

SASB Index			Annual report 2023 (page)	Cross reference GRI (2021) (In Annual Report 2023, page 91-94)	Comment
Topic	Description	Code			
ASSET MANAGEMENT & CUSTODY ACTIVITIES SASB Industry accounting standard (2021-12)					
Employee Diversity & Inclusion	Percentage of gender (and racial/ethnic group) representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	FN-AC-330a.1	58-59, 66	2-7, 2-8 405-1	
Incorporation of Environmental, Social, and Governance Factors in Investment Management & Advisory	Amount of assets under management, by asset class, that employ (1) integration of environmental, social, and governance (ESG) issues, (2) sustainability themed investing, and (3) screening	FN-AC-410a.1	20-21, 24-39, 83-85		
	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment and/or wealth management processes and strategies	FN-AC-410a.2	16-17, 82-83, 87	FS 10	Sustainability issues are addressed in all portfolio companies within the framework of Industrivärden's analysis and influence activities. Ref: Annual Report 2023.
	Description of proxy voting and investee engagement policies and procedures	FN-AC-410a.3	11-14		
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	FN-AC-510a.1			Industrivärden has not been assessed any fines or other sanctions.
	Description of whistleblower policies and procedures	FN-AC-510a.2	82-83		Code of Conduct ( <a href="https://www.industrivarden.se/en-gb/corporate-governance/governance-structure/Code-of-Conduct/">https://www.industrivarden.se/en-gb/corporate-governance/governance-structure/Code-of-Conduct/</a> ).
Activity metrics	(1) Total registered and (2) total unregistered assets under management (AUM)	FN-AC-000.A	20-22	FS 6	All of the portfolio companies are listed on Nasdaq Stockholm.
	Total assets under custody and supervision	FN-AC-000.B	40-44, 60-72	201-1	