



# 2025

ANNUAL REPORT AND  
SUSTAINABILITY REPORT



Ida von Ekensteen, Sustainability and Compliance Manager:

# “THERE IS A WEALTH OF KNOWLEDGE WITHIN THE GROUP”

With clear climate objectives, shared frameworks, and a strong commitment across the organisation, Latour continues to advance its sustainability agenda. Ida von Ekensteen describes how ambitions are increasingly being translated into tangible impact.



Ida von Ekensteen is Sustainability and Compliance Manager at Latour and has worked within the group for 4 years.



Latour has now been operating for more than 40 years. What developments have taken place over that time?

“The success factor that defined the company in its early years – a strong, long-term ownership philosophy – continues to characterise Latour today. Our decentralised structure ensures that decisions are made close to the business, with clear accountability at all levels, including in matters relating to people, the environment and society. Our core values and long-term perspective remain central to everything we do.”

2025 was marked by significant geopolitical challenges. Has this affected your work?

“Despite external uncertainty, our focus has remained steadfast. Sustainability is embedded across all aspects of our operations, from acquisitions and product development to how we develop our people. We remain firmly convinced that sustainable businesses deliver the greatest long-term value. Latour’s strong financial position also enables continued investment during uncertain times, which is an undoubted strength.”

The CSRD has now been introduced for large companies in the EU. How do you view the new requirements and what have they meant for Latour?

“This has been a substantial undertaking for Latour, but also an opportunity to further strengthen our sustainability governance and transparency. We have developed common guidelines for reporting and materiality assessments, enabling our companies to focus on real impact rather than administration. Our role is to support, simplify and drive progress.”



Ida looks forward to further strengthening the organisation's strong commitment to sustainability.

What other areas have been prioritised in sustainability work during the year?

“All holdings have continued efforts to have their climate targets validated by the Science Based Targets initiative (SBTi) and to develop concrete roadmaps for achieving them. By year-end, the targets of all the business areas had been approved. The listed companies have also made significant progress. The high level of ambition in climate action that exists across the group creates competitive advantages, regardless of industry.

Talent development has been another key focus area in 2025. This has included the creation of networks, tools and structures to support continuous growth among our people.”

Can you highlight some noteworthy initiatives from the wholly-owned industrial operations?

“Bemsiq Group organised a Sustainability Week under the theme “Small actions, big impact”, encouraging all companies and employees to implement their own sustainability initiatives within the business or local community. This ignited enthusiasm and provided fresh insights. Swegon has continued to work on its RE:3 concept in ventilation, while Fristads, which celebrated its 100th anniversary in 2025, introduced new circular economy services to complement its workwear range. All companies are actively evolving their portfolios, and I am confident this will result in stronger and more sustainable business models.”

Belonging to a group of leading businesses is a major strength. How do you continue to benefit from this?

“There is a wealth of knowledge within the group. Mutual learning fosters continuous improvement. Our sustainability

networks are constantly expanding and our most recent Sustainability Day in November – From action to impact – brought participants together from across Latour. The event was a resounding success, offering numerous tangible examples that everyone can feel inspired by.”

You have several core sustainability targets. How have these been met during the year?

“We are well on track, including the 2025 goal of having our climate targets validated by SBTi. Our gender equality objectives are also progressing in the right direction. Targets drive change. Not only in reporting, but in everyday decision-making throughout our companies.”

The people of Latour are, of course, crucial to sustainable success. What is your strategy for identifying, growing and retaining talent?

“We have placed great emphasis on enhancing our talent development framework, with shared networks, clear leadership criteria, and structured succession planning. Our aim is to make it easier for individuals to grow within Latour. When a new employee joins one of our companies, it quickly becomes evident that the opportunities extend far beyond that role. They become part of a group of dynamic and growing businesses across a broad range of industries worldwide.”

Looking ahead, what will be your main focus?

“I want to continue building on the knowledge and commitment that already exist within the organisation. We have much to learn from one another, and the more we share experiences, the stronger we become as a group.” ●



## Latour's core sustainable development targets

READ MORE! A detailed report on the outcome of the Latour Group's sustainability KPIs can be found on pages 79-102. >

### Listed holdings

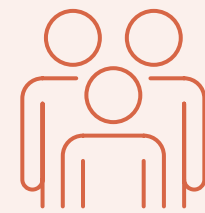
### The wholly-owned industrial operations



## The environment

▶ Signatory to the SBTi with validated emissions reduction targets by 2025.

- ▶ Signatory to the SBTi with validated emissions reduction targets by 2025.
- ▶ -5% annual reduction in energy consumption/turnover.
- ▶ 100% renewable purchased electricity by 2030
- ▶ 100% environmentally certified production facilities by 2025.



## Employees

▶ Gender ratio      Boards: 40-60% by 2030.

- ▶ Gender ratio      Boards: 40-60% by 2030.  
Management teams: 40-60% by 2040.  
Salary-setting managers: 40-60% by 2040.
- ▶ Workplace      Accidents: Net-zero vision.  
Incidents: Increased transparency.



## Business ethics

▶ All holdings must have implemented a code of conduct.

▶ All holdings must have implemented Latour's code of conduct.



## Deep dive: Employees

# New HR network strengthens collaboration

As Latour continues to grow, the importance of growing together becomes increasingly evident. Through the launch of a new HR network, experiences, insights and initiatives are shared to strengthen leadership capability and organisational culture, while creating new opportunities for professional development across the group.

The network builds on the foundation established in 2024, when Latour introduced common leadership criteria centred on collaboration, intellectual curiosity and long-term value creation. Identifying, developing and retaining talent remains critical to delivering high-quality products and services in a dynamic and evolving market. **Pernille Bay-Smidt**, VP HR at the Danish company Caljan, led the relaunch of the HR network at the beginning of 2025.



**Pernille Bay-Smidt**  
VP HR, Caljan

"Latour is a Group in constant motion. The network enables us to learn from one another and leverage our collective expertise to grow more effectively and strategically," she explains.

**Petter Björkeback**, Chief People & Culture Officer at Bemsig Group, shares this perspective.



**Petter Björkeback**  
Chief People & Culture Officer, Bemsig Group

"We operate in different businesses, yet face many of the same challenges. By exchanging experiences relating to leadership, culture and acquisitions, we strengthen the Group as a whole."

The network brings together HR leaders from all seven business areas. Engagement takes place on a continuous basis through regular digital and in-person meetings. The objective is to facilitate knowledge exchange, apply best practice and

build strong professional relationships that enhance collaboration between the companies. Two priority areas have been identified: talent development and internal mobility. A key ambition is to provide more employees with visibility of, and access to, career opportunities across Latour. Leadership plays a key role in enabling this.

"When managers encourage employees to take the next step within another part of the Latour Group, we retain both expertise and commitment," Pernille explains.

To support this ambition, several joint initiatives have been introduced. Leadership Academy, focused on developing future leaders; Management Meets Talents, which facilitates experiencing-sharing between management and selected high-potential employees; and Latour Female, which strengthens networks for women and supports their progression into leadership roles.

**THE NETWORK ALSO SERVES** as a source of new perspectives for employees in their day-to-day work.

"Meeting HR leaders from other companies enables a higher level of reflection," Pernille notes. "It broadens my strategic perspective and means

that we do not have to address complex challenges in isolation."

Petter highlights similar benefits. "Building engagement, leading sustainable change and developing talent are shared priorities. The network provides a forum where we can support one another in addressing them."

**IN A GROUP** characterised by entrepreneur-led companies, it is essential to preserve the distinct strengths that underpin each business's success, while fostering a shared sense of purpose and belonging. The network will play an important role in achieving this balance by promoting experience-sharing and establishing a common understanding of how people and culture can be integrated most effectively. Going forward, the focus will remain on strengthening collaboration and creating the conditions that enable individuals to grow within the Group.

"The key measure is not how many employees move between companies, but whether they perceive that such opportunities are genuinely available. Because when our people grow, Latour grows too," Pernille says in conclusion. ●



Within the HR network, leaders from all business areas convene to exchange ideas, inspire one another and develop joint solutions. Current priorities include initiatives that advance talent development and internal mobility across the Group.

## Talent development initiatives

### Leadership training courses

Internal programmes across Latour's business areas that, through skills development, project engagement and networking, support the cultivation of future leaders within Latour.

### Management Meets Talents

An initiative that provides selected high-potential employees and mentors from Latour's management team with the opportunity to learn and develop through regular meetings and the exchange of experience.

### Latour Female

A network that promotes female leadership and gender equality through lectures, panel discussions and joint events held twice annually.



### Three voices

## Hello! What is it like working at a Latour-owned company?



**Sara Håkansson**  
Supply Chain Manager,  
Nord-Lock Group

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Years with the Group: 5 years

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"At Nord-Lock Group, I am currently leading initiatives and developing processes that deliver measurable impact. I have consistently been entrusted with significant responsibility by my managers and have had the privilege of working alongside highly committed colleagues. There is substantial opportunity for both personal and professional development."



**Marcus Olsson**  
Site Manager, CASA Center Sweden,  
Swegon

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Years with the Group: 20 years

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"Today, I lead logistics operations and collaborate closely with colleagues to deliver residential ventilation solutions to Swegon's customers across Sweden. I have been with the company for many years, and the autonomy to explore new approaches, combined with the support of motivated teams, makes working here both engaging and rewarding."



**Patrik Erlandsson**  
VP Hardware,  
Hultafors Group

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Years with the Group: 15 years

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"As Hultafors Group has grown and evolved, so too have I. Today, I work with passionate colleagues to advance our brands and strengthen our market position, which I find highly rewarding. The strong culture of support, commitment and opportunity to contribute strategically makes the role both challenging and meaningful."



## Sustainable development 2025

**READ MORE!** A detailed report on the outcome of the Latour Group's sustainability KPIs can be found on pages 79-102. >



### Science Based Targets initiative (SBTi)

**DURING THE YEAR,** Latour continued its work to establish science-based climate targets. The process of validating targets in accordance with the Science Based Targets initiative (SBTi) is comprehensive and places significant demands on data quality, particularly in relation to Scope 3 emissions.

One of the 2025 targets has been achieved: six of Latour's business areas have received validated climate targets in line with SBTi. Due to its structure, comprising several smaller business units, Latour Industries is not subject to the SBTi target but is instead actively working with Latour's centrally defined Scope 1-3 emissions reduction targets.

Eight of the ten listed holdings have validated SBTi tar-

gets, while the remaining two are in the final phase of the validation process. This represents an important step in Latour's ambition to ensure that its entire portfolio contributes to limiting global warming in accordance with the Paris Agreement.

The work related to SBTi forms an integral part of Latour's sustainability strategy and serves as a key driver of long-term value creation. By establishing science-based targets, Latour enables its companies to adopt clear and credible roadmaps for emissions reduction, strengthen competitiveness and meet increasing demands from customers, investors and regulatory frameworks.

### ISO 14001

**IN 2020,** Latour established an environmental objective to ensure that all relevant production facilities within the Group achieve ISO 14001 certification by 2025.

ISO 14001 is an internationally recognised standard for environmental management systems, requiring structured processes to identify, monitor and continuously improve environmental performance. Certification confirms that the companies operate in accordance with an established and independently verified methodology to ensure regulatory compliance, mitigate risks and drive continuous improvement, thereby supporting long-term competitiveness.

Since the target was established, 28 additional production

facilities have been acquired, expanding the scope of the objective. Newly acquired facilities are granted a two-year period to comply with the requirement for ISO 14001 certification. At year-end, 61 of 81 production facilities were certified, corresponding to 75 per cent of the industrial operations. Three of the seven business areas have achieved full certification.

The number of certified facilities has increased steadily since the objective was introduced, and the work will continue at pace in the coming years. The ambition remains clear: all relevant production facilities within Latour will achieve ISO 14001 certification. Progress is monitored on an ongoing basis.

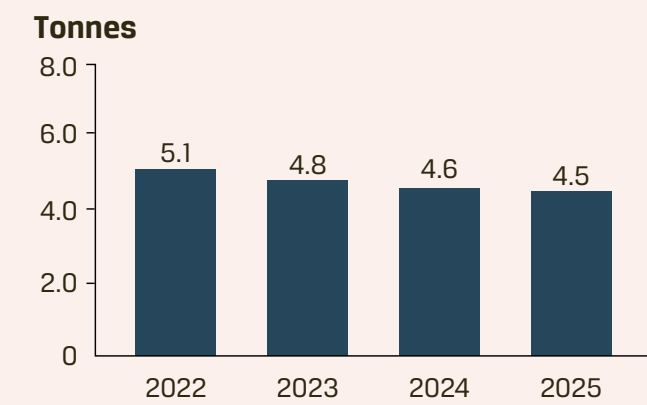


### Sustainable development 2025

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#### ENERGY CONSUMPTION

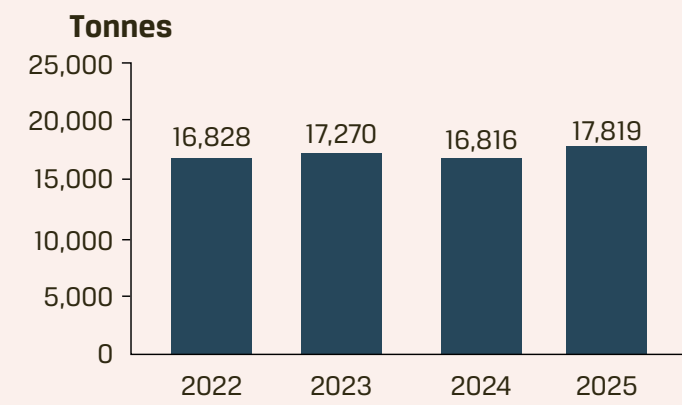
Consumed MWh in relation to turnover.



**TARGET:** 5% relative annual decrease.  
**OUTCOME:** -1.0% from last year.

#### CARBON DIOXIDE EMISSIONS

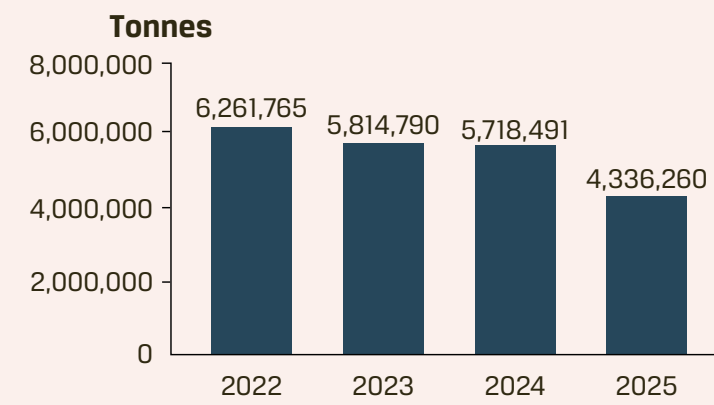
Tonnes of carbon dioxide (CO<sub>2</sub>e) in Scopes 1 & 2.



**TARGET:** Reduced by 40% by 2030 (base year 2022).  
**OUTCOME:** 5.9% from the base year

#### CARBON DIOXIDE EMISSIONS

Tonnes of carbon dioxide (CO<sub>2</sub>e) in Scope 3.

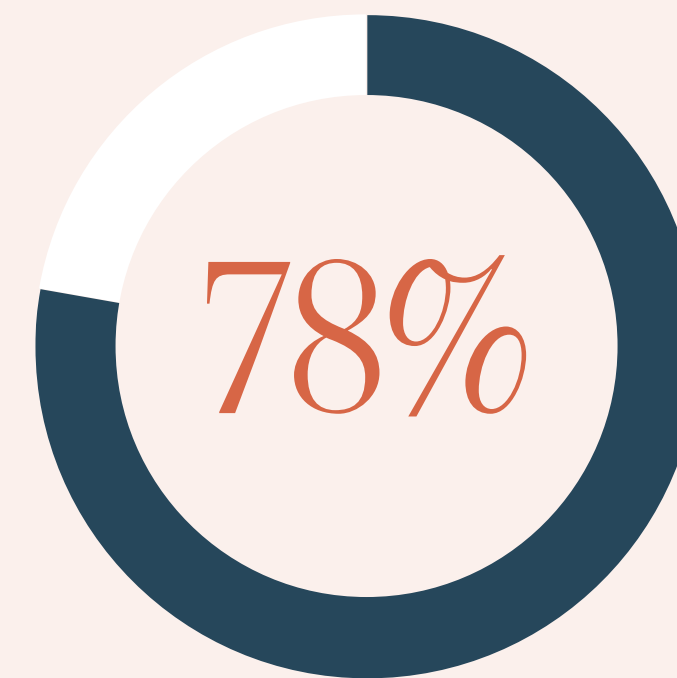


**TARGET:** Reduced by 20% by 2030 (base year 2022).  
**OUTCOME:** -30.8% from the base year

#### RENEWABLE ELECTRICITY

% renewable energy of total consumption.

**TARGET:** 100% by 2030  
**OUTCOME:** -1.1% from last year



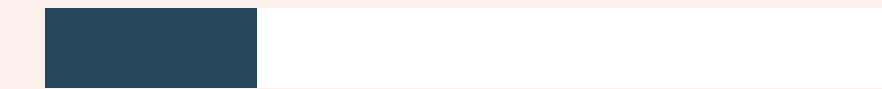
#### PERCENTAGE OF WOMEN AND MEN IN TOTAL IN THE INDUSTRIAL OPERATIONS (%)

**TARGET:** Achieve a gender ratio of 40-60 per cent by 2030 at the latest within boards of directors, and by 2040 within management teams and among salary-setting managers.

**OUTCOME:**



Salary-setting managers, 25% (24%)



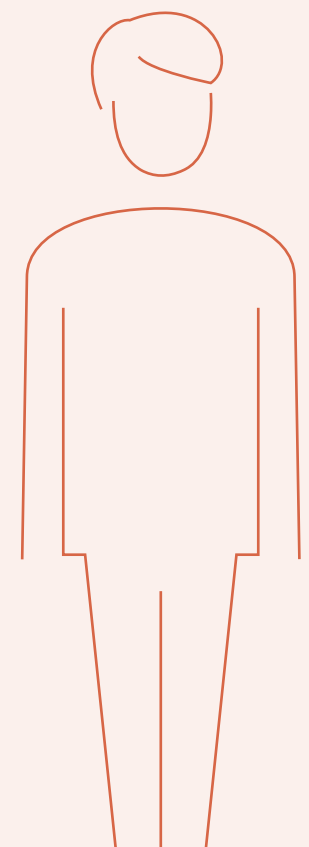
Senior executives, 23% (20%)



Board members in industrial operations, 38% (35%)



Members of Latour's Board of Directors, 50% (43%)



#### UN SUSTAINABLE DEVELOPMENT GOALS

Latour has identified seven of the 17 UN Sustainable Development Goals (SDGs) as areas where it can have the greatest positive impact.

All companies must have implemented Latour's Code of Conduct.



# SUSTAINABILITY REPORT

## ESRS 2 General Disclosures

This report contains a sustainability statement and has been prepared with reference to the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

### Basis for preparation and accounting policies

#### General basis

*BP-1*

The sustainability report has been prepared on a consolidated basis like the financial statements and includes the parent company and the wholly-owned operations. It covers our own operations as well as upstream and downstream value chains.

No information corresponding to intellectual property, know-how or the results of innovation has been omitted from the sustainability report.

As the European Commission has not yet formally adopted the digital taxonomies for ESRS and Article 8, the sustainability report has not been digitally tagged in the European Single Electronic Format (ESEF).

#### Changes for the year

*BP-2*

This is the first year that Latour has prepared its mandatory sustainability report in full compliance with the Corporate Sustainability Reporting Directive (CSRD). While previous year

disclosures were ESRS-inspired, this year's report incorporates expanded reporting requirements, notably the new taxonomy disclosure tables mandated by the latest Delegated Act.

### Sustainability governance

#### Roles and responsibilities

*GOV-1*

The Board of Directors has overall responsibility for sustainability-related matters (ESG) and has delegated authority to the CEO. The Board receives regular updates on ESG from the CEO and has endorsed this report, including the selection of material topics in it.

Latour's Board of Directors consists of nine members, including the CEO. Five members are men and four are women (44 per cent female members). All members, except the CEO, are independent of the company and the company management (89 per cent independent non-executive members). The Board has extensive experience of industrial global companies and has knowledge of the sustainability-related matters that are important to Latour. Employees are represented in the subsidiary Latour-Gruppen AB, which is the parent company of the wholly-owned companies within the industrial operations.

They are therefore not represented in the investment company's board.

Latour's Group management team consists of four members, including the CEO. Three of the members are men and one is a woman (25 per cent female management team members). Group management is responsible for setting Latour's objectives, monitoring progress and the governing policies that address Latour's material impacts, risks and opportunities. Members of the management team are continuously updated with sustainability-related information and regulatory developments.

#### Sustainability governance process

*GOV-2*

The wholly-owned operations are divided into seven business areas. The business area managers are accountable for implementing Latour's sustainability management within their respective business areas. Reporting occurs through a combination of monthly updates to Group management and regular presentations to each business area's board, where sustainability is a standing agenda item and a deep dive once a year. Each business area possesses expertise on sustainability matters specific to its industry and the geographic regions in which it operates.

A central organisation within Latour consolidates the sustainability-related data reported by the business areas via a shared digital reporting system and provides quarterly reports outlining progress and developments. This central organisation is responsible for reporting to Group management and for communicating and facilitating the implementation of the governing policies that address Latour's material impacts, risks and opportunities to the business areas.

#### ESG in incentive schemes

*GOV-3*

Latour's sustainability strategy is built on the premise that the board of directors in each business area plays a pivotal role in setting demands and driving further sustainable development. One of Latour's minimum requirements is that all of Latour's holdings incorporate non-financial criteria into the CEO's annual bonus targets, with the specifics of these targets varying between holdings.

In 2025, non-financial criteria accounted for 10 per cent of the bonus outcome for all CEOs in the wholly-owned business areas. In most of the business areas, non-financial criteria have also been implemented at additional levels within their own organisations.



Sustainability report cont.

Due diligence of sustainability processes

GOV-4

Core elements of due diligence	Items in the sustainability report	Page
a) Embedding due diligence in governance, strategy and business model.	ESRS 2 GOV-2	79
	ESRS 2 GOV-3	79
	ESRS 2 SBM-3-EI	82
	ESRS 2 SBM-3-SI	92
	ESRS 2 SBM-3-GI	96
b) Engaging with affected stakeholders at all key stages of due diligence.	ESRS 2 GOV-2	79
	ESRS 2 SBM-2	80
	ESRS 2 IRO-1	81
	ESRS 2 MDR-P, EI-2	83
	ESRS 2 MDR-P, SI-1	92
	ESRS 2 MDR-P, GI-1	96
c) Identifying and addressing adverse impacts.	ESRS 2 IRO-1	81
	ESRS 2 SBM-3-EI	82
	ESRS 2 SBM-3-SI	92
	ESRS 2 SBM-3-GI	96
d) Taking actions to address those adverse impacts.	ESRS 2 MDR-A, EI-3-6	83-85
	ESRS 2 MDR-A, SI-4-9	92-95
e) Tracking effectiveness of these efforts and communicating this.	ESRS 2 MDR-M, EI-4	83
	ESRS 2 MDR-M, SI-5	92
	ESRS 2 MDR-M, SI-9	95
	ESRS 2 MDR-T, EI-4	83
	ESRS 2 MDR-T, SI-5	92
	ESRS 2 MDR-T, SI-9	95

Risk management and internal controls

GOV-5

Latour's sustainability reporting carries the risk of material misstatement, whether due to human error or incomplete data. In order to mitigate and manage these risks, there are several internal control processes in place for the Group's sustainability reporting. With a clearly delegated structure, the initial assessments and prioritisations of sustainability reporting are made at the business area level, and the final assessments are then made at the Group level. Latour has established central guidelines to standardise definitions, calculations and key metrics such as emission factors, and Latour's accounting policies align with the ESRS requirements for sustainability information. Sustainability-related KPIs are reviewed on a quarterly basis.

Business model and strategy

Strategy, business model and value chain

SBM-1

As an international investment company, Latour's key contribution to sustainable development is to direct financial resources to companies that are best able to generate sustainable value, and then be an active and responsible owner. Through the work of the Board, Latour is a driving force and has high expectations for sustainable growth in all of its holdings.

Sustainability is integrated into Latour's business model and investment criteria. Development of sustainable operations creates long-term values. Latour is a global group with holdings operating in a variety of industries and geographic regions. The businesses have significant exposure to the construction industry. For more information about each business area, see pages 38-58. All holdings meet Latour's investment criteria, which include ensuring that the products and services of the companies are aligned with global megatrends. One of these is sus-

tainability. Latour has businesses that specialise in areas such as energy efficiency, accessibility, ergonomics and safety, each contributing in various ways to sustainability for the benefit of end customers, users and the environment. Latour's strategy centres on ensuring that its holdings lead in sustainability, which is essential for maintaining and gaining market share while driving long-term profitability. This extends to sustainability within its own operations as well as throughout the entire value chain.

Management of risks and identification of opportunities linked to sustainability are increasingly key components of corporate governance, risk assessment and strategic management and planning activities. Risk assessments, including sustainability-related risks and opportunities, are carried out on a regular basis. A comprehensive risk assessment is carried out annually in the wholly-owned industrial operations and the findings are reported to the Board.

Latour has a common set of sustainability goals within its ESG framework for the wholly-owned companies. These are reviewed quarterly. For more information on targets and outcomes, see pages 84-95. In addition, each business area sets its own targets tailored to its operations, based on its specific risk management and strategy activities.

For information on the breakdown of sales, see Notes 3 and 4.

Stakeholders and their impact

SBM-2

Latour places great emphasis on fostering strong relationships with its stakeholders, and considers this essential to producing long-term sustainable value, favourable returns and a positive impact. Latour's stakeholders include owners, investors, holdings, employees, customers, end users, society and the environment. Stakeholder feedback is regularly discussed at management and board meetings, and at strategy review and risk assessment meetings.

Further details on stakeholder input, due diligence and the materiality assessment can be found in IRO-1.

Latour's stakeholders	Engagement and purpose
Employees	Employees are the most valuable asset of any company, and it is essential that Latour fosters a safe, engaging, and purposeful work environment for all its employees. Latour engages and interacts with its employees through a variety of channels, including training programmes, performance and development reviews, employee surveys and a centralised whistleblowing system.
Holdings	Latour maintains regular communication with all holdings through monthly reports, verbal briefings and updates, board meetings, forums and networks, as well as quarterly and annual reports.
Owners and investors	Latour's principle owners are represented on the Board of Directors, and communication with them occurs through monthly reports, verbal briefings and updates, board meetings, and the annual reporting process.  Latour strives to be as transparent and accessible as possible to its broader shareholder and investor base. Communication with these stakeholders takes place via digital quarterly presentations, annual and sustainability reports, the Annual General Meeting, investor presentations, and one-on-one meetings at which Latour can interact directly with owners and investors.
Customers and end users	Engaging with customers to understand their perspectives and needs is a critical component of the business models of the holdings. This dialogue is mainly conducted at the business area level, rather than at the Latour corporate level. The feedback Latour receives from these discussions is integrated into broader sustainability and strategy initiatives.
Society	The national laws and regulations of all countries in which Latour operates must be complied with at all times. This is a fundamental requirement and is explicitly stated in Latour's Code of Conduct.
Nature	Latour considers nature to be a "silent stakeholder" and accordingly conducts environmental impact assessments and risk assessments to gauge its ecological footprint.



Sustainability report cont.

## Material sustainability matters

### Material impacts, risks and opportunities

SBM-3

The material impacts, risks and opportunities identified by the double materiality assessment are presented alongside the standards *ESRS E1 Climate Change, S1 Own Workforce* and *G1 Business Conduct* in this sustainability report.

### Conducting a double materiality assessment

IRO-1

Latour has conducted a double materiality assessment as required by the ESRS. This process involved the use of a variety of sources to identify all the impacts, risks and opportunities along the value chain. Internal and external reports, and assessments from Latour’s headquarters and the wholly-owned business areas, were complemented by sustainability-related questionnaires directed at internal experts across all business areas. A comprehensive assessment of sustainability performance was also conducted by external experts. Latour has engaged in ongoing dialogue with its stakeholders to identify the company’s material sustainability matters, and the feedback has provided input for the assessment but was not part of the assessment itself. Sustainability-related risks are integrated into the company’s overall risk management process, which is carried out annually.

The materiality assessment and criteria were carried out in accordance with the requirements of ESRS 1, applying the double materiality principle, which comprises:

- Impact materiality: Consideration of scale, scope, remediability and likelihood of the impact being positive or negative and actual or potential. ESRS 1, paragraph 45, specifies that in the case of a potential negative human rights impact, the severity of the impact takes precedence over its likelihood.

- Financial materiality: Assessment of financial impacts of risks and opportunities and the likelihood that they will occur.

A sustainability matter was deemed material if at least one IRO (Impact, Risk & Opportunity) was above the threshold, indicating either impact materiality, financial materiality, or both. Non-material sustainability matters were those where no IRO was identified and/or all IROs were found to fall below these thresholds.

The findings of the materiality assessment have been consulted and confirmed by Latour’s CFO, Group Finance Director and Sustainability and Compliance Manager. The findings were then reported and approved by other members of Group management and finally by Latour’s Board.

### Double materiality assessment findings

IRO-2

IMPACT MATERIALITY	DOUBLE MATERIALITY
<p>S1 - Diversity G1 - Protection of whistleblowers</p>	<p>E1 - Climate change mitigation E1 - Energy S1 - Health and safety G1 - Corporate culture</p>
NOT MATERIAL	FINANCIAL MATERIALITY
<p>E2 - Pollution E3 - Water and marine resources E4 - Biodiversity and ecosystems E5 - Circular economy S2 - Workers in the value chain S3 - Affected communities S4 - Consumers and end users</p>	<p>E1 - Climate change adaptation G1 - Prevention and detection of corruption and bribery training</p>



# E1 Climate change

## Transition plan

### E1-1

Latour’s 2030 emissions reduction target is aligned with the Science-Based Targets initiative (SBTi), which in turn supports the goal of limiting global warming to 1.5°C, as outlined in the Paris Agreement. As an investment company, Latour’s emissions primarily stem from its holdings, with the parent company contributing a negligible share. The vast majority of emissions from the industrial operations fall under Scope 3, particularly from the purchase of materials and goods, freight, and the use phase of products.

As part of its sustainable development programme, Latour requires all the business areas to commit to the SBTi and have their targets validated by 2025. Some smaller entities are exempt from this requirement, but are instead required to comply with other central emissions reduction targets in line with the SBTi for Scopes 1, 2, and 3 emissions. Committing to the SBTi and establishing validated emissions reduction targets requires the formulation of a climate transition plan, which is currently being implemented across all the business areas. Latour’s minimum requirements for all wholly-owned companies are based on the SBTi guidelines, where the aim is to reduce greenhouse gas (GHG) emissions by 2030. This aligns with Latour’s business strategy of developing sustainable businesses that generate long-term value. The climate transition plans have been approved by the respective boards of directors. During 2025, all 6 business areas that are required to commit to the SBTi and establish validated emissions reduction targets have done so.

Ongoing investments are made in solar panels, energy-efficiency enhancements and other emissions reduction measures, but are not subject to separate tracking. Latour has operations that are both eligible and aligned with the EU Taxonomy Regulation. Further information is provided in the Taxonomy Reporting 2025 section.

Latour is not excluded from Paris-aligned benchmarks.

## Climate-related impacts, risks and opportunities

### SBM-3

Latour’s business model is to invest in companies that are best able to generate sustainable value, based on established investment criteria, and then be an active and responsible owner. The assessment is that the overall investment strategy will therefore remain resilient to climate-related risks in the short, medium, and long term.

All the wholly-owned holdings have assessed their climate-related risks and opportunities and their overall financial impact. The significant ones were included in the companies’ annual risk review. The next step is to perform scenario-based analyses. The materiality assessment described in disclosure requirement IRO-1 identified the following material impacts:

#### *Greenhouse gas emissions from own operations*

Latour has a negative impact on the environment through the emission of greenhouse gases. These emissions mainly stem from use of energy in our own production and heating/cooling systems in the buildings where we operate. By consuming fossil fuels for these purposes, we generate emissions that have an actual, negative impact on the environment, which contributes to climate change over the short, medium and long terms. Investments in the green transition to reduce emissions could pose a transition risk in the short term. The same applies to policy and regulatory initiatives if they conflict with its own strategic plans for the transition.

#### *Greenhouse gas emissions in the value chain*

The value chain is the largest source of Latour’s greenhouse gas emissions. Several of Latour’s operations use steel in the manufacture of their products. Steel is a high-emission raw material. The majority of the companies’ products need transporting to customers in one way or another. This generates freight-related greenhouse gas emissions. Some of the operations’ products

require energy during their use phase, which results in emission of greenhouse gases. These greenhouse gas emissions in the value chain have an actual, negative impact on the environment, which contributes to climate change over the short, medium and long terms.

#### *Energy efficiency*

Latour’s business units Bemsig Group and Swegon contribute positively to the environment with their ranges of energy efficient products. The positive impact occurs downstream in the value chain and over the short and medium terms. Several other Latour businesses that produce energy-powered products have also identified a potential competitive advantage in offering the most energy-efficient products possible to the market. Investing in and promoting businesses that contribute to the green transition through energy efficiency is a short-term and medium-term growth opportunity identified by Latour.

## Climate-related risk and strategy activities

### IRO-1

Risk assessments, including climate-related risks and opportunities, are carried out on a regular basis. The comprehensive risk assessment carried out annually in the wholly-owned industrial operations includes the assessment of climate-related risks and opportunities. A continuous monitoring process for political and regulatory transition risks is maintained across the internal operations and the value chain of the companies. Future political decisions may result in increased operational costs. Latour has not conducted a climate-related scenario assessment but looks at the overall financial impact of the risks and opportunities in the short, medium and long terms. The next step is to conduct medium and long term scenario assessments of identified risks and opportunities in the wholly-owned industrial operations. A short-term period is defined as a calendar year. A medium-term period is from the end of the

short-term reporting period up to five years. A long-term period is more than five years.

A few operations may be affected in the long term by climate-related risks, but the risk is generally low. The following table provides a summary of the Group’s identified climate-related risks and opportunities.



E1 Climate change cont.

CLIMATE-RELATED RISKS AND OPPORTUNITIES

RISKS

Latour's climate-related financial risks exist in the holdings

Physical risks

- Risks in the supply chain
- Risks in own production

Transition risks

- Political and regulatory risks
- Investments - green transition
- Market

The findings of the assessments have influenced Latour's strategy work and risk management. Latour's opportunities are mainly within corporate governance, and investment in and promotion of the transition to a green economy. Sustainability and climate-related opportunities are clearly implemented in Latour's investment criteria. Measures to address the identified risks are described in section E1-3.

Climate-related policies

E1-2

Environmental stewardship is ingrained in Latour's corporate culture and is a critical factor for ensuring long-term sustainable development. Latour's environmental policy emphasises making environmentally conscious choices across all long-term business activities, from selecting partners and developing products to choosing production inputs. The environmental policy is available to all the companies through Latour's group-wide intranet and can be downloaded by external stakeholders from Latour's website, [latour.se](http://latour.se).

To ensure sustainable development, Latour has a number of

OPPORTUNITIES

Latour's opportunities are mainly within governance, and investment in and promotion of the transition

- An entrepreneurial culture that promotes transition
- A strong network
- Investment aid
- An active owner
- An overall sustainability strategy that is driving change
- Investment strategy with the focus on sustainability

key environmental goals for reducing its impact that include all the wholly-owned companies. The complete list of Latour's key environmental goals can be found on page 21. In addition to these key goals, each business area is required to set additional relevant objectives for its own operations, based on a materiality assessment. The key environmental goals have been communicated and endorsed by the CEO and CFO of each business area, and progress is regularly reported to their respective boards.

Latour's Group management holds overall responsibility for both the environmental policy and the key goals, while individual business areas are responsible for implementing them in their operations. The environmental policy and the key goals are reviewed annually by the Sustainability Manager and Group management.

Actions for managing climate-related risks

E1-3

Reducing greenhouse gas emissions is a vital part of climate change mitigation and adaptation. Latour maintains a strong financial position and continues to invest in its portfolio com-

panies, with the capacity to implement the necessary measures at the required pace to support the transition. The business areas' prepared transition plans include, among other measures, the investments required to achieve climate-related targets aligned with the 1.5°C objective of the Paris Agreement on climate change. These investments comprise both CapEx and OpEx directly associated with activities that contribute to greenhouse gas emissions reductions and improved resource efficiency. The financial investments made during the year that are associated with EU Taxonomy Regulation-related activities are not directly linked to the holdings' transition plans. Latour is implementing the following measures to reduce its greenhouse gas emissions: Information on greenhouse gas emissions reductions achieved to date is presented in Section E1-6.

Greenhouse gas reporting:

Except for Latour Industries, all wholly-owned holdings have committed to the Science Based Target initiative (SBTi) with validated emissions reduction targets. Reduction targets validated by the SBTi include both the organisation's and the entire value chain's emissions, including materials and the user phase for sold products. Latour Industries is not included within the scope of target validation under the SBTi. However, its business units have developed their own reduction plans aligned with the objectives of the Paris Agreement.

Energy efficiency investments:

Latour is in a strong financial position and is continuously investing in the operations. Facility upgrades and renovations often include energy efficiency improvements. Such as switching to LED lighting, installing solar panels and investing in new, more energy-efficient machinery.

Green energy:

Latour has set a goal of sourcing 100 per cent renewable electri-

city for its operations by 2030. Progress towards this goal is ongoing, with some countries, like Sweden, already nearing this target. In countries where options for purchasing renewable electricity from the grid are more restricted, the companies can reduce the negative impact by, for example, buying electricity certificates.

Innovation and entrepreneurship

Latour's corporate culture is characterised by a strong entrepreneurial spirit that fosters innovation and drives the green transition. By being an active owner, Latour enables its companies to make forward-looking investments in product development and their own operations to maintain a leading position and ensure long-term relevance.

Targets related to climate change mitigation and adaptation E1-4

Latour has four climate-related targets for climate change mitigation and adaptation. They focus on emissions from its own operations, emissions from the value chain, energy consumption and electricity mix. The targets align with the goal of limiting global warming to 1.5°C, as recommended by the SBTi. Latour applies the methodology defined by the Greenhouse Gas Protocol when calculating emissions. Scope 3 emissions are reported for the categories assessed as most significant. A change of 5% or more in an organisation's total base year emissions triggers a recalculation of base year emissions. The base year has been set to 2022, reflecting that the reduction targets were established in 2023 and that 2022 data was assessed as the most reliable baseline. Numerous initiatives are underway across the Group to meet these targets, including investments in solar panels, a transition to electric vehicles, energy efficiency measures, and product development. The specific quantitative contributions vary between the holdings. Further information on progress towards the targets is presented in Sections E1-5 and E1-6.



➤ E1 Climate change cont.

## ENERGY CONSUMPTION

Presents MWh consumption in relation to turnover (SEK m) for the wholly-owned industrial operations. The goal is an annual relative decrease of at least 5 per cent.

	Bemsiq Group	Caljan	Hultafors Group	Innovalift	Latour Industries	Nord-Lock Group	Swegon	Investment AB Latour (HQ)	Total
Total energy consumption from fossil sources	1,553	7,193	14,824	2,676	1,985	2,730	29,658	78	60,697
Total energy consumption from nuclear energy sources	857	0	2,084	0	0	149	1,664	0	4,755
Total energy consumption from renewable sources disaggregated by:									
Fuel consumption	187	540	4,265	1,303	65	102	1,534	0	7,995
Consumption of purchased or acquired electricity, heat, steam and cooling	1,577	2,377	6,324	4,201	6,683	9,581	17,484	127	48,353
Consumption of self-generated non-fuel renewable energy	84	0	481	0	88	31	1,108	0	1,791
Total consumption of renewable energy	1,848	2,917	11,070	5,504	6,835	9,713	20,125	127	58,139
Other (uncategorised energy)	170	1	0	2,184	134	157	1	0	2,647
Total energy consumption	4,427	10,111	27,978	10,364	8,953	12,750	51,448	206	126,237
Energy intensity (MWh/SEK m)	2.1	6.6	4.2	3.0	5.1	6.1	5.1	-	4.5
Change since previous year %	-1	-10	4	-14	-8	-14	8	-	-1

## ENERGY MIX

Presents the percentage of renewable energy of the total electricity consumption for the industrial operations and the parent company. The goal is 100% renewable purchased electricity by 2030.

Percentage of renewable energy, %	2025			2024		
	Sweden	Abroad	Total	Sweden	Abroad	Total
Bemsiq Group	68	37	43	70	58	60
Caljan	-	90	90	-	74	74
Hultafors Group	100	67	81	99	64	79
Innovalift	100	30	59	100	59	84
Latour Industries	85	97	89	100	93	97
Nord-Lock Group	100	76	92	99	66	89
Swegon	96	55	73	97	52	73
Investment AB Latour (HQ)	100	-	100	100	-	100
<b>Total</b>	<b>96</b>	<b>62</b>	<b>78</b>	<b>98</b>	<b>63</b>	<b>80</b>

## Energy consumption

### E1-5

Latour's energy consumption primarily consists of heating and cooling of production facilities and offices, electricity usage, and fuel for vehicles, such as forklift trucks and company cars. The central objective is to reduce MWh consumption in relation to turnover (SEK m) by at least 5 per cent annually. The

companies are constantly striving to improve efficiency, reduce energy consumption and transition from fossil fuels to renewable energy sources. The ambition is to source 100 per cent renewables for all the energy it needs by 2030. Latour does not conduct any business within high climate impact sectors.



➤ E1 Climate change cont.

**Greenhouse gas emissions**

E1-6

**CO<sub>2</sub>e EMISSIONS**

Presents emissions of greenhouse gases (CO<sub>2</sub>e) for the industrial operations and the parent company. When calculating CO<sub>2</sub>e emissions, the methodology defined by the GHG Protocol is applied. The holdings perform their own emissions calculations. Consequently, assumptions and methodological approaches may vary between entities. The 15 categories within Scope 3 emissions have been assessed, and each holding reports on those categories identified as most significant. The calculation methods used for Scope 3 emissions are based on, among

other inputs, financial expenditure data, material weight and estimates. Primary data are used where available. Otherwise, secondary data are used. Where data are unavailable, well-founded assumptions have been applied as the basis. Primary data usage for Scope 3 calculations ranges from 0% to 80% across holdings. The emission factors used are sourced from databases, including DEFRA, IEA and EPDs. Contractual instruments related to renewables are estimated to account for approximately 70% of the Group's Scope 2 emissions.

Tonnes CO <sub>2</sub> e 2025*	Bemsiq Group	Caljan	Hultafors Group	Innovalift	Latour Industries	Nord-Lock Group	Swegon	Investment AB Latour (HQ)	Total
Scope 1	381	1,554	1,946	1,341	450	679	5,687	14	12,051
Scope 2 location-based	740	110	2,275	762	2,069	1,154	1,339	2	8,452
Scope 2 market-based	628	110	1,298	767	363	320	2,281	0	5,768
Scope 3	91,124	78,623	293,817	166,464	13,494	21,685	3,670,698	356	4,336,260
Total location-based	92,244	80,287	298,038	168,566	16,013	23,518	3,677,724	372	4,356,763
Total market-based	92,132	80,287	297,061	168,572	14,307	22,684	3,678,666	370	4,354,079
Change in Scope 1+2 emissions compared with the base year %	11	-17	21	3	-52	-38	35	139	6
Change in Scope 3 emissions compared with the base year %	35	-39	0	71	-8	7	-35	-5	-31

Tonnes of CO <sub>2</sub> e Base year 2022**	Bemsiq Group	Caljan	Hultafors Group	Innovalift	Latour Industries	Nord-Lock Group	Swegon	Investment AB Latour (HQ)	Total
Scope 1	548	1,748	1,501	1,573	867	899	4,286	6	11,429
Scope 2 location-based	356	266	2,705	705	2,437	1,431	814	0,45	8,715
Scope 2 market-based	363	266	1,178	472	815	705	1,599	0	5,399
Scope 3	67,338	128,733	294,298	97,159	14,629	20,327	5,638,908	374	6,261,765
Total location-based	68,242	130,747	298,504	99,437	17,933	22,658	5,644,008	380	6,281,909
Total market-based	68,249	130,747	296,977	99,204	16,311	21,932	5,644,793	380	6,278,593

Significant Scope 3 emissions, tonnes CO <sub>2</sub> e	Scope 3		
	2025	Base year 2022	Change, %
1. Purchased goods and services	647,078	871,275	-26
2. Capital goods	2,308	6,866	-66
3. Fuel and energy-related activities	1,990	2,675	-26
4. Upstream freight and distribution	47,343	39,138	21
5. Waste management	1,133	2,569	-56
6. Business travel	6,499	2,908	123
7. Employees commuting	4,839	3,908	24
9. Downstream freight and distribution	17,542	16,408	7
10. Processing of sold products	0	409	-100
11. Use of sold products	3,603,857	5,305,302	-32
12. End-of-life treatment of sold products	3,672	10,305	-64
<b>Total Latour Group</b>	<b>4,336,260</b>	<b>6,261,764</b>	<b>-31</b>

\* The figures are not entirely comparable with the base year due to changes in the emission factors.  
 \*\* The figures for 2022 have been adjusted due to updated emission factors and newly acquired companies.

**SCOPE 3 CATEGORY 15 INVESTMENTS**

Investment AB Latour's indirect emissions from the investment portfolio. Data are for 2024 and are based on Latour's share of equity in each holding.

Investment portfolio	Scope 3	
	Share of equity, %	Tonnes CO <sub>2</sub> e (Scopes 1+2)
Alimak Group	29.8	1,771
ASSA ABLOY	9.5	20,387
CTEK	33.5	14
Fagerhult Group	47.8	5,084
HMS Networks	25.9	205
Nederman	30.0	838
Securitas	10.9	16,197
Sweco	26.9	3,438
TOMRA	21.1	7,374
Troax Group	30.1	1,952
<b>Total</b>		<b>57,258</b>



> E1 Climate change cont.

**ENVIRONMENTALLY CERTIFIED FACILITIES**

Presents the proportion of ISO 14001 certified production facilities in the industrial operations. Larger facilities are prioritised in the first instance. The goal is to achieve 100% environmentally certified facilities by 2025 at the latest.

Percentage of ISO 14001 certified facilities, %	2025	2024
Bemsiq Group	100	50
Caljan	100	100
Hultafors Group	100	86
Innovalift	50	43
Latour Industries	85	79
Nord-Lock Group	71	43
Swegon	55	48
<b>Total</b>	<b>75</b>	<b>67</b>

**BIOGENIC EMISSIONS**

Due to ongoing implementation of system support for biogenic emissions, the table is limited to business areas with available data. Work is underway to develop the process going forward.

Biogenic emissions	2025
Scope 1	1,976
Scope 2	406
Scope 3	313
<b>Total</b>	<b>2,695</b>

**SCIENCE BASED TARGET INITIATIVE (SBTi)**

Reports on the climate targets of the holdings and which ones have been validated by SBTi. The goal is for all holdings to have joined the SBTi and have their carbon reduction targets validated by 2025. Due to its structure with several small business units, Latour Industries is exempted from this target.

Wholly-owned companies	Validated SBTi targets	Base year	Short-term target	Target year	Long-term target	Target year
Bemsiq Group	Yes	2023	Reduce absolute Scope 1 and 2 emissions by 58.8% Reduce Scope 3 emissions by 63.8% per sold product unit	2034	Reduce absolute Scope 1 and 2 emissions by 90% Reduce Scope 3 emissions by 97% per sold product unit	2050
Caljan	Yes	2022	Reduce absolute Scope 1, 2, and 3 emissions by 42% for each Scope	2030	Reduce absolute Scope 1 and 2 emissions by 90% Reduce absolute Scope 3 emissions by 90%	2050
Hultafors Group	Yes	2022	Reduce absolute Scope 1 and 2 emissions by 42% Reduce absolute Scope 3 emissions by 42%	2030	Reduce absolute Scope 1 and 2 emissions by 90% Reduce absolute Scope 3 emissions by 90%	2050
Innovalift	Yes	2022	Reduce absolute Scope 1 and 2 emissions by 63% Reduce Scope 3 emissions by 66.33% per SEK value added	2035	Reduce absolute Scope 1 and 2 emissions by 90% Reduce Scope 3 emissions by 97% per SEK value added	2050
Latour Industries	N/A	2022	Reduce absolute Scope 1 and 2 emissions by 40% Reduce absolute Scope 3 emissions by 20%	2030		
Nord-Lock Group	Yes	2022	Reduce absolute Scope 1 and 2 emissions by 58.8% Reduce absolute Scope 3 emissions by 58.8%	2034	Reduce absolute Scope 1, 2, and 3 emissions by 90%	2050
Swegon	Yes	2022	Reduce absolute Scope 1 emissions by 42% Increase active annual procurement of renewable electricity to 100% Reduce Scope 3 emissions by 51.6% per SEK m of added value	2030	Reduce absolute Scope 1 and 2 emissions by 90% Continue active annual procurement of 100% renewable electricity Reduce Scope 3 emissions by 97% per SEK m of added value	2050



E1 Climate change cont.

SCIENCE BASED TARGET INITIATIVE (SBTi) cont.

Investment portfolio	Validated SBTi targets	Base year	Short-term target	Target year	Long-term target	Target year
Alimak Group	No					
ASSA ABLOY	Yes	2019	Reduce absolute Scope 1 and 2 emissions by 50% Reduce absolute Scope 3 emissions by 28%	2030	Reduce absolute Scope 1, 2, and 3 emissions by 90%	2050
CTEK	Yes	2021	Reduce Scope 1 and 2 emissions by 42% Measure and reduce Scope 3 emissions	2030		
Fagerhult Group	Yes	2021	Reduce absolute Scope 1 and 2 emissions by 70% Reduce absolute Scope 3 emissions by 30%	2030	Reduce absolute Scope 1 and 2 emissions by 90% Reduce absolute Scope 3 emissions by 90%	2045
HMS Networks	Yes	2022	Reduce absolute Scope 1 and 2 emissions by 55.84% Reduce Scope 3 emissions by 51.6% per SEK value added	2030	Reduce absolute Scope 1 and 2 emissions by 90% Reduce Scope 3 emissions by 97% per SEK value added	2050
Nederman	Yes	2022	Reduce absolute Scope 1 and 2 emissions by 42% Reduce absolute Scope 3 emissions by 25%	2030	Reduce absolute Scope 1 and 2 emissions by 90% Reduce absolute Scope 3 emissions by 90%	2050
Securitas	Yes	2022	Reduce absolute Scope 1, 2, and 3 emissions by 42%	2030		
Sweco	Yes	2020	Reduce absolute Scope 1 and 2 emissions by 90% Reduce absolute Scope 3 emissions by 30%	2030		
TOMRA	Yes	2022	Reduce absolute Scope 1 and 2 emissions by 55% Reduce Scope 3 emissions by 62% per EUR m of value added	2033	Reduce absolute Scope 1 and 2 emissions by 90% Reduce Scope 3 emissions by 97% per EUR m of value added	2050
Troax Group	No					

Carbon credits

E1-7

Latour does not use any greenhouse gas removals and storage and has no carbon credits.

Internal carbon pricing

E1-8

Latour does not apply internal carbon pricing schemes.

EU Taxonomy

Taxonomy reporting 2025

Latour reports eligibility and alignment for all six environmental objectives in the EU taxonomy. The economic activities that have been classed as environmentally sustainable according to the Taxonomy are making a significant contribution to the climate change goal, through energy-efficient cooling and ventilation systems, category CCM 3.5 (i), and for smart monitoring, heat metering and sensor equipment, category CCM 3.5 (n, o, q).

The technical screening criteria have been reviewed and are deemed to have been met. For category 3.5 (i), energy labels A+ and A according to Eurovent Certita Certification have been used in the assessment, a third party validated certification system within the EU. In addition, a Do-No-Significant-Harm (DNSH) assessment, including climate risk, vulnerability and other factors, has been carried out in accordance with the guidelines of the Taxonomy Regulation. Latour ensures compliance with minimum safeguards through established steering documents and processes, with the Code of Conduct serving as the framework. Within the framework of the EU Taxonomy alignment assessment, compliance is reviewed at business area level to ensure that relevant economic activities are assessed where applicable. Where activities do not meet the alignment criteria, the reasons for non-alignment vary. Compared with the previous year, all taxonomy-aligned economic activities decreased. Turnover from taxonomy-aligned activities decreased to SEK 1,461 m (1,882 m), OPEX to SEK 97 m (110 m) and CAPEX to SEK 29 m (69 m).

No entity has identified the same activity or the same turnover, operating expenditure or capital expenditure under multiple annexes. Consequently, no risk of double counting has been identified.

Two green bonds totalling SEK 700 m, issued by Latour in 2022, have been used to refinance Swegon's taxonomy aligned operations in Kvånum. More details about the green bonds can be found in the Annual Report which is available to download from [latour.se](http://latour.se).



➤ E1 Climate change cont.

Latour has applied the option to exclude activities representing less than 10% of total activity from the quantitative taxonomy KPIs. These activities include work to improve the energy performance of buildings, to support circularity, and right-of-use assets in the form of buildings.

2025	Breakdown by environmental objectives of Taxonomy aligned activities															
	Total	Proportion of taxonomy eligible activities	Taxonomy aligned activities	Proportion of taxonomy aligned activities	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered non-material	Taxonomy-aligned activities in previous financial year (N-1)	Proportion of taxonomy-aligned activities in previous financial year (N-1)	
					SEK m	%	SEK m	%	%	%	%	%	%	%	%	SEK m
Turnover	28,145	20	1,461	5	5	-	-	-	-	-	5	0	3	1,882	7	
CAPEX	608	25	29	5	5	-	-	-	-	-	5	0	5	69	12	
OPEX	1,199	29	97	8	8	-	-	-	-	-	8	0	4	110	10	



> E1 Climate change cont.

Turnover

Net sales comprise total external sales of the wholly-owned industrial operations. See Notes 4–6.

TURNOVER

2025	Code	Taxonomy-eligible KPIs %	Taxonomy-aligned KPIs SEK m	Taxonomy-aligned KPIs %	Environmental objective of Taxonomy aligned activities						Enabling activities E	Transitional activities T	Proportion of taxonomy aligned in taxonomy eligible %
					Climate change mitigation %	Climate change adaptation %	Water %	Circular economy %	Pollution %	Biodiversity %			
Economic activities													
Manufacture of energy-saving equipment for buildings	CCM 3.5	20	1,461	5	5	-	-	-	-	-	E	-	25
Sum of alignment per objective					5	-	-	-	-	-			
Total turnover		20	1,461	5	5	-	-	-	-	-	5	-	25



E1 Climate change cont.

**OPEX**

Taxonomy-related operating expenditure include expenditure related to assets or processes associated with the production of products and services that ultimately generate business turnover. In the calculation of operating expenditure as required by the Taxonomy, adjustments have been made for indirect, non-

economic activities. The assessment of what is deemed to be eligible and to be aligned with the Taxonomy follows the same structure as the assessment for turnover. Latour has decided to exclude expenditure that leads to the business becoming low-carbon or to a reduction in CO<sub>2</sub> emissions, so-called stand-alone OPEX, from taxonomy-eligible and/or taxonomy-aligned

operating expenditure where the amount is considered not to be significant. Latour has decided to exclude expensed investments that relate to future turnover that will be subject to taxonomy within five years, as no operations have established specific plans for this purpose, which is required to include the expenditure as taxonomy-eligible and/or taxonomy-aligned.

**OPEX**

2025

Economic activities	Code	Taxonomy-eligible KPIs	Taxonomy-aligned KPIs	Taxonomy-aligned KPIs	Environmental objective of Taxonomy aligned activities							Enabling activities	Transitional activities	Proportion of taxonomy aligned in taxonomy eligible
		%	SEK m	%	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	E			
Manufacture of energy-saving equipment for buildings	CCM 3.5	29	97	8	8	-	-	-	-	-	-	E	-	28
Sum of alignment per objective					8	-	-	-	-	-				
Total OPEX		29	97	8	8	-	-	-	-	-	8	-	28	



E1 Climate change cont.

CAPEX

Taxonomy-related capital expenditure includes all types of investments capitalised during the year. See Notes 12 and 19–23. Latour has set a minimum threshold amount of SEK 0.5 m for investments that lead to the business becoming low-carbon or to a reduction in CO<sub>2</sub> emissions, so-called standalone CAPEX, from taxonomy-eligible and/or aligned capital expend-

iture as an amount below the threshold is deemed not material. Latour has decided to exclude investments that relate to future turnover that will be subject to taxonomy within five years, as no operations have established specific plans for this purpose, which is required to include the expenditure as taxonomy-eligible and/or taxonomy-aligned capital expenditure.

CAPEX

2025	Code	Environmental objective of Taxonomy aligned activities										Enabling activities	Transitional activities	Proportion of Taxonomy aligned in Taxonomy eligible
		Taxonomy-eligible KPIs	Taxonomy-aligned KPIs	Taxonomy-aligned KPIs	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity				
Economic activities		%	SEK m	%	%	%	%	%	%	%	%	E	T	%
Manufacture of energy-saving equipment for buildings	CCM 3.5	25	29	5	5	-	-	-	-	-	-	E	-	19
Sum of alignment per objective					5	-	-	-	-	-	-			
Total CAPEX		25	29	5	5	-	-	-	-	-	5	-		19



# S1 Own workforce

## Impacts, risks and opportunities related to own workforce

### SBM-3

Individuals who may be significantly affected within the organisation's own workforce include employees, self-employed contractors and consultants. No transition plans have been identified that would entail significant consequences for the organisation's own workforce. The materiality assessment described in disclosure requirement IRO-1 identified the following material impacts:

#### Health and safety

The manufacturing industry in general involves inherent health and safety risks, including the use and operation of heavy equipment. Health and safety risks have potential negative impacts on people and arise in the short term within the workplace. Taking a long-term approach is part of Latour's strategy and maintaining a high standard of health and safety is essential to this. Latour is committed to fostering a positive work environment with robust support systems that ensure both short- and long-term healthy and safe working conditions for employees and contractors alike.

#### Diversity, human rights and ethics

With a global workforce of over 10,000 people, Latour and its operations are strategically positioned to make a meaningful impact on employee wellbeing and to leverage the collective knowledge within the organisation to build long-term, sustainable businesses. Latour works actively to create a positive workplace environment and ensure that our employees feel happy, valued and empowered. Achieving gender equality in the manufacturing sector has been fraught with challenges over the years. Latour works actively to achieve gender balance and foster diversity at all levels of the organisations. This focus creates tangible, positive impacts for people. The effects soon become apparent within the organisation. No operations are located in

markets where a high risk of forced labour, child labour or dependency on specific groups of people has been identified.

## Policies related to own workforce

### SI-1

Ensuring a safe, healthy, and stimulating work environment is one of Latour's top priorities. While a healthy corporate culture plays a significant role in this, it is also reinforced by having clear policies for the operations. Latour's Code of Conduct serves as the baseline for the parent company and all the holdings, and should be seen as a minimum requirement for the holdings. Among other things, the Code of Conduct emphasises the importance of a safe and healthy working environment and includes guidelines to eliminate discrimination and harassment, promote equal opportunities, inclusion and diversity at all levels. The Code also emphasises that Latour supports and respects the protection of internationally proclaimed human rights and pledges to avoid any complicity in human rights violations. Latour has a strict policy against child labour and any kind of work conducted under duress or threat of violence. The minimum employment age is the age at which compulsory education ends. The Code of Conduct also emphasises that the right to organise and the right to collective bargaining agreements should be respected throughout Latour. In addition to Latour's Code of Conduct, several of the business areas have a policy on equality and diversity.

Latour has signed the UN Global Compact and supports the ten principles of human rights, labour standards, protection of the environment, and anti-corruption. These principles must be incorporated into every aspect of the operations of all of Latour's holdings.

Most of Latour's holdings have a volunteering policy, enabling employees to contribute to community initiatives during work hours.

The operations that have their own production facilities have

management systems in place to prevent workplace accidents. Latour has a zero accident vision and a baseline requirement for all companies to report incidents in order to take preventive actions to eliminate accidents.

## Processes for engagement

### SI-2

Latour employs various methods to engage and interact with employees. These include training, performance and development dialogues, employee surveys and a central whistleblowing system. In addition, ongoing dialogue takes place with its own workforce through trade union representatives on the board of the Latour Group, the industrial operations' parent company.

Employee views are considered in decision-making processes, including through the analysis of employee survey results and the implementation of relevant initiatives and corrective actions. The highest position with operational responsibility is the HR Manager. Further information is presented in Section SI-4.

## Processes for remediation

### SI-3

Remediation processes include dialogue with affected parties to mitigate the effects, and implementation of improved procedures and working environment practices to prevent recurrence. The effectiveness of the measures is monitored through incident statistics, stakeholder dialogue and ongoing process reviews.

Further information on reporting channels, procedures and policies for reporting problems is presented in Section G1-1.

## Measures

### SI-4

All individuals in management, purchasing and sales roles within Latour are required to undergo training at least every

two years to ensure a thorough understanding of Latour's Code of Conduct. Latour also encourages broader participation in the training across its workforce.

Latour has a centralised whistleblowing system, WhistleB, that enables employees to report an actual or suspected breach of the Code of Conduct or any other irregularities anonymously.

Latour's routine of regularly reporting and following up on workplace accidents and incidents is linked to the Code of Conduct, which stipulates that all employees of the Latour Group must be provided with a safe and healthy working environment.

Employee surveys are conducted regularly in all business areas. The findings are followed up with activities and actions and feedback is presented to the respective boards. All employees are offered performance reviews to track their personal development and well-being.

Latour puts skills training and development high on its agenda and a range of training programmes are provided by the business areas. Latour's central programme, the Latour Executive Program, was also run during the year and was available to all holdings. One of Latour's ambitions is for the entire Group to be seen as an internal labour market, where talents are identified and given opportunities to develop further within the organisation.

Networking within Latour is important as it promotes development of both the holdings and the employees who participate. There are numerous forums and opportunities for networking and development within the Group. These include the Latour Executive Program, the annual Sustainability Day event, and mentoring programmes through the Mitt Liv (My Life) organisation.



S1 Own workforce cont.

Objectives

S1-5

Latour has a zero accident vision for its workplaces and continuously monitors developments in the operations. All companies regularly report the number of workplace accidents that result in at least one day of absence. The 2025 index reached 11 accidents per thousand employees, down from 14 in 2024.

Latour also monitors reported near-miss incidents in the operations as a preventive measure aimed at achieving a high level of transparency. Incident reporting can prevent workplace accidents and foster a culture of transparency.

During the target-setting process, dialogue was conducted with representatives from the workforce of our business areas. The key performance indicators are monitored quarterly and reported to the respective boards. Ongoing dialogue within the organisations and networking between the companies ensures that improvements are identified and lessons learned are shared among the companies.

INCIDENTS

Presents the number of incidents (near-misses) in the industrial operations as an index per thousand employees. The goal is greater transparency in order to prevent future accidents.

Index per thousand employees	2025	2024
Bemsiq Group	7	16
Caljan	40	26
Hultafors Group	63	77
Innovalift	131	91
Latour Industries	45	36
Nord-Lock Group	75	144
Swegon	202	209
<b>Total</b>	<b>121</b>	<b>124</b>

WORKPLACE ACCIDENTS

Presents the number of workplace accidents that lead to at least one day's absence in the industrial operations as an index per thousand employees. The goal is a zero vision.

ACCIDENTS IN OUR OPERATIONS

Index per thousand employees	2025	2024
Bemsiq Group	7	5
Caljan	8	14
Hultafors Group	3	11
Innovalift	15	14
Latour Industries	6	13
Nord-Lock Group	7	7
Swegon	17	18
<b>Total</b>	<b>11</b>	<b>14</b>

Own workforce disclosures

S1-6

Information on the breakdown of employees by country and gender is provided in Note 10. Statistics on the number of non-guaranteed hours employees are currently not available. Staff turnover is approximately 12%, corresponding to approximately 868 employees, calculated using average headcount data (HC).

EMPLOYEES

	2025			Data not available	Total
	Women	Men	Other		
Number of employees	2,832	7,284	0	No	10,116
Number of permanent employees	2,314	6,360	0	No	8,674
Number of temporary employees	86	185	0	No	271
Number of non-guaranteed hours	-	-	-	Yes	-



› S1 Own workforce cont.

### GENDER RATIOS IN WHOLLY-OWNED COMPANIES

Presents the gender ratios at various levels in the industrial operations and the parent company, as well as in our listed holdings. The goal is to achieve a gender ratio of 40–60 per cent women in all boards of directors by 2030 at the latest, and to achieve a gender ratio of 40–60 per cent women in the industrial operations' and the parent company's management teams and for salary-setting managers by 2040 at the latest.

Wholly-owned companies, %	Board members				Salary-setting managers				Senior executives			
	2025		2024		2025		2024		2025		2024	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Bemsiq Group	29	71	29	71	17	83	18	82	20	80	14	86
Caljan	50	50	50	50	18	82	20	80	29	71	14	86
Hultafors Group	40	60	33	67	46	54	37	63	44	56	20	80
Innovalift	40	60	25	75	20	80	21	79	0	100	18	82
Latour Industries <sup>1</sup>	-	-	-	-	23	77	24	76	25	75	33	67
Nord-Lock Group	33	67	40	60	21	79	21	79	14	86	17	83
Swegon	40	60	40	60	21	79	20	80	18	82	29	71
Investment AB Latour (HQ)	50	50	43	57	25	75	25	75	25	75	25	75
Target achievement	5/7		4/7		1/8		0/8		1/8		0/8	

<sup>1</sup> Latour Industries does not conduct any in-house Board work, and is therefore not included in the target for Board members.



> S1 Own workforce cont.

GENDER RATIOS IN THE INVESTMENT PORTFOLIO

Investment portfolio, %	Board members			
	2025		2024	
	Women	Men	Women	Men
Alimak Group	57	43	50	50
ASSA ABLOY	57	43	50	50
CTEK	33	67	33	67
Fagerhult Group	50	50	57	43
HMS Networks	50	50	50	50
Nederman	40	60	40	60
Securitas	38	63	39	63
Sweco	43	57	33	67
TOMRA	40	60	40	60
Trox Group	43	57	43	57
Target achievement	8/10		7/10	

BREAKDOWN OF EMPLOYEES BY AGE GROUP

Number of employees, %	Under 30 years	30-50 years	Over 50 years
	Bemsiq Group	13	54
Caljan	18	57	25
Hultafors Group	17	50	33
Innovalift	17	59	24
Latour Industries	15	56	29
Nord-Lock Group	14	68	18
Swegon	14	52	34
Investment AB Latour (HQ)	0	63	38

Diversity indicators

S1-9

Latour is committed to achieving gender balance in its organisations and assesses progress at three levels. The goal is to achieve a gender ratio of 40-60 per cent women for all boards of directors by 2030, and 40-60 per cent women for all management teams and for salary-setting managers by 2040.

Health and safety metrics

S1-14

All business areas have a health and safety management system covering 100 per cent of their workforce. There have been zero fatalities caused by work-related injuries and work-related ill health. See Section S1-5 for the number and frequency of recordable work-related accidents. This disclosure will continue to be harmonised with ESRS requirements next year.

Whistleblowing related to human rights

S1-17

A total of 23 whistleblowing reports were received in 2025. Three of these were of a whistleblowing nature. They were all followed up, investigated and closed. The others were found to be HR-related, rather than actual or suspected breaches of the Code of Conduct, and were dealt with by the respective business area.

No cases of human rights violations, discrimination or serious human rights incidents were identified during the year. Latour has not received any fines, penalties or compensation related to discrimination cases or serious human rights incidents during the year.



# G1 Business conduct

## Impacts, risks and opportunities related to own workforce

*SBM-3*

The materiality assessment described in disclosure requirement IRO-1 identified the following material impacts:

### *Corporate culture*

For Latour, an investment company with a high degree of delegated responsibility, its diverse holdings are united by a shared corporate culture, grounded in common values such as ethics, integrity and high transparency. The focus is on responsible business practices, characterised by strong ethical standards and a commitment to the welfare of individuals within the company and society at large. A healthy corporate culture is intrinsic to Latour’s identity and is highly valued. Any risk to this culture could result in negative consequences for individuals within the organisation in the short term.

### *Protection of whistleblowers*

Employees at Latour play a critical role in identifying any irregularities that need correcting. They must feel confident in reporting any suspected misconduct without fear of retaliation. Ensuring the protection of whistleblowers is a top priority. Failure to uphold this protection could lead to short-term adverse impacts on people along the value chain.

### *Corruption and bribery*

Latour has a zero-tolerance stance on corruption and bribery and strives to maintain a high level of ethical business practices in all of its business relationships. There is a short-term risk of bribery or corruption arising within its own operations. To mitigate this risk, anti-corruption training is carried out every two years and followed up with local management.

## Business ethics policies and corporate culture

*G1-1*

Latour’s Code of Conduct establishes the framework for its business integrity and sets the tone for the ethical principles that guide the organisation. This Code applies to all of Latour’s holdings and employees. Some business areas have their own, more comprehensive codes that are tailored to their specific activities. However, these are all grounded in Latour’s overarching framework. A core requirement from Latour is that the operations extend the Code of Conduct to suppliers and business partners. Those that do not have their own code of conduct shall apply Latour’s.

As an investment company, Latour recognises that each individual holding may have its own distinct corporate culture. However, Latour’s overarching core values - a long-term perspective, professionalism, trust and responsibility, and development - are consistently reflected across all companies in which Latour holds an ownership interest. This is stated in the Code of Conduct. Managers are important ambassadors in Latour’s decentralised decision-making structure and have a great responsibility to nurture the corporate culture that Latour has in both existing holdings and newly acquired companies. Several mechanisms are used to monitor the maintenance of a healthy corporate culture within the holdings. These include employee surveys and close dialogue between leadership and management. The Code of Conduct is a part of nurturing the corporate culture, but it is equally important to practise what you preach with a high level of transparency.

All individuals in management, purchasing and sales roles within Latour are required to undergo training at least every two years to ensure a thorough understanding of Latour’s Code of Conduct and anti-corruption policy. These roles are considered the most vulnerable to corruption and bribery, but Latour encourages the training to be extended to a broader group of employees.

## *Whistleblowing system*

Latour uses WhistleB to make anonymous whistleblowing possible. Each business area has its own channel in the system and Latour has access to aggregated statistics. All employees can access the whistleblowing system and raise a whistleblowing concern anonymously. A person reporting a genuine suspicion or concern will not be at risk of losing his or her job or suffering any form of sanction or personal disadvantage as a result. It does not matter if the suspicion turns out to be unfounded, provided that the whistleblower has acted in good faith.

The persons or entities managing the reporting channels are autonomous and independent in their work. This means that the person(s) in question have the power and the mandate to receive, investigate and follow up on whistleblowing reports on behalf of the company. The investigator(s) should have no conflict of interest in the matter. Group Management is informed of concerns raised through the whistleblowing channel. If a report of serious misconduct is submitted, the Board of Directors is informed.

## **Corruption and bribery**

*G1-3*

Latour has a zero-tolerance stance on corruption and bribery and strives to maintain a high level of ethical business practices in all of its business relationships. Latour’s anti-corruption policy, which applies across all holdings and to all employees, sets out the principles relating to anti-corruption and bribery. The policy provides clear definitions of corruption and bribery, and explains the rules that apply to gifts and hospitality, training and reporting measures. All holdings comply with this policy, as well as with local laws and regulations. A training programme is conducted every two years for employees in purchasing and sales functions and members of the management team. The programme is assessed to cover 100% of functions considered most exposed to risk.

Latour uses WhistleB to enable anonymous whistleblowing, see section G1-1 for more details.

## **Confirmed cases of corruption and bribery**

*G1-4*

A total of 23 whistleblowing reports were received in 2025. Three of these were of a whistleblowing nature. They were all followed up, investigated and closed. The others were found to be HR-related, rather than actual or suspected breaches of the Code of Conduct, and were dealt with by the respective business area.

Latour did not receive any injunction, ruling, conviction, fine or similar for violation of anti-corruption or anti-bribery legislation during the year.



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➤ ESRS cont.

### LIST OF DATAPPOINTS IN CROSS-CUTTING AND TOPICAL STANDARDS THAT DERIVE FROM OTHER EU LEGISLATION

#### ESRS 2 IRO-2

Disclosure requirement and related datapoint	SFDR reference	Reference in the third pillar	Benchmark Regulation reference	EU Climate Law reference	Material/ Not material	Page
ESRS 2 GOV-1 Board gender diversity paragraph 21 (d)	Indicator no. 13 Table 1 of Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II		Material	79
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		Material	79
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator no. 10 Table 3 of Annex I				Material	80
ESRS 2 SBM-1 Involvement in activities related to fossil fuels paragraph 40 (d) i	Indicator no. 4 Table 1 of Annex I	Article 449a Regulation (EU) No 575/2013 Commission Implementing Regulation (EU) 2022/2453, Table 1: Qualitative information on environmental risk and Table 2: Qualitative information on social risk	Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator no. 9 Table 2 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator no. 14 Table 1 of Annex I		Delegated Regulation (EU) 2020/1818, Article 12(1); Delegated Regulation (EU) 2020/1816, Annex II		Not material	

Disclosure requirement and related datapoint	SFDR reference	Reference in the third pillar	Benchmark Regulation reference	EU Climate Law reference	Material/ Not material	Page
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1); Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS EI-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	Material	82
ESRS EI-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)			Article 449a Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g) and Article 12.2	Not material	
ESRS EI-4 GHG emissions reduction targets paragraph 34	Indicator no. 4 Table 2 of Annex I		Article 449a Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6	Material	83-84



> ESRS cont.

Disclosure requirement and related datapoint	SFDR reference	Reference in the third pillar	Benchmark Regulation reference	EU Climate Law reference	Material/ Not material	Page
ESRS EI-5 Energy consumption from fossil sources, disaggregated by source (only high climate impact sectors) paragraph 38	Indicator no. 5 Table 1 and indicator no. 5 Table 2 of Annex I				Not material	
ESRS EI-5 Energy consumption and mix, paragraph 37	Indicator no. 5 Table 1 of Annex I				Material	84
ESRS EI-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator no. 6 Table 1 of Annex I				Not material	
ESRS EI-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicator no. 1 and indicator no. 2 Table 1 of Annex I	Article 449a, Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book - Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Articles 5(1), 6 and 8(1)		Material	85
ESRS EI-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicator no. 3 Table 1 of Annex I	Article 449a Regulation (EU) No 575/2013 Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book - Climate change transition risk: alignment metrics			Material	85
ESRS EI-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1).	Not material	

Disclosure requirement and related datapoint	SFDR reference	Reference in the third pillar	Benchmark Regulation reference	EU Climate Law reference	Material/ Not material	Page
ESRS EI-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II; Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS EI-9 Disaggregation of monetary amounts by acute and chronic physical risk, paragraph 66 (a)		Article 449a Regulation (EU) No 575/2013 Commission Implementing Regulation (EU) 2022/2453, paragraphs 46 and 47: Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk			Not material	
ESRS EI-9 Location of significant assets at material physical risk, paragraph 66 (c)					Not material	
ESRS EI-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c)		Article 449a Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, paragraph 34, Template 2: Banking book - Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral			Not material	
ESRS EI-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Not material	



➤ ESRS cont.

Disclosure requirement and related datapoint	SFDR reference	Reference in the third pillar	Benchmark Regulation reference	EU Climate Law reference	Material/ Not material	Page
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28		Indicator no. 8 Table 1 of Annex 1 Indicator no. 2 Table 2 of Annex 1 Indicator no. 1 Table 2 of Annex 1 Indicator no. 3 Table 2 of Annex 1			Not material	
ESRS E3-1 Water and marine resources paragraph 9		Indicator no. 7 Table 2 of Annex 1			Not material	
ESRS E3-1 Dedicated policy paragraph 13		Indicator no. 8 Table 2 of Annex 1			Not material	
ESRS E3-1 Sustainable oceans and seas paragraph 14		Indicator no. 12 Table 2 of Annex 1			Not material	
ESRS E3-4 Total water recycled and reused paragraph 28 (c)		Indicator no. 6.2 Table 2 of Annex 1			Not material	
ESRS E3-4 Total water consumption in m3 per net revenue on own operations paragraph 29	Indicator no. 6.1 Table 2 of Annex 1				Not material	
ESRS 2 – IRO-1 – E4 paragraph 16 (a) i	Indicator no. 7 Table 1 of Annex 1				Not material	
ESRS 2 – IRO-1 – E4 paragraph 16 (b)	Indicator no. 10 Table 2 of Annex 1				Not material	
ESRS 2 – IRO-1 – E4 paragraph 16 (c)	Indicator no. 14 Table 2 of Annex 1				Not material	
ESRS E4-2 Sustainable land/agriculture practices or policies paragraph 24 (b)	Indicator no. 11 Table 2 of Annex 1				Not material	

Disclosure requirement and related datapoint	SFDR reference	Reference in the third pillar	Benchmark Regulation reference	EU Climate Law reference	Material/ Not material	Page
ESRS E4-2 Sustainable oceans/seas practices or policies paragraph 24 (c)	Indicator no. 12 Table 2 of Annex 1				Not material	
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Indicator no. 15 Table 2 of Annex 1				Not material	
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator no. 13 Table 2 of Annex 1				Not material	
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator no. 9 Table 1 of Annex 1				Not material	
ESRS 2 – SBM3 – S1 Risk of incidents of forced labour paragraph 14 (f)	Indicator no. 13 Table 3 of Annex 1				Not material	
ESRS 2 – SBM3 – S1 Risk of incidents of child labour paragraph 14 (g)	Indicator no. 12 Table 3 of Annex 1				Not material	
ESRS S1-1 Human rights policy commitments paragraph 20	Indicator no. 9 Table 3 and indicator no. 11 Table 1 of Annex 1				Material	92
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		Material	92
ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22	Indicator no. 11 Table 3 of Annex 1				Not material	



➤ ESRS cont.

Disclosure requirement and related datapoint	SFDR reference	Reference in the third pillar	Benchmark Regulation reference	EU Climate Law reference	Material/ Not material	Page
ESRS S1-1 Workplace accident prevention policy or management system paragraph 23	Indicator no. 1 Table 3 of Annex I				Material	92
ESRS S1-3 grievance/complaints handling mechanisms related to employee matters paragraph 32 (c)	Indicator no. 5 Table 3 of Annex I				Material	92
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Indicator no. 2 Table 3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Material	95
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator no. 3 Table 3 of Annex I				Material, but exempt from reporting in year 1	
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	Indicator no. 12 Table 1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	Indicator no. 8 Table 3 of Annex I				Not material	
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	Indicator no. 7 Table 3 of Annex I				Material	95
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 104 (a)	Indicator no. 10 Table 1 and indicator no. 14 Table 3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Article 12 (1)		Material	95

Disclosure requirement and related datapoint	SFDR reference	Reference in the third pillar	Benchmark Regulation reference	EU Climate Law reference	Material/ Not material	Page
ESRS 2 - SBM3 - S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	Indicator no. 12 and indicator no. 13 Table 3 of Annex I				Not material	
ESRS S2-1 Human rights policy commitments paragraph 17	Indicator no. 9 Table 3 and indicator no. 11 Table 1 of Annex I				Not material	
ESRS S2-1 Policies related to value chain workers paragraph 18	Indicator no. 11 and indicator no. 4 Table 3 of Annex I				Not material	
ESRS S2-1 Non-respect of the UN Guiding Principles on Business and Human Rights and the OECD Guidelines paragraph 19	Indicator no. 10 Table 1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Article 12 (1)		Not material	
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Indicator no. 14 Table 3 of Annex I				Not material	
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator no. 9 Table 3 of Annex I and indicator no. 11 Table 1 of Annex I				Not material	



➤ ESRS cont.

Disclosure requirement and related datapoint	SFDR reference	Reference in the third pillar	Benchmark Regulation reference	EU Climate Law reference	Material/ Not material	Page
ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines paragraph 17	Indicator no. 10 Table 1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Article 12 (1)		Not material	
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator no. 14 Table 3 of Annex I				Not material	
ESRS S4-1 Policies related to consumers and end users paragraph 16	Indicator no. 9 Table 3 and indicator no. 11 Table 1 of Annex I				Not material	
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator no. 10 Table 1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Article 12 (1)		Not material	
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator no. 14 Table 3 of Annex I				Not material	
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator no. 15 Table 3 of Annex I				Not material	
ESRS G1-1 Protection of whistle-blowers paragraph 10 (d)	Indicator no. 6 Table 3 of Annex I				Material	96
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator no. 17 Table 3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Material	96
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24 (b)	Indicator no. 16 Table 3 of Annex I				Material	96