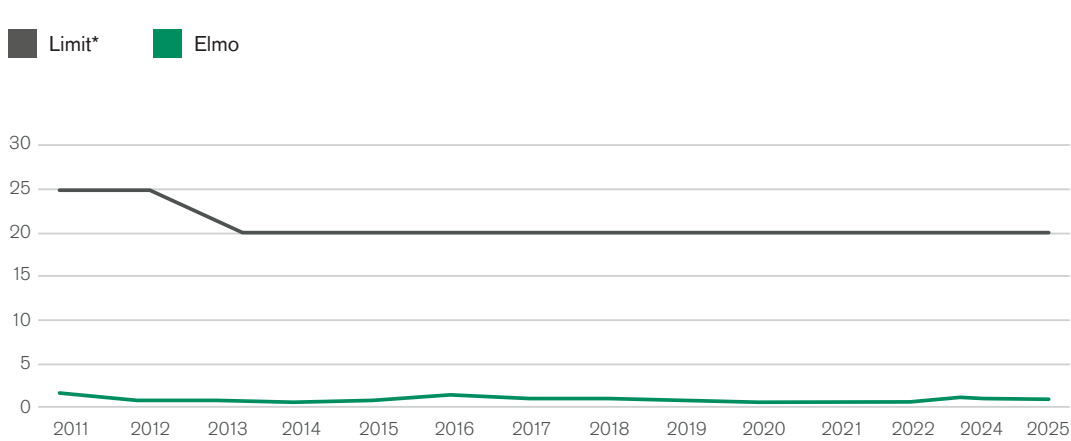


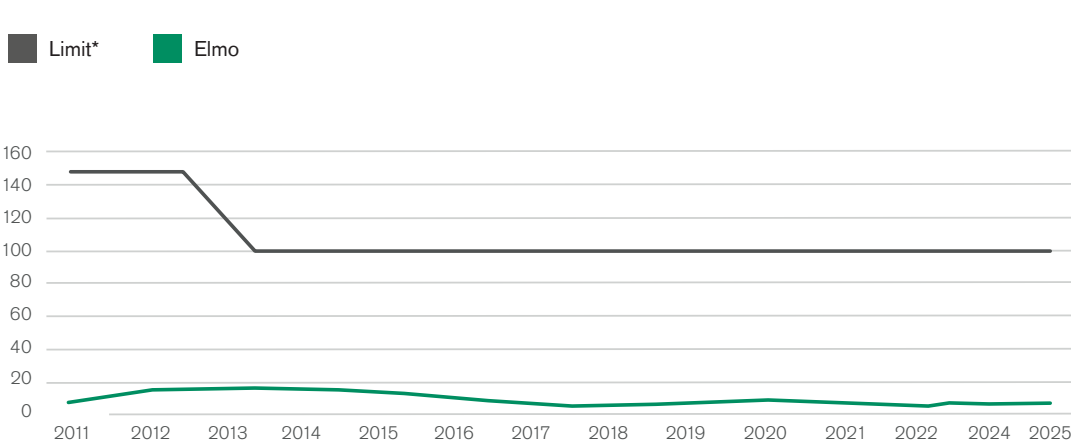
Sustainability Summary Report: Wastewater Summary 2011 – 2025

**Benchmark in water purification:
BOD average kg/day:**



Year	Limit*	Elmo
2011	25	1.7
2012	25	0.9
2013	20	0.9
2014	20	0.7
2015	20	0.9
2016	20	1.4
2017	20	1.1
2018	20	1.1
2019	20	0.7
2020	20	0.5
2021	20	0.6
2022	20	0.5
2023	20	1.2
2024	20	0.9
2025	20	0.8

**Benchmark in water purification:
Nitrogen average kg/day:**



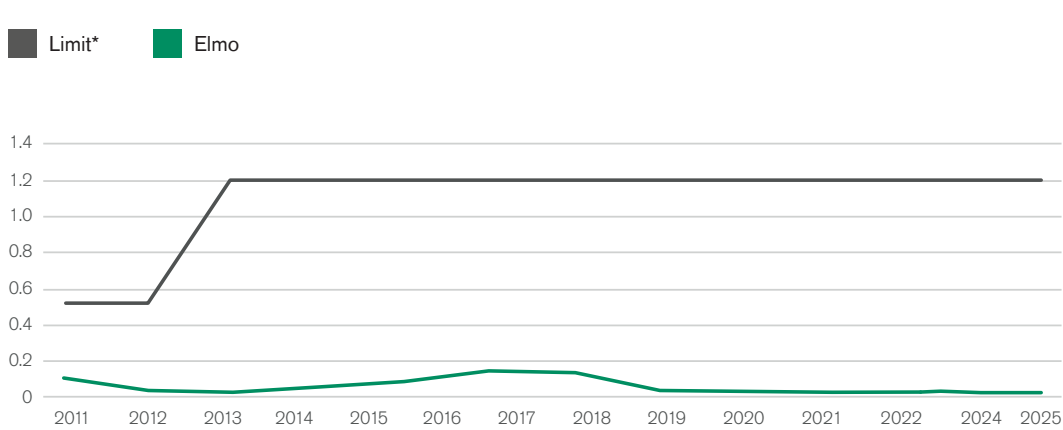
Year	Limit*	Elmo
2011	150	6.1
2012	150	13.4
2013	100	14.5
2014	100	13.0
2015	100	10.8
2016	100	6.6
2017	100	3.5
2018	100	4.2
2019	100	5.1
2020	100	7.9
2021	100	2.4
2022	100	2.0
2023	100	4.2
2024	100	4.3
2025	100	4.2

* According to environmental permit issued by Swedish authorities.

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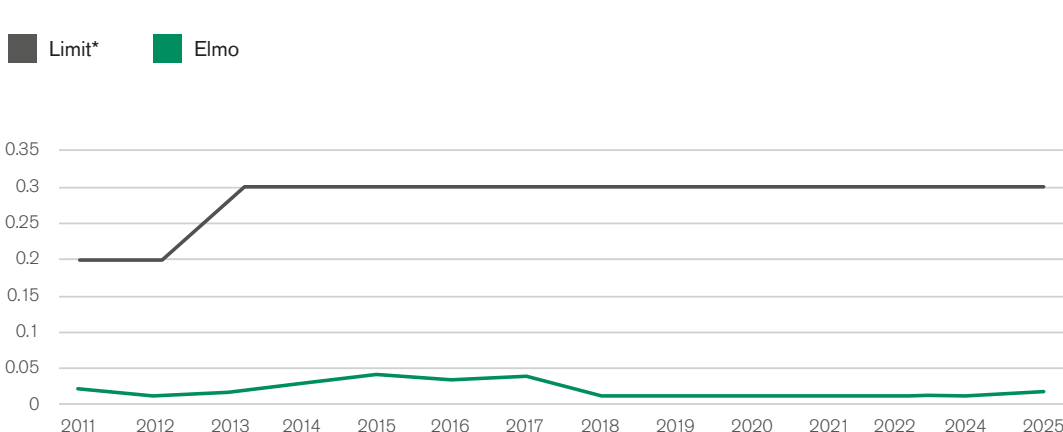
Sustainability Summary Report: Wastewater Summary 2011 – 2025

**Benchmark in water purification:
Phosphorus average kg/day:**



Year	Limit*	Elmo
2011	0.52	0.11
2012	0.52	0.04
2013	1.2	0.03
2014	1.2	0.06
2015	1.2	0.09
2016	1.2	0.15
2017	1.2	0.14
2018	1.2	0.04
2019	1.2	0.05
2020	1.2	0.03
2021	1.2	0.04
2022	1.2	0.02
2023	1.2	0.06
2024	1.2	0.03
2025	1.2	0.03

**Benchmark in water purification:
Chrome III average kg/day:**



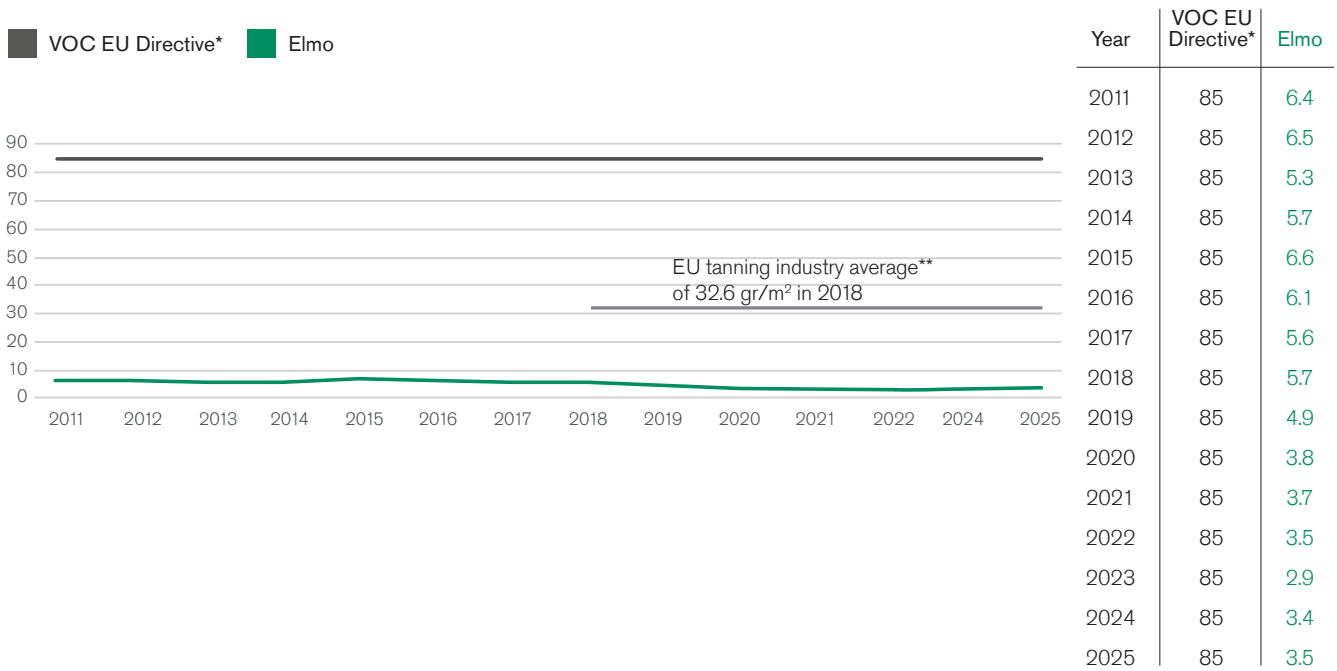
Year	Limit*	Elmo
2011	0.2	0.022
2012	0.2	0.013
2013	0.3	0.017
2014	0.3	0.029
2015	0.3	0.041
2016	0.3	0.035
2017	0.3	0.040
2018	0.3	0.011
2019	0.3	0.011
2020	0.3	0.010
2021	0.3	0.011
2022	0.3	0.009
2023	0.3	0.018
2024	0.3	0.017
2025	0.3	0.024

* According to environmental permit issued by Swedish authorities.

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Sustainability Summary Report: VOC 2011 – 2025

**Excelling in air emission reduction:
VOC average g/m²:**

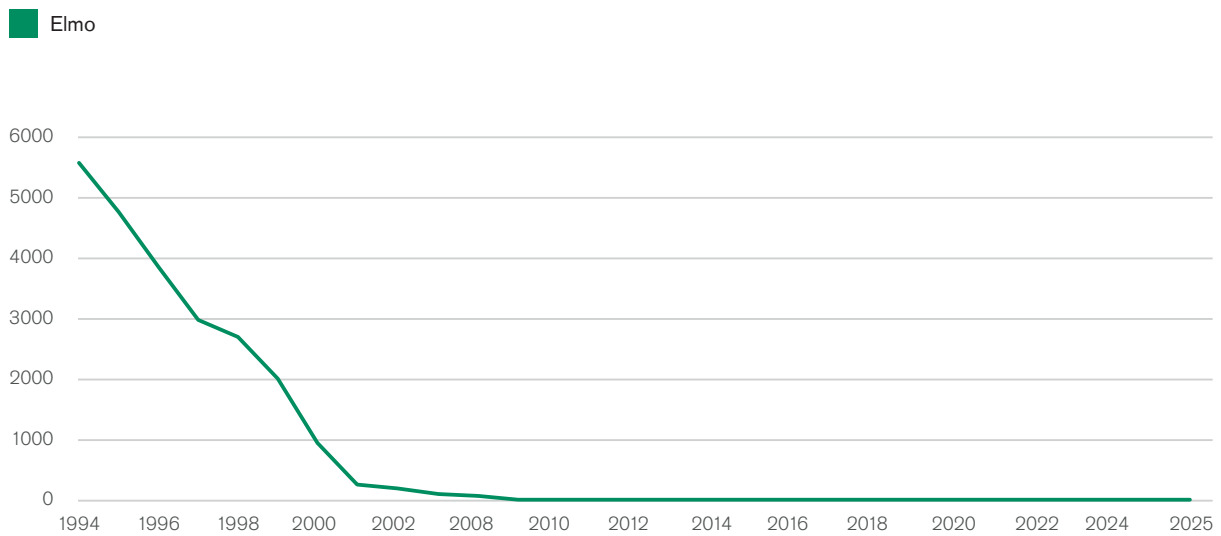


*EU directive 2010/75/EU of the European Parliament and of the Council on industrial emissions.

**Social and Environmental Report 2012, the European Leather Industry, Social & Environmental Report 2020, the European Leather Industry. For inquiries about this paper or elmo's sustainability work, contact Kent Johansson or email: environment@elmoleather.com

Sustainability Summary Report: Unsorted waste 1994 – 2025

Waste separation at source M³/year:

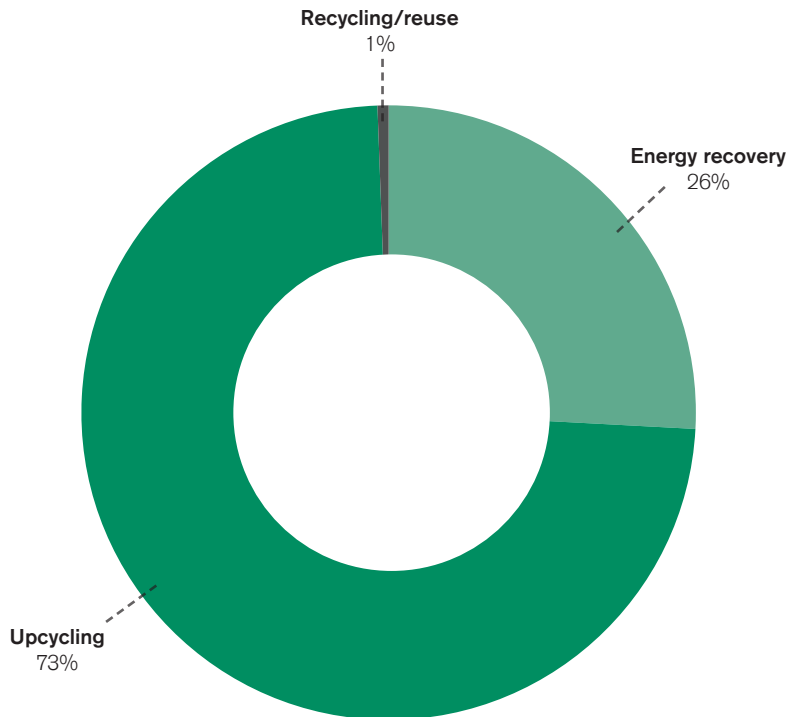


Year	Elmo	Year	Elmo	Year	Elmo
1994	5603	2001	270	2012	20
1995	4765	2002	210	2013	20
1996	3861	2003	110	2014	0
1997	3005	2008	60	2015	0
1998	2710	2009	20	2016	0
1999	2020	2010	20	2017	0
2000	957	2011	10	2018	0
				2019	0
				2020	0
				2021	0
				2022	0
				2023	0
				2024	0
				2025	0

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Sustainability Summary Report: Circular economy process related 2025

ECO - Elmo Circular Operating model – 100% circular manufacturing
Upcycling, recycling & energy recovery (2025). Zero process waste - no landfill



Upcycling:

- Environmental friendly fertilizer.
- Gelatin or food industry production.
- Biogas for vehicles.
- Accessories.
- Etc.

Energy recovery:

- Tanning process remains.
- Sludge from our own biological waste water treatment plant.

Recycling/reuse:

- Plastic, paper, cardboard and metal etc., is all recycled or reused.

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