

GRI Index and TCFD Reference

Industrivärden's sustainability report follows the most recent version of the Global Reporting Initiative (GRI) Standard, Core level, with the Financial Services sector supplement. This is Industrivärden's sixth sustainability report produced in accordance with the GRI framework and draws from the GRI principles regarding content and quality. The report pertains to Industrivärden's own operations in 2022 (January 1–December 31, 2022). The ambition is to report yearly.

Industrivärden's operations are conducted by approximately 15 employees at the Company's head offices in Stockholm. Since 2017 stakeholder dialogues and subsequent materiality analyses have been conducted to identify the highest priority issues in the area of sustainability. These analyses form the basis for determining which disclosures are reported in Industrivärden's sustainability report and GRI

Index. Industrivärden adheres to sustainable business practices by adopting a clear sustainability perspective in its investment decisions and operations as an active owner. The portfolio companies' sustainability reports are available on the respective companies' websites.

The GRI Index describes Industrivärden's sustainability work based on the GRI Standards. The report consists of the information below as well as the information reported in the 2022 Annual and Sustainability Report, on Industrivärden's website, and on cdp.net according to the respective references provided in the GRI Index.

In 2020 Industrivärden began implementing the recommendations issued by the Task Force on Climate-related Financial Disclosures (TCFD) for reporting climate-related risks, but at present does not report in accordance with the entire framework.

GRI Universal Standards (2021)

General disclosures	Title of disclosure	In Industrivärden's Sustainability Report (page)	In Industrivärden's Annual Report (page)	Comments
Organization & reporting practices				
2-1	Organizational details		50	
2-2	Entities included in the organization's sustainability reporting		50, 69–70	The Parent Company and all subsidiaries are covered by the report.
2-3	Reporting period, frequency and contact point		50, 94	The report, which is prepared annually, pertains to the 2022 financial year. The contact person is Sverker Sivall, Head of Corporate Communication & Sustainability, ssl@industrivarden.se .
2-4	Restatements of information			No significant changes have taken place since the preceding report.
2-5	External assurance		75–78	The Company's auditor has given an opinion on the statutory sustainability report. Significant information is also included in the Company's Board of Directors' Report, which has been reviewed by Company's auditor.
Activities & workers				
2-6	Activities, value chain and other business relationships		10–15	
2-7	Employees	89	14, 52, 66	All employees are active at the head offices in Stockholm. Data does not include any consultants and advisors. Industrivärden has 15 employees. Apart from regulatory requirements, information that can be coupled to individual persons is therefore not disclosed.
2-8	Other workers who work for the organization			The organization has a facility management contract for the office building. The scope of outsourced assignments amounts to less than one full-time position in total.

General disclosures	Title of disclosure	In Industrivärden's Sustainability Report (page)	In Industrivärden's Annual Report (page)	Comments
Governance				
2-9	Governance structure and composition		53–58	
2-10	Nomination and selection of the board of directors		53–54, 94	
2-11	Chairman of the Board of Directors		54–56, 58	
2-12	The Board's role in overseeing the management of impacts	82	53–57	
2-13	Delegation of responsibility for managing impacts	82		
2-14	Role of the Board of Directors in sustainability reporting	82		
2-15	Conflicts of interest			Handled within the framework of Rules of Procedure and instructions, etc.
2-16	Communication of critical concerns			Communication of critical concerns is conducted in accordance with applicable rules and regulations.
2-17	Collective knowledge of the Board of Directors		54–55, 58	
2-18	Evaluation of the performance of the Board of Directors		55–56	
2-19	Remuneration policies		56, 67	Guidelines for compensation of senior executives are posted on Industrivärden's website: Corporate governance/CEO and Executive Management/Compensation.
2-20	Process to determine remuneration		67	
2-21	Annual total compensation		66–67	
Strategy, policies & practices				
2-22	Statement on sustainable development strategy		8–9, 18–19	
2-23	Policy commitments		18–19	Information on Industrivärden's commitments can be found on the UN Global Compact's website: https://www.unglobal-compact.org/what-is-gc/participants/72671-AB-Industrivarden-publ .
2-24	Embedding policy commitments	81–89		
2-25	Processes to remediate negative impacts	81–89		
2-26	Mechanisms for seeking advice and raising concerns	82–83		Industrivärden's Code of Conduct is posted on the Company's website: Corporate governance/Governance structure/Code of Conduct.
2-27	Compliance			The Company has no knowledge about any incidences of noncompliance with laws and regulations, and no fines were paid during the reporting period.
2-28	Membership associations			Confederation of Swedish Enterprise, Centre for Business and Policy Studies (SNS), Royal Swedish Academy of Engineering Sciences (IVA), Swedish Investors for Sustainable Development (SISD).
Stakeholder engagement				
2-29	Approach to stakeholder engagement	18–19, 83		
2-30	Collective bargaining agreements			All employees are covered by collective bargaining agreements.
Material topics				
3-1	Process to determine material topics	83–84		
3-2	List of material topics	84	18–19	
3-3	Management of material topics	11–15, 81–83		Covers the issue of human rights, among others.

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Economic				
201	Economic Performance 2016			
201-1	Direct economic value generated and distributed	83	40–47, 60–73	
201-2	Financial implications and other risks and opportunities due to climate change	85–87		
201-3	Defined benefit obligations and other retirement plans		64–67, 71	
201-4	Financial assistance received from government			No financial assistance has been received from government bodies.
205	Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	18–19	11–15	No material risks have been identified in the Company's own operations. Questions related to the Company's sustainability analysis are addressed on a continuing basis within the framework of active ownership.
205-2	Communication and training about anti-corruption policies and procedures	82		All employees receive training in the annually revised Code of Conduct, which covers all aspects of corporate social responsibility in accordance with the Global Compact's ten principles, including anti-corruption.
205-3	Confirmed incidents of corruption and actions taken			No incidents occurred during the year.
Environment				
305	Emissions 2016			
305-1	Direct GHG emissions (Scope 1)	89		Scope 1 emissions in 2022 amounted to 18 tonnes CO ₂ e (14). www.cdp.net: Industrivärden, CC 6.1.
305-2	Energy indirect GHG emissions (Scope 2)	87, 89		Scope 2 emissions in 2022 amounted to 8 tonnes CO ₂ e (10) (according to market-based method). www.cdp.net: Industrivärden, CC 6.3.
305-3	Other indirect GHG emissions (Scope 3)	85–87, 89		Scope 3 emissions in 2022 amounted to 11 tonnes CO ₂ e (10) (business travel, publications, etc.). www.cdp.net: Industrivärden, CC 6.5. This GRI Index pertains to own operations, which is why portfolio emissions (which are normally included in Scope 3) are not included above. See page 86.
305-4	GHG emissions intensity	85–87, 89		Information is provided in the yearly reporting to the CDP.
305-5	Reduction of GHG emissions	85–87, 89		Information is provided in the yearly reporting to the CDP.
305-6	Emissions of ozone-depleting substances (ODS)			No ozone-depleting emissions are made in operations.
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions			No significant emissions in operations.
Social				
401	Employment 2016			
401-1	New employee hires and employee turnover			The Company has 15 employees. Employee turnover was 7% (7%) for new hires and 7% for departures (0%). 1 woman in age group 30–50 was newly hired.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		56, 67	Individual compensation structure.
401-3	Parental leave			During the period 1 man was on parental leave. 1 man returned to work after parental leave during the reporting period.

General disclosures	Title of disclosure	In Industrivärden's Sustainability Report (page)	In Industrivärden's Annual Report (page)	Comments
403	Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	83, 89		In accordance with Swedish law. Covers all employees.
403-2	Hazard identification, risk assessment, and incident investigation	89		A safety assessment has been carried out.
403-3	Occupational health services	83, 89		All employees are offered company health care services.
403-4	Worker participation, consultation, and communication on occupational health and safety	89		Conducted under the direction of the HR function.
403-5	Worker training on occupational health and safety	89		Conducted under the direction of the HR function.
403-6	Promotion of worker health	89		Measures for preventing injuries at the workplace, and wellness subsidy.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships			Not relevant given the nature of operations.
403-8	Workers covered by an occupational health and safety management system			Not relevant given the size of the workplace (15 employees).
403-9	Work-related injuries			No work-related injuries during the period.
403-10	Work-related ill health			Average absenteeism due to illness in relation to total work time was 0%. Additional information is not provided due to the size of the workplace.
404	Training and Education 2016			
404-1	Average hours of training per year per employee	89		The average number of hours per employee was 15.
404-2	Programs for upgrading employee skills	89		Structured through individual talks with employees.
404-3	Percentage of employees receiving regular performance and career development reviews	89		All employees receive regular evaluations about their performance and career development.
405	Diversity and Equal Opportunity 2016			
405-1	Diversity of board of directors, management and employees	82–83, 85, 89	53–55, 58–59	
405-2	Ratio of basic salary and remuneration of women to men		66–67	Information not provided given the size of the workplace (15 employees).
Sector-specific disclosures, financial				
G4 FS6	Breakdown of investment portfolio by region, size and by sector		22–23	All of the portfolio companies are listed on Nasdaq Stockholm.
G4 FS10	Percentage of companies held in the institution's portfolio with which the organization has interacted on environmental or social issues	82	18–19	Sustainability issues are addressed in all portfolio companies within the framework of Industrivärden's analysis and influence activities.

Page references for disclosures in accordance with the TCFD's recommendations

Industrivärden has begun implementation of the recommendations issued by the Task Force on Climate-related Financial Disclosures (TCFD) for reporting of climate-related risks, but currently is not reporting entirely in accordance with the framework.

Reference	Category			
	Governance	Strategy	Risk management	Metrics and targets
a)	54–56, 81–82	86–87	82	85–87
b)	54–56, 81–82	85–86	73, 85	87, 92
c)	not applicable	–	82	87