



Input interior's sustainability report 24/25



Contents

This is Input interior	2-5
Our framework and governance	6-17
Highlights from the year	18
Agenda 2030	19-20
Environment	21-34
Input interior's climate goals	22-26
Case: Sustainability in Helsinki	27-28
CO ² calculation system	29
Greenified – circular furniture flows	30-32
Case: Ängskolan	33-34
Social	35-44
Our employees	36-38
The physical working environment	39
Enablers	40-41
Interior design for the whole community	42
Our own rating system	43
We are continuing to raise awareness	44
Governance	45-47
Input interior's Code of Conduct	46
Governing documents and policies	47
Conclusion and contact info	48

This is Input interior

1987

Since 1987, Input interior has worked with needs-adapted interior design and today we are the Nordic region's largest independent interior design group.

Our vision

With needs-adapted sustainable solutions and the greatest possible freedom of choice, we ensure the right functionality in environments that affect people's everyday activities throughout their lives.

Our assignment

We want to become the best and be innovators in the field of sustainability. Our unwavering commitment has enabled us to develop a broad skills base for our clients and partners. Our aim is to manage this and drive it forward.

Input interior's sustainability work is characterised by initiatives that provide long-term solutions rather than temporary fixes. Implementing a green thread that runs through our organisation, business model and our offering has made this a reality.



Input interior in the Nordics

Input interior operates in four countries and has the capacity to carry out assignments far beyond the borders of the Nordic region.

Each year, Input interior delivers furniture and interior design services worth approx. SEK 3 billion.

With thousands of projects completed every year, we have acquired unique expertise and experience that we are delighted to share.

With large purchase volumes, we offer an efficient and transparent business process without unnecessary intermediaries.

675 committed employees.

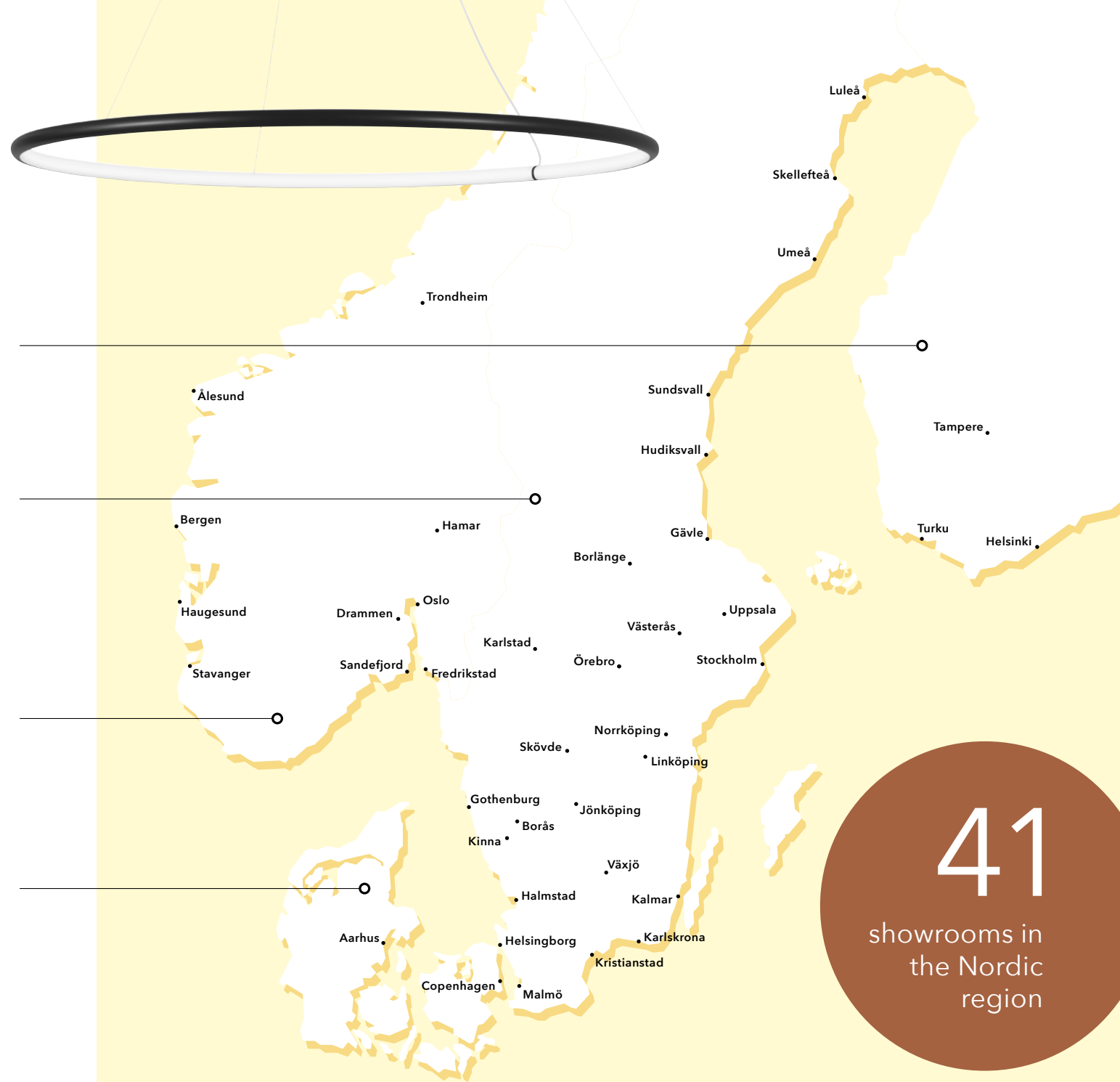
In our showrooms, you can experience furnishings from the widest range on the market.

In **Finland** there are three offices with a turnover of approx. SEK 143 million.

In **Sweden** there are 26 offices with a turnover of approx. SEK 2 billion.

In **Norway** there are 10 offices with a turnover of approx. SEK 652 million.

In **Denmark** there are two offices with a turnover of approx. SEK 149 million.



41 showrooms in the Nordic region

Our values

Our values are put into action every day and help us to continue to nurture our business and guide it in the right direction. These are the values that shape Input interior.



Dedicated

We are knowledgeable and passionate about what we do. The relationship between ourselves and our customers drives us forward.

We are genuinely interested in our customers' businesses and interior design needs. Through know-how and dedication we tackle interior challenges to support customers in developing successfully.

Transparent

All our communication begins with listening; that's the key to successful projects and long-term business relationships. Our conduct is always professional and our independence ensures that the customer comes first. We are a loyal partner to our customers and offer several dimensions of collaboration, where we serve as each other's ambassadors for successful partnership.

Creative

We are driven by the customer's wishes and visions. With our expertise we contribute to creative and needs-adapted solutions.

Our model translates the customer's needs, brand and culture into dynamic environments optimised for effective leadership. Our creativity enables our customers' businesses to evolve.

Unique

We are unique and we see every customer as unique. As far as we are concerned the word impossible does not exist; we view any challenge as an exciting new journey.

We turn bespoke into customised standards and provide scope for architects and customers to create unique and sustainable solutions.

A message from our **Sustainability Manager**


We are continuing to systematically work on reducing our direct climate impact and have once again exceeded our intermediate targets. The trend clearly indicates that we will achieve our goal of reducing Scope 1 and 2 greenhouse gas emissions by 50% by 2030. Bearing in mind where we are at present, we also see great scope for setting more ambitious targets moving forward.

Our aim to be the best in the field of sustainability also encompasses huge responsibility to do the right thing and to report accurate data. We are therefore working hard to measure our carbon footprint under Scope 3 too in order to subsequently set climate goals that encompass our impact in its entirety.

During 2025, the EU Commission adopted the 'Stop-the-clock' directive, which means that most companies can postpone their CSRD reporting for another two years. For Input interior, this means that we will have more time to work on Scope 3 in a responsible way. It will not affect our sustainability work or our sustainability offering in other respects.

In order to improve in terms of raising awareness within our organisation, we have launched a major training initiative. This will equip our team with more tools to help guide customers and partners in making sustainable choices.

We can also see that Greenified is continuing to grow and expand the circular offering. Using Greenified is an essential tool in order to meet demand for reused furniture and generate awareness of the choices actually available for sustainable interior design solutions.



Patrik Clavenstam
Sustainability Manager at Input interior

About the report

This report covers Input interior's most recent financial year (2024/2025).

Since last year, we have begun formulating our report as per ESRS in preparation for forthcoming CSRD reporting requirements. This year, we present new additions in accordance with this framework.

The reporting covers **Input interiör AB** and its value chain, including both upstream and downstream activities. The data presented is based on information from energy, fuel and product suppliers, surveys for employees, wage statistics and other annual statistics from the business.

The digital tool Stratsys, used for collecting and saving all data, is new for this year's collection period. The tool reflects the CSRD and ESRS framework, thus aiding efforts to ensure full compliance with requirements. It also facilitates more structured data collection and reduces the risk of potential reporting errors. At the same time, it will simplify transparency in reporting and also comparison over time.



Governance

Our goal is for all employees at Input interior to always have sustainability in mind. To lead us forward in this area and help us meet the challenges ahead, we have the **Sustainability Group**. They act as Input interior's central and coordinating unit for its sustainability work.

The group serves as a driving force, ensuring that Input interior remains an in-demand player among customers and suppliers, and employees and future colleagues. Their work also includes the annual sustainability report, ensuring compliance with legal requirements and regulations, as well as communicating knowledge both across the organisation and externally.

The sustainability group includes representatives from various segments of the company: tenders, ISO/management system, marketing, logistics and the sustainability manager. The intention of this variety is to broaden expertise and create a suitable basis for the entire organisation.

The group meets every month to review all key areas of the overall sustainability work. These meetings are minuted and aim to drive and constantly improve efforts in this field.



Input interior's Sustainability Group

From left: Therese Olsson, Bid Manager. Felicia Andersson, Communications Officer. Stina Viking, Sustainability & Quality Coordinator. Linda Bayley, Logistics Coordinator. Sara Björkman, Bid Manager. Patrik Clavenstam, Sustainability Manager.

Strategy, business model and chain value

We work across four business areas: offices and businesses, hotels and restaurants, schools and education, and health and social care.

Offices and businesses

A flexible society with modern technology makes new demands of our workplaces. Ergonomics and functionality. Finance, environment and sustainability. Design, needs adaptation and identity creation. All elements must be incorporated and everything has an impact on the final result.

New ideas, shapes and choices of material provide endless scope to create offices with clear structure, improved flows, innovation to the fore and increased productivity. Office chairs and tables that offer positive ergonomics. Screens for quiet workspaces and flexibility. Space for reflection, exchange of experiences and brainstorming.

Hotels and restaurants

For hotels and restaurants, interiors are central to the experience. They rely on their good reputation, expectations and memories being created.

Offering an out-of-the-ordinary experience is often the key, and that's where our efforts come in. And that's also exactly why design is often one of the most essential competitive tools.

We view bespoke solutions as customised standards, and over the years, we have gained extensive experience of interior design for hotels, restaurants and conference facilities.

Schools and education

In an increasingly competitive world the ability to attract students and teachers is becoming more essential. At the same time, the need for flexible solutions is becoming ever greater. Satisfying these requirements demands holistic thinking, with mindful choices both inside and outside in order to stand the test of time.

Through close collaboration with architects and school staff, we at Input interior can figure out actual needs. This often involves creating flexible solutions and exploiting synergy effects.

Good-quality, functional furniture promotes creative thinking and independent work.

Health and social care

Interior design for health and care facilities has a multitude of functions. It is vital for providing care and creating a sense of security for staff, patients and relatives.

Consequently, it is especially important to consider how interior surroundings affect humans: our decisions, thoughts and feelings, but also day-to-day functionality.

Input interior has extensive experience and sound knowledge of health and care settings. We offer interior design that is both attractive and fit for purpose, living up to requirements for functionality, accessibility, sustainability, ergonomics and finance.

Our value chain

1

Client requirements



2

Our suppliers



3

Sales



4

Distribution



5

Use and reuse



Our value chain



1 The client's requirements

All our communication begins with listening; that's the key to successful projects and long-term business relationships. We use customer analysis to get an idea of both wishes and requirements for each project. An important part of this analysis is to see the bigger picture and understand the opportunities. We want to share knowledge so that our customers can make informed decisions and reduce their carbon footprint.

Input interior offers unique solutions with the common goal of reducing carbon footprint. This may involve refurbishing existing furniture, buying reused items or selling products when needs change.

Once the customer analysis is completed, we present our proposals for the project. The ambition is always to create needs-adapted, sustainable and long-term solutions. That's why we always work closely with our customers, guiding them to the right products and showing them what is possible. This also applies after projects have been completed; we are always there to provide guidance when needed.

2 Our suppliers

Our customers and partners can be confident that our suppliers meet high standards when it comes to social sustainability. Input interior's rating system reviews and rates suppliers according to how well they satisfy the requirements laid down in our Code of Conduct.

We also carry out compliance audits of our suppliers. In many cases, specific requirements are set for furniture and interior design in public environments. Here we can always ensure that products meet the requirements of each unique customer.

By maintaining our independence and by offering the broadest range of products on the market, we are able to provide the best solutions for our customers. We are not restricted by a limited production facility, instead customer requirements and needs drive the outcome.

3 Sales

The best interior is one customised to the needs and unique requirements of each project. At Input interior we have no off-the-shelf package solutions. An order placed with us can never be too large, too small or too complicated.

Once needs have been specified, procurement, tendering, order management and confirmation, logistics planning, delivery assurance and coordination are initiated. Work that is handled by the customer's contact at Input interior with the help of support staff, local logistics centres and our experienced interior installers.

We also offer flexible financing solutions and functional rentals. This creates added value for the customer, avoids tying up capital and facilitates sustainable management of temporary needs. If a specific function is requested, we will customise a rental plan. This enables interior furnishings to be managed based on needs rather than purchasing new items. When the functionality is no longer required, we ensure that the products are put to use by someone else.

4 Distribution

Input interior ensures that the vision and interior design proposal are realised within a given time frame. Whenever possible, we avoid unnecessary transport by having goods delivered directly from the manufacturer to the customer, where they are received and handled by our furniture installers.

Otherwise, the delivery is coordinated at one of Input interior's logistics centres and then distributed according to the customer's requirements – to the right place, at the right time and with minimal environmental impact.

Our proprietary Delivery system enables us to schedule efficient deliveries and automatically calculate driving times. The tool helps to reduce the number of partial deliveries, which benefits both the environment and wallets. In addition to delivery, assembly and installation, our furniture installers provide advice on use and care. Everything is overseen by a supervising project manager, who ensures that the vision becomes a reality. Relocation or disposal of existing interior furnishings completes the delivery.

5 Use and reuse

Interior design must be functional, ergonomic, durable and financially justifiable, support day-to-day activities, be appealing and ensure wellbeing. We believe in sustainable production, smart material choices, purchasing with a conscious long-term commitment, re-use and responsible renewal.

We want to be a long-term partner for our customers. This means that even after delivery, we are there to serve whenever needed. Through service contracts, warranties, training courses and consultancy services, we create safe and sustainable solutions.

The top priority is always to make informed choices from the very start. Once the right conditions are in place, we can ensure that furnishings have the longest possible useful life. We achieve this by using the right products in the right environment and making sure that we can maintain the furniture when needed.

If needs change, our aim is for customers' furniture to find a new lease of life with new owners. With a customer base numbering in the thousands in the Nordic region, Input interior can offer the widest range of secondhand furniture on the market. We renovate, repair and refurbish products to extend their useful life. Once they are worn out and no longer fit for purpose, we ensure that they are recycled in an eco-friendly manner.

Stakeholders

At Input interior we have essentially identified seven central stakeholder groups. All these groups affect or are affected by day-to-day work at the company.

Through continuous stakeholder dialogue we can ensure that Input interior's sustainability work is based on the interests and views of the identified groups. Below we summarise prioritised stakeholders and their involvement.

Stakeholders	Involvement
Customers	Customer surveys, regular customer meetings.
Staff	Annual survey, performance appraisals, work environment management.
Owners	Management review, quarterly meetings.
Suppliers	Supplier meetings, self-assessment with systematic follow-up.
Subcontractors	Supplier meetings, self-assessment with systematic follow-up.
Authorities	Regulatory compliance.
Architects	Architect meetings.

Purpose of involvement

Customers We have a wide range of customers, often with differing requirements linked to their operational needs. This includes furniture certification, requirements for re-use, EPDs and reporting on carbon footprint, as well as proving compliance in sustainability issues.

Regular customer meetings and surveys help us to stay informed. Every year, we also arrange a variety of activities that give us an opportunity to meet with our customers. Our aim is to always be able to meet demand and to be a secure choice.

Staff Our team are the single most important stakeholder group. Annual surveys and development meetings help us to understand how Input interior is perceived as an employer. We also gain insight into the workplace experience for staff.

All staff have certain and statutory rights in the workplace. Input interior meets all legal requirements and its obvious objective is to ensure that all staff are happy in their work.

Owners Quarterly meetings and the annual management review are used to identify requirements from owners and management.

Suppliers and subcontractors Input interior demands that all suppliers fulfil the requirements set out in the Code of Conduct. Our proprietary rating system enables us to identify risks in the supply chain and offer support in developing sustainability work. The objective is to work with our suppliers to improve working conditions and create businesses that are sustainable long term.

Authorities Input interior ensures full compliance with legal requirements.

Architects Through regular architect meetings we identify requests regarding products and collaboration.

Double materiality assessment

Input interior has implemented a double materiality assessment to identify five material areas that form the basis for its sustainability work. The assessment takes into account our impact on the wider world and the financial impact on us from the wider world.

The materiality assessment was devised from a workshop involving key individuals from the company's management team. Each person represents a stakeholder group, as a way to identify where impact arises.

The table on the next page summarises the material topics and where impact occurs. How we strategically manage each topic is described in the subsequent sections of the report. This year's report does not include non-material areas.



Material topics

Environment	E1^{K+F} Climate change	<ul style="list-style-type: none"> > Adaptation to climate change > Limitation of climate change > Energy > Air pollution
	E3^F Water & marine resources	<ul style="list-style-type: none"> > Water
	E5^{K+F} Resource use and circular economy	<ul style="list-style-type: none"> > Outflow of resources, including resource use > Outflow of resources related to products & services
Social	S1^{K+F} Own workforce	<ul style="list-style-type: none"> > Working conditions
	S2^F Workers in the value chain	<ul style="list-style-type: none"> > Working conditions
Governance	G1^{K+F} Responsible business	<ul style="list-style-type: none"> > Corporate culture

Environment

The double materiality assessment has enabled us to identify ^(E1) Climate change and ^(E5) Resource use and circular economy as the most material environmental issues for our business and our stakeholders.

Social

We highly value our own staff and have long focused on conditions in our supply chain. The material topics for social sustainability were therefore evident: ^(S1) Own workforce and ^(S2) Workers in the value chain.

Governance

At Input interior, we realise the importance of a strong and trustworthy corporate culture. To us, it means setting a good example and contributing to responsible business. Our culture should reflect our values. For us, this means taking responsibility for fellow humans and the environment.

In connection with the double materiality assessment, ^(G1) Responsible business was thus identified as material from both a sustainability perspective and a financial perspective.

Risks and opportunities

Description of potential risks and opportunities linked to identified areas.

Environment › E1 Climate change › Adaptation to climate change

Opportunity › We deem that adaptation to climate change primarily means reducing use of newly extracted raw materials by managing the products we sell. At the same time, we want to increase sales of reused products, for which we are seeing increasing demand.

Input interior has the broadest range on the market, giving flexibility in choice of both supplier and product. This gives us scope to steer customers towards sustainable material choices and circular business models. At the same time, we want to continue to extend the useful life of interior furnishings, through options including repair and refurbishing.

Risk › We see shortage of raw materials as a potential risk for our business. On the other hand, we now have a large selection of reused products. If a shortage of raw materials were to arise, we have the advantage of being able to offer our customers a more sustainable alternative.

Social › S1 Own workforce › Working conditions

Opportunity › Input interior wants to be an attractive employer in order to attract skilled staff. Our employees are a crucial factor in enabling us to develop and drive the business forward. By attracting employees with everything from skills development and opportunities to grow in their role to a pleasant work climate and joint activities, we can continue to evolve.

Risk › There are always potential risks related to your own workforce - unsustainable workload, discrimination and harassment, as well as lack of leadership and opportunities to develop. This could result in loss of trust among our employees and loss of status as an attractive employer. Looking ahead, this could lead to employees reporting sick, high turnover of staff and difficulties in recruiting new staff. We are continuously working to prevent this type of risk. Important elements of this work include our annual survey, development reviews, activities to promote a positive working culture, staff benefits, along with guidelines and policies.

Social › S2 Workers in the value chain › Working conditions

Opportunity › We see our efforts to promote fair conditions in the supply chain as an opportunity for positive impact. Using our proprietary rating system we set requirements for suppliers and monitor their continued efforts. We evaluate and offer support for meeting the set requirements. Being a company with a strong sense of social responsibility is something that also strengthens our brand.

Risk › In the event of deviations and unethical conditions in the value chain, we see a risk of negative impact on our brand and trust in us. In order to minimise the risk of workers in our value chain suffering harm, loss of trust in us and a negative impact on our brand, we carefully monitor our supply chain. If we identify any deviation, we demand an action plan, or we work together with the supplier to produce a plan. If requirements are not fulfilled, this may result in the collaboration being terminated.

Governance › G1 Responsible business › Corporate culture

Opportunity › Our employees are hugely important to Input interior. They are crucial for running our business, developing and delivering our products and services to our customers. By focusing on attracting, developing and retaining skilled staff, we can create a strong and sustainable working culture that promotes innovation, collaboration and customer focus.

How we progress with our **sustainability work**

In order to progress with our sustainability work, we are continuously monitoring and striving to develop in all ESG areas. This section presents our central projects and activities.

Activities linked to the environment

Adaptation to climate change

- We aim to reduce our Scope 1 and 2 emissions by 50% by 2030.
- Mapping and data collection for Scope 3 reporting has commenced.
- SBTi application has commenced.

Resource use and circular economy

- Continuously working to expand our circular offering.
- Educational activities for customers and partners for the purpose of promoting mindful choices.
- New sustainability training for employees has commenced, with a target of completion by the turn of the year (2025/2026).

Activities linked to social sustainability

Own workforce

- Continually maintaining and updating procedures related to systematic work environment management.
- Input Academy continually updates its training in order to offer relevant courses and programmes for skills development within the organisation.

Workers in the value chain

- Rating system for sustainable conditions in the value chain - suppliers accounting for 75% of our purchasing volume must have been rated by the end of 2025.
- Monitoring of and support for suppliers for the purpose of collectively developing sustainability work and safeguarding conditions in the supply chain.

Activities linked to corporate governance

Responsible business

- Ethics policy regarding anti-corruption, confidentiality and reporting of irregularities, including whistleblowing function. All employees must read this policy, as it forms part of Input interior's onboarding process.
- We want to be an ethical company and require our suppliers to sign Input interior's Code of Conduct.
- Ensuring legal compliance.

ISO lays the foundation

All Input interior offices are ISO certified in accordance with **ISO 9001** and **ISO 14001**. Certification is an important guarantee for us and demonstrates our ongoing work on improvement and quality.

We have integrated standard requirements for quality and environmental management into our procedures in our ISO-certified management system. Through our management system we also handle our systematic work environment management. Our ISO group conducts annual internal audits and looks for opportunities for improvements at all offices and logistics centres within our group. The group generates both awareness and engagement locally, which helps us to continue our systematic efforts to achieve our goals.

Local ISO work

Each office has its own challenges and opportunities. Therefore, our management system is flexible and customisable to local needs. The point of ISO is to enable us to make continual improvements. That's why we make sure we regularly review our goals and adjust them to the conditions in each office.

By ensuring best practice for processes and procedures, we minimise the number of errors made and can instead streamline our work. Looking ahead, this means issues are addressed more quickly, which reduces installation costs and ensures smoother deliveries. This delivers more satisfied customers and reduced environmental impact.



Input interior's showroom in Helsinki

Highlights from the year

Looking back at our financial year, we are proud of progress in our projects and the activities we have undertaken. Here we pick out some of the highlights from the period.

- A new intermediate target has been set - we aim to increase the proportion of fossil-free fuels for our own vehicles that can run on HVO100 to 55% for the 2026/2027 financial year.
- New sustainability training has been planned, with a target of completion by the turn of the year (2025/2026).
- Work on implementing CSRD has continued to move forward, and we can report on more areas this year than the previous period.
- Together with Greenified, we have delivered Sweden's largest school-based re-use project.

Winner of Virke sustainability award

We won the first edition of the Virke sustainability award in Norway during the year. The award is given to a company that has taken the lead in working towards a sustainable future. The Federation of Norwegian Enterprise, Virke, nominated three finalists, and Input interior took home the prize. This is an acknowledgement that we are well on our way to being the best in the industry for sustainability.

"I am so proud. We are being rewarded for our hard work over a long period - this shows that it is worth it, and receiving this award is great recognition. We hope that we can inspire our customers, suppliers and partners to follow along with our continued journey forward," says Terje Kristiansen, COO of Input interior Norway.



Terje Kristiansen
COO Input interior Norway

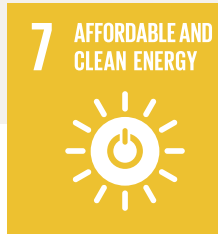
Input interior's prioritised goals according to **Agenda 2030**

The UN's Agenda 2030 is the most ambitious global sustainable development strategy ever devised. With 17 global goals, the ambition is to:

- **Eliminate extreme poverty**
- **Reduce inequality and injustice around the world**
- **Promote peace and justice**
- **Tackle the climate crisis**

At Input interior, we have been working towards achieving the UN's global goals for several years now and always strive to adapt and improve our efforts to maximise the difference we can make. Our ambition is to contribute in all areas where we can make a difference. Initially, we have chosen to focus on five of the 17 goals. On the next page we introduce our selected goals and briefly describe our work. You can read more about this work later in the report – with clear symbols throughout to link page content to specific goals.

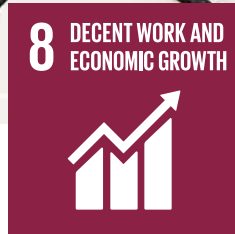




Goal 7 is about ensuring access to affordable, reliable, sustainable and modern energy for all. Reliable energy sources are essential to ensure that large segments of society can function. Emissions of climate-impacting gases into the atmosphere are greatly affected by the form of energy chosen.

During the financial year, Input interior continued working towards its overall goal of reducing its carbon footprint. By 2030, we aim to reduce Scope 1 and 2 emissions by 50% from the 2020/2021 base year. With the help of procedures in accordance with ISO 14001, we are taking a strategic approach to reducing our carbon footprint in the short and long term.

A new intermediate target for reduced CO₂ emissions was set during the period. We aim to increase the proportion of fossil-free fuels for our own vehicles that can run on HVO100 to 55% for the 2026/2027 financial year.



Goal 8 is about decent work for all. It also deals with promoting inclusive and sustainable economic growth.

Input interior's own rating system provides a unique overview of suppliers' social responsibility throughout the production chain.

Development of the system continued during the year and it has been an important tool in a number of projects.

In 2023, a goal was set to ensure rating of suppliers accounting for 75% of our purchasing volume before the end of 2025.



Goal 10 is about reducing inequalities within and among countries. We must promote the inclusion of all people, irrespective of age, sex, disability, race, ethnicity, origin or religion, in all areas of society.

Input interior is working actively to counteract all types of harassment and to achieve gender equality in management positions in the company. By means of annual mapping and a survey across the group we gather data that forms the basis for our action plans.

The new ISO standard for Design for All has been integrated into our management system. Training has been developed during the year for the purpose of improving employee knowledge of accessibility for all. The management system includes a goal for all site managers, sales staff and sales support staff to complete this training.



Goal 12 is about ensuring sustainable consumption and production patterns, promoting sustainable procurement practices and the efficient use of natural resources.

Input interior draws on its expertise and dedication in interaction with customers and suppliers to guide them towards mindful, long-term and sustainable choices. Our Code of Conduct is designed to ensure compliance with requirements relating to human rights, working conditions and the environment throughout the value chain. We expect all our partners to fulfil these requirements.

We want to make it easier and more accessible to opt for re-use or other circular models. With Greenified, we have a selection of thousands of reused products and a number of offerings to support sustainable consumption patterns.



Goal 13 is about taking urgent action to combat climate change and its impacts – by strengthening resilience to climate-related hazards and natural disasters.

Input interior has continued to focus on spreading knowledge during the year. We believe that knowledge about our climate impact, sustainable options and necessary actions is essential for being able to combat climate change. This knowledge enables us to help customers make mindful choices and motivate suppliers to take greater responsibility and reduce their emissions.

Over the year, we have begun planning sustainability training to improve expertise within this field across the organisation. Improving knowledge will help us to make more sustainable decisions ourselves and enable us to guide our partners in the same direction.

Environment

In line with our climate goals we have made great progress in our environmental work during the year. This work extends to all parts of our organisation – the products we offer, the services we develop, the deliveries we make and the knowledge we communicate. Every bit of it makes a difference!

In this section we outline our efforts to combat climate change, to take responsibility for how resources are used and to promote circular business models.



E1 Climate change

Input interior's climate goals

During the previous year, an overall climate goal was established for our emissions:

Input interior's goal is to reduce our Scope 1 and 2 greenhouse gas emissions by 50% by 2030, measured against the 2020/2021 financial year.

Our emissions have decreased by 48% since the 2020/2021 base year. This means that we are further forward than expected this year and our initiatives have been well implemented across the organisation.

Year	2020/2021	2023/2024	2024/2025	2026/2027	2029/2030
% reduction	Base year	35%	48%	45%	50%
Tonnes CO ₂ e	1 649	1 067	854	907	824

Intermediate targets on the way to halving emissions

The transition to a fossil-free vehicle fleet by 2030 is an important part of achieving our climate goal. In 2023, an intermediate target was set of increasing the proportion of fossil-free fuel to 20% for our own vehicles that can run on HVO100 for the 2024/2025 financial year. We have already achieved this target, which shows that work is progressing. This year we have set a new intermediate target – to increase the proportion of fossil-free fuels for our own vehicles that can run on HVO100 to 55% for the 2026/2027 financial year.

Another intermediate target en route to halving Scope 1 and 2 emissions relates to our electricity supply. All electricity for our own operations should come from fossil-free sources by the 2025/2026 financial year. Wherever possible, we aim to use electricity from 100% renewable sources. We are committed to achieving our target and in the coming year we will set new climate goals to aim for.





Climate goals in practice

Interim report for overview

Every four months we prepare a summary of target fulfilment, where we measure the trend in HVO100 use.

This report is sent out to our site managers as a way of providing an overview of progress and tools for formulating new actions. Similarly, we compile a summary of electricity consumption once a year. In practice, the reports ensure that the work is having an impact and improving the chances of achieving our environmental goals.

Delivery – a smarter delivery system

The Delivery system, which was developed in-house, enables us to ensure efficient delivery planning and automatically calculate driving times. It is a tool that contributes to more efficient transport operations, with fewer part deliveries. Something that benefits both the environment and wallets.

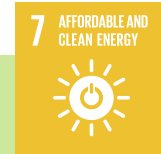


Electricity from renewable sources

Today, we use **renewable electricity** at over 93% of our offices. This is an improvement from the previous period, when the figure was 90%. Our efforts to implement renewable energy sources are heading in the right direction and we will continue to move forward.

93%

Share of **renewable electricity** at Input interior's offices

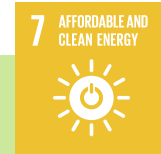


Our total emissions

We currently report all our Scope 1 and 2 emissions with a base year of 2020/2021. We have also chosen to include Scope 3 emissions related to fuel and energy consumption. The table below summarises emissions for the respective scope and year. Here we can see, for example, that Scope 2 emissions have increased in recent years. This is due to our investment in electric vehicles, which naturally results in higher energy consumption. Meanwhile, we continue to see a steady reduction under Scope 1, another effect of the transition to

fossil-free fuels. Scope 2 emissions have been updated since last year, and also for previous years. This is due to the fact that we have included all district heating in our reporting. Our new reporting tool has given us a clear overview and allowed us to identify all emissions across the business. This means that we have comprehensive measurements for both Scope 1 and 2 this year.

		20/21	21/22	22/23	23/24	24/25
Scope 1	Direct greenhouse gas emissions	1 549 t CO ₂ e	1 400 t CO ₂ e	1 233 t CO ₂ e	909 t CO ₂ e	685 t CO ₂ e
Scope 2	Indirect greenhouse gas emissions					
	Market-based	100 t CO ₂ e	101 t CO ₂ e	116 t CO ₂ e	150 t CO ₂ e	169 t CO ₂ e
Scope 2	Indirect greenhouse gas emissions					
	Location-based	164 t CO ₂ e	166 t CO ₂ e	178 t CO ₂ e	219 t CO ₂ e	223 t CO ₂ e
Scope 3	Indirect greenhouse gas emissions					
	Fuel and energy-related emissions (not linked to scope 1 and 2)	272 t CO ₂ e	263 t CO ₂ e	292 t CO ₂ e	258 t CO ₂ e	227 t CO ₂ e
Total	Market-based	1 922 t CO ₂ e	1 764 t CO ₂ e	1 642 t CO ₂ e	1 317 t CO ₂ e	1 080 t CO ₂ e
Total	Location-based	1 958 t CO ₂ e	1 800 t CO ₂ e	1 676 t CO ₂ e	1 347 t CO ₂ e	1 134 t CO ₂ e
Reduction (%) compared with base year			8%	15%	31%	44%



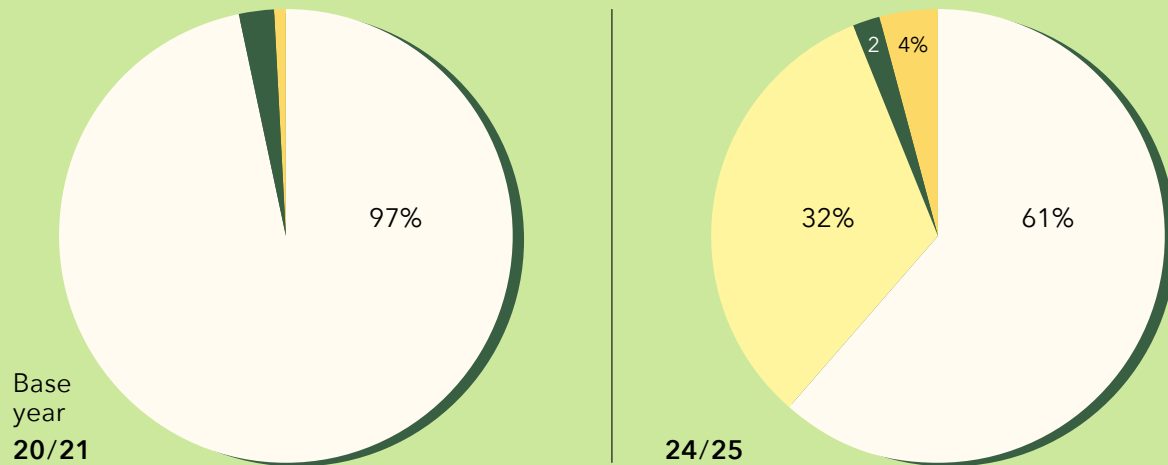
Input interior's vehicle fleet

We have started the journey towards a fossil-free fleet and are already seeing results from our initiatives. To achieve this goal, we will replace diesel with HVO100 as much as possible and invest in more electric vehicles.

The diagrams show the current distribution between diesel, petrol, HVO100, biogas or hybrid and electricity. The calculation is based on the number of kilometres driven with each fuel.

Transport vehicles

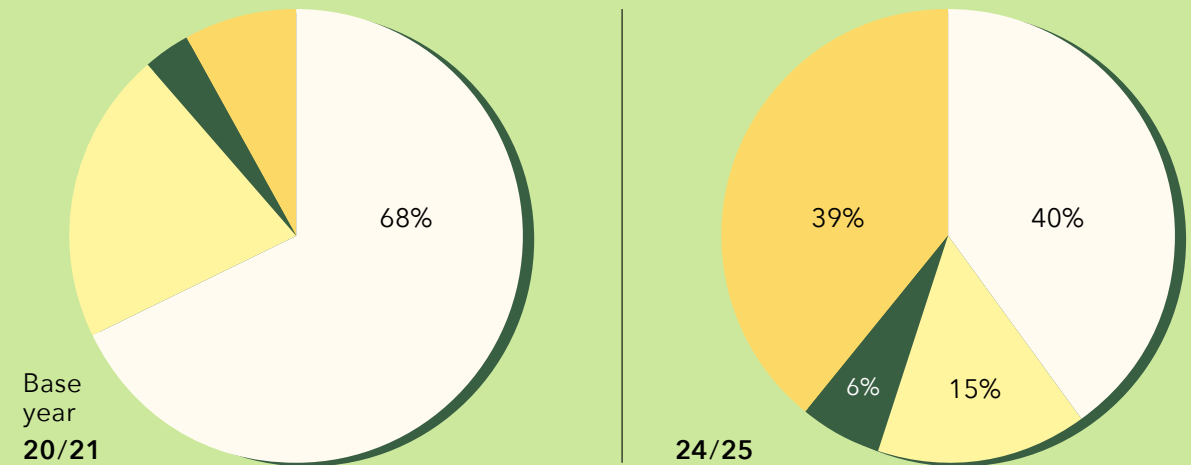
Diesel
 HVO100
 Biogas
 Electric



In our base year of 2020/2021, 97% of the fuel for our vehicles was diesel. As diesel is replaced by HVO100, we are seeing a clear change. Today, diesel totals 61%, while HVO100 makes up 32% of our fuel volume.

Company cars and pool cars

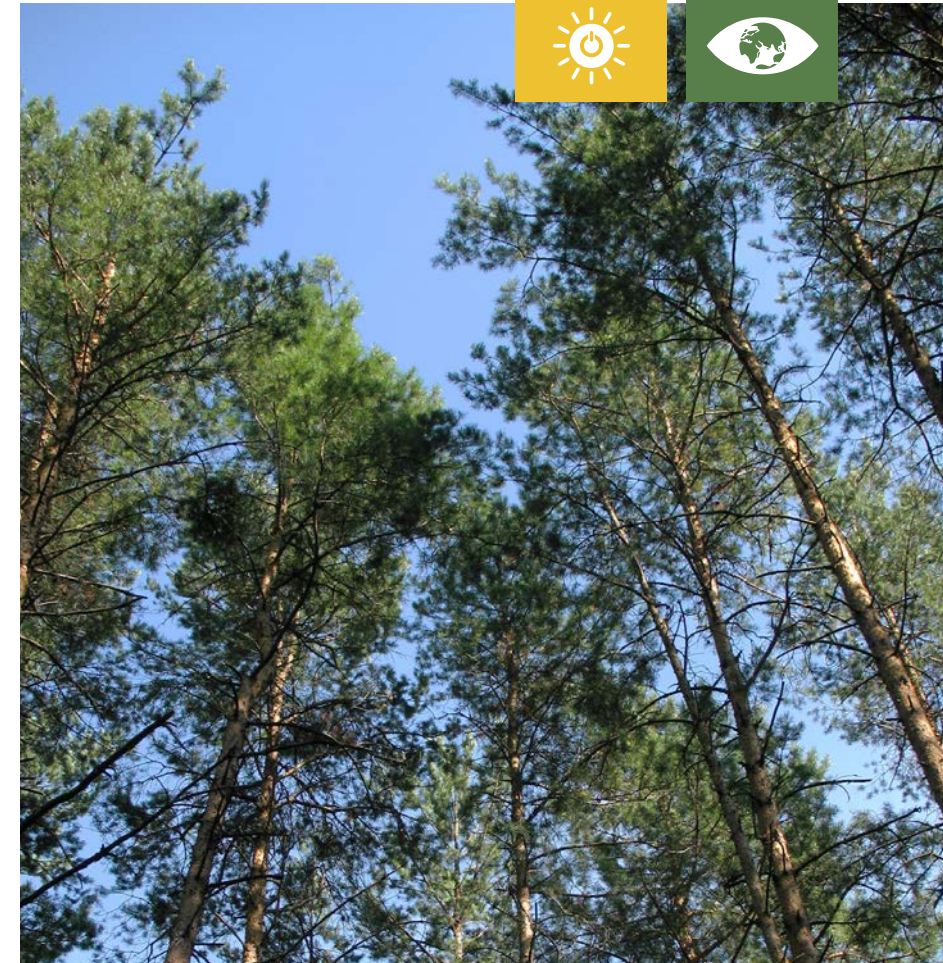
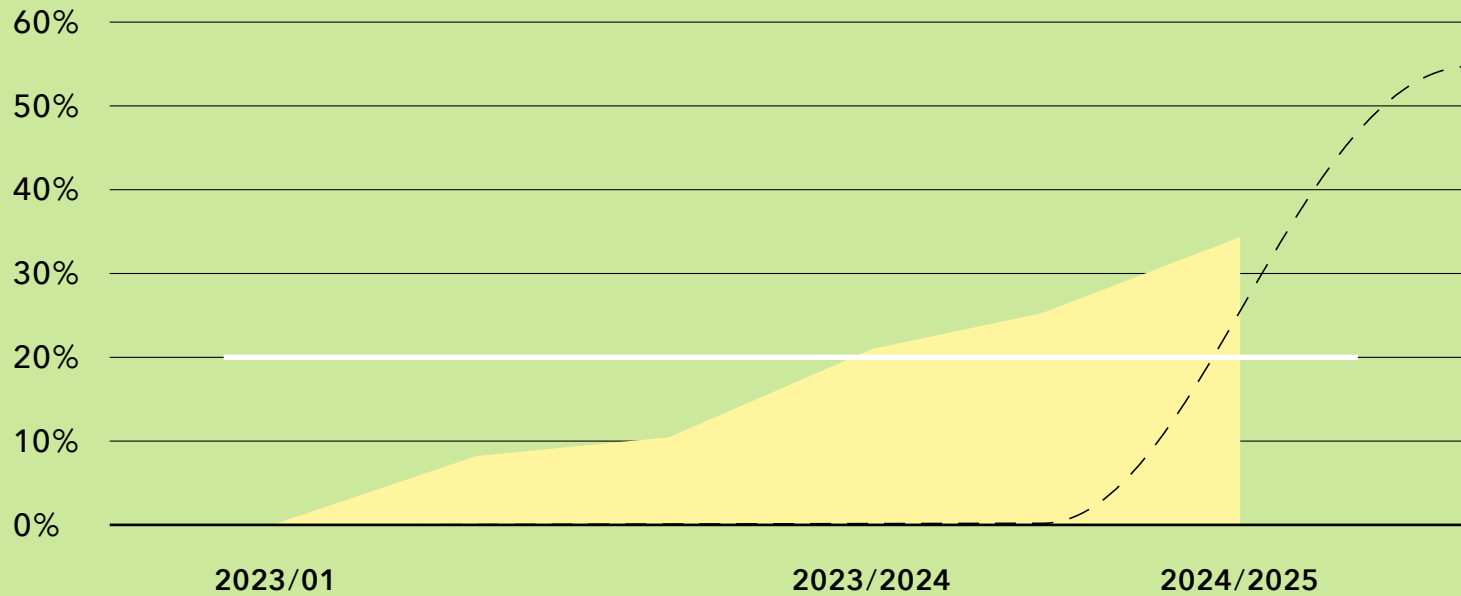
Diesel
 Petrol
 Plug-in
 Electric



We are seeing a similar change for our company cars and pool cars. Diesel totalled 68% of our fuel for these vehicles in our base year, while the figure today is 40%. Meanwhile, use of electric cars increased, with consumption having risen from 8% to 39% currently.

Increase in HVO100

In the previous period, we achieved our goal of increasing the proportion of HVO100 used for our fleet by 20%. This year, we have achieved an increase of 34% since 2023, which is when we began measuring. And because we are seeing such a positive trend we have decided to set a new target for greater use of HVO100. We aim to increase the proportion of fossil-free fuel for vehicles that can run on HVO100 to 55% for the 2026/2027 financial year.



What is HVO100?

HVO stands for Hydrotreated Vegetable Oil and is a renewable fuel for diesel engines. As the fuel is not produced from fossil raw materials, a fuel is created that reduces CO² emissions.

Case: Sustainability in Helsinki

Integrating a sustainable approach into the design process is more the rule than the exception these days. Input interior encourages this and always strives to contribute. In 2024, we were part of two ambitious sustainability projects in Helsinki, among others.

At Helsinki Upper Secondary School of Languages functionality and customisation options were prioritised. Both premises and furniture need to accommodate changeable day-to-day needs. This has been realised with versatile furniture solutions and movable partition walls. The project is also subject to Helsinki's target of becoming carbon neutral by 2035. In order to fulfil this, the design solution focused on mindful choices, cost efficiency and renewable energy. Trends were avoided, for example, and instead timeless and good-quality material and furniture solutions were prioritised.



Case: Sustainability in Helsinki

Just 30 minutes by car from Helsinki Upper Secondary School we find the **Solo Sokos Hotel Helsinki**. The aim of being Helsinki's most climate-smart hotel paved the way for sustainable and energy-efficient solutions along with mindful material choices. As soon as they enter, visitors are greeted with exciting impressions and views. The interior design concept for the hotel and its ground-floor restaurant was developed by Franz Design, while the building itself and the interior of the lobby, offices and public spaces is the work of Anttinen Oiva Architects. ■



CO² calculations – actual carbon footprint

Input interior has developed a unique and third-party-audited tool for CO² calculations. With the aid of this tool we can offer all our customers a report covering individual projects or total purchasing. The report can be fully customised according to customer requirements and can include climate calculations, climate savings, and climate and cost analysis.

Using climate calculations we can work out the total carbon footprint for purchased products. We also offer information on total climate savings. It is often the case that customers have chosen to re-use items or purchase reused products. If so, we produce a CO² comparison, showing figures if they had opted for newly produced furnishings instead. This allows us to show both total carbon footprint and the saving made by the customer with their choice. In addition to the products themselves, climate calculations are also available for packaging, transport and reconditioning of products.

Cost analysis

A cost analysis allows you to compare prices between reused and newly produced products, for example. Many companies now strive to select sustainable furnishings and view price as secondary to climate savings. At the same time, in several instances we have been able to show that the sustainable alternative does not have to be the most expensive option – as many people often believe.

Linda Bayley, Logistics Coordinator at Input interior, has long been using the tool for providing CO² calculations and project reports for customers. She explains the benefits of the tool and customer experiences of this facility.

“It is a powerful tool to work with and a number of companies have chosen to purchase a report. We can clearly see that demand is increasing and it will undoubtedly continue to do so as CSRD is implemented. It is naturally rewarding to be able to guide customers towards making sustainable and mindful choices. The report is not merely an end product after completion of a project; it also provides a means of guidance in the early stages and the purchasing phase.”



Linda Bayley

Logistics Coordinator at Input interior

E5 Resource use and circular economy

Go Green – Go Greenified

Utilisation of the Earth's limited resources must be part of a circular process – not a one-way trip to the tip.

Greenified is one of our initiatives at Input interior to create a more sustainable interior design industry. The aim is to counteract unnecessary waste and extend the life of furniture. Through Greenified we currently offer several services linked to circular furniture flows.





Greenified offers a number of services linked to circular furniture flows

Greenified Web

On **Greenified Web** there is a large selection of secondhand furniture waiting to be matched with new owners. The site is a large-scale circular furniture marketplace for those who want to easily buy, rent or sell furniture in a cost-effective and sustainable way. Here, furnishings that no longer fulfil their purpose are given a new life, in a new environment, with a different owner and users.

Once you've found what you're looking for, we'll manage logistics and delivery. Quality products at a great price - just a click away.

Furniture is rarely discarded because it is worn or broken. Instead, it is replaced in connection with a relocation or reorganisation. Or simply because it no longer reflects changing tastes in colour, design and function.

Greenified Rental

Greenified Rental is a rental solution that creates added value for customers, freeing them from tying up capital and allowing them to manage temporary needs in a cost-effective and sustainable way. Greenified Rental offers three levels of flexibility and a wide range of furniture and furnishings. When a rental agreement is terminated, the products can be rented out again, or put up for sale on Greenified Web.

A popular product to rent are pods that offer a secluded space for concentrated work and digital meetings. They occupy minimal space, and when needs change, pods can be relocated to optimise the layout without the need for renovation.

Greenified Inventory

Greenified Inventory provides companies, organisations and public enterprises with an improved overview of their existing inventory, including stock-keeping. The system is designed to be used in projects prior to relocation or reorganisation. All products are inventoried, labelled with QR tags and registered on an online platform. The labels can be scanned with a smartphone and information about the product can be updated.

The system is also integrated with Greenified Web, making it easy to sell surplus products. Inventory also makes it easy to recondition, recycle or sell products internally. Projects simply become more flexible, cost-effective and sustainable.

Greenified IMS

Greenified Interior Management System is an asset management system that facilitates inventory and daily management of existing interior furnishings. The system has been designed to be used for products purchased via Input interior. Each product is labelled with a QR code or RFID tag containing unique information about the product and its location in the organisation.

The system provides instant traceability of products and serves as an effective tool in day-to-day operations, for example, to update relocations or maintenance of furniture within the organisation. Notifications of new orders and case management in the form of discrepancies and maintenance are provided by an app and handled by Greenified with minimum administration.

A summary of the year at **Greenified**

We have been promoting sustainable interior design, mindful purchasing, circular ownership and responsible renewal under the Greenified brand since 2015. Over the past year, we have achieved a number of milestones and further expanded our business.

The growing demand for circularity in recent years is a result of increased awareness and improved conditions for purchasing, renting and selling secondhand furniture. This can be seen at Greenified – this year, we have once again beaten our record for number of products on the website. Over 15,000 products were available on the site simultaneously. This is an increase of 2,000 on last year, when we had 13,000 products registered. Daniel Gezavati, Project Manager at Greenified, comments on this trend.

“We can clearly see that interest in circular solutions is on the rise. The 2024 annual report from Svensk Handel reveals that SEK 2.6 billion was spent on re-use options during the year. This comes as no surprise to us: demand is clearly there and we are continuing to expand. In addition to purchasing reused furniture, we are also seeing increased interest in renting furniture. Renting offers flexibility while also being a sustainable choice, since the furnishings can then circulate between companies.

Inventory – one year after launch

During the 2023/2024 reporting period, our new inventory system (Inventory) was launched. It is a tool that simplifies management of your furniture and helps you to save both time and money. Using a simple online platform you can plan re-use, recycling, and internal and external sales. There was huge interest in using the service as soon as it was launched and that has not abated.

“Inventory has been positively received by our customers, especially among larger companies. They often have a huge stock of interior furnishings but are not always fully aware of everything they actually own. So it can then be a huge benefit to survey and organise. It often turns out that the company has more products than they thought, and this yields both economic and sustainability savings,” says Daniel Gezavati.

New objectives

Greenified participated in a variety of activities throughout the year.

“It is essential to get out and about in a variety of contexts. This allows us to educate and guide people towards sustainable interior design solutions. Many people are still not aware of the breadth of our offering, and we want to change that,” explains Daniel.

We have also been working hard on internal processes and structures in order to gain ISO certification. As part of the certification process, new goals have been devised, including one for training: Greenified aims to spread confidence, awareness and knowledge across the organisation regarding our circular offering and available services. The aim is to run a total of at least five educational activities per year.

“It has been helpful for us as a team to review our procedures and continue to develop collectively. The process also generated a number of new objectives, which helps us to further hone our efforts. We are now looking forward to the possibility of becoming ISO-certified,” concludes Daniel.



Daniel Gezavati

Project Manager at Greenified

Case: Ängskolan

Lofty sustainability goals characterised the project at Ängskolan in Mark Municipality. However, with the help of Input interior and Greenified these were realised – without compromising on their ambitious vision.

Right from the very first meeting it was established that re-use would be a central focus at this 10,000 m² upper compulsory school. This is Sweden's largest re-use project to date for school environments.

Input interior got involved in the project after having won a tender that included both newly produced and reused furniture. The school dining hall, with capacity for 435 students, work-spaces for 100 teachers and staff rooms for 60 individuals were equipped with 100% reused products, while newly produced furniture was acquired for classrooms only.



Case: Ängskolan

Greenified played an essential part in this circular project. The generous range of reused items on the website was crucial for delivering a uniform end result – with a balance of both reused and newly produced products.

“Greenified had the quantities required and, above all, the right products to pull together a coherent overall selection. The end result is a seamless combination of reused and newly produced items. Achieving such a stylish result feels great bearing in mind the ambitious initial vision,” says Christoffer Öjersson, Regional Area Manager at Input interior.

Adam Sjöberg, Site Manager at Input interior in Kinna, continues:

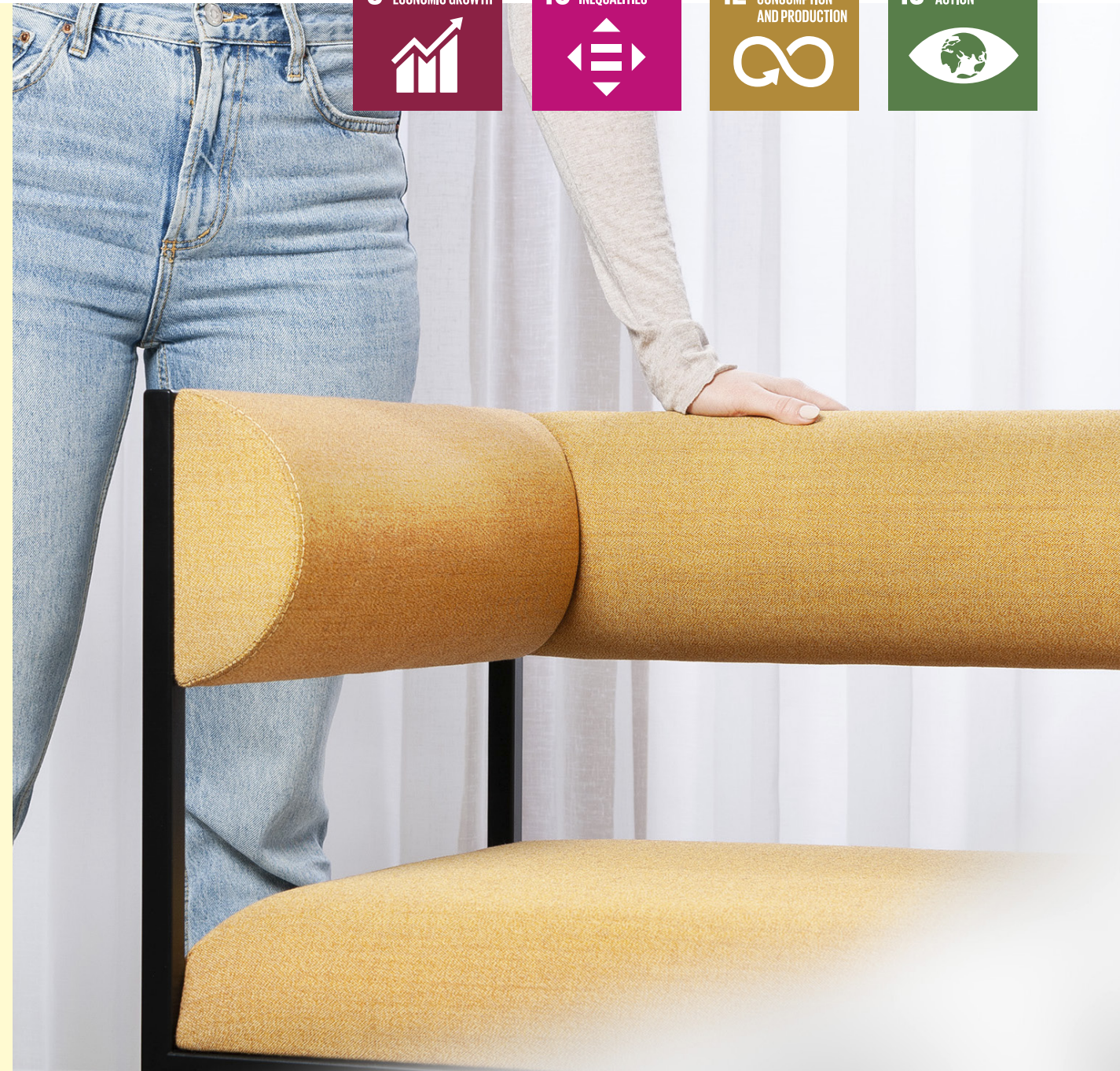
“Such an extensive re-use mindset in a project of this size is unusual. We were the only player who could match the customer’s request and that allowed us to show what we stand for. That, of course, makes us extremely proud and happy. ■



Social

We want to help build a better society for everyone. The biggest impact we have is on the people who come into direct contact with us, our services or products.

In this section, we share how we are working to look after our employees and clients, create a needs-adapted society and ensure fair conditions in the supply chain.





Our employees

The information for this 'Our employees' section comes from Input interior's HR system. Where calculations are based on FTEs (Full time Equivalents), this is indicated in the heading. Other figures are based on the total number of people in the group.

Number of employees at Input interior (calculated as FTE):

	Total	Women	Men
Sweden	425	207	218
Norway	100	51	49
Finland	29	21	8
Denmark	27	12	15

Total percentage of FTEs who are permanent, temporary or on-call, divided by gender:

	Women	Men
Permanent employees	94%	83%
Temporary employees	2%	13%

Employee breakdown by age group:

	Under 30 years	30-50 years	Over 50
Sweden	25%	52%	23%
Norway	10%	56%	34%
Finland	7%	57%	36%
Denmark	12%	41%	47%

- In Sweden we have less than 1% women and 3% men as on-call employees.
- In Norway, 0.5% of men are on-call employees.
- We have no on-call employees in other countries.
- Information obtained from the HR system.

It should feel good to go to work

Every year Input interior sends out a survey to all employees. The aim is to raise awareness and promote a more equal workplace. Everyone should feel safe at work and have the opportunity to make their voice heard. The survey includes questions on gender equality, work environment, stress, skills development, job satisfaction and harassment. The questions are directly linked to the seven grounds for discrimination. This makes it easier to draw conclusions and analyse systematic errors. Our Payroll department is responsible for sending out and compiling the survey and report.

An equal workplace

Our culture and our employees should reflect the diversity to be found among our customers and in the wider world. This means that all employees irrespective of gender, gender identity, ethnicity, religion or other belief, disability, sexual orientation or age should be treated with respect and dignity. Everyone should also have equal rights and obligations within our organisation.

Each year at Input interior we produce a plan for active measures to counteract discrimination and promote equal rights and opportunities in the workplace. Our equality survey once again shows that 98% of respondents feel safe in the workplace and 95% are satisfied at work.

Equal pay for equal work

Production of the plan is preceded by an extensive survey of any pay inequalities, with goals and measures being formulated to actively prevent unjustified pay inequalities between men and women.

Our active measures are based on:

- Continuously investigating, addressing and following up on working conditions, employment conditions and pay, recruitment and promotion, training and skills development, as well as scope for combining work and family.

- Promoting gender equality.
- Developing guidelines and procedures to prevent all forms of harassment.

In addition, the pay of all Input interior employees is on a par with current reference wages.

Active work to ensure an equal workplace

At the time the statistics were produced, 675 people were working at Input interior. That figure includes permanent employees, part-time employees, fixed-term employees, hourly temps and contractors. Of the number who responded to the survey, 47% were women and 53% were men. Less than 0.5% indicated any other option for gender identity.

At Input interior we strive for greater diversity and more equal distribution of men and women in all positions and departments. During the recruitment process we endeavour, alongside skills requirements, to ensure workplace diversity in terms of gender, age, background and experience.

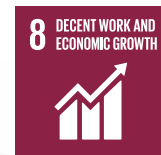
Input interior promotes equal treatment, and if two candidates are deemed equal for a particular post, we will select the under-represented gender.

Metrics for work/life balance

All Input interior employees are entitled to leave for family reasons through social policy and/or collective agreement. Leave for family reasons includes maternity leave, paternity leave, parental leave and leave to act as carer for a relative.

Incidents, reports and serious consequences

We have no reported incidents, fines, penalties or compensation to disclose for the period.



Input Academy

Our industry is constantly changing. Staying ahead of the curve and remaining relevant requires expertise. We believe it goes without saying that our employees should take part in training courses to develop their skills and have the opportunity to develop in their roles.

By giving our employees the right tools, we can ultimately also provide our customers with professional expertise as part of our offering. Input Academy is our training unit at Input interior. Employees can choose from a course catalogue and sign up for a variety of training courses. The courses are devised in conjunction with our experienced suppliers and are always kept up to date, reflecting the latest innovations from the market. This ensures that the expertise we add to our toolbox is relevant and sought after. Knowledge is put to direct use in everyday life where it can be transformed into expertise. Expertise that is necessary in order to respond to customer questions and challenges in the best way possible.

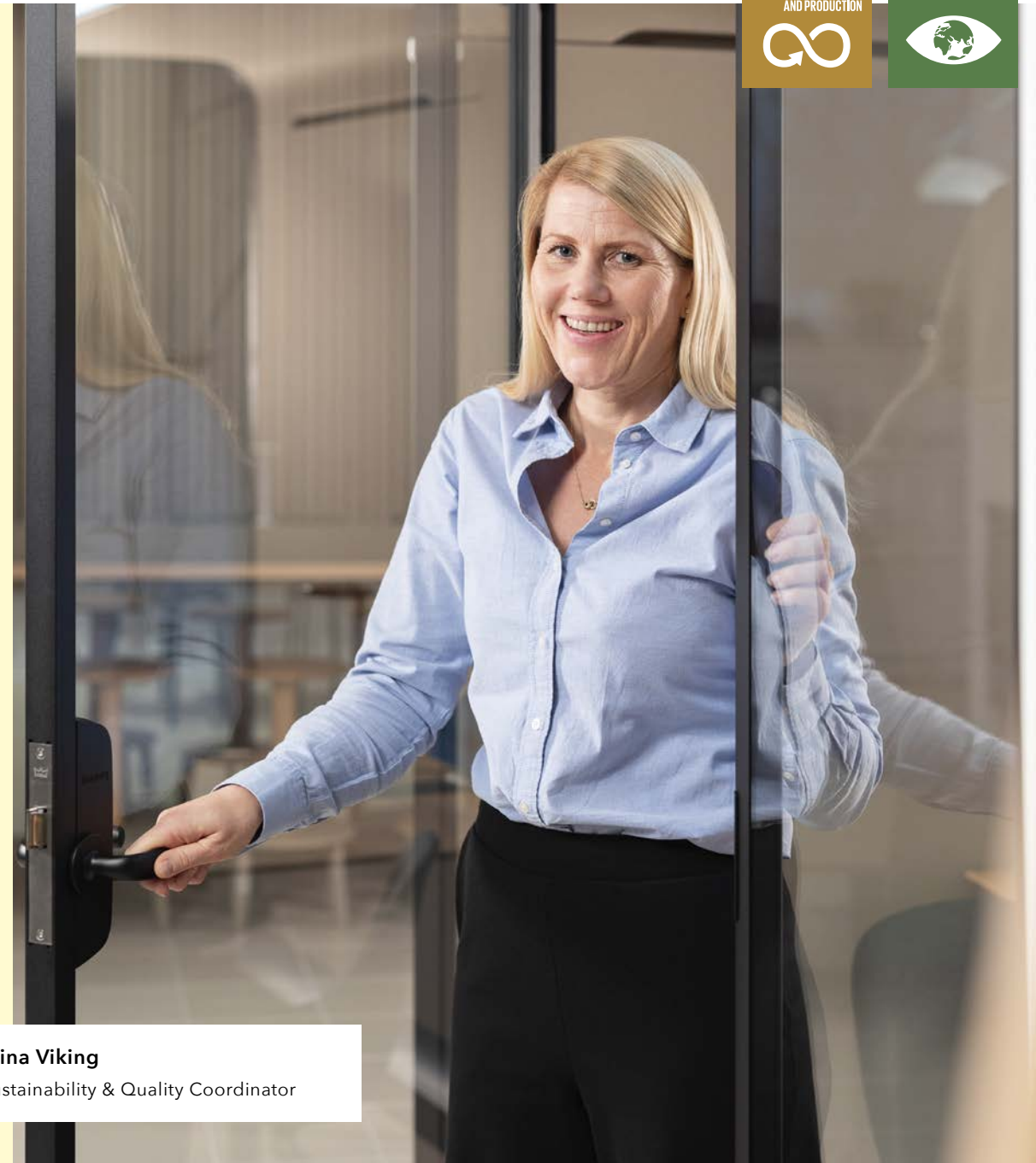
Up-to-date sustainability training

In order to increase awareness and improve knowledge of sustainability, we began planning a new sustainability training course in 2025. The course is more comprehensive than our earlier sustainability training and we plan to launch it in early 2026.

“The field of sustainability is rapidly evolving, and we can see there is huge demand for knowledge, both internally and externally. As more companies come under the new EU directives, demand for sustainable interior design solutions will only get higher. In order to effectively meet this demand, we need to communicate knowledge across the organisation. We will also look to use this knowledge to boost mindful choices and reduce our carbon footprint,” says Stina Viking, Sustainability & Quality Coordinator.

Stina Viking

Sustainability & Quality Coordinator



The physical **working environment**

Businesses and organisations are fundamentally about people. Collaboration and communication create common goals to take the business forward.

The importance of interior design

Interior design can save money, contribute to a sustainable society and increase employee productivity. It can support day-to-day work and create a platform for development and innovation. It can be ergonomic, improve wellbeing and reduce absenteeism. It can also clarify the brand, strengthen corporate culture and attract expertise. Yes, we are an interior design company, so it should come as no surprise that we focus strongly on the importance of interior design in a workplace.

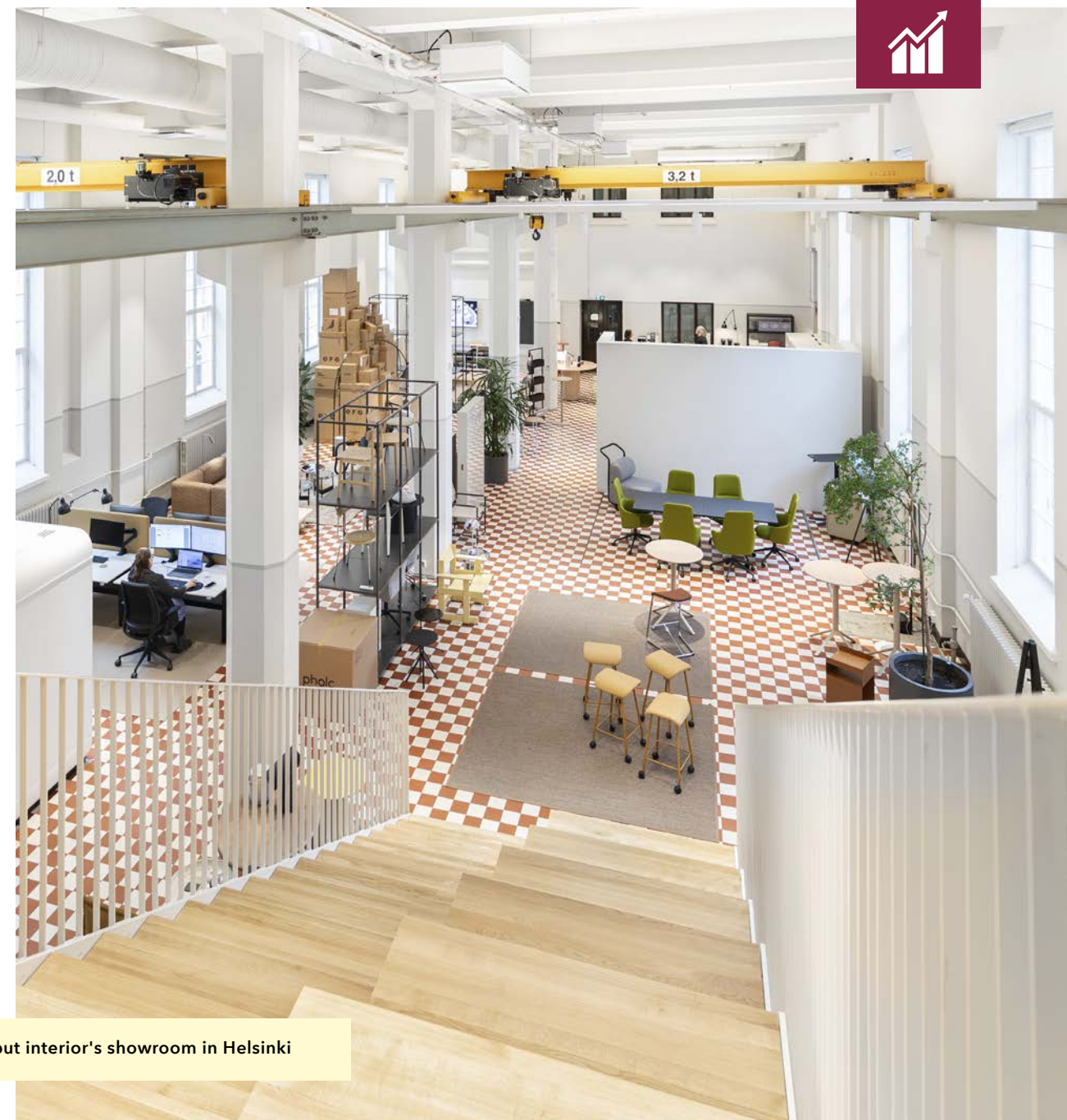
The Input model

The majority of our offices have activity-based furniture where employees themselves choose the environment according to the task in hand. This creates scope for flexibility and useful exchanges between colleagues as part of day-to-day activity. An activity-based layout provides room for more people in the same space and facilitates reorganisation.

Quality and convenience

Good ergonomics is not an advantage, it is a foundation. Our offices offer a wide range of workstations and options for finding the right working position. Our aim is to provide all employees with the right conditions to avoid excessive physical strain. Everyone should be able to vary their working position and incorporate movement into their daily lives. The aim is to combine quality and convenience. That's why we make sure everyone can alternate between standing and sitting, have access to the right lighting, have the option to screen themselves off if necessary, choose a chair according to their own preferences and much more.

Read more about how we work with ergonomics, both in our own organisation and for our customers, at inputinterior.com.



Input interior's showroom in Helsinki

Enablers

At Input interior we want to encourage employees to help create a better world. Building on the UN Sustainable Development Goals, we hope to increase awareness of and commitment to sustainability issues.

The focus on sustainability has grown stronger over time and today permeates our entire business. This ranges from training courses and occupational safety and health, to news stories and projects. Our **Enablers** concept is one of the latest initiatives to promote a more sustainable world.

What is an Enabler?

Enablers is an initiative where we give our employees the opportunity to engage in sustainable issues on their own. This means that an employee can apply to use paid working time to participate in a social sustainability project.

Since the start, we have had the privilege of supporting several employees in this way. Two of these are Carina and Jonna Hjertquist from Input interior in Växjö and Kalmar. You can find out more about their work to support women and children in Uganda.



Some of the children Carina Hjertquist met during her time in Mpigi, Uganda.

Enablers in Uganda

Enablers for Mpigi in Uganda

Enablers Jonna and Carina Hjertquist are involved with the group Swedish Organization for Women Empowerment (Sowe). The purpose of the organisation is to help vulnerable women and children in Mpigi, Uganda.

For starters, Carina and Jonna got involved in setting up a women's football team to strengthen female empowerment. Their involvement then extended to more projects, with the aim of helping to ensure a safer environment for women and children in the village.

Big fundraising project

Most projects are initially dependent on financial support. Consequently, fundraising is an essential element. 2024 saw a large-scale fundraising project, with an advent calendar on Instagram. Both Jonna and Carina were involved in producing content and supporting the fundraising efforts. The 24 advent doors introduced followers to residents of the village and gave an insight into ongoing projects. A total of SEK 45,000 was raised, which equates to 90 term fees, including school materials and lunches.

"The advent calendar contributed to progress in number of areas, so that's really cool to see. What we are doing has a huge impact for residents in the village and it means a lot that we can make a difference," says Carina Hjertquist, Sales Support at Input interior in Växjö.

Plans for the future

A great deal has happened from the start and Carina and Jonna are optimistic about the development in Mpigi. Nevertheless, there is much still to be done; for example, conditions for preparing meals are poor. Neither the equipment nor the environment for preparing food is of an adequate standard.

"Our top priority now is improving conditions for food preparation in the village. A large percentage of the work involves securing donations and aid to fund projects. We must also look at what options we have and how we can create a sustainable result," concludes Carina.

During their Enabler period both Jonna and Carina worked on projects from home. This generally means administrative tasks and ideas for current and future projects. They are planning to return to Mpigi again next year to support work on the ground. ■

About Mpigi

Mpigi is a town and a district located roughly 40 kilometres south west of the capital city of Kampala in Uganda. The district has an approximate population of 300,000. The region is known for its agriculture and its location alongside one of the country's main transport routes. This makes Mpigi an important transit town.*

Emilia Karlsson, board member and nurse, Kim Hjertquist, creator of the project, and Carina Hjertquist, participant in the project and Enabler at Input interior.



Interior design for **the whole community**

We work with both private and public stakeholders throughout society. Our products are found in all kinds of environments and are part of people's everyday lives.

Society is diverse, so we think furniture should be too. Our range is wide and offers great customisation possibilities. Based on the customer's wishes and needs, we always try to find solutions that take into account society at large.

During the year, we launched internal training courses covering the ISO standard **Design for All – Accessibility following a Design for All approach in products, goods and services**. The standard is about making the society we live in inclusive, recognising that all people are different and do not always have the same abilities and needs.

Case: Trygfonden's Family House

Together with Trygfonden and NERD Architects, we have been involved in the Trygfonden's Family House project in Aarhus.

Trygfonden's Family House has 22 family rooms and communal areas for socialising. Families whose children are undergoing medical treatment can come here for support during a difficult time. This activity-based home encourages creative activities, whether that be individually or as a group. It aims to give families the opportunity to create a new everyday routine and find relaxation despite tough circumstances.

"The most important thing has been to create inclusive environments where everyone can find a sense of comfort. There should be varied ways of participating and being part of Trygfonden's Family House. At the same time, it should be playful, somewhere children get to be children," says Tine Skovbjerg Overgaard, architect at NERD architects.

The building is from the early 2000s and already offered light environments. The interior design was therefore adapted to create a warm and cosy feel. Using furniture and lighting, the spaces have also been personalised to give an inclusive whole.

"High-quality, sustainable furniture is important in this type of environment, and ensuring it is adapted for health and care settings. At the same time, it should create a homely feel and give the families a chance to relax while they are going through a difficult time," says Jens Rosendal Pedersen, Project Sales Manager at Input interior.

"We feel proud to have played a part in creating Trygfonden's Family House. By sharing this type of project we hope to spark ideas for other similar initiatives." ■



Trygfonden's Family House



Our own rating system

At Input interior, we are constantly working to promote social responsibility and to ensure that human rights are respected – a part of that work is our unique rating system.

In March 2023, we launched our rating system to help us evaluate our suppliers based on their compliance with our Code of Conduct in the area of social responsibility.

The rating system is based on a self-assessment form that our suppliers are asked to fill in. To verify the responses given, relevant documents must be attached. The responses are then converted into points and, based on the score, the supplier is assigned a rating. This rating is visible to all Input interior employees on our intranet and simplifies the process of finding suppliers who excel in the field of social responsibility.

Together we can do better

The background to the system is a desire to improve our sustainability work and at the same time drive development in the industry. The aim is that our suppliers will want to boost their rating and thus improve their work processes in relation to social sustainability. If a supplier feels unsure about how to proceed, we support and guide them going forward. Together we can do better!

The system helps us create value for the people in our supply chain and unrivalled value for our customers.

It should be safe to work with Input interior, no matter where you are in the chain.

Work is progressing

At present, suppliers who account for 71% of our purchases have been allocated a rating. The work is ongoing and the current target is for 75% to have been rated by the end of the year.

“Work is progressing and during the year, we have focused partly on moving ahead with this work and auditing even more suppliers while also looking at prioritised suppliers, i.e. suppliers who for various reasons have ended up under scrutiny. It is essential for us to follow up and request additional documentation until we are satisfied with the responses. So this is a big reason why we use the rating system, to drive development in the supply chain,” says Sara Björkman, Bid Manager and supervisor for the rating system.



Sara Björkman

Bid Manager at Input interior

We are continuing to raise awareness

How can sustainability permeate every project and how do we challenge each other to make mindful choices? These are issues that we face in our sustainability work on a daily basis and it helps us to evolve.

One prerequisite for successful sustainability work is understanding what sustainability means. With that in mind we believe it is important to increase awareness and knowledge of this field. We have therefore continued to pursue activities to raise awareness as much as we can.

We have held a number of sustainability events across the country over the year and offered educational seminars. This included a sustainability week at our northernmost offices: in Luleå, Umeå, Skellefteå and Sundsvall. It attracted a number of visitors curious to check out interior design solutions of the future and how we can create a sustainable sector. Our sustainability manager has also been a guest speaker at a variety of external industry events. He participated in Möbelfakta and CCBUILD's webinar on circular furniture, talking about re-use in procurement and circular solutions for offices. He also attended the Stockholm Furniture Fair to take part in the TALK forum on circular economy.

Advocating stringent environmental requirements

Input interior works on procurements in Denmark, Finland, Norway and Sweden. In the context of RFIs, used in public procurement for questions and views, we make a point of advocating sound environmental and sustainability requirements.

Today, there are many more aspects to take into account than just the price of products. Input Interior's local offices work together with the central tender group to meet national sustainability requirements. They also assist each other on environmental and social responsibility issues.

Input interior has the broadest range of furniture and interior furnishings on the market. This means it is always possible to find and select products that fulfil demanding environmental and sustainability requirements. While the rating system helps us to select products with respect to social sustainability, ecolabels are a means of identifying interior furnishings from a sustainable environmental perspective.

Our range features the following labels:

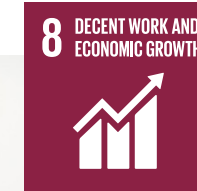


Input Pop-up in Malmö

Governance

At Input interior we have a strong motivation to address sustainability issues. We have a unified vision of what we want to accomplish and we take great responsibility for promoting this.

By setting the direction and creating a sound basis for mindful choices, we can contribute to a more just and sustainable world.



G1 Responsible business

Input interior's Code of Conduct

All Input interior's suppliers are required to sign a code of conduct that covers human rights, working conditions, work environment and environmental impact throughout the value chain.

Our Code of Conduct is based on and in compliance with:

- The UN's Universal Declaration of Human Rights.
- The International Labour Organization's (ILO) eight fundamental conventions on human rights at work.
- The UN's Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.
- The UN's universal principles for companies under the Global Compact.

Compliance with the requirements of our Code of Conduct is primarily ensured through a self-assessment form supported by relevant documents. Signing the Code of Conduct gives us a deeper insight into our suppliers' social responsibility and work on sustainability issues. If there are questions or ambiguities in the form, follow-up questions are applied according to procedure.

If Input interior deems there to be any non-conformance during the audit, this is addressed immediately and additional supporting documentation is requested. Should the supplier be unable to demonstrate compliance with the requirements, we draw up an action plan to achieve a solution together with the supplier.

The Norwegian Transparency Act

The Norwegian Transparency Act is based on the EU directive **Human Rights Due Diligence**, which sets out rules for medium-sized and large companies to identify, mitigate and report on risks to human rights in their operations.

For Input interior, this means conducting a review and risk analysis of our business, which we use to develop preventive measures that we actively implement. These are followed up on in an annual management review. The rating system plays a central role in this work, as it helps us identify risks in our value chain.

Input interior's review, risk analysis and action plans are summarised in an annual report. Read more about how we are complying with the legislation at inputinterior.no/apenhetsloven.



Governing documents and policies

Our governing documents are designed to clarify our approach to specific issues and how we expect our staff to behave.

Management, with the help of the ISO group, is responsible for producing and developing the documents. All our policies are available to our employees via the management system on the intranet. The documents also form part of onboarding for new employees.

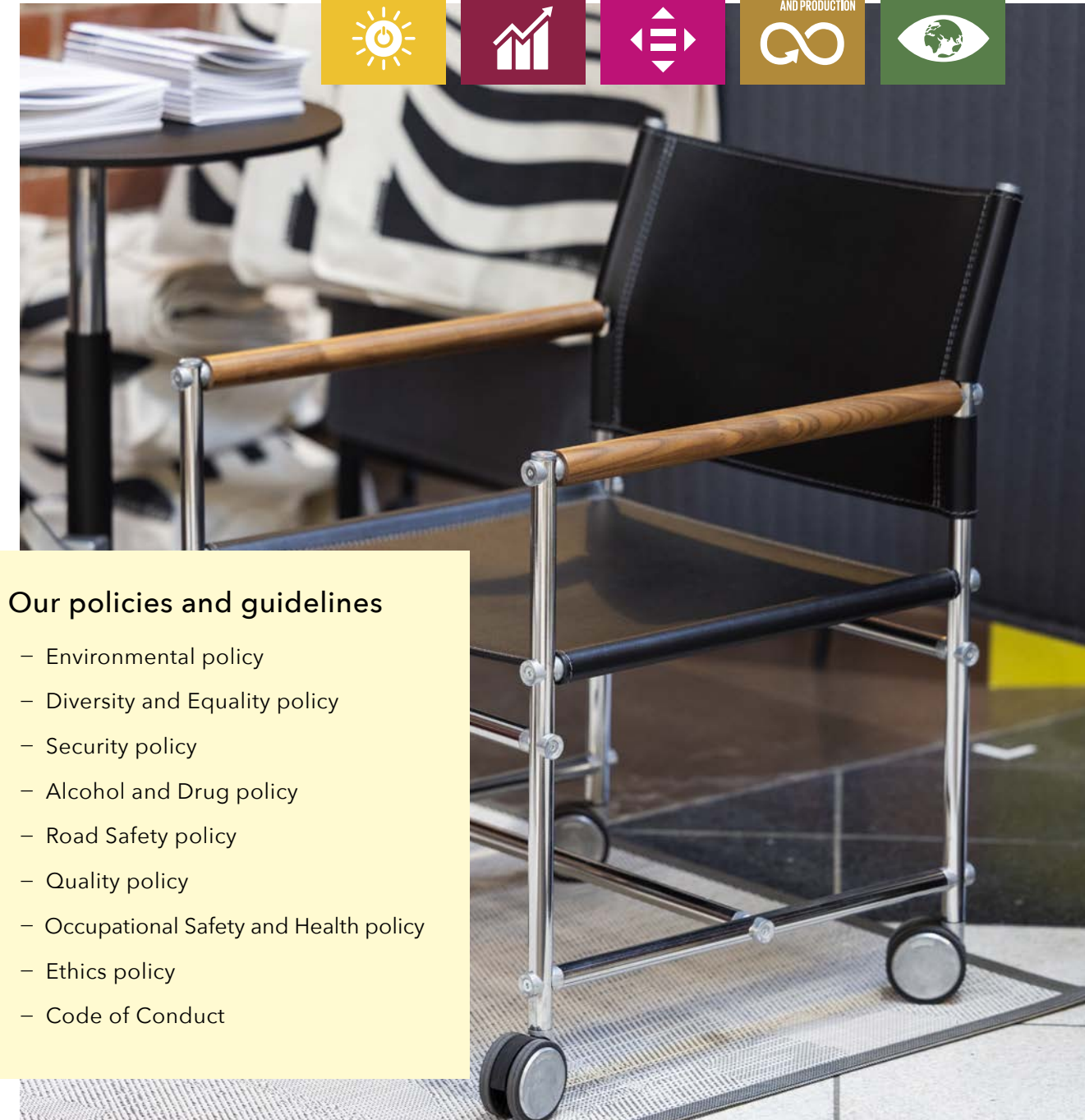
Whistleblowing

Whistleblowing is an alert from one or more individuals about irregularities and misconduct at companies, authorities and organisations. At Input interior, we encourage anyone who suspects serious wrongdoing to report it. You are guaranteed anonymity in the event of whistleblowing and the case will be handled with total confidentiality in accordance with EU Directive 2019/1937. We are committed to protecting whistleblowers – and our channel is safe, neutral and open to all. For more information on our whistleblowing function, please visit inputinterior.whistlelink.com.

Anti-corruption

Corruption, extortion or bribery in any form will not be tolerated. Information on our anti-corruption work can be found in our Code of Conduct and Ethics policy. Both are available to our employees via the intranet and the management system, and form part of our introduction pack for new employees.

Our suppliers are informed about our anti-corruption work through our Code of Conduct. We expect our suppliers to have procedures and processes in place to detect, address and manage potential corruption. Suppliers and their employees may not, directly or indirectly, offer inappropriate payments, gifts or other consideration for the purpose of obtaining an advantage for their activities, thereby influencing the objectivity of business decisions. Promotional activities, hospitality and gifts should be characterised by transparency, moderation and always have a natural connection with the business relationship. This also applies to agents and other intermediaries.



Our policies and guidelines

- Environmental policy
- Diversity and Equality policy
- Security policy
- Alcohol and Drug policy
- Road Safety policy
- Quality policy
- Occupational Safety and Health policy
- Ethics policy
- Code of Conduct



At Input interior we are constantly striving to be better and do more in our work towards a sustainable future. In this report, we have shown what we are doing to contribute to a better industry – and to a better and more sustainable world in the long term.

Ready for a new direction?

Please contact us if you are interested in or have questions about our sustainability work, our training courses or how we can improve together.

Sustainability Group, csr@inputinterior.se

Patrik Clavenstam, Sustainability Manager

patrik.clavenstam@inputinterior.se

+46 73 302 59 13

