

# SUSTAINABILITY REPORT 2020

This sustainability report is an excerpt from the Annual and Sustainability Report 2020, so for page references, see the complete report.



# STRONG SUSTAINABILITY WORK IN 2020

**IN 2020**, Munters placed an increased focus on sustainability. A comprehensive analysis of GHG emissions from our production facilities was conducted during the year, at the same time that several initiatives were taken to strengthen many aspects of our sustainability agenda, all within the framework of the overarching strategy. The management of Munters remains firmly convinced that more ambitious targets must be set for sustainability work going forward. The ambition is to set clearer targets for several areas in 2021.

In 2020, progress was made in several of Munters' priority sustainability areas. An intensive effort was made to reassess every aspect of our sustainability work. This has led to clearer priorities and definitions of what we need to focus on going forward.

## ORGANIZATION AND GOVERNANCE

The sustainability agenda is part of Munters' strategy. The President and CEO is ultimately responsible for integrating the sustainability agenda and the company's strategic priorities and that the company's various goals are met. Group Management is responsible for ensuring that the sustainability agenda is fully integrated in their strategy and for following up established targets and regularly communicating the results and outcomes to the Board of Directors and affected parts of the organization.

The Group's basic approach to sustainability issues is described in a number of policies and governing documents. The two most important documents are the Code of Conduct for employees and the special Code of Conduct for suppliers. In addition, the work is governed by several different documents, e.g., HR policy, environmental policy, occupational health & safety policy and the rules on business travel.

Sustainability risks are mapped and evaluated as part of the yearly risk assessment process. For more information on the most material sustainability risks and how we manage them, see pages 50–55.

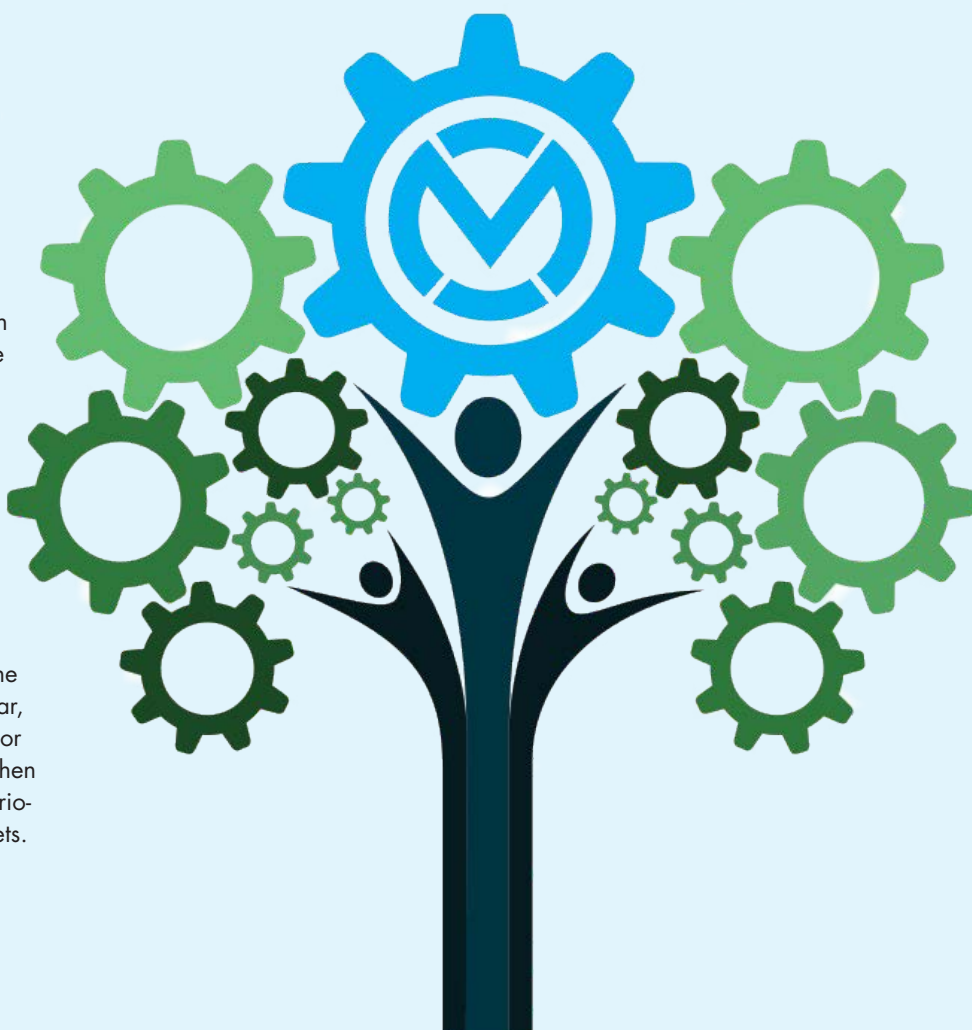
## GLOBAL COMPACT AND AGENDA 2030

Munters has committed since 2018 to report in accordance with the ten principles of the UN Global Compact's on human rights, labor, the environment and anti-corruption. The Code of Conduct and the separate Code of Conduct for suppliers are based on these ten principles and describe Munters' view on issues such as the environment, social responsibility, business ethics and human rights. Compliance with these policies is monitored each year and reported to the Board of Directors. In addition to the Global Compact, Munters has chosen to embrace the Carbon Disclosure Project (CDP) and reported to it in 2019 and 2020. In 2020, Munters reached a CDP rating of C, which was an improvement from the year before. Our ambition is to improve step-by-step and clarify our external reporting of sustainability work in coming years.

An employee survey was conducted in 2020 similar to the ones done in 2017 and 2018. For more information, refer to page 26.

Based on the priority sustainability areas and opportunities to make a difference, Munters has chosen to focus on nine of the UN Sustainable Development Goals; see page 17. They are also linked to Munters' strategic goals.

A major restructuring program within Munters in 2019 also led to a reduced focus on sustainability issues. In autumn 2019, an analysis was launched of the area and which issues are the highest priority. In 2020, Munters therefore placed greater focus on the quality of its sustainability reporting. In addition, GHG emissions reporting was included during the year, in accordance with the GHG Protocol. At the same time, initiatives have been taken to strengthen the work with security, diversity and the environment. In the strategy work conducted during the year, sustainability was an integral aspect. For 2021, the ambition is to further strengthen our reporting processes, analyze the priority areas and set more ambitious targets.



## STAKEHOLDER DIALOGUE

Business partners	Channels for dialogue	Important issues
Business partners Customers Resellers Suppliers	Continuous dialogue with customers and resellers. Munters also conducts regular customer surveys and meetings and conferences with suppliers to ensure a positive dialogue.	Delivery reliability, quality and continuous suggestions for improvements. Compliance on environmental, ethical and social issues such as labor laws and human rights.
Employees Current employees Potential employees	Employee surveys Conferences and employee meetings Employment interviews Participation in job fairs at various universities Partner in various projects that promote collaborations between businesses and the academic sector	Inclusion and diversity Health and safety Discrimination and harassment
Capital market Shareholders Potential shareholders Analysts Lenders	Individual meetings and continuous dialogue with shareholders and potential shareholders Participation in investor conferences Continuous dialogue with the stock analysts who cover Munters Individual meetings and continuous dialogue with Munters' lenders.	Munters' overarching strategy and financial and strategic targets. The company's sustainability agenda and focus areas Innovation with a focus on energy efficiency and strategic priorities such as digital solutions, modular platforms, etc.

**MUNTERS' OVERARCHING STRATEGIC** priorities are driven by various aspects of sustainability. For Munters, sustainability means that everything we do will be done sustainably for our stakeholders and our community. At the same time, our medium-term financial targets are important to achieve in order to create the flexibility for future investments.

As we work towards these targets, we take various decisions and actions to achieve our ambitions in the best way. Our ambitions contain priorities on resource efficiency, responsible business practices and people & society. These three areas today provide the framework for Munters' sustainability agenda. On the following pages we describe the three areas in detail, the opportunities and challenges we see, activities that were implemented during the year, and our plans going forward.



## RESOURCE EFFICIENCY

### Priority areas:

#### **SUSTAINABLE PRODUCTS**

We strive to offer energy- and resource-efficient solutions and thereby help our customers to reduce their environmental impact. Our solutions and products contribute to higher energy efficiency and lower emissions through an entire service life. By also offering a competitive range of services, we can optimize the quality and service life of the products..

#### **SUSTAINABLE PRODUCTION**

Through energy- and resource-efficient production facilities, along with constant analysis and efficiency improvements, we are working to minimize our environmental and climate impacts. The Group has 17 production facilities in ten countries. As part of an ongoing effort, we analyze our environmental impact through the entire value chain, with a strong focus on measuring and minimizing GHG emissions.

#### **SUSTAINABLE TRANSPORTATION**

We limit the environmental impact of the shipping methods we use by choosing low-emission alternatives and through active logistics planning. Munters has customers and suppliers in large parts of the world, and transporting materials and products – as well as our business travel – has a significant environmental impact.

## RESPONSIBLE BUSINESS PRACTICES

### Priority areas:

#### **SUSTAINABLE AND PROFITABLE OPERATIONS**

Our ambition is to create value for our stakeholders, including shareholders and employees, by maintaining sustainable and profitable operations.

#### **BUSINESS ETHICS**

Complying with laws and regulations is the foundation of an ethical and sustainable business. Acting ethically builds credibility and strong relationships that create opportunities for fruitful collaboration and profitable business. For example, we work with the Codes of Conduct for employees and suppliers.

#### **COLLABORATIONS AND PARTNERSHIPS**

We require our collaborating partners, such as suppliers and distributors, to observe the same ethical guidelines that we have pledged to ourselves.

## PEOPLE & SOCIETY

### Priority areas:

#### **EQUAL AND INCLUSIVE WORK ENVIRONMENT**

We offer a fair, safe and inclusive workplace. To ensure that we deliver on our values, all employees have to be engaged, enjoy their work and have the opportunity to develop professionally. We are convinced that diversity provides us with different perspectives and valuable insights that improve our company and our offering.

#### **COMMUNITY ENGAGEMENT**

We dialogue with our stakeholders and the local communities where we operate. Our collaborations with others in locations where we operate is important to attract both customers and potential employees. In addition, many of our projects create a sense of community and pride among our employees, which also creates value for Munters.

# RESOURCE EFFICIENCY

## Governance documents that serve as guidance for various aspects of Resource Efficiency:

1. Munters Production Systems: Describes Munters' overarching production process.
2. Munters Product Development Process (MPLS): Describes Munters' product development system.
3. Munters Loss Prevention Standard: Describes processes for workplace safety and crisis management.
4. Policy on the environment, health and safety: Munters' commitment to environmentally friendly and safe production.
5. Certifications: ISO 9001:2015, ISO 14001 and ISO 45001.
6. Code of Conduct for suppliers: Describes the requirements Munters imposes on its partners, e.g., suppliers and distributors, in the areas of environmental and social responsibility as well as business ethics.

## Priorities and their challenges

### SUSTAINABLE PRODUCTS AND OFFERINGS

### 2020

Our challenge is in prioritizing which projects to pursue to make our products even more energy-efficient but also more sustainable from the broader perspective. The choice of material, green design and lifecycle analysis are all becoming increasingly important to offering services that optimize service life and utilization. In addition, the products have to be taken care of after they are no longer in use. Offering complete product lifecycle service is an ambition of Munters' for the future.

In 2020, we worked on the training material for the "Munters Production Systems" process in collaboration with the business areas and Strategic Operations function. Due to the ongoing pandemic, the material was designed so that the training can be held in person or virtually.

### SUSTAINABLE PRODUCTION

In this area, there are several major challenges. One we are strongly focused on is reporting our GHG emissions. Our analysis work is continuing with the ambition to measure and minimize all our GHG emissions. Among other challenges we see is that access to electricity from renewable sources, such as water and solar, is limited in some locations where we have production.

In 2020, a compliance audit was conducted using the Munters Loss Prevention Standard in 7 manufacturing plants and offices. In 2019, nine audits were conducted. Intense work was done to increase workplace safety. For more information, refer to page 45.

In 2020, GHG emissions from our manufacturing plants were measured according to Scope 1\* emissions from fossil fuel combustion and Scope 2\* from electricity consumption. Quarterly reporting of GHG emissions is now included as part of the plants' ongoing reporting. The overwhelming share of GHG emissions from production comes from electricity consumption, which is why the efforts to reduce GHG emissions are closely tied to increased use of electricity from renewable sources whenever available, as well as improved energy efficiency. In these areas, Munters has clearly stated goals and reported progress in 2020.

### SUSTAINABLE TRANSPORTATION

Challenges we see include securing access to more environmentally friendly shipping alternatives and reducing business travel. Improved virtual meeting technology has enabled us to meet having to travel. In 2020, we were successful in maintaining our operations with drastically reduced business travel. Our ambition is to reduce future emissions from business travel to the 2019 level. For freight, we have continued to improve our internal processes and management to ensure that we minimize the amount of goods transported by air. In addition, we will use electric and hybrid vehicles as far as possible in the future.

In 2020, we completed the global mapping of GHG emissions for all vehicles used in our operations; this information is now included as a significant part of the company's registry of leased and owned vehicles. On the basis of this information, along with user information we have gathered, we can now estimate emissions from our vehicles and set concrete targets to reduce them by switching to greener vehicles.



### Sustainable Development Goals (SDG)

The activities Munters carries out in the area of resource efficiency support the following areas in the UN Agenda 2030 for Sustainable Development.

"In 2020, we had the following certifications: 13 manufacturing plants have ISO:9001:2015 certification, 5 have ISO 14001 certification and 3 have ISO 45001 certification. Our ambition is to certify more plants in coming years. In 2021, we will continue our analysis work to see which certifications can be obtained for more plants."

### 2021

In 2021, training in Munters Production Systems (MPS) will be introduced for plant and lean managers. The focus is on the strategy behind MPS, the standards it is based on and how they will be implemented, and how the work is followed up together with a rollout plan for 2021. The training and testing of various processes and models, as well as the rollout, will be done in 2021 by the business areas and Strategic Operations function.

During the year, an updated Munters Loss Prevention Standard will be launched through a program of digital and local training. We will continue to provide employees with safety training.

In 2021, we will continue to improve the quality of the reporting and tie GHG emissions from our manufacturing plants to our overarching climate goals. With the mapping that was done in 2020 we have a good idea of how to prioritize improvements in order to have the biggest possible environmental impact.

In 2020, the need to regionalize our value chain became more apparent due to the Covid-19 pandemic. We will continue to ensure that we have several suppliers of critical components. Measures to increase the share of sustainable transports will continue. It is an important part of how we work with sustainability and our value chain to reduce our environmental impact.

A new framework for Munters' auto policy comprising all categories of vehicles and users was drafted and will be launched in early 2021. The primary goal is to reduce vehicle emissions by 30% by 2023. As infrastructure improves with an expanded network of charging stations, which is important especially for our service vehicles, we can raise that figure.

\*The GHG Protocol, an abbreviation for Greenhouse Gas Protocol, is a standard for calculating and reporting greenhouse gas emissions. The emissions are reported in Scopes 1, 2 and 3. Scope 1 includes direct emissions, Scope 2 includes indirect emissions from purchased electricity, steam, heat or cooling, and Scope 3 other indirect emissions.

### Services as a share of net sales

Munters' ambition is to raise services as a share of net sales to 30%.

**14%** (2019: 13)

### Energy efficiency

Electricity consumption in our production facilities will continually decrease. (MWh/production value SEK 000).

**0.96** (2019: 1.05)

### Green electricity

The share of electricity from renewable sources in our production facilities will continually increase.

**50%** (2019: 40)

### Recycling rate

Reused or recycled waste as a percentage of the total amount of waste will continually increase.

**47%** (2019: 53)

In general, we succeeded in significantly increasing the recycling rate in many of our production facilities in 2020. We also conducted several major cleanups of non-recyclable materials during the year, which led to a lower recycling rate.

### Environmental fines

Fines received owing to non-compliance with environmental laws and regulations. The goal is not to receive any fines.

**5 TSEK** (2019: 50)



# RESPONSIBLE BUSINESS PRACTICES

## Governance documents that serve as guidance for various aspects of Responsible Business Practices:

1. Munters Code of Conduct: Defines Munters' fundamental view on environmental, ethical and human rights issues.
2. Code of Conduct for suppliers: See description in the section Resource efficiency.
3. Anti-corruption policy: Munters' commitment that employees and partners will comply with anti-corruption laws and regulations.
4. Data protection policy: Provides guidance on how personal data is handled correctly, in compliance with the law.
5. Compliance with competition rules: Explains the fundamentals of competition law to prevent violations.
6. Whistleblower policy: See description in the sidebar on page 43.
7. Compliance with sanction regulations: Defines the controls employees have to perform in conjunction with the movement of goods, services and technology across national borders to ensure we do not violate sanctions.
8. Insider policy: Provides guidance for employees on insider regulations, to reduce the risk of illegal trading.

## Priorities and challenges

### SUSTAINABLE AND PROFITABLE OPERATIONS

### 2020

We see major challenges going forward but also great opportunities by contributing to a more sustainable planet. In 2020, Group Management clarified the ambitions for Munters' sustainability work. Munters' vision and strategy reflect the job that has been done to ensure that Munters is becoming a more sustainable business and can offer customers solutions with a stronger sustainability focus than before.

In 2020, we continued to integrate sustainability aspects in the overarching strategy and strategic priorities

### BUSINESS ETHICS

Munters has operations in many countries, and the views on what is moral and ethical differ in different cultures. A number of countries in which Munters operates rank relatively low on Transparency International's annual Corruption Perception Index. In these countries, we therefore place higher requirements on an effective process to ensure compliance with laws and regulations and that human rights are not put at risk.

The whistleblower policy was updated in 2020, after which training was created and rolled out for HR employees.

The HR organization introduced training on "Human Trafficking Awareness & Reporting Obligations" for employees in HR, procurement and Strategic Operations.

### COLLABORATIONS AND PARTNERSHIPS

If our partners do not act in accordance with the law and in an ethical manner, it could affect Munters negatively in several ways. We therefore set clear demands for our suppliers in the Code of Conduct for suppliers, which they must review and affirm that they will comply with. Routine dialogue with all partners on these issues yields several advantages and opportunities for in-depth, long-term relationships, while preventing risk in this area. Munters uses a large number of suppliers spread among many countries in which the cultures and attitudes towards issues concerning human rights and the environment differ greatly. This requires effective tools, a clear procedure and training by the organization to verify that suppliers meet our very strict requirements..

In 2019, we worked only on having major suppliers sign our Code of Conduct for suppliers. In 2020, we changed the definition and all major suppliers, of both direct and indirect materials, signed it. During the year, thereby achieving our goal to have 100 percent of major suppliers sign the code.





### Sustainable Development Goals (SDG)

The activities Munters carries out in the area of ethical business practices support the following areas in the UN Agenda 2030 for Sustainable Development

2021

In 2021, we will continue to drive our sustainability work forward with a focus on setting clearer goals in priority areas and strengthening the management, analysis and reporting of sustainability indicators.

The HR organization will launch training on the whistleblower policy for all employees. During the year, the Munters Code of Conduct will be updated, after which training will be launched for all employees.

The HR organization will continue the roll-out of "Human Trafficking Awareness & Reporting Obligations" training for employees in Europe and Asia.

The goal is to continue to ensure that 100% of all major suppliers sign the Code of Conduct for suppliers.

**"In 2020, Munters reached a Carbon Disclosure Project (CDP) rating of C. In the previous year, which was the first year that Munters reported to CDP, we had a rating of D-."**

### Code of Conduct for suppliers

The goal for 2020 was to have all our major suppliers of both direct and indirect materials sign the Code of Conduct.

**100%** (2019: 92)

In 2019, we reported only how large a share of major suppliers of direct materials had signed the Munters Code of Conduct for suppliers.

### Number of whistleblower complaints

Number of whistleblower complaints through the external reporting channel.

**12** (2019: 7)

### Whistleblower policy

Munters' whistleblower policy applies to all employees, business partners, subsidiaries and joint ventures. The policy clearly states that if any serious violation committed by the company or any employee, consultant, contractor or supplier is reported, Munters will immediately address it and thoroughly investigate and take action. In addition, an analysis is always conducted to determine how similar improprieties can be prevented in the future. We also offer a web-based reporting channel for anonymous complaints. This reporting tool is provided by an external partner, WhistleB, to ensure anonymity.

# PEOPLE & SOCIETY

## Governance documents that serve as guidance for various aspects of People & Society:

1. Environmental policy
2. Policy on the environment, health and safety: Munters' commitment to environmentally friendly and safe production.
3. Policy on diversity and inclusion: Munters' commitment to an equitable, inclusive and collaborative workplace marked by diversity.
4. Anti-discrimination and harassment policy: Munters' commitment to protect its employees against discrimination, harassment and bullying in the workplace.
5. Flex work policy: Encouragement to managers at Munters, where possible, to offer employees flexible working hours.
6. Whistleblower policy: Defines Munters' view on mismanagement and improprieties and the procedure employees can use to make Group Management and the Board of Directors aware of such situations.

## Priorities and challenges

### EQUITABLE AND INCLUSIVE WORK ENVIRONMENT

#### 2020

Diversity and safety are never-ending jobs, and the challenge lies in staying focused on the issue by routinely conducting various kinds of activities to ensure that the subject remains top of mind.

Safety work at our production facilities has been a more important focus in recent years. All accidents have been routinely reported to Group Management since the end of 2018 with a clear analysis of the accident itself, what caused it and what needs to change to ensure that a similar accident does not occur. A few years ago, Munters set a goal that 30 percent of both employees and managers will be women by 2025. All aspects of diversity are equally important, but since we saw that the percentage of women in the company was low (only 16 percent when measurements began in 2016), management chose to focus on gender equality first.

Munters joined with DuPont during the year to improve safety work throughout the company. For more information, refer to the section on quality and safety on page 45.

In 2020, key employees in HR received training on gender bias to strengthen their knowledge and awareness of the importance of gender equality and how we can improve it in the workplace.

We joined various professional networks such as Women in HVACR and the Society of Women Engineers in the US to proactively contact female candidates for various positions.

#### 2021

The key employees in HR who received gender bias training in 2020 will hold the same training for all managers within Munters in 2021.

### COMMUNITY ENGAGEMENT

We dialogue with our stakeholders and the local communities where we operate. Examples of activities routinely conducted at our facilities include participation in job fairs arranged by schools, collaboration with schools where we offer mentoring and project work, open houses for employees' families and various forms of support for sports clubs and relief organizations. Activities in this area currently are not managed centrally; it is up to each production facility or office to decide what is right in their situation. It can be a challenge to find projects that are not simply charities but also contribute positively to Munters from a business perspective.

Munters participated in a number of local community activities in 2020. This included mask donations during the pandemic; refer to page 19.

For more information on how we dialogue with various stakeholders, refer to pages 48-49.

In 2021, Munters will celebrate Earth Day through various local activities. In the US, Munters will be accepting blood donations at its various facilities (provided that conditions allow).





### Sustainable Development Goals (SDG)

The activities Munters carries out in the area of people & society support the following areas in the UN Agenda 2030 for Sustainable Development.



### SECURITY AND QUALITY AROUND THE WORLD

Early in 2020, Munters conducted a safety study developed by DuPont Sustainable Solutions (DSS) with the aim of better understanding the safety culture. On-site inspections were conducted in Buena Vista and Virginia, in the US; Tobo and Kista, Sweden; and Beijing, China.

The results were clear. Munters needed to strengthen its leadership and improve workplace safety. It was then decided to collaborate with DSS to develop a strategy for real, lasting change.

This resulted in the rollout of the Safety Observation Program (STOP), which is designed to change habits and improve safety. Despite the ongoing pandemic in 2020, we succeeded in holding training in several locations, and the

results are already evident in the form of the number of accidents as measured by the Total Recordable Incident Rate (TRIR), which was 1.4 in 2020, compared with 2.7 in 2019.

"The roll-out of our STOP program will continue in 2021. Ensuring everyone's safety in the workplace is a big job, but we are strongly focused and committed. I expect the STOP program to enable for us to be even more safety conscious and focused in 2021," says David Cromwell, Vice President Global Quality and Safety.



### MUNTERS' COMMITMENT TO DIVERSITY AND GENDER EQUALITY

Munters is committed to improving gender equality. We want to ensure that qualified women are represented in all our recruiting processes and that women can have a career at Munters. We do so by:

- Proactively seeking qualified women through various professional networks
- Ensuring that our recruiting ads and job descriptions are gender neutral
- Trying to have at least two qualified women in every recruitment for both internally and externally advertised positions
- Recruiting women from universities and local colleges to ensure that we have talent within the company
- Seeking new channels and ways to offer flexible working hours throughout the organization
- Training all managers globally in Gender Balance recruiting
- Ensuring that our recruiting processes are free from unconscious biases that candidates may otherwise be exposed to Ensuring that every employee, man and woman, has an individual development plan
- Identifying "high potential" women in our "People Strategy Sessions"
- Trying to set goals for managers to help raise the percentage of women in the company

### Percentage of women

Our aim is to increase the percentage of women in our workforce. The target is 30 percent by 2025.

**21%** (2019: 21)

### Percentage of women in management

Our aim is to increase the percentage of women in management. The target is 30 percent by 2025.

**22%** (2019: 21\*)

\*In 2020, a comprehensive analysis of the reporting of various sustainability key ratios was carried out. This has led to the ratio for the proportion of female executives being revised down from the previously reported 25 percent to 21 percent in 2019.

### Total Recordable Incident Rate\* (TRIR)

Munters strives to continually reduce the number of accidents in production, which we measure by Total Recordable Incident Rate (TRIR). 1.2 (2019: 2.7)

**1.2** (2019: 2.7)

\*Number of accidents where the employee sought medical treatment multiplied by 200,000 and divided by the number of hours worked.

# STAKEHOLDER DIALOGUE

**MUNTERS HAS OPERATIONS AROUND THE WORLD** and collaborates with a number of different stakeholders, including employees, owners, distributors, partners and people who work in environments where Munters' climate control solutions are installed. To create long-term shareholder value, we have to ensure value creation for all stakeholders. This is why we maintain a close dialogue and collaboration with many of them. This gives us a better understanding of how and what we can improve in our work.

## KRISTIN KUHANGEL

*Head Of Human Resources / Reventa*

### What is the best thing about working for Munters?

For me, it is working with a fantastic local team and at the same time closely with international colleagues from around the world. It is very stimulating and inspiring to share insights, experiences and opinions.

### Have you embraced Munters' core values?

I feel that all our core values are woven together: When you are passionate about the things you do, you will not only create sustainable value but also find better ways to handle different situations, processes and projects. My performance is even better when I work with a functional, supportive and constructive team. The various perspectives and ideas help me to think outside the box, which can be enlightening. Personally, I enjoy living by these values every day, and I try to share them with others while still having fun at work.



## CARL RAGNERSTAM

*Stock analyst, Nordea*

### What stands out about Munters among the companies you cover?

Munters stands out in several areas. This includes a well-positioned business model with exposure to structurally growing markets such as animal health and electrification. Also, I feel that Munters has proven it is prepared to take action with the implementation of the Full Potential Program in 2019 and the focus on strategic priorities in 2020.

### What are your expectations in terms of Munters' sustainability work?

We at Nordea expect continuous improvements in sustainability reporting and increased transparency in Munters' sustainability work. Among the indicators we see as important to evaluate this work are GHG emissions in accordance with Greenhouse Gas Protocol and their Scope 1, 2 and 3. In addition also waste, water consumption and employee sick leave.





### JONATHAN SCHÖNBÄCK

Portfolio manager, ODIN fonder

#### What distinguishes Munters among the companies you have invested in?

With its products and strategy, Munters has the opportunity to improve our environment and thereby benefit everyone. Munters has the potential to attract the right talent thanks to a clear purpose to improve the planet by helping customers succeed. One of the things we look at most in our analysis is culture. By building strong teams, Munters creates a corporate culture that can push the company to success.

#### What are your expectations in terms of Munters' sustainability work?

Basically, we believe that a strong corporate culture makes the right decisions at every level and thereby minimizes wasted resources and maximizes the potential in its products. Thanks to the well-defined niche Munters operates in and the course it has charted going forward, our expectations are obviously high that you will continue to make us at ODIN Fonder proud owners. Munters has every opportunity to create a better future for coming generations, and it is important that this potential is fully maximized.

### DHL GLOBAL FORWARDING

Partner

#### What separates Munters as a customer?

DHL Global Forwarding is happy to work with Munters because of the positive, open and honest dialogue and communication we have with every level of the company. We see this as the core of a strategic partnership that we hope will continue for many years.

#### Do you consider Munters a sustainable company?

From DHL Global Forwarding's perspective, Munters is a leader in sustainability. Today the company uses our carbon neutral shipping option for ocean freight. This is one of the initiatives to reach our goal of eliminating carbon emissions by 2050.



**EXCELLENCE. SIMPLY DELIVERED.**

### JESPER HEDBERG

Project engineer at the technology department, Cloetta

#### What distinguishes Munters as a supplier?

Munters dehumidifiers are very important to ensure a good air quality and the right conditions for optimal manufacturing processes at Cloetta. We have chosen Munters as the preferred key supplier of dehumidification products as we have a very good and close dialogue with the company and are satisfied with the result. Munters works continuously to find the best solutions for us.

#### What do you expect from Munters regarding sustainability?

We expect good energy-efficiency. In addition, it is very important to us that Munters products allow us to choose the type of energy that is most optimal for us. We are now in a phase where we want to switch to a greater use of district heating. Together with Munters, we have succeeded in rearranging and modifying Munters products so that they work well with this energy source. In addition, we have installed energy meters to over time measure what result the conversion gives us. Munters has shown that they are offensive and can adopt to the customer to facilitate and enable climate-smart energy choices.

