

# It all begins with green chemicals

SUSTAINABILITY REPORT 2021

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**Sekab**  
SWEDISH ETHANOL CHEMISTRY

# Welcome to our 2021 Sustainability Report

This report helps us further improve our holistic approach to matters of sustainability, and serves as an important tool for communicating our work to contribute to a more sustainable world.

**It all begins with green chemicals.**

## Contents

01	<b>The CEO has the floor</b>	<b>03</b>
02	<b>This is Sekab</b>	<b>06</b>
	Sekab as part of a sustainable society	07
	Business model	08
	How we work	09
03	<b>Stakeholders</b>	<b>12</b>
04	<b>Risks and risk management</b>	<b>16</b>
05	<b>Focus areas</b>	<b>20</b>
	Employees	24
	Responsible business	30
	Climate and energy	32
	Corporate social responsibility	36
06	<b>Concluding words</b>	<b>42</b>



**Sekab BioFuels & Chemicals AB | 556263-4088**

This report has been prepared in accordance with the sixth chapter of the Swedish Annual Accounts Act and forms part of the Directors' Report in the Annual Report for Sekab BioFuels & Chemicals, fiscal year 2021. The report provides stakeholders with perspectives on how we as a company create value for our owners and for the society in which we work.

# Together we succeed



**A green industrial revolution** is sweeping across the world, and billions are being invested in creating sustainable new products and services. This development is driven by clear demand for green alternatives to old, unsustainable options. Sekab is perfectly positioned to be an important part of this journey. We are now seeing how what we have been hoping and working for is becoming a reality. The green and sustainable is now also the choice for profitable business.

**2021 is a year that I will remember** for many reasons. It is the year I stepped in as CEO at Sekab after over two decades at one of Sweden's biggest technology consulting firms. What I find both appealing and energizing about working at Sekab is the opportunity to work in a local, sustainable chemical company that can contribute to solving the global environmental challenges of our time. By developing, producing and selling green technology and sustainable chemicals, we are a part of a green industrial revolution that will fundamentally change how we produce goods and services.

**It has become clear to me** that for Sekab to succeed, we must work with others who share our ambition to achieve the necessary industrial development for a sustainable world. We are building our success through strategic collaborations with world-leading players. I can proudly conclude that Sekab is a green contender in an industry that is in great need of renewal.

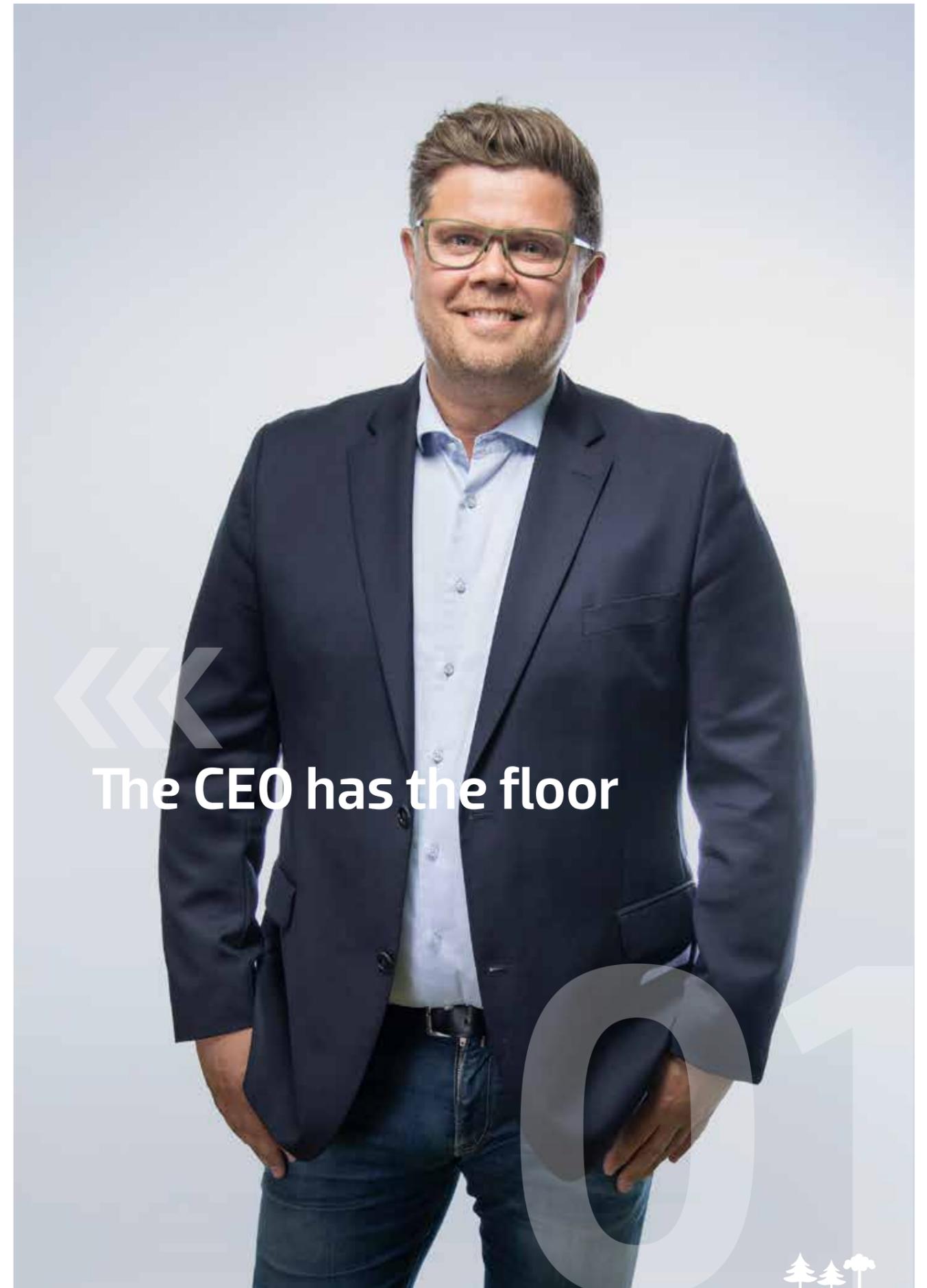
**One of many positive events** of 2021 is that Sekab is investing over SEK 100 million in increased production of bio-based chemicals. Sekab has a unique position in the European chemical industry: in many cases, we are the sole provider of our products, which are produced without any fossil raw materials at all. Demand for these products has accelerated in 2021 and we are seeing a significant need for business development and investments in order to meet this sharp rise in demand.

“**Sekab has a unique position in the European chemical industry: in many cases, we are the sole provider of our products, which are produced without any fossil raw materials at all.**”

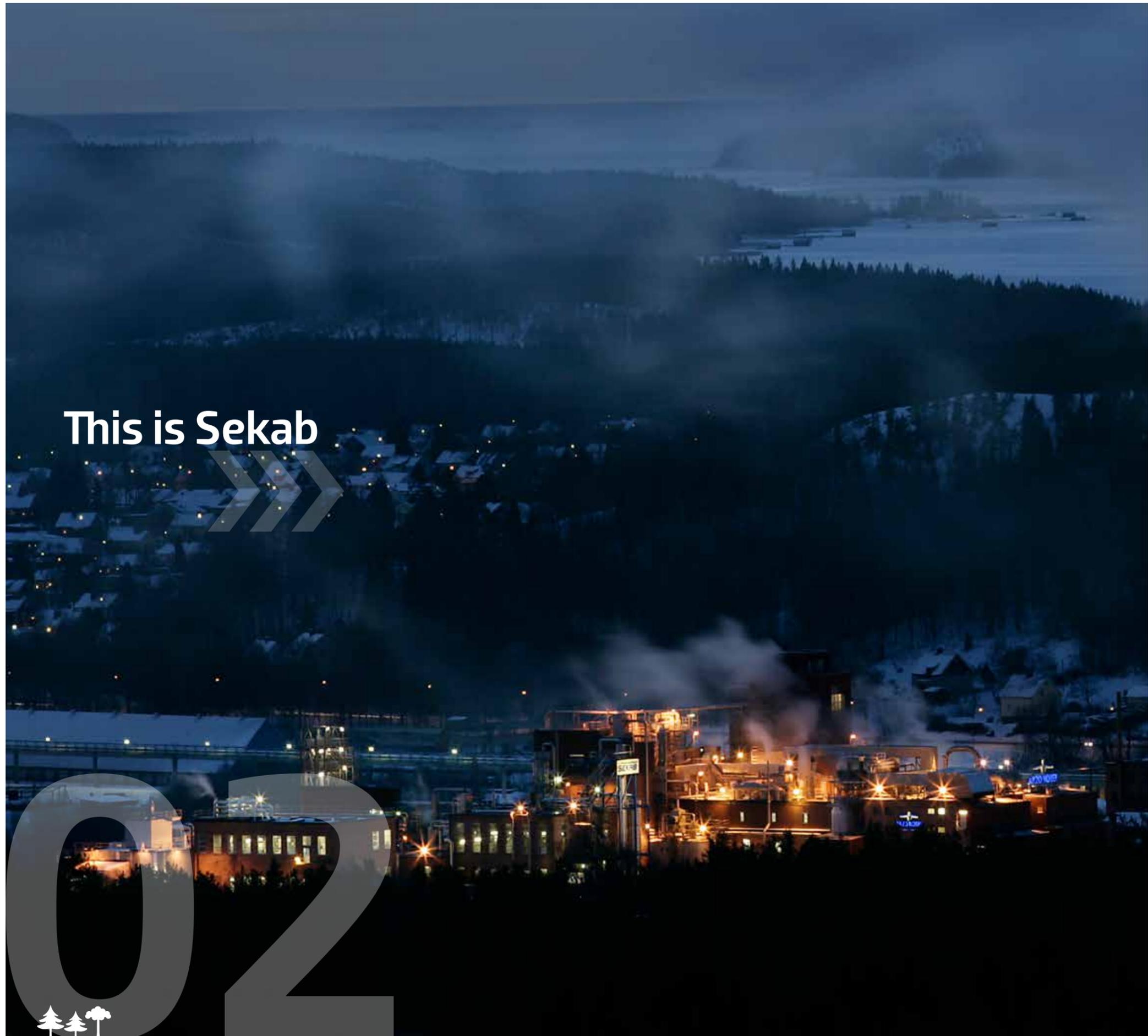
**Sekab's operation is a leader** in both sustainable chemical production and innovative technological development. This is an unusual combination for a smaller company, and something of which I am very proud. In 2021, we have developed our technology platform, which is essentially about phasing out fossil products by producing more from bio-based materials, for example from residual streams from the forestry industry. Now it is time for our knowledge to make an even bigger difference. In 2022, the commercialization of Sekab's technology will be highly prioritized, especially because this knowledge is so clearly leading us toward a more sustainable world.

**On my own account**, the year contains a new organizational structure and strategic platform. This includes everything from values and culture to commercial development of technology, products and business relationships. I would like to say thank you to all of the fantastic colleagues who have patiently listened and shared their knowledge and experience in this work. I am proud to be part of Sekab and to get to work on a daily basis with such incredible colleagues, customers and partners for a sustainable future. Sekab's operation is built on a historic legacy. We know that with a base in northern Sweden, we can change the world for the better. We have done it before, and we will do it again.

Mikael Fränckel, CEO Sekab



Sekab as part of a sustainable society



# This is Sekab



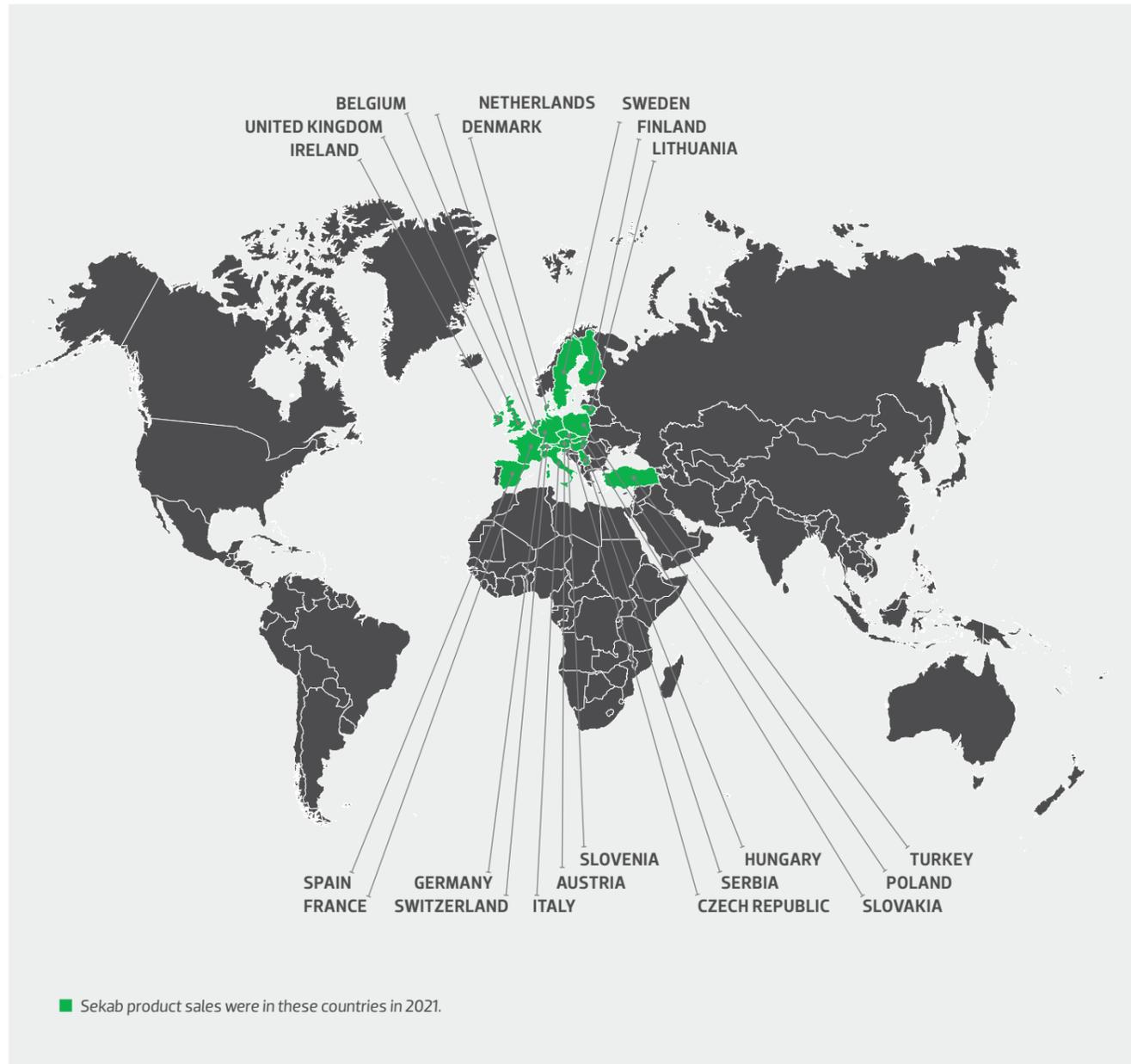
## For reduced dependence on fossil raw materials

*Sekab is a green chemical company and a part of High Coast Innovation Park in Domsjö, outside of Örnsköldsvik. Our research and development are prominent, and at the same time, we are taking our knowledge all the way to finished products and methods.*

In the development process, the Biorefinery Demo Plant in Örnsköldsvik is a unique and important asset, as is our investment in biorefinery technology, which makes it possible to make the most out of forestry residual products.

In our production facility, we refine and convert bioethanol into chemical products such as acetaldehyde, ethyl acetate, acetic acid and various blend products. Our chemicals are green building blocks that are used in numerous industrial processes and products. Inks, paints, varnish, perfumes, pharmaceuticals, cleaning products and windshield washer fluid are some examples of the end results of our chemistry.

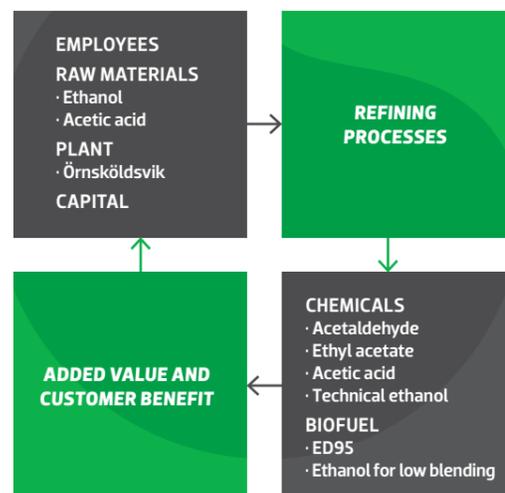
**Our ambition is to be the world's greenest chemical company.**



## We make Europe greener

Sekab's bio-based chemicals and fuels help our customers phase out unsustainable products and processes. We are a part of a green industrial revolution that is fundamentally changing how we produce goods and services.

We create value for owners, employees, customers and society by driving the development toward a sustainable society and increasing the use of renewable raw materials and sustainable products.



## HELA Sekab

In late 2021, Sekab began to work on the development of a new strategic platform. We are calling it HELA Sekab, and HELA stands for the Swedish words for sustainability, efficiency, profitability and attractiveness. The basis of this work is Sekab's common story:

"We are the green chemical company Sekab. Our business contributes to a more sustainable world. Our bio-based chemicals and fuels help our customers phase out unsustainable products and processes. We are a part of a green industrial revolution that is fundamentally changing how we produce goods and services.

Sekab's research and development is prominent, and at the same time, we are taking our knowledge all the way to completed products and methods. We are building our success through strategic collaborations with world-leading players.

Sekab's operation is built on a historic legacy. We know that with a base in northern Sweden, we can change the world for the better. We have done it before, and we will do it again."

### LOOKING AHEAD

In 2022, work with HELA Sekab will continue. We are updating our goal documents and key figures. All activities, business and processes will be permeated by our four cornerstones:

**Sustainability | Efficiency | Profitability | Attractiveness**

## Values

Our values are an incredibly important part of the HELA Sekab aspect of attractiveness. They help us gather around, live and realize our vision. Three selected characteristics which permeate our actions, our hiring process and our interactions are: Commitment, creativity and trust.

### Commitment

**Sekab's employees are committed**

- We value transparency
- We help one another
- We have fun at work together

### Creativity

**Sekab's employees are creative**

- We are solution-oriented
- We are curious and responsive
- We work together for continuous improvements

### Trust

**Sekab's employees have trust**

- We respect one another
- We communicate clearly
- We create a safe workplace together

# Starting points for sustainable business

**Sustainability is at the core of all of Sekab's activities. Our vision for sustainability is based on the UN's Sustainable Development Goals of Agenda 2030. Sekab's bio-based products contribute to a more sustainable world and reduced emissions. Sekab will also work for social sustainability by being a good employer and a responsible and present player in our local community.**

The policy documents in the area of sustainability comprise a number of guidelines, and the overall corporate policy is an integrated health, safety and environmental policy (HSE policy). The purpose of our HSE policy is to clarify Sekab's position that health and safety must always come first and that consideration must be given to the external environment, as long as it is environmentally justified and economically feasible.

Our code of conduct also clarifies how the company will behave as an employer and business partner. The basis is to conduct operations in accordance with the ten principles of the UN Global Compact. Our code of conduct includes areas that are also covered by three additional guidelines: the gender equality and diversity

policy, the purchasing policy, and the sales policy. These are all connected to the area of sustainability.

Sekab also operates according to the environmental standard ISO 14001 and the quality standard ISO 9001.

### Most important sustainability issues

A materiality analysis has helped us to map the most important issues for the company and stakeholders in terms of sustainability. The analysis included both internal and external stakeholders (board/owners, employees, customers and suppliers) and the results of the analysis laid the foundation for developing Sekab's sustainability report.



**MORE ABOUT THE 2030 AGENDA**  
and the Sustainable Development Goals can be found at [www.globalgoals.org](http://www.globalgoals.org)

## 2030 Agenda

Through the Sustainable Development Goals and the 2030 Agenda for Sustainable Development, from January 1, 2016 to 2030, countries around the world have undertaken to:

- End poverty and hunger everywhere
- Fight inequality within and among countries
- Build peaceful, just and inclusive societies
- Protect human rights
- Promote gender equality and empower all women and girls
- Ensure lasting protection for the planet and its natural resources

The Sustainable Development Goals help us to identify the sustainability aspects of our business, to meet the expectations placed on us, and to realize our vision of being a benchmark company for sustainable development in the chemical and biofuels industry.

The Sustainable Development Goals have provided a structure for our sustainability report: we have connected to our four focus areas the seven goals that are particularly important to Sekab and our report.

Read more on page 22.

## Responsible Care

Sekab participates in the chemical industry's program for Responsible Care. Participation involves the company committing to work based on several guiding principles; to work with continuous improvements in safety, health and the environment; and to openly provide information about the operation and its progress.

We annually report a number of key performance indicators (KPIs) on safety, health and the environment to IKEM, which compiles a common status report for the chemical industry in Sweden.



## Growing through dialogue

Employees, customers, suppliers, owners and society are all important to our business and our continuous development. Our aim is therefore to always maintain an open, simple and clear dialogue with our stakeholders. Their opinions, expertise and input are essential for our understanding of the expectations of us as an employer, supplier, partner – and not least, of our work with sustainability.

Sekab's priority stakeholders are the groups with the greatest impact on and/or most impacted by the company's operations: employees, customers, suppliers, owners and society in general. These primary stakeholders have different expectations and requirements with regard to Sekab's sustainability work. On the next spread, we list our channels and dialogue areas for each group of stakeholders.



# Stakeholders

# Stakeholder groups

Channels and dialogue areas



## Employees



**Dialogue areas**

- Safe work environment
- Positive work climate
- Values
- Good leadership and employeeship
- Gender equality and diversity
- Attractive employer
- Skills supply
- Skills development

**Channel for dialogue**

- Employee survey
- Goal and performance reviews
- Management team
- Workplace meetings
- Internal training programs
- Union cooperation
- HSE council and safety committee
- OSE rounds

## Customers



**Dialogue areas**

- Certification
- Quality and traceability
- Climate impact
- Manufacturing process
- Profitable business
- Delivery reliability
- Code of conduct

**Channel for dialogue**

- Personal meetings
- Customer service
- Networks and collaborative projects
- Conferences
- Questionnaires
- Procurements
- Digital platforms
- Customer satisfaction survey

## Suppliers



**Dialogue areas**

- Profitable business
- Delivery reliability
- Quality
- Certification
- Climate impact
- Work environment
- Responsible business

**Channel for dialogue**

- Supplier assessments
- Meetings
- Daily contact
- Conferences
- Collaborative projects

## Owners



**Dialogue areas**

- Corporate governance and development
- Profitability
- Sustainable development
- Responsible action

**Channel for dialogue**

- AGM
- Board
- Annual report
- Sustainability report
- Monthly and tertiary reports
- Board evaluation
- Audit committee
- Compensation committee

## Society



**Dialogue areas**

- Climate impact
- Sustainable development
- Job opportunities
- Domestic production of chemicals and biofuels

**Channel for dialogue**

- Meetings with decision-makers
- Lectures
- Membership in industry organizations
- Networks
- Digital platforms
- PR activities/op-eds
- Consultation responses

## Risks and risk management

## Structured risk management

*An important aspect of operational governance is continuously analyzing and managing risks that may have a negative impact on Sekab. A solid understanding of the risks and follow-up of changes to the risk profile provide conditions for making informed decisions. In turn, these decisions contribute to creating opportunities and fulfilling the company's strategic goals.*

To ensure a thorough overview of the risks to which the operation is exposed, we take a structured approach to identifying, analyzing, evaluating and managing risks. In addition, risk analyses are conducted regularly in conjunction with projects, investments and operational changes. The annual strategic risk management process results in the identification of a number of risks with different priority levels. These risks are categorized as financial, operational or strategic risks.

**Financial risks** could potentially impact Sekab's earnings and financial position. We may be exposed to interest rate risk, foreign exchange risk, credit risk, financing risk and liquidity risk.

**Operational risks** may be directly attributable to Sekab's business operations, with a potential impact on sustainability, earnings and financial position.

**Strategic risks** may entail long-term consequences for Sekab's business operations. This could include changes in the world with potentially significant effects on the operation and business goals.

**RISKS.** Our risks in the area of sustainability are primarily operational. They are closely connected to our focus areas. The following is a report of these risks.



**IT RISKS**

IT is a critical part of Sekab's operation. Secure, satisfactory, and well-protected functioning of the IT environment is fundamental. Identified risk areas include cyber attacks and inadequate maintenance, which could lead to immediate downtime for the business. Downtimes can become extensive in scope and affect large parts of the business for long periods of time. This can have significant consequences for both the financial result and the company's brand. We therefore conduct systematic IT security procedures, which include mapping IT risks, external monitoring, and regular maintenance. The focus is on preventive measures to ensure access to information and IT tools.

**Focus area: Responsible business**



**OCCUPATIONAL HEALTH AND SAFETY RISKS**

Occupational accidents at Sekab could lead to injury, or in the worst case, to death of an employee. Sekab's operations involve handling large quantities of flammable goods. A process accident at the plant could entail a severe chemical accident involving multiple deaths in the worst case, as well as significant property damage. From a legal perspective, a severe occupational accident could lead to fines or other legal sanctions. A severe chemical accident could also lead to lengthy production shutdowns and a damaged brand. To prevent incidents and accidents at the workplace, Sekab works systematically with matters of occupational health and safety, as well as fire safety. This work includes process and safety audits, regular training, follow-up and learning from incidents and accidents, quality-assured procedures for protection and safety, as well as work within the operation overall.

**Focus area: Employees**



**INFRASTRUCTURE RISKS**

Sekab's products are currently delivered primarily via sea and rail transports. Secure and reliable deliveries are a high priority for our customers. Being able to deliver using various delivery methods makes us less dependent on a single mode of transport. The Sekab logistics chain may involve road, rail and sea transports. We also actively participate in forums, and provide information and hold dialogues with decision-makers to ensure that matters of infrastructure related to our business have a high priority in society. We actively work with internal/local infrastructure risks through a so-called Business Continuity Plan (BCP) to prevent lengthy and expensive operational interruptions in our plant.

**Focus area: Responsible business**



**ETHICAL RISKS**

Ethical risks could involve Sekab's employees not acting in accordance with the company's code of conduct. Ethical risks could also be associated with human rights violations in the supply chain. This could lead to fines, legal sanctions and a damaged brand. Good business ethics and transparency shall permeate everything we do. We ensure our operation through the clarity of our commitments and the requirements we make of our suppliers. A clear code of conduct and continuous supplier audits prevent ethical risks.

**Focus area: Responsible business**



**ENVIRONMENTAL RISKS**

Sekab's operations involve handling large quantities of chemicals. A large spill would affect the local environment and could lead to legal sanctions, as well as a damaged brand. Consideration for the external environment is always a high priority for Sekab's business. As part of our environmental work, we monitor and evaluate our operation from an environmental perspective in order to prevent accidental spills.

**Focus area: Climate and energy**



**RISKS RELATED TO REGULATORY CHANGES**

Laws, regulations and policy instruments for ethanol, fuel and chemicals can impact production conditions and profitability. It is therefore important to actively monitor changes and adapt operations accordingly. There is a risk that standards will be adopted that enable "green-washing" which weakens Sekab's competitiveness as a supplier of bio-based chemicals, with a connection to physical/chemical traceability. EU management of state aid rules and energy directives complicates national implementation of high-blend fuels in the quota obligation, which impacts market conditions for ethanol as a fuel. By actively participating in the debate and decision-making groups, Sekab can work for good conditions for bio-based chemicals and fuels.

**Focus area: Corporate social responsibility**



**SUPPLIER-RELATED RISKS**

If suppliers do not act in compliance with applicable laws, conventions, and agreed terms and conditions, this could lead to violations related to the environment, rights and occupational health and safety. Furthermore, the actions of an individual supplier could lead to quality deficiencies, delayed deliveries, and production interruptions, which could have a negative impact on Sekab's profitability and brand. When procuring goods and services, Sekab uses suppliers that can continuously meet needs, requirements and expectations. Sekab's environmental code and code of conduct are always communicated to suppliers, which clarifies our expectations. Supplier assessments provide us with qualitative assessments of our major suppliers.

**Focus area: Responsible business**



**RISKS RELATED TO SKILLS**

Attracting, recruiting, maintaining and developing employees is crucial for short- and long-term competitiveness. The right skills are important for achieving our business objectives. Sekab shall be an attractive employer with good leadership and employeeship. We encourage skills development and ensure that the company has the right skills over time through strategic work with skills supply plans. Sekab holds dialogues with universities and upper-secondary schools. We also collaborate with KOMTEK, a municipal technology and entrepreneurship center, and support their work to awaken interest in chemistry and technology in children and adolescents.

**Focus area: Employees**



Focus areas

# Responsibility at all levels

Sekab's operation affects people and the environment throughout the value chain, from the choice of raw materials and production to distribution and end use. We run the business responsibly and with a long-term approach. In dialogue with customers, suppliers and other stakeholders, we focus on issues and areas in which we can have an impact and where our sustainability work contributes to making a difference.

Sekab's sustainability initiatives are described within these four focus areas:

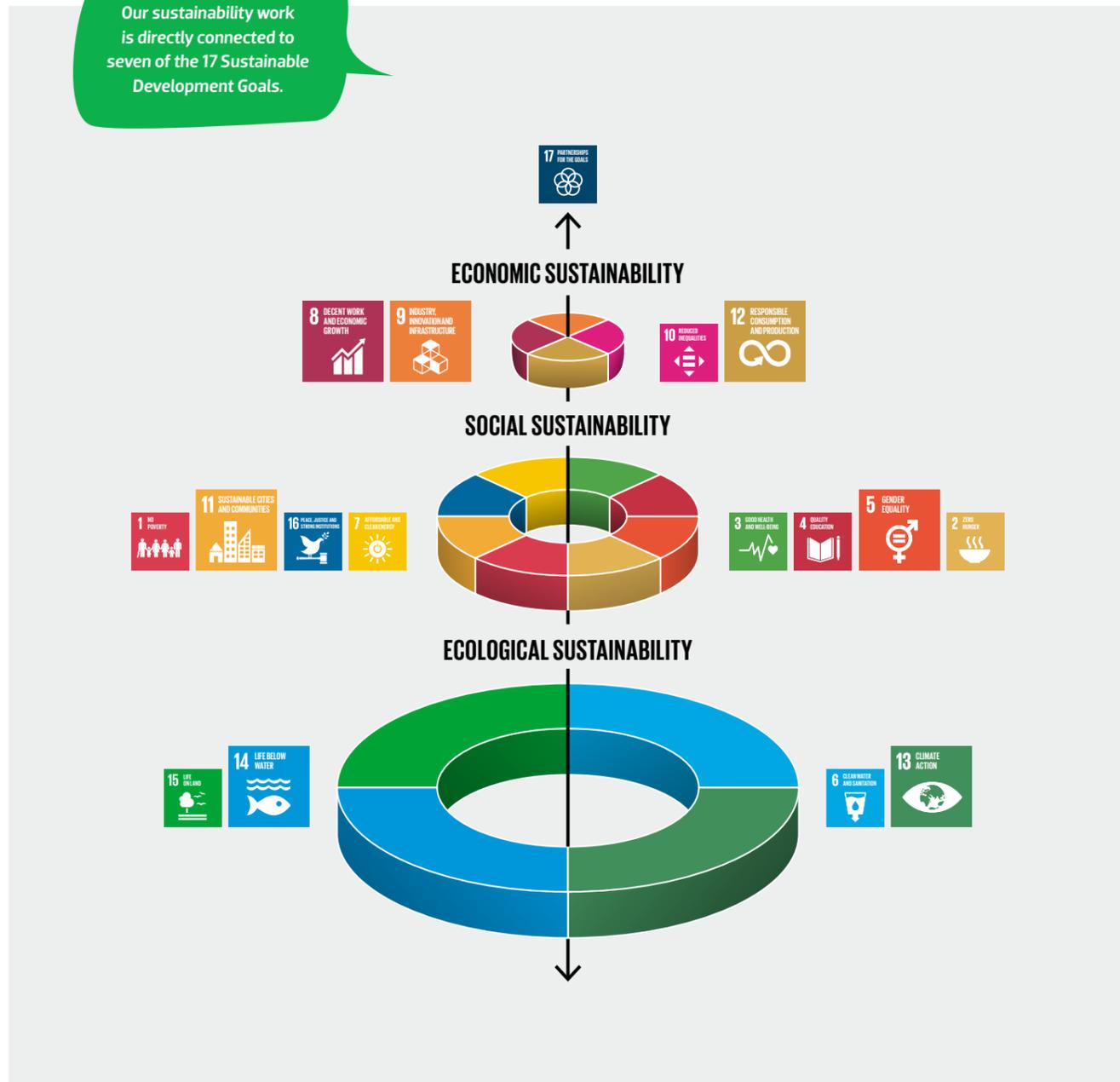
- **Employees**
- **Responsible business**
- **Climate and energy**
- **Corporate social responsibility**

# Seven selected goals

Through our expertise and type of operation, we have the opportunity to contribute to seven of the UN's Sustainable Development Goals (SDG): numbers 5, 8, 9, 11, 12, 13 and 14. Within our focus areas for the business, we actively work to steer toward the relevant Sustainable Development Goals for each area. Also note the SDG labels in the rest of this report.

Sustainable Development Goals	Focus area	Goals and performance indicators
	<b>Employees</b> • Safe work environment • Gender equality and diversity • Skills supply and skills development	• Safety goal – Reduce the number of uncontrolled incidents that could lead to a severe chemical accident to a maximum of one occurrence per five-year period • Sickness absence • Gender distribution • Number of completed performance reviews • Training hours/employee • Staff turnover • Average length of employment
	<b>Responsible business</b> • Customer satisfaction • Responsibility in the supply chain	• Customer satisfaction • Share of completed certifications among raw material suppliers
 	<b>Climate and energy</b> • Renewable products and technology • Energy use • Air emissions • Water emissions	• Share of renewable energy • Amount TOC to air • Amount TOC to water
	<b>Corporate social responsibility</b> • Advocacy • Technology development	• Number of consultation responses • Number of op-eds

Our sustainability work is directly connected to seven of the 17 Sustainable Development Goals.





Employees

# We take care of each other

**We want Sekab to be a safe workplace characterized by good development opportunities, gender equality and diversity, as well as good leadership and employee-ship. We all contribute to our shared work environment. Together, we take responsibility to ensure our colleagues thrive, grow, and are motivated to go to work. This approach also allows us to attract new and retain existing employees.**

Sekab's HSE policy encompasses our work with occupational health and safety. As an employer, it is our responsibility to guarantee a safe workplace, and health and safety always come first.

During the year, all staff participated in a firefighting and first aid training program, which was held in collaboration with the Fire and Rescue Service. All operators participated in a certification training program for boiler attendants and all operators were certified. Many employees also participated in programs such as "Hot Work" and "Lifting" in accordance with set time periods for each training area.

Systematic occupational health and safety work is conducted in collaboration between Sekab and employees, who are represented by safety officers. We continuously follow up occu-

pational health and safety initiatives while working preventively to promote good health. The occupational health and safety management system is integrated into Sekab's management system.

**SYSTEMATIC OCCUPATIONAL HEALTH AND SAFETY INITIATIVES INCLUDE:**

- Risk analyses and safety assessments
- Measurements
- Assessments of chemical-related and other occupational health and safety risks
- HSE rounds
- OSE rounds
- Follow-up of incidents and accidents
- Participation in HSE council and safety committee

The organizational and social work environment, called OSE, is part of the systematic occupational health and safety efforts, in which workload and working hours are continuously followed up. OSE rounds are conducted functionally, based on questions about collaboration, special treatment, workload and mutual respect. In 2021, Sekab continued work with OSE rounds through

discussions in each function. Spring's questions addressed "room to maneuver and control" as well as "knowledge and development" and fall's questions addressed "support and workload" and "recovery." OSE initiatives are a part of living our values – every day.

Handling flammable chemicals daily entails comprehensive and systematic safety initiatives. Sekab has a "vision zero" with regard to workplace accidents. An ongoing sub-goal is to reduce the number of uncontrolled incidents that could lead to serious chemical accidents. To achieve the goal, Sekab is focused on increased incident reporting, improved change initiatives including safety audits, shutdowns and check-outs, as well as training. No uncontrolled incidents occurred during the year.

Employees exposed to different risks in their work environment shall be offered health checks and exams in accordance with the occupational health and safety rules. Medical exams for night shift workers and hearing exams for factory employees exposed to sound levels covered by the legal requirement related to noise were carried out in fall 2021.

**Gender equality and diversity**

Sekab's gender equality and diversity policy is based on the fundamental principles of legislation on equal treatment and non-discrimination



regardless of gender, age, disability, sexual orientation, gender identity, ethnicity, religion or other beliefs. It clarifies our work with gender equality and diversity. The variety of experiences, education, life situations and values that everyone brings to the table create a dynamic that brings new perspectives and ideas.

In 2021, Sekab has developed an updated gender equality and diversity plan for 2022–2025 in order to actively work with these issues. The employer and employee representatives for the unions review activities and goals established together. Gender pay differences are also

mapped and analyzed annually. These efforts are conducted together by the employer and union organizations. No adjustments were made in conjunction with the 2021 salary mapping. The employee survey, which is described on the next spread, shows that both women and men feel they are treated equally, with an average of 9.08 of 10 possible.

**Competence**

Sekab shall be an attractive employer with good leadership and employeeship. We will achieve this goal by encouraging development. Over

time, we ensure that the company has the right expertise through strategic initiatives with skills supply plans. At the annual performance review, manager and employee establish a development/training plan together. Employees are also called in for health and safety trainings. All managers in the company undergo multi-year manager development programs.

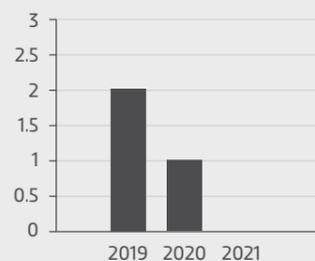
As a part of the work with skills supply, Sekab is a member of a joint and member-owned training company. The purpose is to increase the share of requested and qualitative training programs locally through collaboration

**INCIDENT RATES**

The diagram shows the number of unwanted incidents, on average in the past five-year period, that could have led to a severe chemical accident.

The goal is to "Reduce the number of uncontrolled incidents that could lead to a severe chemical accident to a maximum of one occurrence per five-year period." We achieved this goal already in 2020, and no such events occurred in 2021. Because the goal is long term, we continue to follow it.

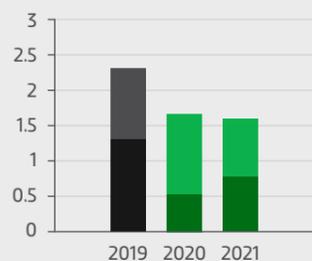
NUMBER OF UNWANTED EVENTS



**SICKNESS ABSENCE**

The diagram shows sickness absence as well as sick leave lasting longer than 14 days (darker fields).

SICKNESS ABSENCE, %

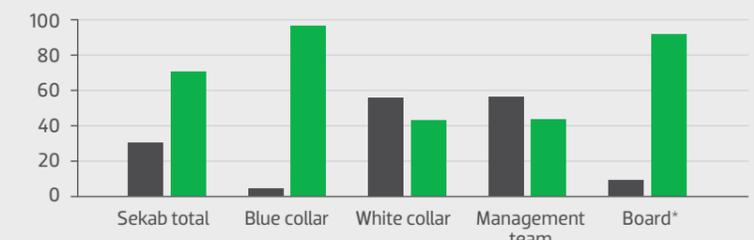


**GENDER DISTRIBUTION**

Sekab has a considerable share of men among blue-collar workers. The share of women is slightly higher among white-collar workers, evening out the gender distribution overall.

\* Including the Board of Directors of the parent company, Sekab BioFuel Industries AB (BFI). Board work for BFI and Sekab BioFuels & Chemicals is carried out concurrently.

GENDER DISTRIBUTION, % AMONG DIFFERENT GROUPS IN SEKAB



Employees

with companies in the area. The collaboration also improves opportunities for local networking among employees of different employers.

Sekab holds a continuous dialogue with universities and upper-secondary schools. We also collaborate with the municipal technology and entrepreneurship center, KOMTEK, and support their work to awaken interest in chemistry and technology in children and adolescents, which is a part of the skills supply in the region for the future workforce in chemistry and technology.

**Employee survey**

In spring 2021, an employee survey was conducted in order to measure employees' experience of working together and acting based on Sekab's values. Both of these parameters are factors for success for our business concept. The response time was four weeks in order to ensure participation from all shifts and to provide plenty of time to complete the survey. The survey was sent out to 79 people and 53 of them responded, which is a response rate of 67 percent. The responses were given on a scale of 0–10, measuring the degree to which the employees agree with the different statements. In general, the survey had high points with a total average of 8.1. Sekab's employees perceive good

engagement; they feel creative, and they feel heard. They also feel that the workplace is equal in terms of gender; they feel respected, and they trust their function supervisors and colleagues.

In fall 2021, all functions worked with the theme "collaboration between the functions" as well as "trust in the management team," which is based on our view that it fosters engagement and trust, and feeds creativity, when we see one another in person and work together. By answering questions and offering viewpoints on how trust and collaboration can be even better, we created a good foundation for continuing work on the corporate culture in the coming years, as well as clarifying the goals and visions. One such clarification of the strategy and goals is the strategic platform, HELA Sekab (where HELA stands for the Swedish words for Sustainable, Efficient, Profitable, Attractive). This platform launched internally at the end of the year.

**Remote work**

The coronavirus pandemic continued in society in 2021. Naturally, we have followed the recommendations of the Public Health Agency of Sweden as a starting point. Employees at the factory are not able to work remotely. They have

followed general guidance, kept a distance, disinfected their hands, and taken rapid tests when necessary to keep the factory running. On one occasion during the year, a rapid test was also carried out via occupational health care to reduce concern.

The white-collar workers who have been able to have periodically worked from home, where their workspaces were equipped with office chairs and screens in order to create a good work environment. Teams meetings have been a regular element of the year. Trips have been limited and have only been carried out in prioritized cases according to the needs of the operation.

In September 2021, the management team decided, based on reduced case numbers in the county, that all employees could return to the office. Personal offices, extra cleanings, and opportunities to maintain distance and use hand sanitizer created a work environment that allowed for a safe decision to return. This was celebrated with a pleasant shared coffee break outdoors.

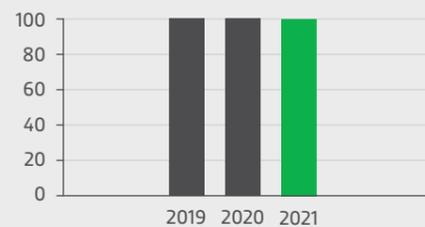


We benefit from every small step of increased awareness

**PRIORITIZED PERFORMANCE REVIEWS**

Performance reviews are an opportunity for employees to express their thoughts, ideas and wishes related to the collaborative climate, work environment, skills development, work tasks and relationships to colleagues and managers. For managers, performance reviews are an opportunity to provide employees with support, reminders and motivation to achieve established goals. Sekab actively works to ensure that 100 percent of employees always have an annual performance review.

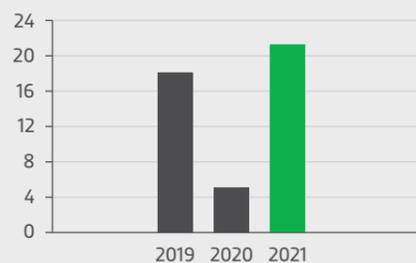
SHARE OF COMPLETED PERFORMANCE REVIEWS, %



**NUMBER OF TRAINING HOURS**

Alternative development channels are increasing and are a positive addition to skills development overall, as the initiatives can often be carried out without travel. In 2021, a large share of training programs, meetings and other occasions were canceled due to COVID-19. Instead, alternatives such as webinars have been carried out remotely. During the year, online trainings were able to be carried out on topics including labor law, wage formation, internal communication, quotes and contracts, as well as sustainability. On-site training programs included training in production equipment, fire safety and first aid, which were done at Sekab's and the local fire and rescue service's premises.

NUMBER OF TRAINING HOURS PER EMPLOYEE



**Maria Kristoffersson, sustainability manager, presents her view on the company's sustainability initiatives and the ways in which 2021 differs from five years ago.**

Sekab is working toward a selection of sustainability goals and has four focus areas that are helping the company to ensure a safe work environment, gender-equal working conditions, good business ethics, climate and energy efficiency and social responsibility. In Sekab's sustainability initiatives, the company also looks at each step – from production of the raw material to use of products by customers – and how it impacts the environment and people.

"Our entire business concept is about sustainability, which is why we also want to involve others in the challenge to work toward a more sustainable society. We believe that the more people work together, the greater the chances of success. This year, we have started to develop sustainability initiatives together with customers. We are figuring out what our customers' customers are asking for, and how we can help solve their green challenges. Thanks to a good dialogue with our customers' purchasers and sustainability managers, we can both educate and move in the right direction.

"It's rewarding to be a sustainability manager at Sekab, because my colleagues here are very involved in environ-

“ We discuss sustainability at all levels here, and if you weren't aware before, you will be.

mental and climate issues. The people who have joined us in recent years have often done so because of our sustainable profile and to help contribute to the conversion themselves. We discuss sustainability at all levels here, and if you weren't aware before, you will be.

"If I compare 2021 to how things looked five years ago, I can also see that our focus on sustainability reporting has made us even more aware of the overall picture and emphasized how much we actually contribute together. That creates internal pride and helps guide us toward our goals in our daily work.

"Another difference today is that society is more environmentally aware overall. You can't just say that you're sustainable – you have to show it. For us, that's a positive! We need consumers who set demands and want green everyday products. Especially because we are so far from the end product, it's good when the influence comes from several different directions. Together, our employees, customers, end customers, suppliers, owners, politicians and consumers can make a difference."

**Maria Kristoffersson, sustainability manager**

Employees

Number of employees

65

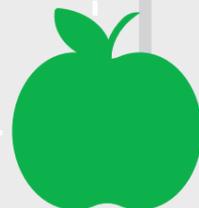


Sustainability for employees

Sekab cares about its employees and does not differentiate between white-collar workers, blue-collar workers, shift workers, day workers, women or men.

All employees receive the same benefits and offers, such as:

- Everyone is offered the same health insurance
- Everyone receives coffee and fruit at work
- Everyone can book a massage at the workplace
- Dedicated health motivators arrange health-promoting activities
- Everyone receives a wellness contribution



4.95%

Sekab's staff turnover during the year



16 years

our average length of employment



57%

of our white-collar workers are women



Open communication climate

We want to be a communicative organization with space for information, discussion and reflection, which generates trust and is a precondition for an organization's existence, goal fulfillment and success. We have made good progress along the way and here are several examples of structured opportunities for communication:

- Collaboration meetings – regular informational meetings between management, HR and union representatives.
- Employee meetings – twice per year, all employees gather for information and to discuss events and development in the company.
- Performance reviews – conversations between managers and employees focusing on the individual employee's situation and development.
- Employee survey – conducted online, individually, and confidentially. Here, we receive feedback on areas we need to develop and improve.
- HSE council is held quarterly and acute issues are brought up with the safety committee.
- Workplace meetings are held at least once monthly in each function.
- OSE rounds

In addition, the intranet is another important information channel. It contains necessary information for completing work, as well as information on new hires and news from management.



Commitment Creativity Trust

THREE REASONS FOR A VALUE-BASED WORK APPROACH

1

WE HAVE MORE FUN AT WORK

Being engaged, creating trust and thinking creatively makes going to work fun.

2

WE GROW IN OUR PROFESSIONAL ROLES

Because we are engaged, exchange experiences and learn from one another, we grow and develop.

3

WE CONTRIBUTE TO A BETTER WORLD

Our mission is to create a better world through sustainable solutions. By living our values every day, it is easier to make this a reality.



Responsible business

# Our sustainability adds value for our customers

*Sekab's sales policy and purchasing policy comprise the frameworks for how the company governs sales and purchasing practices, as well as our approach to customers and suppliers. Through good relationships and dialogues characterized by trust with customers and suppliers, we develop and improve continuously.*

Throughout the chain from supplier to customer, we manage risks and prevent irregularities. We have a zero-tolerance policy for bribery, corruption and other anti-competitive practices. Good business ethics and transparency permeate everything we do, and we ensure our operation through the clarity of our commitments and the requirements we make of our suppliers. Sekab shall be a skilled, reliable partner that always delivers the quality required by customers.

**Customer satisfaction**

Sales work is characterized by a long-term approach, sincerity and respect. We always consider the needs of the individual customer and try to reach a mutual understanding. This also allows us to provide added value with our sustainable products and develop joint business and partnerships. A solid customer understanding thus determines which products and services Sekab offers on the market. It also improves our conditions for building long-term customer relationships, which strengthens the brand and results in new business opportunities. Sekab has work methods for creating good customer understanding, in which the primary tools are our customer relationship management (CRM) system, our case management system, and good external monitoring.

**4.36**  
points out of maximum five was the result when our customers rated us this year.  
Thank you!

Customer satisfaction is a measure of how our customer relationships function, how well we are communicating our message, and whether we have achieved the customer understanding for which we are striving. In 2021, we conducted a customer satisfaction survey, the result of which was 4.36 on a 5-point scale. This good result is on the same level that was reached in 2020, but with the major difference that we can see with pride that our efforts to convey the added value of our sustainable products have paid off and our customers see increased added value. The result also shows improvements in the areas of service, customer understanding and delivery reliability. We are proud of this result and consider it evidence of good customer collaborations. The next survey will be conducted in 2022.

**Supply chain responsibility**

Procurement at Sekab involves doing sustainable business that takes responsibility for business ethics and finances, as well as environ-

**100%**  
of our raw materials suppliers underwent a supplier qualification.

mental and social factors. When procuring goods and services, we use suppliers that can continuously meet needs, requirements and expectations. Consideration is also given to the supplier's expertise and desire to collaborate. Contact with our suppliers will be conducted with professionalism and characterized by mutual understanding and respect. Quality, price, delivery reliability and sustainability are key factors in our contact with suppliers.

Sekab divides suppliers into two groups: raw materials suppliers and other suppliers. Raw materials suppliers must always be approved in accordance with Sekab's supplier qualification, which includes compliance with Sekab's environmental code and code of conduct. Eight raw materials supplier qualification assessments were carried out in 2021. None of the qualification assessments led to further action.

In 2021, no assessments of other suppliers were conducted. Due to the pandemic, no audits were carried out with any suppliers.

**Delivery reliability**

We do all we can to ensure that our customers trust us and know we will always deliver as agreed. Among other things, this means comprehensive service related to logistics and warehousing. Regarding fuel, we monitor customers' inventory and make sure their tanks never go empty. For the chemical product ethyl acetate, we have a warehouse in Antwerp which offers us proximity to the market and, through good dialogue, ensures we can supply our loyal customers with continuous volumes. We also monitor rail transports to make sure they are functioning well, in order to avoid and proactively take action in the event of interruptions and delays. This is because just-in-time deliveries are a top priority for our customers.



**Together with Sekab, we are accelerating the transition**

*Anna Berggren is Vice President Sustainability at Perstorp, a group focused on specialty chemicals. Here, she discusses Perstorp's sustainability strategy, development in 2021 and how the collaboration with Sekab creates added value and opportunities.*

**Perstorp's sustainability strategy** is to be a driving force and enabler of sustainable solutions wherever the company operates. The long-term ambition is to convert all fossil raw materials and energy in production facilities around the world. Since 2010, Perstorp has had a continuously growing portfolio of Pro-Environment products, which are ISCC PLUS-certified products based on renewable raw materials in accordance with a traceable mass balance concept, which reduces carbon dioxide emissions compared with fossil products.

**"The consistent theme** during my years at Perstorp has been to work with the transition from fossil to renewable and recycled materials. I've worked very closely with Sekab in the past five years. This has primarily been in connection to the development of our Pro-Environment products, but also in matters related to the transition of the chemical industry in general.

**"We often say** that 'no company is greener than its suppliers.' For Perstorp, it's crucial to collaborate and find new paths and solutions with like-minded players that also want to be part of catalyzing the change. Sekab is clearly among them and has been for many years. The collaboration is helping us realize our own transition from fossil to renewable raw materials, and with the development of our Pro-Environment

**“**We often say that 'no company is greener than its suppliers.'**”**

products. In turn, this is crucial for us to be able to align with the Paris Agreement.

**"We've seen increased** activity and more discussions with customers about renewable products in 2021. There is clearly increased interest. A small share of our customers can imagine paying a higher price for a renewable product, but the overwhelming majority cannot. We are working with the transition by driving and communicating the mass balance concept and the long-term sustainability agenda.

**"The price for basic chemical products** has also risen dramatically in 2021, to the extent that the price of fossil products today is higher than the price for renewable alternatives a year ago. These high market prices mean that premiums for renewable products are lower in terms of percentage. Of course, this contributes positively to choosing a green product.

**"Thanks to our collaboration** with Sekab, we've been able to increase the production and sale of some of our Pro-Environment products in Europe, as well as in the US and Asia. Through Perstorp's products, renewable raw materials from Sekab have helped value chains in both resins and coatings and engineered fluids for example, to be more sustainable. Together, we can contribute to a share of the transition in the construction industry, automotive industry, furniture industry and energy industry. That feels rewarding and hopeful!"

**Anna Berggren, Vice President Sustainability, Perstorp**



We are the only supplier in Europe of **completely renewable acetaldehyde**

Climate and energy

# A wide selection of certified and verified products

**Sekab is certified in accordance with ISO 14001 and production is also certified in accordance with the German sustainability system, ISCC. This helps us maintain control of the development of our environmental initiatives and continuously reduce the company's total environmental impact.**

Environmental initiatives are conducted at all levels of the organization and are an integrated part of the operation. The largest part of our environmental initiatives are directly connected to our production plant, but we work systematically with environmental issues in all areas of the operation.

According to the HSE policy, consideration must be given to the external environment as long as it is environmentally justified and economically feasible. Sekab's ambition is to take responsibility for the company's environmental impact throughout the value chain. We focus on reducing the operation's environmental impact through efficient use of raw materials, energy, other natural resources and transports. The company develops sustainable products, and thus contributes to sustainable development in society.

**Renewable products and technology**  
We believe that the path to a sustainable future requires renewable alternatives. Sekab is one of few chemical producers in Europe that can offer chemicals based on bio-based raw materials as an alternative to oil-based chemicals and fuel. In addition, we produce them with renewable input energy such as steam and electricity. Thus we guarantee that our customers receive 100 percent sustainable bio-chemicals that generate very low air and water emissions in the manufacturing process.

Using bio-raw materials in the process enhances our ability to impact the CO<sub>2</sub> load in society. Furthermore, Sekab has developed and demonstrated technology for manufacturing chemicals and fuel from forest residues, in order to further strengthen development toward a more sustainable society. This makes us the perfect partner for companies that want to reduce their environmental impact.

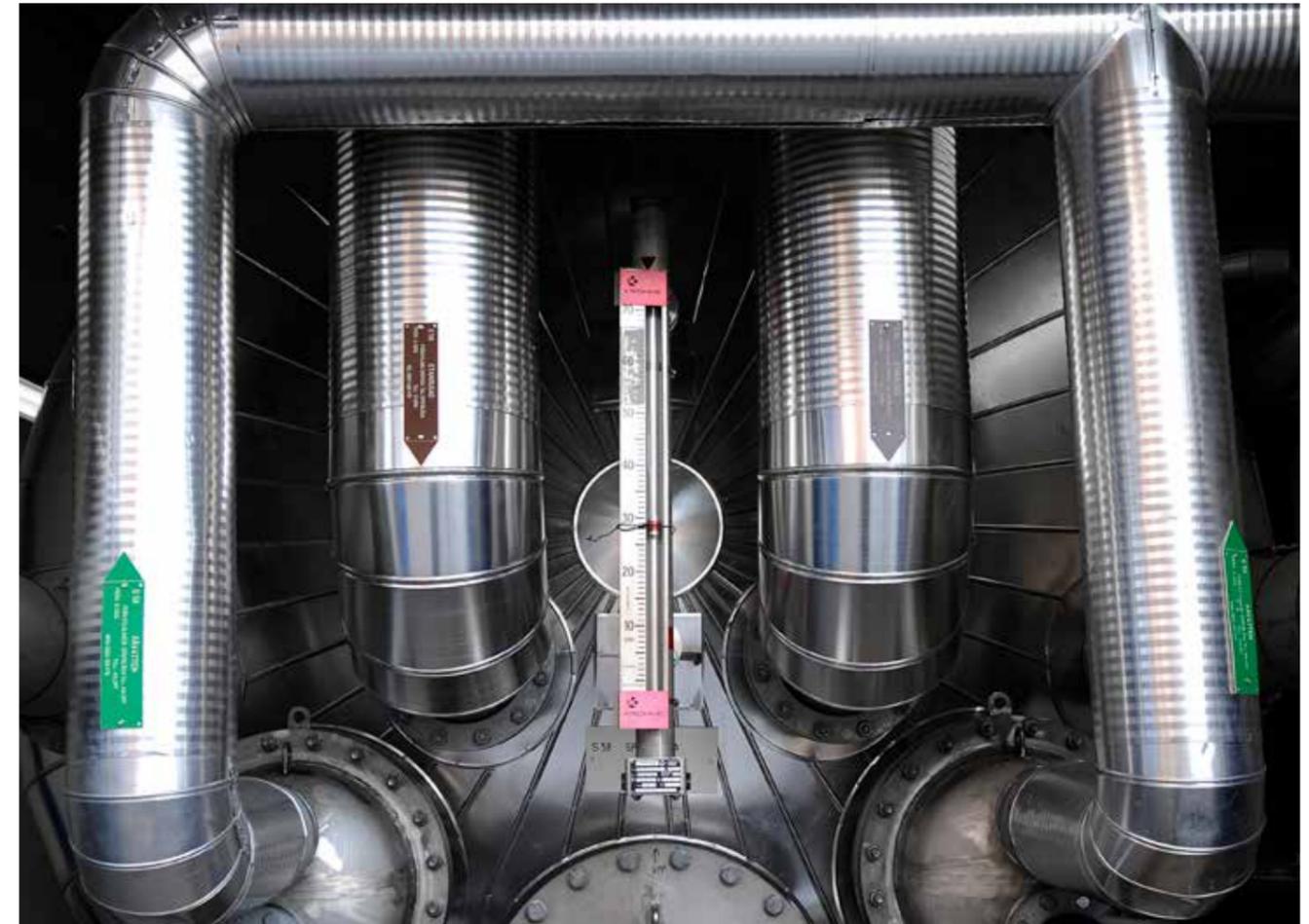
Sekab's ambition is to increase demand for renewable products with bio-based raw materials. The goal is to contribute to a better environment by increasing sales and use of bioethanol in our production. By knowing what our customers want, in 2021 we have considerably increased the sale of bio-based products, thus delivering increased added value to our customers.

In 2021, demand for bio-based products has continued to increase at a rapid pace and during the year, we have ISCC Plus-certified our bio-based ethyl acetate, and we also continued to increase our deliveries of bio-based, ISCC Plus- and kosher-certified acetaldehyde and acetic acid. This means that we can now offer our customers a wide selection of guaranteed sustainable and bio-based products. By knowing what our customers want and offering guaranteed sustainable products, we provide our customers with an excellent opportunity to reduce their environmental footprint.

During the year, we also registered with the Article 95 List (Biocidal Products Regulation) in order to continue delivering ethanol for hand sanitizer and surface disinfectant for health and social care. This allows us to develop our products and broaden our selection of ethanol blends even more.

**Energy use**  
Sekab works continuously to reduce energy use in the operation. Today, all electricity used is renewable and 90% of the steam used in the facility is renewable as well. Some of the steam Sekab uses is produced in our own steam boiler, where we use residual gas from production.

Energy use is followed up regularly and is also considered when changes are made in the



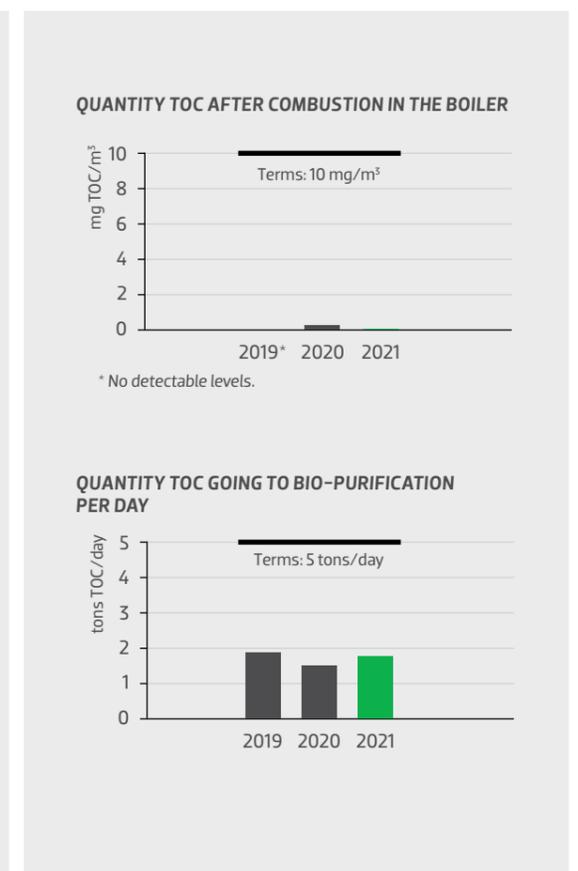
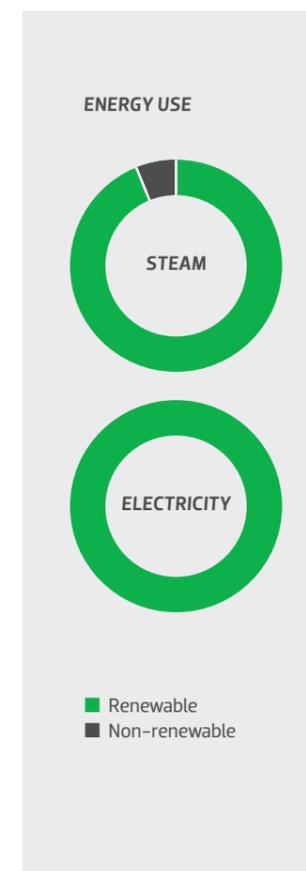
process. In 2021, total steam consumption was 98,000 tons, and total electricity consumption was 4,647 MWh.

**Air emissions**  
Air emissions are primarily from process exhaust gases from manufacturing, and through ventilations from storage tanks and unloading. Sekab's NO<sub>x</sub> and TOC emissions are among the lowest in Sweden, relative to the amount of energy produced. In 2021, our TOC emissions amounted to 0.03 mg/m<sup>3</sup>, which naturally means that the terms were managed with good margins.

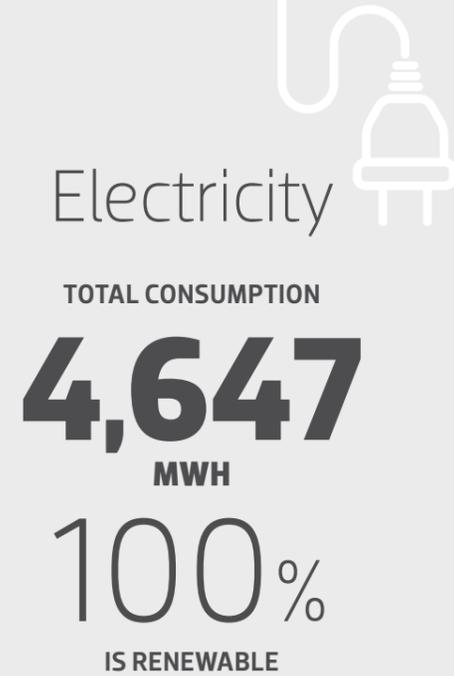
To avoid unnecessary emissions, we have equipped all large storage tanks with technical solutions designed to reduce air emissions.

**Water emissions**  
Process water is purified in the biological treatment plant located in the industrial area, after which it is discharged into the recipient system. The biogas produced in the treatment plant is used in the industrial area to produce electricity and district heating, for example.

In 2021, the average value was 1.84 tons of TOC/day, which falls within the applicable terms.



Climate and energy



**DID YOU KNOW ...**

During the year, we ISCC Plus-certified our bio-based ethyl acetate. We are the only supplier of sustainable, third-party certified ethyl acetate, for example for nail polish and paint.

Sekab is certified in accordance with

**ISO 14001**

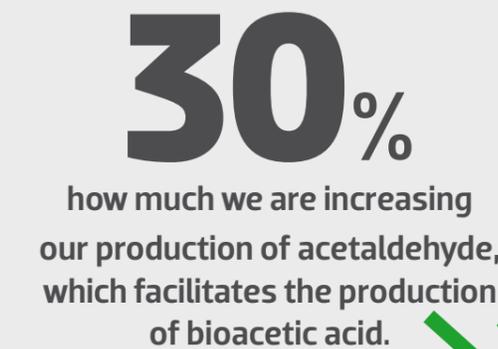
WE ARE ON THE

**Article 95 List**

for ethanol for hand sanitizer and surface disinfectant.

**DID YOU KNOW ...**

Sekab's windshield washer fluid is based on bioethanol.



Sekab generates some of the lowest NOx and TOC emissions in Sweden, relative to the amount of energy produced.

**1909**

was the year the first drops of ethanol were produced in the region. It is thus with more than a century of combined experience that we advance to the next generation of sustainable bio-ethanol and innovative solutions in bio-based chemistry.



**DID YOU KNOW ...**

We are a partner in the EthaDrive project – a rolling showcase for ethanol-powered vehicles and ED95 – along with Agroetanol and Scania, with the support of Norrköping Municipality and the Swedish Energy Agency. The project aims to catalyze faster conversion of heavy transports and provides a verified basis for future climate-smart investment decisions.





## Corporate social responsibility

# A long journey toward a clear, fossil-free goal

**Our prosperity has historically been governed by supply and demand for services and products. As growth increases, preserving our prosperity will depend on how we manage and conserve the Earth's resources.**

Our population is growing exponentially, but the planet's resources are not growing with us – on the contrary, they are declining. Meanwhile, the effects of climate change are becoming increasingly evident. To turn this negative development around, we must be better at finding sustainable solutions for the future. That is why we are here, doing what we do every day: offering the market sustainably produced renewable alternatives.

### A biofuel pioneer

For many years, Sweden has had better access to biofuels than almost any other country. This is thanks largely to the broad initiative for the establishment of E85, which has set the stage for pure biofuels as an important tool in the work toward a more sustainable society. Sekab was an influential player in conjunction with the introduction of E85, which saw a rapid upswing from 2004 and into the next few years.

The development quickly led to demand for increased security surrounding sustainable raw materials and Sekab initiated the award-winning "verified sustainable ethanol" system to in-

crease transparency and traceability in the supply chain, which led to international regulations for sustainable fuels. February 2012 saw the first legal requirements for biofuels used in Sweden. At that time, Sekab had already progressed significantly in its sustainability work and was naturally among the first four companies to receive the Swedish Energy Agency's sustainability decision for biofuels and liquid biofuels.

Before E85 became an established biofuel, Sekab had extensive experience from developing ED95, an ethanol-based fuel for modified diesel engines in heavy vehicles like buses and trucks. Already in the 80s, ethanol-powered buses drove the streets, contributing to a considerable reduction in particles and greenhouse gas emissions in Swedish cities. Sweden has been at the frontline of developing fuels and vehicles with a high biofuel blend, and just as for E85 for passenger cars, Sekab's development of ED95 for buses and trucks has truly been an important piece of the puzzle for investments in more sustainable, high-blend fuels. The large raw material base of ethanol provides significant opportunities for a sustainable, large-scale transition to climate-smart transports.

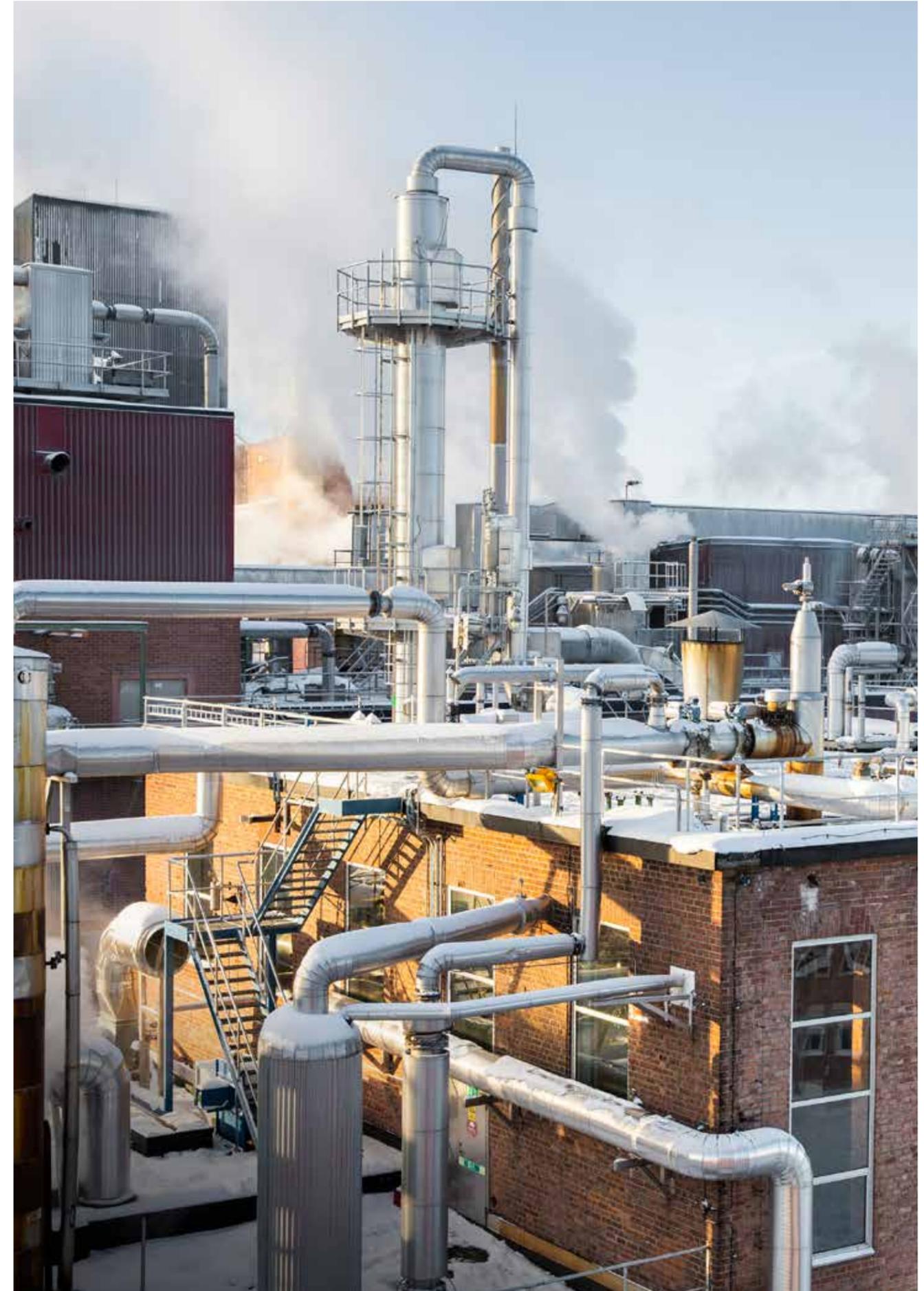
### Advocacy

At Sekab, we can make a difference by working for the chemical industry to switch to green options, and for consumers to start requesting bio-based options to a greater extent. Sekab's

process is adapted to offer sustainable, bio-based products and raw materials determine the sustainability of the resulting product. One of our goals for the future is to produce and sell only fossil-free chemical products, with no or minimal environmental impact. We inspire our customers and make it possible for them to find sustainable business, including through adaptations toward industry certifications. In the long term, we are monitoring and influencing political proposals and decisions concerning the chemical industry's conditions for converting to bio-based chemicals.

We are also an active participant in the societal discussion on how everyone can work to achieve a fossil-free society. By demonstrating the possibilities for sustainable development in the chemical and biofuels industry, we can influence debates, politicians and decision-makers. This work is done through dialogue, both in Sweden and at EU level. Sekab gives lectures at seminars in bioeconomics and biofuels. By responding to public consultations, as well as writing and publishing op-eds, we make our voice heard and pursue long-term work for a sustainable world.

Sekab's renewable blog launched in 2010, and since then we have worked to promote a bioeconomy in Sweden and fossil-free transports. Among other things, the blog has received recognition including "Inspiring a Sustainable Lifestyle" and Sweden's "Most



Renewable Bloggers." The company is also active in social media, where among other things we show what it is like to work at Sekab and how we are working for a more sustainable world together.

Sekab is a member of several stakeholder organizations, such as the Swedish 2030-secretariat, Svebio and BioFuel Region. In these networks, we work together for a sustainable future through societal transition to renewable fuels.

#### Fossil Free Sweden

Sekab supports Sweden's major environmental and climate initiative to be a fossil-free welfare nation by 2045, and also participates in the Fossil Free Sweden initiative, which is a platform for dialogue and collaboration among companies, municipalities and other stakeholders that want to make Sweden fossil-free. Fossil Free Sweden is working to accelerate the conversion – not just because it is possible, but also because it is economically profitable. Many challenges have been created within the framework of Fossil Free Sweden. They encourage companies, organizations, municipalities and regions to take concrete measures to reduce greenhouse gas emissions by 2030.

In 2021, Sekab actively participated in EthaDrive, an initiative originating from the work of Fossil Free Sweden. Etha Drive is a one-of-a-kind rolling showcase for climate-smart heavy transports. With a fully operational vehicle fleet from Scania and the Swedish-produced biofuel ED95, EthaDrive is powerful validation that even heavy, long-distance transports can be converted and reduce their environmental impact by up to 90 percent – here and now.

Furthermore, Sekab has accepted the challenge regarding fossil-free transports and aims to achieve this goal by 2025. The challenge is to convert internal and external transports, where renewable alternatives can be implemented. For Sekab, the greatest challenge lies in influencing suppliers to convert to renewable alternatives. Because we are often one of many customers with our suppliers, it can be difficult to set demands for new means of transport. During the year, Sekab has therefore worked to clarify in our agreements our desire for our suppliers to make more sustainable transport choices when making new investments. Together, we can do a lot!



#### LOOKING AHEAD

We are planning for a full-scale production plant that can produce sustainable products such as ethanol, lignin and marine fuel from forestry residual products. The project was chosen during the year as one of Europe's 70 most promising innovations for the climate by the EU Innovation Fund, which is an initiative to reduce carbon dioxide emissions in Europe.

#### Technology development

Sekab is one of many companies in High Coast Innovation Park. Together, this area comprises the biorefinery in Örnsköldsvik, where the cluster structure is important for efficiency and development. Partnerships with the other companies give us a broad network within the forestry and processing industries. We are involved in several projects to develop commercially interesting

processes and products based on forest raw materials and industrial residual streams in the area, which in addition to developing and strengthening the companies also strengthen High Coast Innovation Park as a center of excellence. We also have collaborations with research institutes, universities, government agencies, automotive manufacturers and other companies in the forestry and chemical industries.

At Sekab, we have developed technology for the fractionation of biomass. This technology facilitates the processing of biomass into sugar, lignin and biogas, which are in turn transformed into chemical products and fuels that are currently produced from fossil raw materials. In 2021, we have taken additional steps to be able to commercialize the technology and create conditions for scaling up.

In 2021, we began a capacity expansion of our acetaldehyde and acetic acid production. The purpose is to increase opportunities to meet the market's demand for bio-based chemicals, primarily bio-based acetic acid, a product which we are one of few producers to offer. The capacity expansion is expected to be finished in late 2022 and will increase our production capacity by 30 percent.



The chemical industry needs to meet the sustainability challenge. We will lead that journey.

**Emil Källström was the Center Party's spokesperson for economy and finance until August 2021. He is now part of Sekab in the role of deputy CEO and strategic business developer. Here, he discusses why the job appealed to him, what happened on the market during the year, and his views on the possibilities moving forward.**

**Sekab is in the process** of major development and has every opportunity to expand. Emil Källström's knowledge, networks and strategic abilities will help the company take advantage of the potential of the products and technology. Sekab is investing heavily in strengthening its position as a leading European green chemical company by developing customer relationships and sustainable business throughout the entire product portfolio.

**"When I left national politics,** Sekab was an easy choice. I wanted to be a small part of the green industrial revolution that's sweeping across northern Sweden. To me, it feels like one of the most meaningful things one can do.

**"Even if I did know** some things already, a lot has been a positive surprise for me. Not least the fact that Sekab, a relatively small company in a small town in northern Sweden, is a key player in the transformation of the chemical industry and an important supplier of green basic chemicals to many large companies. Simply put, we are a meaningful partner as they develop their sustainability through processes and products.

“Several major companies now view sustainability initiatives as a core process and as one of the most important factors for success.”

**"Understanding the importance** of the chemical industry is essential for us to be able to transition to a sustainable society. Today, the industry is almost entirely oil-based. The potential for a fossil free alternative is enormous. As a green chemical company with bio-based products, made with the help of renewable energy, our products are sustainable building blocks, found in for example paint, nail polish, pharmaceuticals and windshield washer fluid.

**"The market in Europe** showed positive signs in 2021, and demand for our products was high. People are investing and focusing on sustainable options. Several major companies now view sustainability initiatives as a core process and as one of the most important factors for success. That means that they're prepared to pay a green premium for our products to a greater extent.

**"The awareness that** has long existed for cars and fuel – we want to make it equally present within chemicals. By cooperation across value chains, with distributors and end customers, we have the potential to solve many more sustainability challenges than today – while also doing good business. Best of all, every deal we make squeezes out fossil-based alternatives!"

**Emil Källström,** deputy CEO and strategic business developer

Corporate social responsibility



## Leading the way for the bioeconomy

For the fifth year running, our Strategic Business Developer Ylwa Alwarsdotter was included in the international bioeconomy blog *Il Bioeconomista's* list of the world's most significant women for the bioeconomy.

The Bioeconomy is led by women. This year, as every year, for International Women's Day, we are dedicating a tribute to all women who are making the bioeconomy happen all around the world. With their enormous expertise and infinite passion, they are the stars of the world's bioeconomy. Our best and warmest wishes to all women.

This is just a partial list.

- Ylwa Alwarsdotter, Executive VP Sekab (Sweden)
- Iris Aquilina Anderson, leader of the Bioladies Network (UK)
- Catia Bastioli, CEO at Novamont (Italy)
- Agnes Borg, Director Industrial Biotechnology at EuropaBio



### DID YOU KNOW ...

Our sustainability blog is one of the most visited sections on our website!

# 36%

more visitors to [sekab.com](http://sekab.com) came from social media in 2021.

# 11%

more visitors found our website from organic traffic, i.e. "earned" traffic from search engines.

# 21%

more people follow us on our social channels, primarily on LinkedIn.



### DID YOU KNOW ...

During the year, we had the opportunity to speak with Sweden's royal couple about our experience adjusting our production to make hand sanitizer and surface disinfectant during the coronavirus pandemic.



Pictured: Sofie Indevall and Mikael Fränckel Sekab, H.R.M. Queen Silvia, H.R.M. Carl XVI Gustaf, Pär Johansson, LLCAB, Petra Forsström, Business Manager Härnösand Municipality, Jenny and Rikard Horn from Jeansbolaget Härnösand, our county governor Berit Högman, Härnösand municipal director Lars Liljedahl, Karin Sundqvist, communications director Härnösand Municipality, and Anna Hedensjö Johansson for the Confederation of Swedish Enterprise.

“For Sekab to be able to meet the sharply increased demand for green chemicals, collaborations with world-leading players are needed. Together with others who share our ambition, we are taking advantage of the opportunities created by the rapid transition that is currently underway. We are a part of a green industrial revolution that is fundamentally changing how we produce goods and services.

Mikael Fränckel, CEO of Sekab

## Sekab has accepted Fossil Free Sweden's challenge regarding fossil-free transports

It is one of several concrete actions at a national level for reducing greenhouse gas emissions by 2030. Sekab aims to achieve this goal already by 2025.



# We have taken one step and will take many more



**We are at the threshold** of a transition in the chemical industry that should have occurred much earlier. For alternative fuels, there has long been a clear vision for more sustainable alternatives. Unfortunately, for the chemical industry we have been lacking a vision, regulations and opinions. Sekab is already a European leader in green basic chemicals from renewable energy and we will continue to push development forward. Obstacles to green processes exist only in our own and the industry's decisions.

**The investments in our plant** in 2021 are taking us a huge step closer to our ambition to produce only fossil-free products made of green input energy and via sustainable logistics. But the need for the coming years will be even greater. We will therefore continue to invest in order to meet the demand, create increased volumes of green chemicals and further strengthen our market-leading position.

**It places great demands on us** as an organization to be the one to drive the progress. With a foundation of engagement and creativity, we will make this journey together. In 2022, we will see a clear increase in the hiring pace. An organization that invests and grows has fantastic opportunities for the personal development of all employees, especially through the unique combination of technology and chemistry in one company. I truly look forward to what we will achieve together!

Mikael Fränckel  
CEO Sekab





# Sekab

SWEDISH ETHANOL CHEMISTRY

