



INVESTMENT AB
LATOUR

ANNUAL REPORT AND
SUSTAINABILITY REPORT

2024

Sustainability report 2024

“ENGAGEMENT HAS INCREASED AT ALL LEVELS”

New high-reaching climate targets, better reporting and more networks strengthen Latour's ability to make a difference.

Ida von Ekensteen talks about a new eventful year.

How does Latour view sustainability?
“Sustainability is fundamental to Latour and is embedded in everything we do. With regard to investments and the growth of our companies, our work is based on a long-term perspective and we are confident that sustainable businesses create the most long-term values. Our core values – *Long-term perspective, Businessmanship, Trust & Accountability and Development* – have been the guiding light since the business started in 1985. Our core values set out how we act as owners and how we guide our companies. Our key contribution to sustainable development is to invest in companies and industries that can create sustainable values.”

Was there any change in your approach in 2024?

“Our approach has not changed, but we are experiencing a shifting landscape with an increasing focus on sustainability issues, not least with the EU's new Corporate Sustainability Reporting Directive (CSRD) which introduces more detailed and stringent reporting standards. In 2024, we concentrated our efforts on building a robust reporting framework for this, and it feels very good that it is now in place.

The double materiality assessment performed

during the year confirmed that our priorities are right – climate change, own workforce and business conduct remain the key issues. Our long-term approach allows us to keep a steady focus in a constantly changing world, but we have also accelerated the pace in some areas, such as in the assessment of scope 3, which has been one of the main challenges.”

How is sustainable development integrated into everyday practices?

“We have a clearly delegated structure, with each holding responsible for its strategic process and its commitments to sustainable development. There are, however, a number of central guidelines and minimum requirements that all holdings are required to comply with, such as our Code of Conduct and environmental policy. We regularly monitor target achievement and follow up on the efforts in both the group management and in each respective Board.

Our group-wide focus on sustainability topics has meant that they have become even more integrated into the entire organisation. It is no longer just sustainability managers, but the whole company that is engaged to meet climate targets and reporting requirements. This has increased environmental awareness and engagement at all levels.”





IDA VON EKENSTEEN

Position: Sustainability and Compliance Manager, Latour

Years within the group: 3 years.

Previous experience: Financial administrator at the largest education company in Northern Europe.



“Our key contribution to sustainable development is to invest in companies and industries that can create sustainable values.”

Ida von Ekensteen

Sustainability and Compliance Manager



How far along the SBTi validation journey have you come?

“Setting science-based emissions reduction targets that are aligned with the Paris Agreement is a comprehensive but important task that also strengthens our competitiveness. All of our wholly-owned operations have signed up to the Science Based Targets initiative (SBTi), and several have already had their targets validated. It is an ambitious process that requires high-quality data, especially for scope 3 emissions, but it feels great to see the progress being made.

Seven of our ten listed companies have committed to SBTi with validated targets. The others are actively working to get their targets approved.”

What else can you say about target achievement?

“Things continue to move in a positive direction. We regularly measure progress towards our targets and communicate the results internally every quarter. One of our main focus areas is the gender balance in our operations. It is not something that changes quickly, but we have taken several steps forward during 2024. One of the positions in the group management team is now held by a woman, and we have our first female business area manager in place. These are significant milestones. We have also launched Latour Female, which is a network for all

women in our wholly-owned operations, irrespective of age, professional role and company. The network launch event gave 90 participants the opportunity to meet and exchange experiences.”

Why is it important to contribute to UN's Sustainable Development Goals?

“UN's 17 sustainable development goals is the most ambitious sustainability agenda ever to have been adopted globally. As an investment company, we are in the unique position to direct our investments to businesses that can contribute to a more sustainable future. We have identified seven of the UN's development goals where we believe we can have the biggest positive impact and make a real difference with the sustainable offerings that our companies provide, such as infrastructure solutions and energy efficiency products.”

How can you benefit from the combined strengths of the group?

“Knowledge exchange is one of the benefits and has become an increasingly central and important part of our work. We have several networks and forums to provide opportunities for sharing experiences, such as Latour Sustainability Day and Sustainability Forum.



ABOUT THE REPORT

LATOUR'S STATUTORY sustainability report includes the Parent Company and the wholly-owned operations, which comprise seven business areas with over 200 companies around the world. The companies had almost 9,000 employees and a total turnover of SEK 25.9 billion in 2024.

The reporting takes place within three perspectives: Environment, Employees and Business Ethics. The report covers pages 22–33 and 153–157. The auditor's opinion on the statutory sustainability report is presented on page 138.

LATOUR HAS ALSO prepared a report using CSRD as guidance. The report can be found on pages 146–167. This report has not been audited or reviewed by the auditor but has been prepared to inform the company's stakeholders of changes that will be made to ensure compliance with the new reporting requirements starting on the first day of the 2025 financial year.

LATOUR'S TAXONOMY REPORT can be found on pages 153–157. Detailed outcome reports of Latour's key sustainability indicators can be found on pages 151–160.



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

They enable employees from both the wholly-owned companies and listed companies to come together and discuss solutions and lessons learned.

At this year's Latour Sustainability Day, we presented our "Latour Sustainability Award" for the first time. The aim of the award is to highlight and recognise the efforts that our holdings are making to meet sustainability objectives. As Latour expands, it is becoming increasingly important to be able to network within the organisation and we will continue to promote and support opportunities for networking."

Are you prepared for the CSRD and other sustainability reporting regulations that come into force in 2025?

"Yes, we are well prepared. We have spent a considerable amount of time and effort preparing the CSRD reporting structure. The purpose of the regulations is to further increase transparency and focus on sustainability. The requirement for companies in Sweden is to submit the first full report under the CSRD for the 2025 financial year, but we decided to make an early start by reporting as much as possible this year. It is evident that sustainability is part of Latour's DNA and I am now looking forward to seeing our companies continue to grow and contribute even more in 2025." ●



THE ENVIRONMENT

Full focus on climate action

During the year, the companies in the wholly-owned operations have focused in particular on collecting Scope 3 data as well as working to join the Science Based Targets initiative (SBTi) and achieve validation of its emissions reduction targets.

By signing up to the SBTi, Latour's businesses underline their commitment to an ambitious sustainability agenda. This involves identifying the main sources of carbon emissions, designing internal data collection processes, setting relevant reduction targets, and then planning and implementing actual emission reduction measures. At year end, five of the seven business areas had joined the SBTi, and of those, Hultafors Group and Swegon, had received verification and approval of their targets. The other companies are pushing ahead with their efforts to establish science-based emissions reduction targets, to be verified by the SBTi. Latour's newest business area, Innovalift, has initiated the process to join the SBTi and Latour Industries, due to its structure of several smaller business units, is excluded from the target. Instead, these business units are actively working on the carbon reduction targets for Scopes 1–3.

ALL BUSINESS AREAS in the wholly-owned industrial operations have completed the data collection and

evaluation of Scope 3 emissions in the value chain for the years 2022 (the Group's base year) to 2024. Collecting Scope 3 data is challenging, but important, as this is where the majority of CO₂e emissions lie in the operations.

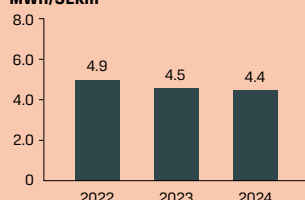
The business areas also produce life cycle assessments (LCAs) that contribute to a better understanding of resource flows and the environmental impacts of products. The assessments can then be used to develop Environmental Product Declarations (EPDs) that help customers make informed choices based on the environmental performance of the products.

The development of circular economy concepts is of interest to Latour's business areas as they help mitigate the effects of climate change through more efficient use of resources. A concept has been launched by Fristads, within the Hultafors Group, for collection and reuse of workwear for specific customers, and Swegon has established the RE:create partnership with large real estate companies to discuss sustainable circular solutions for the technical systems of buildings. ●

ENERGY CONSUMPTION:

Consumed MWh in relation to turnover (SEK m)

MWh/SEKm



-2.5 %

Target: 5% relative annual decrease.

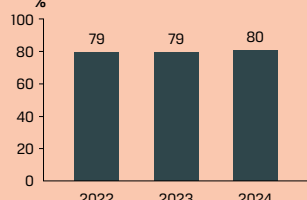
Scope: Own operations (Scopes 1 & 2)

Comment: The reduction is a result of a series of various energy-saving projects and investments, plus greater awareness among our employees.

ENERGY MIX (ELECTRICITY):

% renewable energy of total consumption

%



+1.4 %

Target: 100% by 2030.

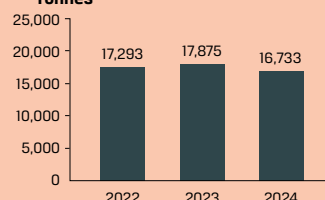
Scope: Purchased electricity (Scope 2)

Comment: The percentage of renewable electricity purchased in the Swedish operations is almost 100%. The challenge is greater in the non-Swedish companies where the supply is not as plentiful. The companies are working, for example, on investments in solar panels and electricity certificates.

CARBON DIOXIDE EMISSIONS:

Tonnes of carbon dioxide (CO₂e) in Scopes 1 & 2

Tonnes



-6.4 %

Target: Reduced by 40% by 2030 (base year 2022).

Scope: Own operations (Scopes 1 & 2)

Comment: The reduction is the result of a series of projects and investments aimed at reducing our CO₂ footprint, as well as increased awareness among our employees. A detailed emissions report can be found on page 152.



“By becoming carbon neutral, we are future-proofing Hultafors Group’s business.”

Kristina Altner
Sustainability Manager, Hultafors Group

Carbon neutrality for a future-proof business

HULTAFORS GROUP TOOK a new and significant step in its sustainability journey when it joined the Science Based Targets initiative (SBTi) in September 2023. The decision to set science-based targets to reduce its carbon footprint led to a thorough evaluation of the company's value chain.

"In May 2024, we submitted our 2050 net-zero emissions target to the Science Based Targets initiative (SBTi), which officially verified it in November," says **Kristina Altner**, Sustainability Manager at Hultafors Group.

This target, which are among SBTi's highest level of ambition, underscores the company's steadfast commitment to minimising its environmental impact, with a focus on sustainable products, circular business models and strong partnerships with suppliers.

THE ANALYSIS OF THE VALUE CHAIN revealed that 91 per cent of the company's greenhouse gas emissions originate from purchased materials. To achieve carbon neutrality, it is essential to foster even closer collaboration with the supply chain.

"We can draw inspiration from our leading brands, Fristads and Snickers Workwear, which have already forged robust and effective partnerships with their textile suppliers."

Building on this industry-leading foundation, Hultafors Group is well-positioned to engage other brands in this effort.

"We see significant potential to turn our commitments into concrete actions through collaboration across the group, encouraging all business units to take proactive steps. To support this, we have launched action plans that structure climate initiatives for each of our brands."

BEING A SUSTAINABILITY LEADER offers a distinct business advantage. As such, sustainability is integrated in the new strategic framework unveiled in 2024, with circular business practices and greenhouse gas reduction as core strategic goals.

"We aim to embed sustainability in all our strategies and objectives, including innovation, product leadership and company culture. Our current focus is on enhancing data quality, increasing transparency around all types of emissions, and actively working to reduce them," says Kristina.

She adds in closing:

"By becoming carbon neutral, we are future-proofing Hultafors Group's business. We are improving efficiency, cutting emissions and transitioning to circular business models." ●



EMPLOYEES

Talent development increasingly important

Latour's wholly-owned industrial operations have grown rapidly in recent years, through organic expansion and acquisitions, and now employ almost 9,000 people worldwide.

Within Latour, knowledge transfer and exchange of experiences are prioritised. As a long-term owner, it is of great importance to utilise and develop the skills and expertise that exist in the operations.

Latour runs central skills development programmes, such as the Latour Executive Program, which are available to all holdings within the Group. Many of the holdings also run their own leadership academies, such as Swegon, Bemsig Group and Latour Industries. The entire Group is viewed as an internal labour market and talents have opportunities to conduct network building and to develop further within the organisation.

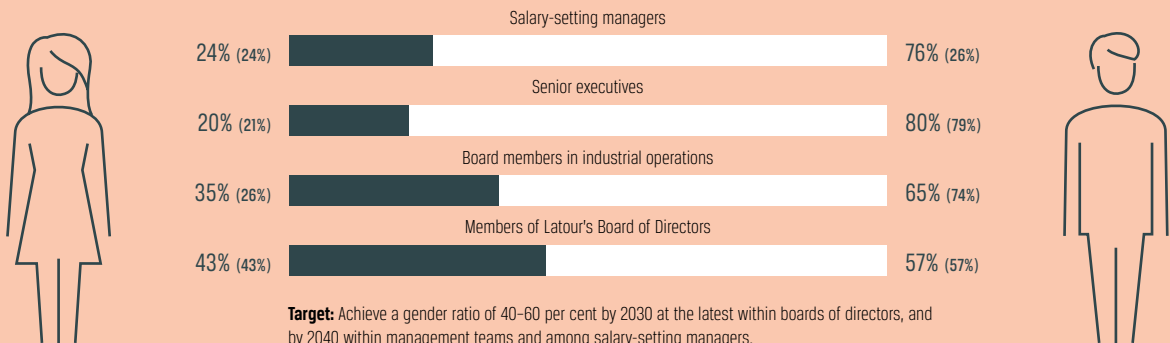
Latour Sustainability Day was held for the fourth year in 2024, providing representatives from both the wholly-owned and listed companies with the opportunity to share their knowledge and experience of sustainability and to work together in driving sustainable development. Other networks within the group are the Latour Sustainability Forum and the newly created female network, Latour Female.

EMPLOYEE SURVEYS are regularly conducted by all of the wholly-owned companies and the findings are followed up with activities and measures. Winning-temp, for example, is used by several companies to continuously measure employee satisfaction. In addition, some companies are successfully working with Great Place To Work® (GPTW) to create a leading workplace culture. Latour makes it a priority to actively strive for a spread of experience and backgrounds. Each business area has an equal opportunities and diversity policy.

In order to achieve Latour's vision of zero accidents at work, incident reporting is included as a minimum requirement for the operations, where transparency is an important success factor. The companies are working continuously to find improvement measures and raise safety awareness among employees. For example, Nord-Lock Group launched a new health and safety platform during the year that aims to make reporting easier and more accessible to all employees. ●

GENDER RATIOS ON THREE LEVELS

Proportion of women and men in total in the industrial operations (%)





“Being able to explore new challenges right across the group is a major advantage.”

Helène Mellquist
COO of Latour

The plan that builds the leaders of the future

IN MARKETS where advancements in technology, artificial intelligence, sustainability and security are reshaping the business landscape, it is crucial that Latour remains at the forefront of innovation and delivers competitive products and services. Success in this tough environment demands high productivity, substantial capital, and, most importantly, the right talent.

“We need to ensure that we have the best people in place. A key factor in this is to identify, develop and retain talent,” says Latour’s COO, **Helène Mellquist**.

Each business area regularly evaluates its succession plans, identifies talent and recommends candidates for Latour’s leadership programmes. In consultation with Group management, they then identify key long-term positions that need strengthening and pinpoint the individuals who can fill them.

“This is a vital process,” says Helène. “Asking the questions about what we want and need for the years ahead. This is conducted at several levels and includes all of the subsidiaries’ CEOs and CFOs.”

In 2024, Latour has been identifying the core competencies on which its leadership culture should be built.

“They range from a strong focus on profitability and teamwork to an open and enquiring mind. These competences are crucial to maintaining our dynamic edge and creating lasting value for our stakeholders,” Helène explains.

Latour also actively fosters a culture of growth and internal mobility.

“Being able to explore new challenges right across the group is a major advantage. To further encourage this, we have launched network initiatives such as Latour Female to support and motivate women to take on leadership roles. Additionally, specialist networks in finance, sustainability, and mergers & acquisitions are driving professional development,” says Helène.

Equally important is providing talented individuals with opportunities to expand their skills through new challenges.

“Mastering a specific skillset and exploring diverse roles are often the best ways to prepare for leadership positions,” says Helène Mellquist in closing. ●



BUSINESS ETHICS

Strong culture built on caring

A positive corporate culture is at the heart of Latour. A strong corporate culture based on care and respect, where individuals feel able to be creative and support one another, is embedded in every aspect of Latour's organisation.

Latour's Code of Conduct emphasises the principles that govern the relationship with its employees, business partners and other stakeholders, and constitutes minimum requirements for the wholly-owned companies. An important aspect is Latour's standpoint that employees should not engage in any business transaction where the grounds are dubious. Latour also has a central anti-corruption and anti-bribery policy that complements the Code of Conduct. All Latour employees are required to adhere to this policy. All holdings comply with this policy, as well as with local laws and regulations. To ensure up-to-date knowledge of and compliance with the Code of Conduct, policies and principles, Latour requires that all management team members and employees with purchasing or sales positions receive online training every two years. The most recent training was held during 2023.

Latour supports and respects the protection of human rights and guarantees, through internal pro-

cesses and steering documents, that it is not involved in crimes against human rights. Suppliers, distributors, consultants and other business partners must apply the principles of Latour's Code of Conduct. WhistleB is Latour's central whistleblowing support system and is used in all the business areas. It enables employees to anonymously report suspected wrongdoing within the organisation.

Together with the wholly-owned holdings, Latour contributes every year to the social initiatives; Solvatten and Social Initiative Women & Climate. These initiatives promote health, climate and gender equality, linked to entrepreneurship and innovation. The Solvatten initiative helps poor families purify and heat water using the sun's energy. Social Initiative Women & Climate trains women entrepreneurs who promote solar-powered lighting and energy-efficient cooking stoves. Latour's holdings are also actively engaged in other initiatives, at both local and international levels. ●

WHISTLEBLOWING 2024



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. Companies with more than 250 employees have their own channel. A total of 13 whistleblowing reports were received in 2024. Six of these were of a whistleblowing nature. They were all followed up, investigated and closed. The remaining instances of whistleblowing were established as being HR-related, and were dealt with by the relevant business area.

CODE OF CONDUCT



One of Latour's minimum requirements is that all operations must implement Latour's Code of Conduct internally, or develop a code of their own based on Latour's Code of Conduct. In recent years, there has been increased focus on taking responsibility in the supply chain. All the business areas are working actively to encourage all relevant suppliers, distributors and agents to sign the companies' Code of Conduct. This is also a minimum requirement from Latour. Several of the businesses employ system support to ensure compliance.



Goritza Nauwerck at Elvaco with one of her new mentees, Shafik Khan, a software tester from Afghanistan.

Global talent grows through mentorship

LATOUR COLLABORATES with the organisation Mitt Liv (My Life). In January 2024, employees in the industrial sector were invited to become mentors in the Mitt Liv programme, aimed at supporting foreign graduates as they transition into the Swedish workforce. **Goritza Nauwerck**, regional sales manager at Elvaco, signed up directly.

"As an immigrant with a strong educational background, I understand the challenges, ranging from frustrations to the persistence required to succeed," says Goritza Nauwerck, who came to Sweden from Bulgaria in 2002.

For Goritza, mentoring presented a unique opportunity to help others and foster her own personal growth. In her first mentoring cycle, she worked with two young women from China and Nigeria. Although both are well-educated, they were struggling to find positions that matched their qualifications. The mentorship focused on refining their job search profiles, as well as offering guidance on networking and utilising recruitment platforms.

"The most crucial aspect is to listen carefully, identify their strengths, and recognise the gaps that need to be addressed in order to improve their employability," explains Goritza.

Assisting her mentees in strengthening their professional

profiles and securing desirable roles was deeply gratifying for her.

"It was also a form of leadership development for me. I had the chance to engage with new cultures and meet incredibly driven individuals."

Mentoring proved to be a fulfilling experience for Goritza. In October, she began her second cycle of the programme, this time coaching two young men, from Pakistan and Afghanistan.

"I want to contribute even more and continue my personal growth."

AS LATOUR'S long-standing commitment to Mitt Liv continues, more and more of its employees have expressed interest in becoming mentors. For Goritza, and for Latour, diversity is not just an essential element of a vibrant corporate culture, but also a key driver of creativity, making work more engaging and meaningful. Helping others find their path is a crucial step in fostering an inclusive society where talent is recognised and nurtured. Or as Goritza puts it:

"You feel an immense sense of pride and happiness when you know you have helped someone secure a fulfilling job and successfully integrate into society". ♦

Sustainability strategy

Targets and achievements

Latour has established sustainability targets for both the wholly-owned industrial operations and for the listed holdings. The targets are an extension of Latour's overall vision of creating long-term values and contributing to sustainable development.

IN 2024, progress has been made towards achieving the sustainability targets for all holdings. The targets are set at portfolio level, but should be viewed as minimum requirements for each holding. The targets reflect how Latour works as an active owner in its Board work,

where both the stipulation of requirements and following up are performed at Board level. For the wholly-owned companies, sustainability data are also reported quarterly to Latour for analysis and follow-up, and serve as one of the bases for Latour's Sustainability Report.

Portfolio of listed holdings



ENVIRONMENT & CLIMATE

| Target | Outcome 2024 | Comment |
|---|---|--|
| Reduce emissions of greenhouse gases. | ► 70% (40%) | Latour is committed to emissions reduction targets in line with limiting global warming to 1.5°C. Emissions reduction targets validated by the SBTi cover the emissions of its own organisation and of the entire value chain, including materials and the use phase of products sold. |
| All holdings must have committed to the Science Based Target initiative (SBTi) and have their emissions reduction targets validated by 2025, at the latest. | Of the 10 listed companies, 7 have had their targets validated and all 10 have committed to the SBTi. | |



EMPLOYEES

| Target | Outcome 2024 | Comment |
|--|---|--|
| Achieve an even gender ratio. | ► 70% (80%) | Inclusive and multicultural workplaces at all levels promote long-term success, which is a development that Latour is striving to achieve within all holdings. As the principal owner of the listed holdings, Latour has considerable potential to have a positive impact, for example through the work of the Nomination Committee. |
| By 2030 at the latest, the Boards of Directors of all the holdings must comprise 40–60 per cent women. This does not include CEOs. | 7 of the 10 listed companies have a Board of Directors that comprises 40–60 per cent women. | |



BUSINESS ETHICS

| Target | Outcome 2024 | Comment |
|---|--|---|
| Maintaining a high level of business ethics. | ► 100% have implemented a code of conduct. | For Latour, it is of the utmost importance for all holdings to be run responsibly and with high standards and high business ethics. The goals for the portfolio should be viewed as minimum requirements, and the expectations placed on the individual holdings are considerably higher. All holdings have signed the UN Global Compact. |
| All holdings must have implemented a code of conduct. | | |

Portfolio of the wholly-owned industrial operations



ENVIRONMENT & CLIMATE

Overall targets

Reduce energy consumption, reduce emissions of greenhouse gases and achieve environmentally sustainable production.

Central climate & environmental objectives:

- At least a 5 per cent annual decrease in energy consumption in relation to turnover.
- 100% renewable purchased electricity by 2030.
- Committed to the SBTi with validated emissions reduction targets by 2025.
- Reduction in CO₂ emissions, Scopes 1-3.
- 100% environmentally certified production facilities by 2025.

Developments in 2024

- The industrial operations' climate and environmental work has continued to develop positively during the year. The portfolio as a whole has reduced the relative energy consumption by 2.5 per cent compared with last year following various measures to enhance the energy efficiency of operations. Installation of solar panel systems and agreements for electricity certificates have helped the industrial operations achieve an 80 per cent share of renewables in their electricity mix.
- Of the six business areas, three had their targets approved and validated by the SBTi during the year. Due to its structure, with several small business units, Latour Industries is exempted from this target, and their business units are instead working actively with the reduction targets linked to Scopes 1-3.
- There are many positive GHG emission reduction initiatives in progress within the operations. The target is to reduce carbon emissions by 40 per cent in Scopes 1 & 2 and by 20 per cent in Scope 3 by 2030 (base year 2022).
- The operations are working hard to certify all relevant production facilities in accordance with the requirements of the ISO 14001 standard, and a further seven received certification during the year. As Latour has a large number of production facilities, priority is being given to the largest facilities.



EMPLOYEES

Overall targets

Achieve inclusive and multicultural operations with a safe working environment for our employees.

Central social goals:

- All Boards of Directors must comprise 40-60 per cent women by 2030 at the latest.
- All management teams and salary-setting managers must comprise 40-60 per cent women by 2040 at the latest.
- Vision of zero accidents at work.
- Incident reporting must be in place in all business areas in order to minimise future accidents.

Developments in 2024

- During the year, a woman joined Latour's Group management team and, for the first time ever, a woman was appointed business area manager in the wholly-owned operations. The businesses are constantly developing their processes and working methods in order to increase diversity and inclusion in the workplaces. Three business areas achieved the board gender balance target during 2024. Things are moving in the right direction, but there is still a lot to do.
- Caljan's Board of Directors comprises 50 per cent women, Swegon has 29 per cent women in its management teams and 37 per cent of salary-setting managers within Hultafor's Group are women.
- The businesses are continuing to focus on safety and the workplace environment, with several initiatives being launched during the year. This is being done, for example, by stressing the importance of awareness and transparency, daring to provide notification when something has gone wrong, or warning when something could go awry.



BUSINESS ETHICS

Overall targets

Maintaining a high level of business ethics.

Central business ethics goals:

- All holdings must have implemented Latour's Code of Conduct and anti-corruption policy, as well as implemented mandatory e-training on the topic.

Developments in 2024

- All business areas (100%) have implemented Latour's Code of Conduct and anti-corruption policy. The mandatory e-training has been conducted within all the business areas. The whistleblowing function is in place within all the business areas.
- Most of the businesses have placed additional focus on their supply chain, in order to manage and minimise any risks within the supply chain linked to business ethics.



MORE KEY RATIOS! A detailed report on the outcome of the Latour Group's key sustainability indicators can be found on pages 151-160 of the Annual Report.

SUSTAINABILITY STATEMENT

ESRS 2

General disclosures

This sustainability statement has been prepared with guidance from 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 statement 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 statement.

Changes for the year

BP-2

This is the first year that Latour has prepared a sustainability statement with guidance from the requirements of the CSRD and the ESRS. The change from the previous year therefore includes the full sustainability statement and additional disclosures as required by the ESRS.

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 eight members, including the CEO. Five members are men and three are women (38 per cent female members). All members, except the CEO, are independent of the company and the company management (88 per cent independent not 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). The Executive Committee 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. 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 the Executive Committee 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 bonus targets, with the specifics of these targets varying between holdings.

Due diligence of sustainability processes

GOV-4

| Core elements of due diligence | Paragraphs in the sustainability statement | Page |
|---|--|---------|
| a) Embedding due diligence in governance, strategy and business model. | ESRS 2 GOV-2 | 146 |
| | ESRS 2 GOV-3 | 146 |
| | ESRS 2 SBM-3-EI | 149 |
| | ESRS 2 SBM-3-SI | 158 |
| b) Engaging with affected stakeholders in all key steps of the due diligence. | ESRS 2 SBM-3-GI | 161 |
| | ESRS 2 GOV-2 | 146 |
| | ESRS 2 SBM-2 | 147 |
| | ESRS 2 IRO-1 | 148 |
| | ESRS 2 MDR-P, EI-2 | 150 |
| | ESRS 2 MDR-P, SI-1 | 158 |
| c) Identifying and addressing adverse impacts. | ESRS 2 MDR-P, GI-1 | 161 |
| | ESRS 2 IRO-1 | 148 |
| | ESRS 2 SBM-3-EI | 149 |
| | ESRS 2 SBM-3-SI | 158 |
| d) Taking actions to address those adverse impacts. | ESRS 2 SBM-3-GI | 161 |
| | ESRS 2 MDR-A, EI-3-6 | 150-152 |
| | ESRS 2 MDR-A, SI-4-9 | 158-159 |
| | ESRS 2 MDR-M, EI-4 | 150 |
| e) Tracking the effectiveness of these efforts and communicating. | ESRS 2 MDR-M, SI-5 | 159 |
| | ESRS 2 MDR-M, SI-9 | 160 |
| | ESRS 2 MDR-T, EI-4 | 150 |
| | ESRS 2 MDR-T, SI-5 | 159 |
| | ESRS 2 MDR-T, SI-9 | 160 |

Risk management and internal control

GOV-5

Latour's sustainability reporting is exposed to the risk of material misstatement 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. 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. 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 sustainability. 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 151-160. In addition, each business area sets its own targets tailored to its operations, based on its specific risk management and strategy activities.

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. |

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 statement.

Conducting a double materiality assessment

IRO-1

In 2023–2024, Latour 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.

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/negative and actual/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 the other members of the Executive Committee and finally by Latour’s Board.

Double materiality assessment findings

IRO-2

| IMPACT MATERIALITY | DOUBLE MATERIALITY |
|--|---|
| S1 – Diversity G1 – Protection of whistleblowers | E1 – Climate change mitigation E1 – Energy S1 – Health and safety G1 – Corporate culture |
| NOT MATERIAL | FINANCIAL MATERIALITY |
| 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 | E1 – Climate change adaptation G1 – Prevention and detection including training |

E1

Climate change

Transition plan

ET-1

Latour's 2030 emission reduction targets 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 transition plan, Latour requires all the business areas to join 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. Joining the SBTi and developing validated goals requires the creation of a transition plan. 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. Latour's Board of Directors has approved the transition plan, and five of the six business areas that are required to join the SBTi did so in 2024. Three of them have had their targets validated, while the remaining business areas are in the process of developing validated targets.

A portion of the capital expenditure (CAPEX) budget is dedicated annually to support emission reduction projects, including investments in solar panels and energy-efficient measures. The EU Taxonomy Regulation has activities that cover some of Latour's operations, and plans are in place for some of them to shift turnover, CAPEX, and operational expenditures (OPEX) from "eligible" to "aligned" over the long term in accordance with EU taxonomy criteria.

Latour is not excluded from Paris-aligned benchmarks.

Climate-related impacts, risks and opportunities

SBM-3

The materiality assessment described in disclosure requirement IRO-2 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 areas 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 holdings 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. 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.

The following table provides a summary of the Group's identified climate-related risks and opportunities.

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.

To ensure sustainable development, Latour has a number of 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 pages 32-33. 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 is implementing the following measures to reduce its greenhouse gas emissions:

Greenhouse gas reporting:

All holdings must have joined the Science Based Target initiative (SBTi) and have their emissions reduction targets validated by 2025, at the latest. Carbon reduction goals that are 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.

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

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 electricity 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. 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.

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.

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.

| | MWh/SEK m | | | | MWh | | |
|----------------------------|------------|------------|-----------|--|----------------|----------------|-----------|
| | 2024 | 2023 | Change, % | | 2024 | 2023 | Change, % |
| Bemsiq Group | 2.1 | 1.9 | 7 | | 4,092 | 3,084 | 33 |
| Caljan | 7.6 | 5.7 | 33 | | 10,976 | 11,326 | -3 |
| Hultafors Group | 3.3 | 3.5 | -4 | | 22,610 | 24,175 | -6 |
| Innovalift | 3.5 | 3.4 | 3 | | 8,699 | 8,495 | 2 |
| Latour Industries | 5.4 | 5.8 | -8 | | 10,284 | 10,741 | -4 |
| Nord-Lock Group | 7.1 | 7.1 | 0 | | 13,719 | 13,303 | 3 |
| Swegon | 4.7 | 5.1 | -7 | | 43,898 | 44,819 | -2 |
| Investment AB Latour (HQ)* | - | - | - | | 188 | 172 | 9 |
| Total | 4.4 | 4.5 | -2 | | 114,466 | 116,115 | -1 |

* Investment AB Latour (HQ) has no turnover of its own and therefore does not report MWh/MSEK.

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, % | 2024 | | | 2023 | | |
|-----------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| | Sweden | Abroad | Total | Sweden | Abroad | Total |
| Bemsiq Group | 70 | 58 | 60 | 92 | 48 | 53 |
| Caljan | - | 74 | 74 | - | 66 | 66 |
| Hultafors Group | 99 | 64 | 79 | 97 | 72 | 83 |
| Innovalift | 100 | 59 | 84 | 100 | 64 | 86 |
| Latour Industries | 100 | 93 | 97 | 100 | 91 | 95 |
| Nord-Lock Group | 99 | 66 | 89 | 98 | 55 | 85 |
| Swegon | 97 | 52 | 73 | 98 | 51 | 74 |
| Investment AB Latour (HQ) | 100 | - | 100 | 100 | - | 100 |
| Total | 98 | 63 | 80 | 98 | 64 | 80 |

TOTAL ENERGY USE FROM FOSSIL SOURCES

| MWh | 2024 |
|---------------------------|---------------|
| Bemsiq Group | 1,693 |
| Caljan | 7,688 |
| Hultafors Group | 4,287 |
| Innovalift | 60 |
| Latour Industries | 1,805 |
| Nord-Lock Group | 3,432 |
| Swegon | 18,450 |
| Investment AB Latour (HQ) | 77 |
| Total | 37,492 |

TOTAL ENERGY USE FROM NUCLEAR ENERGY SOURCES

| MWh | 2024 |
|---------------------------|--------------|
| Bemsiq Group | 517 |
| Caljan | 85 |
| Hultafors Group | 472 |
| Innovalift | 0 |
| Latour Industries | 25 |
| Nord-Lock Group | 139 |
| Swegon | 616 |
| Investment AB Latour (HQ) | 0 |
| Total | 1,853 |

TOTAL ENERGY USE FROM RENEWABLE SOURCES BROKEN DOWN BY:

| MWh | Fuel consumption | Consumption of purchased or acquired electricity, heating, steam and cooling | Consumption of self-produced non-fuel energy |
|---------------------------|------------------|--|--|
| | 2024 | 2024 | 2024 |
| Bemsiq Group | 129 | 2,189 | 0 |
| Caljan | 0 | 2,213 | 132 |
| Hultafors Group | 3,422 | 13,318 | 517 |
| Innovalift | 696 | 4,491 | 0 |
| Latour Industries | 1,396 | 7,932 | 47 |
| Nord-Lock Group | 164 | 9,764 | 34,017 |
| Swegon | 758 | 17,486 | 710 |
| Investment AB Latour (HQ) | 0 | 110 | 0 |
| Total | 6,565 | 57,503 | 35,422 |

Greenhouse gas emissions

EI-6

CO₂E EMISSIONS

Presents greenhouse gas emissions (CO₂e) for the industrial operations and the parent company.

The goal is, by 2030, to have reduced emissions by 40 per cent in Scopes 1 & 2 and by 20 per cent in Scope 3 (base year 2022).

| Tonnes CO ₂ e 2024 | Bemsiq Group | Caljan | Hultafors Group | Innovalift | Latour Industries | Nord-Lock Group | Swegon | Investment AB Latour | Total |
|---|--------------|--------|-----------------|------------|-------------------|-----------------|-----------|----------------------|-----------|
| Scope 1 | 391 | 1,743 | 2,516 | 1,173 | 851 | 716 | 4,393 | 14 | 11,798 |
| Scope 2 location-based | 504 | 167 | 2,755 | 412 | 1,880 | 1,253 | 2,504 | 1 | 9,477 |
| Scope 2 market-based | 338 | 167 | 1,312 | 258 | 215 | 435 | 2,210 | 0 | 4,935 |
| Scope 3 | 86,374 | 63,015 | 244,813 | 97,229 | 16,626 | 16,537 | 5,170,580 | 396 | 5,695,570 |
| Total location-based | 87,270 | 64,925 | 250,084 | 98,814 | 19,357 | 18,506 | 5,177,477 | 412 | 5,716,845 |
| Total market-based | 87,104 | 64,925 | 248,641 | 98,660 | 17,692 | 17,688 | 5,177,183 | 410 | 5,712,303 |
| GHG emissions intensity, location-based (tCO ₂ e/mSEK) | 45 | 45 | 37 | 40 | 10 | 10 | 555 | - | 221 |
| GHG emissions intensity, market-based (tCO ₂ e/mSEK) | 45 | 45 | 37 | 40 | 9 | 9 | 555 | - | 221 |

| Tonnes of CO ₂ e base year 2022* | Bemsiq Group | Caljan | Hultafors Group | Innovalift | Latour Industries | Nord-Lock Group | Swegon | Investment AB Latour | Total |
|---|--------------|---------|-----------------|------------|-------------------|-----------------|-----------|----------------------|-----------|
| Scope 1 | 344 | 1,748 | 2,398 | 1,573 | 988 | 899 | 4,286 | 6 | 12,243 |
| Scope 2 location-based | 356 | 266 | 2,965 | 705 | 1,920 | 1,431 | 814 | 0.45 | 8,458 |
| Scope 2 market-based | 225 | 266 | 1,192 | 472 | 455 | 705 | 1,599 | 0 | 4,915 |
| Scope 3 | 67,338 | 128,733 | 294,298 | 97,159 | 15,588 | 20,327 | 5 638,908 | 374 | 6 262,724 |
| Total location-based | 68,038 | 130,747 | 299,661 | 99,437 | 18,495 | 22,658 | 5 644,008 | 380 | 6 283,424 |
| Total market-based | 67,907 | 130,747 | 297,888 | 99,204 | 17,030 | 21,932 | 5 644,793 | 380 | 6 279,881 |
| GHG emissions intensity, location-based (tCO ₂ e/mSEK) | 54 | 61 | 45 | 44 | 12 | 14 | 797 | - | 278 |
| GHG emissions intensity, market-based (tCO ₂ e/mSEK) | 54 | 61 | 45 | 44 | 11 | 13 | 797 | - | 278 |

* Slight adjustments have been made to Scope 2 figures due to erroneous calculations discovered in some of the smaller business units.

| Significant Scope 3 emissions, tonnes CO ₂ e | Scope 3 | | | Change 2024 against base year 2022 | | |
|---|-----------|----------------|-----------|------------------------------------|-----------|---------|
| | 2024 | base year 2022 | Change, % | % | Scope 1+2 | Scope 3 |
| 1. Purchased goods and services | 774,068 | 871,115 | -11 | Bemsiq Group | 3 | 28 |
| 2. Capital goods | 4,042 | 6,864 | -41 | Caljan | -5 | -51 |
| 3. Fuel and energy-related activities | 2,326 | 2,675 | -13 | Hultafors Group | 7 | -17 |
| 4. Upstream freight and distribution | 31,985 | 39,530 | -19 | Innovalift | -30 | 0 |
| 5. Waste management | 1,190 | 2,577 | -54 | Latour Industries | -26 | 7 |
| 6. Business travel | 3,981 | 2,924 | 36 | Nord-Lock Group | -28 | -19 |
| 7. Employees commuting | 4,004 | 3,974 | 1 | Swegon | 12 | -8 |
| 9. Downstream freight and distribution | 23,160 | 16,640 | 39 | Investment AB Latour (HQ) | 141 | 6 |
| 10. Processing of sold products | 420 | 409 | 3 | Total | -3 | -9 |
| 11. Use of sold products | 4,846,666 | 5,305,711 | -9 | | | |
| 12. End-of-life of sold products | 3,729 | 10,305 | -64 | | | |
| Total Latour Group | 5,695,570 | 6,262,724 | -9 | | | |

SCOPE 3 CATEGORY 15 INVESTMENTS

Investment AB Latour's indirect emissions from the investment portfolio. Data are for 2023 and are based on Latour's share of equity in each holding.

| Investment portfolio | Share of equity % | Tonnes CO ₂ e (Scopes 1+2) |
|----------------------|-------------------|---------------------------------------|
| Alimak Group | 29.8 | 2,305 |
| ASSA ABLOY | 9.5 | 21,579 |
| CTEK | 33.0 | 15 |
| Fagerhult | 47.8 | 5,501 |
| HMS Networks | 25.9 | 157 |
| Nederman | 30.0 | 871 |
| Securitas | 10.9 | 16,122 |
| Sweco | 26.9 | 4,071 |
| TOMRA | 21.1 | 5,855 |
| Trox | 30.1 | 1,466 |
| Total | | 57,942 |

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, % | 2024 | 2023 |
|---|-----------|-----------|
| Bemsiq Group | 50 | 44 |
| Caljan | 100 | 33 |
| Hultafors Group | 86 | 79 |
| Innovalift | 43 | 29 |
| Latour Industries | 79 | 60 |
| Nord-Lock Group | 43 | 50 |
| Swegon | 48 | 41 |
| Total | 67 | 56 |

Science Based Target initiative (SBTi)

Reports which holdings have committed to the SBTi and which have also had their carbon reduction targets verified. The goal is for all holdings to have committed 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 | 2024 | |
|-----------------------------|--------------|-----------------|
| | Committed | Validated goals |
| Bemsiq Group | Yes | No |
| Caljan | Yes | Yes |
| Hultafors Group | Yes | Yes |
| Innovalift | No | No |
| Nord-Lock Group | Yes | No |
| Swegon | Yes | Yes |
| Total | 5/6 | 3/6 |
| Investment portfolio | | |
| Alimak Group | Yes | No |
| ASSA ABLOY | Yes | Yes |
| CTEK | Yes | Yes |
| Fagerhult | Yes | Yes |
| HMS Networks | Yes | No |
| Nederman | Yes | Yes |
| Securitas | Yes | Yes |
| Sweco | Yes | Yes |
| TOMRA | Yes | Yes |
| Trox | Yes | No |
| Total | 10/10 | 7/10 |

Carbon credits

EI-7

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

Internal carbon pricing

EI-8

Latour does not apply internal carbon pricing schemes.

EU Taxonomy

Taxonomy reporting 2024

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 3.5 (i), and for smart monitoring, heat metering and sensor equipment, category 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 Certified Certification have been used in the assessment, a third party verified 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 meets the criteria for minimum safeguards. There has been an increase since last year within all taxonomy aligned economic activities. Turnover increased to SEK 1,882 m (SEK 1,716 m), OPEX increased to SEK 110 m (SEK 83 m) and CAPEX increased to SEK 69 m (SEK 8 m). The change for the year is mainly due to an increase in turnover and no new economic activities have been added.

Since no company has identified the same activity and same turnover, OPEX or CAPEX under several different appendices, no risk of double accounting has occurred.

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

► Taxonomy reporting 2024 cont.

Turnover

Net sales comprise total external turnover of the wholly-owned industrial operations. See Notes 4–6. Taxonomy eligible economic activities that do not exceed 1 per cent of the reporting entity's turnover are excluded from reporting.

TAXONOMY (TURNOVER)

| Economic activities (1) | Code(s) (2) | Absolute turnover (3) | Proportion of turnover (4) | Substantial contribution criteria | | | | | | DNSH criteria (Do No Significant Harm) | | | | | | Minimum safeguards (17) | Taxonomy aligned proportion of turnover, 2023 (18) | Category (enabling activity or) (19) | Category (transitional activity) (20) | | | | |
|--|-------------|-----------------------|----------------------------|-----------------------------------|-------------------------------|--------------------------------|----------------------|---------------|----------------------------------|---|--------------------------------|---------------------------------|-----------------------|----------------|----------------------------------|-------------------------|--|--------------------------------------|---------------------------------------|-----|--|--|--|
| | | | | Climate change mitigation (5) | Climate change adaptation (6) | Water and marine resources (7) | Circular economy (8) | Pollution (9) | Biodiversity and ecosystems (10) | Climate change mitigation (11) | Climate change adaptation (12) | Water and marine resources (13) | Circular economy (14) | Pollution (15) | Biodiversity and ecosystems (16) | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |
| | | SEK m | % | Y;N;N/EL | Y;N;N/EL | Y;N;N/EL | Y;N;N/EL | Y;N;N/EL | Y;N;N/EL | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | % | E | T | | | | |
| A. Taxonomy eligible activities | | | | | | | | | | | | | | | | | | | | | | | |
| A.1. Environmentally sustainable activities (taxonomy aligned) | | | | | | | | | | | | | | | | | | | | | | | |
| Manufacture of energy-saving equipment for buildings | CCM 3.5 | 1,882 | 7% | Y | N/EL | N/EL | N/EL | N/EL | N/EL | Y | Y | Y | Y | Y | Y | Y | 7% | E | | | | | |
| Total (A.1) | | 1,882 | 7% | 7% | - | - | - | - | - | Y | Y | Y | Y | Y | Y | Y | 7% | | | | | | |
| Of which enabling | | 1,882 | 7% | 7% | - | - | - | - | - | Y | Y | Y | Y | Y | Y | Y | 7% | E | | | | | |
| Of which transitional activity | | 0 | 0% | | | | | | | - | - | - | - | - | - | - | 0% | | T | | | | |
| A.2. Taxonomy eligible activities not yet documented as environmentally sustainable | | | | | | | | | | | | | | | | | | | | | | | |
| Manufacture of low-carbon technology for transport | CCM 3.3 | 193 | 1% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | - | | | | | | |
| Manufacture of energy-saving equipment for buildings | CCM 3.5 | 3,211 | 12% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 16% | | | | | | |
| Installation, maintenance and repair of energy-efficient equipment | CCM 7.3 | 261 | 1% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 1% | | | | | | |
| Installation, maintenance and repair of instruments and devices for the measurement, regulation and control of energy performance of buildings | CCM 7.5 | 72 | 0% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0% | | | | | | |
| Repair, renovation and reuse | CE 5.1 | 157 | 1% | N/EL | N/EL | N/EL | EL | N/EL | N/EL | | | | | | | | - | | | | | | |
| Sale of spare parts | CE 5.2 | 117 | 0% | N/EL | N/EL | N/EL | EL | N/EL | N/EL | | | | | | | | - | | | | | | |
| Total (A.2) | | 4,011 | 15% | 14% | 1% | | | | | | | | | | | | 17% | | | | | | |
| Total (A.1+A.2) | | 5,893 | 23% | | | | | | | | | | | | | | | | | 23% | | | |
| B. Taxonomy non-eligible activities | | | | | | | | | | | | | | | | | | | | | | | |
| Turnover of taxonomy non-eligible activities (B) | | 19,993 | 77% | | | | | | | | | | | | | | | | | | | | |
| Total (A+B) | | 25,886 | 100% | | | | | | | | | | | | | | | | | | | | |

Proportion of turnover/total turnover

| | Taxonomy aligned per objective | Taxonomy eligible per objective |
|-----|--------------------------------|---------------------------------|
| CCM | 7 | 22 |
| CCA | 0 | 0 |
| WTR | 0 | 0 |
| CE | 0 | 1 |
| PPC | 0 | 0 |
| BIO | 0 | 0 |

OPEX

Taxonomy-related operating expenses 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 expenses 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 emissions, so-called standalone OPEX, from taxonomy-eligible and/or taxonomy-aligned OPEX 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.

TAXONOMY (OPEX)

| Economic activities (1) | Code(s) (2) | Absolute OPEX (3) | Proportion of OPEX (4) | Substantial contribution criteria | | | | | | | DNSH criteria (Do No Significant Harm) | | | | | | | Proportion of Taxonomy aligned OPEX, 2023 (18) | Category (enabling activity or) (19) | Category (transitional activity) (20) |
|--|-------------|-------------------|------------------------|-----------------------------------|-------------------------------|--------------------------------|----------------------|---------------|----------------------------------|--------------------------------|---|---------------------------------|-----------------------|----------------|----------------------------------|-------------------------|-----|--|--------------------------------------|---------------------------------------|
| | | | | Climate change mitigation (5) | Climate change adaptation (6) | Water and marine resources (7) | Circular economy (8) | Pollution (9) | Biodiversity and ecosystems (10) | Climate change mitigation (11) | Climate change adaptation (12) | Water and marine resources (13) | Circular economy (14) | Pollution (15) | Biodiversity and ecosystems (16) | Minimum safeguards (17) | | | | |
| | | | | | | | | | | | | | | | | | | | | |
| | | SEK m | % | Y;N;N/EL | Y;N;N/EL | Y;N;N/EL | Y;N;N/EL | Y;N;N/EL | Y;N;N/EL | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | % | E | T | |
| A. Taxonomy eligible activities | | | | | | | | | | | | | | | | | | | | |
| A.1. Environmentally sustainable activities (taxonomy aligned) | | | | | | | | | | | | | | | | | | | | |
| Manufacture of energy-saving equipment for buildings | CCM 3.5 | 110 | 10% | Y | N/EL | N/EL | N/EL | N/EL | N/EL | Y | Y | Y | Y | Y | Y | Y | 7% | E | | |
| Total (A.1) | | 110 | 10% | 10% | - | - | - | - | - | Y | Y | Y | Y | Y | Y | Y | 7% | E | | |
| Of which enabling | | 110 | 10% | 10% | - | - | - | - | - | Y | Y | Y | Y | Y | Y | Y | 7% | E | | |
| Of which transitional activity | | 0 | 0% | | | | | | | - | - | - | - | - | - | - | 0% | | T | |
| A.2. Taxonomy eligible activities not yet documented as environmentally sustainable | | | | | | | | | | | | | | | | | | | | |
| Manufacture of low-carbon technology for transport | CCM 3.3 | 17 | 2% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | - | | | |
| Manufacture of energy-saving equipment for buildings | CCM 3.5 | 199 | 18% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 14% | | | |
| Installation, maintenance and repair of energy-efficient equipment | CCM 7.3 | 6 | 1% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0% | | | |
| Installation, maintenance and repair of instruments and devices for the measurement, regulation and control of energy performance of buildings | CCM 7.5 | 8 | 1% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 1% | | | |
| Repair, renovation and reuse | CE 5.1 | 5 | 0% | N/EL | N/EL | N/EL | EL | N/EL | N/EL | | | | | | | | 1% | | | |
| Sale of spare parts | CE 5.2 | 11 | 1% | N/EL | N/EL | N/EL | EL | N/EL | N/EL | | | | | | | | 0% | | | |
| Total (A.2) | | 246 | 22% | 20% | | | 1% | | | | | | | | | | 17% | | | |
| Total (A.1+A.2) | | 356 | 31% | 30% | | | 1% | | | | | | | | | | 24% | | | |
| B. Taxonomy non-eligible activities | | | | | | | | | | | | | | | | | | | | |
| OPEX of taxonomy non-eligible activities (B) | | 780 | 69% | | | | | | | | | | | | | | | | | |
| Total (A+B) | | 1,136 | 100 % | | | | | | | | | | | | | | | | | |

Proportion of OPEX/total OPEX

| | Taxonomy aligned per objective | Taxonomy eligible per objective |
|-----|--------------------------------|---------------------------------|
| CCM | 10 | 30 |
| CCA | 0 | 0 |
| WTR | 0 | 0 |
| CE | 0 | 1 |
| PPC | 0 | 0 |
| BIO | 0 | 0 |

CAPEX

Taxonomy-related capital expenses include all types of investments capitalised during the year, except for leases that do not confer the right of ownership. See Notes 20–24. 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 CO₂ emissions, so-called standalone CAPEX,

from taxonomy-eligible and/or aligned CAPEX 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 CAPEX.

TAXONOMY (CAPEX)

| Economic activities (1) | Code(s) (2) | Absolute CAPEX (3) | Proportion of CAPEX (4) | Substantial contribution criteria | | | | | | DNSH criteria (Do No Significant Harm) | | | | | | Minimum safeguards (17) | Proportion of taxonomy aligned CAPEX, 2023 (18) | Category (enabling activity) (19) | Category (transitional activity) (20) |
|--|-------------|--------------------|-------------------------|-----------------------------------|-------------------------------|--------------------------------|----------------------|---------------|----------------------------------|---|--------------------------------|---------------------------------|-----------------------|----------------|----------------------------------|-------------------------|---|-----------------------------------|---------------------------------------|
| | | | | Climate change mitigation (5) | Climate change adaptation (6) | Water and marine resources (7) | Circular economy (8) | Pollution (9) | Biodiversity and ecosystems (10) | Climate change mitigation (11) | Climate change adaptation (12) | Water and marine resources (13) | Circular economy (14) | Pollution (15) | Biodiversity and ecosystems (16) | | | | |
| | | SEK m | % | Y;N;N/EL | Y;N;N/EL | Y;N;N/EL | Y;N;N/EL | Y;N;N/EL | Y;N;N/EL | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | % | E | T |
| A. Taxonomy eligible activities | | | | | | | | | | | | | | | | | | | |
| A.1. Environmentally sustainable activities (taxonomy aligned) | | | | | | | | | | | | | | | | | | | |
| Manufacture of energy-saving equipment for buildings | CCM 3.5 | 69 | 12% | Y | N/EL | N/EL | N/EL | N/EL | N/EL | Y | Y | Y | Y | Y | Y | Y | 2% | E | |
| Total (A.1) | | 69 | 12% | 12% | - | - | - | - | - | Y | Y | Y | Y | Y | Y | Y | 2% | | |
| Of which enabling | | 69 | 12% | 12% | - | - | - | - | - | Y | Y | Y | Y | Y | Y | Y | 2% | E | |
| Of which transitional activity | | 0 | 0% | | | | | | | - | - | - | - | - | - | - | 0% | | T |
| A.2. Taxonomy eligible activities not yet documented as environmentally sustainable | | | | | | | | | | | | | | | | | | | |
| Manufacture of low-carbon technology for transport | CCM 3.3 | 1 | 0% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0% | | |
| Manufacture of energy-saving equipment for buildings | CCM 3.5 | 76 | 13% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 14% | | |
| Production of electricity from solar PV | CCM 4.1 | - | - | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 1% | | |
| Production of electricity from geothermal energy | CCM 4.6 | - | - | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0% | | |
| Installation, maintenance and repair of energy-efficient equipment | CCM 7.3 | - | - | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0% | | |
| Installation, maintenance and repair of instruments and devices for the measurement, regulation and control of energy performance of buildings | CCM 7.5 | 2 | 0% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0% | | |
| Repair, renovation and reuse | CE 5.1 | 6 | 1% | N/EL | N/EL | N/EL | EL | N/EL | N/EL | | | | | | | | 1% | | |
| Sale of spare parts | CE 5.2 | 2 | 0% | N/EL | N/EL | N/EL | EL | N/EL | N/EL | | | | | | | | 0% | | |
| Total (A.2) | | 87 | 15% | 14% | | | 1% | | | | | | | | | | 16% | | |
| Total (A.1+A.2) | | 156 | 28% | 26% | | | 1% | | | | | | | | | | 18% | | |
| B. Taxonomy non-eligible activities | | | | | | | | | | | | | | | | | | | |
| CAPEX of taxonomy non-eligible activities (B) | | 410 | 72% | | | | | | | | | | | | | | | | |
| Total (A+B) | | 566 | 100% | | | | | | | | | | | | | | | | |

Proportion of CAPEX/total CAPEX

| | Taxonomy aligned per objective | Taxonomy eligible per objective |
|-----|--------------------------------|---------------------------------|
| CCM | 12 | 26 |
| CCA | 0 | 0 |
| WTR | 0 | 0 |
| CE | 0 | 1 |
| PPC | 0 | 0 |
| BIO | 0 | 0 |

NUCLEAR ENERGY AND FOSSIL GAS-RELATED ACTIVITIES

| Line | Nuclear energy-related activities | Yes/No |
|-------------|---|---------------|
| 1. | The undertaking carries out, funds, or has exposures to research, development, demonstration and expansion of innovative electricity generation facilities that produce energy from nuclear energy processes with minimal waste from the fuel cycle. | No |
| 2. | The undertaking carries out, funds, or has exposures to construction and safe operation of new nuclear facilities to produce electricity or process heat, including for the purposes of district heating or industrial processes, such as hydrogen production, as well as for their safety upgrades, using the best available technologies. | No |
| 3. | The undertaking carries out, funds, or has exposures to safe operation of existing nuclear facilities that produce electricity or process heat, including for the purposes of district heating or industrial processes, such as hydrogen production from nuclear energy, as well as their safety upgrades. | No |
| Line | Fossil gas-related activities | |
| 4. | The undertaking carries out, funds, or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels. | No |
| 5. | The undertaking carries out, funds, or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels. | No |
| 6. | The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels. | No |

S1

Own workforce

Impacts, risks and opportunities related to own workforce SBM-3

The materiality assessment described in disclosure requirement IRO-2 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 & ethics

With a global workforce of over 8,000 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 historically been fraught with challenges. Latour works actively to achieve gender balance and foster diversity at all levels of the organisations. This focus creates actual positive impacts for people. The effects occur within the own operations in the short term.

Policies related to own workforce

S1-1

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 shall 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 clarify that complicity in human

rights violations is not permitted. 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.

Several 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.

Actions in 2024

S1-4

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.

Objectives

SI-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 2024 index reached 14 accidents per thousand employees, up from 13 in 2023.

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, Latour engaged in dialogue with representatives from 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 | 2024 | 2023 |
|------------------------------|------|------|
| Bemsiq Group | 16 | 8 |
| Caljan | 26 | 50 |
| Hultafors Group | 77 | 91 |
| Innovalift | 91 | 63 |
| Latour Industries | 31 | 51 |
| Nord-Lock Group | 144 | 110 |
| Swegon | 209 | 240 |
| Total | 122 | 133 |

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 | 2024 | 2023 |
| Bemsiq Group | 5 | 4 |
| Caljan | 14 | 2 |
| Hultafors Group | 11 | 3 |
| Innovalift | 14 | 18 |
| Latour Industries | 13 | 15 |
| Nord-Lock Group | 7 | 8 |
| Swegon | 18 | 21 |
| Total | 14 | 13 |

GENDER RATIO

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 | | | |
|--------------------------------|---------------|-----|------|-----|-------------------------|-----|------|-----|-------------------|-----|------|-----|
| | 2024 | | 2023 | | 2024 | | 2023 | | 2024 | | 2023 | |
| | Wom. | Men | Wom. | Men | Wom. | Men | Wom. | Men | Wom. | Men | Wom. | Men |
| Bemsiq Group ¹ | 29 | 71 | 29 | 71 | 18 | 82 | 21 | 79 | 14 | 86 | 29 | 71 |
| Caljan | 50 | 50 | 25 | 75 | 20 | 80 | 17 | 83 | 14 | 86 | 14 | 86 |
| Hultafors Group | 33 | 67 | 20 | 80 | 37 | 63 | 37 | 63 | 20 | 80 | 0 | 100 |
| Innovalift | 25 | 75 | – | – | 21 | 79 | 24 | 76 | 18 | 82 | – | – |
| Latour Industries ² | – | – | – | – | 24 | 76 | 24 | 76 | 33 | 67 | 25 | 75 |
| Nord-Lock Group | 40 | 60 | 20 | 80 | 21 | 79 | 22 | 78 | 17 | 83 | 29 | 71 |
| Swegon | 40 | 60 | 33 | 67 | 20 | 80 | 20 | 80 | 29 | 71 | 29 | 71 |
| Investment AB Latour (HQ) | 43 | 57 | 43 | 57 | 25 | 75 | 25 | 75 | 25 | 75 | 25 | 75 |
| Target achievement | 4/7 | | 1/6 | | 0/8 | | 0/8 | | 0/8 | | 0/7 | |

¹ Comparative prior-year figures adjusted for salary-setting managers due to change in definition of metrics.

² Latour Industries does not conduct any in-house Board work, and is therefore not included in the target for Board members.

| Investment portfolio, % | Board members | | | |
|-------------------------|---------------|-----|------|-----|
| | 2024 | | 2023 | |
| | Wom. | Men | Wom. | Men |
| Alimak Group | 50 | 50 | 50 | 50 |
| ASSA ABLOY | 50 | 50 | 50 | 50 |
| CTEK | 33 | 67 | 29 | 71 |
| Fagerhult | 57 | 43 | 50 | 50 |
| HMS Networks | 50 | 50 | 50 | 50 |
| Nederman | 40 | 60 | 40 | 60 |
| Securitas | 38 | 63 | 44 | 56 |
| Sweco | 33 | 67 | 33 | 67 |
| TOMRA | 40 | 60 | 40 | 60 |
| Trox | 43 | 57 | 40 | 60 |
| Target achievement | 7/10 | | 8/10 | |

BREAKDOWN OF EMPLOYEES BY AGE GROUP

| Headcount, % | Under 30 years | 30–50 years | Over 50 years |
|---------------------------|----------------|-------------|---------------|
| Bemsiq Group | 13 | 55 | 32 |
| Caljan | 15 | 59 | 26 |
| Hultafors Group | 8 | 54 | 38 |
| Innovalift | 14 | 55 | 31 |
| Latour Industries | 15 | 58 | 27 |
| Nord-Lock Group | 16 | 57 | 27 |
| Swegon | 15 | 52 | 33 |
| Investment AB Latour (HQ) | 0 | 56 | 44 |

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.

Whistleblowing related to human rights

S1-17

A total of 13 whistleblowing reports were received in 2024. Six 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 human rights violations were identified during the year.

G1

Business conduct

Impacts, risks and opportunities related to own workforce
SBM-3

The materiality assessment described in disclosure requirement IRO-2 identified the following material impacts:

Corporate culture

For Latour, as 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 part of Latour's DNA and is highly valued. The risk of an unhealthy corporate culture would have a potential negative impact on people within the own 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 risks potential short-term negative 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 com-

panies. 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.

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 13 whistleblowing reports were received in 2024. Six 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.

ESRS INDEX

ESRS 2 IRO-2

| Disclosure Requirement | Page |
|------------------------|------|
|------------------------|------|

ESRS 2 – General Disclosures

| | | |
|-------|--|--------------|
| BP-1 | General basis for preparation of sustainability statements. | 146 |
| BP-2 | Disclosures in relation to specific circumstances. | 146 |
| GOV-1 | The role of the administrative, management and supervisory bodies. | 146 |
| GOV-2 | Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies. | 146 |
| GOV-3 | Integration of sustainability-related performance in incentive schemes. | 146 |
| GOV-4 | Statement on due diligence. | 147 |
| GOV-5 | Risk management and internal controls over sustainability reporting. | 147 |
| SBM-1 | Strategy, business model and value chain. | 147 |
| SBM-2 | Interests and views of stakeholders. | 147 |
| SBM-3 | Material impacts, risks and opportunities and their interaction with strategy and business model. | 148 |
| IRO-1 | Description of the process to identify and assess material impacts, risks and opportunities. | 148 |
| IRO-2 | Disclosure requirements in ESRS covered by the undertaking's sustainability statement. | 148, 161-167 |

E1 – Climate change

| | | |
|-------|---|---------|
| E1-1 | Transition plan for climate change mitigation. | 149 |
| SBM-3 | Material impacts, risks and opportunities and their interaction with strategy and business model. | 149 |
| IRO-1 | Description of the process to identify and assess material impacts, risks and opportunities. | 149 |
| E1-2 | Policies related to climate change mitigation and adaptation. | 150 |
| E1-3 | Actions and resources in relation to climate change policies. | 150 |
| E1-4 | Targets related to climate change mitigation and adaptation. | 150 |
| E1-5 | Energy consumption and mix. | 150-151 |
| E1-6 | Gross Scope 1, 2, 3 and Total GHG emissions. | 152 |
| E1-7 | GHG removals and GHG mitigation projects financed through carbon credits. | 153 |
| E1-8 | Internal carbon pricing. | 153 |

S1 – Own workforce

| | | |
|-------|---|---------|
| SBM-3 | Material impacts, risks and opportunities and their interaction with strategy and business model. | 158 |
| S1-1 | Policies related to own workforce. | 158 |
| S1-4 | Actions on material impacts and strategies. | 158-159 |
| S1-5 | Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities. | 159 |
| S1-9 | Diversity metrics. | 159 |
| S1-14 | Health and safety metrics. | 160 |
| S1-17 | Incidents, complaints and severe human rights impacts. | 160 |

G1 – Business conduct

| | | |
|-------|---|-----|
| SBM-3 | Material impacts, risks and opportunities and their interaction with strategy and business model. | 161 |
| G1-1 | Business conduct policies and corporate culture. | 161 |
| G1-3 | Prevention and detection of corruption and bribery. | 161 |
| G1-4 | Incidents of corruption or bribery. | 161 |

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's gender diversity paragraph 21 (d) | Indicator no. 13 Table 1 of Annex I | | Commission Delegated Regulation (EU) 2020/1816, Annex II | | Material | 146 |
| ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e) | | | Delegated Regulation (EU) 2020/1816, Annex II | | Material | 146 |
| ESRS 2 GOV-4 Statement on due diligence paragraph 30 | Indicator no. 10 Table 3 of Annex I | | | | Material | 147 |
| ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities 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 | |
| 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 | 149 |
| 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 | 150 |
| ESRS EI-5 Energy consumption from fossil sources disaggregated by sources (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 | 150-151 |
| 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 | |

| Disclosure requirement and related datapoint | SFDR reference | Reference in the third pillar | Benchmark Regulation reference | EU Climate Law reference | Material/ Not material | Page |
|---|--|--|--|--|------------------------|------|
| ESRS E1-6 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 | 152 |
| ESRS E1-6 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 | 152 |
| ESRS E1-7 GHG removals and carbon credits paragraph 56 | | | | Regulation (EU) 2021/1119, Article 2(1). | Not material | |
| ESRS E1-9 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 E1-9 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 E1-9 Location of significant assets at material physical risk, paragraph 66 (c) | | | | | Not material | |
| ESRS E1-9 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 E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69 | | | Delegated Regulation (EU) 2020/1818, Annex II | | Not material | |
| 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 I Indicator no. 2 Table 2 of Annex I Indicator no. 1 Table 2 of Annex I Indicator no. 3 Table 2 of Annex I | | | Not material | |
| ESRS E3-1 Water and marine resources paragraph 9 | | Indicator no. 7 Table 2 of Annex I | | | Not material | |
| ESRS E3-1 Dedicated policy paragraph 13 | | Indicator no. 8 Table 2 of Annex I | | | Not material | |
| ESRS E3-1 Sustainable oceans and seas paragraph 14 | | Indicator no. 12 Table 2 of Annex I | | | Not material | |
| ESRS E3-4 Total water recycled and reused paragraph 28 (c) | | Indicator no. 6.2 Table 2 of Annex I | | | 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 E3-4 Total water consumption in m ³ per net revenue on own operations paragraph 29 | Indicator no. 6.1 Table 2 of Annex I | | | | Not material | |
| ESRS 2 – IRO-1 – E4 paragraph 16 (a) i | Indicator no. 7 Table 1 of Annex I | | | | Not material | |
| ESRS 2 – IRO-1 – E4 paragraph 16 (b) | Indicator no. 10 Table 2 of Annex I | | | | Not material | |
| ESRS 2 – IRO-1 – E4 paragraph 16 (c) | Indicator no. 14 Table 2 of Annex I | | | | Not material | |
| ESRS E4-2 Sustainable land/agriculture practices or policies paragraph 24 (b) | Indicator no. 11 Table 2 of Annex I | | | | Not material | |
| ESRS E4-2 Sustainable oceans/seas practices or policies paragraph 24 (c) | Indicator no. 12 Table 2 of Annex I | | | | Not material | |
| ESRS E4-2 Policies to address deforestation paragraph 24 (d) | Indicator no. 15 Table 2 of Annex I | | | | Not material | |
| ESRS E5-5 Non-recycled waste paragraph 37 (d) | Indicator no. 13 Table 2 of Annex I | | | | Not material | |
| ESRS E5-5 Hazardous waste and radioactive waste paragraph 39 | Indicator no. 9 Table 1 of Annex I | | | | Not material | |
| ESRS 2 – SBM3 – S1 Risk of incidents of forced labour paragraph 14 (f) | Indicator no. 13 Table 3 of Annex I | | | | Not material | |
| ESRS 2 – SBM3 – S1 Risk of incidents of child labour paragraph 14 (g) | Indicator no. 12 Table 3 of Annex I | | | | Not material | |
| ESRS SI-1 Human rights policy commitments paragraph 20 | Indicator no. 9 Table 3 and indicator no. 11 Table 1 of Annex I | | | | Material | 158 |
| ESRS SI-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 | 158 |
| ESRS SI-1 processes and measures for preventing trafficking in human beings paragraph 22 | Indicator no. 11 Table 3 of Annex I | | | | Not material | |
| ESRS SI-1 Workplace accident prevention policy or management system paragraph 23 | Indicator no. 1 Table 3 of Annex I | | | | Material | 158 |
| ESRS SI-3 grievance/complaints handling mechanisms related to employee matters paragraph 32 (c) | Indicator no. 5 Table 3 of Annex I | | | | Not material | |
| ESRS SI-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 | 160 |
| ESRS SI-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 | |

| Disclosure requirement and related datapoint | SFDR reference | Reference in the third pillar | Benchmark Regulation reference | EU Climate Law reference | Material/ Not material | Page |
|--|--|-------------------------------|--|--------------------------|------------------------|------|
| ESRS S1-16 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 | 160 |
| 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 | 160 |
| 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 UNGPs on Business and Human Rights principles and 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 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 | |

| Disclosure requirement and related datapoint | SFDR reference | Reference in the third pillar | Benchmark Regulation reference | EU Climate Law reference | Material/ Not material | Page |
|--|-------------------------------------|-------------------------------|---|--------------------------|------------------------|------|
| ESRS G1-1 Protection of whistleblowers paragraph 10 (d) | Indicator no. 6 Table 3 of Annex I | | | | Material | 161 |
| 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 | 161 |
| ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24 (b) | Indicator no. 16 Table 3 of Annex I | | | | Material | 161 |

