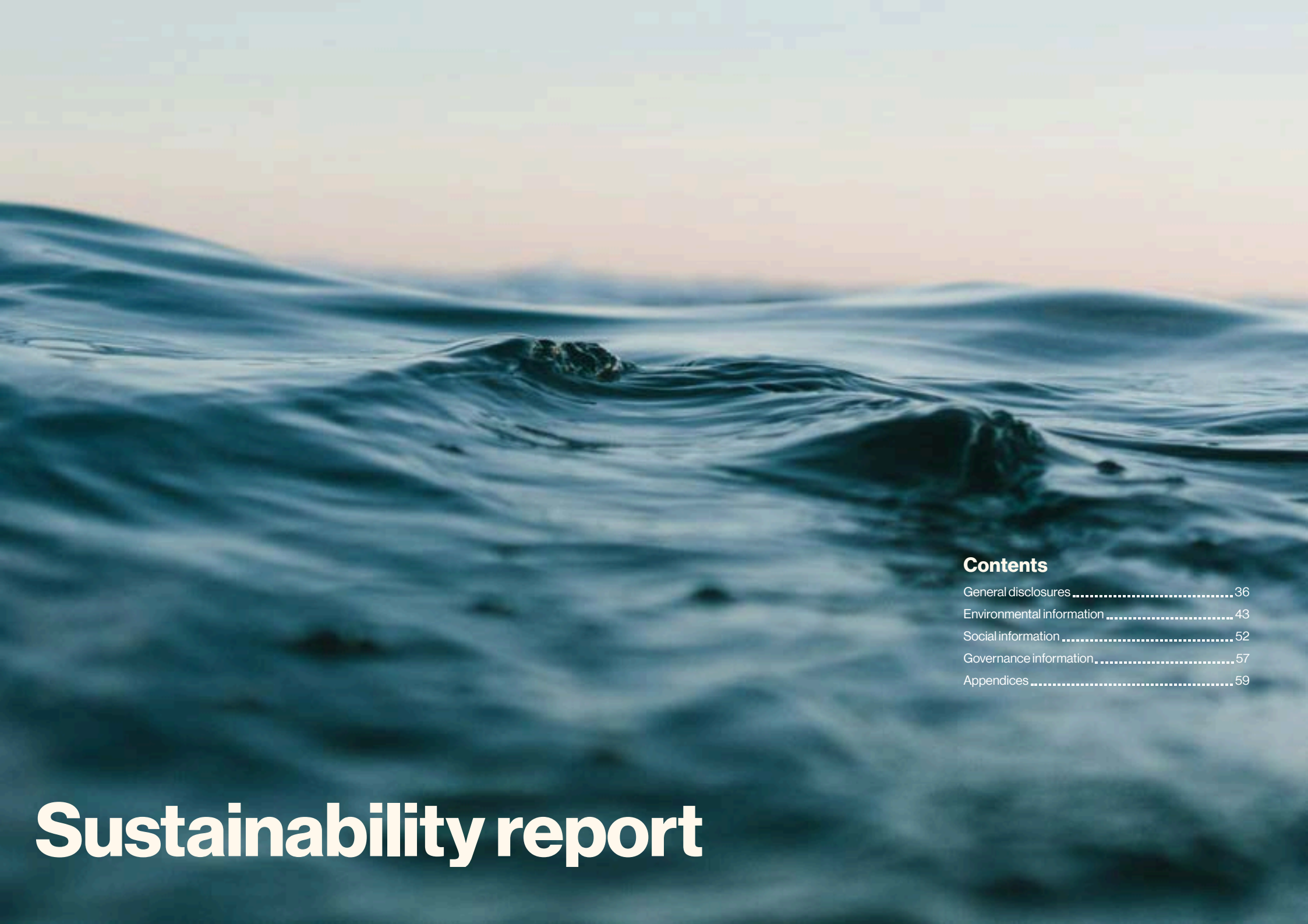


Sustainability report

Contents

ESRS 2 General disclosures

BP-1 General basis for preparation of the sustainability statement

Sdiptech's sustainability report has been prepared in accordance with the Swedish Annual Accounts Act (ÅRL), European Sustainability Reporting Standards (ESRS) and the EU Taxonomy Regulation. The report has been prepared on a consolidated basis and covers the same group as the financial statements. The sustainability report has been reviewed by Sdiptech's auditor in accordance with applicable regulations. Beyond this review, no further external validation has been carried out.

The report covers Sdiptech's own operations, as well as upstream and downstream parts of the value chain where the double materiality assessment has identified material sustainability impact or risks. A significant part of the group's sustainability impact arises in the supply chain and in its own operations, while downstream impacts are due to a greater extent to customers' use of products and services as well as prevailing market conditions.

In some cases, collection of data from the value chain may be limited by access to reliable information. Sdiptech therefore continuously works to develop processes, methods and data quality for value chain reporting, with particular emphasis on material sustainability matters.

Sdiptech has not applied the option to omit specific information regarding intellectual property rights, know-how or results of innovation, and the group has not identified any such information that would require exclusion from sustainability reporting.

Sdiptech has not omitted any information from the sustainability report on the grounds that it relates to commercially sensitive information, impending developments or matters subject to ongoing negotiations.

SBM-1 Strategy, business model and value chain

Business model
Sdiptech is a technology group focusing on the infrastructure sector that acquires and develops market-leading niche companies with products and services for safer, more sustainable and efficient societies. The group operates in a decentralised governance model where business units have close customer contact and responsibility for their operational activities, while the group provides strategic support and resources.

The main product and service groups include technical components and systems for transport and logistics flows, energy distribution and electrification. This also includes water and bioeconomy solutions, as well as safety and security solutions. The operations also include related services such as installation, operation, maintenance and servicing. The group's main customer groups are industrial stakeholders, operators of critical infrastructure and public organisations. The main markets in which the group operates are in Europe, with particular emphasis on the Nordic countries and the United Kingdom, as well as selected segments in the rest of Europe.

Information on the number of employees is reported in section S1-6 and refers to the number of employees at the end of the reporting period.

Strategy linked to sustainability
Sdiptech aims to be a long-term owner and continuously develop its business units. That is why sustainability aspects form an integral part of the group's strategy and are taken into account in the ongoing work of acquiring, owning and developing companies. Sdiptech continuously considers the impact of material sustainability issues on its own business model and the business models of its business units, both in terms of managing risks and negative impacts as well as identifying business opportunities.

The group operates in the infrastructure market, which is characterised by long-term structural drivers such as outdated and underinvested infrastructure, population growth, electrification and digitalisation, as well as increased regulatory environmental and sustainability requirements. These trends are creating business opportunities for Sdiptech in the fields of energy efficiency, electrification and efficient use of water and chemicals, for example. Overall, the group's current products, services, markets and customer relationships are considered to be highly compatible with Sdiptech's sustainability focus. That said, there are challenges related to variation in sustainability maturity between business units as well as dependencies in the value chain, particularly in the supply chain. For potential acquisitions, a process is applied which involves analysing sustainability-related risks and opportunities.

When a new business unit becomes part of Sdiptech, the corporate executive and employees are introduced to group-wide governance documents. The management of each business unit is responsible for addressing material sustainability matters in line with the decentralised governance model.

However, all business units are covered by group-wide frameworks and goals, as well as ongoing reporting and follow-up in close communication with Sdiptech's head office. The decentralised governance model entails varying conditions and levels of maturity in sustainability work, which necessitates clear common guidelines and constant monitoring.

Value chain

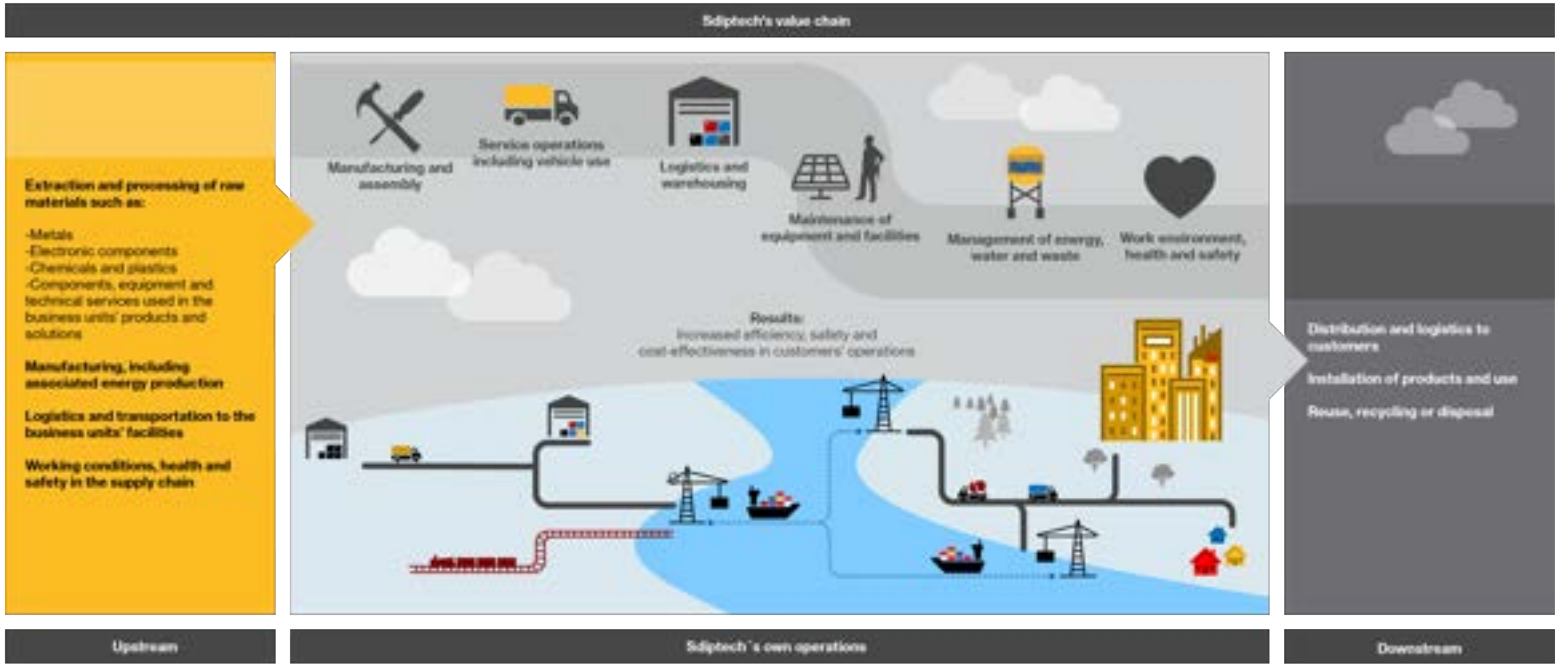
The group's value chain is complex due to the fact that Sdiptech's business units operate in several geographical markets and infrastructure sectors. It includes both upstream activities in the form of suppliers of materials, components and services and downstream activities such as the delivery, operation and maintenance of technical solutions at customer sites.

Upstream

The upstream part of the value chain – the supply chain, that is – comprises several stages: extraction and processing of raw materials, manufacturing including associated energy production, and logistics and transport to the business units' sites. The main inputs in the supply chain comprise raw materials such as metals, electronic components, chemicals and plastics, as well as components, equipment and technical services used in the business units' products and solutions.

Extraction and processing of raw materials primarily refer to key input materials in the business units' operations. These activities are associated with significant environmental and safety risks. Extraction often requires a great deal of energy and water and particularly in the case of mining, may lead to habitat loss and negative impact on biodiversity. The production of goods and components by suppliers also causes emissions to air and water and generates greenhouse gas emissions . Besides environmental risks, there are also social risks linked to labour conditions, health and safety in the supply chain. In some geographical areas, there are also risks of human rights abuses, including the occurrence of child labour or forced labour. There are also governance-related risks, such as lack of business ethics, corruption and limited traceability in the early stages of the supply chain.

Sdiptech works systematically to increase transparency in the supply chain and manage identified risks. The work includes a group-wide supplier code of conduct, risk-based supplier assessments and follow-up.



Own operations

Own operations comprise the operational activities of Sdiptech's business units, including manufacturing and assembly, service activities with associated vehicle use, internal logistics and warehousing, maintenance of equipment and facilities, and management of energy, water and waste. Employees and the development of the internal workforce's expertise are also included in the company's own operations.

Material environmental impact arises within the group's own operations, primarily from greenhouse gas emissions generated by production, energy use and transport. The group's own operations also involve significant social risks, in particular related to occupational health and safety.

Sdiptech works at an overall level to reduce environmental impact and strengthen the work environment and safety within its own operations. Its own operations include technical products and solutions that are used in critical infrastructure, industrial processes and essential functions.

Downstream

The downstream part of the value chain covers activities following the delivery of products and solutions, including distribution and logistics to customers, installation of products and the utilisation phase. It also includes end-of-life management of products through reuse, recycling or disposal.

Sdiptech's customers are mainly stakeholders in industry, infrastructure and the public sector, the products being used in mission-critical applications. The products help to increase efficiency, safety and reliability in customers' operations.

Significant environmental impacts occur in this part of the value chain, mainly linked to greenhouse gas emissions during the use phase of products and solutions.

That is why the energy consumption and performance of the products in use by customers are of significant importance for their overall climate impact over their life cycle.

Risks related to product safety and compliance may arise at this stage. Incorrect or improper use and handling of products may result in safety risks and accidents, which can affect both the customers' operations and Sdiptech's responsibility as a supplier.

Circularity is a key area in the latter part of the value chain, where the lifespan, repairability and recyclability of products affect resource use and waste generation. Sdiptech works comprehensively to reduce environmental impact and manage risks in this part of the value chain by means of product development, energy-efficient solutions and circular business models.

GOV-1 The role of the administrative, management and supervisory bodies

Sustainability governance
The board has overall responsibility for Sdiptech's business strategy, with sustainability is an integral component. Together with the group management, the board ensures that the group's most material sustainability matters are managed effectively and that the targets defined in the sustainability strategy are met. The board monitors how the group identifies, assesses and manages material impacts, risks and opportunities linked to sustainability.

Allocation of responsibilities for sustainability
The board has ultimate responsibility for the group's sustainability framework, including group-wide policies, the materiality assessment and strategic priorities in respect of sustainability. The audit committee reviews and oversees sustainability reporting, compliance with applicable regulations and the effectiveness of internal control and risk management relating to material impacts, risks and opportunities.

The group management has operational responsibility for driving, coordinating and monitoring sustainability work in line with the board's guidelines. This includes compiling and analysing sustainability information, monitoring identified risks and reporting to the board. Hence, sustainability reporting is covered by the group's regular internal governance and control. Sdiptech's Head of IR & Sustainability leads and develops sustainability work at group level and reports to the CFO.

The composition, skills, experience and diversity of the Board and the group management are presented in the corporate governance report. It also discloses board members' independence and responsibility for monitoring, measurement and control of the undertaking's impacts. Overall, the board and the group management are considered to have the competence required to oversee the group's material sustainability matters. This is ensured through the board's collective experience, ongoing reporting from the group management and support from specialist functions. Competence development in sustainability is currently integrated into ordinary governance and through consideration of sustainability matters by the board and the group management. Quantitative metrics on gender distribution and other diversity aspects of the board and the group management are presented in section S1-9.

Sustainability-related policies
All sustainability-related group-wide policies within Sdiptech are adopted by the board. Sdiptech's code of conduct provides central guidelines for how Sdiptech conducts its business in an ethical manner and in accordance with applicable laws and regulations. Besides the code of conduct, there are group-wide policies that collectively create a clear framework for sustainability work. In line with Sdiptech's decentralised governance model, the CEO of each business unit is responsible for ensuring that operations are conducted in accordance with the group's policies. The business units may supplement the group-wide policies with their own guidelines where these are not covered at group level; to address local legal requirements, for example.

The role of governing bodies in business conduct
The board has overall responsibility for ensuring that the group's activities are conducted in accordance with good business practice and the group's principles of business conduct. This includes establishing, reviewing and monitoring the code of conduct and other policies in respect of business ethics and compliance. The board monitors how risks related to business conduct are managed and is regularly informed of material matters, including any non-conformances and actions undertaken. The group management is responsible for the operational implementation of the board's guidelines and ensures that the code of conduct and related policies are communicated, applied and monitored within the group's business units.

GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

The board, the audit committee and the group management are continuously informed about Sdiptech's sustainability-related impacts, risks and opportunities through reports from the Head of IR & Sustainability and the CEO.

Sustainability matters are addressed by the group management on an ongoing basis and form an integral part of the group's governance. The identified sustainability-related matters are taken into account in strategy planning, the risk management process and major decisions, such as acquisitions and investments, and thus form part of the basis for strategic decision-making. The board sets overarching sustainability targets and policies, while the group management is responsible for operational follow-up and reporting back to the board as part of the ongoing sustainability reporting. During 2025, the board addressed aspects such as the double materiality assessment and adopted an updated group-wide environmental policy.

Further information on how the undertaking's administrative, management and supervisory bodies are informed about and address sustainability matters is provided in the Corporate Governance Report.

GOV-3 Integration of sustainability-related performance in incentive schemes

Sdiptech's remuneration guidelines regulate the remuneration of the group management and link it to Sdiptech's business strategy, including sustainability work, long-term interests and long-term shareholder value. Sustainability-related performance targets are included in the variable remuneration for the CEO and other members of the group management. Remuneration to the board is not performance-based and therefore not covered.

For 2025, 10 percent of the variable remuneration to the group management was linked to the sustainability-related performance target relating to climate reduction. Sdiptech's board, through the Remuneration Committee, establishes and updates the terms of the remuneration guidelines, and the board together with the group management, has established processes for establishing, reporting and monitoring sustainability-related goals. Progress and any risks are reported annually in Sdiptech's sustainability report. More information on remuneration and incentive programmes can be found in the Corporate Governance Report.

GOV-4 Statement on due diligence

Sdiptech applies a risk-based due diligence process that is integrated into the group's governance, strategy and business model. This process aims to identify, prevent, mitigate and manage actual and potential negative impacts on people and the environment, as well as related risks and opportunities in its own operations and in the value chain. Due diligence is an integral part of the annual double materiality assessment, the overall risk management process and the business planning and acquisition processes. Identification and assessment of risks and impacts is supported by internal analyses, external risk indices, business strategy and discussions with relevant stakeholders.

The management of identified risks and negative impacts is governed by group-wide policies and the code of conduct. The work also includes risk-based follow-up of suppliers, as well as local actions at the business units. Monitoring takes place by means of regular reporting, internal control and reporting back to the group management, the audit committee and the board. A whistleblowing channel is available to both internal and external stakeholders. The board has overall responsibility for the process, while the group management is responsible for operational implementation and the sustainability department coordinates monitoring and reporting.

An overview of how due diligence information is reported in the sustainability report, including references to relevant ESRS disclosures, can be found in Appendix 1.

GOV-5 Risk management and internal controls over sustainability reporting

Sdiptech has established a structure for risk management and internal control over sustainability reporting in order to ensure that reported sustainability information is accurate, complete and prepared in accordance with CSRD and ESRS. This framework is integrated into the group's overall internal control system and includes clear roles and responsibilities, standardised procedures and preventive and detective controls.

Risk assessment of sustainability reporting is conducted in a structured manner and at least annually, and when necessary in the event of changes to reporting requirements or operations. The assessment focuses on risks related to data quality, access to reliable information in the value chain, methodological application and compliance with ESRS requirements. The operational reporting process is coordinated by a centralised sustainability and finance team and supported by common digital tools and controls. The results of risk assessments and internal controls are integrated into the relevant internal functions and followed up through regular reporting to the group management, the audit committee and the board of directors.

SBM-2 Interests and views of stakeholders

Sdiptech conducts structured and ongoing dialogue with the group's most important stakeholders as an integral part of governance, strategy and sustainability work. The purpose of the stakeholder dialogue is to understand expectations and perspectives and to identify and assess material sustainability-related impacts, risks and opportunities in the group's own operations and in the value chain.

The group's main stakeholders are customers, employees, investors and suppliers. Dialogue takes place continuously in forms adapted to each stakeholder group and is mainly conducted through the business units, supplemented by group-wide forums and processes.

Results from stakeholder dialogues are taken into account in the double materiality assessment and the identification, prioritisation and follow-up of material sustainability matters. These views are also used to inform business planning, policy development and development of the group's sustainability programme. The board and the group management are regularly informed of material views and stakeholder perspectives by means of reporting in the context of sustainability reporting, materiality assessment and strategic decision-making processes.

To date, the stakeholder dialogue has not resulted in a need for fundamental changes to the business model, but it does continuously contribute to how the group develops its offering, its ways of working and its sustainability priorities.

Stakeholders	Forums for dialogue	How feedback is taken into account
Customers	Ongoing dialogue via the business units	Customers are continuously engaged through operational activities. Feedback mainly relates to quality, functionality, sustainability and development of offerings and is taken into account in product and service development as well as business planning.
Employees	Ongoing dialogue and internal forums	Feedback relates to aspects such as the work environment, development and leadership and is used in improvement work. A whistleblowing function is available.
Investors	Ongoing dialogue, as well as formal and informal meetings	Dialogue on sustainability strategy, material impacts, risks and opportunities, as well as follow-up of sustainability targets and reporting.
Suppliers	Dialogue via the business units	Engagement through business dialogues, monitoring and sustainability requirements. Risks are managed through Codes of Conduct, ESG surveys, audits and dialogue.

IRO-1 Description of the process to identify and assess material impacts, risks and opportunities

Double materiality assessment process
Sdiptech applies the principle of double materiality in accordance with ESRS. The group identifies and assesses sustainability-related actual and potential impact, risks and opportunities on the basis of both the impact on people and the environment and the potential financial effects for the group. This assessment covers all ESRS sustainability areas and is based on a structured analysis of the business model, the value chain, geographical exposure and the nature of operations.

Risk-based mapping of the group's assets, operations and business activities is conducted as an integral part of the process to identify actual and potential environmental impact, risks and opportunities in its own operations and upstream and downstream in the value chain.

This mapping covers water and marine resources, biodiversity and ecosystems, as well as resource use and circular economy.

The assessment is based on the business units' activities, geographical exposure, known industry risks and regulatory conditions. It is supported by internal business data, group-wide risk assessments, geographical and industry-specific risk profiles, as well as external sources of knowledge and documented assumptions in instances where primary data are unavailable. Forward-looking analyses and science-based scenarios are also considered where appropriate.

Results from the group's due diligence processes, including risk-based supplier assessment, ESG due diligence on acquisitions actual and potential impacts, risks and opportunities in the context of the double materiality assessment, as well as the follow-up of identified nonconformances, constitute a key foundation for the identification and assessment of the materiality assessment.

The double materiality assessment is conducted annually and updated as necessary, for example in the event of acquisitions, significant changes in the group's business structure or emerging risks. The process is integrated into the group's overall risk management and covers the entire value chain. The results are documented, quality-assured and approved by the group management and form the basis for prioritisation of the group's material sustainability matters. The methodology, thresholds and classification of material sustainability matters are established and applied within the framework of the group's established governance, risk management and internal control processes and are reviewed as necessary. The methodology has remained largely unchanged compared with the previous reporting period, with an in-depth analysis of value chain-related risks.

Involvement of stakeholders
The double materiality assessment is carried out with the involvement of both influencing stakeholders and users of the sustainability information. Influencing stakeholders mainly include internal functions such as the group management, business area managers and business unit representatives, who contribute knowledge about the actual and potential impacts of operations on people and the environment. Users of the information include investors, lenders and other financial stakeholders, for instance, whose perspectives are taken into account when assessing financial risks and opportunities. Stakeholder dialogue is taking place through structured internal workshops and dialogues, and by taking into account external expectations, regulatory developments and market signals. External expertise is used where necessary to strengthen the analysis of complex sustainability risks, particularly those linked to the value chain. No separate consultations specifically for the assessment of resource use and circular economy have been carried out with affected communities, as the nature of the activity is not considered to have any direct significant impact on local communities in this area.

Methods, data sources and assumptions
The double materiality assessment is based on a combination of qualitative and quantitative methods and is informed by group-wide risk assessments, business strategy, internal operational data, external information sources and stakeholder dialogues.

The analysis of value chain-related risks is supported by geographical and industry-specific risk profiles. When primary data are unavailable, documented and reasonable assumptions based on established industry practice and external statistics are used to ensure comparability and decision relevance.

Assessment criteria and thresholds
Identified environmental, social and governance impact, risks and opportunities have been analysed within the framework of the double materiality assessment, on the basis of established criteria and five-point scales. The assessment covers both actual and potential impact on people and the environment, as well as financial risks and opportunities for the group. Actual impacts are assessed on the basis of observed or documented effects in the organisation's own operations or value chain, while potential impact is assessed on the basis of the likelihood and severity of its occurrence.

The assessment of negative impacts takes into account the scale, extent and irreversibility of the impact, while the assessment of positive impacts is based on the extent and likelihood of the impact. These variables are consistently applied in the calculation methodology to allow comparable prioritisation between different types of impacts.

Negative impact on the environment and people, including issues related to labour conditions, human rights, health and safety, and impact on affected communities, are assessed on the basis of the criteria of scale, scope and irreversibility. Positive impact is assessed on the basis of likelihood and magnitude, while financial risks and opportunities are assessed on the basis of likelihood and potential financial impact on the group's results, financial position and cash flows. Identified actual and potential impact forms the basis for identifying sustainability-related risks and opportunities. These are analysed as consequences of, or dependencies on, this impact and are thus considered in both impact and financial materiality assessment.

For each identified impact, risk and opportunity, an overall score has been calculated by weighting and combining the relevant assessment criteria in accordance with the group's established methodology. The overall score has been compared against set thresholds to determine whether a matter is classified as material and therefore subject to reporting.

Financial risks and opportunities have been assessed over the short, medium and long term in line with the group's strategic planning horizons. The time horizons are used to distinguish risks and opportunities with immediate impact from those that are expected to materialise over time and are considered in the prioritisation of material matters.

The assessment of risks and opportunities is based on a combination of probability and potential impact, where impact refers to the expected size and nature of the risk or opportunity in relation to the group's operations and financial position. The results are used for prioritisation of identified risks and opportunities and to ensure consistency with the group's overall risk management process.

Climate-related impact, risks and opportunities in the assessment process
As an integral part of the double materiality assessment, Sdiptech has identified and analysed climate-related impact, risks and opportunities in accordance with ESRS and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The analysis covers both physical and transition-related climate risks and opportunities in the group's own operations and along the value chain, and has been carried out in the short (0–3 years), medium (3–10 years) and long term (over 10 years), in line with the group's strategic planning and investment horizons.

To support the assessment, forward-looking climate scenario analyses based on IPCC Representative Concentration Pathways (RCPs), including a low-emission scenario (RCP 2.6) and a high-emission scenario (RCP 8.5), have been carried out. RCP 2.6 is based on a scenario where global climate action is implemented in line with the Paris Agreement and the global temperature increase is limited to around 1.5 °C, implying increased transition requirements but lower long-term physical climate risks. RCP 8.5 is based on a scenario of limited global climate action and continued high emissions, resulting in increased physical climate risks such as extreme weather events, while transition risks are lower in the short term.

In the light of these scenarios, Sdiptech has used the analysis to identify relevant climate-related hazards and to assess the exposure and sensitivity of assets, business units and the value chain over time.

As part of this process, the company's own operations and value chain have been analysed to identify which activities, processes and business models are associated with significant emissions and sources of emissions and how these are affected under different climate scenarios. The analysis has covered both direct and indirect emissions, as well as transition-related factors such as energy use, regulatory changes, changing customer requirements and risks related to physical climate, including extreme weather.

As a result of this analysis, Sdiptech has identified a number of relevant physical climate-related hazards that may affect the group, mainly indirectly through the value chain. Examples of identified physical risks include rising average temperatures, increased water levels and flooding, and more frequent and intense storms. These risks may lead to disruptions in supply chains, impacts on production and logistics flows, and increased costs for facilities, infrastructure and insurance.

In parallel with the analysis of physical climate risks, Sdiptech has also identified and analysed transition-related events that may affect the group's business units and the value chain. Examples of such changes include climate-related regulations and policy instruments, increased demands for energy efficiency and reduced emissions, changing customer and investor requirements, and technological shifts linked to electrification and integration of renewable energy.

As part of the analysis, Sdiptech has analysed the extent to which the group's assets, business units and business models are exposed and sensitive to these changes, taking into account probability, potential impact and time horizon. The analysis shows that transition risks can mainly arise indirectly through changes in energy prices, regulations and demand patterns in the value chain, but that these are not currently deemed to give rise to significant exposure at group level.

Overall, the analysis indicates that physical climate risks may occur indirectly in the value chain, but that the group's overall exposure and vulnerability is deemed to be limited on the basis of its business model, geographical presence and the business units' operations.

Sdiptech has also assessed whether the group's assets and business units are exposed to identified physical climate-related hazards, whereby no significant direct exposure has been identified.

The scenario-based analysis thus provides a basis for distinguishing and assessing different types of climate-related impacts, risks and opportunities, and for classifying their relative importance in the context of the double materiality assessment.

IRO-2 Disclosure requirements in ESRS covered by the undertaking's sustainability statement

The double materiality assessment has been used to determine the significant impact, risks and opportunities that give rise to applicable disclosure requirements under ESRS. The selection has been based on the connection between each material area, Sdiptech's business model and the structure of the value chain and where the impact occurs.

The following sustainability matters are material for Sdiptech and thus covered by sustainability reporting: Climate change (E1), Resource use and circular economy (E5), Own workforce (S1), Workers in the value chain (S2) and Business conduct (G1). Disclosures related to these matters, including applicable policies, measures, targets and metrics, are presented in subsequent sections of the sustainability report.

Other sustainability topics according to ESRS (E2–E4 and applicable social and governance topics) have not been assessed as material based on the outcome of the double materiality assessment. No actual or potential impact, risk or opportunity has been identified for these areas that exceeds the group's established materiality thresholds, and so they have not given rise to applicable disclosure requirements under ESRS.

A summary of disclosure requirements stemming from other EU legislation and references to relevant data points can be found in Appendices 2 and 3 and the table of contents of the sustainability report.

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

The double materiality assessment has been conducted in accordance with ESRS 2 and forms the basis for the identification of Sdiptech's material sustainability-related impact, risks and opportunities.

The assessment covers actual and potential impact on people and the environment as well as sustainability-related risks and opportunities with potential financial impact on the group.

The table on the next page summarises the material sustainability matters, including related areas and where these are concentrated within Sdiptech's business model and value chain. The identified significant impact is deemed to be relevant over the short, medium and long term and applies to all time horizons in accordance with ESRS.

The identified material sustainability matters are relevant to Sdiptech's business model, strategy and long-term value creation. They include requirements for energy efficiency, responsible use of resources, sustainable working conditions and robust corporate governance, and are taken into account in strategic decisions, business planning and investment prioritisation. Significant impact arises mainly through the purchase of materials and components in the supply chain, energy use and work environment in the company's own operations, and through customers' use of products and systems in critical infrastructure.

In the light of Sdiptech's business model and diversified portfolio of niche and locally operating business units, the identified material sustainability matters are currently not considered to give rise to material sustainability-related risks at group level, either in the form of an impact on the feasibility of the business model or on the group's financial position, financial performance or cash flows during the reporting period.

The assessment further shows that, although certain sustainability-related matters may involve potential financial risks, these are not expected at present to give rise to any material accounting effects in the foreseeable future.

Overall, Sdiptech's business model, with a diversified portfolio of niche and locally operating business units and a decentralised governance model, is considered to be robust and resilient in relation to the material sustainability matters.

BP-2 Disclosures in relation to specific circumstances

Time horizons
The sustainability report follows the time horizons (short, medium and long term) defined in ESRS 1. Sdiptech has not deviated from these definitions as they are deemed appropriate for the group's operations, risk profile and strategic planning.

- **Short-term horizon:** next reporting period (calendar year)
- **Medium-term horizon:** 1–5 years
- **Long-term horizon:** more than 5 years

Value chain and use of estimated information
Climate and energy data have been compiled in accordance with the Greenhouse Gas Protocol (GHG Protocol) and the applicable requirements of ESRS E1. This reporting covers the group's greenhouse gas emissions in Scope 1, 2 and 3, as well as energy use and energy mix in its own operations and along the value chain.

Data are collected by means of a common digital reporting tool where each business unit reports in accordance with central guidelines. Estimated information was used in parts of the value chain where reliable primary data were not yet available. This mainly concerns indirect emissions in the value chain (Scope 3), where data availability at supplier and customer level varies. Secondary data and templates based on recognised emission databases have been applied in these cases.

Sdiptech works continuously to improve data quality in the value chain through the development of processes, dialogue with suppliers and a gradual increase in the proportion of primary data. A more detailed description of calculation methods, delimitations and data quality can be found in section E1-6.

Changes in the preparation and presentation of sustainability information
During the year, in connection with the group's first reporting under CSRD and ESRS, Sdiptech has aligned its sustainability reporting with the new regulatory framework.

In this context, comparative figures have been included for certain metrics where deemed relevant and methodologically feasible. This adaptation has resulted in greater scope and depth of reporting compared to previous GRI reporting.

Methodologies and data sources for calculating GHG emissions have been updated as a result of the introduction of the new framework, and more indirect emissions in the value chain are included in the reporting. These methodological changes mean that some data, particularly for Scope 3, are not fully comparable with previous reporting periods.

Sdiptech applies a restatement policy that means that the base year and historical comparative figures are adjusted as necessary, for example in the event of acquisitions, divestments or significant changes in method, in order to ensure comparability over time. When recalculation is not practicable, for example due to limited data availability or methodological differences, this is recognised in the reporting. No material errors have been identified in the sustainability information from previous periods and therefore no corrections have been necessary.

Incorporation by reference
The following information is incorporated by reference:

Reference to the section on governance:
• GOV-1 – The role of the administrative, management and supervisory bodies
• GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies
• GOV-3 – Integration of sustainability-related performance in incentive schemes

Phase-in of disclosure requirements
In accordance with the phase-in provisions of ESRS 1 Appendix C, as amended by Commission Delegated Regulation (EU) 2025/1416, Sdiptech has chosen to apply the applicable exemptions during the initial reporting period for the following disclosure requirements:

S1-7: Characteristics of non-employees in the undertaking's own workforce
S1-11: Social protection
S1-12: Persons with disabilities
S1-13: Training and skills development metrics
S1-15: Work-life balance metrics.
S2: Workers in the value chain
E1-9: Anticipated financial effects from material physical and transition risks and potential climate-related opportunities
E5-6: Anticipated financial effects from material resource use and circular economy-related risks and opportunities

For S2 – Workers in the value chain, the double materiality assessment has identified the following material matters: working conditions, health and safety, equal treatment, freedom of association, and other labour-related rights, including risks of child labour and forced labour. These matters are managed in accordance with the group's overall business conduct framework.

As a decentralised group relying on a wide network of suppliers, Sdiptech's business model and purchasing practices can affect working conditions in the value chain. These risks are managed through risk-based supplier management, ESG due diligence in acquisitions and supplier onboarding, and a long-term focus on transparency and responsible business relationships. Sdiptech has not yet set time-bound targets or quantitative key performance indicators for ESRS S2. In 2025, work began on standardising supplier assessments and strengthening data collection in the value chain, with the aim of enabling enhanced reporting and establishment of targets from 2026 onwards.

The work is regulated by the supplier code of conduct, human rights policy and general supplier requirements. In the coming years, Sdiptech intends to gradually introduce monitoring of ESRS-adapted metrics for workers in the value chain, such as the proportion of suppliers covered by the code of conduct, the proportion of suppliers undergoing sustainability assessment and monitoring of identified risks linked to labour conditions, human rights and high-risk suppliers.

Sdiptech's material matters and presence in the value chain

			Occurrence in the value chain		
ESRS Standard	**Material impact, risk or opportunity**	**Type of impact/risk**	**Upstream**	**Own operations**	**Downstream**
E1 – Climate change (mitigation)	GHG emissions occur upstream in raw material production, in the group's own operations through energy use, and downstream from customers' use of products and systems.	Actual negative impact	↑	⊗	↓
E1 – Climate change (energy)	Energy use occurs throughout the value chain. Upstream, raw material production is often energy-intensive and fossil fuel dependent. Electricity, district heating and district cooling are primarily used in the group's own operations. Downstream, among customers with energy-intensive operations, energy consumption is also a key issue with potential cost and climate risks.	Actual negative impact	↑	⊗	↓
E5 – Resource use and circular economy (resource inflows and outflows)	The operations are dependent on material inflows that in some cases are resource-intensive or based on scarce raw materials. The use of materials also results in resource outflows and increased dependence on virgin raw materials	Actual negative impact	↑	⊗	↓
E5 – Resource use and circular economy (resource inflows and outflows)	Limited availability of low-emission materials or recycled contents may lead to supply risks, price increases and project delays.	Financial risk	↑	⊗	↓
E5 – Resource use and circular economy (waste)	Waste is generated throughout the value chain as a result of the production, installation, servicing and use of products and systems.	Actual negative impact	↑	⊗	↓
S1 – Own workforce (labour conditions)	The group's own operations involve risks related to the work environment, working hours and remuneration. Inadequate labour conditions may lead to workplace accidents, ill health and negative impacts on employees' health, safety and right to safe and fair labour conditions.	Potential negative impact		⊗	
S1 – Own workforce (equal treatment and equal opportunities)	Inadequate equal treatment and unequal opportunities in working life may arise if processes for recruitment, promotion, remuneration or leadership are not sufficiently inclusive. This may lead to discrimination, limited development opportunities and negative impacts on the rights of individuals.	Potential negative impact		⊗	
S2 – Workers in the value chain (labour conditions)	In the supply chain, there are risks of inadequate labour conditions, such as unreasonable working hours, insufficient remuneration and inadequate work environment and safety, which may lead to work-related accidents, ill health and unsafe labour conditions.	Potential negative impact	↑		
S2 – Workers in the value chain (equal treatment and equal opportunities)	Discrimination or inadequate equal treatment of workers in the value chain may lead to unequal opportunities, violations of the rights of individuals and an exclusionary working environment.	Potential negative impact	↑		
S2 – Workers in the value chain (other work-related rights)	Non-compliance with core labour rights in the value chain, such as child labour, forced labour or inadequate living conditions, can have serious negative consequences for the health, safety, dignity and privacy of individuals.	Potential negative impact	↑		
G1 – Business conduct (whistleblower protection)	Inadequate protection of whistleblowers in the group's own operations and in the value chain may result in misconduct not being reported, individuals being exposed to retaliation, and weakening of transparency and accountability.	Potential negative impact	↑	⊗	
G1 – Business conduct (corruption)	Risk of corruption in the group's own operations and in the value chain may lead to unethical business relationships, distorted competition and legal, financial and reputational consequences for the group.	Financial risk	↑	⊗	↓

Environmental information

E1 Climate change

SBM-3 Material impacts and their interaction with strategy and business model

Under the double materiality assessment, Sdiptech has identified climate change as a material area, focusing on greenhouse gas emissions and energy use in the value chain. Climate-related impact is primarily linked to energy use and emissions in the supply chain, in the company's own operations and in customers' use of products and systems.

Negative climate-related impact arises mainly in the supply chain through energy-intensive and in some cases fossil-based production of raw materials and components. In its own operations, the impact is mainly related to energy use in premises, facilities and transport. Downstream climate impacts are mainly linked to customers' energy use and indirect emissions from the use of products, systems and technologies.

This impact mainly gives rise to transition-related climate risks, including those linked to energy costs, emissions intensity, technology development, and changes in climate and energy-related regulations. Increased demands from customers, investors and other stakeholders can also affect business conditions, competitiveness and demand. Direct physical climate risks are not considered to be material for Sdiptech, given the nature of the business model, geographical presence and the limited exposure of the business units to climate-related physical hazards.

Resilience
The resilience analysis has been conducted at group level and covers the material climate-related impact and opportunities identified in the double materiality assessment in the 2025 reporting year. The resilience analysis is based on a qualitative assessment of how the identified climate-related impact and opportunities may affect the group's business model, strategy and value creation over time.

The analysis has been carried out with the support of completed climate scenario analyses, which have been used as a basis for assessing the group's adaptability and robustness in various future climate scenarios. The analysis takes into account the structure of the value chain, the business units' scope of operations, the geographical exposure and the strategic direction of the group over the short, medium and long term. The definition of short, medium and long term follows the principles set out in section BP-2 and is aligned with the group's strategic planning and investment horizons as well as with Sdiptech's long-term goals for emission reduction and climate transition.

The identified climate-related impact mainly relates to emissions linked to energy use, transport and installations in the value chain. In the short term, climate-related financial risks are assessed to be mainly linked to energy costs and regulatory requirements. In the medium and long term, the risk scenario is characterised to a greater extent by transition-related risks and opportunities linked to technological developments, changing customer requirements and increased demand for energy-efficient solutions. The assessment is based on climate scenario analyses conducted, as well as on an overall analysis of the flexibility, risk diversification and adaptability of the business model.

At group level, the identified climate-related impacts are assessed as manifesting primarily as actual and potential impacts in the group's own operations and across the value chain, rather than as financial risks with immediate financial impact. Overall, Sdiptech's business model is deemed to be robust and resilient in relation to the identified climate-related impact and opportunities in the short, medium and long term.

E1-1 Transition plan for climate change mitigation

Sdiptech is engaged in a group-wide climate change mitigation transition programme in order to address the significant climate-related impacts and opportunities identified in the double materiality assessment.

The transition work is currently mainly linked to the group's existing climate targets and actions and not yet fully adapted to ESRS requirements. Sdiptech has set a target to reduce its Scope 1 and 2 carbon intensity (CO_2e in relation to net sales) by 50 percent between the base year 2021 and 2026. The target is not scientifically validated against a 1.5 °C trajectory according to SBTi, for example, but Sdiptech assesses that the target is compatible with the group's contribution to the climate transition on the basis of the operations and the identified measures.

As the current climate targets expire in 2026, Sdiptech intends to further develop and formalise a more comprehensive transition plan to ensure full adaptation, including clearer links between long-term climate targets, strategic priorities and implementation. At present, the transition work focuses on those parts of the business where the group has most opportunity to influence greenhouse gas emissions and energy use, primarily within its own operations and through the management of investments, acquisitions and operational decisions in the business units. The work includes internal operational measures such as energy efficiency, reducing transport emissions and increasing the use of renewable energy, as well as integrating climate-related criteria into investment and acquisition processes. Sdiptech has conducted a qualitative assessment of potential locked-in greenhouse gas emissions associated with the group's material assets and products and assesses that such emissions are not material, given the group's business model and the absence of significant emissions-intensive assets.

The implementation of the transition work does not currently require significant additional operational costs or capital investments at group level. The actions are mainly implemented within the framework of the regular investment and operational budgets of the business units. Climate targets and the overall direction of the transition work were decided by the board of directors in 2021 and are followed up within the framework of the group's regular governance and reporting processes. Based on available information, Sdiptech is not excluded from EU benchmarks for alignment with the Paris Agreement.

E1-2 Policies related to climate change mitigation and adaptation

Sdiptech has established a group-wide environmental policy, which serves as the principal governing document for the management of climate and energy-related matters. The policy aims to address the material climate-related impacts identified in the double materiality assessment, with particular focus on climate change mitigation through reduced greenhouse gas emissions and improved energy efficiency.

The environmental policy covers the entire group's operations and value chain insofar as Sdiptech has control or influence. The policy addresses key transition-related risks linked to energy use, emissions and dependence on fossil energy types, and supports the development of climate-related opportunities by promoting energy efficiency, electrification and increased use of renewable energy. It promotes the development and delivery of technical solutions that help to reduce energy use and lower emissions in customers' operations. The board is responsible for adopting the environmental policy and the group management is responsible for implementation, application and follow-up. The policy is integrated into the group's overall governance and business strategy and is made available to relevant stakeholders via the Sdiptech website.

E1-3 Actions and resources in relation to climate change policies

Sdiptech is taking ongoing action to address the significant climate-related impacts identified in the double materiality assessment. This action aims to mitigate climate change through reduced greenhouse gas emissions and more efficient energy use and is implemented in line with the group's environmental policy, climate targets and transition plan. The emphasis is on those parts of the business where the group has most opportunity to influence emissions and energy use, primarily within its own operations and through the management of investments and operational decisions in the business units. These actions are implemented on a rolling basis with a short to medium time horizon as defined in section BP-2, and are linked to the climate targets up to 2026.

These measures essentially comprise two overall key actions. The first relates to reducing emissions from transport in its own operations through the gradual electrification of the vehicle fleet in conjunction with the natural replacement of vehicles. Implementation is customised according to the operational needs of the business units and the technical and infrastructural conditions. As complementary measures, eco-driving and route optimisation are also being introduced to reduce fuel consumption and emissions. Challenges remain in particular regarding range, charging time and access to charging infrastructure for heavy transport operations and in certain regions. The second key action relates to energy transition in their own operations. When purchasing energy, priority is given to increasing the share of renewable electricity through guarantees of origin or green electricity contracts where market conditions allow. Conditions vary between markets, with the share of renewable energy generally high in the Nordic region, while access to renewable electricity contracts in the UK remains more limited. In parallel, business units are working on energy efficiency improvements in premises and facilities to reduce overall energy use. In some cases, internal carbon pricing is used to support the implementation of measures in energy selection and investment decisions. Otherwise, the measures are implemented within the framework of regular investment and operating budgets in the business units and are not deemed to require any separate or significant climate-related CapEx or OpEx investments at group level.

In the value chain, climate-related impact is mainly managed through governance and monitoring. This includes integrating climate and energy-related requirements into procurement, investments and supplier dialogues.
Overall, the measures are expected to help to gradually reduce greenhouse gas emissions over time, mainly in Scopes 1 and 2, and to improving data quality, transparency and risk management of emissions in the value chain. Quantitative estimates of emission reductions per individual measure are currently not available at group level due to the decentralised business model. Instead, monitoring takes place via actual developments in GHG emissions and climate intensity at business unit and group level. Actual emission reductions and trends over time are presented in section E1-6.

E1-4 Targets related to climate change mitigation and adaptation

Sdiptech has set climate-related group targets to address the significant climate-related impacts identified in the double materiality assessment. These targets are integrated into the group's strategy and provide a way of monitoring the effectiveness of climate-related policies, measures and the transition plan. The setting of the climate targets has taken into account relevant internal stakeholders, including the group management and business units. External investor expectations, regulations and market standards have also been taken into account.

The group's main climate targets relate to climate change mitigation. Sdiptech aims to reduce climate intensity (CO_2e in relation to net sales) from Scope 1 and 2 by 50 percent between the base year 2021 and the target year 2026. The Scope 2 target is based on market-based emissions in accordance with the GHG Protocol. Most of the expected emission reductions are expected to be in Scope 2, due to energy efficiency improvements and an increased share of renewable electricity in energy use, while reductions in Scope 1 are mainly expected to come from measures related to electrification of the vehicle fleet and more efficient use of fuels. The target is an intensity target and reflects the group's growth-based business model and decentralised structure. The target is not scientifically validated against a 1.5 °C trajectory according to SBTi, for example, but is deemed to be compatible with the group's contribution to the climate transition given Sdiptech's the business model and identified measures.

The climate target is monitored annually by reporting actual energy use, energy mix and greenhouse gas emissions in Scope 1 and 2. The outcome in relation to the targets is reported in sections E1-5 and E1-6. Scope 3 emissions are reported separately as part of the group's overall climate reporting.

Sdiptech has not currently set a quantitative target for reducing Scope 3 emissions. The group conducted its first full mapping of Scope 3 emissions across its value chain in 2025. On the basis of this mapping, Sdiptech intends to set a quantitative target for Scope 3 emissions in 2026. The initial work focuses on strengthening data quality and comparability over time, particularly in category 1 (purchased goods and services), where the largest share of emissions has been identified.

Based on the double materiality assessment, Sdiptech has not defined separate quantitative targets for climate change adaptation at group level. Instead, climate change adaptation aspects are addressed in the context of business continuity, operational resilience and overall group risk management.

E1-5 Energy consumption and mix

Energy consumption and energy mix are reported for the group's own operations and form the basis for monitoring the group's climate targets and assessing energy-related transition risks and opportunities.

Energy data are collected annually from the business units through the group's common sustainability data reporting process. The data are primarily based on actual meter readings, energy bills and available energy statistics.

Sdiptech does not operate in high climate impact sectors, which is why such disclosures are neither applicable nor reported.

Energy consumption and mix	2025
6) Total energy consumption from fossil sources	24,014
Percentage of fossil fuels in total energy use	72%
7) Use from nuclear energy sources (MWh)	1,218
Percentage of nuclear energy sources in total energy use	4%
8) Fuel consumption from renewable sources, including biomass (including industrial waste and municipal waste of biological origin, biogas, renewable hydrogen, etc.) (MWh)	1,003
9) Consumption of purchased or acquired electricity, heating, steam and cooling from renewable sources (MWh)	7,069
10) Consumption of self-generated renewable non-fuel energy (MWh)	209
11) Total use of renewable energy (MWh) (calculated as the sum of rows 8–10)	8,281
Percentage of renewable sources in total energy use	25%
Total energy use (MWh) (calculated as the sum of rows 6, 7 and 11)	**33,513**

E1-6 Gross Scopes 1, 2, 3 and total GHG emissions

The table on the right shows Sdiptech's gross greenhouse gas emissions and serves as a basis for monitoring the group's climate targets and analysing climate-related risks and opportunities.

**Base year is adjusted upwards with acquired companies*

Intensity of greenhouse gas emissions
The table below shows both target-related greenhouse gas emission intensity for Scope 1 and 2 and total greenhouse gas emission intensity including Scope 3. Targets for 2026 refer to Scope 1 and 2 only.

Greenhouse gas intensity is calculated as greenhouse gas emissions in relation to net sales. Net sales refers to the item recognised in the consolidated income statement in consolidated financial statements. The revenues used when calculating greenhouse gas intensity are the same as those recognised in Note 5 of the consolidated financial statements.

Intensity of GHG emissions	2025
Total Scope 1 and Scope 2 GHG emissions (location-based) per net revenue (tonnes of CO2e/SEK million)	1
Total Scope 1, Scope 2 and Scope 3 GHG emissions (location-based) per net revenue (tonnes of CO2e/monetary unit)	143
Total Scope 1 and Scope 2 GHG emissions (market-based) per net revenue (tonnes of CO2e/SEK million)	1
Total Scope 1, Scope 2 and Scope 3 GHG emissions (market-based) per net revenue (tonnes of CO2e/monetary unit)	143

E1-6 Gross Scope 1, 2, 3 and total GHG emissions

		Retroactive		
	Base year* 2021	Comparative year 2024	Reporting year 2025	% 2025/2024
Scope 1 GHG emissions	**4,564**	**5,387**	**5,609**	**4%**
Gross GHG emissions, Scope 1 (tCO2e)	4,564	5,387	5,609	
Percentage of Scope 1 GHG emissions from regulated emissions trading schemes (%)	-	-	-	
Scope 2 GHG emissions	**2,112**	**2,324**	**679**	**-71%**
Location-based Scope 2 gross GHG emissions (tCO2e)	1,055	1,186	968	
Market-based Scope 2 gross GHG emissions (tCO2e)	2,112	2,324	679	
Significant Scope 3 GHG emissions**	**439,290**	**615,912**	**739,102**	**20%**
Total gross indirect Scope 3 emissions (tCO2e)	439,290	615,912	739,102	
1 Purchased goods and services	437,712	612,580	593,706	
2 Capital goods			846	
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	1,090	1,759	1,701	
4 Upstream transportation and distribution			2,220	
5 Waste generated in operations	138	270	407	
6 Business travel	350	1,303	301	
7 Employee commuting				
8 Upstream leased assets				
9 Downstream transportation			1,403	
10 Processing of sold products				
11 Use of sold products			138,481	
12 End-of-life treatment of sold products			39	
13 Downstream leased assets				
14 Franchises				
15 Investments				
Total GHG emissions	**445,965**	**623,623**	**745,390**	**20%**
Total GHG emissions (location-based) (tCO2e)	444,909	622,485	745,679	
Total GHG emissions (market-based) (tCO2e)	445,965	623,623	745,390	

Calculation methodology for climate and energy data
Sdiptech's greenhouse gas emissions are calculated in accordance with the GHG Protocol. Reporting covers the group's own operations in accordance with the consolidation principle of operational control, as well as the value chain to the extent required for reporting Scope 3 emissions. Reporting takes place in a group-wide digital reporting tool that ensures consistency, traceability and aggregation at group level. Emissions are calculated per calendar year.

Emission factors are updated regularly and are mainly based on recognised databases such as DEFRA and Ecoinvent. Historical emissions data are recalculated when methodological changes or acquisitions have a material impact, in accordance with the group's established methodology. In 2025, the base year 2021 and the comparative year 2024 have been restated to include all acquired units consolidated in the group as at the 2025 reporting year.

The recalculation aims to ensure comparability over time and means that emission data for the base year and the comparison year have been adjusted as if the acquired units had been part of the group throughout the period. This recalculation is not considered to have had a material impact on the reported emission levels.

Scope 1
Scope 1 covers direct greenhouse gas emissions from sources owned or controlled by Sdiptech, mainly linked to the vehicle fleet and fuel consumption within its own operations.

The calculations are mainly based on actual fuel consumption and are supplemented with distance-based data if necessary. Data quality is deemed to be good, based on available primary data.

Scope 2
Scope 2 covers indirect emissions from the production of purchased electricity, heating, steam and cooling. Emissions are accounted for on both a location-based and a market-based basis in accordance with the GHG Protocol. Scope 2 emissions under the market-based approach are based on electricity purchases where business units use different types of contractual instruments depending on local market conditions. These include Guarantees of Origin within the EU, Renewable Energy Certificates (RECs) and Green Electricity Contracts where Guarantees of Origin are included as part of the electricity contract.

Overall, approximately 73 percent of the group's purchased electricity is estimated to be linked to contractual instruments and thus form the basis for market-based Scope 2 emissions.

The majority of this share relates to bundled electricity contracts, where certificates are included in the electricity contract, while a smaller share consists of separately purchased certificates (unbundled). No business units currently purchase certificates for resale. The data are based on primary data from the business units' reporting and supplier documentation, such as electricity contracts and billing documents. Market-based Scope 2 emissions fell by 71 percent compared to the previous year. The decrease is mainly explained by a change in the energy mix and an increased share of electricity linked to low-emission contractual instruments.

Scope 3
Scope 3 covers indirect emissions upstream and downstream in the value chain. A systematic review of all GHG Protocol categories has been carried out with the business units in 2025.

The assessment of material categories is based on the size of the emissions, data availability, impact on the business model and link to identified climate-related risks and opportunities. Due to methodological improvements and increased reporting scope, Scope 3 data for 2025 are not comparable to previous years. The exception is category 1, where emissions for 2021 and 2024 have been recalculated with 2025 as the base year by applying the turnover for the year in question in proportion to 2025 emissions.

All reported data within Scope 3 are based on information from the companies that, after a materiality assessment, have been identified as material. An extrapolation was then made to estimate the group's total Scope 3 emissions. The methodology involves a degree of uncertainty but is deemed to provide a reasonable estimate of the group's total Scope 3 emissions.

The following Scope 3 categories have been identified as material and are included in the 2025 reporting, others have been assessed as not material:

- **Category 1 – Purchased goods and services**
  Calculated mainly using average data based on product materials and weights. In some cases, the cost-based method is used where more detailed supplier data are unavailable. Limitations mainly consist of a lack of supplier transparency and limited access to information on recycled content.

- **Category 2 – Capital goods**
  Includes investments in equipment and machinery and calculated using the expenditure-based method based on financial data. Challenges are mainly linked to the availability of detailed product and life cycle data from suppliers.

- **Category 3 – Fuel- and energy-related activities not included in Scope 1 or Scope 2**
  Calculated automatically in the reporting system using conversion factors and emission factors linked to energy use. Variations in national energy mixes are a constraint that is beyond the group's direct control.

- **Categories 4 and 9 – Upstream and downstream transportation**
  Includes air and road transport and primarily calculated using data from transport providers. If such data are unavailable, the distance and weight-based method or the cost-based method is used. The main challenge in the calculations is related to the reliability and completeness of the data.

- **Category 5 – Waste generated in operations**
  Calculated using a weight-based method and relevant emission factors. Local differences in collection and recycling infrastructure affect the comparability of the data.

- **Category 6 – Business travel**
  Includes air, rail and employee-owned vehicle travel and is calculated using a distance-based or cost-based method. Limitations include varying data quality from travel providers and limited travel options.

- **Category 11 – Use of sold products**
  The emissions reported in this category are currently based on estimates, as complete and reliable primary data is unavailable. A detailed calculation is being carried out for a representative product from one of our companies.

  A simplified calculation method has therefore been applied in order to include this category in the reporting. This calculation is based on available information on the energy use of the product per use multiplied by its estimated service life, which in this case has been assumed to be the warranty period. This has been complemented by assumptions on average usage patterns and the relevant energy mix based on the geographical market where the product is sold.

  The emissions calculated above were then estimated for each relevant geographical market and adjusted on the basis of other reported data from the companies deemed to be significant in this category. The reported figure should therefore be regarded as an estimate and not as an exact quantification of actual emissions. Uncertainty is considered high, as variations may occur between different products, customer segments and geographical markets.

The methodology is to be regarded as an interim solution, and our ambition is to gradually improve data quality by moving to more product- and company-specific calculations as reliable data become available.

- **Category 12 – End-of-life treatment of sold products**
  Only a limited number of companies within the roup have had access to sufficient data to be able to report in this category. For other material companies, emissions are estimated based on other relevant reported data within Scope 3, in order to produce a more representative calculation. These estimates also take into account relevant geographic markets in order to facilitate the use of appropriate emission factors and thereby improve overall reliability at group level.

  Uncertainty is considered high, as variations may occur between different products, customer segments and geographical markets. The methodology is regarded as an interim solution, and our ambition is to gradually improve data quality by moving to more product- and company-specific calculations as reliable data become available.

To strengthen the quality of Scope 3 reporting, Sdiptech plans to increase the use of actual consumption and activity data, strengthen the collection of supplier data and increasingly replace estimates with verified primary data. At present, approximately 23 percent of Scope 3 emissions are based on primary data from suppliers and other stakeholders in the value chain.

Sdiptech has assessed that biogenic CO_2 emissions from combustion or biodegradation of biomass are not significant in either its own operations or the value chain during the reporting year.

In accordance with ESRS E1 and the GHG Protocol, biogenic emissions are treated separately from fossil GHG emissions and are therefore not included in the emissions reported in this section.

The group follows the development of relevant standards and considers biogenic emissions when making changes to the group's operations, such as acquisitions or changing energy solutions.

E1-8 Internal carbon pricing

Sdiptech has introduced internal carbon pricing in the form of a shadow price that applies to the entire group and is used as a control tool to integrate climate-related considerations into business decisions and investments and to support the work of reducing the group's greenhouse gas emissions.

The carbon price amounts to SEK 2,000 per tonne CO_2e and is applied to emissions within Scope 1 and 2 insofar as relevant data are available at business unit level. Due to the decentralised business model and varying data maturity, an overall coverage rate cannot be determined for the reporting year. Scope 3 emissions are not covered. The level of the internal carbon price has been determined based on an overall assessment of current and expected regulatory carbon prices, external reference prices and the group's ambition to create an economic incentive to influence investment decisions and prioritisation of emission reduction measures.

In practice, carbon pricing is used as a decision support tool when evaluating investments and measures related to, for example, electrification, energy efficiency and the transition to renewable energy. Pricing is used as an internal control tool and is not taken into account in assumptions or valuations in the financial statements.

Picture: Hilltip

E5 Resource use and circular economy

SBM-3 Material impacts, risks and their relationship to strategy and business model

Sdiptech's business units are dependent on materials, components and technical systems that entail resource extraction in the value chain. Resource use and the circular economy have therefore been identified as a key sustainability area.

In this area, the group has identified actual negative environmental impact linked to the use of virgin raw materials and the generation of waste in the value chain. Resource extraction occurs upstream through the extraction and production of the materials upon which the group depends. Waste arises from the production, installation, servicing and use of technical solutions, both in our own operations and downstream among customers.

Sdiptech's business model, which is largely based on purchases from external suppliers, provides limited direct control over resource utilisation at the production stage. This limitation affects the group's ability to fully manage material selection, resource efficiency and circularity, while contributing to resource extraction and waste generation in the value chain.

Besides this identified environmental impact, Sdiptech has identified a financial risk linked to limited access to rare, low-emission and recycled materials. Supply constraints may lead to supply disruptions, price increases and project delays, which in turn may affect the group's cost structure, profitability and implementation capacity.

The group's diversified portfolio, broad supplier base and presence in multiple geographical markets and various industry niches help reduce dependence on individual materials and strengthen resilience to resource-related financial risks. However, resource use and waste remain significant environmental impacts in the value chain.

E5-1 Policies related to resource use and circular economy

Sdiptech has established a group-wide policy framework that constitutes the overall governing framework for work on resource utilisation and the circular economy. The policy framework consists of an environmental policy, a code of conduct and a supplier code and has been adopted to address the identified negative impacts and financial risks identified in the double materiality assessment, in particular in respect of to the use of virgin raw materials, the generation of waste and the availability of recycled and low-emission materials.

This framework covers the entire group's operations and value chain insofar as Sdiptech has control or influence. The framework sets out principles for reducing resource consumption, promoting circular solutions and efficient waste management, and guides companies' work on material selection, resource efficiency and circularity. This also includes taking into account the waste hierarchy, focusing on preventing waste generation in the first place and, where relevant and feasible, promoting the reuse and life extension of materials and products.

Recycling is applied where prevention and reuse are not possible, in line with the conditions of the business units.

The board is responsible for adopting the group's policy framework, and the group management is responsible for its implementation, application and follow-up. The policy framework is integrated into the group's overall governance and business strategy and is made available to relevant stakeholders on the Sdiptech website.

E5-2 Actions and resources related to resource use and circular economy

Sdiptech, through its business units, implements resource use and circular economy measures in a risk-based manner, adapted to the decentralised structure of the group. The measures aim to reduce the negative impact linked to resource consumption and waste and manage the financial risk linked with material availability and resource efficiency in the value chain.

In their own operations, some business units are implementing measures to reduce resource use, including optimising packaging and material use, increasing the share of recycled or biodegradable materials, and resource-efficient product design that facilitates reuse and recycling. Where relevant, circular design principles are also taken into account in product development and material selection to enable longer service life, increased repairability and more efficient use of resources over the product life cycle. If water is used in production, basic water mitigation measures are applied.

In the value chain, resource and waste-related issues are primarily addressed through requirements and dialogue with suppliers within the framework of Sdiptech's supplier code and the group's varying availability.

Some business units also apply circular business models such as product life extension, service and after-sales solutions or customisations that reduce the need for virgin materials, insofar as this is commercially and technically feasible. The measures are implemented on an ongoing basis with a short to medium time horizon and are monitored within the framework of regular operational management at the business units. No separate measures for redress linked to actual negative impact have been identified in this area. At present, there are no group-wide collective initiatives or collaborative projects specifically focused on the circular economy, beyond dialogues and collaborations with suppliers and business partners within the context of regular business relationships. The actions are funded within the framework of the regular operational budgets of the business units. At present, no significant dedicated financial resources have been specifically allocated to the area.

E5-3 Targets related to resource use and circular economy

Sdiptech currently has no group-wide, quantitative targets for resource utilisation or circular economy. This is a consequence of the group's diversified structure, with business units operating in different business areas with varying material flows, production processes and control over resource use and waste.

Several business units have local targets and approaches in order to reduce material consumption, increase recycling and improve waste management. These targets are set and monitored at company level and adapted to the circumstances of each organisation.

In the light of the double materiality assessment and current limitations in data availability, work is ongoing to improve the mapping of resource flows, material use and waste within the group.

Given the group's business structure and current limitations in respect of data availability, as things stand at present Sdiptech has not established a specific time frame for the introduction of group-wide targets in this area. Until then, governance and monitoring will mainly take place at business unit level, focusing on operational relevance and actual environmental impact.

E5-4 Resource inflows

Resource inflows have been identified as a significant sustainability issue in Sdiptech's double materiality assessment, linked to the group's dependence on materials in products, installations and technical solutions. The main inflows are technical materials such as metals, electronic components, plastics and chemicals used in manufacturing, assembly and installation. These materials are associated to varying degrees with the use of virgin raw materials and global supply chains. Biological materials are only present to a limited extent and have not been assessed as significant in relation to the group's total resource utilisation.

For the reporting period, the total material use has been estimated based on available data in scope 3, category 1 (Purchased goods and services). The calculation is based on purchase values per relevant purchase category and has been converted to estimated material weight using standardised assumptions on average material intensity per category. The method is based on the best information available and includes the companies that represent the majority of the group's material purchases.

The total material use is estimated at around 25,871 tonnes.

Data on the share of recycled or reused materials could not be quantified at group level, as detailed information on material composition and recycled content is not systematically collected from suppliers at present.

The calculation is partially based on estimates and standardised values, which implies a certain degree of uncertainty. Work on developing more standardised, weight-based data collection has been initiated in order to increase precision and enable more detailed reporting in future reporting periods.

E5-5 Resource outflows

The main resource outflows are closely linked to the products and technical solutions provided by Sdiptech. These include electronic control and monitoring systems, technical components, mechanical structures and associated installation and packaging materials, which contain to varying degrees metals, electronics, plastics and cabling.

These are mainly used in industrial operations and infrastructure systems and are intended for use over longer periods. The actual service life of products varies between product groups and business units and is influenced by the use environment, operating conditions and maintenance.

Repairability varies between product categories and is influenced by technical complexity, safety requirements and customised solutions. For several product groups, modular design, availability of spare parts and service contracts enable repair, upgrade and extension of service life. In other cases, repairability is limited by safety certifications or integrated designs.

Based on the material composition of the products, a significant proportion of the materials, particularly metals, are considered technically recyclable. However, actual recycling is influenced by product design, ease of disassembly and local waste systems. Information on the proportion of recyclable or recycled content in products and packaging is currently not collected systematically at group level.

Efforts to increase transparency on material content and circularity are ongoing in the context of product development and supplier dialogues. Sdiptech does not currently have access to group-wide quantitative data on resource outflows in the form of products supplied by the business.

This is due to the decentralised business model, the broad and customised product portfolio and limited system support for aggregating product flows at group level. Product-related resource outflows are therefore described qualitatively on the basis of the function, expected service life, repairability and material composition of the products. Work on developing structures for more detailed monitoring of product outflows and circularity will continue on an ongoing basis.

Resource outflows in Sdiptech's operations consist mainly of waste arising in connection with the production, installation, service, dismantling and maintenance of technical systems. The waste streams mainly comprise scrap metal, electronic waste, plastics, packaging materials and, in some cases, hazardous waste linked to chemicals, electronics or process-related residual materials. Sdiptech has not identified the presence of radioactive waste in its own operations during the reporting year.

Waste data have been collected from the business units via local waste suppliers, internal reporting systems or, where complete data were not available, estimates based on purchase, production and service volumes. Waste is classified as hazardous or non-hazardous according to the applicable legislation in each country. Only waste generated in own operations is reported in order to ensure comparability.

Given the use and service life of the products, it is estimated that the majority of resource outflows occur in the company's own operations, while downstream waste from the use phase is currently limited. At the end of products' useful life, waste management and recycling are handled primarily by customers or external parties in accordance with applicable regulations and local systems.

Summary of waste generated by own operations

Waste, tonnes	2025
Total amount of waste	930
The total amount of weight diverted from disposal through:	
Hazardous waste	47
Non-hazardous waste	283
Breakdown of recovery operations:	
Preparation for reuse	
Recycling	178
Other recovery procedures	152
The total amount of waste destined for disposal through:	
Incineration	0
Hazardous waste	0
Non-hazardous waste	0
Landfill	600
Hazardous waste	12
Non-hazardous waste	588
Other disposal operations	0
Hazardous waste	0
Non-hazardous waste	0
Total	
Total amount of non-recovered waste	600
Percentage of non-recovered waste	64%

About 19 percent of total waste was treated through material recycling and 16 percent through energy recovery. The remainder is other waste and has been treated by other applicable methods, including landfill. Waste volumes vary between business units depending on the business units' scope of operations.

Sdiptech's involvement in the management of waste at the end of the life of products is currently limited and mainly takes place indirectly, for example through product design, information to customers and compliance with applicable legal requirements. No group-wide systems for the collection or management of end-of-life products currently exist.

EU Taxonomy

The EU Taxonomy is a classification system that determines which economic activities can be considered environmentally sustainable. During the year, Sdiptech carried out group-wide mapping of its activities in relation to the activities defined in the delegated acts of the EU Taxonomy.

For the 2025 financial year, Sdiptech has applied Commission Delegated Regulation (EU) 2026/73, which supplements Article 8 of the EU Taxonomy Regulation and lays down detailed rules for reporting taxonomy-eligible and taxonomy-aligned economic activities. The Regulation was published in the Official Journal of the European Union in January 2026 and includes updated and simplified reporting templates.

For the 2025 financial year, Sdiptech recognises the proportion of the group's turnover, capital expenditure (CapEx) and operating expenditure (OpEx) that is taxonomy-eligible and taxonomy-aligned. 17.1 percent of the group's turnover is deemed to be covered by the EU Taxonomy, of which 9.9 percent is deemed to be compliant with the technical audit criteria of the Taxonomy.

Taxonomy-eligible activities represent a limited share of the group's total turnover. This is mainly explained by the fact that several of the group's business units run operations relating to technically niche components and solutions that do not fully correspond to clearly defined activities within the regulatory framework of the EU Taxonomy. Furthermore, elements of the group's activities consist of the assembly, integration and customisation of technical components and systems purchased from external suppliers.

These activities do not always correspond to the specifically defined economic activities listed in the delegated acts of the EU Taxonomy. As a consequence, parts of the group's activities fall outside the scope of the Taxonomy. Against this background, Sdiptech's assessment, based on a review of all relevant economic activities in the delegated acts, is that a significant part of the roup's activities are not covered by these and are therefore not taxonomy-eligible.

Assessment of taxonomy scope
Sdiptech has analysed all economic activities to assess which ones should be reported according to the EU Taxonomy definitions. The work was done by an internal working group with representation from the business areas, the sustainability function and group Control. The mapping of the roup's operations was updated in 2025. Two of the roup's business units that are already covered by the EU Taxonomy are also deemed to be covered by additional economic activities. These are:

- 8.1 Data processing, hosting and related services
- 7.5 Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings.

Apart from the above-mentioned additions, the updated mapping has not led to any significant changes in outcome compared to the previous year for the activities previously identified as taxonomy-eligible. The changes mainly relate to extended mapping and clarified application of the EU Taxonomy criteria to existing activities.

The following economic activities are expected to be covered in 2025:

Climate change mitigation (CCM)

3.1 Manufacture of renewable energy technologies
Power quality problems can occur with weak grids and fluctuating generation, such as renewable electricity. Continuous monitoring of the electricity supply plays an important part as the world moves towards renewable electricity generation. One of our business units offers automated systems for uninterrupted control and metering of the electricity supply, enabling the uninterrupted use and development of renewable energy.

3.6 Manufacture of other low-carbon technologies
The taxonomy-eligible revenue for this activity is linked to products from four of our business units that help to reduce energy use and hence reduce emissions associated with energy consumption. The contribution comes from energy monitoring and management tools that optimise energy use, technologies for more energy-efficient cooling systems in electric vehicles, and hydronic heating solutions with high energy efficiency and good recovery efficiency.

5.2 Renewal of water collection and treatment systems and water supply systems
One of our business units offers solutions that streamline the management of damage to water-related infrastructure, from the claims process to the planning and follow-up of actions. Creating a better basis for decision-making and shorter lead times means that renewal efforts can be prioritised more accurately and implemented more efficiently. This strengthens the resilience of water supply systems and contributes to more resource-efficient water management.

6.15 Infrastructure enabling low-carbon road transport and public transport
One of our business units develops, manufactures and installs charging equipment and systems that support the deployment of electric vehicle charging. Another business unit offers flexible solutions for temporary electricity distribution and customised charging solutions where the need is temporary or where access to electricity is limited, such as workplaces, events and other operational environments. Overall, this helps to lower the barriers to electrification and accelerates the transition of the transport sector.

6.5 Transport by motorbikes, passenger cars and light comercial vehicles
Within the group, zero-emission transport has been identified as a taxonomy-eligible activity for those companies where new electric vehicles are used in their own operations. These activities relate to the operational vehicle fleet and currently cover a limited part of the group's total operations.

7.5 Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings
One of our business units is involved in the replacement, refurbishment and calibration of electricity and water meters. Ensuring the correct functioning and accuracy of metering equipment provides a better foundation for monitoring, billing and identifying anomalies. This supports more efficient use of resources and can help to reduce energy use in operation.

8.1 Data processing, hosting and related services
One of our business units currently provides data storage and operation of customer data, as well as related hosting and support services. The business is also evolving to include additional services for the processing, visualisation and analysis of data, thereby strengthening customers' ability to monitor and manage resource use and operations.

Sustainable use and protection of water and marine resources (WTR)

4.1 Provision of IT and OT data-driven solutions for leakage reduction
Water leakage in distribution networks is a significant challenge that drives unnecessary water losses and increases the burden on water supply systems. One of our business units is assisting by means of data-driven solutions that support modern metering and monitoring of water use. Anomalies can be identified earlier by ensuring more accurate measurement and creating a stronger basis for analysis, thereby facilitating leak detection and more efficient water use.

5.1 Construction, extension and operation of water collection, treatment and supply systems
One of our business units contributes by commissioning and servicing water treatment plants and supplying installations and components used in treatment processes in the field of industrial and municipal operations. The business unit supports stable and efficient treatment capacity by working closely with operations and maintenance. In parallel, work is ongoing to further strengthen the evidence base and conduct a more thorough analysis of the activity, in order to ensure an accurate assessment of how the activity relates to the Taxonomy's audit criteria.

Assessment of alignment with the Taxonomy
For an economic activity to be defined as environmentally sustainable, it must make a substantial contribution to its environmental objective, must not cause significant harm to the other environmental objectives, and must be carried out in compliance with certain minimum requirements.

Substantial contribution
All taxonomy-eligible activities have been assessed against the technical screening criteria for their substantial contribution to the environmental objective in mind. For some activities, including activity 3.6 Production of other low-carbon technologies, the assessment has shown that the substantial contribution criteria cannot be fully demonstrated at this stage. Compliance requires aspects such as Life Cycle Assessments (LCAs) verified by third parties. Such analyses have not yet been carried out for all relevant products. The group is evaluating the possibility of performing the necessary analyses in order to meet the Taxonomy alignment criteria going forward.

Do no significant harm (DNSH) criteria
The assessment that the taxonomy-eligible activities do not cause significant harm to other environmental objectives has been carried out through an overall analysis of the applicable DNSH (Do No Significant Harm) criteria in the delegated acts, in relation to the nature and scope of the operations. The assessment has taken into account the group's existing governance, relevant policies and established environmental and compliance practices.

The analysis has focused on identifying potential areas where the activity may give rise to material adverse environmental impact according to the Taxonomy definitions. Based on this review, the group has not identified any circumstances indicating that the activities in question cause significant harm to any of the other environmental objectives.

Minimum safeguards
Minimum social safeguards are deemed to be implemented through the group's policy framework and governance systems at company level These include areas such as human rights, labour conditions and business ethics. The policy framework has been based on relevant international standards and guidelines and is summarised in the section titled Corporate governance.

Compliance is monitored by means of established processes such as continuous monitoring, complaint mechanisms and supplier-related controls.

Accounting policies
The full quantitative disclosures in accordance with the EU Taxonomy reporting templates, including tables for taxonomy-eligible and taxonomy-aligned revenue, CapEx and OpEx, are presented in Appendix 4.

The allocation of taxonomy-related revenue, CapEx and OpEx is based on actual financial data reported by the group's entities and classified in a centralised system according to the respective economic activity's link to the EU Taxonomy.

Allocation between activities is based on directly attributable information or objective allocation keys. Controls ensure that double counting does not occur and that reported key performance indicators do not exceed the group's total revenue, investments or operating expenses.

Turnover
Revenue has been calculated in accordance with the group's total income less gains on sale of fixed assets, insurance compensation, sick pay reimbursements and government grants recognised in Note 6 to the consolidated financial statements. The share of revenue constituting the numerator covered by the EU Taxonomy relates to the taxonomy-eligible activities described.

Capital expenditure (CapEx)
Capital expenditure refers to the year's investments in tangible and intangible assets (excluding goodwill) before depreciation, amortisation and impairment. Sdiptech's total capital expenditure is recognised in Note 14 Intangible assets, Note 15 Tangible assets and Note 16 Leasing. The numerator includes only investments that are directly attributable to the identified taxonomy-eligible economic activities.

The taxonomy-eligible CapEx attributable to activity 5.2 mainly relates to investments in equipment and machinery recognised in Note 15, and investments in research and development recognised in Note 14. Additionally, a small lease investment is recognised in Note 16. Investments related to activity 6.5 refer to investments in electric vehicles recognised in Notes 15 and 16. Taxonomy-aligned investments attributable to other activities are not material and are recognised in Notes 14, 15 and 16, and relate to intangible assets, tangible assets and right-of-use assets.

Operating expenditure (OpEx)
Operating expenditure is defined as direct costs not capitalised as assets that are necessary to maintain, refurbish or ensure the ongoing functioning of tangible assets. These include costs related to research and development, building refurbishment, short-term leases, and maintenance and repair costs such as materials, spare parts and service contracts.

Operating expenses also include other directly attributable costs related to the day-to-day maintenance of tangible assets, such as pay for maintenance staff, consultancy costs for servicing and repairs, and costs of tool hire and specialised materials.

Therefore, the reported operating expenditure does not represent the group's total operating expenditure, but only the cost categories listed above.

The numerator for operating expenditure covered by the EU Taxonomy refers only to costs directly attributable to the identified taxonomy-eligible economic activities.

The taxonomy-aligned OpEx related to activity 5.2 relates to operating expenses related to repairs and maintenance, which are recognised in the group's operating expenses. Operating expenditure related to activity 3.6 mainly relates to research and development expenses, as well as minor expenditure on building renovation and repair and maintenance, which are recognised in the group's operating expenses. Taxonomy-aligned operating expenses attributable to other activities amount to immaterial amounts and are recognised in the group's operating expenses.

Social information

S1 Own workforce

SBM-3 Material impacts and their interaction with strategy and business model

Sdiptech's business model is based on long-term ownership of companies operating mainly in industrial, technical and operational environments. As a result, working conditions, the work environment, health and safety, as well as equal treatment and equal opportunities, are key issues for the group's own workforce. The group's own workforce includes all persons working at Sdiptech's business units under the group's control who may be significantly affected by its activities. This includes permanent and temporary employees of the business units and, where applicable, non-employees such as self-employed persons, consultants and agency workers when they are working as an integral part of the business units' organisation.

As part of the double materiality assessment, Sdiptech identified negative impacts related to labour conditions in its business units. These include risks related to the work environment, working time and compensation, including workplace accidents, occupational injuries, ergonomic strains and work-related stress and mental health. Shortcomings in the working environment, unreasonable working hours or inadequate protective measures may lead to actual or potential impact on the health, safety and well-being of employees and their right to safe and fair working conditions. These negative impacts are assessed as partly systematic, arising from recurrent health and safety conditions in industrial and operational environments, and may result from individual events such as workplace accidents or other work-related incidents. workplace accidents or other work-related incidents. The occurrence of child labour or forced labour – which in some geographical contexts may be common or systematic – have not been identified as significant actual or potential negative impact at Sdiptech's business units. The group's business units operate in countries with established labour regulation and supervision.

Furthermore, Sdiptech has identified negative impact related to equal treatment and equal opportunities. There is a risk of discrimination, harassment or unequal development opportunities unless processes for recruitment, remuneration, promotion, skills development or leadership are sufficiently inclusive and systematically designed. Such shortcomings may have an actual or potential negative impact on the rights of individuals to equal treatment, fair working conditions and equal opportunities within the organisation.

The identified material risks related to working conditions and equal treatment are considered to relate primarily to certain specific groups within the group's own workforce, rather than the workforce as a whole. This is particularly true for employees in operational and technical roles in the business units, where working in industrial and physically demanding environments means a higher exposure to occupational health and safety risks. New recruits and younger staff may also be more vulnerable due to limited experience. Risks related to equal treatment and opportunities may also affect certain groups to a greater extent depending on their role and organisational context within the business units.

The identified risks are mainly linked to the group's own organisation and are affected by the group's decentralised organisational model, where responsibility for health and safety and human resources issues largely rests with the business units.

The group is subject to national labour law and health and safety legislation in the countries in which Sdiptech operates. The regulations define requirements for systematic work environment management, preventive measures and non-discrimination, and constitute a central part of the management of risks linked to the company's own workforce.

S1-1 Policies related to own workforce

Sdiptech has established group-wide policies to prevent and manage actual and potential negative consequences for its own workforce. These include a human rights policy, a code of conduct and a gender equality policy, and apply to all individuals working within the group, including permanent and temporary employees, as well as consultants and other temporary staff, where appropriate.

The policies are in line with internationally recognised frameworks such as the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Labour Organisation's (ILO's) Core Conventions and relevant parts of the OECD Guidelines for Multinational Enterprises. These include fundamental rights related to fair working conditions, health and safety, equal treatment, freedom of association and protection against discrimination, harassment and retaliation.

The code of conduct sets out requirements for respectful behaviour, equal opportunities and compliance with applicable labour laws within the group. It also makes clear that discrimination, harassment, forced labour, child labour and human trafficking are not acceptable under any circumstances.

The code of conduct and other relevant policies prohibit discrimination on all grounds protected under applicable EU and national law. Principles of diversity, inclusion and equal opportunities are governed by the equal opportunities policy, which states that qualifications, skills and experience should form the basis for recruitment, placement, training and career development. The group's policies also include commitments to inclusion and equal opportunities, as well as the provision of reasonable accommodation and support measures for, for example, persons with disabilities, employees with special health needs or other groups in particularly vulnerable situations, where relevant and feasible.

Occupational health and safety is managed by means of the group's occupational health and safety guidelines, where operational responsibility for implementation and follow-up rests with each business unit in accordance with national legislation and the group's overall principles. These guidelines cover the prevention of work-related accidents and ill health, as well as requirements for systematic work environment management and incident reporting. The possibility of adapting the work environment for people with special needs is taken into account wherever relevant and feasible.

The policies are communicated to the workforce via internal policy documents, via the group's internal communication channels and during induction for new employees.

There are procedures for reporting and handling complaints or suspected violations related to discrimination or other labour-related issues, as well as efforts to promote competence and skills development within the business units.

The policies are implemented by means of established processes for prevention, training and communication, and also by means of procedures for reporting, investigating and addressing suspected cases of discrimination, harassment or retaliation within each business unit. Sdiptech has limited exposure to operations in high-risk countries with regard to forced labour and child labour. Risk assessments are carried out for new investments and acquisitions, and similar requirements are imposed on business partners through the supplier code of conduct.

All policies are publicly available on the Sdiptech website and are thereby made accessible to relevant external stakeholders, including business partners and other parties that may be affected by, or require support in, the implementation of the policies, supplemented where necessary by dialogue and guidance.

S1-2 Processes for engaging with own workforce and workers' representatives about impacts

Sdiptech has established general processes for communication with its own workforce and, where applicable, employee representatives in order to identify, prevent and manage actual and potential negative impact related to working conditions, health and safety and equal treatment. This communication ensures that employees' perspectives are taken into account in decisions concerning the work environment, organisational changes and the development of working conditions. Ultimate operational responsibility for ensuring communication with the group's own workforce, and that the results are taken into account in the group's working methods, rests with the group management, with implementation and follow-up within each business unit.

Communication mainly takes place at business unit level and is aligned with the group's decentralised business model. The form, content and frequency vary according to local conditions and identified risks, and include health and safety risk assessments, organisational changes, monitoring of working conditions, employee surveys and ongoing discussions between managers and employees. Where employee representatives or trade unions are present, communication also takes place through established forms of cooperation in accordance with national legislation and applicable collective agreements.

Insights from this communication are used to identify areas for improvement and, where necessary, adjust policies, procedures and local practices, with follow-up within the respective business unit and escalation to a higher level if necessary. The effectiveness of communication is assessed through follow-up of identified actions, results of employee surveys and feedback within the organisation. No particularly vulnerable or marginalised groups within its own workforce have been identified at this stage, but the communication processes are designed to be inclusive and accessible to all employees.

Sdiptech has not entered into a Global Framework Agreement (GFA) with international trade union organisations, but respects national collective agreements and the right of workers to freedom of association in all countries in which the group operates, in line with the ILO's core principles.

S1-3 Processes to remediate negative impact and channels for own workforce to raise concerns

Sdiptech has group-wide procedures in place in order to identify, manage and remedy actual and potential negative impacts on its own workforce. These procedures aim to ensure that employees and other members of their own workforce have access to safe, accessible and effective channels for reporting work-related problems and having them addressed.

Work-related issues are primarily handled within the business unit in question through communication between employees and their line managers, and through local follow-up processes. These channels are available at the organisational level where the individual is employed, with the possibility of escalation if necessary.

For serious or sensitive cases, Sdiptech provides a group-wide whistleblowing function that enables anonymous reporting via an external, independent and encrypted system. This channel is accessible to all employees and other members of the company's own workforce. Sdiptech does not accept retaliation and deals with cases in confidence in accordance with established procedures.

Awareness of and trust in the reporting channels is ensured through communication in internal channels, access to information during the induction of new employees, and clear information on anonymity and protection against retaliation. When negative impact is identified, the cases are investigated and appropriate measures are taken to mitigate or remedy the damage. Actions are documented and followed up to ensure effectiveness and reduce the risk of recurrence. The available reporting channels are established, operational and integrated into the group's day-to-day operations at the time of reporting. Investigation and handling of reported cases are carried out in accordance with the group's governance for business ethics, see section G1-3 .

S1-4 Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

Sdiptech takes action to prevent, limit and manage material negative impact on its own workforce, as well as to reduce identified risks and capitalise on opportunities linked to working conditions, health and safety and equal treatment. The measures are based on the group's policies and are group-wide in their focus, while they are implemented in all business units with adaptation to local conditions and risk profiles aligned with Sdiptech's decentralised business model.

To ensure that the way we work does not lead to negative consequences for our own workforce, risks in the work environment are identified and monitored on an ongoing basis, and working methods and procedures are adjusted as necessary.

The main measures taken within the group include:

- Systematic work environment management in organisations with an elevated risk profile, including risk assessments, preventive measures and safety procedures.
- Actions to reduce organisational and social risks, such as skills development, leadership support and monitoring of workload and working conditions.
- Interventions to combat discrimination and promote inclusion, which are integrated into recruitment, skills development and monitoring.

The effectiveness of the measures is monitored through regular follow-up of issues such as occupational accidents, sickness absence and staff turnover in business unit management forums. The perspectives of the workforce and, where applicable, workers' representatives are taken into account in the design and follow-up of actions through communication on health and safety and organisational issues. If actual negative impacts are identified, these are investigated and measures are taken to correct or reduce the impact, in dialogue with the employees concerned and with follow-up to ensure that the measures have the intended effect and that the identified impacts have been remedied or managed satisfactorily.

The measures constitute ongoing and continuous work and are monitored and further developed within the framework of the group's regular planning and monitoring processes. During the reporting year, the focus has been on strengthening preventive health and safety work, and the group intends to gradually further develop its working methods. The actions are funded within the framework of the regular operational budgets of the business units. No separate or earmarked financial resources have been allocated specifically to the area.

S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Sdiptech has set a group-wide target to increase the proportion of women in management positions to at least 40 percent by 2030.

The objective aims to address negative impact related to equal treatment and opportunities within its own workforce, as well as to strengthen identified opportunities through more inclusive leadership, increased innovation capacity and a stronger organisational culture. The target covers all business units.

In setting the target, insights from dialogues with the workforce and senior management were taken into account. The target is also based on an assessment of the group's gender balance, long-term skills needs and expected developments over time. The assessment is based on the assumption that the target is feasible within the group's existing working practices and recruitment processes. Employee perspectives are also taken into account in the ongoing monitoring of the target and in the identification of improvement measures.

Monitoring is carried out annually by measuring the gender balance in the group management, the group board, senior positions in the group and in the total workforce. The effectiveness of the metrics is assessed by comparing outcomes against established targets and historical baselines and analysing trends over time. Developments are also monitored at business unit level to enable comparisons and identify the need for targeted measures, taking into account the different circumstances of the business units. Definitions of leading positions and calculation methodology are applied consistently over time in order to ensure comparability.

The metrics are based on data reported by the business units in a group-wide reporting tool. The underlying information is extracted from the respective business unit's payroll system, HR system and other relevant personnel administration systems.

Additionally, Sdiptech has established a group-wide zero vision for work-related accidents, illnesses and serious incidents, as well as an overall ambition to continuously improve health, work environment and well-being. These objectives address material negative impact related to working conditions and the health and safety of its own workforce. As things stand at present, the group has no additional time-bound or quantified targets in these areas beyond Vision Zero.

Health and safety performance is monitored through the business units' reporting of accidents in the group's common reporting system, through the group-wide whistleblowing function and through ongoing follow-up within each business unit.

The outcomes are used for preventive measures, improvement initiatives and the exchange of experience within the group. Performance against established targets is monitored annually and reported on an ongoing basis as baselines and comparable data are established. Sdiptech intends to gradually further develop targets, metrics and monitoring as data collection and governance are strengthened.

S1-6 Characteristics of the undertaking's employees

Information on Sdiptech's employees is provided below. The data refer to the group's own workforce and is presented as at 31 December 2025.

The data are based on actual data collected through the group's common reporting system for sustainability metrics and refers to the number of headcount employees as at 31 December 2025. Average number of employees and full-time equivalents (FTEs) are not recognised.

Staff turnover is calculated by dividing the number of employees who left the group during the year by the number of employees at the end of the year. The classification of gender, employment type and geographical region follows internal definitions aligned with ESRS.

The reported staff data are not used as a reference in the financial statements.

Employees by contract type	Europe, EEA	Europe, outside EEA	Other	Total
Number of permanent employees	814	1,007	252	2,073
Number of temporary employees	27	2	10	39
Number of non-guaranteed hours	2	5	0	7
Total number of employees at year-end	**843**	**1,014**	**262**	**2,119**

Employees by contract type	Women	Men	Total
Number of permanent employees	390	1683	2,073
Number of temporary employees	11	28	39
Number of non-guaranteed hours	0	7	7
Total number of employees at year-end	**401**	**1718**	**2,119**

Employees by gender	Number
Men	1,718
Women	401
Total number of employees at year-end	**2,119**

Employees by country	Number
Sweden	297
Denmark	131
Norway	66
Finland	90
Italy	86
United Kingdom	1,139
US	34
Netherlands	68
Other countries	208

The countries reported correspond to the countries where Sdiptech has at least 50 employees and which represent at least 10 percent of the total number of employees within the group.

Number of employees who left during the year	Staff turnover (%)
388	18

S1- 8 Collective bargaining coverage and social dialogue

Sdiptech reports information on collective bargaining coverage and social dialogue for countries where the group has more than 50 employees and which together represent at least 10 percent of the total number of employees. The United Kingdom is the country in which the group has the most employees. However, collective agreements are limited in scope, and collective agreement coverage is therefore considered to be low.

The data are based on reporting from the business units that fulfil these criteria. For operations outside the EEA, collective bargaining coverage has been estimated on the basis of local labour market conditions, applicable legislation and knowledge of union representation in each region. Reporting is staggered in order to reflect variations between business units and ensure comparability in the first reporting year.

Workplace representation refers to the presence of employee representatives in accordance with national legislation within the EEA. For employees not covered by collective agreements, working conditions and employment conditions are determined in different ways depending on the structure of the organisation. In business units where collective bargaining agreements are in place, these terms may also be applied in practice to employees who are not formally covered. In operations without collective bargaining agreements, terms are determined in accordance with Sdiptech's internal policies, industry standards and applicable local labour law.

For non-employee members of the workforce, such as consultants or agency staff, labour and remuneration conditions are regulated by individual contracts in accordance with applicable legislation, market practice and the group's internal guidelines.

Sdiptech does not currently have a European Works Council (EWC) or equivalent supranational cooperative body.

The table above is based on a total of 2,119 employees covered by the reporting.

	Collective bargaining coverage		Social dialogue
Coverage ratio	**Employees – EEA (for countries with >50 employees representing >10% of total number of employees)**	**Employees – non-EEA (estimate for regions with >50 employees representing >10% of total number of employees)**	**Workplace representation (EEA only) (for countries with >50 employees representing >10% of total number of employees)**
0-19%	Slovakia		
20-39%			
40-59%			
60-79%	Denmark		Denmark
80-100%	Sweden, Italy		Italy, Slovakia, Sweden

S1-9 Diversity metrics

Diversity metrics for Sdiptech's board, group management and employees are presented below. The data are based on data from the group's common reporting system for sustainability metrics and refers to conditions as at 31 December 2025.

Group management refers to the executive management, comprising the CEO and his direct subordinates who are members of Sdiptech's group management team. The group management corresponds to "top management" in accordance with ESRS. The board of directors is not included in this definition.

Sdiptech's board of directors	**2025**
Number of men	4
Number of women	2
Men (%)	67%
Women (%)	33%

Sdiptech's group executive management team	**2025**
Number of men	6
Number of women	3
Men (%)	67%
Women (%)	33%

Business units	**2025**
Men	131
Women	51
Men (%)	72%
Women (%)	28%

Distribution of employees by age

	2025
Under 30	429
30–50 years	1,071
Over 50	619
Employees under 30 (%)	20%
Employees aged 30–50 (%)	51%
Employees over 50 (%)	29%

S1-10 Adequate wages

Sdiptech believes that all employees within the group receive adequate wages aligned with applicable benchmarks. This assessment is based on comparison with applicable legislation, collective labour agreements and established market benchmarks in each market and covers all employees within the group.

The assessment is based on verified wage data from the business units, including basic wages and fixed allowances guaranteed to all employees, and is updated on an ongoing basis in the context of pay reviews, changes in legislation or the acquisition of new businesses.

S1-14 Health and safety metrics

Sdiptech monitors the health and safety of its own workforce through quantitative metrics in respect of work-related accidents, work-related ill health and coverage of health and safety management systems. The reported metrics include all group employees and also – insofar as data are available – other employees carrying out work at the group's workplaces. Data on hours worked are based on data available in the business units, such as time reporting systems, payroll data or standardised estimates.

A number of business units hold certification to ISO 45001. Where certification is not in place, local health and safety management systems are applied that comply with national legislation and are reviewed internally or as part of other external audits. Health and safety is continuously monitored within the business units' management structures and reported at group level as part of Sdiptech's sustainability reporting.

Quantitative health and safety metrics are presented in the table below.

Health and safety metrics	2025
Percentage of the group's own workforce covered by the company's health and safety management system based on legal requirements and/or recognised standards or guidelines	97
Percentage of the group's own workforce covered by a health and safety management system that is based on legal requirements and/or recognised standards or guidelines and that has been audited internally and/or audited or certified by an external party	23
Number of fatalities due to occupational injuries and work-related ill health	0
Number of recorded work-related accidents (excluding fatalities)	115
Accident frequency rate for recorded work-related accidents*	30
Number of cases of recordable work-related ill health	10
Number of days lost due to work-related injuries and fatalities due to work-related accidents, work-related ill health and deaths due to ill health	628

**The accident rate is calculated as the number of recorded work-related accidents divided by the total number of hours worked, multiplied by 1,000,000*

S1-16 Remuneration metrics (pay gap and total remuneration)

Gender pay gap
During the reporting year, Sdiptech has compiled an aggregated gender pay gap at group level. The pay gap is defined as the difference between the average gross hourly earnings of female and male employees, expressed as a percentage of the average earnings of male employees. The calculation is based exclusively on contracted annual salary converted to gross hourly earnings and does not include bonuses, variable remuneration or other incentive-based remuneration components.

For the reporting year, the gender pay gap was -1 percent at group level, which means that the average gross hourly earnings of female employees were 1 percent higher than the average gross hourly earnings of male employees for the group as a whole. However, a geographical breakdown reveals variations between regions, where the wage gap may differ.

The differences can be explained by aspects such as variations in job levels, operational responsibilities and average annual working hours. The data cover all business units in the group and are based on verified salary data in local currency. The gender pay gap is not reported by employee category due to the group's decentralised business model, varying pay structures, collective agreements, currencies and HR systems.

Remuneration ratio
The annual remuneration ratio has been calculated as the total compensation of the highest paid individual in the group divided by the median of the total compensation for all employees in the group. The remuneration ratio in the 2025 reporting year was 9

The calculation is based on aggregated remuneration data from the group's business units and includes fixed salary, variable remuneration and other cash remuneration components, including pension provisions. The median remuneration was determined by calculating the average of the total remuneration of all employees in the group, excluding the CEOs of the business units and employees at the group's head office.

Given the group's decentralised business model, variations in salary structures, currencies and local HR systems, this method is deemed to provide a fair and comparable view of the remuneration conditions within the group.

The remuneration ratio has not been adjusted for differences in purchasing power between countries, as the group's main operations are conducted in comparable geographical markets.

S1-17 Incidents, complaints and severe human rights impact

Sdiptech received complaints and whistleblowing cases from its own workforce during the reporting year. The cases mainly concerned labour-related issues within the business units and were dealt with in accordance with the group's established complaint handling and whistleblowing procedures.

Sdiptech provides both local reporting channels within the business units and a group-wide external whistleblowing function which can be accessed by all employees.

Quantitative data on incidents, complaints and possible sanctions are presented in the table below.

Type of incident	Number, 2025
Total number of incidents of discrimination, including harassment	1
Number of grievances submitted by own employees through channels for raising concerns (including grievance mechanisms)	4
Number of grievances submitted through channels for own workers (including grievance mechanisms) to the national contact points for the OECD Guidelines for Multinational Enterprises	0
Total amount of fines, penalties and damages resulting from incidents and grievances	0
Severe human rights violations related to the group's own workforce	0

No reconciliation with the financial statements has been required as no fines, penalties or damages have been paid during the reporting year.

Governance information

G1 Business conduct

Material impacts and risks, and their interaction with strategy and business model

In the field of business conduct, Sdiptech has used the double materiality assessment to identify risks and impact related to corruption and protection of whistleblowers. Risk of corruption is classified as a financial risk, while inadequate protection of whistleblowers constitutes a potential negative impact. These are expected to occur both within the group's own organisation and in the value chain.

Corruption may lead to unethical business relationships, distorted competition and legal, financial and reputational consequences for the group. Such consequences may affect Sdiptech's results, business model, access to markets and the confidence of customers, suppliers and investors.

Inadequate protection of whistleblowers may result in misconduct not being reported, individuals being exposed to retaliation, and weakening of transparency and accountability. This may negatively affect both the rights of individuals and the group's ability to identify and address unethical behaviour at an early stage.

A robust governance and control system is a fundamental prerequisite for Sdiptech's long-term value creation and resilience. Governance-related risks are given particular consideration in the event of acquisitions and the integration of new companies, where compliance with the group's ethical framework is key. The group has a framework of governing documents that regulate business conduct and business ethics across the business units and, where relevant, in the value chain.

G1-1 Business conduct policies and corporate culture

The framework includes Sdiptech's code of conduct, including rules on bribery and corruption as well as whistleblowing guidelines and the supplier code of conduct. Collectively, these documents set out basic requirements for good business ethics, compliance and transparency, and make it clear that corruption, bribery and retaliation against whistleblowers are not acceptable. The code of conduct and other relevant policies are available on the Sdiptech website and can thus be accessed by relevant stakeholders, including suppliers and business partners.

The policies are adopted by the board of birectors, while the group management is responsible for implementation and monitoring. Compliance is ensured in the daily operations of each business unit. The code of conduct applies to all employees within the group and is updated regularly. Suppliers and business partners are subject to similar requirements through Sdiptech's supplier code of conduct. Ultimate responsibility for the governance, follow-up and supervision of whistleblowing cases lies with the board of directors, while the group management is responsible for operational management in accordance with established guidelines.

Sdiptech's corporate culture is characterised by a decentralised business model with local responsibility, combined with common group principles for business ethics and business conduct. Business ethics and corporate culture are integrated into the group's acquisition processes and are taken into account during due diligence and the integration of newly acquired companies.

Sdiptech's anti-corruption rules and code of conduct are designed in line with Swedish legislation and guidance from the Swedish Institute Against Bribes (IMM). However, current policies are not fully formalised in line with the United Nations Convention against Corruption (UNCAC), which has been identified as an area for development.

Work is ongoing to evaluate the group's existing policies and governance with a view to strengthening and further developing the anti-corruption framework where necessary. Any updates are planned to be implemented gradually as part of the regular development of the group's governance and sustainability work.

G1-3 Prevention and detection of corruption and bribery

Sdiptech works systematically and on a risk-based basis to prevent, detect and manage risks related to corruption and bribery in its own operations and across the value chain. This work is integrated into the group's processes for acquisitions, supplier relationships and business partnerships.
The assessment of corruption risks is based on geographical exposure, business model, type of transaction and counterparty risk. More in-depth analyses are carried out when the overall risk assessment indicates elevated risk. Suspected breaches may be reported through Sdiptech's group-wide whistleblowing channel, which is available to employees and external parties. The channel is managed by an independent external party and enables secure and confidential reporting. The whistleblowing channel plays a central role in identifying, reporting and handling suspected cases of corruption and bribery, as well as in counteracting retaliation and a culture of silence. Reported cases are investigated in a structured and objective manner, separated from the operational activities concerned. External expertise is engaged where necessary. Material cases and observations are reported to the group management and, where relevant, to the board of directors.

If actual, material negative impacts related to corruption or bribery are identified, established processes are in place for investigation, remediation and, where necessary, remedy for affected parties, including protection for whistleblowers, in accordance with the group's code of conduct.

Requirements and procedures linked to anti-corruption are communicated through internal policy documents and by ensuring that all employees familiarise themselves with the group's code of conduct in connection with onboarding. The code of conduct is currently the main mandatory training programme. There are no group-wide anti-corruption training programmes beyond this, but training initiatives may occur at business unit level. This work is monitored by means of risk analyses and analysis of reported cases.

Sdiptech has identified a need to further develop a more structured and group-wide approach to anti-corruption training, particularly for functions and roles with elevated risk exposure. The work is planned to be implemented gradually as part of the regular development of the group's governance and sustainability work. Measures related to the prevention and management of corruption and bribery risks are implemented within the framework of the group's regular governance and existing organisational resources.

No separate or significant operating costs or investments have been allocated, therefore, and there are no specific financial amounts to recognise in respect of current or future resource allocation in this area.

G1-4 Incidents of corruption or bribery

Sdiptech has not defined measurable, time-bound targets in respect of corruption and bribery, as the group's governing commitment is that corruption and bribery will not be accepted under any circumstances, with the ambition that no incidents should occur. Against this background, outcome-based targets with base years and target levels are not considered appropriate.

This area is monitored through metrics and qualitative analysis that are used to continuously assess the effectiveness of the group's policies and actions in relation to identified material risks, although no measurable targets have been set. The metrics used are directly linked to the group's identified risks of corruption in its own operations and in the value chain, as well as to the risk of lack of whistleblower protection.

For the risk relating to corruption in the group's own operations and in the value chain, developments are monitored through metrics such as the number of confirmed cases of corruption or bribery, the occurrence of legal sanctions, and disciplinary or business measures undertaken. For the risk related to inadequate protection of whistleblowers, developments are monitored through metrics relating to the number of whistleblowing cases received and how these are handled and resolved, as well as through a qualitative assessment of the functioning and effectiveness of reporting processes, including whether retaliation or other adverse consequences occur.

No confirmed cases of corruption or bribery have been identified in Sdiptech's operations during the reporting period. All other quantitative metrics, including convictions, sanctions, disciplinary measures, terminated business relationships and public legal proceedings, showed no occurrences during the reporting year.

The assessment is based on internal reporting from the business units and on cases received through the group-wide anonymous whistleblowing channel, which are handled in accordance with established procedures for investigation and escalation. The data refer to the whole group and include violations of applicable anti-corruption and bribery legislation during the reporting period.

Four cases were received during the year via the group's whistleblowing channel. These cases concerned work-related complaints and not suspected cases of corruption or bribery. The metrics are based on the aggregation of reported whistleblowing cases, internal monitoring within the group and the follow-up of any legal proceedings or sanctions.

No external party, other than the independent handling of the whistleblowing function, has been engaged to validate the metrics. No significant assumptions or estimates have been applied in the preparation of the metrics, as they are based on actual, reported events.

Appendix 1

Declaration of due diligence

ESRS 2 GOV-4

Key elements of due diligence	Section in the sustainability report
a) Embedding due diligence into governance, strategy and business model	GOV-2, GOV-3, SBM-3
b) Engaging with affected stakeholders across all key stages of due diligence	SBM-2, IRO-1, S1-2
c) Identifying and assessing negative impacts	SBM-3, IRO-1
d) Taking action to address these negative impacts	E1-1, E1-3, E5-2, S1-4
e) Tracking the effectiveness of these efforts and communicating this	E1-4, E5-3, S1-5

Appendix 2

Disclosure requirements in ESRS covered by the undertaking's sustainability statement

ESRS 2–IRO 2

Disclosure requirement		Page
General disclosures		
ESRS 2	**General disclosures**	**36**
BP-1	General basis for preparation of the sustainability statement	36
BP-2	Disclosures in relation to specific circumstances	41
GOV-1	The role of the administrative, management and supervisory bodies	38
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	38
GOV-3	Integration of sustainability-related performance in incentive schemes	38
GOV-4	Statement on due diligence	38
GOV-5	Risk management and internal control over sustainability reporting	38
SBM-1	Strategy, business model and value chain	36
SBM-2	Interests and views of stakeholders	39
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	41
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	39
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	40
Environmental information		
E1	**Climate change**	43
E1 ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	38
E1-1	Transition plan for climate change mitigation	43
E-1 ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	43
E1 ESRS 2 IRO-1	Description of the processes to identify and assess climate-related impacts, risks and opportunities	39-40
E1-2	Policies related to climate change mitigation and adaptation	43
E1-3	Actions and resources in relation to climate change policies	44
E1-4	Targets related to climate change mitigation and adaptation	44
E1-5	Energy consumption and mix	44
E1-6	Scopes 1, 2, 3 and total GHG emissions	45
E1-8	Internal carbon pricing	47

Disclosure requirement		Page
E5	**Resource use and circular economy**	48
E5-1	Policies related to resource use and circular economy	48
E5-2	Actions and resources related to resource use and circular economy	48
E5-3	Targets related to resource use and circular economy	48
E5-4	Resource inflows	49
E5-5	Resource outflows	49
Social information		
S1	**Own workforce**	52
S1 ESRS 2 SBM-2	Interests and views of stakeholders	39
S1 ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	52
S1-1	Policies related to own workforce	52
S1-2	Processes for engaging with own workforce and workers' representatives about impacts	53
S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	53
S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	53
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	53
S1-6	Characteristics of the undertaking's employees	54
S1-8	Collective bargaining coverage and social dialogue	55
S1-9	Diversity metrics	55
S1-10	Adequate wages	55
S1-14	Health and safety metrics	55
S1-16	Remuneration metrics (pay gap and total remuneration)	56
S1-17	Incidents, grievances and severe human rights impacts	56
S2	**Workers in the value chain**	-
BP2-17	Use of phase-in provisions in accordance with Appendix C to ESRS 1	41
Governance information		
G1	**Business conduct**	57
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	57
ESRS 2 GOV-1	The role of the administrative, management and supervisory bodies	38
G1-ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	39
G1-1	Business conduct policies and corporate culture	57
G1-3	Prevention and detection of corruption and bribery	57
G1-4	Incidents of corruption or bribery	58

Appendix 3

List of data points from other EU legislation

ESRS 2 IRO-2

Disclosure requirement	Related data point	Sustainability report	Reference in the SFDR (Sustainable Finance Disclosure Regulation)	Reference in Pillar 3	Reference in the Benchmarks Regulation	Reference in the European Climate Law	Page
ESRS 2 GOV-1	Paragraph 21 (d)	Gender composition of the board	Indicator no. 13, Table 1, Appendix I		Annex II to Commission Delegated Regulation (EU) 2020/1816		55
ESRS 2 GOV-1	Paragraph 21 (e)	Percentage of independent board members			Annex II to Delegated Regulation (EU) 2020/1816		38
ESRS 2 GOV-4	Paragraph 30	Statement on due diligence	Indicator no. 10, Table 3, Appendix I				38
ESRS 2 SBM-1	Paragraph 40 (d) i	Involvement in activities linked to fossil fuels	Indicator no. 4, Table 1, Appendix 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			Not material
ESRS 2 SBM-1	Paragraph 40 (d) ii	Involvement in activities related to chemical production	Indicator no. 9, Table 2, Appendix I		Annex II to Delegated Regulation (EU) 2020/1816		Not material
ESRS 2 SBM-1	Paragraph 40 (d) iii	Participation in activities related to controversial weapons	Indicator no. 14, Table 1, Appendix I		Article 12(1) of Delegated Regulation (EU) 2020/1818, Annex II to Delegated Regulation (EU) 2020/1816		Not material
ESRS 2 SBM-1	Paragraph 40 (d) iv	Involvement in activities related to the cultivation and production of tobacco			Article 12(1) of Delegated Regulation (EU) 2020/1818, Annex II to Delegated Regulation (EU) 2020/1816		Not material
ESRS E1-1	Paragraph 14	Transition plan to achieve climate neutrality by 2050				Article 2(1) of Regulation (EU) 2021/1119	43
ESRS E1-1	Paragraph 16 (g)	Companies excluded from the EU baselines for alignment with the Paris Agreement		Article 449a of 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	Article 12(1)(d) to (g) and Article 12(2) of Delegated Regulation (EU) 2020/1818		Not material
ESRS E1-4	Paragraph 34	GHG emission reduction targets	Indicator no. 4, Table 2, Appendix I	Article 449a of Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, template 3: Banking book – climate change transition risk: alignment metrics	Article 6 of Commission Delegated Regulation (EU) 2020/1818		44
ESRS E1-5	Paragraph 38	Energy consumption from fossil sources by source (only high climate impact sectors)	Indicator no. 5, Table 1 and Indicator no. 5, Table 2, Appendix I				Not material

Disclosure requirement	Related data point	Sustainability report	Reference in the SFDR (Sustainable Finance Disclosure Regulation)	Reference in Pillar 3	Reference in the Benchmarks Regulation	Reference in the European Climate Law	Page
ESRS E1-5	Paragraph 37	Energy use and energy mix	Indicator no. 5, Table 1, Appendix I				44
ESRS E1-5	Paragraphs 40–43	Energy intensity associated with activities in high climate impact sectors	Indicator no. 6, Table 1, Appendix I				Not material
ESRS E1-6	Paragraph 44	Gross Scope 1, 2, 3 GHG emissions and total GHG emissions	Indicator no. 1 and Indicator no. 2, Table 1, Appendix I	Article 449a of 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	Articles 5(1), 6 and 8(1) of Delegated Regulation (EU) 2020/1818		45
ESRS E1-6	Paragraphs 53–55	Gross output intensity of GHG emissions	Indicator no. 3, Table 1, Appendix I	Article 449a of Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453, template 3: Banking book – climate change transition risk: alignment metrics	Article 8.1 of Commission Delegated Regulation (EU) 2020/1818)		45
ESRS E1-7	Paragraph 56	GHG removals and carbon credits				Article 2(1) of Regulation (EU) 2021/1119	Not material
ESRS E1-9	Paragraph 66	Reference portfolio exposure to climate-related physical risks			Annex II to Delegated Regulation (EU) 2020/1818, Annex II to Delegated Regulation (EU) 2020/1816		Phase-in
ESRS E1-9	Paragraph 66 (a)	Breakdown of monetary amounts disaggregated by acute and chronic physical risk		Article 449a of 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.			Phase-in
ESRS E1-9	Paragraph 66 (c)	Location of significant assets at material physical risk					Phase-in
ESRS E1-9	Paragraph 67 (c)	Breakdown of the carrying value of the undertaking's real estate assets by energy efficiency classes		Article 449a of 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			Phase-in
ESRS E2-4	Paragraph 28	The amounts of each pollutant listed in Annex II of Regulation concerning the European Pollutant Release and Transfer Register for releases to air, water and soil	Indicator no. 8, Table 1, Appendix I; Indicator no. 2, Table 2, Appendix I; Indicator no. 1, Table 2, Appendix I; Indicator no. 3, Table 2, Appendix I		Annex II to Delegated Regulation (EU) 2020/1818		Not material
ESRS E3-1	Paragraph 9	Water and Marine Resources	Indicator no. 7, Table 2, Appendix I				Not material
ESRS E3-1	Paragraph 13	Specific policy	Indicator no. 8, Table 2, Appendix I				Not material
ESRS E3-1	Paragraph 14	Sustainable oceans and seas	Indicator no. 12, Table 2, Appendix I				Not material

Disclosure requirement	Related data point	Sustainability report	Reference in the SFDR (Sustainable Finance Disclosure Regulation)	Reference in Pillar 3	Reference in the Benchmarks Regulation	Reference in the European Climate Law	Page
ESRS E3-4	Paragraph 28 (c)	Total water recycled and reused	Indicator no. 6.2, Table 2, Appendix I				Not material
ESRS E3-4	Paragraph 29	Total water consumption in m3 per net revenue on own operations	Indicator no. 6.1, Table 2, Appendix I				Not material
ESRS 2- SBM-3 – E4	Paragraph 16 (a) i		Indicator no. 7, Table 1, Appendix I				Not material
ESRS 2- SBM-3 – E4	Paragraph 16 (b)		Indicator no. 10, Table 2, Appendix I				Not material
ESRS 2-SBM-3 – E4	Paragraph 16 (c)		Indicator no. 14, Table 2, Appendix I				Not material
ESRS E4-2	Paragraph 24 (b)	Sustainable land/agricultural practices or policies	Indicator no. 11, Table 2, Appendix I				Not material
ESRS E4-2	Paragraph 24 (c)	Sustainable oceans / seas practices or policies	Indicator no. 12, Table 2, Appendix I				Not material
ESRS E4-2	Paragraph 24 (d)	Policies to address deforestation	Indicator no. 15, Table 2, Appendix I				Not material
ESRS E5-5	Paragraph 37 (d)	Non-recycled waste	Indicator no. 13, Table 2, Appendix I				49
ESRS E5-5	Paragraph 39	Hazardous waste and radioactive waste	Indicator no. 9, Table 1, Appendix I				49
ESRS 2- SBM3 – S1	Paragraph 14 (f)	Risk of incidents of forced labour	Indicator no. 13, Table 3, Appendix I				Not material
ESRS 2- SBM3 – S1	Paragraph 14 (g)	Risk of incidents of child labour	Indicator no. 12, Table 3, Appendix I				Not material
ESRS S1-1	Paragraph 20	Human rights policy commitments	Indicator no. 9, Table 3 and Indicator no. 11, Table 1, Appendix I				52
ESRS S1-1	Paragraph 21	Due diligence strategies in relation to matters covered by International Labour Organization (ILO) fundamental conventions 1–8			Annex II to Delegated Regulation (EU) 2020/1816		52
ESRS S1-1	Paragraph 22	Processes and measures to address trafficking in human beings	Indicator no. 11, Table 3, Appendix I				52
ESRS S1-1	Paragraph 23	Workplace accident prevention policy or management system	Indicator no. 1, Table 3, Appendix I				52
ESRS S1-3	Paragraph 32 (c)	Grievance/complaints handling mechanism related to employee matters	Indicator no. 5, Table 3, Appendix I				53
ESRS S1-14	Paragraph 88 (b) and (c)	Number of fatalities and number and rate of work-related accidents	Indicator no. 2, Table 3, Appendix I		Annex II to Delegated Regulation (EU) 2020/1816		56
ESRS S1-14	Paragraph 88 (e)	Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	Indicator no. 3, Table 3, Appendix I				56
ESRS S1-16	Paragraph 97 (a)	Unadjusted gender pay gap	Indicator no. 12, Table 1, Appendix I		Annex II to Delegated Regulation (EU) 2020/1816		56
ESRS S1-16	Paragraph 97 (b)	Excessively high pay to CEO	Indicator no. 8, Table 3, Appendix I				56

Disclosure requirement	Related data point	Sustainability report	Reference in the SFDR (Sustainable Finance Disclosure Regulation)	Reference in Pillar 3	Reference in the Benchmarks Regulation	Reference in the European Climate Law	Page
ESRS S1-17	Paragraph 103 (a)	Incidents of discrimination	Indicator no. 7, Table 3, Appendix I				56
ESRS S1-17	Paragraph 104 (a)	Nonrespect of the UN Guiding Principles on Business and Human Rights and the OECD Guidelines	Indicator no. 10, Table I and Indicator no. 14, Table 3, Appendix I		Annex II to Delegated Regulation (EU) 2020/1816, Article 12(1) of Delegated Regulation (EU) 2020/1818		56
ESRS 2-SBM-3 – S2	Paragraph 11 (b)	Significant risk of child labour or forced labour in the value chain	Indicator no. 12 and Indicator no. 13, Table 3, Appendix I				Phase-in
ESRS S2-1	Paragraph 17	Human rights policy commitments	Indicator no. 9, Table 3 and Indicator no. 11, Table 1, Appendix I				Phase-in
ESRS S2-1	Paragraph 18	Processes for engaging with value chain workers	Indicator no. 11 and Indicator no. 4, Table 3, Appendix I				Phase-in
ESRS S2-1	Paragraph 19	Nonrespect of the UN Guiding Principles on Business and Human Rights and the OECD Guidelines	Indicator no. 10, Table 1, Appendix I		Annex II to Delegated Regulation (EU) 2020/1816, Article 12(1) of Delegated Regulation (EU) 2020/1818		Phase-in
ESRS S2-1	Paragraph 19	Due diligence strategies in relation to matters covered by International Labour Organization (ILO) fundamental conventions 1–8			Annex II to Delegated Regulation (EU) 2020/1816		Phase-in
ESRS S2-4	Paragraph 36	Human rights issues and incidents connected to the undertaking's upstream and downstream value chain	Indicator no. 14, Table 3, Appendix I				Phase-in
ESRS S3-1	Paragraph 16	Human rights policy commitments	Indicator no. 9, Table 3, Appendix I and Indicator no. 11, Table 1, Appendix I				Not material
ESRS S3-1	Paragraph 17	Failure to comply with the UN Guiding Principles on Business and Human Rights, ILO principles or the OECD guidelines	Indicator no. 10, Table 1, Appendix I		Annex II to Delegated Regulation (EU) 2020/1816, Article 12(1) of Delegated Regulation (EU) 2020/1818		Not material
ESRS S3-4	Paragraph 36	Human rights issues and incidents	Indicator no. 14, Table 3, Appendix I				Not material
ESRS S4-1	Paragraph 16	Processes for engaging with consumers and end-users	Indicator no. 9, Table 3 and Indicator no. 11, Table 1, Appendix I				Not material
ESRS S4-1	Paragraph 17	Nonrespect of the UN Guiding Principles on Business and Human Rights and the OECD Guidelines	Indicator no. 10, Table 1, Appendix I		Annex II to Delegated Regulation (EU) 2020/1816, Article 12(1) of Delegated Regulation (EU) 2020/1818		Not material
ESRS S4-4	Paragraph 35	Human rights issues and incidents	Indicator no. 14, Table 3, Appendix I				Not material
ESRS G1-1	Paragraph 10 (b)	United Nations Convention against Corruption	Indicator no. 15, Table 3, Appendix I				57
ESRS G1-1	Paragraph 10 (d)	Protection of whistleblowers	Indicator no. 6, Table 3, Appendix I				57
ESRS G1-4	Paragraph 24 (a)	Fines for violation of anti-corruption and anti-bribery laws	Indicator no. 17, Table 3, Appendix I				58
ESRS G1-4	Paragraph 24 (b)	Standards of anti-corruption and anti-bribery	Indicator no. 16, Table 3, Appendix I		Annex II to Delegated Regulation (EU) 2020/1816		58

Appendix 4

EU taxonomy tables

KPI

Summary

KPI	Total	Proportion of Taxonomy-eligible activities	Taxonomy-aligned activities	Proportion of Taxonomy-aligned activities	Breakdown by environmental objectives of Taxonomy-aligned activities						Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered nonmaterial	Taxonomy-aligned activities in previous financial year (N-1)	Proportion of Taxonomy-aligned activities in previous financial year (N-1)
					Climate Change Mitigation	Climate Change Adaptation	Water and Marine Resources	Circular Economy	Pollution	Biodiversity					
	SEK million	%	SEK million	%	%	%	%	%	%	%	%	%	%	SEK million	%
Turnover	5,273.3	17.13	522.3	9.90	9.54	0.00	0.37	0.00	0.00	0.00	0.00	0.00	0.00	502.9	10.00
CapEx	355.0	7.47	18.7	5.27	5.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	43.1	6.24
OpEx	58.9	26.07	9.7	16.40	16.35	0.00	0.05	0.00	0.00	0.00	0.00	0.00	0.00	7.4	11.68

Turnover

Portion of turnover from products or services related to economic activities that are aligned with taxonomy requirements – information covering 2025.

E= Enabling activities
T= Transitional activities

						Environmental objectives of Taxonomy-aligned activities										
Economic Activities	**Code**	**Taxonomy-eligible turnover**	**Taxonomy-eligible turnover**	**Taxonomy-aligned turnover**	**Taxonomy-aligned turnover**	**Climate Change Mitigation**	**Climate Change Adaptation**	**Water and Marine Resources**	**Circular Economy**	**Pollution**	**Biodiversity**	**Enabling activities**	**Transitional activities**	**Taxonomy-aligned activities covered by the Taxonomy**	**Taxonomy-aligned activities in previous financial year (N-1)**	**Taxonomy-aligned activities in previous financial year (N-1)**
		SEK million	%	SEK million	%	%	%	%	%	%	%	E	T	%	SEK million	%
3.1 Manufacture of renewable energy technologies	CCM3.1	17.3	0.33	17.3	0.33	0.33	0.00	0.00	0.00	0.00	0.00	E	-	100.00	12.0	0
3.6 Manufacture of other low-carbon technologies	CCM3.6	380.9	7.22	0.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00			0.00	0.0	0
5.1 Construction, extension and operation of water collection, treatment and supply systems	CCM5.1	5.4	0.10	5.4	0.10	0.10	0.00	0.00	0.00	0.00	0.00	-	-	100.00	11.5	0
5.2 Renewal of water collection, treatment and supply systems	CCM5.2	90.7	1.72	90.7	1.72	1.72	0.00	0.00	0.00	0.00	0.00	-	-	100.00	82.3	2
6.15 Infrastructure enabling low-carbon road transport and public transport	CCM6.15	304.6	5.78	304.6	5.78	5.78	0.00	0.00	0.00	0.00	0.00	E	-	100.00	275.7	5
7.5 Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM7.5	25.9	0.49	25.9	0.49	0.49	0.00	0.00	0.00	0.00	0.00	E	-	100.00	83.5	2
8.1 Data processing, hosting and related activities	CCM8.1	39.5	0.75	39.5	0.75	0.75	0.00	0.00	0.00	0.00	0.00	-	T	100.00	0.0	0
4.1 Provision of IT/OT data-driven solutions for leakage reduction	WTR4.1	38.9	0.74	38.9	0.74	0.37	0.00	0.37	0.00	0.00	0.00	E	-	100.00	75.8	1
Sum of alignment per objective						9.54	0.00	0.37	0.00	0.00	0.00					
Total		903.2	17.13	522.3	9.90	9.54	0.00	0.37	0.00	0.00	0.00	386.7	39.5	57.83	540.8	10

CapEx

Portion of capital expenditure from products or services related to economic activities that are aligned with taxonomy requirements – information covering 2025.

E= Enabling activities
T= Transitional activities

						Environmental objectives of Taxonomy-aligned activities										
Economic Activities	**Code**	**Taxonomy-eligible CapEx**	**Taxonomy-eligible CapEx**	**Taxonomy-aligned CapEx**	**Taxonomy-aligned CapEx**	**Climate Change Mitigation**	**Climate Change Adaptation**	**Water and Marine Resources**	**Circular Economy**	**Pollution**	**Biodiversity**	**Enabling activities**	**Transitional activities**	**Taxonomy-aligned activities covered by the Taxonomy**	**Taxonomy-aligned activities in previous financial year (N-1)**	**Taxonomy-aligned activities in previous financial year (N-1)**
		SEK million	%	SEK million	%	%	%	%	%	%	%	E	T	%	SEK million	%
3.6 Manufacture of other low-carbon technologies	CCM3.6	7.8	2.20	0.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00			0.00	0.0	0
5.1 Construction, extension and operation of water collection, treatment and supply systems	CCM5.1	0.1	0.02	0.1	0.02	0.02	0.00	0.00	0.00	0.00	0.00	-	-	100.00	1.1	0
5.2 Renewal of water collection, treatment and supply systems	CCM5.2	6.9	1.95	6.9	1.95	1.95	0.00	0.00	0.00	0.00	0.00	-	-	100.00	3.6	1
6.5 Transport by motorbikes, passenger cars and light commercial vehicles	CCM6.5	8.6	2.43	8.6	2.43	2.43	0.00	0.00	0.00	0.00	0.00	-	T	100.00	26.2	4
6.15 Infrastructure enabling low-carbon road transport and public transport	CCM6.15	2.6	0.73	2.6	0.73	0.73	0.00	0.00	0.00	0.00	0.00	E	-	100.00	12.2	2
8.1 Data processing, hosting and related activities –	CCM8.1	0.5	0.14	0.5	0.14	0.14	0.00	0.00	0.00	0.00	0.00	-	T	100.00	0.0	0
Sum of alignment per objective						5.27	0.00	0.00	0.00	0.00	0.00					
Total		26.5	7.47	18.7	5.27	5.27	0.00	0.00	0.00	0.00	0.00	2.6	9.1	70.60	43.1	6

OpEx

Portion of operating expenditure from products or services related to economic activities that are aligned with taxonomy requirements – information covering 2025.

E= Enabling activities
T= Transitional activities

						Environmental objectives of Taxonomy-aligned activities										
Economic Activities	**Code**	**Taxonomy-eligible OpEx**	**Taxonomy-eligible OpEx**	**Taxonomy-aligned OpEx**	**Taxonomy-aligned OpEx**	**Climate Change Mitigation**	**Climate Change Adaptation**	**Water and Marine Resources**	**Circular Economy**	**Pollution**	**Biodiversity**	**Enabling activities**	**Transitional activities**	**Taxonomy-aligned activities covered by the Taxonomy**	**Taxonomy-aligned activities in previous financial year (N-1)**	**Taxonomy-aligned activities in previous financial year (N-1)**
		SEK million	%	SEK million	%	%	%	%	%	%	%	E	T	%	SEK million	%
3.6 Manufacture of other low-carbon technologies	CCM3.6	5.7	9.67	0.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00			0.00	0.0	0
5.1 Construction, extension and operation of water collection, treatment and supply systems	CCM5.1	0.1	0.10	0.1	0.10	0.10	0.00	0.00	0.00	0.00	0.00	-	-	100.00	1.2	2
5.2 Renewal of water collection, treatment and supply systems	CCM5.2	6.0	10.13	6.0	10.13	10.13	0.00	0.00	0.00	0.00	0.00	-	-	100.00	5.4	9
6.15 Infrastructure enabling low-carbon road transport and public transport	CCM6.15	3.5	6.02	3.5	6.02	6.02	0.00	0.00	0.00	0.00	0.00	E	-	100.00	0.6	1
7.5 Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM7.5	0.0	0.06	0.0	0.06	0.06	0.00	0.00	0.00	0.00	0.00	E	-	100.00	0.0	0
4.1 Provision of IT/OT data-driven solutions for leakage reduction	WTR4.1	0.1	0.09	0.1	0.09	0.05	0.00	0.05	0.00	0.00	0.00	E	-	100.00	0.2	0
Sum of alignment per objective						16.35	0.00	0.05	0.00	0.00	0.00					
Total		15.3	26.07	9.7	16.40	16.35	0.00	0.05	0.00	0.00	0.00	3.6	0	62.89	7.4	12

Auditor's assurance report on Sdiptech AB (publ)'s statutory sustainability report

To the general meeting of Sdiptech AB, co. reg. no. 556672-4893

Conclusion

We have performed a limited assurance review of the sustainability report for Sdiptech AB (publ) for the 2025 financial year. The sustainability report is included on pages 36–69 in this document.

Based on our limited assurance review described in the section titled Auditor's responsibilities, nothing has come to our attention that causes us to believe that the sustainability report is not prepared, in all material respects, in accordance with the Swedish Annual Accounts Act, including

- whether the sustainability report meets the requirements of ESRS,
- whether the process undertaken by the company to identify reported sustainability information has been implemented as described in the sustainability report, and
- compliance with the reporting requirements set out in Article 8 of the EU Taxonomy Regulation.

Basis for conclusion
We have conducted our review in accordance with FAR's recommendation RevR 19 *Auditor's limited assurance review of the statutory sustainability report*. Our responsibility under this recommendation is described in more detail in the Auditors' responsibility section.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other information
The sustainability report for the previous financial year has not been subject to a limited assurance review, and so no review of the comparative figures in the sustainability report for 2025 has been carried out.

Information other than the sustainability report
This document also contains information other than the sustainability report and is found on pages 1–35 and 72–119. This other information is the responsibility of the board and the Chief Executive Officer.

Our conclusion regarding the sustainability report does not cover this information, and we do not express any conclusion with assurance regarding this other information.

In connection with our limited assurance review of the sustainability report, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the sustainability report. In this procedure, we also take into account our knowledge otherwise obtained during the limited assurance review and assess whether the information otherwise appears to be materially misstated.

If we conclude – on the basis of the work carried out in respect of this information – that the other information contains a material misstatement, we are required to report this. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Chief Executive Officer
The board of directors and the Chief Executive Officer are responsible for ensuring that the sustainability report has been prepared in accordance with Chapter 6 (12)–(12f) of the Swedish Annual Accounts Act, and that such internal control as the board of directors and the Chief Executive Officer determines is necessary to enable the preparation of the sustainability report that is free of material misstatement, whether due to fraud or error, is maintained.

Auditor's responsibilities
Our responsibility is to express a conclusion with limited assurance as to whether the sustainability report has been prepared in accordance with Chapter 6. (12)–(12f) of the Swedish Annual Accounts Act on the basis of our audit. The audit has been conducted in accordance with FAR's recommendation RevR 19 Auditor's limited assurance review of the statutory sustainability report. This recommendation requires us to plan and perform our audit procedures to obtain limited assurance that the sustainability report is prepared in accordance with these requirements.

The review procedures performed to obtain evidence are more limited than for an engagement in which reasonable assurance is expressed, and the assurance obtained is therefore lower than for an engagement in which reasonable assurance is expressed. This means that it is not possible for us to obtain assurance that we would become aware of all significant matters that might have been identified if an engagement providing reasonable assurance had been performed.

The audit firm applies ISQM 1 (International Standard on Quality Management), which requires the company to design, implement and manage a system for quality control, including documented policies and procedures regarding compliance with professional ethical requirements, professional standards and legal and regulatory requirements.

We are independent in relation to Sdiptech AB (publ) in accordance with good auditing practice in Sweden and have otherwise fulfilled our professional ethical responsibility in accordance with these requirements.

The review involves obtaining evidence for the sustainability report through various procedures. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement in the sustainability report, whether due to fraud or error. In making this risk assessment, the auditor considers internal control relevant to the board's and the Chief Executive Officer's preparation of the sustainability report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of setting out a conclusion on the effectiveness of the internal control. The review involves making enquiries, primarily of persons responsible for the preparation of the sustainability report, conducting an analytical review and performing other limited assurance review procedures.
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The review activities mainly included:
Our audit procedures in respect of the process undertaken by the company to identify sustainability information to report included, but were not limited, to the following:

Gaining an understanding of the process by:
- Making inquiries to understand the sources of the information used by the corporate executive (such as stakeholder dialogues, business plans and strategy documents), and
– Reviewing the company's internal documentation of its process; and

Evaluating whether the information obtained from our measures regarding the process implemented by the company is consistent with the description of the process in the sustainability report.

Our review actions in respect of the sustainability report included, but were not limited to, the following:

Obtaining, through inquiries, a general understanding of the internal control environment, reporting processes and information systems relevant to the preparation of the information in the sustainability report.

Evaluating whether information identified as material through the process undertaken by the company to identify the content of the sustainability report is also included.

Evaluating whether the structure and presentation of the sustainability report are compliant with the requirements of ESRS;

Making inquiries of relevant staff and performing analytical review procedures in respect of selected disclosures in the sustainability report;

Performing substantive procedures based on a sample of selected disclosures in the sustainability report;

Obtaining evidence, through inquiries and analytical review procedures, of the methods used to produce material estimates and forward-looking information, and how these methods were applied;

Obtaining an understanding of the process for identifying economic activities that are eligible for and aligned with the EU Taxonomy and the corresponding disclosures in the sustainability report.

The review of the taxonomy disclosures included, but was not limited, to the following review procedures:
– Analytical review procedures and inquiries of relevant staff
– On a sample basis, performing review procedures on material disclosures in the sustainability report in respect of the EU Taxonomy.

Limitations
When reporting forward-looking information in accordance with ESRS, the board of directors and the CEO of Sdiptech AB (publ) must prepare forward-looking information on the basis of stated assumptions about events that may occur in the future and possible future activities of Sdiptech AB (publ). Actual outcomes are likely to differ, as anticipated events often fail to occur as expected.

Stockholm, 15 April 2026
Öhrlings PricewaterhouseCoopers AB

Anna Rosendal
Authorised Public Accountant
Principal Accountant

Andreas Skogh
Authorised Public Accountant