

GRI Index

Industrivärden's sustainability report follows the most recent version of the Global Reporting Initiative (GRI) Standard, core level, with Financial Services sector supplement. This is Industrivärden's third 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 2019 (January 1–December 31, 2019). The ambition is to report yearly.

Industrivärden's operations are conducted by approximately 15 employees at the Company's head offices in Stockholm. During 2017 stakeholder dialogs were conducted with a subsequent materiality analysis to identify the highest priority issues in the area of sustainability. These

dialogs were continued on a regular basis in 2018 and 2019, and the updated analysis forms the basis of which disclosures are reported in this sustainability report. Industrivärden adheres to sustainable business practices by adopting a clear sustainability perspective in its investment decisions and exercise of active ownership. The portfolio companies' sustainability reports are available on the respective companies' websites.

The GRI report and Index describe Industrivärden's sustainability work based on the GRI Standards. The report consists of the information below including the references provided as well as the information reported in the 2019 Annual and Sustainability Report, on Industrivärden's website, and on cdp.net according to the respective GRI Index.

GRI Standards Index, core level, financial services sector supplement

General disclosures	In Industrivärden's Sustainability Report (page)	In Industrivärden's Annual Report (page)	Comments
1. Organizational Profile			
102-1	Name of the organization	Outside back cover	
102-2	Activities, brands, products and services	4-5, 12-19	
102-3	Location of headquarters	Outside back cover	
102-4	Location of operations	Outside back cover	
102-5	Ownership and legal form	26-27, 41-45	
102-6	Markets served	29-37	
102-7	Scale of the organization	12-19, 49-50, 54	
102-8	Information on employees and other workers	12-13, 54	All employees are active at the head offices in Stockholm. Data does not include any consultants and advisors. Industrivärden is a small company with approximately 15 employees. Apart from regulatory requirements, we therefore do not disclose information that can be coupled to individual persons.
102-9	Supply chain		Purchases of goods and services are made for the office activities in Stockholm. Suppliers are expected to comply with well-respected ethical business principles.
102-10	Significant changes to the organization and its supply chain		No major changes during the year.
102-11	Precautionary principle or approach		The precautionary principle is adhered to with respect to assessments and management of sustainability risks in the portfolio companies and new investments. Industrivärden is a signatory of the UN Global Compact, whose environmental risks cover the precautionary principle.
102-12	External initiatives	21-23	UN Global Compact, CDP and Global Reporting Initiative. The Company's Code of Conduct is based on the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the ILO Fundamental Conventions.

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102-13	Membership of associations	21		Confederation of Swedish Enterprise, Centre for Business and Policy Studies (SNS), Royal Swedish Academy of Engineering Sciences (IVA), Swedish Investors for Sustainable Development (SISD).

2. Strategy

102-14	Statement from senior decision-maker		9-11	
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3. Ethics and integrity

102-16	Values, principles, standards, and norms of behavior	20-23	12	
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4. Governance

102-18	Governance and Board of Directors		41-45, 46-47	The CEO has overarching responsibility for sustainability work, which is an integral part of the Company's operations. Team managers are responsible for sustainability analyses of the respective portfolio companies. The Head of Sustainability has functional responsibility for sustainability-related issues and processes. The Board of Directors is responsible for the Company's sustainability report.
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5. Stakeholder engagement

102-40	List of stakeholder groups	20		A compilation of our most important stakeholder categories is presented on www.industrivarden.net .
102-41	Collective bargaining agreements			All employees are covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	20		The process for identifying and defining the most important stakeholder categories is presented on www.industrivarden.net .
102-43	Approach to stakeholder engagement	20, 23		Further information on the stakeholder dialog is presented on www.industrivarden.net .
102-44	Key topics and concerns raised	20		A materiality analysis and compilation of priority issues is presented on www.industrivarden.net .

6. Reporting practice

102-45	Entities included in the consolidated financial statements		57, 62	The report covers the Parent Company and all subsidiaries.
102-46	Defining report content and topic Boundaries		53	
102-47	List of material topics/sustainability issues	20-23		
102-48	Restatements of information			This is Industrivärden's third sustainability report in accordance with GRI.
102-49	Changes in reporting			No significant changes have taken place since the preceding report.
102-50	Reporting period		39	
102-51	Date of most recent report			This is Industrivärden's third sustainability report in accordance with GRI. The most recent annual report with sustainability information was published on February 21, 2019.
102-52	Reporting cycle		71	
102-53	Contact point for questions regarding the report		68	Head of Corporate Communication and Sustainability, Sverker Sivall, ssl@industrivarden.se

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102-54	Claims of reporting in accordance with the GRI Standards		71	
102-55	GRI content index		71-74	
102-56	External assurance		64-66	The auditor has given a statement on the statutory sustainability report. Significant information is also included in the Company's Board of Directors' report, which is reviewed by Industrivärden's auditor.
Material issues				
GRI 200: Economic				
GRI 201: Economic performance				
103-1 - 103-3	Sustainability governance	20-23	12-14, 16-17	
201-1	Direct economic value generated and distributed	23	49-52, 55, 58	
GRI 205: Anti-corruption				
103-1 - 103-3	Sustainability governance	20-23	12-14, 16-17	
205-1	Operations assessed for risks related to corruption	20-23		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	Training in anti-corruption policies and procedures	22-23		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 10 principles, including anti-corruption. Through Swedish Investors for Sustainable Development (SISD), Industrivärden participates in a work group that develops analysis models for anti-corruption.
GRI 300: Environment				
GRI 305: Emissions				
103-1 - 103-3	Sustainability governance	20-23	12-13	
305-1	Direct GHG emissions (Scope 1)	23		Scope 1 emissions in 2019 amounted to 18 tonnes CO ₂ e (0) (fuel for leased company cars) www.cdp.net: Industrivärden, CC 6.1
305-2	Energy indirect GHG emissions (Scope 2)	23		Carbon footprint in 2019 was 17 tonnes CO ₂ e (18) in Scope 2 (energy consumption and district heating) www.cdp.net: Industrivärden, CC 6.3.
305-3	Other indirect GHG emissions (Scope 3)	23		Carbon footprint in 2019 was 27 tonnes CO ₂ e (30) in Scope 3 (business travel, publications and office material) www.cdp.net: Industrivärden, CC 6.5.
GRI 400: Social				
GRI 401: Employment				
103-1 - 103-3	Sustainability governance	20-23		See also the Company's Code of Conduct.
401-1	New employee hires and employee turnover			The Company has 14 employees. Employee turnover for new hires is 7% (13%), and 13% departures (33%). One man in age group 50- newly hired.
401-3	Parental leave			During the period one man and one woman were on parental leave. One man and one woman returned to work after parental leave during the reporting period.
Health and safety				
103-1 - 103-3	Sustainability governance	20-23		
403-2	Types of injury and rates of injury, and absenteeism			No occupational injuries during the period. Average absenteeism relative to total working time was 2%.

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GRI 400: Training and education				
103-1 - 103-3 Sustainability governance		20-23		
404-1	Average hours of training per year per employee			The average number of hours per employee was 16.
404-3	Percentage of employees receiving regular performance and career development reviews			All employees receive regular evaluations about their performance and career development.
GRI 405: Diversity and equal opportunity				
103-1 - 103-3 Sustainability governance		20-23	12-13	
405-1	Diversity of governance bodies and employees		42, 46-47, 54	
GRI 419: Socioeconomic compliance				
103-1 - 103-3 Sustainability governance		20-23	12-14, 16-17	
419-1	Non-compliance with laws and regulations in the social and economic area			Industrivärden has not been assessed any fines or other sanctions.
Sector-specific standards, Financial Services				
103-1 - 103-3 Sustainability governance		20-23		
FS 6	Percentage of the portfolio for business lines by specific region		29	All of the portfolio companies are listed on Nasdaq OMX Nordic Stockholm.
FS 10	Percentage and number of companies held in the institution's portfolio with which the reporting organization has interacted on environmental or social issues			Sustainability issues are addressed in all portfolio companies within the framework of Industrivärden's analysis and influence activities.