

# eduviva<sup>®</sup>

Sustainability Report 2024  
Inspired by ESRS



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This sustainability report constitutes Eduviva Group AB's formal sustainability report for the financial year 2024 in accordance with the Swedish Annual Accounts Act. The report covers all activities within the parent company and its subsidiaries Played Holding AB, as well as the sub-subsidiaries Lekolar AB, Lekolar Holding Finland Oy, Lekolar AS, Lekolar A/S, Hands-on Science AB, Play Box AB, and Panduro Trading AB and its subsidiaries Panduro Hobby AB, Panduro Hobby A/S, Panduro Hobby AS, and Popov B.V. Heutink Group B.V., including its subsidiaries, are not covered by this sustainability report.

# Introduction

## Word from our CEO

As Eduviva Group continues to grow and evolve, it is crucial to understand the connection between our business success and our commitment to sustainability. This dedication to sustainability is not only a moral responsibility but also a strategic advantage that drives innovation, strengthens our reputation, and ensures long-term profitability.

This journey requires dedication, collaboration, and a relentless pursuit of improvement. On that journey, we recognize that sustainability is fundamental to our operations. It is about creating safe, high-quality and sustainable products and learning environments.

We are proud of the strides we have made in integrating sustainability principles into our operations. Our ambition is to reach a mature level across the entire group, setting a benchmark for excellence in our industry.

Eduviva Group's sustainability work is based on *three overarching areas* and reflects our ambition for a fair and sustainable value chain and passionate co-workers.

- Blossoming planet - We strive for circularity and ensuring sustainable practice, taking responsibility for our environmental footprint and to reducing our emissions.
- Blossoming society - We strive to create a better society by conducting ethical and responsible business throughout our value chain and by making a direct social impact via our presence around the globe.
- Blossoming co-workers - Our co-workers are our greatest asset, and we enable them to thrive as individuals and collectively by empowerment and a tolerant learning environment.



In line with our commitment to transparency and accountability, we are preparing Eduviva Group's first aggregated sustainability statement, inspired by the European Sustainability Reporting Standards (ESRS). This statement will provide a comprehensive overview of our sustainability efforts, achievements, and areas for improvement, reflecting our dedication to responsible business practices.

Eduviva Group has recently achieved significant milestones on our sustainability journey. These include cross-company collaboration to enhance supply chain transparency and uphold ethical standards, efforts to improve transportation efficiency, and initiatives to safeguard product safety processes.

These achievements demonstrate our commitment to responsible business practices and our determination to lead by example.

We acknowledge the global challenges many companies face, particularly concerning raw materials and supply chain transparency. These issues are complex and multifaceted, but we are committed to addressing them head-on.

We will work relentlessly to be humble while ambitious, always leading by example as we live our core values of Entrepreneurship, Team Play and Have Fun. Together, we can create a sustainable future for our company, our customers, and our end-users.



## Vision and Mission

**Our common Mission is**

**“To spark the passion to create and joy to learn, for everyone to thrive and blossom”**

We aim to inspire a lifelong love of learning and creativity, empowering individuals to reach their fullest potential. This acts as a meaningful incentive for everyone working in our group.

**Our common Vision is**

**“To be Europe’s largest, most important source of inspirational and sustainable solutions for creative and playful learning”**

We believe that optimal learning and creativity are achieved in a safe and inspiring environment, and we want to provide everyone with the opportunity to blossom in such an environment.

## Values

The group has three core values influencing all our actions. They are reflected by our business units, supplemented with their company-specific values.



### Entrepreneurship

We utilise the power of decentralised responsibility. By having the mandate to solve everyday problems and accountability for result, we encourage continuous improvement, cultivating a corporate culture that both attracts and retains talent.



### Team play

We believe we are stronger together and we are not afraid to ask for help – be so from colleagues in the team, across business units and borders. By working together, we can unlock our collective capabilities and maximise our collaboration benefits and strengths.



### Have fun

We are convinced that people perform better in a positive, joyful work environment and we strive for a safe, supportive corporate culture in which initiative is expected, mistakes are tolerated, and learning emphasised.

# Sustainability framework

Eduviva Group's sustainability work is based on three overarching areas and reflects our ambition for a fair and sustainable value chain and passionate co-workers.



## **Blossoming planet**

We strive for circularity and ensuring a sustainable practice, taking responsibility for our environmental footprint and to reducing our emissions.



## **Blossoming society**

We strive to create a better society by conducting ethical and responsible business throughout our value chain and by making direct social impact via our presence around the globe.



## **Blossoming co-workers**

Our co-workers are our greatest asset, and we enable them to thrive as individuals and collectively by empowerment and a tolerant learning environment.

# ESG model

In line with Eduviva Group’s decentralised structure, it is intuitive for us to promote a group-wide collaboration model also when it comes to ESG and sustainability. That is why we have created our ESG model, which Group companies are to incorporate into their own ESG or sustainability framework.

The model includes the perspectives of our sustainable offer to customers and end-users, our focus on the people within the Group that can enable transformation, as well as our responsibility as a large value chain actor. As a foundational ambition, we are determined to reach net-zero emissions by 2050.

## OUR OFFER 2030

Industry leader in circularity and sustainably sourced materials.	Ensure legal product compliance to safeguard health and safety for end-users.
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## OUR PEOPLE 2030

Highly passionate employees.	Promote an inclusive and diverse work environment with equal opportunity for all.
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## OUR RESPONSIBILITY 2030

Demonstrating social and ethical excellence throughout the value chain.	All employees and suppliers adhere to our Code of Conduct.
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**NET ZERO EMISSIONS\* INCLUDING SCOPE 1,2,3 BY 2050**

\*Reduced emissions (effectively having achieved residual emissions), plus neutralizing residual emissions through permanent carbon removals (e.g. carbon removal credits).



## Basis for report preparation

### ***ESRS 2 BP-1 General basis for preparation of the sustainability statement***

We have aimed to implement as much of the European Sustainability Reporting Standard (ESRS) as possible in our 2024 sustainability statement, which is separate from the Annual report. The sustainability statement includes information about Eduviva Group's subsidiaries, excluding Heutink Group (acquired July 2024), and otherwise follows the same consolidation basis as our 2024 financial statements. The double materiality assessment process described in IRO-1 covers impacts, risks, and opportunities across our entire value chain. No reference year for data presented exists, since 2024 data is the first data to be aggregated for the entire Group, excluding Heutink Group. The report for FY 2025 will include data covering all business units and reported 2024 data will be recalculated to serve as reference year.

This sustainability report constitutes Eduviva Group AB's formal sustainability report for the financial year 2024 in accordance with the Swedish Annual Accounts Act. The report covers all activities within the parent company and its subsidiaries Played Holding AB, as well as the sub-subsidiaries Lekolar AB, Lekolar Holding Finland Oy, Lekolar AS, Lekolar A/S, Hands-on Science AB, Play Box AB, and Panduro Trading AB and its subsidiaries Panduro Hobby AB, Panduro Hobby A/S, Panduro Hobby AS, and Popov B.V. Heutink Group B.V., including its subsidiaries, are not covered by this sustainability report.

# How we create value

## Our strategy and business model

### ESRS 2 SBM-1 Strategy, business model and value chain

Eduviva Group, a leading actor in the educational and arts & crafts sectors, provides solutions for creative and playful learning to educators and consumers. Over the past decade we have grown organically and via strategic acquisitions and expanded from the Nordics into continental Europe.

By combining a decentralized structure with a group wide collaboration model, we promote entrepreneurial responsibility and innovation, whilst maximizing economies of scale and thus creating a strong platform for continuous growth.

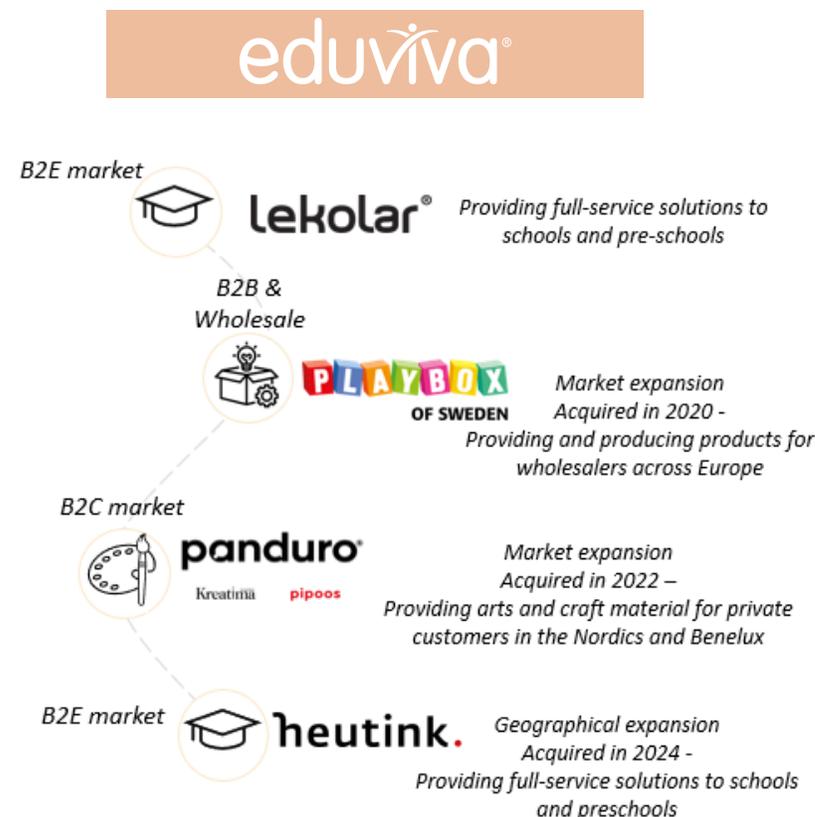
Additionally, through our decentralised model, we honour the extensive history and strong positions of our business units, and the context of the group provides them with even better opportunities to thrive individually.

The role of our central organization is to support the businesses in coordination of cross-unit collaboration projects and continuously develop the group's overall business via acquisitions and strategic, long-term improvements to achieve the vision of becoming the largest, most important source of inspirational and sustainable solutions for creative and playful learning.

Eduviva Group consists of four business units with most of its business centred around the Nordic and Benelux countries with sales office in the US, as well as a sourcing office in China. In total, the group has more than 1,500 employees worldwide.

## Group companies presented

The group is characterized by a decentralized governance and management model as we believe decisions should be made by the people closest to our customers



## Enabling creativity and learning

As a leading actor in the educational and arts & crafts sectors, Eduviva Group contributes to actual positive impact by fostering creativity and learning. The group provides solutions for creative and playful learning to educators and consumers, promoting entrepreneurial responsibility and innovation. Our commitment to create learning environments that foster creativity, and play is evident in our offer for the B2E ((business-to-education) market.

We are proud to provide aids that facilitate learning for various needs and for our business units active in this market, product and range development is aligned with school curricula and is characterized by the involvement of educators, children and young adults. The Group's educational products, furniture, and learning solutions are designed to meet the specific needs of schools and pre-schools, ensuring that they are both functional and pedagogically sound.

When offering arts & crafts products and inspiration to B2C (business-to-consumer) and B2B (business-to-business) markets, we do not only offer the possibility to enhance end-user creativity through creation but also supply inspirational ideas and how-to guides through several platforms.

We offer a variety of products that can be used for hands-on creativity and focusing on the present moment. Beading a pegboard or painting a picture can also help children and individuals with disabilities improve their fine motor skills. As many people find that creative activities contribute to their well-being, we hope that we to some extent promote mental health through our offering. The impacts exist in the short, medium, and long term.

***The name Eduviva connotes 'education' and the Latin word 'viva', reflecting our core business, which aims to inspire playful learning and passionate creativity.***



## Our value chain

### ESRS 2 SBM-1 Strategy, business model and value chain (continued)

The Group’s value chain includes activities from raw material extraction to the end-of-life phase. The use of recycled raw materials, primarily wood and to some extent plastic, is practiced. Additionally, the offering includes some circular products and products and services, although to a limited extent so far.

The Group has no direct business relationships regarding activities such as raw material extraction and processing. Manufacturing of products for sale or components for assembly is almost exclusively done by first to third-tier suppliers, both in Europe and in Asia. Within the Heutink sphere (part of the group since July 2024), a limited amount of manufacturing takes place in its own factory for wooden Montessori products in Sri Lanka.



Product development, design, and product testing are partly carried out within the group and partly by suppliers and test laboratories. All sales are carried out within the framework of the Group’s own operations, in the form of B2B (Playbox), B2C (Panduro), and B2E (Lekolar, Heutink). Panduro has retail operations in the Nordic region, as well as in the Benelux via the company Popov BV. Within Lekolar, public procurement in the Nordic markets account for the vast majority of sales.

The group’s own operations also include furniture assembly, where components are manufactured by suppliers and assembled at Lekolar’s own assembly unit in Osby. Repackaging of goods delivered from manufacturing suppliers takes place within the Group’s own operations in all companies. All product purchases are made within the Group’s own operations.

All transport of goods from suppliers to the group’s own warehousing operations is carried out by international transport companies. Within the Heutink sphere, distribution to customers is partly carried out within the Group’s own operations. For other Group companies, distribution is carried out exclusively via network distributors.

End-users of products and learning environments are children, young people, and adults, primarily in the Nordic region and northern Europe. The group has no operations within the end-of-life phase.

# Our stakeholders

## ESRS SBM-2 Interest and views of stakeholders

Engaging with stakeholders is important for Eduviva Group's ability to create value and ensure long-term success.

Understanding their perspectives and interests shapes our strategy and business model in various ways, such as continue to create safe and more sustainable products and solutions that both safeguard the health of our end-users and reduce our customers' supply chain emissions.

This dialogue is also important as we strive to have workplaces characterized by an inclusive and diverse work environment and passionate colleagues.

Typically, engagement with stakeholders on material sustainability matters involves the Group Sustainability & Product Compliance Leads, Human Resources, Sales, Finance, and Executive Management.

The following *table outlines* how we engage with our key stakeholders, the purpose of these engagements, and their outcomes.

Stakeholder views inform our due diligence process and the materiality assessment, which is described in more detail on the next page.



Key Stakeholder group	How engagement is organized	Purpose of engagement	Example of outcome from engagement
Employees (collectively)	<ul style="list-style-type: none"> <li>Regular employee surveys/pulse surveys</li> <li>Training sessions</li> </ul>	<ul style="list-style-type: none"> <li>Contributing to a healthy, sustainable and balanced workplace</li> <li>Including employees' thoughts and experiences</li> <li>Ensuring a positive business culture</li> </ul>	<ul style="list-style-type: none"> <li>New initiatives and improvements</li> <li>Action plans</li> <li>Communication between employees and management</li> </ul>
Internal sources of information	<ul style="list-style-type: none"> <li>CSRD project team (Sustainability, Sourcing, Finance, Product safety and Regulatory)</li> <li>Steering group (CEOs of each company, as well as Ediviva Group CEO, CFO and Group Sustainability &amp; Product Compliance Lead)</li> <li>HR and IT representatives were sources of internal information during the double materiality assessment.</li> </ul>	<ul style="list-style-type: none"> <li>Identifying key impacts, risks and opportunities</li> <li>Covering all activities in our value chain</li> </ul>	<ul style="list-style-type: none"> <li>Comprehensive value chain mapping</li> <li>Informed list of topics to evaluate, as well as help with the evaluation itself.</li> </ul>
Environmental consultants	<ul style="list-style-type: none"> <li>Environmental impact interview</li> <li>Quality assurance ESG data</li> </ul>	<ul style="list-style-type: none"> <li>Outside-perspective on environmental impacts in our value chain</li> </ul>	<ul style="list-style-type: none"> <li>New initiatives and improvements</li> </ul>
Customers & End-users	<ul style="list-style-type: none"> <li>Customer surveys</li> <li>Continuous meetings and dialogue</li> <li>Customer guidance through webpage &amp; dialogue</li> </ul>	<ul style="list-style-type: none"> <li>Discuss future expectations regarding sustainability</li> <li>Providing more sustainable solutions/ products</li> </ul>	<ul style="list-style-type: none"> <li>Adaptation to more circular range &amp; helping customers improve their sustainability footprint</li> <li>Information request readiness regarding product safety and ESG data</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>Supplier self-assessment and dialogue</li> <li>Meetings, Collaborations and close contact</li> <li>On-site factory visits</li> <li>Audits</li> </ul>	<ul style="list-style-type: none"> <li>Ensuring compliance with our Code of Conduct</li> <li>Ensuring a healthy, safe and respectful working environment</li> <li>Identifying environmental, human rights, labour and health and safety IROs</li> <li>Information by proxy from industry and third-party reports</li> <li>Enhancing transparency</li> </ul>	<ul style="list-style-type: none"> <li>Potential for ESG improvements at suppliers, via discussions on management of ESG, business conduct, health and safety, Type 1 ecolabels, sourcing of FSC certified material, understanding climate emissions etc.</li> </ul>
Owners /Board	<ul style="list-style-type: none"> <li>ESG/CSRD meetings and workshops</li> <li>Annual reporting of ESG KPIs and performance evaluation</li> <li>Board meetings</li> </ul>	<ul style="list-style-type: none"> <li>Understanding expectations for ESG</li> <li>Knowledge-sharing with other Portfolio companies</li> </ul>	<ul style="list-style-type: none"> <li>Mutual understanding of IROs</li> <li>Strategic priorities</li> </ul>
Investors & bank (creditors)	<ul style="list-style-type: none"> <li>Meetings</li> </ul>	<ul style="list-style-type: none"> <li>Follow-up of performance in relation to set ESG targets</li> <li>Future expectations</li> </ul>	<ul style="list-style-type: none"> <li>Mutual understanding of IROs</li> </ul>
Regulators/ Authorities	<ul style="list-style-type: none"> <li>Monitoring new high-level laws and regulations through memberships in trade organisation, newsletters etc.</li> <li>National laws and regulations are monitored and compliance evaluated in each company</li> <li>Presence in dialogue/reference groups</li> </ul>	<ul style="list-style-type: none"> <li>Ensuring regulatory compliance</li> <li>Addressing risks and opportunities in relation to legal changes and requirements</li> <li>Providing industry input when shaping new requirements and standards</li> </ul>	<ul style="list-style-type: none"> <li>Regulatory compliance</li> <li>Development of industry-relevant sustainability requirements in standards and tenders</li> </ul>
Industry and non-profit organisations	<ul style="list-style-type: none"> <li>Contributions to research projects regarding e.g. more sustainable materials</li> <li>Meetings with non-governmental organisations (e.g. trade association, type 1 eco-labels)</li> <li>Memberships in associations &amp; presence in dialogue/reference groups.</li> </ul>	<ul style="list-style-type: none"> <li>Information by proxy regarding supply chain impacts</li> <li>Providing industry input when shaping new requirements and standards</li> </ul>	<ul style="list-style-type: none"> <li>Better understanding of supply chain lower-tier challenges and opportunities to impact positively</li> <li>Development of industry-relevant sustainability requirements in standards and tenders</li> </ul>

# Double Materiality Assessment

## *ESRS IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities*

In compliance with ESRS IRO-1, Eduviva Group performed its first comprehensive double materiality assessment (DMA) in 2024, to ensure a thorough evaluation of both financial and non-financial impacts. The gross list of impacts, risks and opportunities (IROs) for assessment was based on the ESRS 1 disclosure list including topics, sub-topics and in relevant cases sub-subtopics (all later referred to as topics). Previous internal assessments, as well as externally available sources served as important sources of information. The scoring method and criteria for the materiality assessment were developed in accordance with ESRS 1 guidelines.

### Impact Materiality

All IROs were assessed at a gross level, where the initial assessment was based on reports, analyses, risk assessment tools, and stakeholder information. The assessment took into account each topic's effect on scale, scope, irremediability, and likelihood. For human rights-related impacts, severity was prioritized over likelihood, as outlined in ESRS 1.

Several reviews were done to reach the final list of impact material topics. A few issues were qualitatively lifted above the materiality threshold, in discussion with management and Board. This, to correctly reflect Eduviva's value chain impact.

### Financial Materiality

The financial materiality assessment focused on evaluating the financial significance of risks and opportunities, considering likelihood and potential financial impacts. The assessment took into account current and future regulatory requirements, market trends, as well as stakeholder expectations. As for impact materiality, all IROs were assessed at a gross level, where the initial assessment was based on reports, analyses, risk assessment tools, and stakeholder information.

Threshold values and time horizons were set in line with the general risk assessment model. Several reviews were conducted to reach the final list of financial material topics.

### Output from the Double Materiality Assessment

In total, 192 IROs were identified and evaluated during the DMA. Of those, 13 were deemed material. The IROs were consolidated and mapped to 7 material sustainability topics. Please see the material topics and IROs presented on the next pages.

The findings from the DMA are being integrated into Eduviva Group's strategic planning and decision-making processes.

## Future reviews

Eduviva is dedicated to annually reviewing the DMA process to identify, assess, and prioritize IROs. This ensures the process remains aligned with business evolution, market trends, contextual changes, and regulatory updates.

Due to this being the first reporting cycle implementing a DMA, there are not currently any process changes to report.



# Material impacts, risks and opportunities

## ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model



The material impacts, risks, and opportunities (IROs) identified during the materiality assessment are presented in this sustainability statement alongside the topical ESRS standards:

E1 Climate change, E5 Resource use and circular economy, S1 Own workforce, S2 Workers in the supply chain, S4 Workers in the value chain, and G1 Business conduct.

- Environment
- Social
- Governance
- Own Topic

## 7 material topics

With 13 IROs (Impacts, Risks & Opportunities)

<p><b>Climate change</b></p> <ul style="list-style-type: none"> <li>• GHG Emissions </li> <li>• Climate mitigation </li> </ul>	<p><b>Own workforce</b></p> <ul style="list-style-type: none"> <li>• Health &amp; safety </li> </ul>	<p><b>Business conduct</b></p> <ul style="list-style-type: none"> <li>• Policies and corporate culture </li> </ul>
<p><b>Resource use and circular economy</b></p> <ul style="list-style-type: none"> <li>• Resource inflows and resource use  </li> <li>• Resource outflows related to products and services  </li> </ul>	<p><b>Workers in the value chain</b></p> <ul style="list-style-type: none"> <li>• Freedom of association </li> <li>• Right to collective bargaining </li> <li>• Child labour </li> <li>• Forced labour </li> <li>• Health and Safety </li> </ul>	<p><b>Own topic</b></p> <ul style="list-style-type: none"> <li>• Enabling creativity &amp; learning </li> </ul>
	<p><b>Consumers and end-users</b></p> <ul style="list-style-type: none"> <li>• Health &amp; safety (Product safety) </li> </ul>	

Impact (pos/neg) =    
 Risk/Opportunity =  

# Risk management

## Statement on Due Diligence

### *ESRS 2 GOV-4 Statement on Due Diligence*

The table to the right illustrates how Eduviva Group incorporates the core elements of due diligence and indicates where these elements are detailed in this Sustainability Statement.

## Statement on risk management

### *ESRS 2 GOV-5 Risk management and internal controls over sustainability reporting*

Eduviva Group’s sustainability reporting is naturally exposed to the risk of material misstatement due to human error or incomplete data. This risk is enhanced as new acquisitions implement Eduviva Group’s systems and processes. Eduviva Group is implementing processes to manage this risk. A group collaboration sustainability team, led by the Group Sustainability & Product Compliance Lead, is setting up a common process for group companies. This entails all companies reporting into one consolidated data model, collected via an ESG reporting software application. This process automates data collection, ensures complete transparency and traceability, and standardizes terms, assumptions, and emissions factors in accordance with the GHG Protocol.

Core elements of Due Diligence	ESRS paragraphs and pages in the sustainability statement
Embedding Due Diligence in Governance, Strategy, and Business Model (partly disclosed)	ESRS 2 SBM-3: E5 p.23 G1 p.32  ESRS 2 SBM-3 E1 p.19 ESRS 2 SBM-3 S1 p.25 ESRS 2 SBM-3 S2 p.27 ESRS 2 SBM-3 S4 p.30
Engaging with Affected Stakeholders (partly disclosed)	ESRS 2 IRO-1 p.14  ESRS 2 MDR-P: E1-2 p.19 E5-2 p.22 S1-1 p.26 S2-1 p.27 S4-1 p.30  S2-3, S2-4 s.29
Identifying and Assessing Adverse Impacts on People and the Environment (partly disclosed)	ESRS 2 IRO-1 p.14  ESRS 2 SBM-3 E1 p.19 ESRS 2 SBM-3 S1 p.25 ESRS 2 SBM-3 S2 p.27 ESRS 2 SBM-3 S4 p.30
Taking Action to Address Adverse Impacts on People and the Environment (partly disclosed)	E1-1 p.19 ESRS 2 MDR-A: E5-2 p.22 S1-4 p.25, S2-4 p.28, S4-4 p.30
Tracking the Effectiveness of These Efforts and Communicating	Targets and metrics at the company level will be reported for the fiscal year 2025.

# Climate Action

## ESRS E1 Climate change

Eduviva is committed to taking significant steps towards climate action, with the ambition to achieve net-zero emissions by 2050. This ambitious goal is the foundation of our Environmental, Social, and Governance (ESG) model and will shape the way we do business.

Each company within the Eduviva Group is responsible for incorporating this net-zero ambition into its own ESG framework. This decentralized approach ensures that every entity within the group aligns its policies, strategies and operations with our overarching sustainability framework, fostering a culture of accountability and proactive engagement in sustainability efforts.

In 2025, we will initiate a group-wide collaboration to set the path towards formulating transition plans. This collaborative effort will involve all companies within the Eduviva Group, working together to develop and implement strategies that support our net-zero target.

### Climate change impacts *ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model*

As Group companies deliver creative products and learning solutions in form of physical products and spaces, our biggest climate impact is emissions from products sold. That includes emissions that are generated during the raw material, manufacturing, transport and end-of-life phase. Value chain greenhouse gas (GHG) emissions occur indirectly along the entire

value chain in the form of actual negative impact. 97,5% (2024) of the group's climate-impacting emissions fall within scope 3 (indirect emissions). 80,5% (2024) of the emissions in scope 3 fall within category 1; purchased goods and services. Most of those emissions in turn stem from products purchased and sold on to customers. The impacts exist in the short, medium, and long term and primarily occur upstream during raw material extraction and processing, as well as during product manufacturing.

Life cycle focus and resource-use awareness, closely linked to restricting GHG emissions, is already implemented in the policy framework of several of the Group companies. For others, the policy framework will be enhanced as part of our 2025 collaboration efforts.

Our ambition to be industry leader when it comes to sustainably sourced materials is closely linked to our net-zero 2050 ambition. During 2023 and 2024, a Group-wide scope mapping has been performed, to inform our decisions moving forward. Actions in this regard are well in progress in some Group companies, while for others, this scope mapping has revealed some new possibilities for change. Increasing recycled, renewable, and recyclable materials in the products that we sell, as well as extending our circular service offering, will ultimately take us towards our goal. For this to be possible, however, we need to work with our customers and our manufacturing suppliers to drive demand and enable industry transformation.

### Climate change risks

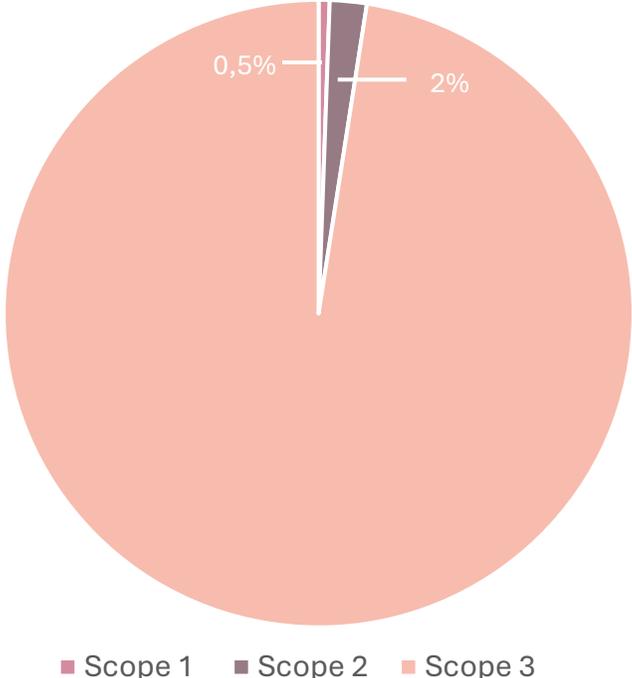
**ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model**

A long-term potential risk for the Group has been identified due to the costs associated with transitioning and increased expenses in the form of taxes and prices for fossil-based materials and emission-intensive production. In the long run, the group will need to consider investments for transitioning to more circular business models.

Climate change will eventually increase the risk of storms, floods, extreme heat, and fires in areas where Group company suppliers and subcontractors are located. However, the raw materials that the group depends on are not currently very vulnerable to climate change. Therefore, that potential physical risk is currently considered insignificant to our business.

### Greenhouse gas emissions

Below, and on the following pages, the distribution and total amount of the greenhouse gas emissions that the Group has measured within scope 1, 2 and 3 of the GHG Protocol are presented.



**E1-4 Targets related to climate change mitigation and adaptation & E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions (E1-6 AR 48)**

Gross greenhouse gas emissions	2024
<b>Scope 1 GHG emissions</b>	
Gross Scope 1 GHG emissions (tCO2eq)	273
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0
<b>Scope 2 GHG emissions</b>	
Gross location-based Scope 2 GHG emissions (tCO2eq)	476
Gross market-based Scope 2 GHG emissions (tCO2eq)	918
<b>Significant Scope 3 GHG emissions</b>	
<b>Total Gross indirect (Scope 3) GHG emissions (tCO2eq)</b>	<b>47 258</b>
1 Purchased goods and services	38028
2 Capital goods	2728
3 Fuel and energy-related Activities (not included in Scope1 or Scope 2)	211
4 Upstream transportation and distribution	3188
6 Business traveling	672
7 Employee commuting	2332
9 Downstream transportation	99

Total GHG emissions Scope 3	2024
Total GHG emissions (location-based) (tCO2eq)	48006
Total GHG emissions (market-based) (tCO2eq)	48449

**Emission intensity**

**E1-6: Greenhouse gas emissions per net revenue (E1-6 53)**

GHG intensity per net revenue	2024
Total GHG emissions (location-based) per net revenue (tCO2eq/SEK)	17,7
Total GHG emissions (market-based) per net revenue (tCO2eq/SEK)	17,8

**E1-8 Internal carbon pricing**

Eduviva Group does not apply internal carbon pricing schemes in its business.

**Ambition:**  
 Net-zero emissions\* by 2050, including Scope 1,2 and 3  
 \*Reduced emissions (effectively having achieved residual emissions). Plus, neutralizing residual emissions through permanent carbon removals (e.g. carbon removal credits).

# More sustainable materials and circular solutions

## ESRS E5 Resource use and circular economy

Eduviva Group aims to be industry leader in circularity and sustainably sourced materials, setting high standards for sustainability in our industry. By integrating these principles into our business practices, we strive to make a meaningful difference in the world and ensure a better future for the next generations. Several Group companies have already integrated life cycle focus and resource-use awareness into their policy frameworks. For the remaining companies, these frameworks will be enhanced as part of our 2025 and onwards collaboration initiatives.

Group company initiatives taken during 2024 demonstrate our commitment to sustainable practices, focusing on efficient resource use, more sustainable materials, and circularity.

As production is almost exclusively performed by suppliers, steering towards renewable, recycled and recyclable materials and products is an important step of putting our ambition into practice.

All Group companies have actively worked with sourcing FSC/PEFC certified wooden products during the year. This goes hand in hand with preparing for more traceability in the supply chain of products that fall within scope of the European Deforestation Regulation (EUDR). The FSC label means that the material used for the product comes from responsibly managed and FSC-certified forests, recycled materials, and materials from other controlled sources.

## Some examples of recent (2024) or ongoing Group company initiatives

Company	Actions taken	Expected outcome
Lekolar	<ol style="list-style-type: none"> <li>1. FSC-certification obtained for assembly unit.</li> <li>2. Several EPDs (Environmental Product Declarations) for furniture now in place.'</li> <li>3. C-key circularity information available for majority of indoor furniture range.</li> <li>4. Initiated follow-up of more sustainable material contents in the Learn, Create and Play range as part of 80% circular range target to 2030.</li> </ol>	<ol style="list-style-type: none"> <li>1. Increased supply chain traceability and cooperation with suppliers.</li> <li>2. Better understanding of product environmental impact.</li> <li>3. Guiding customers to more sustainable choices when understanding circular product characteristics.</li> <li>4. Additional metric for target tracking.</li> </ol>
Panduro	<ol style="list-style-type: none"> <li>1. Pilot project offering sewing machine rental services in designated stores.</li> <li>2. Repair kits for at-home mending.</li> <li>3. Launching of iron beads with a wide range of ecolabelled colors</li> </ol>	<ol style="list-style-type: none"> <li>1. Testing customer demand for rental services.</li> <li>2. Extending the lifespan of clothes and jewelry.</li> <li>3. Extending sustainable product offer.</li> </ol>
Play Box	<ol style="list-style-type: none"> <li>1. Moving production from China to Sweden.</li> <li>2. Changing raw material for Pony beads, from sugar cane plastic to recycled plastic.</li> </ol>	<ol style="list-style-type: none"> <li>1. Positive impact on bead emissions due to lowered transport emissions and raw material emissions.</li> <li>2. Moving toward more circular product offering.</li> </ol>

## Resource use and circular economy impacts

### ***ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model***

Actual negative impact for circularity occurs upstream and from our own operations, in the form of using virgin materials such as wood, plastic, textiles, and steel for the manufacturing of the group's products. Approximately 40% of the materials come from renewable sources, and a very small proportion (about 8%) is recycled material (based on the sold weight per material in relation to the total weight). The impact exists in the short and medium term.

Actual negative impact on the circular economy occurs downstream in the value chain through a large outflow of materials from the products the group sells. A significant portion of the products are complex products made of multiple materials (toys, electronics), which can therefore be difficult to separate and recycle. The impact occurs downstream in the value chain in the short and medium term but is influenced by the design and material composition of the products that we sell.

## Resource use and circular economy risks and opportunities

### ***ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model***

This could present an opportunity for the group through new business models, where suppliers enable us to offer products in increasingly sustainable or recycled materials. It also provides the chance for B2E business units to participate in tenders that combine newly produced, as well as refurbished items.

The opportunity exists long-term. There is a risk of reduced availability of raw materials, specifically virgin wood, leading to significantly increased prices. Geopolitical risks could have a substantial impact given the group's dependency on material inflows. Additionally, due to new legislation (EUDR), the demand for recycled wood is expected to rise sharply, leading to higher prices. The risk exists in the medium and long-term.

Group companies have different opportunities to explore circular solutions, given customer, market and product offering. As an example, Lekolar (B2E) has been developing different ways to drive demand for circular solutions within its customer base for several years. The company's circularity approach involves designing products with the entire lifecycle in mind, ensuring learning spaces can be reused, repaired, and recycled. While still upholding the strict criteria for use in preschools and schools. By developing the C-key symbol, Lekolar guides customers to make sustainable choices by highlighting products that meet defined circularity criteria.

## Resource use and circular range data

Parameter	2024
% of wooden products with FSC certified label or FSC certified raw material	58% (Eduviva data)
% of Lekolar furniture sold meeting Circular range criteria*	79% (Lekolar data)
% of Lekolar learning materials meeting criteria for more sustainable materials^	19% (Lekolar data)

# Our People

## ESRS S1 Own workforce

Eduviva is dedicated to creating a positive and enriching work environment for employees within the Group. We offer various opportunities for professional development and growth through training programs and courses. Our commitment to continuous learning ensures that employees stay updated with the latest industry trends and best practices. Our inclusive and supportive work culture celebrates diversity and promotes collaboration.

At Eduviva, we value **Entrepreneurship** by utilizing the power of decentralized responsibility. By having the mandate to solve everyday problems and accountability for results, we encourage continuous improvement, cultivating a corporate culture that both attracts and retains talent. We believe that fostering an entrepreneurial spirit drives creativity and growth within our organization.

**Team Play** is at the heart of our work culture. We believe we are stronger together and we are not afraid to ask for help – be it from colleagues in the team, across business units, and borders. By working together, we can unlock our collective capabilities and maximize our collaboration benefits and strengths. We promote collaboration and teamwork, recognizing that our collective efforts lead to greater success. By working together, we can achieve our goals and overcome challenges more effectively.

We also believe in the importance of **Having Fun**. We are convinced that people perform better in a positive, joyful work environment and we strive for a safe, supportive corporate culture in which initiative is expected, mistakes are tolerated, and learning emphasized. A positive and joyful work environment boosts morale and productivity. We organize various social events and activities to ensure that our employees have opportunities to relax, connect, and enjoy their time at work.



## Health and Safety Impacts for own workforce

### ***ESRS 2 S1 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model***

The double materiality assessment identified material impacts on own workers regarding health and safety.

Company workforces consist of the following types of personnel: full time, part time, contract, independent contractors, and temporary. The vast majority of the workforce is own personnel, distributed between full time and part time. As a matter of principle, no distinction is made between staff when addressing health and safety issues, including temporary workers and others under our management. We continuously investigate and follow up on these matters through surveys, risk assessments, one-on-one meetings, and safety inspections. Risk assessments are conducted at least once a year, or as needed. Additionally, we provide health and safety education for our managers.

The most significant potential negative impact concerns store staff (B2C), who, to a degree, face threats to their safety from for example extreme events such as bombings and shootings linked to organized crime. Additionally, warehouse staff can experience negative impacts related to ergonomic challenges and injuries from forklift driving and lifting. The psychosocial work environment also falls under this category, necessitating continuous preventive efforts. This is also included in the policy framework for own workforce in each company. These described impacts manifest within our operations in the medium term and are addressed continuously.

## Addressing health and safety impacts

## Social disclosures

### ***S1-4 Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions***

By proactively engaging in systematic occupational health and safety initiatives, we aim to maintain the positive results observed in employee surveys, while also addressing areas needing improvement. Our goal is to foster a proactive safety culture where employees feel empowered and motivated to report safety risks. By increasing the number of reported safety risk observations, we can identify and address potential hazards before they escalate into accidents or incidents. This approach not only enhances workplace safety but also builds trust and collaboration within the organization. Preventing work-related injuries, such as crush and lift injuries, in our warehouses is a priority for all companies. For office staff, the focus is on preventing ergonomic injuries and stress-related illnesses.

Although we have not yet reached zero accidents, accident statistics and employee surveys indicate that our efforts are effective. Implementing system support for reporting accidents and near-misses significantly simplifies the reporting and follow-up processes for the companies that have adopted this approach. In addition, some companies have implemented human resource management system as well as e-learning platforms, which further aid in this pursuit.

## Promoting an inclusive and diverse work environment

### S1-1 Policies related to own workforce

Eduviva companies are dedicated to fostering an inclusive and respectful workplace where every individual is valued and treated equally. Our commitment to preventing discrimination and promoting equal treatment is embedded in our core values and operational practices, as well as in policy frameworks. Each Group company is responsible for promoting an inclusive and diverse work environment, with equal opportunity for all. This is done through established policy frameworks and zero tolerance policy towards any form of discrimination, harassment, or unequal treatment based on race, gender, age, religion, disability, sexual orientation, or any other characteristic.

To ensure that our workplaces remain inclusive, we provide regular training and awareness programs for employees. Some Group companies have e-learning systems that cover these topics within the framework of a Code of Conduct, aligned with the relevant legal framework. As new acquisitions join the Group, they are encouraged to collaborate with existing Group companies to benefit as much as possible from tried and tested processes and systems.

### eNPS (Employee net promoter) score 2024

eNPS is measured on a scale between -100 and +100, where a value above 50 indicates an optimal outcome.

Lekolar: 51  
 Panduro: 59  
 Play box: Not measured

## Raising concerns

### S1-3 Processes to remediate negative impacts and channels for own workforce to raise concerns

Eduviva is committed to being a transparent organization. Therefore, employees are encouraged to openly, honestly, and directly raise any concerns and irregularities through the established channels within each company. Channels serve as anonymous reporting mechanisms for employees to report any incidents of discrimination or harassment. All reports are taken seriously and investigated promptly to ensure a safe and supportive environment. Whistleblowing systems are already in place in several companies. For more information on whistleblowing and whistle-blower protection, please refer to page 34.

## Employee data

Total number of employees (full time equivalents) and gender distribution	2024		
	Total	Women	Men
Total number of employees (FTE)	902	670	232
Gender distribution of employees (based on FTE)		74%	26%
Number of people in the executive management team	6	1	5
Gender distribution of the executive management team		17%	

# Working conditions in the supply chain

## *ESRS S2 Working conditions in the value chain*

At Eduviva, we are committed to upholding labour rights, human rights, and health and safety standards throughout our supply chain. Our commitment to ethical practices extends beyond compliance, as we aim for ethical and social excellence. Group companies are encouraged to actively engage in initiatives and training programs to raise awareness and enhance suppliers' capabilities in managing social and ethical risks. This includes understanding the geographical risks in the supply chain and ensuring that all subcontractors adhere to the same high standards. The Group benefits from having a purchasing office in Hangzhou, China, with approximately 20 employees who can perform factory visits and what we call “sustainability checks” at manufacturing suppliers.

Audits by third parties are included as risk mitigation efforts for most Group companies, where higher-risk suppliers are evaluated based on audit performance, self-assessment score, as well as product risk. The risk identification, mitigation and remediation processes are not yet uniform for the Group but will be developed jointly during 2025. This, to respond to increased need for collaboration to ensure transparency, facilitate information collection, and engage in actions to mitigate identified risks.

The due diligence process already in place at Lekolar and Panduro, will serve as a basis for implementing such a process throughout the Group. Please see p.18 for indication of where core elements of due diligence are detailed in this sustainability report.

## *S2-1 Policies related to value chain workers*

As a foundation for all Group operations, we support and adhere to the fundamental principles of human rights and labour standards as outlined in international conventions. This is formally regulated in our business relations with suppliers, in the form a Supplier Code of Conduct, or equivalent, for all companies. Eduviva companies require and expect that all suppliers respect and promote these rights, ensuring fair treatment, non-discrimination, and the prohibition and mitigation of forced and child labour. We also require our suppliers to be transparent and share information with us and our customers when requested.

## *ESRS 2 S2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model*

The double materiality assessment identified material impacts on workers in Eduviva Group’s value chain regarding labour rights, human rights and health and safety impacts for workers. These impacts have been deemed material due to their severity concerning human rights. No Eduviva company has received findings or reasons to believe that forced labour or child labour has taken place in the Group’s specific supply chain.

## Labour Rights and Human Rights impacts

### Freedom of association and the Right to collective bargaining

Long-term negative impacts from freedom of association and the right to collective bargaining are present upstream in the supply chain, affecting workers involved in raw material extraction and product manufacturing. In China, where a significant portion of the Group's primary and final manufacturing occurs, there is virtually no freedom of association, and the right to strike is severely restricted. In terms of mitigating the negative impact for workers in our supply chain, our purchasing office in China works actively with supplier selection and includes simple sustainability checks in their supplier screening process.

### Forced labour and Child labour

Potential negative impacts from child labour exist in the long term upstream in the supply chain, particularly within the textile, sugar cane, and natural rubber industries. Similarly, potential negative impacts of forced labour exist both upstream and further down the supply chain, especially in the raw material extraction and primary processing activities of the sugarcane, electronics, textiles, and toy industries. Although we do not receive reports of child labour or forced labour in the factories (1st tier, 2nd tier) from which we get audit reports, it is not unlikely that such practices occur to some extent further down the chain, in line with non-governmental organisation report findings.

Actions taken to mitigate the above-mentioned impacts are in the form of evaluating purchasing practices, stakeholder engagement, minimum criteria for suppliers and, in some cases, supplier training on due diligence procedures.

## Health and Safety impacts for value chain workers

Potential medium- and long-term negative impacts for supply chain workers, due to the substances used in raw material extraction and manufacturing, are particularly significant for certain product groups that carry higher risks. These include electronics, chemical manufacturing, and furniture manufacturing (painting, welding). Actions taken to mitigate these potential impacts are for example restriction of certain substances that are known, or suspected, to be harmful to people and/or the environment. These restrictions are imposed as part of a purchasing contract, or equivalent, with suppliers. Product controls include test reports from third party test labs, as well as own spot checks. In audits, as well as during sustainability checks performed by our purchasing office in Hangzhou, China, health and safety is reviewed.

For workers in transport services and distribution, which the Group outsources, there are more work-related injuries reported in this sector compared to the average, according to the Swedish Work Environment Authority and the Swedish Transport Agency. The most common types of injuries include traffic accidents, crushing during loading and unloading of goods, strain injuries, shocks and vibrations, as well as threats and violence. Actions taken to mitigate these potential impacts are contracting well-established service providers, with e.g. collective bargaining agreements and those that work according to requirements set in a Supplier Code of Conduct, or equivalent.

## Raising concerns

### ***S2-3 Processes to remediate negative impacts and channels for value chain workers to raise concerns***

Eduviva Group company suppliers are required to provide a grievance mechanism for workers, where concerns can be raised. It is also possible for value chain workers to use whistleblowing channels supplied by Group companies. All reports are taken seriously and investigated promptly to ensure a safe and supportive environment. For more information on whistleblowing and whistle-blower protection, please refer to page 34.

## Continuous Improvement and Collaboration

### ***S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions***

We believe in building sustainable relationships with our suppliers through continuous improvement and collaboration. Most Group companies work closely with suppliers to help them comply with our applicable Codes of Conduct and improve their practices. In these processes, regular risk assessments and follow-up evaluations are conducted to ensure ongoing compliance and address any issues that may arise.

Actions taken during 2024 that seek to mitigate these impacts connected to labour rights, human rights and health and safety for supply chain workers have included investigation of sourcing alternatives, either in form of geographic location or specific supplier. This work will continue in 2025 as part of our sourcing strategy.

## Supply chain data

% of suppliers having signed a Supplier COC or equivalent (% of total purchase value)	2024
Lekolar	94%
Panduro	96%
Playbox	73%

During 2025, an Eduviva Supplier Code of Conduct will be implemented to set the base level for the entire Group. Companies will still be able to use their own Codes, if meeting or exceeding the Eduviva Code requirements.

# Product safety

## *ESRS S4 Consumers and end-users*

Product safety is crucial for Eduviva's business as it helps build and maintain trust with our customers and end-users, ensuring that B2E, B2B and B2C customers can rely on Group companies for safe and reliable products and solutions. Adhering to safety standards and regulations is essential to safeguard end-user health and safety, while also making sure that we avoid legal issues and potential fines. Implementing robust safety measures mitigates risks associated with product recalls, incidents, and accidents, protecting both our end-users and our reputation.

Additionally, Eduviva's commitment to product safety aligns with our broader sustainability ambition – to ensure product legal compliance to safeguard health and safety for end-users – while meeting the expectations of safety and environmentally conscious costumers. Prioritizing safety also enhances market competitiveness, allowing Eduviva to stand out as a leader in providing safe and high-quality products for all ages.

## Health and safety impacts for end-users

### ***ESRS 2 S4 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model***

Potential negative impacts may arise downstream, particularly concerning the use of products and learning environments by children and young people. This includes both mechanical safety and chemical safety related to product content. It also encompasses safety in the use of outdoor playgrounds and equipment. Additionally, there are art supplies for adult use in the range (Panduro) that children should not be able to use or open due to potential hazards. These impacts can occur in the short, medium, and long term.

### ***S4-1 Policies related to consumers and end-users, S4-4 Taking action on material impacts***

Whether we purchase a pre-made product from a supplier or develop it ourselves, we always prioritize the safety and well-being of our end-users. This is done through comprehensive health and safety frameworks which include stringent product development requirements, rigorous safety testing, and clear safety information.

To reflect the variety of business units' product offering, most Group companies have specified chemical requirements for various product categories, and these are directly communicated to suppliers to ensure high safety standards and absence of harmful chemicals.

To further mitigate the potential negative health and safety impacts for end-users, there are robust test routines and safety protocols in place, including regular safety checks, incident reporting mechanisms, and procedures for product recalls. We also emphasize educating end-users about safe product usage by providing clear guidelines and safety information.

## Incident management

### ***S4-3 Processes to remediate negative impacts on consumers and end-users***

If an incident involving one of our products does occur, there are clear processes to investigate and communicate to customers. If we deem the product ill-suited in any way, we will recall it and are adamant about reporting it to the correct national authority.

Overall, our commitment to product safety and health is reflected in our comprehensive policies and procedures, designed to protect our end-users and ensure that our products are safe and reliable.

Picture?

## Product safety data

Number of product recalls	2024
Lekolar	2
Panduro	1
Playbox	0

# Business Conduct

## *ESRS G1 Business Conduct*

At Eduviva, upholding strong business ethics and conduct throughout our value chain operations is essential for several reasons. Ethical practices help build customer trust and enhance our and Group companies' reputation. A responsible approach improves employee commitment and satisfaction within the Group. Operating responsibly also provides better access to financial resources.

## *ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model*

The double materiality assessment identified material impact on Eduviva Group's value chain regarding business conduct policies and corporate culture.

## Policy framework and strong corporate culture

### *ESRS G1-1 Policies and Corporate Culture*

At Eduviva, we believe that a robust policy framework and a strong corporate culture are vital for ethical business practices. They provide clear guidelines and accountability, enhance employee morale and retention, reduce risks, and promote sustainable growth.

Having a well-implemented policy framework and a strong corporate culture ensure that everyone in the Group understands and follows ethical standards, creating a trustworthy and successful business environment.

In our value chain, the potential negative impact for business conduct is most significant during the sales phase (B2E public procurement) and the purchasing phase (all companies).

We anticipate a rise in forged certificates when requiring certified raw materials for FSC certified products, as demand is likely to increase when the EUDR, and eventually CSDDD, enter into force. It is essential for all employees, especially those in sensitive positions, to have adequate knowledge to identify early warning signs as supplier and certificate demands increase while prices are pressured. The Group's global supply chain, with its presence in countries where the risk of corruption and bribery is higher, also highlights the need for prevention and mitigation activities, such as a robust policy framework and training for at-risk functions. These challenges are expected in the short and medium term.

To mitigate these potential negative impacts, we conduct regular training sessions for employees in vulnerable positions, to ensure they are well-equipped to identify and report any red flags related to corruption and bribery. This proactive approach helps in early detection and prevention of any unethical practices.

Additionally, we are working on enhancing internal controls and auditing processes to monitor compliance with our anti-corruption policies. These measures not only help in detecting any irregularities but also in maintaining a culture of accountability and transparency within the organisation.

## Safeguarding responsible and ethical business practices

### *ESRS G1-1 Policies and Corporate Culture (continued)*

To ensure that we have a good policy framework and a healthy corporate culture for mitigating adverse impacts from corruption and bribery, we have implemented several measures. Firstly, it is important that Group companies have implemented stringent anti-corruption and anti-bribery policy frameworks internally, and that this is part of an established due diligence process. Internal policies address topics such as corruption, facilitation payments, sponsorships and donations, political contributions, entertainment, and conflicts of interest. Group companies also have a Supplier Code of Conduct, or equivalent, including expectations and requirements for our business partners in this respect.

The due diligence process covering business conduct, focusing specifically on activities relating to our supply chain, is not yet uniform for the Group but will be developed jointly during 2025. This, to respond to increased need for collaboration to ensure transparency, facilitate information collection and engage in actions to mitigate identified risks. The due diligence process already in place at Lekolar and Panduro, will serve as a basis for implementing such a process throughout the Group. Please see p. 18 in section Risk management for indication of where core elements of due diligence are detailed in this Sustainability Statement.



## Whistleblower protection

Eduviva is committed to being a transparent organization. Therefore, employees are encouraged to raise any concerns and irregularities openly, honestly, and directly through the established channels within each company. Whistleblowing systems are already in place in several companies, and by 2025, it will be implemented across all companies. The whistleblowing systems implemented promotes transparency, accountability, and ethical behaviour within the organisation by offering a secure and confidential channel for employees and stakeholders to report unethical or illegal activities. This system ensures that concerns are addressed promptly and fairly, helping to reduce misconduct and protect stakeholders' interests.

Different whistleblowing channels are established within the Group, but all are designed to uphold high ethical standards and foster a culture of transparency and accountability. The systems allow employees and external parties to report concerns or irregularities that are not in line our values and policies and are important tools for maintaining customer and public confidence in the organization and ensures that concerns are addressed promptly and fairly, helping to reduce misconduct and protect stakeholders' interests. A person who raises genuine concerns or suspicions in accordance with these guidelines will not face the risk of losing their job or experiencing any sanctions or personal disadvantages. It does not matter if the whistle-blower is mistaken, as long as they are acting in good faith.

A dedicated channel exists for reporting concerns related to the Eduviva CEO, board members, or representatives from our owner, Nalka Invest, as we consider it important that all levels of the organisation are held accountable. Overall, Eduviva's whistleblowing systems are an integral part of our governance framework, promoting ethical behaviour and providing a safe and confidential way for employees and external parties to raise concerns.

## Business Conduct data

Whistleblowing reports and violation of anti-corruption and anti-bribery laws	2024
Number of confirmed whistleblowing reports	0
Number of convictions for violation of anti-corruption and anti- bribery laws	0
Amount of fines for violation of anti-corruption and anti-bribery laws	0 SEK

# Looking ahead

Eduviva Group is committed to leading the way in sustainability and ethical business practices. Looking ahead, our focus is on several key areas crucial for our development and performance. We are dedicated to achieving net-zero emissions by 2050, with each company within the group incorporating this ambition into its own sustainability framework.

We are committed to using more sustainable materials and embracing circular economy principles, reducing resource use, minimizing waste, and promoting the reuse and recycling of materials. Our efforts aim to create a more sustainable and resilient business model. Eduviva Group places a high priority on maintaining social and ethical standards throughout our supply chain, enhancing transparency, and upholding ethical standards. This includes safeguarding product safety processes. Ensuring the health and safety of our end-users is a top priority. We continuously work to enhance our product safety processes and uphold the highest standards of quality and safety.

At the heart of Eduviva Group's success are our passionate and dedicated employees. Their commitment to our sustainability goals and ethical business practices drives our progress and innovation. Together, we can create a sustainable future for our company, our customers, and our end-users. By fostering a culture of accountability and proactive engagement in sustainability efforts, Eduviva Group is well-positioned to achieve our ambitious goals and make a positive impact on the world.



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