

A modern interior featuring a wooden staircase with a glass railing and a dining table in the background. The staircase has light-colored wooden steps and a white frame with a glass railing. The floor is made of light-colored wood. In the background, there is a dining table with wooden chairs and a laptop on it. A window on the left shows a view of trees and a house.

Sustainability Report 2025

This document includes Bona's Sustainability Report summary (SECTION I) and Bona's Statutory Sustainability Report (SECTION II).
Bona filed its Statutory Sustainability Report 2025 with the Swedish authorities in March 2026.

Bona[®]



Founded in 1919, Bona is a global, family-owned company spanning across Europe, North America, South America, Asia and Australia. We supply products and systems for installing, renovating, maintaining, and restoring premium floors including wood, tile, vinyl, rubber, and laminate. We are passionate about preserving the longevity and beauty of floors ensuring they can be cherished for generations to come.

Bona is led by third and fourth generations of the Edner, Forsberg, and Brask family and our head office is in Malmö, Sweden.

Bona Global Headquarters, Malmö, Sweden

INDEX

SECTION I

INTRODUCTION 2

- Our Guiding Principles 4
- Statement from Bona's CEO 6
- Message from Bona's Global Sustainability Director 7

ABOUT BONA 8

- Bona around the world 9
- Systems and products 10
- Production and distribution facilities 11
- Our sustainability vision 12

HOW WE MAKE A DIFFERENCE 14

- Environmental benefits of refinishing floors 14
- Sustainability in our value chain 15
- Sustainable innovation 17
- Engagement for change 18

SUSTAINABILITY PERFORMANCE 2025 19

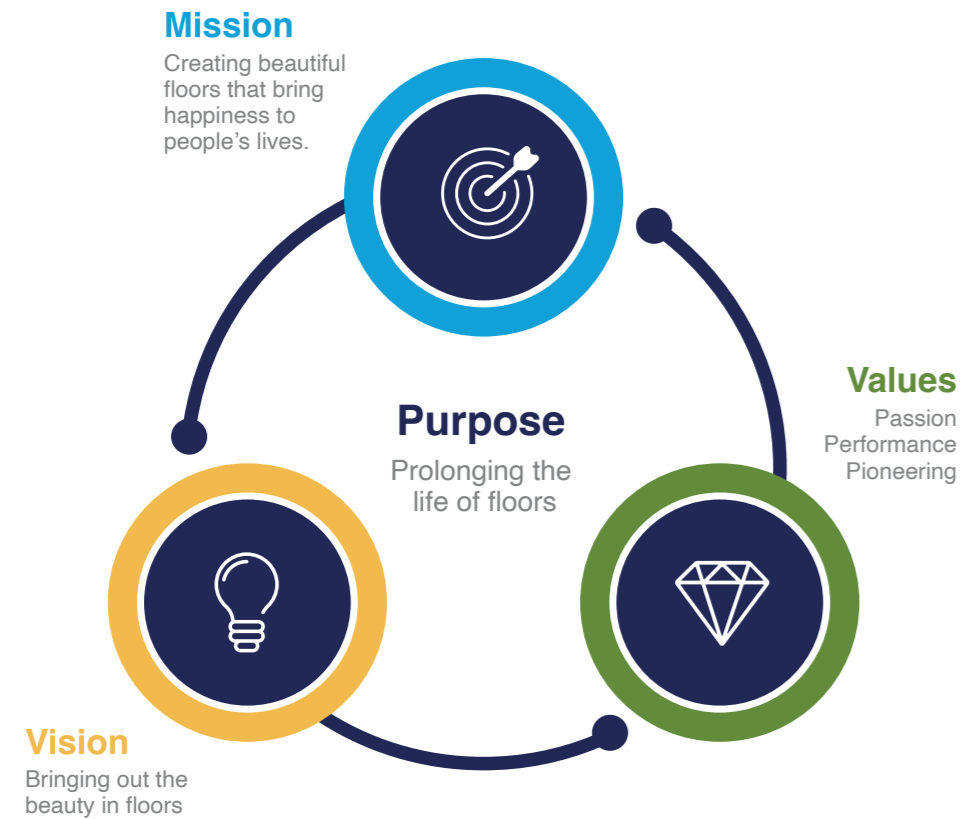
- Respect our planet 20
- Care for people 24
- Trusted business 27

SECTION II

STATUTORY SUSTAINABILITY REPORT 30

Our Guiding Principles

At Bona, we offer high quality products and systems to preserve and bring out the beauty in floors. Our purpose, to prolong the life of floors, is a commitment to both craftsmanship and sustainability. By extending a floor's lifetime, we minimize climate impact, reduce waste and the need for natural resources. This purpose shapes our innovations, partnerships, business strategy and our customer relationships. We aim to inspire homeowners, craftsmen, professionals, and customers to make more sustainable choices.



At Bona, we are committed to integrating sustainability into our business, creating long-term value for our customers, employees, and society at large. Our core values: passion, performance and pioneering, together with our sustainability goals, guide our decisions and actions.

BONA VALUES

Passion

Inspiration. Devotion. Pride.

We are passionate about what we do, how we do it and are always fully committed to bringing out the beauty in floors.

Performance

Quality. Safety. Reliability.

Performance means premium quality where we focus on the needs and safety of professional craftsmen, industrial customers, and floor owners in everything we do.

Pioneering

Innovation. Creativity. Curiosity.

Pioneering is core to our company. We strive to think creatively and bring innovative ideas forward while remaining open to changes and opportunities in the market.

STATEMENT FROM BONA'S CEO

Staying the Course

2025 was a year of geopolitical uncertainty, shifting trade conditions, tariffs and evolving regulatory expectations. At the same time, sustainability faced global headwinds as priorities shifted in many markets and sustainability commitments were de-prioritised by some actors. Despite this, Bona stays on course. We managed to increase our revenue, despite these challenges, and sustainability continues to be a core driver of our innovation, culture, and long-term value creation. This commitment is reflected both in how we run our operations and in the solutions we bring to our customers.

Governance as the Foundation

Responsible leadership is the foundation of everything we do. Guided by our values, it ensures accountability, transparency, and sound decision-making, even when conditions are uncertain. Each year, we continue to take steps forward. We focus on reducing the impact of our own operations while developing products and solutions that support our customers to reduce their impact. So far, we have successfully reduced Greenhouse Gas emissions in scope 1 and 2 by 46% since baseline 2022. Through partnerships and collaboration across our value chain, we strive to contribute to the development of our industry.

A Long-Term Perspective

As a family-owned company, Bona has the ability and the responsibility to take a long-term perspective. Our purpose – to prolong the life of floors – together with our commitment to respect our planet and care for people is fundamental to building a strong and resilient business. We believe durability, performance, and responsible innovation go hand in hand with our business success.



Lidija Broström
Interim Chief Executive Officer

Innovation and Partnerships

We continue to invest in sustainable innovation. We are strengthening supplier relationships, expanding bio-based solutions within our retail offering, and building a strong brand in markets around the world. For us, sustainability is an opportunity to build long-term competitiveness, resilience, and trust.

We are encouraged by the steps we have taken so far and recognize that there is still more to do. With the commitment of our employees and a shared sense of responsibility, we continue to work steadily toward our goals.

MESSAGE FROM BONA'S GLOBAL SUSTAINABILITY DIRECTOR

A Year of Uncertainty

2025 has been a year of both challenges and advancements for Bona's sustainability journey. From a regulatory perspective, it was a period of uncertainty. Expectations related to sustainability reporting have shifted several times, moving from preparations for full ESRS compliance to a landscape shaped by postponements, reinterpretations, and new frameworks. This has complicated not only how we report, but also how we communicate priorities internally. Despite this, we intend to continue using CSRD and ESRS as guides for reporting on material topics to our stakeholders.

Climate Progress

We are preparing the next phase of our climate strategy. Our Scope 1 and Scope 2 emissions are on track to meet current targets by 2026. Scope 3 emissions from purchased goods and logistics, dominate our climate impact and represents our most significant challenge ahead. Addressing these emissions require deeper collaboration with suppliers and partners, improved access to high-quality data, and closer integration between sustainability, procurement, and research and development. It also involves difficult trade-offs. Balancing environmental responsibility with commercial reality will be a central focus of our work going forward.

Proactive Chemical Management

We continue to act proactively within chemical management. Even as updates to European legislations such as CLP, REACH, and the new digital product passports are delayed, we view robust chemical regulation as a long-term advantage for Bona. Our efforts to phase out PFAS are ongoing and supported by investments in product development and production adjustments. While this still is a challenge for some products, the aim is to continue to phase-out relevant substances of concern.

Strengthening Water and Waste Management

This year, we identified water and waste as material topics to be reported on in coming years. Water is a key raw material for Bona, and we will improve how we measure and manage water use where it is most relevant, particularly in our production sites in Malmö, Sweden and Monroe, USA. We will continue to improve our waste management practices, recognizing the strong link between high product quality, efficient resource use and reduced waste.

Progress together

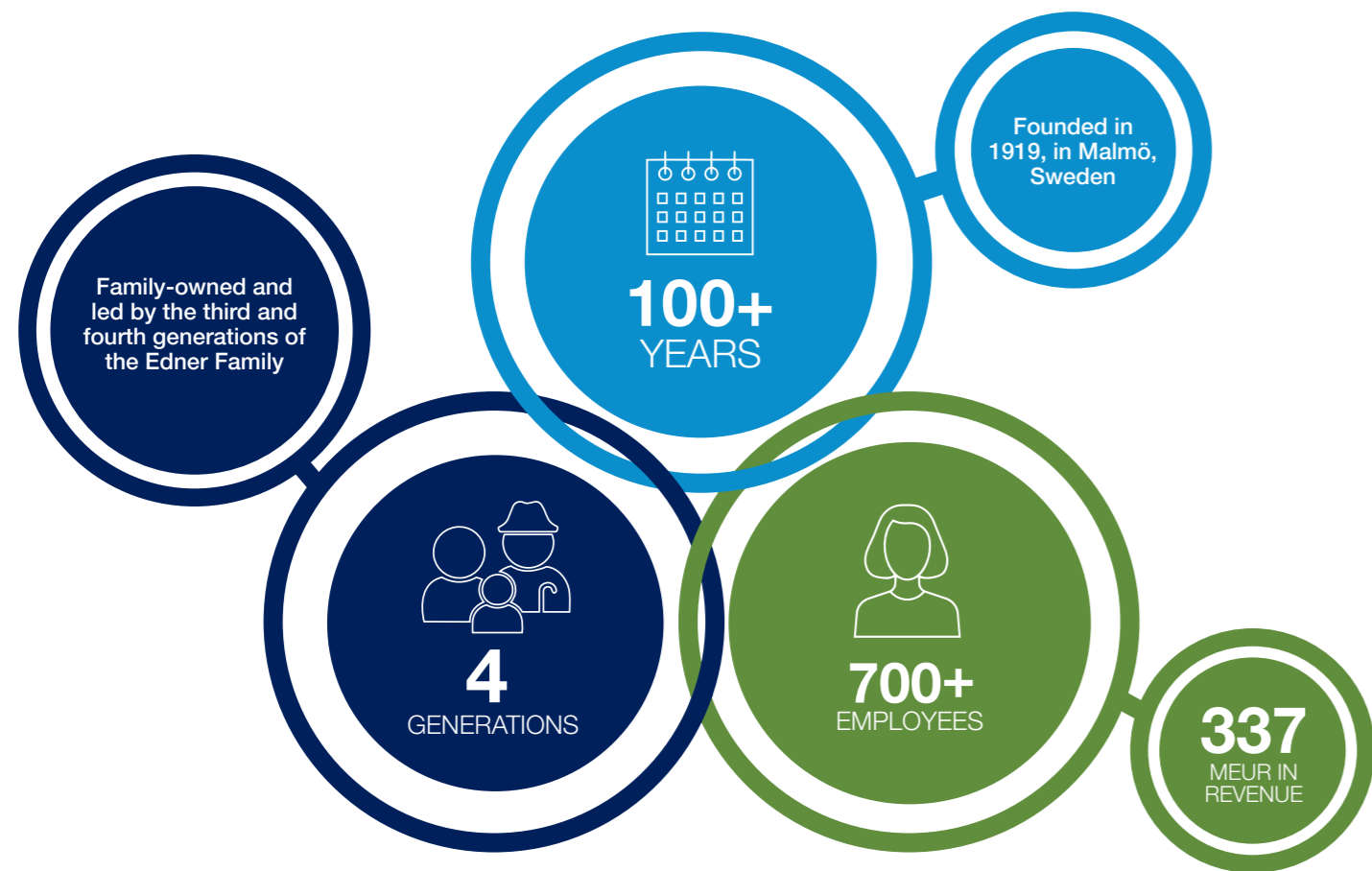
Going forward in our sustainability journey, Bona will be tackling more complex, systemic challenges across our value chain. This work cannot be done in isolation, but together with our employees, suppliers, customers, and partners, we remain confident in the path ahead.



Björn Johansson
Global Sustainability Director

About Bona

Bona supplies products for installing, renovating, maintaining and restoring floors. Bona offers systems and products for most floor surfaces including wood, tile, vinyl, resilient, rubber and laminate.



Bona Around The World

90

COUNTRIES

70

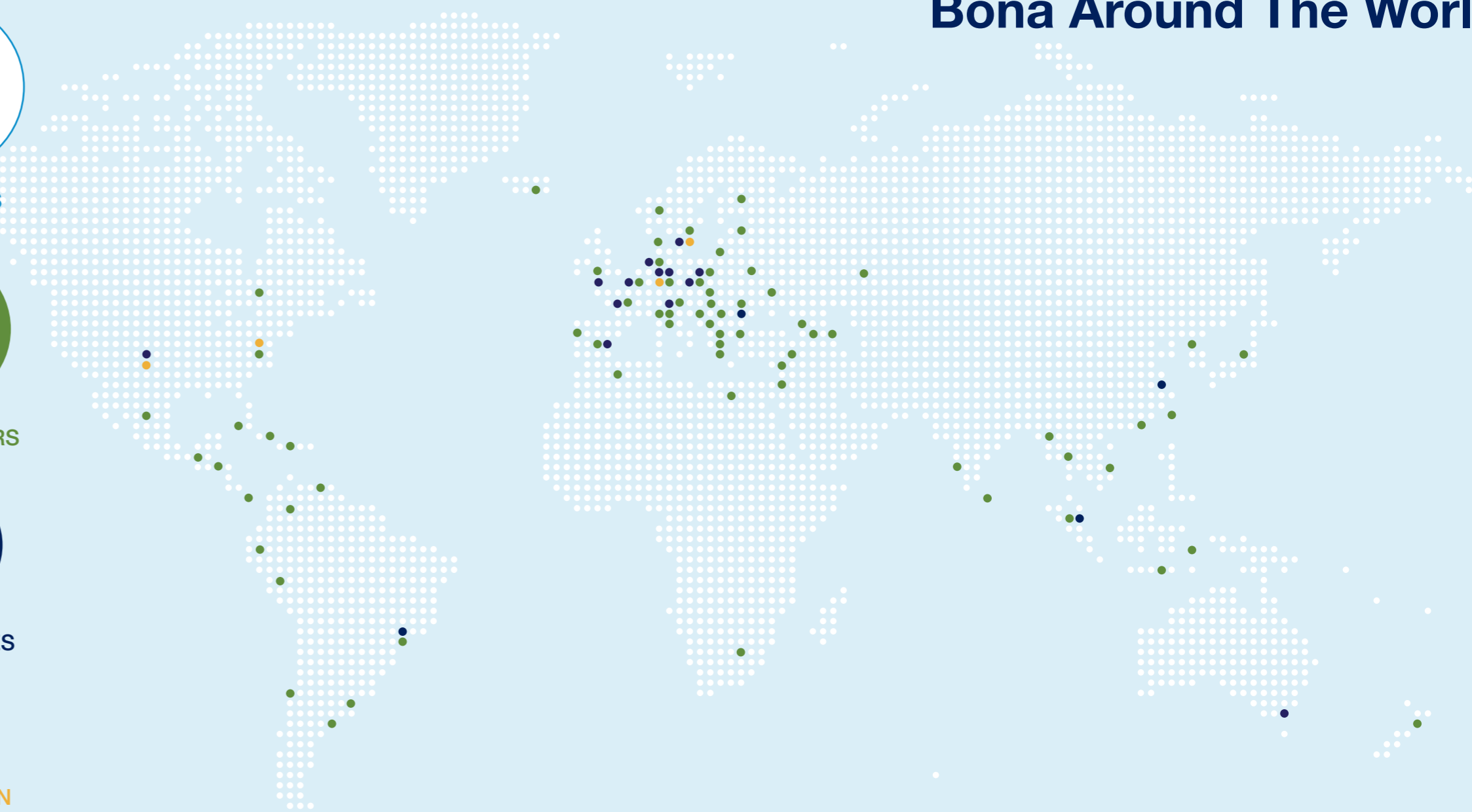
DISTRIBUTORS

17

SUBSIDIARIES

4

PRODUCTION SITES



SYSTEMS AND PRODUCTS

Bona focuses on the entire lifecycle of a floor. Whether our customers are refinishing, renovating, installing, or maintaining a floor, we create value by offering the solutions and necessary support to achieve the ideal outcome.

Systems and Products

Bona Floor Care	The Bona System	The Bona Resilient System	Bona Industrial Coatings
PRODUCTS			
<ul style="list-style-type: none"> Floor cleaners Spray mops Microfiber mops and pads Pet system Floor polishes Additional Products 	<ul style="list-style-type: none"> Coatings Adhesives Machines Abrasives Floor care Sport lacquer 	<ul style="list-style-type: none"> Floor coatings Abrasion system Cleaning and maintenance Colour chips Floor repair 	<ul style="list-style-type: none"> UV coatings

Customer Offerings

Homeowners	Professionals	Facilities	Industrial Manufacturing
OFFERINGS			
<ul style="list-style-type: none"> Bona Floor Care The Bona System 	<ul style="list-style-type: none"> The Bona System The Bona Resilient System 	<ul style="list-style-type: none"> The Bona Resilient System Bona Floor Care The Bona System 	<ul style="list-style-type: none"> Bona Industrial Coatings Bona Floor Care The Bona System
CUSTOMERS			
Consumers and retail customers	Wood and resilient flooring craftsmen; Architects and designers	Facility managers/owners/ decision makers, and sustainability managers	Floor manufacturers



PRODUCTION AND DISTRIBUTION FACILITIES

We have four production sites situated in Malmö (Sweden), Limburg (Germany), Monroe (North Carolina, US) and Pueblo (Colorado, US) along with two distribution centers in Limburg (Germany) and Monroe (North Carolina, US).

Malmö, Sweden

PRODUCTION ACTIVITY

Finishes, Sealers, Industrial coatings, Floor cleaners

DISTRIBUTES TO:

EMEA, LAM, APAC, NAM

Limburg, Germany

PRODUCTION ACTIVITY

Adhesives, Oils

DISTRIBUTES TO:

EMEA, LAM, APAC, NAM

Monroe, US

PRODUCTION ACTIVITY

Adhesive, Sport paint, Sport finishes, Floor cleaning products, Stains

DISTRIBUTES TO:

NAM, LAM, APAC, EMEA

Pueblo, US

PRODUCTION ACTIVITY

Floor finishes, Stains

DISTRIBUTES TO:

NAM, APAC



OUR SUSTAINABILITY VISION

Bona's ambition is to lead the sustainability transformation of our industry. Our commitment is divided into three pillars representing the environmental, social, and governance aspects of our business. The focus areas under each pillar are linked to our material sustainability topics and are subject to policies, actions and targets (see details in Statutory Sustainability Report, Section II).

Lead the sustainability transformation of our industry, caring for people and the planet

Reducing our environmental impact, being carbon neutral by 2040.

Fair and equal opportunities for our employees and supply chain.

Business growth through healthy and innovative choices.



RESPECT

The planet - Being sustainable for the planet, reduce the environmental footprint.

Bona's commitment to sustainable development is based on our concern and care for our home - both our planet as well as the home where we live.



CARE

The people - Being sustainable for people, respect for people.

Bona is committed to being a responsible, caring company. We strive to make a difference for communities locally and globally.



TRUST

The business - Being sustainable for the business, sustainable growth through innovation.

Bona is committed to sustainable and healthy business growth through innovation.



RESPECT OUR PLANET

We respect our present and future environment

Improved Ingredients: We phase out ingredients of concern and invest in solutions with less impact on the environment

Climate Action: We reduce our climate impact to reach carbon neutrality by 2040

Recycle and Reuse: We strive for more recyclable and reusable materials in our products, packaging and tools

Environmental Stewardship



CARE FOR PEOPLE

We care for people working and living with our products

Safety and Well-being of Employees: We create a safe and healthy work environment for all Bona employees

Better Work Environment for Craftsmen: We develop systems and products for the well-being and health of craftsmen

Fair Working Conditions for Suppliers: We commit to responsible supply chains

Peace of mind for floor owners: We develop systems and products for the health and well-being of floor owners

Social Responsibility



TRUSTED BUSINESS

We build trust through innovation, ethics and long-term profitability

Innovate, Collaborate, Educate: We believe profitability today ensures sustainable investments

Ethics and Transparency: We adhere to transparency and high ethical standards through our value chain

Effective Governance

How We Make A Difference

ENVIRONMENTAL BENEFITS OF REFINISHING FLOORS

Bona's products and solutions enable homeowners and the flooring industry to prolong the life of floors. By increasing the lifespan of floors, the flooring industry could significantly reduce its environmental impacts.

The average climate benefit of refinishing floors compared to replacing them*

PARQUET
89%
Less CO₂ emissions

VINYL
89%
Less CO₂ emissions

LINOLEUM
83%
Less CO₂ emissions

The Swedish Environmental Research Institute, IVL, was commissioned by Bona to carry out a life cycle assessment of refinishing hard flooring surfaces, compared to replacing them. A new study was conducted in 2025 for the German market as a continuation from a previous 2019 study in Sweden. It evaluates the entire product lifecycle from cradle to grave and shows that renovating hard flooring surfaces saves on average between 83 and 89 percent in CO₂ emissions.

The assessment also identifies the main contributors within the refinishing process, primarily the production of floor finishing products, transport to and from the site and electricity use for sanding. Sensitivity analyses show that

transport distance has a greater influence on climate impact than variations in electricity mix, meaning that using local craftsmen can further reduce emissions.

The two IVL studies further validate the benefit of floor renovation when compared to replacement. Bona shares these insights with the industry to educate on the value of floor renovation.



SUSTAINABILITY IN OUR VALUE CHAIN

Bona works actively with sustainability across our value chain. Our main goal is to minimize negative environmental impacts of our products and operations and to secure health and safety for employees and users of our products. We work with suppliers of high-quality products, who align with our values and principles in Bona Code of Conduct.



SUSTAINABILITY ACTIONS

- Regular sustainability assessments of our suppliers in U.S., Europe and Asia.
- We prioritize low-emission transportation alternatives.
- We ensure safe and healthy workplaces and continuously phase out unwanted chemicals in our production.
- We invest in solar panels, increase PCR in packaging and invest in electric transportation.
- We evaluate sustainable transportation alternatives.
- We inspire end users to care for and renovate their floors and we educate for safe use of our products.

*IVL 2025, LCA study evaluating the environmental impacts of floor refinishing versus floor replacement. In this study, floor refinishing refers to increasing the lifespan of the flooring by sanding and applying a new finish to the existing floor.

OUR APPROACH TO:

LOWER GREENHOUSE GAS EMISSIONS

Greenhouse gas emissions primarily arise from the extraction and production of raw materials and finishes in our supply chain, transport and distribution, our company vehicle fleet, and energy use in offices, distribution centers, and production units. To reduce emissions, we are increasing the use of electric vehicles owned or leased by Bona. We also perform energy efficiency initiatives, generate renewable energy and purchase renewable energy certificates.

HANDLE SUBSTANCES OF CONCERN

Substances of concern are part of our chemical production and of raw materials from suppliers. We regularly evaluate our raw materials and when necessary, add unwanted chemicals to our phase-out list. For substances not already prohibited by our policy, phase-out priorities are determined based on their risk profiles.

MAKE RESOURCE FLOWS EFFICIENT

Non-renewable materials, such as fossil-based plastics, are used in our packaging, products, and the production of lacquers. Our activities create waste throughout the value chain. We reduce waste in our internal production processes, and we increase our use of post-consumer recycled materials in packaging materials.

ENSURE SAFE WORKING CONDITIONS

Bona must ensure safe working conditions for our employees and workers in the value chain. We cultivate an attractive and engaging workplace with strict safety protocols. We work closely with established suppliers, and train craftsmen in health and safety aspects.

PROMOTE ETHICAL BUSINESS

Bona is a global company that complies with international ethical standards of transparency and accountability. Our Code of Conduct includes a strict policy against bribery and corruption, applicable to all employees and suppliers.

SUSTAINABLE INNOVATION



Sustainability has long driven Bona's innovation. We pioneered waterborne finishes in the 1970s, reducing VOC emissions and improving indoor air quality. Today, we continue to phase out relevant chemicals of concern and increase the share of bio-based products and systems that extend floor life. Every innovation reflects our commitment to high performance with low impact on the environment and health.

Our Certifications

To guide and build trust with customers, contractors and consumers, we invest in certifications focusing on various sustainability aspects.



Safer Choice

A U.S. Environmental Protection Agency (EPA) certification ensuring that Bona's products meet strict safety and environmental standards, minimizing human and environmental harm.



GREENGUARD

A third-party certifying organization, GREENGUARD Environmental Institute verifies Bona's products meet low chemical emissions standards, contributing to healthier indoor air quality.



Green Seal

A certification by Green Seal, a global, science-based NGO verifies that Bona's products adhere to rigorous health, performance, and environmental criteria throughout their lifecycle.



EMICODE

A European certification issued by the German Association for the Control of Emissions in Products for Flooring Installation, Adhesives and Building Materials (GEV) indicating that Bona's adhesives and flooring products have very low emissions, promoting healthier indoor environments.



USDA Certified Biobased Product

Administered and independently tested by the U.S. Department of Agriculture, the USDA Certified Biobased Product label identifies the Bona products made from renewable biological ingredients such as plants and other agricultural materials.

ENGAGEMENT FOR CHANGE

To promote sustainable choices and practices, Bona engages in education, training and dialogue with our stakeholders.

INSPIRING HOMEOWNERS

Bona strives to inspire through actions and meaningful engagement. Our “Renovate, Don’t Replace” campaigns, show how homeowners can achieve almost any look, from restoring natural beauty to creating a completely new flooring expression, while also raising awareness of how renovation can reduce waste, cut greenhouse gas emissions, and save on cost.

EDUCATE AND TRAIN CRAFTSMEN

The Bona Certified Craftsman Program, contractor training programs and Bona Training Centers, equip thousands of professionals each year with sustainable techniques, from dust-free sanding to efficient water and chemical use. By teaching best practices, we empower partners to care for floors responsibly across their full lifetime. We also educate facility owners and architects on the benefits of renovation.

PARTNERSHIPS WITH INDUSTRY ASSOCIATIONS

Collaboration drives progress. Bona works with industry partners to advance sustainable standards. We partner with wood floor manufacturers on durable, low-impact systems. As a member of NWFA (National Wood Flooring Association), FEP (European Parquet Federation), and MFMA (Maple Flooring Manufacturers Association), we promote renovation over replacement. Together, these collaborations help us live our purpose, prolonging the life of floors.



Sustainability Performance 2025

Respect Our Planet

Care For People

Trusted Business



Respect Our Planet

During 2025, we continued to phase out ingredients of concern in our products and invested in solutions with less impact on the environment. We exceeded our targets to reduce our own greenhouse gas emissions by 42% in scope 1 and 2 compared to the baseline year 2022. Going forward, we will take on the challenge to reduce greenhouse gas emissions in the rest of our value chain.

Bio-based Cleaners

In 2025 Bona launched its bio-based wood and hard surface floor cleaners in EMEA and APAC. These pH balanced, residue free formulas are made of more than 90% bio-based content and are certified by GREENGUARD Gold for healthier indoor air. Furthermore, the packaging is made from 30% post-consumer recycled materials.



WeForest Partnership

In 2025, we renewed our partnership with WeForest to continue supporting global reforestation efforts. Bona has contributed to WeForest's project in Brazil to help restore the ecosystem around the Tietê River. With the Brazil project now fully funded, we will shift our support in 2026 and beyond to forest restoration efforts in Misiones, Argentina. Since the partnership began, Bona has supported the restoration of 17.82 hectares through the planting of an estimated 35,640 trees.



HIGHLIGHTS

Greenhouse Gas Emissions in Our Value Chain

We completed a screening of greenhouse gas emissions across our value chain, where the majority of our emissions occur. While these emissions represent our greatest challenge—since they are largely outside our direct control—the screening marks an important first step. It will be followed by more detailed measurements, along with clear plans and targets to reduce emissions across our value chain.



Updated Phase-Out List of Unwanted ingredients

We continuously update our phase-out list of unwanted ingredients with the ambition to be one step ahead of regulators. This year we set new metrics and targets for phasing out ingredients/substances which will be reported in 2026.



Seven more products with Environmental Product Declarations

We continued to publish Environmental Product Declarations (EPD) for our products. An EPD is a standardized way to quantify a product's impact on the environment and climate. The declaration is based on a life cycle assessment of the product.



METRICS AND TARGETS

Energy Use

In 2025, we continued to have a stable level of energy use despite increases in sales volumes. Through energy efficiency initiatives we succeeded in lowering the energy intensity per product in 2025, compared to 2024.

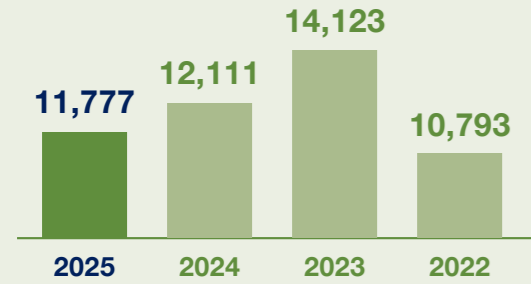


Figure 1: Total energy use, MWh

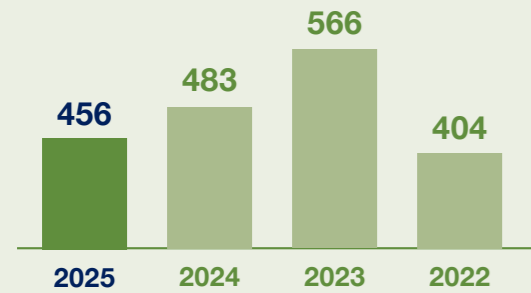


Figure 2: Energy intensity per produced unit kWh/ton

Greenhouse Gas (GHG) Emissions

GHG intensity (scope 1 and 2, market-based) has decreased due to continuous efforts to: 1) increase energy efficiency 2) replace fossil fuels with renewables and 3) buy renewable energy certificates.

Target: Our target is to cut our own greenhouse gas emissions (Scope 1 and 2) in half by 2026, and by 42% by 2025, based on our 2022 levels.

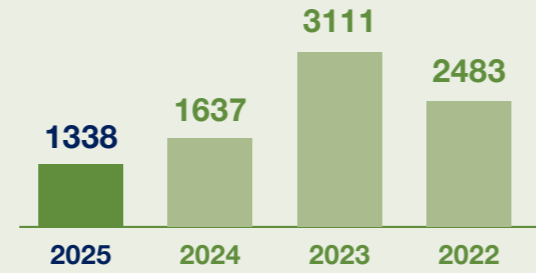


Figure 3: Total Scope 1 and 2 GHG emissions (tonnes CO_{2e}), market-based

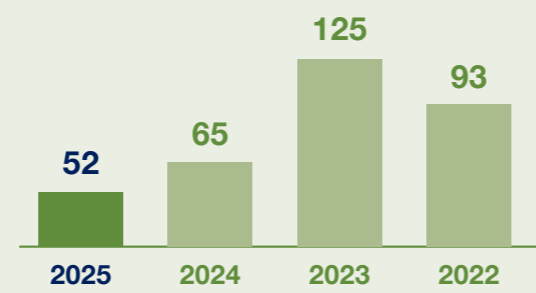


Figure 4: GHG intensity: Scope 1 and 2 (market-based) per produced unit, kg CO_{2e}/ton

Post-Consumer Recycled (PCR) Plastic in Packaging

Using recycled plastics in our packaging is an important measure to limit our climate impact. We didn't reach our 2025 target due to a longer-than-expected timeline for implementing PCR in US-based adhesive and lacquer packaging.

Target: Reduce the amount of fossil-based virgin plastics in packaging by 50% in 2025.

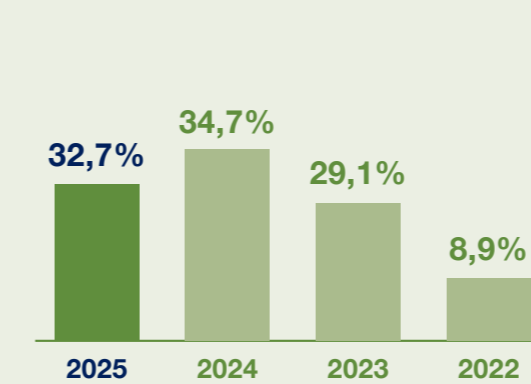


Figure 5: Percentage of replaced fossil-based virgin plastic

Quality Related Costs

Bona aims to reduce costs associated with quality issues in our products and processes. Maintaining high standards not only lowers these costs but also helps minimize resource consumption. Although we did not reach our 2025 target, we have initiated a global organizational change to better coordinate quality efforts across the group, which is expected to drive improvements in the medium term.

Target: Quality-related costs should not exceed 0.5% of sales costs.

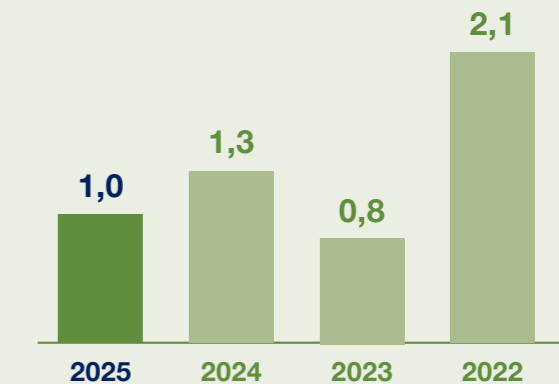


Figure 6: Quality costs as a share of sales cost, percent

Care For People

As a global company, we impact the lives of people within our organization and beyond. With this comes a deep responsibility to ensure the safety and well-being of our employees, uphold fair working conditions across our value chain, and create better work environments for craftsmen. In 2025 we continued our ambition to strengthen our core values within the Bona group. We developed a new evaluation process for our suppliers and our training of craftsmen continued in Europe, North America and Asia.

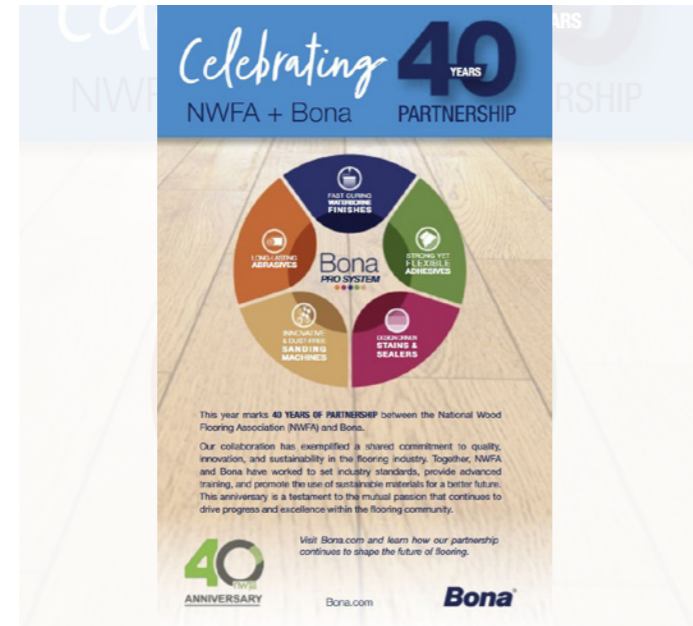
Building Success Together

Growth is not just about business—it's about the collective strength of our teams. It's about collaboration, resilience, and excellence.



Partnership with National Wood Flooring Association

2025 marks the 40th anniversary of the National Wood Flooring Association (NWFA), and we're proud to celebrate our long-standing partnership. Over the past four decades, NWFA has been a cornerstone of the hardwood flooring industry, providing education, resources, and support to professionals worldwide.



HIGHLIGHTS

One Bona Stronger Together

In 2025, Bona launched One Bona Stronger Together, an internal initiative designed to strengthen connection and collaboration across the organization. Through intranet blog posts and video interviews, employees shared experiences, lessons learned, and best practices. The initiative also introduced the inaugural One Bona Stronger Together Award to recognize teams that embody Bona's values. The program was such a success that it will continue into 2026, further reinforcing our values, fostering collaboration, and strengthening our culture of innovation and excellence.



New due diligence process of suppliers

In 2025, we developed a new evaluation process for our suppliers, covering around 70% of all our purchases. The new process will significantly improve our follow-up on quality and sustainability requirements in our supply chain.



Training Seminars and Workshops

We continue to train craftsmen through hundreds of sessions across Europe, North America, and Asia. These seminars combine technical expertise with insights on efficient, high-quality workflows, along with hands-on demonstrations of application techniques and the optimal use of Bona finishes.



METRICS AND TARGETS

Employee Performance Reviews

During 2025, almost all employees within the Bona group had an annual performance review.

Target: Bona's ambition is that all employees within the group should have an annual performance review.

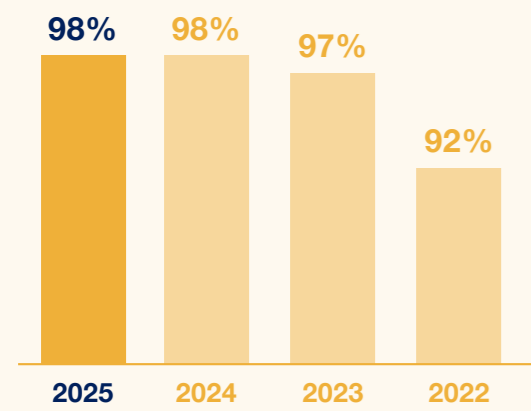


Figure 1: Percentage of employees who had performance reviews (%)

Work-related Accidents

Bona encourages employees to report all types of incidents and accidents, which typically leads to a high number of reported events. None of the 2025 events resulted in any serious (fatal or life changing) accidents.

Target: Bona has a target of zero work-related accidents.

Supplier Evaluations

During 2025, we evaluated 53 suppliers. Targets and metrics will be updated in the 2026 report based on the new evaluation process.

Target: Our ambition is to continuously evaluate Bona suppliers.

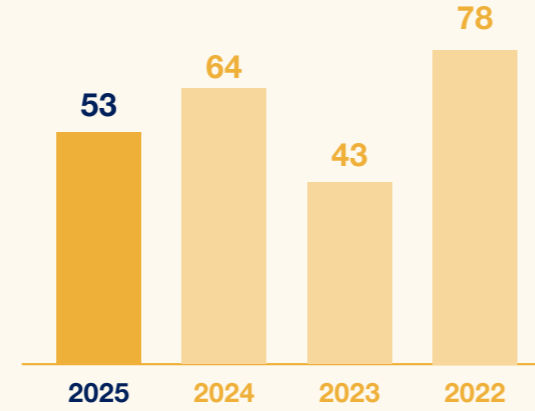


Figure 2: Ongoing evaluation of Bona's suppliers.



Figure 3: Total number of work-related incidents & accidents 2025.

Trusted Business

Through active partnerships and education, we work closely with the flooring industry, contractors and other stakeholders to promote more sustainable practices, ensuring our long-term business success. We adhere to high ethical standards, and we continuously improve the transparency of our value chain. In 2025, we strengthened our organisation to enhance coordination of our quality, safety, health and environmental efforts. We also continued to expand education and training in ethical business practices across the group.

Sustainability As Part Of Bona's Strategy

Bona's strategic plan sets the direction for the company's future development. Built around ten strategic initiatives, including Sustainability, it outlines an ambitious three-year roadmap (2024–2026) focused on growth, transformation, and innovation. Results to date highlight both progress and areas for improvement, while laying the foundation for long-term success.

Winner - European Cleaning Journal Award

Bona won the Sustainability – Best Practice (Manufacturer) award at the European Cleaning Journal - Cleaning & Hygiene Awards 2025 - a leading benchmark of excellence within the cleaning and hygiene sector.



HIGHLIGHTS

New Quality, Safety, Health and Environmental Organisation (Q-SHE)

A new department will develop global processes to maintain or improve Bona's product quality and services within a safe and healthy working environment, minimising our external environmental footprint.



NEW Q-SHE
Organisation at Bona

New Online Platform for Code of Conduct Training

During the year we launched a new, more accessible format for employees to review Bona policies. All employees are expected to review updates and discuss them with their manager. The new platform includes mandatory Code of Conduct training.



NEW TRAINING
PLATFORM
for Code of Conduct



METRICS AND TARGETS

Code of Conduct Training

In 2025, Bona launched a new, online Code of Conduct training. All employees conducted the training.

Target: All employees shall be introduced to Bona Code of Conduct when employed.

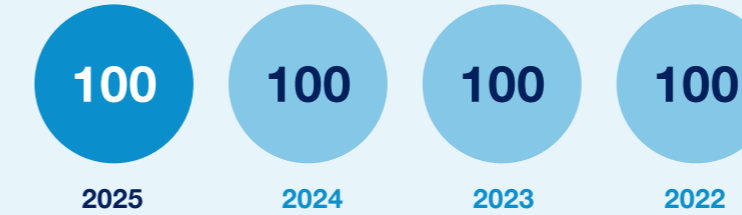


Figure 1: New employees introduced to Bona's Code of Conduct (%)

Anti-corruption training

Anti-corruption is part of Bona's Code of Conduct training. During 2025, all employees conducted the training. Bona started to report on anti-corruption training in 2024.

Target: Our target is that all employees shall undergo training in business ethics and anti-corruption every third year.



Figure 2: Percent of employees who underwent training in anti-corruption in 2025.

Violations of Bona's Code of Conduct

To ensure ethical business, Bona's Whistle-blower Reporting Tool allows employees, suppliers and partners to provide insight or report any potential issues. The drop in 2025 reported incidents correlates with rolling out new online Code of Conduct training.

Target: We aim for zero conflict-related incidents.

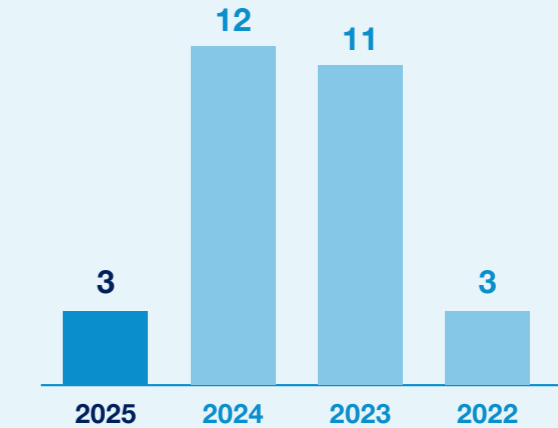


Figure 3: Number of reported incidents



Bona Distribution Center (DC1), Limburg, Germany

Statutory Sustainability Report 2025

SECTION II

General Information

BASIS FOR PREPARATION	32
Accounting Principles	32
Sources of Estimation and Outcome Uncertainty	32
GOVERNANCE	33
Composition and role of the Board of Directors and Group Management	33
Information on how sustainability topics are addressed	33
Statement on due diligence	35
Internal controls over sustainability reporting	35
Approach and principles for addressing sustainability topics	35
STRATEGY	37
Strategy, business model and value chain	37
Our stakeholders	39
Material sustainability topics	41
IMPACT, RISK AND OPPORTUNITY MANAGEMENT	45
Process of double materiality assessment	45

Environmental Information

CLIMATE CHANGE	46
Policies related to climate change	46
Actions to reduce climate impact	47
Internal carbon price	48
Metrics and targets	48

POLLUTION	51
Policies related to chemical products	51
Actions to manage chemical products	51
Metrics and targets	52
RESOURCE USE AND CIRCULAR ECONOMY	53
Policies related to resource use and circular economy	53
Actions to reduce resource use	53
Metrics and targets	54

Social Information

OWN WORKFORCE	55
Policies related to our own workforce	55
Risk management and actions	56
Metrics and targets	58
WORKERS IN THE VALUE CHAIN	59
Policies related to workers in the value chain	59
Risk management and actions	60
Metrics and targets	61

Governance-related Information

BUSINESS CONDUCT	62
Policies and risk management	62
Prevention and detection of corruption and bribery	62
Metrics and targets	62

General Information

Bona's 2025 Sustainability Report presents our material environmental, social, and governance topics. This reporting complies with the requirements for statutory sustainability reporting according to Chapter 6, Sections 10-14 of the Swedish Annual Accounts Act.

BASIS FOR PREPARATION

The content and structure of the sustainability report is based on Bona's double materiality assessment and inspired by the EU reporting framework for sustainability reporting, the European Sustainability Reporting Standards (ESRS), (2023/2772). Bona is not required to comply with CSRD until the 2027 financial year, at the earliest.

Accounting Principles

Bona's Sustainability Report is prepared on a consolidated basis consistent with Bona's financial reporting and covers Bona AB and all its subsidiaries.

Climate calculations follow the GHG Protocol and include Scope 1 and 2. During 2025, Bona has gathered Scope 3 data in a screening of all categories and developed processes for collecting information from the value chain. As the purpose was to get an overview on our scope 3 climate impact, the data will not be disclosed in this report. Based on the screening, the following Scope 3 categories was considered as key impacts for Bona:

- **Category 1** Purchased goods and services
- **Category 3** Fuel and energy-related activities not included in scope 1 or scope 2
- **Category 4** Upstream transportation and distribution
- **Category 5** Waste generated in operations

Sources of Estimation and Outcome Uncertainty

The Sustainability Report includes forward-looking statements. All forward-looking information is associated with uncertainty, which should be considered. Bona is continuously improving its methods for sustainability data collection, which may lead to corrections of previous years data retroactively. Details on the preparation and methodology of sustainability data is disclosed under each topic.

GOVERNANCE

Composition and Role of The Board of Directors and Group Management

Bona's Board of Directors has overall responsibility for the company's sustainability work. Oversight of sustainability actions is carried out within the framework of Bona's regular organisation and management. The CEO, together with Group Management, is responsible for implementing strategies, targets, actions, and follow-ups.

The Group Management Team includes the CEO and representatives for sales, product management, research and development, HR, finance, marketing and communication, and operations.

The Board of Directors primarily consists of representatives from the family of owners, who have built the company over generations.

Both the Board of Directors and Group Management have extensive experience in the floor maintenance and renovation industry.

Gender diversity in the Board of Directors and Group Management	2025	2024	2023
Board of Directors (incl. deputy member)	6	6	6
Women	67%	67%	67%
Men	33%	33%	33%
Group Management	10	10	10
Women	20%	30%	30%
Men	80%	70%	70%

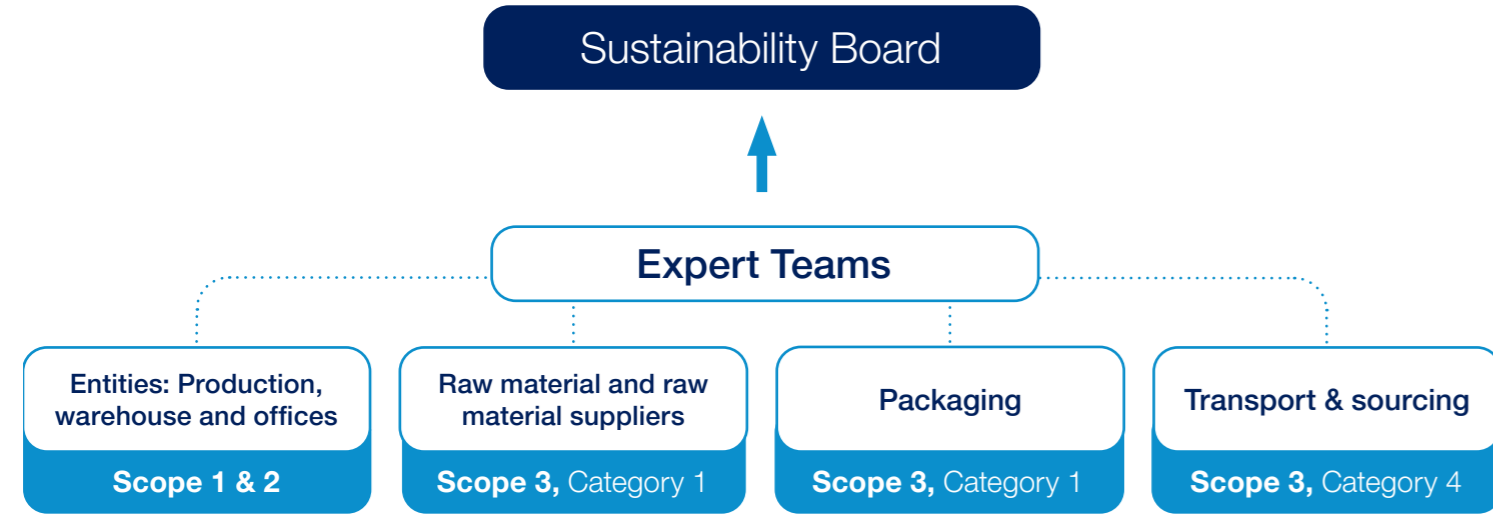
Information on How Sustainability Topics are Addressed

The Group Management develops a strategic plan based on the organization's targets, where sustainability is one of the main initiatives. The Group Management meets monthly, and progress is reported to Bona's Board of Directors four times a year by the CEO.

Bona has established a Sustainability Board, which meets 5-6 times a year, to coordinate sustainability actions. The Sustainability Board is led by the global sustainability director, who reports to Bona's COO. Sustainability topics are presented to the Group Management either by the sustainability director or the COO.

Four expert teams (see figure below) focus on Bona's climate vision to become carbon neutral by end of 2040, as well as other relevant environmental topics. These teams work cross-functionally to mobilize different skills and insights, creating new initiatives to achieve their assigned goals and manage various aspects of our environmental impacts. One team focuses on the climate impact in scope 1 and 2, the other three focuses on climate impact in scope 3 (categories 1 and 4).

The expert teams report to the Sustainability Board. Decisions made within the Sustainability Board and the expert teams are then implemented across the organization. Sustainability data and KPIs are collected through a network of data reporters across all organizational units at Bona.



The global sustainability department and the sustainability director support this network. Sustainability data is reported to the Sustainability Board twice a year and subsequently to the Group Management and Board of Directors. A key task for the Sustainability Board is to ensure that sustainability actions align with Bona's strategy and policies.

During 2025 Bona launched a new Global Quality, Safety, Health and Environment (Q-SHE) organisation. The new department will develop global processes to maintain or improve product quality and services within a safe and healthy working environment, minimizing our external environmental footprint.

Sustainability matters addressed by Bona's Board of Directors and Group Management during 2025 primarily concerned:

- Activities to phase out chemicals of concern
- The Omnibus process
- 2025 update of Bona's Double Materiality Assessment

Statement on Due Diligence

Bona engages in sustainability topics throughout the value chain, supported by our social commitment: "fairness and equal opportunities for our employees and supply chain." Sustainability considerations are an integral part of our investment decision-making process, where environmental, social, and governance aspects are evaluated alongside financial criteria. During 2025, we updated our supplier evaluation process to ensure that sustainability requirements, based on our Code of Conduct, are clearly integrated into the process.

Internal Controls over Sustainability Reporting

The sustainability department manages the quality assurance of sustainability data. Issues that arise are handled by the Sustainability Board, and major issues are escalated to the Group Management or Board of Directors. We are continuously working to improve the quality of sustainability data within sustainability reporting.

Approach and Principles for Addressing Sustainability Topics

Our systematic approach to quality and environmental work is based on and regulated by ISO certifications. These certifications ensure a systematic approach to environmental management, providing a framework for identifying, monitoring, managing, and improving the environmental performance of Bona's operations while minimizing impacts related to energy consumption.

All of Bona's production facilities are certified according to ISO 14001 (Environmental Management System). Some facilities are also certified under additional ISO standards specific to their operations:

- **Bona Sweden, Malmö (Sweden):** ISO 14001, ISO 9001, ISO 45001
- **Bona GmbH, Limburg (Germany):** ISO 14001, ISO 9001, ISO 50001, ISO 45001
- **Bona USA, Monroe, North Carolina (USA):** ISO 14001, ISO 9001
- **Bona USA, Pueblo, Colorado (USA):** ISO 14001

The following key documents outline the overarching guiding principles for how Bona conducts its operations. These documents are reviewed, evaluated, and approved annually by the Board of Directors. They are mandatory and apply to all Bona's global subsidiaries and employees.

- Bona Group - Code of Conduct
- Bona Group Rules & Regulations
- Bona Group Global Policy

The Code of Conduct is based on the ten principles of the UN Global Compact, the International Labour Organization’s (ILO) core conventions, and the OECD Guidelines for Multinational Enterprises. All Bona employees, at every level and in all markets, are expected to follow the Code of Conduct. The Code consolidates the group’s values and guidelines regarding business ethics and behaviour, work environment, environmental considerations, mutual respect among employees, whistleblower functions, and zero tolerance for harassment and discrimination.

Furthermore, Bona’s Business Partner Code of Conduct serves as the foundation for relationships with suppliers, distributors, and other business partners.

Bona’s Group Global Policy is a collection of policy documents that govern various operational and sustainability-related aspects of the group. Specific policy owners have been designated for each policy, responsible for managing the content and ensuring compliance. The Bona Group’s global policies are listed below.

Policy updates in 2025: A new standalone AI policy has been established, including requirements that all AI use aligns with Bona’s values and ethical standards.

The tables below provides an overview of Bona’s group-wide policy documents.

Global Group Policies	Policy Owner	Global Group Policies	Policy Owner
Workplace Policy	SVP Human Resources	Pricing	SVP Product Management
Anti-Discrimination Policy	SVP Human Resources	Recruitment	SVP Human Resources
Alcohol and Drug Policy	SVP Human Resources	Safety, Health, and Environment (SHE Policy)	COO
Corporate Communication	SVP Global Marketing & Communications	Procurement	COO
Data Integrity (GDPR)	Bona Group Data Protection Officer	Social Media	SVP Global Marketing & Communications
AI Policy	CFO	Media Relations	SVP Global Marketing & Communications
Gifts and Representation	CFO	Sustainability	CEO
Company Cars	SVP Human Resources	Business Travel	SVP Human Resources
Innovation	SVP Research & Development	Whistleblowing	SVP Human Resources
IT	CFO	Work Environment	SVP Human Resources
Chemicals	COO		

General Information //

STRATEGY

Strategy, Business Model and Value Chain

Bona’s business model is based on maintaining and renovating floors instead of replacing them, which reduces climate impact by decreasing resource consumption within the flooring industry. Our sustainability vision is to lead the sustainability transformation of our industry, caring for people and the planet. Sustainability is therefore an integrated and essential part of our business strategy and business model.

How Sustainability is Linked to The Business Strategy

Sustainability is connected to Bona’s business strategy as a prioritized area with a clear plan. We invest in sustainable innovation by developing products that focus on safety and health while minimizing environmental impact. Bona was early to introduce solvent-free products, which today represent nearly all our production of chemical products. Our products meet strict environmental requirements to remain competitive, and we aim to stay at the forefront of this development.

For us, it is strategically important that our products receive certifications within our industry. By investing in the training of craftsmen, we also aim to optimize their use of our products from a safety, health, and environmental perspective.

The chemical industry consumes a significant amount of energy and, with current energy systems, it also accounts for large greenhouse gas emissions. We are working to reduce climate impact in our production, distribution, and transports, as well as within our supply chain through collaboration. We have significantly reduced our Scope 1 and 2 emissions.

Resource use and circular flows are challenges for both the flooring and chemical industries. In the long term, creating circular flows in our operations is part of our business strategy and a critical success factor for us in the medium term.

General Information //

Business Model and Value Chain

Bona's business model can generally be divided into resources, business activities and competencies, products, systems and services, and value creation for stakeholders, as shown in the figure below.



Resources

For the manufacture of chemical products, Bona uses chemicals as raw materials, as well as water and energy. Machines, tools, and consumer products such as cleaning equipment etc., are purchased directly from our suppliers. The packaging materials used consist of paper, plastics, and metal.

Bona's innovation, through research and development, make it possible for a high level of control over raw materials. This contributes to more sustainable solutions and premium products in terms of quality and performance. Some of Bona's raw materials are energy-intensive in their production. Therefore, Bona chooses to invest in its own renewable energy production and increase the proportion of renewable purchased energy. Water quality is of great importance to Bona, as it is a key component in many of Bona's products, which places high demands on water management.

General
Information
//

Statutory Sustainability
Report **2025**

Business Activities and Competences

A large proportion of Bona's production, warehousing, and distribution is managed in-house, giving Bona control over resources and enabling us to set and pursue our own sustainability targets. Innovation for sustainable products is given significant importance, along with proximity to production units and customers, efficient transport and energy solutions, and a good working environment. We adhere to high standards of health and safety in our production. Our sales rely on customers making sustainable choices, and we therefore work continuously to ensure fact-based marketing and avoid greenwashing in communication and product marketing.

Products, Systems, and Services

Bona's system of solutions includes a complete range of products, services, and support offered globally. Systems and products are developed to be of the highest quality and safety. Most of our offerings consist of solvent-free products, although, in some regions, there is still demand for alternatives. An important part of the offering is the training and certification of craftsmen who use Bona's products, as well as accessible and reliable support and service.

Value Creation

We strive to create long-term value for our stakeholders. Our offerings contribute to more floors being renovated instead of replaced, reducing climate impact and resource use. We also prioritize the health and safety of craftsmen and consumers in our offerings. Additionally, Bona aims to be an attractive workplace where engaged employees have opportunities to grow. At the same time, our operations have a negative environmental impact due to the energy we consume and the resources we use. We actively work to reduce this impact.

Our Stakeholders

Bona has many stakeholders who either impact or are affected by our operations. Therefore, it is important that we maintain an ongoing dialogue with them to understand which sustainability topics they prioritize and how we should structure the content of our sustainability reporting. Our stakeholders are categorized into two groups: those mainly affected by our operations (owners, employees, workers in the value chain, consumers and end-users, the environment and society) and those who mainly use our sustainability information (financial markets actors, customers and partners, suppliers, civil and environmental organizations, authorities, Industry and Academia).

General
Information
//

Statutory Sustainability
Report **2025**

Stakeholder	Description	Prioritised sustainability issues	Form of dialogue and collaboration
Owners	The owner family	A long-term value creation: environmentally, socially, financially and ethically.	Board of Directors, dialogue with Global Sustainability Director
Employees	Our employees working in production, distribution, or administration across many parts of the world.	A good work environment, health and safety, reasonable working hours.	Employee surveys & workshops.
Workers in the value chain	Craftsmen using Bona's products for floor installation and renovation. Workers in the supply chain, primarily located in Europe and North America but also in Asia.	Health and safety, quality, good working environment, and labour rights.	Training & workshops as well as ongoing dialogue.
Consumers & end-users	Floor owners who use and live with Bona's products.	Health and safety, quality, and environmentally friendly products.	Customer surveys & dialogue.
Civil and Environmental Organisations	The environment and society represented by environmental and civil organisations.	Climate impact, water consumption, resource usage, and business ethics.	Collaboration with scientific institutes (IVL). Dialogue, reports, and regulations.
Financial market actors	Banks and investors requiring information on sustainability impacts in loan and investment portfolios.	Climate information, management of health and safety, and business ethics.	Dialogue with banks and reports from credit rating agencies.
Customers & partners	Retailers primarily in the USA and Europe requesting sustainability information from their suppliers.	Greenhouse gas emissions and resource usage.	Dialogue and customer surveys.
Suppliers	Suppliers of raw materials requesting sustainability information about their entire value chain.	Greenhouse gas emissions and resource usage.	Dialogue and collaboration.
Authorities, Industry and Academia	Authorities request information on the handling of chemical processes.	Health and safety, substances of concern, water.	Collaborations with industry and academia, with trade associations and authorities in several countries.

Results of Bona's Stakeholder Dialogue 2025

In 2025, Bona conducted a stakeholder dialogue with two goals:

- to identify contextual changes that affect our sustainability impacts, risks or opportunities.
- to complement last year's dialogue with representatives of the Owners, our new COO and our new VP Retail Global Business Unit. Several other internal stakeholders have also contributed to this stakeholder dialogue. We also added the perspective of requests that arrive from suppliers and customers via forms.

The results of this dialogue are summarized as follows:

- Growing demand from customers and other stakeholders for transparency and climate-adapted solutions. Expectations of reporting according to international standards and legislation: climate (scopes 1–3), supplier due diligence, and PFAS.
- US tariffs drive regionalisation and impact employees, customers, and exports.
- Industrial transition to LED curing technology underway, promising energy savings in our lab
- Rising curiosity from industrial coating customers (but no demand yet) for renewable raw materials. Drives demand for Environmental Product Declarations (EPDs) from our suppliers of raw material.
- To meet regulatory requirements while also maintaining our competitive advantage, Bona needs to focus its sustainability communication on key focus area supported by facts.

The input from the stakeholder dialogue is handled in different ways in Bona. The topics discussed were largely not new to the company. These topics are integrated into our ongoing sustainability work and largely covered by our existing material topics.

Material Sustainability Topics

Bona's business operations have an impact on sustainability topics throughout the entire value chain. Key environmental topics include climate mitigation and energy use, substances of concern, water use (at production sites in water stress areas), circular resource flows and waste handling (at production sites and distribution centres). Our main social topics encompass health and safety for our employees and users of our products, along with good working conditions within our supply chain. We also see the necessity of listening to and fulfilling the Consumers and end-users needs. Business conduct and proactive measures to prevent corruption and bribery are always a priority, as it is fundamental to a long-term successful operation of the company.

Below is an overview of Bona's material sustainability topics. A sustainability topic can be considered material both from an impact perspective and a financial perspective, often from both simultaneously. An impact perspective means that Bona's operations or value chain have a positive or negative impact on the environment, people, and society. The financial perspective means that a sustainability topic can result in business risks and opportunities for Bona in the short, medium, or long term.

Actions and policies to address sustainability topics are reported under the section "Approach and Principles for Addressing Sustainability Topics" (see **page 35**) as well as under each sustainability topic below.

Material Sustainability Topic	Positive and Negative Impacts	Business Risks & Opportunities
Climate Climate Change and Energy	<p>The chemical and flooring industries are energy-intensive, and most Bona's greenhouse gas emissions occur in the supply chain and customer chain during the production of raw materials, transport, and distribution.</p> <p>The greenhouse gas emissions that we control arise mainly from our vehicle fleet and energy consumption in offices, warehousing, and production. The emissions we don't control arise mainly from our purchased goods and services.</p>	<p>Bona relies on energy-intensive raw materials and energy-demanding production. High energy prices and taxes on greenhouse gas emissions could, in the medium term, lead to increased costs for procurement and production.</p>
Pollution Substances of concern Substances of very high concern	<p>Inadequate handling of chemical processes could result in a chemical substances leak resulting in exposure to our workforce and the surrounding environment.</p> <p>Substances of concern and Substances of Very High Concern (SVHC) are found among Bona's suppliers as well as at Bona's own production facilities.</p>	<p>Bona must meet high standards and regulations within the chemical industry and actively phase out substances of Concern and Substances of Very High Concern (SVHC). Risks include legal and reputational consequences (brand risk), which could result in negative financial effects.</p> <p>Bona's investments in low-impact products are expected to have positive effects on Bona's revenue. Bona aims to be a safer choice for consumers to enhance consumer trust and foster brand loyalty.</p>
Water New – water will be reported 2026	<p>Negative impact on environment if manufacturing processes doesn't follow our water discharge practices.</p>	<p>Risk of reduced access to high-quality water in the near future in areas where we produce water-based products. With future changes in the climate, the risk will be even bigger.</p> <p>Customers request water governance, responsible water usage and a water policy.</p>
Circular economy Resource inflow Resource outflow, including waste New – waste will be reported 2026	<p>The purchase/use of non-renewable materials, such as polymers in the production of water-based lacquers and plastic in mops and packaging have a higher climate impact than renewable materials.</p> <p>Potential generation of hazardous waste during production could negatively affect people's health and the environment.</p> <p>Bona's products are distributed in approximately 90 countries, many of which do not have sufficiently developed waste management systems. If our products and packaging aren't handled correctly by end users, it may impact the environment negatively.</p>	<p>Costs related to purchase of raw materials is of great importance, a financial risk.</p> <p>Lack of raw materials (not able to purchase/distribute) for production poses a financial risk.</p> <p>Increased regulation within waste management across the entire value chain could lead to higher costs for Bona.</p> <p>Our business model of preserving and renovating existing floors is resource efficient: a competitive advantage if we will see scarcity of raw materials and escalating prices.</p> <p>Waste poses an opportunity, related to the quality/efficiency KPI of Cost of poor quality.</p>

Continued on next page.

General Information
//

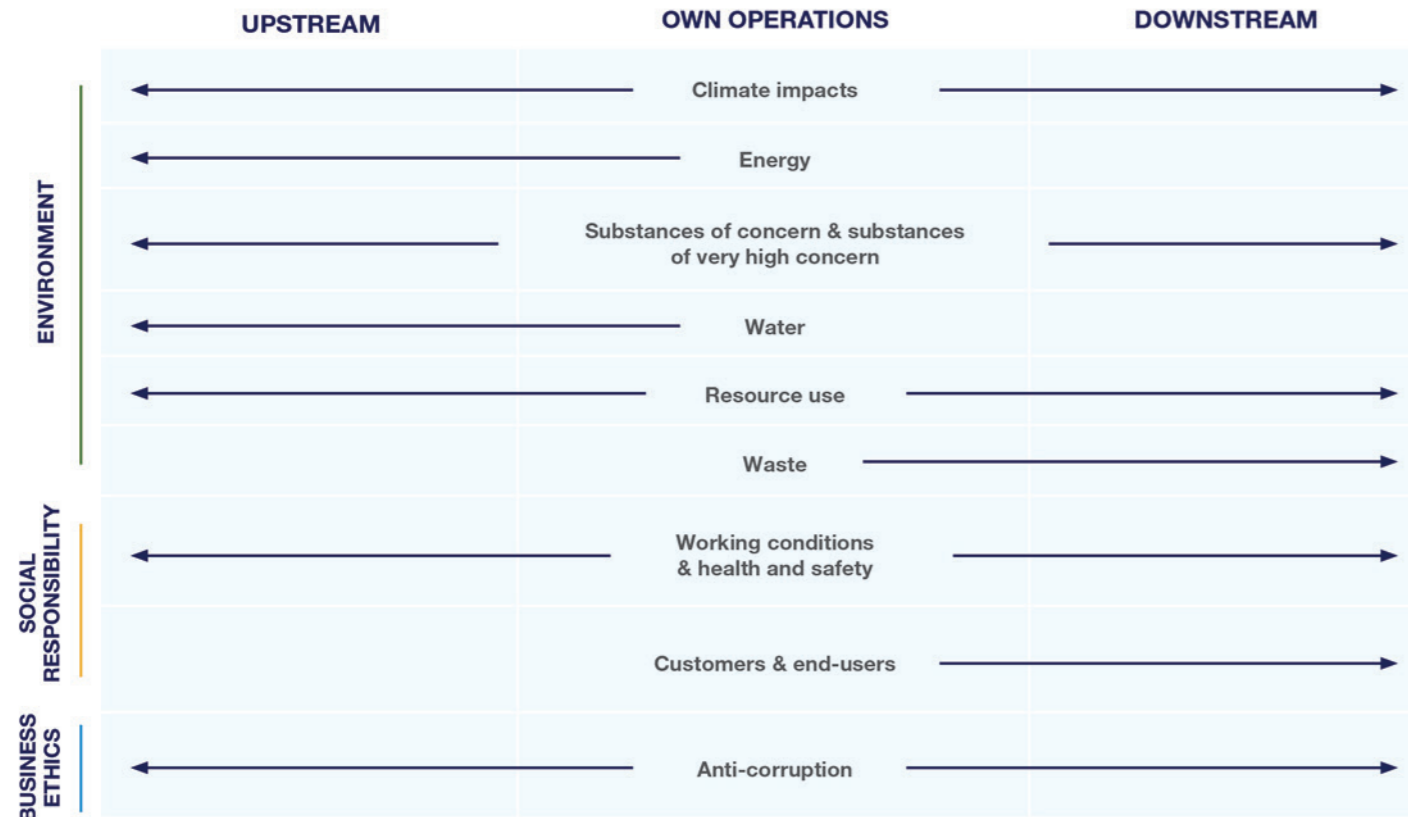
Statutory Sustainability Report **2025**

Material Sustainability Topic	Positive and Negative Impacts	Business Risks & Opportunities
Consumers and/or end-users New - Consumers and/or end-users will be reported 2026	<p>Negative health and environmental impacts if we fail to give correct information about our products or if they are not used correctly.</p>	<p>Risk of reputational damage and legal consequences if we fail to offer sufficient details / correct green claims about our products.</p>
Own workforce Working conditions	<p>Our personnel at Bona's facilities could be injured and/or their health could be affected negatively.</p>	<p>Due to potential non-ergonomic work environment, stress or exposure to hazardous chemicals, Bona could risk sick leaves, legal repercussions, and loss of production.</p> <p>Bona's production in Sweden, Germany and the USA is subject to strict regulations, and Bona adheres to the most ambitious standards and routines. Failure to comply to these regulations and standards and failure to maintain a good working environment could lead to legal and reputational consequences (brand risk), which could result in negative financial effects.</p>
Workers in the value chain Working conditions	<p>Craftsmen could be injured and/or their health could be affected negatively.</p> <p>Workers at our business partner's facilities could be injured and/or their health could be affected negatively.</p> <p>Workers in our supply chain in countries with human rights risks, could be deprived of fair working conditions.</p> <p>Bona's waterborne solutions have less health impact on craftsmen compared to products based on organic solvents.</p>	<p>Due to use of two-component lacquers and potential exposure to harmful substances if not handled correctly, Bona could face litigation and negative financial impacts.</p> <p>Due to potential non-ergonomic working positions at our business partner's facilities, Bona could risk negative financial effects.</p> <p>Regulations for increased due diligence reporting throughout the value chain could result in higher costs and reputational risks if Bona does not proactively comply.</p>
Business ethics Corruption and bribery	<p>Corruption and bribery are present in international business and have negative effects on societies and businesses if not addressed. Global companies must operate transparently, and their anti-corruption measures must meet international business ethics standards.</p>	<p>Corruption and bribery linked to Bona's operations could lead to increased costs, lost business opportunities, legal actions, and reputational damage.</p>

General Information
//

Statutory Sustainability Report **2025**

The figure below illustrates where in Bona's value chain the impacts risks and opportunities related to our material sustainability topics arise.



IMPACT, RISK, AND OPPORTUNITY MANAGEMENT

Process of Double Materiality Assessment

This year we have expanded the information, including learnings from previous years.

The stakeholders in the table above are a compilation of dialogues that have been conducted in 2025, 2024 and 2023.

Bona follows the steps below to identify and assess which sustainability topics should be reported in the sustainability report.

Step 1: In the first step, stakeholder dialogue is conducted, and relevant contextual information is gathered to form the basis of the materiality assessment. This information may include, for example, changes in the business during the year that could impact our sustainability agenda, as well as relevant scientific reports.

Step 2: In the second step, we identify potential sustainability topics that are essential to assess. We base this on the list provided in ESRS as well as the metrics and indicators used by Bona in the previous year.

Step 3: In the third step, we apply defined thresholds to assess which sustainability topics and sub-topics are material for Bona. We use criteria for both impact and financial materiality. The assessment is discussed and finalized by involving relevant decision-makers and specialists/experts within Bona's organization. Finally, the materiality assessment is approved by Bona's Board of Directors.

The results of the assessment form the basis for Bona's sustainability agenda. The new material sustainability topics of 2025 will be further developed during 2026. The Group Management has the general responsibility for Bona's Sustainability work. The Sustainability department, on behalf of the Sustainability Board and Group Management, is responsible for continuously identifying and managing sustainability impacts. On the local level Bona's production facilities break down global activities to local as well as identifying local impacts as part of their work in accordance with relevant ISO standards.

In the sections below, we explain how we work to mitigate our impacts and reduce the risks related to our material environmental, social and governance topics.

Environmental Information

Bona conducts active and structured environmental management, with targets and plans implemented locally by the company's various facilities. This work is based on both the group's shared policy documents and international ISO standards, which are implemented locally according to relevance and need.

CLIMATE CHANGE

Bona's climate impact arises from our production, warehousing, and transportation. We are working to reduce our climate impact through policies, targets and actions. Bona has developed a climate transition plan during 2025, expected to be adopted during 2026. Our material topics include reducing climate impact and improving energy efficiency.

Policies Related to Climate Change

Bona's climate policy is part of the group's Safety, Health, and Environment policy, which applies to all Bona subsidiaries. The climate policy covers the following areas:

- Reducing climate impact
- Energy efficiency
- Increasing the use of renewable energy

To reduce our direct and indirect climate impact, our policy is to:

- Reduce the use of fossil fuels in vehicles we own and/or lease.
- Minimize energy usage in our production, warehousing, and office operations through intelligent solutions for lighting, heating, ventilation, and insulation.
- Generate and use renewable energy, such as solar panels and geothermal heating.
- Purchase renewable energy certificates.
- Measure and minimize climate impact during transportation.
- Engage in dialogue with our partners to reduce climate impact.

Group Management is responsible for ensuring Bona's policy is followed.

Actions to Reduce Climate Impact

Bona manages climate impact through a structure consisting of four expert teams, each with specific goals. The expert teams aim to reduce the group's climate impact in areas such as energy consumption and own/leased vehicles, raw materials, packaging, transportation and distribution.

Actions to reduce climate impact within Bona's operations and across the value chain.

Action	Purpose	Part of value chain
Solar panels, geothermal heating, and battery solutions	Access to renewable energy	Own operations
Dialogue with our main material and transport suppliers	Reducing greenhouse gas emissions	Supply chain
Continuous work towards more efficient global transport solutions	Reducing greenhouse gas emissions from fossil fuels in Bona's transport through efficiency planning and replacing fossil fuels	Own operations
Improved packaging and efficient processes	Reducing resource usage	Own operations
Energy efficiency measures	Reducing greenhouse gas emissions	Own operations
Purchase of energy with low climate impact via renewable energy certificates	Reducing greenhouse gas emissions	Own operations
Policy for new company cars	Reducing greenhouse gas emissions	Own operations

Internal Carbon Price

Bona uses an internal carbon price of €200/ton in connection with investments. The carbon price is determined by the sustainability board and is adjusted as needed. At the time of deciding the current carbon price, ETS was approximately €100/ton. The internal carbon price reflects a forward-looking estimate of transition risk and is set above current ETS levels to support long-term investment decisions.

Metrics and Targets

Bona has set targets to reduce its greenhouse gas emissions. We measure our energy use and greenhouse gas emissions across the entire group. Below, we report the Bona Group's energy consumption and greenhouse gas emissions for the reporting period.

Changes in energy and greenhouse gas calculations compared to 2024 Sustainability Report:

- Emission factors for 2025 have been updated.
- External review of our Scope 1 and 2 measurements made us adjust the climate impact from gas consumption partly from Scope 2 to Scope 1. The corrections have been made for the 2024 numbers and onwards. To make the numbers from 2022 comparable, the Scope 1 and 2 climate impact is shown as a summary.
- The external review concluded that biogas certificates previously used for market-based calculations didn't meet the applied reporting criteria. When calculating natural gas usage, the climate impact has increased all years.
- More precise data retrieval of mobile combustion in Englewood has resulted in lower Scope 1 impact than earlier reported.
- Correction of electricity quality (from grid average to certified renewable) in two sites has lowered the earlier reported Scope 2 numbers.
- An error in natural gas consumption has been corrected, resulting in higher climate impact.
- Data quality of Mobile combustion has been enhanced, since privately driven kilometres have been excluded 2025.

Environmental
Information
//

Statutory Sustainability
Report **2025**

Energy Consumption

Bona's energy use mainly refers to the production of chemical products and heating/cooling for warehouse and office facilities. The table below shows Bona's energy consumption and energy mix in its own operations, including purchased electricity. Share of renewable sources includes market instruments (RECs/GoOs).

Energy consumption and energy mix	2025	2024	2023	2022
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	3 809	4 931	9 583	6 197
Share of fossil sources in total energy usage	32,35%	40,71%	67,85%	57,42%
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	7 635	6 880*	4 229*	4 123
Consumption of self-generated non-fuel renewable energy (MWh)	332**	301**	311**	473**
Total renewable energy consumption (MWh)	7 968	7 181	4 540	4 596
Share of renewable sources in total energy consumption	67,65%	59,29%	32,15%	42,58%
Total energy usage (MWh)	11 777	12 111	14 123	10 793

*The number includes electricity from nuclear energy. **The number does not include geothermal heat production.

Bona is working to improve energy efficiency in its operations and increase its own production of renewable energy, such as geothermal heating and internal solar power production (which amounted to 752 MWh during the period, of which 420 MWh was sold externally). During 2025, we succeeded to decrease Bona's total energy usage, despite higher sales volumes. The high proportion of renewable energy in the energy mix is primarily due to the purchase of renewable electricity certificates.

Environmental
Information
//

Statutory Sustainability
Report **2025**

Energy usage per produced unit has also been moving in a positive direction since 2023 (see table below).

Energy intensity based on production volume	2025	2024	2023	2022
Total energy consumption per produced unit (kWh/tonne)	456	483	566	404
Number of reporting sites	28	30	28	27

Greenhouse gas emissions

Bona's greenhouse gas emissions in Scope 1 and 2 primarily concern heating and fossil fuels used in vehicles owned or leased by Bona. The table below shows the outcomes and targets for Bona's greenhouse gas emissions. In 2025, the emissions in Scope 1 + 2 has decreased by 1 145 tons, surpassing the target.

Total Scope 1 and 2 (market-based) emissions: outcomes compared to base year 2022 and targets	Outcomes					Targets (compared to baseline)		
	Baseline 2022	2023	2024	2025	Change 2025 vs. baseline	2025	2026	2040
Total Scope 1 and 2 greenhouse gas emissions (tonnes CO _{2e}), market-based	2 483	3 111	1 637	1 338	-1145 ton CO _{2e} -46%	-42%	-50%	-100%

Greenhouse gas intensity				
Total Scope 1 and 2 (market-based) emissions (kg CO _{2e}) per tonne produced unit	93	125	65	52

Environmental Information //

During the reporting period, Bona significantly reduced its total Scope 1 and 2 greenhouse gas emissions (market-based). We also reduced greenhouse gas emissions per produced volume. This was primarily due to the purchase of renewable electricity certificates, as well as implemented measures to improve energy efficiency. The table above also indicates our ongoing transition from internal combustion engines to electrification in our owned/leased vehicle fleet.

We achieved our 2025 target (-42% vs baseline) and will continue improving equipment and production processes as well as the purchase of renewable electricity to meet our 2026 targets.

During 2025, we also initiated the process to include Scope 3 in our greenhouse gas metrics and targets. Greenhouse gas emissions from our value chain constitute the largest part of Bona's total emissions. Reducing Scope 3 emissions will be a main challenge for us going forward.

POLLUTION

At Bona, we want to manage our operations with minimal negative impact on the environment. We ensure that our products pose minimal health risks when used as intended and in accordance with instructions.

Policies related to chemical products

Bona's policy for chemical products includes, among other things, that the following substances should not be used in our products:

- Substances that have been confirmed to cause cancer, be mutagenic, or toxic to reproduction. This applies regardless of classification in regional markets or whether such classifications have been fully implemented in legislation.
- Substances classified as Substances of Very High Concern (SVHC) by the European Union.

Actions to manage chemical products

Issues related to chemical usage are managed centrally within the group, where a global phase-out list of specific chemicals has been established. Our systematic work on quality and the environment is based on and verified by ISO certifications.

Substances of Concern and Substances of Very High Concern (SVHC) have been identified as one of the material sustainability topics for Bona. Our own production generates minimal pollution and therefore any negative impact arising from our operations is primarily linked to sales of products.

Environmental Information //

Measures taken by Bona to manage and reduce pollution include:

- Phasing out chemicals of concern and choosing alternatives with improved environmental profiles. Through innovation, we have the possibility to lower the negative environmental impact of our products. A challenge in this phase-out work is the time it requires, where the difficulty lies partly in finding alternatives, and partly to ensure product quality.
- Continuously updating our phase-out list and monitoring developments in the industry regarding new chemical information relevant to the company.
 - » Great care is taken in evaluating new chemicals.
 - » Regular reviews of existing raw materials across our global operations.
 - » Use of closed production systems when required and specific continuity plans for each production unit.
 - » Biannual chemical risk assessments.

Metrics and targets

Bona has an ambition to phase out all PFAS containing raw materials in our products as soon as possible. Apart from PFAS, we have set up a timeline for phasing out specific substances, prioritizing them based on risk profiles rather than classification. This is because there are very different risk scenarios ranging from reactants used in closed processes to products handled by consumers. The end criteria is to assure a safe use of the chemical raw materials as well as our products.

Our achievements include, among other things:

- Continued phase out of PFAS in all lacquers that has not yet been converted.
- Handling and phasing out reclassified chemicals that do not live up to our policy.
- Up to date with all regulatory changes in the chemical regulatory framework.

For 2025, we have updated our global phase out list following a comprehensive review of chemicals in use. Risks were assessed and phase-out deadlines for the substances in question were established. A key driver for this revision was the lack of time-bound phase-out targets (no quantitative targets were set for 2025). Metrics and targets for the new global phase out list will be disclosed for the reporting year 2026.

Bona evaluates all new chemicals and regularly reviews existing raw materials across its global operations as part of its standard practices and risk management.

Substances of Concern and Substances of Very High Concern

At Bona, substances of very high concern are only used in our products when it's both permitted by applicable legislation and required by the need for the unique properties and performance of our products or that it is a reactant consumed in the chemical processes. Monitoring of the substances used in our products is a continuous process conducted by our Sustainability department. Currently, Bona doesn't have a specific target for the phase out of all substances of very high concern (although some are on the Global phase out list). It should be noted that for these substances a risk-based approach is used in the same way as for all other chemicals.

Environmental
Information
//

Statutory Sustainability
Report **2025**

Regarding substances of concern—which include a large group of chemicals, many of them reactive—Bona uses a considerable amount of these substances because our operations involve reactive chemistry, such as polymerization in closed processes and the production of industrial coatings, both of which require chemical reactivity. The risks associated with these are controlled in industrial processes as well as safety, health and environmental measures at the local sites.

At the user-level, substances of concern and substances of very high concern are handled by professional craftsmen trained in their proper use. End consumers are subjected to very low (or no) exposure, and a strict risk assessment regime is always applied.

In relation to Bona's total production, substances of concern are used to some extent in the mentioned processes while the use of substances of very high concern is considerably lower.

RESOURCE USE AND CIRCULAR ECONOMY

Bona's business model is based on renovating and maintaining floors, which increases resource efficiency within the flooring industry. We aim to optimize resource use in our own operations and together with partners across the value chain. We are working to gain access to reliable data, with the main challenge being data collection from our suppliers.

The key resources used in the production of Bona's products are:

- Raw materials for chemical products
- Water
- Energy
- Packaging

Policies related to resource use and circular economy

Bona's policies related to resource use and circular economy are included in our sustainability policy and chemical products policy. These include, among other things, that Bona:

- Should use resources that are reusable to the greatest extent possible.
- When sourcing raw materials, sustainable choices that are renewable or recyclable should be chosen.
- Wherever possible, renewable and recycled materials should be used in packaging.

Actions to reduce resource use

Bona has taken actions to reduce resource use, primarily by decreasing the amount of fossil-based virgin plastic in the packaging of our products. We also produce efficient and largely bio-based cleaning agents.

Environmental
Information
//

Statutory Sustainability
Report **2025**

Metrics and targets

Bona's target was to reduce the amount of fossil-based virgin plastic in its primary packaging materials by 50% by 2025 and more than 55% by 2026 (compared to 2020). The table below shows the percentage of fossil-based virgin plastic that Bona has replaced, mainly with recycled plastic (PCR). In 2025, we reached 32.7% (target: 50%).

Percentage of replaced fossil-based virgin plastic	2025	2024	2023	2022
Percentage of replaced fossil-based virgin plastic, (compared to 2020)	32,7	34,7	29,1	8,9

The 2025 target was not achieved, due to longer-than-expected timeline for implementing PCR in US-based adhesive and lacquer packaging. Plastic packaging for consumer products in the US has already been replaced with approximately 30% PCR. Also, increased sales volumes in the US during 2025 contributed to a lower total share of replaced plastic in packaging.

Our medium-term targets are affected by the limitation on how much recycled plastic can be used in packaging while maintaining necessary quality. Bona works with technical consultants to identify ways to increase the share of recycled plastic in our packaging and to evaluate alternative packaging materials.

Bona works continuously to decrease costs related to quality issues. High-quality products and efficient production and working processes reduces resource use. Bona's goal is that quality-related costs as a percentage of sales costs should not exceed 0.5% of sales. In 2025, quality-related costs were 1.0% (target: ≤0.5%).

Costs related to quality issues	2025	2024	2023	2022
Quality costs as a share of sales costs, percent	1,0	1,3	0,8	2,1

Costs associated with quality issues in 2025 was 1% of total sales cost. This was an improvement from 2024, but not in line with our long-term target. During the year, Bona launched a new Global Quality, Safety, Health and Environment (Q-SHE) organisation which is expected to even further increase the focus on quality issues.

Social Information

OWN WORKFORCE

As a global company, Bona respects human rights and complies with all relevant laws and regulations in the countries where the company operates. Bona strives to mitigate risks for its employees; ensure fair and decent working conditions; promote diversity, inclusion, and equality; and maintain fair wages.

Policies Related to Our Own Workforce

Bona's global group policy documents and Code of Conduct clarify the behaviour and responsibilities expected of the group's employees. The Code of Conduct describes Bona's approach to the workplace, human rights, and how all employees should conduct business. Work related to people and workplace topics are also governed by specific policy documents on Safety, Health, and Environment (SHE Policy); Work Environment; Recruitment; Corporate Communication; Whistleblowing; and local employee handbooks.

Working Conditions

Through its Work Environment Policy, Bona aims to create a fair and equitable workplace. This policy is applied globally and serves as a framework for establishing local, country-specific guidelines at each site. All new employees undergo an introduction program that includes an overall job description and an introduction to Bona's Code of Conduct and global group policy documents. Annual development discussions are held between employees and their immediate managers, providing opportunities to discuss skill development. Wages are determined by the complexity of the role, level of responsibility, market value, and the individual's performance, commitment, and competence.

Diversity, Inclusion, and Equality

Bona welcomes diversity and the strengths an international workforce brings, which are essential for the group's continued innovative power, growth, and relevance. This is a key part of the group's Work Environment Policy. Employees are encouraged to collaborate on cross-border and cross-functional projects, enabling the exchange of creative ideas and new perspectives. Many of the company's current functions and projects are cross-functional.

Training and Development

Bona works to attract, retain, and develop its employees to meet the demands of a rapidly changing industry. This is achieved through continuous skill development and various support systems. Through the strategic learning and communication platform ‘One Bona’, available on the e-learning platform BonaTrainingCamp, the group creates conditions for that its international workforce operates as one company and communicates with one voice despite geographical distances. The platform enables knowledge sharing and alignment of initiatives with Bona’s strategy using interactive training and workplace meetings.

Safe and Healthy Work Environment

The SHE Policy states that safety, health, and environmental aspects must always be prioritized in all Bona processes. Each individual is responsible for following the instructions and procedures defined by Bona and reporting the risks, which is ensured by appropriate information and training. Bona’s work on safety, health, and the environment is planned, monitored, and reviewed continuously to identify and implement possible improvements. Depending on function, parts of Bona’s organization are certified according to relevant ISO standards for quality and work environment, specifically ISO 9001 (Quality Management) and ISO 45001 (Occupational Health and Safety Management). Compliance with ISO standards is audited by internal and external reviewers.

Risk Management and Actions

Potential work environment risks include workplace accidents, stress, and work-related health issues. Bona collaborates with authorities in its preventative work to ensure preparedness for potential accidents and to minimize and mitigate any impact. As a foundation, Bona adheres to relevant laws, regulations, permits, and other requirements from authorities in the countries where the group operates.

Bona’s goal is to establish a higher standard for improvements within the framework of a healthy business. Risks are managed through various initiatives such as safety and health meetings, healthy workplace campaigns, well-being programs, and training on inclusion, diversity, and anti-discrimination. In different parts of the organization, employees have different ways to support work-life balance, within the scope of their work tasks.

Code of Conduct training

During 2025 Bona rolled out a digital platform for Code of Conduct online training. All employees were required to participate in the training.

Social
Information
//

Statutory Sustainability
Report **2025**

Actions	Purpose
<ul style="list-style-type: none"> All employees are trained in Bona’s Code of Conduct, which includes Bona’s values as well as guidelines and stances against discrimination and harassment. 	Prevent discrimination and harassment in the workplace.
<ul style="list-style-type: none"> A whistleblower hotline and system is in place for reporting all serious incidents in collaboration with an external third party. All reported cases are handled according to an established process. 	Prevent discrimination and harassment in the workplace.
<ul style="list-style-type: none"> Focused recruitment procedures and training programs for managers and employees. We provide career development opportunities and encourage more senior employees to mentor new hires. 	Improve retention and employee engagement.
<ul style="list-style-type: none"> Safety training for production staff. Closed production systems and specific continuity plans for each production unit. Rules and training on the use of protective equipment. Internal systems for reporting risks, incidents, and improvement suggestions. Chemical risk evaluations. 	Prevent health risks for Bona’s employees during the production process, such as exposure to dust and toxic chemicals.
<ul style="list-style-type: none"> Bona Group’s HR policy includes guidelines for recruitment, salary discussions, and equal treatment, applicable across all units of the organization. Local salary surveys are conducted to develop and update salary ranges and structures, as well as to maintain competitiveness in the labour market. Development opportunities are offered to all employees where relevant. All vacant positions are advertised within the organization, and eligible employees are encouraged to discuss opportunities with their immediate supervisors and apply where appropriate. 	Market-competitive salaries and career opportunities.

Social
Information
//

Statutory Sustainability
Report **2025**

Metrics and Targets

Metrics related to the area of ‘Personnel’ vary depending on the specific national context. Bona conducts multiple evaluations and programs, both globally and locally, to measure and follow up on its work, as well as to identify potential risks and areas for improvement. Depending on the country of operation and national legislation, measurements include the number of employees, gender, age, nationality, workplace accidents, sick leave, and other types of absence. The group also measures completed performance reviews, both internal and external training hours, as well as health and wellness activities.

Number of employees is defined as full-time head count employees on the last day of the year.

Percentage of employees who had performance reviews (%)	2025	2024	2023	2022
Sweden	100	100	100	84
Germany	89	95	96	87
Rest of EMEA + APAC (excluding Australia)	100	100	99	100
North America	100	98	93	95
Australia	78	N/A	N/A	N/A

Bona’s ambition is that all employees within the group should have an annual performance review. The drop in Germany in 2025 is partly explained by a change in the review timeline, as performance reviews were shifted from October 2025 to spring 2026.

Work-related incidents & accidents 2025 (number)	Accidents				Incidents	
	Fatal or life changing injuries	Lost time accidents	Recordable accidents	First aid accidents	Near misses	Hazardous conditions
Sweden	0	0	2	5	19	22
Germany	0	2	1	6	5	9
North America	0	3	7	21	52	180
Total number of work-related incidents & accidents	0	5	10	32	76	211*

*A high number of reported hazardous conditions reflects a strong reporting culture.

Social
Information
//

Statutory Sustainability
Report 2025

Bona encourages employees to report all types of incidents and accidents, which typically leads to a high number of reported events. None of the reported events above resulted in any serious (fatal or life changing) accidents. Bona has a target of zero work-related accidents.

During 2025, Bona refined and standardized its definition of accidents and incidents to ensure consistent interpretation and reporting across global operation sites. As a result, the table “Work-related incidents and accidents” from 2024 has been replaced by a new, more detailed table ensuring improved quality and robustness. The new data will be disclosed for 2025 and onwards, as the data is not comparable with previous years.

In 2025, there were no reported accidents in the EMEA + APAC (including Australia) region.

Accidents and incidents are defined below.

- Accidents:
 - » Fatal or life changing injuries – an accident leading to death or permanent disability
 - » Lost Time Accident – accident at work causing absence at least the following day
 - » Recordable accident – requires external medical care
 - » First aid accident – does not require any external medical treatment
- Incidents:
 - » Near miss – something actually happened but luckily no one was hurt
 - » Hazardous condition – a situation or observation that could lead to an accident if not addressed

WORKERS IN THE VALUE CHAIN

Good working conditions throughout the value chain are a priority for Bona. This applies both to craftsmen using our products and to workers in the supply chain.

Policies Related to Workers in the Value Chain

Bona takes the potential impact of its products and processes on safety, health, and the environment seriously. The Safety, Health, and Environment Policy outlines how these issues should always be prioritised within the company and in the development of products across the group. Bona’s Innovation Policy establishes sustainability as a priority in the development of new products. Bona’s Global Procurement Policy requires suppliers to adhere to Bona’s Business Partner Code of Conduct, bringing together Bona’s mission, core values, and key principles concerning:

Social
Information
//

Statutory Sustainability
Report 2025

- Business integrity
- Human rights
- Safety, health and environment
- Fair and decent workplace

Supply Chain Due Diligence

During 2025, Bona developed and implemented a new supplier evaluation process. The evaluation process has a risk-based approach and encompasses, at the first stage, suppliers to Bona’s production, representing approximately 70% of total supplier spend.

The supply chain due diligence process evaluates how suppliers comply with Bona’s Business Partner Code of Conduct. Suppliers are classified in different risk categories (A, B, C and D), and red flags would lead to a deepened discussion and evaluation of the supplier. The results of the supply chain due diligence process are continuously informing our long-term supply chain strategy.

Risk management and actions

Bona actively works to ensure our products are safe for users. Some products contain chemicals that may pose health risks if used incorrectly. To address this, Bona provides necessary information and offers specialized training and education on the safe handling of products to all craftsmen.

In addition to complying with current legislation, Bona acts proactively by phasing out chemicals deemed harmful to health whenever possible (see the section on pollution).

Dust is a significant occupational health issue for craftsmen, with a negative impact on their health. Through the Bona Dust Containment System, we offer a solution for significantly minimize dust.

Bona works with a select number of suppliers, prioritizing long-term relationships, which has enabled close dialogue on social issues such as working environment and conditions. Despite this, there is limited visibility with suppliers in certain markets.

All our suppliers are expected to ensure that their employees have a safe workplace, where human rights and fundamental labour rights are upheld and respected. In cases where there is a perceived risk that a supplier does not meet Bona’s requirements, physical visits are conducted by Bona staff. Suspected or potential irregularities and direct violations of Bona’s guidelines are reported according to the organizational structure (to the next manager) to the COO and onward to the Group Management team.

Close collaboration with suppliers increases Bona’s ability to influence structured quality and environmental management systems and drive progress towards reduced negative impacts on safety, health, and the environment in our value chain. An important part of this is Bona’s use of ISO-certified suppliers or those with similar processes in place.

All business partners can report concerns via the whistleblowing system available on Bona’s website.

Social
Information
//

Statutory Sustainability
Report **2025**

Actions	Purpose
We offer Bona certifications and training for professional craftsmen through the Bona Certified Craftsman Program. Online training materials are available via Bona Training Camp and through training centres in several countries. Product labelling and safety data sheets. Bona Dust Containment System.	Safe handling of products, including health and environmental risks.
Visits to suppliers in countries with higher risk. Dialogue for third-party evaluations of suppliers.	Compliance with international labour and human rights guidelines.

Metrics and Targets

For the reporting period, Bona measures and reports the sales of the Bona Dust Containment System and the number of supplier evaluations conducted during the year.

As more craftsmen adopt the Bona Dust Containment System, their working environment improves by reducing dust exposure.

Sales of Bona Dust Containment (high-performance) System	2025	2024	2023	2022
Changes in sales of high-performance systems compared to the previous year, percent	+3,7	+2,9	+8,5	+4,1

In 2025, global interest for our Dust Containment System continues, indicating increasing awareness among craftsmen about health issues and that our workplace training is delivering results. Many craftsmen have invested in high-performance dust containment systems. As these machines last a long time, we expect demand to level off over time.

Supplier evaluations cover parts of Bona’s suppliers based on a risk-based approach. As a new evaluation process is under development, goals and measurements will be updated in the 2026 report.

Ongoing evaluation of Bona’s suppliers (rolling three years)	2025	2024	2023	2022
Supplier evaluations	53	64	43	78

Social
Information
//

Statutory Sustainability
Report **2025**

Governance-Related Information

BUSINESS CONDUCT

Bona is a global company with a responsibility to act ethically in business and actively prevent bribery and corruption in international operations, in line with international standards.

Policies and Risk Management

Bona has zero tolerance for all forms of bribery and corruption. Clear guidelines are established in several group-wide policy documents, specifically Bona's Code of Conduct, Pricing Policy, Procurement Policy, Gifts and Entertainment Policy, Business Travel Policy, and Whistleblowing Policy.

Situations with increased risk of corruption include business trips, customer and sales events, and supplier gifts. Bona works to reduce these risks through the communication of policy documents, employee onboarding, and approval processes.

Prevention and Detection of Corruption and Bribery

Suppliers are regularly evaluated by Bona's quality and purchasing departments. This process involves several steps to enhance the chances of identifying potential risks early on. By selecting suppliers located in low-risk areas, the risk of corruption or breaches of human rights is reduced. If a supplier is deemed a potential risk, Bona's personnel conduct on-site audits.

Metrics and Targets

Bona monitors its efforts related to 'Preventing Corruption' through data such as the number of whistleblowing cases and incidents of corruption. In addition, the company also tracks the proportion of employees who have undergone training in Bona's Code of Conduct.

New employees trained in Bona's Code of Conduct (%)	2025	2024	2023	2022
EMEA/APAC	100	100	100	100
NAM/LAM	100	100	100	100

Anti-Corruption Training 2025	Risk-exposed Departments	Other Employees
Number Trained		
Total employees	45	739
Total employees trained during the reporting period	100%	100%
Type of training offered and duration		
Classroom training (h)	0,25 h	0,25 h
Voluntary computer-based training (h)	1 h	1 h
Frequency		
How often training must be undertaken for own employees	Every 3rd year	Every 3rd year
Voluntary computer-based training (h)	1 h	1 h
Training topics covered		
Definition of corruption	✓	✓
Policy	✓	✓

Policy and anti-corruption training are part of a broader program that includes Bona's business strategy and vision. Anti-corruption is also part of the Code of Conduct online training launched in 2025. The risk-exposed departments referred to in the table are primarily procurement teams and those in customer service-facing roles.

Number of reported incidents	2025	2024	2023	2022
Reported incidents	3	12	11	3

The reported incidents include all types of deviations from Bona's Code of Conduct, with varying levels of severity, which were either reported to the HR department or via Bona's whistleblowing system.

Convictions and fines for violation of anti-corruption and anti-bribery laws 2025	
Number	0
Fines	-
Action taken	-



Bona[®]