

Beckers

Performance Report and GRI Content Index **2022**



What. About Beckers

We.

Do.

& Value.

Beckers is the number one supplier of coil coatings and a leading supplier of industrial paints worldwide. With expertise based on our 150-year history, Beckers today is a global company with 1,800 employees and 25 locations in 17 countries, providing products and custom-made solutions to customers in 60 countries around the world. Beckers is owned by Lindéngruppen, a Swedish family business with a focus on the long-term development of industrial companies. Beckers' corporate head office is in Berlin, Germany.

Our aim is to be a solutions provider that offers more value than the sum of our products. Responsibility for the world around us is an integral part of Beckers. We consider ourselves pioneers in providing unique, high-performance coating solutions that improve customer competitiveness while protecting people and planet and want to make our coatings a force for good at every touchpoint. In this report, we detail how Beckers took important steps towards achieving our goals in 2022.



CEO Editorial

GRI 2-22

Dear Stakeholders

While 2022 was definitely a challenging year, at Beckers we look forward with confidence that is based on the passion of our people, our strong business strategy and value-adding products combined with our commitment to sustainable innovation.

The Russian war against Ukraine and the ongoing COVID-19 pandemic impacted companies, the economy, and society in an already challenging macro environment in 2022. Our business, like others, was affected severely by raw material shortages, price volatility, disrupted supply chains, and record high energy prices. The rapid rise and further risk of inflation exacerbated the uncertainty of increasing costs. All of this affected our results, but we found answers, weathered these challenges and continue our path to becoming a sustainable business. We have high expectations for our core strategic segment coil coatings. We believe that coil coatings offer plenty of headroom for growth, and this is where we want to build market leadership with innovation and new solutions in sustainability. In our industrial coatings segment we will focus specifically on the strategic development of the agricultural, construction and earth-moving equipment business.

Multidimensional positive impact

2022 was an important year for our sustainability work. We have been taking big steps and made progress towards our 2030 Sustainability Goals thanks to the passion of the Beckers people. This sustainability report is a testament to that and includes a lot of significant concrete actions, which are articulated around our three pillars: people, products and operations with impact.

We brought the world's first ultraviolet and electron-beam paint to the market, reduced our energy use by 12 percent and reached our 2030 Goal of 70 percent renewable electricity. Our Beckers Sustainability Index, a transparent product classification tool that maps and measures full systems' sustainability, has been assessed and its functionality confirmed by an independent auditor. It classifies the sustainable impact of coating systems along both material and functional dimensions and shows us how sustainable a certain product is. We continued our efforts for diversity, equity and inclusion and pushed for that through our allyship initiative, our care for safety and our mental health programs. These are only a few of the numerous examples of Beckers' commitment to set an example!

"Sustainability is our business. We believe in creating a positive impact through intentional actions and have thus redefined the meaning of value creation, focusing on generating profits via a positive impact on the environment and society."

We continue to contribute to decarbonization by transforming our product portfolio, and collaborate with our customers and suppliers to drive our products, people and processes for positive change. To accelerate the

scope and scale of our innovation, we are building a new Sustainable Innovation Centre in the UK to help unlock the potential of more sustainable coil coating technologies. Innovation and new solutions in sustainability are key for Beckers to lead the transformation in coil coatings. We continuously challenge ourselves to rethink what we do, not just when it comes to R&D and our formulations, but in how we work with suppliers, how we design our own processes and how we can optimize our customers' processes. I am incredibly grateful for our employees and partners who are with us on this journey!

Value creation through sustainable actions

In 2023 we started to evaluate Beckers' performance with a new value creation model which has been developed by Lindénggruppen, our parent company. We will include economic, environmental and social considerations together in our value creation and measure our performance with it. By doing this, we promote accountability and transparency in what we do on sustainability, and we send a strong message to our employees and customers: Beckers wants to make coatings a force for good at every touchpoint!

Christophe Sabas
CEO
Berlin, Germany, May 2023



Content

- 03 CEO Editorial
- 05 About Beckers Group
- 06 Our 2030 Sustainability Goals

What. Products

- 09 Materials

We. People

- 11 Employees
- 14 Diversity
- 16 Anti-Discrimination
- 17 Health & Safety
- 19 Community

Do. Operations

- 21 Energy
- 23 Carbon Emissions
- 26 Carbon Emissions details
- 28 Air pollution
- 29 Waste
- 32 Water

& Value. Governance

- 34 Anti-Corruption
- 35 Anti-Competitive Behavior
- 37 Supplier due diligence

GRI Content Index 2022

- 39 GRI Content Index 2022
- 48 Contact



About Beckers Group

GRI 2-1:
Organizational details

GRI 2-2:
Entities included in the organization's sustainability reporting

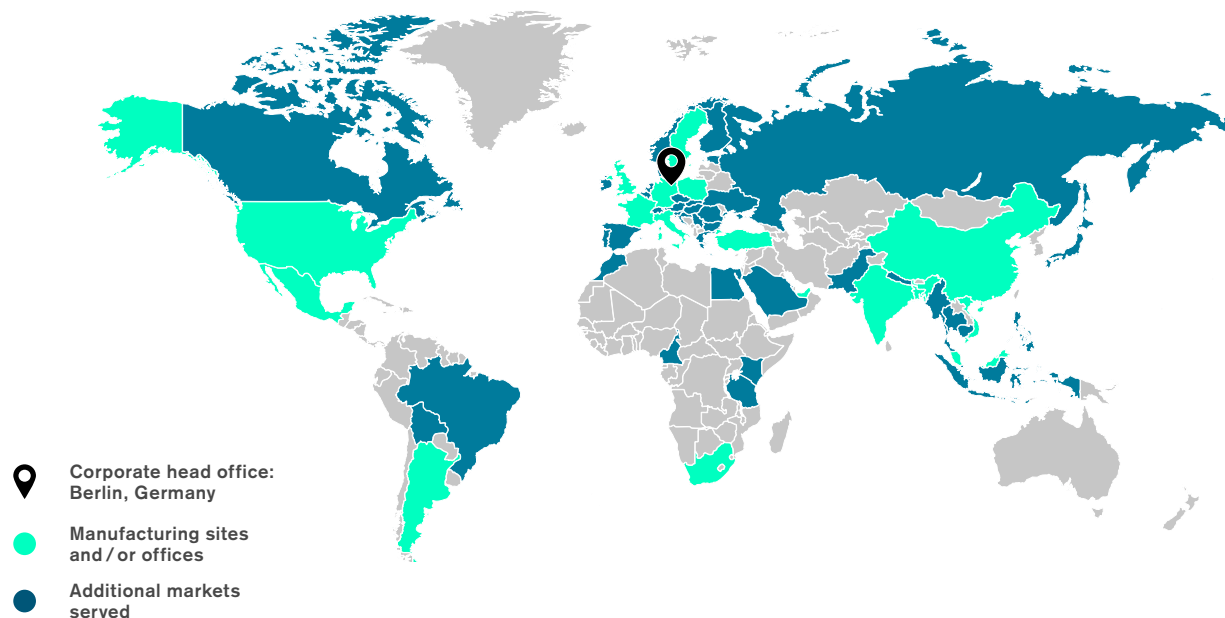
GRI 201-1:
Direct economic value generated and distributed

Overview of Beckers Group data and background information

	2022
Employees	1,724
Countries in which we serve our customers	58
Production sites and offices	23 production sites, 2 offices ¹
Tons of product produced	144,358
Total sales MSEK	7,408
MSEK Equity	874
Equity ratio	20%
MSEK net-interest-bearing debt ²	1,160
Operating costs MSEK	5,884
Employee salaries and benefits MSEK	1,040
Payments to providers of capital MSEK	259
Payments to governments MSEK	76
Community investments MSEK	1

¹ We took the decision to close our office in Russia in May 2022. By end of December 2022 the office was closed.

² The Group net interest-bearing debt includes interest-bearing liabilities and provisions for these obligations, minus interest-bearing receivables, cash and cash equivalents.



With over 150 years of experience in paint making, Beckers has grown from a small retail shop in Stockholm, Sweden, to become a leading global performance coatings company that develops high-quality, environmentally compatible paint systems. In December 2022 our presence encompassed 23 production sites and two offices in Berlin and Lyon. We took the decision to move out of the Russian market in May 2022. By end of December 2022 the office was closed.

Financial performance

In 2022, our markets and sales were affected by the war in Ukraine, with the discontinuation of business in Russia and the temporary halt in business with Ukrainian customers. In the second half of 2022, sales were also affected by the general slowdown across the entire value chain. Sales volumes decreased by 11 percent in line with the lower production volumes versus 2021.



Our 2030 Sustainability Goals

GRI 3-3:
Management of
material topics

Stream	Material topics	Our 2030 Goals	Unit	Base year ¹	2021	2022	Progress towards target (base year to 2030)
What. Products	Sustainable product portfolio	Net sustainable sales >50% of revenue from BSI Achiever class	%	34	–	34	Baseline set in 2022
		Zero products from BSI Concern class	%	7	–	7	Baseline set in 2022
	Breakthrough innovation	Net-sustainable innovation: 100% of all new products from BSI Achiever class	%	–	–	–	Baseline to be set
We. People	Diverse, motivated and empowered employees	Female employees >31%	%	26	26	26	0%
		Female executives >40%	%	19	21	26	34%
		Female new hires >40%	%	37	32	36	0%
		Employee engagement survey indexes in line with top performing companies ²	–	–	–	–	49%
	Safety and well-being	Zero accidents	No.	7	17	15	0%
	Social engagement	Total number of children and youth impacted positively	–	–	–	–	Goal to be set
Do. Operations	Climate action	>55% CO ₂ e reduction (absolute) of scope 1 & 2 ³	%	0	33	42	78%
		>50% CO ₂ e reduction (intensity) from third-party logistics ³	%	0	18	+5 ⁴	0%
	Resource efficiency	Renewable energy use >70%	%	36	44	56	58%
		Zero landfill waste	ton	301	185	73	76%
		Waste efficiency <35 kg/ton (incl. reused)	kg/ton	52	51	52	0%

¹ The base year for all 2030 Goals indicators is 2020. Exceptions are marked.

² Based on data from last employee survey in 2021. Absolute figures are only disclosed internally.

³ Base year: 2013

⁴ This indicator increased.



Our 2030 Sustainability Goals

GRI 3-3:
Management of
material topics

Stream	Material topics	Our 2030 Goals	Unit	Base year ¹	2021	2022	Progress towards target (base year to 2030)	
Do. Operations	Resource efficiency	Incinerated waste reduction (absolute, tons) ¹						
		70% without heat recovery	%	0	34	46	65%	
		15% with heat recovery	%	0	+17 ²	+6 ²	0%	
		Energy efficiency <0.30 MWh/ton	MWh/ton	0.39	0.4	0.4	0%	
		Volatile organic compounds (VOC) reduction 30%	%	0	0.2	8.2	27%	
		Water withdrawal reduction						
	50% reduction (absolute, m ³)	%	0	+1 ²	9	18%		
	50% reduction for water-stressed sites (intensity m ³ /employee)	%	0	8	15	30%		
	Supply chain sustainability	100% sourcing aligned with our Responsible Sourcing Strategy						
		100% of suppliers signed Code of Conduct	%	89	93	93	36%	
		>85% raw material suppliers EcoVadis assessed and approved	%	75	78	81	56%	
			100% of high-risk suppliers audited	%	0	0	0	0%

¹ The base year for all 2030 Goals indicators is 2020. Exceptions are marked.

² This indicator increased.



What. Products

09 Materials



Materials

GRI 301-1:
Materials used
by weight or
volume

Overview of Materials data and background information

GRI 301-2:
Recycled input
materials used

Materials	Unit	2022	2021	2020
Total weight of production and packaging materials ¹	tons	140,016	164,650	141,625
Of which non-renewable materials used	tons	139,223	163,623	140,612
Of which renewable materials used	tons	793	1,027	1,106
Recycled input materials used to manufacture the organization's primary products and services	%	0	0	–

¹ This figure is based on the purchased volume of raw materials and does not include packaging materials.

Improving the sustainability of our raw materials

Regarding our raw materials, we are working with key partners upstream to build strong and effective collaboration. Following our net-sustainable R&D strategy, our upstream collaboration focuses on getting access to more sustainable raw materials. To achieve this, we use the Beckers Sustainability Index (BSI) – our tool that describes our products' sustainability from two complimentary dimensions, **Material Sustainability** and **Functional Sustainability**. These reflect our view that coatings' sustainability is always a combination of both the sustainable nature of the materials and processes we use to make our coatings and how our coatings are then used to add sustainable value to the article that is being coated.

Basing our assessments on the BSI, we promote the use of renewable raw materials, avoid using any minerals that are scarce or endangered, and sell coatings that provide proven functional sustainability benefits for customers and society while in service. We are looking at using bio-sourced raw materials and recycled plastic content in Beckers' product formulations. The BSI provides a data-driven, objective means to measure and track the development of our sustainable product portfolio.

Reused and recycled packaging material

Although we exclude recycled packing material from the calculation for the GRI 301-2 indicator, we have numerous initiatives in this regard such as the reuse of steel drums or plastic IBCs so they can be filled again and again.



We. People

- 11 Employees
- 14 Diversity
- 16 Anti-Discrimination
- 17 Health & Safety
- 19 Community



Employees

GRI 2-7:
Employees

GRI 401-1:
New employee
hires and
employee
turnover

Overview of Employee data and background information

Employee data ¹		Total			Asia & Middle East		Northern Europe & Americas		Southern Europe & Africa	
		2022	2021	2020 ²	2022	2021	2022	2021	2022	2021
Total Employees	Total	1,724	1,775	1,741	523	568	642	662	559	545
	Female	440	456	446	119	128	179	187	142	141
	Male	1,284	1,319	1,295	404	440	463	475	417	404
Permanent Employees	Total	1,586	1,596	1,566	428	434	613	626	545	536
	Female	389	399	398	85	–	168	–	136	–
	Male	1,197	1,197	1,168	343	–	445	–	409	–
Temporary Employees	Total	138	179	175	95	134	29	36	14	9
	Female	51	57	48	34	–	11	–	6	–
	Male	87	122	127	61	–	18	–	8	–
Full-time Employees	Total	1,686	1,735	1,693	522	567	625	645	539	523
	Female	407	424	413	118	–	166	–	123	–
	Male	1,279	1,311	1,280	404	–	459	–	416	–
Part-time Employees	Total	38	40	48	1	1	17	17	20	22
	Female	33	32	33	1	–	13	–	19	–
	Male	5	8	15	–	–	4	–	1	–
New Employees	Total	196	216	133	67	75	82	98	47	43
	Female	70	69	53	25	–	31	–	14	–
	Male	126	147	80	42	–	51	–	33	–
	<30 years	73	69	51	33	–	20	–	20	–
	30-50 years	103	119	76	33	–	44	–	26	–
	>50 years	20	28	7	1	–	18	–	1	–

¹ We use an in-house HR information system. This is maintained and updated by our HR representatives at each site. There are no exclusions.

² We are not disclosing regional data for 2020 because the regions were reconfigured during that year.



Employees

GRI 2-7:
Employees

GRI 405-2:
ratio of basic
salary and
remuneration
of women to
men

GRI 2-30:
Collective
bargaining
agreements

Employee data ¹		Total			Asia & Middle East		Northern Europe & Americas		Southern Europe & Africa	
		2022	2021	2020 ²	2022	2021	2022	2021	2022	2021
Number of employee turnover	Total	262	176	134	126	64	101	80	35	32
Ratio of the basic salary and benefits between women and men	Total	0.97	1.01	-	-	-	-	-	-	-
Employees covered by collective bargaining agreements ³	Total	1,022	1,029	920	-	-	-	-	-	-

¹ We use an in-house HR information system. This is maintained and updated by our HR representatives at each site. There are no exclusions.

² We are not disclosing regional data for 2020 because the regions were reconfigured during that year.

³ We operate in some countries where the right to exercise freedom of association and collective bargaining may be at risk. We ensure that systems are in place for employee involvement and engagement in line with company values and our Code of Conduct.

Decreased headcount

The overall headcount for the Group decreased in 2022 mainly due to reorganizations in Sweden, China and Germany. However, we had increased headcounts in headcounts in Turkey, the the US, UK, UAE, Turkey and

Vietnam. This also affected the number of female employees. Regarding the demographic, it was the 30-50 year age group that decreased most.

For our Management Approach concerning People with Impact, please [click here](#).



Employees

GRI 404-1:
Average hours of training per year per employee

GRI 404-3:
Percentage of employees receiving regular performance and career development reviews

GRI 403-9:
Work-related injuries

Overview of Training & Education data

Training & Education		2022	2021	2020
Average hours of training per year per employee, gender and employee category		Total	15	14
	Female	17	–	–
	Male	15	–	–
	White collar	17	–	–
	Blue collar	13	–	–
Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period¹		Total	1,689	1,741
	%	98	98	–

¹ Disclosure for gender and employee category not available.

Increased opportunities for learning and growth

The total average of training hours per employee went up by 1 hour in 2022 as we broadened our offering of internal training.

Based on the topics gathered from the last employee engagement survey, we continued to build modules in our Leadership Journey. This program is accessible via a portal in our intranet and open to all employees. This series of small training impulses aims to inspire the continuous

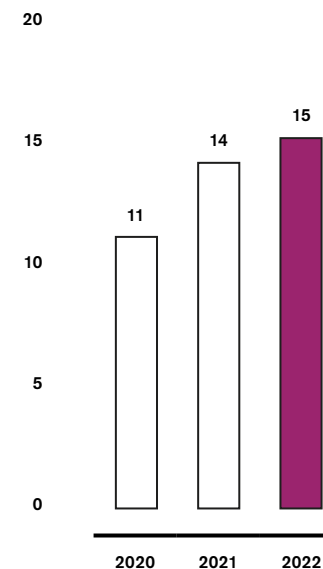
development of leadership skills. Until now, we have implemented five modules, signed up 271 colleagues, and achieved 951 learning hours.

Additionally, we launched the Beckers Good Practice Knowledge Hub in 2022: one central resource where Beckers colleagues can look for solutions from other sites and get problem-specific help. The purpose of the Knowledge Hub is to focus resources and experience the benefits of the global Beckers organization, while enabling and empowering local autonomy.

98%

received regular performance review

Average hours of training per employee





Diversity

GRI 405-1:
Diversity of
governance
bodies and
employees

GRI 2-9:
Governance
structure and
composition

Overview of Diversity data and background information

Diversity		2022		2021		2020	
		Headcount	%	Headcount	%	Headcount	%
Board of Directors	Female	4	57	4	50	4	44
	Male	3	43	4	50	5	56
	Total	7	-	8	-	9	-
Executive Committee	Female	2	25	1	14	1	17
	Male	6	75	6	86	5	83
	Total	8	-	7	-	6	-
Management Positions (Tier 0-2)	Female	16	26	10	21	7	19
	Male	45	74	38	79	30	81
	Total	61	-	48	-	37	-
Employees	Female	440	26	456	26	446	26
	Male	1,284	74	1,319	74	1,295	74
	<30	223	-	231	-	251	-
	30-50	1,002	-	1,044	-	1,021	-
	>50	499	-	500	-	469	-
	Total	1,724	-	1,775	-	1,741	-



Diversity

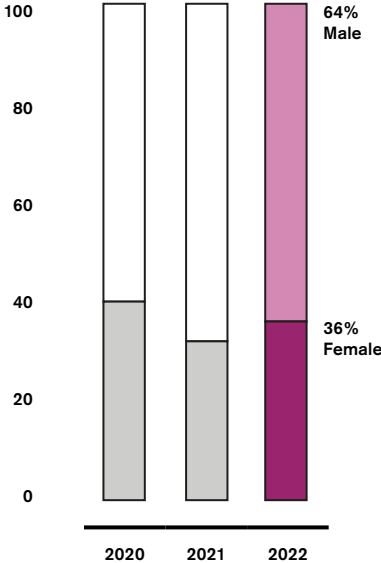
GRI 405-1:
Diversity of
governance
bodies and
employees

More females in Beckers' Executive Committee

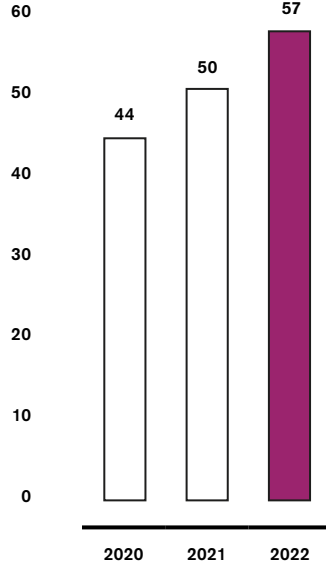
Our Board of Directors has 57 percent females. The number of females on our Executive Committee went up in 2022 with Pia Götze becoming the new President, Northern Europe & Americas. Our share of females in Tier 0-2 increased to 26%.

For our Management Approach concerning People with Impact please [click here](#).

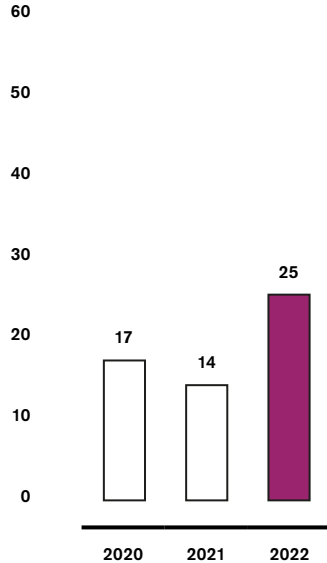
New hires by gender (all employees)



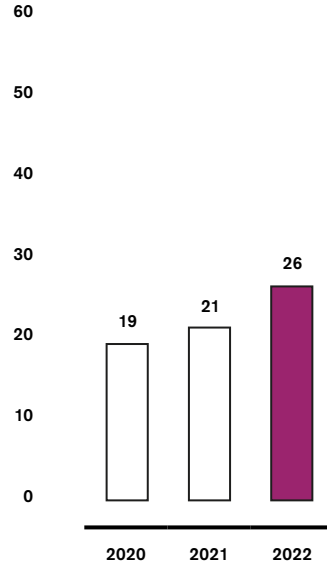
% of female members of the Board of Directors



% of female members of the Executive Committee



% of women in management positions (Tier 0-2)





Anti-Discrimination

GRI 406-1:
Incidents of
discrimination
and corrective
actions taken

Overview of Anti-Discrimination data and background information

Anti-Discrimination	2022	2021	2020
Total number of incidents of discrimination during the reporting period	1	3	1
Incident reviewed by the organization	1	3	1
Remediation plans being implemented	1	3	1
Remediation plans that have been implemented, with results reviewed through routine internal management review processes	2	2 ¹	1
Incident no longer subject to action	2	2	1

¹ At the end of the reporting phase, one case was still subject to remedial action plans being implemented in 2021.

Strong governance

At Beckers, we value every employee equally and actively promote an increasingly inclusive work environment with zero discrimination, equal opportunities and inclusion. We are aware of the possible risks of workplace discrimination and accompanying challenges, and face these strongly. Accordingly, we condemn all forms of discrimination.

Our Anti-discrimination and -harassment policy is valid for the whole organization. Complaints are registered through our grievance system or other programs. The incident mentioned in 2022 was reported directly to the CHRO. The case has been handled according to our procedure and is no longer subject to action.

For our Management Approach concerning Governance, please [click here](#).



Health & Safety

GRI 403-8
Workers covered by an occupational health and safety management system

GRI 403-9:
Work-related injuries

GRI 403-10:
Work-related ill health

Overview of Health & Safety data and background information

Health & Safety	2022		2021		2020	
	No.	Rate or %	No.	Rate or %	No.	Rate or %
The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, covered by a health and safety management system	1,724 ¹	100%	1,775 ¹	100%	1,741 ¹	100%
All employees who are covered by such a system that has been audited or certified by an external party	865	50%	835	47	827	48
Number and rate of fatalities as a result of work-related injury	0	0	0	0	–	–
Number and rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0	–	–
Number and rate of total recordable work-related injuries (TRI) ²	15	4.6	17	5.3	7	2.2
Number and rate of lost time injuries (LTI) ³	6	1.9	10	3.1	4	1.3
Total number of hours worked	3,240,388	–	3,178,173	–	3,147,627	–
Number of fatalities as a result of work-related ill health	0	0	0	0	–	–
Number of recordable work-related ill health ⁴	0	0	0	0	–	–

¹ This number only includes our own employees and not contract workers.

² Total Recordable Injuries (TRI) and TRI frequency per million hours worked.

³ Lost Time Injury (LTI) and LTI frequency per million hours worked.

⁴ There are no cases of ill health that we are aware of.



Health & Safety

GRI 403-8
Workers covered by an occupational health and safety management system

GRI 403-9:
Work-related injuries

GRI 403-10:
Work-related ill health

Reduced number of accidents

At Beckers, we aim at being a role model for well-being and have the clear goal of **zero accidents** by 2030. We track and measure our progress via Lost Time Injuries (LTI) and Total Recordable Injuries (TRI). Our TRI frequency rate reduced slightly in 2022.

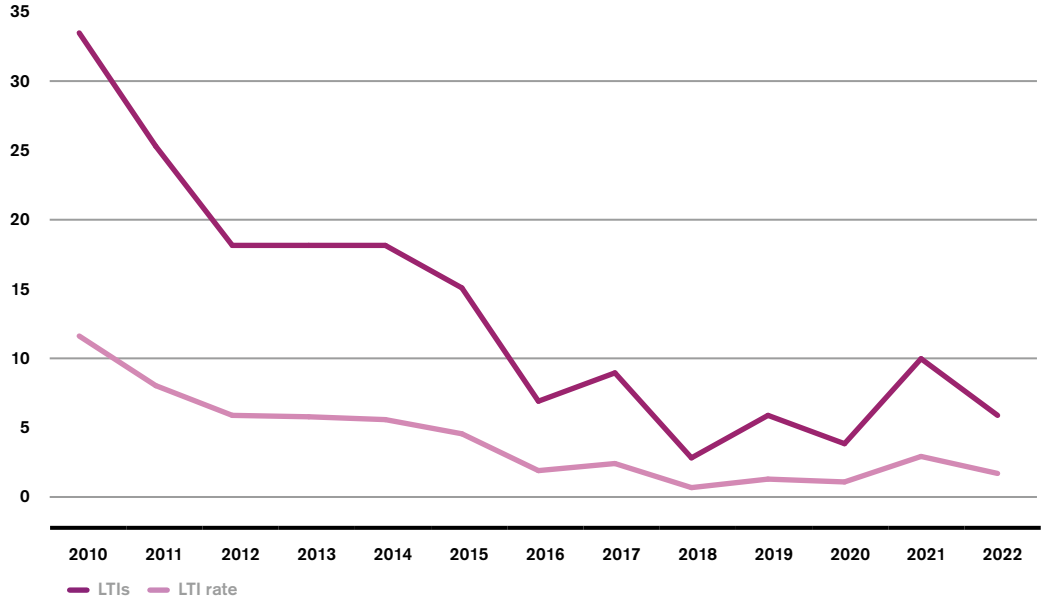
But while some accidents still occurred, less severe consequences such as slips, trips or falls were registered. These incidents did not happen at the workstations, but rather when colleagues were in motion in between tasks. The most common factors were lack of attention or taking shortcuts, but also inadequate work methods or workplace arrangement and management. All registered accidents have been analyzed carefully and appropriate measures have been put in place to prevent even these minor events.

Our workers are covered by a health and safety management system. Nine of our sites are certified with ISO 45001 which covers 50 percent of our employees.

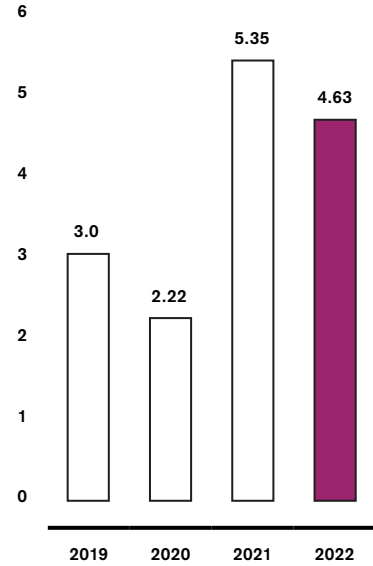
The data is collected and tracked via our global health and safety management system.

For our Management Approach concerning Safety and well-being, please [click here](#).

Lost time injuries (LTI) and LTI rate (per million hours worked)



Total recordable injury frequency rate (TRIFR)





Community

Own
disclosure
Local
Communities

Overview of Community data and background information

Community	Unit	2022	2021	2020
Percentage of countries with operations where Beckers' employees support local social initiatives	%	76	77	50
Total hours spent on external commitments and community work	hours	1,220	170	–
Community investments	SEK	1,223,179	694,271	–

Doubled investments into community

We started the monthly reporting of hours spent on community engagement in Q1 2022. In 2021, reporting was still on a voluntary basis which explains part of the difference.

We almost doubled our community investments in 2022, which included voluntary donations and contributions to organizations within our communities and beyond.

We committed ourselves to one global Common Cause to drive our community engagement: Children and youth. They are the focus of our activities and therefore the investments were mainly focused on this target group.



Do.

- 21 Energy
- 23 Carbon Emissions
- 26 Carbon Emissions details
- 28 Air pollution
- 29 Waste
- 32 Water

Operations



Energy

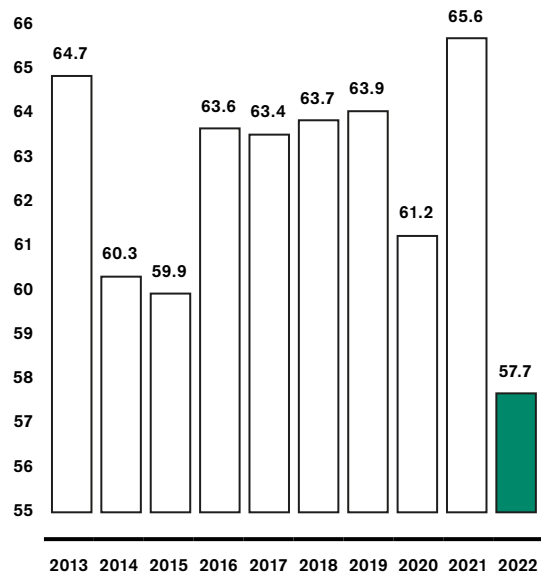
GRI 302-1:
Energy
consumption
within the
organization

Total energy consumption decreases

Overall, the total energy use decreased by 12 percent in 2022 mainly due to the decrease in natural gas by 21 percent and lower electricity usage. The decrease of the total energy is also in line with the by 13 percent lower production volume.

GRI 302-3:
Energy
intensity

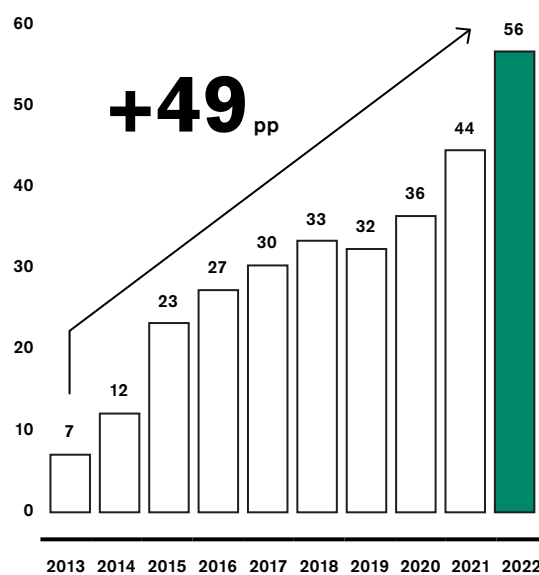
Total energy consumption in TWh



Total renewable energy

We continue the positive trend that we have had in the last ten years in the use of renewable energy. This demonstrates our efforts in reducing fossil fuel usage. In 2022, we greatly increased our share tremendously to 56 percent due to a higher proportion of renewable electricity.

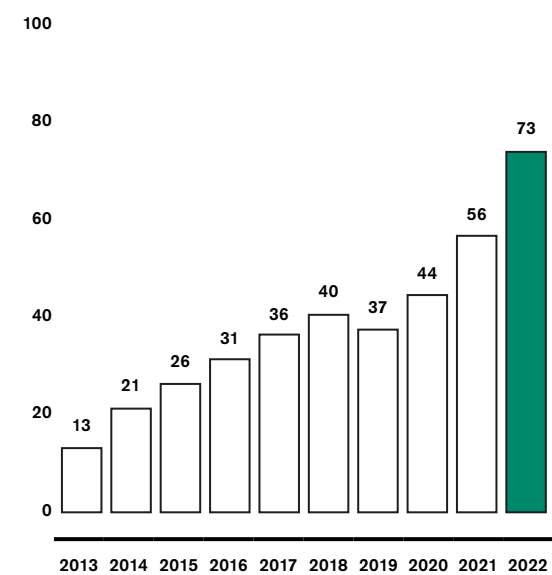
Renewable energy in %



Renewable electricity

The share of renewable electricity went up to 73 percent in 2022. With this, we have reached the 2030 Sustainability Goal for renewable electricity that we had set in 2020. We have updated this goal and are now pursuing 70 percent renewable energy.

Renewable electricity in %





Energy

GRI 302-1:
Energy
consumption
within the
organization

GRI 302-3:
Energy
intensity

Overview of Energy data and background information

Energy	Unit	2022	2021	2020
Total fuel consumption from non-renewable sources	MWh	15,761	19,892	17,867
Total fuel consumption from renewable sources	MWh	0	13	0
Total consumption				
electricity	MWh	35,287	38,232	36,407
renewable electricity	%	73	56	44
heating	MWh	6,602	7,425	6,883
cooling	MWh	0	0	0
steam	MWh	0	0	0
Total sold				
electricity	MWh	126	15	19
heating	MWh	0	0	0
cooling	MWh	0	0	0
steam	MWh	0	0	0
Total energy consumption¹	MWh	57,650	65,562	61,157
Total renewable energy	%	56	44	36
Energy intensity ratio²	MWh/ton product	0.40	0.40	0.39

¹ Energy consumption is documented and follows our internal reporting system. We use conversion factors from SEAI (Sustainable Energy Authority of Ireland) with local Standard Operating Procedures to ensure data consistency.

² The organization-specific nominator for the energy intensity ratio is the tons of volume produced on-site. The ratio uses energy consumption within the organization only. All types of energy are included, and also renewable energy generated on-site.

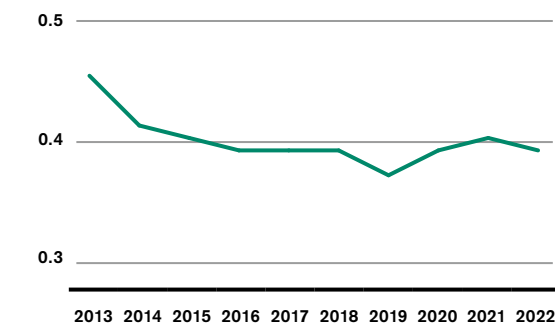
Total fuel consumption

We significantly reduced the use of natural gas in 2022, mainly due to decreasing the use of heating systems at European sites, and replacing gas heating with energy recovery pump systems at our biggest site in Montbrison, France. Furthermore diesel consumption also fell due to the use of alternatives such as replacing diesel with electrical equipment.

Energy intensity ratio

We have not managed to improve our energy intensity ratio. The energy used to produce a ton of product has stayed roughly the same since 2015.

Energy intensity, MWh/ton product





Carbon Emissions

GRI 305-1:
Direct
(Scope 1)
GHG
emissions

GRI 305-2:
Energy indirect
(Scope 2)
GHG
emissions

GRI 305-3:
Other indirect
(Scope 3)
GHG
emissions

GRI 305-4:
GHG emission
intensity

GRI 305-5:
Reduction
of GHG
emissions

Overview of Emissions data & methodology

Emissions ¹	Unit	2022	2021	2020	2013 ⁴
Total market-based GHG emissions²	tons CO ₂ e	48,640	47,921	48,166	57,394
Direct (Scope 1) GHG emissions	tons CO ₂ e				
Gross direct emissions	tons CO ₂ e	8,147	9,546	9,860	12,763
Biogenic emissions	tons CO ₂ e	0	0.23	0	–
Energy indirect (Scope 2) GHG emissions	tons CO ₂ e				
Gross location-based indirect emissions	tons CO ₂ e	11,740	13,652	13,516	
Gross market-based indirect emissions	tons CO ₂ e	7,648	8,918	11,516	14,804
Other indirect (Scope 3) GHG emissions	tons CO ₂ e				
Gross other indirect emissions	tons CO ₂ e	32,845	29,457	26,790	29,827
GHG emission intensity³					
GHG emissions intensity ratio	CO ₂ e per ton product	0.34	0.29	0.31	0.40
GHG emissions reduced as a direct result of reduction initiatives	tons CO ₂ e	920	2,911	–	–

¹ We calculate greenhouse gas emissions from all operations as well as from certain parts of scope 3. We use the calculation tool Our Impacts. The calculations follow the GHG Protocol and are performed by experts. We started the EKPI reporting in 2011. From 2013 on, the data accuracy and analysis capabilities matched our global standard. All processes were in place, boundary conditions were set and all entities included. The overall boundaries for our assessment are those displayed on page 27. According to our Recalculation Policy, there is no need to recalculate the base year, since the changes to the emission factors in 2022 do not significantly impact the results. The emission factors are included in the tool Our Impacts and are updated and revised regularly. For GWP, IPCC 2007 values are used.

² The market-based method takes into account whether Beckers' sites purchase renewable electricity and use specific emission factors for the contractual instruments. For sites that do not make an active choice, a residual-mix factor is applied instead, where such residual factors are available. Gases included: CO₂, CH₄, NO₂, HFCs, NF₃, SF₆ and PFCs (when applicable). Consolidation approach: Operational control.

³ Organization-specific denominator: Volume produced. Types of GHG emissions included (Sc1, Sc2, Sc3). Gases included: CO₂, CH₄, NO₂, HFCs, NF₃, SF₆ and PFCs (when applicable). Absolute numbers for emissions neither consider the fact that operations might grow or fall, nor that the extent of operations might differ between locations. In order to adjust for this, a relative measurement has been adopted. The emissions intensity has been measured using Key Performance Indicators (KPI). The KPIs for 2022 include: products (volume of product produced in metric tonnes).

⁴ Emissions in the base year. A new market-based/location-based scope 2 approach was introduced in 2015 by GHG Protocol.

Methodology

In order to collect relevant and correct activity data for the carbon emission assessment, Beckers assigns a climate reporter at all its sites and offices around the world. This network of climate reporters collects and documents relevant parameters into our web-based tool. This data is consolidated to form the global climate footprint of the company.

Beckers has been communicating carbon data since 2011, when we were measuring emissions from our 18 sites. In 2022, we had 25 locations (23 sites and 2 offices) to monitor.



Carbon Emissions

GRI 305-1:
Direct
(Scope 1)
GHG
emissions

GRI 305-2:
Energy indirect
(Scope 2)
GHG
emissions

GRI 305-3:
Other indirect
(Scope 3)
GHG
emissions

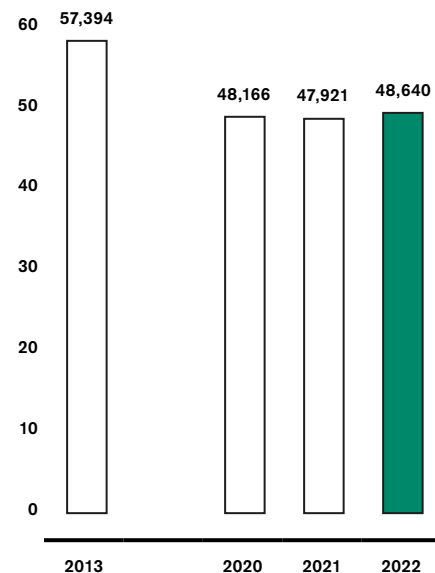
GRI 305-4:
GHG emission
intensity

GRI 305-5:
Reduction
of GHG
emissions

Our total emissions

For 2022, our total emissions amounted to 53,850 tonnes of carbon dioxide equivalents (tCO₂e) from location-based emissions and 48,640 tCO₂e from market-based emissions. This represents a 15.3 percent reduction in market-based emissions compared with base year emissions and 1.5 percent increase compared with the previous year's emissions.

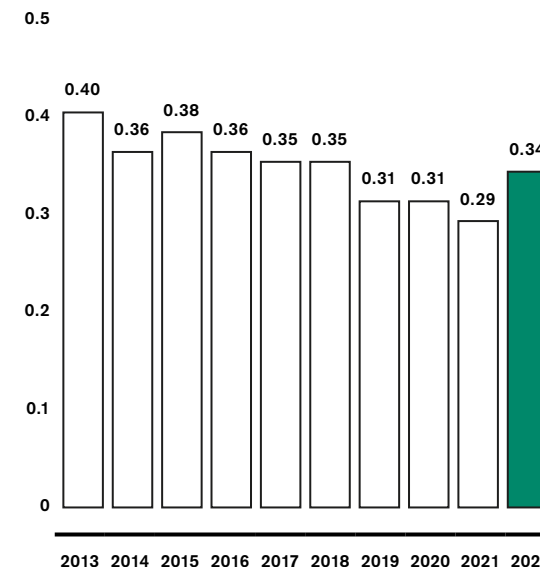
Total market-based GHG emissions, Scope 1 – 3 (tCO₂e)



Emissions intensity

Absolute numbers for emissions consider neither the fact that operations might grow or fall, nor that the extent of operations might differ between locations. To adjust for this we adopted relative measurements. Our key emission intensity indicator is tonnes CO₂e per tonne product. In 2022 0.34 tCO₂e was emitted per tonne of paint produced, which is an increase of 17.2 percent compared with the previous year. This is a reduction of 15 percent compared compared with our base year 2013. The total increase is the effect of reduced production, while it takes time for operational activities to respond. The simultaneous improvement in data quality for inbound transport and associated increases in inbound third-party delivery emissions also contribute.

Emissions intensity – production (tCO₂e/tonne produced)





Carbon Emissions

GRI 305-1:
Direct
(Scope 1)
GHG
emissions

GRI 305-2:
Energy indirect
(Scope 2)
GHG
emissions

GRI 305-3:
Other indirect
(Scope 3)
GHG
emissions

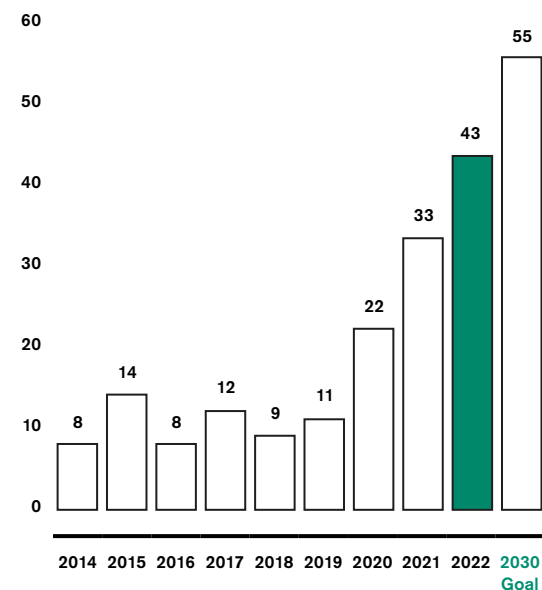
GRI 305-4:
GHG emission
intensity

GRI 305-5:
Reduction
of GHG
emissions

Scope 1 + 2 reduction compared with base year

Beckers' 2030 climate goal for our own operations is 55 percent absolute reduction in scope 1 & 2 (base year 2013), meaning a reduction from 27,567 tonnes CO₂e to 12,405 tonnes CO₂e by 2030. The results for 2022 show a 43 percent reduction in emissions in scopes 1 and 2 combined, compared with the base year. The decrease in scope 1 in 2022 stems mainly from the reduced usage of natural gas and the decrease in VOC. In scope 2, reduced electricity usage as well as the installation and use of solar panels on our sites or the transition to renewable electricity from the grid, impacted the result positively.

Scope 1 + 2 absolute reduction (in %) compared with base year 2013



Increase in scope 3 emissions

For scope 3, we saw a rise mainly due to the increase in inbound transport as we have taken the transport of goods or intermediates between our sites into account in 2022. Furthermore, a significant increase can also be seen in business travel due to fewer COVID restrictions, however not at the same level as before the pandemic. For outbound transport, the use of fuels other than diesel such as HVO and LNG, however brought some reduction on some of our sites.



Carbon Emissions details

GRI 305-1:
Direct
(Scope 1)
GHG
emissions

GRI 305-2:
Energy indirect
(Scope 2)
GHG
emissions

GRI 305-3:
Other indirect
(Scope 3)
GHG
emissions

GRI 305-4:
GHG emission
intensity

GRI 305-5:
Reduction
of GHG
emissions

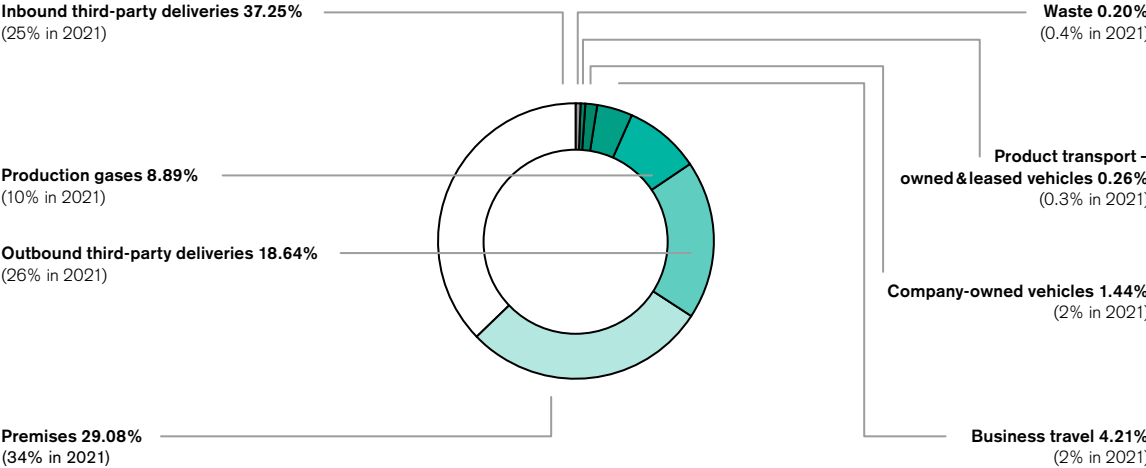
Carbon emissions by activity

We monitor and report our emissions in terms of activities. These are business operations that we actively quantify to convert to tonnes of carbon dioxide equivalents using globally accepted emission factors. Analyzing our emissions in terms of activities has enabled us to develop a foundation for climate goals and in 2020 we set targets for major business operations. The major contributors to Beckers' emissions are premises (29 percent), inbound third-party deliveries (37 percent), and outbound third-party deliveries (18 percent).

Comparison with base year and previous results

Premises entails activities carried out on the site and mainly comprises various forms of energy consumption and water usage. The graph also depicts that over 80 percent of Beckers' emissions are a result of activities in premises and third-party delivery logistics. Comparing with last year, the material activities with significant changes in emissions are premises, business travel, inbound third-party deliveries, and outbound third-party deliveries.

Carbon emissions by activities¹



¹ Data are calculated according to a market-based approach.



Carbon Emissions details

Historical emission details and 2022 percentage of total

	Emissions (tCO₂e)	2022 (Market)	2021 (Market)	Base year (2013)	Percentage of total 2022
GRI 305-1: Direct (Scope 1) GHG emissions	Premises	14,144	16,493	20,036	29.08%
GRI 305-2: Energy indirect (Scope 2) GHG emissions	Outbound third-party deliveries	9,068	12,399	14,368	18.64%
	Inbound third-party deliveries	18,118	12,060	11,585	37.25%
GRI 305-3: Other indirect (Scope 3) GHG emissions	Production gases	4,323	4,693	6,833	8.89%
	Business travel	2,047	1,031	2,737	4.21%
	Company-owned vehicles	701	892	1,382	1.44%
GRI 305-4: GHG emission intensity	Waste	95	178	432	0.20%
	Product transport – owned & leased vehicles	126	163	–	0.26%
GRI 305-5: Reduction of GHG emissions	Paper	18	12	22	0.40%
	Total	48,640	47,921	57,393	



Air pollution

GRI 305-7:
Nitrogen
oxides (NOx),
sulfur oxides
(SOx),
and other
significant air
emissions

Overview of Emissions data & methodology

Significant air emissions ¹	Unit	2022	2021	2020
NOx	kg	38,619	44,934	–
SOx	kg	37,586	41,257	–
Volatile organic compounds (VOC)	kg	432,270	469,270	470,800
Particulate matter (PM10)	kg	4,454	5,088	–
Other standard categories of air emissions identified in relevant regulations ²	kg	11,085	14,778	–

¹ The source for the emission factors for air emissions is ecoinvent and the Swedish Environmental Protection Agency. We calculate air emissions from all operations and per relevant activity in Scope 1 and 2. The data is based on activity data from the climate reporting. For vehicles, PM emission factors are reported aggregated and are labeled PM (unspecified) in these calculations.

² PM <2.5



Waste

GRI 306-3:
Waste
generated

GRI 306-4:
Waste diverted
from disposal

GRI 306-5:
Waste directed
to disposal

GRI 306-3
(2016):
Significant
spills

Overview of Waste data & methodology

Waste	Unit	2022	2021	2020
Total weight of waste generated	tons	7,482	8,375	8,114
Total weight of hazardous waste	tons	5,527	6,358	5,870
Total weight of non-hazardous waste	tons	1,955	2,017	2,244
Waste intensity	kg/ ton product	52	51	52
Waste to landfill	tons	73	185	301
Percentage waste to landfill of total waste	%	1	2	4
Percentage waste recycled/reused of total waste	%	55	54	54
Percentage hazardous waste of total waste	%	74	76	72
Total weight of waste diverted from disposal	tons	4,146	4,526	4,353
Total weight of hazardous waste diverted from disposal	tons	2,620	3,070	2,616
Of which preparation for reuse	tons	1,553	1,808	1,213
Of which recycling	tons	1,067	1,262	1,404
Of which other recovery operations	tons	0	0	0
Total weight of non-hazardous waste diverted from disposal	tons	1,526	1,456	1,737
Of which preparation for reuse	tons	608	555	896
Of which recycling	tons	918	901	841
Of which other recovery operations	tons	0	0	0



Waste

GRI 306-3:
Waste generated

GRI 306-4:
Waste diverted from disposal

GRI 306-5:
Waste directed to disposal

GRI 306-3 (2016):
Significant spills

Waste	Unit	2022	2021	2020
Total weight of waste directed to disposal	tons	3,336	3,849	3,760
Total weight of hazardous waste directed to disposal	tons	2,907	3,288	3,254
Of which incineration (with energy recovery)	tons	2,486	2,748	2,474
Of which incineration (without energy recovery)	tons	404	512	742
Of which landfilling	tons	17	29	38
Of which other disposal operations	tons	0	0	0
Total weight of non-hazardous waste directed to disposal	tons	429	561	506
Of which incineration (with energy recovery)	tons	355	404	208
Of which incineration (without energy recovery)	tons	18	1	35
Of which landfilling	tons	56	156	263
Of which other disposal operations	tons	0	0	0
Spills	# / liters	0 / 0	0 / 0	1 / 100

All Beckers sites have specific waste management procedures. In addition to procedures, sites have documents to identify all waste at workplace with clear instruction for managing from collection, storage, labelling to disposal. The contracts with companies that dispose our waste comply with all local legislative obligations, such as local environmental laws and regulations, to ensure that the third party manages the waste adequately. Waste data is collected via our internal system and is part of our quarterly and annual non-financial reporting.

Our total waste decreased by 11 percent, resulting from our lower production volume in 2022

8,144 → **8,375** → **7,482**

tons in 2020

tons in 2021

tons in 2022

We significantly reduced our waste to landfill by 60 percent, mainly through a switch to energetic revalorization and by implementing selective waste segregation measures for a higher recycling rate, for example in the South African site.



Waste

GRI 306-3:
Waste generated

Total weight of Waste in 2022

GRI 306-4:
Waste diverted from disposal

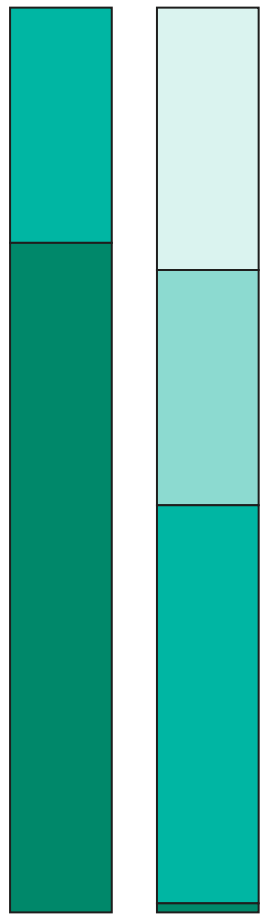
Non-Hazardous
1,955 tons
Domestic waste and certain industrial waste that is not considered a risk to human health and environment as per regulations in country of operation.

GRI 306-5:
Waste directed to disposal

26%

Hazardous
5,527 tons
Waste from chemicals or contaminated by chemicals that have a risk to human health or environment as per regulations in country of operation.

74%



by type

by disposal method

Reused
2,161 tons
Materials used back into the market without major remanufacturing processes to alter it.

29%

Recycled
1,985 tons
Used materials that are broken down to make raw materials for manufacturing new products.

26%

Incinerated
3,263 tons of which 2,841 tons was with heat recovery
Combustion of waste with the possibility to recover energy from heat generated.

44%

Landfilled
73 tons
Disposal by dumping waste in government-designated areas.

1%

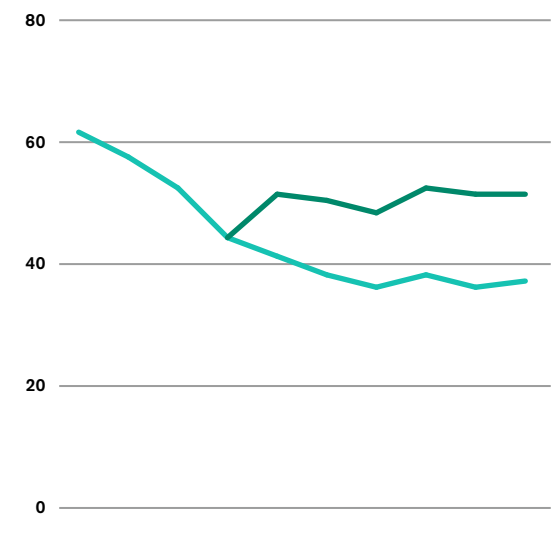
Landfill waste

In 2022, we reduced our landfill waste by

60%

compared with 2021

Waste intensity in kg/ton product



2013 2014 2015 2016 2017 2018 2019 2020 2021 2022

— Total waste excluding reused waste
— Total waste including reused waste



Water

GRI 303-3:
Water
withdrawal

GRI 303-4:
Water
discharge

GRI 303-5:
Water
consumption

Overview of Water data and background information

Water	Unit	2022	2021	2020
Total water withdrawal from all areas	m ³	105,465	116,897	115,743
Total water withdrawal from all areas with water stress	m ³	15,004	16,683	–
Total water discharge to all areas	m ³	98,604	116,897	115,743
Total water discharge to all areas with water stress	m ³	12,723	16,683	–
Total water consumption from all areas	m ³	6,861	–	–
Total water consumption from all areas with water stress	m ³	2,281	–	–
Percentage of water discharge in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool	%	13	14	–
Percentage of water withdrawal in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool	%	14	14	–

Focus on areas with water stress

As global water systems are under pressure from numerous stressors, a sustainable water management is very important for us. Our actions include reduced overall water intake, reused water, collected and stored rainwater, and monitoring and prevention of groundwater contamination and wastewater discharge.

Water discharge and consumption

We reported the water consumption for the first time from Q3/2022. Before that all water withdrawal was considered discharge. This explains the decrease in water discharge compared with 2021.

Water withdrawal

Overall we saw a reduction in 2022 due to maintenance that had been done to repair leakages, and lower production (lockdown in China).



& Value. Governance

- 34 Anti-Corruption
- 35 Anti-Competitive Behavior
- 37 Supplier due diligence



Anti-Corruption

GRI 205-1:
Operations assessed for risks related to corruption

GRI 205-2:
Communication and training about anti-corruption policies and procedures

GRI 205-3:
Confirmed incidents of corruption and actions taken

Overview of Anti-Corruption data and background information

Anti-Corruption	2022		2021		2020	
	No.	%	No.	%	No.	%
Total number and percentage of operations assessed for risks related to corruption	23	100	23	100	–	–
Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region	7	100	8	100	9	100
Total number and percentage of governance body members that have received training on anti-corruption, broken down by region	7	100	8	100	9	100
Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region ¹	636	37	632	36	377	22
Total number and nature of confirmed incidents of corruption	0	0	0	0	0	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0	0	0	0	0	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0	0	0	0	0
Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases	0	0	0	0	0	0
Number of new cases reported through Whistleblowing channel	3	0	1	0	3	0

¹ Breakdown by employee category and region not available

No bribery and corruption

At Beckers, we have zero tolerance for bribery and corruption. We have not had monitored any legal actions for corruption and bribery in 2022. All new cases reported through the whistleblowing channels were investigated and handled according to internal policy.

With the introduction of our Anti-Corruption Due Diligence Procedure for Agents and Distributors in 2021, Beckers is taking active steps against corruption.



Anti-Competitive Behavior

GRI 206-1:
Legal actions
for anti-
competitive
behavior,
anti-trust,
and monopoly
practices

Overview of Anti-Competitive data and background information

Anti-Competitive Behavior	No.	2022	2021	2020
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	0	0	0	0

Anti-Competitive Behavior

As there were no legal actions regarding anti-competitive behavior in recent years, we have nothing to report on the outcomes.



Supplier due diligence

Own disclosure:
Raw materials evaluated as per standardized CSR guidelines

GRI 308-1:
New suppliers that were screened using environmental criteria

GRI 308-2:
Negative environmental impacts in the supply chain and actions taken

GRI 414-1:
New suppliers that were screened using social criteria

GRI 414-2:
Negative social impacts in the supply chain and actions taken

Overview of Supplier Due Diligence data

Supplier Due Diligence	Unit	2022	2021	2020
Total number of direct material suppliers	No.	842	897	866
Total number of new suppliers	No.	749	1,159	–
Number of direct material suppliers evaluated towards Code of Conduct	No.	570	557	472
Number of new suppliers that were screened using environmental and social criteria	No.	135	327	156
Number of supplier audits carried out	No.	0	0	0
Percentage of direct material suppliers evaluated	%	68	62	55
Percentage of new suppliers evaluated	%	18	28	–
Spending on local suppliers	%	17 ¹	–	–

¹ The percentage is of 70% direct spend of our total purchase.

Supplier screening

98 percent of our direct spend on raw materials and packaging is evaluated towards Code of Conduct. 135 new active suppliers (direct and indirect spend) have been evaluated towards our Code of Conduct. We ask all our raw material suppliers to conduct EcoVadis sustainability assessments. A supplier must score a minimum of 40 points in each of four segments to achieve Beckers' approval. 81 percent of our suppliers are approved by an EcoVadis assessment.

Audits

We did not conduct in-house audits in 2022. Due to the still ongoing pandemic, the audits scheduled for 2022 had to be postponed. Audits could not be carried out virtually as they involve on-site visits to inspect a supplier's process controls, quality, sustainability, and continuous improvement. 17 local suppliers in South Africa were audited. However, as these were local audits with slightly different criteria, we do not count this for supplier audits.

Spend on local suppliers

Local suppliers are suppliers within a distance of 322 km of our Beckers sites. In 2022, 17 percent of our 70 percent direct spend on raw materials and packaging went to local suppliers. The KPI was tracked for the first time in 2022.



Supplier due diligence

Own disclosure:
Raw materials evaluated as per standardized CSR guidelines

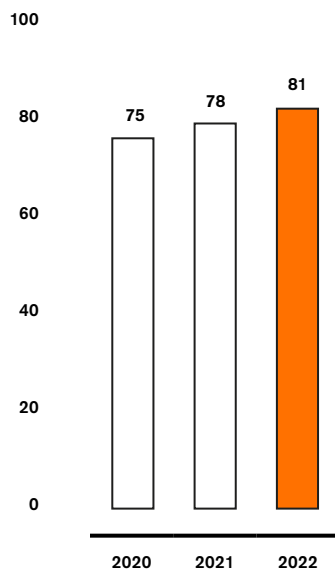
GRI 308-1:
New suppliers that were screened using environmental criteria

GRI 308-2:
Negative environmental impacts in the supply chain and actions taken

GRI 414-1:
New suppliers that were screened using social criteria

GRI 414-2:
Negative social impacts in the supply chain and actions taken

Approved suppliers by our Supplier third-party assessment, in %



Responsible Sourcing: Chain-Up!

Step 1: Sign and adhere to the Supplier Code of Conduct

It is essential that we have an effective way of managing the suppliers that support us at different locations around the world. To do this, we have used a collaborative tool that helps our sites manage the process locally and monitor the status of every single supplier since the introduction of our Supplier Code of Conduct in 2017.

Step 2: Conduct third-party assessments

We ask all our raw material suppliers to conduct EcoVadis assessments. EcoVadis is a global provider of sustainability ratings. Its ratings cover a broad range of non-financial management systems including environment, labor and human rights, ethics and sustainable procurement impacts. These are rated via in-depth assessments that require suppliers to provide proof for each of their claims. A supplier must score a minimum of 40 points in each of the four segments of the assessment to achieve Beckers' approval. Those who fail must work through a transparent corrective

action plan towards a reassessment. This process allows us to take our suppliers with us as we move our industry in the right direction. The procurement team monitors the raw material spending with EcoVadis approved suppliers on a global level, and check the suppliers' EcoVadis scorecard when they are newly introduced.

Step 3: Conduct in-house audits

We conduct our own in-house audits on selected key suppliers to verify their compliance with our Corporate Social Responsibility and quality expectations. Our procurement team selects suppliers to audit based on a risk assessment that includes factors such as geographic location, industry or sector, self-assessment results, length of relationship and previous performance. We work together with the audited supplier to improve quality control and sustainability performance, share proposals for improvement and request action plans within a specific time period. This approach has brought about remarkable improvements.





GRI. Content Index



GRI Content Index

Beckers has reported in accordance with the 2021 GRI Standards for the period from 01.01.2022 to 31.12.2022.

GRI Standard/ Own disclosure	Disclosure	Reference (page/link)	Comments/Omission
GRI 2: General Disclosures 2021			
	GRI 2-1: Organizational details	<input checked="" type="checkbox"/> Meet Beckers Group <input type="checkbox"/> About Beckers <input type="checkbox"/> Contact	
	GRI 2-2: Entities included in the organization's sustainability reporting	<input checked="" type="checkbox"/> Meet Beckers Group <input type="checkbox"/> About Beckers	
	GRI 2-3: Reporting period, frequency and contact point	<input type="checkbox"/> Contact <input type="checkbox"/> GRI Content Index	
	GRI 2-4: Restatements of information		No restatements
	GRI 2-5: External assurance	<input type="checkbox"/> Contact	
	GRI 2-6: Activities, value chain and other business relationships	<input checked="" type="checkbox"/> Meet Beckers Group <input checked="" type="checkbox"/> Our value chain	
	GRI 2-7: Employees	<input type="checkbox"/> Employees	
	GRI 2-8: Workers who are not employees		Information unavailable/ incomplete Data is not fully centralized and is in process of consolidation.
	GRI 2-9: Governance structure and composition	<input checked="" type="checkbox"/> Meet our leadership <input type="checkbox"/> Diversity	
	GRI 2-10: Nomination and selection of the highest governance body	<input checked="" type="checkbox"/> Meet our leadership	
	GRI 2-11: Chair of the highest governance body	<input checked="" type="checkbox"/> Meet our leadership	
	GRI 2-12: Role of the highest governance body in overseeing the management of impacts	<input checked="" type="checkbox"/> Meet our leadership	



GRI Content Index

GRI Standard/ Own disclosure	Disclosure	Reference (page/link)	Comments/Omission
	GRI 2-13: Delegation of responsibility for managing impacts	☑ Meet our leadership	
	GRI 2-14: Role of the highest governance body in sustainability reporting	☑ Meet our leadership	
	GRI 2-15: Conflicts of interest	☑ Meet our leadership	
	GRI 2-16: Communication of critical concerns	☑ Meet our leadership	
	GRI 2-17: Collective knowledge of the highest governance body	☑ Meet our leadership	
	GRI 2-18: Evaluation of the performance of the highest governance body	☑ Meet our leadership	
	GRI 2-19: Remuneration policies	☑ Meet our leadership	
	GRI 2-20: Process to determine remuneration	☑ Meet our leadership	
	GRI 2-21: Annual total compensation ratio		Information unavailable/incomplete. Beckers report this disclosure internally and prepare to report it in the future.
	GRI 2-22: Statement on sustainable development strategy	☑ CEO editorial	
	GRI 2-23: Policy commitments	☑ Our stakeholder engagement ☑ Our governance ☑ Human rights ☑ Code of Conduct	



GRI Content Index

GRI Standard/ Own disclosure	Disclosure	Reference (page/link)	Comments/Omission
	GRI 2-24: Embedding policy commitments	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Our sustainability governance structure <input checked="" type="checkbox"/> Meet our leadership <input checked="" type="checkbox"/> Our 2030 Sustainability Strategy <input checked="" type="checkbox"/> Our sustainable product portfolio <input checked="" type="checkbox"/> Our breakthrough innovations <input checked="" type="checkbox"/> Our diverse, motivated and empowered employees <input checked="" type="checkbox"/> Our safety and well-being <input checked="" type="checkbox"/> Our social engagement <input checked="" type="checkbox"/> Our climate action <input checked="" type="checkbox"/> Our resource efficiency <input checked="" type="checkbox"/> Our supply chain sustainability <input checked="" type="checkbox"/> Our governance <input checked="" type="checkbox"/> Human rights <input checked="" type="checkbox"/> Our value chain 	
	GRI 2-25: Processes to remediate negative impacts	<input checked="" type="checkbox"/> Our governance	
	GRI 2-26: Mechanisms for seeking advice and raising concerns	<input checked="" type="checkbox"/> Our governance	
	GRI 2-27: Compliance with laws and regulations	<input checked="" type="checkbox"/> Our governance	
	GRI 2-28: Membership associations	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Our governance <input checked="" type="checkbox"/> Our stakeholder engagement 	
	GRI 2-29: Approach to stakeholder engagement	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Our stakeholder engagement <input checked="" type="checkbox"/> Internal communication 	
	GRI 2-30: Collective bargaining agreements	<ul style="list-style-type: none"> <input type="checkbox"/> Employees <input checked="" type="checkbox"/> Our stakeholder engagement 	



GRI Content Index

GRI Standard/ Own disclosure	Disclosure	Reference (page/link)	Comments/Omission
GRI 3: Material Topics 2021			
	GRI 3-1: Process to determine material topics	<input checked="" type="checkbox"/> Our material topics	
	GRI 3-2: List of material topics	<input checked="" type="checkbox"/> Our material topics	
	GRI 3-3: Management of material topics	<input type="checkbox"/> Our 2030 Sustainability Goals <input checked="" type="checkbox"/> Our breakthrough innovations <input checked="" type="checkbox"/> Our diverse, motivated and empowered employees <input checked="" type="checkbox"/> Our safety and well-being <input checked="" type="checkbox"/> Our social engagement <input checked="" type="checkbox"/> Our climate action <input checked="" type="checkbox"/> Our resource efficiency <input checked="" type="checkbox"/> Our supply chain sustainability <input checked="" type="checkbox"/> Our governance <input checked="" type="checkbox"/> Human rights	
GRI 201: Economic Performance 2016			
	GRI 201-1: Direct economic value generated and distributed	<input type="checkbox"/> About Beckers	
Sustainable product portfolio & Breakthrough innovations			
GRI 301: Materials 2016			
	GRI 301-1: Materials used by weight or volume	<input type="checkbox"/> Materials	
	GRI 301-2: Recycled input materials used	<input type="checkbox"/> Materials	
Product Stewardship			
	Own disclosure: Raw materials evaluated as per standardized CSR guidelines	<input type="checkbox"/> Supplier due diligence	



GRI Content Index

GRI Standard/ Own disclosure	Disclosure	Reference (page/link)	Comments/Omission
Diverse, motivated and empowered employees			
GRI 401: Employment 2016			
	GRI 401-1: New employee hires and employee turnover	☐ Employees	
GRI 405: Diversity and Equal Opportunity 2016			
	GRI 405-1: Diversity of governance bodies and employees	☐ Diversity	
	GRI 405-2: Ratio of basic salary and remuneration of women to men	☐ Employees	
GRI 406: Non-discrimination 2016			
	GRI 406-1: Incidents of discrimination and corrective actions taken	☐ Anti-Discrimination	
Safety and well-being			
GRI 403: Occupational Health and Safety 2018			
	GRI 403-1: Occupational health and safety management system	☑ Our safety & well-being	
	GRI 403-2: Hazard identification, risk assessment and incident investigation	☑ Our safety & well-being	
	GRI 403-3: Occupational health services	☑ Our safety & well-being	
	GRI 404-4: Worker participation, consultation, and communication on occupational health and safety	☑ Our safety & well-being	
	GRI 403-5: Worker training on occupational health and safety	☑ Our safety & well-being	
	GRI 403-6: Promotion of worker health	☑ Our safety & well-being	
	GRI 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	☑ Our safety & well-being	



GRI Content Index

GRI Standard/ Own disclosure	Disclosure	Reference (page/link)	Comments/Omission
	GRI 403-8: Workers covered by an occupational health and safety management system	<input type="checkbox"/> Health & Safety	
	GRI 403-9: Work-related injuries	<input type="checkbox"/> Health & Safety	
	GRI 403-10: Work-related ill health	<input type="checkbox"/> Health & Safety	
GRI 404: Training and Education 2016			
	GRI 404-1: Average hours of training per year per employee	<input type="checkbox"/> Employees	
	GRI 404-2: Programs for upgrading employee skills and transition assistance programs	<input checked="" type="checkbox"/> Our diverse, motivated and empowered employees	
	GRI 404-3: Percentage of employees receiving regular performance and career development reviews	<input type="checkbox"/> Employees	
Social engagements			
	Own disclosure: Local Communities	<input type="checkbox"/> Community	
Climate action			
GRI 302: Energy 2016			
	GRI 302-1: Energy consumption within the organization	<input type="checkbox"/> Energy	
	GRI 302-3: Energy intensity	<input type="checkbox"/> Energy	
GRI 305: Emissions 2016			
	GRI 305-1: Direct (Scope 1) GHG emissions	<input type="checkbox"/> Emissions	
	GRI 305-2: Energy indirect (Scope 2) GHG emissions	<input type="checkbox"/> Emissions	
	GRI 305-3: Other indirect (Scope 3) GHG emissions	<input type="checkbox"/> Emissions	
	GRI 305-4: GHG emissions intensity	<input type="checkbox"/> Emissions	



GRI Content Index

GRI Standard/ Own disclosure	Disclosure	Reference (page/link)	Comments/Omission
	GRI 305-5: Reduction of GHG emissions	<input type="checkbox"/> Emissions	
	GRI 305-7: Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<input type="checkbox"/> Air pollution	
Resource efficiency			
GRI 303: Water and Effluents 2018			
	GRI 303-1: Interactions with water as a shared resource	<input checked="" type="checkbox"/> Our resource efficiency	
	GRI 303-3: Water withdrawal	<input type="checkbox"/> Water	
	GRI 303-4: Water discharge	<input type="checkbox"/> Water	
	GRI 303-5: Water consumption	<input type="checkbox"/> Water	
GRI 306: Waste 2020			
	GRI 306-1: Waste generation and significant waste-related impacts	<input checked="" type="checkbox"/> Our resource efficiency <input type="checkbox"/> Waste <input checked="" type="checkbox"/> Our sustainable product portfolio <input checked="" type="checkbox"/> Our breakthrough innovations	
	GRI 306-2: Management of significant waste-related impacts	<input checked="" type="checkbox"/> Our sustainable product portfolio <input checked="" type="checkbox"/> Our breakthrough innovations <input checked="" type="checkbox"/> Our resource efficiency	
	GRI 306-3: Waste generated	<input type="checkbox"/> Waste	
	GRI 306-4: Waste diverted from disposal	<input type="checkbox"/> Waste	
	GRI 306-5: Waste directed to disposal	<input type="checkbox"/> Waste	
GRI 306: Effluents and Waste 2016			
	GRI 306-3: Significant spills	<input type="checkbox"/> Waste	



GRI Content Index

GRI Standard/ Own disclosure	Disclosure	Reference (page/link)	Comments/Omission
Human rights			
GRI 408: Child Labor 2016			
	GRI 408-1: Operations and suppliers at significant risk for incidents of child labor	<input checked="" type="checkbox"/> Human rights	
GRI 409: Forced or Compulsory Labor 2016			
	GRI 409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	<input checked="" type="checkbox"/> Human rights	
Governance			
GRI 205: Anti-corruption 2016			
	GRI 205-1: Operations assessed for risks related to corruption	<input type="checkbox"/> Anti-Corruption <input checked="" type="checkbox"/> Human rights <input checked="" type="checkbox"/> Our governance	
	GRI 205-2: Communication and training about anti-corruption policies and procedures	<input type="checkbox"/> Anti-Corruption	
	GRI 205-3: Confirmed incidents of corruption and actions taken	<input type="checkbox"/> Anti-Corruption	



GRI Content Index

GRI Standard/ Own disclosure	Disclosure	Reference (page/link)	Comments/Omission
GRI 206: Anti-competitive Behavior 2016			
	GRI 206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<input checked="" type="checkbox"/> Our governance <input type="checkbox"/> Anti-Competitive Behavior	
GRI 308: Supplier Environmental Assessment 2016			
	GRI 308-1: New suppliers that were screened using environmental criteria	<input type="checkbox"/> Supplier due diligence	
	GRI 308-2: Negative environmental impacts in the supply chain and actions taken	<input type="checkbox"/> Supplier due diligence	
GRI 414: Supplier Social Assessment 2016			
	GRI 414-1: New suppliers that were screened using social criteria	<input type="checkbox"/> Supplier due diligence	
	GRI 414-2: Negative social impacts in the supply chain and actions taken	<input type="checkbox"/> Supplier due diligence	



Questions? Contact

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About this report

Beckers has been reporting its sustainability performance since 2011. In this report, you will find the complete set of Beckers' environmental, social and governance (ESG) performance data and our GRI content index. Other data and information on our sustainability work are shared in our [Sustainability Report](#). This report has been prepared in accordance with the 2021 GRI Standards.

All of Beckers' 25 legal entities in 17 countries are included in the report. The GRI Content Index in this document compiles disclosure information and explains any omissions to the reported data. The data have not been externally audited.