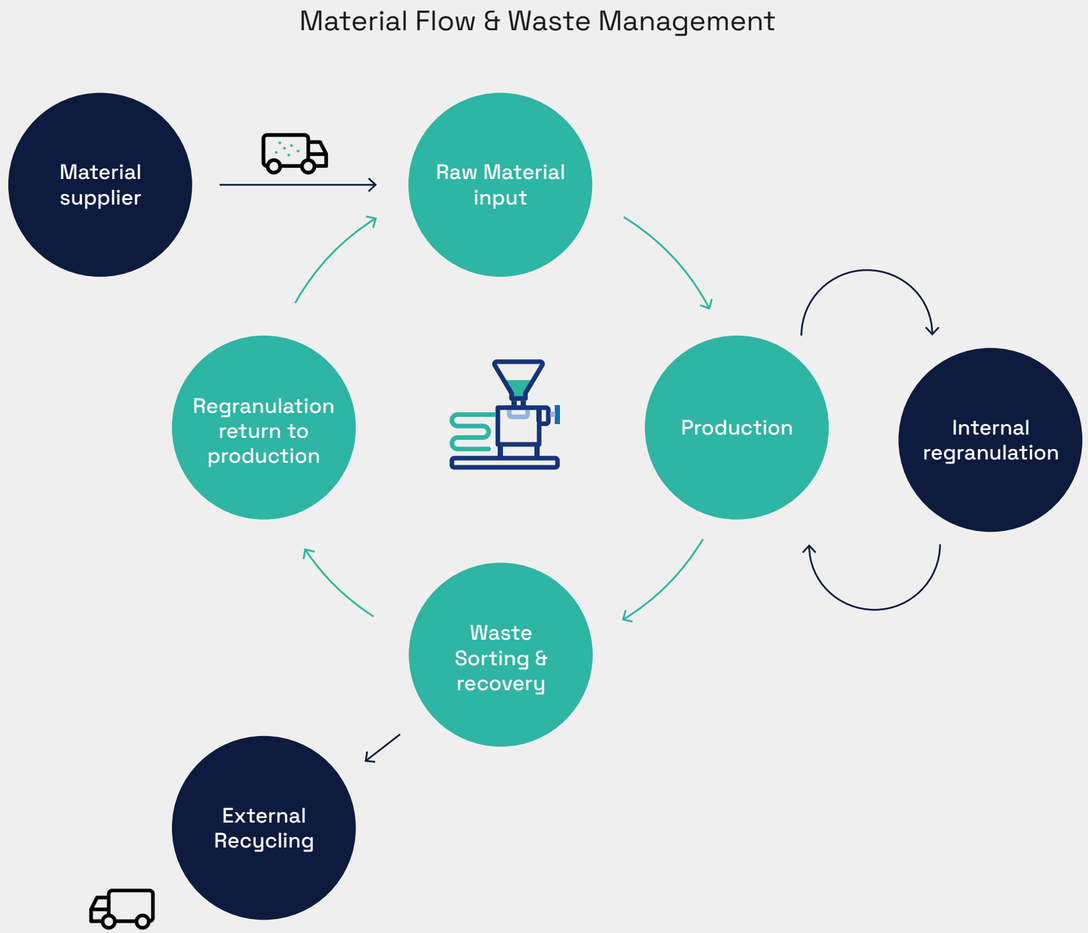
Materials & Waste

Method & System
Material and waste data are collected using the same structured reporting template as energy and GHG. Waste volumes are sourced from official provider reports, ensuring accuracy. Internal scrap categories and regranulation streams are standardized to improve comparability across sites.

2025 Focus
Material efficiency continues to be an important area of improvement. We observe clear progress in recycled content, scrap sorting, and regranulation practices across the group, and we continue to see potential to further improve material handling processes. Dialogues with customers on sustainable material choices remain an important part of this work.

Increased recycled content and internal regranulation reduce both material emissions and dependency on virgin raw materials. Improved material efficiency remains one of the most important levers for reducing the company's overall climate impact.

Material Flow & Waste Management



Material flow and waste management in production.

Production scrap is sorted and either regranulated for internal reuse or sent to external recycling partners.

System Improvements

During 2025 we strengthened the structure behind our environmental reporting through clearer documentation requirements, harmonized reporting templates, and site-level verification routines.

Group Management together with the Procurement & Sustainability Manager conducted visits to all sites to support implementation through workshops and dialogue with local teams.

These improvements strengthen internal data reliability, support reporting, and increase our preparedness for future CSRD reporting requirements.

Our Approach

In 2025, Talent Plastics began shifting its social sustainability focus from corrective actions toward a more proactive, long-term approach centered on healthy presence at work, leadership quality, and structured feedback. This reflects our ambition to build workplaces where employees feel well, engaged, and supported — not only present.

Systematic work environment management was strengthened through the introduction of a digital HSE reporting and risk management system, implemented across all sites during the year.

The system supports a structured and group-aligned approach to risk assessments as well as reporting of accidents, incidents, and risk observations.

To better understand employee needs and strengthen dialogue, we also conducted a company-wide employee survey in December 2025 — the first step in establishing recurring feedback loops that will guide future actions.

Figure: Gender distribution among employees (2025).

Leadership & Engagement

A key part of our transition is strengthening leadership capability across the organization. Throughout the year, we encouraged activities with a “soft focus” — including feedback practice, coaching, and structured conversations — as integral parts of building trust, psychological safety, and engagement.

These early steps show that the culture work is gaining traction, and that managers see value in continuing on this path.

Culture and engagement cycle
Employee feedback, leadership actions, and structured follow-up create a continuous cycle for improving engagement and workplace well-being.

Follow up & Continuous Improvement

With the introduction of the employee survey, IA system, and leadership routines, 2025 marked the start of a more systematic approach to social sustainability. Results from the survey will be followed up through the plant managers' meeting, where each manager reports actions taken and outcomes achieved in their respective teams. This ensures accountability and promotes learning between sites.

The long term aim is to build a repeatable cycle of:

Employee feedback → Leadership action → Follow up → Improved well being.

The full effect of these routines is expected to be visible in the 2026 report.

Our Governance Principles

Talent Plastics conducts its business in accordance with a clear set of ethical, social, and environmental expectations defined in our Code of Conduct, Supplier Code of Conduct, and supporting governance documents. These outline how we manage integrity, data protection, fair competition, responsible sourcing, and legal compliance across all operations.

Our governance framework has been strengthened during 2025 through updated policies, clearer routines, and expanded training.

Responsible Business Conduct

Our Code of Conduct and governance documents define expectations for ethical behavior, anticorruption, export control compliance, and transparent financial practices. These policies apply to all employees and guide our decision making in daily operations, customer interactions, and supplier relationships.

The Supplier Code of Conduct complements this by setting clear requirements for labor conditions, environmental responsibility, ethical recruitment, and business integrity throughout the supply chain.

Compliance, Reporting & Customer Requirements

In 2025 we continued aligning our structure with external reporting frameworks and customer driven standards. This included work related to:

EcoVadis – strengthened documentation and more consistent KPI reporting.

CDP Climate – improved Scope 3 data coverage and transparency.

SAQ 5.0 – enhanced policy alignment linked to customer requirements.

IATF – supporting quality and process maturity where relevant in customer segments.

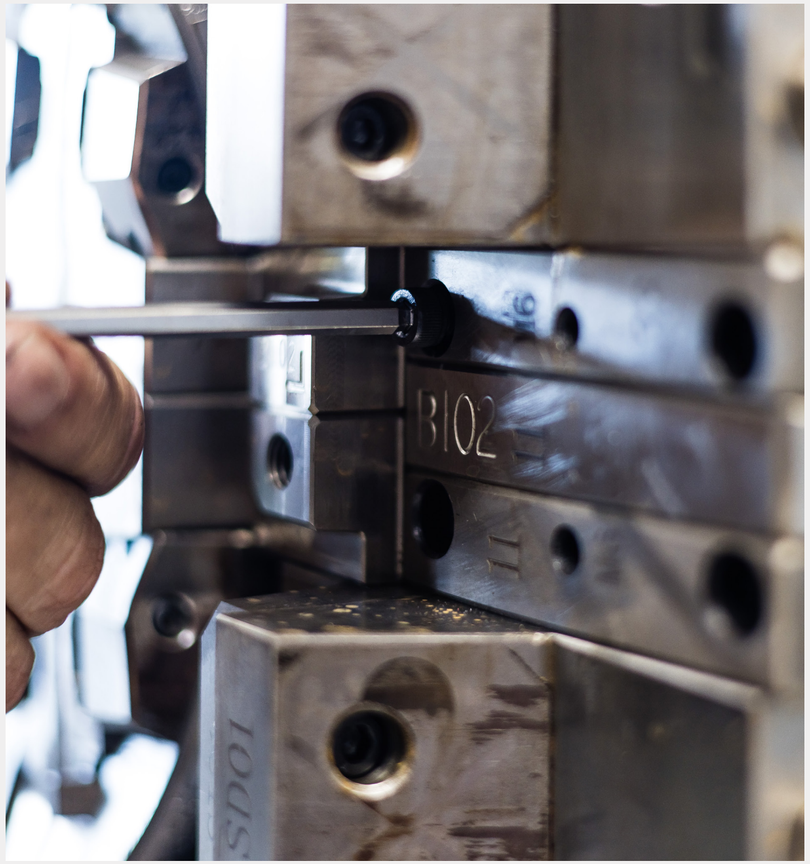
This work contributes to improved data quality and increases trust and transparency for customers, auditors, and other stakeholders.

The governance framework at Talent Plastics is built on ethical conduct, responsible sourcing, regulatory compliance, transparent reporting, and alignment with customer sustainability requirements.

Governance Culture

Sustainability and governance topics are regularly addressed in Group and plant level management meetings. This ensures that ethical risks, supplier expectations, and reporting obligations remain integrated into core business planning.

Our aim is to maintain stable, long term customer relationships by ensuring responsible business practices, reliable performance, and continued investment in sustainable operations.



Overview

Our key sustainability indicators and targets for 2026 and 2030 are summarized in the table on this and the following page. The graphic collects our most important metrics — raw material use, waste, recycled content, energy, emissions, work environment indicators, and external reporting results — to provide a clear, comparable overview of progress from 2023 to 2025.

Improvements are observed in energy intensity, water use, and recycled content. Production mix affects raw material use and turnover

Metric	Unit	2023	2024	2025	Change 2023 – 2025
Total Energy consumption	MWh	9286	8842	8291	-11%
Turnover	SEK	422,4	415,3	407,4	-4%
Raw material used	tons	2686	2678	2797	4%
Recycled / bio-based material	tons	144,1	248,4	280,5	95%
Waste generated	tons	371	318	335	-10%
Waste recycled	tons	95,2	108	82,5	-13%
Water	m^3	4243	3353	2584	-39%

Environmental

Social

Government

GHG reduction is considered challenging, with measures under development. Recycled content is one contributing factor.

	Metric	Unit	2023	2024	2025	Change 2023 – 2025	Target 2026	Target 2030
E	Total Energy intensity	MWh/ton	3,2	3,3	3,0	-6%	2,8 (-20%)	2,5 (-28%)
E	Waste intensity	% of raw material	13%	12%	12%	-8%	≤ 11%	≤ 9%
E	Recycled content	% of raw material	5,4%	*9,3%*	*10%*	87%	> 11%	> 15%
E	GHG emissions	tCO_2e/ton	N/A	3,74	3,69	-1,5%		-15%
S	Reduce sick leave			3,6%	3,1%	-14%	< 3%	< 2,8%
S	Work environment	Riskobservations reported in IA					100	125
G	Supplier assessments	Performed at Group level per year					10	15
G	CDP and Ecovadis reporting	Level			Committed in Ecovadis/B in CPD		Brons or silver in Ecovadis /maintain CPD	Gold in Ecovadis /maintain CPD

Graf in document KPI's 2026
2023 recycled content has been recalculated to ensure consistency with updated methodology and data verification. The previously reported figure (8.9%) was based on incomplete underlying data.

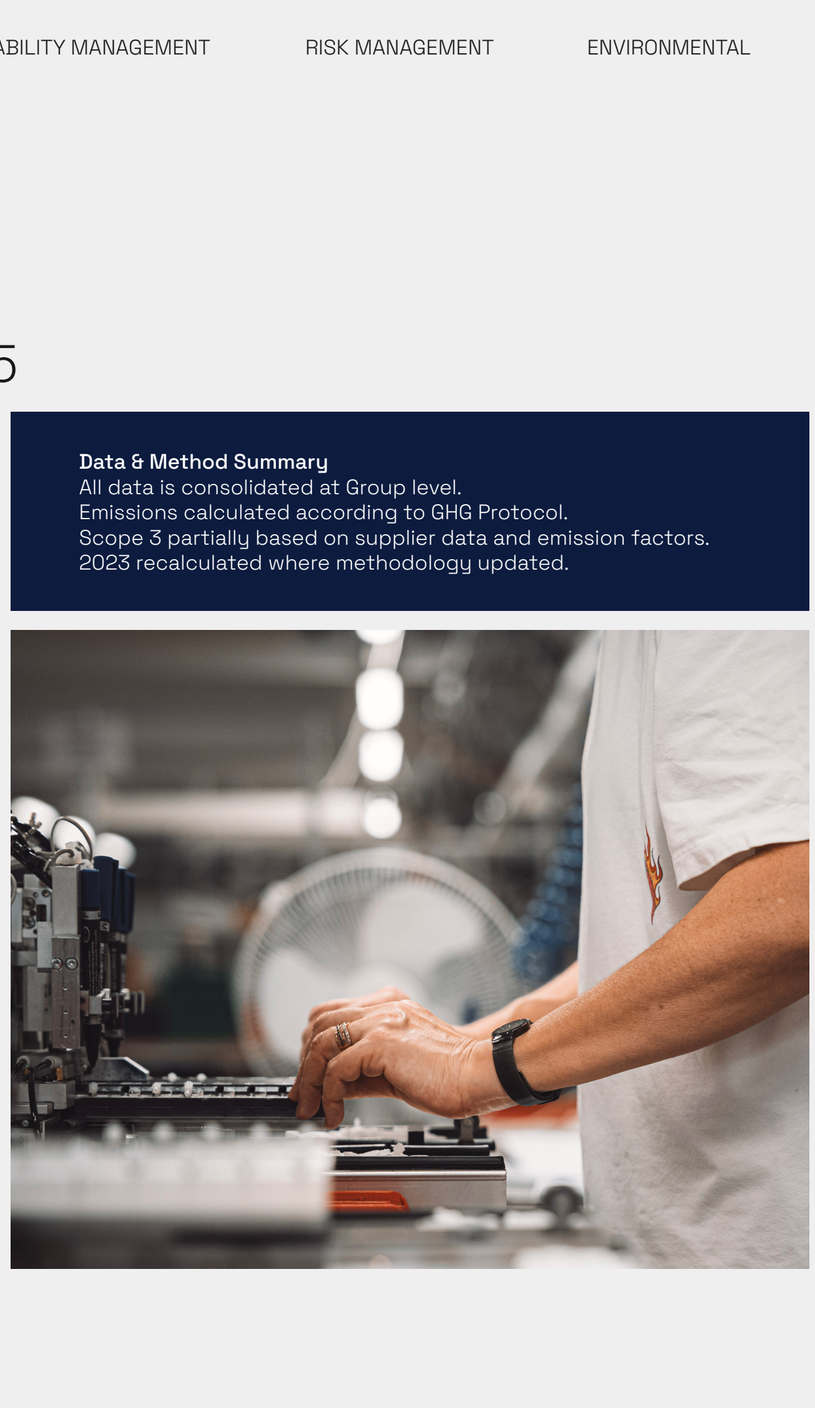
GHG baseline established in 2024 due to first-time calculation. Prior years not available for comparison.

Important Clarifications for 2025

Expanded Scope 3 coverage
In 2025, we broadened our Scope 3 reporting to include additional categories (1, 4, 5, 6, 7, and 9) and improved the quality and coverage of underlying data. While the scope of reported data has expanded, total greenhouse gas emissions remain broadly in line with the previous year. The change primarily reflects a more complete and accurate calculation, including better coverage of purchased materials and updated assumptions, rather than an increase in actual emissions. This development brings the reporting closer to full value chain coverage and better alignment with upcoming CSRD requirements.

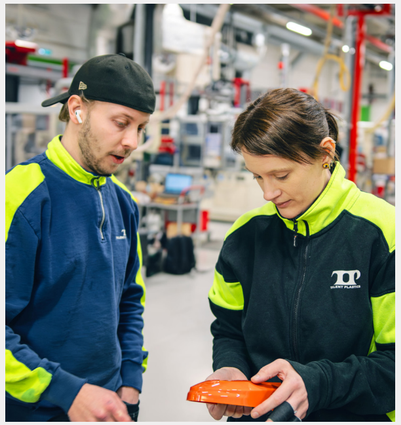
Data maturity
Although data quality improved significantly during 2025, some values — especially within Scope 3 — still carry uncertainties due to supplier-specific emission factors, proxies, and differing reporting practices. Continued system improvements and increased supplier engagement are expected to further strengthen accuracy in 2026.

Data & Method Summary
All data is consolidated at Group level.
Emissions calculated according to GHG Protocol.
Scope 3 partially based on supplier data and emission factors.
2023 recalculated where methodology updated.



Looking Ahead

The targets reflect a long term direction toward lower emissions, improved material efficiency, better energy performance, and strengthened work environment indicators. These ambitions are supported by ongoing process improvements, leadership development initiatives, health and safety routines, and increased transparency in reporting. Full results from the new employee survey and leadership initiatives will appear in the 2026 report.



Conclusion

In 2025, Talent Plastics continued to strengthen its sustainability work by improving data quality, expanding reporting coverage, and integrating sustainability more firmly into everyday management. The year also marked the beginning of a more structured approach to leadership, wellbeing, and employee engagement — with our first companywide employee survey and the implementation of IA at all factories. While several areas still require development, the foundation for long term improvement is in place, and we see clear signs that our work is beginning to take hold across teams.

We remain transparent about the limitations in our data, particularly within Scope 3, and will continue to refine accuracy as systems, supplier information, and internal routines mature. Our focus for the coming year is to build on the structures established in 2025 and turn them into consistent, measurable progress.

The journey continues, and our ambition is clear: steady improvements, responsible operations, and stronger collaboration — across sites, with customers, and throughout our value chain.

Do you have questions or comments?
Please contact us.

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