

## Overview: Stakeholder engagement channels and key issues

This overview shows how we pursue our material topics through a strong interaction with our various stakeholder groups. At the same time, engagement across multiple channels reaches far beyond material topics wherever necessary.

Stakeholder	Key issues	Engagement channels
<b>Internal</b>		
<b>Employees</b> We aim to be a top employer and offer our employees valuable opportunities to grow personally and professionally.	<ul style="list-style-type: none"> <li>• Employees' well-being</li> <li>• Safe working conditions</li> <li>• Training and education</li> <li>• Good governance</li> <li>• Talent management</li> <li>• Diversity and inclusion</li> <li>• Non-discrimination</li> <li>• Beckers' sustainability footprint</li> <li>• Understanding Beckers' sustainability work and road forward</li> </ul>	<ul style="list-style-type: none"> <li>• Materiality survey</li> <li>• Global Employee Survey</li> <li>• Global Stream Teams</li> <li>• Internal communication (Townhall, Intranet)</li> <li>• Dialogue with union representatives</li> <li>• Health and safety committees</li> <li>• Feedback through Check-In Conversation</li> </ul>

# Overview: Stakeholder engagement channels and key issues

Stakeholder	Key issues	Engagement channels
<b>Owner</b> We are 100% owned by Lindéngruppen.	<ul style="list-style-type: none"> <li>• Good governance</li> <li>• Understanding Beckers' sustainability work and road forward</li> </ul>	<ul style="list-style-type: none"> <li>• Materiality survey</li> <li>• Board meetings</li> <li>• Annual Sustainability Contract</li> </ul>
<b>External</b>		
Customers		
<b>Customers (B2B)</b> We need a comprehensive understanding of the market, how customers use our products and their individual needs. Customer focus means we serve our customers by creating value through sustainable solutions that encompass both products and services.	<ul style="list-style-type: none"> <li>• Customer health &amp; safety</li> <li>• Good governance</li> <li>• Climate action</li> <li>• Product quality and performance</li> <li>• Collaboration and co-creation for and of sustainable innovation</li> </ul>	<ul style="list-style-type: none"> <li>• Materiality survey</li> <li>• Local surveys</li> <li>• Meetings with representatives</li> <li>• Local, flexible and professional customer service</li> <li>• Reports</li> <li>• Meetings at industry events</li> </ul>

# Overview: Stakeholder engagement channels and key issues

Stakeholder	Key issues	Engagement channels
		<ul style="list-style-type: none"> <li>• Workshops and pilot projects on sustainable product developments</li> <li>• Market research and business development</li> </ul>
<b>Specifiers and Original Equipment Manufacturers (OEM)</b> We benefit from a constructive exchange about needs and expectations with profilers, architects, contractors and specifiers, and OEMs.	<ul style="list-style-type: none"> <li>• Awareness of specifiers' needs</li> <li>• Understanding of leverage points (what they need to choose Beckers)</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings with relevant representatives</li> <li>• Industry research and collaboration with 3rd parties</li> </ul>
Supply chain		
<b>Suppliers</b> We rely on the products and services provided by our crucial partners. We cooperate for better synergies.	<ul style="list-style-type: none"> <li>• CSR assessment</li> <li>• Good governance</li> </ul>	<ul style="list-style-type: none"> <li>• Materiality Survey</li> <li>• Survey to main suppliers in each region</li> </ul>

# Overview: Stakeholder engagement channels and key issues

Stakeholder	Key issues	Engagement channels
	<ul style="list-style-type: none"> <li>• Respect of human rights and ensuring elimination of child labor</li> <li>• Interest and capacity in R&amp;D for more sustainable raw materials and products</li> <li>• Long-term relationships</li> </ul>	<ul style="list-style-type: none"> <li>• Signing of Supplier Code of Conduct</li> <li>• Participation in EcoVadis assessment and acting up on its results</li> <li>• On-site supplier audits</li> </ul>
	<ul style="list-style-type: none"> <li>• Healthy and safe working conditions</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainability workshops to evaluate joint developments with suppliers</li> </ul>
The world around us		
<b>Children &amp; Youth</b> We agreed to focus on this one global common cause and are now selecting NGOs, charities and partners to work with.	<ul style="list-style-type: none"> <li>• Access to basic needs (food, clean water, health services)</li> <li>• Access to education</li> <li>• Violence against children and young people</li> <li>• Risks to health and safety</li> </ul>	<ul style="list-style-type: none"> <li>• Through the NGOs Global Child Forum and Save the Children</li> <li>• Through contact points in our communities</li> </ul>

# Overview: Stakeholder engagement channels and key issues

Stakeholder	Key issues	Engagement channels
	<ul style="list-style-type: none"> <li>• Working conditions and their impact on family life (e.g., working hours, business travel or working abroad, flexible working time, pay, parental leave policy)</li> <li>• Potential exposure to harmful substances through applied coatings/chemicals</li> </ul>	
<b>NGOs and science (universities and research institutions)</b> We are focusing on technology scouting, i.e., looking outside the company and the traditional supplier base for emerging new technologies.	<ul style="list-style-type: none"> <li>• Latest research and innovation</li> <li>• Sustainability forecasts</li> </ul>	<ul style="list-style-type: none"> <li>• Workshops</li> <li>• Interviews</li> <li>• Collaboration and joint research project</li> </ul>

# Overview: Stakeholder engagement channels and key issues

Stakeholder	Key issues	Engagement channels
<b>Trade associations</b> We value the exchange with other actors in the industry about political and economic developments.	<ul style="list-style-type: none"> <li>• Latest research and innovation</li> <li>• Sustainability forecasts</li> </ul>	<ul style="list-style-type: none"> <li>• Industry events</li> <li>• Regular meetings</li> <li>• Participation in working groups</li> </ul>
<b>Legislators/ government/ regulatory/ local authorities</b> We take our responsibilities as a responsible corporate citizen seriously. We comply with or exceed all applicable regulations in the countries in which we operate. We aim to positively contribute in our communities.	<ul style="list-style-type: none"> <li>• Environmental impact</li> <li>• Local regulatory compliance</li> <li>• Product safety and labeling standards</li> <li>• Training and education</li> <li>• Quality of life for people in the community</li> </ul>	<ul style="list-style-type: none"> <li>• Personal meetings</li> <li>• Talks with authorities</li> </ul>