Sustainability Report
2022

This report is submitted as a separate report attached to the annual report, in accordance with the Annual Accounts Act (1995:1554), Chapter 6 (10–14).

Sdiptech AB (publ)
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This report is also available in English.

Contents

About Sdiptech's sustainability report

This report describes how Sdiptech works with its most important sustainability issues. The sustainability report includes activities and results for all companies in the group for the financial year 2022. A complete content index-and the appendix according to GRI can be found on pages 138-142. Sdiptech's Statutory sustainability report can be found in the group's annual report on pages 31–62 as well as as a separate attachment on the company's website. Sdiptech reports its COP report on outcomes and progress towards the UN's Global Compact. The group's auditors have submitted a special opinion regarding the statutory sustainability report.

Sustainability activities

2021	2022	2023
• Launch of long-term sustainability goals	• Sustainability certification with Sustademy of all employees at Sdiptech's head office, including the Board of Directors, and selected individuals in senior positions at Sdiptech's business units	• Develop our reporting and mapping of our suppliers
• Training courses and workshops in fields such as climate, gender equality and diversity, with a business perspective in order to identify business opportunities	• Added the option of submitting a whistleblowing report verbally over the phone in all countries in which we operate	• Launch a code of conduct that all suppliers must comply with
• Development of ESG reporting with more key performance indicators and increased support to our business units	• Strengthened the sustainability team at head office	• Work even more actively on the potential of our business units to make more sustainable decisions
• Production of a sustainability handbook for all business units	• Training courses and workshops in fields such as climate, gender equality and diversity, with a business perspective in order to identify business opportunities	• Continue sustainability certification with Sustademy
• Sustainability activities for business units as part of strategy and development planning to set up incentives linked to sustainability goals	• Developed ESG reporting with more key performance indicators and increased support to our business units	• Implement internal CO2e pricing
• Management training	• Developed our GRI reporting	• Interim reporting of ESG data
• Supplier mapping	• Sustainability activities with our business units as part of the strategy	• Further develop our ESG-DD
• Mapping the share of turnover contributing to the UN Sustainable Development Goals (SDGs)	• Supplier mapping	• Add more key performance indicators and metrics to our scope 3
• Continued work and development under the TCFD framework to manage our sustainability risks	• Loans linked to sustainability	• Report Alignment on all environmental goals (1–6) according to the Taxonomy
• Signatory of the Global Compact	• Continued work and development under the TCFD framework in order to manage our sustainability risks	• Update and develop our double materiality analysis
• Continued cooperation with Global Challenge	• Continued cooperation with Global Challenge and Global Compact	
• Reporting (Eligibility) according to the Taxonomy	• Reporting (Alignment) according to the Taxonomy	
	• Energy mapping	
	• Carry out an ESG-DD before each acquisition	

SDIPTECH'S SUSTAINABILITY JOURNEY

2019 — 2020 — 2021 — 2022 — 2023 — 2024 — 2026 — 2030

- Launching a handbook for sustainable investments
- Loans linked to sustainability
- The gender balance between men and women represented must be within the 40–60 per cent range in senior positions
- Sdiptech 2.0 launched: Contributing to safer, more sustainable, more efficient societies
- Launching long-term sustainability goals
- Carbon dioxide intensity from scope 1 and 2 must have been reduced by 50 per cent

Chat between the CEO and the Sustainability Manager

Another year has passed in which the company has made clear progress towards continued sustainable growth. This is how Jakob Holm, Sdiptech's CEO and President, and My Lundberg, Sustainability and IR Manager, view the Group's sustainability work.

JAKOB: We have implemented a number of important sustainability activities in 2022, and we are continuing to work towards our sustainability goals. All the companies we have acquired contribute to several of the UN Sustainable Development Goals. We have reduced our CO2e emissions through turnover in comparable units* by 6.9 per cent. The proportion of companies with an equal distribution of women and men in senior positions in the Group has increased from 32 per cent in 2021 to 38 per cent in 2022, and the total proportion of women in senior positions in the Group has increased to 30 per cent, compared with 25 per cent last year. Last but not least, we have set up an incentive structure for Sdiptech's executive team and our business units. All this is helping us to prepare for the future by creating value for our business units and enhancing our activities as a group.

MY: The IPCC and IPBES reports paint a bleak picture of the future. Several tipping points have already been crossed, and we are confronted every day with statistics showing a worsening climate crisis and increasing social inequalities. The geopolitical situation, led by the tragic war in Ukraine, has shifted the markers for what is considered socially and climatically sustainable. This has created additional challenges for those of us working on sustainability issues, not least when it comes to responsible investments and acquisitions. But sustainability is not something we can take a break from. Failing to reduce our emissions now will make the situation even worse and simply postpone the problem until later. However, there are several glimmers of light: we are in daily contact with new companies that are contributing to safer, more sustainable, more efficient societies. At the same time, there is strong demand for our products that help to achieve a reduced carbon footprint and more social sustainability in society. We are also seeing how major customers are increasingly

making more stringent demands in terms of sustainability. All this, together with the demands made, both in legal terms and by other stakeholders, is driving the agenda forward.

JAKOB: We are seeing several new directives and guidelines that require companies to adapt. During the year, we have placed major emphasis on integrating sustainability into our corporate strategies when developing both products and processes in our around 40 business units. By helping our companies to develop, remain at the cutting edge of development and create competitive advantages, as a group we can also increase our value creation in respect of both existing and new companies.

MY: We are in the midst of a major regulatory shift, and legislation in respect of sustainability is being stepped up in order to support the transition to more sustainable businesses. All of these initiatives and directives, such as the EU taxonomy, CSRD, HRDD, CSDD, TCFD and TNFD, impose stricter legal requirements. Every day we work to prepare for new rules and expectations. At the same time, we are absolutely certain that these initiatives, regulations and directives will both indirectly and directly enhance our operations through both resource efficiency and increased innovation, as well as reducing risks and increasing engagement. Besides further integrating sustainability into our business units' strategies, we will focus in 2023 on developing our double materiality analysis, which will form the basis of our strategy and focus going forward. We will also develop our reporting and mapping of our suppliers still further so as to ensure social and climate aspects in our supply chains. We will go on training our employees in selected areas relating to sustainability and upcoming legislation. We are also looking into the possibility of setting an internal carbon price in order to simplify decisions on green investments.
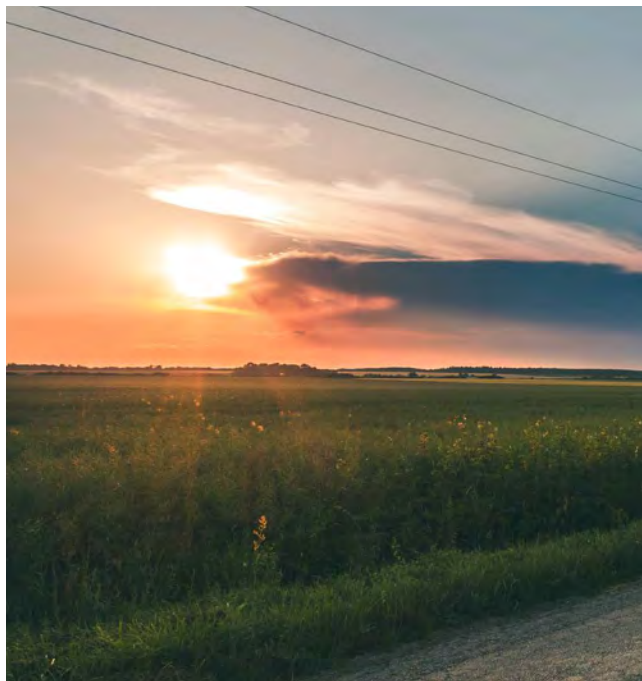
*Refers to full year 2022 for the companies that were in the group on 31/12/2021

Sdiptech's vision

Sdiptech's business units provide the company's primary opportunity to contribute to society and the 17 Sustainable Development Goals and their 169 targets: see pages 44–52 for a detailed review. Our vision aligns with and contributes to three of the UN's targets:

TARGET 9·1

9.1: Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.

TARGET 9·4

9.4: Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes.

TARGET 9·5

9.5: Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including encouraging innovation and substantially increasing the number of research and development workers.

Sdiptech's sustainability goals

Economic sustainability	Environmental sustain-	Social sustainability	Corporate governance
Goals and framework	**Goals and framework**	**Goals and framework**	**Goals and framework**
All companies acquired by Sdiptech shall contribute to one or more of the UN's Global Sustainable Development Goals.	Sdiptech shall reduce its carbon intensity (CO_2e/turnover) from Scope 1 and 2 by 50 per cent within five years (between 2021 and 2026).	By 2030, Sdiptech shall achieve an equal gender distribution (men and women represented within the 40–60 per cent range) in senior positions.	All companies within the Sdiptech Group shall have incentives that are linked to sustainability-related goals.
Goal achievement	**Goal achievement**	**Goal achievement**	**Goal achievement**
All of the companies acquired by Sdiptech in 2022 contribute to one or more of the UN's Global Sustainable Development Goals. The companies contribute to targets 2.4, 3.6, 7.3, 8.8, 9.4, 11.6, 12.5, 15.3	Sdiptech has reduced its carbon intensity from scope 1 and 2 in 2022 in comparable units by 6.9 per cent	Executive team: 17% women 83% men Board of Directors: 40% women 60% men Senior positions in business units: 38 per cent of Sdiptech's business units have an equal distribution of men and women in senior positions	All CEOs within the Sdiptech group, which has a so-called Short-Term Incentive Program, including Sdiptech's management team, have incentives linked to sustainability-related goals.

*Refers to full year 2022 for the companies that were in the group on 31/12/2021

Economic sustainability

All companies acquired by Sdiptech must contribute to one or more of the UN's global Sustainable Development Goals.

Sdiptech's investment philosophy is that companies with a sustainable business model and few sustainability risks have better prerequisites for long-term profitability and growth. Sdiptech invests in companies that contribute to safer, more sustainable and/or more efficient societies. Our main contributions to society are made through the products and services our companies offer.

Focus areas to achieve the goal:

EXCLUDE
Sdiptech excludes companies involved in the production or distribution of controversial products or services. See Sdiptech's responsible investment guide on the Sdiptech website for more information about this.

INCLUDE
Sdiptech selects companies that help to create safer, more sustainable, more efficient societies without having a significant negative impact on any other sustainability challenge.

CONTROL
Sdiptech conducts a sustainability analysis and mapping with a TCFD analysis, SDG mapping and Taxonomy review of each company before the acquisition is completed.

Ecological sustainability

Sdiptech must reduce its carbon intensity (CO2e/turnover) from its own operations by 50 per cent within five years (between 2021 and 2026).

Most of Sdiptech's climate contribution comes from our business units. At the same time, it is important for us to practise what we preach and work on our impact. That is why we must increase our control and reduce our carbon footprint. This transition includes increasing resource efficiency, reducing emissions and shifting the share of energy to renewables.

Focus areas to achieve the goal:

USE OF ELECTRICITY
Strive to achieve 100 per cent renewable energy for all electricity contracts signed by Sdiptech and Sdiptech's business units. In 2022, 48 per cent of Sdiptech's electricity consumption was driven byrenewable energy, compared to 28 per cent in 2021 and 35 per cent in 2020.

INDIRECT EMISSIONS
Include, evaluate and reduce indirect emissions (scope 3). Sdiptech currently measures all business travel, waste, IT equipment, water and paper consumption for the business units within scope 3.

ELECTRIC VEHICLE FLEET
Strive to make the vehicle fleet 100 per cent electric. In 2022, 11 per cent of Sdiptech's vehicle fleet was powered by electricity (fully or partially), compared to 9 per cent in 2021 and 8 per cent in 2020.

Social sustainability

By 2030, Sdiptech must achieve an equal gender distribution (men and women represented within the 40–60 per cent range) in senior positions.

Sdiptech must offer all its employees an inclusive working environment that is safe and healthy. We believe in capitalising on one another's differences and working towards gender balance.

Focus areas to achieve the goal:

GENDER EQUALITY
Increase the proportion of women recruited to senior positions.

DIVERSITY
Increase the proportion of people with international backgrounds in senior positions within the Sdiptech Group.

INTERNAL RECRUITMENT
Work even more actively on career and succession planning. And increase the proportion of internal recruitment of Sdiptech's CEOs.

ZERO TOLERANCE
Continuous monitoring of attendance rates and a zero tolerance approach to serious injuries or incidents in the workplace.

Corporate governance

All companies within the Sdiptech Group must have incentives linked to sustainability-related goals.

Sdiptech strives to have a responsible and transparent corporate governance that can ensure that our operations are managed in the most sustainable, responsible and efficient way possible in order to realise strategies and create value for our stakeholders.

Focus areas to achieve the goal:

CODE OF CONDUCT AND COMPLIANCE
Ensure that all new and existing employees receive training on Sdiptech's business culture and sign the Code of Conduct.

TRANSPARENCY
Increase the proportion of metrics and ESG data.

SUPPLIERS
Sdiptech maps the Group's suppliers annually. More thorough mapping of all the company's suppliers will be carried out in 2023.

Governance of sustainability

ACCOUNTING POLICIES

The scope, content and quality of Sdiptech's sustainability reporting has been developed by applying GRI and Nasdaq ESG reporting, including accounting policies such as addressing social and climate-related risks and opportunities under the TCFD framework, but also stakeholder engagement and materiality. The sustainability report has been prepared in accordance with the GRI Standards. The report has also been inspired and prepared in accordance with the UN Guiding Principles on Business and Human Rights. Furthermore, Sdiptech is a signatory of the Global Compact and submits its COP report on outcomes and progress to the UN Global Compact. Further reports on Sdiptech's sustainability work are available to view on the company's website: **www.sdiptech.com.**

GUIDELINES AND METHODOLOGY

At the end of the financial year, all Sdiptech business units report sustainability data as part of their non-financial reporting. The companies that have not been part of Sdiptech for the entire financial year report only the ESG data applicable to the period for which they have been part of Sdiptech.

SUSTAINABLE GOVERNANCE WITH DECENTRALISED RESPONSIBILITY

Sdiptech's sustainability work is primarily governed by the Group's Code of Conduct, which was updated in 2020. Sdiptech also established a Sustainability Council in 2020, made up of employees with different positions and skills and representing all parts of the Group. This allows for well-designed strategies while continuing to make agile decisions. The Group has a sustainability manager who is responsible for developing a strategy, and also for reporting and ongoing communication on sustainability work. Sdiptech's Board of Directors, through the Sustainability Council and Group executive, is ultimately responsible for the sustainability work and, subsequently, the company's sustainability report. The Sustainability Council conducts stakeholder discussions that lay the foundation for decisions on long-term overall goals in key focus areas. This is complemented by targets and action plans being developed by each business area manager for their respective companies.

Sustainability work is presented to the Board once a year, or more frequently if necessary. Senior executives within the Group are responsible for developing and implementing sustainability strategies, policies, guidelines, targets, processes and tools. Sdiptech has Group policies and guidelines related to sustainability. These include the Code of Ethical Business Conduct,the responsible investment guide, Sdiptech's

100 per cent of employees, including customers and suppliers, have access to an anonymous whistleblowing function managed by an external party

Green Office Handbook and the Group-level steering documents relating to issues such as safety, equal opportunities and fair working conditions, company property, confidential information, privacy, business ethics, human rights and environmental issues.
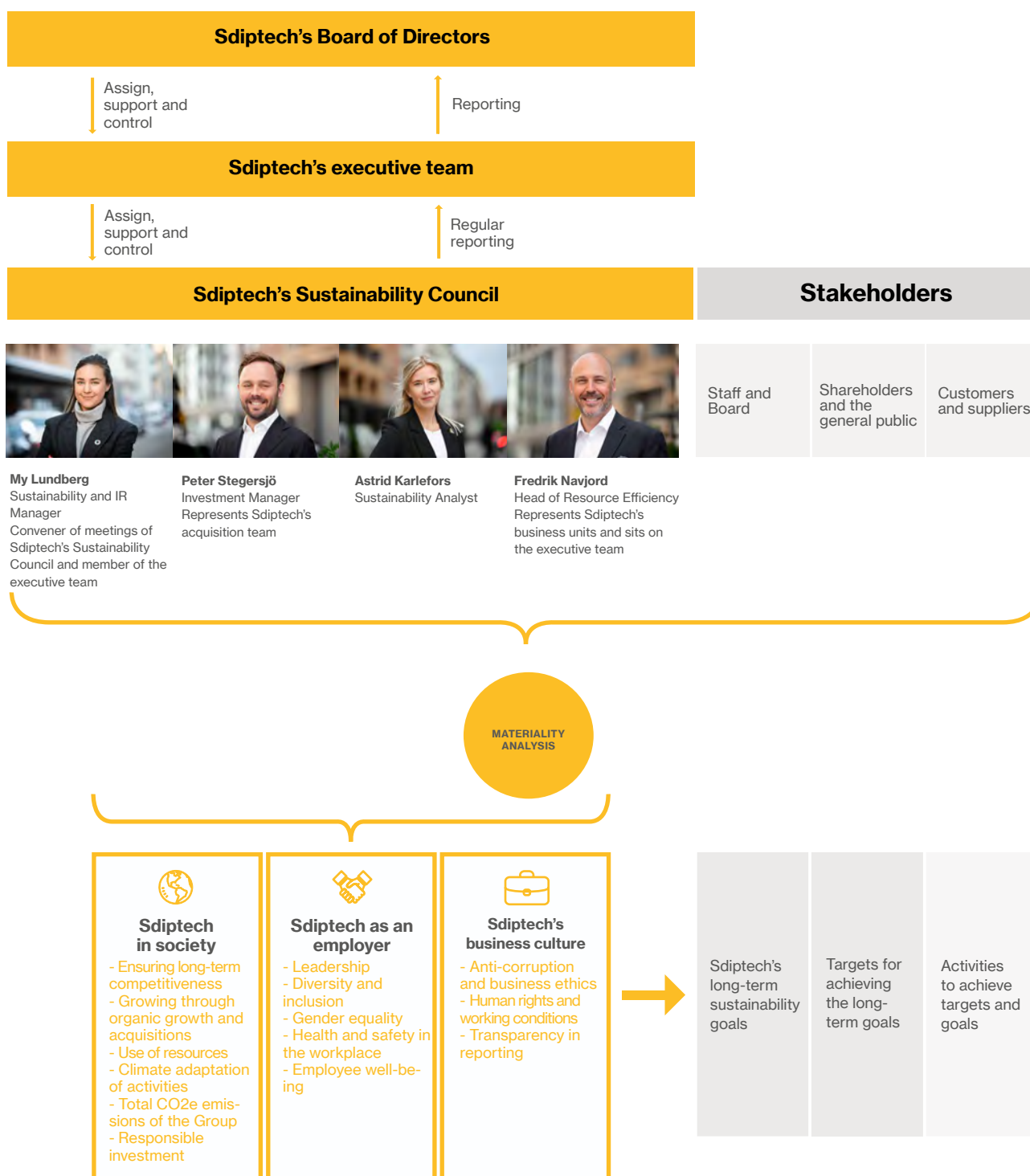
PURPOSE AND GOALS

The purpose of Sdiptech's sustainability report is to describe our goals, strategies and governance in a transparent way, as well as responsibilities, risks and opportunities from a sustainability perspective. Both Sdiptech and others must be able to follow the development of the Group's sustainability initiatives. This report should provide customers, employees and shareholders with an understanding and knowledge of our sustainability work.

BUSINESS ETHICS AND CODE OF CONDUCT

Sdiptech's Code of Conduct sums up basic Group policies and guidelines and includes rules to ensure that business is conducted with a feel for ethics and privacy. The Code applies to all Sdiptech Group employees and reflects the company's commitments to the ten principles of the UN Global Compact and the UN Guiding Principles on Business and Human Rights. The Code is reviewed regularly, and all employees and others working for Sdiptech must commit to reading, following and understanding it. Everyone working for Sdiptech bears personal responsibility for ensuring that work is carried out in accordance with the Code of Conduct. The Code is available in Swedish and English so as to ensure that the entire workforce, as well as other Sdiptech stakeholders, can understand and adopt it. All staff members are asked each year to read it and confirm their consent by providing a digital signature. This is also done on an ongoing basis every time a company is acquired.

100 per cent of employees are informed about the Code of Conduct each year

Sdiptech's Board of Directors

Assign, support and control → ← Reporting

Sdiptech's executive team

Assign, support and control → ← Regular reporting

Sdiptech's Sustainability Council

Stakeholders

My Lundberg
Sustainability and IR Manager
Convener of meetings of Sdiptech's Sustainability Council and member of the executive team

Peter Stegersjö
Investment Manager
Represents Sdiptech's acquisition team

Astrid Karlefors
Sustainability Analyst

Fredrik Navjord
Head of Resource Efficiency
Represents Sdiptech's business units and sits on the executive team

Staff and Board	Shareholders and the general public	Customers and suppliers

MATERIALITY ANALYSIS

Sdiptech in society
- Ensuring long-term competitiveness
- Growing through organic growth and acquisitions
- Use of resources
- Climate adaptation of activities
- Total CO2e emissions of the Group
- Responsible investment

Sdiptech as an employer
- Leadership
- Diversity and inclusion
- Gender equality
- Health and safety in the workplace
- Employee well-being

Sdiptech's business culture
- Anti-corruption and business ethics
- Human rights and working conditions
- Transparency in reporting

→

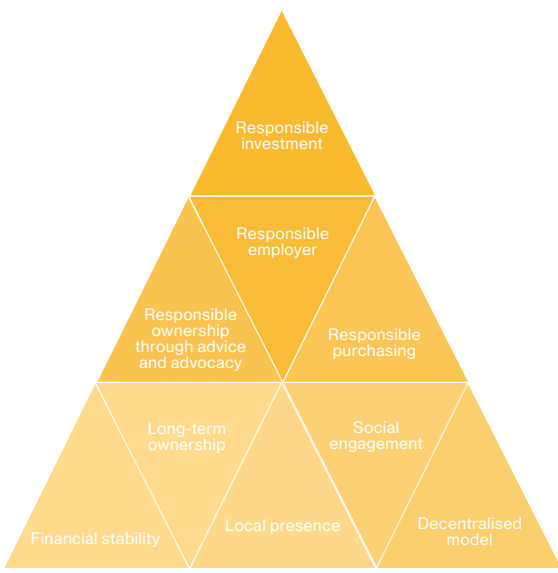| Sdiptech's long-term sustainability goals	Targets for achieving the long-term goals	Activities to achieve targets and goals

Approach to sustainability

We believe in a future based on safer, more sustainable, more efficient societies. To achieve this, it is crucial to expand and improve the infrastructure around us. We intend to play an active part in this development by acquiring and developing leading niche companies that offer solutions to meet the most critical infrastructure needs. Our sustainability focus is integrated throughout the organisation and is becoming an increasingly fundamental part in our efforts to achieve better business performance. Our focus on sustainability and responsible investment helps us create lasting value and has two main purposes: to mitigate risks and capitalise on opportunities, while also allowing us to create a positive impact and build internal pride. According to our investment philosophy, the companies that Sdiptech invests in should have strong offerings that meet critical infrastructure needs, while its products and services help to bring about safer, more sustainable and/or more efficient societies. This combination of drivers in our business units' core activities ensures long-term demand. For Sdiptech, economic sustainability is synonymous with social and ecological sustainability. Conversely, companies whose offerings or activities conflict with these drivers will eventually encounter reluctance from both authorities and the general public, and thus possess more risks. More information about Sdiptech's sustainability risks can be found in the Sdiptech TCFD analysis on pp. 56–59.

SUSTAINABILITY WORK

Sdiptech's sustainability work can be described as a pyramid. This is based on important foundations such as financial stability, long-term ownership, our strong local roots and decentralised working methods. The fact that we constantly work with our climate impact, take responsibility for ensuring

that our working environment is characterised by respect and engage in the local communities that our business units are part of are important building blocks. The biggest impact on sustainability is in our responsible investments and existing business unit offerings, which contribute in various ways to safer, more sustainable, more efficient societies.

As of 2021, we have started working more actively to develop our business units' transactions and strategies from a sustainability perspective. Today, all companies with external CEOs within the Sdiptech Group, which has a Short-Term Incentive-Program, including the Sdiptech executive team, have incentives linked to sustainability-related goals. Furthermore, separate and unique strategies, plans and targets have been defined for each business unit.

Responsible investment

Responsible employer

Responsible ownership through advice and advocacy | Responsible purchasing

Long-term ownership | Social engagement

Financial stability | Local presence | Decentralised model

SUSTAINABILITY GUIDELINES

1. As a serial acquiring company, we must always follow our responsible investment guide

2. Ensure that sustainability is integrated into the business model

3. Analyse sustainability risks and opportunities

4. Regularly assess key sustainability areas and have an active dialogue with stakeholders

5. Comply with the UN Global Compact, the UN Sustainable Development Goals and the OECD Guidelines for Multinational Enterprises

6. Comply with policies and a code of conduct that address relevant sustainability areas

7. Formulate relevant, measurable goals and continuously develop our social, environmental and economic impact on society

8. Manage and monitor sustainability efforts using appropriate processes and resources

9. Have a secure reporting channel for whistleblowing

10. Report on sustainability in a transparent manner

Focus on the essentials

STAKEHOLDER DIALOGUE

Our sustainability efforts are influenced by a number of stakeholders who have expectations of us. We want to be a sustainable actor that is perceived as relevant. To do this, we need to be responsive to our stakeholders' expectations of our sustainability work, so that we can ensure that we define our priorities correctly. This is why we work actively and systematically with stakeholder dialogues.

Sdiptech's main stakeholder groups have been identified on the basis that they are significantly influenced by or influence Sdiptech's operations: employees, shareholders, the Board of Directors, suppliers and customers. Sdiptech also maintains continuous dialogue with other stakeholder groups, such as industry organisations, sustainability analysts and the media. Sdiptech maintains continuous contact with its stakeholders on issues related to sustainability. An updated stakeholder dialogue was conducted in 2020 through targeted surveys and other measures. The analysis has been further updated in both 2021 and 2022 following continued dialogues with some of the company's main stakeholders.

DOUBLE MATERIALITY ANALYSIS

Alongside our continued dialogue with our main stakeholders, we have worked on the basis of our TCFD analysis to create a double materiality analysis in order to identify both the sustainability issues that Sdiptech mainly influences, but also the areas that Sdiptech is most influenced by. In 2023, we will further develop our double materiality analysis to ensure that we continue to focus on our most material areas. Our stakeholder dialogue shows that sustainability issues closely linked to our business, i.e. ensuring Sdiptech's long-term competitiveness, and growing through organic growth and acquisitions are highly

prioritised topics. Other key areas ranked highly are the Group's total CO2e emissions and climate adaptation of operations. At the same time, the TCFD analysis – in which we also mapped social risks – shows that we should focus mainly on occupational health and safety, employee well-being, anti-corruption and business ethics, and responsible investment.

In summary, we have grouped the most material sustainability issues into three categories in line with the outcome of our stakeholder dialogues:

Sdiptech in society

3. Ensuring Sdiptech's long-term competitiveness
4. Growing through organic growth and acquisitions
5. Use of resources (e.g. energy, water and waste)
6. Climate adaptation of activities
11. Management of waste and hazardous waste
12. The Group's total CO2e emissions
24. Responsible investment

Sdiptech as an employer

13. Leadership
14. Diversity and inclusion
15. Gender equality
17. Health and safety in the workplace
19. Employee well-being

Sdiptech's business culture
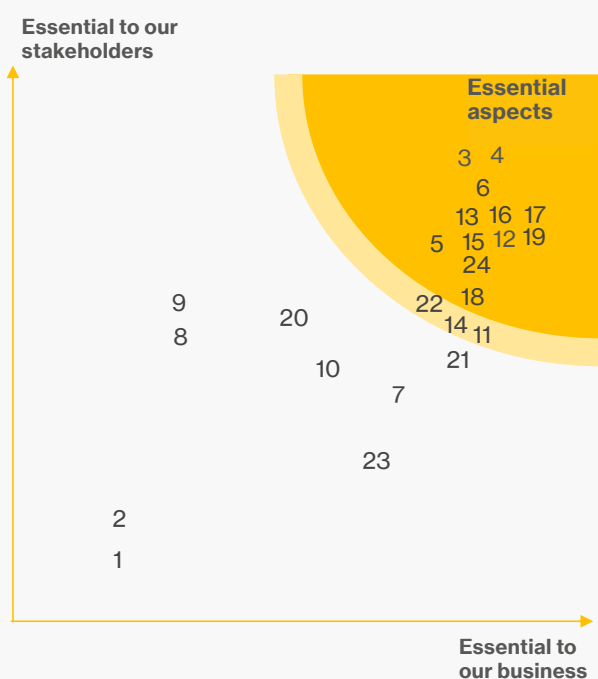
16. Anti-corruption and business ethics
18. Human rights and working conditions
22. Transparency in reporting

* The aspects ranked highest for our stakeholders and our business
* Additional key aspects that we have chosen to work on

Essential to our stakeholders

Essential aspects

3 4
6
13 16 17
5 15 12 19
24
22 18
14 11
21
9
8
20
10
7
23
2
1

Essential to our business

1. Increase the number of jobs
2. Promote local employment and investment
3. Ensuring Sdiptech's long-term competitiveness
4. Growing through organic growth and acquisitions
5. Use of resources (e.g. energy, water and waste)
6. Climate adaptation of activities
7. Circular cycles through e.g. reuse/recycling/sharing
8. Climate impact from employee transport
9. Environmental requirements for products and suppliers
10. Life cycle costs (LCC) of products
11. Management of waste and hazardous waste
12. The Group's total CO2e emissions
13. Leadership
14. Diversity and inclusion
15. Gender equality
16. Anti-corruption and business ethics
17. Health and safety in the workplace
18. Human rights and working conditions
19. Employee well-being
20. Sustainability skills among employees
21. Governance of sustainability issues
22. Transparency in reporting
23. Code of Conduct for Suppliers
24. Responsible investment

Sdiptech in society

Environmental and climate impact

The investments made today affect the volume of greenhouse gases that we will emit in the future. Reducing emissions is essential, both for the environment and to combat global poverty. As an investor, we play an important role in reducing greenhouse gas emissions. Most of Sdiptech's climate contribution and impact comes from our business units. That is why our investments should follow an investment philosophy that aims to be a driving force in the transition to more climate-smart infrastructures and societies. In 2019, we started work on calculating the Group's greenhouse gas emissions. Sdiptech measures direct emissions (scope 1), indirect emissions from purchased electricity, steam, heating and cooling (scope 2) and other indirect emissions (scope 3) which are limited to emissions from business travel, waste, IT equipment, water and office supplies. This is calculated in accordance with the Greenhouse Gas Protocol (GHG). Several of Sdiptech's business units help their customers to reduce their environmental impact through their offerings. A detailed overview of how Sdiptech's companies contribute to the UN's 17 Global Goals is presented on pages 44–52.

Responsibility for improving the environment and contributing to lasting sustainable development is an important starting point for the Group's activities. Sdiptech's impact on the environment is limited and related mainly to the transport of inputs, finished products, business travel and energy consumption. Group companies are working constantly to reduce the environmental impact of their operations. Environmental work is conducted locally on the basis of the specific conditions of each company. Group companies strive for high efficiency in the use of energy and natural resources, favour systems for the reuse and recycling of materials and energy, and prevent and limit environmental pollution. The ambition is to be highly responsive to the wishes of customers and suppliers and thus be able to meet the market's requirements regarding proactive environmental work. All business units in the Group work with quantitative targets in their environmental efforts, such as switching electricity contracts to renewable energy, switching petrol vehicles to electric and hybrid vehicles, and developing recycling systems and processes.

The majority of our business units are ISO certified, of which 22 per cent are certified under the ISO 14001 environmental management system. In four of its units, the Group conducts activities subject to authorisation under the Environmental Code with regard to wastewater management. There are no known threats that would jeopardise operations from an environmental standpoint. Around 30 per cent of our business units carried out climate-related activities and investments in 2022. In addition, around 10 per cent of our companies have offset their carbon emissions during the year. Examples of completed projects include installation of solar cells and wind turbines, shift towards an electrical vehicle fleet, installation of charging stations, advice on achieving net zero emissions, and product development for energy optimisation.

- Sdiptech's total emissions (scope 1, 2, 3) are 5,684 tonnes of CO2e

- Sdiptech's emissions from scope 1 and 2 are 4,940 tonnes of CO2e

- Sdiptech's vehicle fleet accounts for 64 per cent of all emissions, comprising 847 vehicles, of which:
  - *765 petrol and diesel vehicles*
  - *45 hybrid vehicles*
  - *37 electric vehicles*
  - *11 per cent of Sdiptech's fleet is electric (fully or partly hybrid), compared to 9 per cent in 2021*

- Sdiptech's second biggest emissions villain is electricity consumption, about **6,283,043** kWh, of which:
  - *Renewable: 3,003,058   48%*
  - *Non-renewable: 3,279,985   52%*

- *48 per cent of Sdiptech's electricity consumption is powered by renewable energy, compared to 38 per cent in 2021*

- *In 2022, 23 companies had fully or partially renewable energy in their electricity contracts, compared to 15 in 2021*

	2022	2021	2020
Proportion of renewable energy	48%	38%	35%
Proportion of Sdiptech's vehicle fleet running on electricity	11%	9%	8%

Scope 1			Scope 2	Scope 3		
Direct				Indirect		
Company			Upstream (from company to supplier)			Downstream (from company to customer)
Own and leased vehicles	Own central heating boiler	Emissions of refrigerants	Energy purchased for own use	Business travel / Employee commuting / Purchased goods and services / Waste / Water / IT equipment / Fuel and energy / Upstream transport and distribution / Upstream leased assets		Final processing of sold products / Investments / Use of products sold / Downstream leased assets / Downstream transport and distribution / Processing of products sold

Carbon dioxide emissions

Sdiptech's impact on the climate consists mainly of carbon dioxide emissions, which we consider to be the largest negative environmental impact of our operations. Besides emissions related to the internal use of fossil fuels and electricity, carbon dioxide emissions are also generated from different types of transport, such as the transport of materials and products and passenger transport.

During the financial year, our total emissions from scope 1, 2 and 3 amounted to **5,684** tonnes of CO2e. In scope 1 and 2, our emissions amounted to **4,940** tonnes of CO2e, and in comparable units* to 4,512 (4,419).

The emission intensity of greenhouse gases in scope 1 and 2, measured as tonnes of CO2e per million SEK in net sales, amounted to 1.51 in comparable units (1.62, and 1.41 in total, including units* acquired in 2022).

The graph below shows the distribution of emissions within different scopes and categories. In Scope 1, we

have reduced our CO2e/turnover, mainly by replacing fossil-fuelled vehicles with electric and hybrid vehicles. At the same time, we have worked to plan our customer and service visits more efficiently. However, we had more face-to-face meetings with customers during the year, which generated more kilometres driven.

In Scope 2, our indirect emissions have been reduced to 0.24 CO2e/turnover per cent, mainly by switching to renewable energy sources in the operation of our warehouses and offices. We have also worked on energy efficiency at several of our units.

In Scope 3, we have increased our greenhouse gas emissions. This is largely due to an increase in travel after two years of the pandemic. To some extent, there may have been a pent-up need to meet with customers, and we are working hard to find the perfect combination of customer interaction with what is as sustainable as possible.

*Refers to full year 2022 for the companies that were in the group on 31/12/2021

Sdiptech's greenhouse gas emissions (tonnes of CO2e)	2022	2022*	2021	2020
Total tCO2e Scope 1	4,086	3,922	3,598	2,084
Total tCO2e Scope 2	854	590	820	2,224
Total tCO2e Scope 3	744	650	393	93
Total Scope 1-2 tCO2e	4,940	4,512	4,419	4,308
Total Scope 1-3 tCO2e	5,684	5,162	4,807	4,401
Sdiptech's tCO2e/turnover				
Total tCO2e Scope 1	1.17	1.32	1.32	1.00
Total tCO2e Scope 2	0.24	0.20	0.30	1.07
Total tCO2e Scope 3	0.21	0.22	0.14	0.04
Total Scope 1-2 tCO2e	1.41	1.51	1.63	2.06
Total Scope 1-3 tCO2e	1.62	1.74	1.77	2.11

*Avser helår 2022 för de bolag som fanns i koncernen 2021-12-31

Sdiptech's tCO2e	2,022
Total tCO2e Scope 1	**4,086**
Vehicle fleet	**3,617**
Diesel	3,416
Petrol	122
Hybrid	79
Electricity	-
Combustion	**340**
Fossil gas	190
Biogas	n/a
Fuel oil	134
Biomass	16
Refrigerants	**129**
R410A	125
R407C	4
Total tCO2e Scope 2	**854**
Indirect energy	**854**
Non-renewable electricity	828
Renewable electricity	-
District heating and cooling	26
Purchased steam	n/a
Total tCO2e Scope 3	**744**
Business travel	**496**
Taxi	32
Long-distance flights	213
Short-haul flights	179
Rail travel	6
Hotel accommodation	66
Waste	**147**
Recycled materials	16
Combustible waste	10
Landfill	119
Hazardous waste	2
Office supplies	**80**
Computers	38
Mudguards	25
Mobile phones	17
Other	**21**
Water consumption	4
Paper consumption	17
Total Scope 1-2 tCO2e	**4,940**
Total Scope 1-3 tCO2e	**5,684**

TONNES OF CO2E EMISSIONS/TURNOVER
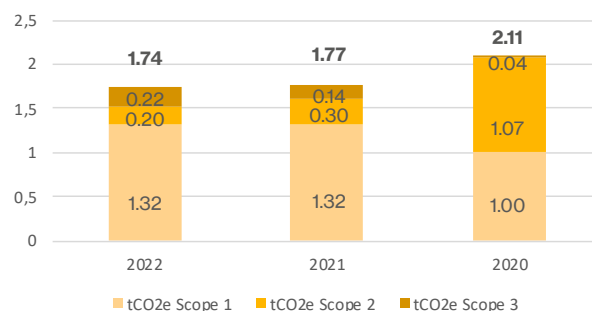
Waste

Consumers, regulators, businesses and financial institutions are increasingly focused on raw materials, carbon emissions, circularity and waste reduction. In addition, governments around the world are increasingly regulating the use of fossil-based materials. More products can be made from less material in a circular economy, while waste is minimised as materials are reused and recycled.

Sdiptech is applying precautionary management measures to reduce potential negative effects on the environment and people. Sdiptech manageschemicals, waste, residues and air emissions. Water and energy management and resource efficiency are supported by the ISO 14001 environmental management system, to which 22 per cent of Sdiptech's business units are certified. This ensures continuous improvement in the most prioritised environmental issues for each unit.

Generating financial value

Financial stability and strength are basic requirements for investing in sustainable business development. The accumulated expertise and experience in acquisitions, international expansion and management of creative teams has laid the foundation for the Group's decentralised management philosophy, which aims to inspire creativity and stimulate growth.

Growth: At Sdiptech, we focus on earnings growth rather than sales growth. Sdiptech's growth target is to achieve an average annual organic EBITA growth of 5–10 per cent.
Such a continuous improvement in performance requires us to work constantly on initiatives, improvements and streamlining. We need to increase sales to existing customers, launch new products, find new customers and segments and enter new markets. Besides organic growth, other ways of generating growth include making acquisitions or establishing partnerships with different actors.

Development: Each business unit is expected to be at the forefront of developing the business in its sub-sector. Development issues may involve new technology, new products, improved work processes, new IT systems and other things that help the company move forward. We know that companies that are able to identify and address such issues before their competitors create long-term competitiveness.

Goals in economic value creation To realise Sdiptech's business concept and vision, most companies translate it into goals and targets. At Sdiptech, we have translated the vision into financial goals for the entire group which are then broken down at subsidiary level. The Group's three main financial goals are as follows, all of which were achieved in 2021:

- Organic earnings growth: An average annual organic EBITA* growth of 5–10 per cent.
- Acquired earnings growth: An annual average acquisition rate of SEK 120–150 million in EBITA*.
- Capital structure: Financial net liabilities in relation to adjusted EBITDA on a rolling twelve-month basis must not exceed 2.5 times.

Responsible investment

Our investment philosophy is that companies with a sustainable business model and few sustainability risks have better conditions for long-term profitability and growth. In 2020, Sdiptech produced a handbook for responsible investments, which by including sustainability criteria in the selection process of gainful employment can continue to ensure that the investments made are responsible. Read our handbook for responsible investments on Sdiptech's website: **www.sdiptech.se.** Sdiptech's responsible investments have generated around thirty companies that in various ways contribute to more sustainable, efficient and safe societies, which is presented below.

The 17 UN Sustainable Development Goals

The UN Sustainable Development Goals are the most ambitious sustainable development agenda ever adopted by the countries of the world and are designed to eradicate extreme poverty, reduce inequalities and injustices, promote peace and combat the climate crisis. Infrastructure has an obvious part to play in several of the UN Sustainable Development Goals and is a unifying issue across political boundaries. In total, Sdiptech contributes to 12 of the 17 goals and 38 of the 169 targets. Six of these targets are linked to Sdiptech's Group activities. But our most important contribution is through the products and services offered by our business units.

GOAL 2 aims to end hunger, achieve food security and improved nutrition and promote sustainable agriculture. Sdiptech contributes to target 2.4.

2.4: Sustainable food production and resilient agricultural practices

By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality. **Agrosistemi** specialises in the treatment and recycling of biological sludge resulting from wastewater treatment. The company's by-product from sewage sludge is a fertiliser that helps restore and preserve healthy soil and strengthens the ability to adapt to climate change.

RDM's control system controls and monitors indoor environments and underground agricultural facilities, providing optimal light, heat and humidity conditions, while keeping energy use as low as possible for the prevailing conditions.

GOAL 3 is about ensuring healthy lives and promoting well-being for all. Sdiptech contributes to targets 3.1, 3.3, 3.6 and 3.9.

3.1: Reduce the global maternal mortality ratio to less than 70 per 100,000 live births:

Every 11 seconds, a pregnant woman or a newborn baby dies somewhere in the world, which is unacceptably high.[1] Despite this, in many cases the solutions are basic: clean water, sanitation, nutrition, immunisation and basic healthcare. Sdiptech's **Pure Water Scandinavia** business unit specialises in producing ultra-pure water and plans, designs, commissions and services the market's most reliable pure water plants. These solutions are delivered to hospitals around the world.

3.3: End the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases.

The following Sdiptech business units are helping in the fight against infectious diseases:

- **Pure Water Scandinavia** installs, designs and services the market's most efficient pure water systems for hospitals and laboratories, as well as for various industries.

3.6: Reduce road traffic deaths and injuries

By 2020, halve the number of global deaths and injuries from road traffic accidents.
The following Sdiptech business units are helping to reduce road deaths and injuries:

- There is a clear link between speed and road accidents. Injuries are less severe and the risk of accidents occurring is reduced when people drive at lower speeds.
Safety cameras are an important and well-documented traffic calming measure. **RedSpeed** manufactures digital cameras for measuring speed and promoting road safety.

- Accidents involving pedestrians increase significantly in November and December.[2] Winter conditions are an important aspect of road safety in northern Europe, mainly due to poor road conditions and darkness. **Hilltip** is one of Europe's leading manufacturers of road maintenance and de-icing equipment for minor roads, cycle paths and pavements.

- **Centralbyggarna** and **Centralmontage** manufacture and install custom switching stations and electrical automation for distribution boxes for controlling traffic lights and street lights, for example. Functioning street and traffic lights are an important preventive measure for reducing road accidents.

- **Patol's** heat detection cable for tunnel fire protection helps to reduce the risk of serious damage to tunnel structures caused by fires, thus contributing to target 3.6.

3.9: Substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

The following Sdiptech business units help to reduce the number of illnesses and deaths caused by harmful chemicals:

- **Polyproject** is one of Scandinavia's leading environmental technology companies specialising in products for the purification of aggressive liquids, water, gases and air. They work with some of the largest flue gas cleaning companies in the industry both in Sweden and internationally.

- **Vera Klippan** manufactures large-scale tanks for major water and wastewater systems. The company's products are used for chemicals, water and sewage, as well as ventilation chimneys and scrubbers.

GOAL 4 aims to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. Sdiptech contributes to targets 4.5 and 4.A.

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[1] Unicef: https://unicef.se/fakta/modravard
[2] Swedish Transport Agency: https://transportstyrelsen.se/sv/Press/Pressmeddelanden/2019/fler-gaende-skadas-nar-vintertiden-borjar/

4.5: Eliminate eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.

and 4.A: Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all.

- Around one in six people in the UK suffer from some form of hearing loss.[3] Our **Alerter Group** business unit helps to achieve equal access to education and improves inclusive learning environments through its radio-based communication and fire alarm systems for people with disabilities, such as the deaf and hard of hearing, their main customers being schools and universities.

GOAL 6 is about ensuring availability and sustainable management of water and sanitation for all. Sdiptech contributes to targets 6.1, 6.4, 6.6 and 6B.

6.1: Achieve universal and equitable access to safe and affordable drinking water for all.

The following Sdiptech business units contribute to target 6.1:

- **Polyproject** and **Vera Klippan** play an important role in several water treatment processes by commissioning and servicing pure water plants.
- **Water Treatment Products** works with the preparation and manufacture of water treatment products that are supplied to water treatment plants and others.
- **RIA**, which supplies control systems for water treatment plants and other applications, helps to promote more efficient water consumption by monitoring conditions and determining when pumps should be switched on or off to minimise waste.

6.4: Substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.

The following Sdiptech business units contribute to target 6.4:

- Large parts of Europe's water infrastructure are outdated, and huge amounts of fresh water are escaping due to leaks in pipes and conduits.[4] Sdiptech's **Auger** business unit ensures a sustainable supply of drinking water through efficient case management of insurance claims relating to underground infrastructure such as pipes and conduits.

- **Polyproject** has unique expertise in treating wastewater, such as when there are by-products such as gypsum and highly contaminated aggressive wastewater that need to be dealt with.
- **Vera Klippan**, which commissions and services pure water plants, manufactures large-scale tanks for major water and sewage systems. The company's products are used for chemicals, water and sewage, as well as ventilation chimneys and scrubbers.
- **Hydrostandard** ensures that water use is metered accurately, thereby increasing the efficiency of water consumption and identifying potential water leaks.

6.6: Protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes. And 6.B: Support and strengthen the participation of local communities in improving water and sanitation management.

Sdiptech's **Topas** business unit contributes to these two targets through its unique water and sewerage system, where purified wastewater is put to good use and can be used to irrigate crops in places with water shortages, for example. The company has participated in a plant that reverses the cycle, from pumping up groundwater, irrigation and ditching, which causes much of the water to flow into the sea, to taking Baltic Sea water, purifying it, using it in households, treating wastewater and using it for irrigation. Wastewater treatment plants are also dimensioned and designed to take wastewater from industries.

GOAL 7 aims to ensure access to affordable, reliable, sustainable and modern energy for all. Sdiptech contributes to targets 7.1, 7.2, 7.3, 7.A and 7.B.

7.1: Ensure universal access to affordable, reliable and modern energy services. And 7.2: Increase substantially the share of renewable energy in the global energy mix.

Sdiptech's Unipower and Eurotech business units contribute to the two targets:

- High-quality electricity supply is critical to the functioning of societies, and is becoming more and more important as industries and communities become electrified. 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. **Unipower** provides automated systems for the continuous control and metering of electricity supply – a key element in the safe and sustainable use and development of renewable energy without interruption.

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[3] Hearinglink: https://www.hearinglink.org/your-hearing/about-hearing/facts-about-deafness-hearing-loss/
[4] Report from EurEau: https://www.eureau.org/resources/publications/1460-eureau-data-report-2017-1/file

- **Eurotech** offers custom solutions for an effective uninterruptible power supply. Their products in the Solar Power Solutions segment enable businesses to run entirely on solar energy, including storing the energy over time so that it can be utilised during power outages or when the solar panels are unable to deliver full power.

7.3: Double the increase in energy efficiency
By 2030, double the global rate of improvement in energy efficiency.

The following Sdiptech business units contribute to energy efficiency:

- The total energy use for all Swedish buildings accounts for just over a third of total Swedish energy use. At the same time, between 30-40 per cent of the energy needed to heat our buildings escapes. **KSS** helps property owners to optimise energy and power use based on a building's systems and operations. This can reduce both energy consumption and environmental impact.

- **Frigotech** provides refrigeration technology to food stores and data centres for the most part, but also to industry. Frigotech's solutions can help reduce energyuse with heat recovered from supermarket refrigeration systems.

- **IDE Systems** specialises in temporary electricity and electricity usage monitoring systems. IDE offers its own range of energy monitoring and management tools that enable energy usage to be reduced.

- **Hydrostandard** is a vital part of the chain for the roll-out of new modern, intelligent electricity meters, thereby helping to increase energy efficiency.

- **RDMs** offer a range of energy management control solutions to help organisations reduce their energy consumption: such as ActiveFM, which offers intelligent remote monitoring, incident management and energy management; or Kwheb, which is a cloud-based dashboard that presents energy data in an easy-to-use way.

TEL UK designs and manufactures electronic control and monitoring of air flows. The company's products help its customers reduce the energy use by up to 85 per cent.

7.A: Enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology.

And 7.B: By 2030, expand infrastructure and upgrade technology for supplying modern and sustainable energy services for all in developing countries, in particular least developed countries, small island developing States and landlocked developing countries.

Sdiptech's **Unipower** business unit helps with attainment of these two targets by organising and participating in various projects and training courses on green cities and sustainable energy solutions in Africa and the Middle East. For instance, the company has been involved in public transport and energy development projects in Uganda. They were also part of a business delegation trip organised by the Sweden Sub-Saharan Africa Chamber of Commerce (SSACC). The theme was Green Cities and Sustainable Solutions, and the

programme included business seminars as well as individual meetings and company visits in Rwanda, Botswana and Namibia. On a national level, a collaboration with Chalmers start-up Eneryield, which develops machine learning-based methods for intelligent power quality analysis, is allowing Unipower to identify the root cause and direction of disruptions more efficiently and accurately. This is an important step towards a smarter electricity network and paves the way for better stability and quality of supply. Another example is the collaboration between our **Polyproject** business and KTH Royal Institute of Technology and IVL Swedish Environmental Research Institute in an extensive development project to produce a new type of carbon fibre-based electrode that enables the efficient extraction of hydrogen from various types of wastewater with high ammonium levels. At the same time, the wastewater is purified to remove ammonium nitrogen, which is another environmental benefit.

GOAL 8 is about promoting inclusive and sustainable economic growth, employment and decent work for all. Sdiptech contributes to five of the targets: 8.1, 8.2, 8.5, 8.6 and 8.8.

8.1: Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries.

And 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.

As a technology group with the overall goal of creating sustainable, long-term value growth by acquisition, development and long-term ownership of companies as they are with a decentralised strategy without mergers, Sdiptech contributes to these two targets.

8.5: Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

Alerter Group helps to bring about to decent working conditions for all, including people with various disabilities, through their service that provides radio-based communication and fire alarm systems in workplaces for people who are deaf and hard of hearing, among others.

8.6: Substantially reduce the proportion of youth not in employment, education or training. Several of Sdiptech's business units, such as **KSS** and **Multitech**, bring in technicians from school through various apprenticeship programmes, which is an excellent way to bring more young people into the labour market.

8.8: Protect workers' rights and promoting a safe and secure working environment for all Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment. The following Sdiptech business units have security solutions that contribute to target 8.8:

- **Optyma** designs, implements and manages security systems for both private companies and the public sector, such as hospitals and railway stations.
- **Multitech** works on temporary infrastructure and sets up safety stations, such as fire safety, at construction sites.
- **Cryptify** offers encrypted communication solutions for increased security. By protecting information using certified cryptographic technology, unauthorised persons are kept out and users can communicate securely, which is an important feature for personal security in sensitive communications.
- **Medicvent's** technology enhances the working environment in hospitals by maximising the uptake of unhealthy escaping gases.
- **Storadio** and **Stockholmradio** offer critical radio communications for air and sea travel.
- **Alerter Group** helps create safe working environments and secure employment for all through its communication systems and smoke alarms for the disabled.
- **Certus** works with automation solutions for operational flows in port and terminal logistics. These products automate identification, registration and positioning for enhanced efficiency and safety by limiting the need for high-risk situations.
- The integrated attachment solutions from **e-l-m Kragelund** generate good visibility and manoeuvrability for truck drivers, improving the overall level of safety and thereby reducing work site accidents.
- **Patol** designs, manufactures and supplies niche fire safety products and systems with applications in a variety of infrastructure sectors, including power generation, waste recycling, road infrastructure, food production and data centres. Patol products help to achieve a safer environment where early detection of potential fire incidents significantly reduces the risk of property damage and personal injury.

GOAL 9 is about building resilient infrastructure, promoting inclusive and sustainable industrialisation and fostering innovation. Sdiptech as a group contributes to the three targets 9.1 and 9.5. Sdiptech's business unit Unipower contributes to 9.A.

9.1: Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.

And 9.5: Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including encouraging innovation and substantially increasing the number of research and development workers. Much of the infrastructure in society is outdated. Population growth, urbanisation and climate change are placing further pressure on the systems. Sdiptech believes in a future based on safer, more sustainable, more efficient societies. To achieve this, it is crucial to expand and improve the infrastructure around us. We intend to play an active part in this development by acquiring and developing leading niche companies that offer solutions to meet the most critical infrastructure needs. Over the past five years, Sdiptech has invested more than SEK 3 billion in companies that contribute in various ways to safer, more sustainable, more efficient solutions to the most critical needs of infrastructure.

9.A: Facilitate sustainable and resilient infrastructure development in developing countries. Facilitate sustainable and resilient infrastructure development in developing countries through enhanced financial, technological and technical support to African countries, least developed countries, landlocked developing countries and small island developing States. Several African countries have major problems with grid reliability. The uncertainty of the electricity system has hindered the development of industry in countries such as Tanzania. **Unipower** is helping to improve the situation with products, systems and training in power quality measurement.

GOAL 11 is about making cities and human settlements inclusive, safe, resilient and sustainable. Sdiptech's business units contribute to targets 11.2 and 11.6.

11.2: Make sustainable transport systems accessible to all. By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons. The following Sdiptech business units contribute to safer, more sustainable transport systems:

- **RedSpeed** specialises in digital cameras for monitoring speeds and traffic. Injuries are less severe and the risk of accidents occurring is reduced when people drive at lower speeds. Safety cameras are an important and well-documented traffic calming measure, creating smoother, more efficient traffic flow, which in turn results in less environmental impact and increases ecological sustainability. Reducing noise and improving mobility for cyclists and pedestrians can also increase social sustainability.
- Signal safety systems are used to ensure safe, efficient rail traffic. Sdiptech's **Centralbyggarna** business unit, which works with the design and manufacture of electrical automation equipment, ensures that signal safety systems can cope with the challenging environments in the form of vibration, interference, mixed power system types and integration with signalling systems.
- According to a report by Trafikanalys, women are more likely than men to refrain from travelling if they feel unsafe.[6] This means that road safety is also a question of gender equality. **Optyma** specialises in security systems for trains and railway stations to ensure safer public transport.
- **Mecno Service** designs, manufactures and sells grinding machines which are specialized for trams and subways. The company provides services for grinding rails with a proprietary, unique and patented technology that improves efficiency and improves the grinding process and results, especially on otherwise complex areas and tracks. In addition, it is reduced the proportion of grinding dust, which enables a lower environmental impact.

11.6: Reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and the management of municipal and other waste.

The following Sdiptech business units help to reduce the adverse environmental impact of cities:

- **KSS** helps property owners to optimise energy and power use based on building's systems and operations.
- Refrigerants are substances used in refrigerators, freezers, air conditioning systems and heat pumps. Cooling systems emit large volumes of carbon dioxide equivalents. **Frigotech** helps to reduce leakage in refrigeration systems by means of pump circulation, subcritical and transcritical systems.
- Healthcare workers who come into daily contact with medical gases and flue gases in their workplace are exposed to unnecessary risks. **Medicvent** specialises in the evacuation of gases, local extraction. The aim of this is to minimise the risk of the gas spreading into the room and exposing healthcare workers to unnecessary risks.
- **Agrosistemi** utilises the sludge resulting from the municipal water treatment process. This allows important organic minerals to be returned to the soil, increasing the soil content and thus acting as a carbon sink.

GOAL 12 is about ensuring sustainable consumption and production patterns. Sdiptech contributes to targets 12.1, 12.2, and 12.5

12.1: Implement the 10-year framework of Programmes on Sustainable Consumption and Production Patterns, all countries taking action, with developed countries taking the lead, taking into account the development and capabilities of developing countries. The following Sdiptech business units contribute to target 12.1.

Rolec has over 30 years of experience in the development and manufacture of a wide range of charging equipment and systems for electric vehicles. More vehicles have to be powered by electricity for the transport industry to meet its transition goals. An attractive and functioning electric vehicle infrastructure, such as the availability of charging equipment, is an important building block in accelerating the transition. Sdiptech's **IDE Systems** business unit also supplies charging stations with temporary power for electric vehicles.

12.2: Achieve the sustainable management and efficient use of natural resources.
The following Sdiptech business units contribute to the target:

- **Polyproject** specialises in the purification of aggressive liquids, water, gases and air.
- **Water Treatment Products** works with the preparation and manufacture of water treatment products that are supplied to water treatment plants and others.

The following Sdiptech business units are helping to reduce food waste:
Around 100 million tonnes of food waste is discarded in the EU every year, which has a huge economic and environmental cost.[7] Refrigeration solutions are a critical part of the chain to reduce of fresh food and pharmaceuticals that need to be kept at a certain temperature.

- **GAH** is a leading UK company in the design, manufacture and service of last-mile transport refrigeration solutions.
- **Frigotech** offers efficient refrigeration systems for supermarkets and others, with continuous service and monitoring that helps prevent disruptions in supermarkets. This in turn reduces the risk of food spoilage and wastage in the shop in the event of prolonged power cuts affecting fridges and freezers.

- **RDM's** cold storage room controls and monitoring systems are designed to control food in shops and elsewhere, which is an important aspect of preventing food waste. HACCP is a standardised work method that describes how to systematically identify, assess and control food production risks with the aim of keeping food safe for consumers. These include microbiological, chemical, allergenic and physical hazards. That is why control and monitoring of temperature and humidity are very important in food production. RDM's solutions can be used at all stages of the cold chain, from processing, packing and storage, to ensure temperature-controlled environments.

12.4: Achieve achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their emissions to air, water and soil in order to minimise their adverse impacts on human health and the environment. The following Sdiptech business units contribute to target 12.4:

- **Medicvent**, which specialises in the evacuation of gases, local extraction to minimise the risk of gas escaping.

- **Polyproject** specialises in products for the purification of aggressive liquids, water, gases and air. Their product Polypump, for example, is an air-driven diaphragm pump that is ideal for flammable and explosive environments.

- **Vera Klippan** manufactures large-scale tanks for major water and wastewater systems. The company's products are used for chemicals, water and sewage, as well as ventilation chimneys and scrubbers.

12.5: Substantially reduce waste generation through prevention, reduction, recycling, and reuse.
Agrosistemi utilises the sludge produced by the municipal water treatment process. This allows important organic minerals to be returned to the soil, increasing the soil content and helping to recycle the sludge waste. The company thus contributes to target 12.5.

GOAL 14 aims to conserve and sustainably use the oceans, seas and marine resources for sustainable development. Sdiptech's business units contribute to targets 14.1 and 11.6.

14.1: Prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.
The following Sdiptech business units are helping to reduce pollution in the oceans:

- The law requires wastewater to be collected and treated before it can be discharged. Otherwise, the pollutants and contaminants present in the wastewater may adversely affect the environment or human health. This

- **The Topas** system works the other way round, utilising every drop of water. Instead of being discharged into the Baltic Sea after use, the water from the Baltic Sea is piped to a plant where it is desalinated and achieves drinking water quality. Drinking water is pumped out in pipes to households. Once households have used the water for drinking, showering and flushing toilets, the wastewater is pumped away to a treatment plant where it is treated to "at least bathing water quality" and can be used to irrigate crops, for example.

- **Polyproject** supplies tanks and process equipment for scrubbing exhaust gas cleaning for ships.

- **Vera Klippan** manufactures large-scale tanks for major water and sewage systems which are used for chemicals, water and sewage, ventilation chimneys and scrubbers.

GOAL 15 is about protecting, restoring and promoting sustainable use of terrestrial ecosystems, sustainably managing forests, combating desertification, and halting and reversing land degradation and halting biodiversity loss. Sdiptech's Topas business unit contributes to targets 15.1, 15.3 and 15.5.

15.1: Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.

And 15.5: Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and protect and prevent the extinction of threatened species.
Topas helps to achieve the targets by means of its water treatment plant on Gotland, which purifies freshwater and treats wastewater previously discharged into the Baltic Sea for local use. Besides helping to reduce pollution in the Baltic Sea, water resources are also utilised through the local wastewater treatment plant.

15.3: Combat desertification, restore degraded land and soil, including land affected by desertification, drought and floods, and strive to achieve a land degradation-neutral world.
Agrosistemi's by-product from sewage sludge is a fertiliser that helps to combat desertification and restore degraded land and soil.

[7.] Food and Agriculture Organization of the United Nations http://www.fao.org/3/CA1431EN/ca1431en.pdf

GOAL 16 is about promoting peaceful and inclusive societies for sustainable development, providing access to justice for all, and building effective, accountable and inclusive institutions at all levels. Sdiptech's business unit Cryptify contributes to target 16.4.

16.4: Significantly reduce illicit financial and arms flows, strengthen the recovery and return of stolen assets and combat all forms of organised crime. Complex cybercrime is becoming increasingly common in organised crime. According to the National Defence Radio Establishment (FRA), cyberattacks occur every day that risk harming people and societies in various ways. These range from well-planned attacks against public authorities, to threats against private companies and blackmail of individual citizens. FRA states that there has been a significant increase in aggressive network attacks against Swedish infrastructure, not least against authorities and state-owned companies.[8] Sdiptech's **Cryptify** business unit is a leading Swedish supplier of solutions for encrypted communication. Cryptify Call has been reviewed and approved for government use by both the UK Security Service and NATO. Most customers are in public authorities and defence, such as the Government Offices of Sweden and NATO HQ, which in many cases work to prevent organised crime and have a great need to protect their communications.

[8.] Security User: https://www.securityuser.com/se/Nyheter/Samhalle/fra-dagliga-cyberattacker-mot-sverige

Sdiptech as an employer

Sdiptech wants to be an employer where employees thrive and develop. To achieve this, we endeavour to:

- Ensure our staff are happy.
- Be a workplace that promotes diversity, equality and inclusion.
- No employee should suffer physical or mental ill health as a result of their work.
- All employees must comply with our Code of Conduct.

Employee well-being, health and safety at work

Our most important asset is our staff, who all contribute to our collective success. Sdiptech must offer its employees a safe and healthy working environment that, together with good working conditions, creates a sustainable work climate with good health and low absence due to illness. Sdiptech's business is based on long-term relationships with customers and suppliers, as well as good ethics and great respect for all individuals both within the company and in external contacts. Like other parts of the Group's operations, specific social responsibility efforts are highly decentralised within the framework of the guidelines adopted by Sdiptech.

Safety is deeply integrated into our core business, with several of our companies helping to protect workers and promote safe and secure working environments. We want to practise what we preach, with the safety of Sdiptech's employees coming first. All of Sdiptech's business units have their own safety policies. In addition, a couple of Sdiptech's operations involve working in vulnerable environments, and these business units have clear safety procedures on how employees should protect themselves. The development of individual incidents, injuries, staff turnover and attendance rates is closely monitored, providing us with a way to evaluate our employee health and working environment aspects. In total, 85 occupational accidents were reported in 2022, compared to 73 in 2021. We have a zero vision regarding occupational accidents, illnesses and incidents and an ambition to continuously work to improve the health and well-being of our employees. The aim is that no one should suffer physical or mental ill health because of their work situation.

Absence due to illness as a percentage of days worked was 4.1 per cent for the full year 2022, up from 2.4 per cent last year.

Type of employment

The majority of our workforce is permanent. Temporary staff are used primarily to replace regular employees in case of illness or other absences. Job security for our employees is not only a health and safety issue, but also an important factor in ensuring continuity in the organisation and building long-term relationships.

Staff turnover

Staff turnover and attendance rates are continuously monitored internally and communicated externally on an annual basis. Major discrepancies in staff turnover from previous periods can be an indication of shortcomings or dissatisfaction; and the earlier a discrepancy can be found, the more opportunity there is to investigate and remedy any problems. Total staff turnover was 12.4 per cent in 2022, excluding employees added through acquisitions.

Leadership

We strive to be a respected employer, and our business units must strive to be attractive employers with emphasis on the personal development of their employees. Relationships with and among employees must be based on mutual respect. To provide support in the development work, business area managers and other centrally placed employees are involved in various issues at the business units, such as leadership, sustainability, marketing and sales, financial follow-up and reporting, and project follow-up.

Gender equality, diversity and inclusion

We are convinced that we benefit from capitalising on one another's differences, and work towards gender balance and broad international representation among employees and managers. The different knowledge, skills, backgrounds and perspectives of employees create new opportunities and result in better decisions. That is why we appreciate an open and inclusive corporate culture that advocates diversity as a strength and strives for more of our leaders to have an international background, which we have defined as being born or having lived for at least five years in a country other than the one in which the employee works. The Group has a number of guidelines and policy documents that emphasise the importance of recognising the knowledge, skills, background and perspectives of different employees. This work is driven by transparency and continuous monitoring.

	2022	2021	2020
% with international background on the Sdiptech Board of Directors	20%	17%	33%
% with international background in the Group executive	17%	20%	17%
% with international background in senior positions at business units	8%	8%	4%

Gender equality is measured as the proportion of women in senior positions and is followed up internally for each company on an annual basis and communicated externally in the annual and sustainability report. Sdiptech does not permit discrimination or harassment in any form. We endeavour to ensure that Group employees have equal opportunities for career development, training, remuneration, job content and employment conditions, regardless of gender. Where pay gaps exist between men and women, we work actively to close them. We also work towards a more equal gender balance in recruitment. We offer equal opportunities for employment regardless of origin, religion, gender, age, disability, family circumstances or sexual orientation. We work to prevent any form of discrimination in the workplace, or in the treatment of employees in terms of pay and career development. No cases of discrimination have been reported in 2022.

While working to achieve a more even gender balance in a generally male-dominated industry, the percentage of women in the Group has continued to increase. Our goal is to have a gender balance of 40–60 per cent in senior positions by 2030. The proportion of business units with an equal distribution of men and women in senior positions has increased from 32 to 38 per cent in 2022. Succession planning is a way for us to address gender equality through internal recruitment, while retaining skills in the organisation. In addition, we work continuously on training. We want everyone to feel welcome, and we want to encourage more women to take an interest in technology and civil engineering at an early age. One way we do this is by supporting the Global Challenge. Their work includes the #Urbangirlsmovement initiative, which aims to prioritise young women's views on urban development to make cities inclusive and sustainable.

It is gratifying to see that both the proportion of women in the workforce as a whole and women in senior positions has continued to increase during the year. In addition, in order to find new target groups and diversify our final candidates, we work towards greater diversity and gender balance by:

- Mapping the current situation and setting ambitious diversity and gender equality targets.
- Performing quality reviews of our communications, including our recruitment materials, in order to create a more inclusive visual and written tone.
- Broadening our networks and opening up recruitment processes through new channels and ways of screening candidates.
- Continuously reviewing our forms of employment from a perspective that can attract more women, such as parental leave, flexible working hours, working from home and no qualifying period.
- Including both women and men in the recruitment team.

Total staff	2022	2021	2020
Total staff	2,127	1,673	1,499
Of whom women	369	282	200
% women	17%	17%	13%
% women on Sdiptech Board of Directors	40%	40%	33%
% women in Group executive	17%	17%	0%
% business units with 40–60 women/men in senior positions.	38%	32%	30%
% women in senior positions	30%	24%	31%

Sdiptech's business culture

Anti-corruption and business ethics

Business ethics is high on our agenda, and is an issue that is continuously addressed. We maintain a stated zero tolerance approach to corruption and do not accept bribes or unfair anti-competitive behaviour. No cases of corruption were identified during the year. We comply with all labour laws and regulations as a minimum, and we expect customers and suppliers to comply with current legislation as a minimum requirement. Moreover, we work actively to ensure that there are no regulatory breaches within our operations or our value chain.

Sdiptech follows the Swedish Business Code issued by the Swedish Institute Against Bribes (IMM), which aims to guide companies on how gifts, remuneration and other benefits can be used in business to promote the company's activities. All sales and marketing of our products and services must also comply with the applicable laws and regulations in each country. Sdiptech does not invest in companies that do not comply with transparency and accountability, or where there is the slightest sign of corruption.

Sdiptech must support and respect freedom of assembly and association, also known as freedom of organisation, which means the right of people to belong to and form organisations. Freedom of association is a fundamental right enshrined in our own constitution and the UN Convention on Civil and Political Rights. Freedom of assembly is also constitutionally protected. Freedom of assembly gives people the right to organise and attend meetings for the purpose of education and information, express their opinions, present artistic works and the like. We must apply fair labour practices and comply with applicable national and international labour standards. We must also provide fair wages and benefits in accordance with national legislation and applicable collective agreements.

It is important to safeguard and strive for transparency and good business ethics in order to maintain a high level of trust among customers, suppliers and other stakeholders. Everyone who performs work for Sdiptech or otherwise represents the Group is obliged to comply with the Group's code of ethics, as well as acting in accordance with applicable rules and laws. Sdiptech has an external whistleblowing service that helps monitor compliance with the Code of Conduct and enables anonymous reporting. The whistleblowing function is an important tool for maintaining good corporate governance and contributing to an effective process whereby the Group executive can quickly be made aware of risks and shortcomings in the organisation in order to investigate and address them. The whistleblowing service is managed by an external actor who takes the matter further.

Human rights

We must support and respect internationally recognised human rights wherever we work. We do not accept any form of forced, involuntary or unpaid labour. The UN Convention on the Rights of the Child, the ILO Convention on Minimum Age for Employment and the Convention on the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour are guidelines for all business activities conducted in our name.

Moreover, we do not invest in companies that contribute in any way to human rights violations. Even if the companies we look at are not directly involved in human rights abuses, we look at whether they have customers – through companies or states – that could. It is particularly important to check whether a prospective acquisition operates or has significant customers operating in regions where human rights violations are frequent.

Requirements for our suppliers

We work with a large number of suppliers. Most are domestic and based in the same country in which their business is conducted. In addition, our supplier relationships are often long-term and characterised by close cooperation, which gives us good conditions for dialogue and risk prevention. Under our decentralised model, it is up to each business unit to check that their suppliers comply with our Code of Conduct. In addition, Sdiptech conducts annual supplier mapping in order to review potential sustainability risks in the customer and supply chains. This is particularly important in contracts with non-Nordic customers and suppliers, specifically in what are known as high-risk countries, with poor visibility and compliance with human rights, working conditions, climate change, biodiversity, gender equality, animal welfare and corruption.

Transparency in reporting

Sdiptech has conducted Nasdaq ESG reporting since 2018 and is certified as a "Nasdaq ESG Transparency Partner". Sdiptech has increased reporting as below for improved sustainability work and increased transparency:

Nasdaq ESG reporting	2022	2021	2020
General info	100%	100%	100%
Environmental Metrics	100%	100%	86%
Social Metrics	100%	100%	100%
Corp Goverment Metrics	95%	95%	95%
Future Sustainable Goals	100%	100%	88%

Sdiptech also reports its sustainability work in accordance with the GRI Standard. See the full GRI index on pages 136–137. By applying the international GRI guidelines, Sdiptech aims to report on sustainability-related content that is relevant to its stakeholders in a transparent and balanced way.

TCFD analysis 2022

SDIPTECH'S SOCIAL AND CLIMATE-RELATED RISKS AND OPPORTUNITIES

Social and climate-related sustainability risks span many areas, such as human rights, working conditions, environment and climate, corruption, and information and IT security. Our diversified structure, with almost 40 companies in different industries and geographical markets, gives us a good spread of risk, which creates conditions for stability. This breadth reduces dependence on individual business units, markets and risks. Many sustainability risks are eliminated because we have clear acquisition criteria and do not invest in companies or sectors that are contrary to our philosophy, i.e. companies whose activities are harmful to society. More information about this can be found in our responsible investment guide on the Sdiptech website. A separate sustainability survey, including a TCFD analysis, is also carried out for the company in question before each acquisition. We also perceive opportunities in the transition as sustainability is integrated into the business models of the companies we already own.

Nevertheless, it is of great importance for us – from both a financial and a legal perspective – to identify, manage and prevent sustainability risks. This is also crucial for public trust and our relationship with customers, employees, owners and investors. Responsible behaviour is thus a prerequisite for long-term value creation in Sdiptech. Our work to identify sustainability risks is conducted with Sdiptech's Sustainability Council together with the Group executive, where representatives from each business unit participate. Management, control and follow-up follow our decentralised model through Sdiptech's business area managers at Board meetings and other reconciliations with the business units, and within the framework of established risk management processes.

Sdiptech's analysis of sustainability risks and opportunities has been developed according to the Taskforce on Climate-related

Financial Disclosure (TCFD) methodology, a framework that aims to guide organisations in identifying climate-related financial risks and opportunities. The application of the TCFD has allowed us to gain a better understanding of the financial implications that social and climate-related impacts can have on our business, in both the short and the long term. At the same time, the framework facilitates efforts to build robust strategies to manage these risks. As recommended by the TCFD, we have worked on the basis of governance, strategy, risk management, goals and metrics. Within these areas, we highlight how Sdiptech manages and assesses physical and transition-related climate risks. Moreover, we have chosen to follow the same methodology for social sustainability risks.

Sdiptech follows the precautionary principle and must implement measures or restrictions in its activities or take other precautionarymeasures to prevent, hinder or counteract damage or other adverse effects on the environment or health.

Sdiptech's resilience

We are already seeing an increase in extreme weather events that can be linked to climate change, and although global carbon emissions are being reduced in line with the Paris Agreement, carbon dioxide levels in the atmosphere remain high. We should therefore anticipate that damage from storms and extreme weather events will continue to increase, and continuously work on monitoring and improving preparedness against business continuity disruptions caused by physical climate risks such as storms and floods. Given the EU's ambitious climate policy, we must also work to prepare to manage transition risks. We need to increase our readiness to deal with regulatory changes in the coming decade, given the direct impact such changes may have on Sdiptech's operations, as well as the indirect impact they may have on supply chain lead times and prices. Sdiptech has been reporting under the TCFD framework for three years. In 2021, an analysis

was conducted to assess climate risks and opportunities based on two different climate scenarios developed by the Intergovernmental Panel on Climate Change (IPCC) – RCP 8.5 and RCP 2.6.

RCP 8.5 is a business-as-usual scenario, where the world has failed to adapt and greenhouse gas emissions continue to increase at the current rate.

RCP 2.6 is a scenario where we manage to limit the temperature increase to 1.5–2 °C. Both scenarios present risks for Sdiptech, but also opportunities, and we need to prepare and adapt our operations to changing climate conditions.

Sdiptech conducts annual mapping of all its risks and their probability, impact, priority and evolution. A TCFD analysis of the company in question is also carried out before each acquisition.

Climate scenario "We reach the Paris Agreement" (RCP 2.6)

- Greenhouse gas emissions are halved by 2050.
- +1.5–3 °C national temperature increase in Sweden.
- New renewable energy technologies are introduced on a large scale.
- Low energy intensity.
- Significant transformations of society, infrastructure and buildings have taken place. The world's countries manage to work together on joint initiatives.
- Political decisions, taxes and regulations are imposed on greenhouse gases.
- Increased regulation with sustainability requirements for land use and building standards.
- Changing requirements from customers and investors.

Business-as-usual climate scenario (RCP 8.5)

- Emissions of greenhouse gases continue to increase at the current rate.
- +2–4 °C national temperature increase.
- Rising sea levels.
- More days of extreme weather and flooding.
- Increased number of forest fires.
- Unchanged behaviour and demands from customers and investors.
- High energy intensity and high dependence on fossil fuels.
- Political climate initiatives and partnerships are failing.
- Poorer indoor climate affects human health.
- Increased population and immigration to Sweden.
- Operations become more event-driven due to extreme weather.

CLIMATE RISKS

Type	Risks	Potential financial impact	Actions (Planned = Pl, Ongoing = On)	Opportunity
Physical risks	**Climate change**			
	Rising average temperatures	Reduced need for winter-related products for e.g. slippery road conditions, such as studs and snow ploughs	Risk diversification through greater supply that is less dependent on weather and season (On)	Increased need for water treatment to eliminate e.g. algal blooms
	Higher water levels and flooding	n/a	n/a	Changes in ground composition that may increase loads and thus demand for servicing of pipes and water mains and facilities
	Storms	More damage from storms that may indirectly affect Sdiptech if electricity and other service providers suffer damage and disruption, which in turn may lead to delays	Close dialogue and relationship with existing suppliers, and increase the percentage of suppliers to spread the risk (Pl)	Increased need for critical radio communications for aviation and maritime transport. Increased need to measure power quality, as well as solutions for efficient uninterruptible power supplies
Transition risks	**Laws and policies**			
	Increased fuel prices/greenhouse gas emissions	Increased operating costs, e.g. for business units with a significant fleet of service vehicles	Target for increasing the percentage of vehicles using renewable fuels (On)	Increasing demand for charging equipment for electric vehicles
	Extended emission reporting obligation	More reporting work where greater use of resources to carry out work can reduce efficiency in other areas	Efficient processes and investment in central resources to support reporting (On)	Increased demand for safe, sustainable and efficient solutions from more customers, development and improvement of our operations
	Regulation of existing products and services	Increased costs and/or or reduced demand for products and services due to restrictions on the use of specific materials and substances	Spreading of risk with alternative materials and substances (On). Optimisation and efficiency of transport (On). Greater awareness and setting targets for energy efficiency in companies	Stricter regulation on emissions of e.g. harmful gases
	Reporting and compliance requirements for third party providers	May have to change products or terminate contracts with suppliers and switch to more expensive suppliers if the existing ones do not comply with the requirements	Communicate our sustainability expectations to companies early on in the acquisition process (On)	Increased demand for safe, sustainable and efficient solutions from more customers
		More reporting work where greater use of resources to carry out work can reduce efficiency in other areas	Efficient processes and investment in central resources to support reporting (On)	Developing and improving our activities
	Technology			
	Failed investments in new/old technologies	Lost customers and revenue due to new and alternative technologies	R&D, expert networks, advisory boards and continuous support with technical expertise at head office. Prospective assessment of how long a technology is relevant/attractive as early as the acquisition process (On)	n/a
	Transition to lower emissions technologies	Resistance from founders to make climate investments during the earn-out period	Set clear expectations in the acquisition process and ongoing strategy discussions about investments that are right for the long term through training and incentives linked to the Group's sustainability goals	Increased demand for safe, sustainable and efficient solutions from more customers, such as charging equipment for electric vehicles

Type	Risks	Potential financial impact	Actions (Planned = Pl, Ongoing = On)	Opportunity
		CLIMATE RISKS		
Transition risks	**Market**			
	Altered customer behaviour	Changing ways of travelling, working and shopping can affect demand in different ways in the long run	Work actively with potential risks in each company with future analyses (On)	Increased demand for safe, sustainable and efficient solutions from more customers
	Reputation			
	Stigmatisation of the sector	More stringent demands from the public to take a stand and reject stigmatised industries by not delivering solutions to customers in these sectors	Comply with and continuously develop our responsible investment guide, which clarifies how we approach investment in specific sectors. Conduct a separate sustainability and TCFD	Increased demand for safe, sustainable and efficient solutions from more customers
		SOCIAL RISKS		
Social risks	**Operations**			
	Information and IT security	Loss of trust and possible financial consequences of failures in the handling of personal or business-sensitive information	Clear guidelines, instructions and technical security solutions. Continuous monitoring and internal control. Train staff to raise awareness of threats and risks in information security (On)	Increased need for secure communication solutions
	Financial crime	Loss of reputation and weakened financial position due to financial or legal consequences	External whistleblowing function, clear guidelines, compliance requirements and monitoring, especially in countries where regulation on these issues is weaker (On). Supplier mapping (On). Genuine screening for each acquisition (On)	n/a
	Social conditions			
	Human rights and social conditions	Loss of reputation and weakened financial position due to financial or legal consequences	External whistleblowing function, clear guidelines, compliance requirements and monitoring, especially in countries where regulation on these issues is weaker (On). Supplier mapping (On). Genuine screening for each acquisition (On)	n/a
	Working conditions	Loss of labour and difficulties in attracting talented people if competitors have higher standards in working conditions and we do not maintain attractive working conditions	Continuously conduct benchmark analyses and update working conditions (On)	n/a
	Employee safety	Accidents and incidents relating to occupational health and safety	Clear safety procedures in all workplaces, especially in high-risk workplaces (On)	Increased demand for workplace safety solutions from more customers
	Gender equality and diversity	Higher public expectations that can result in a loss of trust and reputation and a poorer image of us as an employer if we fail to live up to public expectations	Reporting and gender equality and diversity targets with a clear action plan on how to achieve the targets, e.g. by training employees to raise awareness (On)	n/a

EU taxonomy

In 2019, the European Commission presented a new growth strategy, the European Green Deal, which aims to make Europe climate neutral by 2050 and promote economic growth by maximising the efficient and sustainable use of natural resources. Regulation (EU) 2020/852 of the European Parliament and of the Council (EU Green Taxonomy Regulation) was established to create a common classification system for environmentally sustainable economic activities. The aim is to scale up sustainable investments and reallocate capital flows to technologies and activities that are considered sustainable.

Sdiptech supports the ambitious goals set by the EU taxonomy. The current regulation focuses on economic activities with a high impact on combating and mitigating climate change. This means that Sdiptech's services and goods are covered to some extent by the climate taxonomy criteria. The EU taxonomy is still under development, and it is important to recognise that current legislation does not cover all sustainable activities in the market. For the transition to zero carbon emissions, the Regulation focuses on the most carbon-intensive industries, as well as on green energy and innovation.

Sdiptech is not the main target group for the current regulation as the business units exposed to these industries mainly fall under activities that enable green energy and innovation, which is currently a very limited segment in the regulation. Sdiptech's operations are very niched and in most cases primarily enabling. In addition, a large part of Sdiptech's operations work within social sustainability, and mainly safety, which is not covered at all in the Taxonomy. Consequently, Sdiptech only has a few relevant activity categories to report, which means that the key figures covered by the taxonomy for 2022 are relatively low. Sdiptech's annual report 2022 describes the group's sustainability goals and current position, including information on greenhouse gas emissions and climate impact beyond the requirements of the climate taxonomy and the EU 's taxonomy in general. As the regulation is still under development and is expected to be extended to other areas more relevant to our products and our business, we will update our taxonomy reporting accordingly in the future.

Accounting policies Article 10 of the European Commission Regulation supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council (published on 6 July 2021) states that non-financial corporations shall only disclose the share of economic activities covered by the taxonomy and not covered by the taxonomy in their total turnover and total capital and operating expenditure, as well as relevant qualitative information in the reporting for the 2022 financial year. One of the main goals of the EU taxonomy is to prevent greenwashing. Sdiptech has adopted a cautious approach in reporting taxonomy-eligible figures so that no items not specifically mentioned in the taxonomy are included.

Activities

Sdiptech has identified six taxonomy-eligible activities, which refer to the activities covered by the Taxonomy Regulation. The percentage of taxonomy-aligned activities is also reported – which is new for this year and in Sdiptech's 2022 annual report – and describes whether an economic activity fulfils the technical review criteria determining whether the activity is defined as sustainable. The "substantial contribution" criteria determine whether the economic activity has either a significant positive impact on the environment, or a significant reduction of negative impacts on the environment. The "no significant harm' criteria determine whether the economic activity does not prevent the attainmemt of the other environmental goals, i.e. has no significant negative impact on them.

Sdiptech has identified parts of five activities as aligned with the taxonomy. However, for activity **3.6. Manufacture of other low-carbon technologies**, we need to conduct robust life cycle assessments (LCAs) to determine whether

these activities are also taxonomy-aligned. Similarly, a more thorough analysis of some of the activities falling under 5.1 and 5.2, which deal with energy efficiency related to water systems, needs to be performed to ensure that the turnover from these activities is aligned with the taxonomy.

Sdiptech has conducted the assessments for taxonomy eligibility and alignment to the best of its ability based on existing available guidance from the European Commission. In 2021, Sdiptech set up an internal working group for the EU taxonomy, consisting of Sdiptech's business area managers, sustainability manager and group controller. Sdiptech has relied on the support of external experts in the process to provide a second opinion, as well as the assessments and data. An assessment of "substantial contribution" and "no significant harm" criteria was carried out for each economic activity to determine taxonomy eligibility. Minimum protection measures were assessed at Group level. Sdiptech has systematically assessed all activities and whether they meet the technical review criteria (substantial contribution, DNSH, minimum safeguards). There are the activities that we believe to have good potential to meet the review criteria when Sdiptech has carried out more activities, such as life-cycle assessment, customer cases, etc.

Sdiptech has also mapped the potential risks associated with the "OECD Due Diligence Guidance for Responsible Business Conduct" and the "UN Guiding Principles for Business and Human Rights" in the entire value chain. This work continues in 2023, with follow-up and additional mitigation activities to reduce these risks.

Turnover

Turnover includes external turnover in taxonomy-eligible activities, presented separately: see Taxonomy-eligible activities. The denominator is Sdiptech's total turnover for 2022 (see Note 4 Segment reporting), including income according to IFRS 15 and 16 respectively, in accordance with the definition of turnover in the EU taxonomy.

Capital investments

Affected investments relate to taxonomy-eligible assets and economic activities that generate revenue, or activities that combat or prevent climate change by reducing greenhouse gas emissions. The denominator is the Group's total investments for 2022 as recognised in the notes, excluding additions for goodwill, in Note 11 Intangible assets, Note 12 Tangible assets and Note 13 Right-of-use assets. The percentage of taxonomy-eligible capital investments (numerator) is the capital investments directly attributable to the taxonomy-eligible activities and that drives turnover.

Operating expenditure

Relevant running costs relate to taxonomy-eligible assets and economic activities that generate revenue, and include all direct development costs to operate the asset that can be distinguished from others. It does not include the labour costs for employees carrying out repairs, maintenance and servicing of the fixed assets concerned. The amount in the denominator includes the Group's total short-term leases (according to IFRS 16), research and development costs expensed, materials and services related to the maintenance of fixed assets and property of others. The allocation of taxonomy-eligible operating expenditure (numerator) is determined on the basis of the external turnover generated. Taxonomy-compatible capex also exists regarding investments that are not directly linked to revenue-driving activity, for the financial year this has been for vehicles and is included in point 6.5 Transport with motorcycles, passenger cars and light motor vehicles.

Taxonomy-eligible activities

The Group's economic activities have been evaluated, and the following taxonomy-eligible economic activities that generate external turnover have been identified and included in the numerators:

3.1. Manufacturing of renewable energy technology: Power quality problems can occur with weak grids and variable production, such as renewable electricity. In connection with the world investing more and more in renewable electricity production, continuous monitoring of the electricity supply plays a decisive role. Unipower offers automated systems for uninterrupted control and measurement of electricity supply, enabling the use and development of renewable energy without interruption.

3.6 Manufacturing of other low-carbon technologies: The share of turnover identified as taxonomy applicable derives from:
- IDE's product Erica, as a proprietary series of energy monitoring and management tools that enables reduced energy use and thus reduced carbon dioxide emissions.
- RDM's products that enable reduced energy use and thus reduced carbon dioxide emissions.
-TEL's products Airflow controllers and Room controllers, VAV account for approximately 50 per cent of the total turnover, which enables reduced energy use and thus reduced carbon dioxide emissions.
- GAH's product eFridge is designed to supply electricity to refrigeration systems for all vehicle types, enabling the use of electric vehicles in last-mile deliveries.

5.1. Construction, expansion and operation of systems for the collection and purification of water and water supply systems: Polyproject plays an important role in several water purification processes by commissioning and servicing clean water plants.

5.2. Renewal of water collection and purification systems and water supply systems: Polyproject has a unique competence in cleaning waste water, for example when by-products such as gypsum and a heavily polluted aggressive waste water arise that must be taken care of.

6.15. Infrastructure that enables carbon-free road transport and public transport: Rolec develops, manufactures and installs charging equipment and systems for electric vehicles. In order for the transport industry to meet set conversion targets, more vehicles must be electric. An important building block in the acceleration of the transition is an attractive and functioning infrastructure for electric vehicles, such as the availability of charging equipment.

7.5. Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings: KSS helps property owners to optimize energy and power use based on a building's system and operations. In this way, both energy consumption and environmental impact can be reduced.

Economic Activities Turnover	Code(s)	Absolute Turnover, SEK million	Proportion of Turnover	Substantial contribution criteria						DNSH criteria (Do No Significant Harm)							Minimum safeguards	Taxonomy-aligned proportion of turnover, year N	Category (enabling activity)	Category (transitional activity)
				Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity & ecosystems	Climate change mitigation	Climate change adaptation	Water & marine resources	Circular economy	Pollution	Biodiversity & ecosystems					
A Taxonomy-eligible activities																				
A.1 Environmentally sustainable activities (Taxonomy-aligned)																				
Manufacture of renewable energy technologies	3.1	18.5	0.5%	100%						Yes	Yes	Yes	Yes	Yes	Yes	Yes	0.5%	Enabling	
Construction, extension and operation of water collection, treatment and supply systems, transport and public transport	5.1	0.6	0.0%	100%						n/a	Yes	Yes	Yes	n/a	n/a	Yes	0.0%		
Renewal of water collection, treatment and supply systems	5.2	0.6	0.0%	100%						Yes	Yes	Yes	Yes	n/a	n/a	Yes	0.0%		
Infrastructure enabling low-carbon road transport and public transport	6.15	238.8	6.8%	100%						Yes	Yes	Yes	Yes	Yes	Yes	Yes	6.8%	Enabling	
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	7.5	102.6	2.9%	100%						Yes	Yes	n/a	n/a	n/a	n/a	n/a	2.9%	Enabling	
Turnover of environmentally sustainable activities (Taxonomy-aligned) A.1		**361.1**	**10.3%**															10.3%		
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned)																				
Manufacture of other low carbon technologies	3.6	158.7	4.5%																	
Construction, extension and operation of water collection, treatment and supply systems	5.1	7.5	0.2%																	
Renewal of water collection, treatment and supply systems	5.2	61.8	1.8%																	
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned)		**228.0**	**6.5%**																	
Total (A.1+A.2)		**589.1**	**16.8%**																	
B. Taxonomy-non-eligible																				
Turnover of businesses that are not covered by the taxonomy (B)		2,927.2	83,2%																	
TOTAL (A+B)1		**3,516.3**	**100%**															10.3%		

Economic Activities Capital Expenditures	Code(s)	Absolute CapEx	Proportion of CapEx	Substantial contribution criteria						DNSH criteria (Do No Significant Harm)						Minimum safeguards	Taxonomy-aligned proportion of CapEx, year N	Category (enabling activity)	Category (transitional activity)
				Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity & ecosystems	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity & ecosystems				
A Taxonomy-eligible activities																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Infrastructure enabling low-carbon road transport and public transport	6.15	47.8	4.2%	100%						Yes	Yes	Yes	Yes	Yes	Yes	Yes	4.2%	Enabling	
Transport by motorbikes, passenger cars and light commercial vehicles	6.5	0.7	0.1%	100%						Yes	Yes	n/a	Yes	Yes	n/a	Yes	0.1%		
Manufacture of renewable energy technologies	3.1	1.0	0.1%	100%						Yes	Yes	Yes	Yes	Yes	Yes	Yes	0.1%	Enabling	
CapEx of environmentally sustainable activities (Taxonomy-aligned) A.1		**49.5**	**4.4%**														4.4%		
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned)																			
Manufacture of other low carbon technologies	3.6	13.7	1.2%																
Construction, extension and operation of water collection, treatment and supply systems	5.1	0.0	0.0%																
Renewal of water collection, treatment and supply systems	5.2	6.6	0.6%																
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned)		**20.3**	**1.8%**																
Total (A.1+A.2)		**69.8**	**6.2%**																
B. Taxonomy-non-eligible																			
Capital expenditure in businesses that do not covered by the taxonomy (B)		1,056.4	93.8%																
covered by the taxonomy (B)		**1,126.2**	**100%**														4.4%		

Economic Activities Operating expenses	Code(s)	Absolute Operating expenses	Proportion of Operating expenses	Substantial contribution criteria						DNSH criteria (Do No Significant Harm)						Minimum safeguards	Taxonomy-aligned proportion of turnover, year N	Category (enabling activity)	Category (transitional activity)
				Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity & ecosystems	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity & ecosystems				
A Taxonomy-eligible activities																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Infrastructure enabling low-carbon road transport and public transport	6.15	0.4	1.2%	100%						Yes	Yes	Yes	Yes	Yes	Yes	Yes	1.2%	Enabling	
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	7.5	0.3	1.0%	100%						Yes	Yes	n/a	n/a	n/a	n/a	n/a	1.0%		
Operating expenses of environmentally sustainable activities (Taxonomy-aligned) A.1		**0.7**	**2.2%**														2.2%		
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned)																			
Manufacture of other low carbon technologies	3.6	4.6	14.5%																
Construction, extension and operation of water collection, treatment and supply systems	5.1	0.0	0.1%																
Renewal of water collection, treatment and supply systems	5.2	1.2	3.7%																
Operating expenses of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned)		**5.9**	**18.4%**																
Total (A.1+A.2)		**6.6**	**20.6%**																
B. Taxonomy-non-eligible																			
Operating costs of businesses that are not covered the taxonomy (B)		25.4	79.4%																
TOTAL (A+B)1		**32.0**	**100%**														2.2%		

About the Sustainability

This Sustainability Report covers Sdiptech AB's operations from 1 January 2022 to 31 December 2022 and follows the guidelines of the international Global Reporting Initiative (GRI). This report has been prepared in accordance with the GRI Standards at Core application level and the ten reporting policies of the GRI Standards:

1. Stakeholder involvement
The sustainability aspect of stakeholder dialogue describes how we work to include our stakeholders.

2. Sustainability context
We include relevant comparative figures in the sections Sdiptech in society, Sdiptech as a workplace and Sdiptech's business culture in order to place our results in context. We also show how our work contributes to the UN Sustainable Development Goals at target level.

3. Materiality
The significance of sustainability aspects for our stakeholders and the impact on our business as summarised in the materiality analysis.

4. Completeness
Our fourteen sustainability aspects define our complete sustainability work, which we explain in the report under Sdiptech in society, Sdiptech as a workplace and Sdiptech's business culture.

5. Accuracy
The information provided in the report is accurate, and we have endeavoured to provide a reasonable level of detail.

6. Balance
We reflect on both positive and negative aspects of our outcome in the sections Sdiptech in society, Sdiptech as a workplace and Sdiptech's business culture.

7. Clarity
We have endeavoured to include and structure the information in the best and clearest way possible for our stakeholders.

8. Comparability
We have deliberately chosen established metrics with historical dates so that our stakeholders can compare our data with previous years.

9. Reliability
The Group's auditors have issued a separate opinion regarding the statutory sustainability report. The metrics we report are compiled centrally on an annual basis.

10. Time (timeliness)
Our latest sustainability report was launched in April 2022. We produce our sustainability report annually in conjunction with the annual report.

Contact person for the sustainability report:
My Lundberg,
Sustainability and IR Manager and convener of meetings of Sdiptech's Sustainability Council
my.lundberg@sdiptech.com

AUDITOR'S OPINION ON THE STATUTORY SUSTAINABILITY REPORT

Engagement and responsibility
The Board of Directors is responsible for the 2022 sustainability report on pages 28-62, and for ensuring that it is prepared in accordance with the Annual Accounts Act.

Focus and scope of the audit
Our audit has been conducted in accordance with FAR's recommendation RevR 12 Auditors report on the mandatory sustainability report. This means that our review of the sustainability report has a different focus and is substantially smaller in scope than the focus and scope of an audit in accordance with

International Standards on Auditing and good auditing practice in Sweden. We believe that this audit provides us with a reasonable basis for our opinion.

Opinions
A sustainability report has been prepared.

Stockholm, 17 April 2023
Öhrlings PricewaterhouseCoopers AB

Anna Rosendal
Authorised Public Accountant
Principal Accountant

Andreas Skogh
Authorised Public Accountant
Co-signatory

GRI Index

The information presented in the report covers the most extensive and significant parts of the business. The materiality analysis carried out, which is described on page 39, has been the basis for the selection of GRI disclosures, where each material issue has been matched against at least one GRI disclosure. Exceptions or deviations from the GRI Standards appear in the reporting of the respective GRI disclosures. The report is not subject to external verification.

As a signatory to the UN Global Compact's ten principles in human rights, working conditions, environment and corruption, the sustainability report constitutes Sdiptech's report on improvements (Communication on Progress).

Indication of use - Sdiptech has reported in accordance with GRI Standards for the period January 1, 2022 to December 31, 2022
GRI 1 used - GRI1: Basis 2021
**Applicable GRI Sector Standard(s) -** Not currently available

GRI Standard		GRI reference	PAGE	COMMENT/DISCLOSURE
General information				
GRI 2: General information 2021	2-1	Organisational details	4	
	2-2	Entities included in the organisation's sustainability report	19-23	
	2-3	Reporting period, frequency and contact point	63, 136	
	2-4	Restatements of information	62	No significant changes have been made
	2-5	External assurance	6, 16-25, 44-51, 54	
	2-6	Activities, value chain and other business relationships	139-140	
	2-7	Employees	139-140	
	2-8	Workers who are not employees	72-73	
	2-9	Governance structure and composition	72-73	
	2-10	Nomination and selection of the highest governance body	73	
	2-11	Chair of the highest governance body	73	
	2-12	Role of the highest governance body in overseeing the management of impacts	73, 133-134	
	2-13	Delegation of responsibility for managing impacts	36	
	2-14	Role of the highest governance body in sustainability reporting	36	
	2-15	Conflicts of interest	70, 126, 129	Handled within the framework of work regulations and instructions. Sdiptech has had none conflicts of interest in 2022. Read more about related party transactions on pp. 70, 126 and 129. The board's description of internal control for the financial year can be found in the corporate governance report.
	2-16	Communication of critical concerns	74-76	
	2-17	Collective knowledge of the highest governance body	78	
	2-18	Evaluation of the performance of the highest governance body	72-76	
	2-19	Remuneration policies	67	
	2-20	Process to determine remuneration	73-74	
	2-21	Annual total compensation ratio	102	
	2-22	Statement on sustainable development	14-15	
	2-23	Policy commitments	54, 75	
	2-24	Embedding policy commitments	54, 75	
	2-25	Processes to remediate negative impacts	34, 41	
	2-26	Mechanisms for seeking advice and raising concerns	39	
	2-27	Compliance with laws and regulations	54, 134	
	2-28	Membership associations	36, 53	
	2-29	Approach to stakeholder engagement	39	
	2-30	Collective bargaining agreements	54	
Material Topics				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	37-39	
	3-2	List of material topics	39	

GRI Standard		GRI reference		PAGE	COMMENT/DISCLOSURE
Economic performance					
GRI 3: Material Topics	3-3		Management of material topics	36-39	
GRI 201: Company finances	201-1		Direct economic value generated and distributed	43	
	201-2		Financial implications and other risks and opportunities due to climate change	56-59	
Anti-corruption					
GRI 3: Material Topics	3-3		Management of material topics	36-39, 54	
GRI 205: Anti-corruption	205-3		Confirmed incidents of corruption and actions taken	54	
Energy					
GRI 3: Material Topics	3-3		Management of material topics	21, 36-39	
GRI 302: Energy	302-1		Energy consumption within the organisation	40-42	
	302-3		Energy intensity	40-42	
	302-4		Reduction of energy consumption	22, 40-42, 47	
Water and Effluents					
GRI 3: Material Topics	3-3		Management of material topics	13, 20, 36-39, 46	
	303-5		Water consumption	140	
Emissions					
GRI 3: Material Topics	3-3		Management of material topics	10, 35-39	
GRI 305: Emissions	305-1		Direct (Scope 1) GHG emissions	42	
	305-2		Energy indirect (Scope 2) GHG emissions	42	
	305-3		Other indirect (Scope 3) GHG emissions	42	
	305-4		GHG emissions intensity	40-42	
	305-5		Reduction of GHG emissions	40-42	
Waste					
GRI 3: Material Topics	3-3		Management of material topics	21, 36-39, 42	
GRI 306: Waste	306-1		Waste generation and significant waste-related impacts	43, 140	
	306-3		Waste generated	43, 140	
Employment					
GRI 3: Material Topics	3-3		Management of material topics	48, 52-54	
GRI 401: Employment	401-1		New employee hires and employee turnover	52, 139	
Occupational health and safety					
GRI 3: Material Topics	3-3		Management of material topics	36-39, 52-54	
GRI 403: Occupational health and safety	403-1		Occupational health and safety management system	35, 36, 52	
	403-2		Hazard identification, risk assessment, and incident investigation	35, 36, 52	
	403-3		Occupational health services	35, 36, 52	
	403-4		Worker participation, consultation, and communication on occupational health and safety	35, 36, 52	
	403-5		Worker training on occupational health and safety	35, 36, 52	
	403-6		Promotion on worker health	35, 36, 52	
	403-7		Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	35, 36, 52	
Diversity and equal Opportunity					
GRI 3: Material Topics	3-3		Management of material topics	35-39, 52-53, 75	
GRI 405: Diversity and equal Opportunity	405-1		Diversity of governance bodies and employees	53, 139	
Non-discrimination					
GRI 3: Material Topics	3-3		Management of material topics	36-39	
GRI 406: Non-discrimination	406-1		Incidents of discrimination and corrective actions taken	53	

GRI Appendix

GRI 401-1 NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

	Number	%
Total	**481**	**100**
Women	71	15%
Men	410	85%
Total	**481**	**100**
<30	189	39%
30-50	234	49%
>50	58	12%
Total	**481**	**100**
Sweden	83	17%
UK	225	47%
Norway	3	1%
Netherlands	7	1%
Italy	17	4%
Finland	24	5%
Denmark	21	4%
Croatia	101	21%
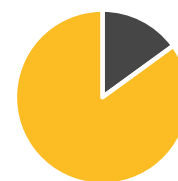
■ Woman   ■ Men

■ <30   ■ 30-50   ■ >50

GRI 401-1 NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

	Number	%
Total	**434**	**100**
Woman	64	15%
Men	370	85%
Total	**481**	**100**
<30	145	30%
30-50	222	46%
>50	67	14%
Total	**434**	**100**
Sweden	54	12%
UK	236	54%
Norway	3	1%
Netherlands	6	1%
Italy	7	2%
Finland	13	3%
Denmark	16	4%
Croatia	99	23%
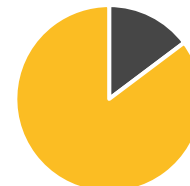
■ Woman   ■ Men
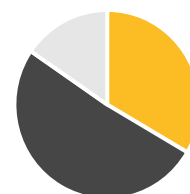
■ <30   ■ 30-50   ■ >50

GRI 405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Gender equality, diversity and inclusion	2022	2021	2020
Total staff	**2,127**	**1,673**	**1,499**
of whom women	369	282	200
% women	17%	17%	13%
% women on Sdiptech Board of Directors	40%	40%	33%
% women in Group executive	17%	0%	0%
% women in senior positions across the Group	30%	24%	31%
% companies with gender-balanced executive teams	38%	32%	30%

Age of Sdiptech Board	2022	2021	2020
<30	0%	0%	0%
30-50	0%	0%	0%
>50	100%	100%	100%

Age of Group executive	2022	2021	2020
<30	0%	0%	0%
30-50	67%	67%	80%
>50	33%	33%	20%

	Woman	Men	Non-binary
CEO (incl. business units) & boards	10%	90%	0%
Production	8%	92%	0%
Sale	20%	80%	0%
Administration	46%	54%	0%
Other	10%	90%	0%

	2022	2021	2020
CEO (incl. busines units) & boards	79	55	49
Production	909	713	1,001
Sale	133	111	75
Administration	457	210	249
Other	549	584	125
Total staff	**2 127**	**1 673**	**1 499**

GRI 2-7 EMPLOYEES

Total staff	2,127	100%
Woman	369	17%
Men	1,757	83%
Non-binary	1	0%

Total personal	2,127	100%
Sweden	383	18%
UK	998	47%
Norway	19	1%
Netherlands	67	3%
Italy	59	3%
Finland	78	4%
Denmark	184	9%
Croatia	339	16%
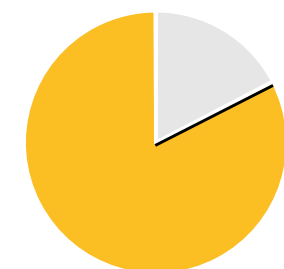
Woman   Men   Non-binary
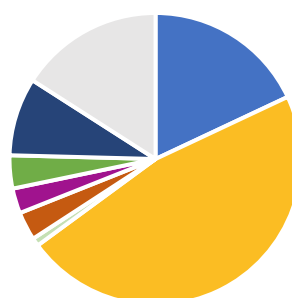
Sweden   UK   Norway   Netherlands
Italy   Finland   Denmark   Croatia

Total staff	2,127	100%
Of whom permanent employees	**2,067**	**97%**
Women	360	17%
Men	1,706	83%
Non-binary	1	0%
Of whom employed on a temporary	**60**	**3%**
Women	9	15%
Men	51	85%
Non-binary	0	0%

Total staff	2,127	100%
	2,036	**96%**
Women	320	16%
Men	1,715	84%
Non-binary	1	0%
	91	**4%**
Women	49	54%
Men	42	46%
Non-binary	0	0%

GRI 306-3 WASTE GENERATED

Total (tons)	1,590	100%
Recycled material	754	47%
Combustible waste	482	30%
Landfill	255	16%
Hazardous waste	99	6%

GRI 303-1 WATER CONSUMPTION

Total m³	26,928