DUNI GROUP

The Architects of Dining

Annual and Sustainability Report 2024

DUNI GROUP | The Architects of Dining

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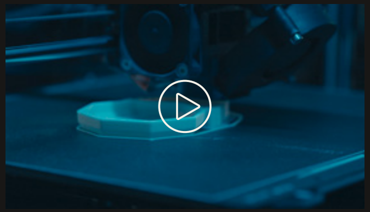
External review
Duni AB,556536-7488,publishes its Annual and Sustainability Report in both Swedish and English. The Swedish version constitutes the original version. The Annual Report and its consolidated financial statements for the financial year 2024, as audited by the auditor, and the certified Sustainability Report are marked as follows. The Directors Report covers pages 12-17, 21-27, 85-92 and 110-111. The Sustainability Report covers pages 28-84. The Corporate Governance Report covers pages 96-109.

Sustainability reporting framework
Duni Group's Annual and Sustainability Report for 2023 has been prepared in accordance with the Global Reporting Initiative (GRI). Duni Group also reports in accordance with the EU Taxonomy Regulation and the Non-Financial Reporting Directive (NFRD). Duni Group also reports in accordance with CSRD and ESRS prior to its entry into force.

Forward-looking statements
This report contains "forward-looking" statements that reflect the Company's current expectations. Although the Company believes that the expectations reflected in such forward-looking statements are reasonable, no assurance can be given that such expectations will prove to have been correct, as they are subject to risks and uncertainties that could produce actual results that differ materially due to various factors. These factors include, but are not limited to, changes in consumer demand, changes in economic, market and competitive conditions, supply and production restrictions, exchange rate fluctuations, developments in product liability, changes in the regulatory environment and other government measures. Forward-looking statements only represent the date on which they were made, and except as required by applicable law, the Company assumes no responsibility to update any of them in the light of new information or future events.

DUNI GROUP | The Architects of Dining



VIDEO ABOUT OUR 75TH ANNIVERSARY

THE FILM ABOUT US

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We are Duni Group

Duni Group is one of the leading innovators when it comes to meal experiences. We are the *Architects of Dining*, designing and delivering innovative, circular and sustainable concepts for the best meals . We push the boundaries of food experiences – whether it's the family breakfast or a sea of fans at a music festival.

We do this with sustainable solutions and products of the highest quality, such as napkins, table covers and candles. As well as packaging and packaging systems for take-away. With a dedicated organization and passionate employees, we are striving to lead our industry towards a world where we give more than we take.

The Architects of Dining

2024

A number of external factors continue to have a strong impact on the hotel and restaurant industry and its suppliers. Geopolitical, economic and legislative factors, as well as changes in consumer behavior, are reshaping our industry and presenting both opportunities and challenges.

In all of this, we are navigating with a clear direction, to be the credible sustainability leader in our industry. This creates stability and makes it easier for us to respond to both ups and downs.

It means that we dare to invest, even in volatile times. In 2024, the Group made several acquisitions and investments that strengthen us in the area of sustainable and circular solutions. They advance our geographical positions and builds a stable foundation for growth.

During the past year, we also celebrated Duni Group's 75th anniversary. It all started with a paper mug that was innovative for its time. In the same spirit, we continue to offer the market exciting solutions, now and in the future.

75 1949 2024

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We deliver inspiring concepts for rich experiences

Duni Group is one of the leading suppliers of sustainable and innovative tabletop concepts and attractive, creative and environmentally smart items for packaging food and beverages.

Our inspirational product range includes high-quality products, such as napkins, table covers, candles and other tabletop accessories, along with packaging products and systems for the growing take-away market.

All of our concepts should contribute to creating an elevated experience when people come together to enjoy food and drink. And they should be able to do so with a clear conscience – environmental and social sustainability are a essential in our offering.

2030

Vision for 2030

By 2030, our operations will be more circular at a larger scale. With passion, we are leading our industry towards a world where we give more than we take.

With care for our planet and people's well-being, we create easy-to-use and safe solutions that spread joy, so that everyone can enjoy food, togetherness and design.

2

Complementary business areas

The business is divided into two business areas: Dining Solutions and Food Packaging Solutions, with full responsibility for their value chains. Products are sold through a joint sales force, with the support from the organizations in the regions.

Each business area is responsible for its own brand strategy, marketing communication, product development and innovation.

3

Sustainability initiatives

Our three sustainability initiatives guide the way the business is conducted.

- Becoming circular at scale
  (Achieving circularity on a large scale)
- Going net zero
  (Working towards net zero carbon emissions)
- Living the change
  (Being a leader in change)

2,483

Employees

The Group has 2,483 employees (active full-time employees at end of period). We strive to be a company where all employees can thrive and develop. A special cross-functional Duni-inclusion Board works to drive our diversity, equity and inclusion work. We have also started to measure our performance against an inclusion index.

23 / 50

A global Group

Duni Group operates in 23 countries. We market and sell our products in more than 50 markets worldwide.

We are headquartered in Malmö, Sweden and have production units in Sweden, Poland, Slovenia, Thailand and Germany.

An eventful year with our business strengthened by several acquisitions

Robert Dackeskog, President and CEO

Thomas Gustafsson, Chairman of the Board

Despite a turbulent external environment with volatile purchase prices and fewer guests in restaurants, the Group achieved its second best financial result in 2024. We completed five acquisitions, took decisions on a major streamlining of our European distribution operations and continue to lead the way in a sustainable transition.

What were some of the most important external factors during 2024?

Thomas Gustafsson, Chairman of the Board: After two very challenging years of the pandemic, 2023 was a year in which many people prioritized spending time in restaurants again. In 2024, we then saw a fairly significant decline in the number of restaurant visitors, as the effects of inflation became increasingly evident. In major markets such as Germany, the decline was as high as 7–8%, clearly below pre-pandemic levels. In addition to declining demand, the year also brought us severe disruptions in logistics systems and a volatile raw material market.

Robert Dackeskog, President and CEO: There were above all the geopolitical tensions with several wars, but also the presidential election in the USA, which created general uncertainty and an unstable market. One important external factor that has a strong impact on us is the EU's regulatory initiatives, including the Packaging Regulation.

How did the external factors affect the Group's financial results?

T As a consequence of the upturn in 2023, we planned for a continued increase in 2024. But as demand fell, our earnings also declined. Nevertheless, the year was characterized by a lot of activity involving measures that will have an effect going forward, such as acquisitions and the restructuring of distribution.

R The Dining Solutions business area was the one most affected by these external factors. We saw a different dynamic in the Food Packaging Solutions business area. They are more strongly affected by regulatory factors, but these also create new opportunities, for example for reusable products and systems.

How are things looking in your regional markets?

R Europe is Duni Group's core market, and we are working to maintain and strengthen our position here. Although Germany declined in 2024, we are strong in both DACH [Germany, Austria, Switzerland] and Benelux regions. The Asia-Pacific region, especially Southeast Asia, is a large growth market driven by a growing middle class. In order to grow in the long term in Southeast Asia, we are now investing in a regional hub in Bangkok for production, logistics and sales.

T With our existing position in Germany, Poland and Thailand, we have the capacity to grow. One very good project, as Robert points out, is the recently consolidated production facility in Bangkok. Over time, it will cover significantly more markets with napkins and table covers in the Asia-Pacific region.

In 2024, you updated the business strategy with a stronger focus on growth.

R Our strategic priorities create clarity in how we intend to grow geographically and broaden our product range. They show how we aim to strengthen our positions and secure a relevant, sustainable offering, expand in key markets and streamline our entire business.

T Strategically, the business is based on an efficient and competitive infrastructure. We believe that our entire value chain, from purchasing to sales, must be more efficient than what our competitors can manage. Moreover, we need to be present in the markets where our products are in demand. We also aim to lead work on the transition in new materials and offer product innovations with clear sustainability benefits.

How does Duni Group's vision – to be the industry's credible sustainability leader – affect the business?

R Sustainability pervades everything we do. One concrete example from our core business is the change to Bio Dunisoft®, where we switched to bio-binders in our napkins. This is a big deal in our industry. In 2024, we also entered into partnerships with two innovative startups: Notpla, with surface coatings made of seaweed, and Liplid, which has created a smarter lid for coffee mugs. We also decided to build a new warehouse in Germany that will contribute to the Group's target of becoming carbon-neutral and reducing our emissions – the restructuring of distribution that Thomas mentioned.

T In the Board of Directors, we feel that there is strong ownership for our sustainability work. The sustainability agenda is clearly anchored throughout the organization, and the management team is pursuing it with passion. The work consists largely of bringing in new circular or materials, streamlining energy consumption and reducing our carbon footprint in general, which is being done on a sound commercial basis.

> "We aim to lead work on the transition in new materials and offer product innovations with clear sustainability benefits."
>
> Thomas Gustafsson, Chairman of the Board

> "Our new strategic priorities create clarity in how we intend to grow geographically and broaden our product range."
>
> Robert Dackeskog, President and CEO

How do your acquisitions during the year contribute to the business?

R Our acquisitions are driven by our sustainability agenda and the material transitions required. We do not have the resources to develop everything ourselves, so we are investing in partnerships for the future. The Food Packaging Solutions area in particular is opening up for innovative solutions, and in 2024 we acquired the majority of Relevo, which was also consolidated with our startup Idun. This makes us stronger in the field of reuse. The acquisitions of Decent Packaging and Huskee are part of the BioPak Group and strengthen our market-leading position in the Pacific region. The acquisition of SETI strengthens our core business in Dining Solutions. The same applies to Poppies, which was announced before the end of the year. This is the largest acquisition we have made and strengthens our position in the UK. The company was consolidated in February 2025.

T The Group now has good expertise when it comes to acquisitions. We have a good process and an ongoing dialog with several companies that we believe can add value. We are pursuing several lines of interest, primarily looking at businesses with a high level of innovation, companies that can be consolidated into one of our existing entities or businesses in new geographical regions.

Two development projects were launched in 2024. How do they relate to current market trends?

R The current focus on food waste makes our Duniform packaging system a very attractive product line. It has been in the portfolio since the 1970s and has seen steady growth, but now we are scaling up and creating our own brand and a separate organization for Duniform. In 2024, we also launched an investment in LED lamps, an area that links in to our core business with the set table. The potential is growing rapidly, as more and more restaurants move from candles to LED lights and digital solutions.

Looking ahead, what do you see in 2025 and the years ahead?

R Many of the initiatives from 2024 will have their positive effects in 2025 or the following years, such as our investments in our Rexcell paper mill, in logistics and in increasing the relevance of our products. This year's acquisitions will also be integrated and brought up to speed.

T Ahead of 2025, I am cautiously optimistic given the improvement work undertaken in 2024. At the same time, I remain concerned about the geopolitical instability and that demand, especially in Germany, may not return as quickly as we hope.

R Finally, we would like to thank our shareholders and customers for their trust, as well as our organization and all employees for their commitment, which made a strong contribution to another successful year for Duni Group.

Malmö, March 2025,

Thomas Gustafsson,
Chairman of the Board

Robert Dackeskog,
President and CEO

Key events

Q1

- Expanded in area of sustainable and innovative food packaging solutions through the acquisitions of Decent Packaging and Huskee in the Pacific region.
- Took over a majority holding in German company Relevo, which offers a complete digital solution for the reuse of serving items for catering and restaurant businesses.
- Launched innovative food packaging solutions with seaweed coating that prevents liquid from penetrating the fiber material.

Q2

- New cylinder and cover installed at the Group's paper mill to reduce energy consumption in production, contributing to the Group's net zero vision for greenhouse emissions.
- The innovative lid – LipLid for take-away cups – with no added PFAS, was launched with new functionality for a totally new type of drinking experience.

Q3

- With the acquisition of Slovenian company SETI, the Group consolidated its market-leading position in products for the set table in Europe.
- The production facility in New Zealand was moved to Bangkok, Thailand, which will become the production hub for the Asia-Pacific region.
- A decision was made on a new, modern warehouse and logistics facility in Meppen, Germany, which strengthens the Group's long-term competitiveness and contributes to the Group's target of net zero carbon emissions in the long term.

Q4

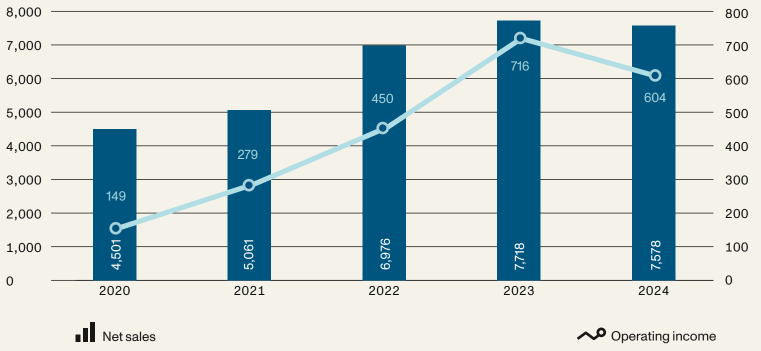
- The acquisition of Poppies was announced in December 2024, strengthening the Group's market position in the UK, which will also be one of the Group's largest markets.
- Bio Dunisoft became the world's first airlaid napkin to receive the Nordic Swan Ecolabel, a certification that boosts its appeal to customers and makes the premium napkin offering even more relevant.

Key financials, SEK m

	2024	2023	2022	2021	2020
Net sales	7,578	7,718	6,976	5,061	4,501
Operating income*	604	716	450	279	149
Operating margin*	8.0%	9.3%	6.4%	5.5%	3.3%
Operating EBITDA*	807	926	664	487	374
EBIT	412	648	326	173	70
Operating margin	5.4%	8.4%	4.7%	3.4%	1.6%
EBITDA	679	924	603	476	359
Net income before tax	355	593	283	133	7
Net income for the year	278	443	201	77	4
Proposed dividend, SEK/Share	5.00	5.00	3.00	0.00	0.00
Equity	4,208	3,982	3,742	2,714	2,628
Return on equity, %	6.6%	11.1%	5.4%	2.8%	0.1%
Return on capital employed, %	12.5%	16.3%	9.3%	7.1%	3.9%
Return on capital employed, excluding goodwill, %	24.8%	31.5%	16.6%	14.4%	8.2%
Number of employees	2,483	2,326	2,231	2,214	2,269

* Operating income, operating margin and operating EBITDA are adjusted for non-recurring items. For reconciliation of alternative key financials, see page 176.

Net sales and operating income, SEK m



An exciting investment in a growing market

Over the years, Duni Group has been a stable company regardless of the economic situation and a secure investment in the steadily growing hotel and restaurant market. In 2024, the Group shifted up a gear with an even stronger focus on growth. Based on important macro trends – such as the growing middle class in Asia – we are strengthening our geographical presence, increasing the relevance of our offering and streamlining our operations.

1.

Business areas with complementary business logic and brands with strong market positions

- Two business areas – Dining Solutions and Food Packaging Solutions – targeting the same customer base, creating economies of scale.
- Financial and operational diversification creates stable, strong cash flows – which can be used for acquisitions, dividends and investments in organic growth.
- High margins in Dining Solutions and higher long-term growth in Food Packaging Solutions create profitable growth for the Group.
- Market-leading brands in all our markets, such as Duni, Duniform and BioPak.

2.

Operations in markets with steadily growing demand

- Our products support current trends: combining an urban lifestyle with a focus on convenience and the demand for sustainability and innovative single-use/multi-use products.
- The middle class – our primary target group – is expected to grow globally by 33% from 2020 to around 5 billion in 2030. Its total consumption is expected to increase by 41%.
- Changes in customer behavior with increasing purchases of ready-packaged food for the home, which is reinforced by an increasingly digitalized market.

3.

Innovative investments and high customer awareness create opportunities to respond to lifestyle trends and ensure relevance

- Proven innovation in-house, acquisitions, collaborations and investments in companies working with circular solutions enhance our sustainability profile.
- Size and strength enable Duni Group to invest more than its local competitors in the same segment in sustainable solutions and the transition from plastic to fiber.
- A substantial, knowledgeable sales force that provides a high market presence and a deep understanding of market trends and customer needs.

Directors’ Report

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Duni Group's external environment and market

Duni Group operates in the so-called HoReCa market (Hotel, Restaurant and Catering). The value of the global market is estimated to be around USD 4.1 billion, with an estimated annual growth of 4% by 2033.

The Group has a market-leading position in Europe in premium products for the set table, largely thanks to a large and knowledgeable sales force. The HoReCa industry is increasingly doing business digitally, although many restaurants still prefer face-to-face meetings. Through the BioPak Group, the Group is the market leader in Australia-New Zealand in take-away packaging with leading environmental performance.

The HoReCa market is affected by a number of external factors and trends. Below are four areas that are particularly important for Duni Group. See also under Strategy to learn what actions Duni Group is taking in the short and long term to strengthen its position (see page 15).

Demographics

The rapidly growing global middle class – currently between 3.5 and 4 billion people – is increasingly influencing the HoReCa sector through its rapid growth. The strongest development is in the Asia-Pacific region, where the middle class is currently estimated to make up nearly 60% of the global middle class. Economic growth, urbanization, industrialization, and improved education mean that a rapidly increasing number of people are spending money on food and drink. It is becoming increasingly important for suppliers to meet regional needs for product range and distribution.

Food & drink

For people in the growing global middle class, food and drink often reflect their lifestyle and perception of who they are – or want to be. While convenience and speed (on the go) continue to be key trends among today's city dwellers, other important trends include health and well-being, plant-based and sustainability. Other growing consumer trends are seeking out ethnic and unique meals outside of their own culture. There is also a greater willingness to pay for high-quality (premium) food and drink, and to focus more on the meal experience itself.

Sustainability

The pressure on the entire supply chain of the HoReCa industry to choose sustainable and circular solutions is steadily increasing. Regional and local authorities and legislators are applying pressure in areas such as the use of fossil plastic, reducing climate impact and reducing food waste. This, combined with different consumer behaviors, is affecting hotels, restaurants and other actors, which in turn put pressure on their suppliers to be sustainable. The requirement for transparency regarding climate impact throughout the entire supply chain covers both the raw materials and production of food and products, as well as transport and how products can be disposed of after use.

Digitalization

Digital solutions are now deeply integrated into the entire HoReCa sector's value chain. This has increased transparency and traceability throughout the chain, but also fundamentally changed the way business is done and different stakeholders are linked together. Production, warehousing and distribution have been streamlined. Sales, marketing and purchasing are increasingly managed on digital platforms. Digitalization has also brought menus and orders directly to consumers' digital devices.

Our role in the world at large

– part of a bigger whole

What happens both upstream and downstream in our value chain affects us and our business, and what we do has effects in both directions.

At a higher level, what is happening in the world around us and our society – in the form of macro trends, economic development, regulations, consumer behavior, etc. – affects both Duni Group and our value chain. It creates the framework for us and our suppliers, partners, customers and end consumers.

Sustainability from a broader ESG perspective (environment, social, governance) is the starting point for how we act. It includes environmental matters such as biodiversity, circularity, emissions and waste; social and societal matters such as working conditions, diversity and equality; and matters related to how the Group is governed, such as business model, business conduct and compliance with laws and regulations.

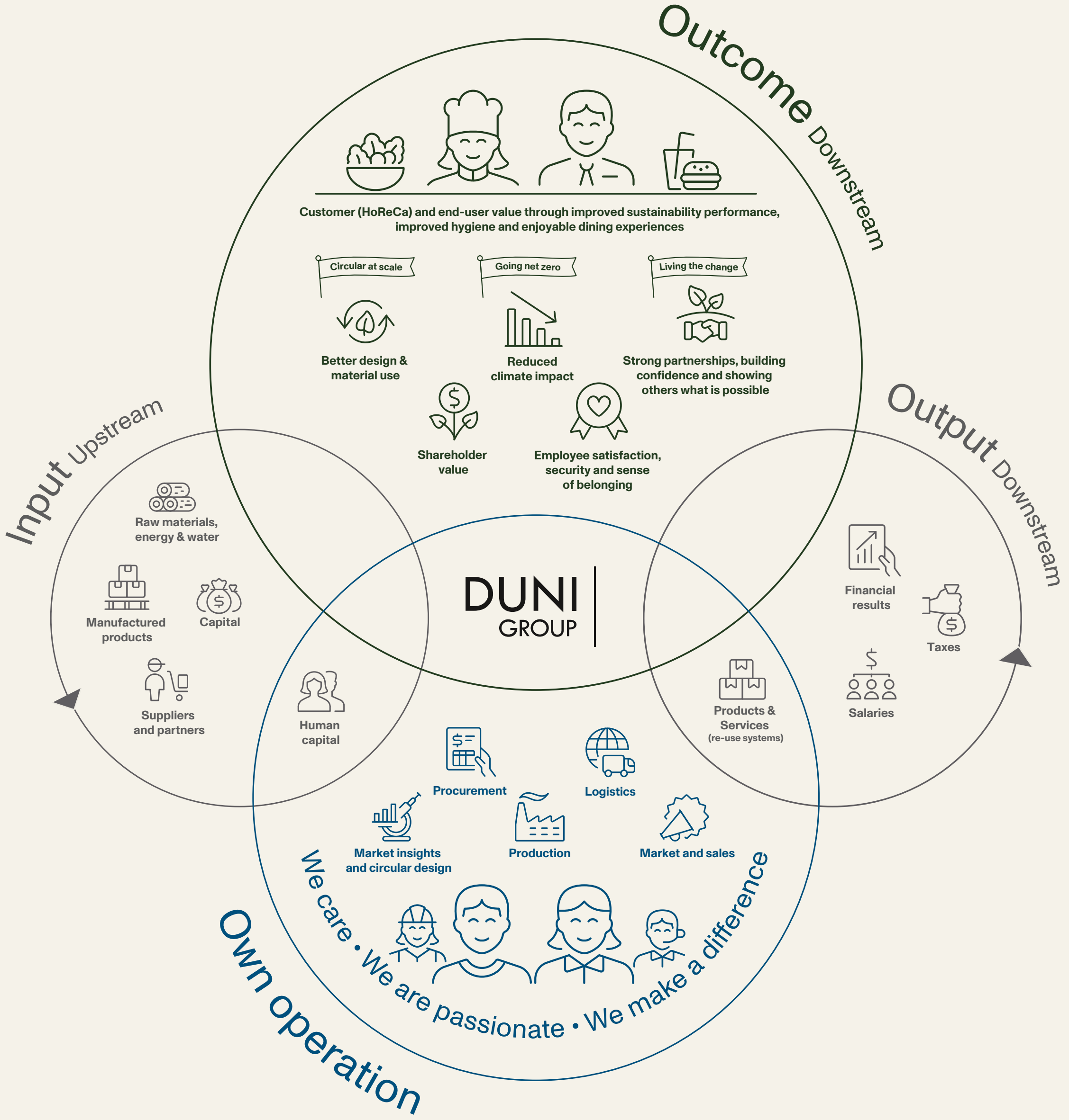
Duni Group's value creation – an interaction

It goes without saying that our business lives up to high standards in terms of sustainability, ethics and transparency. In our value chain, there is an impact that goes step by step upstream beginning with the end consumers. And just as our customers' and partners' requirements affect us, our Code of Conduct specifies requirements for our suppliers.

Our immediate responsibility concerns, for example, operations at our proctions sites and transport operations. We must also exercise full control upstream to ensure that the raw materials we use are sustainable, and that our suppliers comply with current legislation and have decent working conditions. Downstream, we must assume full responsibility for how our operations and products affect our customers, their customers and end consumers, but also our shareholders.

Based on our double materiality analysis, the table shows the negative and positive impact of various factors, as well as financial risks and opportunities in Duni Group's value chain.

Sustainability matter	Impact	Risk & Opportunity	Value chain
Biodiversity loss	Negative		
Deforestation Regulation		Financial risk	
Circular products and services		Financial opportunity	
Circularity – sustainable materials	Positive/Negative	Financial risk	
Waste generation	Positive/Negative		
Energy consumption and GHG emissions	Negative	Financial risk	
Governance – compliance and ethics	Positive/Negative	Financial risk	
Governance – leadership ambition	Positive	Financial risk	
Pollution of air, water and soil	Negative		
Supply chain management	Negative	Financial risk	
Water consumption	Negative		
Working conditions – own employees	Positive/Negative		
Working conditions value chain	Positive/Negative		



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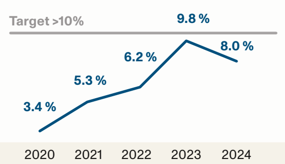
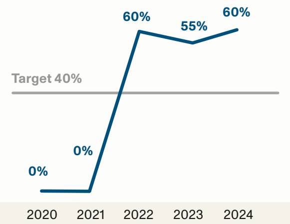
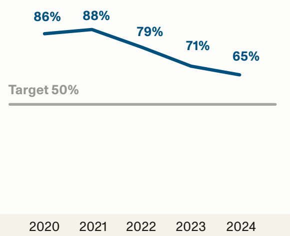
Financial targets and sustainability targets

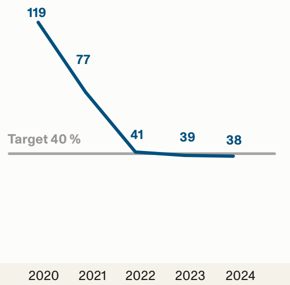
Target	**Sales growth** Organic growth over a business cycle. >5%	**Operating margin** >10%	**Dividend** +40%	**Becoming Circular at Scale** Circular portfolio & operations.	**Going Net Zero 2030** Net zero carbon emissions, Scope 1 and 2.	**Living the Change 2030** A trusted sustainability leader in 2030.
KPI	Duni Group's target is to achieve average organic growth in sales in excess of 5 % per year over a business cycle. In addition, the Group continuously evaluates opportunities for acquisitions to reach new emerging markets or strengthen its position in existing markets.	The target is for the Group's operating margin to be at least 10%. Profitability is to be increased through sales growth, continued focus on premium products and continued improvements within purchasing and production.	It is the Board of Directors' long-term intention for dividends to amount to at least 40% of income after tax.	**KPI 2025** The use of virgin fossil plastic for single-use items will decrease by 50 % by 2025 compared with 2019 as the base year.	**KPI 2025** 60 % reduction in carbon intensity with 2019 as base year.	**KPI 2025** Platinum level (top 1%) in EcoVadis.
Outcome	**Rolling 12 months** -4.9%	**Rolling 12 months** 8.0%	**Dividend full year 2024** 60%	**KPI full year 2024** 65 Fossil plastic use index (35% reduction)	**KPI full year 2024** 38 Carbon intensity index (62% reduction)	**KPI full year 2024** 79 EcoVadis score (Gold level, top 3% for 2024)
Comment	The negative growth is explained by a generally weak market, not least in the DACH region. The outcome was also affected by slightly lower pricing during the first half of the year in particular.	The operating margin was adversely affected by lower volumes, high costs in Food Packaging Solutions and historically high prices for pulp.	The dividend of SEK 5,00 amounts to 91 % of earnings after tax, or 66 % of earnings after tax adjusted for restructuring costs. The dividend is divided into two separate payments of SEK 2.50 per share. The second part-payment is scheduled for November 14, 2025.	**Activities during the year:** • Acquisition of companies with recyclable packaging solutions • New products that reduce the use of virgin fossil plastic • Sugarcane fiber packaging confirmed recyclable as paper	**Activities during the year:** • Certified CO_2 calculator for packaging solutions • Renewable electricity for the factory in Thailand • New, more efficient drying system for Rexcell	**Activities during the year:** • 79 points in the EcoVadis classification, top 3 % in the industry • Duni Group in Time's list of "World's Best Companies in Sustainable Growth 2025" • Multiple awards for environmentally leading products

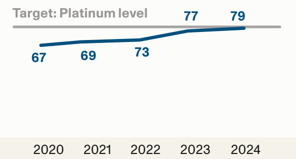
History











A trusted sustainability leader in our industry

The business strategy is based on our strong market positioning as a sustainability supplier to the HoReCa market (Hotel, Restaurant and Catering). We want to be a conversation partner for wholesalers and restaurants and help them meet the demands of legislators and consumers to offer sustainable and circular solutions. Based on our long-term relationships with actors in the HoReCa market, we want to grow, both organically and through acquisitions that complement operations within our value chain.

Strategic priorities

1. Expand the innovative offering to customers and consumers
2. Strengthen our positions in Europe and the Asia-Pacific region
3. Improve operational efficiency while enabling regional adaptation

BECOMING CIRCULAR AT SCALE | GOING NET ZERO | LIVING THE CHANGE

Our strategy for profitable growth

In 2024, we clarified our long-term business strategy to create a clearer direction going forward and sharpen our focus on profitable growth and value development. The strategy has been concentrated on three strategic priorities.

Why are we doing this?

In a fast-changing world, flexibility and strategic choices are required to maintain the relevance of our offering. The basic approach is to always be able to offer the best solutions based on the macro trends that affect the HoReCa sector. The three most important today are:

- **The growing global middle class**, which is expected to increase by 33% between 2020 and 2030, especially in the Asia-Pacific region, and whose purchasing power and consumption are predicted to increase.
- **Changes in consumer behavior** with a focus on sustainability, but also design, convenience and individualization play an important role in combination with increasingly stringent legislation.
- **A changed food system**, where sustainability, hygiene and reduced food waste are highly prioritized factors in the chain from producer to consumer.

For Duni Group, this means that we need to be able to offer sustainable and circular alternatives that are also easy to use for our customers, their customers and end consumers. The combination of these two factors is the key to success.

We also want to lead the development of solutions that reduce food waste. Achieving this requires a streamlining of production and logistics, strategic acquisitions and partnerships. Regionally, we intend to strengthen our presence in Europe and continue to expand in the Asia-Pacific region – the fastest growing market for our products.

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1

Expand our innovative offering to customers and consumers

Vitalize the core business
Strengthen our relevance and leadership in our product categories through better and more sustainable products that meet customers' needs.

Short-term examples:
- Consolidate our leading position in private label napkins
- Enter into new partnerships for innovation

Optimize marketing and sales
Increase the efficiency of and opportunities for our marketing and sales activities.

Short-term example:
- Enhance the digital customer experience (CX)

Diversification
Expand into related product categories and business models with high growth potential.

Short-term examples:
- Expand our range of packaging machines
- Further develop our range of LED lamps

New business models
Collaborate with customers and partners to innovate in new technologies and new solutions, and to create new income streams.

Short-term example:
- Scale up solutions for reuse

2

Strengthen our positions in Europe and the Asia-Pacific region

Europe
Further develop the core business in table top solutions and food packaging in our home market, and expand in food packaging with Europe as a strategic market.

Short-term example:
- Consolidate market-leading position in table top solutions through complementary acquisitions

Asia-Pacific region
Increase our sales share in this fast-growing region with table top solutions and food packaging.

Short-term examples:
- Establish Thailand as a production hub for table top solutions in Asia
- Expand the take-away packaging business in the Southern Pacific region.

3

Improve operational efficiency while enabling regional adaptation

Efficiency
Strive to be a leader in production efficiency and drive efficiency improvements across the business.

Short-term examples:
- Optimize our regional production facility in Thailand
- Streamline the European logistics solution

Resource management
Reduce the use of materials, energy and water, reduce waste and optimize logistics and distribution to become increasingly circular.

Short-term example:
- Invest in energy efficiency improvements at the Group's paper mill

Regional presence
Utilize our global strength to focus manufacturing in regional hubs and enable adaptation to regional needs.

Short-term example:
- Move purchasing to Europe when relevant

The strategic priorities are linked to our financial targets (see page 14),

Our overarching sustainability initiatives

Our strong focus on sustainability, circularity and innovation is integrated into our business strategy. Based on our strong market positioning, we want to become the trusted sustainability leader in our industry by 2030. To support this, we continue to work according to our three sustainability initiatives.

BECOMING CIRCULAR AT SCALE
(Achieving circularity on a large scale)

Long-term until 2030
Adopt a circular approach throughout the value chain
- Optimize our use of resources
- Minimize the volume of waste
- Promote responsible consumption through circular design, innovation and collaborations

Interim targets, 2025
- 50 % reduction in virgin fossil-based plastics in single-use products, with 2019 as base year
- Designing several end-of-life-solutions
- FSC®-certified products: 100 % for Dining Solutions and 75 % for Food Packaging Solutions

GOING NET ZERO
(Working towards net zero carbon emissions)

Long-term until 2030
Zero vision for CO_2 for Scope 1 and 2
- Science-based targets approved, measured and communicated, including Scope 3
- Structured measurement of impact across our value chain
- Transparent reporting of results

Interim targets, 2025
- Activities in line with our approved science-based targets
- 60 % reduction in carbon intensity for Scope 1 and 2 with 2019 as base year

LIVING THE CHANGE
(Being a leader in change)

Long-term until 2030
A trusted sustainability leader
- A committed partner for our key stakeholders
- Recognized as the trusted expert – based on leading sustainable solutions
- Communications based on transparency, integrity and openness

Interim targets, 2025
- Key stakeholders in our industry see us as a trusted provider of sustainable solutions
- Reach the Platinum-level in the EcoVadis system
- All employees trained in sustainability

Sustainability initiatives support our sustainability targets (see page 14).

Duni Group and the UN Sustainable Development Goals

With five years left until 2030, global work on the UN's 17 Sustainable Development Goals (SDGs) continues with varying degrees of progress and many challenges, including in the areas of financing and climate. They provide a framework for companies and organizations that prioritize environmental sustainability, diversity and equality, and good working conditions, and are also a map of business opportunities.

In 2024, Duni Group continued to work with the five UN Sustainable Development Goals that we prioritized based on their importance to our business. They are clearly linked to the three sustainability initiatives for 2030 that form the basis of our entire business.

Since 2022, we have been measuring our results for these five sustainability targets against a number of metrics, KPIs (key performance indicators). They guide us in our work and facilitate ongoing follow-up and control of how we are performing in accordance with our plans.

Seventeen goals for a better future
The UN Sustainable Development Goals (SDGs) are 17 priority areas where there is consensus on the need for significant improvements by 2030. The goals were adopted in 2015 by all UN member states. The aim is to eradicate poverty, halt climate change and create peaceful and secure societies in a fairer, more sustainable and better world. Companies and other organizations can use the global goals as an independent framework. By evaluating how their activities affect the goals, they can prioritize which are of greater importance to drive improvements.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Goal 12: Sustainable consumption and production

The use of raw materials is increasing rapidly in society, so it is important to ensure sustainable consumption and production patterns. Production requires energy and other resources and most materials are not recycled. We need to separate economic growth from resource consumption. Companies must make active choices. Duni Group is striving to choose better materials, reduce waste and produce with better energy sources, and to ensure that there are viable solutions for our products after use or in reusable systems.

SDG 12 is linked to our sustainability initiative Becoming circular at scale.

KPI
- Volume of virgin fossil plastic used in single-use items

Challenges:
- Lack of infrastructure for the collection of take-away products
- There is a lack of recycled plastic that can be used for food packaging
- Short time frame to set up mandatory and viable re-use systems

Examples of Duni Group activities in 2024:
- Majority ownership in Relevo
- Lamination using seaweed as raw material (Notpla)
- Fully renewable lids (Liplid)
- Packaging boxes made of laminated cardboard instead of plastic
- Bowls with less plastic, but the same performance
- Bowls made of bagasse (by-product of sugar cane) instead of plastic
- Water-based coating reduces the amount of plastic in mugs

13 CLIMATE ACTION

Goal 13: Climate action

Climate change is a huge challenge and it is a scientific fact that it is caused by human activities. It requires the commitment of all to combat them and their effects. In order to meet the ambitions of the Paris Agreement, businesses must take responsibility. For Duni Group, this means changing how we work, the type of energy we use, how we transport and store products, and the raw materials we use in our products.

SDG 13 ties in with our sustainability initiative Going net zero.

KPI
- Carbon dioxide intensity, Scope 1 and 2 in the GHG Protocol

Challenges:
- Sufficient access to renewable energy options
- Dependence on large-scale external changes in GHG Protocol Scope 3 categories
- No global standard price for carbon dioxide

Examples of Duni Group activities in 2024:
- Fossil-free electricity in our European production
- Energy efficiency improvements in production
- Evaluation of fossil-free alternatives to fossil gas
- Collection of supplier data for key raw materials
- CO_2 calculator for the packaging portfolio

Goal 8: Decent work and economic growth

Secure and decent working conditions and fair employment conditions are essential for sustainable economic growth, where they can contribute to economic growth and recovery. Inclusion and diversity are important aspects. Duni Group advocates transformative leadership to improve working conditions, both within the Group and at our suppliers. Several policies ensure this and we work to ensure compliance with our Code of Business Conduct through dialog and audits.

SDG 8 is linked to our sustainability initiative Living the change.

KPI
- Number of employees who have undergone sustainability training

Challenges:
- To implement transformational leadership throughout the Company
- An independent, fair and objective selection of job applicants each time

Examples of Duni Group activities in 2024:
- Roll-out of a new staff management system, DuniBase
- Update of general requirements for suppliers
- Implementation of Sedex, a platform that provides services to help companies meet requirements for sustainable supply chains
- Updating of the Whistleblower Policy

Goal 15: Life on land

Conserving life on land means protecting, restoring and sustainably using ecosystems, especially forests, and halting the loss of biodiversity. Sustainable and certified forest management is a key aspect of this. Paper fiber from forests is becoming an increasingly important raw material for Duni Group. We prioritize FSC®-certified raw materials from responsibly managed forests . However, we must also proactively look for alternative materials.

SDG 15 is part of our sustainability initiative Becoming circular at scale.

KPI
- Proportion of FSC®-certified materials in products sold

Challenges:
- Increased pressure on forests for energy purposes and raw materials
- Virgin paper collection systems are needed to ensure recycling
- Biodiversity measures are needed, but this area is difficult to measure

Examples of Duni Group activities in 2024:
- The world's first Nordic Ecolabelled airlaid napkin – Bio Dunisoft®
- Results for the proportion of FSC®-certified products in Dining Solutions and Food Packaging Solutions
- Projects to ensure EUDR compliance in good time during Q4

Goal 17: Partnership for the goals

Sustainable development requires partnerships and openness to new perspectives. We need to build trust between partners to create long-term relationships based on shared visions and goals. Duni Group will be a purpose-driven, innovative and competent organization. We have a strong ambition to influence and create positive change together with our partners. In 2024, we continued to communicate intensively and widely to share both our progress and challenges.

SDG 17 is linked to our sustainability initiative Living the change.

KPI
- EcoVadis score

Challenges:
- Speed and scope of legislation are increasing and impacting relationships in the value chain more and more
- Communication of sustainability information is becoming more demanding, while interest is increasing
- New media habits and the potential proliferation of social media can make it difficult to share sensitive but important information with partners

Examples of Duni Group activities in 2024:
- EcoVadis score 79, top 3% in our industry
- Meetings with government agencies and experts
- Presentation of our sustainability work at several conferences
- Partnership with Lund University in area of sustainability
- Three summer interns who worked on matters related to food waste, biodiversity and human rights

Building a strong culture for the future

Creating a work environment that reflects the company's values is crucial for long-term success. During the year, continued collaborations and initiatives were launched to strengthen diversity, inclusion, and leadership. Karin Roslin, Head of People & Culture, Processes and Leadership, shares how corporate culture helps us grow – together.

How does a strong corporate culture contribute to the company's success?

"A shared corporate culture is essential for our success. Our values help us create a workplace we thrive in and are proud of. They reflect our vision and where we are headed as a company".

How does the corporate culture support your sustainability goals?

"To achieve our sustainability goals, we need to collaborate across borders – both internally and externally. The foundation is a value driven culture where we act in line with our purpose and vision to create sustainable solutions that contribute to a more responsible and sustainable future for both people and the planet. By embracing our values in our daily work, we strengthen our motivation and shared commitment".

How do you collaborate externally on diversity and inclusion?

"We have a long-standing collaboration with Mitt Liv and are part of Diversity Charter in Sweden, Germany, and Poland. In 2023, we initiated partnerships with Tent, which supports refugee integration, and with the Inner Development Goals Organization, which promotes self-leadership and collective leadership to better address and work with complex challenges".

How do you anchor the values within the organization?

"Leadership, continuous training, and learning in daily work are essential. This applies to everything from recruitment to spreading knowledge about diversity, equity, and inclusion. We want to be a company where everyone thrives and develops. A cross-functional Diversity, Equality & Inclusion Board strengthens this area, and we measure our progress through an inclusion index".

We care
We care about our planet, people and society. We take responsibility for our actions. Through mutual trust and respect, we build the best relationships with colleagues, partners and customers. We work together cross-functionally and across borders to achieve amazing results together. We mean good.

We are passionate
We are passionate about what we do. We are proud of what we have achieved and where we are going. Through our commitment, we help achieve our goals. We believe in our unlimited potential and ability to develop. We feel good.

We make a difference
We make a difference by being innovative and pioneering. We find new ways to work to make the world a better place. With curiosity and courage, we strive to try new things, learn more and see opportunities in challenges. We dare to take the lead to improve and change – for future generations. We do good.

"A shared corporate culture is essential for our success."

Karin Roslin, Head of People & Culture, Processes and Leadership

DUNI GROUP The Architects of Dining

Sustainable solutions that enhance meal experiences

Dining Solutions stands for innovative solutions for the set table, primarily napkins, table covers and candles. Products and services are sold under the Duni and Paper+Design brands.

The customers are mainly hotels and restaurants, the HoReCa market, where sales are largely made through wholesalers. Retail and various types of specialist trade are also important customer groups.

The business area has a market-leading position in the European premium segment for napkins and table covers.

Enhancing its position in Europe, growing in Asia

The Dining Solutions business area had an outstanding year in 2023, following the downturn during the pandemic. Various external factors caused earnings to fall in 2024, but they are still at a strong level. Acquisitions and various development projects strengthened the offering. Linus Lemark, Chief Officer, Dining Solutions, comments on the past year.

How did you succeed in 2024 in following up on the record year of 2023?

"We had a weaker year in 2024. The economy in Europe was tough, with higher interest rates hitting consumers' purchasing power. This impacted our HoReCa customers and resulted in reduced napkin sales, but also increased cost awareness and price pressure."

What makes private label important for your core business?

"Private label gives customers clear added value, as they can strengthen their brands, for example by printing on napkins. We're continuing to drive this development and focusing on identifying more private label customers and keeping existing customers happy."

What benefits do you see from your widening of the category in LED lamps?

"We're seeing a shift from candlelight to digital, smart lighting, a growth area with good profitability. LED lamps create a pleasant atmosphere, but also improve energy efficiency, safety and health, as well as sustainability, as this is a multi-use product. LED has a strong, strategic fit with our business and the way our sales force works with customers."

How do the acquisitions strengthen your business?

"The acquisition of SETI improves our position in south-eastern Europe. It also gives us a material that we didn't have before, point-to-point, a tissue material that is very popular in Southern and Eastern Europe. We'll now be rolling out the SETI portfolio to Duni customers, and vice versa. The acquisition of Poppies, which was announced before the end of the year, strengthens our position in the UK, which will be one of the Group's largest markets going forward."

The Asia-Pacific region is experiencing strong growth in HoReCa: what are you doing there?

"It's a prioritized growth market where no one has yet taken the position we have in Europe with high-quality napkins. In 2024, we consolidated production in Bangkok. Napkin production in New Zealand was moved there, as was a Duniletto machine from Germany. We've invested in floor space for production and warehousing. The ambition is to triple our operations in Southeast Asia with our local partners over the next three years."

How have you driven the sustainability agenda in 2024?

"The rollout of our Bio Dunisoft® napkins, which contain bio-binder, continues. The increase in price sensitivity among customers affects our offering, but the long-term strategy of converting our entire range to bio-binder is resolute. Our premium offering with private label and environment-friendly solutions continues to be the way forward."

How has your work improved environmentally?

"We're continuously working on efficiency and productivity improvements, which is generating savings. One example is the significant investment we made in machinery at our paper mill in 2024, the type of investment that you might make every thirty years. This will significantly increase our efficiency."

What are your plans for 2025?

"We'll be stepping up the initiatives I mentioned above, with SETI, the launch of our premium portfolio in Southeast Asia, and we'll be working actively to market our sustainable Bio Dunisoft® napkins and Smart LED lamps. We'll also be continuing our work on efficiency and productivity throughout our business."

> "The ambition is to triple our operations in Southeast Asia with our local partners over the next three years."
>
> Linus Lemark, Chief Officer, Dining Solutions

Dining Solutions

Product range
- Napkins
- Table covers
- Candles and accessories
- Hygiene products

Specialties
- Airlaid
- Tissue
- More than 50 years of experience
- Vertical integration

Customer segments
- Events and catering
- Full-service restaurants
- Hotels
- Public sector
- Grocery sector
- Staff restaurants

Product launches 2024
- New design placemats, tête-à-têtes and slipcovers in Bio Dunicel
- Multiple designs of Bio Dunisoft napkins
- Zelda and Nour LED lamps

SETI

Broadening the offering in Duni's core business

Slovenian company SETI is a leader in both standardized and customized table products. The company manufactures and markets napkins, table covers and coasters in various paper qualities. It became part of the Dining Solutions business area in 2024.

"We reached a point where we needed to expand, and this will be possible together with Duni Group. We now have a larger product catalog, but also more knowledge about sustainability and marketing. It takes too much time for a small company to do everything on its own," says CEO Aleš Šarec.

SETI has maneuvered its way through both ups and downs since the start, and it has now established a solid reputation in the market. "There have been tough times over the years, but now we benefit from our customers knowing that we always find a way. They trust us and have been with us for a long time," says Aleš.

Private label currently accounts for 40% of sales and is the fastest-growing part of the portfolio. "We have almost 3,000 different private labels. One major advantage is that we can offer smaller quantities, which makes us flexible and fast," explains Aleš.

The acquisition strengthens Dining Solutions' presence in Southeastern Europe, but also provides access to napkins in point-to-point paper quality, which were previously missing from the Duni range.

Aleš Šarec, CEO of Seti

2023	4,681	600	12.8%	61%
2024	4,409	479	10.9%	58%
	Net sales amounted to SEK 4,409 million (4,681).	Operating income was SEK 479 million (600).	The operating margin was 10.9% (12.8%).	In 2024, the business area accounted for approximately 58% (61%) of the Group's net sales.

Duni Group
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Comments by the Chairman of the Board and CEO
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Other
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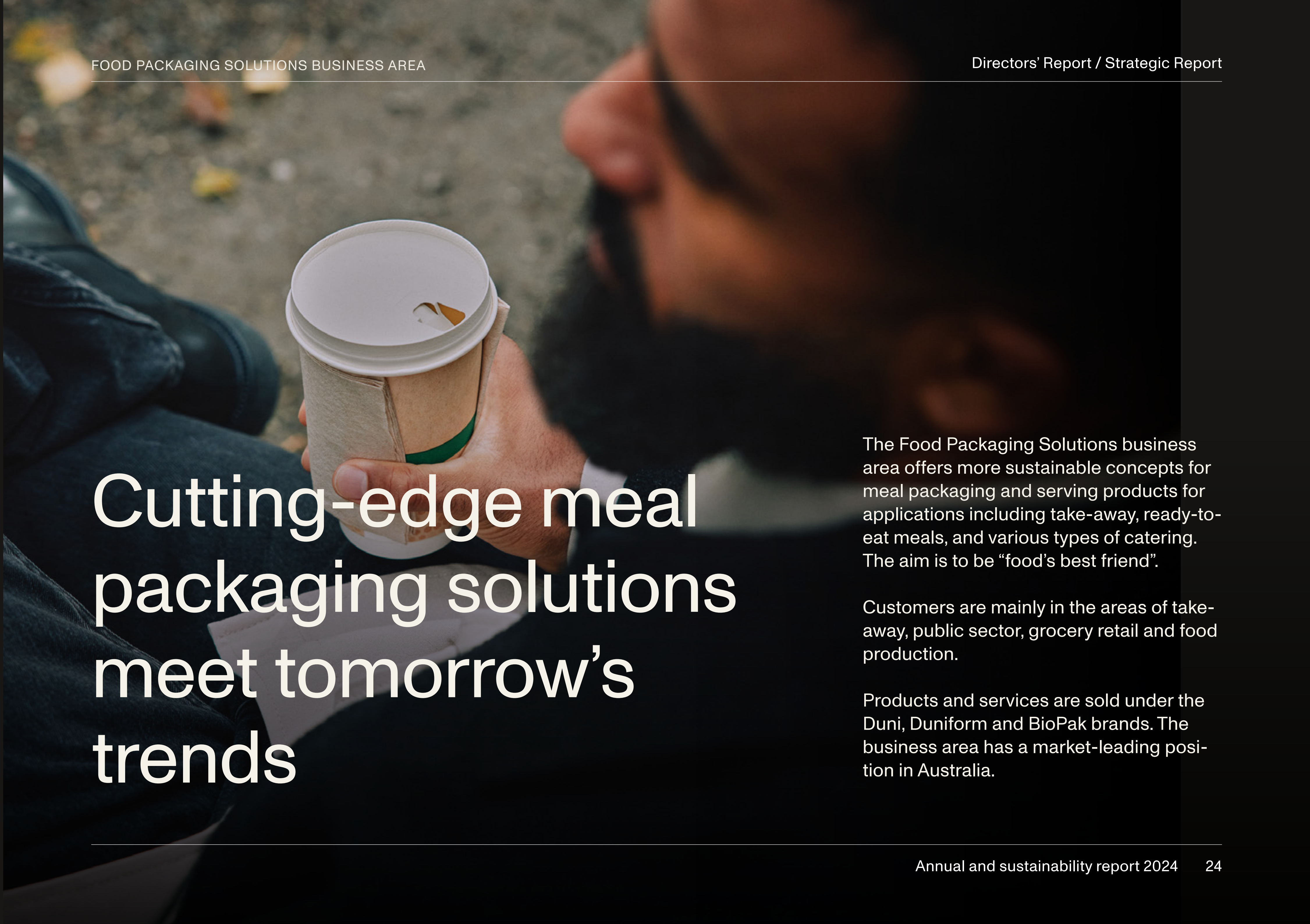

Cutting-edge meal packaging solutions meet tomorrow's trends

The Food Packaging Solutions business area offers more sustainable concepts for meal packaging and serving products for applications including take-away, ready-to-eat meals, and various types of catering. The aim is to be "food's best friend".

Customers are mainly in the areas of take-away, public sector, grocery retail and food production.

Products and services are sold under the Duni, Duniform and BioPak brands. The business area has a market-leading position in Australia.

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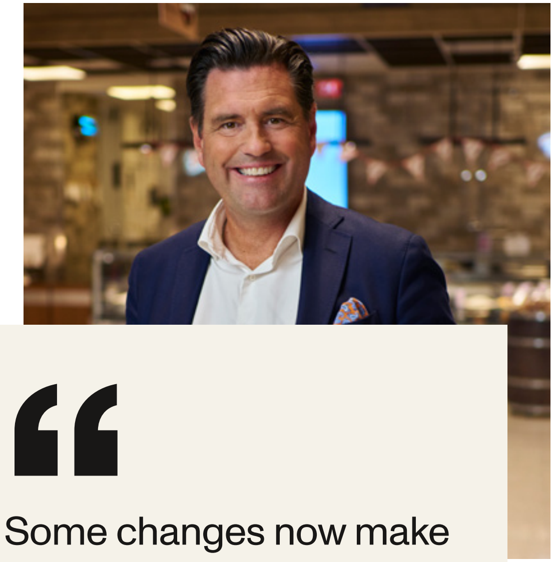
Acquisitions and a relaunch increase competitiveness

An abundance of new suppliers in the take-away market in the wake of the pandemic created price pressure in 2024 and made the market difficult to navigate. The relaunch of the Duniform packaging system is fully in line with the increasing focus on reducing food waste and opens up opportunities for growth. Nicklas Lauwell, Chief Officer, Food Packaging Solutions, looks back on 2024.



> Some changes now make us more attractive for bigger deals in Europe and we can be involved in the really high volumes."
>
> Nicklas Lauwell, Chief Officer,
> Food Packaging Solutions

What happened in your market in 2024?

"Following the big increase during the pandemic, the take-away market declined. Many people are cooking more food at home, buying more semi-ready and ready meals. During the pandemic, the number of actors increased and there is a surfeit of suppliers in the market, which created price pressure and made 2024 difficult to navigate."

How did this affect Food Packaging Solutions?

"Sales were lower than expected, but we still gained some market shares. We are very strong in concept development and functionality, but have had to make some adjustments to adapt to the market. We're seeing an increased focus on food waste. So in 2024 we initiated a major upgrade of our Duniform packaging solution. It's a really timely move, as it extends the best before date of the food and reduces food waste."

Duniform has been in the range since the 1970s. What does this initiative involve?

"It's a big change, with Duniform now being relaunched as 'food's best friend' under its own brand and as an independent organization within the business area. We're broadening our product range, adding more machinery, strengthening our competence and looking out for acquisitions in the sector."

How was the year for your BioPak subsidiary in the Pacific region?

"They strengthened their market-leading position through two acquisitions in 2024: Huskee, which offers reusable coffee cups, and Decent Packaging, which sells take-away products. BioPak's founder and CEO, Gary Smith, also won the EY Entrepreneur of the Year 2024 award in Australia."

In Europe, you launched two exciting collaborations involving innovation, what were they?

"Liplid has developed a unique lid for coffee cups. Notpla works with seaweed as a raw material instead of plastic. These aren't volume products, but they do show that it is possible to make extremely good products that are designed with the environment in mind."

How is the concept of multi-use evolving?

"EU legislation is the driving force, but the market and consumers aren't really mature yet, and the infrastructure isn't there. More cooperation and government support is needed. In 2024, we acquired the majority of the German company Relevo and merged it with our startup Idun, and we still have an interest in Spanish company Bûmerang. We will be part of the transition, but that's in the long term."

Is phasing out plastic just as high a priority?

"We're continuing to replace fossil plastic with recycled plastic and alternative materials. We always focus on the right material. At the same time, one major challenge is the uncertainty around the interpretation of EU rules that are implemented differently in the member states. But we do welcome the EU's rules on green claims in corporate communications. As a credible sustainability leader, we want customers to be able to have 100% faith our products. We must always be transparent and say, for example, 'non-added PFAS', when competitors say 'PFAS-free' about bagasse. But this fiber material from sugarcane is never completely PFAS-free."

What can we look forward to in 2025?

"We want to get closer to our customers and increase our digital presence. Some changes now make us more attractive for bigger deals in Europe, and we can be involved in the higher volumes. We hope to be able to see a dividend from this as early as 2025."

Food Packaging Solutions

Product range
Products for serving meals, on-site or take-away, as well as food packaging systems.

Customer segments
- Fast casual
- Cafés
- Fast food
- Public sector
- Events and catering
- Other

Product launches 2024
- ReDine – reusable products for take-away and on-site serving
- Alga – plastic-free food packaging with seaweed coating
- Liplid – innovative lid for a better drinking experience

2023	3,037	117	3.8%	39%
2024	3,168	125	3.9%	42%
	Net sales amounted to SEK 3,168 million (3,037).	Operating income was SEK 125 million (117).	The operating margin was 3.9% (3.8%).	In 2024, the business area accounted for approximately 42% (39%) of the Group's net sales.

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DECENT PACKAGING

Global expansion in sustainable products

Decent Packaging's business started in New Zealand with a vision of customer service, sustainability and quality products. "This is equally true today, and we now have a global team committed to that vision," says Fraser Hanson, Managing Director of the NZ business.

Just over ten years after its founding, Decent Packaging is well established and offers a wide range of meal products made from responsibly sourced plant-based materials. The business is based on expertise in the use of waste as a raw material, the ability to isolate starch molecules and sustainable agriculture.

The company is B Corp-certified, which demonstrates that it lives up to high standards of performance, accountability and transparency within the business and its supply chain. In addition to the home market, it currently delivers to Europe, including the UK and the Netherlands, and also to the USA and Canada. Decent Packaging joined the BioPak Group in 2024 and is looking forward to continued growth.

"Our goal is increased expansion in global markets, where we will continue to support outstanding restaurant and café customers, while growing and building a competent team," says Fraser, who sees great benefits in being part of BioPak and Duni Group. "We're really looking forward to the future. It's an honor to work as part of a large, leading global group of companies."

Fraser Hanson, Managing Director of the NZ business

Gregor Franc de Ferriere, founder of Relevo

RELEVO

A cog in the wheel of circular development

In March 2024, Duni Group acquired a majority holding in German company Relevo, a step that further strengthens the Group in the area of reuse. During the year, the Company's own start-up initiative Idun was also merged with Relevo in the Food Packaging Solutions business area.

Founded in Munich, Relevo offers a comprehensive solution for reusing packaging that includes both meal products and a digitalized process.

"I started outlining the concept in 2019, and Duni Group acquired a minority stake in the company in 2021," says Relevo's founder, Gregor Franc de Ferriere.

The business increased in relevance in 2023, when Germany introduced new rules and requirements for restaurants to also be able to offer reusable alternatives.

"By May 2023, we'd acquired nearly 2,000 new customers. Today we have 2,500 business partners – mainly in Germany, but also in Austria and Switzerland, and we're making our way into France and Benelux," says Gregor.

Relevo estimates that so far they have saved more than 5 million single-use packaging items. But Gregor is realistic about market developments: "Every country has customers who need a solution for reuse. This is a long-term undertaking, it's not a market that will develop to completion in ten years. But we intend to be part of the transition and have amazing products that work."

HUSKEE

The vision of a waste-free world

Duni Group's acquisition of Australian company Huskee in 2024 broadens BioPak Group's sustainable offering and strengthens its position in the Pacific region.

"It all started when I was in contact with a coffee plantation that wanted to reduce the amount of waste," explains Huskee's founder Saxon Wright. "The husk from the coffee beans was a major issue because there are enormous volumes and they are difficult to remove. But they are clean, and it felt like you should be able to do a lot with them."

At the same time, Saxon was involved in a project looking for better cups for cafés in Sydney. The ideas grew in parallel until ... bingo! Developing the products, getting them approved and bringing them to market was demanding. But in addition to coffee cups made from residual products, Huskee is now selling a cup exchange program and a closed-loop system for material recycling.

"Our vision is a waste-free world. Our intention wasn't to build a company, but it gave us more muscle to develop what we want to do," explains Saxon.

Huskee has won several prestigious design and sustainability awards, including the Full Circle Award, Australia's highest circular economy award.

"We see a future where reuse takes place globally on a large scale. Huskee's overarching goal is to be the world leader in reusable products and systems, to have a big impact on what is possible in the area of sustainability and how we think about everyday products," says Saxon.

Saxon Wright, founder of Huskee

Sustainability Report/ Statement

General Information

ESRS 2 General disclosures

EU Taxonomy

Environmental Information

E1 Climate change

E2 Pollution

E3 Water and Marine Resources

E4 Biodiversity and Ecosystems

E5 Resource Use and Circular Economy

Social Information

S1 Own Workforce

S2 Workers in the value chain

Governance information

G1 Business conduct

Resilience, trust and value creation strengthen Duni Group

In 2024, several factors challenged the view of environmental sustainability as the obvious top priority. However, Duni Group remains a strong sustainability leader in its industry through a broader interpretation of sustainability that fosters long-term resilience.

We all remember the images from Paris in 2015. A seemingly united world agreed on the two-degree target as well as striving to keep climate change below 1.5 degrees. Now, almost ten years later, the world looks different. The EU election shifted the balance in the Parliament, and there is talk of deviating from the ambitious sustainability agenda of the previous five-year term.

How should companies interpret this? Should committed and leading companies — like Duni Group — scale back their sustainability ambitions?

The answers to these questions can partly be found in the traditional definition of sustainability, the so-called triple bottom line, and partly in research and discussions around the concept of resilience. The triple bottom line includes people, planet, and profit and is the most widely used definition of sustainability. It defines what is needed at both the societal and corporate levels to ensure positive long-term development.

However, since the pandemic, other issues have become relevant due to rising interest rates, inflationary pressure and challenging economic conditions. One consequence is that economic sustainability has come into sharper focus. Societies as well as companies need to create financial resources to drive the transition to an environmentally and socially more sustainable future. The sustainability agenda is thus more clearly positioned as a fundamental part of more resilient societies that can protect what we value.

At Duni Group, we remain committed to ambitious sustainability efforts. In 2024, we focused on creating concrete value for our customers. The approval of our science-based targets provided deeper insights into our climate impact, enabling us to help customers reduce their scope 3 emissions according to the GHG Protocol. We also completed work on a carbon calculator for our packaging range, which will help customers make well-informed, better choices.

Our quantifiable emission reductions in scope 1 and 2 directly contribute to lowering customers' scope 3 emissions. These reductions are further reinforced by partnerships with our leading raw material suppliers, who perform significantly better than the market average in terms of climate impact. We are also strengthening our supply chain resilience through an updated code of conduct and continuous supplier audits.

We have also made progress in circularity. Investments in reuse companies like Relevo and Huskee, as well as partnerships with initiatives such as BicyCompost and AbonoKm0, demonstrate our commitment to offering different circular solutions. The Group's focus on circularity includes our choice of raw materials, where we prioritize FSC®-certified materials, and reducing our use of virgin fossil-based plastics. These initiatives address environmental challenges while contributing to economic resilience by future-proofing our business against resource scarcity and regulatory changes.

More and more customers are demanding detailed information about the products they purchase and the supply chains they rely on. Duni Group's improved ability to meet these needs keeps us ahead of the curve, strengthening trust between partners. To ensure continued clarity in this work, we will update our sustainability strategy and relevant key performance indicators (KPIs) during 2025. We see that leadership in sustainability – both environmental and social – translates into long-term financial sustainability. In short, a stronger triple bottom line across the entire organization. This makes us a more resilient company, better equipped to face short-term challenges, wherever they may come from.

Erik Lindroth,
Sustainability Director

Key figures for Duni Group*

Our decade of action	2019 (base year)	2023	2024	2025 (target)
Amount of fossil virgin plastic (index)	100	71	65	50
Proportion of FSC®-labeled products BA Dining Solutions	94%	98%	98%	100%
Proportion of FSC®-labeled products BA Food Packaging Solutions	37%	74%	82%	75%
CO_2-intensity, scope 1+2 (index)	100	39	38	40
EcoVadis score	52	77	79	Platinum

* CO_2 intensity is measured as scope 1+2 emissions per tonne of material produced. The index is measured against the base year 2019.

General Information

ESRS 2 General Information

Duni Group follows the sustainability reporting rules according to the Annual Accounts Act and has prepared and adapted its reporting in accordance with the EU´s Corporate Sustainability Reporting Directive (CSRD) and its European Sustainability Reporting Standards (ESRS), which applies as from 1 January 2025.

Duni Group's sustainability statement provides detailed information on the company's sustainability behavior and performance connected with the material impacts on people and environment and material effects of sustainability matters in Duni Groups business activities. The statement consists of four sections:

1. General information
2. Environmental information
3. Social information
4. Governance information

Basis for preparation

BP-1 General basis for preparation of the sustainability statement

Duni Group's sustainability statement has been prepared in accordance with the Global Reporting Initiative (GRI), the EU Taxonomy Regulation and the Non-Financial Reporting Directive (NFRD).

The structure and content of this report have been arranged in line with the Corporate Sustainability Reporting Directive (CSRD) in preparation for full compliance with the European Sustainability Reporting Standards (ESRS) once they are applicable for Duni Group.

The sustainability statement has been prepared on a consolidated basis, aligned with the consolidated accounts for 2024, except for the GHG emissions that have been calculated in accordance with the full-year method recommended by the GHG Protocol.

The sustainability information covers Duni Group's own operations as well as material upstream and downstream value chain information, encompassing suppliers, production processes, distribution, product use, and end-of-life considerations, to the extent that is necessary to:

- allow users of sustainability statements to understand Duni Group's material impacts, risks and opportunities and
- produce high quality information that is relevant, comparable, verifiable, understandable and faithfully represents the company's sustainability position and performance

Gathering sustainability-related information from the upstream and downstream value chain is often challenging and access to reliable information is in many cases limited. Duni Group does its best to ensure appropriate methodologies and good quality of value chain data and is working on developing targets, actions and metrics in order to improve the sustainability performance in its value chain, focusing on main material topics and key actors.

Material impacts, risks and opportunities connected with the company through its direct and indirect business relationships in the upstream and downstream value chain have been determined using the double materiality principle. For a detailed description of the scope, methodology and assumptions of the company's double materiality assessment process (DMA), see ESRS 2 IRO-1.

No information corresponding to intellectual property, know-how or the results of innovation has been omitted from the sustainability statement. The company has not used the exemption from disclosure of impending developments or matters in the course of negotiation.

Information disclosed in the sustainability statement for 2024 has not been audited or verified by an external assurance body, unless mentioned in particular disclosures.

BP-2 Disclosures in relation to specific circumstances

Time horizons
The sustainability statement follows the categorization of short-, medium- and long-term time horizons as defined in ESRS 1:

- Short-term horizon – next reporting period adopted in the annual accounts (calendar year)
- Medium time horizon – from 1 to 5 years
- Long-term horizon – more than 5 years

Value chain estimation
Estimated value chain data has been used in GHG scope 3 reporting in the following areas:

- Purchased services
- Transport of goods
- Business travel
- Employee commuting
- Processing of sold products (tissue)
- End of life treatment of sold products
- Investments in start-ups

The basis for preparation of GHG emissions data and the resulting level of data accuracy is shown in the table on page 31.

Scope 1-2 & Scope 3 categories	Focus	Methodology	Data quality evaluation					Challenges
Scope 1 consumption	LPG consumption	Consumption data					5	Lack of alternatives to LPG
Scope 2 consumption	Renewable electricity	Consumption data					5	Availability of renewable electricity
Scope 3 - Purchased goods and services*	Virgin fossil plastics	Average/spend-data for services/supplier data				4		Availability of recycled plastic
Scope 3 - Capital goods	Production equipment	Average-product/spend-based method				4		
Scope 3 - Fuel-and energy-related activities	Energy consumption	Consumption data					5	
Scope 3 - Upstream/downstream transportation & distribution*	Transport by truck	Distance-based method				4		Electrification of transport sector
Scope 3 - Waste generation*	Production waste	Waste-type-specific method					5	EOL management methods
Scope 3 - Business travel	Air travel	Distance-based/spend-based method			3			Alternatives to air travel
Scope 3 - Employee commuting	Car commuting	Distance-based method			3			Availability of public transport
Scope 3 - Processing of sold products	Customer manufacturing	Average data method			3			Energy choice influence
Scope 3 - Use of sold products	Energy use of sold products	Direct use-phase emissions				4		Energy choice influence
Scope 3 - End-of-life treatment of sold products*	Average EOL scenarios	Waste-type-specific method				4		Collection/sorting availability
Scope 3 - Investments	Impact from partners	Investment-specific method			3			Energy choice influence

* High priority

1	Template data without significant analysis
2	Qualitative evaluation of qualitative data (estimate)
3	Quantitative evaluation of qualitative data (survey/extrapolation)
4	Majority of quantitative data with some assumptions
5	Quantitatively verified data for full scope

Changes in preparation or presentation of sustainability information
As a result of the adaptation of the sustainability report to CSRD, the sustainability statement includes new disclosures and metrics required by the ESRS. Under GRI standards, sustainability reporting was focused on top material topics. CSRD requires to report on all material topics identified in the double materiality assessment. Below sustainability matters that were not considered top material topics in the prior year have been disclosed as material topics in 2024:

- Pollution
- Water and marine resources
- Biodiversity and ecosystems

While there is a high level of interoperability between GRI and ESRS standards, there are some differences in the details of content and structure of the information in most sections of the sustainability statement resulting from first-time application of CSRD.

According to section 10.3 of ESRS 1, companies are not required to present comparative information in the first year of preparation of the sustainability statement under the ESRS. In 2024, Duni Group has begun to report the full GHG intensity index per net revenue, as required by ESRS E1. In addition, Duni Group will continue to report scope 1+2 emissions intensity index per produced/converted ton.

Whenever prior year comparative data is presented, it is consistent and comparable with current year disclosed information.

Disclosures stemming from other legislation or generally accepted sustainability reporting frameworks
Duni Group's sustainability report is prepared in accordance with Global Reporting Initiative (GRI) standards. The company has reported the following additional metrics according to GRI standards that are not required by ESRS:

- supplier audits statistics reported in addition to information required by ESRS G1-2,
- number of employees who returned from parental leave and retention rate after one year reported in addition to metrics required by ESRS S1-15.

Incorporation by reference
The following disclosures have been incorporated by reference:

Reference to Corporate Governance Report:
- GOV-1 – The role of the administrative, management and supervisory bodies
- GOV-2 – Information provided to, and sustainability matters addressed by the company's administrative, management and supervisory bodies
- GOV-3 - Integration of sustainability-related performance in incentive schemes

Reference to Directors' Report:
- SBM-1 – Strategy, business model and value chain (partial reference)
- E1-2 – Policies related to climate change mitigation and adaptation
- E2-1 – Policies related to pollution
- E3-1 – Policies related to water and marine resources
- E4-2 – Policies related to biodiversity and ecosystems
- E5-1 – Policies related to resource use and circular economy
- S1-1 – Policies related to own workforce
- S2-1 – Policies related to value chain workers
- G1-1 – Business conduct policies and corporate culture (partial reference)

DUNI GROUP | The Architects of Dining

Duni Group

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Standards and certificates for in-house manufacturing
An environmental management system and a quality management system has been implemented, and all Duni Group's European production units, except Seti d.o.o., are certified in accordance with the management systems ISO 14001 and ISO 9001.

The Group also holds several FSC®-certificates for different subsidiaries:
- Duni AB - FSC-C014985 (multi-site)
- Duni Thailand - FSC-C147662
- Paper + Design - FSC-C016684
- BioPak Group - FSC-C110879 (multi-site)

This means that paper products are sourced from sustainably managed forests and other controlled sources.

Rexcell Tissue & Airlaid AB conducts two operations which are subject to permit requirements pursuant to the Swedish Environmental Code.

All standards and certificates for in-house manufacturing are shown in the table.

Please see Duni Group's certificates at dunigroup.com

	Certificate	Paper mill, Sweden	Converting, Bramsche, Germany	Converting, Poland	Converting, Wolkenstein Germany	Converting, Thailand
Quality and product safety	ISO 9001 (quality management)	x	x	x	x	
	BRC, IFS equivalent (food safety)		x	x	x	x
Environment	ISO 14001 (environmental management)	x	x	x	x	
	EMAS III environmental management		x	x	x	
	ISO 28000 (security)			x		
	ISO 50001 (energy management)	x				
	Traceability according to FSC® (responsible forestry)	x	x	x	x	x
	Nordic ecolabel ("Swan")	x	x	x	x	
	"OK Compost" label	x	x	x	x	
Social audits	SEDEX		x	x	x	x
	ISO 45001			x		

The converting plant in New Zealand was closed on 30th September 2024, therefore it is not presented in this table.
The converting plant in Slovenia was acquired on 1st September 2024 and will be part of this table in 2025.
The converting plant in Slovenia expects to obtain the FSC® certification in the first quarter of 2025.

Governance

GOV-1 The role of the administrative, management and supervisory bodies

The role of the administrative, management and supervisory bodies, including metrics and information required by ESRS 2, has been presented in the Corporate Governance Report.

GOV-2 Information provided to, and sustainability matters addressed by the business's administrative, management and supervisory bodies

The Corporate Governance Report describes how the administrative, management and supervisory bodies are informed about sustainability matters and how they address them.

GOV-3 Integration of sustainability-related performance in incentive schemes

The Corporate Governance Report contains information how sustainability-related performance and climate-related considerations are integrated into the remuneration and incentive schemes of members of the administrative, management and supervisory bodies, including all information and metrics required by ESRS 2.

GOV-4 Statement on due diligence

The following table includes mapping of the information provided in this Sustainability Statement regarding the due diligence process.

Embedding due diligence in governance, strategy and business model	ESRS 2 GOV-2, page number 33 - people and environment ESRS 2 GOV-3, page number 33 - people and environment ESRS 2 SBM-3, page number 37 - people and environment ESRS 2 SBM-3-E1, page number 47 - environment ESRS 2 SBM-3-E2, page number 54 - environment ESRS 2 SBM-3-E3, page number 56 - environment ESRS 2 SBM-3-E4, page number 58 - environment ESRS 2 SBM-3-E5, page number 60 - environment ESRS 2 SBM-3-S1, page number 66 - people ESRS 2 SBM-3-S2, page number 77 - people ESRS 2 SBM-3-G1, page number 81 - people and environment
Engaging with affected stakeholders in all key steps of the due diligence	ESRS 2 GOV-2, page number 33 - people and environment ESRS 2 SBM-2, page number 36 - people and environment ESRS 2 IRO-1, page number 37 - people and environment E1-2, page number 49 - environment E2-1, page number 54 -environment E3-1, page number 57 - environment E4-2, page number 58 - environment E5-1, page number 61 - environment S1-1, page number 67 - people S2-1, page number 78 - people G1-1, page number 82 - people and environment
Identifying and assessing adverse impacts	ESRS 2 IRO-1, page number 37 - people and environment ESRS 2 SBM-3, page number 37 - people and environment ESRS 2 SBM-3-E1, page number 47 - environment ESRS 2 SBM-3-E2, page number 54 - environment ESRS 2 SBM-3-E3, page number 56 - environment ESRS 2 SBM-3-E4, page number 58 - environment ESRS 2 SBM-3-E5, page number 60 - environment ESRS 2 SBM-3-S1, page number 66 - people ESRS 2 SBM-3-S2, page number 77 - people ESRS 2 SBM-3-G1, page number 81 - people and environment
Taking actions to address those adverse impacts	E1-1, page number 47 - environment (transition plans) E1-3, page number 49 - environment E2-2, page number 55 - environment E3-2, page number 57 - environment E4-3, page number 59 - environment E5-2, page number 61 - environment S1-4, page number 68 - people S2-4, page number 79 - people G1-1, page number 82 - people and environment G1-2, page number 82 - people and environment G1-3, page number 84 - people and environment
Tracking the effectiveness of these efforts and communicating	E1-5, page number 50 - environment E1-6, page number 51 - environment E2-4, page number 55 - environment E3-4, page number 57 - environment E4-5, page number 59 - environment E5-4, page number 62 - environment E5-5, page number 63 - environment S1-8, page number 73 - people S1-9, page number 74 - people S1-10, page number 74 - people S1-13, page number 74 - people S1-14, page number 75 - people S1-15, page number 75 - people S1-16, page number 76 - people S1-17, page number 76 - people G1-4, page number 84 - people and environment

GOV-5 Risk management and internal controls over sustainability reporting

Internal controls over sustainability reporting
The internal control environment is based on clear roles and responsibilities in the preparation of the sustainability statement and includes both preventive and detective procedures to prevent the occurrences of errors and to identify and correct errors that may happen during the reporting process. The internal control system consists of a set of individual control procedures designed to ensure the relevance, faithful representation, comparability, verifiability and understandability of the information presented in the sustainability statement. As part of the preparation for full CSRD compliance, Duni Group is working on developing a strong Internal control system over sustainability reporting that will be described in the sustainability reporting manual which is planned to be completed in 2025. Internal control mechanisms have been applied for the preparation of this sustainability statement as described below.

There is a dedicated team within Group Finance that coordinates and monitors the materiality assessment and sustainability reporting processes in a centralized manner. Sustainability, People & Culture and Group Finance departments are responsible for reporting the relevant parts of the sustainability statement. Training and instructions have been provided to all employees involved in the reporting process to ensure the high quality of the reported information. The four-eye principle is applied at all stages of the reporting. Data reported by subsidiaries is reviewed and confirmed by responsible persons at the head office. Data reported by head-office responsibles and the sustainability statement content are reviewed by head of the relevant department. There is a separation of duties between reporting and approval tasks.

Duni Group uses a specialized sustainability reporting platform for both GHG and ESRS reporting that supports the completeness and standardization of the reported information as well as the compliance of the sustainability statement with ESRS disclosure requirements. There are procedures in place to make sure that only authorized users have access to the reported information. The reporting platform also facilitates the review process, and the four-eye principle.

The Audit & Sustainability Committee regularly communicates with the auditors in order to evaluate and improve internal controls. Auditors review the CSRD preparedness status on a quarterly basis. The Audit & Sustainability Committee includes members with a high level of competence and experience in sustainability reporting. A dedicated CSRD training was conducted during 2024 for the Board of Directors.

Risk management over sustainability reporting
Risks related to sustainability reporting are included in the company risk assessment analyzed by the Board as a part of financial reporting. Risk areas are documented and assessed based on likelihood and impact. Based on this, control processes are structured to ensure compliance with CSRD requirements and high quality of sustainability reporting.

The main risks of non-compliance with CSRD requirements are linked to the level of specialist knowledge and availability of resources. Because CSRD is a new directive, there are numerous interpretation ambiguities that may result in non-conformance until generally accepted best practices are developed. Further changes in EU legislation over sustainability reporting are expected to be announced during 2025 which may increase the complexity and instability of the regulatory environment. There are also risks related to data quality due to the large diversity of quantitive and qualitative data from various sources.

To mitigate these risk, CSRD implementation project has been set up with a steering committee consisting of Duni Group Management members and heads of key departments involved in the sustainability reporting who are experienced and highly competent in this area.

There is a clear action plan within the project and a well-documented sustainability reporting process. The steering committee holds regular monthly meetings to monitor progress and solve issues encountered.

Risk assessment results and internal control findings affect the organizational structure and the division of responsibilities. Both are clearly described and communicated in the sustainability reporting manual and instructions.

Risks and internal control issues are regularly discussed in the CSRD implementation project team and steering committee. The steering committee decides on mitigation actions and monitors their effectiveness.

Duni Group Management and Audit & Sustainability Committee approve both the double materiality assessment that determines the content of the topical disclosures, and the sustainability statement once prepared. They are also regularly informed about the progress of the CSRD implementation and sustainability reporting as it is a standard point on the agenda of their scheduled meetings.

Duni Group Management oversees and approves the enterprise risk management process and presents them to the Board and Audit & Sustainability Committee. Risk areas are evaluated by the Audit & Sustainability Committee at least once per year.

Enterprise risk management has from this year been integrated into the business areas strategy and have been presented for the Board at the strategy days.

More information about Duni Group's risk management can be found on page 85.

Strategy and business model

SBM-1 Strategy, business model and value chain

Strategy, business model and value chain
The company's strategy, business model and value chain are described in the Directors' Report on page 15-17 (strategy) and page 12-13 (business model and value chain). Information about key stakeholders and their position in the value chain can be found in disclosure SBM-2 on page 36.

Duni Group's business areas, product range, customer segments and markets, including their changes in the reporting period, are described on page 21-27.

Sustainability related goals and challenges
Key sustainability related goals and challenges are described on page 14 of the Directors' Report.

Duni Group's main products, napkins and table covers, and packaging solutions, relate differently to the key initiatives. For the initiative "Becoming circular at scale", the impact relates to napkins and table covers mainly from a start-of-life perspective, i.e. the type and amount of material used and for packaging solutions it is this but also the end-of-life perspective that is important, i.e. what happens to the packaging once it has been used. When it comes to "Going net zero", the Dining Solutions business has a specific focus on scope 1+2, since the production has a significant impact on these emissions. Both business areas are relevant for scope 3 impact.

Duni Group's napkins and table covers reached the near-term scope 1+2 science-based target, mainly thanks to a switch to fossil-free electricity at the production facilities in Europe and Thailand. The Food Packaging Solutions business shows a positive development in reducing the dependency on virgin fossil plastics in single-use products.

The company has identified a gap in the relationship between its sustainability-related goals and the significant groups of products and services, customer categories, geographical areas and key stakeholders. This will be taken into account in future strategy work.

Revenue by sector

Total revenue in 2024:	7,578 mSEK

Over 98% of Duni Group's revenue is generated in the Wholesale and Retail Trade ESRS sector (NACE activity G 46.49). The company does not operate in any of the high-risk ESRS sectors described in ESRS 2 par. 40(d).

Headcount by geographical area

Geographical region	Employees by headcount at year-end
Europe EEA	1,868
Europe non-EEA	336
Asia-Pacific	336
Americas	0
Middle East / Africa	3
TOTAL	**2,543**

Stakeholders

SBM-2 Interests and views of stakeholders

Engaging aactively with stakeholders is a fundamental aspect of Duni Group's ESG strategy. This interaction shapes the company's understanding of material issues and supports the creation of solutions and initiatives that form Duni Group's ESG commitment and goal roadmap. Engagement generally involves the Sustainability, Communication, Finance, People & Culture departments and Duni Group Management. Stakeholder views and perspectives are essential in the materiality assessment and due diligence efforts.

Formal interviews with stakeholder representatives are performed at least every three years by the Sustainability department as the basis for the double materiality assessment. In years when they are not performed, stakeholders are asked to validate their views on the last DMA and the materiality assessment is updated accordingly.

The table below shows Duni Group's key stakeholders, including the purpose, methods and organization of the engagement.

Stakeholders	Value chain position	Organization of engagement	Purpose of engagement
Investors and financing institutions	Own operations	Engagement with investors is performed via conference calls, board meetings, capital market days annual and sustainability reports, as well as annual general meetings.	Ensure alignment with Duni Group's sustainability strategy and related targets. Meeting the needs of financial stakeholders for sustainability data. Fulfil the duty to keep investors informed of all ESG-related information.
Customers	Downstream	Customers are engaged on a day-to-day basis via operational activities, as well as through regular meetings and annual reports.	Ensure that customers' perspectives are heard, and their needs are met. Embed their views in the strategy and business model. Develop a sustainable and commercially viable product offer.
Employees	Own operations	Engagement with employees occurs through regular meetings with workers' representatives and through direct engagement with employees. Employees periodically participate in co-worker dialogues, focus talks, check-ins and department meetings. Monthly employee engagement surveys are performed in an engagement tool that provides anonymous insights into leadership quality, employee well-being, engagement, and the overall work environment. Employees also can raise concerns through the whistleblower system.	Foster open dialogue on workforce matters and ensure. that employees' voices are included in decision-making processes. Multiple channels of employee engagement are essential for direct communication, feedback gathering, and addressing team-specific issues, as well as to discuss goals, concerns, development plans and progress. Duni Group Engagement Surveys allow for continuous monitoring of employee sentiment and workplace dynamics. The whistleblower system makes it possible for employees to raise concerns in a secure and anonymous way.
Suppliers	Upstream	Suppliers are engaged on a day-to-day basis via sourcing and operational activities, as well as through regular meetings. Engagement with suppliers also happens through annual ESG reports, business partner code of conduct and supplier audits.	Collaborate in progression to meet Duni Group's sustainability goals and ensure that suppliers adhere to Duni Group's business conduct standards. Monitor suppliers to assess ESG risk and enhance best practices.
Value chain workers	Upstream	Supplier audits performed according to a scheduled yearly plan include worker interviews without any management presence.	Ensure that suppliers adhere to Duni Group's business conduct standards and respect human rights.
Public authorities and regulators	All stages	The company monitors regulatory developments and engages with public authorities and regulators by participating in public consultation processes and information meetings or webinars on planned changes in ESG-related legislation. This happens either directly or through membership in industry organisations and sometimes also in cooperation with business partners who are also affected by the same regulatory requirements.	Compliance with existing and future legislation, maintain industry knowledge of best practices.
Certification bodies	Own operations	The engagement occurs through certification and audit processes.	Ensure high quality of products and operational processes, meet certification standards.
Insurance companies	Own operations	Engagement with insurers occurs through annual insurance surveys and underwriting reports related to manufacturing sites that include evaluation of natural hazard exposure.	Identify and mitigate environmental and physical risks.
Consumers and end-users	Downstream	Consumers and end-users are engaged primarily through marketing research and via business partners who have direct contact with them.	Gain understanding of end-user perspectives and ESG impacts of Duni Group products at their final stage of use in order to embed them in the company's strategy and product development.
Analysts and academics	All stages	Cooperation with universities by participating in innovation and educational projects.	Obtain external academic and industry perspectives on the whole value chain as well as innovative ideas that help validate and improve the company's goals, practices and action plans.
NGOs	Downstream	Contact with NGOs and civil society takes place both proactively and reactively when required. It can be both through direct meetings, digital meetings, or traditional correspondence.	Gain deeper understanding in topics of interest as well as collaboration in projects and pilot testing of new products.

Particular attention is given to the engagement with the company's own employees and workers in the value chain to ensure that the commercial and financial success is achieved in a socially responsible manner.

Material impacts, risks and opportunities

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

The double materiality assessment (DMA) for 2024 has been prepared following ESRS 2 principles, laying the groundwork for full compliance with CSRD.

A summary of material sustainability matters with an indication of related key impacts, risks and opportunities (IROs) and their value chain position is presented on page 13.

IROs are described in detail under topical disclosures in the environmental, social and governance sections of this report.

Materiality assessment process

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

Introduction
Duni Group reports on sustainability matters based on the double materiality principle. In the double materiality assessment (DMA), the company considers impacts, risks and opportunities (IROs) arising both in own operations and as a result of business relationships.

Materiality assessment is part of the planning process and is performed or updated annually.

Stakeholder engagement
Stakeholder interviews are performed at least every three years. In years when they are not performed, stakeholders are asked to validate their views on the previous DMA and the materiality assessment is updated accordingly.

Stakeholder representatives are selected to ensure relevant and adequate representation of stakeholder groups, i.e.:
- affected stakeholders (e.g. employees, board of directors, suppliers, consumers and end-users, customers, local communities, persons in vulnerable situations, public authorities and regulators, supervisors and central banks)
- users of sustainability statements (e.g. investors, lenders and creditors, credit institutions, insurance companies, business partners, trade unions and social partners, civil society organizations and NGOs, governments, analysts and academics)

When selecting stakeholder representatives, the company considers their competence in relation to company specific activities, business relationships, geographies and other relevant factors that give rise to heightened risk of adverse impacts.

Written documentation from stakeholder interviews is prepared, including description of IROs mentioned by stakeholders in relation to sustainability matters covered by topical ESRS and stakeholder views on the criteria used to assess them (eg. likelihood, scope and scale).

DMA for 2024 is based on interviews conducted in 2022. A new round of stakeholder interviews has recently been initiated with the purpose of preparing an updated materiality assessment that will be used for the sustainability reporting in 2025.

Source information
Identification or IROs and assessment of their materiality is based on the following sources of information:

- Stakeholder interviews
- Company annual risk assessment
- Company strategy
- Sector specific benchmarks both general and related to specific topics
- Other relevant sources like expert knowledge and industry expertise

Duni Group has used SASB Materiality Finder and MSCI ESG Industry Materiality Map as industry benchmarks in the DMA for 2024. Benchmarks applied for the materiality assessment of specific sustainability topics are described in the relevant topical disclosures.

Assessment of impact materiality
Materiality of actual negative impacts is based on the severity of the impact. Potential negative impacts are assessed based on the severity and likelihood of the impact. The severity of a negative impact is based on its:

- Scale – how grave the impact is
- Scope – how widespread the impact is
- Irremediability – how easily the impact can be remedied

For positive impacts, materiality is based on:
- Scale and scope of the impact for actual impacts
- Scale, scope and likelihood of the impact for potential impacts

Scale, scope, irremediability and likelihood are rated from 1 (lowest) to 5 (highest). For an impact to become material, it must exceed a predefined severity threshold for each likelihood level. Thresholds are revised annually.

In the case of a potential negative human rights impact, the severity of the impact takes precedence over its likelihood, therefore the severity thresholds are lower in such cases.

Mitigation activities related to negative impacts are not treated as positive impacts.

Assessment of financial materiality
A sustainability matter is material from a financial perspective if it triggers or could reasonably be expected to trigger material financial effects on the company, either risks or opportunities, in terms of the influence on the company's development, financial position, financial performance, cash flows, access to finance or cost of capital over the short-, medium- or long-term.

The materiality of risks and opportunities is assessed based on a combination of the likelihood of occurrence and the potential size of the financial effect.

The likelihood and size of the financial effect are rated from 1 (lowest) to 5 (highest).

For a risk or opportunity to become material, it must exceed a predefined size threshold for each likelihood level. Thresholds are documented in a separate file and revised annually.

Financial materiality criteria will be aligned with the company's risk assessment routines.

Verification and approval of results
Draft DMA results are verified internally in a series of internal workshop discussions with different stakeholder groups like the departments of Sustainability, People & Culture, Operations, Commercial, Group Finance, Group Treasury/Risk and Duni Group Management and the Board of Directors. External experts are consulted on the DMA results. Materiality assessment is updated based on received comments and the final version of DMA is presented to Duni Group Management and the Board of Directors for approval.

Identification of material topical disclosures
Based on the material topics and sub-topics identified in the DMA, a list of topical ESRS disclosures is prepared to be included in the annual sustainability statement.

Prioritization and value chain mapping
Priority levels are assigned to material impacts, risks and opportunities – Lead, Compete or Comply. Top priority IROs (Lead and Compete) are summarized and mapped against the company's business model to show where the key impacts, risks and opportunities are concentrated across the value chain, and which main stakeholder groups are affected.

Documentation of materiality assessment
Documentation of IROs and their scoring is maintained in a software specialized on ESG, called Position Green.

The materiality assessment process and results are disclosed in the annual sustainability statement.

IRO-2 Disclosure Requirements in ESRS covered by the business's sustainability statement

As a result of the double materiality assessment, the following ESRS topics and sub-topics have been identified as material:

Environmental	Social	Governance
Climate change • Climate change mitigation • Energy	**Own workforce** • Working conditions • Equal treatment and opportunities	**Business conduct** • Corporate culture • Protection of whistleblowers • Management of relationships with suppliers • Corruption and bribery
Pollution • Pollution of air, water and soil	**Workers in value chain** • Working conditions	
Water and marine resources • Water		
Biodiversity and ecosystems • Direct impact drivers on biodiversity loss		
Resource use and circular economy • Resource inflows and use • Resource outflows • Waste		

The company has determined material disclosures, metrics and data points to be included in the sustainability statement according to ESRS 1 Appendix E: Flowchart for determining disclosures under ESRS.

Below is a list of disclosures (page reference) included in this report.

EU Taxonomy

Background

The Taxonomy Regulation, adopted by the European Commission, aims to identify environmentally sustainable investments and steer capital flows towards a more sustainable economy. It represents an important step towards achieving carbon neutrality by 2050 in line with EU climate goals.

Information presented below shows the share of Duni Group's turnover, capital expenditure (CapEx) and operating expenditure (OpEx) for the reporting period 2024 that are associated with Taxonomy-eligible economic activities related to the six environmental objectives in accordance with Article 8 of the Taxonomy Regulation:

- climate change mitigation
- climate change adaptation
- sustainable use and protection of water and marine resources
- transition to circular economy
- pollution prevention and control
- protection and restoration of biodiversity and ecosystems.

Duni Group's activities

Definitions
Taxonomy-eligible economic activity means an economic activity that is described in the Climate and Environmental Delegated Acts supplementing the Taxonomy Regulation, irrespective of whether that economic activity meets any or all of the technical screening criteria laid down in those delegated acts.

An economic activity is Taxonomy-aligned where it complies with the technical screening criteria as defined in the delegated acts and it is carried out in compliance with the minimum safeguards regarding human and consumer rights, anti-corruption and bribery, taxation, and fair competition. To meet the technical screening criteria, an economic activity contributes substantially to one or more environmental objectives while not doing significant harm to any of the other environmental objectives.

Taxonomy-non-eligible economic activity means any economic activity that is not described in the delegated acts supplementing the Taxonomy Regulation.

Turnover
Duni Group has examined all its economic activities for 2024 to see which of them are eligible and aligned in accordance with the delegated acts. Most of revenue-generating activities are categorized as wholesale and retail industry which is a sector not described in the Taxonomy Regulation and therefore is non-eligible.

However, new initiatives within the area of circular economy have generated taxonomy-aligned turnover related to activity CE 5.5. Product-as-a-service and other circular use- and result-oriented service models. This includes turnover generated by Relevo GmbH, a German company acquired by Duni Group in March 2024, and by revenue earned by Duni AB in connection Idun project pilot events.

Individually Taxonomy-eligible CapEx and OpEx
The Taxonomy guidelines state three categories of capex and opex that could be Taxonomy-eligible or Taxonomy-aligned. The first two are directly related to current or planned revenue-generating operations that are or will be Taxonomy-eligible. The third category refers to other expenditure that is purchased from suppliers whose activities are included in the Taxonomy or is related to individual measures aimed at improving energy efficiency included in the Taxonomy. Duni Group has reviewed its investments and expenses to see if they potentially could be classified as Taxonomy-eligible or aligned.

The company has identified one alinged activity within operating expenditure related to current revenue-generating operations that contribute to transition to circular economy in accordance with EU Taxonomy Annex II to the Environmental Delegated Act:

CE 5.5. Product-as-a-service and other circular use- and result-oriented service models
This economic activity involves providing customers (physical person or legal person) with access to products through service models, which are either use-oriented services, where the product is still central, but its ownership remains with the provider and the product is leased, shared, rented or pooled, or result-oriented, where the payment is pre-defined and the agreed result (i.e. pay per service unit) is delivered. During 2024, the majority of operating expenditure related to this activity stemmed from the research and development expenditure in Relevo GmbH, consisting primarily of software development. Duni Group has also incurred research and development expenses aimed at developing a circular product-as-a-service model for provision of re-usable products to HoReCa customers (Idun project).

Among individually eligible capex, one individually eligible activity that contributes to transition to circular economy in accordance with EU Taxonomy Annex II to the Environmental Delegated Act has been defined:

CE 5.3. Preparation for re-use of end-of-life products and product components
Within this economic activity, Duni Group incurred maintenance expenses related to the feeding system for fossil free binder that ensures no contamination in the tissue production plant in Sweden.

Duni Group has also identified below individually eligible activities within capex and opex that contribute to climate change mitigation in accordance with EU Taxonomy Annex I to the Climate Delegated Act:

CCM 6.5. Transport by motorbikes, passenger cars and light commercial vehicles
This economic activity includes purchase, financing, renting, leasing and operation of vehicles designated as category M1 (232), N1 (233), both falling under the scope of Regulation (EC) No 715/2007 of the European Parliament and of the Council (234), or L. Duni Group leases passenger cars for its sales and operating activity, including combustion, hybrid and electric cars. New lease agreements are made for electric and hybrid cars whenever possible. Within this activity, eligible capex includes new leases, while eligible opex is related to repair and maintenance of leased vehicles.

CCM 7.2. Renovation of existing buildings
This economic activity consists of construction and civil engineering works or preparation thereof, including electrical, plumbing and other installations. During 2024 most of the investments related to this activity were performed in the converting plant in Bramsche. Renovation and repair expenses were incurred in most production facilities and several offices.

CCM 7.3. Installation, maintenance and repair of energy efficiency equipment
This economic activity involves individual renovation measures consisting of installation, maintenance or repair of energy efficiency equipment, including insulation, energy efficient doors and windows, energy efficient light sources, highly efficient heating, ventilation, air-conditioning and water heating systems, low water and energy kitchen and sanitary water fittings. In 2024 there were no major investments in this area. Operating expenses connected with this activity were related mainly to repairs and maintenance of heating, air-conditioning, ventilation, lighting, windows and doors in production plants and sales offices.

CCM 7.5. Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings
This economic activity covers installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings. In 2024 Duni Group has installed an energy use measurement system in the converting plant in Poland.

CCM 7.7. Acquisition and ownership of buildings
This economic activity is related to buying real estate and exercising ownership of that real estate (including leasing). Duni Group owns and leases buildings and offices for its operations and sales activities. The majority of 2024 CapEx connected with this activity is related new and prolonged office lease contracts. Building maintenance expenses were incurred in production sites and regional offices.

Although Duni Group operates in the food packaging industry, activity 1.1 'Manufacture of plastic packaging goods' from the Annex II to the Environmental Delegated Act has not been included in the taxonomy information, because it is applicable only to manufacturers. Duni Group is the distributor of packaging, therefore this taxonomy activity is performed by Duni's suppliers.

It was not possible to fully screen the above CapEx and OpEx activities for Taxonomy-alignment due to difficulties in obtaining conclusive information whether suppliers meet the alignment criteria. This will be further investigated in the upcoming years.

Reporting principles and KPIs

The denominator used to calculate the percentage of Taxonomy-eligible CapEx refers to additions to tangible and intangible assets during the financial year before depreciation and revaluations (including devaluations) and excluding changes in fair value. For this year's investments please see note 21 and 22.

The denominator used to calculate the percentage of Taxonomy-eligible OpEx does not correspond to total operating expenses, but only to expenses associated with the asset's continuous and appropriate functioning which predominantly consist of maintenance, services and repair expenses, as well as of research and development expenses.

For CapEx and OpEx, the numerator in the KPIs consists of investments and expenditure that are associated with business activities described in the previous section.

The following abbreviations have been used in the taxonomy tables:	
CE	Circular Economy
CCM	Climate Change Mitigation
EL	Taxonomy-eligible activity for the relevant objective
N/EL	Taxonomy non-eligible activity for the relevant objective

	Nuclear and fossil gas related activities	
	Nuclear energy related activities	
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2	"The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies."	No
3	"The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades."	No
	Fossil gas related activities	
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

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Proportion of Turnover from products or services associated with Taxonomy-eligible economic activities 2024

Turnover

Financial year 2024	2024			Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')									
Economic activities	Code	Turnover	Proportion of Turnover, 2024	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	Proportion of Taxonomy aligned (A.1) or eligible (A.2) turnover, year 2023	Category enabling activity	Category transitional activity
		SEK m	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover from environmentally sustainable activities (taxonomy-aligned) (A.1)		8	0.1	0	0	0	0	8	0								0		
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	8	0.1	0	0	0	0	8	0								0		
Of which Enabling		8	0.1	0	0	0	0	8	0								0	E	
Of which Transitional		0	0	0													0		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0	0	0	0	0	0	0								0		
A. Turnover of Taxonomy eligible activities (A.1+A.2)		**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**								**0**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities		7,570	99.9																
TOTAL		**7,578**	**100**																

Taxonomy aligned revenue has been generated primarily in Relevo GmbH from the sale of circular product as a service solutions.

Proportion of CapEx from products or services associated with Taxonomy-eligible economic activities 2024

CapEx

Financial year 2024	2024			Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')									
Economic activities	Code	CapEx	Share of CapEx, 2024	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water and marine resources	Pollution	Circular economy	Biodiversity	Minimum safeguards	Proportion of Taxonomy aligned (A.1) or eligible (A.2) CapEx, year 2023	Category enabling activity	Category transitional activity
		SEK m	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0	0	0	0	0	0	0								0		
Of which Enabling		0	0	0	0	0	0	0	0								0	E	
Of which Transitional		0	0	0													0		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Preparation for reuse of end-of-life products and product components	CE 5.3	0	0	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0.5		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	21	8.5	EL	N/EL	N/EL	N/EL	N/EL	N/EL								11.8		
Renovation of existing buildings	CCM 7.2	12	4.9	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1.1		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	0	0	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.6		
Installation, maintenance and repair of charging stations for electric vehicles	CCM 7.4	0	0	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.5		
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5	1	0.4	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0		
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	0	0	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.5		
Acquisition and ownership of buildings	CCM 7.7	25	10.1	EL	N/EL	N/EL	N/EL	N/EL	N/EL								37.6		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		59	23.9	59	0	0	0	0	0								52.6		
A. CapEx of Taxonomy eligible activities (A.1+A.2)		**59**	**23.9**	**59**	**0**	**0**	**0**	**0**	**0**								**52.6**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		188	76,1																
TOTAL		**247**	**100**																

Approximately half of the company's CapEx incurred in 2024 was taxonomy-eligible, mainly in relation to building and car leases as well as renovations of buildings.

DUNI GROUP The Architects of Dining

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Proportion of OpEx from products or services associated with Taxonomy-eligible economic activities 2024

OpEx

Financial year 2024	2024			Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')									
Economic activities	Code	OpEx	Proportion of OpEx, 2024	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	Proportion of Taxonomy aligned (A.1) or eligible (A.2) OpEx, year 2023	Category enabling activity	Category transitional activity
		SEK m	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. ACTIVITIES THAT ARE TAXONOMY-ELIGIBLE																			
A.1. Environmentally sustainable (taxonomy-aligned) activities																			
Operational expenditure for the environmentally sustainable (taxonomy-aligned) activities (A.1)		0	0	0	0	0	0	0	0								0		
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	17	11.1	0	0	0	0	17	0								0		
Of which Enabling		17	11.1	0	0	0	0	17	0								0	E	
Of which Transitional		0	0	0													0		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	1	0.7	N/EL	N/EL	N/EL	EL	N/EL	N/EL								11.4		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	4	2.6	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1.5		
Renovation of existing buildings	CCM 7.2	7	4.6	EL	N/EL	N/EL	N/EL	N/EL	N/EL								6.2		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	5	3.3	EL	N/EL	N/EL	N/EL	N/EL	N/EL								2.1		
Acquisition and ownership of buildings	CCM 7.7	5	3.3	EL	N/EL	N/EL	N/EL	N/EL	N/EL								6.4		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		22	14.4	21	0	0	0	1	0								27.6		
A. OpEx of Taxonomy eligible activities (A.1+A.2)		**22**	**14.4**	**21**	**0**	**0**	**0**	**1**	**0**								**27.6**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities		114	74.5																
TOTAL		**153**	**100**																

Approximately 25% of OpEx (as defined by the Taxonomy Regulation) is eligible or aligned. Taxonomy aligned OpEx (11%) includes research&development cost incurred in relation to circular product as a service solutions in Duni AB and Relevo GmbH. Taxonomy eligible OpEx (14%) is related primarily to the maintenance of buildings and cars.

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Environmental Information

E1 Climate change

Transition plans

E1-1 Transition plan for climate change mitigation

Duni Group understands the importance of mitigating climate change and has defined the main contributors of GHG emissions in the company's own operations and the supply chain. Duni Group has committed to Science Based Targets (SBT), which are designed to ensure that the emission reduction efforts are in line with the latest climate science. This initiative provides a clear and transparent framework for companies to reduce their emissions in a way that supports the 1.5°C target that is in line with the Paris Agreement. Duni Group is not excluded from the EU Paris-aligned Benchmarks. The company has the key components for a climate transition plan in place, which will be formalized during 2025.

Having already achieved near-term scope 1+2 target (see page 50), Duni Group has an ambition to approach scope 1+2 net-zero emissions by 2030. Since the remaining GHG emissions are mainly related to the LPG usage at the paper mill in Sweden, the aim is to find renewable and/or low-carbon alternatives to approach net-zero. Additionally, Duni Group is exploring renewable energy solutions to replace natural gas in its converting factories in Germany.

In order to reduce the emissions in scope 3 (indirect supply chain emissions), Duni Group has been working on a roadmap for 2030 targets during 2024. The primary sources of these emissions are purchased goods and services, where material choices and designs have the most significant impact. One of Duni Group's climate-related key performance indicators (KPIs) involves moving away from virgin fossil plastic in single-use products towards renewable and/or recycled materials, which will help decrease category 1 emissions. This year, Duni Group has developed an internal carbon footprint tool for food packaging products, which will be utilized as a decision-making aid for product changes and updates. This tool not only highlights how material, supplier, or design choices affect category 1 emissions but also category 12 emissions, which relate to the end-of-life emissions of sold goods—another critical category for Duni Group to monitor. Additionally, upstream transport is a significant impact category, where emissions can be reduced by partnering with providers that offer transportation using alternative renewable fuels or electricity as well as looking into efficiency gains in logistics.

Duni Group has not made any long-term investments into high-emission infrastructure therefore preventing locked-in GHG emissions.

Duni Group's approach to aligning its economic activities with the criteria established in Commission Delegated Regulation 2021/2139 is explained in the EU Taxonomy section of the sustainability statement on page 41.

Impacts, risks and opportunities

ESRS 2 SBM-3-E1 Material impacts, risks and opportunities and their interaction with strategy and business model

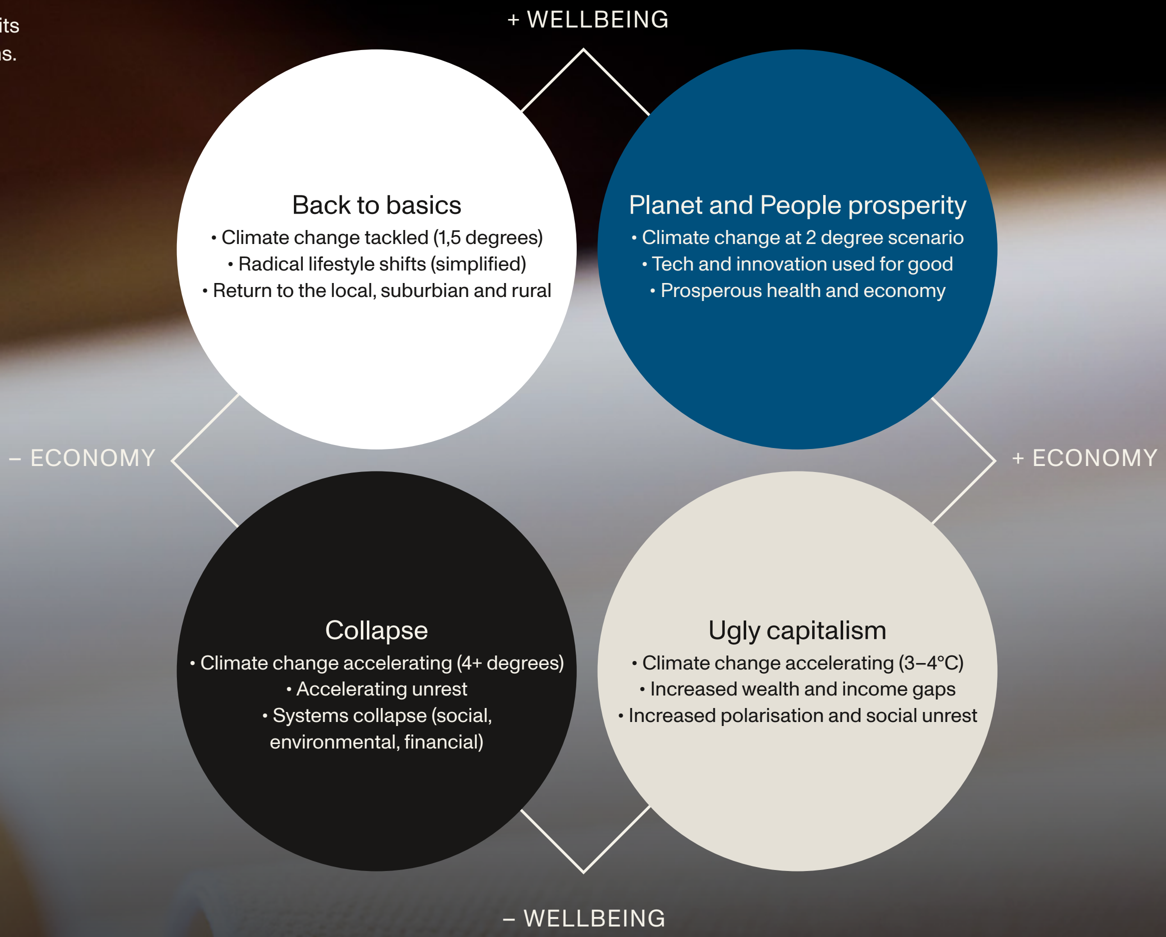
E1 CLIMATE CHANGE Material impacts, risks and opportunities								
ESRS sub-topic	**IRO description**	**IRO type**	**Value chain location*)**			**Time horizon**)**		
			U	**O**	**D**	**S**	**M**	**L**
Climate change mitigation	GHG emissions from production	Actual negative impact	x	x		x	x	x
Energy	Energy consumption	Actual negative impact	x	x		x	x	x
	Increasing energy prices	Transitional financial risk	x	x		x	x	x

*) Value chain location: upstream (U), own operations (O), downstream (D)
**) Time horizon: short-term (S), mid-term (M), long-term (L)

Climate-related impacts, risks and opportunities have been identified considering the nature and size of business operations and their geographical locations. Within own operations and in the supply chain, climate related IROs are concentrated in the manufacturing activities. The whole value chain has been considered in the materiality analysis and no material physical or transitional risk has been excluded.

The world in 2030

Duni Group has used four world development scenarios in its strategic planning that include climate-change assumptions.



Currently the company operates under a scenario where accelerating climate change may exceed the 2°C global warming target when planning mitigation actions and aiming for a net zero impact.

Climate-related risks are reviewed in the routine annual company risk assessment process that provides the input for the double materiality assessment. In the annual risk assessment process, Duni Group has considered risks related to dependence on fossil fuels and raw materials, availability of renewable energy, as well as natural hazards such as forest fires, flooding and windstorms. For more information on the company risk assessment, please refer to page 85.

Climate change resilience
Climate change resilience is the ability to anticipate, prepare for, and respond to risks and disturbances related to climate. Improving climate resilience involves predicting new climate change risks or changes to the existing ones and taking steps to better cope with them in order to become future proof.

Duni Group's ambition is to reduce climate impact for Scopes 1 and 2 as much as possible by 2030. The company uses internationally recognized frameworks and standards such as Science Based Targets and the GHG Protocol to manage its emissions and improve the decision making to reduce them. Duni Group is also the first in its industry to produce quarterly climate reports. Clear key performance indicators (KPIs) have been set in production, and work is also continuously under way to examine and implement various solutions for improving energy efficiency and switching to renewable energy to reduce the dependence on fossil fuels. All these efforts set strong ground for reducing climate impact in line with the planned targets despite some limitations in the availability of renewable energy or fossil-free solutions.

Policies and actions

E1-2 Policies related to climate change mitigation and adaptation

Duni Group's Environmental Policy extensively covers the topic of climate change mitigation and adaptation. To read more about the following in the Environmental Policy see page 93 in the Annual and Sustainability Report.

- Scope
- Management of material impacts, risks, and opportunities
- How Duni Group addresses climate change mitigation, climate change adaptation, energy efficiency, renewable energy deployment, and more
- Who in the organization is accountable
- References to third-party initiatives and initiatives Duni Group respects

E1-3 Actions and resources in relation to climate change policies

Duni Group's climate work in 2024 can be categorized by actions for scope 1+2 and actions for scope 3.

For scope 1+2, energy efficiency improvements were in focus. A new drying system was deployed at Rexcell to improve energy efficiency in tissue production. Additionally, a decision was made to invest in a new logistics facility in Meppen, Germany, that utilizes renewable energy. Duni Group is committed to work towards net-zero for scope 1+2 by 2030, following the approval of the science-based targets. The action plan includes identifying sustainable alternatives to LPG fuel at the Skåpafors paper mill and exploring renewable energy options for the German converting factories, which are the last main remaining sources of emissions for scope 1 and 2. The timeline for achieving net-zero for scope 1 and 2 depends on the availability of alternative bio-based energy sources.

For scope 3, the work continued to reduce virgin fossil plastics for single-use products, which has a direct impact on emissions for purchased goods. The expected outcome of this activity is to reduce indirect supply chain emissions through material choices and product designs. The transition from virgin fossil plastic to renewable and/or recycled materials in single-use products is a key performance indicator, expected to significantly reduce category 1 emissions. scope 3 emission reductions are dependent on supplier engagement and collaboration, with ongoing efforts to improve data quality for more accurate calculations.

Additionally, an internal carbon footprint tool for packaging products has been developed to aid in decision-making, highlighting the impact of material, supplier, or design choices on category 1 and category 12 emissions. Duni Group also aims to reduce upstream transport emissions by partnering with providers using renewable fuels or electricity and seeking logistics efficiency gains.

Duni Group's ability to implement climate actions is dependent on the following:

- limitations in access to financing
- limitations in the availability of required supplies or technology
- extent to which climate investments are allowed and available to meet the target – please see page 47 in the Annual and Sustainability report for more information on this.

As mentioned above, the implementation of the action plan is dependent on resources because they require both significant operational and capital expenditures.

The key activities listed above are intended to be completed within the period between 2025 and 2030. To read about future actions that Duni Group plans to take and the scope of the actions, please read page 50 in the Sustainability Statement of the Annual and Sustainability Report.

Metrics and targets

E1-4 Targets related to climate change mitigation

Duni Group has set targets related to climate change mitigation and GHG emissions reduction that are science-based and compatible with limiting global warming to 1.5°C (approved by the Science Based Targets initiative). The baseline year is 2019 for all the targets because it was the last regular year before the market changes during the pandemic. In addition, all the targets below cover the following Greenhouse Gases (GHGs): CO_2 (carbon dioxoide), CH_4 (methane), N_2O (nitrous oxide), HFCs (hydrofluorocarbons), PFCs (perffluorocarbons), SF_6 (sulfur hexafluoride), and NF_3 (nitrogen trifluoride).

Science Based Target	2019 (baseline)	2024 (actual reduction)	2030 (reduction target)	2050 (reduction target)
Near Term Target Scope 1+2	100	-64%	-57.1%	n/a
Near Term Target Scope 3*	100	-19%	-46.2%	n/a
Net-Zero Target Scope 1+2+3*	100	-28%	n/a	-90%

* Scope 3 excluding Biopak Group

Target 1: SBT Near Term Target (Scope 1+2)*
The method used for calculating the Scope 2 emissions is market-based.

Duni Group has set a near-term target to reduce scope 1 and 2 emissions by 57.1% by 2030, using 2019 as the baseline.

Having achieved the scope 1 and 2 target ahead of schedule, Duni Group continues to strive toward an ambition to get as close as possible to net zero for scopes 1 and 2 by 2030.

Target 2: SBT Near Term Target (scope 3)*
The target for scope 3 is a 46.2% reduction by 2030, using 2019 as the baseline. The work to reach the scope 3 target is currently in progress. During 2024, a project was launched to further refine the scope 3 road-map for 2030. The primary emissions from scope 3 come from category 1: purchased goods and services. Therefore, the focus for emissions reduction is on material choices and design. Additionally, the aim is to engage suppliers, to increase the use of supplier-based data in order to account for their emissions reductions in scope 3 calculations. Material choices for products also impact emissions in category 12, which covers the end-of-life emissions of sold goods. Category 4: upstream transport and distribution is also significant, where emissions reductions will depend on logistics efficiency and fuel choices for transport.

Target 3: SBT Net-Zero Target (scopes 1, 2, and 3)*
The method used for calculating the Scope 2 emissions is market-based.

Duni Group has set a long-term net-zero target to reduce scopes 1,2 and 3 by 90% by 2050 with 2019 as the baseline.

* The target boundary includes land-related emissions and removals from bioenergy feedstocks.

In order to reach net-zero for scopes 1 and 2, Duni Group will tackle the last remaining sources of emissions, biggest of which is the LPG use in Rexcell as well as the natural gas use in the converting units in Bramsche and Wolkenstein.

To reach 90% reduction in scope 3, Duni Group will collaborate closely with its supply chain and customers, with the aim to transform climate action into a shared responsibility. Net-zero target for scope 3 is a big ambition, and in order to reduce the supply chain emissions, innovative solutions like new materials, processes as well as energy efficiency improvements throughout the supply chain are crucial.

Methodology:
Duni Group has implemented the process based on GHG Protocol that includes:

- setting up science-based targets that are approved, measured and communicated
- measuring impact across the value chain
- transparent reporting of results

KPIs related to scope 1 and 2 are tracked and monitored on a quarterly basis for internal purposes and corrective actions are taken as needed. KPIs related to scope 3 are tracked and monitored on an annual basis.

Duni Group began calculating scope 1 and 2 emissions in 2021, and scope 3 emissions in 2022, using 2019 as the baseline year for both. The science-based targets for both near-term and long-term goals were approved by the Science Based Targets Initiative in 2023. Calculations are performed according to the GHG Protocol, using the operational control approach. Category-specific methodologies are detailed on page 31.

Duni Group includes all relevant scope 3 categories in its annual calculations. Upstream and downstream leased assets and franchises are excluded due to no activities. Duni Group strives to primarily use primary activity data for all scope 3 categories; however, minor data gaps are supplemented with reasonable assumptions based on available data. Spend-based data is used for purchased services, parts of business travel, and capital goods.

Duni Group is committed to improving data quality each year, especially for category 1: purchased goods and services. Since 2023, Duni Group has been using an internal carbon footprint calculator for Food Packaging Solutions products to quantify emissions. Additionally, historical emission factors are updated when more accurate and representative data becomes available, and base year recalculations are triggered if updates exceed a 5% threshold.

E1-5 Energy consumption and mix

Energy intensity

Energy intensity per net revenue (MWh/mSEK)	2024	2023	Change (%)
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors	28	29	-4%

Duni Group operates primarily in the Wholesale and Retail Trade sector that is a high climate impact sector according to ESRS. Information about the revenue by sector can be found on page 35.

Energy consumption

Energy consumption and mix (MVh)	2024	2023	Förändring (%)
Fuel consumption from coal and coal products	0	0	0
Fuel consumption from crude oil and petrolium products	5,141	4,809	+ 7%
Fuel consumption from natural gas	11,523	11,834	- 3%
Fuel consumption from other fossil sources	57,047	60,888	- 6%
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	1,311	2,225	- 41%
Total fossil energy consumption	**75,022**	**79,756**	- 6%
Share of fossil sources in total energy consumption (%)	**35%**	**34%**	+ 1%
Consumption from nuclear sources	**77,281**	**0**	+ 100%
Share of consumption from nuclear sources in total energy consumption (%)	**36%**	**0%**	+ 36%
Fuel consumption from renewable sources	43,425	59,746	- 27%
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	18,748	92,353	- 80%
Consumption of self-generated non-fuel renewable energy	415	429	- 3%
Total renewable energy consumption	**62,588**	**152,529**	- 59%
Share of renewable sources in total energy consumption (%)	**29%**	**66%**	- 37%
Total energy consumption	**214,892**	**232,285**	- 7%

Energy consumption includes consumption of fuels and purchased electricity, heat, steam and cooling. It is calculated based on invoices and data from fuel and energy providers.

Due to insufficient supply of wind generated electricity in 2024 from the energy provider, the paper mill in Sweden switched from renewable wind energy to nuclear energy.

The company's year-over-year energy efficiency goal is to reduce energy input per converted or produced ton by 3%.

E1-6 Gross Scope 1, 2, 3 and Total GHG emissions

2024 Climate activities

In 2024, Duni Group made significant strides in its climate activities, with the launch of a verified CO_2 calculator designed to track the carbon footprint of its packaging products. Verified by Carbon Trust and in accordance with ISO 14067, this tool allows Duni Group to gain deeper insights into the emissions associated with its products. By providing accurate and transparent data, it empowers customers to make informed decisions about their environmental impact.

Additionally, Duni Group transitioned to renewable electricity at its converting facility in Thailand, reducing the facility's carbon footprint and aligning with the company's commitment to sustainable energy practices. Furthermore, a new drying system was deployed at Rexcell to improve energy efficiency in tissue production. This advanced system enhances the production process by reducing energy consumption, contributing to the overall sustainability goals of the company.

During 2024, the company began a comprehensive recalculation process to review its scope 3 methodology and emission factor sources. This initiative aimed to align the calculations with the newly introduced carbon footprint tool, ensuring consistency and accuracy in reporting by harmonizing emission sources across different scope 3 categories.

Furthermore, the converting factory Seti d.o.o., where Duni Group acquired a majority ownership, was included in the baseline for Scope 1 and 2 emissions. Seti d.o.o. also obtained renewable electricity certificates for 2024, further supporting the company's commitment to renewable energy. Both Seti d.o.o. and Relevo GmbH, where majority ownership was acquired in 2024, had their scope 1 and 2 emissions included during the year. These facilities will be incorporated into scope 3 reporting in 2025, ensuring comprehensive and transparent emission tracking across all operations.

GHG emissions

		Base year 2019	Previous year 2023	Current year 2024	Change % from 2023
Scope 1 GHG emissions	Gross scope 1 GHG emissions (tCO_2eq)	17,728	16,974	16,051	- 5%
	Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	100%	79%	85%	
Scope 2 GHG emissions	Gross location-based scope 2 GHG emissions (tCO_2eq)	11,347	11,587	12,128	+ 5%
	Gross market-based scope 2 GHG emissions (tCO_2eq)	27,769	837	424	- 49%
	Scope 1+2 GHG emissions (market-based)	45,497	17,812	16,475	- 8%
Significant Scope 3 GHG emissions	Total Gross indirect (Scope 3) GHG emissions (tCO_2eq)	182,551	163,833	147,144	- 10%
	1 Purchased goods and services	119,166	113,544	98,110	-14%
	2 Capital goods	3,046	1,042	1,915	+ 84%
	3 Fuel and energy-related Activities (not included in scope 1 or scope 2)	7,219	5,267	3,310	- 37%
	4 Upstream transportation and distribution	21,632	22,214	22,978	+ 3%
	5 Waste generated in operations	700	718	666	- 7%
	6 Business traveling	628	337	484	+ 44%
	7 Employee commuting	3,381	2,332	2,482	+ 6%
	8 Upstream leased assets	N/A	N/A	N/A	N/A
	9 Downstream transportation	2,858	1,930	1,837	- 5%
	10 Processing of sold products	1,681	817	984	+ 21%
	11 Use of sold products	7,937	4,058	3,671	- 10%
	12 End-of-life treatment of sold products	14,306	11,571	10,703	- 8%
	13 Downstream leased assets	N/A	N/A	N/A	N/A
	14 Franchises	N/A	N/A	N/A	N/A
	15 Investments	0	4	3	- 17%
Total GHG emissions					
	Total GHG emissions (location-based) (tCO_2eq)	211,626	192,394	175,323	- 9%
	Total GHG emissions (market-based) (tCO_2eq)	228,048	181,644	163,619	- 10%

Biopak Group scope 3	2019	2023	2024
Categories 1–7;9;12	29,087	70,815	75,534

GHG intensity

GHG intensity	2024	2023
Total GHG emissions (location-based) per net revenue (tCO_2eq/SEK)	34.1	33.1
Total GHG emissions (market-based) per net revenue (tCO_2eq/SEK)	32.7	31,6
Total GHG emissions (location-based) per net revenue (tCO_2eq/SEK). Excl. BioPak Group.	33.1	32.6
Total GHG emissions (market-based) per net revenue (tCO_2eq/SEK). Excl. BioPak Group.	31.2	30.4

The emissions data will be reviewed during 2025.

Methodology
General
In order to calculate scope 1, 2, and 3 GHG emissions, Duni Group uses mostly average industry data with some additions of supplier-based data. The emission factors are mainly sourced from Ecoinvent with additions from open sources.

Duni Group uses the Position Green GHG tool for calculating scope 1, 2, and 3. However, Duni Group's GHG emission data has not been validated by an external body in 2024.

During 2024, Duni Group experienced significant change to organizational structure through the purchase of the majority of shares in Seti d.o.o. and Relevo GmbH. Both companies were included in scope 1+2 calculations in 2024, according to full-year method recommended by the GHG Protocol, and will be integrated into scope 3 calculations during 2025. As per GHG protocol, the baseline emissions have been recalculated.

Duni Group chose operational control as the reporting boundary to take into account all relevant companies within the group.

Scope 1
At Duni Group, direct GHG emissions are measured from sources that are owned or controlled by the Group. This includes emissions from company-owned vehicles and facilities. Fuel consumption data is used and Duni Group applies specific emission factors for different types of fuel. The significant assumptions include the emission factors for each fuel type and the operational boundaries of the company.

Scope 2
At Duni Group, indirect GHG emissions are measured from the generation of purchased electricity, steam, heating, and cooling that are consumed. The amount of electricity and other energy sources purchased are tracked and appropriate emission factors are used to calculate scope 2. The assumptions made here include the regional grid emission factors and the energy mix of suppliers.

Duni Group purchased EACs (Energy Attribute Certificates) for Duni Thailand in 2024 in order to switch to non-fossil electricity. EACs purchased were for 1,060 MWh of electricity.

Scope 3
Scope 3 includes all other indirect emissions that occur in the value chain, both upstream and downstream. This includes activities such as business travel, waste disposal, and the use of Duni Group products. Calculating scope 3 emissions is more complex and involves collecting data from suppliers and other third parties. Significant assumptions include the accuracy of the data provided by these external sources and the emission factors for various activities.

All relevant GHG emissions (required by the GHG Protocol) are taken into account during scope 3 calculation, whereas they are reported as CO_2 equivalent. All scope 3 categories are taken into account, where there are activities, meaning three categories are not considered (upstream/downstream leased assets, franchises).

The main impact categories for Duni Group are categories 1, 4, 11 and 12, that cover more than 90% of the Scope 3 emissions. All emissions calculations are based on the GHG protocol.

Category 1: Purchased goods and services: Emissions from purchased goods are calculated using the average data methodology, which means that product materials and weights are used to calculate the final emissions. For three smaller convering units (in Thailand, Germany and New Zealand) average category 1 emissions per converted ton is used due to the lack of primary data. The assumptions make up around 0.5% of the entire category 1, however obtaining primary data will be pursued going forward. Food packaging solutions products' emissions for scope 3 are calculated based on the internal CO_2 calculator. Supplier-specific emission factors are used for some raw materials, which makes up 10% of category 1 emissions (excluding BioPak Group).

Category 4: Upstream transport and distribution: Both distance-based method and site-specific method are used to calculate emissions from this category. Category 4 includes all transports from suppliers to company facilities and intercompany transports. It also includes energy usage for warehousing space used for upstream distribution. Transports are calculated based on ton-kilometer of transported products and emission factors are attributed based on type of transport used, e.g., for road transport diesel truck emissions are used. For distribution, Duni Group reached out to distribution partners for energy data that is allocated to storing Duni Group's products. No supplier-specific emission factors are used.

Category 11: Use of sold products: There are three types of sold products that belong to category 11 for Duni Group. These products are LED-candles/lights, sealing machines and regular candles. The first two use electricity over their lifetime and candles have emissions during burning hours. Product specification data and sales data is used to calculate the emissions for category 12.

Category 12: End-of-life treatment of sold products: As Duni Group produces and sells mostly single-use items, the end-of-life (EOL) phase of the products is of high importance. The GHG Protocol waste-type-specific method is used for calculations considering the cut-off methodology.

E1-7 GHG Removals and GHG mitigation projects financed through carbon credits

Carbon credits	Reduction projects	Removal projects	Other projects	Total
Cancelled carbon credits tCO_2e	2,114	0	0	2,114
Share %	100%	0%	0%	100%

In 2024, 2,114 tons of carbon credits were retired on behalf of Duni Group. This offset the remaining emissions for BioDunicel and Bio-Dunisoft products based on Verra's recognized quality standard.

Duni Group is not planning any future carbon credit cancellations, has not made any public claims of GHG neutrality that involve the use of carbon credits, nor conducted any GHG removals and storage activities.

Duni Group has net-zero targets. Duni Group commits to reduce absolute scope 1 and 2 GHG emissions by 90% by 2050 from a 2019 base year*. Duni Group also commits to reducing absolute scope 3 GHG emissions by 90% within the same timeframe.

*The target boundary includes land-related emissions and removals from bioenergy feedstocks.

Duni Group will abide by the SBTi's requirements on beyond value chain mitigation and plans to support climate mitigation outside the value chain in order to neutralize residual emissions at the point of reaching the long-term science-based targets.

E2 Pollution

Impacts, risks and opportunities

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

E2 POLLUTION Material impacts, risks and opportunities								
ESRS subtopic	**IRO description**	**IRO type**	**Value chain location*)**			**Time horizon**)**		
			U	**O**	**D**	**S**	**M**	**L**
Pollution of water	Water pollution from production	Actual negative impact	x	x		x	x	x
Pollution of air, soil and water	Pollution caused by improper waste-handling after end-of-life of products	Potential negative impact			x	x	x	x
Microplastics	Microplastic pollution caused by improper waste-handling after end-of-life of products	Potential negative impact			x	x	x	

*) Value chain location: upstream (U), own operations (O), downstream (D)
**) Time horizon: short-term (S), mid-term (M), long-term (L)

The company has considered the nature and size of operations, product composition and geographical location when assessing material impacts, risks and opportunities related to pollution. Actual negative impacts are concentrated in the production of paper pulp used in Duni Group converting plants, both in its own paper mill (Rexcell) and in the supply chain.

Duni Group acknowledges that its products may cause pollution of air, water and soil as well as microplastic pollution after end-of-life if not handled improperly. However, the company has limited knowledge about the exact scale, locations or the capabilities of waste collection and recycling infrastructure in regions where its products are disposed. Therefore, these impacts have been assessed as potential and will be further investigated in the future.

The negative impacts from plastic pollution are expected to decline over time due to ongoing efforts to phase out plastic content in the company's products.

The company has not conducted consultations with affected communities.

Policies and actions

E2-1 Policies related to pollution

Duni Group does not have a separate pollution policy, but pollution management is covered by the Environmental Policy. The company is committed to minimizing environmental impact from pollution, addressing contamination and securing responsible chemical management in its production operations. Continuous monitoring, reporting and evaluation of environmental performance is part of the manufacturing operations. Duni Group has the ambition to have all manufacturing operations ISO 14001 certified. Currently factories in Germany, Sweden and Poland have ISO 14001 certifications and two factories in Germany have EMAS III environmental management certification.

More information about the Environmental Policy can be found on page 93.

A table with all standards and certificates in in-house manufacturing is on page 32.

E2-2 Actions and resources related to pollution

Each Duni Group manufacturing facility has an action plan in place in order to fulfill the regulatory requirements and environmental certification demands regarding pollution as well as to minimize the emission of pollutants and the related negative impact on the environment.

Currently these actions are focused on own factories where the main actions are related to reducing the usage of chemicals and replacing them with less harmful ones and reducing water consumption in production lines.

Pollution impacts in the value chain are under investigation, however there is an ongoing transition to sourcing products made from biobased, renewable materials, and move away from virgin fossil plastics. The company is phasing out PFAS and quality checks are made on traded goods to make sure that they don't contain harmful substances.

Metrics and targets

E2-3 Targets related to pollution

In preceding years, pollution was not considered a top material sustainability topic under the GRI standards that were the basis for Duni Group sustainability reporting. Therefore, no specific targets have been set so far. However, levels of pollutants and hazardous waste are monitored in production facilities in line with local environmental regulations, permits and certifications.

E2-4 Pollution of air, water and soil

Below tables show the pollution of air and water from own production for pollutants with the annual emission over 1 ton.

Pollution of air (kg)	2024
Nitrogen oxides (NOx/NO_2)	172,000
Carbon monoxide (CO)	18,000
Sulphur oxides (SOx/SO_2)	4,000

Pollution of air is related primarily from combustion of natural gas, fuels and electricity usage, calculated based on pre-defined factors. The reported data comes from production facilities in Germany, Sweden and Poland, where measurement processes are in place, and cover the vast majority of manufacturing operations. In these countries, air emissions data is reported to and verified by regulatory authorities and certification bodies in line with country requirements.

Pollution of water (kg)	2024
Total organic carbon	16,000
Total nitrogen	5,000

Water pollution reported above is generated by the paper mill in Sweden, which uses water from the nearby lake both for cooling and production processes. After use, water is purified in the treatment plant and released back to the lake. There are flow meters that measure water pollution on daily and weekly basis to make sure that the company adheres to the conditions of the environmental permit and to enable systematic work to reduce the pollution. Pollution data is reported to the regulatory authorities on a quarterly basis.

In converting facilities pollution of water is insignificant.

Pollution of soil is considered insignificant for own manufacturing operations and is not measured.

E3 Water and Marine Resources

Impacts, risks and opportunities

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

E3 WATER AND MARINE RESOURCES Material impacts, risks and opportunities								
ESRS subtopic	**IRO description**	**IRO type**	**Value chain location*)**			**Time horizon**)**		
			U	**O**	**D**	**S**	**M**	**L**
Water	Water consumption in production	Actual negative impact	x	x		x	x	x

*) Value chain location: upstream (U), own operations (O), downstream (D)
**) Time horizon: short-term (S), mid-term (M), long-term (L)

The company has considered the nature and size of operations, and their geographical locations, when assessing water-related impacts. Duni Group's impacts are related primarily to fresh water and do not significantly affect marine resources. Water use impacts are particularly relevant for the paper mill in Sweden (Rexcell) and manufacturing of traded packaging goods made of pulp (e.g. bagasse) due to water-intensive technological processes. Within own operations, the paper mill (Rexcell) uses 96% of water in all manufacturing activities.

Duni Group has used Aqueduct Water Risk Atlas from the World Resources institute to identify areas of water stress and water risk in its own operations. The results of this analysis are shown in the table to the right.

Manufacturing sites	**Level of water stress**	**Level of overall water risk**
Paper mill Skapafors Sweden	Low	Low
Converting Bramsche Germany	Medium to high	Low to Medium
Converting Poznan Poland	High	Medium to high
Converting Wolkenstein Germany	Low to medium	Low to medium
Converting Bangkok Thailand	High	High
Converting Kranj Slovenia	Low	Low

Water stress refers to the possibility to meet demand for fresh water, considering aspects such as water availability, quality, accessibility or affordability as well as the capabilities of water supply infrastructure, for a particular geographical location.

Water risk refers to the possibility of an entity experiencing a water-related challenge, considering water stress aspects as well as country-specific regulatory and ESG governance risk.

Although some converting sites are located in areas of medium or high water stress or risk, the probability of disrupting the operations due to water shortage has been assessed as low, but the future development of the potential risk of disturbance in water supply is under observation.

Duni Group currently has limited information about water consumption in the value chain.

Duni Group is aware that recycling of its products after their end of life may also involve large water consumption. However, at this stage, the company has not yet been able to assess its impact in the downstream value chain in a reliable way. This is due to the scarcity of information about the places where its products are disposed, the extent of their recycling, or the capabilities of recycling infrastructure in those areas.

The significance of water-related impacts is expected to increase over time as a result or replacing plastic with paper and natural fiber products whose production and recycling are associated with high water use.

The company has not conducted consultations with affected communities.

Policies and actions

E3-1 Policies related to water and marine resources

Duni Group does not have a separate policy for water and marine resources, but water management is covered by the Environmental Policy. The company is committed to minimizing environmental impact from water use in its production operations. Continuous monitoring, reporting and evaluation of environmental performance including water use is part of the manufacturing operations and is performed in line with local regulatory requirements as well as with ISO 14001 and EMAS III certification mentioned earlier.

Water use is also considered in policies related to responsible material choice and design so that materials with responsible water management are preferred in sourcing activities.

More information about the Environmental Policy can be found on page 93.

Water use impacts are particularly relevant for the tissue manufacturing facility in Sweden (Rexcell) due to high water demand associated with the converting of paper pulp.

E3-2 Actions and resources related to water and marine resources

Each Duni Group manufacturing facility has an action plan in place in order to fulfill the regulatory requirements and environmental certification demands regarding water use and aiming at reducing water demand and consumption.

Metrics and targets

E3-3 Targets related to water and marine resources

In preceding years water use was not considered a top material sustainability topic under the GRI standards that were the basis for Duni Group sustainability reporting. Therefore, no specific targets have been set so far. However, water use is monitored in production facilities in line with local environmental regulations and certifications described above.

E3-4 Water Consumption

The tables below show water use and consumption in own production facilities.

Water use

Total water use in manufacturing (m^3)	2024	2023
Water use	770,138	749,372

Water use is the total amount of water withdrawn from its source and brought into the boundaries of the company. It shows the level of water demand for manufacturing activities and is reported based on water meters readings. 96% of water use occurs in the paper mill in Sweden. Water use data is reported to and verified by regulatory authorities and certification bodies in line with country requirements.

Water consumption

Water consumption (m^3)	Total 2024
Water consumption in areas of water risk, including areas of high water stress	3,083
Water consumption in areas not at water risk	5,868
Total water consumption (m^3)	8,951
Water storage at the beginning of the year	806
Water storage at the end of the year	806
Change in water storage	0

Water consumption is the amount of water drawn into the boundaries of the company and not discharged back to the water environment or an external water treatment plant during the reporting period. Most water is consumed in converting plants for the humidification of production halls and raw material, evaporative cooling systems and other production processes.

In the paper mill, practically all water used in production is discharged back to the environment after purification in the water treatment plant, therefore water consumption is minimal. Some water is reused in production processes, however the amount of reused water is not measured and therefore it has not been reported.

There is no water reuse or recycling in converting plants.

Water consumptions in areas of water risk covers converting facilities in Poland and Thailand that are located in areas of medium or high overall water risk and high water stress.

The reported water storage is maintained primarily in the converting plant in Bramsche, Germany.

Water intensity

Total water consumption intensity (m^3/MSEK)	2024
Water consumption intensity	1.2

Water consumption intensity shows a relationship between the volume of consumed water and the company's scale of activity expressed as sales net revenue.

E4 Biodiversity and Ecosystems

Transition plans

E4-1 Transition plan and consideration of biodiversity and ecosystems in strategy and business model

Duni Group does not currently have a transition plan for biodiversity and ecosystems. However, Duni Group recognizes the critical importance of biodiversity and ecosystems to both the Earth and the organization's operations as a business. As this is the case, the Group has completed a foundational project on Biodiversity to adopt a transition plan that is aligned with the Kunming-Montreal Biodiversity Framework and the EU's Biodiversity Strategy for 2030. The plan is to have Duni Group's Biodiversity strategy in place by the end of 2025.

Impacts, risks and opportunities

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

The company has considered the nature and size of operations, product categories and geographical locations when assessing material impacts, risks and opportunities related to biodiversity.

A large part of Duni Group's products is made of paper pulp based on wood or other natural fibers. Non-wood fibers like bagasse are sourced from monocultures that may have contributed to deforestation. Therefore, deforestation is the main biodiversity related negative impact, concentrated in the supply chain. Managing biodiversity impacts is a new focus for Duni Group, however policies and actions plans have been developed in this area as described below in disclosure E4-2.

In connection with the deforestation impact, Duni Group has identified material financial risks related to the level of compliance with the EU Deforestation regulation and maintaining FSC certifications. Actions have been taken to mitigate these risks as described later in this section.

The company has used the Key Biodiversity Areas Organization's public database as the source of information to determine whether it has operations in or near biodiversity-sensitive areas with the current definition of less than 2 kilometers in distance. Currently there are no such operations in Duni Group.

The company has not identified any material negative impacts regarding land degradation, desertification or soil sealing. No operations have been identified so far that affect threatened species. No scenario analysis has yet been performed to support the identification and assessment of material risks and opportunities over short-, medium- and long-term time horizons. Duni Group recognizes the importance and complexity of this topic, therefore more efforts are planned in the near future to understand the implications of biodiversity for its operations on a deeper level.

Biodiversity-related mitigation measures and actions are described in disclosure E4-3.

E4 BIODIVERSITY AND ECOSYSTEMS
Material impacts, risks and opportunities

ESRS subtopic	IRO description	IRO type	Value chain location*)			Time horizon**)		
			U	O	D	S	M	L
Direct impact drivers of biodiversity loss	Deforestation	Actual negative impact	x			x	x	
	Loss or failure to obtain the FSC certificate	Financial risk	x	x		x	x	
	Non-compliance with the EU Deforestation regulation	Financial risk	x	x		x	x	

*) Value chain location: upstream (U), own operations (O), downstream (D)
**) Time horizon: short-term (S), mid-term (M), long-term (L)

Policies and actions

E4-2 Policies related to biodiversity and ecosystems

Although Duni Group is in the beginning phases of the work on biodiversity and ecosystems, the organization already has policies and directives that touch on the topics to manage the material impacts, risks and opportunities. Both Duni Group's Environmental Policy and Wood Sourcing Directives manage these material impacts, risks and opportunities.

More information on the Environmental Policy can be found in the Policy section of the Annual and Sustainability Report on page 93.

Duni Group's Wood Sourcing Directive outlines the organization's commitment to minimizing biodiversity loss, unacceptable sources of wood, recycled contents, and targets in own production and in the upstream value-chain. In addition to this, the Wood Sourcing Directive references the main material impact in the area of biodiversity and ecosystems that is deforestation, as well as the financial risks of losing the FSC-certificate and non-compliance with international regulations. Duni Group acknowledges in the Directive that the forestry industry can impact communities and people groups both directly and indirectly.

The definition of deforestation and forest degradation that Duni Group implements in this Directive is set out in the EU's Deforestation Regulation (EUDR). As this is the case, Duni Group states that any material that is non-compliant with EUDR is unacceptable material. Therefore, the Wood Sourcing Directive sets high standards on what are acceptable and unacceptable sources of wood. Duni Group's wood-derived materials and products cannot be sourced from illegally harvested forests, from forestry production that breaches internationally recognized principles, standards, or regulations, harvested in violation of traditional and human rights, actors that are supporting armed conflicts/conflicts that threaten national or regional stability, forests in protected areas, conversion from natural forests to plantation or other non-forest use, or forests where genetically modified trees are planted.

E4-3 Actions and resources related to biodiversity and ecosystems

Duni Group conducted a foundational project to better understand the company's impact on the topics of biodiversity and ecosystems. Internal members of Duni Group took part in the project, as well as external stakeholder interviews, from national regulatory bodies in Sweden, WWF, and FSC. This project was a one-time initiative, began in June 2024 and was finalized in August 2024. The subsequent project to create and implement a Biodiversity transition plan is expected to take place in 2025. No biodiversity offsets were used during the action plans, and there were no significant oerating or capital expenditures required for this project.

The expected outcome from the project is to help, guide and provide background information on Duni Group's interfaces with nature and ecosystems for the development of a transition plan. Duni Group reached this outcome by researching the outside-in perspective, the inside-out perspective, and possible ways forward. At this stage of Duni Group's work on biodiversity and ecosystems, indigenous knowledge and nature-based solutions have not been incorporated. However, they will be considered as part of the coming work.

The outside-in perspective included understanding frameworks like Taskforce on Nature-related Financial Disclosures (TNFD) and the Kunming-Montreal Global Biodiversity Framework, as well as benchmarking the set-table and take-away packaging industries. The inside-out perspective included a high-level overview of Duni Group's potential impacts on nature and biodiversity, as well as where biodiversity links to other sustainability initiatives at Duni Group. With the understanding of the status both outside and within Duni Group, the organization has a better understanding of current possibilities and will work in 2025 to decide the way forward in making meaningful changes.

Metrics and targets

E4-4 Targets related to biodiversity and ecosystems

Duni Group has two targets that relate to biodiversity and ecosystems. These targets were developed in 2021 as a result of Duni Group's strategy work to become a Trusted Sustainability Leader. There have been no changes in the methodologies of the two targets since their creation. They are targets that cover certain aspects of biodiversity. These targets relate to biodiversity as the FSC-certificate is evidence of sustainable forestry management. The targets are continuously monitored as they are based on sales data. Therefore, the targets are reviewed every quarter to ensure that the positive trends are continuing.

With the biodiversity foundational project finalized, the company plans to have more targets and objectives in the areas of biodiversity and/or ecosystem protection.

Target name	Base year 2019	Actual 2024	Target 2025
Share of FSC certified products in Dining Solutions (%)	94%	98%	100%
Share of FSC certified products in Food Packaging (%)	37%	82%	75%

The first target that is connected to biodiversity is the percentage of sold products that are FSC-certified by the business area Dining Solutions. The target for 2025 is to increase the FSC-share of sold products to 100%, from the 2019 base year of 94%. By aiming for all Duni Group's products in the business area Dining Solutions to be FSC-certified, the negative impacts from unsustainable forestry practices will be reduced from those supply chains. Business area Dining Solutions is on track at 98% share of FSC certified products in 2024.

The second target that is connected to biodiversity is the percentage of sold products that are FSC-certified by the business area Food Packaging Solutions. The target for 2025 is to increase the FSC-share of sold products to 75%, from the 2019 base year of 37%. By aiming for 75% of products in the business area Food Packaging Solutions to be FSC-certified the negative impacts from unsustainable forestry practices will be reduced from those supply chains. Business area Food Packaging Solutions has surpassed the set target for 2025, with the share of FSC certified products percentage reaching 82% in 2024.

E4-5 Impact metrics related to biodiversity and ecosystems change

Duni Group does not currently have any sites located in or near biodiversity sensitive areas, with the current definition that near is less than 2 kilometers in distance. This definition will be reviewed and revised to fit Duni Group's biodiversity strategy when it is completed.

As mentioned previously, Duni Group plans to develop a biodiversity strategy in 2025, therefore there are no additional metrics that will be disclosed at this time on contributions to direct impact drivers of land-use change or freshwater-use change (see water section of the sustainability statement on page 56-57). When the biodiversity strategy is in place, there will be further communication on metrics, methodologies, assumptions, and assurance of data.

E5 Resource Use and Circular Economy

Impacts, risks and opportunities

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

E4 RESOURCE USE AND CIRCULAR ECONOMY Material impacts, risks and opportunities								
ESRS subtopic	**IRO description**	**IRO type**	**Value chain location*)**			**Time horizon**)**		
			U	**O**	**D**	**S**	**M**	**L**
Resource inflows, including resource use	Using sustainable materials in products	Actual positive impact	x	x		x	x	x
	Using plastic in products	Actual negative impact	x	x		x	x	
	Supplier dependency, especially for biobased binder and bagasse	Financial risk	x			x	x	x
Resource outflows related to products and services	Single use products generate waste	Actual negative impact			x	x	x	x
	Sale of products containing plastic	Actual negative impact			x	x	x	
	Promoting waste-generating consumer behavior	Actual negative impact			x	x	x	
	Strategic direction to reduce waste	Actual positive impact			x	x	x	
	Non-compliance with regulations and restrictions related to product outflows	Financial risk		x		x	x	
	Risk of failure to develop a profitable circular offer	Financial risk		x	x	x	x	
	Sale of circular product as a service solutions	Financial opportunity			x	x	x	x
	Sale of reusable food packaging	Financial opportunity			x	x	x	x
	Sale of sustainable single-use products	Financial opportunity			x	x	x	x
Waste	Waste generated by production	Actual negative impact	x	x		x	x	x

*) Value chain location: upstream (U), own operations (O), downstream (D)
**) Time horizon: short-term (S), mid-term (M), long-term (L)

Duni Group's core business is in the market of single use dining and food packaging products, therefore circularity is central in its sustainability-related impacts, risks and opportunities.

In assessing material IROs in this area, various aspects and challenges have been considered, including, among others:

- Product categories and composition
- Supply and distribution processes
- Customer needs and expectations
- Consumer behavior
- Product end of life considerations
- Regulatory environment

There are numerous impacts, risks and opportunities related to circularity and part of them are inherent to the industry in which Duni Group operates. Some of the IROs may seem contradictory at first, however, these contradictions reflect both difficult challenges and clear needs to shift to a circular business model.

Duni Group recognizes negative impacts stemming from producing and trading single use products and acknowledges how demanding it is to mitigate them. At the same time, there are great business opportunities if Duni Group succeeds in developing a more sustainable product portfolio and in maintaining a profitable offer to sell them. There are many ongoing activities and innovations in this area that show Duni Group's ambition to lead the industry and be a role model in sustainable transition. However, some of these initiatives are subject to a certain level of uncertainty that creates financial risks.

A complex and changing regulatory environment that imposes product restrictions, information requirements as well as new fees and taxes on packaging and single use products may influence financial risks.

Time horizons for circularity-related impacts, risks and opportunities are in many cases hard to predict due to dynamic business circumstances and regulatory environment that involve many uncertainties. They have been assessed according to the company's best knowledge as of now.

Disclosures E5-1 and E5-2 describe key policies, actions and resources, however managing circularity shapes daily work for a large part of the organization.

Policies and actions

E5-1 Policies related to resource use and circular economy

Duni Group's Environmental Policy manages the material impacts, risks and opportunities related to resource use and circular economy. The Environmental Policy addresses resource use and circular economy-related matters with the commitment to reduce the overall material used, especially virgin plastics and other fossil-based materials. Specifically, where possible, Duni Group will:

- Reduce material use with equivalent performance
- Choose materials with low climate impact
- Use recycled materials from responsible, renewable and non-fossil sources
- Ensure fiber-based and other materials are not contributing to deforestation, forest degradation, and are not illegally harvested, traded or processed
- Prefer forest-based material certified according to the Forest Stewardship Council™ standard

To read more about the Environmental Policy's key content, scope, and accountability, please see the Policy section of the Annual and Sustainability report on page 93.

E5-2 Actions and resources related to resource use and circular economy

The key action Duni Group took in 2024 regarding resource use and circular economy was the Circular at Scale Exploration (CASE) project. The CASE project was interdepartmental and spanned across the whole organization, as well as included external stakeholders. The purpose of this project was to redefine what circularity at scale means for Duni Group and Duni Group's entire value chain. Additionally, the project reviewed how to achieve circularity at scale by 2030. The timeline for the project was January to October 2024. The scope of the CASE project was set in two phases.

Phase 1: Define "Circular at Scale", assess current practices and processes from a Group perspective, identify and create tools for the company's circularity journey, and build the context around circularity.

Phase 2: Develop internal and external communication strategy to share and receive feedback on Duni Group's circularity vision.

This project required operating expenditure of approximately 1,3 MSEK. This expenditure includes both internal FTEs and external consulting expenditures. As a result of this project, a Circular Action Team (CAT) has been created and will further the progress the creation of circularity KPIs and support the transition to circularity acting as an interdepartmental bridge.

An additional action Duni Group took in 2024 regarding resource use and circular economy was the increase in ownership of the German-based reuse company Relevo GmbH. Duni Group increased the ownership share from 24.51% to 50.02%. To read more about Relevo's business, please see page 27 in the front section of the Annual and Sustainability Report. To read more about Relevo's connection to transitioning to circular economy, please see page 41-45 in the Taxonomy section of the Annual and Sustainability Report.

Metrics and targets

E5-3 Targets related to resource use and circular economy

Duni Group has set three targets that relate to resource use and circular economy that are measurable, outcome-oriented, and time-bound. Two of these targets are the FSC-linked targets that have been mentioned in the biodiversity and ecosystems section on page 59. The additional target is the 2025 milestone target for reductions in virgin fossil plastics in single-use products.

Target	Base year 2019	Actual 2024	Target 2025
Amount of fossil virgin plastic (index)	100	65	50

The virgin fossil plastic in single-use products reduction target is approached from both a design perspective, considering how Duni Group can reduce the plastic content, as well as exploring alternative materials to plastic. The organization has introduced more fiber-based products and reviewed new collaborations to help achieve the same functionality reduced plastic in the products. Duni Group has also driven innovative work to increase the share of renewable materials within products – for example napkins and table covers. The organization works closely with suppliers to find materials that offer environmental improvements. Duni Group's ability to reach the target is also dependent on the availability of recycled and/or renewable (biobased) plastics. As of 2024, there is still limited availability of these types of plastics.

The target is measured relative to the baseline set in 2019, with the target for 2025 being index 50. The performance of the target in 2024 saw the index decreased to 65 from 71 in 2023.

E5-4 Resource inflows

Duni Group has diverse resource inflows in both business areas. For Dining Solutions the main resource inflows include pulp, tissue, binder, packaging materials as well as inks and dyes.

For Food Packaging Solutions, the main resource inflows are packaging items made from paper, and other fibre materials as well as different plastic materials including biobased or recycled plastics.

Material weights for resource inflows are calculated based on Duni Group's internal database, which follows purchase orders. Duni Group has included the most relevant material inflows. The excluded companies are Paper + Design, Sharp, Duni Thailand and Biopak Group. The company will work to include all subsidiaries during 2025.

Duni has separated material inflows between raw materials used in manufacturing and traded goods. Materials were categorised based on their main material composition, whereas mixed materials include mainly candle holders made of metal, glass, wood and plastic. The separation between biological and technical mixed materials will be reviewed during 2025, currently it has all been classified as technical material. Electronics include LED candles and Duniform machines.

	2024		2024	2023
Material inflows for own manufacturing, in tons**	**Biological**	**Technical**	**Total**	**Total**
Bio-based materials (paper, pulp, tissue)	62,347	0	62,347	65,609
Packaging materials	4,681	866	5,547	6,913
Chemicals	2,141	2,653	4,794	5,279
Binder	3,522	2,424	5,946	7,126
Fossil plastic	0	334	334	115
Percentage of recycled or reused material used (%)	1%	0%	1%	1%
Percentage of recycled or reused secondary packaging material (%)*	Data missing	Data missing	Data missing	Data missing
Material inflows for traded goods, in tons**	**Biological**	**Technical**	**Total**	**Total**
Bio-based materials (paper, fibre)	5,037	0	5,037	5,432
Laminated bio-based materials	676	75	752	634
Plastics	112	6,668	6,780	6,927
Mixed materials	0	21	21	24
Textile	3	77	80	64
Rubber	0	10	10	10
Glass	0	19	19	16
Metal	0	58	58	67
Candles	469	1,256	1,725	2,025
Electronics	0	188	188	74
Secondary and tertiary packaging	1,849	226	2,074	2,116
Percentage of recycled or reused material used (%)	0%	9%	9%	8%
Percentage of recycled or reused secondary packaging material (%)*	Data missing	Data missing	Data missing	Data missing

* Duni Group will be working on understanding the % of recycled fibres in packaging, currently the data is unavailable.
**Excluding Seti, BioPak Group, Paper + Design and Duni Thailand

E5-5 Resource outflows

Product end-of-life and waste management
Most of Duni Group's products are single-use, and it is often difficult to monitor what happens when the end consumer has used them. In addition, legislation (especially in the EU) is increasingly focused on topics such as littering, extended producer responsibility and recyclability. This topic is part of the company's strategy initiative "Becoming Circular at Scale", as waste management solutions such as recycling and reuse can help close the material flow's cycle. It is therefore absolutely crucial that Duni Group addresses the problems and challenges of preventing and collecting waste. This will make it easier for the company to comply with the Packaging and Packaging Waste Regulation (PPWR) from the EU. Duni Group is committed to complying with EPR regulations to ensure sustainable waste management and reduce environmental impact.

In designing products and in selecting raw materials to use, Duni Group uses the waste hierarchy as a guiding principle:

- Prevention: decrease material use, avoid using virgin fossil plastic where possible, and prioritize renewable and recycled materials.
- Reuse: invest in companies engaged in the design and sale of reuse systems and products.
- Recycling: design products to fit with existing collection and recycling systems
- Composting: where infrastructure is available, offer compostable packaging solutions

Duni Group's ambition is that as little as possible of the company's products end up in energy recovery and nothing ends up in landfill.

Resource outflows*

	Product			Packaging		
Material group	**Weight of recyclable content (t)**	**Total weight (t)**	**Rate of recyclable content (%)**	**Weight of recyclable content (t)**	**Total weight (t)**	**Rate of recyclable content (%)**
Renewable material	5,818	89,151	7%	1,664	1,664	100%
Fossil plastic	4,361	5,278	83%	87	87	100%
Recycled plastic	1,518	1,518	100%	31	31	100%
Candles (with holder)	83	1,143	7%	25	25	100%
Metal	508	508	100%	11	11	100%
Biobased plastic	31	120	26%	3	3	100%
Electronics	98	98	100%	4	4	100%
Glass	76	76	100%	2	2	100%
Mixed materials	0	53	0%	1	1	100%
Other	0	24	0%	1	1	100%
Total	**12,493**	**97,969**	**13%**	**1,829**	**1,829**	**100%**

* Excluding Seti, Biopak Group, Paper+Design and Duni Thailand

Product outflows
The main products and materials produced and sold by Duni Group are napkins, table covers as well as food packaging products.

Since most of Duni Group's products are single-use, durability and repairability are not as material to the company as recyclability. In order to report products as recyclable/non-recyclable, they were split into categories based on their main material composition.

- All napkins and table covers are considered non-recyclable due to a lack of a collection system.
- All paper and cardboard products as well as bagasse products are considered recyclable, since paper and cardboard have established collection, sorting, and reprocessing infrastructure around Europe, and bagasse products are certified to be recyclable as paper.
- Most plastics (PE; PP, PET) are considered recyclable as a mono-material, as there are established collection, sorting and reprocessing infrastructures around Europe. Multi-layer plastic, as well as SAN, Tritan and PLA are considered non-recyclable, due to a lack of established infrastructure in the reprocessing phase.
- Mixed materials are products such as candle-holders, displays and other products with several material components, are considered non-recyclable due to difficulty of sorting and reprocessing.
- Other materials include materials such as stone, textile and rubber and are considered currently non-recyclable due to the lack of specific collection systems.

Assumptions were used in the data analysis, due to the lack of standardized definition of recyclability at a European level. Therefore, the recyclability of a product was determined on a main material level, rather than a product level. Duni Group will review the methodology on an annual basis based on updated definitions of recyclability.

Waste*

Waste sent to recovery (tons)	Reuse	Recycling	Other recovery	Total
Hazardous waste	0	5	0	5
Non-hazardous waste	819	5,236	372	6,427
Total waste sent to recovery	819	5,241	372	6,431

Waste sent to disposal (tons)	Incineration	Landfill	Other disposal	Total
Hazardous waste	20	0	1	21
Non-hazardous waste	514	131	169	813
Total waste sent to recovery	534	131	170	835

	Reuse, Recyling, Other		Incineration, Landfill, Other		Total	
Total waste generated (tons)	tons	%	tons	%	tons	%
Hazardous waste	5	18%	21	82%	26	0.36%
Non-hazardous waste	6,427	89%	813	11%	7,240	99.64%
Total waste sent to recovery	6,431	89%	835	11%	7,266	100%

*Excluding Seti

Operational waste
The main waste streams coming from the factories are tissue and paper waste, as well as packaging material waste like cardboard and plastic. More than 70% of the manufacturing waste goes to recycling.

The main materials that are present in the waste are the following:
- tissue
- glued tissue
- paper
- plastic (PE)
- cardboard

The company does not generate radioactive waste in its own operations.

Waste weight data from factories are measured by waste collectors and categorized according to local regulations. Office waste is not taken into account for this reporting, since operational waste covers most of the waste produced by the company.

Social Information

S1 Own Workforce

Impacts, risks and opportunities

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

S1 OWN WORKFORCE **Material impacts, risks and opportunities**								
ESRS subtopic	**IRO description**	**IRO type**	**Value chain location*)**			**Time horizon**)**		
			U	**O**	**D**	**S**	**M**	**L**
Working conditions	High level care for employee well-being	Actual positive impact		x		x	x	x
	Providing major employment opportunities in some production sites	Actual positive impact		x		x	x	x
	Obsolete equipment in own production and logistics affecting health and safety	Potential negative impact		x		x	x	
Equal treatment and opportunities	Recruitment and protection of employees from vulnerable groups	Actual positive impact		x		x	x	x
	Insufficient reward and recognition in some parts of the organization	Financial risk		x		x	x	

*) Value chain location: upstream (U), own operations (O), downstream (D)
**) Time horizon: short-term (S), mid-term (M), long-term (L)

Achieving the company's sustainability goals is only possible through the active engagement and dedication of the employees. Duni Group is committed to creating a diverse and inclusive working environment and to providing fair and decent working conditions for all employees. Careful consideration of employee-related impacts is an important part of the strategic efforts to build a value-based culture where everyone counts and feels that they make a difference.

When assessing impacts, risks and opportunities related to its own workforce, the company has considered all business locations and all categories of employees, including full-time and part-time, temporary and agency workers, trainees and interns. The company has considered various employee-related aspects, including, among others, working conditions, fair treatment, health and safety, recruitment challenges and regulatory environment.

The company has recognized several positive impacts in relation to its workforce. Some of the Duni Group manufacturing sites are located in remote rural areas, therefore they create major employment opportunities for people living in these regions, highly appreciated for good working conditions. Duni Group has a good employer reputation in its locations, owing to the high level of care for the employee well-being and favorable environment for employees from vulnerable groups like migrants, refugees and persons with disabilities.

In 2023 Duni Group participated in Business & Human Rights Accelerator Program and conducted Human Rights Due Diligence (HRDD) in line with Human Rights and Labour Principles of the UN Global Compact. The outcomes of HRDD have been used in the materiality assessment for the year 2024, in addition to the other sources of DMA like stakeholder interviews and company Enterprise Risk Management (ERM). The company has an action plan to follow up on HRDD findings and address topics raised there.

The company has carefully considered health and safety impacts that are particularly inherent in the manufacturing activities. The company is aware of systemic issues regarding obsolete equipment in some parts of production and logistics operations that can potentially expose employees to health and safety hazards. Timely replacement of old equipment is sometimes limited by financing possibilities. However, the company is taking active steps to ensure adequate maintenance and proactive replacement in order to minimize potential negative impacts. The company has a Global Health and Safety Directive, and the manufacturing sites have local policies and procedures to mitigate health & safety hazards and ambition to implement ISO 45001 certification in all manufacturing facilities.

In certain parts of the organization the company has identified risks of losing employees due to insufficient reward and financial recognition in line with market demands. Increased employee turnover heightens financial risks connected with additional recruitment and replacement costs. Duni Group is working on improving its remuneration, bonus and employee benefit guidelines and processes to make sure that it is structured, transparent and in line with market expectations. The company is also implementing a process for registering reasons why employees leave their jobs to get better insights into workforce retention factors.

The company has not identified any significant risk or incidents of forced, compulsory or child labor in its own operations.

Policies

S1-1 Policies related to own workforce

Duni Group has implemented policies, including the Human Rights Policy, the Code of Business Conduct (CoBC), and the Diversity, Equity & Inclusion Directive (DEI). These policies align with internationally recognized frameworks such as the International Labour Organization (ILO) conventions and the UN Guiding Principles on Business and Human Rights. The Human Rights Policy outlines commitments to protect vulnerable groups, ensure fair labor practices, and respect all internationally recognized human rights. The Diversity, Equity & Inclusion Directive promotes equal pay, inclusive recruitment, and anti-discrimination practices. These policies apply to all employees and contractors, addressing issues such as gender equity, workplace safety, and environmental sustainability. The company uses employee engagement tools to monitor compliance and effectiveness, ensuring policies drive meaningful impact.

For more information about the above policies, please refer to page 93-94.

Health and safety
Duni Group adopts a proactive approach to workplace safety, guided by its Global Health & Safety Directive and the Work Environment Directive. These directive encompass risk assessments, employee training, and the use of safety management systems. These efforts aim to mitigate hazards associated with production machinery, physical workloads, and workplace stress, ensuring a safe environment for all employees.

Equal opportunities and anti-discrimination
The Diversity, Equity & Inclusion Directive serves as a cornerstone of Duni Group's commitment to creating a fair and inclusive work environment. This Directive explicitly prohibits discrimination based on personal characteristics such as gender, ethnicity, or disability and others mentioned in the DEI Directive. Regular risk assessments and feedback surveys inform improvements, and targeted initiatives like leadership training enhance workplace diversity and inclusion.

More information about the Diversity, Equity and Inclusion Directive can be found on page 94.

Engaging with own workforce

S1-2 Processes for engaging with own workforce and workers' representatives about impacts

Duni Group actively engages its workforce through structured mechanisms, including employee engagement surveys, regular co-worker dialogues, and focus talks. These channels provide employees with opportunities to share feedback, influencing organizational decision-making. The company prioritizes continuous improvement. Duni Group Management has the operational responsibility for ensuring that the employee engagement takes place, and its results are reflected in decision-making.

The table on page 68 shows the key types of the employee engagement.

Type of employee engagement	Description of employee engagement
Regular Meetings with Workers' Representatives	Engagement with workers' representatives happens on a regular basis, fostering open dialogue on workforce matters and ensuring that employees' voices are included in decision-making processes.
Co-worker Dialogues, Focus Talks, Regular Check-ins and Department Meetings	These occur periodically and are essential for direct communication, gathering feedback, and addressing team-specific issues. They serve as platforms for managers and employees to discuss goals, concerns, development plans and progress.
Continuous Employee Engagement Surveys	Duni Group Employee Engagement Survey is an AI-based, real-time engagement tool for all employees. It provides anonymous insights into leadership quality, employee well-being, engagement, and the overall work environment. The survey includes over 60 questions across 9 scientifically backed categories and allows for continuous monitoring of employee sentiment and workplace dynamics. It also allows for commenting and feedback. This combination of regular meetings, structured discussions, and feedback ensures a comprehensive approach to workforce engagement at various levels and stages.

Engagement outcomes are assessed through structured reviews and employee sentiment analysis. For instance, employee engagement tools tracks leadership quality, work environment satisfaction, and inclusion metrics, enabling targeted improvements.

Duni Group maintains agreements with workers' representatives that emphasize respect for human rights, fair labor practices, and workplace safety. These agreements play an important role in:

- Facilitating open dialogue on workforce issues
- Providing a platform for identifying and addressing systemic challenges related to labor rights and workplace conditions
- Ensuring compliance with international human rights standards, such as the ILO conventions, by incorporating workers' feedback into corporate policies and initiatives

Insights from the above mechanisms influence decisions on workplace safety, training programs, and inclusion initiatives, ensuring alignment with employees' needs and expectations.

Duni Group has not signed a Global Framework Agreement with a global union federation.

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

Employee engagement mechanisms described in disclosure S1-2 provide a platform for employees to raise concerns. Duni Group Employee Engagement Surveys include a possibility to send comments to management that can be anonymized, and to receive immediate feedback from managers on the concerns raised. Outcomes from the engagement process allow for making decisions and planning actions aimed at remediating negative impacts.

Moreover, Duni Group has a whistleblowing procedure (Trumpet), managed by an independent third party (Whitepaper Advisors Sweden AB). The channel enables employees to report misconduct securely, covering areas such as discrimination, harassment, corruption, and workplace safety. Employees can report concerns through Trumpet via web forms, phone, or in-person meetings, with guaranteed confidentiality. Grievances reported through the whistleblowing system are assessed by a whistleblowing committee consisting of senior Board members and executives. For more information about the Whistleblowing Policy refer to page 94.

Employees can also raise concerns by contacting their local People and Culture (P&C) team if they find it more suitable.

New employees are introduced to these processes during onboarding, while current employees receive updates in department meetings and leaders' meetings. Regular announcements and training materials on internal communication portals ensure continuous awareness and reinforce trust in grievance channels.

Actions

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

Key actions to address material impacts, risks and opportunities related to the own workforce include updating relevant policies, providing trainings on and investing in workplace well-being. These measures are integrated into the company's strategic plan to ensure alignment with sustainability goals and "Living the Change" ambition. Each year an action plan for employee-related activities is prepared, and responsibilities are assigned to the relevant individuals and departments.

Actions in 2024

Key actions conducted in 2024 to address employee-related impacts	
Policy updates	Key policies and directives have been revised, including the Whistleblower Policy, Code of Business Conduct, and Human Rights Policy.
Employee trainings	A comprehensive training program has been conducted on topics such as Sustainability, Human Rights, and Leadership (such as Leading Yourself and Others), Conflict Management, Active Listening and Change Management to enhance workforce awareness and skills. Most of them were online training courses that gave employees a possibility to interact and share their knowledge and skills. An e-learning platform has been used for sustainability training.
Work environment monitoring	Duni Group Employee Engagement platform has been implemented in the organization to gain insights into the work environment and improve employee well-being.
Reward and recognition	A comprehensive plan has been developed for salary equity, gender pay gap and remuneration transparency to be in line with the new EU Pay Transparency Directive.
Diversity, equity and inclusion	DEI (Diversity, Equity, and Inclusion) training has been conducted specifically for leaders to foster an inclusive work culture and address potential impacts related to employee diversity and cohesion.
Health & Safety	Annual evacuations drills are conducted. Evaluation of implementing the ISO standard for Health & Safety (ISO45001) in the company's converting operations and paper mill. Smeta audits of four converting sites have been conducted.
Employee onboarding	Global Onboarding process has been initiated as a key tool to ensure that each newcomer has a smooth, structured and standardized onboarding experience.
HCM software	Human capital management software (DuniBase) has been implemented throughout the organization as an important enabler for competence development, performance management and DEI activities.

The actions target all employees, including temporary, agency, trainee, and full-time workers. Each business site is responsible for promoting workforce environment initiatives related to health & safety, diversity, equity & Inclusion (DEI), and employee well-being. "Leading Yourself" training is offered to all employees, while leadership skills and change management trainings are addressed to leaders at different levels to strengthen management capabilities across the organization.

Planned actions
Duni Group's long-term ambition is to be a value-based and purpose-driven organization, known for strong culture and high motivation, with strong and flexible collaboration capabilities to work both in permanent and cross-functional teams focused on sustainability goals and customer needs. To achieve this, mid-term targets and action plans have been developed for realization of the ambition within the next two years:

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Area	Planned Activities
Leadership development	Continuous leadership training program Sustainable leadership program including DEI Mentorship program Inner Development Goals program
Competence improvement	Updated performance development process in DuniBase Upskilling program in Commercial team Standardized global onboarding process
Organizational excellence	Encourage matrix and cross-functional work Implement global travel management system Improve the process and set targets for living wages Promote well-being at work Continuous People Meeting process
Health & safety in manufacturing	Conclude the implementation of the common incidents and accidents reporting system Certify more manufacturing sites according to the ISO standard for health and safety (ISO45001).

The aim of the above activities is to meet Duni Group's aspiration to

- Believe in employees and let them grow
- Have the right competence in the right place
- Have a strong performance development culture
- Lead from situational approach and a growth mindset
- Reward behaviors that lead to the higher purpose as a sustainable value-driven company

Metrics and targets

S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Duni Group has established clear, measurable targets to track progress in managing employee-related impacts, risks and opportunities to reinforce the company's strategic commitment to fostering employee engagement, inclusion, and sustainability. There are four overall targets and several specific targets addressing particular sustainability matters. The targets include:

- **Leadership** – strength of leadership at all levels of the organization perceived by employees,
- **Engagement** – level of employee commitment to achieve the company's goals,
- **Net Promoter Score (eNPS)** - a global index that measures employees' willingness to be ambassadors for the company and recommends it as an employer.

The following targets are used for managing Diversity, Equity and Inclusion (DEI):

- **Inclusion index** – level of inclusiveness of the work environment perceived by employees in several aspects such as fair treatment and decision making, integrating differences, cultivating diversity, psychological safety, trust and sense of belonging,
- **Percentage of female managers** - with the aim to have a balanced gender distribution of managers throughout the Duni Group at all levels including top management,
- **Percentage of managers trained in DEI** – through a dedicated internal training,
- **Percentage of employees who participated in DEI activity** – such as workshops, trainings, lectures, monitoring and similar.

Moreover, the company has specific targets to measure sustainability awareness throughout the organization:

- **Sustainability awareness** – employee awareness of Duni Group's sustainability goals and efforts,
- **Sustainability competence** - percentage of employees who completed an e-learning on Code of Business Conduct.

Duni Group actively tracks the effectiveness of its policies and actions using a combination of quantitative and qualitative measures. Key methods include:

- **Duni Group Employee Engagement Platform:** Tracks real-time employee sentiment through regular surveys and provides data on leadership, inclusion, engagement, ENPS index and sustainability awareness, supported by AI technology. Survey results are expressed on a scale from 1 to 10, except for the ENPS index that is presented on a scale from –100 to +100. For more information about Duni Group Employee Engagement Surveys, please refer to disclosure S1-2.
- **KPI Monitoring:** Performance against defined targets is reviewed monthly to ensure alignment with organizational goals.
- **Policy Impact Reviews:** Annual assessments are conducted to evaluate the effectiveness of policies such as the Diversity, Equity & Inclusion Directive and the Human Rights Policy.

Target are set annually, and the progress is monitored on a monthly, bi-annual or annual basis. Duni Group Employee Engagement performance reports are easy to use for managers and team leaders at all levels, enabling them to address concerns and sentiments as soon as they arise and incorporate them in daily actions.

The table on page 71 shows the performance against targets and information about tracking methodology.

Target name	Actual 2024	Actual 2023	Goal 2024	Goal 2026	Tracking methodology
Leadership	8.0	7.9	8.1	8.5	Monthly surveys with 22 selected questions out of the library of over 60 questions on leadership and engagement. Monthly review of results.
Engagement	7.7	7.6	7.9	8.5	Monthly surveys with 22 selected questions out of the library of over 60 questions on leadership and engagement. Monthly review of results.
eNPS index	18	n/a	16	20	Measured monthly based on the employees' response to the question on how likely they are to recommend working at Duni Group. Monthly review of results.
Inclusion	7.3	7.3	7.5	7.6	Bi-annual inclusion survey including 7 questions. Review of results every 6 months.
% female managers	35%	34%	n/a	40%	Statistics from the HCM system (DuniBase), reviewed annually.
% managers trained in DEI	20%	20%	20%	75%	Training participation statistics, summarized annually.
% employees in DEI activities	20%	20%	n/a	75%	Statistics gathered by the People & Culture team, summarized annually.
Sustainability awareness	7.4	n/a	7.9	8.1	Bi-annual sustainability survey including 6 questions. Review of results every 6 months.
Sustainability competence	41%	45%	n/a	100%	Statistics from the LMS system (DuniBase), reviewed annually.

20% of the managers have been trained in DEI and it is a continued area of focus for the company. Achieving the interim target of 75% by 2026 is critical for maintaining progress toward the ultimate goal of having 100% of managers trained in DEI by 2028. To meet these milestones, the company recognizes the importance of implementing a more structured approach, formalizing the monitoring process, and taking stronger action to encourage manager participation.

In 2024, the targets for Leadership and Engagement were not fully achieved, although performance remained above the benchmark index. A late-year decline, following strong earlier performance, was likely driven by organizational changes and uncertainty.

To address this and sustain positive progress, ongoing efforts will focus on strengthening self-leadership, navigating change, and enhancing feedback and communication through dedicated training programs.

S1-6 Characteristics of the undertaking's employees

Employees by gender

Employees by gender	Number of employees (head count)
Male	1,281
Female	1,262
Total head count at year- end	**2,543**

Employees by country

Employees by country	Number of employees (head count)
Australia	86
Germany	1,053
Netherlands	51
Poland	505
Sweden	366
Thailand	229
UK	53
Other countries	200
Total head count at year-end	**2,543**

Employees by contract type and gender

Employees by contract type	Female	Male	Total
Number of permanent employees	1,176	1,165	2,341
Number of temporary employees	64	103	167
Number of non-guaranteed hours employees	22	13	35
Total head count at year-end	**1,262**	**1,281**	**2,543**
Number of full-time employees	1,021	1,141	2,162
Number of part-time employees	241	140	381
Total head count at year-end	**1,262**	**1,281**	**2,543**

Employees by contract type and region

Employees by contract type	Europe EEA	Europe non-EEA	Asia-Pacific	Middle East / Africa	Total
Number of permanent employees	1,704	301	336	3	2,341
Number of temporary employees	136	28	3	0	167
Number of non-guaranteed hours employees	28	7	0	0	35
Total head count at year-end	**1,868**	**336**	**336**	**3**	**2,543**
Number of full-time employees	1,637	188	334	3	2,162
Number of part-time employees	231	148	2	0	381
Total head count at year-end	**1,868**	**336**	**336**	**3**	**2,543**

Employees turnover

Number of employees who left during the year	Employee turnover (%)
289	11%

Employee characteristics is based on actual data gathered in the company's HCM system and represents the headcount as at 31 December 2024 in accordance with the ESRS definition. The number of employees reported in other parts of the Annual and Sustainability Report amounts to 2,483 and refers to the number of full-time employees at the end of the year.

Employee turnover ratio is calculated by dividing the number of employees who left during the year by the number of employees at year-end.

S1-8 Collective bargaining coverage and social dialogue

	Collective Bargaining Coverage	**Collective Bargaining Coverage**	**Social dialogue**
Coverage Rate	**Employees – EEA (for countries with >50 employees representing >10% total employees)**	**Employees – Non-EEA (estimate for regions with >50 employees representing >10% total employees)**	**Workplace representation (EEA only) (for countries with >50 emplpyees representing >10% total employees)**
0-19%	–	–	–
20-39%	–	–	–
40-59%	–	–	–
60-79%	–	–	–
80-100%	Sweden, Germany	–	Sweden, Germany, Poland

CSRD requires to report collective bargaining and social dialogue information only for companies with more than 50 employees representing at least 10% of total employees, therefore only Sweden, Germany and Poland are included in the above table.

The determination of working conditions and terms of employment for employees not covered by collective bargaining agreements varies depending on the specific entity. In entities where collective bargaining agreements are in place, the terms of such agreements may influence the employment conditions of employees not formally covered, ensuring consistency and alignment with established practices within that entity.

In entities without collective bargaining agreements, working conditions and employment terms are determined based on Duni Group's internal policies, industry standards, and applicable local labor laws. This ensures fairness and compliance while maintaining equitable and competitive employment conditions across all entities within the Duni Group.

Duni Group has collective bargaining agreements in place for certain entities in the EEA. These agreements vary by entity and are designed to align with local labor laws and the specific needs of the workforce. While some entities operate under a single agreement, others may have multiple collective bargaining agreements that cover different groups of employees. In some entities, collective agreements may cover both unionized and non-unionized employees, increasing the coverage rate.

Duni Group has agreements with the (main) trade unions to fulfil the requirements of EU Directive 2009/38/EC.

There are no collective bargaining agreements outside of the EEA.

911 employees (36%) are covered by formal workers' representation mechanisms. This includes representation through trade unions, works councils, or other legally recognized worker bodies.

For 1,472 employees (58%) working conditions and terms of employment are directly governed or influenced by collective bargaining agreements.

The difference between workers' representation (36%) and collective bargaining coverage (58%) indicates that not all employees represented by collective agreements are formally part of a workers' representation structure.

Workers' representation includes employees formally covered by trade unions, works councils, or other recognized bodies, while collective bargaining agreements account for employees whose terms are governed by these agreements. Definitions of workers' representation vary between countries depending on local legislation and practice.

Workers' representation and collective agreement coverage rates are generally higher in the EEA than in other regions due to established legal frameworks and regional labor standards. There are non-documented or informal representation structures in some regions not included in the data reported.

S1-9 Diversity metrics

Top management by gender and age

Board of Directors	Male	Female	Total head count at year-end
Age under 30 years	–	–	–
Age 30-50 years	1	1	2
Age over 50 years	3	3	6
Total	4	4	8
Distribution (%)	50%	50%	100%

Duni Group Management	Male	Female	Total head count at year-end
Age under 30 years	–	–	–
Age 30-50 years	3	–	3
Age over 50 years	3	1	4
Total	6	1	7
Distribution (%)	86%	14%	100%

Top management is defined as the Board of Directors, and executive management consisting of the CEO and his direct reports who are members of the Duni Group Management. From 2025 the Duni Group Management consists of two females and five males.

Distribution of employees by age

Age under 30 years	Age 30-50 years	Age over 50 years	Total head count at year-end
434	1,205	909	2,543
17%	47%	36%	100%

Employee diversity distribution is based on actual data gathered in the company's HCM system and represents the headcount as of 31 December 2024, in accordance with the ESRS definition. The number of employees reported in other parts of the Annual and Sustainability report is 2,483 and refers to the amount of full-time employees at years-end.

S1-10 Adequate wages

All employees in Duni Group are paid adequate wages in line with applicable regulations and benchmarks.

Adequate wage information has been verified based on payroll data from all Duni Group companies, comprising basic wage plus any fixed additional payments that are guaranteed to all employees. The lowest wage for each entity has been compared against the relevant adequate wage benchmark:

- Companies in EEA: Minimum wage or collective agreement levels, as defined by Directive (EU) 2022/2041.
- Companies outside EEA: Wage levels established by legislation, collective agreements, or international norms (e.g., living wage benchmark).

S1-13 Training and skills development metrics

Employees that participated in performance and career development reviews

Employees that participated in regular performance and career development reviews (%)	Female	Male	Total
Blue collar employees	25%	22%	23%
White collar employees	64%	70%	67%
Total employees	47%	41%	44%

Average training hours per employee

Average training hours per employee	Female	Male	Total
Blue collar employees	7	9	8
White collar employees	13	14	13
Total employees	10	11	10

Regular performance and career development reviews are structured discussions between employees and their managers, focusing on performance assessment, goal setting, and career development planning. The number of employees who completed formal performance and career development reviews during the reporting period is tracked by the People & Culture Team. It includes employees who have completed at least one formal performance or career development review during the reporting period.

White collar employees had a much higher participation rate than blue collar employees.

Average training hours are calculated by dividing total recorded training hours by the number of employees in each category.

The practices for conducting reviews and reporting training hours may differ across regions or entities, and the collection of comprehensive data can be challenging.

Actual data has been gathered for companies representing 82% of employees. It is assumed that all eligible employees within each category have access to and are offered performance reviews and training opportunities.

S1-14 Health & safety metrics

Duni Group defines an accident as an injury which leads to an employee not being able to finish their working day. All figures in the table below are for Duni Group employees. Data for non-employees and other value chain workers are not included except for fatalities, of which there were none in 2024.

Health & safety metrics	2024
Percentage of own workers in headcount who are covered by the company's health and safety management system based on legal requirements and/or recognized standards or guidelines	100%
Percentage of own workers who are covered by a health and safety management system which is based on legal requirements and/or recognized standards or guidelines and which has been internally audited and/or audited or certified by an external party	14%
Number of fatalities as a result of work-related injuries and work-related ill health	0
Number of recordable work-related accidents (excluding fatalities)	60
Rate of recordable work-related accidents*	15.84
Number of cases of recordable work-related ill health	0
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	729

* The rate of recordable work-related accidents has been calculated according to ESRS, by dividing the number of registered cases with the total number of hours worked multiplied by 1,000,000.

To calculate the rate of recordable work-related accidents, data on total hours worked has been collected in three different ways depending on the availability of data at the subsidiaries. Most production sites utilize electronic time management systems, while for other sites payroll data or estimations based on days worked during 2024 have been used. When estimating the number of hours worked, assumptions such as annual leave and sick days have been considered.

There were no recorded cases of ill-health or fatalities in 2024.

Currently, only the converting factory in Poznan is ISO45001 certified. Other manufacturing sites have health and safety management systems that are reviewed internally and as part of other external audits, such as Smeta, FSC, ISO9001 and ISO14001 audits. This does not include any regulatory inspections that may be carried out at the manufacturing sites.

S1-15 Work-life balance metrics

Family-related leave metrics	Male	Female	Total
Number of employees entitled to take family-related leave	1,281	1,262	2,543
Percentage of employees entitled to take family-related leave	100%	100%	100%
Number of entitled employees who took family-related leave	64	104	168
Percentage of entitled employees who took family-related leave	5%	8%	7%
Number of employees who returned from parental leave	28	25	53
Retention rate after one year (%)	68%	37%	52%

The data collection and analysis for family-related leave metrics were based on the company's records. The number of employees entitled to take family-related leave was assumed to include all employees. Family-related leave reported above consists primarily of parental leave, while carer's leave is only a small proportion and has been reported for companies where there are systems in place to differentiate it from the sick leave or other types of employee absences.

Some entities did not provide data, and in these cases, it was assumed that no employees within these entities took family-related or parental leave during the reporting period.

The retention rate after one year was calculated as the percentage of employees who remained with the company 12 months after returning from parental leave.

S1-16 Remuneration metrics (pay gap and total remuneration)

Gender pay gap 2024

Average gross hourly earnings, basic salary, SEK Male	Average gross hourly earnings, basic salary, SEK Female	Aggregated gender pay gap
279	230	18%

Gender pay gap is the difference of average pay levels between female and male employees, expressed as percentage of the average pay level of male employees. The basic salary used to calculate this ratio reflects ordinary guaranteed short-term remuneration.

Annual total remuneration ratio

Annual total compensation of the highest paid individual, TSEK	Median annual total compensation for all employees, TSEK	Aggregated total remuneration ratio
7,330	485	15

Annual total remuneration ratio is calculated according to ESRS definition - as the ratio of the highest paid individual's total annual compensation to the median annual total remuneration for all employees (excluding the highest-paid individual). Total annual compensation includes base salary, benefits in cash and in kind as well as the fair value of long term incentives.

Both above metrics have been calculated based on data for 2,348 employees, covering 92% of employees, from the following countries: Australia, Germany, Poland, Slovenia, Sweden, Thailand, Austria, Switzerland, Denmark, Finland, the UK, Hong Kong, Norway, New Zealand and the Netherlands. The data is adjusted for purchasing power differences between countries. This was calculated based on The World Bank Certified online tool pppcalculator.pro.

S1-17 Incidents, complaints and severe human rights impacts

Three (3) complaints were raised using the whistleblowing system, Trumpet. One (1) complaint was identified as being a qualified case where appropriate actions were taken, and the two (2) unqualified cases related to health & safety were handed over to the relevant People & Culture department for further review and actions. More information about the definition of what is a qualified whistleblowing case can be found in the Whistleblowing Policy.

Work-related grievances, incidents and complaints

Work related grievance, incidents and complaints	2024
Total number of incidents of discrimination, including harassment	7
Number of complaints filed through channels for own workers to raise concerns (including grievance mechanisms):	1
Number of complaints filed through channels for own workers to raise concerns (including grievance mechanisms) to the National Contact Points for OECD Multinational Enterprises:	0
Total amount of fines, penalties, and compensation for damages as a result of incidents and complaints	0
Number of incidents of discrimination/harassment under review	1
Number of remediation plans being implemented	2
Number of remediation plans that have been implemented, with results reviewed through routine internal management review processes	5
Number of incidents no longer subject to action	5

Two questions are asked in the employee engagement tool concerning feeling free from harassment, discrimination and bullying. The employee engagement tool is used throughout Duni Group except for the following entities: Paper + Design blue collar workers, Duni Thailand, Seti and BioPak Group. For these subsidiaries, other forms of reporting mechanisms are in place.

For all negative responses in the employee engagement tool, an escalation process is triggered whereby the People & Culture department reaches out to the employee for additional information. At this stage in the process, the employee is still anonymous.

Seven cases have been reported during 2024. All cases have been addressed by the local People & Culture department and corrective actions, such as for example trainings, have been implemented to ensure non-repetition of inappropriate behavior.

Severe human rights impacts and incidents
Duni Group offers several ways for workers to raise concerns in their work environment. Employees can either contact their managers, the local People & Culture manager, workers' council, workers' union or by using the employee engagement tool or the Duni Group whistleblowing channel, Trumpet.

There have been no reported severe human rights incidents connected to the company's workforce in 2024. Severe human rights incidents refer to child labor, forced labor and/or lawsuits concerning human rights violations.

Social audits following the Sedex methodology, Smeta, have been conducted at all converting factories apart from the converting factory in Slovenia (acquired in September 2024) and New Zealand (closed in September 2024). No cases of child or forced labor were identified during these audits and no fines, penalties or damages have been paid in connection with such incidents.

S2 Workers in the value chain

Impacts, risks and opportunities

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

S1 OWN WORKFORCE Material impacts, risks and opportunities								
ESRS subtopic	**IRO description**	**IRO type**	**Value chain location*)**			**Time horizon**)**		
			U	**O**	**D**	**S**	**M**	**L**
Working conditions	Influence on suppliers to improve on working conditions and human rights	Potential positive impact	x			x	x	x
	Exploitation of migrant workers in certain countries	Potential negative impact	x			x	x	x

*) Value chain location: upstream (U), own operations (O), downstream (D)
**) Time horizon: short-term (S), mid-term (M), long-term (L)

Duni Group has considered the nature and location of operations when conducting the double materiality assessment for workers in the value chain. The location has been examined both in terms of geographical and geopolitical circumstances. Based on this, the company has prioritized the evaluation of the supply chain and has not yet analyzed the impacts, risks and opportunities in relation to workers in the downstream value chain. However, the Human Rights Due Diligence (HRDD), which was conducted in 2023, covered both own and value chain workers and has been used in the materiality assessment for the year 2024

All Duni Group suppliers are obliged to observe the Business Partner Code of Conduct that includes expectations and requirements regarding working conditions and human rights. However, insights into the actual situation of workers in the supply chain are limited to the information obtained from suppliers and gathered during supplier audits.

Duni Group has a long-term and close collaboration with some suppliers and therefore has the possibility to regularly discuss the situation of their employees and influence suppliers' decisions in that area. The company is committed and active in conducting dialogues with suppliers about it, but it's hard to assess to what extent supplier's actions are motivated by Duni Group's input. Therefore, this has been recognized as a potential positive impact.

Duni Group is aware of certain shortcomings and cases of nonconformance with working conditions and health & safety requirements for some suppliers that have been described in more detail in disclosure S2-4 below, together with actions to prevent and mitigate them. During the HRDD process, the company has identified exploitation of migrant workers as a risk and takes this aspect in consideration when evaluating suppliers.

Policies

Policies related to value chain workers

S2-1 Policies related to value chain workers

The Business Partner Code of Conduct, General Requirements for Suppliers of Finished Goods and Raw Material, Human Rights Policy and Whistleblowing Policy shape Duni Group's relationship with suppliers and the requirements in relation to their workforce. These policies explicitly address such matters as safety of workers, human trafficking, forced and child labor. All documents apart from the General Requirements are publicly available on the company's external webpage and are also shared with the suppliers prior to code of conduct (BPCoC) audit.

More information about the above policies can be found on page 93.

Engaging with value chain workers

S2-2 Processes for engaging with value chain workers about impacts

The most senior role in Duni Group responsible for engaging with the value chain is the Chief Sustainability and Communications Officer (CSCO). The CSCO is part of Duni Group Management. The operational responsibility has been delegated to the Sustainability Director.

Duni Group has a long-running Code of Conduct (BPCoC) program which includes audits of the company's suppliers according to a set yearly plan. The audit plan is based on, for example, previous company CoC-audit score, previously conducted third party social audits such as Smeta-audits, potential country risks and how strategic the suppliers are for Duni Group. These audits normally include worker interviews without any management presence. However, there is no specific process to engage with vulnerable or potentially marginalized workers, since BPCoC-audit interviewees are selected at random during the factory tour.

The BPCoC-audits are conducted by Duni Group's own internal auditors or for suppliers in Asia, by trusted business partners with long experience with social audits. Concerns raised in the BPCoC-reports are communicated with the suppliers and they are required to provide an action plan on how to remedy the identified non-conformances. Suppliers should also put actions in place, with set deadlines for completion, to ensure non-repetition of the identified non-conformances. How well actions have been implemented at suppliers' sites is checked by desktop reviews and/or follow-up audits based on severity of the findings. For suppliers that have, after several attempts to engage with them not taken any actions to rectify the non-conformances, Duni Group initiates a phase-out process.

The BPCoC-audit results are used as input when updating the Duni Group human rights risk assessment, which is done in accordance with the UN Guiding Principles on Business and Human Rights. During the human rights risk assessment in 2023, working conditions for migrant workers was identified as a salient human rights issue, whereby in 2024 actions were taken to understand the level of migrant workers in the company's own operations and at the tier-1 suppliers.

The human rights risk assessment (HRDD) was not updated in 2024. Instead a review of the 2023 assessment was conducted on how the process and the company's current practices could be improved. The outcome of this project will support the company's continued work to engage with the value chain and improve the human rights due diligence process.

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

Duni Group's Business Partner Code of Conduct and the General Requirements for suppliers state that suppliers must ensure that every employee has the right to raise concerns about potential breaches of the Duni Group's BPCoC through adequate reporting channels without fear of reprisals. Currently, the main form of raising issues for workers in the value chain, is during the worker interviews at BPCoC-audits and through the whistleblower channel.

Duni Group is in general either linked or contributing to negative impact on value chain workers. Several different types of remedies can be utilized, and the type of remedy used will depend on the severity of the negative impact incurred on workers. Duni Group is mainly engaging with value chain workers upstream when performing BPCoC audits. Remedial actions in the form of corrective action plans are required by suppliers if they are found to be in breach of human rights. The company can also offer capacity building to suppliers when they ask for help in understanding the Duni Group requirements. For more information on how the company identifies the negative impact on value chain workers, please see page 78, disclosure S2-2.

Duni Group has a whistleblowing channel, managed by an external provider, that is based on the EU whistleblowing directive and the member states' implementation of said directive. The external provider assesses all incoming reports and categorizes them as either qualified or not qualified cases. All qualified cases are managed by the Whistleblowing Committee according to set procedures.

Depending on the country of the whistleblower, the Duni Group employee whistleblowing channel can also be used by the company's business partners to raise concerns. However, Duni Group is looking into establishing a specific whistleblowing channel for business partners. This work is ongoing and will be implemented in 2025. All relevant suppliers will be required to inform their workers of its existence for reporting misconduct.

Actions

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

Duni Group has taken several steps to address negative impacts and risks to value chain workers. Firstly, in 2023 the Group policy for business partners and general requirements for suppliers was updated. These changes have been communicated to relevant suppliers in 2024, and the company has also engaged with suppliers regarding Sedex membership. Sedex is the preferred platform for Duni Group to risk assess the supply chains. This work will continue in 2025, and the company aims to leverage the tool in the human rights risk assessments.

In 2024, the BPCoC-auditing templates and guidelines for the Duni internal auditors were updated to help auditors better identify potential negative impacts and risks to workers while conducting BPCoC-audits. A new third party audit provider, who can support European operations with factory quality audits in Asia has been engaged. In addition, the comapny continues to collaborate with the Chinese business partner that conducts audits in China and who supports the Chinese suppliers to comply with the Duni Group requirements. As an example, summertime sees high temperatures in forming departments in production of bagasse products and with the Chinese business partner's guidance several of the suppliers have implemented actions to ensure good working conditions for operators..

Duni Group is informed about cases of non-conformance primarily during the BPCoC-audits that cover both labor rights and product safety. In 2024, more than 20 own supplier audits were conducted, where findings ranged from quality and product safety concerns to environmental, health & safety and workers' rights non-conformances. The most severe findings relate to high overtime for workers at certain Asian suppliers, temporary contracts that do not include social insurance for day workers and no update of minimum wage according to local law. No cases of child nor forced labor have been identified in 2024.

In cases where non-conformances are found, an action plan is requested which is reviewed by Duni Group and followed up either by a desktop audit or on-site re-audit. Duni Group has decided to phase out one supplier due to repeated breaches of the Business Partner Code of Conduct and no intention of conforming with the requirements.

The aim of the actions taken in 2024 and the proposed actions for 2025 are intended to increase the insights into the supply chains of the company's products and to close gaps in the human rights risk assessment and help with resource allocation. Ultimately, the goal is to support the suppliers with improving the working conditions for their workers.

The company has allocated financials for next year of an approximate amount of 0.8 MSEK in planned operating expenses for the following activities:
1. Business partners' BPCoC-audits and factory quality checks
2. Sedex-platform
3. Smeta audit of own converting factories

In addition, personnel costs related to monitoring working conditions in the supply chain have been allocated for 2025.

Metrics and targets

S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

As the Duni Group requirements for suppliers were updated in 2023, the company has set a target to get 100% of the strategic suppliers for the European Dining Solutions and Food Packaging Solution business areas to read and sign the Duni Group Business Partner Code of Conduct and the General Requirements for Suppliers of Finished Goods and Raw Material.

The target is monitored by how many of the informed suppliers have signed the documents and the process to get suppliers to read and sign the documents started in the first half of 2024, and by end of 2024 87% of suppliers of Food Packaging Solution and 97% of suppliers of Dining Solution had signed the documents. Certain suppliers have company policies preventing them to sign other companies' CoC documents. In those cases, their own procedures have been reviewed, and when found in line with the Duni Group requirements, they have been accepted. This is the only change in the methodology of acceptable documentation for showing compliance with the company's requirements.

The set target has an indirect effect on the workforce of the suppliers, and they have not been consulted in setting the target. By informing the suppliers of the Duni Group updated requirements, the aim is to improve the working conditions of the workers in the supply chain. How well suppliers follow the requirements will be assessed by conducting on-site audits.

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Governance Information

G1 Business conduct

Impacts, risks and opportunities

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

G1 BUSINESS CONDUCT Material impacts, risks and opportunities								
ESRS subtopic	**IRO description**	**IRO type**	**Value chain location*)**			**Time horizon**)**		
			U	**O**	**D**	**S**	**M**	**L**
Corporate culture	Strategic sustainability leadership position	Actual positive impact	x	x	x	x	x	x
	Partnerships for sustainability	Actual positive impact	x	x	x	x	x	x
	Risk of on-compliance with sustainability legislation	Financial risk		x	x	x	x	x
	Risk of wrong pace of adapting to sustainability requirements	Financial risk		x		x	x	
	Unclear framework for integration of newly acquired companies in the sustainability area	Financial risk		x		x	x	
Corruption and bribery	Risk of corrupt business practices in own operations	Financial risk		x		x	x	x
Management of relationships with suppliers	Procuring goods in countries with poor standards of employee and human rights	Potential negative impact	x			x	x	x
	Risk that suppliers do not meet sustainability standards	Financial risk	x			x	x	x
Protection of whistleblowers	Prevention of misconduct and breach of governance policies	Actual positive impact		x		x	x	x

*) Value chain location: upstream (U), own operations (O), downstream (D)
**) Time horizon: short-term (S), mid-term (M), long-term (L)

A strong governance system is a necessary enabler for effective management of social and environmental matters in order to run a resilient and ethical business.

When assessing governance-related impacts, Duni Group has considered the nature and quality of its business processes and how well they are fit for fulfilling strategic goals and addressing the main challenges in environmental in social areas. The company has also taken into account the complex and dynamic regulatory landscape in the sustainability area.

In its strategy, Duni Group has clearly assumed a leadership position as a trusted sustainability leader, with sustainability embedded in all business activities. The company is working hard to develop a strong value-based culture, as well as high quality policies, processes and organization to support and deliver its strategic objectives. Duni Group is widely recognized as a committed and engaged company in this area and participates in various partnerships for sustainability, including, among others, industry organizations, social partnerships, universities and startups. The company has well-established and effectives policies and routines related to the protection of whistleblowers. Therefore, positive actual governance impacts have been recognized to reflect the company's positive influence on the industry, suppliers and customers, and its whole business ecosystem.

It's often a challenge to find balance between transforming to a more sustainable business, which requires significant investments and expenses, and maintaining profitable business performance that provides sufficient funds to finance these aspirations. The company is aware that it may suffer from financial risks and losses if the transformation is made at a wrong pace, with important activities performed too late or too soon. There are various mechanisms in place to mitigate this risk in decision-making, including a frequent and regular review of key KPIs and using business scenario analyses. The company has also recognized financial risks related to potential non-compliance with increasingly complex and dynamically changing sustainability-related regulations and requirements in different countries and has organized internal processes to monitor and fulfill them. These risks are higher in case of newly acquired companies. Duni Group is aware of the need to improve its processes to ensure swift integration of new subsidiaries so that they operate in line with Duni Group's policies and procedures without delay.

Duni Group is attentive to risks associated with corrupt practices, particularly in commercial and sourcing activities. There are policies and procedures in place to mitigate the risk of corruption. Regular trainings for all employees are conducted to raise employee awareness of this topic and minimize the related risks.

Regarding the governance over the relationships with suppliers, Duni Group is aware of potential negative impacts and risks stemming from sourcing traded goods in countries with poor general standards of employee and human rights. The company is careful in the selection of suppliers and has clear requirements for all suppliers to observe human rights and meet the requirements of the Business Partner Code of Conduct.

Policies

G1-1 Business conduct policies and corporate culture

Duni Group has several policies that manage material impacts risks and opportunities related to business conduct, a more in-depth view of Duni Group's Policy book can be found in the Policy section of the Annual and Sustainability report on page 92-95.

Information on how Duni Group establishes, develops, promotes, and evaluates the corporate culture and the procedures for promptly, independently and objectively investigate business conduct incidents, with the Code of Business Conduct can be found in the Policy Section of the Annual and Sustainability report on page 93-95.

Duni Group acknowledges the fact that some functions have inherently higher risks of corruption due to the nature of their work. The functions that have been identified within the organization to have this higher risk are sales and procurement/sourcing. Duni Group's Anti-Corruption Policy, in addition to the Code of Business Conduct, outlines the procedures for promptly, independently and objectively investigating business conduct incidents. The Anti-Corruption Policy is not currently aligned with the United Nations Convention against Corruption, and there is no current plan to align Duni Group's Anti-Corruption Policy with the UN's Convention against Corruption. However, an alignment with the UN's Convention against Corruption will be reviewed and decided on in 2025. To read more about Duni Group Anti-Corruption Policy, read the Policy Section of the Annual and Sustainability Report on page 94.

To ensure that Duni Group's policies and procedures regarding business conduct and anti-corruption are upheld around the organization, it is important to have a channel and policy to protect whistleblowers. More information on the Whistleblower Policy can be found in the Policy Section of the Annual and Sustainability report on page 94.

In addition to the policies listed above, there are obligatory e-learnings on the Code of Business Conducts, Anti-Corruption, Whistleblowing, and all other key policies for employees accessible via an online learning platform available to all employees. Topics related to business conduct and ethical behavior are also included in the continuous leadership training program.

Managing suppliers

G1-2 Management of relationships with suppliers

The Duni Group's approach to relationship with suppliers is described in several of the company's governing documents such as the Duni Group Code of Business Conduct, Business Partner Code of Conduct, General Requirements for Suppliers and the Modern Slavery and Human Trafficking Directive.

Since the update of these documents in 2023, the company has worked in 2024 on clarifying the requirements for new and existing suppliers and to understand if there are any gaps between the Duni Group requirements and the suppliers' possibility to complying with them. The basis for this work has been the updated Business Partner Code of Conduct and the General Requirements, as well as the request to the suppliers to sign up to Sedex (or a comparative alternative). This work started with the targeted supplier base used for the European business area Dining Solution and Food Packaging Solution.

Suppliers of BioPak Group are required to conduct a social audit by an internationally recognized standard such as Smeta, Amfori BSCI or SA8000 and to perform an environmental management system audit (ISO14001). All new suppliers receive an information pack that contains amongst other Code of Conduct and other supplier requirements and an assessment questionnaire, a scorecard which suppliers must fill out.

Duni Group has also worked on simplifying communication with existing suppliers and has been working on updating the supplier evaluation process as well as the onboarding process for suppliers of traded goods to the Food Packaging Solution business area in Europe. The evaluation results are based on a set of questions such as CoC-audit score, certifications and climate impact. A similar evaluation form is used for business area Dining Solution, that is for own-produced goods, and the plan is to update this process in 2025.

Duni Group aims to have long-lasting partnerships with the company's strategic suppliers and to work alongside them to reach common goals. The European operations of own-produced articles strive to use local suppliers, meaning suppliers located in the same country as the operations, as far as this is possible, provided they can meet the requirements for quality, product safety, occupational health and safety and environment. For business area Food Packaging Solutions in Europe, it is not always possible to use local suppliers due to market constraints and in those cases, the company works to ensure that the non-EU suppliers meet the Duni Group requirements.

Supplier audits
Supplier audits are conducted both by the company's own auditors or by external business partners. Both suppliers of raw materials and suppliers of traded goods are audited with certain frequency based on the country of location and previous audit score. The company mainly audits tier 1 suppliers.

The auditing score is A-F, where the grading is based on the number and the type of findings identified during audits. Suppliers that score C or above are approved, a D score means suppliers are on an observation list and an F-scoring audit results in phase-out unless the supplier takes immediate action to close the critical findings. Three consecutive D scores during BPCoC-audits means the supplier should be phased out. The company's goal is to have long-term partnerships, thereby first focusing on improving the supplier's performance.

In 2024, 25 audits were conducted, where most of them were suppliers of traded goods from Asia. All suppliers that scored B and lower are requested to provide an action plan to close identified gaps. The tables show the cumulative percentage of audited suppliers of goods for resale for Food Packaging Solutions Europe and their audit score.

Audited suppliers of traded goods (based on purchase value)	2024 %
Not audited	14
Audited	86

Audits of Code of Business Conduct, suppliers of traded goods in 2024	Passed % (levels A-C)	Failed\under observation % (level D)
Asia	77	23
Europe	90	10

Suppliers are evaluated on a regular basis, both existing and new suppliers.

The tables below refer to evaluations conducted on new suppliers of traded goods and raw materials for Dining Solutions and Food Packaging Solutions Europe (excl BioPak Group). Evaluation refers to either internal or third-party audits, checklists, or evaluation of supplier documentation such as certificates and the like.

New suppliers of traded goods evaluated	2024 %
New suppliers evaluated in respect of the environment	100%
New suppliers evaluated in respect of social aspects	100%

New suppliers of raw materials evaluated	2024 %
New suppliers evaluated in respect of the environment	100%
New suppliers evaluated in respect of social aspects	100%

Anti-corruption and bribery

G1-3 Prevention and detection of corruption and bribery

Duni Group has procedures in place to prevent, detect, and address allegations/incidents of corruption. For a description of these procedures and a description of the investigating committee, please refer to the Whistleblowing Policy in the Policy section of the Annual and Sustainability Report on page 94.

Any outcomes of corruption issues are reported to the Audit and Sustainability Committee. More information on the responsibilities of the Audit and Sustainability Committee can be found on page 99 of the Annual and Sustainability Report.

How Duni Group communicates the anti-corruption policies and positions, as well as how employees are trained on anti-corruption matters can be found in the Policy Section of the Annual and Sustainability Report on page 94.

Metrics and targets

G1-4 Incidents of corruption or bribery

During 2024, the Duni Group has not identified any relevant incidents pertaining to:

- convictions of violation of anti-corruption and anti-bribery laws or fines in related to them
- confirmed incidents of corruption or bribery
- contracts with business partners terminated or not renewed due to violations related to corruption or bribery
- legal cases regarding corruption or bribery brought against the company and its own workers

As there have been no confirmed incidents, convictions or legal cases, there have been no actions to address breaches of standards. However, Duni Group has taken proactive measures to prevent corruption or bribery through training. To read more about anti-corruption training see the Policy Section of the Annual and Sustainability Report on page 94.

Entity-specific governance metric

EcoVadis score

	Base year 2019	Actual 2024	Goal 2025
EcoVadis score	52	79	Platinum level

Duni Group's EcoVadis score is at the Gold level (top 3%) in 2024, with a target to reach the Platinum level and be in the top 1% in the industry.

EcoVadis' rating methodology assists Duni Group in measuring the sustainability maturity of the organization. EcoVadis has three main pillars to assess this progress: Policies, Actions, and Results. These pillars are evaluated in four different categories: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. EcoVadis assessments are customized for the organization completing based on the industry the organization is in, for example Duni Group is in the "Manufacturer of other articles of paper and paperboard" industry. When Duni Group receives their EcoVadis score, the medal (i.e. Gold or Platinum levels) is also determined.

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Risks and risk management

Duni Group's business is affected by various external factors and is constantly exposed to risks and threats. The business has employees in 23 countries, with production in Sweden, Germany, Poland, Thailand and Slovenia. Each country has unique challenges and risks, with local regulations and laws that must be followed.

Duni Group is striving to become a leading actor in the field of sustainability through proactive risk management. Guided by clear processes, allocation of responsibilities and risk appetite, the Group can successfully manage challenges while simultaneously promoting long-term growth. The Group has established an Enterprise Risk Management process, which serves as a framework for the Group's risk management. The aim is to identify opportunities and limit risks that may have a negative impact on Duni Group's financial and sustainability goals. This is being done by the Company systematically identifying, measuring, managing, monitoring and reporting risks.

Operational risk management, which takes place at all levels of the organization, is based on the Group's Code of Business Conduct and a number of key policies. You can read more about our policies on pages 92–95. These policies are designed to increase risk awareness throughout the organization, among both operational decision-makers and the Board.

During the year, Duni Group worked with the risk process and chose to divide the risks into four risk areas: strategic and external risks, operational risks, sustainability risks and financial risks. Each of the four areas can be linked directly to Duni Group's strategy "to become a trusted sustainability leader".

Strategic and external risks

Strategic and external risks are related to factors that are linked to the external environment and may affect Duni Group's long-term goals and strategy. The general uncertainty associated with the geopolitical risks makes it difficult to maintain an overview of the effects. Risks associated with conflicts in markets where Duni Group operates are evaluated on an ongoing basis, with corrective measures if necessary.

Operational risks

Operational risks are risks that Duni Group should largely control, manage and prevent itself, and which primarily concern processes, assets, compliance and employees. Disruption in factories and logistics can be mitigated and prevented with good maintenance and knowledge. Product safety is an important area where Duni Group has a responsibility towards customers and consumers to ensure that products sold are safe to use. There is also a keen focus on deficiencies in IT systems, as any disruption can seriously harm the Company.

Sustainability risks

Sustainability risks include environmental risks, human rights and corruption. This also includes risks such as not being able to keep up with external requirements regarding material development, reporting or legal requirements. Duni Group operates in many countries and, like many other companies, runs the risk of involvement in corrupt and unethical behavior, fraud, and irregularities primarily in sales, purchasing, and production. A number of measures have been taken to prevent corruption and fraud. Training courses have been held on the Company's Code of Business Conduct, which is supplemented by detailed policy documents, such as our anti-corruption policy with associated e-training. The Group also has an established whistleblower function that employees can use if necessary.

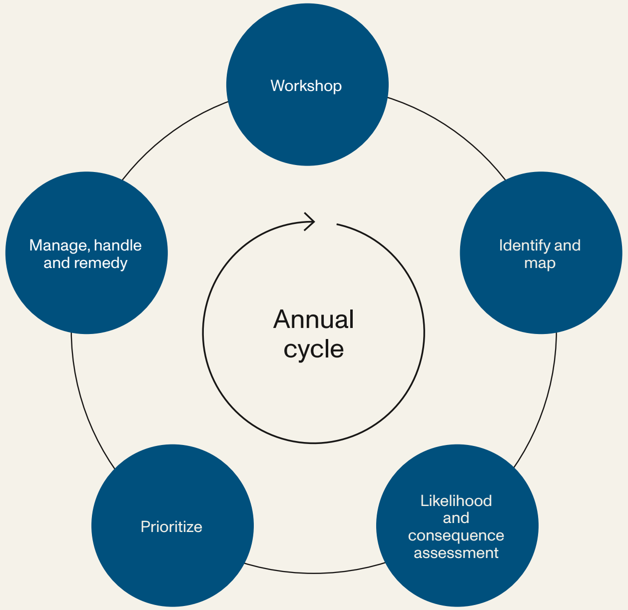
There is more information about the whistleblower policy on page 94

Financial risks

Duni's financial operations are exposed to a number of different financial risks. These can be divided into financing and refinancing risk, liquidity risk, interest rate risk, currency risk and credit risk. Financial risks are managed by the Treasury Policy, which Group Treasury is responsible for managing, monitoring and reporting.

There is more information about Financial risks in Note 33.

The risk management process



Identification and evaluation of risks

The organization works on an ongoing basis to identify and analyze risks and trends. Gross risk (risk before measures) and net risk (risk after measures) are discussed and evaluated with a focus on which control mechanisms are already in place and which measures need to be implemented. The reported risk level is the net risk, which gives a clear picture of the remaining risk status after existing measures have been taken into account.

The risks are assessed based on two perspectives: *likelihood*, how great is the risk of an event occurring, and *impact*, what are the effects if the event occurs.

Management, responsibility and reporting

Enterprise Risk Management (ERM) is part of the Company's strategy work to ensure that risk management is an integrated feature of the business's strategic decisions and long-term planning.

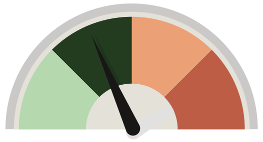
The Board of Directors has the ultimate responsibility for ensuring good and effective risk management through an established Enterprise Risk Management process. The CEO has operational responsibility for governing, managing and monitoring risks and issuing relevant instructions.

Group Finance is responsible for coordinating and consolidating the risks identified and convening additional briefings in the event of major changes. The risks identified are owned by the respective function, which evaluates and implements the necessary measures. The functions are also responsible for reporting the results to appropriate stakeholders.

The Group has a global program that manages insurable risks. These are evaluated annually to ensure adequate insurance cover. As part of preventive work, measures are also taken to reduce these risks. External risk engineers conduct insurance inspections at all of the Group's major production companies. In addition to these annual inspections , there is continuous follow-up in an action program to control and reduce risks.

Each manufacturing unit has a local continuity plan based on a detailed risk and impact analysis. The continuity plans are there to reduce the impact on the production cycle in the event of, for example, a fire or supplier disruption.

The Group's paper production and storage of paper products involve a high fire load. To mitigate and manage this risk, investments are planned as preventive measures at all production facilities. Additionally, a number of other preventive initiatives, such as fire drills, training, maintenance and good order, constitute important measures that ensure good preparedness and correct action.



Risk levels in Duni Group

Low risk: Accepted without additional measures but monitored continuously.

Medium risk: Requires documented measures and is monitored continuously.

High risk: Requires immediate and active measures and regular follow-up.

Extreme risk: Requires immediate and active measures, a mitigation plan and regular follow-up. Priority is given to investments that can address extreme risks.

Risk summary

Duni Group has mapped around 100 risks, which have been consolidated into around 20 risks, which are presented below.

Strategic risks and environmental risks		
Risk level	Description	Management
Regulatory risks	Legal risks are identified throughout the business. These include changes in legislation, violations of legislation within the organization, deficiencies in agreements or legal challenges locally that might have negative legal and/or financial consequences for the Company. Duni Group operates in many countries, and the varying legal requirements between countries can pose a risk.	Prioritization of legal compliance and continuous monitoring of legal changes take place in all of the business's functions and countries. Examples of high-priority areas are legal changes in the use and handling of single-use products, as well as compliance with new legislation such as the Deforestation Regulation (EUDR). Increasing requirements in the area of corporate governance and reporting also place stricter legal requirements on the Company.
Supplier dependency	Duni Group is dependent on external suppliers in order to be able to manufacture, sell and deliver products. Should a key supplier suffer disruption, this could in turn cause disruption in parts of the Group's operations. For the Dining Solutions business area, this dependence relates primarily to the raw materials used in the production of tissue materials. For the Food Packaging Solutions business area, dependence relates to key suppliers in Asia and Europe.	For raw materials, the risk is managed by reducing dependence and spreading the risk where possible. As there are few suppliers of certain input materials, the Company needs to accept some risk and instead work with supplier planning and evaluation of potential impact in continuity plans. In order to manage the risk in connection with the purchasing of products not produced in-house, the Company works with supplier planning and the evaluation of geographical distribution and choice of materials.
Customer dependence	Duni Group sells to the retail sector, e-commerce, end customers and to a large extent through wholesalers. If wholesalers are not successful in their sales, earnings are adversely affected.	Duni Group's ten largest customers account for around 20% of total net sales. Great emphasis is placed on long-term customer relationships and on constantly creating good relationships with new customers. As the customer structure largely consists of wholesalers, behind which a large number of restaurants and hotels are end customers, individual customer dependence on end customers is not significant.
Competition	Duni Group is exposed to competition from other companies in the industry, especially in the German market, where local actors are playing an increasingly prominent role.	Duni Group constantly focuses on reaching out to the market in an attractive way and on meeting the needs of customers and consumers. The innovation department is working to develop the current offering and create sustainable solutions that are in line with changes in demand and legislation. Investments in innovation are necessary for the Company's competitiveness.
External risks	Duni Group is exposed to external risks, the direct cause of which is beyond the Group's control. Examples of this are macroeconomic developments, sanctions, political instability, conflicts, and war. These kinds of external risks create general uncertainty with effects that are difficult to predict.	The external risk this year was assessed as medium, compared with the previous assessment, which was high. The new assessment is primarily due to the new Know Your Business Partner Directive, which was implemented during the year. This directive ensures that processes are in place to identify and evaluate risks among our business partners. During the year, Duni Group continued to monitor developments in Ukraine closely and followed all sanctions imposed. Events in the world around us are monitored, particularly those related to conflicts in the markets in which we operate. Corrective measures are initiated as necessary.

Operational risks		
Risk level	Description	Management
Disruption at production facilities 	The Group's paper mill in Skåpafors supplies our converting units, mainly in Europe, with tissue and airlaid material. Disruption at the paper mill will, depending on the level of damage, also cause disruption at the converting units. In converting, there are risks that could mean that the Company would ultimately experience problems in delivering products to end customers. Disruption in production can be caused by fire, machine breakdown, handling errors, resource shortages, IT breakdown or other kinds of damage.	The Group works actively with preventive measures, not least in terms of fire safety, where training and checks take place on an ongoing basis. Each facility works continuously with the maintenance of plant and machinery, and guarantees good order. The preventive measures are balanced with the insurance cover that exists within the Group. The majority of the production facilities are inspected annually by external risk engineers. Each production facility has a continuity plan that describes not only the impact on the Group in the event of disruption, but also how the Group can best reduce the impact, limit the total downtime and ensure good continuity. There is redundancy between the converting factories, which makes it possible to some extent to move capacity between the factories.
Disruption in the logistics chain 	Disruption in the logistics chain can occur both internally and externally. The risk for the Company is partly to be unable to secure delivery of tissue and airlaid from our paper mill in Skåpafors to the converting units in Europe. There is also a risk regarding the Food Packaging Solutions business area and challenges that may arise with deliveries from Europe and Asia. Ultimately, the Company risks not being able to secure delivery to the end customer.	The Company's logistics department places great emphasis on preventive measures to reduce the impact in the event of an external interruption. Efficient processes are implemented to be able to replace transport providers, and there are currently no dependencies on any one provider. The risk is also mitigated through good and flexible collaboration with logistics partners, which means that the Company can plan and be well prepared. There is also full insight into where the goods are located, which further facilitates and ensures timely deliveries.
Employee risks 	In order to meet set goals, Duni Group is dependent on being able to recruit and retain motivated employees. There is therefore a strong focus on employee risks related to succession, discrimination, occupational health and safety, and skills.	Succession planning is undertaken every year in the management team, to ensure retention of the right competence. To guarantee an organization with healthy employees, there is an annual cycle of employee and focus discussions, skills development, internal training, systematic work with health and safety, etc. The well-being of employees is checked every month through an employee survey. The Group also has an established whistleblower function that employees can use if necessary. Duni Group focuses on having an attractive corporate culture with clear values and a balance between private life and work to make the Company known as an attractive employer.
Product safety 	Requirements related to product safety are particularly strict for products that come into contact with food. In addition, legal changes related to the Group's product range occur at a rapid pace, at both local and global levels. If we do not succeed in keeping up to date with these requirements, there is a risk that trust in our brands will diminish.	Within the Group, product safety is ensured in connection with in-house production and converting, as well as in relation to products purchased externally. The Company tests the products together with external experts and trains suppliers to produce using materials that meet the requirements.
IT (information and security) 	Disruptions to critical IT systems can seriously affect operations in different ways. Cyber risks such as ransomware, phishing, information leakage, and other forms of online fraud are an increasing threat that requires great vigilance.	In order to minimize external threats and their impact, the Group invests continuously in appropriate technology. We monitor developments in this area closely, in order to best protect critical information and ensure stable IT operations. During the year, ongoing internal training courses were held in the Group in order to increase the level of general risk awareness in the organization.

Sustainability risks*		
Risk level	Description	Management
Environmental impact	Duni Group's operations involve the consumption of natural resources and greenhouse gas emissions that can result in a negative environmental impact. Risks such as emissions to nature, impacts on biodiversity, noise, and depletion of natural resources can thus affect how our operations can be conducted.	Duni Group's production units in Europe are environmentally certified and regular environmental inspections are conducted to identify any negative environmental effects that our operations give rise to. Emission controls, environmental goals (such as reducing the use of virgin fossil plastics) and the implementation of other measures to reduce our environmental impact are implemented in all parts of the business.
Climate change	Duni Group has set science-based targets for 2030 and 2050, which cover Scopes 1, 2 and 3. Limited access to, and price increases in, renewable or fossil-free energy alternatives as well as product materials can make the Company's transition to low-carbon production more difficult. There is also a risk that Duni Group itself is affected by climate change and fails to make relevant adjustments.	Duni Group collects and reports data quarterly for Scope 1 and 2, and annually for Scope 3. Science-based targets have been set for 2030 and 2050 covering Scopes 1, 2 and 3. For Scopes 1 and 2, the target is to achieve close to zero emissions by 2030. Key performance indicators (KPIs) are in place to drive energy efficiency improvements in production, and the Company is investigating alternatives for switching to fossil-free fuels at our production facilities. Duni Group is working to develop a roadmap for 2030 for Scope 3, which includes collaborations with suppliers on their energy choices in production and the transition to renewable materials. A product carbon footprint tool has been developed to help customers make product choices based on carbon performance. Duni Group has begun to investigate the inherent potential impact of climate change on the Group, and what adaptations may be needed. This is being done from two perspectives: our own operations and within the supply chain.
Corruption	Corruption poses a threat to sustainable economic and social development around the world, and to varying degrees it exists globally. Duni Group operates in many countries and, like many other companies, runs the risk of involvement in corrupt and unethical behavior, fraud, and irregularities in sales, purchasing, and production.	Duni Group holds internal training courses in the Company's Code of Business Conduct. These are supplemented by detailed policy documents, such as our anti-corruption policy with associated e-training. All of the Group's employees, Board members, executives, incl. Group Management, suppliers and business partners undertake to comply with these policies. The Group strives for a business-ethical approach throughout its value chain.
Human rights	Human rights must be respected, both internally within the Company and externally throughout the value chain. Some of Duni Group's products are produced in or purchased from countries where transparency concerning human rights is limited. This can mean that risks of, for example, slavery, child labor, discrimination, or unsafe workplaces are not detected in time and workers in our value chain are mistreated.	Duni Group's codes of conduct and supplementary policy documents apply to all employees, Board members, executives (incl. Group Management), suppliers and business partners. Compliance in the supply chain is followed up through audits. In 2024, the Group evaluated the Company's analysis of risks of human rights violations and conducted a gap analysis for the implementation of the Corporate Sustainability Due Diligence Directive (CSDDD). The results of this work will be taken into account in ongoing work to ensure that human rights are respected in the Company's operations.
Certifications	Duni Group has a number of sustainability-related certifications, such as the Forest Stewardship Council® (FSC®) and OK Compost. Risk factors, such as changing one of these criteria, or the value chain not complying with the requirements, can contribute to a possible loss of the certifications.	Duni Group works actively to develop management systems to maintain the Group's certifications. It is extremely important to have good internal control and to work actively on auditing both our own operations and the entire value chain. A number of policies have been updated and developed to govern the annual audit work. The Company also works closely and proactively with external experts in the various areas, in order to stay one step ahead.

*Duni Group has conducted a double materiality analysis, in which sustainability risks were assessed, see page 37.

Financial risks		
Risk level	Description	Management
Risk of errors in financial reporting	There is a risk of errors in financial reporting, partly through handling errors, system errors, a lack of resources or other factors. These risk factors are analyzed and assessed on an ongoing basis.	There are a number of mitigating measures to manage the risk of errors in financial reporting, including efficient procedures, internal control, a systematic approach, clear reporting schedules, a broad controller function, continuous system backups, and system priority at IT.
Currency risk	Duni Group operates internationally and is exposed to currency risks which arise from various currency exposures. Transaction exposure arises through purchases and sales in a currency other than the functional currency. Translation exposure arises when the subsidiaries' balance sheets and income statements are translated into SEK. If SEK is strengthened by 10%, we will have a negative impact on operating income of approximately SEK 80 million.	Duni Group manages currency exposure through the Company's financial policy, which has been adopted by the Board of Directors. Currency exposure is divided into transaction exposure and translation exposure, and by concentrating the exposure to a few Group companies, the effect of transaction exposure is reduced. We have good internal processes to minimize currency risk, but its impact is also driven by external factors that are difficult for us to control.
Capital risk	Capital risk comprises refinancing and liquidity risks. These risks arise if the Company cannot meet payment obligations due to a liquidity shortage or difficulties in obtaining credit from external sources.	Capital risk is managed by the financial policy, in which Group Treasury ensures that there is sufficient liquidity by means of available financing through agreed credit facilities. Continuous work is carried out on liquidity forecasts in both the short and long term, as well as various activities related to cash flow, inventories, etc.
Interest rate risk	There is an interest rate risk within Duni Group. Exposure arises due to movements in the interest rate market when all borrowing is at variable rates.	In order to manage interest rate risk and protect the Group's interest expenses against abnormal levels, as all borrowing is at variable interest rates, primarily in EURIBOR, part of the interest rate risk is hedged at fixed interest rates through interest rate swaps. These are solely for financially hedging risks, not speculative purposes.
Credit risk	Credit risk is when the counterparty is unable to repay the amount owed or if the counterparty is unable to fulfill its contractual obligations. A credit loss can arise and can result in a negative impact on Duni Group's financial results.	The credit risk associated with accounts receivable is managed by such means as external credit checks on customers. During the year, bad debt losses did not deviate significantly from normal. There is, however, constant uncertainty in the market, which is followed up and handled in accordance with a set regulatory framework.
Taxes	Duni Group works actively to ensure compliance with laws related to areas including tax issues. If, for any reason, the Company does not comply with local tax laws or regulations imposed by the OECD, this may have negative consequences for the Group.	The Company's finance manual describes the basic approach and management of tax issues. External experts are also used continuously to best interpret and assess tax-related issues.

Policies and directives

Policies and directives provide a base for business ethics.

In 2024, Duni Group continued the work to spread awareness and understanding of the Group's policies and directives within the organization. Continuous education helps employees to act in line with Duni Group´s goals, core values and for the company to become a trusted sustainability leader.

Continuous updates

To disseminate the information and make it more accessible, Duni Group has an updated Policy Book available to all Duni Group employees. The collection is reviewed and updated at least once a year. The policies have been published on the Group's intranet, and selected policies and directives are published on the Group's website. All policies have been approved by the Board of Directors and the collection of policies also includes directives which are approved by the CEO of Duni Group.

This updated knowledge bank will help managers and employees to act in accordance with Duni Group´s values and sustainability initiative, Living the Change (see page 68). The policies also give a clearer profile relating to the market. Transparency is becoming increasingly important when companies communicate and report on their sustainability work, for stakeholders such as investors and banks.

Duni Group introduced some new directive in 2024 one of them was the Know Your Business Partner Directive.

Educating the organization

The primary goal of the policy work is to ensure that it is simple and straightforward for employees to act ethically and responsibly. Duni Group are committed to taking all necessary measures to prevent unethical behavior across the organization and in all business relationships.

As an element of educating the organization on critical areas, extensive work was also done during 2024 to create e-learnings linked to primary policies and directives. They include new virtual training on the Diversity, Equity and Inclusion Directive and Conflicts of Interest Directive. In addition to this, the five-part course on the Group's sustainability strategy has been made available to the Board of Directors.

As part of the onboarding process at Duni Group, all new employees are required to familiarize themselves with and complete training on relevant policies. This ensures that every team member starts their journey with a clear understanding of the company's standards and values.

Highlighted Policies within Duni Group

Environmental Policy

The Board of Directors approves the Environmental Policy and the Duni Group's CEO is responsible for its implementation.

The scope of the Environmental policy is to outline how Duni Group works on the following topics in the upstream value-chain, own operations and down-stream value-chain: company acquisitions, responsible material choice & product design, suppliers, logistics, manufacturing, product end-of-life, and business travel & commuting. The environmental policy also includes Duni Group's sustainability initiatives and targets such as targets for Scope 1, 2, and 3 reductions, reductions in virgin fossil plastic use, and increasing Duni Group's EcoVadis score.

Duni Group's commits to respecting the international standards of the UN Global Compact's Ten Principles and the Paris Agreement in the Environmental Policy. Duni Group also has science-based targets accepted by the Science-Based Target Initiative that are outlined in the Environmental Policy. In addition to this, Duni Group has four manufacturing operational sites ISO 14001 certified and has ambitions for all manufacturing operational sites to be ISO 14001 certified.

The Environmental Policy enables Duni Group to avoid, mitigate and/or handle negative impacts on pollution by creating more awareness around pollution through outlining that employees are continuously trained on sustainability topics. The policy outlines that Duni Group will perform a double materiality assessment with input of the environmental risk assessment done annually.

The Environmental Policy addresses the transition away from virgin-fossil material by listing different avenues to reducing virgin-fossil and overall resource use in product design. In addition to material choice, the Environmental Policy outlines that Duni Group should minimize waste as far as possible, while also developing reuse solutions and systems to reduce dependencies on single-use products.

The Environmental Policy is central for operations and the Group´s goal of becoming a trusted leader in sustainability. This policy is reviewed and updated annually to ensure continuous improvement and progress as an organization and to be aligned with upcoming legal regulatory changes.

Code of Business Conduct (CoBC) and Business Partner Code of Conduct (BPCoC)

The scope of the Code of Business Conduct (CoBC) is to outline how Duni Group conducts business in terms of employees, financial decisions and interactions with society. The CoBC provides the framework to put Duni Group´s values into action and outlines the foundations of how the Group shall conduct business ethically both internally and when in contact with business relations and other stakeholders.

The following topics are covered in the CoBC:

- Legal Compliance and Conduct of Fair business
- Human Rights and Fair Employment
- Environmental Standards
- Privacy
- Reporting Culture and Whistleblowing
- Implementation and Review
- Failure to Compliance and No Retaliation

The CoBC touches on many topics, and this supplemented by additional policies and directives that go into deeper detail. As the CoBC sets the minimum requirements on how employees operate at Duni Group, it sets a clear line between what is acceptable and unacceptable conduct.

The scope of the Business Partner Code of Conduct (BPCoC) is to outline how Duni Group requires business partners to conduct business in terms of their employees, financial decisions and interactions with society. The BPCoC outlines the minimum requirements that apply for all business relationships between Duni Group and Business Partners.

The following topics are covered in the BPCoC:

- Compliance with Laws
- Trade Compliance
- Human and Labor Rights
- Fair Competition
- Anti-Corruption
- Conflicts of Interest
- Monitoring and Enforcement
- Sustainability
- Implementation and Review

Additional requirements for suppliers are detailed in the General Requirements for Suppliers of Finished Goods and Raw Materials.

Duni Group's BPCoC includes provisions addressing worker safety, child labor, and the use of forced labor, all of which align with the International Labor Organization's (ILO's) eight core conventions.

The BPCoC serves as a key mechanism for Duni Group to communicate corruption and bribery to relevant stakeholders. Signing and understanding this policy are critical steps in the supplier onboarding process, and in maintaining strong, ethical relationships with existing suppliers.

Duni Group's BPCoC is aligned with the UN Global Compact's ten principles, the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the International Labor Organization Conventions.

To read more about Duni Group's work in the value chain, please read page 12-13 of the Annual and Sustainability Report.

Whistleblowing Policy

Duni Group's Whistleblowing Policy sets procedures to detect and address allegations or incidents of corruption and bribery. Through Duni Group's Whistleblowing Channel, Trumpet, employees are empowered to report misconduct such as, corruption, bribery, consumer and environmental protection, product safety, public health, harassment or discrimination.

Trumpet is a third party system and is managed in collaboration with Duni Group's Whistleblower Committee. Both parties are held to strict confidentiality and handle reports with respect care and due consideration of the integrity of all persons involved. An alternative Whistleblowing Committee will be created in the event that a member of the original committee is involved in a report.

Duni Group considers Trumpet to be an important channel that should be used in appropriate situations. Empowering employees to use their voice when they see or know of misconduct is the only way to ensure a safe and healthy work environment. In addition to this, the dedication to protecting qualified whistleblowers is an important aspect of Duni Group's Whistleblowing Policy.

With the creation of a Whistleblowing Policy E-learning in 2023 and its addition to the on-boarding requirements, every Duni Group employee should be aware of how and when to create a report.

Anti-Corruption Policy

In addition to communicating corruption and bribery related policies in the CoBC and BPCoC, Duni Group's Anti-Corruption Policy is also made publicly available on the corporate website dunigroup.com.

The scope of the Anti-Corruption Policy is to set zero tolerance to all forms of corruption throughout the organization, to ensure that the Group conducts business in a professional manner and upholds high ethical standards. The policy requires all employees and directors of Duni AB and its subsidiaries, including temporary employees, contract employees and agency personnel, to conduct themselves in accordance with this policy and the same is expected from all Duni Group's Business Partners.

The training on anti-corruption and anti-bribery consists of an e-learning with the following sections: Defining corruption, expectations of how Duni Group employees conduct themselves, a list of actions that should and should not be done, how to raise concerns (through the Whistleblowing Channel, Trumpet), and consequences of non-compliance. In 2024, Duni Group conducted in person training sessions with departments that are at a higher risk of corruption due to the nature of their position (sales and sourcing) on topics like Know Your Business partner and Anti-Money Laundering.

Human Rights Policy

Duni Group's Human Rights Policy commits to respecting all internationally recognized human rights, including those outlined in the International Bill of Rights and the International Labor Organization's (ILO) core conventions. These commitments are expected in all of Duni Group's business relationships throughout the value chain.

The scope of Duni Group's Human Rights Policy is applied to all employees and directors of the Group, including temporary employees, migrant workers, contract employees and agency personnel working on the premises or under the direction of the Group.

In the policy, Duni Group outlines the company's approach to Human Rights with the following sections:

Identifying potential and actual adverse impacts, engaging with stakeholders, and tracking & communicating. In addition to these sections, there is a clear guideline to how Duni Group addresses identified risks and impacts that contribute to adverse human rights impacts.

Duni Group is committed to being open about risks, efforts, challenges, and progress surrounding Human Rights, not only in Duni Group´s official reporting, but also in dialogues with stakeholders and informal communication channels like social media or the website.

Diversity, Equity and Inclusion Directive (DEI)

Diversity, Equity and Inclusion are central pillars to the culture at Duni Group. The diverse backgrounds within Duni Group at all levels are what allows growth as individuals, teams and as an organization. Diversity, equity and inclusion shall be considered in:

- working conditions,
- salaries and benefits,
- combining employment and parenthood
- recruitment and promotion,
- skills development,

The scope of the Directive is to prevent harassment or discrimination against anyone involved and/or have any relationship with Duni Group. Additionally, the directive sets out how Duni Group will increase diversity, equity and inclusion throughout the Group. Both objectives are clearly reflected in this brief overview, covering governance, compliance and ethics.

As such, Duni Group does not tolerate any form of discrimination based on the following characteristics (also included in the Code of Business Conduct):

Ethnicity, social or national origin, gender, sexual orientation, marital status, pregnancy, health, birth, parental or other status, religion, property, political or other opinion, nationality, skin color, race, disability, age, union membership or other reasons relating to personal characteristics.

The commitments related to inclusion or positive action for people from groups at particular risk of vulnerability are to the principles of equal opportunities (regardless of gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, age or other characteristics), to provide a work environment free of unlawful discrimination (including verbal, physical and visual harassment), supporting a diverse workforce at all levels, to ensure equal rights for all employees, and to value work on equality and diversity so that it is noticed, encouraged, integrated and followed in daily work.

Policy Book – overview

Duni Group's policies

General
- Code of Business Conduct[E]
- Business Partner Code of Conduct

Environment
- Environmental Policy[E]

Social sustainability
- Human Rights Policy[E]
- Whistleblower Policy[E]

Corporate Governance*
- Working Procedures for the Board of Directors
- Instruction for the Compensation Committee
- Audit Committee Charter
- Financial Policy
- Communications and IR Policy
- Insider Policy
- Anti-Corruption Policy[E]
- Anti-Money Laundering Policy
- Trade Sanctions Policy
- GDPR Policy[E]
- Competition Law Compliance Policy (new in 2023)

*IT Policy and Cyber Security Policy under review
Source: Duni Group Policy Book, 2024
E – E-learning available

Duni Group's directives

General
- Policy Governance Document

Environment
- General Requirements for Suppliers of Finished Goods and Raw Materials
- Wood Sourcing Directive[E]
- Global Travel Directive

Social sustainability
- Diversity, Equity and Inclusion Directive[E]
- Social Media Directive
- Work Environment Directive
- Global Health and Safety Directive

Corporate Governance
- Conflict of Interest Directive
- Modern Slavery and Human Trafficking Directive
- Capital Expenditure Directive
- Signature Authorization Directive
- Global Sponsorship and Charitable Donations Directive
- Know Your Business Partner Directive

E – E-learning available

Corporate Governance Report for Duni AB (publ)

Duni AB is a Swedish public limited company (publikt aktiebolag), company registration umber 556536-7488, which has been listed on the NASDAQ Stockholm Mid Cap list since November 14, 2007. The Company is headquartered in Malmö and its head office is located in Malmö.

Corporate governance framework

Governance takes place via the General Meetings, the Board of Directors and the CEO, as well as Group Management in accordance with, among other things, the Swedish Companies Act, the Swedish Annual Accounts Act, the Swedish Corporate Governance Code ("the Code") and Nasdaq Nordic Main Market's regulations for issuers ("Regulations for Issuers"). Internal governance instruments such as the Articles of Association, the Board of Directors' and CEO's rules of procedure, as well as policies and guidelines, form the framework for how the Company is to be governed. Representatives from management also serve as directors on the boards of subsidiaries.

Duni AB has undertaken to NASDAQ Stockholm to apply the Swedish Corporate Governance Code (the "Code"), which is applied by all Swedish companies whose shares are admitted to trading on a regulated market in Sweden. Duni AB applies the Code in its entirety.

The current Articles of Association were adopted at the Annual General Meeting held on May 4, 2021. Their stipulations include that the registered office shall be in Malmö, that members of the Board of Directors are elected each year for a term of office until the close of the next Annual General Meeting, and that each share shall carry one vote.

The full Articles of Association are available on the website, dunigroup.se. For more information on policies and guidelines, see the Risk section on pages 85–95.

Shareholders

Duni AB (publ) is listed on NASDAQ Stockholm under the ticker name "DUNI". As of December 31, 2024, the share capital amounted to SEK 58,748,790 and consisted of 46,999,032 outstanding ordinary shares. The quotient value of the shares is SEK 1.25 per share.

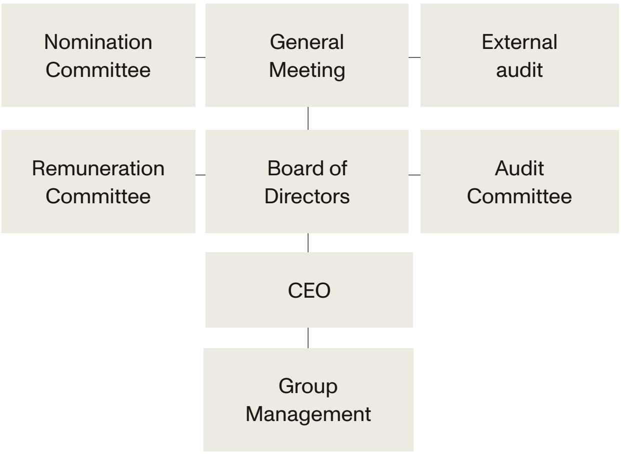
The number of shareholders on December 31, 2024 was 8,940, compared to 8,612 on December 31, 2023. At the end of the year, Mellby Gård AB was the largest shareholder with a holding of 50.85% of the shares. In May 2024, Mellby Gård AB increased its holding in Duni AB from 40.14% to 50.14%, and Duni Group thus became a subsidiary and was consolidated into the Mellby Gård Group. The Group's three largest shareholders at the year-end were Mellby Gård AB (50.85%), Polaris Capital Management LLC (7.67%) and Carnegie Fonder AB (6.88%).

General Meeting

At the General Meeting, the shareholders decide upon key issues. Among other things, the General Meeting adopts the income statements and balance sheets, resolves upon allocation of the Company's earnings, discharge from liability for the directors and the CEO, election of the Board of Directors and auditors, as well as the remuneration of the Board of Directors and auditors.

Pursuant to the Swedish Companies Act, notice of Duni AB's Annual General Meeting must be issued no earlier than six weeks and no later than four weeks prior to the meeting. Notice shall be given by advertisement in the Swedish Gazette and on the website. The fact that notice has been issued shall be announced in Svenska Dagbladet. In order to participate at the Annual General Meeting, a shareholder must notify the Company no later than the date stated in the notice.

Corporate Governance



Annual General Meeting 2024

The 2024 Annual General Meeting was held on Tuesday, May 21, 2024, in Malmö. 64 shareholders, representing approximately 76% of the voting rights, were present at the General Meeting in person, through postal voting or through proxies. Chairman of the Board Thomas Gustafsson was elected to chair the meeting. All directors and one of four employee representatives were present. Members of Group Management and the auditor were also present. The minutes from the Annual General Meeting are available on the website, dunigroup.se. All resolutions were adopted in accordance with the Nomination Committee's proposals. The reasoning for the resolutions can be found on the website.

Some of the resolutions adopted at the General Meeting were:

- Adoption of income statement and balance sheet
- Dividend of SEK 5.00 per share for the fiscal year 2023
- Discharge from liability for the directors and CEO
- That the Board shall comprise six directors without alternates
- Re-election of all Board members
- Thomas Gustafsson was elected as Chairman of the Board
- The re-election of PwC as auditors
- Changed remuneration to the Board; the Chairman of the Board shall receive SEK 630,000 (610,500) and all other directors shall each receive SEK 337,000 (326,000)
- Changed remuneration of SEK 138,000 (132,000) to the chairman of the Audit Committee and SEK 68,000 (65,000) to other members of the Audit Committee
- Changed remuneration of SEK 71,500 (69,000) to the chairman of the Remuneration Committee and SEK 33,000 (32,000) to other members of the Remuneration Committee
- Adoption of the Board's proposed guidelines for remuneration to senior executives
- Procedures regarding the composition and work of the Nomination Committee;

Annual General Meeting 2025
The next Annual General Meeting of Shareholders will be held on Monday 19 May, 2025 at 3:00 PM at Spill, Stora Varvsgatan 11 (Gängtappen), in Malmö. A notice of the Annual General Meeting, containing the Board's proposals, will be published at the beginning of April 2025. More information is available on the website.

Nomination Committee

The Annual General Meeting decides on the principles for the appointment and work of the Nomination Committee. The Nomination Committee shall consist of the Chairman of the Board and a representative of each of the three largest shareholders as of September 30. The Chairman of the Board convenes the Nomination Committee. The Chairman of the Nomination Committee shall be the member representing the largest shareholder, unless the Nomination Committee unanimously appoints another member. The composition of the Nomination Committee shall be communicated no later than six months before the next Annual General Meeting. The Nomination Committee nominates the persons who, at the Annual General Meeting, are proposed for election to the Board of Directors of Duni AB. Proposals are also produced regarding audit fees, board fees for the Chairman of the Board and other directors, as well as remuneration for committee work. All proposals are presented at the Annual General Meeting as well as in the notice to attend and on the website prior to the Annual General Meeting. The Nomination Committee shall also assess the Board members' independence in relation to the Company and the largest shareholders.

Nomination Committee ahead of the 2024 Annual General Meeting
Ahead of the 2024 Annual General Meeting, the Nomination Committee consisted of four members. Johan Andersson (Mellby Gård AB) was the chairman. The Nomination Committee's reasoned opinion showed that they discussed the size and composition of the Board of Directors on the basis of the Company's business , stage of development and other circumstances. They considered the breadth and variety of the Board members in terms of competence and industry experience, as well as international experience and experience in the area of sustainability and ESG, to be satisfactory. The Nomination Committee has previously considered that the relatively small size of the Board encourages greater efficiency in Board meetings and active engagement. Diversity and gender were also taken into account. Ahead of the 2024 Annual General Meeting, the Nomination Committee proposed the re-election of all six members, which means a continued proportion of 50% female members. The Nomination Committee also proposed the re-election of Thomas Gustafsson as Chairman of the Board.

The Nomination Committee has applied rule 4.1 of the Swedish Code of Corporate Governance as its diversity policy, which means that the Board shall have a composition appropriate to the Company's business, stage of development and other circumstances, characterized by diversity and breadth in terms of the skills, experience and background of the members elected at the General Meeting, and that an equal gender balance shall be sought. Of the proposed Board members, three were women and three were men. In April 2014, the Swedish Corporate Governance Board announced an ambition level of at least 40% of each gender on the boards of listed companies after the 2020 AGM season. Duni Group's Board of Directors thus meets the requirements for diversity following the 2024 Annual General Meeting. The Annual General Meeting resolved to elect directors in accordance with the proposals of the Nomination Committee.

Nomination Committee ahead of the 2025 Annual General Meeting
Ahead of the 2025 Annual General Meeting, the Nomination Committee shall be composed of representatives of Duni AB's three largest shareholders as of September 30, 2024. Chairman of the Board Thomas Gustafsson convened the Nomination Committee in October 2024, and the composition was presented on October 31, 2024. The Nomination Committee comprises the following members:

Name	Represents	Ownership stake 12/31/2024
Thomas Gustafsson	Chairman of the Board	
Johan Andersson (Chairman)	Mellby Gård AB	40.85%
Bernard R. Horn, Jr.	Polaris Capital Management, LLC	7.67%
Mattias Sjödin	Carnegie Fonder AB	6.88%
Total		**55.40%**

The Nomination Committee has held two minuted meetings and a couple of status updates ahead of the 2025 Annual General Meeting. During the autumn, individual discussions were held between the Chairman of the Board and each member. The work of the Nomination Committee begins with the Chairman of the Board giving an update on how the Board's year has been and how the business has performed. He also gives an account of his discussions with the members, how he perceives the individual performances and collaboration, and how the composition of the Board is working. The Nomination Committee is of the opinion that the composition of the Board works well. This is an effective Board of Directors, and all directors are duly engaged and committed, including employee representatives. Furthermore, the Nomination Committee considers that the Board consists of a good, relevant mix of education, competence, industry experience, knowledge of sustainability and international experience. As the workload and demands on the Board of Directors have increased significantly in the past year due to new regulations, not least in the area of sustainability, the Nomination Committee proposes to increase the number of Board members from six to seven. This will enable them to distribute work more among themselves and continue to be an effective Board. Following a proposal from Mellby Gård, Nomination Committee members Mattias Sjödin and Bernard R Horn Jr. conducted an interview with Magnus Holmberg, CEO of Mellby Gård's subsidiary Roxtec AB, as a suitable candidate to be a new member. He is proposed for election as a new member, while all current Board members are proposed for re-election at the 2025 Annual General Meeting. Magnus Holmberg is not independent of the Company's largest owner. This means that four members out of seven will be independent of the Company, the Company's management and the largest owner, while three members will be dependent on the Company's largest owner. The Board still meets the Swedish Corporate Governance Board's ambition level for gender balance, as 43% of the members are women. Other elections are presented in the notice of the Annual General Meeting.

Board of Directors

The Board has overall responsibility for the Company's and the Group's organization and administration and decides on the company's strategies, resources, capital structure, organization, acquisitions, major investments, divestments, the annual report and interim reports, and other overarching issues of a strategic nature. The Board also appoints the CEO, who is responsible for day-to-day management in accordance with the Board's instructions.

In addition, the Chairman of the Board conducts an annual interview-based evaluation of the members, which includes the composition of the Board, individual performance and the Board's work and procedures. The result of this evaluation is reported to the Board and the Nomination Committee. An external evaluation of the Board of Directors is conducted at regular intervals and as required.

The Code contains rules regarding the independence of the directors and imposes the requirement that a majority of the directors must be independent of the Company and company management.

At least two of the directors who are independent of the Company and company management must also be independent in relation to all shareholders who control ten percent or more of the shares or votes in Duni AB. No more than one member of company management may be a member of the Board.

Directors

The directors are elected each year by the Annual General Meeting for a term of office until the close of the next Annual General Meeting. Pursuant to the Articles of Association, the Board shall comprise no fewer than three and no more than twelve directors and employee representatives. Since the Annual General Meeting held on May 21, 2024, the Board comprises six directors and four employee representatives (two directors and two alternates). The CEO is not a member of the Board but usually participates at Board meetings to present matters, as does the CFO. For a more detailed presentation of the directors, see pages 106-107.

The Board's work

The Board meets in accordance with a predetermined yearly plan, and additional meetings are scheduled as needed. This is included in the Board's rules of procedure and is evaluated each year at the inaugural Board meeting. In addition to the Board meetings, the Chairman of the Board, the CEO and the CFO have an ongoing dialog on the management of the Company and weekly status meetings.

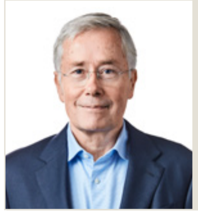
The CEO is responsible for implementation of the business plan and the regular management of the Company's affairs as well as the day-to-day operations of the Company. The Board of Directors evaluates the work of the CEO regularly. Robert Dackeskog has been CEO since 2021.

The Board was updated on an ongoing basis about business planning, sales performance, measures and financing. In addition to the regular and extraordinary Board meetings, the Board receives monthly written information in the form of a monthly report containing updates on the Company's sales, operating income and changes in working capital as well as comments on the performance of each business area and market. This also includes a report on the number of injuries that occurred at the production and converting companies during the month. Prior to each Board meeting, the Board also reviews the most recent balance sheet and the cash flow.

The Board held eight minuted Board meetings in 2024. The regular meetings included the following agenda items in 2024:

The regular meetings and the meetings for organizational matters included the following agenda items in 2024:

- The annual accounts, including the auditors' report, the proposed allocation of earnings and the year-end report
- The annual report and approval of the notice of the Annual General Meeting
- Follow-up of the annual audit with the auditor-in-charge
- Interim reports
- Rules of procedure for the Board and the CEO
- Follow-up on activities within the business areas
- Core activities in the 2030 strategy
- Developments within the BioPak Group
- Evaluation and decisions related to logistics facility in Meppen
- Dealing with lower demand, inventory and volatility in raw material prices
- Acquisitions and M&A processes



Director	Attendance
Morten Falkenberg (Chairman)	2/2
Thomas Gustafsson	2/2
Sven Knutsson	2/2
Janne Moltke-Leth	1/1

Remuneration Committee
The Remuneration Committee prepares issues concerning remuneration and other benefits for corporate management, while decisions thereon are made by the Board of Directors. The Remuneration Committee shall also follow and evaluate the guidelines for the remuneration of senior executives adopted by the Annual General Meeting. Remuneration and benefits for company management are evaluated through comparisons with market data provided by external sources. Such data show competitive remuneration levels and that the total remuneration package is reasonable and not excessively high. The Remuneration Committee evaluates bonus policies prior to each new year. Once a year, the Remuneration Committee evaluates senior executives and also certain second-tier managers in accordance with a systematic procedure. What is discussed at each meeting is reported by the committee chair at the next Board meeting.

The Remuneration Committee held two meetings in 2024 and at the time of the Annual General Meeting in May comprised three members: Morten Falkenberg (Chairman), Sven Knutsson and Thomas Gustafsson. At the inaugural meeting following the Annual General Meeting in May, it was decided to increase the committee by one member, and Janne Moltke-Leth became the fourth member of the Remuneration Committee. The CEO attends the meetings, except for matters regarding his own remuneration, as does the EVP People & Culture, who serves as secretary at meetings of the Remuneration Committee.

Director	Attendance
Pia Marions (Chair)	4/4
Thomas Gustafsson	4/4
Sven Knutsson	4/4
Viktoria Bergman	2/2

Audit & Sustainability Committee
After the Annual General Meeting in May, the Audit Committee changed its name to the Audit & Sustainability Committee. Here, too, the number of members was increased after the inaugural meeting. The Audit & Sustainability Committee works according to an agenda adopted annually and its activities meet the requirements set out in the Swedish Companies Act and the EU Audit Regulation. The Audit Committee is responsible for ensuring the quality of the Company's financial reporting. The Committee also evaluates internal control processes and the management of financial and commercial risks. There is a special item on the annual agenda for fraud and anti-corruption issues. Each meeting has a fixed agenda item on cyber security. During the year, the focus was on sustainability work, the process around the double materiality analysis, the implementation of ESEF/CSRD and the preparation of a sustainability report, as well as cyber security, financing issues and internal control.

The Committee meets regularly with the Company's auditors in order to obtain information regarding the focus and scope of the external audit and to evaluate the work of the external auditors. The evaluation also covers the scope of any non-audit-related work performed by the auditors, as well as reviewing and monitoring the impartiality and independence of the auditor. When preparing a proposal regarding the election of auditors and remuneration for audit work, the Nomination Committee is assisted by the Audit Committee, which shall monitor whether the auditor's term of office exceeds applicable rules, procure audits and submit a recommendation in accordance with the EU Audit Regulation. What is discussed at each meeting is reported by the Committee's chair at the next Board meeting, which is usually held later on the same day.

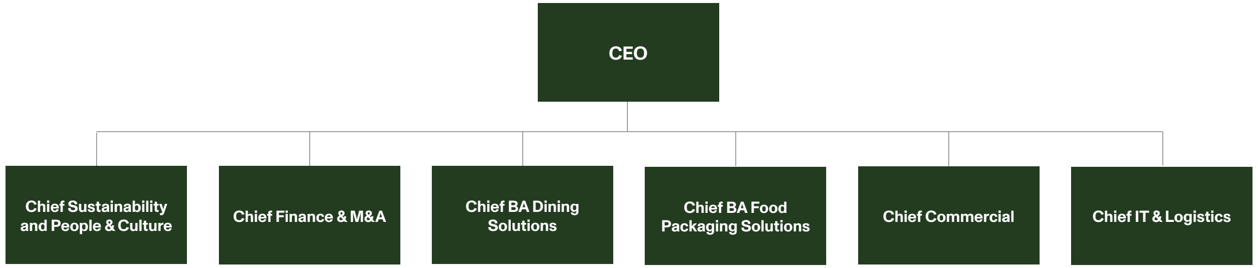
The Audit & Sustainability Committee held four meetings in 2024 and consists of four members following the Annual General Meeting in May: Pia Marions (chair), Viktoria Bergman (elected in May), Thomas Gustafsson and Sven Knutsson. The CFO, the Group Accounting Manager, the Treasury Manager and the CEO, as well as the auditors, participate in all meetings.

Auditing
At the Annual General Meeting held on May 21, 2024, PricewaterhouseCoopers AB was re-elected as the Company's auditor. Johan Rönnbäck was appointed by PwC as auditor-in-charge. The auditors review the annual financial statements and the Annual Report as well as the Company's ongoing operations and procedures in order to express an opinion regarding the accounts and management by the Board of Directors and the CEO. The audit of the annual financial statements and annual report is conducted in January and February. Thereafter, compliance with the Annual General Meeting's guidelines for remuneration of senior executives is audited. The auditors attended all meetings of the Audit & Sustainability Committee during the year. In October, an interim audit is performed in combination with a general review of the interim report for the third quarter. Alongside Duni AB, Johan Rönnbäck is also auditor-in-charge at companies including Eniro AB and Ascelia Pharma AB, as well as co-authoring auditor at Haldex. Johan Rönnbäck is an authorized public accountant and member of FAR SRS. Apart from the audit engagement, fees to PwC for other engagements during 2024 totaled SEK 2.5 million (2.0). For detailed information about the remuneration of external auditors, see Note 9 Remuneration for auditors.

Board remuneration for the period May 2025 – April 2024

SEK	Board fee	Audit & Sustainability Committee fee	Remuneration Committee fee	Total
Thomas Gustafsson	630,000	68,000	33,000	731,000
Viktoria Bergman	337,000	68,000	–	405,000
Morten Falkenberg	337,000	–	71,500	408,500
Sven Knutsson	337,000	68,000	33,000	438,000
Pia Marions	337,000	138,000	–	475,000
Janne Moltke-Leth	337,000	–	33,000	370,000
Total	**2,315,000**	**342,000**	**170,500**	**2,827,500**

Group Management 2024



Group Management

The CEO presides over the work of Group Management and adopts decisions in consultation with the other members of the management team, which consists of the heads of business areas and staff functions. During the year, Group Management, including the CEO, consisted of seven persons, one of whom was a woman. Malin Cullin, Chief Sustainability, People & Culture and New Business, left the Company in September. It was decided that her position would be divided into two positions. Katarina Skalare started in September as Interim Chief Sustainability, Communications/IR and New Business. The position of Chief People & Culture was filled on January 1, 2025 by Jenny Bergin, which means that the management team in 2025 will initially consist of seven people, two of whom are women.

During the year, Group Management held eleven minuted meetings. They also have a brief status meeting every Friday to update each other on current issues. Matters discussed at this year's meetings included M&A and the acquisition of Seti, together with processes and the integration of acquired companies. The evaluation and planning of logistics activities, which led to the decision to collaborate with CEVA Logistics, which will invest in a modern logistics facility in Meppen, Germany, were also prominent on the agenda during the year. There was also a focus on inflation, price adjustments, sales volumes and inventory management, as well as sustainability issues, legal requirements and EU directives. The annual strategy meeting between the Board and the management team took place in September.

Group Management addresses matters concerning the Group as a whole, as well as individual business areas. The finance department has an item at each meeting to present and review the monthly cash flow, sales and results for each business area, production, logistics and central functions. Regular monitoring of delivery performance, logistics and growth along with other strategic issues, risk management and plans of action were also on the yearly agenda for Group Management.

CEO

Robert Dackeskog has been Chief Executive Officer since January 1, 2021. The Board of Directors has established an instruction for the work and role of the Chief Executive Officer. The CEO is responsible for the day-to-day management of the Group's operations in accordance with guidelines issued by the Board of Directors.

As of December 31, 2024, Robert Dackeskog holds 20,000 shares in Duni AB. He has no ownership interest in companies with which the Group has significant commercial relations. Senior executives between them own 0.1% of the shares in Duni AB as of December 31, 2024. Further information regarding the CEO is provided in Note 16 of the Annual Report.

Remuneration of the Board of Directors

Fees and other remuneration for the Board of Directors, including the Chairman of the Board, are decided upon by the Annual General Meeting. In accordance with a resolution adopted by the Annual General Meeting on May 21, 2024, the annual fee was set at a total of SEK 2,315,000, of which SEK 630,000 is payable to the Chairman of the Board. In addition, a resolution was adopted to set the fee for committee work at a total of SEK 512,500.

The distribution of the remuneration among the members of the Board is shown in the table above.

Remuneration Report 2024

Introduction
This report describes how the guidelines for the remuneration of senior executives of Duni AB, adopted by the 2024 Annual General Meeting, were applied in 2024. The report also contains information about remuneration to the CEO and the Deputy CEO. The report has been prepared in accordance with the Swedish Companies Act and the Rules on Remuneration of the Board and Executive Management and on Incentive Programmes issued by the Swedish Corporate Governance Board and administered by the Swedish Securities Market Self-Regulation Committee.

Additional information about remuneration to senior executives can be found in Note 16 (Salaries and other remuneration) on pages 139-141 of the Annual and Sustainability Report for 2024. Information about the work of the Remuneration Committee during 2024 can be found in the Corporate Governance Report on page 96 of the Annual and Sustainability Report for 2024.

Board fees are not included in this report. Such fees are decided annually by the Annual General Meeting and are reported in Note 16 on page 139 of the Annual and Sustainability Report for 2024.

Developments during 2024
The CEO and the Chairman of the Board of Directors together summarize the Company's overall results in a report on pages 5-8 of the 2024 Annual and Sustainability Report.

The Company's remuneration guidelines: area of application, purpose and deviations
A prerequisite for the successful implementation the Company's business strategy and safeguarding of its long-term interests, including its sustainability, is that the Company is able to recruit and retain qualified employees. This requires the Company to be able to offer competitive remuneration. The Company's remuneration guidelines enable senior executives to be offered a competitive total remuneration package. According to the remuneration guidelines, remuneration of senior executives shall be on market terms and aligned with the senior executive's responsibilities and authorities. The total remuneration consists of a fixed cash salary, a variable cash salary, pension benefits and other benefits. The variable cash salary shall be limited in advance to a maximum amount and based on performance with respect to pre-determined and measurable performance goals, which are designed to promote the Company's business strategy and long-term value creation, including its longevity. The annual variable cash salary (annual bonus) shall be capped at 75% of the fixed cash salary.

The full guidelines are described on pages 102-103. In 2024, there was a deviation from the guidelines regarding pension provision for the CEO. The terms of the applicable pension plan mean that the pension premium under the plan has exceeded 40% of fixed salary because the CEO's pensionable salary also includes a three-year average of variable salary. The Board proposes a clarification in the current guidelines for remuneration to senior executives, which means that pension provisions under the pension plan are linked to pensionable salary instead of fixed salary, and that the pensionable salary includes a three-year average of variable salary. Since the CEO's pensionable salary, as in previous years, also included a three-year average of variable salary, no compensation has been paid back. No deviations have been made from the decision-making process that, according to the guidelines, is to be applied to determine the remuneration. The auditor's opinion on the company's compliance with the guidelines is available at www.dunigroup.com/sv/bolagsstyrning. Duni AB has no long-term share-based incentive programs.

Application of performance criteria for variable remuneration
The performance criteria for the variable remuneration are intended to realize the Company's strategy and sustainability goals and to encourage actions that are in the Company's long-term interest. The strategic goals and short-term and long-term business priorities for the fiscal year shall also be taken into account. The performance criteria for variable remuneration for the fiscal year 2024 consist of a financial performance metric and a sustainability metric.

- The performance metric is called Residual Income and consists of operating income minus 20% interest on trading capital. Operating income means EBIT before restructuring costs and amortization of intangible assets identified on acquisition. Trading capital

Total remuneration to the CEO and Deputy CEO, 2024

2024, SEK k	Basic salary[1]	Variable remuneration[2]	Other benefits[3]	Pension expense[4]	Severance compensation	Total remuneration	Proportion of fixed/variable remuneration[4]
Robert Dackeskog, CEO	4,619	341	83	2,287	–	7,330	95/5
Magnus Carlsson, Deputy CEO	2,345	115	133	899	–	3,492	97/3

1) Fixed remuneration including holiday pay of SEK 570 thousand to Robert Dackeskog and SEK 218 thousand to Magnus Carlsson.
2) Variable remuneration relates to the fiscal year 2024. but will be paid in 2025.
3) Other benefits include company car, fuel and health insurance.
4) Pension expenses (column 4), which relate in their entirety to Basic salary and are defined contributions, have been recognized in full as fixed remuneration.

refers to inventory, accons receivable and accounts payable. Acquisitions in the current year are excluded from the basis. The inclusion of both the year's operating income and the efficiency of trading capital promotes a healthy balance between long-term and short-term decisions.

- The sustainability metric relates to a climate index for achieving the set sustainability goal in 2030 of net zero carbon emissions for Scopes 1 and 2.

To achieve a bonus outcome, the general starting point is that the previous year's Residual Income must be exceeded. At the beginning of each year, the range of bonus outcomes is reassessed based on the conditions prevailing in the external environment for the fiscal year ahead. The starting point may be slightly lower than the previous year's outcome, to take into account negative factors that may be difficult to counteract within a year. The maximum outcome should correspond to a significant improvement. For 2024, it was decided that the range would be between index 85 and index 115, i.e. a normalization from the record result in 2023.

With regard to the sustainability metric, the reduction in carbon dioxide intensity for Scopes 1 and 2, with 2019 as the base year (index 100), shall amount to no more than index 38 for 2024, which corresponds to a 3% reduction for the year compared to 2023. The focus is on own operations, where direct decisions are possible and can have a direct, positive impact. In due course, the metric can be updated to also include Scope 3, when the methodology and data sources are more robust. The outcome for the year was index 38.

The CEO may receive a maximum of 75% of the basic salary in variable remuneration, of which 7.5% is sustainability-related and 67.5% is performance-related. The Deputy CEO may receive a maximum of 50% of the basic salary in variable remuneration, of which 5% is sustainability-related and 45% is performance-related. The outcome for the fiscal year 2024 is 0% for the performance metric and 100% for the sustainability metric, which means 7.5% for the CEO and 5% for the Deputy CEO. The ambition is to increase the relative weighting of the sustainability goal in the long term.

Remuneration of senior executives
The Group has not granted any loans, extended or issued any guarantees or provided any security to the benefit of directors, senior executives or auditors. None of the directors, senior executives or auditors have entered into transactions with Duni Group directly or indirectly through any affiliated company.

Comparative information in respect of changes in remuneration and the Company's earnings

Five-year comparison	2020	2021	2022	2023	2024
Total remuneration to the CEO, SEK k [1)2)]	12,755	5,701	8,810	9,496	7,330
Total remuneration to the CEO, change compared to previous year, %	44.8%	-55.3%	54.5%	7.8%	-22.8%
Total remuneration to the Deputy CEO, SEK k [1)]	1,634	2,836	3,976	4,337	3,492
Total remuneration to the Deputy CEO, change compared to previous year, %	-55.1%	73.5%	40.2%	9.1%	-19.5%
Average remuneration of employees in the Group, SEK k [3)]	368	359	428	498	529
Average remuneration of employees in the Group, change compared to previous year, %	-9.8%	-2.3%	19.1%	16.4%	6.3%
Consolidated recognized earnings, EBIT, SEK m	70	173	326	648	412
Consolidated recognized earnings, change compared to previous year, %	-82.8%	147.1%	88.4%	98.8%	-36.4%

1) 2022 and 2023 include variable remuneration.
2) 2020 includes severance compensation of SEK 7.9 million.
3) Average remuneration based on the number of full-time equivalent employees in the Group, excluding the number of members from Group Management.

Guidelines for senior executives

These guidelines apply to those who are a part of Duni AB's Group Management ("senior executives") and directors during the time when the guidelines apply, in the manner specified below. The guidelines do not apply to remuneration decided on by the general meeting, such as share-related or share price-related incentive programs. These guidelines are identical to the guidelines adopted by the 2024 Annual General Meeting with the adjustment that pension premiums are linked to pensionable salary instead of fixed salary, see section "Pension" below. The guidelines shall apply until new guidelines are adopted by the Annual General Meeting.

In the case of employment relationships governed by rules other than English, appropriate adjustments may be made to comply with such mandatory rules or established local practice, the overall purpose of these guidelines being to satisfy as far as possible.

A description of the business strategy and sustainability work can be found in Duni AB's Annual and Sustainability Report. Successful implementation the business strategy and safeguarding of the Company's long-term interests, including its longevity, require that the Company is able to recruit and retain qualified employees. The goal of remuneration policy is to offer remuneration on market terms in order to attract, motivate and retain skilled and talented employees.

The total remuneration of senior executives shall be aligned with the senior executive's responsibilities and authorities. The total remuneration may consist of a fixed cash salary, a variable cash salary (bonus), pension benefits and other benefits. In addition to this, and irrespective of these guidelines, the AGM may resolve on share-related and share price-related remuneration.

Variable cash salary
The variable cash salary shall be limited in advance to a maximum amount and based on the achievement of predetermined and measurable performance targets, designed to promote the Company's business strategy and long-term value creation, including its sustainability. The annual variable cash salary (annual bonus) shall be capped at 75% of the fixed cash salary. The variable cash salary may be based on metrics such as the annual profitability and capital tie-up targets as well as sustainability goals set by the Board, and may be linked to the Group's adjusted EBIT, adjusted capital employed and a sustainability metric.

Once the period for measuring attainment of the criteria for payment of the variable cash salary has ended, the Board shall determine to what extent the criteria have been met based on a proposal from the Remuneration Committee. In its assessment of whether the criteria have been met, the Board, upon proposal from the Remuneration Committee, has the option to grant exemptions from the goals that were set on the grounds set out below under the heading Decision process and deviations. With respect to the attainment of financial targets, the assessment shall be based on the most recently published financial information of the Company with any adjustments that the Board made in advance upon implementation of the program.

Variable remuneration shall not be paid, or variable remuneration shall be reclaimable, if the senior executive acted in breach of the Company's Code of Business Conduct. The variable cash salary may be paid once the measurement period has ended or it may be deferred for later payment. In compliance with legislation, the Board shall have the option to fully or partially reclaim variable cash salaries paid on incorrect grounds.

Other remuneration
Additional cash remuneration may be paid as a one-time arrangement under extraordinary circumstances in order to recruit or retain executives. Such remuneration may not exceed an amount equivalent to one year of the fixed cash salary. Resolutions on such remuneration shall be passed by the Board upon proposal from the Remuneration Committee.

Pension
Senior executives shall be covered by the ITP plan and a so called alternative ITP for all salary components exceeding 7.5 income base amounts. Pension premiums for alternative ITP shall not exceed 35% (CEO) and 30% (other senior executives) of the pensionable salary. Variable remuneration is included as a three-year average in the pensionable salary.

Other benefits
Other benefits, such as company car, fuel and health and medical insurance, may be paid to the extent that this is deemed to be in line with market conditions for senior executives in equivalent positions in the labor market in which the executive is active. The cumulative value of these benefits is not permitted to exceed 12 percent of the fixed cash salary.

Conditions of termination
Senior executives shall be employed for an indefinite period. Upon termination of employment, the fixed cash salary during the applicable notice period and severance compensation combined shall not exceed 18 months of the fixed cash salary. Upon termination by the senior executive, the senior executive shall not be entitled to severance compensation. Senior executives shall be able to be compensated for non-compete obligations after termination of employment to the extent that severance compensation is not paid for the corresponding period. Such compensation shall be capped at 12 months of the fixed cash salary.

Remuneration to the Board of Directors
In cases where directors (including through wholly-owned companies) render services for the Group apart from Board work, a separate cash fee may be paid for this (consulting fee). This fee shall be on market terms and be aligned with the value to Duni Group. Remuneration of directors, as well as other terms and conditions, are determined by the Board.

Decision process and deviations
In preparing the Board's proposal for these remuneration guidelines, salaries and employment conditions for employees have been taken into consideration because information on the total remuneration of employees, the components of the remuneration and the increase and rate of increase in the remuneration over time have been a part of the Remuneration Committee and the Board's supporting documents for evaluating whether the guidelines and the restrictions imposed by them are fair.

The Remuneration Committee prepares the Board's proposed guidelines for the remuneration of senior executives. These are reviewed annually and presented for resolution at the AGM if amendments are proposed or at least every fourth year. The CEO and other executives that are a part of management do not attend the Board's discussions and resolutions on remuneration-related issues to the extent that such issues affect them.

The Board may resolve to temporarily deviate from the guidelines in full or in part if there are special grounds to substantiate this in an individual case and if such deviation is necessary to safeguard the Company's long-term interests, including its longevity, or to secure the Company's financial viability. As specified above, it is a part of the Remuneration Committee's job to prepare board resolutions on remuneration issues, which includes resolutions to deviate from the guidelines.

For more information about the remuneration of senior executives, see Note 16 Salaries and other remuneration.

The Board's description of internal control with respect to financial reporting for the fiscal year 2024

Pursuant to the Swedish Companies Act and the Swedish Corporate Governance Code, the Board of Directors is responsible for internal control. Among other things, this entails monitoring the financial reporting and efficiency in the Company's internal control and risk assessment.

Internal control in respect of financial reporting is aimed at providing reasonable certainty regarding the reliability of external financial reporting in the form of the Annual and Sustainability Report and interim reports published by each year, and to ensure that financial reports are prepared in accordance with the law, applicable accounting standards, and other requirements imposed on listed companies. Internal control also aims to ensure the quality of financial reporting to Company management and the Board of Directors so that decisions are made based on the right grounds and established principles and guidelines are observed.

The Group describes the internal control system for financial reporting based on the areas that constitute the basis for internal control in accordance with the "Internal Control – Integrated Framework" issued by COSO, namely the following areas: control environment, risk assessment, control structure, information and communication, as well as monitoring.

Group Management, with the support of the Audit and Sustainability Committee, is engaged in risk mapping in accordance with COSO 2013 and the 17 fundamental principles. However, the Group chooses to describe the internal control system in relation to the 1992 version of the COSO framework.

Control environment
The rules of procedure of the Board and the instructions issued by the Board regarding the work of the CEO and board committees clearly define the division of responsibilities and powers with the aim of ensuring efficient management of risks in business operations. The Board has established an Audit and Sustainability Committee to review the instructions and procedures used in the financial reporting process as well as accounting principles and changes to them. Group Management reports each month to the Board in accordance with established procedures. Internal control instruments for financial reporting consist primarily of the financial policy, communications policy, and the Group's finance handbook, which defines accounting and reporting rules.

In addition, Group Management has formulated its view on how business is to be conducted in a Code of Business Conduct, which is reviewed each year by the Board of Directors. There is an independent whistleblowing system to which any employee or other external party can write about experienced or observed misconduct by senior executives. Anonymity is voluntary and the recipients of the information are a designated whistleblowing committee consisting of the Chair of the Audit and Sustainability Committee, the CFO and the Chief People & Culture.

Risk assessment and control structure
Material risks for operations are analyzed by the Board as a part of financial reporting. In addition, Group Management provides the Audit and Sustainability Committee with an overall risk analysis of income statements and balance sheets as well as the factors that impact them. Risk areas are documented and assessed based on likelihood and impact. Based on this, control processes are structured to ensure high quality in financial reporting. The risk areas are evaluated at least once a year by the Audit and Sustainability Committee and reported to the entire Board of Directors.

The organizational structure together with the division of responsibilities and payment authorization procedure are clearly described and communicated by means of instructions and policies. The operations are organized into business areas with profit centers. The Audit and Sustainability Committee regularly communicates with the auditors in order to evaluate and improve internal control. The Group has established an accounting center for the European countries within the Group. This provides independent accounting services to the operations. This function complies with standardized procedures and routines. The head of the accounting center reports directly to the Group CFO.

Information and communication
Information, both external and internal, is governed by a communications and IR policy as well as an insider policy and guidelines. These address responsibilities, procedures and rules. The policies are regularly evaluated to ensure that information disclosed to the stock market is consistently of a high quality and in accordance with the stock exchange rules. Financial information, such as quarterly reports, annual reports, and important events are published through press releases and on the website. Meetings with financial analysts are arranged regularly in connection with the publication of quarterly reports. The intranet is the main source of information internally. Accounting handbooks and instructions regarding financial reporting are available on the intranet and these are regularly updated in light of changes to IFRS and other recommendations.

Monitoring

The Board and the Audit and Sustainability Committee review all external financial reports before they are formally approved by the Board. The auditors attend meetings of the Audit and Sustainability Committee. The committee also receives regular reports from the auditors regarding internal control and monitors significant issues as required. The Board receives a monthly written report covering sales, operating income, the market trend, as well as other material information regarding the operations, and a review of current financial reports constitutes a standing item on the agenda at all meetings. Group Management analyses the financial trend within the Group's business areas each month. Comparisons with the preceding year, budgets and plans, and evaluation of the key performance indicators are used for monitoring generally at all levels in the organization.

Statement regarding internal audit

Management has found no need for a formal internal audit department, but it evaluates whether such a function is needed on an annual basis. The Group has an accounting center in Poznan, Poland, which functions as a centralized accounting function providing accounting services to all subsidiaries in Europe, apart from Paper+Design in Germany. The companies within the BioPak Group are controlled by a centralized finance function at BioPak Pty Ltd in Australia. The accounting center and the finance department at head office serve as consultants to the countries within the Group that are not included in the center. The accounting center operates based on standardized processes and routines, is independent of the operational business, and reports directly to the CFO. They also perform engagements for external customers, similar to the engagements they perform for the Group. This centralized and independent process for accounting and financial reporting is considered to constitute a platform for sound internal control with respect to financial reporting. The Group's financial department also performs certain internal audit work in the form of controls at subsidiaries.

Board of Directors

In 2024, Duni's Board of Directors was comprised of six directors elected by the Annual General Meeting as well as two employee representatives and two alternates.

The Board of Directors is the Company's highest decision-making body after the General Meeting. The Board's overarching duty is to decide upon the Company's business focus, the Company's resources and capital structure, as well as the Company's organization and management of the Company's affairs.

The directors are elected each year at the Annual General Meeting for a term of office until the close of the next annual general meeting. The Board shall comprise no fewer than three and no more than 12 ordinary members. In addition, there may be employee representatives.

Thomas Gustafsson

Position and elected	Chairman of the Board since 2020
Year of birth	1965
Education	Market Economist
Board assignments	Chairman of the Board of KappAhl AB and Togus AB and suppleant in Morelo AB
Professional experience	CEO of Duni AB (publ) 2012-2017, Deputy CEO and Board member of Mellby Gård and Aros Kapital AB, G4 Capital AB and OJ Holding Sverige AB. previously responsible for overseeing Mellby Gård AB's consumer goods companies and, before that, served as President and CEO of 2E Group AB (publ). Senior executive positions at Spendrups Bryggeri AB, Brämhults Juice AB and Eckes Granini GmbH
Attendance at Board meetings	8/8
Remuneration Committee attendance	2/2
Audit and Sustainability Committee attendance	4/4
Independent in relation to Duni Group and its management	Yes
Independent in relation to the main shareholders	No
Total remuneration 2024, SEK	SEK 723,167, of which SEK 32,667 relates to Remuneration Committee fee and SEK 67,000 relates to Audit and Sustainability Committee fee
Shares in Duni as of December 31, 2024, own and related parties	26,400

Viktoria Bergman

Position and elected	Board member since 2023
Year of birth	1965
Education	Berghs School of Communications, Communication Executive Program at Stockholm School of Economics
Board assignments	Chair of the Board of Trianon AB (publ) and Galber AB. Vice Chair of WaterAid Sweden. Board member of Cinis Fertilizer AB and Novus Group International AB (publ)
Professional experience	SVP Communications and Sustainability for EON Nordic, SVP Communications and Sustainability for the Trelleborg Group and various positions within Falcon Bryggerier/Unilever and the Cerelia Group
Attendance at Board meetings	8/8
Remuneration Committee attendance	–
Audit and Sustainability Committee attendance	2/2
Independent in relation to Duni Group and its management	Yes
Independent in relation to the main shareholders	Yes
Total remuneration 2024, SEK	SEK 378,667, of which 45,333 relates to Audit and Sustainability Committee fee
Shares in Duni as of December 31, 2024, own and related parties	1,000

Morten Falkenberg

Position and elected	Board member since 2020
Year of birth	1958
Education	Master of Business Administration, Copenhagen Business School
Board assignments	Chairman of the Board of Cloetta AB and Board member of Ansell
Professional experience	President and CEO, and Board member of Nobia AB (publ). Executive Vice President and Head of Floor Care and Small Appliances at Electrolux. Previously held senior positions at TDC Mobile and The Coca-Cola Company
Attendance at Board meetings	8/8
Remuneration Committee attendance	2/2
Audit and Sustainability Committee attendance	–
Independent in relation to Duni Group and its management	Yes
Independent in relation to the main shareholders	Yes
Total remuneration 2024, SEK	SEK 404,000, of which 70,667 relates to Remuneration Committee fee
Shares in Duni as of December 31, 2024, own and related parties	10,112

Sven Knutsson

Position and elected	Board member since 2020	
Year of birth	1969	
Education	MSc in Business and Economics, Lund University	
Board assignments	Deputy CEO of Mellby Gård AB. Chairman of the Board of Klarahill AB, Söderberg & Haak Maskin and OJ Holding Sweden AB. Board member of KappAhl AB and Open Air Group AB	
Professional experience	Previous experience from various industries and companies, including Thule Group, Cardo Flow Solutions and Alfa Laval, also CFO of Boxon AB	
Attendance at Board meetings		8/8
Remuneration Committee attendance		2/2
Audit and Sustainability Committee attendance		4/4
Independent in relation to Duni Group and its management		Yes
Independent in relation to the main shareholders		No
Total remuneration 2024, SEK	SEK 433,000, of which 32,667 relates to Remuneration Committee fees and SEK 67,000 relates to Audit and Sustainability Committee fee.	
Shares in Duni as of December 31, 2024, own and related parties		5,000

Pia Marions

Position and elected	Board member since 2020	
Year of birth	1963	
Education	MSc in Business and Economics, Stockholm University	
Board assignments	Senior Advisor Skandia Group Board member of Vitrolife AB (publ), Carnegie Group, Unilabs Group Holding APS, Skandiabanken Aktiebolag (publ) and Sophiahemmet Rehab Center AB	
Professional experience	CFO of Skandia Group, Folksam Group, Carnegie Group and Skandia Liv, and as an authorized auditor, and has held senior positions in Royal Bank of Scotland, Länsförsäkringar Liv and the Swedish Financial Supervisory Authority	
Attendance at Board meetings		8/8
Remuneration Committee attendance		–
Audit and Sustainability Committee attendance		4/4
Independent in relation to Duni Group and its management		Yes
Independent in relation to the main shareholders		Yes
Total remuneration 2024, SEK	SEK 469,333, of which 136,000 relates to Audit and Sustainability Committee fee.	
Shares in Duni as of December 31, 2024, own and related parties		1,000

Janne Moltke-Leth

Position and elected	Board member since 2023	
Year of birth	1966	
Education	MSc in International Business and Strategic Management, Aarhus University	
Board assignments	CEO of Bruun Rasmussen Aktioner A/S, Board member of Sydbank A/S and Royal Greenland A/S	
Professional experience	CEO of Reform Group A/S , Kolpin Hotels A/S and Paustian A/S, as well as various positions at Carlsberg, Royal Unibrew and Copenhagen Airport	
Attendance at Board meetings		8/8
Remuneration Committee attendance		1/1
Audit and Sustainability Committee attendance		–
Independent in relation to Duni Group and its management		Yes
Independent in relation to the main shareholders		Yes
Total remuneration 2024, SEK	SEK 355,333, of which SEK 22,000 relates to Remuneration Committee fee.	
Shares in Duni as of December 31, 2024, own and related parties		0

Maria Fredholm

Position and elected	Employee representative for PTK since 2022	
Year of birth	1980	
Position	Employed as Product Compliance and Regulatory Manager at Duni AB	
Attendance at Board meetings		7/8
Remuneration Committee attendance		–
Audit and Sustainability Committee attendance		–
Independent in relation to Duni Group and its management		No
Independent in relation to the main shareholders		Yes
Shares in Duni as of December 31, 2024, own and related parties		0

David Green

Position and elected	Employee representative for LO/Pappers since 2018	
Year of birth	1978	
Position	Employed as a machine operator at TM3 with Rexcell Tissue & Airlaid AB	
Attendance at Board meetings		8/8
Remuneration Committee attendance		–
Audit and Sustainability Committee attendance		–
Independent in relation to Duni Group and its management		No
Independent in relation to the main shareholders		Yes
Shares in Duni as of December 31, 2024, own and related parties		0

Group Management

In 2024, Group Management consisted of seven people, presented below.

Robert Dackeskog

Position	President and CEO since January 2021
Year of birth	1971
Education	MSc in Business and Economics from the University of Gothenburg
Professional experience	Most recently Robert was the CEO of Unident AB. Before that, he held management positions at Duni Group such as Director Business Area Table Top and Director Business Area Consumer
Shares in Duni as of December 31, 2024, own and related parties	20,000

Magnus Carlsson

Position	Chief Financial Officer/CFO since January 2021
Year of birth	1976
Education	MSc in Business Administration & Finance and a BA in Political Science from Lund University
Professional experience	Magnus has been employed at Duni Group since 2009 and comes from a position as EVP Corporate Development since September 2018. Before that, he worked in different controlling positions at Lindab AB, and the position of Business Controller at Lindab Ventilation
Shares in Duni as of December 31, 2024, own and related parties	11,000

Johan Crusefalk

Position	Chief Logistics & Technology Officer since January 2022.
Year of birth	1976
Education	Master's degree in Business Administration from Karlstad University
Professional experience	Johan Crusefalk has been employed at Duni Group since 2021, comes from a position as Director Logistics since January 2021, and has been a member of Duni's management team since January 2022. He previously served as Supply Chain Director Europe & Africa at Hempel A/S and Vice President Global Supply Chain at GN Netcom A/S
Shares in Duni as of December 31, 2024, own and related parties	4,000

Malin Cullin

Position	Chief Officer Sustainability, People & Culture and New Business since January 2020.
Year of birth	1972
Education	Bachelor's degree in Human Resources and Work Science, and graduated as a submarine officer in the Swedish Navy
Professional experience	Malin comes from the role of Global Employer Branding & Talent Manager within INTER IKEA Group, and worked prior to that in the field of HR at several different companies, including Tarkett and Lyckeby Culinar. Malin has 18 years of experience in HR in a variety of roles
Shares in Duni as of December 31, 2024, own and related parties	540

Manfred Hargarten

Position	Chief Commercial Officer since September 2022.
Year of birth	1963
Education	Master of Business Administration from the State University of New York
Professional experience	Manfred Hargarten has worked at Duni Group since 2017, comes from his most recent role as EVP Commercial Central & South, and has been a member of Duni's management team since January 2022. He previously worked as Sales Director AfH-Market Germany at Coca Cola European Partner. Manfred has 25 years of experience in managerial positions in sales and marketing from Coca Cola, Fürstenberg Brewery and Karlsberg Brewery
Shares in Duni as of December 31, 2024, own and related parties	1,000

Nicklas Lauwell

Position	Chief Officer Business Area Food Packaging Solutions since September 2022.
Year of birth	1969
Education	Degree in Marketing and Finance from IHM
Professional experience	Nicklas Lauwell has worked at Duni Group since 2017, comes from his most recent role as EVP Commercial North & East, and has been a member of Duni's management team since January 2022. He previously served as CEO of Carepa AB. Nicklas has a solid background in marketing, sales and leadership from Nestlé, Paramount Pictures, Mars Inc and Stena Line
Shares in Duni as of December 31, 2024, own and related parties	4,000

Linus Lemark

Position	Chief Officer Business Area Dining Solutions since January 2021
Year of birth	1977
Education	MSc in Economics and Business Administration from the Stockholm School of Economics
Professional experience	Linus Lemark has worked within Duni Group since 2007 and has been a member of the management team since May 2012. He has held several different leading roles within the Company, such as EVP Commercial and Director of the current Food Packaging Solutions business area. He previously worked as Director of Innovation at The Absolut Company AB and as Vice President at Aquavit in New York
Shares in Duni as of December 31, 2024, own and related parties	5,770

Changes in the management team in 2025

Malin Cullin, Chief Officer Sustainability, People & Culture and New Business, left the Company in September 2024. It was decided to split this position into two positions and to increase the number of members of the management team. Katarina Skalare started in October 2024 as interim Chief Sustainability, Communications/IR and New Business, and was hired on a permanent basis from February 2025. Jenny Bergin was hired in January 2025 in the position of Chief People & Culture. In February 2025, Linus Lemark, Chief Officer Business Area Dining Solutions leaves the Company. Manfred Hagarten, Chief Officer Commercial, will take over his current position as interim Chief Officer Business Area Dining Solutions. The part of Dining Solutions that relates to production, supply chain and sourcing will be transferred to Johan Crusefalk, who will be appointed Chief Operation Officer. The areas of Technology and IT will be moved into Magnus Carlsson's area of responsibility as CFO. As of February 2025, the management team consists of seven members, two of whom are women.

Parent Company Directors' Report

Sales, income and financial position
The Parent Company, Duni AB, with company registration number 556536-7488 and its registered office in Malmö, is responsible for the Group's sales and customer support in the Nordic market. The Parent Company also contains Group Management and joint Group staff functions such as finance, HR, purchasing, communication, marketing and IT. Parts of the Group's development resources are in the Parent Company. Net sales amounted to SEK 1,466 million (1,577). EBIT was recognized at SEK -144 million (-130) and net financial items at SEK 422 million (609). The Parent Company follows the Group's development in net sales and earnings, but bears inventory impairment losses and costs for development and innovation. Net financial items includes dividends received from subsidiaries in the amount of SEK 122 million (234) and Group contributions received of SEK 294 million (432). Net income for the year was SEK 245 million (407). The Parent Company's investments in fixed assets amounted to SEK 13 million (17). Depreciation and amortization amounted to SEK 19 million (20). The Parent Company's equity-assets ratio at year-end was 59.0% (58.2%). The Parent Company's cash and cash equivalents as of December 31, 2024 amounted to SEK 166 million (332).

Operational and financial risks in the Parent Company
The Parent Company's risks are the same as those of the Group in all material respects. Duni AB's central finance department and its management of financial risks are regulated by a financial policy adopted by the Board of Directors. This work is presided over and managed by the Group's central finance function, which is included as a unit within the Parent Company. The Group divides the financial risks into market risks (consisting of currency risks, price risks and interest rate risks), credit risks and liquidity risks.

Allocation of earnings proposed by the Board of Directors and CEO

The following unrestricted earnings of the Parent Company are at the disposal of the Annual General Meeting:

Allocation of earnings, Parent Company (SEK)	2024
Non-restricted equity in Parent Company	
Retained earnings	2,326,835,530
Net income for the year	244,894,273
Total non-restricted equity in Parent Company	**2,571,729,803**
The Board of Directors and CEO propose:	
that SEK 5.00 share be distributed to shareholders	234,995,160
and that the remaining amount be carried forward	2,336,734,643
Total	**2,571,729,803**

The Board of Directors proposes that the 2025 AGM resolve to allocate earnings such that a total of SEK 5.00 per share is distributed to shareholders, which is equivalent to a total of SEK 234,995,160, and that the remaining non-restricted equity be carried forward.

The Board of Directors also proposes that the dividends be disbursed in two partial payments to better adapt to the Group's cash flows during the year. The Board of Directors proposed May 21, 2025 as the record date for the first partial payment of SEK 2.50 and November 11, 2025 as the record date for the second partial payment of SEK 2.50. This means that shareholders registered at the record dates of May 21 and November 11 are entitled to dividends.

In the event that the 2025 AGM resolves in accordance with the Board's proposed allocation of earnings, SEK 2,337 million will be carried forward. The Parent Company's restricted equity will be fully covered following the proposed dividend. The Group's shareholders' equity amounts to SEK 4,208 million.

In accordance with Chapter 18, Section 4 of the Swedish Companies Act (2005:551), as the basis for its proposed dividend, the Board estimated that the proposed dividend is justifiable in consideration of the requirements of the business for the size of the Parent Company's and Group's shareholders' equity and the Parent Company's and Group's consolidation needs, liquidity and financial position in general. The Board of Directors believes that the Company has experienced a strong financial recovery, which has been clear since the end of the pandemic and accelerated during 2023 and 2024. The assessment is that the Group has a strong financial position and future competitiveness that allows the dividend to be maintained at SEK 235 million, which is equivalent to 91% of income after tax attributable to the Parent Company. Adjusted for restructuring costs, this corresponds to SEK 66%. The Board believes that even after the proposed dividend, the Group will still be able to meet its obligations, and that there is scope for both acquisitions and planned investments.

Following the dividend, the Parent Company and Group's equity-assets ratio is also estimated to be sound in relation to the industry in which the Group operates. The proposed allocation of earnings will not impact the Parent Company and Group's ability to meet their payment obligations. The Board of Directors estimates that the Parent Company and Group are well prepared to cope with changes relating to liquidity and unexpected events. The proposal to divide the dividend into two partial payments will make the Company's liquidity planning more effective with a better balance in net debt over the year. The Board of Directors believes that the Parent Company and Group are capable of coping with future business risks and losses if such arise.

Shareholders' equity would have been SEK 0.6 million lower if financial instruments measured at fair value in accordance with Chapter 4 Section 14 a of the Swedish Annual Accounts Act had instead been measured at the lower of cost or net realizable value.

The assurance and signatures of the Board of Directors and the CEO

The assurance of the Board of Directors and the CEO

The Board of Directors and CEO hereby affirm that the consolidated financial statements have been prepared in accordance with the International Financial Reporting Standards (IFRS) as adopted by the EU and provide a true and fair view of the Group's financial position and results of operations. The annual report has been prepared in accordance with generally accepted accounting practices and provides a true and fair view of the Parent Company's financial position and performance.

The Directors' Report for the Group and Parent Company provides a true and fair view of the Group and Parent Company's business, financial position and performance and describes the substantial risks and uncertainties to which the Parent Company and the companies that are part of the Group are subject.

On April 15, 2025, as indicated by electronic signing

Thomas Gustafsson
Chairman of the Board

Viktoria Bergman
Director

Morten Falkenberg
Director

Sven Knutsson
Director

Pia Marions
Director

Janne Moltke-Leth
Director

Maria Fredholm
Employee representative, PTK

David Green
Employee representative, LO

Robert Dackeskog
President and CEO

Our auditor's report was submitted on April 15, 2025,
as indicated by electronic signing.
PricewaterhouseCoopers AB

Johan Rönnbäck
Authorized Public Accountant

DUNI GROUP The Architects of Dining

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Financial information

Five-year summary, Consolidated Income Statements

SEK m	2024	2023	2022	2021	2020
Net sales	7,578	7,718	6,976	5,061	4,501
Cost of goods sold	-5,847	-5,872	-5,657	-4,133	-3,687
Gross profit	**1,731**	**1,846**	**1,318**	**928**	**814**
Selling and marketing expenses	-766	-699	-609	-505	-514
Administrative expenses	-438	-421	-381	-271	-265
Research and development expenses	-38	-36	-4	-1	-5
Other operating income	23	46	80	133	121
Other operating expenses	-98	-88	-79	-112	-80
EBIT	**412**	**648**	**326**	**173**	**70**
Financial income	11	24	19	2	2
Financial expenses	-67	-73	-56	-40	-65
Income from participation in associated companies	-2	-7	-6	-2	–
Net financial items	**-57**	**-56**	**-43**	**-39**	**-63**
Net income before tax	**355**	**593**	**283**	**133**	**7**
Income tax	-77	-150	-82	-56	-3
Net income for the year	**278**	**443**	**201**	**77**	**4**
Income attributable to:					
Equity holders of the Parent Company	257	390	200	76	2
Non-controlling interests	20	53	2	1	1
Earnings per share (expressed in SEK per share), calculated on net income for the year attributable to equity holders of the Parent Company for the year:					
Earnings per share before dilution	5.48	8.30	4.25	1.62	0.05
Earnings per share after dilution	5.48	8.30	4.25	1.62	0.05

Five-year summary, Consolidated Balance Sheets

SEK m	12/31/2024	12/31/2023	12/31/2022	12/31/2021	12/31/2020
ASSETS					
Goodwill	2,407	2,110	2,136	2,010	2,011
Other intangible assets	311	230	305	344	408
Tangible assets	1,365	1,245	987	950	1,015
Financial assets	287	246	294	184	131
Total fixed assets	**4,370**	**3,831**	**3,881**	**3,662**	**3,756**
Inventory	1,476	1,251	1,727	1,253	861
Accounts receivable	1,118	1,125	1,137	860	599
Other receivables	281	218	222	225	200
Cash and cash equivalents	323	488	372	396	364
Total current assets	**3,197**	**3,082**	**3,458**	**2,734**	**2,024**
TOTAL ASSETS	**7,567**	**6,913**	**7,339**	**6,396**	**5,780**
SHAREHOLDERS' EQUITY AND LIABILITIES					
Shareholders' equity attributable to equity holders of the Parent Company	3,514	3,422	3,211	2,630	2,541
Non-controlling interests	694	560	530	85	87
Total equity	**4,208**	**3,982**	**3,742**	**2,714**	**2,628**
Long-term financial liabilities	695	610	1,173	159	1,216
Other long-term liabilities	460	274	348	648	638
Total long-term liabilities	**1,155**	**885**	**1,521**	**807**	**1,854**
Accounts payable	827	719	840	723	422
Short-term financial liabilities	414	342	393	1,455	270
Other short-term liabilities	963	985	844	697	606
Total short-term liabilities	**2,204**	**2,046**	**2,076**	**2,874**	**1,299**
TOTAL SHAREHOLDERS' EQUITY AND LIABILITIES	**7,567**	**6,913**	**7,339**	**6,396**	**5,780**

Key ratios in brief, Group

	2024	2023	2022	2021	2020
Net sales, SEK m	7,578	7,718	6,976	5,061	4,501
Gross profit, SEK m	1,731	1846	1,318	928	814
Operating income, SEK m	604	716	450	279	149
Operating EBITDA, SEK m	807	926	664	487	374
Operating profit, EBIT, SEK m	412	648	326	173	70
EBITDA, SEK m	679	924	603	476	359
Interest-bearing net debt, SEK m	915	598	1,317	1,375	1,324
Number of employees	2,483	2,326	2,231	2,214	2,269
Sales growth	-1.8%	10.6%	37.8%	12.4%	-18.9%
Organic growth	-4.9%	5.2%	30.9%	14.4%	-18.7%
Gross margin	22.8%	23.9%	18.9%	18.3%	18.1%
Operating margin	8.0%	9.3%	6.4%	5.5%	3.3%
Operating EBITDA margin	10.6%	12.0%	9.5%	9.6%	8.3%
EBIT margin	5.4%	8.4%	4.7%	3.4%	1.6%
EBITDA margin	9.0%	12.0%	8.6%	9.4%	8.0%
Return on shareholders' equity	6.6%	11.1%	5.4%	2.8%	0.1%
Return on capital employed*	12.5%	16.3%	9.3%	7.1%	3.9%
Return on capital employed, excluding goodwill **	24.8%	31.5%	16.6%	14.4%	8.2%
Interest-bearing net debt/equity	21.8%	15.0%	35.2%	50.7%	50.4%
Interest-bearing net debt/operating EBITDA	1.14	0.6	2.0	2.8	3.5

* Calculated on the basis of the last twelve months and operating income.
** Alternative key ratios are described in the section entitled Key ratio definitions, see page 176.

Key figures for Duni Group

Our decade of action	2019 (base year)	2023	2024	2025 (target)
Amount of fossil virgin plastic (index)	100	71	65	50
Proportion of FSC®-labeled products BA Dining Solutions	94%	98%	98%	100%
Proportion of FSC®-labeled products BA Food Packaging Solutions	37%	74%	82%	75%
CO_2-intensity, Scope 1+2 (index)	100	39	38	40
EcoVadis score	52	77	79	Platinum

Consolidated Income Statement

SEK m	Note	2024	2023
Net sales	3, 4	7,578	7,718
Cost of goods sold	4, 5, 6, 7, 8	-5,847	-5,872
Gross profit		**1,731**	**1,846**
Selling and marketing expenses	5, 6, 8	-766	-699
Administrative expenses	5, 6, 8, 9	-438	-421
Research and development expenses	5, 6	-38	-36
Other operating income	10	23	46
Other operating expenses	5, 6, 10	-98	-88
EBIT	3, 11, 16, 17, 32	**412**	**648**
Income from financial items	11, 12, 17		
Financial income		11	24
Financial expenses		-67	-73
Income from participation in associated companies	19	-2	-7
Net financial items		**-57**	**-56**
Net income before tax		**355**	**593**
Income tax	14	-77	-150
Net income for the year	37	**278**	**443**
Income attributable to:			
Equity holders of the Parent Company		257	390
Non-controlling interests		20	53
Earnings per share (expressed in SEK per share), calculated on net income for the year attributable to equity holders of the Parent Company for the year:	33		
Earnings per share before dilution		5.48	8.30
Earnings per share after dilution		5.48	8.30

Consolidated Statement of Comprehensive Income

SEK m	2024	2023
Net income for the year	**278**	**443**
Other comprehensive income		
Items that will not be reclassified to profit or loss:		
Revaluation of net pension obligation	-2	-6
Total	**-2**	**-6**
Items that may be reclassified to profit or loss:		
Exchange rate differences from translation of foreign subsidiaries	66	-37
Cash flow hedges	-12	-19
Total	**54**	**-56**
Other comprehensive income for the year, net of tax	**52**	**-62**
Total comprehensive income for the year	**330**	**381**
Total comprehensive income for the year attributable to:		
Equity holders of the Parent Company	300	352
Non-controlling interests	30	29

Consolidated Balance Sheet

SEK m	Note	12/31/2024	12/31/2023
ASSETS	1, 2, 3, 27, 32		
Fixed assets			
Intangible assets	21		
Goodwill		2,407	2,110
Customer relationships		192	113
Trademarks and licenses		62	64
Capitalized development expenses		45	42
Assets under development		11	11
Total intangible assets		**2,718**	**2,340**
Tangible assets	22		
Buildings, land and land improvements		415	367
Machinery and other technical equipment		571	476
Equipment, tools and installations		71	59
Construction in progress and advance payments for tangible assets		83	105
Right-of-use assets	23	225	237
Total tangible assets		**1,365**	**1,245**
Financial assets			
Participations in associated companies	19	5	25
Deferred tax assets	14	279	197
Derivative instruments	31	1	23
Other long-term financial assets	29	1	1
Total financial assets		**287**	**246**
Total fixed assets		**4,370**	**3,831**
Current assets			
Inventory	7	1,476	1,251
Accounts receivable	24	1,118	1,125
Derivative instruments	31	8	2
Tax assets		64	39
Other short-term receivables	24	167	134
Prepaid expenses and accrued income	25	42	43
Cash and cash equivalents	28	323	488
Total current assets	27	**3,197**	**3,082**
TOTAL ASSETS		**7,567**	**6,913**

Consolidated Balance Sheet, contd.

SEK m	Note	12/31/2024	12/31/2023
SHAREHOLDERS' EQUITY AND LIABILITIES	1, 2, 3, 27, 32, 35		
Equity			
Share capital	33	59	59
Other injected capital		1,681	1,681
Reserves		177	133
Retained earnings including net income for the year		1,597	1,550
Total equity attributable to the shareholders of the Parent Company		**3,514**	**3,422**
Non-controlling interests	18	694	560
Total equity		**4,208**	**3,982**
Long-term liabilities			
Bank loans	30	530	430
Leasing debt	23	165	180
Derivative instruments	31	75	–
Deferred tax liability	14	151	139
Allocation to restructuring reserve	8	104	–
Pension provisions	17	130	136
Total long-term liabilities		**1,155**	**885**
Short-term liabilities			
Accounts payable		827	719
Tax liabilities		116	134
Bank loans	30	355	286
Leasing debt	23	59	56
Derivative instruments	31	6	2
Other short-term liabilities		222	183
Allocation to restructuring reserve	8	28	11
Accrued expenses and prepaid income	26	592	655
Total short-term liabilities		**2,204**	**2,046**
TOTAL SHAREHOLDERS' EQUITY AND LIABILITIES		**7,567**	**6,913**

Consolidated Statement of Changes in Equity

SEK m	Share capital	Other injected capital	Reserves	Profit carried forward incl. net income for the year	Total equity attributable to PC's shareholders	Non-controlling interests	Total equity
Opening balance Jan. 1, 2023	**59**	**1,681**	**165**	**1,306**	**3,211**	**530**	**3,742**
Comprehensive income							
Net income for the year	–	–	–	390	390	53	443
Other comprehensive income for the year, net of tax	–	–	-32	-6	-38	-24	-62
Total comprehensive income for the year	**0**	**0**	**-32**	**384**	**352**	**29**	**381**
Transactions with owners							
Dividend paid to shareholders for 2022	–	–	–	-141	-141	0	-141
Total transactions with owners	**0**	**0**	**0**	**-141**	**-141**	**0**	**-141**
Opening balance Jan. 1, 2024	**59**	**1,681**	**133**	**1,550**	**3,422**	**560**	**3,982**
Comprehensive income							
Net income for the year	0	0	–	257	257	20	278
Other comprehensive income for the year, net of tax	0	0	44	-2	42	10	52
Total comprehensive income for the year	**0**	**0**	**44**	**256**	**300**	**30**	**330**
Acquisition of subsidiaries	–	–	–	**27**	**27**	**104**	**130**
Transactions with owners							
Dividend paid to shareholders for 2023	0	0	0	-235	-235	0	-235
Total transactions with owners	**0**	**0**	**0**	**-235**	**-235**	**0**	**-235**
Closing balance Dec. 31, 2024	**59**	**1,681**	**177**	**1,597**	**3,514**	**694**	**4,208**

Consolidated Cash Flow Statement

SEK m	Note	2024	2023
Cash flow from operating activities:			
EBIT		412	648
Adjustments for non-cash items	34	343	283
Interest received		15	23
Interest paid		-53	-62
Paid income tax		-225	-157
Cash flow from operating activities before changes in working capital		**493**	**734**
Changes in working capital:			
Increase(-)/decrease(+) in inventories		-110	469
Increase(-)/decrease(+) in accounts receivable		93	5
Increase(-)/decrease(+) in receivables		-11	23
Increase(+)/decrease (-) in accounts payable		57	-120
Increase(+)/decrease(-) in short-term liabilities		-85	78
Cash flow from operating activities		**437**	**1,190**
Cash flow used in investing activities:	31		
Acquisition of tangible assets	22	-198	-150
Acquisition of intangible assets	21	-18	-16
Sale of tangible assets	22	11	8
Sale of intangible assets	21	0	–
Acquisition of subsidiaries	20	-253	–
Acquisition of associated companies	19	–	-14
Divestment of subsidiary	19	–	–
Cash flow used in investing activities		**-458**	**-171**
Cash flow used in financing activities:	30		
Dividend paid to shareholders		-235	-141
Net change, overdraft facilities and other financial liabilities		0	-49
Repayment of debt		-261	-758
Loans raised		412	116
Repayment of lease liability	23	-60	-61
Cash flow used in financing activities		**-144**	**-893**
Cash flow for the year		**-165**	**127**
Cash and cash equivalents, opening balance		488	372
Exchange rate differences, cash and cash equivalents		0	-11
Cash and cash equivalents, closing balance	28	**323**	**488**

Parent Company Income Statement

SEK m	Note	2024	2023
Net sales	3, 4	1,466	1,577
Cost of goods sold	4, 5, 6, 7, 8	-1,401	-1,543
Gross profit		**65**	**34**
Selling and marketing expenses	5, 6, 7, 8	-128	-120
Administrative expenses	5, 6, 7, 8, 9	-277	-292
Research and development expenses	5, 6	-33	-34
Other operating income	10	438	338
Other operating expenses	5, 10	-210	-56
EBIT	11, 16, 17, 32, 36	**-144**	**-130**
Income from financial items	11, 12		
Revenue from participation in Group companies	13	415	666
Other interest income and similar items		101	69
Interest expenses and similar items		-94	-126
Net financial items		**422**	**609**
Income after financial items		**278**	**479**
Appropriations		-2	-2
Tax on income for the year	14	-31	-70
Net income for the year	37	**245**	**407**

Parent Company Statement of Comprehensive Income

SEK m	2024	2023
Net income for the year	**245**	**407**
Other comprehensive income[1]		
Items that may be reclassified to profit or loss:		
Cash flow hedges	-12	-14
Total	**-12**	**-14**
Other comprehensive income for the year, net of tax	**-12**	**-14**
Total comprehensive income for the year	**233**	**394**
Total comprehensive income for the year attributable to:		
Equity holders of the Parent Company	233	394

[1] The Parent Company has no comprehensive income classified as items that will not be reclassified to profit or loss.

Parent Company Balance Sheet

SEK m	Note	12/31/2024	12/31/2023
ASSETS	1, 2, 3, 27, 32		
Fixed assets			
Intangible assets	21		
Trademarks and licenses		2	2
Capitalized development expenses		39	42
Assets under development		10	9
Total intangible assets		**50**	**54**
Tangible assets	22		
Buildings, land and land improvements		6	7
Machinery and other technical equipment		7	8
Equipment, tools and installations		5	4
Construction in progress and advance payments for tangible assets		4	4
Total tangible assets		**21**	**23**
Financial assets			
Participations in Group companies	18, 20	2,490	2,335
Participations in associated companies	19	9	41
Deferred tax assets	14	19	19
Short-term financial receivables from Group companies	29	1,129	1,077
Derivative instruments	31	1	23
Total financial assets		**3,648**	**3,495**
Total fixed assets		**3,719**	**3,572**
Current assets			
Inventory	7	54	74
Accounts receivable	24	121	138
Derivative instruments	31	8	2
Receivables from Group companies	24	147	34
Other short-term receivables	24	14	7
Prepaid expenses and accrued income	25	18	26
Short-term financial receivables, from Group companies	24	276	390
Cash and cash equivalents	28	166	332
Total current assets		**806**	**1,002**
TOTAL ASSETS		**4,525**	**4,573**

Parent Company Balance Sheet, cont.

SEK m	Note	12/31/2024	12/31/2023
EQUITY, PROVISIONS AND LIABILITIES	1,2,3,27,32,36,35		
Equity			
Restricted equity			
Share capital	33	59	59
Statutory reserve		11	11
Revaluation reserve		13	13
Development expenditure reserve		15	16
Total restricted equity		**98**	**99**
Non-restricted equity			
Retained earnings		2,327	2,165
Net income for the year		245	407
Total non-restricted equity		**2,572**	**2,573**
Total equity		**2,670**	**2,672**
Provisions			
Pension provisions	17	85	86
Deferred tax liability	14	19	22
Total provisions		**104**	**108**
Long-term liabilities			
Bank loans	30	332	443
Long-term financial liabilities to Group companies		–	–
Derivative instruments	31	–	–
Total long-term liabilities		**332**	**443**
Short-term liabilities			
Accounts payable		45	69
Liabilities to Group companies		248	91
Bank loans	30	355	286
Short-term financial liabilities to Group companies		607	682
Derivative instruments	31	1	2
Tax liabilities		34	70
Other short-term liabilities		31	28
Allocation to restructuring reserve	8	4	4
Accrued expenses and prepaid income	26	94	121
Total short-term liabilities		**1,418**	**1,351**
TOTAL EQUITY, PROVISIONS AND LIABILITIES		**4,525**	**4,573**

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Parent Company, Changes in Equity

SEK m	Share capital	Statutory reserve	Revaluation reserve	Development expenditure reserve	Translation reserve	Cash flow reserve	Retained earnings	Total equity
Opening balance Jan. 1, 2023	**59**	**11**	**13**	**4**	**33**	**24**	**2,275**	**2,419**
Comprehensive income								
Comprehensive income for the year	–	–	–	–	–	-14	407	394
Total comprehensive income for the year	**0**	**0**	**0**	**0**	**0**	**-14**	**407**	**394**
Transactions with owners								
Dividend paid to shareholders for 2022	–	–	–	–	–	–	-141	-141
Total transactions with owners	**0**	**0**	**0**	**0**	**0**	**0**	**-141**	**-141**
Allocation to development expenditure reserve	–	–	–	11	–	–	-11	0
Opening balance Jan. 1, 2024	**59**	**11**	**13**	**16**	**33**	**10**	**2,530**	**2,672**
Comprehensive income								
Comprehensive income for the year	–	–	–	–	–	-12	245	233
Total comprehensive income for the year	**0**	**0**	**0**	**0**	**0**	**-12**	**245**	**233**
Transactions with owners								
Dividend paid to shareholders for 2023	–	–	–	–	–	–	-235	-235
Total transactions with owners	**0**	**0**	**0**	**0**	**0**	**0**	**-235**	**-235**
Allocation to development expenditure reserve	–	–	–	-1	–	–	1	0
Closing balance Dec. 31, 2024	**59**	**11**	**13**	**15**	**33**	**-1**	**2,540**	**2,670**

Parent Company Cash Flow Statement

SEK m	Note	2024	2023
Cash flow from operating activities:			
EBIT		-144	-130
Adjustments for non-cash items	34	-12	-36
Interest received		101	250
Dividends received		122	236
Interest paid		-94	-126
Paid income tax		-65	-20
Cash flow from operating activities before changes in working capital		**-92**	**174**
Changes in working capital:			
Increase(-)/decrease(+) in inventories		22	34
Increase(-)/decrease(+) in accounts receivable		-94	17
Increase(-)/decrease(+) in receivables		-20	22
Increase(+)/decrease (-) in accounts payable		131	8
Increase(+)/decrease(-) in short-term liabilities		2	-12
Cash flow from operating activities		**41**	**69**
Cash flow used in investing activities:			
Acquisition of intangible assets	21	-10	-14
Acquisition of tangible assets	22	-4	-4
Sale of tangible assets	22	0	0
Change in net lending to Group companies		323	1,618
Acquisition of subsidiaries	18, 20	-123	–
Sale of subsidiaries	20	0	6
Shareholders' contributions	18	0	-1,003
Acquisition of associated companies	19	0	-14
Change in interest-bearing receivables		-1	13
Cash flow used in investing activities		**185**	**602**
Cash flow used in financing activities:	30		
Dividend paid to shareholders		-234	-141
Net change, overdraft facilities and other financial liabilities		-16	66
Repayment of debt		-164	-758
Loans raised		114	116
Cash flow used in financing activities		**-300**	**-717**
Cash flow for the year		-166	128
Cash and cash equivalents, opening balance		332	204
Cash and cash equivalents, closing balance	27	**166**	**332**

Notes

Note 1 – General information

Duni AB (publ) and its subsidiaries operate internationally and are leaders within attractive, quality table setting products and concepts and packaging for take-aways. The Group develops, manufactures and sells functional and attractive concepts and products for the serving, take away and packaging of meals. Duni enjoys a leading position thanks to a combination of high quality, established customer relationships, well-reputed brands, and a strong local presence in Europe. Tissue for napkins and table covers is manufactured in Sweden, while converting to finished products takes place in Poland, Slovenia, Thailand and Germany. The Group has sales offices in Australia, Finland, France, United Arab Emirates, Hong Kong, Netherlands, New Zealand, Poland, Switzerland, Singapore, Spain, UK, Sweden, Thailand, Czech Republic, Germany, USA and Austria.

The Parent Company, Duni AB, is a registered limited company with its registered office in Malmö, Sweden. The address of the head office is Box 237, 201 22 Malmö. The Parent Company's main place of business is in the Nordic countries. The website is www.dunigroup.se. Duni is listed on NASDAQ Stockholm under the ticker name "DUNI".

The Board of Directors approved this annual report for publication on April 15, 2025. The annual report may be changed by the Company's owners after approval by the Board.

Unless otherwise specifically stated, all amounts are reported in million kronor (SEK m) and relate to the January 1–December 31 period with respect to income statement items and December 31 with respect to balance sheet items. Information in brackets relates to the preceding fiscal year, i.e., 1/1/2023–12/31/2023.

Note 2 – General accounting principles

This note sets forth general material accounting principles applied in the preparation of this annual report. However, the majority of these accounting policies are included in the respective notes, in particular for those areas that involve a high degree of assessment, are complex or where assumptions and estimates are material to the consolidated accounts. Unless otherwise stated below, all accounting principles in this annual report have been applied consistently for all presented years.

The consolidated financial statements cover Duni AB and its subsidiaries. The Parent Company applies the Swedish Annual Accounts Act and RFR 2, Accounting for Legal Entities. Specific choices of principles made within the framework of RFR 2 are listed in section 2.5 below.

2.1 Bases for preparation of the financial statements

2.1.1 Compliance with IFRS

The consolidated financial statements for Duni AB and its subsidiaries have been prepared in accordance with the Swedish Annual Accounts Act, RFR 1, "Supplementary Accounting Rules for Groups", and the International Financial Reporting Standards (IFRS) and interpretations from the IFRS Interpretations Committee (IFRSIC) as adopted by the EU.

2.1.2 Cost method

Assets and liabilities are recognized using the cost method, except for:

- currency forward contracts measured at fair value through profit or loss,
- interest rate swaps classified as hedging instruments and measured at fair value through other comprehensive income,
- defined benefit pension plans, for which the plan assets are measured at fair value through other comprehensive income.

2.2 Standards and interpretations

2.2.1 New and amended standards applied by the Group

Duni Group applies the new and amended standards and interpretations from the IASB and statements from the IFRIC as adopted by the EU and which are mandatory starting on January 1, 2024. None of the standards and changes that have been applicable to Duni Group have had a material effect for the fiscal year.

2.2.2 New standards and interpretations not yet applied by the Group

A number of new standards, changes to the standards and interpretations enter into force with regard to fiscal years beginning after January 1, 2025, and these have not been applied in conjunction with the preparation of this financial report. These new standards and interpretations are not expected to have a material impact on the Group's financial statements in the current or future periods, nor on future transactions. Management is currently evaluating the exact consequences of applying the new IFRS 18 standard, Presentation and Disclosure in Financial Statements (applicable to fiscal years beginning on or after January 1, 2027), to the consolidated financial statements. The preliminary general assessment is that the new standard is not expected to have any material effects. IFRS 18 will replace IAS 1 Presentation of Financial Statements and introduce new requirements that will help achieve comparability in the reporting of results for similar companies and provide users with more relevant information and transparency. Although IFRS 18 will not affect the recognition or measurement of items in the financial statements, its effects on presentation and disclosures are expected to be far-reaching, particularly those relating to the income statement and to performance metrics defined by management.

2.3 Consolidated financial statements

2.3.1 Subsidiaries

Subsidiaries are included in the consolidated financial statements commencing on the day on which the controlling influence is transferred to the Group. The acquisition method is used when consolidating the Group's subsidiaries. For each individual business combination, where applicable, it is determined whether non-controlling interests in the acquired company are recognized at fair value or at the interest's proportional share in the identifiable net assets of the acquired company. Subsidiaries Duni Thailand and BioPak Pty Ltd in Australia are recognized at fair value.

2.3.2 Changes in ownership stake in a subsidiary without a change in controlling interest

The Group applies the principle of reporting transactions with non-controlling interests that do not lead to a loss of control as equity transactions, i.e., transactions with owners in their role as shareholders. Upon acquisitions from non-controlling interests, the difference between the consideration paid and the actual acquired share of the carrying amount of the subsidiary's net assets is recognized in equity. Gains or losses upon divestments to non-controlling interests are also recognized in equity.

2.4 Translation of foreign currency

2.4.1 Functional currency and reporting currency

Items included in the financial statements for the various units in the Group are valued in the currency which is used in the economic environment in which the relevant company primarily operates (functional currency). In the consolidated financial statements, the Swedish crowns (SEK) is used; this is the Parent Company's functional currency and reporting currency.

2.4.2 Transactions and balance sheet items

Transactions in foreign currency are translated to the functional currency in accordance with the exchange rates applicable on the transaction date. Exchange rate gains and losses which arise in conjunction with payments of such transactions and in conjunction with translation of monetary assets and liabilities in foreign currency at the exchange rate on the balance sheet date are recognized in the income statement. Exchange rate differences on lending and borrowing are recognized in net financial items, while other exchange rate differences are included in operating income. Exceptions apply when the transactions constitute hedging which satisfies the conditions for hedge accounting of cash flows or of net investments, since gains /losses are recognized in other comprehensive income. The Group applies hedge accounting via interest rate swaps, with part of the interest rate risk hedged at a fixed rate.

2.4.3 Group companies

Upon consolidation, exchange rate differences which arise as a consequence of translation of net investments in foreign operations are transferred to the Consolidated statement of comprehensive income. Upon the full or partial divestment of a foreign business, the exchange rate differences which are recognized in other comprehensive income are transferred to the income statement and recognized as a part of capital gains/losses.

Goodwill and adjustments of fair value which arise upon the acquisition of a foreign business are treated as assets and liabilities of such business and translated using the exchange rate at the balance sheet date.

2.5 The Parent Company's accounting principles

The principles regarding the Parent Company are unchanged compared with the preceding year.

2.5.1 Differences between the accounting principles of the Group and the Parent Company

Differences between the accounting principles of the Group and the Parent Company are set forth below. The accounting principles stated below have been applied consistently to all periods presented in the Parent Company's financial statements.

Subsidiaries

Participations in subsidiaries are recognized in the Parent Company pursuant to the purchase method. In the Parent Company, acquisition costs are recognized as participations in subsidiaries. Received dividends and Group contributions are recognized as financial income.

Associated companies

Participations in associated companies are recognized in the Parent Company pursuant to the purchase method. The shares are recognized as "Participations in associated companies" and dividends received are recognized as revenue. In the Parent Company, acquisition costs are recognized as participations in associated companies.

Leased assets

All leases are recognized in the Parent Company pursuant to the rules for operating leases, in accordance with the simplification rule in RFR 2.

Financial instruments

The Parent Company has chosen to apply IFRS 9 in legal entities.

Pension provisions

The Parent Company recognizes the pension liability in accordance with the simplification rule in RFR 2, and this is based on calculations made in accordance with the Swedish Pension Obligations (Security) Act. See also Note 17.

Presentation of income statement and balance sheet

The Parent Company complies with the form for presentation of income statements and balance sheets as set forth in the Swedish Annual Reports Act. This entails, among other things, a different presentation regarding equity and that provisions are reported as a separate main heading in the balance sheet.

2.6 Significant estimates and judgments for accounting purposes

Estimates and judgments are evaluated regularly based on historical experience and other factors, including expectations of future events which may be deemed reasonable under prevailing circumstances. The Group makes estimates and judgments regarding the future. By definition, the estimates for accounting purposes which follow from these rarely correspond to the actual outcome. The estimates and judgments which entail a significant risk of material adjustments in the carrying amounts of assets and liabilities are specified on an ongoing basis in the notes.

Note 3 – Segment reporting

Accounting principles

Operating segments
Company management has established operating segments based on the information which is addressed by the strategic decision-making group and used for making strategic decisions. The steering committee constitutes the Group Management which decides on the allocation of resources within the Group and evaluates the results of operations. The strategic decision-making group addresses and evaluates operations based on lines of business, or operating segments, to which the same risks and opportunities apply. Sales between the business areas take place on market terms. Duni's business areas are identified as its operating segments.

Dining Solutions business area: stands for what the Group is traditionally associated with, i.e., innovative solutions for the set table, primarily napkins, table covers and candles. Products and services are sold under the Duni and Paper+Design brands. Customers are primarily hotels and restaurants, the so-called HoReCa market, where sales are largely made through wholesalers. The retail sector is also an important customer group, as are other channels such as various types of specialist retailers. The business area is a European market leader in the premium range for napkins and table covers.

Food Packaging Solutions business area: offers environmentally sound concepts for meal packaging and serving products for applications including take-away, ready-to-eat meals, and various types of catering. The business area's customers are various types of restaurants with take-away concepts and companies that are active in the health and patient care sectors. Stores and other food producers are also a major customer group. The segment's products and services are currently sold under both the Duni and BioPak brands, but the goal is for the segment to primarily represent the BioPak brand.

Organizational structure
Products are sold via a consolidated commercial organization divided into six regions. Each region is responsible for local sales and marketing of both brands, Duni and BioPak, to all customers.
The regions are:

– NorthEast: Northern and Eastern Europe
– Central: Germany, Austria and Switzerland
– West: The Netherlands, Belgium, Luxembourg, the UK and Ireland
– South: France, Spain and Italy
– Rest of World: All sales outside Europe
– Other Sales: External sales of tissue and airlaid materials from the Skåpafors factory and external sales of finance and accounting services from the finance function in Poznan are included in the Dining Solutions business area.

Group-wide functions are largely shared by the business areas, and the expenses for these are allocated with a weighted ratio based on sales and indirect costs for each business area, Dining Solutions and Food Packaging Solutions.

Group Management, which is the highest executive and decision-making body, decides on the allocation of resources within the Group and evaluates the results of operations. Group Management manages the performance of the business through the business areas on the basis of sales and operating income after shared costs have been allocated to each business area.

The Group has a vertically integrated business model for its paper-based products, such as napkins and table covers. This means that the entire production and delivery chain is owned and controlled by the Group, from manufacturing of materials and concept development to converting and distribution. Because in-house-produced napkins and table covers fall under the Dining Solutions business area, this business area is responsible for all expenses for production and converting. By contrast, the products in the Food Packaging Solutions business area are largely produced by external production units. There is a large procurement organization here, and it is a major part of the business.

Revenue recognition
Revenue from contracts with customers mainly comprises the sale of goods in the form of napkins, table covers, candles, packaging solutions and serving products. Revenue includes the fair value of what has been, or will be, received for sold goods in the Group's operating activities. Revenue is recognized exclusive of value added tax, returns and discounts and after elimination of intra-Group sales. Duni Group also has service revenue in the form of sales of financial and administrative services from the Group's accounting center. This revenue does not represent a significant amount and is included in the Dining Solutions business area.

Revenue is recognized when control over the goods is transferred, which occurs when the goods are delivered to the customer or wholesaler and there are no unfulfilled obligations that could impact approval of the goods. Delivery occurs when the goods have been transported to the specific location, the risk of obsolete or lost goods has been transferred to the customer or wholesaler and they have accepted the goods in accordance with the contract, the deadline for complaints against the contract has expired or there is objective evidence that all criteria for acceptance have been met. The Group's goods and services are transferred at the same time, and income is received in the same month as the goods are delivered to the customer.

In those cases where products are sold with volume discounts and the customers are entitled to return products, the sales revenues are recognized based on the price stated in the sales contract, net of estimated volume discounts and returns at the time of the sale. A liability is recognized for expected volume discounts in relation to sales until the balance sheet date. Returns in the form of goods returned under the right of withdrawal for seasonal ranges are recognized gross. Sales are reduced and a liability in respect of returns is recognized in the balance sheet. The recognized return increases the inventory and reduces the cost of goods sold. No financial component is deemed to be established, since the sale takes place with an average credit period of 45 days, which is in accordance with market practice.

Revenue from customer contracts is divided into different categories. Duni Group has identified the different business areas as two different category types. Within these, sales by region and by product group are specified in order to reflect the nature of the sales. Revenue from external customers broken down by region is based on where the Group's customers have their registered office.

Significant estimates and judgments

Judgments

The operating segments, i.e., the business areas, use common IT solutions and logistics. When recognizing the joint assets per operating segment, these have been allocated based on a weighting of the respective business area's business volume and share of indirect costs. This is deemed to constitute a reasonable basis for allocation since the utilization of the asset by each business area is proven. Corresponding allocations have also been made when allocating Group-wide expenses. However, interest income and interest expenses are not allocated per business area, since they are affected by measures taken by the central treasury function, which manages the Group's cash liquidity.

The judgment of volume discounts is based on expected annual purchases. Revenue is recognized only to the extent it is highly probable that no substantial reversal will occur.

For contracts that have returns on seasonal ranges, management estimates the size of these based on current contracts, historical sales and historical trends for returns. A provision is made for returns based on these judgments and assumptions. Given that the magnitude of returns has been stable in the past years, it is highly probable that there will not be any substantial reversal of recognized revenue.

The validity of customer agreements, entitlement to discounts, customer bonuses and returns, and the estimated quantity of returns or customer bonuses is reassessed at each balance sheet date.

Operating segments, Group

2024, SEK m	Dining Solutions	Food Packaging Solutions	Total
Total net sales	4,419	3,175	7,594
Revenue from other segments	9	7	16
Revenue from external customers	**4,409**	**3,168**	**7,578**
Operating income	479	125	604
Items not included in operating income	-158	-34	-192
Reported EBIT	**321**	**91**	**412**
Financial income			11
Financial expenses			-67
Income from participation in associated companies			-2
Income tax			-77
Net income for the year			**278**
Total assets	4,961	2,606	7,567
Total liabilities	2,155	1,204	3,359
Investments	226	38	264
Depreciation	191	78	269

2023, SEK m	Dining Solutions	Food Packaging Solutions	Total
Total net sales	4,692	3,063	7,754
Revenue from other segments	11	25	36
Revenue from external customers	**4,681**	**3,037**	**7,718**
Operating income	600	117	716
Items not included in operating income	-47	-21	-68
Reported EBIT	**553**	**95**	**648**
Financial income			24
Financial expenses			-73
Income from participation in associated companies			-7
Income tax			-150
Net income for the year			**443**
Total assets	4,763	2,150	6,913
Total liabilities	2,007	924	2,931
Investments	252	50	301
Depreciation	214	62	276

Division of revenue from customer contracts, Group

2024, SEK m	Dining Solutions	Food Packaging Solutions	Total
Primary geographic regions			
NorthEast	806	470	1,276
Central	1,818	266	2,084
West	746	414	1,160
South	537	133	670
Rest of World	335	1,885	2,220
Other sales	167	0	167
Total	**4,409**	**3,168**	**7,578**
Product groups			
Napkins	3,138	100	3,238
Table covers	726	0	726
Candles	192	0	192
Packaging solutions	0	1,184	1,184
Serving products	1	1,750	1,751
Other	353	134	487
Total	**4,409**	**3,168**	**7,578**
Time of revenue recognition			
Goods/services transferred at once	4,409	3,168	7,578
Goods/services transferred over time	–	–	0
Total	**4,409**	**3,168**	**7,578**

2023, SEK m	Dining Solutions	Food Packaging Solutions	Total
Primary geographic regions			
NorthEast	799	531	1,331
Central	1,965	279	2,244
West	828	310	1,138
South	605	173	778
Rest of World	337	1,744	2,080
Other sales	147	–	147
Total	**4,681**	**3,037**	**7,718**
Product groups			
Napkins	3,336	85	3,422
Table covers	783	–	783
Candles	211	–	211
Packaging solutions	–	1,222	1,222
Serving products	1	1,615	1,616
Other	350	116	466
Total	**4,681**	**3,037**	**7,718**
Time of revenue recognition			
Goods/services transferred at once	4,681	3,037	7,718
Goods/services transferred over time	–	–	0
Total	**4,681**	**3,037**	**7,718**

Duni Group manages its business based on what it refers to as operating income. Group Management evaluates and manages its business areas on a monthly basis using this alternative key financial. "Operating income" means operating income before restructuring costs, non-realized valuation effects of currency derivatives, fair value allocations and amortization in connection with business combinations.

Bridge between operating income and EBIT

SEK m	2024	2023
Operating income	**604**	**716**
Restructuring costs	-125	-5
Unrealized value changes. derivative instruments	0	3
Amortization of intangible assets identified in connection with business combinations	-64	-66
Fair value allocation in connection with acquisitions	-2	0
Reported EBIT	**412**	**648**

The assets and liabilities directly attributable to each business area include fixed assets other than buildings and all operating capital employed, mainly inventories, accounts receivable and accounts payable. In addition, certain common assets and liabilities, notably buildings, have been allocated to each business area.

Total sales from external customers broken down per product group

SEK m	2024	2023
Napkins	3,239	3,422
Table covers	726	783
Candles	192	211
Packaging solutions	1,184	1,222
Serving products	1,751	1,616
Other*	486	466
Revenue from external customers	**7,578**	**7,718**

* Other includes coffee filters, take-away bags, straws and bags.

Total net sales from external customers broken down per geographic region

SEK m	2024	2023
Sweden	399	437
Australia	1,551	1,468
Germany	1,625	1,743
South	670	778
West	1,160	1,138
Other NorthEast	877	894
Other Central	459	502
Other Rest of World	669	612
Other sales	167	147
Revenue from external customers	**7,578**	**7,718**

Duni does not have any single customer that accounts for more than 10% of its net sales. Rest of the world includes New Zealand, which accounts for 13%, Thailand 4%, the USA 4% and Singapore 3% of the region's sales. NorthEast includes, among others, Finland, Norway, Denmark and Poland, which each account for 14-17% of the region's sales.

Total tangible and intangible assets broken down per geographic region

SEK m	2024	2023
Sweden	1,594	1,573
Australia	643	595
Germany	880	798
South	6	8
West	64	65
Other NorthEast	430	263
Other Central	6	9
Other Rest of World	460	273
Total tangible and intangible assets	**4,083**	**3,585**

The change is due to acquired companies in the respective regions of Other NorthEast, Germany and Rest of World.

Parent Company's breakdown of net sales per operating segment and geographic area:

Parent Company, SEK m	2024	2023
Dining Solutions	1,001	1,045
Food Packaging Solutions	465	532
Total net sales	**1,466**	**1,577**

Parent Company, SEK m	2024	2023
Sweden	326	379
Other NorthEast	807	860
Central	312	316
West	16	18
South	3	1
Rest of World	0	1
Other sales	2	2
Total net sales	**1,466**	**1,577**

Note 4 – Intra-Group purchases and sales

At arm's length pricing has been applied in conjunction with intra-Group purchases and sales. Intra-group purchases and sales amounted to SEK 4,224 million (4,568). The Parent Company sold goods to its subsidiaries for SEK 552 million (584) and purchased goods from subsidiaries in the value of SEK 1,113 million (1,147).

Note 5 – Expenses by nature

In the consolidated income statement, expenses are grouped by function. Presented below is information regarding significant types of expenses.

		Group	
SEK m	Note	2024	2023
Change in inventories of finished products and products in progress		2,131	2,105
Raw materials and consumables		1,227	1,403
Cost of logistics		1,198	970
Cost of sales and marketing		301	314
Expenses for remuneration of employees	16	1,556	1,445
Depreciation, amortization and impairment	6	269	276
Other expenses		505	603
Total operating expenses		**7,187**	**7,116**

Other costs include other costs of energy, maintenance, travel, development and currency.

Note 6 – Depreciation, amortization and impairment

Depreciation/amortization

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Customer relationships	64	51	–	–
Capitalized development expenses	14	14	13	14
Trademarks and licenses	4	18	0	1
Buildings and land improvements	50	49	1	1
Plant and equipment	137	143	5	4
Total depreciation/ amortization	**269**	**276**	**19**	**20**

Depreciation and amortization are included in the cost for each function as follows:

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Cost of goods sold	128	137	2	2
Selling and marketing expenses	21	19	0	–
Administrative expenses	53	53	17	18
Research and development expenses	1	–	0	–
Other operating expenses	66	66	0	0
Total depreciation/ amortization	**269**	**276**	**19**	**20**

Impairment losses
No impairment losses were made in 2024 and 2023.

Note 7 – Inventory

Accounting principles

Inventories are recognized at the lower of cost and net realizable value. Cost is determined using the first in, first out method (FIFO). Net realizable value is the estimated selling price in operating activities. Loan expenses are not included in the cost. Costs of goods and impairment losses are recognized as cost of goods sold.

The cost for the various inventory categories comprises, among other things:
– Raw materials and consumables: purchasing costs for pulp, binder, color, packaging and inbound freight.
– Work in progress: various material costs and freight costs included.
– Finished goods inventories: material costs, freight costs included, direct salaries and indirect and direct manufacturing expenses, based on normal manufacturing capacity.
– Goods for resale: shipping costs, customs duties and purchasing costs.

Estimated return rights on the seasonal range are recognized gross. Sales are reduced and a liability for returns is entered in the balance sheet. The recognized return increases the inventory and reduces the cost of goods sold.

Significant estimates and judgments

Estimates and assumptions – risk of material adjustments
The calculation of the net realizable value is based on an estimate of a sale price that is affected by several parameters such as changes in product range, price development, market demand, changes in legislation, etc. Cost includes, among other things, freight costs, pulp, various input materials and manufacturing expenses, which are purchased at different times, which means that inventory valuation is extremely complex. When estimating the obsolescence of inventories, risk factors are the rate of turnover, age, market demand and new launches. There are established principles for how obsolescence is calculated. On the one hand, there is a calculation basis for raw materials and consumables that are "slow-moving", i.e., remain in inventory for a long time. For inventories of finished goods and goods for resale, a different calculation basis is used, where the obsolescence calculation is based on the number of days in inventory.

At the end of each month, management makes new judgments and assumptions based on the prevailing market situation in order to ensure the correct valuation of inventory.

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Raw materials and consumables	279	234	–	–
Work in progress	101	94	–	–
Finished goods and goods for resale	899	690	54	73
Advance payments to suppliers	196	233	0	0
Total	**1,476**	**1,251**	**54**	**74**

The change in inventory is reported under the item "Costs of goods sold" and, for the Group, amounted to SEK 5,945 million (6,087). The corresponding item for the Parent Company amounted to SEK 994 million (1,156).

The Group's impairment write-down of inventory to the net realizable value amounted to SEK 33 million (9). The Parent Company's recognized impairment losses on inventory amounted to SEK 0 million (2). Impairment losses have been reversed in 2024 for the Group in the amount of SEK 13 million (15). Reversals of SEK 2 million (0) have been made in the Parent Company.

Note 8 – Restructuring costs – allocation to restructuring reserve

Accounting principles

Provisions for restructuring costs and any legal claims are recognized when the Group has a legal or informal obligation as a consequence of earlier events, it is likely that an outflow of resources will be required to settle the obligation, employees concerned have been informed about the main features of the plan and the amount can be calculated in a reliable manner.

Significant estimates and judgments

Estimates and assumptions – risk of material adjustments
The provision for restructuring reserve is calculated on the basis of agreements following negotiations with trade unions and other interested parties. The amount of the provision is calculated on the basis of assumptions about the timing of the recognition of the cost and the estimated cost of salaries, termination benefits and other obligations arising from termination.

Net restructuring costs amount to SEK 125 million (5). In order to secure future capacity in the logistics chain, a strategic partnership was entered into during the year with CEVA Logistics, which will develop and operate a modern logistics facility in Meppen, Germany on behalf of the Group. As a leading logistics company with one-stop solutions and operations in 170 countries, CEVA has extensive experience of modernizing warehouse facilities, both in Europe and globally. The facility is planned to become operational in early 2026, giving a boost to both competitiveness and scalability over time. For Duni Group, this is also seen as a sustainability investment, as it will contribute to the Group's target of net zero carbon emissions, and the investment is expected to pay for itself over two to three years. During the third quarter, restructuring costs of SEK 125 million were incurred, primarily associated with previously announced costs for the relocation of inventories and personnel changes, which affect approximately 220 people. As of the balance sheet date of December 31, 2024, negotiations on the dismissal of personnel had not begun, which is why there is uncertainty about the restructuring amount, which has been estimated according to best judgment.

In 2023, restructuring costs of SEK 7 million were incurred in connection with the relocation and closure of production at Sharp Serviettes in New Zealand. Machines were moved to Duni Thailand. SEK 4 million was reversed from the previous year.

Restructuring costs by function

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Cost of goods sold	128	7	–	–
Selling and marketing expenses	-1	0	–	–
Administrative expenses	0	2	–	5
Other operating expenses/ income	-1	-4	–	–
Total restructuring costs	**125**	**5**	**0**	**5**

Allocation to restructuring reserve

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Opening balance, restructuring reserve	**11**	**11**	**4**	**5**
Utilized reserves	-6	-1	-2	-1
Reversal of reserve	-1	-5	–	–
Allocations for the year	128	7	2	–
Closing balance, restructuring reserve	**132**	**11**	**4**	**4**
Of which short-term	28	8	0	0

Note 9 – Remuneration for auditors

	Group		Parent Company	
SEK m	2024	2023	2024	2023
PricewaterhouseCoopers				
– Audit engagement	5.7	4.7	2.4	2.0
of which to Pricewaterhouse-Coopers AB	*2.6*	*2.3*	*2.4*	*2.0*
– Auditing activities in addition to the audit engagement	0.8	0.2	0.2	0.2
of which to Pricewaterhouse-Coopers AB	*0.3*	*0.2*	*0.2*	*0.2*
– Tax advice	0,4	0.5	0,4	0,4
of which to Pricewaterhouse-Coopers AB	*0.4*	*0.4*	*0.4*	*0.4*
– Other services	1.3	1.2	0.8	0.8
of which to Pricewaterhouse-Coopers AB	*0.8*	*0.8*	*0.8*	*0.8*
Total	**8.2**	**6.7**	**3.8**	**3.4**
Other auditors				
– Audit engagement	4.4	3.7	–	–
– Auditing activities in addition to the audit engagement	0.0	0.1	–	–
– Tax advice	0.2	0.2	–	–
– Other services	1.1	0.8	–	–
Total	**5.7**	**4.8**	**0.0**	**0.0**
Total remuneration for auditors	**13.9**	**11.5**	**3.8**	**3.4**

"Audit engagement" means remuneration for the statutory audit, i.e., work that is central for the issuance of an auditor's report as well as "audit consulting", which is performed in connection with the audit engagement. Other services include support for the application for restructuring aid in Germany.

Sales and income
8
9

Note 10 – Other operating income and expenses

Accounting principles

Other operating income includes other revenue not classified as sales and that cannot therefore be attributable to selling Duni Group's products. Other operating expenses includes expenses that cannot be classified in other functions.

Government grants are recognized at fair value when there is reasonable certainty that the grant will be received and that the conditions associated with the grant will be met. Government grants relating to costs are allocated over periods and recognized in the income statement in the same periods as the costs which the grant is intended to cover. Government support is recognized as other operating income.

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Other operating income				
Exchange rate gains	13	11	11	7
Administrative services	–	–	427	331
Capital gains	4	0	–	–
Government support	0	25	–	–
Emission rights sold	–	3	–	–
Other items	5	7	0	0
Total other operating income	**23**	**46**	**438**	**338**
Other operating expenses				
Depreciation	64	66	0	0
Administrative services	–	–	209	55
Capital loss	3	3	0	0
Acquisition expenses	15	6	–	–
Other items	16	13	1	1
Total other operating expenses	**98**	**88**	**210**	**56**

Other operating income

Revenue for administrative services in the Parent Company relates primarily to the re-invoicing of expenses for Group-wide functions to subsidiaries that access these services.

Other operating expenses

Amortization/depreciation in the Group relates to amortization of customer relationships, which is attributable to acquisitions.

Expenses for administrative services in the Parent Company relate primarily to re-invoiced expenses for Group-wide functions at subsidiaries.

Other items include losses on the disposal of fixed assets, bank fees and other administrative expenses. The bank fees include fees in connection with payment of invoices, fees for receiving payments and expenses for holding external bank accounts. These expenses are directly related to operations, which is why they are considered operating expenses and not financial expenses.

Note 11 – Net exchange rate differences

Exchange rate differences have been recognized in the income statement as follows:

	Group		Parent Company	
SEK m	2024	2023	2024	2023
EBIT				
Change in fair value – currency derivatives	–	–	–	–
Other exchange rate differences in EBIT	13	7	11	7
Total exchange rate differences in EBIT	**13**	**7**	**11**	**7**
Financial items				
Exchange rate differences in financial items	-2	2	1	-2
Total exchange rate differences in financial items	**-2**	**2**	**1**	**-2**
Total net exchange rate differences in income statement	**11**	**10**	**12**	**5**

Note 12 – Income from financial items

The Parent Company's other financial expenses for 2023 include an impairment loss of SEK 92 million relating to a loan to subsidiaries in the liquidated company Duni Song Seng in Singapore.

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Financial income				
Revenue from participation in Group companies	–	–	415	666
Interest income, external investments	15	23	14	22
Interest income, Group companies	–	–	79	139
Interest income, interest rate swaps	20	17	20	17
Other financial income	0	2	8	0
Total financial income	**35**	**41**	**536**	**844**
Financial expenses				
Interest expenses, external loans	-62	-67	-46	-66
Interest expenses, pensions	0	-5	-7	-11
Interest expenses, Group companies	–	–	-54	-57
Interest expenses, interest rate swaps	–	–	–	–
Interest expenses, leases	-9	-8	-1	–
Change in fair value, currency forwards	–	–	1	-2
Other financial expenses	-20	-9	-7	-99
Total financial expenses	**-91**	**-90**	**-115**	**-235**
Income from participation in associated companies	-2	-7	–	–
Income from financial items	**-57**	**-55**	**421**	**609**

Other financial income and expenses include bank charges as well as exchange rate effects on financial loans and investments. Bank fees include fees that are directly attributable to the Group's external loans.

The interest share of pension expenses for the year is recognized among interest expenses. The interest rate used in the Parent Company is 3.0% (3.0%) set by PRI, calculated on the average of opening and closing balances on the item "Pension provisions".

Note 13 – Income from participations in Group companies

During the year, the Parent Company received dividends from subsidiaries amounting to SEK 122 million (234). Group contributions received amounted to SEK 294 million (432).

Note 14 – Income tax

Accounting principles

Current tax is calculated on the taxable profit for the period based on the tax rules in force in the countries in which the Group operates. Current tax also includes adjustments relating to recognized tax in previous periods.

All tax liabilities/tax assets are measured at the nominal amount in accordance with the tax rules and tax rates decided upon or announced and which in all likelihood will be adopted.

Deferred tax is calculated in accordance with the balance sheet method on all temporary liabilities which arise between accounting and tax values of assets and liabilities. Deferred tax assets with respect to loss carry-forwards or other future taxable deductions are recognized to the extent it is likely that the deduction may be set off against surpluses in conjunction with future taxation. Deferred tax liabilities relating to temporary differences attributable to investments in subsidiaries and branches are not recognized in the consolidated financial statements since the Parent Company can, in all cases, determine the date for reversal of the temporary differences and it is not deemed likely that a reversal will be made within the foreseeable future.

Significant estimates and judgments

Judgments
Different estimates are made to determine current and deferred tax assets and liabilities. The probability that deferred tax assets will be available for offset against future taxable profits is one of the parameters assessed. The fair value of future taxable profits is subject to change as a result of, among other things, the assessment of future taxable profits and changes in the applicable tax rules.

Estimates and assumptions – risk of material adjustments
Assumptions are made for the calculation of deferred tax on loss carryforwards and other future tax deductions. When calculating deferred tax, it could prove that the assumptions were incorrect, which could result in significant future adjustments.

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Current tax for the year	-170	-201	-33	-73
Current tax attributable to previous years	-8	0	-1	-3
Deferred tax	101	51	3	6
Tax on income for the year	**-77**	**-150**	**-31**	**-70**

Deferred tax in the income statement consists of the following items:

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Deferred tax, internal profit in inventories	6	30	–	–
Deferred tax, untaxed reserves	-1	2	–	–
Deferred tax, measured loss carryforwards	47	-33	–	–
Deferred tax, intangible assets	16	21	–	–
Deferred tax, derivative instruments	3	5	3	5
Deferred tax, other*	30	26	0	1
Total deferred tax	**101**	**51**	**3**	**6**

* Other includes, among other things, deferred tax on restructuring costs.

The tax attributable to components in other comprehensive income amounts to SEK 0 million (0), most of which comprises tax on reappraisal of the net pension obligation.

Income tax on the Group's income before tax differs from the theoretical amount which would have arisen upon use of a weighted average tax rate for income in the consolidated companies in accordance with the following:

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Reported income before tax	355	593	276	477
Tax according to applicable tax rate	-77	-153	-57	-98
Tax effect of non-deductible expenses	-47	-44	-1	-20
Tax effect of non-taxable income	57	32	28	50
Adjustments relating to previous years	-10	15	-1	-2
Tax on income for the year in accordance with the income statement	**-77**	**-150**	**-31**	**-70**

Tax rate
The weighted average tax rate in the Group was 21.8% (25.3%). The Parent Company's applicable income tax rate is 20.6% (20.6%).

Temporary differences
Temporary differences arise in those cases where the accounting and tax values of assets or liabilities differ. Changes are in deferred tax assets and liabilities during the year, without consideration given to set-offs made under the same tax entitlement.

Deferred tax assets

SEK m, Group	Loss carry-forwards	Internal profit	Pensions	Structural expenses	Other	Total
As of December 31, 2022	**167**	**-38**	**2**	**5**	**86**	**222**
Recognized in income statement	-34	30	–	2	-23	-25
Recognized in other comprehensive income	–	–	0	–	–	0
Exchange rate differences	1	–	–	–	-2	-1
As of December 31, 2023	**134**	**-8**	**2**	**7**	**61**	**197**
Recognized in income statement	42	6	0	37	-6	79
Recognized in other comprehensive income	–	–	-1	–	–	-1
Exchange rate differences	5	–	–	0	-1	4
As of December 31, 2024	**181**	**-2**	**1**	**44**	**54**	**279**

Deferred tax liabilities

SEK m, Group	Untaxed reserves	Intangible assets	Other	Total
As of December 31, 2022	**44**	**72**	**99**	**215**
Recognized in income statement	-2	-21	-53	-76
Exchange rate differences	–	0	0	0
As of December 31, 2023	**42**	**51**	**46**	**139**
Recognized in income statement	0	-16	-2	-18
Acquired deferred tax liability	–	30	–	30
Exchange rate differences	–	0	–	0
As of December 31, 2024	**42**	**65**	**44**	**151**

The loss carryforwards are mainly attributable to Germany. The Group has also non-recognized loss carryforwards there totaling SEK 31 million. Loss carryforwards in Germany are unlimited in time. Intangible assets refer to deferred tax on acquired customer relationships and trademarks. Other includes deferred tax on differences between the book and plan values of fixed assets. The deferred tax is measured in accordance with the applicable tax rate in each country.

	Deferred tax assets			Deferred tax liabilities		
SEK m, Parent Company	Structural expenses	Other	Total	Financial instruments	Other	Total
As of December 31, 2022	**4**	**13**	**17**	**10**	**16**	**25**
Recognized in income statement	0	2	2	-5	2	-3
As of December 31, 2023	**4**	**15**	**19**	**5**	**18**	**22**
Recognized in income statement	–	–	0	-3	0	-3
As of December 31, 2024	**4**	**15**	**19**	**2**	**18**	**19**

Other in both deferred tax assets and deferred tax liabilities relates to deferred tax assets and payroll taxes on direct pensions.

Deferred tax assets and liabilities are set off when there is a legal right of set-off for the relevant tax assets and liabilities and when deferred taxes relate to the same tax authority. No set-off has taken place.

Recognition of expiration dates

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Deferred tax assets				
Utilize after more than 12 months	225	135	15	15
Utilize within 12 months	55	61	4	4
Total	**280**	**197**	**19**	**19**
Deferred tax liabilities				
Utilize after more than 12 months	91	71	17	17
Utilize within 12 months	60	68	2	5
Total	**151**	**139**	**19**	**22**

Net change in deferred tax

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Opening balance	58	**6**	-3	**-8**
Recognized in income statement	97	51	3	5
Recognized in other comprehensive income	-1	0	–	–
Acquired tax liability	-30	–	–	–
Exchange rate differences	5	-1	–	–
Closing balance	**129**	**58**	**0**	**-3**

Note 15 – Average number of employees

The average number of employees has been calculated as the number of hours worked divided by normal annual work time.

	2024			2023		
	Men	Women	Total	Men	Women	Total
Parent Company						
Sweden	64	99	163	61	88	149
France	2	–	2	1	–	1
Total, Parent Company	**66**	**99**	**165**	**62**	**88**	**150**
Subsidiaries						
Australia	51	53	104	32	37	69
Belgium	2	6	8	3	4	7
Bosnia and Herzegovina	0	1	1	0	0	0
Denmark	8	3	11	7	3	11
Finland	5	11	16	5	11	16
France	9	25	34	11	22	33
United Arab Emirates	1	2	3	1	1	2
Hong Kong	1	0	1	1	0	1
Italy	5	0	5	5	0	5
Netherlands	19	24	42	17	20	38
Norway	3	6	9	3	5	8
New Zealand	8	15	23	9	22	31
Poland	190	290	480	184	291	475
Switzerland	11	13	24	12	13	25
Serbia and Montenegro	0	1	1	0	0	0
Singapore	2	4	6	1	3	4
Slovenia	20	18	38	0	0	0
Spain	4	6	10	5	5	10
UK	28	31	59	23	22	45
Sweden	165	31	196	166	34	200
Thailand	87	142	229	68	121	189
Czech Republic	3	4	7	2	4	6
Germany	585	449	1,034	593	444	1,037
Hungary	1	0	1	1	–	1
USA	0	2	2	0	2	2
Austria	4	5	9	4	5	9
Total, subsidiaries	**1,212**	**1,141**	**2,353**	**1,153**	**1,069**	**2,223**
Total, Group	**1,278**	**1,240**	**2,518**	**1,215**	**1,157**	**2,373**

Note 16 – Salaries and other remuneration

Accounting principles

Compensation upon termination of employment is paid when an employee's employment is terminated prior to the normal retirement date or when an employee accepts voluntary severance in exchange for certain compensation. Termination benefits are recognized when the Group is demonstrably committed either to terminating employees under a detailed formal plan without possibility of withdrawal, or to providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits payable more than 12 months after the balance sheet date are discounted to present value.

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Salaries and other remuneration	1,246	1,155	118	125
Social security expenses	244	235	44	45
Pension expenses – defined contribution plans	61	46	21	17
Pension expenses – defined benefit plans*	5	9	–	–
Total	**1,556**	**1,445**	**183**	**187**

Payroll expenses, by gender

	2024		2023	
Payroll expenses, by gender	Men	Women	Men	Women
Blue collar employees	62%	38%	61%	39%
White collar employees	61%	39%	62%	38%

The table shows the share of average pay for blue collar and white collar employees based on total payroll expenses including social security contributions. All employees of the Group are counted, including senior executives, and there was no weighting for the nature of the position, years of service, age or similar parameters.

Salaries and other remuneration for senior executives and other employees

	2024		2023	
SEK m	Salaries and other remuneration (of which bonuses)	Pension expenses	Salaries and other remuneration (of which bonuses)	Pension expenses
Board, CEO, Deputy CEO and other senior executives	93 (17)	11	90 (17)	10
Other employees	1,153 (37)	55	1,065 (36)	45
Group, total	**1,246**	**66**	**1,155**	**55**

The Group's Board comprises 6 (6) persons, of whom 50% (50%) are women.

Other senior executives, the management team, comprise 7 (7) individuals, including the CEO, of whom 14% (14%) are women.

Remuneration of senior executives
Fees and other remuneration for the Board of Directors, including the Chairman of the Board, are decided upon by the Annual General Meeting. Pursuant to guidelines for remuneration of senior executives adopted by the AGM on May 21, 2024, remuneration for the CEO and other senior executives shall be on market terms and consist of basic salary, other benefits (including car benefit), other remuneration (including bonuses and vacation pay) and pension. At present, there are no long-term share-related incentive schemes. "Other senior executives" are those persons who, together with the CEO, are members of Group Management. Pension benefits and other remuneration for the CEO and other senior executives are payable as part of the total remuneration package. The Board proposes that the 2025 AGM keep the guidelines for the remuneration of senior executives unchanged. More detailed information about these guidelines can be found in the Directors' Report.

In accordance with a resolution adopted by the AGM on May 21, 2024, the annual fee for the current Chairman of the Board shall be SEK 630,000 (SEK 610,500), while the fee for other directors shall be SEK 337,000 (SEK 326,000) each. In addition, a fee for committee work of SEK 71,500 (SEK 69,000) shall be paid to the Chairman of the Remuneration Committee and SEK 33,000 (SEK 32,000) to the other members of the Remuneration Committee, and SEK 139,000 (SEK 132,000) to the Chairman of the Audit and Sustainability Committee and SEK 68,000 (SEK 65,000) to the other members of the Audit and Sustainability Committee.

The Chairman of the Board received no remuneration other than fees for board work and committee work.

The tables below specify the amount by which the adopted fees stated above were incurred in the fiscal years 2024 and 2023.

Compensation and other benefits

2024, SEK k	Basic salary/ Board fee*	Pension expense**	Other benefits	Variable remu- neration***	Severance compensation	Total
Chairman of the Board – Thomas Gustafsson	723	–	–	–	–	723
Director – Viktoria Bergman	379	–	–	–	–	379
Director – Morten Falkenberg	404	–	–	–	–	404
Director – Sven Knutsson	433	–	–	–	–	433
Director – Pia Marions	469	–	–	–	–	469
Director – Janne Moltke-Leth	355	–	–	–	–	355
Chief Executive Officer – Robert Dackeskog	4,619	2,287	83	341	–	7,330
Other senior executives	13,668	3,608	501	561	–	18,338
Total	**21,050**	**5,895**	**584**	**902**	**0**	**28,430**

* Basic salary/Board fee includes consulting fees to interim senior executives for the period October – December 2024.
** Of the pension expenses above, SEK 5,790 thousand relates to the Parent Company.
*** Variable remuneration relates to bonuses recognized as expenses for the 2024 fiscal year, which will be paid out in 2025.

2023, SEK k	Basic salary/ Board fee	Pension expense*	Other benefits	Variable remu- neration**	Severance compensation	Total
Chairman of the Board – Thomas Gustafsson	699	–	–	–	–	699
Director – Viktoria Bergman	217	–	–	–	–	217
Director – Morten Falkenberg	379	–	–	–	–	379
Director – Sven Knutsson	407	–	–	–	–	407
Director – Pauline Lindwall	127	–	–	–	–	127
Director – Pia Marions	453	–	–	–	–	453
Director – Janne Moltke-Leth	217	–	–	–	–	217
Chief Executive Officer – Robert Dackeskog	4,399	1,681	81	3,335	–	9,496
Other senior executives	12,595	3,239	539	6,307	–	22,680
Total	**19,493**	**4,920**	**620**	**9,642**	**0**	**34,675**

* Of the pension expenses above, SEK 4,761 thousand relates to the Parent Company.
** Variable remuneration relates to bonuses recognized as expenses for the fiscal year 2023, which were paid out in 2024.

Bonus
The CEO and all senior executives are included in a bonus system based on profitability and capital tie-up targets, primarily with respect to their individual operational area, but also Group targets. For the CEO, the variable remuneration is capped at 75% (75%) of basic salary. For other senior executives, the variable remuneration is capped at 50% (50%) of base salary. The bonus system covers only one year each time following a decision by the Board of Directors. A bonus of SEK 0.3 million (3.3) was paid to the CEO for the fiscal year. For the CEO and other senior executives, the performance criteria for variable remuneration for the fiscal year 2022 constituted a financial performance metric and for the fiscal year 2024 year both a financial performance metric and a sustainability metric. The performance metric is called Residual Income and consists of operating income minus 8.5% (8.5%) interest on managed capital. The sustainability metric is a climate index for achieving the set sustainability target in 2024 of net zero carbon emissions for Scopes 1 and 2, as well as a significant reduction in Scope 3. For more details, see the Remuneration Report 2024 on page 101.

Pensions - CEO
The CEO has an agreed retirement age of 65 and is covered by Duni Group's pension policy for senior executives, with the addition that 35% of the pensionable income in excess of 7.5 income base amounts is paid into the alternative ITP solution. Pensionable income also includes a three-year average of paid bonuses. The pension expense corresponds to the costs for defined contribution plans. To the extent that premiums are not fully deductible for the Company, excess premiums shall be agreed as direct pension, secured by capital insurance pledged to the CEO. There are no other outstanding pension obligations to the CEO.

Pensions - Other senior executives

The other senior executives have defined contribution plans. "Pension entitlement salary" means fixed annual salary including vacation pay, as well as an average of bonus payments received for the past three years. In addition, there are commitments regarding sickness pension and survivor's pension. Each month, the Company pays a cash pension contribution in accordance with each senior executive's individual pension plan. Pension is earned on a straight-line basis during the employment period, i.e., from the date of employment until retirement age. There are no outstanding pension obligations to other senior executives.

Severance pay - CEO

The CEO has a separate agreement regarding severance compensation. The severance compensation comprises payment for twelve months following a notice period of six months. Only the Company is entitled to trigger the agreement. The CEO is entitled to terminate his employment on six months' notice. There is no entitlement to severance compensation in the event of termination by the CEO or if his employment is terminated due to negligence on his part.

Severance pay – Other senior executives

Other senior executives have employment contracts which are terminable on 6 months' notice, by either the Company or the executive. In the case of termination by the Company, the executive is entitled to severance compensation equal to six monthly salaries, which in some cases is included in the basis for pension computation.

Note 17 – Pension obligations

Accounting principles

The Group has both defined benefit and defined contribution pension plans. The majority of the Group's pension remuneration is paid via defined contribution plans.

Defined benefit plans

In respect of defined contribution plans, Duni Group pays contributions to publicly or privately administered pension insurance plans pursuant to contractual obligations or on a voluntary basis. The Group has no legal or informal obligations to pay additional contributions if the legal entity has insufficient assets to pay all compensation to employees relating to the employee's service during a current or earlier period.

Obligations regarding retirement pensions and family pensions for salaried employees in Sweden are secured through insurance with independent insurance company Alecta. According to a statement issued by the Swedish Financial Reporting Board, UFR 10 Accounting for the ITP 2 pension plan financed through insurance with Alecta, this is a defined benefit plan covering several employers. Duni does not have access to such information as makes it possible to recognize this plan as a defined benefit plan. The pension plan according to ITP 2, which is secured through insurance with Alecta, is thus recognized as a defined contribution plan.

The contributions are recognized as personnel costs when they fall due for payment, in the function to which the employees belong. Prepaid contributions are recognized as an asset to the extent the Group may benefit from cash repayments or a reduction in future payments.

Defined benefit plans

The distinguishing feature of defined benefit plans is that they state an amount for the pension benefit an employee will receive after retirement, based on age, period of employment and salary.

The liability recognized in the balance sheet with respect to defined benefit plans is the present value of the defined benefit obligation on the balance sheet date, less the fair value of the plan assets. The defined benefit pension obligation is calculated annually by independent actuaries applying the projected union credit method. The present value of a defined benefit obligation is determined by discounting the estimated future pension payments using the rate of interest on investment-grade corporate bonds issued in the same currency as the currency in which payments are to be made, with terms to maturity comparable to the relevant pension liability. Approximately one half of pension obligations relate to Sweden. Swedish mortgage bonds are considered to be corporate bonds, which is why these are used.

Actuarial gains and losses arising from experience-based adjustments and changes in actuarial assumptions are recognized in "Other comprehensive income" during the period in which they arise.

Expenses relating to employment in earlier periods are recognized directly in the income statement in the function to which the employees belong. Interest expenses are recognized in net financial items.

Significant estimates and judgments

Judgments

The largest pension plan (just over 80% of pension obligations) is in Sweden, where there is no sufficiently liquid market for corporate bonds. Accordingly, the discount rate for the Swedish pension liability is based on mortgage bonds with a term to maturity corresponding to the pension plan. The Group believes that it is possible to equate Swedish mortgage bonds with investment-grade corporate bonds since the market for such bonds has a high turnover and is considered to be liquid and deep; furthermore, these bonds often have a triple A rating and thus are extremely creditworthy.

Estimates and assumptions – risk of material adjustments

Expenses and the value of pension obligations with respect to defined benefit plans are based on actuarial calculations based on assumptions regarding the discount rate, the expected return on plan assets, future salary increases, inflation and demographic conditions. Assumptions regarding the discount rate are based on high-quality investments at fixed interest with a term to maturity corresponding to the Group's existing pension obligations. Other demographic conditions are based on accepted industry practice.

Provisions for pensions and similar obligations:

	Group	
SEK m	2024	2023
Defined benefit plans	130	136

Within the Group, there are a number of defined benefit plans where, after completion of employment, the employees are entitled to remuneration based on their final salary and period of employment. Employees are usually guaranteed a pension equivalent to a percentage of their pay. The biggest plan is in Sweden, but Germany, Belgium, the UK and the Netherlands also have pension plans. The plans in the UK and the Netherlands are consolidated externally, with the plan assets held by foundations or similar legal entities. The activities of the foundations are governed by national regulations and practices applicable to the relationship between the Group and the manager (or equivalent) of the foundation's plan assets and the composition of plan assets in terms of different types of assets. The plan in the Netherlands is closed to new members, where the amounts of plan assets and pension liabilities are equal, resulting in net zero pension liabilities. In the UK, the value of the plan asset is greater than the value of the pension asset, and according to the Asset Ceiling rules, the pension liability is therefore posted at zero in accordance with IFRS.

Pension insurance with Alecta
For the current fiscal year, the Company did not have access to information needed to recognize its proportional share of the plan's obligations, plan assets and expenses. As a result, it was not possible to recognize the plan as a defined benefit plan. The premium for the defined benefit retirement and family pension is calculated on an individual basis and depends, among other things, on salary, previously earned pension entitlement, and expected remaining period of employment. Expected contributions for the next reporting period for ITP 2 policies taken out with Alecta amount to SEK 3 million (2).

Alecta's surplus may be divided among the policyholders and/or the insured. As of December 31, 2024, Alecta's surplus in the form of the collective funding level amounted to 162% (158%). The collective funding level constitutes the market value of Alecta's assets as a percentage of the insurance obligations, calculated in accordance with Alecta's actuarial calculation assumptions, which do not correspond to IAS 19. The collective funding level will normally be allowed to vary between 125% and 170%. If Alecta's collective funding level falls below 125% or exceeds 170%, remedial actions will be taken to create the conditions for the funding level to go back to the normal interval. In the event of low funding, one remedial action could be to increase the agreed price for taking out new policies and expanding existing benefits. In the event of high funding, one remedial action could be to institute premium reductions.

The amounts recognized in the consolidated balance sheet consist of:

	Defined benefit plans	
SEK m	2024	2023
Present value of consolidated obligations	273	271
Fair value of plan assets	-267	-267
Present value of non-consolidated obligations	124	132
Liability in the balance sheet	**130**	**136**

The total pension expenses recognized in the Group's income statement are as follows:

SEK m	2024	2023
Costs relating to service during the current year	-4	-4
Interest expenses	-15	-16
Expected return on plan assets	14	11
Total pension expenses regarding defined benefit plans	**-5**	**-9**
Pension expenses for the year regarding defined contribution plans	-61	-46
Total pension expenses for the year, included in personnel expenses (Note 16)	**-66**	**-55**
The year's reappraisal of pension plans recognized in other comprehensive income	**-2**	**-6**

The expenses regarding defined benefit plans are allocated in the consolidated income statement to the following items:

SEK m	2024	2023
Operating expenses	-4	-4
Financial expenses	-1	-5
Total income/expenses from defined benefit pension plans in the income statement	**-5**	**-9**

The change in the defined benefit obligation during the year is as follows:

SEK m	2024	2023
At the beginning of the year	**402**	**382**
Expenses (+)/income (-) for service during current year	4	4
Interest expenses	15	16
Reappraisals, losses (+)/gains (-) as a consequence of experience-based adjustments of defined benefit obligations	10	7
Reappraisals, losses (+)/gains (-) as a consequence of changed demographic assumptions	-1	6
Reappraisals, losses (+)/gains (-) as a consequence of changed financial assumptions	-28	10
Exchange rate differences	18	2
Disbursed benefits	-23	-25
At year-end	**397**	**402**

Reappraisals entail gains/losses as a consequence of changed demographic assumptions, financial assumptions and experience-based gains/losses.

The change in fair value of plan assets during the year is as follows:

SEK m	2024	2023
At the beginning of the year	**-267**	**-250**
Expected return on plan assets	-14	-11
Reappraisals, losses (+)/gains (-) as a consequence of experience-based adjustments of plan assets	23	-5
Exchange rate differences	-16	0
Employer's contributions	-4	-4
Employee's contributions	0	0
Disbursed benefits	10	9
Settlements in respect of UK asset ceiling	1	-6
At year-end	**-267**	**-267**
Experience-based adjustments of plan assets	**23**	**-5**

Reappraisals entail gains/losses as a consequence of changed demographic assumptions, financial assumptions and experience-based gains/losses.

The plan assets are mainly located in the UK and the Netherlands, but there is also a small proportion in Germany. In the Netherlands and Germany, funding consists primarily of insurance contracts which provide a guaranteed annual return with a possibility of a bonus decided on annually by the insurance company. In the UK, 14% (10%) of the insurance contracts are invested in equity instruments, 86% (89%) in bonds, and 0% (1%) in cash and cash equivalents. The assumed return on the plan assets is stated as the guaranteed return plus the anticipated bonus.

Contributions to defined benefit plans in 2025 are expected to be on the same level as in 2024.

The weighted average term for pension obligations is 13.4 years (14.4).

Actuarial assumptions on the balance sheet date:

	Sweden	Germany	UK	Netherlands	Belgium
Discount rate	3.2% (3.0)	3.0% (3.5)	5.6% (4.65)	3.45% (3.15)	3.0% (3.0)
Expected return on plan assets	–	3.0% (3.5)	5.6% (4.65)	3.45% (3.15)	3.0% (3.0)
Future annual salary increases	–	–	3.7% (4.05)	–	2.8% (2.8)
Future annual pension increases	1.75% (1.5)	2.0% (2.0)	2.95% (3.0)	0.0% (0.0)	0.0% (0.0)
Personnel turnover	–	–	0.0% (0.0)	–	0.0–5.0% (0.0–5.0)*

* Various assumptions based on age.

The assumptions regarding future lifespan are based on public statistics and experiences from mortality studies in each country, and are established in consultation with actuarial experts. The pension plans in Sweden, Germany and Netherlands are closed and only have disbursements.

As of December 31, 2024, the present value of the defined benefit obligation comprised approximately SEK 12 million (34) attributable to active employees, SEK 150 million (139) to employees who left the pension plan before retirement and SEK 235 million (229) attributable to people who are covered by the plan and are retired.

Through its defined benefit pension plans, Duni Group is exposed to a number of risks, and the most significant risks are:
Asset volatility: The plan's liabilities are calculated using a discount rate which is based on corporate bonds. In line with previous years, the discount rate is set for the Swedish plans by reference to the market for covered mortgage bonds. A deficit arises if the plan assets do not achieve a corresponding return. In the short term, this can result in volatility, but since the liability in the pension plan is long-term in nature, investments in instruments such as equity instruments are suited for managing the plan efficiently and obtaining the best return. Duni has no independent control over the way in which plan assets are invested. They are held by foundations whose activities are governed by national regulations and practice.

Changes in the yield on bonds: A decrease in the interest rate paid on corporate bonds will result in an increase in the liabilities of the plan, although this will be partially offset by an increase in the value of the bonds.

Inflation risk: Some of the plan's obligations are linked to inflation, with higher inflation resulting in higher liabilities. Most of the plan assets are either unaffected by inflation (fixed interest on bonds) or have a weak correlation to inflation (equities), meaning that an increase in inflation will also increase the deficit.

Lifespan assumptions: Most of the pension obligations entail that the employees covered by the plan will receive lifelong benefits, and consequently increased lifespan assumptions result in higher pension liabilities. This is particularly important in the Swedish plans, with increases in inflation resulting in greater sensitivity to changes in lifespan assumptions.

Composition by country, 2024 SEK m	Sweden	Germany	UK	Netherlands	Belgium	**Total**
Present value of defined benefit obligations	108	22	145	113	9	397
Fair value of plan assets	–	-1	-145	-113	-8	-267
Total defined benefit pension plans by country	**108**	**21**	**0**	**0**	**1**	130

Composition by country, 2023 SEK m	Sweden	Germany	UK	Netherlands	Belgium	**Total**
Present value of defined benefit obligations	114	22	153	105	8	**402**
Fair value of plan assets	–	-1	-153	-105	-8	**-267**
Total defined benefit pension plans by country	**114**	**21**	**0**	**0**	**0**	**135**

Discount rate sensitivity in the defined benefit obligation (DBO):

Group	Change in assumption	Increase in assumption	Decrease in assumption
Discount rate	+/- 0.5%	Decrease by 6.0% (6.4%)	Increase by 6.5% (7.2%)

- If the expected lifespan in the Swedish pension plan were to increase by 1 year from the assumption, the Swedish pension plan would increase by 5.9% (5.7%).
- If the pension increases in the Swedish pension plan were to increase by 0.5% from the assumption, the Swedish pension plan would increase by 5.0% (5.1%).
- If the pension increases in the Swedish pension plan were to decrease by 0.5% from the assumption, the Swedish pension plan would decrease by 4.7% (4.8%).

The methods and assumptions upon which the sensitivity analyses are based have not changed since the previous year.

	Parent Company	
SEK m	2024	2023
Provisions in accordance with the Swedish Pension Obligations (Security) Act:		
FPG/PRI pensions	85	86
Liability in the balance sheet	**85**	**86**
The following amounts are recognized in the Parent Company's income statement:		
Earned during the year	0	0
Interest expenses	-5	-2
Pension expenses for the year	**-5**	**-2**

The change in the defined benefit obligation during the year is as follows:

	Parent Company	
SEK m	2024	2023
At the beginning of the year	86	84
Net expenses recognized in the income statement	2	2
Disbursed benefits	-8	-8
Settlements	5	8
At year-end	**85**	**86**

The liability in the Parent Company relates to pension obligations with PRI.

Note 18 – Parent Company's participations in Group companies

	Registration number	Registered office	Number of shares and participations	Equity, %	Carrying amount, SEK k
Swedish subsidiaries					
Rexcell Tissue & Airlaid AB	556193-9769	Bengtsfors	12,000	100	161,440
Idun AB	556262-2604	Malmö	1,000	100	100
Unmo AB	559424-6869	Malmö	25,000	100	25
Total Swedish subsidiaries					**161,565**
Foreign subsidiaries					
Duni Holding BV	23068767	Breda, NL	260,731	100	1,119,193
Duni Verwaltungs GmbH*	Osnabrück HRB 19689	Bramsche, DE		(100)	(€ 65,467)
Duni Holding S.A.S	3493 0993 000064	Ste Helene du Lac, FR		(100)	(€ 2,871)
Duni Benelux B.V.	23052488	Breda, NL		(100)	(€ 7,250)
Duni Ltd	897172	Runcorn, GB		(100)	(€ 8,395)
Duni A/S	10 99 98 98	Copenhagen, DK		(100)	(€ 1,377)
Duni AS	962346057	Oslo, NO		(100)	(€ 370)
Duni OY	0864585-8	Helsinki, FI		(100)	(€ 1,578)
Duni Holding Asia & Pacific Pte Ltd	201316245E	Singapore, SG		(100)	(€ 62)
Duni Iberica S.L.	B60689692	Barcelona, Spain	200,000	100	23,176
Duni Poland Sp. z o.o.	KRS no. 40401	Poznan, PL	15,300	100	48,133
Duni Sales Poland Sp. z o.o.	KRS no. 254481	Poznan, PL	1,000	100	1,190
Duni EFF Sp. z o.o.	KRS no. 249084	Poznan, PL	1,000	100	1,130
Duni (CZ) s.r.o.	65410106	Kladno, CZ	1	100	8,827
Duni AG	212544	Rotkreutz, CH	400	100	578
Duni Beteiligungsgesellschaft mbH*	Osnabrück HRB 20099	Bramsche, DE	1	100	3,076
Duni Paper+Design Beteiligungsgesellschaft mbH*	Chemnitz HRB 26488	Wolkenstein, DE	1	100	473,288
Paper+Design GmbH Tabletop*	Chemnitz HRB 16943	Wolkenstein, DE		(100)	(€ 56,787)
Flexogravur GmbH*	Chemnitz HRB 19951	Wolkenstein, DE		(100)	(€1,058)
Duni Inc	36-4846862	Dover, Delaware, US	100	100	33,954
United Corporation Ltd	1496526	Auckland, NZ	1,000	100	35,832
Seti d.o.o.	2335794000	Kranj, SI	1	70	105,139
Total foreign subsidiaries					**1,853,516**

* The following entities, as well as the subsidiaries Duni GmbH (99.98% owned by Duni Verwaltungs GmbH and 0.02% by Duni Beteiligungsgesellschaft mbH) and Duni Logistik GmbH (owned 100% by Duni Verwaltungs GmbH), use the exemption provisions pursuant to Section 264 (3) of the German Commercial Code (HGB) for the preparation of notes to the annual financial statements and the management report and for the obligation to publish such financial statements. The consolidated financial statements are published in the "Deutsche Bundesanzeiger".

	Registration number	Registered office	Number of shares and participations	Equity, %	Carrying amount, SEK k
Foreign subsidiaries with non-controlling interest					
Duni (Thai) Holding Co., Ltd	115559011231	Bangkok, TH	588,000	49	98,652
Duni Thailand Co., Ltd	105531017277	Bangkok, TH	983,280	60*	19,150
Relevo GmbH	HRB255414	Munich, Germany	76,098	50.02	49,873
BioPak Pty Ltd	ACN 119 998 711	NSW, AU	300	53.37	306,879
Kindtoo Ltd	05893315	England & Wales, GB		(53.37)	(AUD 5,491)
BioPak (UK) Ltd	4104861	England & Wales, GB		(53.37)	–
BioPak Pty Limited	2308658	Auckland, NZ		(53.37)	(AUD 1)
BioPac UK Limited	NI641948	Northern Ireland, GB		(53.37)	(AUD 0)
BioPak Pte Ltd	201842974C	Singapore, SG		(53.37)	(AUD 0)
BioCup Inc	61-2034523	Delaware, US		(53.37)	(AUD 0)
Horizons Supply Pty Ltd	161941439	Melbourne, AU		(53.37)	(AUD 6,385)
BioPak (HK) Limited	3330295	Hong Kong, HK		(53.37)	(AUD 2)
BioPak France	931,915,748	Paris, FR		(53.37)	(AUD 0)
Innocent Packaging Limited	109-098-027	Auckland, NZ		(53.37)	(AUD 24,075)
Decent Packaging Ltd	11709102	London, GB		(53.37)	–
Decent Packaging B.V.	89718860	Amsterdam, NL		(53.37)	–
Huskee Tech Pty Ltd	60617207075	Sydney, AU		(53.37)	(AUD 11,698)
Huskee Pty Ltd	44617862763	Sydney, AU		(53.37)	–
Huskee Foshan Ltd	91440605MACRX7ER2N	Foshan, CN		(53.37)	–
Total foreign subsidiaries with non-controlling interest					**474,554**
Participations in Group companies					**2,489,635**

* Duni Thailand is 49% directly owned by Duni AB and 11% indirectly owned through Duni (Thai) Holding which brings the consolidated holding to 60% .

	Parent Company	
SEK k	2024	2023
Opening value, participations in Group companies	**2,334,623**	**1,334,093**
Investments for the year	155,012	125
Shareholders' contributions	0	1,003,304
Divestments for the year	0	-2,899
Closing value, participations in Group companies	**2,489,635**	**2,334,623**

The item Non-controlling interests in equity amounted to SEK 694 million as of December 31, 2024. The foreign subsidiaries with non-controlling interests included in this item can be divided into three groups. These are Relevo GmbH (50.02%), Duni Thailand with the companies Duni (Thai) Holding Co Ltd (49%) and Duni Thailand Co Ltd (60%), and BioPak Group (53.37%), whic includes all BioPak companies as well as Innocent, Decent and Huskee.

Duni Thailand operates primarily in Thailand, but also has export sales to other countries in Asia and Oceania. Relevo GmbH operates primarily in Germany. Within the BioPak Group, each company operates primarily in its respective country, apart from BioPak Pty Ltd, which also exports to other countries in Asia and Oceania. Huskee sells its products globally.

Significant items – Non-controlling interests, as of December 31, 2024

SEK m	Duni Thailand	BioPak Group	Relevo GmbH
Net income for the year attributable to non-controlling interests	5	21	-5
Total assets, non-controlling interests	228	1,659	15
Total equity, non-controlling interests	105	560	29

Note 19 – Participations in associated companies

Significant estimates and judgments

As the individual holdings are deemed to be immaterial to the Group, only aggregated information is disclosed in this note.

	Group	
SEK m	2024	2023
Total carrying amount for individually insignificant associate companies	5	25
Total amount for the Group's share of:		
Net income for the year	-2	-7
Other comprehensive income	–	–
Total comprehensive income	**-2**	**-7**

During the first quarter, the majority stake was acquired in the German startup company Relevo GmbH, which as of March 1 went from being an associated company at 24.51% to a subsidiary at 50.02%.

Bûmerang Takeaway SL was founded in 2019 in Barcelona and offers the first return system for the catering market in Spain. The company is inspired by the founder's grandparents' ideas about recycling. Using technology and a digital platform, Bûmerang wants to tackle today's waste problem with a return system for take-away packaging. Through active partnership and cooperation, the Group is striving to support this company in its continued growth.

The partnership complements the Food Packaging Solutions business area and extends the already broad range of sustainable solutions for take-away packaging. Different occasions require either single use, multiple use or a combination of both. Therefore, a complementary range in more European countries is important to meet future customer needs. Local waste management infrastructure varies widely and both single-use and multi-use options are important to ensure a fully circular business model in the future.

	Bûmerang Takeaway, S.L
Owner	Duni AB
Registered office	Barcelona, Spain
Registration number	B675587451
Owned share, %	23.23%
Carrying amount, SEK k	8,711

The Parent Company's participations in associated companies amount to SEK 9 (41) million. Duni Group has no commitments or contingent liabilities in relation to its associated companies.

Note 20 – Business combinations

Accounting principles

Acquired assets and liabilities, including items not recognized in the acquired company's balance sheet, such as trademark assets or customer relationships, are measured at fair value.

For each individual business combination with a non-controlling interest, the choice is made for the interest to be recognized at fair value or at the interest's proportional share in the identifiable net assets of the acquired company. Subsidiaries Duni Thailand, Relevo GmbH and BioPak Pty Ltd in Australia with its subsidiaries are recognized at fair value. Acquisition expenses are recognized in the Group as other operating expenses.

Acquisition expenses are recognized in the Group as other operating expenses.

Significant estimates and judgments

Preliminary acquisition analyses based on as thorough estimates and judgments as possible are conducted at the time of acquisition. However, the analyses may need to be adjusted further down the road. All acquisition analyses are subject to final adjustments no later than 12 months after the acquisition date.

In 2024, four minor acquisitions were made that are individually deemed to be insignificant for the Group, which is why only aggregated information about these acquisitions is disclosed in this note.

Business combinations in 2024
BioPak Pty Ltd (BioPak Group) made two acquisitions during the year. On February 1, 2024, 100% of Innocent Packaging Ltd was acquired, with operations in New Zealand and subsidiaries in the UK and the Netherlands. They are known as Decent Packaging and sell their products under the Decent brand in all three markets. Decent Packaging focuses on take-away packaging solutions made from plant-based materials. They have a total of 26 full-time employees and annual net sales of approximately SEK 150 million, with profitability in line with the Duni Group. On April 1, 2024, 100% of Huskee Pty in Australia was acquired. Huskee also has a small subsidiary in China. Huskee specializes in innovative, specially designed tea and coffee cups made from high-quality, degradable materials, with its own compost collection services. They have a total of 25 full-time employees and annual net sales of approximately SEK 50 million, with profitability in line with the Duni Group. Both Decent Packaging and Huskee are consolidated in the Food Packaging Solutions business area, and both acquisitions, which are not individually considered significant for Duni Group, are expected to contribute to accelerated growth in the Asia-Pacific region and to strengthen the Group's food packaging business. They complement BioPak Group's range and have a clear sustainability profile. The acquisition costs for these acquisitions were incurred in the fourth quarter of 2023, see note 10. Financing took place within the loan facility in BioPak Group and with BioPak Pty Ltd shares, which means that Duni Group's ownership in BioPak Group was diluted and the equity share went from 55% to 53.37% during the year.

Om March 1, 2024, the majority stake was also acquired in the German startup company Relevo GmbH, which then went from being an associated company with 24.51% ownership to a subsidiary with 50.02% ownership. Relevo is a startup company and sales are currently insignificant. Relevo offers reusable take-away solutions and boosts Duni Group's position in the field of circular solutions.

On September 1, 70% of the shares in the Slovenian production and sales company Seti D.O.O. were acquired. The company is based in Kranj and converts standard and customized napkins and placemats in airlaid and tissue. The acquisition expands Duni Group's presence in south-eastern Europe and is consolidated in the Dining Solutions business area. Seti has 43 employees, 32 of whom work in production. It has annual net sales of approximately SEK 100 million, with profitability in line with the Dining Solutions business area. There is a call and a put option in respect of the remaining 30% of the shares during the period June 1 – November 30, 2030. This is recognized as a liability in the balance sheet under the item "Derivative instruments" and amounted to SEK 75 million at the year-end. 100% of Seti is consolidated in the Group.

Summary of acquisition analyses, SEK k	Fair value
Intangible assets	137,219
Tangible assets	38,493
Net deferred tax asset/liability	-38,964
Inventory	83,562
Accounts receivable	43,664
Accounts payable	-30,130
Other short-term liabilities	-41,183
Cash	14,783
Acquired identifiable net assets	**207,445**
Non-controlling interests	-33,104
Goodwill	274,817
Acquired net assets	**449,158**

Cash flow impact - acquisition of subsidiaries, SEK k	
Cash consideration	261,384
less: cash and cash equivalents	-14,783
Consideration paid	**246,601**
Additional consideration	6,586
Total cash flow impact	**253,187**

BioPak Pty Ltd
In connection with the divestment of 25% of the shares in BioPak Pty Ltd to Five V Capital, in December 2022, there was a clause to receive an additional up to AUD 4.5 million in the period Q3 2023 to Q4 2024. No such amount has been received.

No business combinations took place in 2023.

Note 21 – Intangible assets

Accounting principles

Goodwill
Goodwill is recognized at cost less accumulated impairment losses. Impairment testing for goodwill is performed annually at the end of the fiscal year and when there are indications of impairment. The asset's value is written down to the recoverable amount as soon as it is shown that it is lower than the carrying amount. Impairment of goodwill is not reversed. Gains or losses upon the divestment of a unit include the remaining carrying amount of the goodwill which relates to the divested unit. The Group's operations are divided into the Dining Solutions and Food Packaging Solutions business areas, which also constitute cash-generating units. The Group's goodwill items are allocated to cash-generating units using allocation keys.

Customer relationships, trademarks and licenses
Identifiable acquired customer relationships are recognized at fair value and are attributable to acquisitions made from 2013 onwards. The relationships are amortized on a straight-line basis over an estimated useful life of 10 years.

Acquired trademarks and licenses are recognized at cost. The relationships are amortized on a straight-line basis over an estimated useful life of 3-10 years.

Retained research expenses
Capitalized research expenses relate primarily to expenditure for the development of business systems and other IT systems.

Research expenses are recognized when incurred. Expenditure incurred in development projects (relating to design and testing of new or improved products) are recognized as intangible assets when the criteria in IAS 38 are fulfilled. Amortization takes place from the time when the asset is ready for use, on a straight-line basis over the estimated useful life (3-10 years).Development expenses that do not fulfill the criteria in IAS 38 are recognized as expenses when incurred.

Emission rights
Duni Group participates in the EU's emission rights trading system. Received emission rights are recognized as intangible assets measured at cost, in other words, initially at SEK zero. Values are not adjusted up. A provision is made if an emission rights deficit is identified between owned rights and the rights which will need to be delivered due to emissions made. The value of any surplus emission rights is recognized only when realized upon an external sale.

Significant estimates and judgments

Judgments
Goodwill and surplus values in the form of customer relationships are allocated to the cash-generating units and operating segments based on a judgment of which units will benefit from the synergies created by the business combination. In making the allocation, management considers the estimated business volumes of the units and makes a judgment of market growth for each unit.

Part of the goodwill comprises SEK 1,199 million for the old organization before Duni Group was listed, and this is allocated in full to the Dining Solutions segment (formerly Duni). The remaining goodwill of SEK 1,208 million is goodwill on acquisition and has been allocated to these based on the product portfolio of the respective acquisitions and thus the business area to which they belong. The companies that manufacture napkins have been allocated to the Dining Solutions segment. Impairment testing is performed on the two business areas Dining Solutions and Food Packaging Solutions, which are seen as the lowest cash-generating unit.

For Software as a Service (SaaS), assessments are made on a case-by-case basis as to whether the software can be classified as an intangible asset or included as a direct expense in the income statement. These assessments evaluate, among other things, whether Duni has full access to the software code, and can modify it, and whether the software is customized for Duni.

With regard to amortization of the Group's intangible assets, Group Management determines the estimated useful lives. These estimates are based on historical knowledge of the useful life of equivalent assets. Useful lives and estimated residual values are reviewed on each balance sheet date and adjusted as required.

Estimates and assumptions – risk of material adjustments
Each year, the Group assesses whether there is any impairment of goodwill. The recoverable amount of cash-generating units is determined by calculating the value in use. Estimates must be made for these calculations. The calculations are based on estimated future cash flows before tax, based on financial forecasts approved by company management and which cover the current year as well as a five-year period. Cash flows beyond this period are extrapolated using an estimated growth rate. The growth rate does not exceed the long-term growth rate for the industry as a whole.

Significant assumptions which are used for calculations of values in use are primarily profit margin, growth rate and a nominal discount rate. Which discount rate is used for each business area can be seen in the tables below. The discount rate before tax is used in conjunction with present value calculation of estimated future cash flows. Company management has established the profit margin and growth rate based on previous income and its expectations as regards market growth. The discount rates used are stated before tax and reflect specific risks in the business area. Company management believes that the Group's operations are stable and there are therefore not any individual significant assumptions that could impact the profit margin. The estimated growth rate is applied in all essential respects to net sales and free cash flow. Company management believes that reasonably possible changes in the significant assumptions used in the calculations would not have such a major impact as to individually reduce the recoverable amount to a value which is below the carrying amount.

Group, SEK m

2024	Goodwill	Customer relation-ships	Trademarks and licenses	Capitalized development expenses	Assets under development	Total
Cost						
Opening cost	2,131	506	205	241	11	3,093
Investments	–	–	0	2	15	18
Increase through business combination	275	140	2	6	–	423
Disposals and retirements	–	–	-1	-11	–	-12
Reclassification	–	–	–	15	-15	0
Translation differences	22	18	2	1	0	43
Closing accumulated cost	**2,428**	**664**	**208**	**255**	**11**	**3,566**
Depreciation						
Opening accumulated depreciation	0	-393	-141	-199	0	-733
Depreciation for the year	–	-64	-4	-14	–	-82
Increase through business combination	–	–	0	-1	–	-2
Disposals and retirements	–	–	1	6		7
Reclassification	–	–	–	–	–	0
Translation differences	–	-15	-2	-1	–	-18
Closing accumulated depreciation	**0**	**-472**	**-146**	**-210**	**0**	**-827**
Impairment losses						
Opening accumulated impairment losses	-21	0	0	0	0	-21
Disposals	–	–	–	–	–	0
Translation differences	0	–	–	–	–	0
Closing accumulated impairment losses	**-20**	**0**	**0**	**0**	**0**	**-20**
Closing book value 12/31/2024	**2,407**	**192**	**62**	**45**	**11**	**2,718**

Group, SEK m

2023	Goodwill	Customer relation-ships	Trademarks, software and licenses	Capitalized development expenses	Assets under development	Total
Cost						
Opening cost	2,233	557	255	213	24	3,283
Investments	–	–	1	6	9	16
Adjustment of deferred tax	–	–	–	–	–	0
Disposals and retirements	-77	-38	-30	-19	-2	-166
Reclassification	–	–	-20	41	-21	0
Translation differences	-25	-13	0	0	0	-39
Closing accumulated cost	**2,131**	**506**	**205**	**241**	**11**	**3,093**
Depreciation						
Opening accumulated depreciation	0	-381	-155	-202	0	-737
Depreciation for the year	–	-51	-18	-14	–	-83
Disposals and retirements	–	31	30	18	–	79
Reclassification	–	–	1	-1	–	0
Translation differences	–	8	1	0	–	9
Closing accumulated depreciation	**0**	**-393**	**-141**	**-199**	**0**	**-733**
Impairment losses						
Opening accumulated impairment losses	-97	-8	0	0	0	-105
Disposals	77	8	–	–	–	85
Translation differences	0	0	–	–	–	0
Closing accumulated impairment losses	**-21**	**0**	**0**	**0**	**0**	**-21**
Closing book value 12/31/2023	**2,110**	**113**	**64**	**42**	**11**	**2,340**

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Parent Company SEK m

2024	Goodwill	Trademarks and licenses	Capitalized development expenses	Assets under development	Total
Cost					
Opening cost	2,053	15	210	9	2,287
Investments	–	–	–	15	15
Disposals and retirements	–	0	-11	–	-12
Reclassification	–	–	15	-15	0
Closing accumulated cost	**2,053**	**15**	**213**	**10**	**2,291**
Depreciation					
Opening accumulated depreciation	-2,053	-13	-167	0	-2,234
Depreciation for the year	–	0	-13	–	-14
Disposals and retirements	–	0	6	–	6
Reclassifications	–	–	–	–	0
Closing accumulated depreciation	**-2,053**	**-13**	**-175**	**0**	**-2,241**
Closing book value 12/31/2024	**0**	**2**	**39**	**10**	**50**

Parent Company SEK m

2023	Goodwill	Trademarks and licenses	Capitalized development expenses	Assets under development	Total
Cost					
Opening cost	2,053	66	177	21	2,317
Investments	–	–	6	9	15
Disposals and retirements	–	-30	-14	–	-44
Reclassification	–	-21	42	-21	0
Closing accumulated cost	**2,053**	**15**	**210**	**9**	**2,287**
Depreciation					
Opening accumulated depreciation	-2,053	-36	-173	0	-2,262
Depreciation for the year	–	-1	-14	–	-15
Disposals and retirements	–	30	14	–	44
Reclassifications*	–	-6	6	–	0
Closing accumulated depreciation	**-2,053**	**-13**	**-167**	**0**	**-2,234**
Closing book value 12/31/2023	**0**	**2**	**42**	**9**	**54**

*During the year, software has been moved to Capitalized development expenses.

Emission rights

In 2005, the EU introduced an emission rights system as a method for restricting carbon dioxide emissions. The Group holds permits for the production of 65,000 tonnes of wet laid tissue per year and 52,000 tonnes of airlaid tissue per year at the mill in Skåpafors and 10,000 tonnes of airlaid tissue in Dals Långed. The mill in Skåpafors holds permits issued by the Administrative Board in Västra Götaland County regarding emissions of carbon dioxide, CO_2. For the trading period 2021 to 2025, Rexcell Tissue & Airlaid AB was initially allocated a total of 73,350 tonnes of CO_2, which represents 14,670 tonnes per year for the entire period. This was revised in 2023, and the Swedish Environmental Protection Agency decided on a lower allocation, a total of 65,030 tonnes of CO_2 for the entire period. For 2024, Skåpafors was allocated 13,589 tonnes; the corresponding allocation in 2023 was 13,407. The production facility in Dals Långed is dormant, but can be restored on application, and no allowances are used when there is no production, which means that the allocation of 1,626 tonnes per year for Dals Långed is effectively 0 tonnes per year. The emission rights for 2024 are not yet finally verified, so an adjustment may be made.

Excess emission rights are carried over to the following year, while support purchases are made if the emission rights are insufficient. No additional rights were purchased in 2024; if purchases of additional rights are made in 2025, the Company estimates that these will not amount to a significant sum. In 2024, Rexcell Tissue & Airlaid AB had 65,938 (96) unused emission rights at a market value of SEK 0 million (0). In total, 12,469 tonnes were used in Skåpafors in 2024, while the amount for 2023 was 13,311 tonnes. Emission rights received are reported as intangible assets recognized at a cost of zero.

Allocation of goodwill on acquisition

Segment	Year	Acquisitions	Country	Goodwill on acquisition*, SEK m
Dining Solutions	2024	Seti D.O.O	Slovenia	67
Food Packaging Solutions	2024	Relevo GmbH	Germany	28
Food Packaging Solutions	2024	Huskee Pty	Australia	54
Food Packaging Solutions	2024	Innocent Packaging Ltd	New Zealand	126
Food Packaging Solutions	2019	Horizons Supply Pty Ltd	Australia	7
Food Packaging Solutions	2018	BioPak Pty Ltd	Australia	475
Food Packaging Solutions	2018	Kindtoo Limited (Biopac UK Ltd)	UK	10
Dining Solutions	2017	United Corporation Ltd (Sharp Serviettes)	New Zealand	37
Dining Solutions	2016	Terinex Siam Co Ltd	Thailand	104
Dining Solutions	2014	Paper+Design Group	Germany	197
Food Packaging Solutions	2013	Song Seng Associates Pte Ltd	Singapore	50**

* Acquired goodwill translated to SEK at the acquisition date
** Acquisition of assets and liabilities

Impairment testing for goodwill
The tables below show the rate of growth (on average) used in the calculation for each business area and fiscal year. Even if the estimated rate of growth which is applied to discounted cash flows after the forecast five-year period had been 1% lower than the management's judgment, there would be no goodwill impairment of the goodwill tested for each segment.

The rate of growth is slowly returning to its pre-pandemic level. The recovery is expected to continue for another year or so, due to the weak market with cautious consumption continuing to prevail, especially in Germany, which is the country that has the greatest impact on the Dining Solutions business area. The growth rate in the Food Packaging Solutions business area has also been modest, but expectations are still that it will be higher in due course. Activities carried out in the Asia-Pacific region aim to contribute to a higher growth rate. Profit margins are affected by the low rate of growth in both business areas. As the economy recovers, management expects profit margins in both business areas to return to more stable levels in line with previous years.

Allocation of goodwill to the Group's cash-generating units

SEK m, segment	2024	2023
Dining Solutions	1,672	1,583
Food Packaging Solutions	735	527
Total	**2,407**	**2,110**

Estimated discount rate before tax, per segment

Discount rate before tax per segment	2024	2023
Dining Solutions	12.4%	12.5%
Food Packaging Solutions	13.5%	13.6%

The tables below show the average rate of growth used in the calculation for each segment. The differences between years are due to the volatile market.

Segment – growth rate 2024	Year 1	Year 2	Year 3	Year 4	Year 5	Beyond the forecast period
Dining Solutions	5%	4%	5%	3%	3%	2%
Food Packaging Solutions	3%	14%	10%	9%	9%	2%

Segment – growth rate 2023	Year 1	Year 2	Year 3	Year 4	Year 5	Beyond the forecast period
Dining Solutions	0%	1%	2%	2%	2%	2%
Food Packaging Solutions	8%	16%	15%	4%	3%	2%

Note 22 – Tangible assets

Accounting principles

Buildings and land primarily include plants, warehouse premises and offices. All tangible assets are recognized at cost less depreciation and impairment losses.

Depreciation of the assets' cost down to the estimated residual value is carried out on a straight-line basis over estimated useful lives.

Significant estimates and judgments

Judgments

Group Management determines the estimated useful life and thereby the depreciation of the Group's tangible assets. These estimates are based on historical knowledge of the useful life of equivalent assets. Useful lives and estimated residual values are reviewed on each balance sheet date and adjusted as required.

Type of asset	Useful life
Buildings	20-40 years
Land improvements	19-33 years
Paper machinery	15-17 years
Other machinery	10 years
Vehicles	5 years
Equipment, tools and installations	3-8 years

Group, SEK m

2024	Buildings	Land and land improvements	Machinery and other technical equipment	Equipment, tools and installations	Construction in progress and advance payments	Right-of-use assets	Total
Cost							
Opening cost	574	113	2,285	412	105	407	3,896
Investments	8	–	31	18	141	49	247
Increase through business combination	31	0	35	6	0	1	74
Decrease through disposal	–	–	–	–	–	–	0
Disposals and retirements	-1	-1	-54	-6	0	-39	-102
Reclassification	15	–	136	13	-166	2	1
Translation differences	20	4	57	15	3	-3	97
Closing accumulated cost	**648**	**116**	**2,491**	**458**	**83**	**418**	**4,213**
Depreciation							
Opening accumulated depreciation	-290	-12	-1,790	-353	0	-170	-2,615
Depreciation for the year	-17	-1	-89	-24	–	-56	-187
Increase through business combination	-4	–	-28	-4	–	-1	-37
Decrease through disposal	1	–	53	6	–	35	95
Disposals and retirements	–	–	–	–	–	–	0
Reclassification	–	–	–	–	–	–	0
Translation differences	-7	0	-47	-13	–	-1	-68
Closing accumulated depreciation	**-318**	**-13**	**-1,900**	**-388**	**0**	**-193**	**-2,812**
Impairment losses							
Opening accumulated impairment losses	-8	-9	-19	0	0	0	-36
Impairment losses for the year	–	–	–	–	–	–	0
Reversal of impairment losses	–	–	–	–	–	–	0
Disposals and retirements	–	–	0	–	–	–	0
Translation differences	–	–	0	–	–	–	0
Closing accumulated impairment losses	**-8**	**-9**	**-19**	**0**	**0**	**0**	**-37**
Closing book value 12/31/2024	**322**	**94**	**571**	**71**	**83**	**225**	**1,365**

Group, SEK m

2023	Buildings	Land and land improvements	Machinery and other technical equipment	Equipment, tools and installations	Construction in progress and advance payments	Right-of-use assets	Total
Cost							
Opening cost	548	95	2,227	400	104	291	3,665
Investments	20	7	20	10	92	136	285
Decrease through disposal	–	–	–	–	–	–	0
Disposals and retirements	0	0	-34	-12	-20	-29	-96
Reclassification	7	11	51	13	-71	1	12
Translation differences	-1	-1	22	1	1	7	29
Closing accumulated cost	**574**	**113**	**2,285**	**412**	**105**	**407**	**3,896**
Depreciation							
Opening accumulated depreciation	-272	0	-1,727	-343	0	-132	-2,474
Depreciation for the year	-17	-1	-94	-21	–	-60	-192
Decrease through disposal	–	–	–	–	–	–	0
Disposals and retirements	0	0	45	12	–	25	82
Reclassification	-1	-11	0	0	–	–	-12
Translation differences	0	0	-14	-1	–	-3	-18
Closing accumulated depreciation	**-290**	**-12**	**-1,790**	**-353**	**0**	**-170**	**-2,615**
Impairment losses							
Opening accumulated impairment losses	-8	-9	-7	0	-20	0	-45
Impairment losses for the year	–	–	–	–	–	–	0
Reversal of impairment losses	–	–	–	–	–	–	0
Disposals and retirements	0	0	-12	0	20	–	8
Translation differences	–	–	0	–	–	–	0
Closing accumulated impairment losses	**-8**	**-9**	**-19**	**0**	**0**	**0**	**-36**
Closing book value 12/31/2023	**276**	**92**	**476**	**59**	**105**	**237**	**1,245**

Parent Company SEK m

2024	Buildings	Land and land improvements	Machinery and other technical equipment	Equipment, tools and installations	Construction in progress and advance payments	Total
Cost						
Opening cost	119	1	45	11	4	180
Investments	–	–	1	–	3	4
Disposals and retirements	–	–	-2	0	–	-2
Reclassification	–	–	1	2	-3	0
Closing accumulated cost	**119**	**1**	**45**	**13**	**4**	**181**
Depreciation						
Opening accumulated depreciation	-109	0	-37	-7	0	-152
Depreciation for the year	-1	0	-3	-2	0	-6
Disposals and retirements	–	–	2	0	–	2
Closing accumulated depreciation	**-110**	**0**	**-38**	**-8**	**0**	**-156**
Impairment gains						
Opening accumulated impairment gains	0	12	0	0	0	12
Closing accumulated impairment gains	**0**	**12**	**0**	**0**	**0**	**12**
Impairment losses						
Opening accumulated impairment losses	-8	-9	0	0	0	-17
Closing accumulated impairment losses	**-8**	**-9**	**0**	**0**	**0**	**-17**
Closing book value 12/31/2024	**1**	**5**	**7**	**5**	**4**	**21**

The Parent Company does not hold any assets under finance leases in either 2024 or 2023. For more information about the Group's leased assets, see Note 23.

Parent Company SEK m

2023	Buildings	Land and land improvements	Machinery and other technical equipment	Equipment, tools and installations	Construction in progress and advance payments	Total
Cost						
Opening cost	119	1	44	12	5	181
Investments	0	0	1	0	2	3
Disposals and retirements	0	0	-1	-4	0	-5
Reclassification	0	0	1	2	-3	0
Closing accumulated cost	**119**	**1**	**45**	**11**	**4**	**180**
Depreciation						
Opening accumulated depreciation	-108	0	-34	-10	0	-152
Depreciation for the year	-1	–	-3	-1	–	-5
Disposals and retirements	–	–	0	4	–	4
Closing accumulated depreciation	**-109**	**0**	**-37**	**-7**	**0**	**-152**
Impairment gains						
Opening accumulated impairment gains	0	12	0	0	0	12
Closing accumulated impairment gains	**0**	**12**	**0**	**0**	**0**	**12**
Impairment losses						
Opening accumulated impairment losses	-8	-9	0	0	0	-17
Closing accumulated impairment losses	**-8**	**-9**	**0**	**0**	**0**	**-17**
Closing book value 12/31/2023	**2**	**5**	**8**	**4**	**4**	**23**

Note 23 – Leases

Accounting principles

The group leases various offices, warehouses, machinery, forklifts and cars. The leases are normally signed for binding terms between 2 and 8 years, but there may be an option to extend. The leases may include both lease and non-lease components. The Group allocates the remuneration of the contract to lease and non-lease components based on their relative independent prices. The leased assets cannot be used as collateral for loans.

The Group is exposed to any future increases in variable lease payments, for example based on an index or interest rate that is not included in the lease liability until they take effect. When such adjustments to lease payments take effect, the lease liability is remeasured and the right-of-use asset is adjusted.

Payments for short contracts for IT equipment and the hire of work equipment, and all low-value leases are recognized as an expense on a straight-line basis in the income statement. Short contracts are leases with a lease term of 12 months or less. Low-value leases include IT equipment and minor office equipment. Low value is defined as less than USD 5,000.

Duni AB has chosen to apply the exemption in respect of IFRS 16 in RFR 2, and leases are therefore classified as operating leases in the Parent Company.

Significant estimates and judgments

Judgments
Establishing the lease's length, management considers all information available that provides an economic incentive to exercise an extension option, or to not exercise an option to terminate a lease. Options to extend a lease are only included in the lease's length if it is reasonably certain that the lease will be extended (or not terminated). Individual assessments on extensions are made on an ongoing basis, lease by lease.

For leases for warehouses, offices and equipment, the following factors are normally the most significant when judging the length of the leases:
- If the leases have significant fees to terminate them (or not to extend them), the Group normally estimates that it is reasonably certain that they will be extended (or not terminated).
- If the Group has leasehold improvements and expects that they have a significant residual value, it is usually reasonably certain that the leases will be extended (or not terminated).
- Other factors include lease term, expenses and business disruptions required to replace the leased asset.

The majority of extension options for leases of offices and vehicles have not been included in the lease liability because the Group can replace these assets without significant expenses or business disruptions.

The lease term is reassessed if an option is exercised (or not exercised) or if the Group is forced to exercise the option (or not exercise it). The judgment that it is reasonably certain is only reassessed if some significant event or change in circumstances occurs that impacts this judgment and the change is within the control of the lessee. There was no need for any such reassessment during the fiscal year.

The marginal borrowing rate for discounting new contracts is also subject to judgments. This is calculated as follows: Duni Group's current borrowing rate including maturity premiums and adjustments for the internal borrowing margin (which corresponds to adjustments for the specific terms and conditions of the contract such as the lease term, country, currency and collateral). The judgment of the interest rate for new lease contracts is assessed on an ongoing basis during the year.

Balance sheet items
Right-of-use assets

	Group	
SEK m	2024	2023
Buildings	173	187
Forklift trucks	8	6
Cars	41	42
Other equipment	3	2
Total	**225**	**237**

Right-of-use assets added during the year amounted to SEK 36.8 million (36.7).

Lease liabilities

	Group	
SEK m	2024	2023
Long-term	165	180
Short-term	59	56
Total lease liabilities	**224**	**236**

Maturity analysis of lease liabilities, undiscounted amounts

	Group	
SEK m	2024	2023
Within 1 year	60	58
Between 1 and 2 years	44	50
Between 2 and 3 years	34	36
Between 3 and 4 years	21	27
Between 4 and 5 years	19	20
Later than 5 years	68	85
Total	**246**	**276**

Income statement items
Depreciation of right-of-use assets

	Group	
SEK m	2024	2023
Buildings	32	32
Forklift trucks	2	4
Cars	21	23
Other equipment	1	1
Total	**56**	**60**

Interest costs (included in financial costs)	9	9
Expenses attributable to short-term leases (included in cost of goods sold and administrative costs)	3	1
Expenses attributable to leases for which the underlying asset is of low value that are not short-term leases (included in administrative costs)	1	1
Expenses attributable to variable lease payments that are not included in the measurement of lease liabilities (included in administrative costs)	–	–
Total	**13**	**11**

Other lease disclosures
The total cash flow for the year for leases was SEK -60 million (-61).

The amount of lease obligations, for which the lease term had not yet begun at year-end, is not significant.

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Note 24 – Accounts receivable and other receivables

Accounting principles

Accounts receivable are recognized at amortized cost.

The Group measures the future expected credit losses based on historical data on previous bad debts and the current market situation. The Group chooses the provision method based on whether or not there has been a material increase in credit risk. The Group applies a simplified method for impairment testing of accounts receivable. As a result of the simplification, the provision for expected credit losses is calculated based on the risk of loss for the entire term of the receivable and is recognized upon initial recognition of the receivable. A provision is made at different percentages in ascending levels from the time the accounts receivable are more than 90 days overdue. All receivables that are the subject of legal disputes or bankruptcies are immediately reserved in full as bad debts. Expected credit losses are recognized as cost of goods sold in the income statement.

Accounts receivable are written off and recognized as incurred losses when information has been obtained that the customer will likely be unable to pay an invoice for reasons such as bankruptcy or unsuccessful garnishment attempts.

Significant estimates and judgments

Judgments
The provision for bad debts is based on a combination of collective and individual judgments. Individual judgments are made for major customers as to whether the receivables are deemed to be payable. These judgments are based on knowledge of customers, such as their ability to pay, their payment history and any pending disputes.

An individual judgment of impairment of bad debts is made when financial problems have been confirmed at the customer or when long-overdue receivables have not been paid.

Estimates and assumptions – risk of material adjustments
General assumptions on a provision for bad debts are made collectively for all accounts receivable, based on when the accounts receivable were due.

Adjustments to the total reserve for bad debts are sometimes made as required in order to take account of changes in credit risk due to significant changes in the financial stability of customers or due to other external factors, such as financial crises, changes in the market situation and natural disasters.

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Accounts receivable	1,118	1,125	121	138
Receivables from Group companies	–	–	147	34
Other receivables	167	134	14	7
Short-term financial receivables, from Group companies	–	–	276	390
Total accounts receivable and other receivables	**1,285**	**1,259**	**558**	**569**

Other receivables

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Receivables from suppliers	17	23	–	–
VAT receivable	135	93	14	7
Factoring	9	12	–	–
Receivables in respect of government support	–	0	–	–
Short-term financial liabilities	–	–	–	–
Other receivables	5	6	0	0
Total other receivables	**167**	**134**	**14**	**7**

Credit exposure

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Accounts receivable neither overdue nor impaired	967	942	114	128
Accounts receivable overdue but not impaired	142	177	7	9
Impaired accounts receivable	37	28	1	1
Provision for bad debts	-28	-22	-1	-1
Total accounts receivable	**1,118**	**1,125**	**121**	**138**

The credit risk associated with accounts receivable that are neither overdue nor impaired is considered to be small. There is, however, uncertainty in the market and the trend of more bankruptcies and restructuring measures in the industry is still on the increase. Relatively high inflation in the world at large is making the financial situation of customers somewhat uncertain. Management makes ongoing assessments of bad debts, and the provision is currently in line with the pre-pandemic period. Confirmed bad debt losses during the year amounted to SEK 6 (7) million.

Of total accounts receivable, which are neither overdue nor impaired, 32% (26%) have a rating of AA or higher. Of the remaining accounts receivable, which are neither overdue nor impaired, SEK 270 million (233) are covered by credit insurance, representing 41% (25%) of the total. The geographical spread, the history of customers and the likelihood that all customers would experience potential payment difficulties at the same time means that there is no need for a major impairment of the remaining share in this category.

No single customer's total accounts receivable exceeds 6% (10%) of total accounts receivable not overdue or impaired. Regarding credit risks and exposures, see Note 32.

Aging of accounts receivable overdue but not impaired

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Less than 1 month	99	132	7	9
1-3 months	40	42	–	–
3-6 months	1	3	–	–
More than 6 months	3	0	–	–
Total	**142**	**177**	**7**	**9**

Aging of impaired accounts receivable

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Less than 3 months	10	4	–	–
3-6 months	6	6	0	0
More than 6 months	21	18	1	1
Total	**37**	**28**	**1**	**1**

Operating assets and liabilities
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Specification of reserve for bad debts

	Group		Parent Company	
SEK m	2024	2023	2024	2023
At beginning of year	**22**	**29**	**1**	**1**
Provisions for bad debts	22	13	0	0
Receivables written off during the year	-7	-5	0	0
Reversed non-utilized amount	-10	-15	–	0
Exchange rate differences	0	0	–	–
At year-end	**28**	**22**	**1**	**1**

On December 31, 2024, provisions for bad debts amounted to SEK 27 million (22). The individually assessed receivables which are deemed to be in need of impairment relate primarily to wholesalers that have unexpectedly encountered financial difficulties. An assessment has been made that it is expected that some of the receivables are recoverable. Provisions for the respective reversal of reserves for bad debts are included in the item "Selling expenses" in the income statement. For information on credit risk, see also Note 32.

Reported amounts, per currency, for the Group's accounts receivable

	Group		Parent Company	
SEK m	2024	2023	2024	2023
SEK	33	40	33	39
EUR	543	614	27	27
GBP	91	72	–	–
DKK	38	38	38	38
NOK	22	33	22	33
PLN	27	25	–	–
CHF	27	31	–	–
AUD	246	197	–	–
Other currencies*	91	75	–	–
Total	**1,118**	**1,125**	**121**	**138**

* Other currencies include CZK, NZD, SGD, THB and USD.

Note 25 – Prepaid expenses and accrued income

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Prepaid rent	3	4	0	0
Prepaid lease payments	0	0	1	1
Prepaid insurance	5	3	1	1
Prepaid pensions	5	5	4	4
Prepaid marketing expenses	6	4	2	1
Prepaid licenses and subscriptions	11	22	8	18
Deposits	3	–	–	–
Other items	8	4	1	–
Total prepaid expenses and accrued income	**42**	**43**	**18**	**26**

Note 26 – Accrued expenses and prepaid income

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Accrued personnel expenses	158	184	38	52
Accrued interest expenses	2	4	2	3
Accrued expenses, invoices	164	134	20	24
Accrued freight costs	2	1		–
Accrued liabilities to customers*	237	304	34	41
Other items	30	28	0	0
Total accrued expenses and prepaid income	**592**	**655**	**94**	**121**

* Accrued liabilities to customers mainly involves customer bonuses.

Note 27 – Classification of financial assets and liabilities

Accounting principles

The Group's principles for the classification and measurement of financial assets are based on an assessment of both (i) the Company's business model for managing financial assets and (ii) the characteristics of the contractual cash flows from the financial asset.

Financial assets are initially measured at fair value plus, if the asset is not recognized at fair value through profit or loss, transaction costs directly attributable to the purchase. Transaction costs attributable to financial assets measured at fair value through profit or loss are recognized as an expense in the income statement directly.

Financial assets and liabilities are set off and recognized at a net amount in the balance sheet, but only when there is a legal right to set off the recognized amounts and there is an intention to settle them with a net amount or to simultaneously realize the asset and settle the debt. The legal right may not be dependent on future events and must be legally binding on the Company and the counterparty, both in normal business operations and in the event of suspension of payments, insolvency or bankruptcy.

Assets measured at amortized cost
Financial fixed assets, other receivables, accrued income, accounts receivable and cash and cash equivalents are recognized at amortized cost.

Assets measured at fair value through profit or loss
Derivative contracts that are not hedged are measured at fair value through profit or loss.

Assets measured at fair value through other comprehensive income
Hedged financial assets are measured at fair value through other comprehensive income.

Financial liabilities measured at amortized cost
Long-term and short-term interest-bearing liabilities and other financial liabilities such as accounts payable and accrued expenses are included in this category.

Financial liabilities measured at fair value through profit or loss
Derivative contracts that are not hedged are recognized at fair value through profit or loss.

Financial liabilities measured at fair value through other comprehensive income
Hedged financial liabilities are recognized at fair value through other comprehensive income.

Fair value
For long-term liabilities, listed market prices or broker listings for similar instruments are used to calculate fair value. Other techniques, such as calculation of discounted cash flows, are used to establish the fair value of the remaining financial instruments. The carrying amount of accounts receivable and accounts payable, less any impairment, is assumed to correspond to fair value since these items are short-term in nature. For information purposes, the fair value of financial liabilities is calculated by discounting the future contracted cash flows to the current market interest rate which is available to the Group for similar financial instruments. For other financial assets and liabilities, the fair value is deemed to be in line with the carrying amount, due to the short expected maturity. For the fair value of derivative instruments, see Note 31.

Derecognition of financial assets and liabilities
Financial instruments are derecognized from the balance sheet when all risks and rewards have been transferred to another party or when obligations have been met.

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Assets measured at amortized cost				
Other long-term receivables	1	1	–	–
Accounts receivable	1,118	1,125	121	138
Other receivables	167	134	14	7
Receivables from Group companies	–	–	1,552	1,501
Cash and cash equivalents/Cash and bank balances	323	488	166	332
Total assets measured at amortized cost	**1,609**	**1,748**	**1,853**	**1,978**
Assets measured at fair value through profit or loss				
Derivative instruments – currency forward contracts	1	2	1	2
Total assets measured at fair value through profit or loss	**1**	**2**	**1**	**2**
Derivatives used for hedging purposes – fair value through other comprehensive income				
Derivative instruments – interest rate swaps	7	23	7	23
Total derivative instruments used for hedging purposes	**7**	**23**	**7**	**23**

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Liabilities measured at amortized cost				
Bank loans	885	716	687	729
Leasing debt	224	236	–	–
Accounts payable	827	719	45	69
Part of other liabilities	61	39	31	28
Liabilities to Group companies	–	–	855	773
Part of accrued expenses and prepaid income	551	618	94	121
Derivative instruments –put option of minority owners	75	–	–	–
Total liabilities measured at amortized cost	**2,623**	**2,328**	**1,712**	**1,720**
Liabilities measured at fair value through profit or loss				
Derivative instruments – currency forward contracts	1	2	1	2
Additional purchase price for acquisitions made during the year	3	–	–	–
Total liabilities at fair value through profit or loss	**4**	**2**	**1**	**2**

Note 28 – Cash and cash equivalents

Accounting principles

In both the balance sheet and the cash flow statement, cash and cash equivalents include cash, bank balances and other short-term investments which mature within three months of the date of acquisition. Cash and cash equivalents comprise cash and available bank balances.

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Cash and bank balances	323	488	166	332
Total cash and cash equivalents	**323**	**488**	**166**	**332**

Note 29 – Other long-term financial receivables

Accounting principles

Loan receivables are measured at amortized cost. Loan receivables mainly carry variable interest and thus the fair value is estimated to correspond to the book value.

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Loan receivables	1	1	–	–
Financial receivables from Group companies	–	–	1,129	1,077
Total other long-term receivables	**1**	**1**	**1,129**	**1,077**

Note 30 – Borrowings

Accounting principles

Long-term and short-term interest-bearing liabilities are measured at amortized cost. They are initially measured at fair value, net of transaction costs, but are subsequently measured at amortized cost. Any difference between the amount received (net of transaction costs) and the repayment amount is recognized in the income statement allocated over the loan period, applying the effective interest rate method. In the event of early repayment of loans, any pre-payment interest penalties are reported in the income statement at the time of settlement. Loan expenses are charged to income for the period to which they relate.

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Long-term				
Bank loans	530	430	332	443
Total long-term borrowing	**530**	**430**	**332**	**443**
Short-term				
Bank loans	355	286	355	286
Total short-term borrowing	**355**	**286**	**355**	**286**
Total borrowing	**885**	**716**	**687**	**729**

With respect to borrowing, the Group's exposure to changes in interest rates and contractual dates for interest renegotiation is as follows at the end of the reporting period:

SEK m	2024	2023
6 months or less	322	255
6-12 months	35	31
More than one year	528	430
Total	**885**	**716**

Current financing

	Nominal value	
SEK m	2024	2023
Bank loans	885	716
Leases	224	236
Total	**1,109**	**952**

The Group's bank loans and overdraft facilities are in EUR and AUD and carry a variable interest rate where the interest is established at each loan period, the discount effect for such a relatively short period of time is insignificant, and thus the fair value corresponds to the nominal value less accrued interest. The tables above show nominal values excluding accrued interest on borrowings.

On March 25, 2022, a sustainability-linked financing facility to a total amount of EUR 180 million was signed. It consists of a revolving credit facility for a nominal EUR 150 million and a Term Loan for a nominal EUR 30 million. A one-year extension option was exercised during the year, which means that the facilities run until 2027 and 2026, respectively. There is an additional sustainability-linked facility of a nominal EUR 25 million that runs for three years. This facility is reported as short-term as of December 31, 2024. A put/call facility of EUR 20 million was repaid in the fourth quarter of 2024. All sustainability-linked facilities met their key ratios as of December 31, 2024.

On November 29, 2023, a local credit facility of AUD 65 million was signed in the subsidiary BioPak Pty Ltd with a term of five years.

The interest rate of financing is variable and set at EURIBOR or BBSY, plus a margin, until the next rolling. The average interest rate on Bank loans was 4.5% (4.0%) per annum for financing in EUR and 6.1% for financing in AUD. Accrued interest is recognized as accrued expenses.

On behalf of the Group, the Parent Company has taken out an overdraft facility with a nominal amount of EUR 10 million. As of December 31, 2024, the amount drawn was EUR 0 million (0). The overdraft facility is also the top account in the cash pool and a commitment fee is paid annually on the nominal amount of 0.2%.

Note 31 – Derivative instruments

Accounting principles

Duni Group uses derivative instruments as hedging instruments for forecast cash flows, hedges of net investments in foreign operations and hedges of currencies. The Group uses interest rate swaps and currency forward contracts to manage its exposure. The maximum exposure to credit risks on the balance sheet date is the fair value of the derivative instruments recognized as assets in the balance sheet.

Hedging documentation
To meet the requirements of hedge accounting, certain documentation concerning the hedging instrument and its relationship to the hedged item is required. Duni also documents goals and strategies for risk management and hedging measures, as well as an assessment of the effectiveness of the hedging arrangement in terms of offsetting changes in fair value or cash flow for hedged items, both at the start of the hedge and then on an ongoing basis.

Cash flow hedges – interest rate swaps
The Group hedges its future interest payments using interest rate swaps. The Group enters into interest rate swaps that have the same critical terms as the hedged object. Critical terms can be the reference rate, interest conversion dates, payment dates, due dates and the nominal amount. The Group does not hedge 100% of its loans and therefore only identifies the share of outstanding loans corresponding to the nominal amounts of the swaps. Ineffectiveness could arise because of CVA/DVA adjustment to the interest rate swap.

The effective part of changes in the fair value of interest rate swaps that meet the conditions for hedge accounting (are hedged) is recognized in other comprehensive income and accumulated in shareholders' equity. The gain or loss attributable to the effective part of an interest rate swap which hedges borrowings at a variable interest rate is recognized in the income statement in Financial expenses. The gain or loss attributable to the ineffective part is recognized immediately in the income statement as other revenue or other expenses.

Hedging of net investment abroad – net investment hedges
Hedges of net investments in foreign operations via currency forward contracts are hedged and recognized similarly to cash flow hedges. Changes in fair value are recognized in other comprehensive income and accumulated in shareholders' equity. The gain or loss that is considered an effective hedge is recognized in other comprehensive income and accumulated in shareholders' equity. The gain or loss attributable to the ineffective part is recognized immediately in the income statement as other revenue or other expenses. Accumulated gains and losses in shareholders' equity are classified to profit or loss when foreign operations are fully or partially divested.

Currency forward contracts
Duni Group uses other currency forward contracts to hedge against major foreign exchange effects. These derivatives are not hedged, but changes in fair value are recognized in net financial items in the income statement.

Fair value of derivative instruments
Derivative instruments are recognized in the balance sheet at the transaction date and measured at fair value, upon both initial recognition and subsequent measurement. The fair value of derivatives traded on an active market is based on the listed market prices on the balance sheet date, which means the current purchase price. For financial instruments which are not traded on an active market (e.g., OTC derivatives), the fair value is determined through the use of various valuation techniques. Recognition of subsequent changes in value depends on whether the derivative has been identified as a hedging instrument and, if such is the case, the nature of the hedged item. If a hedging arrangement has not been identified, the change in value of the derivative instrument is recognized in the income statement.

The Group uses a number of different methods and makes assumptions based on the market conditions prevailing on the balance sheet date. The fair value of interest rate swaps is calculated as the value of future cash flows discounted using current market interest rates, while the fair value of currency forward contracts is established through the use of listed prices for currency forward contracts on the balance sheet date. Recognition of subsequent changes in value depends on whether the derivative has been identified as a hedging instrument and, if such is the case, the nature of the hedged item. If a hedging arrangement has not been identified, the change in value of the derivative instrument is recognized in the income statement.

Pursuant to the standard for financial instruments, disclosure is required regarding measurement to fair value per level in the following fair value hierarchy:

Level 1 – Listed prices (unadjusted) on active markets for identical assets or liabilities.

Level 2 – Other observable data for assets or liabilities comprises listed prices included in Level 1, either directly (as price) or indirectly (derived from price).

Level 3 – Data for assets or liabilities which is not based on observable market data.

All derivative instruments are classified in accordance with Level 2, except for the put option to the minority shareholders, which is classified in accordance with level 3.

Classification and recognition
Changes in the hedging reserve in equity are set forth in the consolidated statement of changes in equity. The entire fair value of a derivative which constitutes a hedge instrument is classified as a fixed asset or long-term liability when the outstanding term of the hedged item exceeds 12 months, and as a current asset or short-term liability when the outstanding term of the hedged item is less than 12 months. Derivative instruments held for trading are always classified as current assets or short-term liabilities.

Fair value of derivative instruments

	2024		2023	
SEK m, Group	Asset	Liability	Asset	Liability
Interest rate swaps	9	–	23	0
Currency forward contracts	1	1	2	2
Liability for put option of minority owners	–	75	–	–
Total reported in the balance sheet	**10**	**76**	**25**	**2**

The subsidiary's figures correspond to those of the Group. There is no contract for financial instruments subject to a right to offset and there is no difference between the fair value and the market value of the derivatives.

Interest rate swaps

The Group has chosen to hedge part of its outstanding loans through interest rate swaps, variable against fixed interest rates, in accordance with the financial policy. Recognition of interest rate swaps is classified as cash flow hedging and recognized under hedge accounting. The outstanding nominal amount as of December 31, 2024 was EUR 60 million (60). Changes in the fair value of interest rate swaps are recognized in the hedging reserve in equity.

Liability for put option of minority owners

There is a call and a put option in respect of the remaining 30% of the shares in the period June 1 – November 30, 2030 for the Slovenian production and sales company Seti D.O.O. This is recognized as a liability in the balance sheet under the item "Derivative instruments" and amounted to SEK 75 million at the year-end. 100% of Seti is consolidated in the Group.

Currency forward contracts

Currency forward contracts are entered into with the aim of protecting the Group from exchange rate movements through the contract determining the rate at which an asset or liability in foreign currency will be realized. An increase or decrease in the amount required to settle the asset/liability is offset by a corresponding change in value of the currency forward contract. Currency forward contracts have a weighted average term of 3 months.

Impact of hedge accounting on the Group's financial position and performance

The effects of hedge accounting of the impact of currency risks on the Group's financial position and performance are shown below.

Cash flow hedges – interest rate swaps

SEK m	2024	2023
Recognized amount (EUR m)	0	0
Average maturity (years)	1.6	2.6
Nominal amount of hedging instruments (EUR m)	60	60
Hedge ratio	100%	100%
Weighted average of the fixed interest rate during the year	0.80%	0.80%

The hedged items are estimated to, in all material respects, have the same change in fair value as the hedging instruments.

There was no significant ineffectiveness attributable to the derivatives for either the current or previous year.

Hedge reserve

SEK m	Interest rate swaps	Net Investment Hedge
Balance as of 12/31/2022	**57**	**-14**
Plus: Change in fair value of hedging instrument recognized in other comprehensive income	-24	–
Less: deferred tax	-5	–
Balance as of 12/31/2023	**28**	–
Plus: Change in fair value of hedging instrument recognized in other comprehensive income	-15	–
Less: deferred tax	-3	–
Balance as of 12/31/2024	**10**	0

The hedge expense is included in the table above and its amount is negligible.

Currency forward contracts

Financial currency forward contracts relate to both internal and external liabilities and receivables. Amounts in foreign currency and amounts paid based on a variable rate of interest have been estimated through the use of the prevailing exchange rates on the balance sheet date and the most recent interest rate adjustments. Currency forward contracts are settled gross. All flows are due and payable within one year.

The table below shows these currency forward contracts, broken down by the time remaining on the balance sheet date until the contractual expiration date. The amounts stated below are the contractual non-discounted amounts.

SEK m	2024	2023
– Inflow regarding contracts for financial assets and liabilities	435	339
– Outflow regarding contracts for financial assets and liabilities	-435	-339

Note 32 – Financial risks and risk management

Financial risk factors

Duni Group's financial operations are exposed to several different financial risks. These can be divided into currency risk, price risk, interest rate risk, credit risk, liquidity risk and refinancing risk. The management of financial risks is handled by Group Treasury, which is responsible for prioritizing and monitoring financial risks in accordance with Duni Group's financial policy.

The financial policy focuses on the unpredictability of the financial markets and on measures to minimize potential adverse effects on the Group's financial results. The aim is to ensure a strong capital structure and solid liquidity. This is achieved by reducing the cost of capital, optimizing the capital structure, effectively managing financial risks and securing access to long-term financing. The policy specifies responsibility for financial activities, which applies to all companies within Duni Group. It is reviewed and approved by the Board of Directors at least once a year and is valid until it is next approved.

The financial hedge relationships established by Duni Group as an element in its risk management do not qualify for hedge accounting pursuant to the rules in IFRS 9, with one exception. The interest rate swaps are recognized in accordance with the rules governing cash flow hedges.

Currency risk

Duni Group operates internationally and is exposed to currency risks which arise through various currency exposures. There is a risk that exchange rate fluctuations may have a negative impact on the Company's financial position, profitability and cash flow. Currency exposure is managed by concentrating exposure in a limited number of the Group's subsidiaries. Currency exposure can be described as translation exposure and transaction exposure.

Transaction exposure

Transaction exposure arises when a company sells and buys in a currency other than its functional currency. The transaction exposure is minimized primarily through external commercial transactions mainly being made in the functional currencies of the subsidiaries. Purchases by subsidiaries, primarily internal, may however be made in currencies other than the subsidiary's own functional currency, and thus these purchases are exposed to a currency risk. By also directing the internal flows as far as possible to the functional currency of the recipient subsidiary, the currency risk is concentrated to a small number of subsidiaries. The Group's external outflows are primarily in SEK, USD and PLN, while external inflows are primarily in AUD, DKK, NOK, CHF and GBP. The Group's policy is to not hedge flows in foreign currency in any way other than as is described above. There is also no policy to hedge interest payments, either internal or external.

There is an indirect currency risk in USD through the subsidiary Rexcell Tissue & Airlaid AB. Internationally, pulp is priced in USD, and thus a strengthening/weakening of the USD gives rise to increased or reduced purchasing costs for the Group.

Translation exposure – Consolidation

Translation exposure arises when the income statements of subsidiaries are translated to SEK.

Translation exposure refers to the Group's exposure in connection with the consolidation and translation of subsidiaries with a different functional currency than the Group's reporting currency, SEK. The Group's reporting currency is the same as its presentation currency. Translation from each company's functional currency to SEK has a major impact on the Group's reported revenue and income. At unchanged exchange rates compared with 2023, net sales for the year would have been 1.7% lower and the underlying EBIT would have been SEK 1 million lower.

Translation exposure – Balance sheet

The Group is also exposed to another type of translation exposure, which occurs in the balance sheets of the individual Group companies due to the fact that such balance sheets include items in a currency other than such Group company's functional currency. Revaluation of these items to the exchange rate at the balance sheet date is included in the Group's income.

The financial borrowing and lending in the individual subsidiaries is primarily internal through the Parent Company and in the respective subsidiary's functional currency. In this manner, currency exposure regarding these items has been centralized to the Parent Company. In the Parent Company, 100% of the financial borrowing and lending is hedged in accordance with the Group's policy, and thus a change in exchange rates has no essential effect on income. The Parent Company's external borrowing is matched approximately 64% by internal net lending with the same currency breakdown. The remaining 36% of internal net lending is hedged on the currency futures market in accordance with the Group's policy. Note 31 presents the value and nominal amounts of currency forward contracts entered into regarding borrowing and lending in the Parent Company.

As described in greater detail below in the section addressing transaction exposures, Duni Group manages its currency risks primarily by concentrating commercial transactions mainly in the functional currencies of the subsidiaries. As regards the consolidated Group, the translation exposure in the working capital of the individual subsidiaries is therefore assessed as minor. However, there is some exposure in the Group's working capital, and had all currencies been 1% higher/lower, due to exposure in the individual subsidiaries and the consolidated balance sheet items, the Group's income would have been approximately +/- SEK 10 million (10). The corresponding figure for the Parent Company is approximately +/- SEK 0.1 million (0.5).

There is also exposure in the Group because the Group's net assets are in subsidiaries with currencies other than SEK. Translation of these net assets results in translation effects that are recognized in other comprehensive income. The Group regulates when and to what extent this exposure is to be hedged in accordance with the financial policy.

Price risk

Duni Group is exposed to price risks, as high inflation affects the price of all input materials, but energy and pulp prices represent a particularly significant price risk.

The Dining Solutions business area includes production and converting units in Europe and Thailand, which through their energy-intensive operations are exposed to risks associated with changes in energy prices. The Group works actively on energy efficiency and focuses on striking a good balance between contracted volume and spot volume. In order to reduce dependence on electricity, work is being carried out to guide the energy mix more towards biofuel. A change of +/- 5% in the price of the electricity used by all production and converting units in Europe affects income by approximately SEK 7 million (7).

The price risk regarding pulp, which is used for the manufacture of tissue and airlaid, is significant. There is an opportunity to reduce the risk of fluctuations in the price of paper and pulp through OTC trading in financial contracts. Duni Group has currently chosen not to sign any such contracts. The price of pulp is also affected by the trend in USD/EUR and USD/SEK. A change of +/- 5% per tonne in the price of pulp during 2024 affects income by -/+ SEK 29 million (26).

Interest rate risk
Duni Group is exposed to cash flow interest rate risk mainly in EURIBOR, as all external borrowings are at floating rates (see Note 30 for more details). The Parent Company's internal lending and borrowing also take place at variable rates. Part of the interest rate risk has been hedged at a fixed rate through interest rate swaps, maturing between December 2024 and December 2027. The interest rate swaps are solely for financially hedging risks, not speculative purposes.

The impact of the hedge is assessed when the hedging arrangement is entered into. The hedged item and hedging instrument are assessed on an ongoing basis to ensure that the arrangement meets the requirements. The Group currently hedges 100% of its loans, and outstanding loans correspond to the nominal amount of the interest rate swaps. The financial relationship has been 100% effective because the critical conditions have been matched.

The Group has no significant interest-bearing assets. Revenues and cash flows from operating activities are, in all essential respects, independent of changes in market interest rates. The Group's interest rate risk with respect to cash flows arises through external borrowing at a variable interest rate. Outstanding loans are 100% in EUR.

The table below shows the sensitivity to a possible change in the interest rates on the Group's borrowings, after the effect of interest rate swaps. Shareholders' equity is mainly affected by an increase/decrease in the fair value of interest rate derivatives used as hedging instruments. The figures below show how the Group's net financial items and shareholders' equity before tax are affected by a change in a variable interest rate, with all other variables constant.

SEK m	Increase/decrease in base points	Effect on net financial items	Effect before tax on equity
2024	+/-100	0	11
2023	+/-100	2	17

Credit risk
Duni Group's business involves exposure to credit risks, primarily through cash and cash equivalents, derivative instruments, and balances held with banks, as well as credit exposure in relation to customers, including outstanding receivables and agreed transactions.

In financial operations, credit risks primarily arise in the form of counterparty risks in respect of receivables from banks, in particular in connection with the purchase of derivative instruments and deposits. The exposure can be attributed to surplus value in derivative instruments.

The Group is normally in a net debt situation, which means that surplus liquidity should primarily be used to repay debts. If repayment is not possible, surplus liquidity should be invested in a way that matches future payments. Only banks and financial institutions with a long-term credit rating from an independent rating agency of at least A- (minus) are accepted.

The maximum credit risk corresponds to the book value of the exposed assets, including derivatives with positive market values. The Group has clear procedures for granting credit to customers. All new large customers undergo a credit rating assessment by an independent rating agency. In those cases where there is no independent credit rating, an internal risk assessment is conducted based on the customer's financial position, previous experience and other relevant factors. For more information about accounts receivable, please see Note 24.

Receivables overdue by more than 180 days accounted for 1.7% (1.4%) of total accounts receivable. For the Parent Company, the corresponding figure is 0.06% (0.08%).

Liquidity risk
Liquidity risk arises if the Company is unable to meet payment obligations due to a lack of liquidity. The risk is managed by Group Treasury ensuring that sufficient cash and cash equivalents are available through financing, agreed credit facilities and the possibility to close market positions. The objective is for the Group to be able to meet its financial commitments in both upturns and downturns, with a buffer for unforeseen costs and without risking the Group's reputation. The borrowing requirements are minimized by centralizing surplus liquidity via the Group's so-called cash pools. Group Treasury manages the liquidity through these cash pools. Duni Group has liquidity of SEK 323 million (488) as of December 31, and an undrawn credit facility of SEK 1,493 million (1,664). There is also an undrawn credit facility in AUD of SEK 239 million. Payments for coming periods relating to financial liabilities are shown in the table below.

The table below shows the Group's contracted outstanding non-discounted interest payments and repayments on financial liabilities and liabilities regarding derivative instruments:

		1 to 3 months		3 to 12 months		13 to 24 months	
SEK m	Carrying amount	Interest	Repayment	Interest	Repayment	Interest	Repayment
Financial liabilities (excl. derivatives)							
Bank loans	885	10	17	29	338	39	530
Accounts payable and other liabilities	827	–	0	–	–	–	–
Derivatives							
Currency forward contracts [1]	1	–	–	–	–	–	–
Total liabilities	**1,713**	**10**	**17**	**29**	**338**	**39**	**530**

[1] Gross flows are recognized

Refinancing risk

A refinancing risk arises if the Company is unable to meet payment obligations due to difficulties in obtaining credit from external sources. The Group's bank loans and overdraft facilities are in EUR and carry a variable interest rate where the interest is established at the loan period, the discount effect for such a relatively short period of time is insignificant, and thus the fair value corresponds to the nominal value less accrued interest.

All credit facilities are subject to covenants, and one of the main priorities for minimizing refinancing risk is to comply with the financial covenants to which the Group is committed. The covenants consist of a financial key ratio and a number of non-financial conditions. The financial key ratio comprises financial net debt as a percentage of the underlying EBITDA, and this key ratio is used for compliance with the credit facilities and must be met at each quarterly closing. A breach of the financial key ratio would result in increased financial expenses in the form of fees, increased margins and, possibly, canceled credit facilities. The interest margin is also calculated based on the same key ratio and adjusted based on given levels each quarter.

Please read more about the Group's credit facilities under Note 30 Borrowing.

Management of capital

The Group intends to secure the capital structure of its business going forward. The primary focus of the Group's asset management is to ensure that it maintains a strong creditworthiness and sound capital relationship to support its operations and maximize shareholder value. The Group manages its capital structure and makes adjustments to it in the light of changes in economic conditions. In order to maintain or adjust the capital structure, the Group may adjust the dividend to shareholders, return capital to shareholders or issue new shares.

Capital is followed up and assessed on the basis of the debt/equity ratio, which is calculated as interest-bearing net debt divided by total capital. The interest-bearing net debt is calculated as total borrowings less cash and cash equivalents. Total capital is calculated as total equity in the consolidated balance sheet plus net debt.

Net debt/equity ratio

	Group	
SEK m	2024	2023
Total borrowings	**885**	**716**
Leasing debt	224	236
Pension provisions	130	136
Less: other long-term receivables	-1	-1
Less: cash and cash equivalents	-323	-488
Interest-bearing net debt[1)]	**915**	**599**
Equity	4,208	3,982
Total capital	**5,123**	**4,581**
Net debt/equity ratio	18%	13%

1) The calculation of interest-bearing net debt is exclusive of derivatives.

Interest-bearing net debt, components

SEK m	2024	2023
Other long-term receivables	1	1
Cash and cash equivalents	323	488
Pension provisions	-130	-136
Long-term bank loans, gross debt - variable interest	-530	-430
Short-term bank loans, gross debt - variable interest	-355	-286
Long-term lease liability	-165	-180
Short-term lease liability	-59	-56
Interest-bearing net debt	**-915**	**-599**

Interest-bearing net debt includes pension provisions. In the table on next page, Duni Group has chosen not to include pension provisions because the net cash flow in the table should match cash flow for the year and cash flow used in financing activities in the consolidated cash flow statement.

Net debt excluding pension provisions

	Cash and cash equivalents	Other long-term receivables	Leasing debt	Borrowings maturing within 1 year	Borrowings maturing later than 1 year	Total
Interest-bearing net debt as of December 31, 2022	**372**	**4**	**-164**	**-337**	**-1,065**	**-1,190**
Net cash flow	127	-3	61	50	592	827
New leases	–	–	-37	–	–	-37
Exchange rate differences	-11	–	3	1	-24	-31
Other non-cash items	–	–	-99	–	67	-32
Interest-bearing net debt as of December 31, 2023	**488**	**1**	**-236**	**-286**	**-430**	**-463**
Net cash flow	-165	0	60	-56	-95	-258
New leases	–	–	-37	0	0	-37
Exchange rate differences	0	–	-6	-18	-7	-31
Other non-cash items	–	–	-5	5	2	2
Interest-bearing net debt as of December 31, 2024	**323**	**1**	**-224**	**-355**	**-530**	**-785**

Note 33 – Share capital, earnings per share and allocation of earnings

As of December 31, 2024, the share capital consisted of 46,999,032 (46,999,032) shares. Each share carries an entitlement to one vote. All shares registered on the balance sheet date are fully paid-up. The quotient value of the shares on December 31, 2024 is SEK 1.25 per share.

A specification of changes in equity is provided in the "Consolidated Statement of Changes in Equity", which is presented immediately after the balance sheet.

Duni AB has no dilution of shares for the fiscal years 2024 and 2023, as there have been no outstanding convertible debentures or stock options.

Dividends to the Parent Company's shareholders are recognized as a liability in the Group's financial statements after the Annual General Meeting has approved the dividend.

Earnings per share, before and after dilution
Earnings per share before and after dilution are calculated based on the following income and number of shares:

SEK m	2024	2023
Income attributable to the equity holders of the Parent Company (SEK m)	257	390
Weighted average number of outstanding common shares (thousands)	46,999	46,999
Earnings per share, before and after dilution (SEK per share)	**5.48**	**8.30**

Allocation of earnings, Parent Company (SEK)

The following earnings are at the disposal of the Annual General Meeting:	
Retained earnings	2,326,835,530
Net income for the year	244,894,273
SEK	**2,571,729,803**

The Board of Directors proposes that earnings be allocated as follows:	
Dividend to the shareholders of SEK 5.00 per share, in total	234,995,160
Carry forward	2,336,734,643
SEK	**2,571,729,803**

Note 34 – Adjustments for non-cash items

Accounting principles

The cash flow statement is prepared using the indirect method. Cash and cash equivalents in the cash flow statement meet the definition of cash and cash equivalents in the balance sheet, see Note 28.

Utilized overdraft facility is recognized as short-term borrowings and not as a reduction in cash and cash equivalents. Cash flows relating to interest paid and received are recognized in operating activities. Dividends to shareholders are recognized in financing activities.

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Depreciation	269	276	20	21
Impairment, inventories	0	–	-2	19
Restructuring	120	-1	1	-1
Pension provisions	-16	0	7	3
Write-down of internal receivables from subsidiaries	0	–	0	-91
Change in value, derivatives	-1	3	-1	-1
Other	-29	5	-37	14
Total	**343**	**283**	**-12**	**-36**

Note 35 – Contingent liabilities and pledged assets

Contingent liabilities

	Group		Parent Company	
SEK m	2024	2023	2024	2023
Guarantees	44	134	30	106
FPG/PRI	2	2	2	2
Total contingent liabilities	**46**	**136**	**32**	**108**

The change from the previous year is due to the fact that two guarantees totaling SEK 90 million were terminated during the year.

Of the guarantees in the Parent Company, SEK 13 million (53) are pledged to the benefit of Group companies; these relate primarily to rental guarantees. The guarantees within the group also mainly relate to rental commitments and customs guarantees.

No significant liabilities are expected to arise as a consequence of any of the above types of contingent liabilities.

Duni Group has an Environmental Policy and has implemented control systems which assist the Group in ensuring compliance with environmental legislation. Duni Group considers the existing operations and production facilities to fulfill in all essential respects the requirements stipulated in environmental legislation and provisions which extend to the Group. However, it cannot be guaranteed that currently unknown obligations, for example cleanup or restoration of property owned or previously owned by Duni Group, cannot arise in the future. Discussions are taking place with responsible authorities concerning allocation of responsibility and technical investigation of suspected past soil contamination on two properties owned by Duni AB.

There are no contingent assets for 2024 and 2023.

Pledged assets

BioPak Group signed a local loan facility in Australia in 2023, and as collateral for the local facility, the total assets of BioPak Group have been pledged to an amount of SEK 1,066 million.

The Parent Company had no pledged assets in 2024.

Note 36 – Obligations

Accounting principles

The Parent Company only holds leases classified as operating leases. Since the choice has been made to apply the exemption from IFRS 16 in RFR 2, all leasing is reported as operational in the Parent Company. Payments made during the lease term (less deductions for any incentives from the lessor) are recognized as an expense in the income statement on a straight-line basis over the lease term.

The nominal value of future minimum lease payments, with respect to non-terminable operating leases, is broken down as follows:

	Parent Company	
SEK m	2024	2023
Payable within one year	6	6
Payable later than one but within five years	15	17
Payable later than five years	–	–
Total	**21**	**23**
Of which leases signed during the year	3	2

Duni AB rents an office and cars. The latter relate mainly to the sales organization. The largest leases are non-terminable in advance. Leases have varying terms, index clauses and rights of extension. The terms are market terms as regards both prices and agreement lengths.

The total expenses for operating leases during the year amounted to SEK 7 million (6).

Note 37 – Related-party transactions

Other than the information disclosed in Note 16 on Remuneration of senior executives and in Note 4 on Purchases and sales between Group companies, no material related-party transactions have taken place during the fiscal years 2024 or 2023.

Note 38 – Events after the balance sheet date

On December 18, 2024, a purchase agreement was signed to acquire the UK company Poppies Europe Ltd. As the acquisition was subject to approval by the UK authorities, the transaction was concluded on January 31, 2025, once the conditions required to complete the transaction were met. Duni AB is acquiring all the shares and votes in Poppies Europe Ltd (Poppies), and the company will be consolidated in the Dining Solutions business area from February 1, 2025. The total consideration paid amounts to GBP 48 million, which corresponds to approximately SEK 655 million. GBP 28.8 million (60%) was paid on January 31, 2025 and net debt was charged with SEK 393 million. The remaining three payments will be made at the end of 2025 (20%), 2026 (10%) and 2027 (10%). The funding for this is included in the existing loan facility. The goodwill will be offset by synergies as described below, and the intangible assets are expected to consist primarily of customer contracts. No part of the reported goodwill or intangible assets is expected to be deductible in conjunction with income taxation. Accounts receivable and other current receivables correspond to the contractual amounts, since they are expected to be recoverable.

The acquisition of Poppies is a strategic acquisition with benefits including synergies in manufacturing and logistics. It will result in increased distribution capacity in the UK and Ireland. The Poppies converting facility is located between Liverpool and Manchester. They have around 220 employees, 160 of whom work in production.

Poppies is a leading actor in the region in the field of paper-based serving items. The company operates primarily in the catering sector under the well-known Poppies brand, together with known product names such as McNulty Wray and Staples. The acquisition will strengthen Duni Group's position as market leader in Europe, and the UK will be Duni Group's second largest market in Europe after Germany. It has annual net sales of approximately SEK 620 million, with profitability in line with the Dining Solutions business area.

Acquisition costs of SEK 12 million were charged in the fourth quarter of 2024 under the "Other expenses" line item. In accordance with RFR2, the Parent Company recognizes these expenses as financial assets upon completion of the acquisition. The acquisition analysis is still preliminary and the distribution between intangible assets and goodwill is still being calculated. In the preliminary acquisition analysis, the overvalues are estimated based on the findings of the due diligence work and interviews with the company's management.

No other significant events have occurred since the balance sheet date.

Preliminary acquisition analysis, SEK k	Fair value
Intangible assets	193,140
Tangible assets	63,148
Net deferred tax asset/liability	-68,297
Inventory	-69,913
Accounts receivable	84,097
Accounts payable	-58,604
Other short-term liabilities	-15,999
External loans	-16,884
Cash	2,222
Acquired identifiable net assets	**252,736**
Goodwill	402,114
Acquired net assets	**654,850**

Cash flow impact - acquisition of subsidiaries, SEK k	
Cash consideration	392,910
less: cash and cash equivalents	-2,222
Consideration paid	**390,688**
Additional consideration	261,940
Total cash flow impact	**652,628**

Auditor's report

To the general meeting of the shareholders of Duni AB (publ), corporate identity number 556536-7488

Report on the annual accounts and consolidated accounts

Opinions

We have audited the annual accounts and consolidated accounts of Duni AB (publ) for the year 2024 except for the corporate governance statement and the statutory sustainability report on pages 96–100 and 28–84, respectively. The annual accounts and consolidated accounts of the company are included on pages 12–17, 21–27, 85–95 and 110–169 in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the parent company as of 31 December 2024 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the group as of 31 December 2024 and their financial performance and cash flow for the year then ended in accordance with IFRS Accounting Standards, as adopted by the EU, and the Annual Accounts Act. Our opinions do not cover the corporate governance statement and the statutory sustainability report on pages 96-100 and 28-84, respectively. The statutory administration report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and the group.

Our opinions in this report on the annual accounts and consolidated accounts are consistent with the content of the additional report that has been submitted to the parent company's audit committee in accordance with the Audit Regulation (537/2014/EU) Article 11.

Basis for Opinions

We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements. This includes that, based on the best of our knowledge and belief, no prohibited services referred to in the Audit Regulation (537/2014/EU) Article 5.1 have been provided to the audited company or, where applicable, its parent company or its controlled companies within the EU.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Our audit approach

Focus and scope of the audit

We designed our audit by determining materiality and assessing the risks of material misstatement in the consolidated financial statements. In particular, we considered where the Board of Directors and the Managing Director made subjective judgements; for example, in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. As in all of our audits, we also addressed the risk of the Board of Directors and the Managing Director override of internal controls, including among other matters consideration of whether there was evidence of bias that represented a risk of material misstatement due to fraud.

We tailored the scope of our audit in order to perform sufficient work to enable us to provide an opinion on the consolidated financial statements as a whole, taking into account the structure of the group, the accounting processes and controls, and the industry in which the group operates.

Materiality

The scope of our audit was influenced by our application of materiality. An audit is designed to obtain reasonable assurance whether the financial statements are free from material misstatement. Misstatements may arise due to fraud or error. They are considered material if individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the consolidated financial statements.

Based on our professional judgement, we determined certain quantitative thresholds for materiality, including the overall group materiality for the consolidated financial statements as a whole. These, together with qualitative considerations, helped us to determine the scope of our audit and the nature, timing and extent of our audit procedures and to evaluate the effect of misstatements, both individually and in aggregate on the financial statements as a whole.

Key audit matters

Key audit matters of the audit are those matters that, in our professional judgment, were of most significance in our audit of the annual accounts and consolidated accounts of the current period. These matters were addressed in the context of our audit of, and in forming our opinion thereon, the annual accounts and consolidated accounts as a whole, but we do not provide a separate opinion on these matters.

Key audit matter	How our audit considered the key audit matter
Valuation of intangible assets Reference to note 2 and note 21 in the annual report. The value of the intangible assets as of 31 December 2024 amounts to SEK 2 718 million. In accordance with IFRS, management must annually carry out an impairment test on goodwill with an indefinite useful life. SEK 1 672 million of the goodwill is attributable to the Dining solutions business area and SEK 735 million is attributable to the Food packaging solutions business area. Some of the assumptions and assessments management makes regarding future cash flows and conditions are complex and have a major impact on the calculation of the value in use. This applies in particular to the following; growth rate, profit margins, and discount rate. Changes in these assumptions could lead to a change in the reported value of intangible assets and goodwill. We consider the goodwill and other intangible assets attributable to the Food packaging solutions business area to be a key audit matter as it is recently acquired goodwill and other intangible assets. The history of assessments and assumptions for these business areas is significantly shorter compared to the Dining solutions business area. No need for impairment in any of the business areas has been identified by the management in the impairment tests that are carried out annually.	In our audit, we have assessed the calculation model used and challenged the material assumptions used by management in their tests. We have assessed the reasonableness of the budget presented by management and approved by the board by evaluating historical outcomes against established budgets. We have compared the growth in the terminal value with independent forecasts concerning economic growth and noted that the assumptions used are within a reasonable range. We have also assessed the discount rate (weighted average cost of capital ("WACC")) against comparable businesses and noted that the assumptions used are within a reasonable range. We have also evaluated the management's assessment of how the group's calculation models are affected by changes in assumptions and compared this with the information presented in the annual report related to impairment tests.

Key audit matter	How our audit considered the key audit matter
Discounts, customer bonuses and returns Reference to note 3 and note 26 in the annual report. The group sells goods with conditions which mean that customers are contractually entitled to discounts, volume-based bonuses or the right to return purchased goods under certain circumstances. These contractual conditions result in reduced turnover at the same time as a commitment is reported in the form of a reserve for the bonuses that have not yet been paid out or where the group judges that returns cannot be ruled out. The reserves are reported as an accrued cost and amount to SEK 214 million. As accounting for these reserves involves more or less complex calculations and includes management's assessments, reserves for these commitments have been a focus area in our audit.	We have taken note of the management's calculations regarding the underlying sales to assess the size of the provision. Where applicable, we have also compared management's assessment against underlying customer contact, historical sales patterns, discount and return levels. We have also assessed the management's assumption by comparing the accuracy of historical assessments of the size of the provision against historical outcomes in order to evaluate the precision of this year's assessment. Where applicable, we have checked the year's reservation against subsequent payments or returns. We have checked the mathematical calculation model used through control calculations.

Other information than the annual accounts and consolidated accounts

This document also contains other information than the annual accounts and consolidated accounts and is found on pages 1–11, 18–20, 28–84, 101–103 and 174–183. The Board of Directors and the Managing Director are responsible for this other information.

Our opinion on the annual accounts and consolidated accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge otherwise obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act and, concerning the consolidated accounts, in accordance with IFRS Accounting Standards, as adopted by the EU, and the Annual Accounts Act. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts, the Board of Directors and the Managing Director are responsible for the assessment of the company and group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the Managing Director intends to liquidate the company, cease operations or has no realistic alternative to doing any of this.

The Audit Committee shall, without prejudice to the Board of Director's responsibilities and tasks in general, among other things oversee the company's financial reporting process.

Auditor's responsibility

Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts and consolidated accounts.

A further description of our responsibility for the audit of the annual accounts and consolidated accounts is available on Revisorsinspektionen's website: www.revisorsinspektionen.se/revisornsansvar. This description is part of the auditor's report.

Report on other legal and regulatory requirements

The auditor's examination of the administration of the company and the proposed appropriations of the company's profit or loss

Opinions

In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors and the Managing Director of Duni AB (publ) for year 2024 and the proposed appropriations of the company's profit or loss.

We recommend to the general meeting of shareholders that the profit be appropriated in accordance with the proposal in the statutory administration report and that the members of the Board of Directors and the Managing Director be discharged from liability for the financial year.

Basis for Opinions

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the company and group's type of operations, size and risks place on the size of the parent company's equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company's organization and the management of the company's affairs. This includes among other things continuous assessment of the company and group's financial situation and ensuring that the company's organization is designed so that the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner. The Managing Director shall manage the ongoing administration according to the Board of Directors' guidelines and instructions and among other matters take measures that are necessary to fulfill the company's accounting in accordance with law and handle the management of assets in a reassuring manner.

Auditor's responsibility

Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Managing Director in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the company, or
- in any other way has acted in contravention of the Companies Act, the Annual Accounts Act or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby our opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the company, or that the proposed appropriations of the company's profit or loss are not in accordance with the Companies Act.

A further description of our responsibility for the audit of the administration is available on Revisorsinspektionen's website: www.revisorsinspektionen.se/revisornsansvar. This description is part of the auditor's report.

The auditor's examination of the Esef report

Opinion

In addition to our audit of the annual accounts and consolidated accounts, we have also examined that the Board of Directors and the Managing Director have prepared the annual accounts and consolidated accounts in a format that enables uniform electronic reporting (the Esef report) pursuant to Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528) for Duni AB (publ) (publ) for the year 2024.

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Our examination and our opinion relate only to the statutory requirements.

In our opinion, the Esef report has been prepared in a format that, in all material respects, enables uniform electronic reporting.

Basis for Opinion
We have performed the examination in accordance with FAR's recommendation RevR 18 Examination of the Esef report. Our responsibility under this recommendation is described in more detail in the Auditors' responsibility section. We are independent of Duni AB (publ) (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Board of Directors and the Managing Director
The Board of Directors and the Managing Director are responsible for the preparation of the Esef report in accordance with the Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), and for such internal control that the Board of Directors and the Managing Director determine is necessary to prepare the Esef report without material misstatements, whether due to fraud or error.

Auditor's responsibility
Our responsibility is to obtain reasonable assurance whether the Esef report is in all material respects prepared in a format that meets the requirements of Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), based on the procedures performed.

RevR 18 requires us to plan and execute procedures to achieve reasonable assurance that the Esef report is prepared in a format that meets these requirements.

Reasonable assurance is a high level of assurance, but it is not a guarantee that an engagement carried out according to RevR 18 and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Esef report.

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The examination involves obtaining evidence, through various procedures, that the Esef report has been prepared in a format that enables uniform electronic reporting of the annual accounts. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement in the report, whether due to fraud or error. In carrying out this risk assessment, and in order to design audit procedures that are appropriate in the circumstances, the auditor considers those elements of internal control that are relevant to the preparation of the Esef report by the Board of Directors and the Managing Director, but not for the purpose of expressing an opinion on the effectiveness of those internal controls. The examination also includes an evaluation of the appropriateness and reasonableness of assumptions made by the Board of Directors and the Managing Director.

The procedures mainly include a validation that the Esef report has been prepared in a valid XHTML format and a reconciliation of the Esef report with the audited annual accounts and consolidated accounts.

Furthermore, the procedures also include an assessment of whether the consolidated statement of financial performance, financial position, changes in equity, cash flow and disclosures in the Esef report have been marked with iXBRL in accordance with what follows from the Esef regulation.

The auditor's examination of the corporate governance statement
It is the Board of Directors who is responsible for that the corporate governance statement on pages 96-100 has been prepared in accordance with the Annual Accounts Act.

Our examination of the corporate governance statement is conducted in accordance with FAR's auditing standard RevR 16 The auditor's examination of the corporate governance statement. This means that our examination of the corporate governance statement is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

A corporate governance statement has been prepared. Disclosures in accordance with chapter 6 section 6 the second paragraph points 2-6 of the Annual Accounts Act and chapter 7 section 31 the second paragraph the same law are consistent with the other parts of the annual accounts and consolidated accounts and are in accordance with the Annual Accounts Act/the Annual Accounts Act for Credit Institutions and Securities Companies/the Annual Accounts Act for Insurance Companies.

The auditor's opinion regarding the statutory sustainability report
It is the Board of Directors who is responsible for the statutory sustainability report for the year 2024 on pages 28-84 and that it is prepared in accordance with the Annual Accounts Act according to the prior wording that was in effect before 1 July 2024.

Our examination has been conducted in accordance with FAR's auditing standard RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

A statutory sustainability report has been prepared.

PricewaterhouseCoopers AB, 203 11 Malmö, was appointed as Duni AB (publ)'s auditor by the general meeting of shareholders on 21 May 2024 and has been the company's auditor since the company was listed on Nasdaq Stockholm, 1 November 2007.

Malmö, 15 April 2025 as indicated by our electronic signature

PricewaterhouseCoopers AB

Johan Rönnbäck
Authorized Public Accountant

This is a translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.

The share

During 2024, the share price decreased by 9%, with a closing price of SEK 94.30 (103.80) on December 30, 2024. Since listing, Duni's share price has increased by 88,6% until December 31, 2024, resulting in a market capitalization of SEK 4.4 billion. During 2024, the closing price varied between a high of SEK 113.80 on May 17 and a low of SEK 87.49 on December 16. Earnings per share for the year were SEK 5.48 (8.30).

During 2024, 13 million (16) Duni shares were traded, valued at SEK 1,361 million (1,540).

Number of shares and share capital
On December 31, 2024, Duni AB (publ) had 46,999,032 shares. Each share entitles the holder to one vote and to an equal share in the Company's assets and earnings. The quotient value is SEK 1.25 and the share capital is SEK 58,748,790.

Dividend policy and dividends
It is the Board of Directors' long-term intention for dividends to amount to at least 40% of income after tax. However, when deciding whether to propose any dividend, consideration should be given to possibilities for expansion, consolidation needs, liquidity and the financial position in general. The Board of Directors proposes to the Annual General Meeting that a dividend of SEK 5.00 (5.00) be paid per share for the fiscal year 2024, corresponding to 91% (60%) of income after tax. The assessment is that the Group has a sound financial position and future competitiveness that allows a dividend equivalent to SEK 235 million.

External analyses are published by:
• SEB, Johan Fred

Duni has been listed on NASDAQ Stockholm since November 14, 2007 in the Midcap, Consumer Discretionary list with the ticker name "DUNI" and ISIN code SE0000616716.

Ownership Structure 12/31/2024

Number	Number of shareholders	Number of shares	% of total shares
1 – 500	7,310	920,113	1.96%
501 – 1,000	840	686,782	1.46%
1,001 – 5,000	624	1,392,171	2.96%
5,001 – 10,000	69	506,167	1.08%
10,001 – 15,000	11	133,036	0.28%
15,001 – 20,000	16	296,954	0.63%
20,001 –	70	43,063,809	91.63%
Total	**8,940**	**46,999,032**	**100%**

Shareholders, 12/31/2024

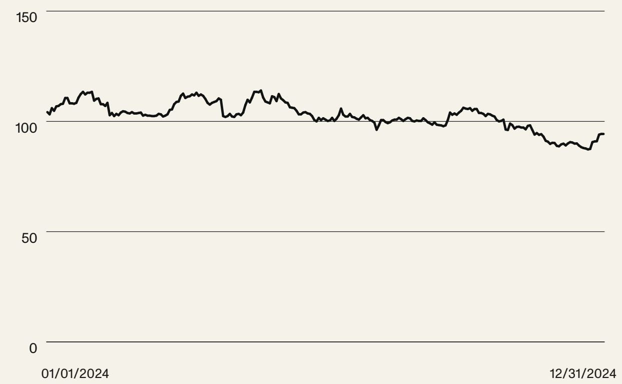
	Number of shares	% of shares
Mellby Gård	23,899,546	50.85%
Polaris Capital Management	4,698,154	10.00%
Carnegie Funds	3,235,793	6.88%
Protector Forsikring ASA	1,586,372	3.38%
Handelsbanken Fonder	1,562,811	3.33%
Nordea Funds	1,014,034	2.16%
Indecap AB	979,332	2.08%
Fjärde AP-fonden	885,843	1.88%
Avanza Pension	640,567	1.36%
Nordnet Pensionsförsäkring	582,952	1.24%
Total, the 10 largest owners	39,085,404	83.16%
Other shareholders	7,913,628	16.84%
Total	**46,999,032**	**100.00%**

Data per share

Amount, SEK	12/31/2024
Number of shares at end of period	46,999,032
Average number of shares before and after dilution	46,999,032
Closing price on December 30	94.3
Earnings per share, before and after dilution	5.48
Equity per share	89.53
P/E ratio	17

Share performance 2007–2024

Share performance 2024



Glossary

Airlaid
A material known for its wetness allocation, absorption capability and softness. The process is based on using air to divide the fibers in the material, instead of water as in traditional tissue production. Airlaid is used for table covers, placemats and napkins.

Bagasse
Bagasse is a waste product from cane sugar processing after the sugar has been extracted. The material is 100% biodegradable. Bagasse is used primarily in meal packaging solutions and serving products such as plates, bowls and take-away boxes.

Bio Dunicel®
Sustainable premium table covers and placemats made from potato starch, produced by employees in Germany.

Bio Dunisoft®
Sustainable premium napkins made with groundbreaking BioBinder™ based on food leftovers.

BRC / IFS
BRC and IFS are management systems for hygiene and food safety. The units in Bramsche and Poznan are BRC-certified. The unit in Wolkenstein is IFS-certified.

Circularity
An integrated holistic approach to the sustainability-related challenges faced by the Group. It encompasses the whole life cycle – from material selection and impact on the life cycle, to ultimate solutions.

Converting
The production phase in which tissue and airlaid in large rolls are cut, pressed, embossed and folded into finished napkins and table covers.

Customization
Tailoring solutions for specific customers so they reinforce the customer's own concept and brand.

Dining Solutions business area
In the fourth quarter of 2023, the names of the two business areas were changed. The Duni business area is now called Dining Solutions and focuses on solutions for the set table.

Dunicel®
Dunicel is a table cover based on a unique material with a fall similar to cloth. Thanks to a special production method, the feel is entirely different from ordinary paper table covers.

Duniform®
Duniform is a system for food and beverage distribution and covers everything from packaging machines to heat maintenance bags.

Dunilin®
Dunilin feels and folds like linen and is used for the most luxurious napkins. A unique material with a woven effect to look like linen, but is based on paper pulp. Dunilin combines strength with high absorption capability and is perfect for napkin folding.

EMAS
The EU Eco-Management and Audit Scheme is the EU's voluntary environmental management system. The units in Bramsche and Wolkenstein are EMAS-certified.

European Green Deal (EU Green Deal)
A package of policy initiatives to pave the way for a green transition in the EU, with the ultimate goal of climate neutrality by 2050.

Evolin®
Evolin is a new, revolutionary table covering material that combines the look and feel of textile and linen table covers with the advantages of the disposable product. It is a hybrid material based on cellulose fiber and produced with a patented process.

Exploration hub
An internal hub to identify, test and validate different solutions that are outside the core business, but still targeting the HoReCa+ segment.

Food Packaging Solutions business area
In the fourth quarter of 2023, the names of the two business areas were changed. The BioPak business area is now called Food Packaging Solutions and focuses on food packaging.

FSC®
Abbreviation for Forest Stewardship Council, an independent membership organization that certifies forest management regarding social responsibility, environmental sustainability and economic viability.

The GHG Protocol
The leading standard for business to measure, manage and report greenhouse gas emissions.

Goodfoodmood®
The Dining Solutions business area's brand platform – to create a pleasant atmosphere and positive mood at all times when food and drink are prepared and served – a Goodfoodmood.

HoReCa
Acronym for Hotel, Restaurant and Catering.

ISO 14001
ISO 14001 is the only international standard for environmental management systems and has been chosen as a standard within the Group. Units in Bramsche, Poznan, Dals Långed and Skåpafors are ISO 14001-certified.

ISO 28000
ISO 28000 is an international standard for security management in the supply chain. The unit in Poznan is ISO 28000-certified.

ISO 45001
ISO 45001 is an international standard for occupational health and safety. The unit in Poznan is ISO 45001-certified.

ISO 50001
ISO 50001 is an international standard for energy management. The unit in Skåpafors is ISO 50001-certified.

ISO 9001
ISO 9001 is an international standard for quality management. The units in Bramsche, Wolkenstein, Poznan and Skåpafors are ISO 9001-certified.

LCA (Life Cycle Assessment)
A method for calculating the environmental impact of a product's entire life cycle – from the extraction of natural resources until the product is no longer used and must be disposed of.

Materiality assessment (DMA)
An analysis with internal and external key stakeholders to ensure that sustainability work is based on relevant areas has formed the basis of our three sustainability initiatives.

Net-zero
Net-zero emissions describe the state where emissions of greenhouse gases due to human activities and removals of these gases are in balance over a given period. Definition from GHG Protocol.

OK Compost
The OK Compost® label means that Duni Group has the world's first and largest range of compostable napkins, both in single colors and in selected designs.

Organic growth
Growth excluding currency and structural effects. Acquired companies are included in organic growth when they have been a part of Duni Group for five quarters.

Our Decade of Action
Duni Group's updated strategy with a long-term vision, a higher purpose and a clear sustainability agenda based on UN Agenda 2030. With our "Decade of Action", we want to lead the way in sustainability.

Private label
Products labeled with the customer's own brand.

Science Based Targets
A framework that helps companies and organizations to set science-based climate targets that are in line with what is required to achieve the goals of the Paris Agreement.

Glossary, contd.

Scope 1
Scope 1 emissions are direct greenhouse gas (GHG) emissions that occur from sources that are controlled or owned by the organization, e.g. emissions associated with fuel combustion. Definition from GHG protocol.

Scope 2
Scope 2 emissions are indirect GHG emissions associated with the generation of purchased or acquired electricity, steam, heating, or cooling consumed by the reporting company. Definition from GHG protocol.

Scope 3
Scope 3 emissions include all indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions. They cover the extraction and transformation of raw materials, manufacturing, logistics, distribution, use, and end-of-life of products. Definition from GHG Protocol.

SEDEX
A platform that provides services to help companies meet the requirements for sustainable supply chains.

SDG
The UN Sustainable Development Goals (SDGs) are 17 priority areas where there is consensus on the need for significant improvements by 2030.

SUP
The EU's Single Use Plastics Directive, which aims to implement a series of measures for Member States to address the negative environmental impacts of certain plastic products.

Triple bottom line
A definition of sustainability that emphasizes that companies should focus on three different outcomes: economic, environmental, and social.

UNGC
The UN Global Compact (UNGC) is the world's largest initiative to unite the business community around corporate sustainability, no matter how large or complex a company is or where it is located. Currency adjusted/currency impact translation effects

Vertical integration
Vertical integration means that the Group, through the Dining Solutions business area, owns virtually the entire value chain for table covers and napkins (tissue and airlaid).

Key ratio definitions

Capital employed
Non-interest bearing fixed and current assets, excluding deferred tax assets, less non-interest bearing liabilities.

Cost of goods sold
Cost of goods sold including production and logistic costs.

Currency adjusted/currency impact translation effects
Figures adjusted for changes in exchange rates related to consolidation. Figures for 2024 are calculated at exchange rates for 2023. Effects of restatement of balance sheet items are not included.

Gross margin
Gross profit as a percentage of net sales.

Earnings per share
Income for the period divided by the average number of shares.

EBIT
Earnings before interest and taxes.

EBIT margin
EBIT as a percentage of net sales.

EBITA
Earnings before interest, taxes and amortization.

EBITA margin
EBITA as a percentage of net sales.

EBITDAEarnings before interest, taxes, depreciation and amortization (including impairment).

EBITDA margin
EBITDA as a percentage of net sales.

Interest-bearing net debt
Interest-bearing liabilities and pensions less cash and cash equivalents and interest-bearing receivables.

Net debt/equity ratio
Interest-bearing net debt as a percentage of total equity.

Number of employees
The number of active full-time employees at end of period.

Operating EBITDA
EBITDA less restructuring costs and fair value allocations.

Operating EBITDA margin
EBITDA as a percentage of net sales.

Operating income
EBIT adjusted for restructuring costs, fair value allocations and amortization of intangible assets identified in connection with business acquisitions.

Operating margin
Operating income as a percentage of net sales.

Organic growth
Sales growth adjusted for currencies and acquisitions. Acquired companies are included in organic growth when they have comparable quarters.

P/E ratio
Current share price as a percentage of earnings per share.

Return on capital employed
Operating income as a percentage of capital employed.

Return on equity
Net income for the year as a percentage of equity.

Key ratio definitions, contd.

Bridge between operating income and EBIT

SEK m	2024	2023
Operating income excluding IFRS 16 Leases	**595**	**707**
Effects of IFRS 16 Leases	9	9
Operating income	**604**	**716**
Restructuring costs	-125	-5
Unrealized value changes. derivative instruments	0	3
Amortization of intangible assets identified in business combinations	-64	-66
Fair value allocation in connection with acquisitions	-2	0
EBIT	**412**	**648**

Bridge between operating EBITDA, EBITDA and EBIT

SEK m	2024	2023
Operating EBITDA excluding IFRS 16 Leases	**742**	**858**
Effects of IFRS 16 Leases	65	68
Operating EBITDA	**807**	**926**
Restructuring costs	-125	-5
Unrealized value changes. derivative instruments	0	3
Fair value allocation in connection with acquisitions	-2	0
EBITDA	**679**	**924**
Amortization of intangible assets identified in business combinations	-64	-66
Amortization of right-of-use assets	-56	-60
Other amortization included in EBIT	-146	-150
EBIT	**412**	**648**

Bridge between reported net sales and organic growth

SEK m	2024	2023
Net sales	**7,578**	**7,718**
Currency effect[1)]	6	-378
Currency-adjusted net sales	**7,584**	**7,340**
Less acquisitions	-243	–
Net sales for organic growth	**7,341**	**7,340**
Organic growth	**-4.9%**	**5.2%**

[1)] Reported net sales for 2024 recalculated at 2023 exchange rates.

Bridge between earnings for the period, parent company shareholders and adjusted earnings, Parent Company's shareholders and adjusted earnings per share, SEK (Parent Company's shareholders)

SEK m	2024	2023
Earnings for the period, Parent Company's shareholders earnings for the period, Parent Company's shareholders	**257**	**390**
Reversal of restructuring costs	125	5
Reversal of tax effect	-27	-1
Adjusted earnings, Parent Company's shareholders	**355**	**394**
Average number of shares ('000)	46,999	46,999
Adjusted earnings per share, SEK (Parent Company's shareholders)	**7.56**	**8.39**

Calendar

Annual General Meeting on May 19, 2025
The Annual General Meeting will be held at Restaurang Spill, Gängtappen Stora varvsgatan 11, in Malmö at 3.00 pm on Monday, May 19, 2025. Registration commences at 2:30 pm.

The Board of Directors has decided that shareholders shall also be able to exercise their voting rights at the Annual General Meeting by means of postal voting in accordance with the provisions of the Articles of Association.

Registration and notice of participation
Anyone who wishes to attend in the Annual General Meeting must be listed as a shareholder in the share register prepared by Euroclear Sweden AB as of Friday, May 9, 2025, and provide notice of participation for the meeting no later than Tuesday, May 13, 2025.

A special form must be used for postal voting. The form will be available on Duni AB's website, www.dunigroup.com, in connection with the publication of the notice.

Anyone who wishes to attend the venue for the meeting in person or via a representative must provide notice of their intent to do so. This means that a notice of participation by postal voting alone is not sufficient for a person who wishes to attend the venue for the meeting.

For more detailed information about registration and notice of participation, see the notice of the Annual General Meeting.

Shares registered with a nominee
To be entitled to participate at the Annual General Meeting, a shareholder who has had their shares registered with a nominee must, in addition to registering for the Annual General Meeting, have the shares registered in their own name so that the shareholder is included in the production of the share register as of Friday, May 9, 2025. Such registration may be temporary (so-called voting rights registration) and is requested from the nominee in accordance with the nominee's procedures with a period of advance notice as determined by the nominee. Registrations of voting rights that have been completed by the nominee no later than Tuesday, May 13, 2025 will be taken into account in the production of the share register. Further instructions will be given in the notice of the Annual General Meeting.

Dividend
The Board of Directors proposes to the Annual General Meeting that a dividend of SEK 5.00 (5.00) per share be adopted, corresponding to SEK 235 million (235). The Board of Directors believes that the Company has experienced a strong financial recovery, which has been clear since the end of the pandemic, with the debt being gradually reduced during 2023 and 2024. The assessment is that the Group has a strong financial position and future competitiveness that allows the dividend to be maintained at SEK 235 million, which is equivalent to 91% of income after tax attributable to the Parent Company. Adjusted for restructuring costs, this corresponds to SEK 66%.

The Board believes that even after the proposed dividend, the Group will still be able to meet its obligations, and that there is scope for both acquisitions and planned investments.

The Board proposes that the dividend be disbursed in two partial payments to balance cash flows with the Group's seasonal fluctuations. The Board has proposed May 21, 2025 as the record date for the first partial payment of SEK 2,50 and November 11, 2025 as the record date for the second partial payment of SEK 2.50.

Duni AB's Nomination Committee
The Nomination Committee is composed as follows:
-Thomas Gustafsson, Chairman of the Board of Duni AB
-Johan Andersson, Mellby Gård AB, Chairman of the Nomination Committee
-Bernard R. Horn, Jr., Polaris Capital Management, LLC
-Mattias Sjödin, Carnegie Fonder

The Nomination Committee has the task of submitting proposals to the AGM regarding the election of the Board, auditors and alternate auditors, and their fees. Complete information regarding the AGM is available on the website.

Timetable for financial information:
Publication dates
April 25, 2025
– January–March 2025 Interim Report,

July 11, 2025
– January–June 2025 Interim Report,

October 24, 2025
– January–September 2025 Interim Report.

Year-end and interim reports are published in Swedish and English and can be downloaded from the Group's website.

The Annual Report is produced in Swedish and English. In the event of any discrepancy between the versions, reference is made to the Swedish text.

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